



THE MARYLANDER

AAUW MARYLAND NEWSLETTER

Advancing equality for women and girls through advocacy, education, and research

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Winter 2016

Eileen Menton, President

**Bernadette Low, Newsletter
editor**

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What's Coming Up

Date	What	Where
January 2017 tba	Virtual Meeting	Eileen Menton
January 9, 2017	Copy due for Convention Issue of Marylander	Bernadette Low; bernadette.low@gmail.
January, 2017	Update Bylaws with AAUW	AAUW
January 29, 2017	Legislative Briefing	Universities at Shady Grove, Rockville, MD
April 7, 2017	AAUW Maryland's Diamond Jubilee—Celebratory Dinner	Easton and Wye Mills Maryland
April 8, 2017	Annual Convention	Easton and Wye Mills Maryland

Greetings from the President

Thanks to Many

Eileen Menton

Thanksgiving is my favorite holiday of the year, not just because of the wonderful family dinners, but because of the opportunity to reflect on the amazing blessings that have been bestowed on us. This issue of *The Marylander* shows that there is much to be thankful for.

Thanks go to, Anita Rosen and her team for working hard to pass Maryland's equal pay act last spring. These efforts were featured in the Fall 2016 *Outlook*.

Thanks to Angela Mickalide for leading the effort to set up the AAUW Maryland On-Line Community, which was approved by the AAUW Board on October 15. AAUW Maryland has already received applications for Charter memberships.

Thanks to Christine Schmitz, Bea Dane, Dian Belanger, Heather Reichardt,

Margery Sullivan, and Susan Wierman for recommending the 2017 Maryland Woman of Distinction.

Thanks to Cleopatra Campbell for earning the respect that prompted the Board's nomination as the 2017 Maryland Woman of Distinction.

Thanks to Program Vice Presidents, Markonette Richardson and Kate Campbell, along with Easton Co-Presidents, Linda Tibbs and Mettah Kollmann, Dian Bellanger, Angela Mickalide, and Susan Wierman for planning the State Convention and 75th Anniversary Celebration in April.

Thanks to Joyce Graf for agreeing to head up the review and revision of the AAUW Maryland bylaws.

Thanks to Javiera (Javi) Alarcon for agreeing to be the State's Diversity Chair. Javi, a member of the National

AAUW Fundraising Committee, is a new AAUW Maryland member.

Thanks to Pat Stocker and the Bethesda-Chevy Chase Branch for hosting the October Board Meeting.

Thanks to Sophie Kim Goldmacher for describing the D.C. Younger Women's Task Force's WorkSmart initiative at the October state meeting.

Thanks to Darlene Banson (Montgomery College) and Ariel and Marcella Gulliori (Howard Community College) for speaking at the October meeting. The experiences described at the 2016 NCCWSL conference inspired AAUW women to continue support of the Women of Distinction Ceremony and scholarships for students who want to attend.

Thanks to the Harford County Branch members for the opportunity to speak at the September meeting.

Thanks to Howard County Branch members for the opportunity to join the Celebration of Middle East Cultures, an evening organized by the branch's Diversity Committee.

And, thanks to all of the Branch Presidents and officers for their inspiring leadership.

Members should plan to attend and be inspired by the state sponsored activities in the coming months. AAUW Maryland will sponsor a Day in Annapolis during the General Assembly Session and will be celebrating AAUW Maryland's 75th Anniversary at the State Convention April 7-8. In addition, AAUW Maryland members will be joining AAUW members from across the country at the National Convention in Washington, D.C., June 14-17.

It will be good to see AAUW members in the coming months.

Officers and Updates

Name	Office	Email
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Dr. Judy Flood	Treasurer	jdflood723@hotmail.com
Mary Anne Williams	Secretary	treksk8@aol.com
TBD	Vice President AAUW Funds	

Information for Branches on Updating Bylaws

Eileen Menton

Branch presidents should have received the request from AAUW that the section of the bylaws concerning dues be updated. This request was emailed to state and branch presidents on October 17, and it was entitled: "AAUW/Urgent- Correction to AAUW Model and Restated Bylaws." Branch presidents who did not receive this can let Eileen Menton know, and she will forward instructions for revision.

