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Eileen Menton, President
Bernadette Low, Editor
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Winter 2017

Advancing Equity for women and girls through education, research, advocacy, and philanthropy

Celebrating 2017 and Looking Forward to 2018

Eileen Menton, President

The end of the year is a time to look back and celebrate our accomplishments and to look ahead to the new year.

This year's state convention was the best attended in many years. Our celebration of AAUW Maryland's 75th Anniversary, with past presidents and an outstanding PowerPoint, reminded us of all that we have accomplished. Patricia Fae Ho, the AAUW Board Chair, and General Linda Singh, inspired us to continue to work to change the climate for women and girls in Maryland.

In June, Cleopatra Campbell, Maryland's Woman of Distinction, spoke to a packed room of women college students at the AAUW Women of Distinction Ceremony, thanks to the generous donations of AAUW Maryland Members.

Our Summer Leadership Meetings and Fall Conference were great successes. The Summer Meeting focused on skills building for branch leaders. We were thrilled to have Kim Churches, AAUW's new CEO, share her initial thoughts about AAUW's future and listen to our members, as they discussed their hopes and concerns.

In October, Erin Prangle, the Public Policy Vice-President, and Anita Rosen led a workshop on turning our passions into effective advocacy. Their presentation was followed by State Delegate Bill Frick, who provided great insights into how the legislative process works in Annapolis.

January brings the opening of the 90-day legislative session in Annapolis, which will include an AAUW Lobby Day. We are looking forward to advocating for bills sponsored by the Howard County and Kensington-Rockville branches, along with other bills tied to our mission.

Caitlin Brauer, our College/University Representative is working to expand our network of AAUW College/University member schools in Maryland and is working with Erin Prangle to identify ways that we can support Title IX coordinators.

On April 14, in Catonsville, we will hold our 76th State Convention. It will include the opportunity to gather feedback from college and university members and to provide feedback on AAUW's national strategic plan before it is approved by the AAUW Board.

I look forward to seeing you in the coming months.

Happy Holidays

Wanted: AAUW Maryland Officers for 2018-2020

At the Maryland State Convention, members will elect the State President and Vice Presidents for Programs and Communications. If you are interested in filling one of these key positions, please contact Pat Stocker (PatStocker@aol.com).

Kate Campbell Stevenson is the 2018 Maryland Woman of Distinction

Bea Dane, Maryland VP, AAUW Funds



At the October 2017 board meeting, AAUW Maryland selected **Kate Campbell Stevenson** as Maryland's 2018 Woman of Distinction. She will be honored at the AAUW National Conference for College Women Student

Leaders (NCCWSL) Women of Distinction Ceremony on May 31, 2018. The Conference, which attracts more than 1,000 students from throughout the United States, is held in late May/early June at the University of Maryland, College Park. As the platinum sponsor of the Ceremony, AAUW Maryland names its own Woman of Distinction. To date, Barbara Fetterhoff, Janet Crampton, Jenny Forehand, Dr. Mary Grace Roman, and Cleopatra Campbell have been honored thanks to generous donations from AAUW Maryland members who provide the platinum sponsorship cost of \$20,000 each year by April 1.

In 1995 Kate Campbell Stevenson read the AAUW publication on *How Schools Shortchange Girls* and joined the AAUW Kensington-Rockville Branch. That publication was the "spark" that compelled her to combine her passion for the arts and women's issues to create a series of one-woman shows called *Women: Back to the Future*. She uses musical

