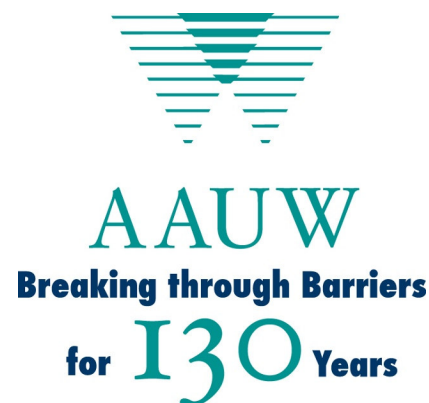


Breaking through educational and economic barriers so all women have a fair chance.

## Title IX Compliance: Know the Score AAUW-MA Spring Conference and Annual Meeting Saturday, April 2, 2011 UMass Boston, Healey Library, 11th floor 100 Morrissey Boulevard, Boston



### AN INVITATION FROM BARBARA BURGO AAUW-MA PROGRAM VP

*"Thank you to our co-sponsors, the Center for Women in Politics and the Africana Studies Department, UMass Boston"*

Please join AAUW-MA for our 2011 Annual Meeting and Conference on Saturday, April 2, 2011 at UMass-Boston's Healey Library, 11th floor from 9:00 a.m.-4:00 p.m. As we begin celebrations for Women's History month, we realize that this year it is imperative to re-visit a Public Policy issue that is still a barrier - inequitable treatment of female

athletes in our country. The following has been taken from the [www.aauw.org](http://www.aauw.org) web site and will explain why we are counting on you to learn more about this pervasive form of discrimination and help us Break through this Barrier for women and girls:

Title IX: Ensuring Equity in Education for Women and Girls: Title IX of the Education Amendments of 1972 is the federal statute prohibiting sex discrimination in education programs and activities that receive federal financial assistance. The American Association of University

Women strongly supports Title IX and opposes any efforts that would weaken its effectiveness or undermine its enforcement. AAUW's 2009-2011 Public Policy Program "... advocates vigorous enforcement of Title IX and all other civil rights laws pertaining to education." The law states, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance."

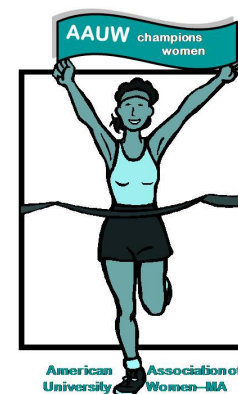
For additional information:  
Barbara Burgo  
[bjmonteiro@aol.com](mailto:bjmonteiro@aol.com)

### A MESSAGE FROM LIZ FRAGOLA

I had to pull myself away from a flurry of emails to write this message. Hectic as it may be, this is a good thing. It means things are happening for AAUW-MA. I just submitted an application for the AAUW Breaking Through Barriers Award for our November conference on

*Education, Employment, Empowerment: the Global Prospects for Women.* As I was forced to reflect on the goals and outcomes of this conference, I realized we had accomplished quite a lot. When one is required to hone in on the important elements of

an experience, it clarifies one's thinking and brings a new appreciation of what took place. Those of us who were there that day had the almost heady experience of having women worked up about AAUW. That electrical charge of having 18 women join



### Inside this issue:

Conference agenda	3
Registration form	3
Directions to UMass Boston	4
Keynote Speaker and Presenters	13
Branch happenings	8
Annual meeting agenda	14

## MESSAGE FROM LIZ CONTINUED

our organization continues to energize our action.

We can only imagine the charge of energy being felt by millions in Egypt as the protests in Tahrir Square fomented and ultimately ended the reign of Hosni Mubarak. It was a pivotal moment for the Egyptian people, but it was and is also a critical moment for the women of Egypt. They literally put their lives and their reputations on the line for the possibility of change. One young woman,

*“What I love about AAUW is that everything we do and every program we run builds upon what has come before and what will follow.”*

Asmaa Mahfouz, a 26 year-old Cairo University student, was a leader in mobilizing men and women to move beyond their gender boundaries. She challenged the men to come out and protect women and girls who were protesting. And they did. Traditionally, women who took part in demonstrations were often physically and sexually assaulted; not this time. Women are using the media and an interactive website, [www.HarrassMap.org](http://www.HarrassMap.org), to report sexual harassment. So, what's happening in Egypt is not “just” a political upheaval, it has

strong social and gender implications as well. The Egyptian women are well poised to alter gender inequity in their society. We continue to deal with our own issues of inequity here in the US. Although we do not have to put our lives on the line, we do have to put ourselves on the line to continue to call attention to what still needs to be done. At our state conference on April 2<sup>nd</sup> we will reexamine Title IX and the threats to this legislation. Why does Title IX continue to be so important? One reason is that it directly impacts young girls at a time when their self-esteem and body images are so vulnerable. A young teen girl who is full of drive to play on a sports team needs all the encouragement she can get, because there is where she can learn about leadership, confidence, and team work. We want to do everything we can to make sure she has that opportunity.

Success builds success and leadership at the high school and college levels and is a strong indicator of reaching the highest levels in the corporate, academic, entrepreneurial, or political worlds.

What I love about AAUW is that everything we do and every program we run builds upon what has come before and what will follow. We are co-sponsoring Sister to Sister in Southeastern Massachusetts on March 19<sup>th</sup> to

be followed by Elect Her on March 26<sup>th</sup>, both at UMass Dartmouth. Again, we're talking about positive self-image, risk-taking, and leadership, all of which are linked to Title IX supported programs. June 2<sup>nd</sup>-4<sup>th</sup> is the date for NCCWSL where leadership skill building is a primary focus. NCCWSL builds on the elements of Sister to Sister and Elect Her. Isn't AAUW great?! Everything connects.

Come to UMass Boston on April 2<sup>nd</sup>. We will begin the day with our annual meeting and will welcome Krys Wulff our national board of directors' representative. Krys will be presenting the new One Member, One Vote policy and will be joining us in the afternoon speaking about Title IX Compliance: Do You Know the Score? Our annual meeting is the time for you to make your voice heard on all matters relating to AAUW-MA. It is also the time for you to VOTE for new board members. We will be inducting a new President -Elect, Program VP, and Finance Chair. AAUW-MA is *your* organization. It is only as strong as *you* make it. Do you have an outstanding branch leader to nominate for recognition? We want to know who she is and we want to honor her. What has your branch been up to? We want to know what you've been doing. Come on the 2<sup>nd</sup> of April and share with your fellow AAUW-MA members.

