



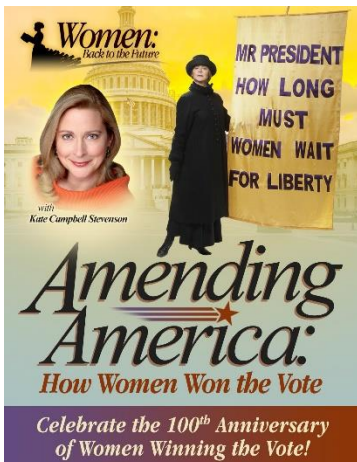
Volume 88 #4 Winter 2019
 Co-Presidents, Kate Stevenson and
 Susan Wierman
 Eileen Menton, Editor
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Our Mission: To advance gender equity for women and girls through research, education, and advocacy.

Co-Presidents' Letter

Happy Holiday greetings! We hope you all enjoyed a meaningful Thanksgiving celebrating with friends and family. Perhaps some of you raised a glass of Martinelli's (or something more potent!) honoring those who have added to your special life memories and provided you with excellent advice and inspiration. We feel such gratitude for the many past and present AAUW women whose accomplishments, insights and friendships continue to enrich us daily.

We're truly excited about our March 21, 2020 AAUW Maryland Convention in Annapolis! The Anne Arundel Branch has been busy developing an outstanding plan to host our celebration of the 100th Anniversary of Women Winning the Vote AND moving our path *forward* for gender equity.



I (Kate) am extremely excited to be presenting *Amending America: How Women Won the Vote*, to kick off our AAUW Maryland state convention! I teamed up with the League of Women Voters for a community connections grant funded in part by a grant from the

Montgomery County Government and The Arts and Humanities Council of Montgomery County to create *Amending America: How Women Won the Vote*. My vision is to use music and theater to be an agent of change.

Yes, women have come a long way—but a better understanding of women's history and their struggles empowers us all for the future. The featured women are Abigail Adams, First Lady and early women's rights activist; Rose Crabtree, Council member of the 1920 All-Female Town Council of Jackson Hole, Wyoming; Alice Paul, early 20th century suffragist and co-founder of the National Women's Party.

I was pleased to be asked to perform this show last May for the opening day festivities of The National Archives newest exhibit, *Rightfully Hers: American Women and the Vote*. (If you haven't seen it-make sure you do-it's excellent!) On January 10th I will be performing in San Diego for the National Women's History Alliance Conference kicking off the many 2020 national festivities celebrating the Centennial of 19th Amendment. So, I will be absolutely ready for OUR special conference event on March 21st. A lively Q&A discussion with the audience will follow the 45-minute performance.

Our state Program VP, Tracy Lantz, and her program committee are finding excellent speakers and presenters to help us MOVE FORWARD! Now that women have the vote- Let's make sure we USE it and encourage others to register and GOTV -GET OUT THE VOTE! We will also as learn better ways to implement our national initiatives. Stay tuned for a more detailed email in early February about **the March 21st State Convention** and remember to get your reservations in early. The registration form is included in this issue of the Marylander. Or register online using Eventbrite at <https://www.eventbrite.com/e/2020-aauw-maryland-annual-convention-annapolis-march-21-2020-tickets-84473048161>.

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We wish you all --a most Joyous Holiday Season!

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

On Wednesday, January 8 at 7:30pm, AAUW MD officers, branch representatives, and committee chairs will get together for a conference call. Agenda items will include preparations for the April Convention, nominations for officer positions, and a discussion of priorities for AAUW MD.

Be part of the leadership team!

At the March 21 State Convention, we will be electing AAUW MD President, Program VP, Communications VP, and VP for Funds for the next two years. If you are interested yourself or know someone who is interested in serving in any of these positions, please contact a member of the Nominating Committee

Pat Crane chuckpat@goeaston.net (Easton Branch)

Barbara Marder - baltmom@gmail.com (Anne Arundel County Branch)

Teri Bisceglia - tbisceglia3@yahoo.com (Frederick Branch)

Bernadette Lowe - bernadette.low@gmail.com (Harford County Branch)

Edie Allison - edieallison@comcast.net (Gaithersburg Branch)

Let's help the committee find good candidates to lead us for the 2020-2022 biennium

Plan to Attend the State Convention

Our annual state convention will celebrate the 100th anniversary of women's right to vote in the U.S. and explore ways to encourage more women to use that vote. The seed for the first Woman's Rights Convention in the United States held in Seneca Falls, New York was planted in 1840, when Elizabeth Cady Stanton met Lucretia Mott at the World Anti-Slavery Convention in London. The conference refused to seat Mott and other women delegates from the U.S. because of their sex. In 1851, Stanton met temperance worker Susan B. Anthony, and shortly thereafter the two would be

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joined in the long struggle to secure the vote for women in the U.S. Eighty years later, on August 18, 1920, the 19th Amendment to the Constitution was ratified. And on November 2 of that year, more than 8 million women across the United States voted in elections for the first time.

We will celebrate this legacy and look at the implications of votes for women while focusing on how we can get more women to vote in elections at every level. With a concerted effort, we can increase the percentage of women voters as they see how issues affect them.

