

## *BayStater – Summer, 2002*

### *President's Message – Creating Equity in a Changing World*

Let's take a moment to reflect on some achievements of the past year and on some challenges for the year ahead in AAUW-MA.

The 2001-02 theme was "Shape the Future." During the year we engaged in rethinking structures, enhancing communication, collaborating with other organizations, and investing in the future. The Task Force on the Future began to consider alternative structures, the Executive Committee successfully experimented with virtual email meetings and defined host branch responsibilities, and several branches established programmatic presences on college campuses. State meetings involved partnering with other organizations, most notably Quincy College, Middlesex Community College, and One Lowell Coalition. Contributions to the Educational Foundation and the Legal Advocacy Fund were enhanced by a silent auction to benefit the Sema M. Faigen International Fellowship endowment and an LAF dinner with plaintiff, Dr. Areta Kowal-Vern.

At our annual meeting in April we showcased outstanding branch programs with memorable displays and recognized branch leaders with evocative presentations. AAUW-MA applied to the new 21<sup>st</sup> Century Recognition Program and achieved the "platinum" level, the highest possible ranking.

The theme for the coming year in AAUW-MA will be "Creating Equity in a Changing World." Worldwide an enormous discrepancy exists between equity and the social reality of women and girls. More than half the women in the world cannot read and write, while girls constitute 67% of the children absent from school worldwide. Even when women have equal years of education, nowhere does this translate into economic opportunities equal to men's. In our own country, a woman earned 76 cents for every dollar that a man earned in 2000—up from 63 cents in 1979. In the coming year we will build AAUW-mission oriented programs around the exploration and amelioration of such issues.

At our summer leadership training and board meeting on July 27, we will begin the process of seeking to create equity in a changing world. I hope to see you there.

## *Educational Foundation: The Silent Auction - Pat Gorton, EF VP*

The Silent Auction and Dinner, held on April 13, 2002 at the Newton Marriott was a huge success financially and socially. One hundred and thirty auction items had been donated by sixty Massachusetts businesses, many branch members and several branches.

Two Educational Foundation fellows gave fascinating and heart warming presentations. Our husbands and guests were particularly impressed. Sabina Panth of Nepal, received her M.A. from Brandeis University this spring, in sustainable international development (communication development)

Sabina has produced a variety of communications materials for women's literacy and savings-led micro-finance and micro-enterprise program in Nepal. She is investigating other communication tools and methods used in international development to cultivate and facilitate rural women's micro-finance networks.

Tashi Zangmo of Bhutan received her M.Ed. in International Education from UMass, Amherst. Tashi taught young Buddhist nuns in her village, Nangshing, in Bhutan. She then earned degrees in Buddhist philosophy and developmental studies in India and the United States. Returning to her village, she began an educational project for women and girls. She plans to expand the program after graduation.

Barbara Hyle entertained us as she led the live auction of celebrity items, which were donated by Governor Jane Swift, Keith Lockhart of the Boston Pops, the Boston Celtics and the Boston Bruins. The Newton Marriott's dinner of Grilled Sea Bass was superb, as was their attention to service all evening.

Thirty-seven members and guests were in attendance. The total profit for Massachusetts own Sema M Faigen International Fellowship was \$6,682.11, as noted - Auction - \$5,782.00; Dinner Tickets - \$665.11; and Branch and Individual Donations \$235.00.

The auction committee also included Arline Broberg and Kerry Degnan, Boston Branch, Annalise Conti and Ursula Daley Melrose-Wakefield Branch, Liz Fragola, Danvers-Topsfield Branch, and Massachusetts website manager Cynthia Randall, Newburyport Branch.

### **Invite a fellow to speak ...**

As you plan your branch programs for next year, consider inviting one of the Educational Foundation

Fellowship recipients to speak at a meeting. Your branch members will see first hand that contributions to EF are a great investment in women in the U.S. and around the world, where communities ultimately benefit.