I speak for the entire AAUW-MA board when I say that I do hope you will join us for the annual meeting and convention. How about the national convention June 16-19? What a privilege it is to have the chance to gather with our AAUW colleagues from across the country to exchange ideas, support each other, and have a good time. Together we'll lobby on Capitol Hill and make sure our senators and representatives know exactly what our concerns are about equity for women and girls. Women in Egypt are willing to put themselves at risk for just such a right. So, let's gather in April and in June in solidarity with one another to continue to *break through barriers* and work together for the equity all women deserve.

### **The BayStater**

Winter/Spring 2011

Volume 35, Number 1

Published three times a year by the AAUW—Massachusetts

82 Kimball Beach Road,  
Hingham, MA 02043

Editor: Hollie Bagley E-mail:  
[holliebagley@gmail.com](mailto:holliebagley@gmail.com)

Annual State Dues: \$15, includes \$3 subscription

AAUW-MA website: <http://www.aauw-ma.org>

AAUW-MA Facebook page:  
<http://www.facebook.com/aauw.massachusetts>

# Title IX Compliance: Know the Score

## AAUW-MA Spring Conference and Annual Meeting

Saturday, April 2, 2011

UMass Boston, Healey Library, 11th floor  
100 Morrissey Boulevard, Boston, MA

### Agenda

- 9:00 – 9:30** Member Registration and continental breakfast
- 9:30 - 11:30** Annual meeting for all members (See Agenda page 13)
- 11:30 – 12:00** Break and General registration
- 12:00 – 1:00** Lunch with EF Fellow
- 1:00 – 1:15** Welcome
- 1:15 – 2:00** Keynote Speaker : Krys Wulff, AAUW, Board of Directors
- 2:00 – 3:00** Title IX Panel Discussion
  - Diana Cutaia, Director of Athletics and Sports-based Initiatives  
Wheelock College
  - Carole Copeland Thomas, Speaker, Author, Consultant, Radio Host
  - Student athlete
- 3:00 - 3:15** Break and raffle
- 3:15 – 4:00** Questions, discussion, wrap-up

Please continue to check the Spring Conference tab on the state website [www.aauw-ma.org](http://www.aauw-ma.org) for additional details as they are confirmed.

**SPRING CONFERENCE AND ANNUAL MEETING REGISTRATION** (Please Print)

Please return form and check, payable to *AAUW-MA*, to Hollie Bagley, 9480 Village View Blvd., Bonita Springs, FL 34135

**Registration fee \$45**  
**Discount fee for undergraduate and graduate students \$25**  
**Registration deadline Friday, March 25.**

**Member** \_\_\_\_\_ **All day**    **General** \_\_\_\_\_ **Lunch and afternoon only**

Name \_\_\_\_\_

Branch \_\_\_\_\_

Student at College/University \_\_\_\_\_ grad \_\_\_\_\_ undergrad YOG \_\_\_\_\_

Address \_\_\_\_\_ Town \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

**Total Amount Enclosed \$** \_\_\_\_\_

## DIRECTIONS TO UMASS BOSTON



See parking map and location of Healey Library by using the link: [http://www.umb.edu/parking\\_transport/images/campus\\_map.pdf](http://www.umb.edu/parking_transport/images/campus_map.pdf) or visiting the UMass Boston website and clicking on Directions.

**Subway:** Take the Red Line to JFK/UMass Station. A free shuttle bus will carry you to the campus. Commuter Rail: Take the commuter rail to the JFK/UMass station from the South Shore on the Middleboro and Plymouth lines. (Click to download map) Bus: Kenmore Square stop (service all day): the Number 8 bus; the last one leaves campus at 1 a.m. Forest Hills stop (rush hour only): the Number 16.

### By car from the north

Take Interstate 93 South through Boston to Exit 15 (Columbia Road/JFK Library). Take a left at the end or the ramp onto Columbia Road, and then take your first right in the rotary. Follow the University of Massachusetts signs along Columbia Road and Morrissey Boulevard to the campus.

### By car from the south

Take Interstate 93 North to exit 14 (Morrissey Boulevard/JFK Library) and follow Morrissey Boulevard north to the campus.

### By car from the west

Take the Massachusetts Turnpike (Interstate 90) east to Interstate 93. Take I-93 South one mile to Exit 15 (JFK Library/South Boston/Dorchester). Take a left at the end or the ramp onto Columbia Road, and then take your first right in the rotary. Follow the University of Massachusetts signs along Columbia Road and Morrissey Boulevard to the campus.

### Parking fees

\$6 per single use. The Beacon Lot by the Science Center is one building away for the Healey Library.

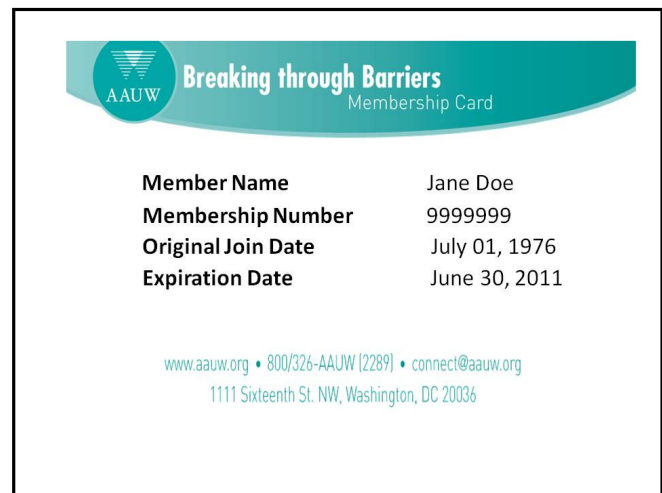
## MEMBERSHIP MATTERS

BETTY ORSI, MEMBERSHIP VP

Did you know that AAUW is in the midst of a very special 130<sup>th</sup> anniversary campaign? AAUW is offering various incentive opportunities for branches to obtain multiple free memberships when they add on new members. Even individual branch members who've added at least one new member have the opportunity to win a free membership in 2 national drawings! During this campaign Colleges and Universities can join at the discounted rate of \$130 and graduate students can join for \$18.81. So much is being offered during this year's promotion which will end on Nov. 30, 2011. Please refer to the national website,

[www.aauw.org](http://www.aauw.org), for the particulars.

