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Co-Presidents, Kate Stevenson and Susan Wierman

Eileen Menton, Editor

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

Spring 2019

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

Co-Presidents' Message

Does the December holiday season seem a long time ago? So much has happened in six weeks! But, we hope all of you had the opportunity to reconnect with family and friends, treasure the season, count your blessings and stay positive.

On that note, we have a number of reasons to be excited this new year. We have already attended many AAUW happenings--beginning Jan 9th with the Maryland Women's Caucus Legislative Tea sponsored by AAUW Maryland honoring their new incoming Caucus President, Delegate Sheree Sample-Hughes who represents Dorchester and Wicomico Counties. Thank you, VP- Policy -Erin Prangely, Maryland Women's Caucus ED-Catherine Hill, Program VP- Tracy Lantz, and Judith Hegarty, Pat Crane and the many other Easton branch members who headed up the sponsoring committee. You did a splendid job decorating the room with an Eastern shore theme and welcoming the many new incoming women delegates and senators on opening day of the Maryland Legislature. Thirteen AAUW members from throughout the state including many Branch Presidents, came to support this event...then we topped it off with a lovely lunch at the nearby *Brown Derby* restaurant to celebrate and solidify our AAUW connections.

AAUW Maryland has great momentum in this current Maryland Legislative Session. Public Policy VP Erin Prangely is doing a great job. She diligently works with branch members from throughout the state who are spearheading important legislation to improve the lives of Maryland women, girls and families. Please take time to read The Public Policy update in this newsletter. We encourage you to take

action when the two-minute activist notices are sent out. Your response to these activist requests truly makes a difference and adds to AAUW's political clout. Senator Kathy Klausmeier spoke to the Baltimore Branch in January and emphasized how important it is to send notes to your State Delegates or Senator on issues of concern to you. Your voice matters.

AAUW-Maryland was a Co-Sponsor of the Jan 27, 2019 Women's Legislative Briefing (WLB) held at the Universities of Shady Grove in Gaithersburg, Maryland. This banner event brings together over 700 participants from throughout the state and creates excellent networking opportunities on women's issues.



WLB Keynote Speaker Monica Ramirez, Founder, Justice for Migrant Women, and Kate Campbell Stevenson

The WLB featured inspiring Keynote speakers, politicians, and informative breakout sessions. Thanks to Anita Rosen, Anna Palmisano, Eddie Allison, and Ella Iams for running our AAUW-MD booth. We registered 8 women who want to join a branch and 11 women who joined our AAUW Action

Network! Great work. Carol Mueller, AAUW

Maryland Membership VP, will be distributing information on potential members to the branches

The State Board confirmed that AAUW MD will again support the National Conference for College Women Student Leaders (NCCWSL) as a Sponsor of the 2019 Women of Distinction award ceremony. We are seeking sufficient financial support to honor Judy Carbone as our 2019 Maryland Woman of Distinction during the May 31st event at the University of Maryland, College Park. We strongly encourage each Branch as well as individual members to financially support this amazing evening. Kate has personally attended six NCCWSL events and was humbled to be honored as the 2018 Maryland Woman of Distinction. It's an empowering, life changing experience for ALL in attendance. It provides an opportunity for over 800 college women leaders to hear heartfelt wisdom from an amazingly diverse group of accomplished national women leaders. Both speakers and student leaders revel in the opportunity to interact with each other at the end of the evening. Please note Bea Dane's NCCWSL article and how you can support this worthy effort.

Both of us have been working closely with Tracy Lantz, Pat Stocker, Eileen Menton, Judy Carbone and Garrett County Branch members to create a fabulous AAUW-MD Spring Convention, "Making Ends Meet: Financial Security for Women of All Ages." The Spring Convention is going to be DYNAMITE! --An excellent opportunity to expand our financial knowledge to empower our future. Take note of Convention Co-Chairs, Linda Carr and Ellen Sheaffer's grand invitation to Wisp Resort and the many ways to explore Garrett County. We have been extremely impressed with "Team Garrett" and their super organized, enthusiastic response to hosting our Convention April 12 and 13. Each branch has their own identity; let's join together to highlight our many branch accomplishments, share time with our amazing AAUW sisters, and work together for our common goals. We suggest you plan carpools with your Branch members to enjoy the many opportunities offered at the convention in Western Maryland. Let's make this a grand adventure to celebrate AAUW Maryland Women.

See you at the Convention!

Kate Campbell Stevenson and Susan Wierman
Co-Presidents, AAUW Maryland

AAUW Maryland Funds Report

By: Bea Dane; VP for AAUW Funds



Judy Carbone

Our 2019 Maryland Woman of Distinction, Judy Carbone, will be honored at the National Conference for College Women Student Leaders (NCCWSL) on May 31st in College Park. AAUW Maryland will honor Judy by providing a sponsorship of \$20,000, which is made possible by generous donations from our members and other friends. To date, we have raised \$6,500. The Conference brings more than 1000 students from around the country together at UM College Park for several days. Not only do they learn leadership skills, but they meet women, such as Judy, who are incredible role models. We need your support to ensure we raise the needed funds by March 31st!