Sandy Camillo at AAUW provided the following guidance for updating:

Branches, state organizations, Younger Women's Task Force (YWTF) and the Collegiate Women's Leadership Educational Alliance (CWLEA) are different types of AAUW Affiliates. Therefore, the new model bylaws sections I-VII refer to all those entities as Affiliates. The use of the term affiliate in the model bylaws does not mean that this term has to be used by the Affiliate in all situations. For Provisions after Article VII so the transition is not so jarring if the affiliate

example, a branch does not need to change its name from the American Association of University Women XYZ branch to the American Association of University Women XYZ affiliate nor does the branch have to refer to the branch as affiliate in the affiliate specific sections of the bylaws beginning with section VIII. The mandatory article I-VII of the model bylaws and the affiliate agreements are the legal documents that reference the branches, state organizations, YWTF & CWLEA as affiliates in order to denote the relationship of these affiliates to AAUW.

Members revising the bylaws can refer to the branches as branches and states as states and the members as branch, state or YWTF or CWLEA members informally, just not in articles I-VII of the mandatory articles contained in the model.

Many entities are putting a heading that states, "Specific Affiliates chooses to use the word, branch/state starting with Article VIII.

AAUW On-Line Community

Angela Mikalide, Vice President for Membership

The AAUW Board approved the Maryland AAUW On-Line Community at its October 15 meeting. Angela Mickalide, our Membership Vice-President, is working on setting it up and recruiting members. If members you know of anyone who would be interested in becoming a member of this Maryland AAUW online community, they should contact Angela at amickalide@gmail.com or by phone at [240-793-5342](tel:240-793-5342).

Public Policy

Marylander Public Policy Update

Anita Rosen

Since the election there are new faces in our local governments, school boards, state legislature, Congress and, of course, the Presidency. New faces mean change. Change means letting the newly elected know about AAUW and our issues. AAUW women also need to remind continuing legislators about AAUW and its issues, too.

In October issues important to our state became evident. One is connected to health-- Aging & Health, Equal Pay, the need for Paid Family Leave and Paid Sick Days, Fair Work Scheduling and the issue of Human Trafficking.

Another important issue is connected to the 2016 Fall Agenda Conference for the Maryland Legislative Agenda for Women (MLAW) which was presented on October 22nd. Sixteen issues were presented. These issues will be voted on to make up the State Legislative Agenda for 2017. AAUW will provide letters and support for many of the issues. One is proposed by AAUW Howard County which is seeking to extend child custody support to the age of 23. AAUW members can read about each of the issues on the MLAW website at: <https://mdlegagendaforwomen.files.wordpress.com/2016/10/2017-proposals.pdf>

Highlights of the 16 issues include:

- Equal Pay legislation that prevents disclosure of past salary history and asks that posted positions have salary ranges;

- Annual Paid Sick and Safe Days;
- Fair Work Scheduling.

Other issues that are important to women and AAUW members include:

- Reasonable accommodations for Pregnant workers;
- Maryland Patient's Bill of Rights which seeks ethical and humane treatment of hospital patients (this is related to health and aging,).
- Rape Survivor Family Protection Act (which gives women who have proven rape and become pregnant, a process to terminate parental rights of the rapist).

Good News! This year at the MLAW conference, the Chair of the Senate Committee that will hear the bill is Sen. Thomas "Mac" Middleton who that said he will cosponsor the bill.

Some other new bills include

- Free School Meals for All Low-Income Students,
- Encouragement of companies in Maryland to meet gender diversity on corporate boards --"Women on Board".

These and many other exciting legislative initiatives will be introduced this year, and again, AAUW Maryland will be actively engaged!

