



# THE MARYLANDER

AAUW Maryland Newsletter

**AAUW's Mission**

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

VOLUME 81, No. 3

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

WINTER 2013-2014

## Kensington-Rockville Branch Members Visit AAUW in Washington, DC

In October, Suzanne Gould, the outstanding AAUW staff archivist, guided members of the Kensington Rockville Branch on a tour of AAUW's rich and important history as shown in our national headquarters building in Washington, DC.

She focused on historic artifacts, furnishings, fine art, and photographs that help tell our organization's amazing story. Members learned how to access the many digitized treasures now online and came to appreciate the wonderful work of the AAUW Archives Corps. Pictured, left to right are Maritsa George, Dian Belanger, Parma Holt, Suzanne Gould, Anita Rosen, Ella Iams, Carolyn Waller, Linda Kilroy, Joyce Graf, Angela Mickalide, and Margery Sullivan.



### Save the Date

The AAUW Maryland Annual Convention will be Saturday, April 26, 2014. Frederick branch will host the one-day event at a location to be announced.

The event will feature interesting and informative talks, the business meeting, luncheon and induction of officers.

All members and the public are welcome!

### The Digital Marylander and Other Digital Resources

The AAUW Marylander is sent by e-mail to each AAUW Maryland member who has an email address on file with AAUW, unless they have requested a paper copy.

If you wish to change from the paper to the digital Marylander, or if you wish to receive a paper copy instead of the digital version, contact Edie Allison at 301-231-0109 or [edieallison@comcast.net](mailto:edieallison@comcast.net).

If you change your email address, please modify your records at the AAUW member center. Your branch officers can help you with this process.

You can view the latest Marylander and prior issues of the newsletter, contact Maryland AAUW officers, and get other information about AAUW Maryland at <http://aauw-md.aauw.net>. Links to branch websites, newsletters and calendars are also on the website.

## Message from AAUW Maryland President Pat Stocker



Celebrating AAUW!

As we celebrate Thanksgiving, Hanukkah, and Christmas, I am reminded of all we have to be grateful for in AAUW. It's easy to focus on the work yet to be done – income inequities, women's representation in top government and private sector positions and corporate boards, human trafficking, immigration reform. Instead, I want today to focus on what we have accomplished in AAUW.

As we watch Malala's courage and passion for education, we can be proud that AAUW has a long history in advocating for women's education throughout the world. We have given fellowships to 3,000 women scholars from 134 countries. We are active participants and partners with other organizations such as the Clinton Global Initiative and the United Nations to support human rights and equality for women and girls. Historically, AAUW actively supported women scholars from occupied countries in World War II, finding academic positions for students and professors.

Our groundbreaking research on gender equity in education and the workplace serves as a catalyst for action for government groups, private sector organizations, universities and others. Our work influences the national discussion on topics like the pay gap between women and men, sexual harassment in schools and on college campuses, and the underrepresentation of women in science and engineering.

And, we support the next generation of women leaders through programs such as The National Conference for College Women Student Leaders (NCCWSL) held here in Maryland. Our state has a tradition as a major sponsor of this effort, and provides the opportunities for young women to learn how to effect real change in their universities and communities. We also provide a myriad of services for young women, including teaching them how to negotiate for the best salaries through the Start Smart program.

Perhaps most important, AAUW leads national efforts on behalf of women and girls through a strong public policy and legal advocacy presence. Without AAUW, invaluable legislation would have never been passed including the Family and Medical Leave Act, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, and the Lilly Ledbetter Fair Pay Act. On the Maryland level, we continue to work with coalitions and directly with legislators to advocate for women and girls and make a difference close to home.

So as we sit at our holiday tables, let's take a moment to focus on the value our 170,000 members and supporters at the national level and the 800 branch members here in Maryland. We have made a difference in the past – and we will continue to do so in the future.

My best wishes to you during this holiday season!