Donate on-line.

Go to aauw.org.

Click on the donate button at the top of the page. Then click on "here" in the line that says, "Give to NCCWSL here",

The NCCWSL screen is displayed. Click on the button next to: Use my gift to support Maryland Women of Distinction (NCCWSL) Fund.

Indicate whether you want monthly or a onetime donation and the amount.

Then click Donate.

Mail in a contribution:

If you prefer to send a check, make it out to AAUW and indicate fund 4355 – Maryland Women of Distinction (NCCWSL) Fund on it; mail to AAUW, 1310 L St. NW, Suite 1000 Washington, DC 20005

In addition to individual donations, many branches also budget for a donation through a specific fundraising event. If your branch does something special, please let me know so I can pass on ideas to other branches.

Fundraising Policies

Speaking of fundraising, did you know that AAUW National has specific fundraising policies that all branch members should review? On the AAUW.org website, go to <https://www.aauw.org/resource/frcpolicies/> to bring up What AAUW Members Need to Know and download the following policies:

AAUW Fundraising Policy 501 is designed to assist AAUW state organizations, branches, and other AAUW-affiliated entities with raising funds to support AAUW's mission. Fundraising procedures, Internal Revenue Service regulations, and state laws change over time.

The Scholarship Programs of AAUW Affiliates

Fundraising Policy 502 was approved by the AAUW Board of Directors and took effect April 2014. Written by the AAUW Fundraising Committee with consultation from AAUW staff and legal counsel, the policy explains what AAUW and the IRS expect of AAUW members when fundraising for and administering local scholarship programs.

Collaborations Policy 600 provides guidance to branches on working with other organizations, nonprofit and otherwise, to raise awareness of issues and achieve common objectives.

10 Year Anniversary of the Lilly Ledbetter Fair Pay Act and Still More Work to Do!

By: Erin Prangley, AAUW MD VP Policy

It's been ten years since President Obama signed the Lilly Ledbetter Fair Pay Act, but women are still battling the wage gap. Here in Maryland, In 2017, median annual earnings for men in Maryland were

\$61,263 compared to \$52,381 for women — an earnings ratio of just 86 percent. The gap is worse for most women of color and working mothers.



With Congressional gridlock at the federal level, some Maryland legislators are working hard so we don't have to wait another 10 years to pass equal pay legislation in our state. AAUW member Sen. Susan Lee and Del. Karen Lewis Young reintroduced the "Wage History Information" bill. This legislation ends the practice of asking for previous salary history since it often perpetuates past discrimination. AAUW members will again press the Maryland General Assembly to pass this important legislation that would end employment practices that are unjustifiably perpetuating gender and racial pay disparities, depressing wages for women and people of color, and harming Maryland families and the state economy.

Prominent businesses such as Bank of America, Wells Fargo, Cisco, Progressive, Starbucks, and Amazon no longer ask applicants to provide their salary history because employees should be paid based on their experience, skills, track record, and the responsibilities they will be assuming, not on what they happened to be paid in their past job. It's time for Maryland to join other states including Connecticut, Delaware, Vermont, Oregon, Hawaii, California, and Massachusetts, who passed similar legislation.

Marylander

If you have any stories of how salary history questions may have affected your employment that you are willing to share publicly, or if you would like to learn more about this legislation and other state legislative priorities please contact Erin Prangle at erin.prangle@gmail.com.

Become A Two-Minute Activist

Action Network is the cornerstone of AAUW's e-advocacy efforts. By signing up, you will join AAUW Action Network and receive urgent e-mail notices to contact your elected officials. With our online Two-Minute Activist tool, it takes just minutes to make your voice heard!

To sign up, go to www.aauw.org. Scroll down on right side of screen to "TAKE ACTION." Click on and then scroll down to "Become a Two-Minute Activist" and register.

AAUW MD's Coffee with the Caucus 2019

Erin Prangle, AAUW MD VP Policy

Del. Sheree Sample Hughes, Chair of the Maryland Women's Caucus, and over two dozen legislators attended AAUW's Coffee with the Women's Caucus held on the opening day of the Maryland Legislative Assembly. With [71 women](#) elected to the Maryland

Winter 2018

General Assembly, women's representation in the Maryland State Legislature is at an all-time high - 38 percent! We look forward to working with many of these legislators during the session to pass legislation important to women and families!

