



Volume 88 #2
Co-Presidents, Kate Stevenson and Susan Wierman
Eileen Menton, Editor
<http://aauw-md.aauw.net>
Summer 2019

Our Mission: To advance gender equity for women and girls through research, education, and advocacy.

National Expert on Diversity and Inclusion to Highlight AAUW Maryland Summer Meeting

In 2011, President Obama issued an Executive Order establishing a coordinated government-wide initiative to promote diversity and inclusion in the



Federal workforce. Because of his outstanding and varied academic and practical experience in diversity programs, Bruce Stewart was selected to implement the President's Executive Order on Diversity and Inclusion.

Dr. Stewart led this effort,

serving as Deputy Director, Office of Personnel Management (OPM), overseeing training, compliance, and strategic initiatives in the Office of Diversity and Inclusion.

Dr. Bruce Stewart will present a workshop on "Dimensions of Diversity and Inclusion" as part of AAUW Maryland's Summer Meeting to be held in Frederick on July 20, 2019.

Dr. Stewart retired as a Lieutenant Colonel from the US Air Force in October 2007 after 23 years of service. During his service he was attached to the Special Forces, served as a Management Engineer, and was a Computer and Communication Commander. His last assignment was as the Air National Guard's (ANG) Director of Cultural Diversity Transformation. After retiring, Dr. Stewart founded i-Global Network Inc., a management consulting firm

that specializes in helping organizations create healthy cultures. He has lectured on diversity at leading educational institutions including MIT, Harvard, and the Naval NCO Academy. As a recognized subject matter expert on diversity, he was appointed as an advisor to President Obama's Military Leadership Diversity Commission.

Dr. Stewart is a sought-after speaker on all components of diversity and inclusion and regularly presents seminars, workshops, and keynote presentations for diversity conferences, government agencies, and webinars. He has a BS degree from Southern Illinois University and an MS degree in computer science from Friends University. He also holds a Ph.D. in Law and Policy from Northeastern University in Boston, MA.

Dr. Stewart authored a book on leadership diversity titled *Cultural Leadership: The New Chemistry of Leading Differently*.

Co-Presidents' Letter

The April convention hosted by Garrett County Branch was outstanding, and we are looking forward to seeing AAUW Maryland members at the upcoming summer conference, July 20, in Frederick. Details are included in this issue of the Marylander. Thanks to Mary Anne Williams and the AAUW Frederick members for organizing Friday activities and planning for the conference, and thanks to Tracy Lantz, Pat Stocker, and Jacki Gray for organizing an excellent program. The program will give us an opportunity to explore ways to grow, facilitate and benefit from diversity—and recognize the many ways diversity can be manifested.

All officers, board members, and branch administrators/presidents/representatives are encouraged to stay for the business meeting to be held immediately following the program on July 20.

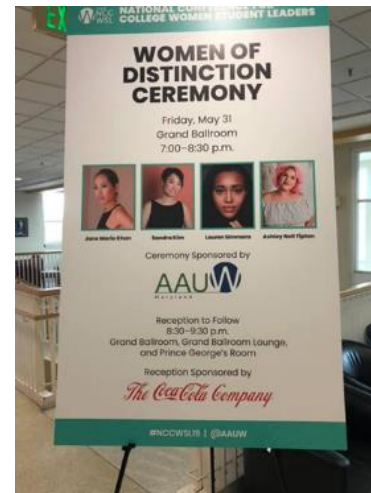
Congratulations and thanks to state officers elected at the 2019 convention! Christine Schmitz (Treasurer) and Carol Mueller (Membership VP) were elected for second terms. Edith (Edie) Allison will be Secretary, and Kashay Webb will join Erin Prangle as Co-VPs of Public Policy. Tracy Lantz (Program VP), Eileen Menton (Communications), Bea Dane (AAUW Funds), and Kate Campbell Stevenson and Susan Wierman (Co-Presidents) continue for the second year of their terms.



Erin Prangle, Tracy Lantz, Heather Reichardt, Mary Anne Williams, Susan Wierman, Kate Campbell Stevenson, Carol Mueller, Edie Allison, Eileen Menton and Christine Schmitz.

Many thanks to Edie Allison of Gaithersburg, Dorothy Fraquelli of Baltimore, Raluca Rosca of College Park, and Erin Prangle of Kensington-Rockville for serving on the 2019 Nominating Committee.

The recent AAUW-sponsored National Conference for Collegiate Women Student Leaders (NCCWSL) at the University of Maryland College Park was inspiring. AAUW Maryland was a primary sponsor of the ceremony honoring Women of Distinction again this year. In her opening remarks, CEO Kim Churches expressed AAUW's gratitude for the substantial support provided by members of AAUW Maryland.



