



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

Green Mountain AAUW

American Association of University Women of Vermont

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November 2007

Burlington Branch Partners With Vermont Public Television

On December 1st Vermont Public Television and its community partners will launch **Vermont Primary Tracker**, an online information exchange and resource website focused on Vermont's Primary Election on March 4, 2008. This new website seeks to engage Vermonters in political discussion and an information exchange about the coming election. It will feature candidate information and position papers, a discussion area, polls, live web chats, video on demand, updates, and information on issues that matter to you.



This fall Vermont Public Television received one of only five grants from PBS to set up a website to attract political discussion and blogging. VPT received this grant because they were the only station to suggest attracting and training seniors to use the internet. Elizabeth Ottinger is heading the project at VPT and she has reached out to several organizations in an effort to advertise the website.

The Burlington Branch under the leadership of branch president Mary MacEwan has taken up the challenge to work with Vermont Public Television and to make AAUW an official community partner of the project. The Branch meeting at Champlain College on November 10 titled "Attracting and Empowering Women in Public Life" was video taped to be shown at a later date on the new website. The meeting featured Gaye Symington (D), Speaker of the House, Senator Diane Snelling (R) from Shelburne and Representative Rachel Weston (D) from Burlington.

VPT is recruiting volunteers to train Vermonters 50+ in age (their definition of seniors, which is interesting) in computer technology so that they will be able to

State AAUW Calendar

Saturday, January 19, 2008 10am – 3:30pm
Vermont state and branch leadership meeting at Middlebury College Library. More information will be emailed to leaders by Andrea Weisberg.

Because of all of the work that went into the Regional Conference, Vermont will not have a state convention in Vermont this year. Instead we will be partnering with another New England state. Plans are incomplete at this time. More information will be in the spring newsletter and on the AAUW of Vermont website.

use Vermont Primary Tracker and other internet sites. Two AAUW members have volunteered so far and more are needed. Four train the trainer sessions have been scheduled throughout the state on November 29 and December 1, 2007. The specifics are posted on the AAUW of Vermont website www.aauwvt.org/events.html There is still time for you to volunteer.

The website will be monitored by VPT and it was originally to operate only until the primaries. Several AAUW members have urged VPT to consider adding other areas for discussion to the site (i.e. books, cooking, etc.) with the hope of prolonging its life after the primaries and attracting more people for political and other discussions.

Community partners in addition to AAUW are: The Office of the Secretary of State Deb Markowitz, AARP, League of Women Voters, The Snelling Center for Government, and Vermont Maturity. The big plus for AAUW is that our name and logo will included in all TV advertising and posters and on the website. Let's give a round of applause to the Burlington Branch!!

Let's Envision the Future

-- Andrea Weisberg, State President

We have celebrated 125 years of enormous strides on the part of AAUW. We embrace that past and now need to meet the challenge of moving forward and creating another historic 125 years. We must keep meeting the needs of women and girls today and in the future.

Some people believe that our work is done having secured so many rights for women. After all, women have outnumbered men in postsecondary enrollment and more women than men stay in school and complete their degrees. Women's entry into high ranking government and corporate positions has increased dramatically. Two women have become Secretary of State and we now have a woman speaker of the House in Washington and another here in Vermont. A woman is running for President and even the wage gap has been narrowed.

Well, some people are wrong. Inequity still exists and we have work to do.

Women still earn about 75 cents for every dollar that men earn for the same work.

Sexual harassment whether on the college campus or in the work place takes a terrible toll on women's emotional and physical health.

The county's top business schools, reports The New York Times, have fewer women enrolled in the class of 2007 than were enrolled in the class of 2003.

Women earn 48% of undergraduate math degrees but represent only 8% of tenured math professors.

There are only 10 female CEO's leading Fortune 500 companies.

So..... we need a future for AAUW and that means we need to reflect and refocus. We need to focus on our membership so that it becomes diverse and vibrant and reflects the world around us. We need younger women to join us. We need to pursue partnerships with other like-minded organizations who can mobilize members to educate and inform. Together we can visualize limitless possibilities.

Each one of us must work to revitalize our organization. Giving one's time and effort is paramount. Time has become such a valuable commodity but if each one of us devoted just a few minutes to mentoring a new member, to think about a new project and then make it happen, to spread the word about AAUW to increase our visibility.

Let's make this year the best that it can be for our individual branches and for the state of Vermont. We may be small but we are smart, savvy and sure of ourselves and our dedication to AAUW.

Thank you so much to all of you who make a difference in the lives of women and girls. You are the BEST!

New England Regional Conference in Brattleboro Was a Success!

