

AAUW NEWS OF NOTE

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Mission Statement: AAUW advances equity for all women and girls through advocacy, education, and research.
Vision Statement: AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

HINGHAM AREA BRANCH NOVEMBER 2007

CALENDAR

October 30, Tuesday	Girls Game Night, 7:00PM Home of Sharon Lemoff
November 1, Thursday	Writers Group, 7:30 PM Barnes & Noble, Derby Shoppes, Hingham
November 7, Wednesday	Big Sisters in Hull informational meeting 6:30 PM Wellspring, Hull
November 8, Thursday	" <i>Three Cups of Tea</i> " Author Greg Mortenson 7:00PM Cambridge, MA
November 13, Tuesday	Branch Meeting, 7:00PM Hingham Public Library <i>Women in Chinese Culture</i>
November 15, Thursday	Declutter Bugs, 4:30 PM Panera's, Derby Street Shoppes, Hingham
November 15, Thursday	Adventures in Dining, 6:30 PM La Dalat, 181 Nantasket Avenue, Hull
November 29, Thursday	Girls Game Night, 7:00 PM Home of Hollie Bagley
December 4, Tuesday	Book Discussion, " <i>Three Cups of Tea</i> " 7:00 PM Home of Carol Sullivan-Hanley
December 9, Sunday	Holiday Brunch, 12:00 PM Raffael's, Hull

BRANCH MEETING

Hongwei Liu, a visiting scholar from China, will present a lecture on *Women in Chinese Culture* on Tuesday, November 13th at the Hingham Public Library. The meeting will be in the Whiton Room at 7:00 PM. and is open to the public. Hongwei Liu is a visiting educator from China sponsored here by the College Board. She

has been assigned to the Whitman-Hanson High School where she teaches classes in Chinese Culture and Chinese Language. In China she teaches English at Hebei University of Engineering. She has a Masters degree in English Literature from Shandong University. The competition for the College Board positions is very intensive and she, along with 14 others in her province, beat out approximately 500 applicants for this position. Altogether, 99 teachers from various parts of China are in 23 states. She arrived last January and will be with the school until July of 2008. Hongwei is married and has an 8 year old boy who is at present living with her husband's family. She is happy to be in America, but misses her family. For more information: call Kathy Gabriel 781-618-7451(days).

PRESIDENT'S LETTER

What a great meeting we had in October..."*The Negotiation Generation - Take Back Your Parental Authority Without Punishment*". Lynne Griffin, author of a book by the same name, offered us practical guidelines and suggestions to get parents out of the endless cycle of debate with children. Diane Morash did such a great job publicizing the evening that we had over 100 women and men attending.

On a beautiful weekend in October, five members of our branch made their way north to Brattleboro, VT, to attend the New England Regional Conference, "Finding and Using Our Public Voices." Former Governor Madeline Kunin delivered a stirring keynote address in which she discussed and emphasized the growing presence of women in the political process. She believes that women are better at compromise, bring their personal experiences into conversation, and are far more inclusive than men. Dr. Karen Houseknecht, in a lively and passionate presentation, discussed her involvement in creating a climate of change - personally and professionally. From her work at the Pfizer Corporation to a recent address to the Coast Guard Academy, she chronicled her personal passage from total silence to public voice.

The following summarizes the key challenges from the conference for all AAUW branches:

HOW WE WILL USE OUR VOICES TO EFFECT CHANGE:

- Believe you can make things better--be passionate in your beliefs.
- Find and use your authentic voice and share the wisdom of experience.
- Reach out with a purpose and build coalitions.
- Find people who are message carriers.
- Develop a community and a support group and take it with you.
- Target newer and broader audiences. Know your audience. Listen.
- Identify and share networking/mentor resources.
- Don't wait to be invited. Be an inviter. Be supportive. Be a mentor.
- Take risks. Take credit. Break the rules.
- It is OK to be tough and assertive.
- Speak out regardless of resistance.
- Compromise without selling out.
- Be willing to face consequences and criticism.
- Support the movement of women into the corporate/public arena.
- Identify the elephant in the room and look it in the eye.
- Unlearn stereotypes and confront sexist comments said in your presence.