*The following branches had EF speakers this year:*

**Bedford-Lexington Branch:** Maureen Streff, BU, American Fellowship, Ph.D. Developmental studies/counseling and education,

**Foxboro Branch:** Julie Buckler, Harvard University, American Fellowship, Ph.D. Russian

**Attleboro Branch:** Arshiya Baig, Tufts University, Selected Professions, MD/MPH

**Danvers-Topsfield and Merrimack Valley Branches:** Pascale Fournier, Harvard University Law School, Elizabeth May Fellow, International Fellowship, LLM Law

**North Shore Branch:** Cybelle Chang, MIT, Career Development Grant, MS Urban Studies

**Newburyport Branch:** Janice Lee, MIT, Selected Professions, MS Electrical Engineering, and Hangyu Cai, MIT, International Fellowship, MS Architecture

*In addition to most of the above, the following women gave talks at the annual reception for EF award recipients, held by the Boston Branch in December.*

**Mary Duffy Zupkus**, Harvard University, Career Development Grant, MA Public Administration

**Katherine Grainger**, Northeastern University, Pam Lincoln Fellow Selected Professions. JD Law

**Amy Richards Grayson**, MIT, Selected Professions, Ph.D. Material Science

**Susan A. Sepich**, Emerson College, Career Development Grant, MA Secondary Education

**Elina Manjjeva**, Tufts University, Dorothy Weeks Fellow International Fellowship, MA, Law and Diplomacy

**Barbara Beatty**, Wellesley College, Beth Michaels Fellow American Fellowship, Ph. D. American History

**Oni Blackstock** and **Ann Chang**, Harvard Medical students, Community Action Grant

**Cecilia Tham**, Harvard University, Selected Professions, MA Architecture

*For more information on the lives and work of the grant recipients, see our website—[www.aauw-ma.org](http://www.aauw-ma.org)*

## *Attleboro Membership Soars by over 17%*

### *Hollie Bagley, Membership VP*

At the April 28 AAUW-MA annual meeting five branches were recognized for outstanding membership development based on the February 1 Association numbers. **Taunton Area** branch (**June Cooney**, Membership Vice President) increased by 2.2% and **Bedford-Lexington** (**Nancy Moore**, Membership Vice President) rose 4.8%. **Danvers-Topsfield** branch (**Tamara Gaydos**, Membership) was awarded a free state membership for its increase of 5.3%. Congratulations are doubly in order for Danvers-Topsfield. Since 1999 their rate of growth is 66.7%! The **Hingham Area** branch (**Sheila Doherty**, Membership Vice President) received two free state memberships for its growth of 7.9%. **Attleboro, Inc.** branch (**Kristina Occhino**, Membership Vice President) walked away with first place and three free state memberships with its growth rate of 17.8%!

It is no accident that the Attleboro branch was able to achieve such outstanding membership growth. A number of factors contribute to membership growth: leadership committed to AAUW on the branch, state and national level, mission-driven programming, energetic, enthusiastic determination on the part of the membership vice president, and the cooperation of branch members. Attleboro has all these factors in abundance. Outgoing President Maxine Johnson was recognized by her branch for her dedication to AAUW. In addition to its regular mission-driven programming, the Attleboro branch participates in the "A President Among Us": Leadership Development Program for Boys and Girls, presented by Katherine Honey at the Winter Conference. No doubt it is easier to

recruit and retain members in an active, well-functioning branch, but it is the membership vice president who is the driving force in membership growth. **Kristina Occhino**, Membership VP deserves much of the credit for Attleboro's membership success. A wife, a mother of two daughters, an artist, a teacher of watercolor to adults, Kris simultaneously embarked on a new business venture (the Treetop Studio) while taking on the duties of membership vice president. Extremely organized and enthusiastic, Kris developed a strategic plan in conjunction with her board and set goals. She made time in her busy schedule to attend state meetings and designed an outstanding "Grow Your Membership" display for the Spring State Convention and Annual Meeting. Kris has consented to share her membership goals. Separately each is attainable and together they form a formidable strategic plan.