Welcoming sign at Women of Distinction Ceremony featuring the AAUW Maryland logo

Judy Carbone, 2019 AAUW Maryland Woman of Distinction and President of the Garrett County Branch, was an excellent opening speaker.



Judy Carbone speaking at NCCWSL

She highlighted the importance of women running for office, and making their voices heard-even in situations where they have little chance of winning. Judy had the courage to run for District 1 County Commissioner as a Democrat in a county that is overwhelmingly run by Republican men. She didn't win, but she made a good showing, and she highlighted important issues. She encouraged everyone to be a part of the political process—building coalitions and inviting all sides to be creative participants in government. Judy did an excellent job of representing AAUW Maryland. Her and Kate's remarks are available at: <https://aauw-md.aauw.net/files/2019/06/WOD-NCCWSL-Judy-Carbone-script.pdf>.

The four National Women of Distinction also gave inspiring tips of wisdom from their personal journeys that were soaked up by the 800+ young women student leaders at the event. How satisfying to know that our funding helped support this important leadership conference! Judy and the National award recipients are featured on the NCCWSL home page: <https://www.nccwsl.org/>.

We give many thanks to the generous AAUW Maryland members for their support of AAUW fellowships and programs in 2018. AAUW continues to make a difference for women and girls due in part to your thoughtful generosity.

AAUW grants and fellowships continue to be well funded thanks to generous endowments. Unfortunately, in the past few years the costs of other AAUW activities have exceeded sustainable levels, and AAUW's national staff and board of directors have had to make very difficult decisions to cut back on staff and support for various activities. Efforts to enhance resources through developing major sponsorships have brought in new resources, but efforts are continuing to work through the best approach going forward. Special efforts were made to allow Lobby Corps to continue, although on a reduced schedule, and members of AAUW Maryland were among those voicing strong support to continue this important and effective program.

Remember how hard our foremothers fought to get the US House and Senate to approve the 19th Amendment giving women the right to vote! Visualize the efforts that were being made 100 years ago to get the necessary number of states to ratify the amendment. State by state, the votes came in, and not all were positive. Despite the efforts of diverse Maryland women, young and old, black and white, rich and poor, despite all of that, Maryland voted against ratification. But the 19th amendment prevailed, and it changed the future for American women. We are grateful for the opportunities we have today as we prepare for 2020.

Best wishes,

Susan and Kate

Patient Bill of Rights is Signed

By Anna Palmisano

On April 30, 2019, Maryland Governor Larry Hogan signed into law the Hospital Patient's Bill of Rights, replacing a woefully outdated and ineffectual law from 1978.

The bill, which was sponsored by Delegate Karen Lewis Young (Frederick) and Senator Joanne Benson (Prince George's), passed the Maryland General Assembly unanimously. This bipartisan success was the result of four years of advocacy by AAUW members from the Kensington-Rockville Branch. The Hospital Patient's Bill of Rights will ensure that 1) all patients are informed of their rights in a manner which they understand; 2) patient rights are consistent among all Maryland hospitals; and 3) hospital medical staff is trained in patient rights.



Kate Stevenson and Anna Palmisano at the bill signing.

AAUW played key roles in this success by delivering oral and written testimony for hearings, visiting legislative leaders, participating in negotiations, and writing op/eds for local papers. AAUW built strategic partnerships with other advocacy groups including AARP, NAACP, mental health and disability rights groups, and others through the Marylanders for Patient Rights coalition.

Senator Susan Lee from Maryland's District 16 and her Chief of Staff, Michael Lore, provided guidance and advice on the legislative process. The effort was

also supported by Maryland Attorney General Brian Frosh.

The next challenge will be ensuring implementation by the hospitals. The law will go into effect October 1, 2019. Compliance will be the responsibility of the Maryland Department of Health which is tasked with a full report to the General Assembly in January 2021. Coalition members will work on a campaign of engagement and education so that each patient knows their lawful rights.

For more information, contact Dr. Anna Palmisano at palmscience@verizon.net.

How will you help share AAUW Maryland State Public Policy in 2020?

By Erin Prangle, Co-Vice President, Public Policy

The strength of our public policy program has always been our amazing membership. I hope that as you take the next few summer months off and reflect on our many successes, you will keep in mind that there is so much work that remains to be done next year and your voice is needed more than ever. And what a year it will be! We'll once again be going into an election year which means we will have to keep women's issues front and center, as they should be! I hope you will all make the commitment in 2020 to advocate for economic and educational equity for Maryland women and families.



