



THE MARYLANDER

AAUW Maryland Newsletter

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SPRING 2009

Spring Convention in Easton Breaking through Barriers April 18, 2009

The Calhoon MEBA (Marine Engineers' Beneficial Association) Engineering School has traditionally been a school for union members, but they have invited Maryland AAUW to hold its spring convention on their lovely campus, Saturday, April 18, 2009.

The AAUW theme for the year has been Breaking through Barriers, and with the new bylaws changes that will be voted on at the convention, this indeed will be a changing year for AAUW. Please plan to attend this very important Maryland convention and be a voice at the National Convention in June.

The day will begin with registration and continental breakfast at 9:00 AM followed by our Keynote speaker, Dr Barbara Viniar, President of Chesapeake College in Wye Mills, MD.



Dr. Barbara Viniar will be inaugurated as the fifth president (first woman) of Chesapeake College in Wye Mills, MD in March. Prior to coming to Chesapeake College she served as Executive Director of the Cornell/State University of New York Institute for Community Col-

lege Development (ICCD). Viniar has served as director of the community college institute since 2003, and she previously served nine years as president of Berkshire Community College in Pittsfield, MA. Before that, she served in various roles at Rockland Community College in Rockland, N.Y.

The one-day convention will not only cover Maryland business in the morning, but we will welcome Aimée Classen, an Education Foundation grant re-

ipient, to speak to us at our luncheon. Other EF and LAF presentations and activities are also planned.



Aimée Classen graduated from Smith College in 1995 with a BA in biological sciences. She taught K-12 for a few years and then went to graduate school at Northern Arizona University and received a PhD

in biology in 2004. Her dissertation work was funded by an AAUW American Fellowship from 2003-2004, which enabled her to publish her dissertation. She was a staff scientist at ORNL until this August when she joined the Ecology and Evolutionary Biology department at the University of Tennessee as an Assistant Professor. She is the mother of two small boys - Harry (4 years) and Finn (1 year) and likes to spend weekends hiking in the national park near her house. Research in her laboratory at the University of Tennessee focuses on how abiotic (nonliving things like climate) and biotic (living things like plants) factors interact to shape ecosystem structure and function and how natural disturbances and human impacts such as climatic change and herbivore outbreaks shape these interactions.

Dr. Anthony Hill, member of the National AAUW Board, will be with us in the afternoon to discuss bylaws and other issues that will be presented at the convention in St. Louis. Whether or not you are planning to travel to St. Louis, it is important that we understand these proposed changes to

(Continued on page 2)

(Continued from page 1)

AAUW and have input on the direction our vote should take.



An advocate for equity for women and girls, Dr. Anthony J. Hill is a national board member for AAUW. A member of the Mt. Vernon (VA) branch, Dr. Hill is the first male elected to a national board position for AAUW. Dr. Hill is a licensed clinical social worker in the District of Columbia and the State of Delaware. He earned both his MSW and PhD degrees from Howard University. His undergraduate degree is from the George Washington University. Dr. Hill is currently an assistant professor at the National Catholic School of Social Service at the Catholic University of America in Washington, DC.

Since Maryland AAUW was selected to lead the pilot project PIAB (Program in a Box), we will have reports from branches. This will also take place in

the afternoon.

At 5:00 pm we will experience a “boat ride” in the training simulator on the campus. You will be aboard ship as we “dock” in a number of US port cities.

The Easton Branch invites you to spend Friday, April 17 in Easton and join us for a salad supper from 6:00 – 8:00 PM. Directions will be provided for those planning to attend. MEBA is also making rooms available Friday and Saturday night for your overnight stay.

The lovely campus is located off St. Michaels Road on the Miles River in Easton, with a well equipped meeting room, private dining room, and beautiful hotel quality sleeping rooms. Roland Morgan is an award-winning chef, having recently joined MEBA from the Inn at Perry Cabin, so lunch will be a gourmet’s delight.

*Convention details are on page 14
and
Directions to the convention and registration form
are on page 15*

Greetings for 2009

Linda Haigh Tozier, MAR Director

All eyes are focused on our June 26-28th National Convention in St. Louis. The Theme is “Breaking through Barriers.” I encourage each of you to attend what will be the most significant AAUW Convention in our lifetime. AAUW is merging into one powerful organization that will blast through barriers. You don’t want to miss this opportunity to be part of real change.

The cost of convention registration has two remaining timed tiers. Until March 22nd, registration will cost \$399. Any member registering after March 22nd will pay \$440. For a limited time, American Airlines is offering a 5% discount on airfare to St. Louis. Please check the AAUW website for complete details.

The next time you visit the AAUW website, please review the latest briefings from Linda Hallman, AAUW Executive Director. It is the intent of the AAUW briefings to be a pathway forward for how AAUW is moving and why. Also look at the Member

Showcase. All branches and states can post activities. It would be wonderful to see listings from Maryland. States and branches also are encouraged to be part of the AAUW Taste of Success at the 2009 National Convention. This event provides the opportunity to showcase projects that have been successful in helping to break through barriers.

Members of the AAUW and EF Boards will be attending each state convention to discuss the proposed bylaws changes. The AAUW MD Champion, Anthony Hill, will be with you on April 18th. The final version of the proposed bylaws changes has been posted on the website and is printed in the spring issue of *Outlook*. Other important documents that are posted on the website include Q&As and the convention schedule for bylaws discussions.

Please “meet me in St. Louis” on June 26 through 28th.