Here are Kris' Membership Goals for 2001-2002:

1. Obtain 10 new members. Members are responsible for providing three names, addresses and telephone numbers of prospective members. Kris sends them a letter, membership brochure and a copy of the branch's newsletter. (The letter invites them to October Pot-Luck dinner and November new and prospective member orientation.)
2. Review and implement recruitment plan for younger members. Initiate two projects or activities designed to interest younger members. (Examples: AAUW Relay for Life Team, President Among Us, and limited commitment community services as developed by the Diversity committee.)
3. Maintain supply of brochures at Attleboro and North Attleboro Public libraries, City Hall and other locations.
4. Conduct annual "Get a new member" contest. (For every name that a member supplies who actually signs on, they get a raffle ticket. If 3 people they recommended become members they get 3 chances for a free membership in a drawing held at final program in May.)
5. Invite past members, prospects, and MALs to October meeting by letter from Membership VP.
6. Activate a Buddy system. (Referring member becomes new member's buddy or Kris assigns herself or another member who might live near the new member. They can carpool to meetings.)
7. Showcase new members in branch newsletters.
8. Offer an orientation for new and prospective members.
9. Retain members, especially new members, by encouraging active participation in committees, projects, tasks, etc.
10. Create inviting programs, incorporating both learning and fun by participating on Program Committee.

Thank you Kris Occhino, Membership Vice President, Attleboro branch, for leading the way to growing our membership. Kris is ending her term as Membership Vice President to assume the duties of President-elect.

## ***PUBLIC POLICY IMPACT GRANT IS COMPLETED***

***Lois Pulliam, Public Policy Co-Chair***

Public Policy Co-chairs Patricia Ho and I, also coordinators of the 2002-2003 Impact Grant for Public Policy, report that the grant year is complete as of July 1, 2002.

One of ten states to be awarded the grant last June, Massachusetts joined Indiana, Kansas, Louisiana, Maryland, Montana, North Dakota, Oklahoma, Tennessee, and New York in a year of intensive public policy focus. Each state received a monetary grant for the period, and had to develop and submit a plan

of action by August 2001.

Goals included: increasing AAUW members' subscriptions to ACTION ALERT and Get the Facts; building participation in diverse coalitions; organizing at least two issue forums and other media events; laying plans to get out the women's vote in 2002; involving as many branches, branch members and members-at-large as possible; developing a congressional district coordinator structure throughout the state; increase the use of technology in advancing public policy priorities; creating a plan for increased public policy activism, visibility, membership recruitment, and diversity efforts; and evaluating the project's impact on state priorities.

Patricia and I, as we complete our final report due in Washington by August 1, are grateful for the enthusiastic support of Marion Kilson, who applied for the grant; for the assistance of Linda Britt, our intrepid fiscal agent; for the tireless publicity efforts of Rita Jean Dunn; for the work of web page coordinator, Cynthia Randall; for the invaluable help of Diversity Task Force guru, Nancy Moore; and for assistance in March and in April by Boston Branch, and Melrose Wakefield Branch, respectively. Carol Carbaugh and Hollie Bagley, in their roles of program and membership, were valued advisers, too.

As you know, we did hold two large forums: the March 14 "Brown Bag Lunch With Women Legislators"; and the April 27 "Partnerships in Diversity" conference in coalition with One Lowell. The State House event was held in cooperation with several co-sponsors: the Caucus of Women Legislators; the Girls Coalition of Boston; the Junior League of Boston; Massachusetts Association of Older Americans; Massachusetts Commission on the Status of Women; Massachusetts Women's Political Caucus; and Women's Educational and Industrial Union.

Some of our goals were only partially reached, some (such as the Congressional district coordinator structure) not at all--but as we look back at this busy year, we are pleased to have come as far as we did, and know that your new Public Policy Chair, Arline Broberg, will take us even farther as Election 2002 approaches.

