

# THE MARYLANDER

## AAUW MARYLAND NEWSLETTER

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

Volume 84 # 3

<http://aauw-md.aauw.net>

Fall 2015

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# What's Coming Up

Date	What	Where
September 18	Early Bird Registration for Fall Board Meeting	Mail to Eileen Menton
September 21	Harford Branch Meeting with Suzanne Gould	Harford Community College Edgewood 132 4:00 to 6:00
September 26	Fall Board Meeting. Send in reservation	Mail to Eileen Menton
October 3, 2015	Fall Board Meeting	Maryland Women's Heritage Center
Dec. 1, 2015	Winter <i>Marylander</i> copy due for December 21	Bernadette Low
January 2016	Winter Board Meeting -	
March 1, 2016	Winter 2016 - Nominations committee identifies candidates	Co- Presidents and Bernadette Low
March 1, 2016	Spring <i>Marylander</i> copy due for March 21 Newsletter	Bernadette Low
April 30, 2016	AAUW Maryland Convention	Howard Community College
June 1, 2016	Summer <i>Marylander</i> copy due	Bernadette Low

# Greetings from the Presidents

## Greeting this fall from SassC and Dorothy

Good News is always welcome. Let us announce that our Fredrick Branch will be celebrating 90 years of education and equity for all women. Let's congratulate them for a job well done!

The October Board Meeting will be held on October 3, 2015, at the Maryland Women's Heritage Center (MWHC) located at 39 West Lexington Street, in Baltimore. The Board Meeting will be preceded by a tour of MWHC and lunch. Interested members can find additional information included in this newsletter for details and registration.

As of the last board meeting, it was determined that AAUW Maryland would continue to support the Women of Distinction Ceremony fund. All branch Presidents should have received an email asking for nominations for the 2016 recipients.

**SAVE THE DATE:** The 2016 AAUW Maryland State Convention will be held in Howard County on April 30, 2016 at Howard Community College. Diane Roca and the members of the local organizing committee are doing an excellent job of planning the event. Please mark your calendars so that you can attend in April.

This fall brings a new energy for change. As the leaves change to welcome a new season, the state officers would like to make changes in any area that would more effectively facilitate promoting the AAUW mission. Please let us know if you have ideas and suggestions. As a new committee member on the National AAUW Community/University Relations Committee, I will strive to see where AAUW can impact women new to our organization. The issues that AAUW supports will ultimately influence women's careers and impact their lives as well as the lives of many women around the world.

I have also been given the task of identifying the Title IX representatives for the state of Maryland. This will be an awesome opportunity, one that will help AAUW to solidify its efforts in this area.

I was contacted by The Women Graduates –USA ([www. WG-USA.org](http://www.WG-USA.org)) regarding their one-day conference for non-members. The Conference will be held on September 26, 2015 from 9:00 A.M. to 5:00 P.M. at the Holiday Inn Inner Harbor, 301 W. Lombard, Baltimore MD 21201. The Conference will focus on *Awareness and Action in a Global Society- "Ready, Set, Go, Connect."* AAUW members interested in attending this highly-enlightening conference, should visit their website for additional details.

Finally as AAUW Maryland's representative at the 2015 National Convention in San Diego, I first want to express my gratefulness and appreciation for the opportunity to represent this great state of Maryland. The conference was an invaluable tool in providing me with the training to share with others and reminding me of the importance of our mission. In all our programs and endeavors, our members want to remember that promoting equity and education for women and girls is paramount.

Thank you for your continued service to AAUW. All of you help us realize our mission and represent Maryland.

Sandra Smith and Dorothy Fraquelli  
Co- Presidents of the State of Maryland

# Summer Leadership Training

## Summer 2015: Cultivating Current and Future Leaders

### **Bernadette Low**

An inspiring and interesting summer conference planned by Co-Vice Presidents for Programs,

Susan Wierman and Markonette Richardson was held July 25. Hosted by the Easton Branch the conference was held at the beautiful, new campus of Chesapeake College in Wye Mills.