Message from Marcie



Marcie Posner, President AAUW MD

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Where to begin? We have so much on our plate.

Everyone who attended our Winter Conference at Alfio's knows how successful it was. After we finished a delicious lunch, we heard from three very interesting and delightful speakers. The first, Marion Mudd, was a representative of one of our partners, Women's Coalition for Health Care Reform, who spoke about the need for adequate health care and health insurance for everyone and what the Coalition is doing to further those goals.

Then, Ceci Connolly, a national staff writer at *The Washington Post*, talked about her background and her health-issues concerns, tying in with Ms. Mudd's talk. As a political reporter, Ms. Connolly has been assigned to many well-known politicians, including then Vice President Al Gore during his campaign. She, according to our other journalist, is quite free with tough questions and hangs in to get answers.

Rebecca J. Cooper, the National Correspondent for ABC7/WHLA-TV and substitute anchor for News Channel 8's Newstalk, also is concerned with the problem that many face—lack of health care and health insurance. She let us know that she had a contact with AAUW, her mother, and picked up membership information for herself.

It was delightful to watch the two journalists banter back and forth, asking each other questions in addition to answering those from our members. One thing they both strongly stated was that we must keep in touch with our representatives and get to know the clerks in the offices, being friendly and respectful to them. The representatives can be too busy to give us time, but the clerks will offer their time and have a great deal of influence (positive or negative).

During the business meeting, Christine Schmitz, Educational Foundation Vice President, announced that the Dian Belanger Fund has reached \$87,606.08, getting close to its goal of \$100,000. Mary Anne Williams later informed everyone that the funds left over from the luncheon would be donated to that fund. The amount will be determined after all expenses are known. Christine also said that the Educational Foundation has given \$4.5 million in scholarships with four recipients being from Maryland.

Cleopatra Anderson, LAF Vice President, announced that the Lilly Ledbetter bill had passed the House and was on its way to the Senate. (We know now that it passed and has been signed by President Obama.)

One very important part of our business meeting was to discuss the new Membership Pilot Program, which will allow dues to be paid on a computer in the same way many of us do our banking on line. This will be voluntary for the branches. However, to allow branches to take part, the State must opt-in first. Several members had voiced concerns, as the system seemed rather confusing. Since Jill Birdwhistell, Chief of Strategic Advancement, offered her assistance to all branches and our "No" vote would stop our branches from taking part, the vote to opt-in was unanimous. Jill has already kept her word by helping (along with IT expert Fong Cheng) to get our State into the program. I asked for help and received it right away.

On January 25, Edie Allison (Maryland Membership Co-VP), Barbara Carter (Howard County Branch Public Policy VP) and I attended the Women's Legislative Briefing on the Gaithersburg Campus of the University of Maryland. There was a meeting first at which several legislators from Montgomery County spoke (the budget is on everyone's agenda) including Congresswoman Donna Edwards, who gave the keynote address. We then went to workshops. Edie and Barb chose one on lobbying and I went to one on economic equity. AAUW had been invited to have a table at which we would be able to speak to interested people and give out AAUW information. I am very pleased to report that we had a great number of women ask questions and take information. (One man stopped by to pick up literature for his wife.) So many came, that Edie and I missed the closing in the auditorium, but told Barbara to go. It was a very exciting and worthwhile day.

Before we know it, we will be leaving for the National Convention in St. Louis, being held June 26 -28. The planned agenda is available on the website. Since we will be voting for changes in AAUW, we want to understand what those changes would mean for the

(Continued on page 4)

(Continued from page 3)

Association, State, and Branches. Our Spring Convention will have a speaker, Anthony Hill, who will help us understand the changes. Because this will be an opportunity to ask questions, it will be helpful to read the Bylaws that are online before attending. See the AAUW site.

The Convention will be very interesting for many reasons, including a special and very exciting event Pat Crane has planned for us. Be sure to read the

information from Pat and Mary Anne in this Newsletter and send in your reservation as soon as possible.

I hope to see you April 18 in Easton, June 25 for dinner in St. Louis (information to follow), and July 11 for the Summer Conference at the College of Southern Maryland in LaPlata. Circle these date on your calendars.

Marcie

Help Wanted

AAUW Maryland has the following positions to fill:

Membership
Public Policy
Treasurer
Secretary

Anyone interest in being considered please contact
Marcie Posner at: 410-772-7977 or marciaposner@hotmail.com
or
Diane Roca at: 410-964-3523 or dbroca@comcast.net

Educational Foundation

Christine Schmitz
Educational Foundation Vice-President,
AAUW MD
410-795-5091 <DIALACPA@aol.com>

The 4th Quarterly Report for AAUW Maryland giving to the AAUW Educational Foundation has just arrived from the Association. The initial count puts 2008 Maryland giving from Branches and State contributions at \$37,461.17. All Branch chairs should take a look at this report when it arrives in your email and let me know immediately if the contributions match your records. Please also check if your contributions were attributed to the Fund requested by the donor. We have until the end of February to make corrections to the reporting. If you have not received a copy of this report, please call me at 410-795-5091 (home) or email me at dialacpa@aol.com.

At the January Winter Maryland meeting, I reported that we are only \$11,000 away from our June 2009

goal of fully funding the Dian O. Belanger Fund. We are hoping to complete this funding prior to the Association's Convention in St. Louis. Please note the code number for the Dian O. Belanger Fund is Fund #4214. Please consider marking your contributions toward this Fund so we can achieve this goal.