While I'm at it..... I should remind you of the "one member, one vote" ruling that'll take place for the first time at your national convention this June in Washington, DC. One doesn't have to attend the convention to vote. Carefully look over your recent **Outlook** magazine election section. In a few months you'll receive a ballot that you can either return by mail or vote online. This is where the "one member, one vote" comes into play to ensure that every member who responds is counted and tallied. Don't forget to exercise your right to vote!



For those of you who like to have a "official hard copy" AAUW membership card, you can easily download one from the national website. Log onto the MSD (Member Services Database), go to "my profile membership card," and finally go to the bottom to "print" your card! This is also the site where you can update and/or correct any of your membership information.

## PUBLIC POLICY

CATHERINE SCHINDEWOLF, PUBLIC POLICY CHAIR

The Convention on the Elimination of All Forms of Discrimination Against Women: CEDAW

Since January 25<sup>th</sup>, we have seen a nation rise up, communicating its rage through the use of social media and with demonstrations and persistence achieve its goal of overthrowing an oppressive government.<sup>1</sup> Among those demonstrating in Tahrir Square in Cairo to oust Mubarak's regime were the women of Egypt.<sup>2</sup>

Oddly enough, although the women of Egypt risked their lives, openly demonstrating to protest Hosini Mubarak's oppressive rule of thirty years, they did not ever need to protest or request that their government ratify the United Nation's standing Convention on the Elimination of All Forms of Discrimination Against Women, also called "CEDAW"<sup>3</sup>. The government of Egypt signed "CEDAW" at the UN's Copenhagen Conference on July 16<sup>th</sup> of 1980 and ratified it as a human rights treaty on September 18<sup>th</sup>, 1981. At its presentation at the Copenhagen Conference, the Convention on the Elimination of All Forms of Discrimination Against Women was signed by 64 countries. By September 3<sup>rd</sup>,

1980, 20 member states of the UN had ratified it, enabling its legal enforcement after many years of United Nations efforts to codify comprehensively international legal standards for women.

Many nations have since signed and ratified "CEDAW" as a sign of their commitment to women's rights as human beings. However, the United States government has yet to sign this UN convention on discrimination against women<sup>4</sup>, although recent actions in congress indicate that it may be finally making progress towards ratification after 31 years in limbo.

In November of 2010, Senator Durbin (D-IL) convened a hearing regarding CEDAW in the Judiciary Subcommittee on Human Rights and the Law. It was first time that CEDAW had been discussed in the United States congress since 2002. At the hearing, Senator Durbin was a forceful advocate for CEDAW's ratification and the following advocates for women's rights gave their respective testimonies: Melanne Verveer, Ambassador at

Large for Global Women's Issues from the Department of State and Sam Bagenstos, Principal Deputy Assistant Attorney General; Civil Rights Division from the US Department of Justice. In addition to this, 80 organizations from our 150 member coalition submitted written testimony and over 100 of our coalition organizations signed on to the Coalition statement, making it the largest turnout ever to a hearing of this Subcommittee<sup>5</sup>. This sub-committee hearing was also the first-ever hearing on the ratification of a human rights treaty in the Senate Judiciary Committee.

Currently, the coalition is looking to build on the momentum generated this past November and consolidate support in the Senate for ratification of CEDAW as a treaty. Treaty ratification requires 67 "yea" votes in the Senate for a treaty to be accepted and legally enforceable. To date, Senator Barbara Boxer (D-CA) plans to hold hearings in the Senate Foreign Relations Committee early in 2011. A hearing in the Senate Foreign Relations Committee

would provide an extraordinary opportunity for advocacy for CEDAW at the national and state level. The CEDAW coalition currently has 170 members and is continuing to grow. The advocacy and mobilization that has been generated has placed the coalition in a strong position to move CEDAW forward, but only if it has your continuing support.

<sup>1</sup> <http://www.heraldscotland.com/news/world-news/free-at-last-1.1084898?localLinksEnabled=false>

<sup>2</sup> <http://blog-aauw.org/2011/02/03/egypt/>

<sup>3</sup> <http://www.un.org/womenwatch/daw/cedaw/>

<sup>4</sup> [http://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg\\_no=IV-8&chapter=4&lang=en](http://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&lang=en)

<sup>5</sup> <http://www.cedaw2010.org/index.php/component/content/article/57>



## AAUW FUNDS: THE TIME TO GIVE IS NOW

As we begin to think about spring, it's natural to think about beginnings. There are many young women, around the world who are hoping to begin new ventures by expanding their education; the Educational Opportunities Fund, #4336, is there for them. There are women experiencing sexual harassment in the workplace

who are thinking about legal action; the Legal Advocacy Fund, #3999, is there for them.

There are college students who dream of making a difference by leading; the Leadership Programs Fund, #4339, is there for them. Our civic engagement and field organizing

is supported by the Public Policy Fund, #4337, and our research by the Eleanor Roosevelt Fund, #9170.

All of these comprise the AAUW Funds. These funds which sustain our fellowships and grants, NCCWSL, Elect Her, Campus Action Projects, legal support, Why So

*Few?* and *Behind the Pay Gap* are crucial to AAUW and the exemplary work it does. So, as you are beginning to "think spring" also think of giving what you can to help continue the great work that AAUW has always been known for. An investment in the AAUW Funds is an investment in women and their future.

## AAUW-MA ENDORSES PATRICIA HO FOR AAUW VP

The following is a message from Patricia Ho, candidate for AAUW Vice President, to AAUW-MA members:

In declaring candidacy for AAUW Vice President, I have looked both to the past and to the future. Upon moving to the North Shore area ten years ago, I sought out an AAUW branch because I had heard much about the organization from a respected friend.

AAUW members inspired me with their commitment to women's equity, and I willingly served as branch president, state president and New England regional director before election to the national Board of Directors. I have always

been guided by the framework of our mission and the voices of our members while engaged in board strategic planning, policy development, fiscal oversight and organizational governance.

With our incredibly dedicated, talented staff and a strong, visionary work plan for the future, our AAUW is a recognized champion for women through our work in advocacy, education, philanthropy and research. But this could not be accomplished without the steadfast efforts of our members. You are the strength of AAUW and you provide the voice.

Together, our priorities will

be to amplify our advocacy power, to create and implement program initiatives that break through barriers for women, to grow and use our resources for optimal purpose.

I have truly appreciated the friendship of my branch and state members, and I hope you will support my candidacy for Vice President. Please contact me at any time if you have questions or input about any issues. I am proud of my AAUW Massachusetts membership and everything we have accomplished together. Thank you!