Pat Stocker

## Public Policy Update

Anita Rosen and Kay Wendowski  
Public Policy Co-Vice Presidents

### ***When Women Succeed, America Succeeds***

Despite a government shutdown, difficulties with getting people signed up for health insurance under the Affordable Care Act, and a contentious Congress, AAUW nationally and in Maryland have been moving ahead on women's issues—particularly women's economic issues. Late last month a number of Maryland AAUW members participated in a forum on the economic agenda for women and families, organized by Maryland Congresswoman Donna F. Edwards of the 4th Congressional District, with special guests Senator Barbara Mikulski and House Minority Leader Nancy Pelosi. The forum, ***When Women Succeed, America Succeeds***, focused on the key elements of economic gender equity and things that can be done on the national, state and local level to address issues of economic disparity. Paycheck fairness, an increased minimum wage, an increase in job training and education opportunities, pregnant-worker fairness, and adequate tools to investigate wage discrimination were all part of the forum. At the session one of the speakers, a woman who was the first person in her family to complete college, told of having scholarships to school but a lack of good, affordable child care. She graduated \$30,000 in debt—not from tuition costs, but from child care costs to ensure that her child was in a safe and positive environment.

And now that this woman has graduated, has she

graduated to a salary gap? Paycheck fairness is a key factor in helping women to succeed. In an effort to promote equal pay for equal work, the AAUW publication *AAUW's the Simple Truth About the Wage Gap (Fall 2013)* found at: <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/> really hits home. You can see how each Congressional district in Maryland fares in terms of equity in that brochure at: <http://www.aauw.org/files/2013/09/Maryland-Pay-Gap-2013.pdf>.

How can we effect change in the wage gap? AAUW Howard County branch and the Office of Student Life at Howard Community college, partnered to host an information table in recognition of Equal Pay Day. The branch gave out papers explaining the pay disparity that still exists fifty years after the Equal Pay Act was passed. And they gave out copies of the sixty-page AAUW publication "Graduating to a Pay Gap" to the students and staff who stopped at the table. A computer was on hand to show each student's major and the average salary for men and women using the **AAUW Salary Calculator: What's Your College Major Worth?** [http://www.jobsearchintelligence.com/AAUW\\_majors/index.php](http://www.jobsearchintelligence.com/AAUW_majors/index.php).

Let's use AAUW's excellent fact sheets, brochures, and reports to reach out in our communities and to our state and federal legislators to end wage discrimination now. When Women Succeed, America Succeeds.

### **Register Now for the Women's Legislative Briefing**

The always excellent Women's Legislative Briefing will be held on Sunday, January 26, 2014, from 11:30 AM to 6:00 PM at the Universities at Shady Grove Campus, Building II, 9630 Gudelsky Drive, Rockville, MD 20850. AAUW Maryland as well as many branches are cosponsors, and our state will sponsor an AAUW booth at the Briefing. As in the past, there will be many local, state and national legislators present, excellent panels and workshops, a chance to learn about state and federal legislation, and an interesting guest speaker. This year, the speaker is Joanne Bamberger, author of ***Mothers of Intention: How Women & Social Media are Revolutionizing Politics in America***. Registration on line is \$15, which includes refreshments, materials and access to the entire program at: <http://www.eventbrite.com/e/2014-womens-legislative-briefing-tickets-7705727037>

The Women's Legislative Briefing is organized by the Montgomery County Commission for Women, a 15-member advisory board created by County law in 1972 and charged with the responsibility of advising the County Executive, County Council, the public and the agencies of the county, state and federal government on the issues of concern to women.

## Howard County Branch Celebrates 50 Years

Susan Hailman  
50<sup>th</sup> Anniversary Historian  
AAUW Howard County

### 70-Year and 50-Year AAUW Charter Members Honored: Howard County AAUW Commemorates Jubilee with Scholarships

AAUW Howard County will award five \$2000 scholarships in 2014 in honor of our branch's Jubilee Year. The scholarships will be awarded to non-traditional women students from Howard Community College who are continuing their education at a four-year institution.

Two of the scholarships will be named in honor of branch charter members, recognizing their efforts in forming the branch and their many contributions over the years. One honoree is Joetta Cramm, who would have been a 50-year AAUW member in 2014, but passed away this year. The other honoree is Jane Trolinger, who will celebrate 70 years as an AAUW member in 2014.

Ms. Trolinger learned about AAUW from her mother. Jane's mother had attended a two-year state teacher's college in Tampa, FL where they lived. When Ms. Trolinger graduated from college with a B.S. in zoology, she joined AAUW in Florida. Ms. Trolinger continued her education in Maryland and earned a second degree in nursing at The Johns Hopkins University.

In the mid-60's, Ms. Trolinger joined the effort to form the Ellicott City AAUW branch, which became the AAUW Howard County branch. She also became a non-traditional student, returning to Johns Hopkins to be re-certified in nursing while raising six children. Ms. Trolinger served as branch president and held a wide variety of leadership roles within the Howard County AAUW branch. How fitting that a scholarship, named for Ms. Trolinger, will be awarded to a non-traditional student!