Please note that the designation of gift can be changed within 30 days of the date the gift was made. An example would be changing the designation from unrestricted to the Dian O. Belanger Fund.

Thanks to everyone who has contributed to the AAUW Educational Foundation. Your contributions really do make a difference!

A New Membership Tool

Edie Allison

301-231-0109 <edieallison@comcast.net>

Tracy Lantz

410-455-9982 <Lantz.tracy@epa.com>

Membership Co-Vice Presidents, AAUW MD

Starting this spring, AAUW Maryland branches will have the option to let their members pay their dues electronically at www.aauw.org. This program, now in its early format, is called the **Membership Pilot Program (MPP)**. Maryland has elected to participate, which means that each Maryland branch can choose to participate. Electronic dues payment may enhance and simplify annual renewals, a sometimes slow process. The system will also allow members and branch officers to track dues payment and other member data, and should eliminate discrepancies between branch, state and association data. Explicit, step-by-step directions for using the system will guide users. While this system is designed for those that would find an online management tool a convenience, some officers may be content with the way they manage currently, which is the reason that the system is optional for each branch. Also, within each participating branch, personal electronic dues payment will be optional for each member. For participating branches, whether you choose paper or Internet, you will pay your branch, Maryland, and Association dues with one payment.

AAUW is currently testing the dues payment system, including the guidance to branch Treasurers, who will be the keystone of the system. AAUW plans to have the web site available for Branch officers to opt-in to the MPP in late February. We encourage each branch to read the MPP briefing http://www.aauw.org/member_center/briefings/briefingRestructure_021009.cfm and the related FAQ. Because our state has opted-in to the MPP, branch officers will be contacted about next steps and provided information to guide their decisions and the actual utilization process. The MPP will also be discussed at the Maryland spring convention and at the national Convention in St. Louis. Plus, you are urged to contact the national office with any specific questions you may have at connect@aauw.org.

We believe that on-line dues payment will be

faster and easier for our members after a brief learning period. As members of other organizations that use on-line dues payment, we can assure you that the system is as secure as writing checks. Because the transition will be a little more complicated for branch Treasurers, Edie Allison has volunteered to act as Maryland electronic dues consultant. Just send a note to edieallison@comcast.net if you have any questions.

Certainly the change in dues payment procedures has raised concerns among some members. So, you may wonder why you should experiment with this new system. The on-line system was requested by many branches as a way to simplify the workload for Treasurers, who spend a lot of time contacting members to get dues payments. It will also simplify dues payment for snowbirds, dual members and the home bound.

If you would like more information about the Membership Pilot Program, either contact Tracy or Edie, or go to www.aauw.org and type MPP in the search window at the top right of the home page. You will be directed to Frequently Asked Questions about the program.

Membership Statistics – an Update

Every year on February 1st, AAUW tallies the membership for each branch. This year Maryland's 18 branches recorded 766 members. This represents a decline of 42 members statewide compared to 2008. Membership losses occurred in most branches. Frederick, Gaithersburg, Garrett, Easton and Howard County had increases, with Easton and Howard County leading the way. In our next newsletter, we will ask Easton and Howard County Branch officers to describe what they believe has contributed to their consistent growth. We encourage the Branch Membership Vice Presidents to contact us or review the membership data at the AAUW Member Center to identify any discrepancies.

AAUW in the 21st Century

by Ruth Z. Sweetser and Barbara L. O'Connor

Will 2009 be the year of AAUW's transformation? If so, each of us needs to be reminded that policies and procedures by themselves don't change an organization. Rather, it is YOU, the members, who have the opportunity to move AAUW from a 20th- to a 21st-century organization. Since transformation depends on the human factor, how does this happen?

First, we have to work together and think together as an entire community to ensure that we keep our AAUW Value Promise at all times. When planning branch activities or even personal activities, ask "How does this project or program or activity help keep AAUW's Value Promise?" In other words, how am I helping to break through educational and economic barriers for women and girls? Diligence in keeping AAUW's promise will make an enormous difference both in getting results for our mission and in branding our organization.

Whenever you read with your granddaughter, play in a bridge tournament that benefits the AAUW Educational Foundation, host a guest speaker on pay equity at a branch meeting, or write your member of Congress through our Two-Minute Activist portal, you're taking a step to break through barriers. Just asking yourself that question brings a new awareness to and appreciation of our work that is vital to making it succeed—and will help you focus as your branch plans its mission-based programming. When you take that planning up a notch—asking how can my branch join with as many other branches and members as possible to apply our collective influence to a breakthrough—barriers, watch out! With nationwide engagement by members, our results, if documentable, will prove to be powerful and persuasive.

Second, plan to attend the 2009 AAUW National Convention: Breaking through Barriers, June 26–28, in St. Louis. There you'll have the chance to experience the new AAUW firsthand, to see with your own eyes what the future holds for our organization. You'll make AAUW history by participating in the bylaws votes, and, of course, you'll

reconnect with old friends and make valuable and enjoyable new connections. But, please, come to convention well versed in the proposed bylaws and rationales; the briefings provide extensive information on these new approaches.

Third, adopt innovative tools and future-oriented thinking about what will make AAUW viable, attractive, and competitive. Yes, organizations compete for the attention and participation of current and potential members. If we are unable or unwilling to see the big picture of AAUW and its needs in 2009 and beyond, we risk the future of the entire organization. So to finalize the corporate restructuring from three separate entities to one tax-exempt umbrella organization (501(c)(3) with a very small 501(c)(4) subsidiary, the Action Fund), we will need to adopt bylaws that support the respective legalities and functions. We also need new ways of operating that recognize updated ways to lead, technology that facilitates administrative work so volunteers can devote themselves to breaking through barriers, 21st-century ways of engaging with each other, and other practices.