Patricia  
[PatriciaHoAAWMA@aol.com](mailto:PatriciaHoAAWMA@aol.com)



*"I have truly appreciated the friendship of my branch and state members, and I hope you will support my candidacy for Vice President."*

## NCCWSL: AN INVESTMENT IN THE FUTURE



AAUW • NASPA

Another year and another chance for some lucky young women to attend NCCWSL, the National Conference for College Women Student Leaders. Last year Massachusetts sent eight students to NCCWSL, can we make it 10 this year? To repeat a now famous phrase, "Yes, we can!" The conference will be held on June 2-4 at the University of Maryland in College Park. Undergraduate and graduate

students from around the country will gather to sharpen their leadership skills, develop their resume writing, and network, network, network. The women of distinction to be honored this year include Connie Chung and Swanee Hunt, Eleanor Roosevelt Lecturer in Public Policy at the Kennedy School. It will be an outstanding experience for those attending.

Early bird registration is now open. Until April 15<sup>th</sup> the fee is \$395. From April 16- May 18<sup>th</sup> registration is \$445. This is a great time for branches to identify a student and

send in that registration early. Would your branch like to sponsor, but can't find a worthy student? We can put you in touch with one of our C/U partners who would be thrilled to have one of their students sponsored. This is a great way to build a relationship with a local college and with a student. Ask your sponsored student to come to a branch meeting and talk about her experience. She will be happy to do so and your branch members will feel energized by the enthusiasm these young women have for NCCSWL AND AAUW! The North Shore Area Branch has had two students join their branch as a result of their

sponsorship of those students to NCCWSL. But even if your student doesn't join now, she may join in the future and will most definitely have a positive connection with AAUW. These young women are the future, they are our future. A sponsorship of \$395 is a small investment to make in a young woman's life and in the legacy of AAUW.

For more information go to [www.nccwsl.org](http://www.nccwsl.org) or contact Liz Fragola, [ekf226@comcast.net](mailto:ekf226@comcast.net) to connect with a student

## BRANCH HAPPENINGS

### BOSTON BRANCH HUMAN TRAFFICKING DINNER AND DISCUSSION

Recently, the Boston Branch held a dinner meeting on Human Trafficking to discuss its extent, impact, and what we might be able to do, as individuals and as an organization, around this issue. According to a recent column by Renée Loth, Boston Globe writer (January 29, 2011, page A11), "Human trafficking is the fastest-growing illegal industry in the United States, second only to drugs. Federal authorities believe most trafficking rings are supplying forced labor...." Women and girls are coerced into both forced labor and prostitution. Unlike drugs, that can be consumed only once, women and girls can have their bodies sold repeatedly. Barbara Anderson, founder of "All Hands In", an advocacy group for girls being removed from forced prostitution, spoke to those gathered on steps that we can take. These include educating ourselves and others on the extent of the problem; advocacy to support implementation of laws that increase criminal penalties on those who solicit sex for money; and scholarship support for those women who have been able to leave prostitution. All Hands In is currently raising funds to provide a "safe house" for trafficking victims in the Boston area. Ms. Anderson has recommended *Half the Sky: Turning Oppression into Opportunity*

*for Women Worldwide*, Kristof and WuDunn, as a good starting point for discussion. We had representatives from 3 other advocacy groups taking part in the dinner. The Boston Branch will meet on Tuesday, 8 March, 6:00 p.m., at a Back Bay restaurant to further the discussion. Please contact Helen Schwickrath, Chair, Steering Committee, Boston Branch AAUW if you are interested in joining the dinner and discussion. Space might be limited, so please contact Helen as soon as possible, either at [schwicky@hotmail.com](mailto:schwicky@hotmail.com) or (617) 625-3066, home answering machine.

*Helen Schwickrath  
Boston Branch*

#### Another Perspective

Despite unforgiving weather conditions, on February 1, 2001, representatives of five different organizations interested in combating the problem of human trafficking met to discuss policies and strategies necessary to increase public awareness about this sensitive issue of modern day slavery, which according to some estimates, is a \$36 billion industry globally.

The meeting sponsored by the Boston Branch of AAUW was organized by Helen Schwickrath, who invited Barbara Anderson

of "All Hands In" to be a guest speaker.

"All Hands In" is a private non-profit organization established in March 2010 as a ministry of Trinity Baptist Church in Arlington, Massachusetts, to bring educational awareness to the issues of human trafficking and to assist the victims of trafficking in the Greater Boston Area.

Barbara's engaging presentation was well received by the group gathered in a small private room of the Legal Sea Foods restaurant at Copley Mall. The North Shore AAUW Area Branch was represented by Margaret Chalupowski and Ferah Kahyaoglu, both physicians with credentials in global health from Harvard School of Public Health.

Younger generation was represented by two human rights advocates, Ludovica Ferme, 2010 graduate of Bryn Mawr College, an Italian native now working for BITAHR, Boston Initiative to Advance Human Rights; and Eric L. Goodwin, a graduate student at Harvard University Extension School, and one of the founders of *Human Trafficking Students*, which is a growing network within the colleges and universities of the Boston Area committed to the issue of human trafficking



Eric, Ferah, Helen, Barbara, Margaret, Ludovica, and Kaitlin

and to combating it through academic advocacy, student engagement, and network building. United Nations Association of Greater Boston was represented at the meeting by Kaitlin Hasseler, UNA-GB Program Manager with specific interest in human rights advocacy.

A lively discussion that followed Barbara Anderson's presentation was concluded with a decision to continue the ongoing dialog about this troubling social issue and to explore opportunities for further concerted actions.

*Margaret Chalupowski  
North Shore Area Branch*

*Breaking Through Barriers Award: AAUW-MA has submitted an application for the Breaking Through Barriers Award for our conference: Education, Employment, Empowerment: The Global Prospects for Women.*

*Keep your fingers crossed!*

## CAPE COD BRANCH WORKS WITH CCCC

Although Cape Cod Community College has not yet opted to officially affiliate with AAUW, we are pleased that our branch has been working with them in three different areas during the past year.

In September of 2010, Greta Tomic, as an AAUW representative, was invited by President Schatzberg to participate in a community committee which presented a Cape-wide meeting entitled "Is Disrespect Killing Democracy? A Public

Dialogue."

For the third year, we are on the CCCC committee which presents a "Non-traditional Career Day Event" at the college in June. Ten students from each of the high schools on Cape Cod and the Islands attend. Alice Bowen is our representative on this committee.