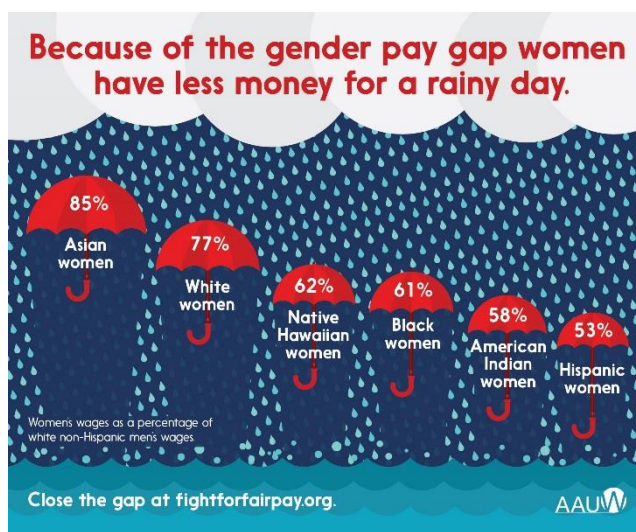


Some of the Legislators who attended our coffee along with Kate Campbell Stevenson and Susan Wierman, AAUW MD Co-Presidents and Pat Crane, AAUW MD Easton Branch

Thank you to so many volunteers who made this event a success, especially Tracy Lantz, AAUW MD VP Programs, Kashay Webb, AAUW MD Policy Fellow, Illana Meltzer, AAUW MD Intern, and all the members of Easton Branch who hosted the event including Pat Crane, Connie Wolfe, Elaine Wilson, and Sharron Cassavan.

AAUW MD Addresses Proposed Changes to Title IX

Title IX of the Education Amendments of 1972 was the first comprehensive federal law to prohibit sex discrimination in education. It covers women and men, girls and boys, and staff and students in any educational institution or program that receives federal funds. This includes local school districts, colleges and universities, for-profit schools, career and technical education agencies, libraries, and museums. Music classes or choirs, sex education classes, and sports involving bodily contact are exempt from Title IX, as are religious institutions if the law would violate their religious tenets.



Admissions policies at private undergraduate institutions are also exempt.

The Department of Education has announced a plan to make sweeping changes to Title IX's regulations, which would have significant implications for students' civil rights. Specifically, the proposed rule would weaken Title IX's protections by narrowing the definition of sexual harassment to allow schools to exclude much of the abuse students experience, limiting when schools will respond, and putting in place processes that make it harder for students to come forward when they experience sexual harassment or assault. Simply put, these changes will make schools less safe for students.

Erin Prangle, VP for Public Policy submitted comments to the proposed rules on behalf of AAUW Maryland. The letter states in part:

"Sexual harassment pervades the lives of students. According to research by AAUW, sexual harassment can have damaging effects on academic outcomes, careers, families and even the health of those affected. Student activism on college campuses has brought to light a culture in which sexual harassment is still pervasive, and its harm too often ignored. AAUW research has found that women on college campuses and girls in junior high and high school frequently experience sexual harassment, sexual abuse or assault, and other crimes or behavior that constitute sex discrimination under Title IX. These experiences hurt their ability to focus on their academic goals and can diminish their equal access to educational opportunities.

In *Crossing the Line: Sexual Harassment at School*, AAUW found nearly half of students in grades 7-12 experienced harassment in the 2010-11 school year (56 percent of girls and 40 percent of boys. Of that number, 87 percent said it had a negative effect on them. Furthermore, nearly two-thirds of college students experience sexual harassment at some point during college, including nearly one-third of first-year students, according to AAUW's *Drawing the Line: Sexual Harassment on Campus*.

We believe Maryland's educational ecosystem has a problem identifying and handling sexual harassment,

including assault at all levels of education. Even though several peer reviewed studies find sexual harassment to be rampant, 68.6 percent of higher education campuses in Maryland reported zero incidents of sexual assault, including rape and fondling, domestic violence, dating violence, and stalking — a shocking statistic given how frequently these incidents occur on campuses. In addition, 85.9 percent of the public schools with students in grades 7 through 12 in Maryland disclosed zero reported allegations of harassment or bullying on the basis of sex. These numbers do not square with what research shows students experience. Despite schools' legal obligation to address these issues, improvement in both welcoming students' reports of sexual harassment and violence — and accurately disclosing those incidents in annual reporting—has been slow at all levels of education. These findings further demonstrate our need for full enforcement of strong Title IX and the Clery Act provisions, not a rollback of critical protections for students who experience incidents that are already frequently under- and inaccurately reported."

She then describes the specific ways in which the proposed regulations roll back critical protections. Read the full letter at: <https://aauw-md.aauw.net/files/2019/02/title-ix-comment-1-30-2019.pdf>.

The public comment period for the proposed changes to Title IX regulations ended on January 30. Over 100,000 comments were submitted. The Department of Education will now consider the submitted comments and finalize regulations in the coming months.