Truly this was an impressive conference, as Ruthanne Kennedy, Cathy Barnes, Patricia Bologna, Hollie Bagley and I would confirm.

We hope to see you all on Tuesday, November 13th at 7:00PM, at the Hingham Public Library to hear Hongwei Liu speak on "Women in Chinese Culture."

Sheila Doherty

RECOGNITION AWARD

Information and applications for the Pamela J. Lincoln Recognition Award can be obtained by calling Patricia McKay at 781.337.3375. The book sale held at the Pot Luck dinner was very successful. A total of \$62.50 was raised for the award.

EF/LAF

Thanks you to everyone who purchased tickets for Macy's *Shop for a Cause*. Presently, we have raised \$300, for the Educational Foundation Fundraiser. Merci, Gracias, Danke!

Our next fundraiser is the South Shore Dining Books. These will be available at our November 13th branch meeting. Please consider purchasing a book to help with our EF/LAF efforts. These are tax deductible donations.

There are 20 Fellows living in Massachusetts. Six of these outstanding women have spoken to our members and expressed their gratitude for our efforts on their behalf.

Julia Broussard, American Fellow, Harvard
Michele Des Autels, Career Development Grant, UMass, Amherst
Sandra Haire, American Fellow, UMass, Amherst
Milliann Kang, American Fellow, Professor at UMass Amherst
Wendy Murphy, American Fellow, Boston College
Yvette Villa, Career Development Grant, Tufts

A Legal Advocacy Fund Plaintiff was awarded \$280,995 plus interest for a pay equity suit against George Washington University. The AAUW Legal Advocacy Fund adopted this case in May 2005 and provided over \$5,000 in financial support.

Thank you for your continued support of these endeavors. Ruthanne M. Kennedy

MEMBERSHIP MATTERS

Elsewhere in this *News of Note* you will find a list of challenges generated by the attendees at the New England Regional Conference in Vermont. The five from our branch who attended were certainly inspired by Madeleine Kunin and Karen Houseknecht, the keynote speakers. This month we challenge you to practice the first one on the list, "Believe you can make things better -- be passionate in your beliefs," as it pertains to AAUW membership. As AAUW members we believe in the mission of AAUW to advance equity for women and girls through advocacy, education, and research. AAUW does make a difference in the lives of women and girls. We need to let others see our passion for AAUW through our enthusiasm. Enthusiasm is contagious. Take up the challenge, show others you are passionate about AAUW and through your enthusiasm, recruit another to join. We are the keys to the future.

This month we are pleased to welcome two new members:

Sandra Long

Sandy saw Kay's September AAUW Corner article, came to a Declutter Bugs meeting and joined. Sandy was a former branch member many years ago.

Susan Mahan

Susan sought us out. A relative recommended she join AAUW. As you can see from her email address she is interested in the Writers' Group.

ChitChat: AAUW members have many reasons to be proud. We can be mighty proud of the members of our Writers' Group. **Kay Campbell** is busy, busy, busy with her book, but took time off to attend the wedding of her nephew on the west coast. **Beatrice Kelly** has been published three times in the Hull newspaper. She was even paid for one article! Writer's Group member, **Gwen Sayian**, scored a coup with her interview with author Lynn Griffin for the AAUW Corner in the *Hingham Journal*. Not only was it Gwen's first published piece, but she got the scoop on Griffin before the *Patriot Ledger*. Gwen's article can be read on our branch page of the state website, www.aauw-ma.org. We are sure it was one of the reasons for the large audience for our October program. Thank you, Gwen, for stepping forward to help with the AAUW Corner. Kay is a very hard act to follow, but you did it admirably. **Deanne Noiseux** became a proud grandmother for the second time on Sept 25 with the birth of her second grandson, Brian. **Hollie Bagley** was bursting with pride to see her brother, Ed Bagley, chosen as one of the featured artists on the Hingham Arts Walk. Dot Gallery owner, Gary Nesbit, discovered Ed, his art and his Incredible Self-Portrait Machine while vacationing in Maine. Ed's Hingham connection was totally fortuitous. His prints will be on exhibit at 112 North Street, Hingham until November 13. **Pat Bologna, Ruthanne Kennedy, Sheila Doherty, Cathy Barnes** and **Hollie Bagley** were proud members of our branch and AAUW-MA at the New England Regional Conference. Our bookmarks and our AAUW Corner column, and our programming were cited as examples of AAUW success stories.