theater arts not only to entertain but to promote societal change. In her performances, Kate emphasizes historic women role models and shows how they overcame personal and cultural barriers to obtain their goals. Her latest one-woman show, *Forging Frontiers*, features historic and contemporary women leaders in STEM – Science, Technology, Engineering, and Math. Kate's programs entertain, educate, and motivate audiences throughout the United States in schools, U.S Government and Military, conferences, and conventions. Kate is a devoted catalyst for women's issues, families, and communities. A lifelong community activist, she served as Board Chair of Empowered Women International from 2009-2013 and was recognized in 2012 and 2015 as one of Maryland Top 100 Women by *The Daily Record* for her "significant professional accomplishments, outstanding community leadership and inspirational mentoring." Other accolades include 2014 Maryland BPW, Woman of Achievement; The Maryland State Educators Association statewide recipient of the 2015 Dorothy Lloyd Women's Rights Award for her outstanding contributions in the areas of Equity, Education, Civil Rights, and Community Leadership. She currently serves as Co-Vice President of Programs for AAUW Maryland; Co-President of AAUW, Kensington-Rockville Branch; Vice-President, Programs, Montgomery County BPW; Board Member of Rachel Carson Landmark Alliance and Cultural Ambassador for the Maryland Women's Heritage Center.

Help us honor Kate Campbell Stevenson and support NCCWSL with your tax-deductible contribution to the Maryland Women of Distinction (NCCWSL) Fund. You can send a check directly to AAUW National, noting fund number 4355 – Maryland Women of Distinction (NCCWSL) Fund; Contribute online by going to <http://aauw-md.aauw.net/donate-wod/> and using a credit card. Under Individual Contributions, click on the dropdown list under Other Special Funds and Giving Circles and choose the Maryland Women of Distinction (NCCWSL) Fund.

Questions? Email Bea Dane, AAUW Maryland Vice President for Funds at bea_dane@comcast.net.

Planning for the Future of AAUW

Eileen Menton, President

AAUW has begun a strategic planning process to shape the organization's future



We have a rich foundation in our history and our many accomplishments, committed and longstanding members, and a superb, mission-driven staff. AAUW is respected for its mission, policy/advocacy, fellowships & grants, research and programs. There are challenges – AAUW is frequently perceived as an “older women’s organization” and as a “Jill of all trades.” And, we need to face the reality that membership organizations are changing because of demographic shifts, interests, and philanthropy. The changes in membership are already reflected in the reduction in membership dues income from about \$4.5 million in the mid-1990s to about \$3 million this year.

Consider the following questions:

- You’re traveling on vacation and meet someone who wants to know what you do. How do you describe AAUW in 15-20 seconds? Do you focus on the membership model or mission?
- What are two challenges impeding our ability to achieve more impact in advancing equity?
- What’s the AAUW theory of change? How are we differentiated in the equity space? Who else is out there and what do we offer that is different or better? What distinguishes AAUW?
- Together, we’ll be working on a compelling vision, strategies, and structure for AAUW’s future. Where are our chief opportunities ahead, in your opinion?
- How can we improve our branding and communications towards greater numbers for increased engagement and impact?

There is more information about the strategic planning process in the Fall issue of the **Outlook** (<http://online.qmags.com/OL1017>) and in Kim Churches’ recent presentation to the AAUW State Presidents (<https://goo.gl/1NmNYo>).

Share your idea, vision or questions with me and with Kim Churches, CEO, AAUW, 1310 L Street NW, Suite 1000, Washington, DC 20005; PHONE: 202-785-7788; EMAIL: churchesk@aauw.org.

You will also have the opportunity to provide feedback on the draft Strategic Plan at the State Convention on April 14, 2018.

College and University Member Update - University of Maryland, College Park

Caitlin Brauer, College/University Representative

Not only is the University of Maryland, College Park a College and University partner, but a group of dedicated, mostly sophomores, at the college have created an AAUW student group. The group is registered with student affairs as one of the options for any student on campus to participate. These AAUW Terps meet weekly, with additional weekly board meetings, and have been very active partnering with other student groups and affecting policy change on their campus. So far, their biggest success story was that they advocated for increased access to emergency contraceptives on campus. They are now available in two out of the three twenty-four hour convenience stores on campus.

In exactly the same way older AAUW members are advocating for statewide policy changes, the students at the University of Maryland supported a legislative bill in their student government procedure, partnered with other student groups on campus who had a similar objective, and wrote op-eds for the Diamondback, the student newspaper on campus. The op-ed written by UMD AAUW

President Sarah Riback can be found here:

<http://www.dbknews.com/2017/03/13/university-health-contraceptive-accessibility>.