So, the next time you hear political pundits discussing "the women's vote," bear in mind that they're referring to a powerful constituency that numbers in the millions. As more and more female candidates forge their way onto local and national platforms, women's voices and gender-inclusive agendas are increasingly coming to the forefront. In the days ahead, it may well be the votes of women, individually and collectively, that make or break the outcomes of future elections. We can help make that happen!

Maryland Woman of Distinction

By: Bea Dane; VP for AAUW Funds



At the AAUW Maryland Fall Meeting, the Board approved the recommendation to name **Dr. Yvette Myrick** of the AAUW Baltimore Branch as the 2020 Maryland Woman of Distinction. She will be honored at the 2020 National Conference for College Women Student Leaders (NCCWSL) held at UM College Park on May 29, 2020.

Dr. Myrick has a great passion for helping others achieve their educational goals and will be a true inspiration to the women attending the NCCWSL event. She has committed her life to the pursuit of knowledge, education and advanced learning and enthusiastically guides others along the same path.

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Since joining the Baltimore Branch in 2006, Myrick has held various leadership roles at the branch level, including multiple terms as V.P. of Membership and Board Member. She developed, organized and managed the “Finding Dollars for College” event held at Western High school in Baltimore for several years. It brought out high school students and their parents, financial aid officers, guidance counselors, and school administrators to assist students find and qualify for post high school financial aid.

Dr. Myrick co-created a blog “Thriving in Higher Education Careers” which has developed into a book, **Thriving in Higher Education Careers**, co-authored by Dr. Estelle Young. They are a resource for people in higher education or anyone desiring personal growth in their career.

Despite a challenging upbringing, she persevered to obtain an education. She earned a B.S. Degree in Business Administration from the University of Baltimore, a Master of Science in Adult Education from Coppin State University, and a Doctor of Education Degree in Higher Education Administration from the George Washington University.

Although Dr. Myrick currently lives in Colorado, where she is Dean of Adult Education at Colorado Mountain College in Glenwood Springs, she maintains membership in the AAUW Baltimore Branch and Board, calling in to Board meetings and visiting several times a year.

AAUW Maryland must raise \$20,000 in contributions to support Dr. Myrick’s recognition at the 2020 Women of Distinction ceremony at the National Conference for Collegiate Women Student Leaders (NCCWSL). Individuals and branches are encouraged to contribute to this fund. No contribution is too small or too large to help with this worthy cause!

How to Donate to Women of Distinction Fund:

To donate by check: Make the check 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.

To donate on-line: Go to the AAUW NCCWSL Donation page. (<https://ww2.aauw.org/donate-gift-new/?treatment=AAUW2504-STRATEGIC>) 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.

MLAW Briefing

AAUW Maryland was well represented (over 13 members!) at the Maryland Legislative Agenda for Woman (MLAW) Briefing. It was held on Saturday, November 23, 2019 at the beautiful new Chesapeake Arts Center in Brooklyn Park, MD. The conference theme was “Looking Back, Moving Forward- Celebrating 25 years as a nonpartisan, independent voice for Maryland”



A highlight of the conference was a one-on-one conversation with the new Speaker of the Maryland House of Delegates, Adrienne A. Jones. Speaker Jones is the first African-American and the first woman to serve

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in this position in Maryland. This is a very historic moment!

The conference also included the presentation of 19 legislative proposals for the upcoming 2020 Maryland legislative session. MLAW members have voted for the 9 proposals to be supported by MLAW as their highest priority. All proposals are valid, but it is necessary to discern which have the widest support and are most likely to pass this year. It is rare for a proposal to pass the first year presented. For more information about the 19 proposals visit

<https://mdlegagendaforwomen.files.wordpress.com/2019/11/mlaw-2019-bill-proposals.pdf>. It's a real education!

AAUW Maryland Legislative Agenda

By Erin Prangle, Co-Vice President, Policy

Happy Holidays to all! We've been hard at work narrowing down the bills AAUW Maryland will support next year. We need volunteers to take on one or two bills to help us write testimony, action alerts and more. If you are interested in volunteering to be the lead AAUW advocate for any of these bills, please contact Erin Prangle or Kashay Webb.

Thank you to the many people who attended the Maryland Legislative Agenda for Women fall conference and voted for our public policy priorities. AAUW MD is a member of the MLAW coalition and on its board of directors. Therefore, we take an active role in promoting the MLAW agenda as part of our legislative priorities. Based on the final votes, the 2020 MLAW Legislative Agenda that we will be working on is listed below and described in more detail on MLAW's website. The nine bills are:

- Eliminate Marriage as a Defense to Sex Crimes
- Sexual Solicitation of a Minor
- Strangulation-First Degree Assault
- Protective Orders-Relief Eligibility - Rape and Sexual Offenses
- Expansion of Maryland's Vacatur Law for Survivors of Human Trafficking
- Background Checks for all Gun Sales in Maryland
- Labor and Employment-Salary History Information Disclosures

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- Time to Care-Family and Medical Leave Insurance Program
- Correctional Services-Prerelease Unit for Women-Requirement

The proposals are described at <https://mdlegagendaforwomen.files.wordpress.com/2019/12/mlaw-2020-agenda-bills.pdf>.