Kashay Webb

Introducing Kashay Webb, AAUW Co-Vice President, Policy. AAUW MD is so lucky to welcome Kashay Webb as the newly elected Co-Vice President for Public Policy. Kashay 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 public policy fellow for the past year. Kashay is a recent graduate of Notre Dame of Maryland University with a degree in Philosophy and Biology. She is currently a summer intern at the Executive Office of the University of Maryland Medical Center. She will be pursuing a master's degree in healthcare administration this

fall. Kashay brings a fresh outlook to public policy and will be an excellent advocate for all of us!

Diversity and Inclusion Goals for Maryland AAUW's Public Policy Program. Exciting news came out of Annapolis in the waning hours of the legislative special session. In a dramatic victory, Del. Adrienne Jones became the first African American and first woman [elected](#) as Speaker of the Maryland Assembly! Del. Jones is a member of both the Women's Caucus and the Black Caucus -- two groups that share the goal of equality under the law.



Delegate Adrienne Jones

Del. Jones's election is a hopeful sign that issues concerning racial and gender equality will have a better chance of advancing in the next legislative session. AAUW Maryland Diversity Chair, Jacki Gray and the Public Policy Co-Vice Presidents recently sat down with Stephanie Hall, Executive Director, Legislative Black Caucus of Maryland, Inc., to discuss how we

can work together to promote legislation that benefits women of color and their families. We agreed to continue to stay in touch as the Black Caucus develops its legislative agenda over the next few months and collaborate on legislation in the future. We'll continue to work with the Diversity and Inclusion Committee to ensure our policy program is living up to the promise of gender equality for all.

Looking forward to the 2020 Maryland Legislative Assembly, there are many ways you can be involved! We have a few items already "baked" into our planning for next year. AAUW Maryland was reelected to the board of the Maryland Legislative Agenda for Women (MLAW). We will again support the MLAW legislative conference and the MLAW legislative briefing in Annapolis next year. We hope you will join MLAW to elevate the AAUW agenda during these coalition meetings! If you are interested in voting on the MLAW Women's Legislative agenda for 2020, you can register for membership on their website at <https://mdlegagendaforwomen.org/join-mlaw/>. Please note that there are opportunities for individual as well as branch membership.

AAUW Maryland will once again organize a “Coffee with the (Women’s) Caucus” on January 8, the first day of the 2020 legislative session. This event is a fabulous opportunity for women legislators to get to know each other and members of the women’s advocacy movement.

We will also continue our support for the January 26, 2020, [Women’s Legislative Briefing](#). Each year we need volunteers to help with our exhibit during the event. The WLB is the premier and longest-standing women’s legislative event in the state of Maryland. It is coordinated by the Montgomery County Commission for Women and brings together advocates, policy makers, and emerging leaders to empower, engage, and mobilize Marylanders around issues affecting women and girls throughout the state.

If you are interested in helping with these events, please plan to participate in our monthly Maryland State Public Policy calls which will resume in September. Held at 7pm on the first Monday of the month, these calls provide an opportunity for members to discuss legislative agendas and strategies. Our next call will be Monday, September 2. Conference call number is (515) 739-1469 and access code is 740270.



Erin Prangle speaking at the State Convention

As always, please feel free to reach out to me at erin.prangle@gmail.com if you have any questions about AAUW MD state policy work.

Advocacy Resources from AAUW

AAUW recently updated several useful advocacy resources on its website. Check out updated Quick Facts on the [Paycheck Fairness Act](#), [Equal Pay](#) and [Title IX](#), as well as our numerous, updated [Know Your Rights at Work](#) and [Know Your Rights on Campus](#) legal advocacy resources.

Be An AAUW Salary Negotiation Ambassador

By: Eileen Menton

Work Smart is now available online — for free! Share the course with your friends, family members and wider network. Get started at <https://salary.aauw.org/>. *We need your support so that by mid-August we can reach the first phase goal of 100,000 women and meet our commitment to the Coca-Cola Foundation which funded the software and operating costs for this year.* By 2022, we aim to train 10 million women through Start Smart and Work Smart.

We’re asking every AAUW members to take the course and share it with 5 or more people you know. That way, we can continue to fund the online training program in the future. It’s easy to register, by going to salary.aauw.org. And you can complete the course at your leisure.