This fall, the group is continuing to advocate for access to contraceptives, while still deciding what will be their next focus. They are very concerned about the issues happening on their campus with their Title IX Coordinator and are interested in strategizing how best to be effective advocates for a better enforcement of Title IX as it still pertains to reporting of sexual assault on college campuses.

We are so proud of the work they are doing.



Apply for the National AAUW Nominating Committee

Nominations are being accepted through January 15, 2018 for this year's nominating committee. The Nominating Committee has a significant strategic role in AAUW's future. Committee members are responsible for recruiting and vetting candidates for election and appointment to the AAUW Board of

Directors. Board candidates must have the skills and experience necessary to qualify them to be national AAUW leaders and to make decisions that will advance AAUW's mission, as well as protect and grow the reputation, membership, and assets of the organization. For more information or to apply go to <https://www.aauw.org/resource/application-aauw-nominating-committee/>.

April 14, 2018

76th AAUW Maryland Annual Convention

Theme: Focus, Relevance, Impact

The AAUW Maryland Annual Convention will be held Saturday, April 14, 2018 from 8:45 AM to 3:00 PM. The Baltimore Branch will host the one-day event.

You will have the opportunity to provide feedback on AAUW's national strategic plan before it is approved by the AAUW Board in June.

College and University members will discuss how branches and local colleges and universities can work together.

Noted Community College of Baltimore County psychology professor and author, Ann Kaiser Stearns, will address "Redefining Aging - Why It's Important to Resist Both Ageist and Sexist Stereotypes." Stearns new book, "Redefining Aging - A Caregiver's Guide to Living Your Best Life" is selling like hot cakes, and she's doing radio interviews all over the country, including a recent interview on National Public Radio nationwide.

You will elect officers to fill the positions of State President and Vice Presidents for Programs and Communications.

We are planning to have a meet and greet and dinner on Friday, April 13.

A catered breakfast and lunch are included. All AAUW members and the public are welcome! Attendees must register by April 1, 2018. The Registration Form will be included in the next issue of the Marylander.

Location:

Catonsville Campus Arts Building of the Community College of Baltimore County
800 S Rolling Rd
Baltimore, MD 21228

There is free parking on campus.

Make Your Hotel Reservation Now

Holiday Inn Express & Suites Baltimore –
BWI Airport North
1510 Aero Drive, Linthicum
Heights, Maryland 21090

Make your reservations using this link:

https://www.hiexpress.com/redirect?path=hd&brandCode=EX&localeCode=en®ionCode=1&hotelCode=BWILH&_PMID=99801505&GPC=AAU&viewfullsite=true

Enter your arrival and departure dates. The system will take you to the Reservation Screen. The Group Code will be prefilled with AAU. The rate is \$99 per night for a room with two queen size beds or a king-size bed.

From the October State Meeting



AAUW Maryland members with Gaithersburg Mayor Jud Ashman and Council Member Yvette Monroe



State members with Delegate Bill Frick



Gaithersburg Branch members celebrating their 45th anniversary

From the November MLAW Conference



AAUW Maryland members joined Del. Terri Hill (center bottom row) to discuss AAUW MD priority legislation.



AAUW members Sen. Susan Lee and Erin Prangley



Kensington-Rockville branch member Anna Palmisano and Del. Karen Lewis Young, sponsor of the Salary History Bill

AAUW MD Policy Priorities for the 2018 Maryland General Assembly

Erin Prangle, Vice President for Public Policy

The 438th session of the Maryland General Assembly will convene in Annapolis on January 10 and is scheduled to adjourn on April 9, 2018. These 90 days are full of bill introductions, committee hearings, and special legislative events that will lead to the passage of legislation which will define Maryland values for years to come.

AAUW Maryland understands the importance this legislative session is to our member endorsed public policy priorities. AAUW Maryland has committed to working to advance two key pieces of legislation: legislation to make it easier for children of divorced parents to afford college and the Maryland Bill of Patients' Rights to ensure that patients are treated with dignity and respect and that they are part of the decision-making process for their own health care.