Conference attendees were welcomed by Linda Tebbs, Easton Branch Co- President and the Maryland AAUW Co-Presidents Dorothy Fraquelli and Sandra Smith.

The leadership development part of the program, “Your Opportunity to Grow: Cultivating Leadership and Teamwork,” was led by the charming, intelligent Erica Stout, Training and Program Manager of AAUW. A year ago, she offered a most helpful presentation on building membership. This summer, she focused on delegating tasks.



While many AAUW members seek volunteers and helpers often in their various life tasks, her presentation reminded them that they may not think about how to go about it more effectively. She suggested three steps to keep in mind in delegating.

The first step: **Get on the Same Page** includes explaining to a potential helper why the task is important, what successful completion looks like, a time line for completion, and suggestions, perhaps, on how it is to be done.

The second step is **Check In**. Here the task delegator should base the frequency of checking in on the difficulty of the task and the level of skill of the volunteer. And most importantly, the delegator should frame the check-in as a means of support.

The final step is **Debrief and Celebrate**. Here the delegator provides positive, and if needed, corrective feedback, gives recognition, and thanks, and asks for feedback.

Erica Stout presented this information with great visuals, stories, and input from the audience. The formal framework for offering a task to someone is something all delegators can go back to as they identify members to help with the fulfillment of AAUW mission. She reminded us that in order for new members to feel connected, they need to be involved in a task.

After Erica’s comments and a delicious lunch, participants joined small groups to discuss Public Policy, Website and Communication Techniques, and Training for Treasurers. Nearly 40 enthusiastic participants caught up on each other’s lives, shared effective branch activities, and asked and answered questions about AAUW operations and interests.



Co-Presidents: Sandra Smith and Dorothy Fraquelli welcome participants.



New member of College Park Branch, Angelina

Jao designed the visual backdrop for the meeting.



Susan Wierman, Christine Schmitz, and Eileen Menton catch up on AAUW news.

All in all, this was a well-received program. Participants left with new information and ideas for a successful fall in AAUW.

# Reports

## Welcome Aboard New Treasurers

Dr. Judy Flood, AAUW-MD State Finance Office

Judith D. Flood, Ed.D. – [jdflood723@hotmail.com](mailto:jdflood723@hotmail.com)

Thank you for everything that you are doing to keep accurate financial records for your branch. Here is a brief list that AAUW designed especially for you.

1. Know the AAUW national membership types and the different **dues, fees, and tax deductibility rates**.
  - a. Be aware what **membership discount incentives** are available for new member recruitment, too.

- b. Add your state and branch dues to determine the total cost of membership.
  - c. Please keep in mind that when a new member joins through the **Shape the Future** program, the AAUW-MD dues are **\$10**.
- 2. **Understand the Branch Dues Report Process.** You will submit collected dues as members join and renew others throughout the year, so select a method that best meets your needs.
  - a. Online users prefer the [Member Services Database \(MSD\)](#) for easy online record keeping.
  - b. Others upgrade to the [Membership Payment Program \(MPP\)](#) for renewal invoicing and the allowance of payments by check or credit card.
  - c. Watch the Adobe Connect session that's on the AAUW website with your president and membership chair, so that you all understand the process and can function as a team. It's called: [Membership Dues Processing Webinar: Success Made Simple!](#)
- 3. **Complete the Group Tax Exemption annual form** located in the [Member Services Database](#) on the AAUW website.
  - a. The Annual Form was activated on July 15th and will close on October 15th.
  - b. Use the form, and choose if you'll be filing the branch and/or state 990-N (e-Postcard) for the year yourself or if you'd like the national office to file on behalf of the branch and/or state.
  - a. **All** AAUW-affiliated entities are required to file 990, 990-N or 990EZ forms each year. Those with annual gross revenue receipts of \$50,000 or less, are required by the IRS to complete form 990-N (e-postcard).
- 4. **Download the Branch and State Finance Tool Kit** and keep it handy for a reference. The Tool Kit covers budgeting, records management, and other important information about taxes and contributions. The link is: <http://www.aauw.org/resource/finance-tool-kit/>
- 5. **Know the fundraising rules and best practices** by reading [Fundraising Policy 501](#). The suggestions are very helpful, so please share them with for your Fund Raising Chair.
- 6. **Read Membership Matters** when it arrives in your email inbox. These messages are handy to keep you aware of important dates, deadlines, and activities.
- 7. **Contact** to your branch and state membership vice presidents, the [finance committee](#), and AAUW [staff](#), because an effective finance officer relies on a great support team. Please don't hesitate to contact me if I can help.
- 8. **Find the AAUW financials in the Annual Report.**