Also, our Cape Cod Branch seeks to begin a collection of oral history of the lives of our members. Being a resort area, Cape Cod attracts retirees from

all over the United States. We think that this unique quality gives our branch an opportunity to illustrate how a group from so many different backgrounds can be drawn together by sharing a common concern for the education and equal rights of women and girls. Our hope is that the threads uniting us can be revealed in our individual life stories. A collection of these stories could be used by future historians as a picture of women of the 20<sup>th</sup> century.

We are very happy that CCCC will participate with us in this oral history project. Its students are required to participate in a Service Learning Project and, under the direction of a CCCC professor, a number have volunteered to video tape our members, using questions that our branch committee has written. Twenty-five of our branch members have volunteered for the first session. Barbara Fletcher is the chair of the committee. Wish us luck!

Greta Tomic  
Cape Cod Branch

## HINGHAM AREA BRANCH TAPS MEMBERS' TALENT

It is no secret that AAUW members are educated women with many talents. The members of the Hingham Area branch are no exception. In planning our programs this year, we made good use of the talents of our members.

Our November program, "Seventy, the New Fifty," presented by member Lynne O'Brien, a certified counselor and president of Encouragement & More, encouraged us to laugh our way through the aging process, and, at the same time, consider the seriousness of the consequences involved with people living longer. We enjoyed the lively interaction between the speaker and the audience.

In January we had our

annual Book Discussion and Supper with an author. This year's book was *Life Without Summer* by Lynne Griffin. We always try to feature a local author at this meeting. Through a connection with one of our members, the author herself was in attendance. Ms. Griffin not only led the discussion about the book, but also announced that she had authored a new book as well. We always find this January meeting exciting and well attended.

During our February program we learned about the life and legacy of Saudi Arabia's Queen Effat, the only woman in Saudi Arabia to ever hold the title of Queen. She pioneered women's education in her country during the 1950's and 60's. Hingham

member Kay Hardy Campbell presented the program. Kay, an Arabic major in college, has lived in Saudi Arabia and writes frequently for the *Saudi Aramco World Magazine*.

Former branch member Suzanne Bump took time out of her busy campaign schedule for state auditor to speak to us in October about one woman's journey up the political ladder in a program appropriately entitled, "The Long and Winding Road."

April's program will be presented by member Susan Mahan, a published poet. In the program, "Healing Words: Life's Journey Through Poetry," Susan, using readings from her own

poetry will show us how she has learned to cope with life's sorrows by writing poetry.

We are grateful for our members' willingness to share their expertise.

Sheila Doherty  
Hingham Area Branch

Sadly, we announce the disbandment of the Sterling (on paper only) and Attleboro, Inc. branches. We wish the best to our Attleboro members and thank them for their long years of service to AAUW.

AAUW-MA Board

## NORTH SHORE AREA BRANCH MEMBER FEATURED IN NEWS



Sanaz Raoufi

At an AAUW event held at Beverly Public Library on Saturday, Jan. 29, North Shore Area branch member, Sanaz Raoufi spoke about the status of women in Iran.

The following interview appeared in the *Beverly Citizen*.

**By Katrina Powell/  
Wicked Local Beverly**

### **Beverly Citizen**

Posted Feb 14, 2011  
Beverly, Mass. —

On average, women earn only 77 cents for every dollar earned by men. It is this fact, among many others, that has led the American Association of University Women to work toward advancing the equity of women through advocacy, education and research.

The local North Shore branch of the AAUW recently offered a fresh perspective on the topic, sponsoring a presentation on the status of women in Iran. During the event held on Saturday, Jan. 29, at the Beverly Public Library, speaker and AAUW member Sanaz Raoufi shared her personal experiences and spoke to a crowded audience about the common misconceptions of Muslim women.

A fairly new member to AAUW, Raoufi holds a bachelor's in electrical engineering and an MBA in finance from Nova Southeastern University. She came to the United

States five years ago from Tehran, Iran, but she said she did not really experience culture shock. "I am very fortunate to have grown up north of Tehran, where many people follow Western fashion and culture," Raoufi said.

She explained that her taste in music when she was 15 was identical to that of American teens at the time. She worshipped New Kids On The Block and had Madonna and George Michael pictures plastered around her room.

After joining the AAUW last October, Raoufi became interested in sharing her experience as a woman growing up in Iran to help teach Americans more about what it's really like there.

"I wanted to share the good about my country with people," Raoufi said. "Even if it was just this small group, I think their perspectives have changed."

### **Common misconceptions**

Raoufi explained that Iran is a bustling country similar to the United States, not desolate and desert-like. She added that many people associate Muslim heritage with terrorism and anti-American attitudes, which she said is not the case.

"The thing I struggled with the most when I came [to the U.S.] was my

speaking," Raoufi said. "But also the attitudes that people gave me about being Muslim." According to Raoufi, the majority of Iranians welcome American tourists, although the number of visitors is often relatively low.

"They will run up to an American, and they get so excited to try out their English," she said. Raoufi's insightful presentation illuminated the fact that some Islamic countries are more aggressive with laws and social rules, while others, like Iran, are more liberal. Therefore, education, status and culture vary from country to country and even sometimes from north to south, as is the case in Iran.

### **Women's issues**

But women in all Islamic countries and areas face issues regarding marital relationships and sexual conduct, Raoufi explained. For example, she said Muslim women are required to cover their bodies in specific places in order to prevent arousing men other than their husband. Many Americans are familiar with images of women wearing hijabs, which are traditional head coverings, however, the extent to which a woman must be covered depends on the country.

Raoufi explained that in

## BRANCH HAPPENINGS CONTINUED

Iran, a woman must always cover her hair and take care not to wear too much eye makeup. She added that due to the fact that the face is the most exposed area of a woman's body, nose jobs have become popular in Tehran, as women strive to perfect their most noticeable feature.

According to Raoufi, in Islam women are permitted only one husband, but men are allowed four wives. In addition, she said the average age for women to marry is extremely young, and a woman must ask her husband's permission in order to travel.

Divorce is also a difficult topic. Raoufi explained that the fear of poverty and the prospect of losing their children often keeps women in Muslim countries locked in bad marriages. For example, she pointed out one woman she had spoken with who chose to stay married to an opium addict, whom she doesn't love, because she fears losing guardianship of her daughter.

Raoufi also touched on honor killings, murders committed by husbands who suspect disobedience or by family members who do not approve of the woman's choice for marriage. She explained that hundreds of women die this way each year.