We will also work with coalition partners to promote legislation important to women and families. Earlier this year, I joined the board of the Maryland Legislative Agenda for Women (MLAW), a statewide coalition of women's groups and individuals formed to provide a nonpartisan, independent, voice for Maryland women and families. The group advocates for progressive legislation and policy that promotes and protects the wellbeing of Maryland women and their families and provides them opportunities to develop their full potential. In November, nine AAUW members joined the over 200 Maryland women at the MLAW Conference to evaluate and vote on a platform of priority legislation for the 2018 Maryland State Assembly. You can read a full list of the legislation included in MLAW's priorities by visiting <https://mdlegagendaforwomen.org/> A few of the MLAW priorities this year include:

Rape Survivor Family Protection Act: Five percent (5%) of rape victims of reproductive age (age 12-45) became pregnant as a result of rape, with the majority of pregnancies in adolescents. The Rape Survivor Family Protection Act would create a legal process for rape victims to terminate the parental rights of rapists when a child is conceived as result of rape. Victims would be required to meet a clear and convincing standard of evidence. This is the same standard used for other termination of parental rights cases – no more, no less.

Expansion of Maryland's Vacating Laws for Survivors of Human Trafficking: Victims of human trafficking are commonly arrested and convicted of crimes they were forced to commit by their traffickers. In response to this injustice, Maryland became the second state in the country to pass a law allowing survivors of sex trafficking to vacate, or, set aside, their prostitution convictions. Since then, anti-trafficking advocates throughout the country have documented that survivors of trafficking are regularly charged with numerous offenses other than prostitution and that labor trafficking survivors also experience criminalization tied to their victimization. In Maryland, access to this innovative form of legal relief remains limited to survivors of sex trafficking who are convicted of prostitution. The proposed change in law will expand Maryland's current vacatur law to apply explicitly to survivors of labor trafficking, as well as expand the number of crimes eligible for vacatur. Without these changes, Maryland's vacatur law will continue to leave a large number of survivors without the legal relief they so desperately need to heal from the trauma of their exploitation and become productive members of their communities.

Discrimination in Employment: The bill clarifies that employers are required to give reasonable accommodations to all pregnant employees with a medical need for an accommodation, not just employees who need accommodations as a result of pregnancy complications, and it ensures that a pregnant employee won't be forced to take paid or unpaid leave when a reasonable accommodation would allow her to continue to work and support her family.

Salary History and Information Disclosure: Women and minorities are typically isolated in lower-paying professions. Therefore, basing salary offers on past employment continues a discriminatory cycle. Also, past employment pay has no relevance to the current position. Salary offers should be based on current position requirements as well as the skills and experience of the candidate. This bill prevents employers from requiring past salary information as a condition of employment.

Job-Protected Leave: This legislation will require firms with 15-49 employees to provide six weeks of job-protected unpaid leave for qualifying employees. For employees needing leave for their serious illness or a family member's serious illness, or a military deployment, they will receive 6 weeks of unpaid leave and maintain existing health benefits. Upon returning from their leave, their employer must restore them to the same position or an equivalent position.

AAUW Maryland will promote these bills by organizing members to participate in lobby days, give testimony at hearings, send email to legislators, and more. Contact Erin Prangley at erin.prangley@gmail.com if you would like to become more involved or have any questions.

Upcoming Events:

AAUW Maryland is a sponsor of the **2018 Women's Legislative Briefing on January 28, 2018**, from noon – 6:00 pm. at The Universities at Shady Grove, Building II, 9630 Gudelsky Dr, Rockville, MD 20850. The cost is \$10 – 25. More information and registration at: <https://www.montgomerycountymd.gov/cfw/wlb.html>

AAUW Maryland will join others to meet with members of the General Assembly on MLAW priorities at the **MLAW legislative reception and briefing in Annapolis on Thursday, February 8, 2018**. Please save the date and be on the lookout for more details as they become available.

Membership Matters

Carol Mueller, Vice President for Membership

AAUW Maryland has had many new opportunities to grow our membership for the state.