## Public Policy- Some Issues that Matter Fall 2015

### Louise Chatlyne and Anita Rosen AAUW Maryland Public Policy Co- Chairs

Our new program year follows on a generally successful one last year. In particular, a variety of positive legislation for Maryland women was passed that included moving on the issue of *Human Trafficking* in our state. That legislation is well summarized by the Maryland Coalition Against Sexual Assault's (MCASA) summary which can be found on its website for the summer (see *Human Trafficking in Maryland: The State of the State* at: <http://www.mcasa.org/human-trafficking-in-maryland-the-state-of-the-state>). There is more to do in this area on the local and state level, here are some other important issues this coming year.

Though Maryland, New York and Washington, DC are the three states with the lowest *Gender Pay Gap* in the United States, Maryland does not have equal pay. AAUW members should let their state legislators know that everybody wins when women get equal pay. AAUW reminds us that the Pay Gap is even worse for Black Women everywhere (see <http://www.aauw.org/2015/07/21/black-women-pay-gap/>).

What about *Paid Sick Leave*? In July, Montgomery County, MD., became the first county in Maryland to establish a paid sick days' standard. The County Council allows workers at businesses with five or more employees to earn one hour of job-protected paid sick and safe time for every 30 hours worked, up to 56 hours annually (approximately seven days for a full-time worker). Workers at businesses with fewer than five employees accrue up to 32 paid hours and 24 unpaid hours annually. This time can be used by workers to care for themselves or for a family member who is ill or needs preventive or medical care, and to care for family under certain circumstances in the case of a public health emergency, due to a family member's exposure to a communicable disease or for the employee or family member to obtain services to address the effects of domestic violence, sexual assault or stalking. Covered family members are a spouse, child, parent, former primary caregiver, legal guardian or ward, grandparent, sibling, grandchild, parent-in-law, or spouse of a grandparent or sibling.

In 2015, the Maryland Legislature attempted to bring *Paid Sick Leave* for a vote, through The Maryland Healthy Working Families Act. Unfortunately, no action was taken after hearings. Can we do better this year? We hope so. Women's pay, women's jobs, good child care, and a variety of other family matters would be well-served by paid sick leave. Most often the lowest paid women do not have this benefit.

On a state and local level *Campus Safety* is an important issue for everyone. AAUW members should become familiar with the kinds of programs local public schools and colleges have to address campus safety. AAUW has a variety of materials to help branches develop programs in this area, with its *Ending Campus Sexual Assault Tool Kit* found at <http://www.aauw.org/resource/campus-sexual-assault-tool-kit/>. This Tool Kit includes material such as *10 Ways to Fight against Sexual Assault on Campus*, ideas on funding sources to host an event, and ways that faculty and staff can help.

AAUW public policy leaders hope AAUW members will get involved and take the time to work with these public policy initiatives. All members can encourage their branch to develop a public policy program for the coming year. AAUW public policy leaders invite all AAUW members to come to Annapolis during the 2016 session and be in touch with ideas and questions.

## AAUW FUNDS REPORT      September 2015

### CHRISTINE SCHMITZ, VP FOR AAUW FUNDS, MARYLAND

I am pleased to report that the MD Board voted in July to move ahead with fundraising for the Platinum Sponsorship of the "Women of Distinction Ceremony" contingent upon learning the cost. I have been in touch with the National organization and have been told we can do this at the same \$20,000 giving level. We are accepting suggestions for this year's honoree. Please submit any biographical

information to me by the October 3<sup>rd</sup> Board meeting. We will vote at that time on our honoree. In the meantime, you may submit contributions on line at [www.aauw.org](http://www.aauw.org) to Fund no. 4355 to begin raising money for this sponsorship.