## Moving forward

There were also several bright spots that Raoufi pointed to as signs of progress, though. She said Muslim women account for 60 percent of all university graduates in Iran and are now becoming more prominent in the workforce. Before coming to the United States, Raoufi worked as an instrument engineer and lead engineer for one of the biggest oil and gas companies in Iran. She explained that she was in charge of several men, who found having a female boss tough to swallow.

Currently, Raoufi is interested in continuing her education and obtaining a doctorate in order to become a professor at an American university. She is also urging her sister, who resides in Iran, to take the Graduate Record Exam and the Test of English as a Foreign Language so that she may move to the United States to study.

For more information about the AAUW, visit [www.aauw.org](http://www.aauw.org) or [www.aauw-ma.org](http://www.aauw-ma.org).

Copyright 2011 Beverly Citizen.  
Some rights reserved

<http://www.wickedlocal.com/beverly/newsnow/x1179519052/AAUW-speaker-shares-her-personal-experiences-of-living-in-Iran>

NEWBURYPORT AREA  
BRANCH BLOG

Thanks to the persistence of Newburyport Area branch president Pat Gorton, her branch is the first AAUW-MA branch to create a blog to replace the branch's web page on the state website. According to Wikipedia, "A **blog** (a blend of the term **web log**) is a type of website or part of a website. Blogs are usually maintained by an individual with regular entries of commentary, descriptions of events, or other material such as graphics or video. Entries are commonly displayed in reverse-chronological Order ... Most blogs are interactive, allowing visitors to leave comments and even message each other via widgets on the blogs and it is this interactivity that distinguishes them from other static websites." As Pat says, "Managing the blog takes a lot of time, but will be easier as I learn the ropes! AAUW-MA web manager, Hollie Bagley, congratulated Pat and pointed out, "now you can post on your own without having to use a middle-man." Once the blog was linked to the state website, it is maintained and updated by the branch. Please visit the Newburyport Area branch blog from the link on the Local Branches page of [www.aauw-ma.org](http://www.aauw-ma.org) or through the direct link: <http://aauwnewburyport.blogspot.com/>.

TAUNTON AREA  
BRANCH CO-HOSTS  
SISTER-TO-SISTER

On March 19 the Taunton Area branch will co-host a Sister-to-Sister summit on the UMass Dartmouth campus. Its target audience is middle school girls from the southcoast region. In addition to Barbara Burgo representing both AAUW-MA and the Taunton Area branch, the event is being planned by Gail Fortes, Executive Director, YWCA Southeastern Massachusetts, Juli Parker, Director of the Women's Center at UMass Dartmouth, Mali Lim, Board of Directors, YWCA, and Diversity Coordinator for the city of New Bedford and Pam Pollack, a long-time AAUW Cape Cod member who "consults" for the YWCA SouthCoast. They are very excited about the event as are the girls involved as you can see from a miniaturization of the flyer they designed shown below. Copies of the flyer and registration forms can be downloaded from the YWCA website, [www.ywcasema.org](http://www.ywcasema.org)

## BRANCH HAPPENINGS CONTINUED

## WORCESTER BRANCH REVIEWS YEAR

In September The Greater Worcester Armenian Chorale held its 10<sup>th</sup> dinner/concert welcomed not only our returning members but also some of our former members back to enjoy an afternoon entertainment and dinner. As usual, a good time was had by all! Because the concert was held earlier, we decided to hold our annual potluck supper in October. This year was especially problematic as you all know because of the mid-week snowstorms forcing us to reschedule some of our programs! Good thing we're flexible! We've had to reschedule our yearly January luncheon at the Worcester Voke School three times before we're able to go! Scheduled branch programs for the end of our calendar year include: our annual branch dinner meeting, Worcester Art Museum tour, and a possible trip to the Work and Culture Museum in RI.

The Worcester branch has been working with Investing In Girls (IGG) Alliance's Health and Wellness board to plan the following programs throughout our 2010-11 calendar year: National Girls and Women In Sports Day held at YWCA & our 5<sup>th</sup> Annual Sister to Sister Summit for girls 10-14 at Quinsigamond Community College. Rachel Simmons's PBS documentary, "A Girl's Life," which takes

viewers inside the lives of four teen girls as they face personal struggles with body image, cyberbullying, gang violence and education was featured and discussed at our summit this year. In April IGG will be hosting Rachael Simmons who'll also be discussing her books, *Curse of the Good Girl* and *Odd Girl Out: The Hidden Culture of Aggression in Girls*.

The Worcester community always sponsors some excellent programs throughout the year and the Worcester branch always tries to include some of them in our program. Some of programs we've included this year: Notre Dame Academy's performance of Ann Marie as Frances Perkins who grew up in Worcester and later became President Franklin D. Roosevelt's Secretary of Labor where she fought for worker's rights, job creation and child labor laws; Assumption College Women Studies presentation of educator and author Sonia Nieto who'll be speaking on Latina girls and multi-cultural education today; and finally Worcester Women History Project's annual Women in Print program at the Worcester Public Library which is hosting local authors Eva Rifkah, Janette and Jessica Bane Robert this year.

While I'm on the subject of books.....this year our book group has read and discussed the following books: *The Forgotten Garden* by Kate Morton, *The Forgotten Man* by Robert Crais, and *Stones into School* by Greg Mortenson. This last book proved especially interesting for discussion because one of our member's son had worked in the Afghanistan/ Pakistan region! *Founding Mothers, Domestic Women Who Raised Our Nation* by Cokie Roberts is scheduled as our next read. We did something different this year with our book group. We usually meet at a member's home but we decided to try Panera's in January. Because it was easy to get to and well attended, we decided to go there again in April.

Finally to wrap up our Worcester highlights we have to let you know about one of our members! Dorothy McIntire received her 50 year AAUW membership recognition award to become our AAUW Honorary member. Congratulations Dottie!

Betty Orsi  
Worcester Branch

AAUW-MA is  
on the web!

State website  
[www.aauw-ma.org](http://www.aauw-ma.org)  
Visit us often!

and



Become a fan!

## AAUW NATIONAL CONVENTION

### **Breaking through Barriers – Advocating for Change**

Come to convention 2011, June 16-19 in Washington, DC. Join your fellow AAUW-MA members in what will prove to be another fabulous event that will energize and challenge you to become an advocate for change. A major highlight, when convention is held in DC, is Lobby Day. On Friday morning we hit the hill and meet our Representatives and Senators to engage them in a dialogue on issues of importance to all women and girls. Most of us who have done this before consider it to be a significant life experience. This is citizenship in action; be part of it!