Branch News

News from Anne Arundel County

The Anne Arundel County Branch of AAUW has concluded an exciting year of programs, fund raising efforts and social events with over fifty women actively involved. They collected used books during the summer of 2018 and raised over \$17,000 at the November book sale



They award the money they raised to 12 young women who will be going on to college or to graduate school next fall. On

April 27th they hosted a scholarship luncheon for members, scholarship winners and their moms. What a thrilling experience it was to meet 8 of these amazing young women! They will be the future leaders of America! It was a satisfying and exciting day of celebrating all that AAUW represents.

News From Howard County



On April 27th, the Howard County Branch held its annual Fashion Show that, along with raffled baskets of cheer, was highly successful! It is their primary fundraiser for young women's college scholarships. Some of the scholarship winners as well as members and their son and daughters modeled the latest fashions from Columbia Mall's Lord & Taylor. The Residences at Vantage Point generously provided the venue and lunch.

In 2018, the National Educational Policy Center named Hammond High School in Columbia a National School of Opportunity. This means the school has created a program to close the achievement gap among disadvantaged students or students of color. There were only 8 schools in the nation to achieve this recognition. DIAMOND Scholars is part of the school's goal of reducing the achievement gap for African American and Hispanic students. Of the 1,300 students, approximately 34% are considered disadvantaged, and the achievement gap is significant. The school has increased its graduation rate of African American students from 80% to 92%. The rate for Hispanic students increased from 81% to 95%.



Diamond Scholars

The Howard County Branch supports the Diamond's Program to encourage and support academic achievement of high school girls with the goal of going to college. This year the branch donated \$500 toward the cost of taking 65 girls to visit Morgan State University in Baltimore. The students

returned motivated and spurred to think they can be successful at the next level.

News from the Garrett Branch

The AAUW- Garrett Branch is still riding high after hosting the 2019 Annual AAUW-Maryland State Convention. It was a lot of work and an amazing experience for the branch. Not only did they tackle some new challenges and enhance branch pride, they learned a lot about the branch history. For example, they learned that they had a branch motto that had gotten lost over the years. - "Only she who attempts the absurd can achieve the impossible." And they learned in planning the 70th anniversary celebration that the branch did not start in 1949 as they had thought, but in 1946. So, they celebrated 70(+3) years. The convention also put a spotlight on the amazing women who are in Garrett County, and in general, all that Garrett County has to offer to

Marylander

residents and visitors alike. Many, many thanks to branch convention co-chairs, Linda Carr and Ellen Sheaffer.

In the coming year, the branch will continue the work of providing scholarships to women wanting to continue their education; mentor Middle School girls who are identified by counselors as needing some extra support; and work with the AAUW student chapters at Garrett College and Frostburg State University, both of which will need a great deal of support in the upcoming year. They will start an ad hoc committee to focus on local initiatives to increase exposure to STEAM subjects, skills, and careers for girls in Middle School. Finally, working on the success of the first Women's Monologues production, in conjunction with the local community theatre, they will be working on creating a new format for the monologues to present in March 2020. There is a lot of work to be done on each of these initiatives with a small branch membership.

Baltimore Member Speaks at NCCWSL

by Michelle Muldoon, AAUW Baltimore Board Member and 2016-2017 Career Development Grantee

On May 31st I represented AAUW Baltimore on a *Working in International Relations* career panel at the 2019 National Conference for College Women Student Leaders (NCCWSL), held at University of Maryland – College Park. This annual conference aims to educate young women leaders about today's most pressing issues; develop new leadership skills; and transfer knowledge and ideas to rising student leaders expand their career toolbox.



Panelists (Tess Del Prete (US Det of State); Tanvi Madan (Brookings); Michelle Muldoon (Self-employed); Shana Lowery (Old Dominion University))

Summer 2019

The panel was moderated by Gloria Blackwell, AAUW Senior Vice President, Fellowships and Programs and UN Representative for AAUW. We were four panelists, each of us with 15+ years' experience; representing four wildly divergent career paths within the scope of "international relations."

Participants were eager to know where to start and how to concretely prepare themselves for an international career. Panelists each provided a handful of resources that were top of mind; but the need for more support was clear. In fact, the students were so enthusiastic that we ended up going overtime; I had a line of 7 women waiting to speak with me individually, as the next workshop was setting up.

I am honored to have served on this panel, and thrilled that my experience can help others when I share it, which made me realize that younger women need older women – knowledge is an asset we must share, to catalyze future progress. We stand on the shoulders of the women who precede, us; let us be the steppingstones for the next generation of women change-makers.