A number of these innovative tools have been introduced through the series of [briefings](#) that AAUW has provided since early fall 2008. These tools include the [Programs in a Box](#), which provide how-to's for mission-based programming; the [Membership Pilot Program](#), which will allow leaders to manage their membership records online; and the [Branch and State Local Scholarship Clearinghouse Pilot Program](#), which will help branches market their scholarships and select their recipients from a pool of prescreened applicants. Our new method of submitting a leadership position application will allow members to express general and specific areas for service, along with an inventory of skill sets they can bring to these positions. The type of work expected of the regional director is so valuable that we are revamping and strengthening that role to ensure grass-roots engagement for the new AAUW.

(Continued on page 7)

(Continued from page 6)

At the AAUW state spring meetings, board members and other leaders—champions—will present and facilitate discussion on all these transitions. Be sure to take advantage of this personalized learning opportunity, especially in preparation for the convention in St. Louis.

Each of these changes marks a departure from our business as usual, yet they are all designed to address our organizational shortcomings. It is up to us to take hold of what organizational development teaches us, leave behind AAUW practices and thinking that don't work, and build on AAUW's unmatched legacy to reshape its potential for the future. We need to be smart, as well as educated!

The critical question is, How will you help AAUW move into the 21st century? As noted, the forward-looking framework and policies/procedures are being developed for your consideration and decision. How you think about AAUW, its future and its promise, will determine both how you receive proposed changes and, more important, what you do with the new AAUW once it is in place. You—both individually and collectively as the AAUW community—are the agent on which AAUW's success rests!

The new AAUW is going to be a force to be reckoned with. With a community of nearly 100,000 determined women and men, focused on a single objective—to break through barriers for women and girls—we will be unstoppable.

ByLaws

Barbara Fetterhoff

ByLaws Chair, AAUW MD

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These are exciting times for AAUW as we approach new ways to be organized. AAUW is being restructured, and new bylaws will be voted on at the June national convention in St. Louis.

More information is on the AAUW website www.aauw.org/convention/conv2009/index.cfm and the spring AAUW *Outlook* magazine to be mailed in March to all members.

To summarize:

As of July 1, 2009, the 501(c)(3) corporation (currently the Educational Foundation) will become the primary corporation, housing the membership, most of the assets, and most of the programs. The 501(c)(4) corporation (currently the Association) will become a small corporation solely for the purpose of voter education, voter guides and related activities that cannot be carried out by a 501(c)(3) corporation.

Both corporations are nonprofits and are exempt from federal tax, but only contributions to a 501(c)(3) are tax deductible for the donor. That means a major portion of national dues will be tax deductible to members.

Also options for dues collection will be voted on at the convention, as well as a public policy program based on positions upheld by delegates over the past convention.

Another change will be the elimination of requirements for membership other than support for AAUW's mission and purpose, not a college degree.

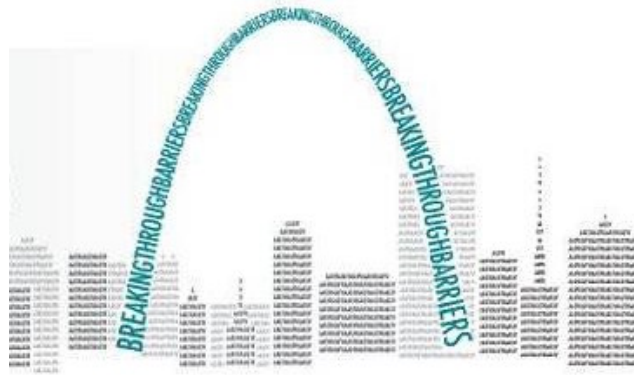
These changes will be discussed at the Maryland state convention in Easton on April 18th. Following the June convention, our state summer conference July 11th will be held at College of Southern Maryland in LaPlata, Charles County.



The Marylander is published quarterly in Fall, Winter, Spring, and Summer editions by AAUW MD, Janet Moses, editor. Send articles to <marylander@aauwtowson.org> or mail to Janet Moses, 21 Theo Lane, Towson, MD 21204-2751. All submissions are edited for length and clarity. **Deadline for the Summer issue is May 11, 2009.** Note: *Early submissions will be retained for publication.*

Please send ALL address changes to

AAUW Records Office, 1111 16th St., NW, Washington, DC 20036-4873
Make address changes ONLINE in the AAUW Member Center <<http://www.aauw.org>>.



2009 AAUW National Convention will be 'BREAKING through BARRIERS'

AAUW-MO and the Local Arrangements Committee (LAC) in St. Louis are hard at work planning the details of hosting the 2009 AAUW National Convention at the Renaissance St. Louis Grand and Suites Hotel, June 26-28, 2009. This historic convention, themed "BREAKING through BARRIERS," will discuss and vote on issues related to membership requirements, dues payments, public policy issues, and much more. The results will have a momentous impact on who and what AAUW is to be in the coming years. You don't want to miss it! Check out the AAUW website for full details on the issues, the convention, and things to do in St. Louis: www.aauw.org/convention.