Andrea Weisberg writes:

Those of you who attended AAUW's Regional Conference the weekend of October 12th and 13th were treated to two fascinating women as keynote speakers. I had planned to write a column about the conference, but when I read



Judith Myrick, Brattleboro's publicity chair's column for the Brattleboro Reformer, I realized that I couldn't have done as well as she did. So with thanks to Judith and to all the members of the Brattleboro Branch for all they did to make the convention a successenjoy what follows.

Women have achieved equity in many professions, including the field of education. But, according to former Governor Madeleine Kunin, that is no longer enough. "We need to believe the political system can hear our voices and that we can achieve change" by becoming political activists.

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Regional Conference *continued from page 2*

Kunin was one of two major speakers at Saturday's New England Regional Conference held at SIT. The overall theme was "Finding and Using Our Public Voices" - a theme also echoed by the second speaker, Dr. Karen Houseknecht, of Connecticut.

In her address, which was received with a standing ovation, Kunin challenged her audience with the question: "Why don't women move up to positions of power in politics or in corporate life? Do women have different impacts when they lead?" In essence, she felt that women are more likely to volunteer in their local communities or to work with a local non-profit, but are unlikely to enter the political arena unless invited to become a candidate by others.

"Volunteering is important, very much so. But entering politics is more likely to create needed social change," she stressed. "I also believe women are more patient with compromise across party lines, which is an important asset. They tend to bring the needs of outsiders into the process and to be more inclusive. For instance, men have not experienced gender discrimination, whereas women have. They can bring their own life experiences into the conversation."

She cited three countries - Chile, Liberia and Germany - where women have recently been elected leaders of their respective governments. "These are countries where we would not have expected this to happen. But here in the U.S., people are still asking: 'Are we ready for a woman president?' And we expect women to act in certain ways. We say: 'She's either too tough' or 'She's not tough enough.' Do we criticize men for such qualities?"

The author of two books, including *Leading a Political Life*, Kunin is now writing a new book in which she will try to prove that there are women who believe their voices can be heard, and that they have the passion to believe the political system can be changed. On the positive side, she revealed that both Vermont and New Hampshire have had women governors and that they have the highest percentage of female state legislators

(about 23.8%), whereas the southern states have the lowest percentage. But at the international level of government, the U.S. ranks sixty-ninth out of 187 nations in terms of its women representation. Surprisingly, Rwanda, in eastern Africa, ranks first, she explained, "because after the genocide, women there took up the challenge for the survival of their children" by voicing their concerns politically.

Dr. Houseknecht, who is Vice President of Biological Sciences at ASDI, Inc., a multinational corporation dedicated to enabling drug discovery, described her personal journey from being a public speaker to becoming "an activist voice for those who can't - or who believe they can't - speak up for themselves."

As an example, she related how she had been invited to speak to the U.S. Coast Guard Academy. She decided to include in her speech an eye-to-eye challenge to the leadership present in the audience "to create a climate where sexual harassment is recognized and an attempt made toward systemic change." She felt the women in the Academy audience could not voice such concerns themselves. "We need to find our passion and speak out on such issues."

"The afternoon session was titled "Finding and using our AAUW voice" and shared models for mission-based programming, membership outreach and organizational structure. Introducers and facilitators for the day included Patricia Ho, Andrea Weisberg, Gail Smith, Carol Virostek and Maggie Ford, assisted by Hollie Bagley, Pat Bologna, Charlene Goehring-Fox and Pat Rathbun.



For additional photos go to
www.aauwvt.org/Regional07.html



Why We Believe in AAUW

*-- Patricia Ho, Association Board Member
and New England Regional Director*

Our New England Regional Conference was a tremendous success with over seventy members and community guests in attendance. We acknowledge the invaluable assistance of Vermont leaders Andrea Weisberg, Dot Hart Rand, Gudrun Hutchins, Marty Fenn, Louise Luring, Brattleboro Branch members, and many others.

At the conference, we proudly welcomed former Governor Madeleine Kunin and Dr. Karen Houseknecht, who described how they used their public voices in speaking for equity. Each referred to her unique preparation and experiences – Governor Kunin in the political sphere and Dr. Karen Houseknecht in her corporate work as a scientist encountering gender barriers. The resolute courage of these remarkable role models has inspired other women to action, despite overt and covert obstacles.

The afternoon session facilitated discussion focusing on program planning, membership and adaptive organizational structures. The day's activities strengthened the collegiality and sharing among our New England members and highlighted the value of AAUW's work.

Why do we believe in AAUW? By being a part of AAUW, we belong to a community which breaks through educational and economic barriers so all women have a fair chance.