After the MLAW vote, AAUW women should plan on attending the Women's Legislative Briefing (WLB) January 29th at the Universities at Shady Grove in Rockville. At the WLB women will be able to network with women from a wide variety of organizations in Maryland, meet with local, state and national legislators, and hear from a variety of experts to learn about these and many other legislative initiatives that impact the quality of life of women and families on the national and state levels. More information will be sent about the WLB, AAUW issues for 2017, exciting new ways to be active on-line, and an AAUW Lobby Day in Annapolis in 2017 to let our state leaders know about AAUW issues.

Fall Board Meeting

Excellent Speakers Highlight Meeting

Kate Campbell

The AAUW MD Fall Board meeting was hosted by Bethesda/Chevy Chase Branch October 15 at the Bethesda-Chevy Chase Regional Services Center in Bethesda, MD. Conference attendees were welcomed by AAUW MD State President, Eileen Menton, and Markonette Richardson, AAUW MD Co-VP of Programs. The meeting began with a presentation from Sophie Kim Goldmacher, Younger Women's Task Force DC (YWTF- DC) board member, on how to set up a Start Smart/ Work Smart Program.

Speaker Sophie Goldmacher made the process of setting up a Start Smart/Work Smart program appear simple and very doable for AAUW MD. She presented the best practices and pitfalls that young women encounter. The key points to ensure positive outcomes included:

- find facilitators; –
- build a talent pool;
- conduct outreach for the events;
- utilize social media;
- tailor the program to audience needs, i.e. early career development vs professional improvement ;
- enlist Sponsorship;
- develop a public relations strategy to ensure visibility.

Goldmacher also explained that the YWTF DC underestimated the need to raise enough money to fully fund this initiative in order to make it free for District of Colombia participants. Each workshop costs \$850 to \$1,000 to execute. This cost includes licensing, logistics, reserving a space, and the workbook. YWTF- DC has a 5-year goal of training 15,000 women. That goal that will require \$500,000. The demand for this program is very high. YWTF-DC has held four sessions of 20-25 attendees each and the group has trained 150 women. Still 250 people are on a waiting list looking forward to the training. .

Goldmacher reminded AAUW Maryland that the group must keep AAUW National in mind when soliciting an organization for funding. YWTF-DC has an open enrollment process for its events via the Mayor's office, social media and word of mouth. After her description of how the process works, Goldmacher provided AAUW MD members an opportunity to offer suggestions for the YWTF fundraising.



Younger Women's Task Force of Washington D.C. (WTF DC) representative, Sophie Kim Goldmacher, speaks to attendees of fall board meeting.

The second portion of the program included, comments from three self-motivated women who attended the 2016 National Conference for College Women Student Leaders (NCCWSL). These women shared their overall experiences in the leadership program, and in particular they shared their thoughts on the Women of Distinction ceremony sponsored by AAUW Maryland.

The first speaker, Darlene Banson, was a student from Montgomery College studying Life Sciences who plans to study Pharmacology at the University of Maryland. She expressed her passion and excitement of moving here from Ghana after High School intertwining her enthusiasm with descriptions of her experience at NCCWSL. She explained that she knows she has rights and firmly believes all women must work together to stand up for pay and gender equity. She said that she was most motivated by the NCCWSL keynote speaker Franchesca Ramsey. She particularly recognized the confidence reflected by

the women at the conference. Darlene believes that because of her upbringing, she needs to be responsible for encouraging herself. She feels she can no longer sit and wait for others to encourage her to make changes. She sees that she needs to fight to make important social changes herself.

She said that she felt truly energized by the Women of Distinction night. She believes there should be a NCCWSL conference in each state, because it is such a powerful experience. She added that each college should help women develop their leadership skills.

The second speaker, Ariel Guillory, is a student at Howard Community College, studying Communications. She is applying to University of Maryland MS Journalism Program.

At the NCCWSL Ariel was introduced to young women from around the world who were concerned about the many issues that plague women in our society. Participants heard speeches from several women who had endured struggles relating to their gender and learned how they pulled through to become the strong successful women who stood before them.