Sign on as a supporter of the 2020 Agenda. Make your voice count for women and their families in the 2020 session of the Maryland General Assembly! Spread the word and ask others to support this agenda. You do not need to be a member of MLAW to add your name. A list of supporters will be attached to the document before it is distributed to legislators and the public, and it will be released at MLAW's Legislative Reception and Briefing in Annapolis on February 6. To add your name to the list of supporters, email your name exactly as it should appear to mdlegagenda4women@yahoo.com.

The MLAW Legislative Reception in Annapolis will be on Thursday, February 6. More information will be available in late December.

Register for Women's Legislative Briefing! AAUW Maryland is proud to once again sponsor the Women's Legislative Briefing (MLB) on January 26, 2020, at Universities at Shady Grove. Remember to purchase your tickets at <https://www.eventbrite.com/e/2020-womens-legislative-briefing-registration-75192112633>.

This is the 40th anniversary of the MLB, and it does not disappoint! The 2020 WLB theme is "Women's Voices and Votes Count!" The keynote speaker this year is Barbara Harrison, an award-winning journalist with more than three decades of writing, producing, reporting and anchoring. To volunteer for this event or for more information contact Anita Rosen at anitarosen123@gmail.com

Unfortunately, we will not be hosting the Coffee with the Women's Caucus this year. Stay tuned for other ways you can be involved with the Maryland Caucus of Women's Legislators in the future!

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.

DIVERSITY NEWS YOU CAN USE

By Jacqueline Gray, Diversity Chair, AAUW Maryland

THANK YOU! A big “thank you” to all the members who took the time to complete the survey handed out at the October 26, Fall Meeting held in Baltimore, MD. The responses to the survey questions will be of great value in capitalizing on the suggestions for improving diversity and inclusion initiatives within the Maryland branches.

Diversity & Inclusion Mavens Has Released Its Top 100 Employers for Diversity - Diversity & Inclusion Mavens (D&I Mavens), has released its list of the top 100 employers for diversity for year 2019. The top ten employers are:

- | | |
|-----------------|-------------------------|
| 1 - ACCOR | 6 – Salesforce |
| 2 - Linked In | 7 – Xerox |
| 3 - Adobe | 8 – Southwest Airlines |
| 4 - Halliburton | 9 – Much Wilson Mandela |
| 5 - McKesson | 10 - CISCO |

D&I Mavens is an organization that highlights the efforts of diversity and inclusion leaders associated with the world’s most recognized brands. To review the entire top 100 list of employers for diversity, go to: www.diversitystars.com.

UPCOMING NATIONAL CONFERENCES

Human Capital Institute (HCI) Year 2020 Inclusive Diversity Conference
April 27-28, 2020, San Francisco, CA
For more info, go to: hci.org/conferences/2020-inclusive-diversity-conference

16th Annual National Diversity & Leadership Conference
April 18-23, 2020, Marriott Marquis Hotel, Houston TX, and the George R. Brown Convention Ctr, Houston, TX
For more info, go to: nationaldiversityconference.com



Upcoming Events

January 28 and April 14, 2020. The first AAUW convenings on January 28 will be a webinar that previews AAUW’s plans for 2020, including election priorities for the presidential election and AAUW’s plans to recognize the 100th anniversary of the 19th Amendment and the 55th Anniversary of the Voting Rights Act. Additional webinars in the series will be announced as they are scheduled. Information on the series and individual webinars will be sent in dedicated emails and via the Mission & Action and Membership Matters newsletters. All webinars are recorded and available online for those who can’t participate in person.

Thursday, March 19 in Annapolis the Maryland Commission for Women will induct a new group of outstanding women into the Women's Hall of Fame as well as recognizing some outstanding young Women of Tomorrow. Information about this event will be posted on the Commission's website at <http://dhs.maryland.gov/maryland-commission-women/programs/maryland-womens-hall-of-fame/>

Wednesday, August 26, 2020, the Maryland Commission for Women will host the 2020 Women's Centennial Summit in Annapolis. The keynote speaker will be The Hon. Adrienne Jones, Speaker of the Maryland House of Delegates. Information is available at <http://dhs.maryland.gov/maryland-commission-women/>

New from National



AAUW has released a new report that finds that workplace sexual harassment can take a toll on women’s physical and mental health, limit their job

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choices, reduce prospects for career development and even force them out of the workforce. These negative effects compound over time, reducing women's lifetime earnings and contributing to both the gender and retirement wage gaps, the report concludes. The report is based on an AAUW analysis of Equal Employment Opportunity Commission (EEOC) data, a review of academic studies on sexual harassment and an exclusive nationwide survey of AAUW members and their networks. *Limiting Our Livelihoods* documents how women of all ages experience workplace sexual harassment. The report is available at <https://www.aauw.org/research/limiting-our-livelihoods/>.

Research has begun on a new report on women in manufacturing.