Educational Foundation Update

--Kathy Corrao, State EF Chair

The AAUW Educational Foundation will fund 254 individuals with \$4.1 million during the current academic year. Your branch and individual donations make this possible. Here in Vermont, we have been fortunate to hear from several of these recipients at our state Convention. Please send your donations to me by December 10th so I can record them and send the checks to DC. Send checks made out to AAUW - Educational Foundation to: Kathleen Corrao, 52 Corrao Road, Randolph Center VT 05061.

You can specify the fund to which you want your donations to be given. Call or email me with questions. 802-728-3790 or kathywigetcorrao@yahoo.com

Legal Advocacy Fund News

-- Mary Feidner, State LAF Chair

"Because EQUITY is still an ISSUE" How many times have we heard this mantra of AAUW? It manifests itself in many forms and in many situations, but becomes reality when it is experienced on a personal level. Described below are two completely different scenarios in which equity is at the center.

Again this year LAF's Progress in Equity (PIE) Award recognized a college program that resulted in significant progress for women on campus. The award was given to the Women in Transition (WIT) program at Charter Oak State College, based in New Britain, CT. WIT provides higher education opportunities for low-income, under-employed single mothers to make the transition from low-paid work to a college degree through distance education without cost or barriers of time and place. The WIT program has enabled underserved women to realize their dream of earning a college degree, empowering them to achieve that which they considered unattainable in order to join the mainstream. These women have not only become strong, empowered individuals, but have also become role models for their children.

LAF also awarded the 2007 honorable mention to the Leaders in Residence program at the University of Toledo in Ohio, where AAUW members of the local branch work hand in hand with the university on equity issues important to the community.

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Bennington Branch Scholarship

-- Mary Feidner, Branch President

Members of the Bennington Branch of AAUW began a scholarship fund for non-traditional women students last year. Led by Jennifer Kern, Judy Murphy and Gudrun Hutchins, who designed the program, \$600 was awarded in January 2007 to Sarah Richardson of Pawlet. Sarah was a participant of the Bridge-to-College Program, continuing her education at Community College of Vermont. Proceeds from our Oldcastle Theatre Fundraiser paid for the scholarship last year.

This year we were able to increase our scholarship fund through additional efforts, namely a Tag Sale in June and running the "Food Express" line for the concessions tent at the Bennington Antique Car Show in September. The latter event was "inherited" from the Business and Professional Women (BPW) who no longer had enough members to operate it. Consequently, from September 13 to 16, from set-up on Thursday through serving on Friday, Saturday and Sunday and, finally, clean-up on Sunday afternoon, members of the Bennington Branch, as well as spouses, friends, students from the Bridge-to-College program, and two former members of BPW worked to make this event a success.

As one of a number of organizations that worked on the Antique Car Show, the Bennington Branch received a percentage of the profits. This year it was \$2,068.58. Added to our proceeds of \$658.00 from the Oldcastle Theatre Fundraiser and \$170.00 from the Tag Sale, our Scholarship Fund reached a grand total of \$2,896.58.

We anticipate giving two scholarships in December and two in June during this academic year. They can be used for tuition and books during the following semester. To be eligible, applicants must be current or former students of the Tutorial Center, have completed a high school credential, and be able to demonstrate that they need financial help in order to enter or re-enter the Community College of Vermont, Southern Vermont College, or a technical program at the Southwestern Vermont Career Development Center.

Now that the Bennington Branch of AAUW has established itself with the Antique Car Show, we anticipate continued success in fundraising for scholarships for female non-traditional students in the years to come.

Legal Advocacy Fund *continued from page 4*

On a completely disparate note, it is a powerful indication that something is wrong in an academic community when three former employees bring suits against it alleging different, if related, acts of discrimination. Three LAF-supported plaintiffs are former employees of Feather River College in Quincy, California. The situation in their case revolved around Title IX issues, providing alcohol to underage students, sexual abuse and discrimination in the work place. The three plaintiffs took their case to court and the several issues involved are not expected to reach resolution until sometime in 2008. According to one, "We are so grateful to have an organization like AAUW providing group support. It's so nice to hear others' stories and know that there are other people going through this, that other plaintiffs are fighting back and winning their cases."

The AAUW Legal Advocacy Fund currently supports 16 lawsuits. The AAUW Educational Foundation board awarded a total of \$100,000 in support of ongoing and new cases for FY 2007.

Your Opinion Poll Is Your Voice to Help AAUW Plan It's Future

-- Jennifer Kern, State Membership Chair

Please take time to fill out your AAUW Every Member Poll. You will find it inside November's Outlook Magazine in it's own wrapper. The poll is quick and easy to complete and can be returned in the pre-addressed return envelope provided. It can also be completed on-line when it becomes available on the website in late November. Please return your poll in a timely fashion so it can be included in the compilation.