Convention registration began on December 1st and you DON'T want to miss out on Best Value Registration! Hundreds of AAUW members are making plans to head for St. Louis next June to shape the future of our organization. The hotel has ample convention space, lovely rooms, great restaurants and is right in the heart of downtown St. Louis. The Cardinals will be playing ball, the Zoo is free, the Art Museum is world class, as is the Missouri Botanical Garden. Theater, opera and a great children's museum also await you.

At the convention we'll have welcoming activities on Thursday, stimulating workshops on Friday morning, First Timers' briefings, lively business sessions each day, dynamic keynote speakers, an

exciting CEO Women Leaders luncheon, bylaws briefings, Meet the Candidates reception, elections for new officers, Taste of Success displays, the elegant banquet on Saturday night, and a final business session on Sunday morning. All this surrounded by the popular CyberStop, AAUW merchandise sales, our friendly AAUW Missouri hospitality and much more. We want YOU to have a GREAT time at the convention!

Please join us in St. Louis! Plan now to send branch members and delegates to convention by budgeting for it, appointing delegates early, discussing the issues and bylaws. Treat yourself to a mini-vacation at the historic Renaissance Grand Hotel where spa treatments, great restaurants, and lots of extras await you. Don't forget to invite your AAUW family and friends from across the country to "meet you in St. Louis" as we continue to 'break through barriers' for women and girls.

For additional information, you may contact the Local Arrangements Committee:

Lynne Roney, chair (lynnroney@sbcglobal.net), Diane Ludwig - local sponsorships (dbludwig22@aol.com), Pat Shores - volunteers/hospitality (apatriciashores@charter.net), and Julie Triplett - volunteers/hospitality (julietrip@charter.net)



Equal Pay For Equal Work ...

Elaine Franz

Public Policy Vice President, AAUW MD

410-592-6614 <ElaineFranz@aol.com>

... has been a women's rallying cry for more than a hundred years. At last, women (now the majority of Americans) have crystallized in the equity thoughts of all Americans.

The equity turning point in public consciousness seems to have been the Lilly Ledbetter case (Ledbetter v. Goodyear Tire and Rubber). In May 2007 the Supreme Court ruled 5 to 4 that Ledbetter had to have sued for pay equity within 180 days of her first unequal paycheck, the charging period set by Title VII of the Civil Rights Act of 1964, under which she sued the company. Due to this statute of limitations, her suit was void; Ledbetter discovered her unequal pay nearly 20 years after she began work for Goodyear.

Men and women realized that the injustice of pay discrimination is still occurring, especially when many businesses have new employees sign a contract which states that employees cannot compare salaries with each other. We could talk on and on about the 78 cents that white women in the workforce earn compared to white men. And we must realize that pay discrimination also impacts men of color. African American men earn 73 cents and Latinos earn only 66 cents for every dollar paid to their male counterparts, according to the National Committee on Pay Equity (Race and Pay Equity Brief, by Deborah M. Figart, 2002). Women of color earn even less.

Congress heard its constituents. The wheels started moving and the Lilly Ledbetter Fair Pay Act progressed through the House and the Senate and on to President Obama's desk where he signed it January 29. Both Maryland Senators,

Barbara Mikulski and Ben Cardin, voted for the bill. In the Maryland General Assembly, a Lilly Ledbetter bill is working its way through committees and most probably will pass and be signed by the governor.

Are we now in the midst of a recession? Or depression? The condition is just a matter of terminology, but one noticeable effect is that more women are being retained on the job than men. Could this, in a sense, be a plus because women are cheaper to an employer? We cannot tell yet.

By The Marylander's publication time, we can hope that the federal Paycheck Fairness Act will be passed and signed to close loopholes in the Equal Pay Act as well as to prohibit retaliation against workers who disclose their wages or ask about an employer's wage practices. Working women may see a light at the end of a very long tunnel.

AAUW has been a major player in this journey. In April 2007 AAUW released *Behind the Pay Gap*, its major study of pay inequity. The 2009 Ledbetter bill fixes a past legislative mistake, and AAUW now leads a coalition supporting the Paycheck Fairness Act. AAUW emphasizes the need to make sure women get apprenticeships for jobs on the "shovel-ready" constructions projects funded by economic stimulus legislation. AAUW members lobby Congress weekly in support of enhanced student loans and child-care tax credit, expansion of unemployment benefits, and more legislation that benefits families and children. (Visit the AAUW web site for details at <www.aauw.org>.)

Sad News

Mary Ahlers Bliss of the Baltimore Branch passed away February 3, 2009

And

Brooke Billings Leonard of the Gaithersburg Branch passed away February 18, 2009



Legal Advocacy Fund

Cleopatra Campbell Anderson,
LAF Vice-President, AAUW MD
 301-695-8462 <FIRSTNILEQUEEN@aol.com>

The board of the Legal Advocacy Fund (LAF) has decided to continue funding the remaining six cases taken on to support years ago. These cases are:

- 1) ***Jaurequito v. Feather River Community College, California*** - This is a suit for damages because of retaliation when the Plaintiff reported the illegal behavior of another college employee to the police. Jaurequito quit her job because of alleged harrasment. A jury trial is set for March 2, 2010.
- 2) ***Thein v. Feather River Community College, California*** - The facts here are the same as in ***Jaurequito***, above, except in this case the Plaintiff's contract as Vice President of Student Services, Athletic Director, and Dean of Students was not renewed. A jury trial is set for January 26, 2010.
- 3) ***Wartluft v. Feather River Community College, California*** - Wartluft was the woman's basketball coach, assured by Mr. Thein (above) that she would have a full time tenure tract faculty position. She alleges that for several reasons, including her complaints about the unequal treatment of the women's basketball team, her job was terminated. A jury trial is set for April 29, 2009, but a postponement is likely.
- 4) ***Potera-Haskins v. Gamble, Montana State University*** - Plaintiff was the head coach of the women's basketball program. She complained about the unequal treatment received by her as coach, the treatment received by the women's basketball program, and job interference. A seven day jury trial is scheduled to begin on June 29, 2009. Plaintiff's ability to prove damages is greatly in doubt because at a hearing on September 18, 2008, the federal judge hearing the case severely limited the kind of damages she could seek.
- 5) ***Mansourian et al. v. Regents of the University of California (Davis)*** - In this case all four plaintiffs were members of the wrestling team.