The opening dinner on Thursday night will feature a panel of powerful women in the Obama administration. Sounds intriguing. There's a reception at the South African embassy on Friday night, which is a new event and will certainly be a chance to mingle in diplomatic circles for an evening. Workshops will range from *Transforming the 21<sup>st</sup> Century Workplace* to *Why so few: Putting Research into Practice*. You won't want to miss the convention banquet on Saturday night. There will be an outstanding keynote speaker and the presentation of awards.

There is something for everyone including just having a good time with fellow AAUW members

from all over the US. Ask anyone who has been to convention before and they will tell you that you will learn new skills, be challenged by new ideas, and feel the full power of the women of AAUW.



### EVERY MEMBER'S VOICE DOES COUNT: "ONE MEMBER ONE VOTE"

In a sea change for AAUW, approved by 2009 convention delegates, each member is entitled to vote regarding adoption of proposed bylaws amendments, resolutions, the Public Policy Program for 2011 – 2013, and board officers and directors-at-large.

There are three ways in which a member can vote. All require your member ID and a separate Personal Identification Number, which will be provided.

- Paper ballot which will be mailed to you in mid-April, along with complete information

on items to be decided and biographies of board candidates.

- Ballots must be returned between May 1 – 31.
- Online at [www.aauw.org](http://www.aauw.org) between May 1 - June 17.
- Electronically at national convention by June 17.

Easy as 1-2-3? Yes! But be informed on the issues and the candidates by reading the *Spring Outlook* or on our website. Proposed bylaws, resolutions and the Public Policy

Program were posted online for comment and input in the fall. Members are urged to discuss these through any forum – branch meetings, informal groups, through e-mail or conversation. There will be no debate on these items or a Meet the Candidate event at national convention, as many members will have voted by then. Be sure to assert your power and VOTE!

If you have any questions, please contact Liz Fragola [ekt226@comcast.net](mailto:ekt226@comcast.net) or Patricia Ho [PatriciaHoAAWMA@aol.com](mailto:PatriciaHoAAWMA@aol.com)

### EQUAL PAY DAY—APRIL 12

The Paycheck Fairness Act (S3447) was defeated during the senate procedural of cloture on November 17th, 2010. A follow-up bill to the Lilly Ledbetter Act of 2009, it would have required those businesses which receive federal funding to pay equal pay for equal work.

Our own Massachusetts Senator Scott Brown was one of the critical "swing" voters who voted against the bill in cloture, defeating

it before it was able to come to a vote on the senate floor.

And the purpose of the Paycheck Fairness Act was not merely to provide women with equal pay. It was to provide women and men with the opportunity to discuss their wages and benefits without fear of retaliation.

Without a law governing equal pay, women especially will continue to be silenced in the workplace

as they fear the loss of their jobs in this economy. Not everyone can afford to take off work to lobby for Equal Pay on Equal Pay Day. But those of us who can or will should remember this: we will not live in fear. We will be heard and we will speak for those who are afraid to speak because of retaliation.

An Equal Pay Day event will be held at the State House in Boston on April 12th. Details will follow.

## MEET THE PRESENTERS

### KRYS WULFF, AAUW BOARD



**Kryswulff**  
has

served in leadership positions spanning the entire

AAUW spectrum. She has served in many capacities at the branch level, including President. From 1998-2000 she was the state president of AAUW CA after serving 14 years on the state board. Immediately following her presidency, she took over the AAUW CA Special Projects Fund, the statewide non profit for branch, interbranch, and Tech Trek programs. At the Association level, she served on the Association Public Policy Committee from 1995-99, the Resolutions committee, 1996-97; elected to the Association board of directors in 2003 where she served until 2007. During that term she served on the association finance committee; chaired the audit committee; and was part of the Strategic planning core team. In 2009, she was appointed to serve once again on the Association board and sits on the Finance and Audit committees as well as continuing to work on strategic planning.

Kryswulff has been an EF grant recipient and Project Director of the National Equity conference at Mills College in 1992 and has an American endowment in her name and that of

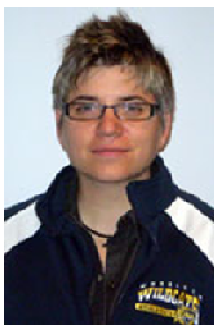
her mother that was completed in a single year by members of AAUW CA.

Kryswulff's community background is far-ranging as well, including, 10 years on a statewide education non profit, EdSource, where she instituted best practices and developed an in depth diversity plan for building board capacity. In Junior League she was the Project Development directory for the East Bay League, coordinating a regional conference on school earthquake preparedness. She has served two years as her local League of Women Voters president, and has served on the school district budget advisory committee.

Professionally she considers herself retired from a 30 year career as a management consultant for eyecare professionals. Currently she juggles the joy of a new grandson with management of a newly launched wine business, a virtual winery, Lobo Wines. She is involved in the farming of 25 acres, 100 tons of grapes and now coordinates the production of 150-500 cases of premium wine: Pinot Noir, Chardonnay and Cabernet Sauvignon through website administration and sales.

B.A. University of San Francisco, Child Psychology and Philosophy M.A. Mills College, Liberal Studies with an emphasis in Women's Issues and Public Policy

### DIANA CUTAIA, DIRECTOR OF ATHELETICS



**Diana Cutaia**

brought her lifelong passion for athletics to Wheelock College

as the Director of Athletics & Sport-Based Initiatives in 2005. Wheelock has seen a 200 percent increase in student-athlete participation, and has grown the number of varsity programs from five to 11, adding men's sports for the first time in school history. The Sport-based initiatives include the Creation of the

sport-based youth development academic program as well as the promotion of professional development programs for youth coaches, administrators and educators. Cutaia continues her work on the local and state level in advocating for increased physical education and activity in schools.

In addition to serving as Director of Athletics and Sport-Based Initiatives, Cutaia teaches courses in the new academic sport-based youth development program.

Diana earned a B.S. in Athletic Administration from Charter Oak State College, CT and her M.A. from Lesley University, Cambridge, MA.

Diana will be a panelist for the U.S. Department of Education, Office for Civil Rights' upcoming conference, *Title IX and Sexual Assault: Exploring New Paradigms for Prevention and Response*, to be held on Thursday, March 24, and Friday, March 25, 2011 at the Marriot Courtyard, 275 Tremont St., Boston.