Patricia McKay and Hollie Bagley

SPECIAL INTEREST GROUPS

ADVENTURES IN DINING

If you like to try new restaurants with intriguing cuisine, why not join a group of your fellow members for a new adventure? Our Adventures in Dining is a flexible group who pick a restaurant (mostly ethnic) to try each month. Please join us whenever you can. On November 15 we will journey to Hull to enjoy Vietnamese and some Japanese dishes at La Dalat, 181 Nantasket Avenue. If you plan to attend, please let Hollie (781 749-6274, holliebagley@gmail.com) know so she can make reservations.

DECLUTTER BUGS

Need a little help in downsizing or taking control of mounting paper piles? The Declutter Bugs might be the answer. We meet once a month at 4:30 pm at Panera's in the Derby Street Shoppes to act as a support group for one another. We usually discuss some aspect of organization as well as we each write an individual goal to accomplish for the next meeting. If you need a little motivation to tackle your clutter, the Declutter Bugs invite you to join us on Thursday, November 15. Why not make an AAUW day of it and continue on to dinner at La Dalat?

GIRLS GAME NIGHT

Feeling stressed? Need a night out with the "girls"? Our Girls Game Night group enjoys snacking and laughing while attempting to play some type of relaxing game--anything from Uno to Trivial Pursuit, Yatzee to Scatergories. Group members bring games to play and we meet at members' homes. This month we are meeting on Thursday, November 29, at the home of Hollie Bagley. Give us a try, you will have fun. Just let the hostess know you plan to attend. (Hollie, 781 749-6274 or holliebagley@gmail.com)

WRITERS GROUP

Are you an aspiring writer? Do you dream of writing that great American novel? The Writers' Group is a support group for those wishing to improve their writing skills in a nurturing and non-threatening environment. The group meets monthly to read and discuss writing assignments determined by the group as well as to share their writings with each other. For more information contact Patricia McKay, 781 337-3375.

BOOK GROUP

Members interested in participating in a book discussion group should contact Carol Sullivan-Hanley, 781 545-9341. She will be hosting the first meeting of this group on Tuesday, December 4th. They are planning to read *'Three Cups of Tea'* by Greg Mortenson. The group will choose the next book and meeting date.

PUBLIC POLICY

Two Washington Updates were condensed into one this time. For more detailed information, please visit AAUW's web site.

Treasury Department Reports on Social Security

The U.S. Treasury Department released the first in what is expected to be a series of reports on the status, challenges, and potential future of Social Security. The paper, which stated that the program will require either tax increases or benefit cuts in the years ahead, was seen as an attempt by the Bush administration to garner support for restructuring the program to ensure its long-term viability. According to *Congressional Quarterly*, Senate Budget Committee Chairman Kent Conrad (D-ND) and Ranking Minority Member Judd Gregg (R-NH) on Sept. 18 introduced the **Bipartisan Task Force for Responsible Fiscal Action Act of 2007 (S.2063)**, which would create a task force to make recommendations for addressing the Social Security, Medicare, Medicaid and other entitlement programs by December 2008. Reps. Frank Wolf (R-VA) and Jim Cooper (D-TN) introduced the companion bill (**H.R. 3655**) in the House on Sept. 25.