Diversity News You Can Use

By: Jacqueline Gray, Diversity Chair

What is Unconscious Bias? Bias is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or institution and can have negative or positive consequences.

Types of Biases

1. **Conscious bias** (also known as **explicit** bias) and
2. **Unconscious bias** (also known as **implicit** bias)

It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination are well documented, biases may exist toward any social group. One's age, gender, gender identity, physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.

Unconscious biases are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.

*Above explanation of "unconscious bias" taken from the Office of Diversity & Outreach at University of California San Francisco website.

A Few Black History Month Celebrations in Maryland and DC.

In the spirit of diversity & inclusion, the following is a list of upcoming activities in the area celebrating Black History Month

The B&O Railroad Museum, 901 West Pratt Street, Baltimore, MD 21223

The B&O Railroad Museum celebrates the contribution of African Americans to the railroad industry. Learn about these men and women who filled vital jobs along the B&O Railroad's line and understand how significant social issues, such as segregation, affected railroading.

Admission & Hours of Operation:

B&O Members – Free

Adults - \$20.00

Seniors – 60 and over) - \$17

Children – (2-12) \$12

Open Mon – Sat, 10am – 4pm, Sun, 11am – 4pm

The National Great Blacks in Wax Museum – 1601 E North Ave, Baltimore, MD 21213

Celebrate Black History Month throughout the entire month of February at The National Great Blacks in Wax Museum.

Mon – Sat 9:am – 5pm; Sun: Noon – 5pm

Adults: \$15.00; Senior (55+) \$14.00; Students with ID \$12.00; Kids 3-11 \$12.00; Kids 3 & under FREE

Location:

Bright Star Theatre: Meet Dr. King

National Theatre, Washington DC

Sat. Feb 23, 2019

Upcoming Diversity & Inclusion Seminars and Discussions

Building a Diverse Audience: Cross Promotion in Arts & Culture

Nate Couser is a Baltimore based Multi-Disciplinary artist and radio personality. Nate will emphasize the importance of cross-promotion and building a diverse & inclusive audience for all platforms. In this skill-share, attendees will absorb skills to market themselves & other brands to build a broader audience.

This event is FREE & Open to the public.

Tue, February 19, 2019 12:00 PM – 1:00 PM EST

Location: Impact Hub Baltimore, 10 East North Avenue, Baltimore, MD 21202

Register at www.baltimore.impacthub.net/events

Lunch & Learn: Prioritizing Diversity, Equity, and Inclusion at Your Organization

Learn core strategies for creating an environment where diversity of thought is welcomed and valued.

Date & Time: Tues, March 19, 2019 12:00 pm - 1:00 pm ET

Location: Foundation Center Northeast
1627 K Street, NW, Third Floor, Washington, DC 20006-1708

Free! Register at www.grantspace.org/training

New Diversity & Inclusion Committee Forming

AAUW Maryland invites interested members to join the newly forming Diversity & Inclusion (D&I) Committee. A kick-off meeting will be held in late February to discuss upcoming D&I goals, plans and activities to foster D&I initiatives within our state branches. For more information, please contact me, Jacki Gray, Diversity Chair for AAUW MD at jgray90210@aol.com.

Commemorate the 100th Anniversary of the Passage of the 19th Amendment

The Maryland Governor's Commission on the Commemoration of the 100th Anniversary of the Passage of the 19th Amendment to the US Constitution was authorized in July 2013. It "...seeks to: develop a plan for commemorating the events that occurred in Maryland connected to women's suffrage and the ratification of the 19th Amendment to the U.S. Constitution; assemble an inventory of sites in Maryland that are significant to the suffrage movement; develop a strategy to encourage tourism related to the commemoration; and foster collaboration between federal, state, county and municipal organizations with regard to commemorative programming." The Commission's Chair is Major General Linda L Singh, Adjutant General of Maryland.

The Commission has prepared educational resources for teachers (<http://teaching.msa.maryland.gov/000001/000000/000007/html/t7.html>). "Documents for the Classroom" presents a very interesting survey of the history of women's suffrage in Maryland, beginning with a 1648 denial of Margaret Brent's request to

vote, noting that women in some localities could vote on some questions, and explaining that while Republican legislators were generally in favor of the 19th Amendment, Democrats and urban legislators were generally opposed. Although enough states approved it and it was effective nationally in 1920, a Maryland attorney joined others in (unsuccessfully) petitioning the Supreme Court to overturn the Amendment. The Maryland Legislature didn't formally approve it until 1941!

Roberta Sharper, a member of the AAUW Baltimore branch, is a member of the Governor's Commission. She represents the League of Women Voters on the Commission. If you have questions or suggestions, contact Roberta: 410-624-3144; robertasharper@verizon.net.