AAUW was approached by the First Baptist Church of Glenarden to exhibit at their Women's Conference October 5-7, 2017. Volunteers from the state and Claudia Richards and other staff from AAUW National welcomed visitors at the booth. We had a great time and met some wonderful women. I really appreciated the time we had to spend together.

We are working on increasing membership for the on-line community. If you know of anyone who would be interested, suggest they consider joining.

Personally I have been working on starting a student affiliate branch at Harford Community College. Do you have a partner College or University near you? Consider approaching the administration with the idea of starting a student branch.

Learning from Our AAUW History: Kensington-Rockville & Bethesda-Chevy Chase Branch Joint Meeting

The November 11 Kensington-Rockville joint branch meeting with Bethesda Chevy Chase at Fox Hill proved to be a stimulating success! Over 50 people braved cold temperatures to learn more about the 1977 National Women's Conference in Houston. Gloria Steinem said that the conference "may take the prize as the most important event nobody knows about." It was at this conference that Bella Abzug, Gloria Steinem and other leaders outlined a platform supporting many of the issues that AAUW focuses on today. AAUW along with other women's organizations (Building Powerful Women, National Organization for Women, and League of Women Voters) was instrumental in coordinating and participating in the conference. From November 18 to 21, 1977, delegates from 50 states, the District of Columbia, and five U.S. territories debated, caucused, and after two and one-half days endorsed 25 resolutions calling for greater government involvement in establishing equal rights, protections, and opportunities for American women. Then AAUW President Marjorie Bell Chambers stated, "AAUW members can be proud of something that happened in Houston. As I stood up to speak on sex discrimination in education, I had no more than announced who I was when there was resounding applause, which frankly threw me off balance. Others assured me, however, that this was a demonstration of recognition by the delegates that AAUW had indeed played a very significant role in the Network and in the Pro-Plan Caucus."

Kate Campbell Stevenson, current co-president of the Kensington-Rockville branch, led a panel of outstanding women leaders who shared their challenges and successes in helping move women's leadership in 1960's to the present.

Panelists Tina Hobson, first director of Federal Executive Women (FEW) recounted with great humor and sobering statistics how her first office was in a closet behind her boss' secretary's desk! But with great tenacity Hobson helped move women out of the sequestered background to leadership positions in the Federal Government.

Dr. Patricia Fenn, Charter Appointee and Former Chair, Prince Georges' County Commission for Women was a Maryland delegate to the 1977 Houston Conference. She described the excitement she felt as a very young woman attending and participating in numerous caucuses at the conference. Her Houston experience helped foster greater leadership skills as she worked with diverse women's groups. Fenn is a current leader with Maryland National Association for the Advancement of Colored People (NAACP) and is a board member of Maryland Legislative Agenda for Women (MLAW) and Women's Legislative Briefing.



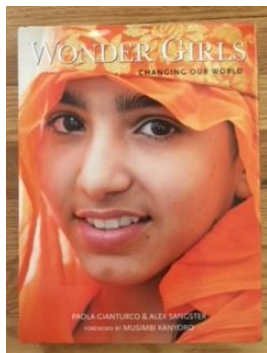
Panelists Tina Hobson, Patricia Fenn and Ellouise Schoettler (in Red)

Ellouise Schoettler, Former Equal Rights Amendment (ERA) Campaign Director, National Staff of League of Women Voters and Founder, and Executive Director of National Coalition of Women's Arts Organizations shared poignant stories of how attending the Houston Conference was an awakening of the power of women to shape their own lives. Her passionate personal stories about working for the passage the ERA and going forward after its defeat to create the National Coalition of Women's Arts Organizations were insightful recollections of the time and were truly inspiring.

Those in the audience had an opportunity to share their stories as well

Invited guest, Wendy Schaezel Lesko, executive director of the Youth Activism Project and nationally-recognized youth voice expert, gave an update on School Girls Unite. This dynamic youth-driven

organization successfully lobbied elected officials all over the country to declare October 11 as *The Day of the Girl*. They texted, emailed and personally visited mayors of cities, commissioners of counties, and governors of states to accomplish their mission. Their appeal ended with the pronouncement: "It's time to show the world that our nation stands for girls' rights everywhere."