At this critical time of organizational change, help create a viable and sustainable 21st century organization. These few minutes are an important investment in the future of AAUW and they need every member to respond.

Brattleboro Branch News

The Brattleboro Branch not only worked hard on the Regional Conference, but had many interesting branch activities as well. You can read about them in the Branch newsletters that are posted on the AAUW of Vermont website. They contain wonderful color photos of their book sale and the Regional Conference. See them at www.aauwvt.org/Brattleboro.html

Girls Rock the Capitol

-- Mary MacEwan, Burlington Branch President

For the past two years the Burlington Branch has provided tuition for two young women to attend the Governor's Institute for Science and Mathematics at the University of Vermont. This year we decided to take a different tack and donated \$850.00 to "Girl's Rock the Capital", a Girl Scout program started in cooperation with Gaye Symington and directed by Carmel Quinn, an apparently tireless Director of Teen Programs for Girl Scouts in Vermont.

Last year ten girls participated in the program spending an entire day in Montpelier every other week from opening session in January through May. Each of the young women is mentored by a woman legislator and receives training in public speaking and legislative processes from Carmel Quinn. They attend committee meetings, attend party caucuses, testify on proposals affecting teens such as harassment laws and driving licenses. They have been well received when testifying before committees. The program has been so successful that thirteen girls will be participating next year. The girls come from all over Vermont from the Northeast Kingdom to the Northwest and Central Vermont.

It was extremely difficult to choose one person from the Girls Rock group to honor with this award. All of the girls are impressive. When we met Brittany, Wieland we found a charming and very bright young woman. She is a sophomore at Essex High School from Georgia, Vermont. Brittany plays the violin and



Brittany Wieland (holding flowers) and members of the wards committee: Mary MacEwan (left), Carmel Quinn (in back) and Judy Wizowaty.

is a member of Fiddleheads, the Vermont Youth Orchestra Sinfonia, the VYO Chorus, and Kaleidoscopes, a female singing group. She is a member of the Vermont Teen Leadership Safety program and Students Against Destructive Behavior. The recommendations she received from her teachers and Carmel were all glowing.

After participating in the Girl Scouts legislative program, Brittany has decided that law and politics are definitely in her future. She hopes to attend Middlebury College and Vermont Law School.

Randolph Branch News

--Kathy Corrao, Branch President

The quilt raffle has been our major project for 2007. It took us about a year to create and Bobbi Hislop was the major creator. Linnie Laws designed the tickets and posters and mailed tickets to the members to sell.

The quilt traveled to the Randolph Farmer's Market, the Maplewood Quilt Shop in Northfield, the New World Festival, AAUW branch, state board and New England Regional Meeting. Soon it will appear at the Cover to Cover Book Shop in Randolph. Many people have purchased tickets (only 300 are available) – AAUW members, community members, relatives.

Pat Snodgrass, Oklahoma State EF chair, and my roommate at the 2006 Leadership Training Conference bought 5! Thanks to Gudrun for posting photographs and info on the VT website; Pat could see it there after I emailed her.

There is still time to buy yours! Send a check for \$10 per ticket. Check should be made out to Randolph AAUW and mailed to Betty Phillips, 196 Peth Road Randolph VT 05060. You can see the quilt at www.aauwvt.org/RandolphQuilt.html

Middlebury Branch News

The Middlebury Branch will once again collaborate with Middlebury College for the fifth consecutive Sister-to-Sister Summit. This wonderful program has made AAUW a known presence on campus and has served girls from several area Middle Schools. Some Middlebury students have become College Sisters during their sophomore year and have continued until they graduated. You can view photos of the 2006 Sister-to-Sister Summit at www.aauwvt.org/sister.html

Phoenix Convention Report

-- Susan Stein, Brattleboro Branch Member

Susan was the only Vermont AAUW member who attended the national AAUW convention in Phoenix. Others were interested but found it too expensive and/or the travel too difficult. Susan's report follows:

I attended the Biannual National Convention in Phoenix the end of June. Yes it was HOT, but a dry heat. All rooms were air conditioned and outside areas frequently had a fine mist of water floating down on you.

Due to my work schedule, I missed the first day of convention. The morning session only included welcoming comments and a video, "Focus Your Vision", which I cannot comment on. The afternoon session included committee reports, nominations from the floor (I believe there were none), and speeches for the Association and Educational Foundation contested positions.