There's more information on the 19th Amendment Commission is at: <https://msa>, including details on the contest and educational documents package at <https://msa.maryland.gov/mdvotesforwomen/>

News from the Legal Advocacy Fund

From: AAUW LAF Express, January 2019

AAUW Supports Contraceptive Coverage - AAUW signed on to two amicus briefs challenging the Trump administration's contraceptive coverage rules: *Commonwealth of Pennsylvania v. Donald J. Trump, et. al.* in the U.S. District Court for the Eastern District of Pennsylvania, and *State of California v. Health and Human Services, et. al.* in U.S. District Court for the Northern District of California.

The Trump administration issued final versions of two proposed Interim Final Rules (IFRs) that rolled back the Patient Protection and Affordable Care Act (ACA) contraceptive mandate by exempting organizations with religious or moral objections. These exemption rules were scheduled to become effective earlier this month. Previously, California and Pennsylvania challenged the IFRs in court in order to protect women from the harms that will result from the defendants' attempt to stop the provisions of the ACA that guarantee women equal

access to preventive medical care, specifically contraceptive care and services.

Now both California and Pennsylvania are reasserting their requests for preliminary injunctions — this time against the final rules. AAUW previously signed on to amicus briefs in the district courts and in the appellate courts challenging the IFRs. We now seek to challenge the final rules.

As an amici, AAUW stands with other amici organizations trying to persuade the courts that no-cost coverage of safe and reliable contraception is critical for women's professional and educational success, health, and well-being. AAUW and other amici believe that the exemption rules will cause irreparable harm to hundreds of thousands of women who are employed or associated with religiously-affiliated nonprofits, such as hospitals, colleges, and universities; as well as by non-profits and private non-religious employers, by denying their right to make critical life decisions.

The Commonwealth of Pennsylvania filed a civil action in the U.S. District Court for the Eastern District of Pennsylvania, alleging that the IFRs violated several constitutional guarantees. The court granted a preliminary injunction, and the federal government appealed. The Third Circuit reversed the district court's order in part and remanded the case to deal with defending the portions of the religious exemption IFR that apply to religious nonprofit entities.

In December 2017, the State of California filed a similar lawsuit challenging the IFRs in the U.S. District Court for the Northern District of California which held that the states were likely to succeed on the merits of their claims because the Trump administration violated federal law when it promulgated the IFRs without notice and comment necessitating a preliminary injunction. The Trump administration appealed the decision to the Ninth Circuit, which concluded that the scope of a nationwide preliminary injunction was too broad, so they narrowed the injunction to the states represented in the lawsuit.

AAUW Supports Joint Action Challenging Systemic Discrimination - AAUW signed on to an amicus brief in *Kassman v. KPMG* in the U.S. Court of Appeals for the Second Circuit. This important case concerns discrimination of thousands of women in their pay and promotions.

Kassman v. KPMG seeks to clarify the law with respect to Rule 23 class certification standards. Over time, courts have been weakening class certification standards, which then limits women's ability to pursue joint action challenging systemic discrimination.

AAUW signed on to this brief because we advocate for equitable access and advancement in employment, including vigorous enforcement of employment discrimination statutes. In addition, the brief clarifies the legal standards for bringing class actions established in *Wal-Mart v. Dukes*. AAUW helped provide financial support to Betty Dukes and signed on to an amicus brief to support her case.

The nine named plaintiffs in the current case are bringing a sex discrimination class action case on behalf of a nationwide class of more than 10,000 female KPMG employees, from 2009 to the present, against defendant KPMG. The plaintiffs are asserting disparate impact and disparate treatment claims under Title VII of the Civil Rights Act of 1964 and similar claims under New York State law.

Plaintiffs originally filed this suit on June 2, 2011, in the U.S. District Court for the Southern District of New York. The district court denied certification of the Title VII class because the court determined that plaintiffs did not show a "common question" sufficient to meet the Rule 23 standard. A "common question" is one of the factors courts use to determine whether a group of plaintiffs share enough commonality in their claims to bring a case together. Under Rule 23, the court erroneously focused on class size and geographic dispersion of class members to reach its holding. The court's reasoning misapplies *Wal-Mart v. Dukes* and therefore the plaintiffs are appealing the ruling to the Second Circuit.

AAUW supports this effort because the ability to bring group action in order to challenge systemic and pervasive discrimination in compensation and

advancement within the workforce is essential to obtaining economic security.

Branch News

News from Anne Arundel County

The annual branch Book Sale is over for this season, but the sale of books goes on. Under the leadership of Book Sale chairs, Stacey Hilder and Linda King, the branch seeks books from estate sales and collections of donors who are downsizing or moving from the area. A small team of members go to the site of the collection, pack the books, and store them temporarily. When a truckload is collected, the boxes are transported to Wonder Books in Frederick MD where they are resold, often for decorating film sets or model homes. As such, the collections may include encyclopedias, cookbooks, magazine collections, and records, items not marketable at the annual public Book Sale. Textbooks more than two years old are separated and given to B.I.G (Books for International Goodwill), a local group with periodic sales to raise funds for shipping the texts to third world countries. In the last two years, the branch has netted several thousand dollars in additional scholarship funds through this off-season activity.