AAUW has updated the Simple Truth about the Gender Pay Gap research report. It found that women collect 20% less in Social Security benefits than men do, 24% less in pensions, and 30% less in overall retirement income when you factor in interest and dividends. The report is available at https://www.aauw.org/files/2016/02/Simple-Truth-Update-2019_v2-002.pdf.

AAUW is preparing to launch an “**Every Voice, Every Vote**” campaign to commemorate the 100th anniversary of the 19th amendment and the 55th anniversary of the Voting Rights Act. “Every Voice, Every Vote” and AAUW’s 2020 election priorities will be featured in the first of the 2020 convening series as a webinar on January 28, 2020. It will be recorded for viewing at your convenience. They are also launching the series “Your Story. Our Legacy.” and will ask a series of questions to AAUW members on their life experiences and work with AAUW to contribute to the AAUW archives.

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5 Issues AAUW is Watching in 2020



As a non-partisan organization, AAUW doesn't endorse specific candidates. But that doesn't mean we're not advocates for the policies that matter most to us. Indeed, we have a long history of championing policies that advance equality for women in education and the workplace.

So, in the months ahead, AAUW will be watching closely to see where candidates stand on these five issues:

1. **Equal Pay for Equal Work.** To close the stubborn wage gap, we need leaders who will pass the federal [Paycheck Fairness Act](#) and advocate for laws and policies that ensure women are not discriminated against at work.
2. **Investing in Education.** Education is the pathway for women and girls, but too many of our schools are falling short. We need to raise teacher pay, invest in [STEM education](#), protect [Title IX](#) and make education a top national priority.
3. **Reducing Student Debt.** Women hold two-thirds of the nation's \$1.46 trillion [educational debt](#). Policymakers should protect grant programs, champion tuition- and debt-free options and expand loan forgiveness programs.
4. **Strengthening Social Security.** Because of lower wages and time off from work, women collect about \$320 a month less than men do in Social Security benefits. Our lawmakers need to [address the retirement wage gap](#) women face.
5. **Implementing Paid Leave.** The U.S. is the only developed country without paid family and sick leave. Let's adopt policies to give workers paid time off for illness and caregiving.

Join the Legacy Circle

Neola Waller, AAUW Legacy Circle Team
wallerwn1@gmail.com

What do AAUW's most compassionate and dedicated supporters have in common? For many, it's their special commitment to AAUW through the Legacy Circle. The Legacy Circle is an esteemed group of visionary supporters who are advancing AAUW's mission long into the future through planned giving.

When you decide to leave a planned gift of any size to AAUW National in your will, trust or estate, you too can join the AAUW Legacy Circle. Planned gifts such as bequests, beneficiary designations or other deferred gifts are a wonderful way to support AAUW at no cost to you during your lifetime.

Affirm your commitment to women and girls by joining the Legacy Circle now and help AAUW Maryland reach its Five Star goal. To satisfy the Five Star goal, AAUW Maryland must add two new members by next June. Won't you help us reach that goal?

Please visit: <https://www.aauw.org/resource/legacy-circle-enrollment-form/> to download the enrollment form, or contact me with any questions you might have.

From the AAUW Maryland Archives

In March 1980 the then Annapolis and Severna Park Branches hosted a reception for the first class of women midshipman at the Naval Academy. This photo is of then State President Jean Colburn greeting them.



Branch News

Hagerstown Branch

Girls Inc of Washington County in Hagerstown is a 2019-20 recipient of a Community Action Grant funded in-part by the Hagerstown Branch. The branch visited the project for its November meeting.

The Girls Inc motto of "Strong. Healthy. Bold." was evidenced by Amy Hiet, Director of Program Development and Staff Development and Elizabeth Holtz, Assistant Director of Program Development who provided living testimony that the future of womanhood in Hagerstown is in great hands as they help guide the maturation of over 130 girls daily.



In the 2018-2019 school year, Girls Inc. of Washington County girls increased their grades significantly in the following subject areas:

Language Arts: 67% increase

Math: 70% increase

Science: 74% increase

Social Studies: 69% increase

These outcomes are a direct result of:

995 total hours of Girls Inc. programming *per girl*

606 volunteers & **3966** volunteer hours

35 different Girls Inc. classes offered through the year
Plus, snacks, hot healthy dinners, and transportation

Easton Branch

Dr. Kara French, an Associate Professor of History and Program Director for Gender and Sexuality Studies at Salisbury University, spoke on “The Long Road to Women’s Suffrage” at the inaugural event in a series of programs celebrating women’s right to vote on Saturday, November 16 at the Talbot County Library in Easton. The series is co-sponsored by the library and the Easton Branch of AAUW.

The second event, “When Women Won the Vote -- The State by State Drama of Ratification,” will be held at the Easton Library on Saturday, January 11, 2020 at 10:00 am.

In February, the library and AAUW are sponsoring discussions of *Why They Marched*, a recent book that recounts the stories of 19 women most of us have never heard of, including a Mormon, an African American from the Midwest, and a girl who rode through New England on horseback speaking for votes for women in every small town she came to. Susan Ware, the author spoke at the National Archives on May 10, 2019. Her talk is available on-line at https://www.youtube.com/watch?v=o_isU2S71cg.