Congratulations, Frederick Branch



Mary Anne Williams (third from left) presenting Frederick Branch donation

The Frederick Branch, was named the non-profit partner of the year by Frederick Community College in recognition of its 25 years of donations to Project Forward Step and its increased donations in the most recent years. The Branch received a plaque from the College and a certificate of recognition

from County Executive Jan Gardner at a celebration breakfast on May 6.

Project Forward Step is a counseling, information, and referral program of Frederick Community College designed to meet the needs of returning adult students

Brava, Carol Mueller

Dr. Carol Mueller, AAUW MD Membership Vice President, is one of five Harford Community College employees, to receive the 2019 National Institute for Staff and Organizational Development (NISOD) Excellence Award.



Carol Mueller (center) with other recipients of the NISOD Excellence Award

NISOD has supported the pursuit of excellence in teaching and leadership at hundreds of member colleges for over 40 years. Award recipients received their medallions at the NISOD International Conference on Teaching and Learning at the University of Texas at Austin in May.

Julie Kamerer Snell -- 1923-2019

Julie Snell, longtime Kensington and Kensington-Rockville AAUW Branch member and former Branch president, died on Friday, March 22. Born in July 1923, in Schenectady, New York to F. Donald and Marie Kamerer, she attended the University of Rochester from 1941 to 1943, joined the sorority Pi Beta Phi, and graduated from Cornell University in 1945 majoring in German Language and Literature. In 1946, she married Charles W. Snell, a National Park Service research historian, whose work took

him, Julie, and their children to Saratoga, Hyde Park, Harpers Ferry, and San Francisco. While in San Francisco Julie honed her journalism skills while enrolled in a master's degree in English Language Arts at San Francisco State College.

Julie's life-long commitment and dedication to AAUW began in 1965, when Julie joined an AAUW San Francisco Branch. In 1968, Julie joined the Kensington AAUW Branch. In 1974, after chairing a Kensington Branch symposium for women returning to work or college, she was appointed chair of Maryland AAUW Women's Employment Related Questions Committee which helped Branches prepare handbooks on childcare, employment agencies, and collegiate offerings in Maryland. She chaired an AAUW Montgomery County Interbranch Conference on affirmative action and was editor of *The Marylander*, *Leader Lines* and the Branch newsletter for many years.

In 1990, Julie anticipated the emergence and importance of STEM education for girls and established a Kensington Branch sponsored science speakers' program at Walter Einstein High School. For 16 years, she recruited scientists, engineers, and IT speakers. Her network of speakers included both junior and senior leaders in their respective fields. The school auditorium was overflowing for many of the presentations. Julie said the boys never realized most of the speakers were women because their presentations were so interesting. Interestingly, the most asked question was "how much money do you make".



Janet Crampton & Julie Snell

In addition to all her roles as Branch historian, president, newsletter editor, and advocate for affirmative action, childcare, and STEM education, Julie will be fondly remembered as **an excellent mentor to both new and continuing Branch members.**

AAUW – Doing Less with Less with More Impact

By: Eileen Menton, National Board Member

The AAUW Board met on June 8-9. The major item of business was how to address our financial situation, while increasing our impact. For the past ten years, AAUW has used \$5 – 7 million per year (a quarter of the budget) in unrestricted reserves to fund popular programs including Public Policy, Member Services, Work Smart and Start Smart. If we had voted to continue spending at the same rate in 2020, we would have used up our unrestricted reserves. The Board passed a budget that is nearly \$5 million less than last year's budget.

The AAUW fellowships and grants programs were not affected by these cuts. AAUW just awarded \$4.1 million to 259 women and nonprofit organizations this spring and will be able to continue to award grants into the future using permanently restricted funds. Every department had to make hard choices about what to keep and what to reduce in every other program. With these cuts, AAUW needs to work smarter and in some cases, reduce functions. AAUW's Lobby Corps will target their advocacy for weeks when there is priority legislation. Other functions that are affected are a reduced (but not disbanded) reduction of three in-person board meetings to two next year, reduction of our research capacity (but new research projects may happen if/when funding is available), reductions in HR, finance, and facilities support, reduction of administrative assistant capacity in several areas, elimination of LAF campus grants that aren't funded (currently only projects in New York and California have dedicated funding), and reduction in support of the Connect team. On the latter, we ask for patience. Connect will move to a primarily email-based response and will no longer be able to answer the Connect phone line. Members can either leave a voicemail message or send an email, and the Connect team will try their best to answer inquiries in a few days.

The AAUW staff is actively seeking new funding. This past year, they obtained the largest grant in AAUW history from the Coca Cola Foundation. So far this year, we have advanced pay equity laws in dozens of states, worked with the historic number of women and allies in Congress to pass the Paycheck Fairness Act in the U.S. House of Representatives, led the fight against rollbacks to Title IX, and trained more than 35,000 women in salary negotiation.