Americans Support Paid Sick Days for All

A new nationwide poll released this week shows a strong bipartisan support for federal, state, and local efforts to ensure employers provide paid sick days as a minimum workplace standard. According to the poll of 1,200 likely voters, 89 percent of respondents favor a basic labor standard that would guarantee all workers a minimum number of paid sick days. The support was strong among all political affiliations, with 94 percent of Democratic voters, 90 percent of Independent voters, and 83 percent of Republican voters agreeing. In addition, nearly one in eight voters surveyed reported that they or a family member had been penalized at work for taking sick time to care for themselves or a family member, and that number increased among minority respondents.

Little Rock Nine Gather for 50th Anniversary

Fifty years ago this week, Central High School in Little Rock, AR served as the backdrop for a battle over racial integration that some say continues today. In September 1957, nine black students were denied entry to the school by then-Gov. Orval Faubus, despite the U.S. Supreme Court's 1954 desegregation order. These nine women and men were joined by former President Bill Clinton as they gathered on Sept. 25 to commemorate their struggle. Some expressed concern that much work remains before true integration is achieved. An Associated Press article on CNN.com quoted Minnijean Brown Trickey, one of the nine, as saying, "We're still living segregated lives based on culture and language. Here we are in 2007 and we're still playing the same game."

College Cost Reduction Act Becomes Law

President Bush signed into law the **College Cost Reduction and Access Act (H.R. 2669)**, a bill that will increase scholarships and reduce loan costs for undergraduate students. The bill, which represents the largest investment in higher education since the GI bill, comes at no new cost to taxpayers. It will cut interest rates on subsidized federal loans in half over the next five years, contain college costs, and make student loan payments more manageable for borrowers. The bill will also increase the maximum Pell Grant scholarship by \$1,090 over the next five years and will provide loan forgiveness to a number of graduates who choose to become public servants. Most of its provisions go into effect Oct. 1, 2007.

Senate Passes Hate Crimes Amendment

Thanks to the hard work of AAUW members and our coalition partners, the Senate passed the **Matthew Shepard Local Law Enforcement Hate Crimes Prevention Act** as an amendment to the defense authorization bill (H.R. 1585). The amendment (S. Amdt. 3035), based on the Senate version of the hate crimes bill (S.1105), was added by voice vote after a successful cloture vote (60-39). The measure will strengthen the federal response to hate crimes and provide grants to support states and local communities in combating violent crimes. This is exciting news! The Senate had not voted on this provision since the 108th Congress and, more importantly, the House passed similar stand-alone legislation (**H.R. 1592**) in May. AAUW members and our Capitol Hill Lobby Corps were in the thick of things this week calling and visiting senators to push through this important piece of legislation, and their work was critical to this win.

House Passes HEROS Act

According to *Inside Higher Ed*, the House of Representatives on Tuesday passed (voice vote) the Higher Education Relief Opportunities for Students (HEROS) Act (H.R. 3625), legislation that would permanently reauthorize a federal law that allows the U.S. Secretary of Education to excuse active-duty military personnel from their federal student loan obligations while they are on active duty. The bill also encourages institutions to enact procedures and to make it easier for military personnel to make the transition to and from higher education as needed by their active duty status. The Senate also passed the measure by unanimous consent on Sept. 27, three days before the current law was set to expire.

EEOC Weighs in on Two Sex Discrimination Cases

On Sept. 27, the Equal Employment Opportunity Commission filed a sex discrimination case against Bloomberg L.P, a financial services company in New York. According to the *New York Times*, the EEOC said the company engaged in a pattern of discrimination against pregnant women dating back to 2002, including “decreasing their pay, demoting them, diminishing their job duties and excluding them from employment opportunities.”

This week, the EEOC reported findings that the Los Angeles Fire Department subjected African American and female firefighters to repeated discrimination, harassment, and retaliation. The *Los Angeles Times* reported the civil rights laws violations could force the city to pay settlements to the victims and make sweeping changes in the department’s processes for tracking and investigating discrimination complaints.