Ariel marveled that students had the opportunity to engage in an open forum at NCCWSL to discuss ethnic challenges in addition gender challenges they are facing in society. She noted the importance of achieving an identity as a woman, but noted also the importance of issues women of color face beyond the issues relating to gender. These complex issues are appropriated named, "intersectional feminism."

She found the Women of Distinction ceremony encouraging and supportive. She said that she met and was inspired by all types of women at the ceremony and found this event truly inspiring. She was encouraged as a young person hearing the stories of the presenters' struggles –what they had experienced, how they broke through barriers, and how they persevered. She believes this ceremony is important for young students to experience. She sees that they need to learn that others are dealing with the same thing they are dealing with and realize they can make it through as well. She affirmed the value of the Women of Distinction Awards.

The third speaker was a surprise addition. Ariel's mother, Marcella-Gulliory, is also a student at Howard Community College. She attended the NCCWSL conference as a benefit of the Howard County Branch scholarship. Marcella has a BS Degree in Accounting, but she plans to change careers. Now she is studying Nursing at the community college.

Marcella gave her perspective on NCCWSL as the non-traditional student. Marcella explained that even as, or especially, as a non-traditional student, a woman can benefit greatly from the NCCWSL experience and the Women of Distinction ceremony. She commented that during the conference the students did not treat her any differently. She attended various workshops on communication and leadership, even as she wanted to attend them all. She too valued the comments of the speakers at the ceremony. She noted in particular the comments of Kelly Tsai. Marcella appreciate that Kelly was especially expressive and compelling, and the students were energized and responsive to her presentation.

Thirty AAUW members attended this informative, emotional and moving October 15 state board meeting.



National Conference for College Women Student Leaders (NCCWSL) students are: Darlene Banson (Montgomery College) Ariel Guillory, and Marcella Gulliori (Howard Community College)

Branch Happenings

Kensington-Rockville

A Big Gift to Chariing the Course from AAUW Kensington-Rockville

Dian Belanger, President Kensington-Rockville

Thanks to the amazing generosity of a dozen branch members, inspired by Janet Crampton's ever-over-the-top giving, Kensington-Rockville AAUW has become a **Charting the Course Branch Navigator** in AAUW's campaign to raise \$1 million in unrestricted funds!

After Dian Belanger expressed a personal goal of adding \$1,000 to Janet's branch-qualifying donation of \$25,000, members multiplied that eight times plus! The total contribution, as of 3 October, was **\$33,441.66**. The campaign is within sight of that million and remains open until 31 December.



Members of the AAUW Kensington-Rockville proudly present their check.

Hagerstown

Office Depot Offers Great Deal

Cam Corbin

Cam Corbin, the President of the Hagerstown Branch reports "that Office Max/Office Depot discount card business from National is amazing. The directories cost about \$109 last year, and this year they were \$19. The branch is celebrating the savings. The savings also applied to newsletters. The mailing for those went from \$35 to \$6.50. More information about savings provided by the discount card is available <http://www.officediscounts.org/aauw.htm>.

Harford County

Susan Muaddi Darraj Speaks to AAUW Harford Branch about her Prize Winning Collection of Short Stories, *A Curious Land*

Bernadette Low



Susan Muaddi Darraj, author and Bernadette Low, President AAUW Harford

Susan Muaddi Darraj, an Associate Professor of English at Harford Community College in Bel Air, Maryland and Lecturer in the Johns Hopkins University's Masters in Writing program, spoke to the Harford AAUW on November 21. She discussed her background and the ways it motivated her intentions in writing her 2104 award-winning collection of stories,

A Curious Land: Stories from Home, published by the University of Massachusetts Press, won the AWP Grace Paley Prize for Short Fiction, judged by Jaime Manrique. It also won the 2016 Arab American Book Award, a 2016 American Book Award, and was shortlisted for a Palestine Book Award.

Muaddi-Darraj's previous short story collection, *The Inheritance of Exile*, was published in 2007 by University of Notre Dame Press. She also edited *Scheherazade's Legacy: Arab and Arab American Women on*

Writing, which was published in 2004 by Praeger Publishers.