Change is never easy, and it was heartbreaking to see some valued staff leave. However, AAUW's financial situation is serious and serious cuts were needed to right-size the organization to live within its means. I ask that you be patient with all the remaining staff. Together, AAUW members are unstoppable. We can have more impact while doing less with less. I appreciate your support as we ensure AAUW's vitality for decades to come.

For more information, watch Kim Churches leader webinar presentation on May 21 at <https://www.aauw.org/kim-churches-leader-webinar-presentation-for-5-21/>. I'll be happy to answer your questions.

Convention Highlights

By: Susan Wierman, Co-President, AAUW Maryland

AAUW Maryland held our 77th annual Convention on April 13, 2019, at the Wisp Resort in Garrett County. A Friday afternoon drive to western Maryland gave a refreshing view of Maryland's flowering trees and greening spring growth. Early arrival allowed some of us to tour new science lab facilities at Garrett College's STEM building. The electronic table used to simulate dissection for anatomy class was absolutely amazing.

View pictures from convention at https://www.dropbox.com/sh/81a26qbjt5a69dl/AABZqfcBbdVGngn_hlktAiyba?dl=0.

Conference handouts are at <https://aauw-md.aauw.net/about/aauw-maryland-convention-2019/>.



The Garrett County Branch held a 1940's-themed dinner on Friday April 12 to celebrate their 70th anniversary as a branch. (In preparing for the celebration, they learned it was actually their 73rd anniversary.)

Here are a just a few candid shots from the evening.



The Garrett Branch also held a silent auction at the Convention and raised over \$1,000 to support the Women of Distinction ceremony at the National Conference for Collegiate Women Student Leaders.



AAUW Maryland members were joined by student members from the newly formed Frostburg State University Chapter of AAUW. Kirara Oliva, Vice President; Bethany Beeghly, President; Tyll Jones; Kiana McKay; and April Winemiller are pictured with Jacki Gray, AAUW Maryland Diversity Chair (third from left).

Tracy Lantz, Pat Stocker, and the Garrett County Branch organized a great program for the 2019 Convention. Enlightening and entertaining speakers highlighted the program.



Catherine Hill, Executive Director of the Women's Caucus for the Maryland General Assembly and formerly Senior Research Director for AAUW, shared insights on financial security based on years of research, including the importance of not incurring college debt that exceeds the expected starting salary in your field.

Erin Prangley reported on AAUW's work during Maryland's General Assembly session and the importance of taking part when the Maryland Legislative Agenda for Women selects bills it will support next year. Volunteers will be needed to testify in Annapolis.



Dana McCauley, a Teaching Principal in Garrett County, shared important lessons for young girls and encouraged us to help expose them to career and leadership roles and develop both speaking and listening skills.



Sunshine Brosi, Associate Professor, Frostburg State University, Ethnobotany Program Coordinator, and AAUW Fellow (2012-13), expressed appreciation for the AAUW fellowship that had made a big difference in her life and career and inspired us with her life story.

Barbara Miller, Garrett County Community Action Committee, explained that there are resources besides money that are needed to help people rise from poverty, including physical health, coping strategies, relationships, role models, emotional support, knowledge of "unwritten rules," and backup.



many

Discussion opportunities provided during the convention gave us the opportunity to explore our own experiences and reactions to the information provided by the speakers and to think about how AAUW can advance economic opportunities for women and girls.



Eileen Menton, AAUW Board Member and Maryland VP for Communications presented an update from AAUW National.

Watch Kim Churches' video of the presentation:

<https://www.aauw.org/resource/2019-state-convention-presentation/>.



State Convention Attendees

AAUW Summer Conference

Saturday, July 20, 2019

Frederick, Maryland

Diversity, Inclusion and AAUW Maryland's Future

This summer program will help us look into AAUW Maryland's future as we prepare for 2020, the hundredth anniversary of women's right to vote. What do we want OUR AAUW to look like in the future?

We will explore dimensions of diversity and our current situation and future challenges. Diversity is critical to AAUW's mission. Issues of equity — from fair pay to sexual assault to access to health care — affect all women, and women in marginalized groups often disproportionately experience the effects of these issues. To succeed in empowering women and girls, we must have diverse voices contributing different perspectives. We will look at gender, race/ethnicity, age, economic status, sexual orientation/gender identity, religion, physical ability, and other perspectives. Our goal will be to clarify our values and set goals to increase our diversity and become a more inclusive organization at the branch and state level. We will explore attracting a more diverse membership as well as seeking collaborative efforts with diverse communities on projects or issues of mutual interest.