Besides raising funds for scholarships, the branch works actively to support legislation backed by AAUW. The forty member Public Policy committee, under the leadership of Roxann King, has partnered with MLAW to support pending Maryland legislation aimed at benefiting women and children. In October and November, the branch partnered with the League of Women Voters in sponsoring four candidate forums in the county. Members are encouraged to attend hearings on bills of interest as well as to participate as a 2-minute activist and to send emails to senators and delegates when a supported bill is imminently pending. The Public Policy Committee also provides training sessions in use of the MD legislative website to help all interested members and their guests stay informed on issues of concern.

To enhance visibility and encourage member acquaintance, the Program Committee arranges a monthly happy hour or C & C (cocktails and conversation) a local restaurant. The venues are varied throughout the county. Members bring friends and potential new members to these informal gatherings. The sessions are announced on the branch website and through social media to invite interested community members. Each month the social hour results in two or three new members as well as greater bond among existing members.

Upcoming in February are a trip to visit the Maryland legislature via a meeting with a local senator, a tour of the buildings and a visit to committee hearings as well as a C & C in the western part of the county, our area of most rapid growth.

News From Howard County

PROPOSED LEGISLATION ON CHILD SUPPORT AND POST-SECONDARY EDUCATION

The Howard County Branch has been working with legislators Senator Susan Lee and Delegate Terri Hill on a bill for extending parental support and maintenance to young adults until they reach age 21 who are continuously enrolled in post-secondary school or vocational training programs. Without this extension from 18 to 21 years, divorced or separated women often shoulder the financial burden alone of trying to support their children while they attend college or vocational training. This can impact the economic stability of women and long-term ability to retire.

Two bills have emerged and will be presented by their legislative sponsors at MLAW's Legislative Briefing February 12 in Annapolis. The Senate Judicial Proceedings Committee will conduct a hearing on the Senate bill, SB264, on February 13 in

Annapolis. For more information, contact Bev Fallik or Erin Prangley.

FASHION SHOW FUNDRAISER FOR SCHOLARSHIPS

Save the date of **April 27th** from 1 - 3 p.m. when the Howard County Branch will put on its annual fashion show at the Vantage House in Columbia. There will be door prizes as well as a light lunch and beverages served--all for only \$25! Tickets can be obtained from Caroline Tunison or Kathy McCarthy.



Models at the 2018 Howard County Fashion Show

News from the Easton Branch

On Saturday, December 8, 15 members of the Easton Branch enjoyed a lavish High Tea in Chestertown, served in the sumptuous rooms of the historic Hynson Ringgold House, the riverfront home where George Washington actually slept and dined. Built circa 1743 for a wealthy merchant, the mansion is now the official residence of the president of Washington College.



Easton Branch Members Enjoying Tea

A violinist serenaded us as we enjoyed fine teas and a substantial menu of sweet and savory treats, complete with a complementary glass of sherry. Prior to the tea, several attendees toured 8 of the beautifully decorated Victorian homes on the strand—some tiny, some grand.

Before and after the tea, we strolled the streets of Chestertown, stopping at the farmers and artisans' markets; watched children rolling large hoops down the street; awed at men on high bikes, and both men and women on stilts. Along the way choral groups, and women and men in Victorian costumes greeted all.

AAUW Gaithersburg Book Sale

March 28-30, 2019
Asbury Methodist Village
Rosborough Community Rooms
301 Odendhal Rd.
Gaithersburg, MD 20877

Thurs: 9a to 8p
Fri: 9a to 8p
Sat: 9a to 4p - ****Bag Day**** \$10/bag - no limit!!

AAUW Maryland 2019 Officer Nominations

The nominating committee for 2019 is composed of Dorothy Fraquelli, representing the Baltimore branch, Raluca Rosca, representing the College Park Branch, Erin Prangley, representing the Kensington-Rockville Branch, and Edith Allison, representing the Gaithersburg branch. This committee was charged with nominating candidates for Secretary, Treasurer, Membership Vice President and Public Policy Vice President.

The current Treasurer, Christine Schmitz has agreed to continue for a second term and the current Membership Vice President, Carol Mueller has also agreed to continue for a second term.

Our two co-secretaries are unable to continue. Mary Anne Williams has served two terms and therefore is ineligible for reelection. Heather Reichardt has declined to be nominated to second term due to the press of new job responsibilities.

Edith Allison of Gaithersburg branch has agreed to be nominated for Secretary.