The EEOC plays an important role in protecting women from sex discrimination at work. AAUW’s position paper on pay equity is available online and outlines a few recommendations for the EEOC. The EEOC was the first place Lilly Ledbetter turned to when she discovered she had been a victim of discrimination. She filed a charge with the EEOC as soon as she received an anonymous note alerting her to pay discrimination.

Women in Science Conference Spurs Debate

“Women in Science,” a conference organized by the American Enterprise Institute, recently brought together a host of researchers and scientists for a heated debate over the stereotypes facing women in science and whether innate differences between the sexes really matter. According to *Inside Higher Ed*, several references were made to the 2006 National Academy of Sciences report, *Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering*, which stated that “[i]t is not lack of talent, but unintentional biases and outmoded institutional structures that are hindering the access and advancement of women. Neither our academic institutions nor our nation can afford such under use of precious human capital in science and engineering.” The report’s authors recommended Title IX compliance reviews and federal initiatives to combat unconscious gender bias.

In related news, the *New York Times Magazine*’s special on education, the relatively new Franklin W. Olin College of Engineering was profiled for its new and different approach to the traditional undergraduate engineering experience. The Olin College of Engineering, with help from nearby Babson College, Wellesley and Brandeis, promises a well-rounded college education, much like a liberal arts school, coupled with specialized training in engineering at the undergraduate level. Students complete ethics courses and life-science courses while also majoring in engineering. The engineering courses at Olin have also been transformed to involve increased hands on experience and teamwork. The school has an enrollment of 300 students that includes 40 percent women – the national average is around 20 percent. The jury is still out on how this devolution from the normal engineering program impacts the long-term success of these students as engineers, but the premise of the program is promising for future endeavors to diversify educational experiences.

Back in Business Program Helps Women Return to Work Force and Wall Street

A new program at the Tuck School of Business at Dartmouth uses its executive M.B.A. program to help women returning to the work force. Forty-one students – 35 women and 6 men - participated in the first “Back in Business” program, which combines academics and career opportunities for adults looking to re-enter the work force after time away. According to the *New York Times*, those in the program said that the biggest issue facing them was not whether their skills were rusty; rather, it was the confidence that they had lost while not working. Many of those in the program had taken time out from the workforce for familial obligations.

Republican House Education Leaders Introduce HEA Reauthorization Bill

On October 4, House Education and Labor Committee Ranking Member Buck McKeon (R-CA) and Rep. Ric Keller (R-FL) introduced the **College Access and Opportunity Act (H.R. 3746)** to reauthorize the Higher Education Act. According to *Inside Higher Ed*, the 400-plus-page bill is seen as a sign of what Republicans will emphasize as they seek to shape the final legislation to reauthorize HEA, which Democrats on the committee have said they hope to accomplish this year.

Supreme Court Begins New Term, Declines to Rule on Discrimination and Birth Control Cases

The U.S. Supreme Court began its new term, and their refusal this week to hear two cases is already being celebrated by women’s rights groups. According to the *New York Times*, the Court on Monday declined to hear a case over whether some religious organizations can be forced to pay for worker’s contraceptive health insurance benefits. In declining the case, the Court let stand a New York law that forces religious-based social service agencies to subsidize contraceptives as part of prescription drug coverage they offer employees. New York’s **Women’s Health and Wellness Act** is similar to legislation in 22 other states that require such coverage.

The Court also refused to hear a case involving a sexual harassment charge against the University of North Carolina. According to the National Women's Law Center, a former member of the women's soccer team filed a suit against the school under Title IX in 1998, and the Fourth Circuit Court of Appeals unanimously ruled that she had presented enough evidence to let the case go to trial. With the Court's refusal to hear the university's objections, the case will go back to the district court for trial.