8:30 Registration & Continental Breakfast

9:00 Welcome – Susan Wierman and Kate Stevenson, AAUW Maryland Co-Presidents; Mary Anne Williams, Frederick AAUW Administrator

9:15 **Diversity: What Does It Mean for AAUW Maryland?**

Jacki Gray, Diversity Chair, AAUW Maryland

9:30 - Noon **Dimensions of Diversity and Inclusion: Dr. Bruce Stewart**

Dr. Stewart will be introduced by Jacki Gray.

(break at approximately 10:30)

Dr. Bruce Stewart, a nationally recognized expert in diversity and inclusion, will conduct a seminar exploring the value of diversity and inclusion in our society and in AAUW. He will draw on his work through the Office of Personnel Management and the military. Together we will explore various dimensions of diversity and learn to better understand how to reach out to different audiences and their different values and needs. In our afternoon session, we will work in small groups to apply what we have learned to Maryland AAUW and our branches.

12:00 Lunch and Networking

1:00 **"Get Up and Move" with Mary Anne Williams**

1:15 **Small Group Facilitated Discussions**

1. **Racial and Ethnic Diversity**

a. **African American**

b. **Asian American**

c. Muslim

d. Other – Hispanic, Hindu, etc.

2. Age, Religious, Economic and Generational Diversity

3. Sexual Orientation/Gender Identity Diversity

2:15 Break

2:30 **Reports from Small Group Discussions: Opportunities for our Branches and State AAUW****Wrap Up: Jacki Gray**

3:00 Business Meeting

4:30 Adjourn

Speaker

Bruce Stewart, Former Deputy Director, Compliance & Strategy, Office of Diversity & Inclusion, Office of Personnel Management



Dr. Bruce Stewart is one of the country's top experts on diversity and inclusion. As Deputy Director of Training, Compliance and Strategic Initiatives in the Office of Diversity and Inclusion, Office of Personnel Management (OPM), Dr. Stewart led OPM's initiative to promote inclusion and diversity in the federal workforce. He was formerly a LTC in the Air Force. He has lectured on diversity at several leading educational institutions including MIT, Harvard, and the Naval NCO Academy. He authored the book *Cultural Leadership: The New Chemistry of Leading Differently*, which explores leadership diversity. He has his Ph.D. in Law and Policy from Northeastern University in Boston.

Welcome To Historic, Bustling, Eclectic Frederick!

AAUW Frederick welcomes all who come to attend the Summer Leadership Conference and Board Meeting on July 20. The meeting will be held at the South End Baptist Church, 506 Carrollton Drive, Frederick.

AAUW members should not just come for the meeting but should also plan to enjoy beautiful, lively, scenic and historic Frederick! Here visitors can:

- shop along the unique boutiques on Market Street, Church Street, Patrick Street, and East Street,
- refresh themselves at one of the many fine restaurants, breweries, tea and coffee shops, and pubs in the area,
- visit the Museum of Civil War Medicine and Schifferstadt Architectural Museum,
- learn about Frederick's history by stopping by the Visitors Center and exploring with a map of a walking tour of the historic district.

Plan to arrive early on Friday. The roads leading into Frederick become snarled with traffic beginning as early as 2:30 on Fridays.

Activities begin at **2:30pm** with a **FREE tour of Catoclin Mountain National Park Visitor Center** with a Park Ranger. Located 15 miles from the city of Frederick, the bucolic park is home to Camp David, Cunningham Falls, and trails ranging from handicap accessible through vigorous.

Follow up with a **FREE wine tasting at Spin the Bottle**, a locally owned wine vendor in downtown Frederick at **5:30pm**.

Overnight visitors may stay at the **Best Western Historic Frederick**, near many dining establishments. The hotel is easily found off US 15, the main route into downtown Frederick. The registration deadline is July 12.

The \$35 registration fee includes the use of the facility and its equipment, programming costs as well as a continental breakfast and informal lunch provided by local vendors. Such a deal!

Directions

Directions to Best Western Historic Frederick:

From Baltimore: I- 70 West to exit 53B, US Route 15 North. Exit onto Jefferson Street, stay right onto South Jefferson Street. Turn right onto Prospect Blvd. Best Western Historic Frederick is on the right about .25 mile.

From the South: Take I-270 North. Continue onto US Route 15 North. Follow directions as above.

From the West: Take I-70 East to Exit 52B towards Gettysburg. Continue on US Route 15 North and follow directions as above.