Many Kensington-Rockville Branch members have been supporting School Girls Unite events since 2005. School Girls Unite is featured in a new book, *Wonder Girls, Changing Our World*, by Paola Gianturco and her grand-daughter, Alex Sangster. The Global Fund

for Women receives 100% of the authors' royalties for this book. It would make an excellent holiday gift.



Author and historian Dian Belanger, Kensington-Rockville former Branch President, former AAUW MD State President, and current National Lobby Corps member, described her experience with AAUW advocacy for women and

some of its current actions

Another audience member, Karen Leggett Abouraya related her experience as a cub reporter for WMAL radio covering the 1977 Houston Conference and her challenge to remain neutral in her reporting when she supported all of the conference's planks. She added that it was extremely emotional when at the end of the three day event all 2000 women in attendance (including her) joined hands and sang the song "We Shall Overcome" to celebrate their success.

Kensington-Rockville Co-President, and AAUW MD Public Policy Chair, Erin Pranglely closed the meeting

with updates on MLAW and Women's Legislative Briefing (WLB) pledge cards as a way to help us focus our ACTIONS on what we can do TODAY to move women's equality FORWARD!

Skill-Training Webinars for AAUW Members



Skill-training webinars are an easy way to learn strategies and techniques that can help your branch grow and give leaders the confidence they need to take on new challenges.

On January 9 there will be a discussion on how to raise funds from businesses and individuals in your community - Fundraising from Other Pockets. **On February 13**, learn how to welcome and engage a diverse membership with the Inclusion and Equity Committee. Additional sessions are scheduled for March, May and June. They are recorded if you can't attend "live."

Previous sessions have covered Social Media Made Easy; Small but Mighty - How small branches can have a big impact; Diversity and Inclusion Task Force on how to create a more welcoming community for all; and Transition and Succession Planning

Register for one or more sessions or watch an archived recording at:
<https://www.aauw.org/event/2017/10/skill-training-webinars/>

In Memoria



Linda May, a long time AAUW member and the Garrett County Treasurer for many years, died on November 30, 2017. Linda was an accountant for the National Center of STEM Education and a mathematics professor at Garrett College. Her obituary is available at: <https://www.newmanfuneralhomes.com/notices/Linda-May>.

Dr. Judith "Judy" Duncan Flood died unexpectedly on Monday, December 11 due to a cerebral hemorrhage. Dr. Judy just completed two terms as treasurer of AAUW Maryland. She also served as treasurer of the Annapolis Branch. She was Chief of Instructional Technology with the Prince George's County Public School System, Grant Manager with Baltimore County Public Schools, an Instructor at Towson State University and was Executive Director Emeritus with the Maryland Society for Educational Technology. Her obituary is available at: <http://www.legacy.com/obituaries/capitalgazette/obituary.aspx?n=judith-flood&pid=187513988>.



Dr. Augustine Pounds died on December 13, 2017. She had served as AAUW College Park branch president and treasurer, President of the AAUW Legal Advocacy Fund, and chair of the National Conference for College Women Student Leaders (NCCWSL). There will be a service on Thursday, Dec. 28, 2017 at Reid Temple A.M.E Church, 11400 Glenn Dale Blvd, Glenn Dale, MD 20769. The viewing starts at 10am and the service starts at 11am. Condolences can be sent to her family at: 8210 Woburn Abbey Rd, Glenn Dale, MD 20769.

Given Augustine's passion for the NCCWSL conference, please consider making a donation in her memory to the Maryland Women of Distinction (NCCWSL) Fund. You can send a check directly to AAUW National, noting fund number 4355 – Maryland Women of Distinction (NCCWSL) Fund; Contribute online by going to <http://aauw-md.aauw.net/donate-wod/> and using a credit card. Under Individual Contributions, click on the dropdown list under Other Special Funds and Giving Circles and choose the Maryland Women of Distinction (NCCWSL) Fund.

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