If your Branch needs to know more about giving to the various AAUW Funds, please call or email me personally so that I can assist you.

Also, we will be meeting a few of our current AAUW Fellows at the October 3<sup>rd</sup> Board meeting. Please come and hear from each of them.

Thanks again for all of your support!

Christine Schmitz, VP for AAUW Funds  
410-795-5091 H  
410-375-1820 C  
[dialacpa@aol.com](mailto:dialacpa@aol.com)



## A Thank You from Senator Jennie Forehand

### Thank You to AAUW Maryland\*

*Dian,*

*Would you please forward the belated 'thank you' to the appropriate AAUW officials? As you know my life has been a 'whirlwind' since my recognition at the Maryland AAUW meeting in May. Since that wonderful night, Bill and I have been constantly engaged in selling our Rockville home, seeing old friends in seven southern states, traveling all over Iceland with our family, attending an annual Lewis and Clark Foundation meeting in Kansas City, etc., etc.*

*Now that our life is somewhat settled, I have reflected back on how happy I am to be associated with AAUW over these past many years. The Women of Distinction Award was such a personal honor for me, and I want to thank you all for that recognition. The conference really highlighted what AAUW is all about. Those four speakers were outstanding! All of them demonstrated the potential to lead both women and men to achieve high goals. And those young women attendees at the conference were the most enthusiastic group I have ever seen. Bill and I could have talked to them 'forever' (as you know we were among the last people to leave the building that night).*

*And Dian, I will always remember how you helped me 'get ready' for my participation. You are so kind!*

*I have already made several friends in AAUW Indianapolis and plan to continue my participation into the future.*

*Sincerely,*


*Jennie Forehand*

*\*AAUW Maryland raised the funds to sponsor the Women of Distinction Awards ceremony, the highlight event of AAUW's annual National Conference for College Women Student Leaders, in honor of former Maryland State Senator Jennie Forehand, longtime member of the Kensington-Rockville Branch. Jennie and Bill now live in Indianapolis near their daughter.*

# Branch Happenings


## Frederick Branch

Mary Anne Williams



**Frederick Community College**  
July 28 at 8:29pm · 🌐

We are grateful to the AAUW Frederick Branch for its recent \$1,000 donation to Project Forward Step, a program in the FCC Office of Adult Services. This program helps meet the needs of returning adult students and includes special services for single parents and displaced homeowners. It provides financial assistance with tuition, books, child care, and transportation, as well as career counseling and academic advisement. Since 1981, Project Forward Step has helped more than 5,000 students. FCC thanks AAUW Frederick Branch for its longtime support of Project Forward Step.



## Harford County's Book Group Loves to Talk Books

**Bernadette Low**



Gloria Barnhart, Hazel Hopkins and Marlene Butler all have something to say about the group's favorite book, *I Know Why the Caged Bird Sings*, by Maya Angelou

The Book Group of the Harford Branch of AAUW has been meeting for ten years now. Every month the group reads and discusses a book that everyone agreed upon. The group reads all kinds of books, both fiction and nonfiction. A favorite type is a book that describes a woman overcoming difficulties to become a success.

The responses to the books vary. Almost every book has readers who loved it, readers who hated it, and everything in between. One book was beloved by everyone who came to the discussion--Maya Angelou's, *I Know Why the Caged Bird Sings*. Each reader at the discussion had favorite lines marked to read and share with the group. The enthusiastic readers spent most of the lovely time together quoting from the book. What metaphors!

Many could not shake off disapproval of *Madame Bovary*, no matter that in the novel of the same name, by Gustave Flaubert initiated modernism and influenced Marcel Proust and James Joyce. Some loved Anthony Doerr's *All the Light We Cannot See* and found the blind heroine endearing; others found the book long-winded and confusing.