Anne Arundel Branch

The Anne Arundel Branch has had a very busy and productive start in its 2019-20 branch activities. They began with a membership luncheon in September, attended by over forty of their current members and many prospective new members. The total branch membership is now approximately 90 women.

The Anne Arundel Branch initiated its yearly fundraising efforts by collecting thousands of used books over the summer to sell at the annual book sale in November. Over 60 members participated at the collection sites, boxed the books, set up tables, sorted books into categories and sold them over a four-day period, November 7-10. They are pleased to have earned over \$14,000 after expenses, which we will use to fund college scholarships for local women.



Stacy Hilder, Maggie Cullman, and Cathy Crowley

On November 14 members visited the National Portrait Gallery in D.C. which is highlighting famous women in the history of the suffrage movement.



AAUW members Visiting the National Portrait Gallery

On December 7th the branch hosted the STEM Girls Count! – a conference for over 80 fourth grade girls and their parents at Anne Arundel Community College, giving these young girls an opportunity to experience college campus life, hear professionals in the fields of Science, Technology and Math speak about their vocations and have the opportunity to participate in hands-on workshops. They and their parents enjoyed a time of questions and lunch together. It was a day of educational and career inspiration for them.

Howard County

The Howard County branch held its first Tea and fundraiser October 27th to recognize two Howard County women for their contributions to improve the health and well-being of the community. Honorees were Sue Song, President, Korean-American Senior Association of Howard County and Nikki Highsmith Vernick, President and CEO, Horizon Foundation. Proceeds from the Tea, including several raffled baskets will go to our educational scholarship fund.



Painting it Forward - Paint and Sip at Come join us for another Painting It Forward Event and fundraiser on Sunday, January 26th from 2:30 to 4:30 p.m. at Pinot's Palette!, 11105 Resort Road, Suite 105, Ellicott City, MD 21042. Our picture is called "Japanese Winter" in keeping with our Membership/Diversity Committee's study of Japan. All proceeds will go to our educational scholarship fund. Reserve your seat early at this website: <https://www.pinotspalette.com/ellicottcity/event/378493>

2020 Book Bash - Just in time for the dark days of winter, our Book Bash and Luncheon on Feb. 8 from 11:30 to 2:30 pm at Union Jack's in Columbia will give us all the opportunity to leave with a list of "couldn't-put-it-down" titles to get us through until the spring thaw! All are welcome; lunch reservations required.

Baltimore Branch (The College Club, Inc.)

The Baltimore Branch is celebrating its 125th Anniversary this year. Join us for a special luncheon and celebration on Saturday, February 15 at the Church of

the Redemption, 1401 Towson Street, Baltimore, MD 21230. Details will be available soon.

The College Club was established in 1894 by a group of eight women seeking "the extension of university education among women." they met in members' homes for "tea and conversation."

For fifteen years, Mrs. Fabian Franklin (Christine Ladd), the first woman to hold a degree from Johns Hopkins University and the first American woman to earn a PhD in Mathematics, presided. When Christine Ladd applied for a Johns Hopkins University fellowship in 1878, she signed her name as "C. Ladd" on the application. She was accepted for the fellowship, but the university mistakenly assumed she was a man. They were forced to follow through and give her the fellowship despite much opposition to her joining the university since they did not admit women. She completed all requirements for the doctorate, but the university refused to print her name in any publications and refused to grant her the degree. She did finally get it...in 1926... at the age of 78! 44 years after she earned it.



Dr. Florence Sabin was another founding member, In 1896, she entered Johns Hopkins University School of Medicine as one of fourteen women in her class. In 1917, she became the first woman on the faculty of Johns Hopkins Medical School and the first woman to be a full professor there. She later worked in the public health field in Colorado. Her statue represents Colorado in Statuary Hall at the U.S. Capitol.

The College Club furthered the cause of women's suffrage, jury service for women, good school boards for Baltimore's public schools, and the war effort for both World War I and II. The club has had various study groups, among them painting, music, book reviews, drama, current events, and gourmet cooking.