*Honor Roll - Individuals*

*April 1, 2001—March 31, 2002*

*With sincere thanks to the following donors for  
generously supporting the important work of the AAUW Legal Advocacy Fund.*

**Defenders (\$1,000-\$4,999)**

*Sema M. Faigen  
Julie A. Nelson*

**Advocates (\$500-\$999)**

*Florence A. Baturin*

**Partners (\$250-\$499)**

*Andrea E. Bader  
Linda A. Britt  
Lucy B. Stroock*

**Amicus (\$100-\$249)**

*Patricia A. Adams  
Arlene S. Ash  
Hollie Bagley  
Rosemarie B. Buote  
Carol L. Carbaugh  
Lillian A. Colavecchio  
Pamela A. Collins  
Annalise Conti  
Sheila M. Doherty  
Mary Fordham  
Elizabeth Fragola  
Patricia M. Gorton  
Patricia Ho  
Alice L. Hooper  
Barbara S. Hyle  
Maxine Johnson  
Marion D. Kilson  
Ilda Carreiro King  
Robin J. Leal  
Ruth Levine  
Nancy J. Luther  
Sylvia A. McDowell  
Mary Alice Post  
Lois F. Pulliam*

**Litigants (\$50-\$99)**

*Ann T. Clark  
Judy Donovan  
Tamara Gaydos  
Leona Martin  
E. Linda Pappin  
Susan C. Pokress  
Lillian Taylor  
Nelly M. Wadsworth*

**We apologize for any errors or omissions. Please send all  
corrections to the State LAF VP**

*Honor Roll - Branches  
April 1, 2001—March 31, 2002*

**Gift Clubs for Branches**

**Case Supporters**

**100% increase over previous year**

North Shore	867%
Newburyport Area	400%
Plymouth Area	135%
Taunton	111%

**Networkers**  
**100% participation by board**  
North Shore

***Branch Fundraising Awards***

**Per Capita Awards**

Merrimack Valley	\$52.50
Bedford-Lexington Area	\$38.25
Danvers-Topsfield	\$31.25

**Total Contributions**

Bedford-Lexington Area	\$2486
Cape Cod	\$1170
Taunton	\$1075

*Congratulations, AAUW-MA, for a  
14% increase over last year's contributions!*

## ***CREATING EQUITY IN A CHANGING WORLD***

**AAUW-MA LEADERSHIP TRAINING AND SUMMER BOARD MEETING —**

**Saturday, July 27, 2002**

**Middlesex Community College—Bedford Campus**

- 8:30**            **Registration and Coffee**
- 9:00**            **AAUW-MA Models for the Future: An Interactive Workshop**  
*Presenters: Task Force on the Future*
- 10:45**          **State Board Meeting**
- 12:00**          **Networking Lunch**
- 1:00**            **Leadership Workshop: Understanding Change**  
*Presenter: Barbara Hyle*
- 2:15**            **Strategies for Successful Programs**  
**Getting Media Attention and Money: *Trudi Feinstein***  
**Using Technology Effectively: *Carol Carbaugh***  
**Building Collaborative Partnerships: *Nancy Moore***

The goals of this program are to be mission-oriented, informative, interactive, and enjoyable for state officers, branch officers, and all AAUW-MA members.

**July 27, 2002 — Summer Leadership Training and Board Meeting Registration:**

**Registration due: Saturday, July 13, 2002**

**Send registration form and check to:**    Linda Britt, Registrar, 16 Ellsworth Rd.,  
Peabody, MA 01960  
978-531-6116 or Lbritt@vnab.org

Registration fee (\$10) covers workshop materials, morning coffee and muffins, and lunch beverages. Please bring your own sandwich, salad, and dessert.