Erin Prangley has agreed to continue as one of a pair of Public Policy co-Vice-presidents. Kashay Webb from Baltimore branch has agreed to be nominated to be co-Vice-president with Erin.

To introduce this year's new nominees:



Kashay Webb is a member of the Baltimore Branch and founder of the student branch at Notre Dame of Maryland University. She has served as AAUW Maryland's policy fellow for the past year. Kashay is a recent graduate of Notre Dame at Maryland University with a degree in Philosophy and Biology. She is currently Special Projects Administrator at St. Mary's Outreach Center. She will be pursuing a master's degree in healthcare administration this fall.



Edith Allison is semi-retired, continuing to work in geoscience but on a part time basis. She has been active in the AAUW Gaithersburg branch for 20 years. She currently is branch treasurer and helps with the used book sale and participates in AAUW Lobby Corps.

Edie has served as Maryland AAUW president, membership co-Vice-president and newsletter editor at various times in the past. Her special interest is increasing the retention and advancement of women in STEM careers — research shows that women are laid off at much higher rates than men during corporate downsizing.

She has bachelor's degree in geology from West Texas State University and a master's degree, also in geology, from the University of Utah. She has worked as a petroleum geologist for industry, the U.S. Department of Energy and the American Association of Petroleum Geologists.

Invitation to AAUW Maryland 2019 State Convention

The Members of AAUW – Garrett Branch would like to invite you to scenic Western Maryland for the 2019 Annual State Convention.

Our small chapter is celebrating its 70th (+3) Anniversary as one of the longest running women's organizations in Garrett County, and we would like to invite YOU to be part of our celebration year. The festivities begin Friday night (April 12) with a fun Anniversary Dinner celebrating our Chapter's 70 (+3) years. The dinner will take place at Ace's Run, one of the most popular establishments on Deep Creek Lake taking us all back to the 1940's and the beginnings of AAUW in the state of Maryland. The evening will feature a delicious meal, a cash bar (with a signature cocktail direct from the 1940's), a brief presentation of our Chapter's illustrious history, and a chance to dress up in the style of the 1940s. We have a few other surprises planned as well. ***We are expecting this event to sell out, so please respond early if you plan to attend!***

Come early and enjoy small town life in historic downtown Oakland, Maryland (about 10 miles from Deep Creek Lake) where you can browse small, independently run shops (many women owned), search for antiques or enjoy a delicious cup of coffee or hearty lunch. Check out work by local artists at the Gallery Shop or travel a bit further to see glass blowers at the world-renowned Simon Pearce Glass Gallery. On your way to or from the convention, stop by historic Grantsville, MD (located along Interstate 68) and see artisans working on their craft at historic Spruce Forest Artisan Village or do some shopping at Penn Alps Craft Shop or Grants Mercantile.

The convention itself (to be held Saturday, April 13 from 8:30 AM to 3:00 PM) will feature the theme of "Making Ends Meet: Financial Security for Women of All Ages" and there are some wonderful speakers on tap, including two women from right here in Garrett County making a huge difference in our little corner of Maryland. We have invited members of the two fledgling AAUW student groups from Garrett College and Frostburg State University and are offering them discounted admission so they can get a first-hand look at the workings of AAUW and meet the amazing women from all around the state who have dedicated a portion of their lives to ensuring a better future for all women. We will also be hosting a Silent Auction to benefit NCCWSL and featuring some unique pieces by women owned businesses.



Guests for the weekend can take advantage of newly renovated accommodations at Wisp Resort, a beautiful four-season facility with onsite restaurant, indoor pool and hot tub, exercise room and a bevy of fun outdoor activities (including zipline and mountain coaster!). Those wanting to reconnect with nature can hike in one of seven beautiful state parks, including one located right on the shores of Deep Creek Lake or enjoy a scenic drive to Swallow Falls State Park, featuring the tallest waterfall in Maryland.

Before you head out on Sunday, enjoy a delicious brunch at one of our many locally owned restaurants featuring farm to table deliciousness, do some more shopping, go horseback riding, visit a local arcade featuring vintage games from the 1950's and 60's, and much more. Our local committee is hard at work putting together some fun tours for our guests...more info to come!

DRAFT AGENDA
AAUW Maryland State Convention
Wisp Resort
McHenry, Maryland
Hosted by Garrett County Branch
Making Ends Meet:
Financial Security for Women of All Ages



Saturday, April 13, 2019

- 8:00 Registration & Continental Breakfast
- 8:30 Welcome—Judy Carbone, President of Garrett County Branch; **Susan** Wierman and Kate Stevenson, Maryland Co-Presidents; Announce Silent Auction, Garrett County Branch
- 8:45 **AAUW: Making a Difference for Women and Girls**
Report from National AAUW: Eileen Menton
- 9:15 **Financial Security for Women and Girls: What Does the Research Tell Us?**
Catherine Hill, Executive Director of the Women’s Caucus for the Maryland General Assembly and formerly Senior Research Director for AAUW National

Catherine will share insights from her research into pay inequity, the need for more women to enter STEM fields, the actions women should take to ensure a secure financial retirement, and related financial issues.