They allege the university failed to provide equal athletic opportunities or financial assistance, and retaliated against them for complaining. The case was dismissed in the federal district court and is on appeal to the U.S. Court of Appeals for the Ninth Circuit. Appeal briefs are due by February 13, 2009, and April 10, 2009.

6) ***Schuster v. Berea College*** - On November 5, 2008, Berea's Petition for Rehearing was denied by the Kentucky Court of Appeals. (Schuster is the Berea nursing instructor who complained that a less qualified male was hired for a similar position at a better faculty level and better pay. She lost her case at the local level but appealed successfully to the Kentucky Court of Appeals.) On November 20, 2008, Berea filed a petition for discretionary review by the Kentucky Supreme Court. On January 15, 2009, the case was "sent out" for assignment. Kentucky Rules of Civil Procedure Rule 76.20 states that a discretionary review "is a matter of judicial discretion and will be granted only when there are special reasons for it".

LILLY LEDBETTER ACT SIGNED

The Lilly Ledbetter Fair Pay Act, enacted to rectify the Supreme Court decision in Ledbetter v. Goodyear Tire and Rubber Co., has been passed by Congress and signed by President Obama.



Two Good Rulings from the Court*

by Holly Kearn and Adam Zimmerman

In October we reported on the oral arguments before the U.S. Supreme Court for a significant sexual harassment case, *Crawford v. Metropolitan Government of Nashville and Davidson County*. To recap the case, Vicky Crawford, an employee of the Nashville Metro School District, was asked by her employers to cooperate with an internal investigation of sexual harassment allegations made against her boss. Crawford was later fired, and she believes she was terminated in retaliation for her role in the investigation. While Title VII of the Civil Rights Act of 1964 contains an anti-retaliation provision, two lower courts found that an internal investigation is not protected by Title VII. AAUW signed an *amicus* brief supporting Crawford's position.

Thankfully, early February the U.S. Supreme Court ruled unanimously that workers cannot be fired or otherwise retaliated against for cooperating with internal sexual harassment investigations that arise under Title VII of the 1964 Civil Rights Act. The Court's ruling represents a major victory for protecting the scope of protection afforded under Title VII to persons subject to sexual harassment. As Justice David Souter, author of the Court's opinion, stated, "Nothing in the statute requires a freakish rule protecting an employee who reports discrimination on her own initiative but not one who reports the same discrimination in the same words when her boss asks a question."

Early February, the U.S. Supreme Court ruled on *Fitzgerald v. Barnstable School Committee*, another case AAUW signed as an *amici* in support of the plaintiff. Jacqueline Fitzgerald, a kindergarten student in Massachusetts, was forced repeatedly by an older boy to remove her clothes during bus rides to school. Jacqueline's parents asked school officials to intervene, but the school board declined and took no disciplinary action against the perpetrator. The Fitzgerald family sued the school district alleging violations of both Title IX and the Equal Protection clause of the Constitution. The latter is enforced by Section 1983 of the United States

Code, a statute put in place by the 1871 Civil Rights Law, which in some cases offers additional protections not included under Title IX.

Thankfully again, the Court ruled unanimously that those persons who sue under the Title IX statute may simultaneously do so under another civil rights statute known as Section 1983. As Justice Samuel Alito's opinion stated, "We conclude that Title IX was not meant to be an exclusive mechanism for addressing gender discrimination in schools, or as a substitute for Section 1983 suits as a means of enforcing constitutional rights."

With these two rulings and the signing of the Lilly Ledbetter Fair Pay Act we had a great week at AAUW!

***From <http://blog-aauw.org/2009/02/02/two-good-rulings-from-the-court/>**

Holly Kearn is program manager for AAUW's Legal Advocacy Fund. She previously worked at the National Women's History Museum as program director. Building off past volunteer work at domestic violence shelters, she's a weekly volunteer with the Rape, Abuse & Incest National Network's Online Hotline. Holly received a bachelor's degree from Santa Clara University in California in both history and women and gender studies. She earned a master's degree in public policy and women's studies from George Washington University in Washington, D.C., where she wrote a thesis on ways women are combating street harassment.

Adam Zimmerman is the Regulatory Affairs Manager at AAUW. Adam graduated from Stony Brook University with a degree in History. Following that, he spent a few years working for Senator Chuck Schumer, first on his 2004 re-election campaign and then as a Legislative Correspondent in his Capitol Hill office. Adam also worked at NARAL Pro-Choice America doing federal and state lobbying/policy research.

Editor's Note:

A heartfelt "Thank You!" to Janet Crampton for her editing help.