Her newest collection, *A Curious Land* links several stories describing the lives of a Christian Arab community, a group of people whose lives have been impacted by decades of wars and occupations.

The beautiful writing, rich with apt metaphors and the compelling stories of women that are both particular and universal, provoked the members of the branch's book group to delight in discussion about it. It has been the one book, over years of discussion that every person taking part in the discussion loved. Readers particularly enjoyed the way the first story in the collection described a life that was connected to another life described as the last story. All participating in the discussion observed that they had developed an appreciation for the trials and suffering of a people most knew little about.

Muaddi-Darraj's comments on the writing process caused the book to be even more meaningful to its readers.

Article was drawn from Amazon Author Page.

Special Events

AAUW Women Attend Maryland Legislative Agenda for Women in October



Pictured here is a group of some of the AAUW Maryland members who attended the Maryland Legislative Agenda for Women (MLAW) October 22. Members here represent AAUW Kensington-Rockville, Easton, Howard County, and Anne Arundel County.

Cleopatra Campbell Chosen Maryland Woman of Distinction

Bea Dane, Maryland Vice President, AAUW Funds



Judge Cleopatra Campbell, AAUW Maryland Woman Of Distinction 2017

AAUW Maryland has selected Cleopatra Campbell as the Maryland honoree for 2017 after a review of several excellent nominees. Campbell represents the best of what AAUW supports. She has been a strong advocate in the fight for equity of women and girls. As one of the first women to become a member of the Frederick County Bar Association, she has stood as an advocate for other women. She was strong in her questioning of judges who demanded that women always wear skirts in court. When women were first admitted to the policy academy, she advocated for better fitting uniforms designed for women, for women's bathrooms and changing rooms, and for equal respect for these women. Before and during her term as an elected judge, she advocated for more women to enter the field of politics and sponsored receptions for candidates. She has spoken with many students wishing to enter the field of law, encouraging them to learn more by continuing their educations. She has frequently spoken to groups and individuals on making final plans including wills, trusts and burial plans, emphasizing the need especially for women to do so.

Judge Campbell mentored many young women attorneys just beginning their careers or continuing their careers. In her office, she employed young women who were exploring a career in law as

either a paralegal or as an attorney. In her role as a defense attorney, Campbell often stood for those who are underrepresented. Her generosity allowed many to have legal representation without onerous fees. Her former clients speak highly of her, both in informal and formal settings.

Her generosity has extended to many charitable causes, including her many donations to AAUW Funds and her leadership of AAUW Maryland Funds and the Legal Advocacy Fund. She has been a strong leader in her church, serving on the vestry, organizing and administering special events. AAUW has been a better organization because of Cleopatra Campbell. Her membership of more than 40 years shows her dedication to our goal of equity for all women and girls.

Maryland is once again working toward raising \$20,000 by April 1, 2017 to be the Platinum Sponsor of the National Conference of College Women Students Leaders Women of Distinction Ceremony. Members can support this sponsorship by going to the AAUW National site at www.AAUW.org and AAUW click donate. Under other funds is a drop down for The Cleopatra Campbell Honorary Fund. Alternatively, members can also mail a check directly to AAUW National at new address of 1310 L St., NW, Washington, DC 20005. All AAUW Maryland members are urged to support this wonderful conference and ceremony which will again be held in June at University of Maryland College Park.

SAVE THE DATES

April 7th and 8th, 2017

Celebrate AAUW Maryland's Diamond Jubilee:

75 Years of Sparkling History

Friday April 7th – Celebratory Dinner

Saturday April 8th – Annual Convention

Easton and Wye Mills, MD



Summer Meeting

Registration is now open for the [AAUW National Convention](#) June 14–17 in Washington, D.C., to lobby Congress.

Plan to join AAUW sisters to develop or learn leadership skills and network with AAUW leaders.

All AAUW Members are urged to [Register now](#) to take advantage of the best-value rate and save more than \$75.



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