Ms. Cramm learned about AAUW from a

female professor in the school of education at Western Illinois State College. She recommended that Ms. Cramm join the organization, which provided support and camaraderie for college women who were a minority in the late 1950's. When she moved to Howard County, in 1964 Ms. Cramm became a charter member of the Ellicott City AAUW branch. "There were probably about 35 of us and we were mostly teachers," she recalled.

By 1972, Ms. Cramm was president of the Ellicott City AAUW branch, which had grown to 98 members. Growing membership allowed AAUW to contribute to a wide variety of projects and activities. Ms. Cramm's own interest in history prompted her and the AAUW branch to develop and lead Walking Tours of Historic Ellicott City, as a means of raising funds for Ellicott City's Bicentennial. Ms. Cramm later authored two books and gave lectures and classes on Howard County history.

When asked about the value of her AAUW membership and all the varied roles she had played, Ms. Cramm emphasized, "The most important thing was the opportunity to develop leadership skills." In her day, this was a rare opportunity, fostered not only by formal classes and workshops, but even more by the opportunities to meet women from all over the country, who were leading AAUW initiatives to make the lives of women better and the opportunities available to women richer.

AAUW Howard County is fortunate to have benefited from the talents and energy of these two professional women who, on their unique career paths, made time to pave the way for all the women who would benefit from AAUW's programs and opportunities. Through these scholarships, we hope to provide opportunities for non-traditional students who can contribute to AAUW's legacy in the future.

## AAUW Funds Update

Christine Schmitz  
AAUW Funds Vice President

The Janet Wert Crampton Honorary Fund (Fund no. 4355) is our current Maryland project to support the Women of Distinction Ceremony for 2014. We have a goal of \$20,000 to reach by April 1, 2014. If we can once again reach this goal we will be the Platinum Sponsor of the National Conference for College Women Student Leaders held in June at University of Maryland College Park.

We would appreciate the support of every branch to make this initiative a success. You can make

contributions payable to AAUW Funds and send to AAUW. Mark checks to be deposited to Fund #4355 and put Janet Wert Crampton Honorary Fund in the explanation line. Contributions can also be made at [www.aauw.org](http://www.aauw.org). Your contributions are tax-deductible. Please make every effort to help us reach our goal. This is a great way to thank Janet for her many, many years of service to AAUW.

If you have questions, please call me at 410-356-1000, extension 134, or 410-795-5091.

## LAF Update

Janet Wert Crampton  
LAF Liaison

### LAF Cases, Win One, Wait, and Wait, for Some

July 2013, LeBlanc v. Trustees of Indiana University, settled and terms are being negotiated. Plaintiff Virginia LeBlanc sued in December 2012 in federal district court alleging gender and pay discrimination under Title IX of the Education Amendments of 1972 (to Civil Rights Act of 1964). LeBlanc had tried and failed to settle her pay disparity internally.

June 2011, in Sun v. University of Massachusetts, Dartmouth, a public hearing before Massachusetts Commission Against Discrimination results in a ruling by hearing officer for plaintiff Lulu Sun, who claimed gender and ethnic discrimination under Title VII of Civil Rights Act of 1964. The university appealed. No decision yet by the full commission. We wait.

November 2012, another overturned ruling and another appeal in the Feather River Community College cases, which date from 2007. In the three cases, three former college-staff members allege sex discrimination and retaliation under Title IX, with the first trial in 2007 before State Personnel Board and that judge ruling in 2009 for plaintiffs. The Board rejected that ruling in 2010, and plaintiffs' lawyer appealed. Last November the Plumas County Superior Court overturned the Board's rejection, and asked the full Board to reconsider the complaints. The Board appealed that court decision this spring, and, notes the LAF newsletter, "next phase of the case might not start for two more years." Long wait ahead.

### Federal Circuit Rules in Favor of Veterans Seeking Disability Benefits after Sexual Assaults

In an encouraging step for survivors of military sexual assault, a federal appeals court recently ruled that a veteran's failure to report a sexual assault is not evidence that the assault did not occur. In *AZ v. Shinseki* and *AY v. Shinseki*, two veterans sought disability benefits for post-traumatic stress disorder that they said stemmed from sexual assaults they suffered while on active duty. Because the veterans did not file complaints at the time the alleged assaults occurred, their service records did not contain any mention of the assaults. Relying on the veterans' failure to report as evidence that the assaults never occurred, the U.S. Department of Veterans Affairs and the Court of Appeals for Veterans Claims denied disability benefits.