Successes in 2019

- **11 states** passed fair-pay laws in 2019, thanks to the advocacy of AAUW members throughout the legislative process. This is a significant uptick from 2015, 2016, 2017 and 2018, when **6 states** passed laws in each year. There is now **only one state** with no fair-pay protections (Mississippi).
- AAUW member advocacy and support was pivotal in the passage of the **U.S. Paycheck Fairness Act** by the U.S. House of Representatives in March. Throughout the year, AAUW's policy team partnered with legislators, advocates, athletes and actors to push federal fair-pay legislation, including legendary activist Lilly Ledbetter; actors Natalie Portman, America Ferrera and Brie Larson; and the U.S. Women's National Soccer Team.
- We've trained over **102,000** women to ask for the salary they deserve, either through Work Smart Online or in-person workshops, exceeding the goal for our grant with the Coca-Cola Foundation. We submitted a follow-on grant per the request of Coca-Cola on September 19.
- **72%** of those surveyed after taking Work Smart Online reported feeling more confident in salary negotiation after taking the course. **60%** report putting the skills immediately into practice. Workshop participant Katie Wynne certainly did; she negotiated a salary that was **\$20,000** higher than the initial offer.
- AAUW partnered with the New York City Economic Development Corporation (NYCEDC) to teach **10,000 women** in the Big Apple how to negotiate for higher salaries and advocate for themselves at work.
- Through the support of the Coca-Cola Foundation, the Empower leadership series expanded to include events in Atlanta, Chicago, San Francisco, and Washington, D.C.—where we partnered with retailer J. Crew to do an in-store workshop. More than 150 professionals gathered in Chicago for the **largest-ever** Empower.
- This year's National Conference for College Women Student Leaders at the University of Maryland was **the fourth largest** in the conference's 34-year history with more than 800 participants.
- Launched **Equity Express**, a monthly newsletter that includes career tips, equity news and updates on Fellows to a new group of AAUW supporters, including Work Smart and Empower program participants.
- Reached an audience of **14 million** people in over 1200 media articles. Highlights of AAUW's work were on NPR, The New York Times, Good Morning America, Time, Money, U.S. News and World Report and MSNBC.
- New AAUW research found that **59%** of Americans believe that systematic barriers are to blame for the gender pay gap. Another report found that women now shoulder **two-thirds** of all student loan debt in the United States. The latter finding was widely covered by the press, including many articles about the student loan crisis in the context of the upcoming 2020 election.
- For the 2019–20 academic year, AAUW is awarding **\$4 million** in fellowships and grants to 259 women and community projects.

WWW.AAUW.ORG

MAKE AAUW PART OF YOUR ANNUAL GIVING THIS YEAR!

Give to the Maryland Women of Distinction Fund (See page 3 for instructions) or one of these Funds that Support AAUW's Mission.

How to Support AAUW's Mission

Thank you for promoting equity for women and girls by supporting AAUW's critical work! When supporting the following funds, you give AAUW the ability to carry out its bold, strategic vision for the future.



AAUW Greatest Needs Fund (9110)

Allows AAUW the flexibility to respond rapidly to new and emerging challenges facing women and girls and to utilize your gift where it's needed most. This fund ensures the strength, relevance, and viability of AAUW into the future.



Education and Training Fund (4450)

Addresses the barriers and implicit biases that hinder the advancement of women by championing equal access to education and ensuring that education at every level is free from sex discrimination.

STEM Title IX Pathways to Jobs

Examples of programs include:
Fellowships Alumnae Initiatives
Fellowships and Grants
Public Policy
Research



Economic Security Fund (4449)

Ensures livelihoods for women through achieving pay equity for women, providing training in salary negotiation, and deepening women's retirement security and quality of life.

Pay Equity Title VII Retirement Security

Examples of programs include:
Start Smart
Work Smart
Work Smart Online
Legal Advocacy Fund



Leadership Fund (4452)

Supports the effort to close the gender gap in leadership opportunities by bolstering the participation of and increasing the number of girls and women in leadership roles, particularly in education and nonprofit organizations.

Career Workplace Training

Examples of programs include:
Campus Action Projects
Empower
NCCWSL

Contributions to AAUW are fully tax-deductible and can be sent to the address below or made online at www.aauw.org/contribute.

P.O. Box 98045
Washington, DC 20090-8045
800.326.2289 | connect@aaup.org
www.aauw.org

Invitation to AAUW Maryland 2020 State Convention

The members of AAUW Anne Arundel County branch would like to invite you to historic Annapolis for the 2020 Annual State Convention. 2020 is the 100th anniversary of the 19th Amendment. We will celebrate the legacy of votes for women and look at the implications with a focus on how we can get more women to vote. In 2016, 63.6% of women voted. That's 73.7 million women. With a concerted effort, we can increase the percentage of women voters as they see how issues affect them at every level. In the days ahead, it may well be the votes of women, individually and collectively, that makes or breaks the outcomes of future elections.

Our festivities begin with a tour of the historic Maryland State House on Friday at 4:30 p.m., led by Maryland Senator Edward Riley. Our State House is the oldest state capitol in continuous legislative use and the only state capitol to have served as the nation's capitol. Senator Riley led a very interesting tour for our branch members there last February.

After the tour, we hope you will join us in the dock area for dinner at 6 p.m. at Latitude 38. Late-comers can dine at the Federal House at 7 p.m. **Make sure to register early so that we reserve seats for you at dinner.** Dinner is at the expense of each individual diner.