### CAROLE COPELAND THOMAS, SPEAKER, WRITER, CONSULTANT, RADIO HOST



**Carole Copeland Thomas**

is the voice of personal empowerment. She

is a keynote speaker, empowerment expert, diversity professional, syndicated radio host, and leadership consultant in C. Thomas & Associates, a business she started in 1987. Ms. Thomas served as an adjunct faculty member for Bentley College

for a decade, and has spoken throughout the United States, London, England, Canada, and Australia.

Carole is Taunton Area Branch member and an entrepreneur. For more information, please visit her web site, [www.tellcarole.com](http://www.tellcarole.com).

## BRANCH RECOGNITION: *THE LIGHT IS ON YOU*

Branches have been busy with all kinds of activities in the past few months. You have read about some of them in this issue of the *BayStater*. Has your branch done something a little different? Have you impacted a community or group that you haven't reached out to before? Did you run a program that brought in new members? Did you do something unique that you want others to know about? Then please share it! Do you have a member who has shown leadership in initiating a new activity? Do you

have a member who has been there for your branch over the years, always pitching in? Tell us about her!

We will recognize branches and branch leaders at our Annual Meeting on April 2. A nomination form will be sent out to branch presidents shortly. Meanwhile think about who you would like to recognize. Nominate your own branch for recognition. It's time to pat yourself on the back and have your fellow AAUW-MA members say, "job well done!"

### AAUW-MA Annual Meeting

Saturday, April 2, 2011

Call to order	Liz Fragola
Opening and Welcome	Liz Fragola
One Member One Vote	Krys Wulff
Minutes 2010 Annual Meeting	Tamara Gaydos
President's Report	Liz Fragola
Administrative Coordinator's Report	Hollie Bagley
Program Report	Barbara Burgo
Membership Report	Betty Orsi
AAUW Funds Report	Margaret Chalupowski
Nominating Committee Report	Ruth Ladd and Nelly Wadsworth
Election and Installation Of Officers	Krys Wulff
Branch Awards	Liz Fragola
Other business/Open Forum	

## ELECT HER—CAMPUS WOMEN WIN MARCH 26—UMASS DARTMOUTH

UMass Dartmouth will host an Elect Her—Campus Women Win event on March 26th from 10am - 4pm, Woodland Commons. Speaker will be Jill Barkely who ran for State Representative in Portland, Maine in the last election. Elect Her—Campus Women Win, a collaboration between AAUW and Running Start, encourages and trains young women to run for student government on their campuses.

Elect Her—Campus Women Win is a day-long training held on campus that teaches college women how to run for and win student government positions at their schools. The training covers skills such as how to mobilize a constituency, how to craft a message, and how to speak and present oneself

confidently as a candidate. Outside experts and current and former student government officials from the college where the training is taking place speak to the students about their experiences and what they have learned from them. The training addresses the disparity between the high percentage of women in college and university student bodies and the generally low percentage of women in student government.

In addition to the leadership training provided through Elect Her—Campus Women Win, we want to give more young women the valuable experience of running for and serving on student government, because there is a clear connection between service in student government and future



### AAUW-MA needs a few good women!

The Nominating Committee is in the process of searching for candidates to fill the following slate to be elected at the annual meeting on April 2.

**President-Elect**

**Vice President for Programs**

**Finance Chair**

If you would consider running for office or would like to nominate a candidate, please contact Ruth Ladd ([wetlandmom@aol.com](mailto:wetlandmom@aol.com)) or (781) 862-6575) or Nelly Wadsworth ([nwadsworth@salemstate.edu](mailto:nwadsworth@salemstate.edu)) or (978) 825-0779), Nominating Committee.

## LAUNCH CONNECTS WITH AAUW FOUNDERS – 1881-2011

Founded in Boston, Massachusetts, AAUW continues the legacy of its founders to work together for the advancement and improvement of education for women and girls. Founders such as Maria Talbot and Emily Richards Swallows would applaud the efforts of AAUW-MA as it encourages girls and women to learn the skills and knowledge necessary to live and work in the 21<sup>st</sup> Century.



*“The founders of AAUW understood the importance of skills in science, technology, engineering and math (STEM) to further their goals of improving living and working conditions. Whether they graduated in the arts or sciences, STEM skills and knowledge supported their efforts to advocate for equity in education.”*

In 1881, Marion Talbot and her mother Ellen Richards Swallow (1842-1911) gathered with 15 other women in Boston and founded an organization that we now know as AAUW. Marion received degrees from Boston University and from the Massachusetts Institute of Technology (MIT). Ellen, born in Dunstable, MA, was the first woman graduate of the Massachusetts Institute of Technology (MIT). She was one of the first scientists to use chemistry to check the purity of air, water, and food. The founders of AAUW understood the importance of skills in science, technology, engineering and math (STEM) to further their goals of improving living and working conditions. Whether they graduated in the arts or sciences, STEM skills and knowledge supported their efforts to advocate for equity in education.

### Marie Curie Thanks AAUW

AAUW-MA is a sponsor of LAUNCH 2011, which parallels AAUW’s goal to

promote STEM education. LAUNCH is a conference that brings together people who want to find out how to develop and protect their ideas and/or people who seek to develop 21<sup>st</sup> Century skills for people of all ages, in particular, STEM skills. Come and see the exhibit developed by AAUW and the National Girls Collaborative Project (NGCP). Perhaps there will be a copy of the thank-you note from Nobel Prize winner Marie Curie after AAUW presented her with funds to purchase one gram of radium. The exhibit *Encouraging Girls and Women to Pursue STEM Careers* illustrates the historic role AAUW played in fostering girls’ and women’s STEM literacy and expertise. Materials show how through its role as a partner with the National Girls Collaborative Project (NGCP), AAUW inspires girls to engage in challenging STEM programs and enjoy themselves while doing so. The vision of the NGCP is to bring together organizations throughout the

States that are committed to informing and encouraging girls to pursue careers in science, technology, engineering, and mathematics (STEM). AAUW research reports will also be available including: Why So Few? Women in Science, Technology, Engineering and Math.

Join us at LAUNCH on April 8, 2011 at Bristol Community College in Attleboro, MA. Visit the engaging and energizing exhibits and workshops. Feel the presence of AAUW founders and know that they are pleased and proud of your efforts to support STEM education and for continuing their legacy.

For more information on LAUNCH visit [www.museumatthemill.org](http://www.museumatthemill.org) or call Katherine Honey at 508-215-7958.

In 1920 Nobel Prize-winning scientist Marie Curie received \$156,413 from AAUW members toward the purchase of one gram of radium.



Marie Curie