On appeal, the U.S. Court of Appeals for the Federal Circuit held that the "VA may not treat a claimant's failure to report an alleged sexual assault to military authorities as pertinent evidence that the sexual assault did not occur." The court recognized that "many service members fear that the act of reporting a rape to military authorities will subject them to personal and professional reprisals." While other courts are not required to follow it, the ruling is promising.

For more information and the thrill of reading about the other LAF supported cases go to: <http://www.aauw.org/resources/by-type/laf-cases/>.

## AAUW Statement at Legislative Evening in Calvert County

### AAUW Statement at Legislative Evening November 19, 2013

My name is Linda Calvert, of Lusby, speaking on behalf of AAUW this evening.

AAUW stands for the American Association of University Women. Our Patuxent River branch is made up of members from Charles, St. Mary's and Calvert Counties. The College of Southern Maryland is a partner member of AAUW.

AAUW was founded in 1881 and is open to women and men who hold a bachelor's degree or higher, or an RN or associate's or equivalent degree. We have 165,000 national members, and 800 in Maryland. We work to help women and girls pursue higher education, leadership development and economic self-sufficiency. Our branch collects books for Head Start and raises funds for grants and scholarships for women.

We have **two priorities** to highlight this evening:

**pay equity for women, and human trafficking.** Women working fulltime are only paid 77 cents on average for every dollar paid to men, and the gap is larger for women of color. The Lilly Ledbetter Fair Pay act was passed by Congress in 2009, but further action is needed at both federal and state levels. Employers should be required to provide equal pay for jobs that are comparable even though not identical.

Nationally, AAUW helped pass a bipartisan reauthorization of the Violence Against Women Act that included human trafficking revisions. On the state level we are making good progress, though with more work to do; we ask for your support in fighting sex trafficking criminals and organizations.

Thank you for representing us in the General Assembly.

*Linda Calvert reads the AAUW statement in the picture below.*



# VGIF

Eileen Menton  
AAUW Maryland Webmaster and  
VGIF President

## VGIF: CHANGING THE WORLD FOR WOMEN TODAY!

When VGIF was formed as the Virginia Gildersleeve International Fund in 1969, nine of the eleven founders were AAUW members. Four current members of the VGIF board—Jeri Rhodes, Christine Schmitz, Margery Sullivan, and Eileen Menton—are active members of AAUW Maryland. Almost sixty AAUW members and branches are members of VGIF. We are proud AAUW members and proud VGIF members!

VGIF is an independent US-based, not-for-profit, 501(c)(3) corporation. For almost 45 years, VGIF has addressed the immediate and critical needs of women-led organizations working to better the lives of women and girls in their communities. This year, VGIF is funding 41 grants in 21 developing countries. These grants represent a great variety of initiatives including educating 400 women and men on the legal rights of women in Ghana, providing medical services in Fiji to over 1,000 women in flood-affected areas, training women in Peru to spin alpaca wool into high quality yarn which they will sell locally and internationally, and – over the next three years, building science laboratories at an all-girls school in eastern India. You can read more about VGIF grants at [www.vgif.org](http://www.vgif.org) or follow VGIF on Facebook, Twitter and LinkedIn.

VGIF has accomplished much since the Fund began its work in 1969, but much more remains to be done. This is why VGIF is currently expanding and strengthening its grant-making efforts and increasing its support of women and girls around the developing world. AAUW branches and individual AAUW members can join us on this journey as we support projects that bring about important, tangible, and lasting change in the lives of women and girls.



Join VGIF on-line at [www.vgif.org](http://www.vgif.org) or send a check to our office at 11 Broadway, Suite 510, New York, NY 10004. Arrange for a speaker at your branch meeting by contacting Karyn Caplan at [kcaplan@vgif.org](mailto:kcaplan@vgif.org) or by calling the office at 212-213-0622.





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CALENDAR

**Deadline for the Spring *Marylander***

February 21, 2014

**AAUW Maryland will not have a Winter Board Meeting**

**AAUW Maryland Annual Convention**

April 26, 2014

Hosted by Frederick branch

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