Whether or not everyone loves or even likes the book does not matter. The group delights in getting together, sharing delicious snacks, talking about their lives, and of course offering impressions of the books. Through learning what each person likes or doesn't like, the group has come to appreciate all of similarities and differences of all of the participants.

## Toni Bram GED Scholarship Project at Harford Branch

### Alice Leeds

The Toni Bram GED Scholarship Project (named after our late branch member who originated it) is a fund raiser which provides scholarship support for students enrolled in Harford Community College's GED Project®. Member contributions are made out to the Harford Community College Foundation and presented to the HCC Director for Adult Developmental and Literacy Programs.

Normally all contributions received for the Toni Bram GED Scholarship Project are presented to HCC in January. However this year HCC's GED scholarship fund was in dire straits—there were no funds available for any of the incoming September students. Our leader for this project quickly determined that we could not wait to do a solicitation by regular mail; instead an urgent e-blast was sent out to all of our members. Their response was immediate and remarkable. So many responded so quickly with their contributions to the Toni Bram GED Scholarship Project that on August 29, 2015 checks totaling \$955 were presented to Brandy Naughton, HCC's Director for Adult Developmental and Literacy Programs. As more donations are received they will also be presented to HCC to provide scholarship support to the incoming January 2016 students.

GED Graduation Ceremony: HCC's GED graduation ceremony took place the evening of August 14, 2015. Sixteen graduates proudly received their GED diploma. Family members, friends, HCC instructors and administrators, and community members were there to celebrate their achievement. (There were more who graduated but they were not able to attend the ceremony.) This is the first GED class to graduate since computerized testing was instituted in 2014. For some, not only did they have to learn all the subject matter in their classes, they also had to overcome their fear of testing on a computer.

A couple of the graduates spoke movingly of the difficulties they have overcome and their future plans. Here are a few examples. Dakotah wants to get a degree in forensic psychology, with a focus on serial killers and then work with the FBI. Sarah, at age 16, is already signed up for some HCC classes. She wants to become an English professor and write the great American novel. She reflected her passion for her goal when she expressed her personal motivating, mantra, "Don't just reach for the stars—reach up for the whole galaxy."

Two of these graduates received support from our contributions—a mother and her son. One of our members had an opportunity to talk with them after the ceremony and both recipients expressed their gratitude for the scholarship help. This member was impressed by the commitment the two of them had

made to obtain their diplomas, especially when they described all the delays in their classes necessitated by bad winter weather. They indicated that their commitment to education will not stop now that they have their GED diploma; both plan on taking credit courses at HCC this fall. They, as well as their fellow graduates, are on their way to a brighter future.

## **The McLean Branch Holds Book Sale**

The American Association of University Women will hold the 46th Used Book Sale Friday Sept 18 9-7 Saturday Sept 19 10-6 and Sunday Sept 20 12-4. at the McLean Community Center 1234 Ingleside Ave McLean, VA. Sunday Most books are \$10 a bag. Books for adults and children, CDs, DVDs, records, and recent textbooks will be offered for sale.

There is a separate room for books for children.

Proceeds support scholarships for women.

For more info [703-527-4206](tel:703-527-4206) or [aauwbookfair@gmail.com](mailto:aauwbookfair@gmail.com)



## ASPIRE TO LEAD: A Workshop

*Latest trends on effective female leadership and confidence perception*



**DR. JOHN MICHEL** of Loyola University Maryland, will facilitate a workshop on effective leadership in organizations. An expert in the area of leadership and management, he will integrate **latest trends on leadership, human perception, and persuasion** – and fuse concepts from best-selling authors **SHERYL SANDBERG**, CEO of Facebook; **AMY CUDDY**, Social Psychologist and Professor at Harvard Business School; and **ADAM GRANT**, youngest tenured Professor at the Wharton School of Business and author of Give and Take.