Directions to Catoclin Mountain National Park:

Go north 14 miles on US 15 to MD 77. Continue west on MD 77 for 2.75 miles. Turn right onto Park Central Road.

Directions to Spin the Bottle from Best Western Historic Frederick:

Turn left onto Prospect Blvd. from the hotel parking lot. Turn right onto South Jefferson Street. Turn right onto West South Street. Turn left onto South East Street. Turn left onto East Patrick Street. Spin the Bottle is on the left. There is a parking garage at 44 East Patrick Street.

Directions to South End Baptist Church:

From hotel: Turn left out of the parking lot. Travel 2 blocks passing Terry Ct. and Megan Ct. Turn right onto Carrollton Drive. The church is on the right.

From US Route 15 North: Take Jefferson St. exit, stay right onto South Jefferson Street. Turn right onto Prospect Blvd., then left onto Carrollton Drive. The church is on the right.

Register for the AAUW Maryland Summer Conference

Date and Time: Saturday, July 20, 8:30 to 4:30

Location: South End Baptist Church, 506 Carrollton Drive, Frederick, MD 21701

Hotel: Best Western Historic Frederick, 420 Prospect Blvd, Frederick, MD 21701

Rate: \$90 + tax for AAUW

Reservations due by July 12, 2019

Amenities: outdoor pool, 24-hour fitness center, free Wi-Fi, picnic area, 24-hour business center, complimentary newspaper in lobby, buffet breakfast

FREE Friday activities:

2:30 Enjoy a guided tour with a US Park Ranger at the new historic exhibit in Catoctin Mountain National Park. Explore the hands-on activities; hear about the geology and ecology of the region; learn about its history with the OSS (later the CIA) and with the U.S. Presidents. Then enjoy a hike along trails ranging from handicap accessible to more vigorous endeavors.

5:30 Meet at Spin the Bottle, 220 East Patrick Street, Frederick to enjoy a FREE wine tasting. Sample up to 4 different wines and learn about them from the shop owners. Then enjoy dining in downtown Frederick at your choice of restaurants. Restaurants range from casual (Subway) to fine dining (Volt), with cuisines ranging from Mediterranean to French to Tex-Mex and everything in between.

Registration: The cost of **\$35 (\$40 after 7/10/19)** includes cost of continental breakfast and informal lunch on Saturday, facilities and programming costs.

Please mail the completed form and a check made out to AAUW Maryland to Julie Clark, 1301 Motter Ave., Frederick, MD 21701 by July 10, 2019.

Name: _____ Branch Affiliation: _____

Address: _____

Phone: _____ Email: _____

State Officer: _____ Branch officer: _____

☐ I wish to opt out of sharing my contact information on a list distributed to attendees.

☐ I will attend the FREE program at Catoctin Mountain National Park.

☐ I will attend the FREE wine tasting at Spin the Bottle.

Cost: \$35; after July 10, \$40



The Marylander
AAUW Maryland
1343 Andre Street
Baltimore, MD 21230

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<p>July 20, 2019 – Summer Conference, Frederick, Maryland</p> <p>September 1, 2019 – Marylander Deadline</p> <p>October 28, 2019 – Fall Meeting, Baltimore, Maryland</p> <p>Our Mission: <i>To advance gender equity for women and girls through research, education, and advocacy.</i></p> <p>Our Vision: <i>Equity for all.</i></p> <p><i>In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, or socioeconomic status.</i></p>	<p>Page</p> <p>1 National Expert on Diversity and Inclusion to Highlight AAUW Maryland Summer Meeting</p> <p>1 Co-Presidents' Message</p> <p>3 Patient Bill of Rights is Signed</p> <p>4 How will you help share AAUW Maryland State Public Policy in 2020?</p> <p>5 New Advocacy Resources from AAUW</p> <p>5 Be An AAUW Salary Negotiation Ambassador</p> <p>6 News from Anne Arundel County</p> <p>6 News From Howard County</p> <p>6 News from the Garrett Branch</p> <p>7 Baltimore Member Speaks at NCCWSL</p> <p>7 Congratulations Frederick Branch</p> <p>8 Brava, Carol Mueller</p> <p>8 Julie Kamerer Snell -- 1923-2019</p> <p>9 AAUW – Doing Less with Less with More Impact</p> <p>9 Convention Highlights</p> <p>12 Summer Conference Agenda</p> <p>13 Welcome To Historic, Bustling, Eclectic Frederick!</p> <p>14 Directions</p> <p>15 Register for the AAU Maryland Summer Conference</p>