Judge Suspends Regulations against Abortion Clinics

According to Women's eNews, a federal judge in Missouri suspended regulations that make it harder for clinics and doctors that perform more than five abortions a month to operate. The rules govern facilities that provide abortion services and require extensive upgrades to facilities and even to landscaping. The rules also require offices that only provide the RU-486 abortion pill to provide surgical suites, even if no surgeries are performed there. Stateline.org reported that similar legislation is in place in 28 states.

The following is a fact sheet given to the AAUW at the monthly meeting of the Massachusetts Coalition for Women's Wage Equality. The data is derived from the offices of Representative Wolf and Senator Chandler of Massachusetts. Should there be any doubt that further work is needed to achieve equity between men and women, all you need to do is read the statistics. They are sobering and one asks oneself if this is the legacy one would wish to leave behind for daughters, nieces, grand-daughters and friends.

H.2826/S.1858: AN ACT TO AUTHORIZE THE HUMAN RESOURCES DIVISION TO UNDERTAKE A STUDY OF THE STATE'S JOB CLASSIFICATION SYSTEM

Hearing Date: July 26, 2007

Committee: Public Service

Lead Sponsors: Representative Alice K. Wolf and Senator Harriette L. Chandler

What H.2826/S.1858 does

This bill requires the state's Department of Human Resource Management to conduct a reclassification of the state's employment system with the goal of identifying and correcting pay inequities.

Problems

Our job classification system has not been updated in over twenty years. This means that jobs such as "typists" are still on the books. State workers are hired and classified to fit within existing job categories but these categories do not accurately reflect the work they are doing.

More distressingly, the classification system is so opaque that it has become extremely difficult to quantify pay differences in gender and race. Pay inequality remains a significant problem.

- In 2006, the U.S. Equal Employment Opportunity Commission received 23,247 charges of sex-based discrimination¹
- In 2006, women nationwide earned approximately \$0.81 for every \$1 that a man earned (\$600 per week for women compared to \$743 for men).

Race and Gender Inequality in Median Weekly Earnings

	<i>White men</i>	<i>White women</i>	<i>Black men</i>	<i>Black women</i>	<i>Asian men</i>	<i>Asian women</i>	<i>Hispanic men</i>	<i>Hispanic women</i>
2000	662	502	510	429	685	547	417	366
2001	689	522	529	454	732	563	440	388
2002	702	547	524	473	756	566	451	397
2003	715	567	555	491	772	598	464	410
2004	732	584	569	505	802	613	480	419
2005	743	596	559	499	825	665	489	429
2006	761	609	591	519	882	699	505	440

Source: Bureau of Labor Statistics (Accessed 5 July 2007) <<http://www.bls.gov>>

Details of the job classification study

The Human Resources Division will carry out this study in three years. The final results must be submitted on or before June 1, 2010. In the interim, the HRD will be responsible for presenting annual reports on its progress. The study will examine job characteristics like starting salaries, entrance requirements, and the demographics of workers in upper and lower-level jobs.

If you have any questions or concerns, please contact Alayna Van Tassel in Representative Wolf's office at x.2400 or Alayna.VanTassel@state.ma.us

Catherine Schindewolf

BIG SISTER PROGRAM

Our branch has been approached by Sarah O'Loughlin, a guidance counselor at Hull High School, to help in any way we can to establish a Big Sister program in Hull. This one-to-one mentoring program matches girls with women to nurture girls' innate strengths and to cultivate the confidence, competence and caring they need to make realities of their dreams. Big Sisters spend time with Little Sisters weekly for the first three months and a minimum of twice per month thereafter for at least 12 months. Matches meet on days and times of their own choosing and do activities that they both enjoy, such as playing games, watching movies or riding bikes. They develop a special friendship based on trust and respect as they learn about and from each other.

If you are interested in becoming a Big Sister in Hull, contact Sarah O'Loughlin at 781-925-2040. Please pass on this information to anyone you think would be interested—daughter, teacher, neighbor, colleague. There will be an informational session on Wednesday, November 7 at 6:30 pm at Wellspring in Hull. This is a wonderful opportunity to put AAUW's mission into action on the local level.