You may want to come early on Friday, before the State House Tour, or stay an additional day in Annapolis. March 20-22, 2020, is the city's weekend for celebrating Maryland Day (March 25) which commemorates the day settlers disembarked from two small sailing ships, the Ark and the Dove, onto Maryland soil. From Friday through Sunday, thirty historic sites in the area will be open for free or \$1 admission. This includes the historic homes of three signers of the Declaration of Independence (the William Paca House, the Charles Carroll House, and the Chase-Lloyd House), the Hammond-Harwood House, the Banneker Museum and other sites in the downtown area that will be just opening their doors for the warmer seasons. If you have time, you will not want to miss a walking tour of the Naval Academy: the Visitor Center is adjacent to the dock area and tours are led continuously (Friday, 10 a.m.-2:30 p.m.; Sunday, 12:30 - 2:30 p.m.; government-issued ID required). If you spend an extra day in the capital, you may wish to stay at one of the Historic Inns of Annapolis or book an extra day at Country Inn and Suites by Radisson and take advantage of their free downtown shuttle.

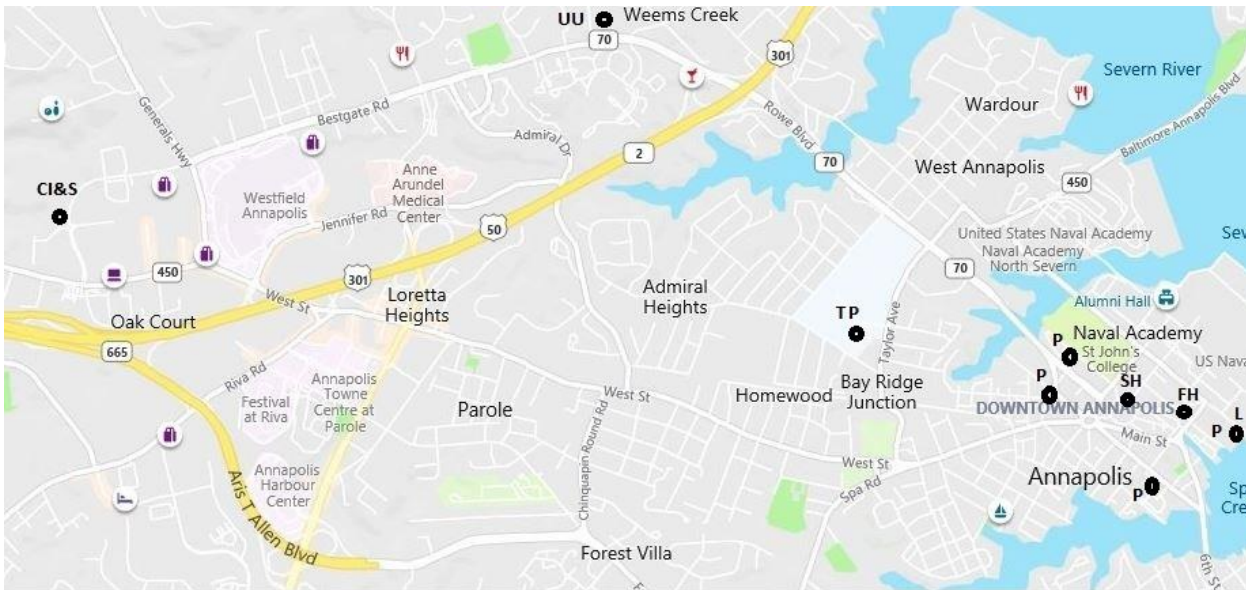
Parking downtown can be expensive in the historic area, but there are two parking locations that are quite reasonable. Parking at the State Garage, located at the corner of St. John's Street and Calvert Street, is free after 6 p.m. on Friday through the entire weekend. Reasonable daytime parking is available in the lot behind the Navy Marine Corps Stadium on Taylor Avenue, with a convenient shuttle operating about every 20 minutes. The free Annapolis Circulator trolley shuttles visitors between the other downtown garages and the historic areas.

The convention itself (to be held Saturday from 8:30 a.m. to 4:30 p.m.) will feature the theme of ***Winning the Vote! Using the Vote!*** After our keynote speaker, breakout sessions and lunch, our Maryland co-President, actress Kate Campbell Stevenson, will entertain, educate, and motivate us with her presentation *Amending America – How Women Won the Vote*.

We will also be hosting a Silent Auction with items donated by each of the branches as well as local merchants. The auction will benefit the Women of Distinction Ceremony at the 2020 National Conference for College Women Student Leaders held annually at the University of Maryland in College Park (May 27-30, 2020). The Conference attracts more than 1,000 female students from **throughout the United States. As the platinum sponsor of the Ceremony on Friday evening, AAUW Maryland names its own Woman of Distinction. This year we will award the honor to Dr. Yvette Myrick, from the Baltimore Branch. In past years we have honored Judy Carbone, Kate Campbell Stevenson, Barbara Fetterhoff, Janet Crampton, Jenny Forehand, Dr. Mary Grace Roman, Cleopatra Campbell, and Judy Carbone thanks to generous donations from AAUW Maryland members who contribute \$20,000 each year to sponsor the ceremony.**



Annapolis night life includes many excellent restaurants, pubs, music venues and shops in the downtown area, on West St. and in nearby Eastport. See <https://www.visitannapolis.org/> for ideas. Our local committee is very excited and busy getting ready for this opportunity to share a weekend with you in our beautiful capital city! Watch for another mailing with more details about the convention.