**Name** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Address** \_\_\_\_\_

**Town** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Email** \_\_\_\_\_

\_\_\_\_\_**Enclosed is check for \$10 payable to AAUW-MA and I will bring my own lunch.**

**State Board Meeting Agenda  
July 27, 2002  
10:45-12:00**

**Welcome**  
**Minutes January 26, 2002 Meeting**  
**2002-2003 Budget**  
**AAUW Mission and Structure**  
**AAUW**  
**Educational Foundation**  
**Legal Advocacy Fund**  
**Creating Equity in a Changing World**  
**Closing**

**Marion Kilson**  
**Kerry Degnan**  
**Linda Britt**  
  
**Marion Kilson**  
**Elizabeth Kenney**  
**Florence Baturin**  
**Sema Faigen**  
**Marion Kilson**

**DIRECTIONS TO MIDDLESEX  
COMMUNITY COLLEGE**

**DIRECTIONS FROM ROUTE 128:**

- Take exit 31B (Route 225/4) for Bedford.
- Travel west on Route 225/4 for approximately 2.2 miles.
- Immediately after the Bedford Shopping Center and the Bedford Post Office (both on the right side), take a right turn onto Hillside Avenue (which becomes Springs Road) to a 4-way stop intersection.
- When safe to do so, directly cross the 4-way intersection and continue traveling on Springs Road for approximately 1.6 miles where you will reach the South Entrance of the MCC Bedford Campus, on the right side of Springs Road.
- Look for signs to the Campus Center as well as AAUW signs.

**DIRECTIONS FROM CONCORD CENTER:**

- Travel on Route 62 to its intersection with Routes 225/4.
- Travel towards Bedford Center for 0.3 miles to a full traffic signal.
- When permissible, take a left turn onto Springs Road, then bear right to a stop sign.
- Take a left, continuing on Springs Road to a 4-way stop intersection.
- When safe to do so, directly cross the 4-way intersection and continue traveling on Springs Road for approximately 1.6 miles where you will reach the South Entrance of the MCC Bedford Campus, on the right side of Springs Road.
- Look for signs to the Campus Center as well as AAUW signs.

**DIRECTIONS FROM ROUTE 3:**

- Take Exit 27 (Concord Road/Billerica) towards Bedford. NOTE: Exit 27 is south of Route 495 & North of Route 128.
- Travel west on Concord Road for approximately 0.75 miles.
- At the overhead flashing yellow signal, take a left onto Technology Park Drive.
- Travel the entire length of Technology Park Drive to a stop sign.
- Take a right turn onto Orchard Road. The North Entrance of the MCC Bedford Campus is immediately on the left side of Orchard Road.
- Look for signs to the Campus Center as well as AAUW signs.
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**2002—2003 AAUW-MA CALENDAR**

**2002**

<b>Sat., July 27</b>	Summer Board Meeting and Training
<b>Sun., August 11</b>	Fall BayStater Deadline
<b>Tues., September 17</b>	Executive Committee Meeting
<b>Fri./Sat., October 4/5</b>	Regional Meeting and Board Meeting
<b>Sun., November 24</b>	Winter BayStater Deadline
<b>Tues., December 3</b>	Executive Committee Meeting

**2003**

<b>Sat., January 25</b>	Winter Conference and Board Meeting
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**Sun., February 23**  
**Tues., March 18**  
**Sat./Sun., April 26/27**  
**Tues., June 3**  
**Fri.-Mon., June 20-23**  
**Sat., July 26**

Spring BayStater Deadline  
Executive Committee Meeting  
Spring Conference and Annual Meeting  
Executive Committee Meeting  
AAUW Convention in Providence, RI  
Summer Board Meeting and Training

## AAUW-Massachusetts 2002-2003 Board of Directors

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<b>International Relations Chair</b> Sema Faigen	H -508-653-6098 F-508-653-2761 faigenis@attbi.com
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<b>Campaign for Choice Liaison</b> Lois Pulliam	781-275-0090 bpulliam@world.std.com
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Tatelman@nesl.edu

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978-470-0290

Patricia Bachman

kevkeara@attbi.com

## **VOLUNTEERS NEEDED!**

*Volunteers are needed for two AAUW-MA*

### *Board positions:*

- ♦ Communications Coordinator (duties: prepare and distribute media releases for AAUW-MA; maintain media clippings on AAUW-MA)
- ♦ Historian (duties: write BayStater articles on women's history pertinent to AAUW mission)

If you are interested in being considered for one of these positions, please contact Marion Kilson 781-862-0760 or marionkilson@worldnet.att.net