- 9:55 Participants will break into small groups to discuss the personal implications and possible branch, state and/or national AAUW opportunities. Breakout topics will include: career strategies for young women, planning for retirement, strategies for increasing income. Resource leaders will be assigned to each group and specific questions presented for discussion.
- 10:15 Break and Silent Auction Opportunity
- 10:30 **Report out from small group discussions: Suggested Actions**
- 10:50 **Revisiting the General Assembly: Successes, Lessons Learned**
- Erin Prangley**, Maryland VP for Public Policy
- 11:20 **Making a Difference for Girls in Public Schools**
- Dr. Dana McCauley**, Teaching Principal in Garrett County and Inductee to the Garrett County Commission for Women Women's Hall of Fame
- Dana leads by personal example, showing that women can be positive leaders, pioneers, problem solvers, and catalysts for community change. She wants girls to understand that they have no boundaries in realizing their full potential.
- 11:50 **Dr. Sunshine Brosi**, Associate Professor Frostburg State, Ethnobotany Program Coordinator, AAUW Fellowship Recipient
- 12:10 Business Meeting: Election of Officers
- 12:30 Lunch and Silent Auction Opportunity, bidding ends at 1:15.
- 1:15 **Bridges Out of Poverty**
- Barbara Miller**, Vice President, Garrett County Community Action Committee and Recipient of the Garrett County Commission for Women Women's Hall of Fame
- Barbara is a passionate advocate for women and families struggling for economic security. Drawing on more than 20 years of experience, she will share stories and strategies to help in this critical and growing need. We will explore how we might apply her lessons in our own communities.
- 1:45 Small Group Discussion and Posting of Silent Auction Results
- 2:00 **Report out from small group discussions: Suggested Actions**
- 2:10 Business Meeting Continued
- 3:30 Adjourn

Make Plans Now for the 2019 AAUW Maryland Annual Convention

Date & Time: April 13, 2019, 8:00 am – 3:30 pm All members and the public are welcome!

Location: **Wisp Resort**
296 Marsh Hill Road, McHenry, MD 21541
Breakfast, lunch, the business meeting and induction of officers will all be at this location.

Hotel: **Wisp Resort**
296 Marsh Hill Road, McHenry, MD 21541
Rate of \$124 (plus tax) per room for Queen Deluxe or Queen Efficiency. Call 855-656-4632 for reservation; specify Group Booking ID 4645. **Cut-off date for the room block is March 13, 2019.**

Hotel Amenities: Complimentary ample free parking onsite.
Complimentary wireless Internet access throughout entire property.
Two golf courses, an indoor pool and a hot tub, along with a restaurant and 3 cafes.

Friday Night Dinner: **Ace's Run Restaurant & Pub**
20160 Garrett Hwy, Oakland, MD 21550
7:00 PM

Come celebrate Garrett County's 70 (+3) years with AAUW! A celebratory spirit & 1940's costume encouraged!

Registration

The cost is \$57.00 per person, including breakfast, lunch and all program materials. Please complete the registration form below and send it and a check made out to **AAUW Maryland** no later than **April 1, 2019**, to: Ellen Sheaffer, 667 St. Paul Rd., Meyersdale, PA 15552. Late registration is \$62 per person, but advanced registration will help us better prepare for the event. Student registration is \$25.00. For logistical information related to housing options, meeting venue, meals or anything else, please contact local arrangements chairs Linda Carr at lindacarr7125@gmail.com or Ellen Sheaffer at ehsheaffer@gmail.com



Name: _____ Branch Affiliation: _____

Address: _____

Phone: _____ Email: _____

For voting purposes, please let us know if you hold a leadership role in AAUW:

State Officer _____ (specify role)

Branch Officer _____ (specify role)

☐ Check box if you plan to attend the Friday night dinner. Guests welcome. Please provide number of meals needed and the names for each entrée.

Wild Mushroom Ravioli Quantity: _____
Name(s): _____

Chile Dusted Salmon Quantity: _____
Name(s): _____

Blackened Pork Chop Quantity: _____
Name(s): _____

Dietary Requests: _____

☐ Check box if you wish to opt-out of sharing your contact information to the list of conference attendees.

Cost:

Registration

☐ \$57.00 by April 1

☐ \$62.00 after April 1

☐ Student \$25.00 \$ _____

Friday Night Meal (\$30 per person) \$ _____

Total Enclosed \$ _____

Check made payable to AAUW-Maryland



The Marylander
AAUW Maryland
1343 Andre Street
Baltimore, MD 21230

Calendar	Contents
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