**Saturday September 19<sup>th</sup> 8:30 – 1:00**

### National Electronics Museum

1745 W Nursery Rd, Linthicum - near BWI Airport

### Highlights

- ❖ Presentation by Dr. Michel
- ❖ Fun, interactive exercises to practice key success skills
- ❖ Continental Breakfast and Lunch
- ❖ Networking with other female professionals
- ❖ Panel discussion
- ❖ Gift bags - Door prize

Limited to 125 women – more information at

[www.baltwashwe.org](http://www.baltwashwe.org)

# AAUW Maryland Officers

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# Fall Meeting



Fall 2015 Board Meeting and Tour of the  
Maryland Women’s Heritage Center  
October 3, 2015 from 9:30 am – 3:00 pm

39 West Lexington Street (Lexington and Liberty Streets)  
Baltimore, MD 21201

## Overview

Join members of AAUW Maryland on a special briefing and tour of the Maryland Women’s Heritage Center. There are currently three exhibits:

- Images and Expressions: Maryland Women In The Arts
- Women in STEM
- Maryland Women’s Hall of Fame

The AAUW MD board will meet in the afternoon.

## Program

9:30 – 10:00 am	Registration and Continental Breakfast
10:00 – noon	Briefing and Tour of the Maryland Women’s Heritage Center.
Noon– 1:00 pm	Buffet luncheon. (AAUW Fellows have been invited)
1:00 pm – 3:00pm	Board Meeting (The Board is made up of state officers and appointed board members, along with branch presidents. All members are welcome to attend.)

## Registration

“Early Bird” registration of \$20 for the morning and lunch must be postmarked by **September 18**.

Regular registration for Morning only - \$10 must be postmarked by **Sept. 26**

Regular registration for the morning and lunch - \$25 must be postmarked by **Sept. 26**



## **Parking**

**Edison Park Fast, 100 West Fayette Street** (410-659-5824) is the closest to the MWHC. The rate is \$9 on Saturday. You can get a \$1 discount by reserving a parking spot on-line at <http://www.parkfast.com/downtown-baltimore-fayette>, printing your confirmation, and presenting it upon payment for \$1 off. The lot is one block off Charles St. Drive down (under big yellow Edison Sign) mid-block behind the two hotels. As you come down the ramp, the closest parking is generally taken by hotel guests. Go to the further side (Lexington ST) on any floor. Park on the Lexington St. side, near the elevator to the Plaza Level. Hit P on the elevator button and go up to the Plaza floor level. When you get off the elevator, turn around and walk toward Lexington ST (west). The MWHC is on the ground floor of 39 W Lex (old BGE Building) on the right side/street side of the building.

Some metered street parking is available. Parking is limited to 4 hours.

## **Driving Directions to Edison Parking (100 Fayette Street)**

**From Washington, D.C., and Points North or South of Baltimore via I-95 North:** Follow I-95 to exit 53 (I-395 North) to Downtown/Martin Luther King, Jr., Blvd. Stay to the left and follow signs for "Downtown." Once you exit to the left towards "Downtown," merge to the right and follow the flow of traffic towards the Inner Harbor. Make your first left on to Charles Street.

**From Points West of Baltimore via I-70 East:** Take I-70 East to I-695 South towards "Essex." Follow I-695 South to I-95 North. Take I-95 North and then follow the directions above from the South.

**From Points North of Baltimore via I-83:** Take I-83 South to Downtown Baltimore. Merge right on to Fayette Street. Continue on Fayette Street, staying to the right

## **Driving Directions to the Front Door of the MWHC**

From Charles Street, make a left on to Saratoga Street, and then a left on to Liberty Street. The Maryland Women's Heritage Center is located on your left at the corner of Lexington and Liberty Streets.

Name: \_\_\_\_\_ Preferred Name on Badge: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

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

Branch name/position: \_\_\_\_\_

Special request-facility/other: \_\_\_\_\_

\_\_\_\_ "Early Bird" registration of \$20 for the morning and lunch must be postmarked by September 18.

\_\_\_\_ Regular registration for Morning only - \$10 must be postmarked by Sept. 26

\_\_\_\_ Regular registration for the morning and lunch - \$25 must be postmarked by Sept. 26

Mail registration form and check payable to "AAUW MD" to:

Eileen Menton, 1343 Andre Street, Baltimore, MD 21230



The Marylander  
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Darlington, MD 21034-1512

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