## ***DIVERSITY DOINGS***

*Nancy Moore, Chair*

It is a great delight for me that Lois Sanford Gallo will be the next chair of the Massachusetts Diversity Resource Team! Lois has been a member of the team for two years, and has contributed great insights into the whole spectrum of diversity in AAUW. Many of you may recall her from the workshop she gave on the handicap category in the Association Diversity Statement at the Year 2001 State Convention in Salem. I look forward to her fresh perspectives on the diversity work that is still so important to the State and to the Association, and I am excited about being one of the team members under her chairmanship. I might add that this a good opportunity for several prospective new members of the team to step forward to work with Lois! Call State President Marion Kilson to let her know of your interest, please.

Looking back on the year, I feel that the DRTeam contributed in good measure to the Partnerships in Diversity full-day program on Saturday at the State Convention in Lowell in April. It was lots of fun working with Lois Pulliam and Patricia Ho on the diversity elements of the Public Policy Impact Grant Program that they were spear-heading, and all three of us learned much from the coalition work that we did with the folks in Lowell.

I believe that AAUW can honor its own work as well as those with whom we work in coalition when we continue the good connections that we make with our coalition partners as we work with them on particular programs. We move ever onward, and it is not contrary to moving onward when we sustain good ties with those past partner groups, which bring such great benefit to the work of AAUW.

This is my last Baystater contribution as DRTeam leader, and I appreciate all your positive responses to our efforts over the last four years. Please do the same for Lois! I will be leading the committee to revise the Association Toolkit on Diversity, due next March. The new thrust of the Toolkit 2003 will be toward implementing all that we have learned, and are learning, into every aspect of the Association Programs. If you have a great idea, pass it on to us!

Good cheer, Lois Gallo, may the Force be with you.

## *Women's History Corner*

*Jane Haven, Historian*

Ellen Swallow Richards (1842-1911):  
Harbinger of the AAUW Eleanor Roosevelt Fund

This final article for the Women's History Corner reviews the contributions of Ellen Swallow Richards in paving the way for women to undertake careers in science. Ellen Swallow, admitted to MIT in 1870, was grudgingly acknowledged by the professors as a capable scientist, yet she was always aware of her responsibility, as the first woman chemistry graduate in the U.S., to avoid criticism. "I hope I am winning a way which others will keep open." She was not a suffragist, but adhered to traditional women's roles to lower male hostility and win allies. One of her severest critics, Robert N. Richards, Professor of mining and engineering, was forced to recognize her scientific ability when she discovered a new element, vanadium, in his ore samples. He changed his opinion! He proposed to her in the chemistry lab and they were married in 1875.

She was responsible for calling the initial meeting of seventeen women college graduates in November 1881 at her Women's Science Lab at MIT. She was also instrumental in organizing the Association of Collegiate Alumnae in January 1882, but introducing women to the study of science was her passion. The ACA became AAUW in 1921; nearly seventy years later the AAUW Educational Foundation instituted the Eleanor Roosevelt Fund, which had as its original goal encouraging girls in math and science. We must acknowledge Richards' perception of this need nearly a century earlier; it was a priority with her.

E.S. Richards was especially concerned with water and air quality and put her knowledge to practical use in the Richards' home. She was this country's first female industrial chemist and produced systems for clean air in factories. She was a pioneer in analyzing water for impurities and in sanitary chemistry. She gained many "firsts", too numerous to mention here. You may call or e-mail me for further information: 508/945-9973 or ahaven@capecod.net.

It has been my pleasure over these four years to present facets of women's history. My thanks go to Cindy Randall, the BayStater editor (and my guide) at the beginning of this series, and to Nancy Pollock for continuing to publish the articles. Likewise, Presidents Pam Collins and Marion Kilson both allowed me to pursue my concept of the role of an AAUW State Historian.

P.S.: The Players Group of the Cape Cod Branch will present a re-enactment of the fateful gathering in 1881 of seventeen women college graduates. You are invited to enjoy this program on March 25, 2003 in observance of the Branch's 40th anniversary and National Women's History Month.