CI&S: Country Inn & Suites **TP: Taylor Ave Parking** **SH: State House** **FH: Federal House**
UU: Unitarian Universalist Church **P: Parking** **L: Latitude 38**

Make Plans Now for the 2020 AAUW Maryland Annual Convention

Date and time: **Saturday, March 21, 2020, 8:30 am – 4:30 pm.** All members and the public are welcome!

Location: **Unitarian Universalist Church, Annapolis**

333 Dubois Rd, Annapolis, MD 21401

Breakfast, lunch, the day’s program, the business meeting and induction of officers will all be held at this location. Ample free parking.

Hotel: **Country Inn and Suites by Radisson**

2600 Housley Rd, Annapolis, MD 21401

Rate of \$114 per room for Queen Double or King. Call (410)571-6700 or go online to www.countryinns.com/annapolismd to reserve a room; use the code AAUW. Only fifteen rooms are blocked, so reserve early.

Hotel Amenities: Ample free parking. Free shuttle for guests to Annapolis locations within 4 miles after 4 pm. Complimentary Wi-Fi, refrigerator, fitness room, indoor pool and spa tub, buffet breakfast.

Friday Afternoon Tour: Maryland State House

100 State Circle
Annapolis, MD 21401
4:30 pm.

The tour will be led by Maryland Senator Ed Reilly who will meet us in the State House Lobby. Enter the State House from the rear (North St.) entrance. IDs and bags will be checked. Hotel guests can use the shuttle at 4 p.m. Others should consider using the shuttle to the State House from the parking area behind the Navy Marine Corps Stadium at 550 Taylor Ave.

Friday Night Dinner	Latitude 38	and	Federal House
	12 Dock St.		22 Market Space
	Annapolis, MD 21401		Annapolis, MD 21401
	6:00 pm		7:00 pm

Tables will be reserved, and we will order individually from the restaurant menu. Latitude 38 will cover 2 hours of garage or street parking, if you present your parking stub when given your bill. Dinner is at the expense of each individual diner.

Register Today for the AAUW Maryland State Convention

Click **here** (<https://www.eventbrite.com/e/2020-aauw-maryland-annual-convention-annapolis-march-21-2020-tickets-84473048161>) to register online at Eventbrite, \$59 by March 14.

Otherwise, complete the registration form below and send it with a check for \$55 (students, \$25), made out to **AAUW Maryland** no later **than March 9**, 2020, to: Janet Guthrie, 1020 Timber Creek Drive, Annapolis, MD 21403. Late registration is \$60 per person. For logistical information related to housing options, meeting venue, meals or anything else, please contact local arrangements chairs Laney Forge at laneyforge03@yahoo.com or Roxann King at roxann.king1@gmail.com.

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Name: _____ Branch Affiliation: _____

Address: _____

Phone: _____ Email: _____

(Email is required in order for us to coordinate dinner reservations.)

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

State Officer: _____ (specify role)

Branch Officer: _____ (specify role)

Check if you plan to attend the Tour of the State House at 4:30 p.m. on Friday.

Check if you plan to attend dinner at Latitude 38 at 6 p.m. on Friday.

Check if you plan to attend dinner at Federal House at 7 p.m. on Friday.

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

Cost:

\$59 online using **Eventbrite**, or

\$55 by March 9

\$60 after March 9

Student \$25

Total Enclosed \$ _____

Check made payable to *AAUW Maryland*. Mail to: *Janet Guthrie, 1020 Timber Creek Drive, Annapolis, MD 21403*



The Marylander
 AAUW Maryland
 1343 Andre Street
 Baltimore, MD 21230

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

Our Vision: Equity for all.

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

Calendar	Contents
January 8, 2020, 7:30pm – Winter Board Meeting Call	Page 1 Co-Presidents’ Letter
January 28, 2020 - First of the AAUW 2020 convening series webinars	2 Be part of the leadership team! 2 Plan to Attend the State Convention
January 26, 2020, 11:30 am – 6 pm - 40th Annual Women’s Legislative Briefing	2 Maryland Woman of Distinction 3 MLAW Briefing
February 6, 2020 - MLAW Legislative Reception	4 AAUW Maryland Legislative Agenda 5 Diversity News You Can Use
March 19, 2020 – Maryland Women’s Hall of Fame Induction in Annapolis, MD	5 Upcoming Events 5 News from National
March 21, 2020 – State Convention, Annapolis, MD	6 Five Issues AAUW is Watching in 2020 7 Join the Legacy Circle
August 26, 2020 - Women’s Centennial Summit in Annapolis, MD	7 From the AAUW Maryland Archives 7 Branch News
<i>Late Breaking News: AAUW Maryland 2016 Woman of Distinction Nancy Grace Roman will be inducted into the Maryland Women’s Hall of Fame on March 19, 2020, in Annapolis Maryland.</i>	10 AAUW Successes in 2019 11 Make AAUW Part Of Your Annual Giving This Year!
	12 Invitation to AAUW Maryland 2020 State Convention
	14 Make Plans Now for the 2020 AAUW Maryland Annual Convention
	15 Registration for Convention