There were only three contested races up for a vote. Development VP on the Educational Foundation Board of Directors was won by Jennifer Wilken, a financial planner with Edward Jones in Illinois, beating long time EF Board member Florine Swanson from Iowa. Elected Foundation Directors-at-large are:

Jeanne Clark (AZ)
Faye Dykstra (KY)
Alicia Hetman (CA)

Elected Association Directors-at-large are:

Kathleen Cha (CA)
Anthony J. Hill (VA)
Jackie Littleton (TX)
Ronnie Nivala (WI)
Thomasyne H. Williams (AL)

On Saturday, Sherry Schiller (AAUW Strategic Process Consultant) framed the future of AAUW. The challenge is to create an organization that is relevant to today's culture and that is able to survive the next 125 years. She urged passage of the bylaw amendments and a reinvigoration of the organization. I spent the rest of Saturday in workshops and at the Regional Caucus.

In the second business session, the convention delegates UNANIMOUSLY voted in favor of bylaw changes that allow the boards to create a "viable, sustainable 21st century organization". There will now be a single set of elected officers. AAUW and the Educational Foundation will combine many of their assets.

The "one member one vote" amendment passed by the delegates provides for voting between conventions by mail or electronic balloting. Amendments setting term limits for elected officers and procedures for filling vacancies were also passed.

The morning ended with the sad but necessary removal from the bylaws all references to the International Federation of University Women except the provision for international reciprocity. Historically, a portion of the national dues has been designated to cover the membership fee to IFUW although not designated as such on the dues statements. AAUW is thousands of dollars in arrears and has withdrawn its membership in IFUW. By completing this bylaw change, it is now possible to develop an independent IFUW affiliate within the US.

The LAF dinner was well attended with guest speakers Laura Leedy Ganslin and Clara Bingham. They co-authored the book *Class Action: The Story of Lois Jenson & the Landmark Case that Changed Sexual Harassment Law* -- later adopted into the movie *North Country*. This is the story of one of the first women miners hired by a northern Minnesota iron mine in 1975. The movie was shown Saturday evening to a standing room only audience. Branches might consider showing this at a monthly meeting.

Mae Jemison, scientist, physician, chemical engineer, teacher, entrepreneur, and former astronaut, gave a delightful speech at the Educational Foundation dinner.

I attended workshops on Virginia Gildersleeve International Fund, the future of our affiliation with IFUW, The National Girls Collaborative Project (for STEM), and immigration issues. Regional Liaisons are needed to the National Girls Collaborative Project which aims to increase gender equity in science, technology, engineering and mathematics (STEM). Nomination letters are due by September 29, 2007. I have more information for anyone interested.

In addition to the passage of the restructuring bylaw changes, the highlight of the meeting was a presentation by Greg Mortenson, author of *Three Cups of Tea*. He has dedicated his life to promoting education especially for girls in the remote and often volatile regions of Pakistan and Afghanistan. His nonprofit organization, Central Asia Institute, has established nearly 60 schools, providing education for more than 24,000 children. Mr. Mortenson gave

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each state a copy of his book to be placed in a local library. Vermont's copy has been donated to the Brooks Memorial Library in Brattleboro.

Throughout the convention it was stressed that increasing the membership is of prime importance. The attendance at this convention was considerably lower than the 2005 meeting and well below expectations. The financial health of the organization is in question and it is unclear if there actually will be a convention in 2009 which is scheduled to be in St. Louis.

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A Special Thank You from Gudrun

I want to thank all of you who sent "get well" cards and emails after my back surgery. There were so many that I could not acknowledge them all separately. You cannot imagine how much your support meant to me while I was in severe pain and discouraged by my lack of progress. I am on the way to recovery, although I have a long way to go. I can now walk within the house unassisted and can drive short distances again. Walking a longer distance is still very painful, even with my hiking sticks. But I am attending board meetings again and have twice had lunch with friends.

Green Mountain AAUW

American Association of University Women
Gudrun Hutchins, Editor
421 Barber Pond Road
Pownal VT 05261

From the Theme Team

-- Dot Rand, Special Projects Chair

There has been only one new suggestion from the Theme Team in the Washington office of AAUW. In addition to programs about Pay Equity and Financial Literacy for all ages, Lisa Maatz, who is also Director of Public Policy and Government Relations, reminds us that Election Day 2008 is just a year away. She strongly suggests that every branch start now to contribute something to increase Voter Turnout. AAUW has a "Manual for Community Based Campaigns to Mobilize Women to Vote". They would be happy to send the manual or any other tool to your branch, to support your efforts.

Central Vermont Branch

The Central Vermont – Montpelier Branch is disbanding. Many of the members intend to become members-at-large.

We hope we will still see you at state conventions and other events posted on the Vermont website. Please stay in touch!