MARYLAND WOMEN'S HERITAGE CENTER UPDATE

by Linda Shevitz

Maryland Women's Heritage Center Program Chair

lshevitz@msde.state.md.us

The Maryland Women's Heritage Center, the innovative non-profit state-based women's history museum and leadership center currently under development, has secured a temporary home in downtown Baltimore and will open its doors later this Spring. Meetings, events, and displays will be a part of the Center's outreach in 2009-2010. AAUW Maryland has been a strong supporter of the Maryland Women's Heritage Center since its inception.

The Maryland Women's Heritage Center has planned several programs for 2009, especially during March, Women's History Month. AAUW members are invited to participate. For more information about the events or to be added to the Center's e-mail database, contact Program Chair Linda Shevitz at lshevitz@msde.state.md.us, or visit the website at www.mdwomensheritagecenter.org.

March 1 - 31

Maryland Women's History Month Theme -- *Women: Taking the Lead to Save Our Planet*. The Heritage Center website will list several Maryland women active in the environmental movement, who are being honored statewide and nationally for their work.

A reception to honor them is being held at the Rachel Carson House in Silver Spring

March 3 - March 30

Exhibit of works by Maryland women artists in the lobby of the World Trade Center in Baltimore's Inner Harbor; reception for artists on March 10, 5:00-7:00 p.m.

March 11

Women's Leadership Forum for Girl Scouts and their mothers, co-sponsored with the Girl Scouts of Central Maryland; reception and panel of Maryland women leaders in the arts; 5:30-8:00 p.m. in the Baltimore Sun Building

March 12

Women's Hall of Fame Induction Ceremony in the Miller Senate Office Building, and reception following at Government House; 5:00-9:00 p.m. in Annapolis; co-sponsored by the Maryland Commission for Women and the Women Legislators of Maryland

March 14

Women: Back to the Future women's history benefit performance by noted Maryland actor and active AAUW leader Kate Campbell Stevenson.; Mar-Va Theater in Pocomoke City; Matinee at 2:00 p.m. For tickets contact Linda Busick at linbusick@aol.com (\$10 for adults; \$5 for students)

March 27

Women's History Tour of Annapolis; 9:30 a.m. – 4:00 p.m.; co-sponsored by the office of the Mayor Ellen Moyer of Annapolis; contemporary women leaders will be featured presenters at the historic sites visited

April 29

Book-signing and lecture event with award-winning journalist and author Cokie Roberts in honor of her new women's history book, soon to be released.

Reminder...The following officers need to prepare reports on their AAUW Maryland activities during the past year:

President, Membership Co-VPs, Treasurer, Educational Foundation VP, Public Policy VP, Legal Advocacy Fund Liaison, Program Co-VPs, Communications VP, Webmaster, Consultant, Nominating Committee

The year-end reports will be published in the annual convention program.

Please send your reports to:

Marcie Posner at <marciaposner@hotmail.com>
by March 16th



Children's Issues

Jacquelyn Thorpe,
AAUW MD Children's Issues Chair

<JThorpe933@comcast.net >

Welcome to our Children's Issues Chairs for 2009

Baltimore - Doris Levi, 410- 367-0911 and Joan Maloney, 410-821-5371

Hagerstown - Judy Chaney, 301 739-3468, judychaney@peoplepc.com

Harford County- Clair Allen, callen@gmail.com

Laurel - Pat Behenna, 301-776-4025, behenna@verizon.net

Patuxent River—Muriel Nickerson

Please let Jacquelyn Thorpe know if any Children's Issues chairs are missing from this list

PEARL- How Are We Doing?

PEARL stands for Protect, Educate, Advocate, Research and Lead. These are the ways that AAUW works to achieve our mission. Our two AAUW MD Children's Issues state projects reflect the "E" and the "A" and so we are headed in the right direction.

Our Projects

1. AAUW MD's Partnership with MD Head Start - We continue to donate preschool children's books. If you need suggestions for titles to purchase, I have posted a list on our website at www.aauwmd.org
2. AAUW MD's Partnership with the National

Center for the Blind Free Braille Books for Children program. I have a list of the books that they want to receive or you can donate the money for Barbara Cheadle to oversee the purchase. Make checks payable to The National Center for the Blind and send to Barbara Cheadle, 1800 Johnson Street, Baltimore MD 21230. Baltimore Branch has already contributed \$100. I am hoping that other branches will want to contribute, too.

Patuxent River Branch Gives More Books

Muriel Nickerson delivered 140 books to the Head Start MD program in Southern Maryland in mid-January. Muriel says, "The books are excellent and I am sure that they will be enjoyed by the children." Do you know about their "Dare To Dream" project? Ask Muriel or Barbara Fetterhoff, the branch president about this project.

Whenever a branch makes a donation of books, I inform Linda Zang, the Director, and she always responds with words of appreciation and motivation. Upon hearing about the Patuxent Branch's recent donation, she said, "This is wonderful. With the new President's emphasis on early childhood and the references to books and reading in the *Improving Head Start Act of 2007*, AAUW MD is in the forefront of benefactors. Thank you on behalf of many young children and their families."

Wanted: Branch News

You may have noticed that no "Branch Notes" have appeared in recent issues of *The Marylander*. This is because branches have not been submitting news for publication. Anyone can submit branch news to: <marylander@aauwtowson.org> anytime. Whatever is received between issues is saved for the next issue. Please select news that you would like published since it is a daunting task to pick articles or events from the many branch newsletters received.

Spring Convention 2009
April 18, 2009

Preliminary Program

- 9:00 AM Registration and Continental Breakfast
- 9:30 AM Keynote Address
- 10:30 AM Business Meeting
- 12:00 Noon Gourmet Luncheon and EF/LAF
- 2:30 PM Bylaws Discussion
- 4:00 PM PIAB Presentation
- 5:00 PM MEBA Simulator

Gourmet Luncheon Choices

Entrees

Filet Mignon
Vidalia Onion Crusted Filet Mignon, Crisp Herb Polenta, Roasted Garlic, Spinach, Cabernet Wine Reduction

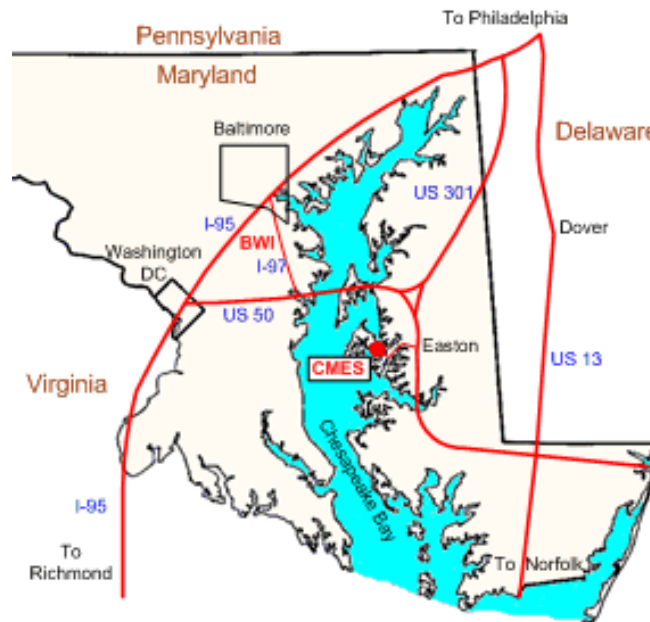
Chicken
Sage Marinated and Prosciutto Ham Wrapped Chicken Breast, Roasted Tomatoes, Aromatic Roasted Root Vegetable Risotto, Pinot Jus

Red Snapper
Coriander and Mustard Glazed Grilled Red Snapper, Basil Mash Potatoes, Lemon Scented Snow Peas, Roasted Shallot Mojo

Vegetarian

Please Note

The only rooms available at MEBA have one queen-sized bed. Other lodging options are available.



Map to Calhoon MEBA Engineering School in Easton, MD

Direct all questions to Pat Crane at 410-819-3653—email: chuckpat@goeaston.net

Spring Convention 2009
April 18, 2009

MEBA

27050 St. Michaels Road, Easton, MD 22601
410-822-9600

Directions:

Follow route 50 E to Easton.

About 1/2 mile past airport, bear right onto MD 322 (see signs to St. Michaels, Chesapeake Bay Maritime Museum)

At 4th traffic signal, turn right onto MD 33 (St. Michaels Road). See signs to St. Michaels and Chesapeake Bay Maritime Museum.

Travel 3 miles to school entrance (beige brick gate-ports) on right.

Drive up scenic tree-lined drive. Turn left at Welcome sign and continue on the road until it dead ends at the cafeteria/conference center. Large parking lot in front of building. As you face the conference center, the building on your right houses the sleeping rooms. Go to www.MEBA.us for a site map. Click on "about MEBA" then "facility". An overview of the facilities will appear. Click on the word "here" to bring up the grounds layout map, then enlarge to 75%. The buildings we will be using are #24--conference center and #7--dormitories.

<http://www.mebaschool.org/directions?>

Direct all questions to Pat Crane at 410-819-3653 — email: chuckpat@goeaston.net

Convention registration must be received by April 9th. Mail registration form payable to "AAUW MD" to AAUW c/o Janet Moses, 21 Theo Lane, Towson, MD 21204-2751

Name: _____

Address: _____

Branch Member? Y / N	Branch Delegate? Y / N	Guest? Y / N	State Board? Y / N
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Phone: _____ E-Mail: _____

Branch Name/Position _____

Special Request: Facility/Other _____

#			Salad Supper Friday
	x \$65		Filet Mignon
	x \$65		Chicken
	x \$65		Red Snapper
	x \$65		Vegetarian
	x \$94.60/night		Room(s) with 1 queen-sized bed Friday night Y / N Saturday night Y / N
			Marine Engineers' Beneficial Association training simulator "boat ride"
			Total Amount Paid



AAUW

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21 THEO LANE
TOWSON, MD 21204-2751

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Permit No. 425

Moving?

Send **ALL** address changes to
AAUW Records Office
1111 16th Street, NW
Washington, DC 20036-4873

CALENDAR

Spring Convention

Saturday, April 18, 2009
Easton, MD

Deadline for the Summer issue of *The Marylander*

Monday, May 11, 2009

2009 AAUW Convention

June 26 - 28, 2009
St. Louis, Missouri

Summer Conference

Saturday, July 11, 2009
To be hosted by Patuxent River Branch

CONTENTS

1,2	State Convention
2	Greetings from Linda Tozier
3, 4	Message from Marcie
4	Educational Foundation Report
5	A New Membership Tool
6,7	AAUW in the 21st Century
7	ByLaws
8	2009 National Convention
9	Equal Pay for Equal Work
10	Legal Advocacy Fund Report
11	Two Good Rulings from the Court
12	Maryland Women's Heritage Center
13	Children's Issues
14	State Convention Details
15	State Convention Directions and Registration Form
16	Calendar, Contents