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AAUW-MONTANA NEWSLETTER

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MONTANA RECEIVES PUBLIC POLICY IMPACT GRANT FROM AAUW

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AAUW-Montana was selected as one of fifteen state organizations to receive a 2011-2012 AAUW Public Policy Impact Grant from AAUW. The other states awarded Impact Grants were California, Florida, Illinois, Massachusetts, Michigan, Mississippi, Missouri, Nebraska, Nevada, North Dakota, Pennsylvania, Virginia, West Virginia, and Wisconsin. All states selected have key senatorial races in the 2012 elections—races at which AAUW legislative priorities are at risk.



The Impact Grant will be used to fund a two-year voter education and turnout campaign geared toward (1) mobilizing women, particularly millennial (18-30 years of age) women to vote in the 2012 elections and (2) educating them and the general public about issues at stake for women and girls in that election.

The Impact Grant provides financial support for election-oriented activities and for training branch and state leaders to implement grant projects. And we have already begun. Specifically, we convened the TAKE BACK THE VOTE (TBTv) Conference in Helena on October 14, 2011. We then held a training session for state board and branch officers and other interested parties (see page 6). AAUW provided the staffer to conduct the training and covered some of the travel and meal expenses for the attendees, with the Grant paying for the remainder. AAUW is also providing on-going training in the form of monthly telephone conference calls for Grant leaders. The specific objectives of our grant are to:

- Sponsor a TBTv Conference for representatives of women's rights organizations in Montana. [This conference was held October 14, 2011 at the Red Lion Colonial Hotel in Helena. Invitations were sent to over 60 individuals and organizations; 30 people attended the conference].
- Train state and branch leaders and members in techniques for mobilizing women to vote. [This training was held in conjunction with the TBTv Conference and the State Board meeting.]
- Encourage Montana women to register and vote in 2012 (primary and general elections) To accomplish this objective each branch will be tasked with

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President's Letter

Welcome to another AAUW year!

While I was walking my dog last week, I was thinking about all the little jobs I had to do for both AAUW and MWL—edit the AAUW website, post something new to the MWL blog, create a Google Groups discussion forum for continuing collaboration among all the organizations and individuals who attended the TBTV Conference (see page 6), and help Corky put together this newsletter. That led me to thinking about how much both AAUW and I have changed since I joined in 1992.



In the early nineties, everything was done by telephone or paper. The Internet was still something taught in college classes in a lab session that demonstrated its possibilities. There was no AAUW website. If anyone had even coined the term “social media,” it would have referred to newspapers and television, not to Facebook and Twitter. I was working then as a librarian at Bozeman High and thought I was quite up-to-date on using computers.

Now I realize that I was living in a fantasy world, a world in which I assumed that change would come at a pace I could both comprehend and adapt to with just a little effort. As time went on, I learned to use that new internet (no longer capitalized), send email (no longer hyphenated), avoid “phishing” and viruses, and even join online discussion groups. I believed that I was “keeping up.”

The last two years have disabused me of that belief. In the summer of 2010, I had to launch a new AAUW-Montana website (steep learning curve there) and figure out how to maintain it. Then MWL decided to increase its visibility by creating a blog site that would automatically send alerts to their Facebook and Twitter accounts. We hired a Social Media Specialist (age 28, of course) to set up all those accounts, but I was tagged as the person to post messages and keep it all running (steeper learning curve). Now, as part of our AAUW Impact Grant, I need to establish an AAUW-MT Facebook account and figure out how to post ads targeted at millennial aged women (biggest learning curve yet).

I’m not looking for sympathy here; I’m glad I’ve been pushed to learn all these new things. But, to be really blunt, if AAUW is going to appeal to the young women of today—who are so often referred to as digital natives—more of us need to wade into those oh-so-unfamiliar waters of social media, webinars, texting, and all the other increasingly common ways of communication. It’s truly a matter of survival for our organization.

It used to be enough to be a good citizen. Now we need to be good “netizens” (Merriam Webster: *blend of 'net & citizen: an active participant in the online community of the Internet*). Also, it’s not enough that only I learn how to work with social media. Think of a company where only the CEO knows how to work the fax machine. We may not be digital natives, but we can all work to become “naturalized” netizens. Please advance the mission of AAUW by joining me in this new land. See you on Facebook and Twitter ...

Diane

NEWS BRIEFS

Branch News

Billings—Thanks to our endowment, this past spring we awarded college scholarships to Sandra Bonner from Montana State University Billings and Kelsey Flathers from Rocky Mountain College. Our annual Named Gift Award went to Robyn Cummings recently for her financial leadership as our continuing VP/Finance. Although in recent years we have lost a significant percentage of members, Montana's biggest AAUW branch continues to thrive with an active book club and members who are leaders in our community. We also plan to expand activities to members to include a walking/hiking group and a team entry into the summer Relay for Life.

Bozeman—Corky Bush and Diane Ehernberger gave a repeat performance of their *Get ALICE Out of Wonderland* workshop (first presented at last spring's International Women's Day Event in Helena) at the MSU Women's Center's November 2 Sack Lunch Seminar. ALICE stands for "asset limited, income constrained, and employed."

Great Falls—Great Falls lost a friend and long-time AAUW member in September when Rita Schmidt died unexpectedly from complications after surgery. Rita had also served on the State Board for several years, most recently as Co-Chair of AAUW Funds. She is missed.

Montana Women's Lobby

The Montana Women's Lobby has released its 2011 Montana Legislative Report, which includes the legislators' voters records and a summary of the bills on non-gender insurance, reproductive rights, health insurance reform, family law, and pay equity that were tracked by MWL during the session. To download a copy of the report, go to http://www.aauwmontana.org/images/mwl_2011_legislative_record.pdf.

Even in this non-legislative year, MWL needs your support to build our network, expand our social media presence, and (with enough money), return to our practice of hiring a part-time lobbyist to represent us in Helena.



Join or Renew Today

Send a check for \$50 (regular annual membership) or \$25 (living lightly) along with your name, address, phone number, and email address to:

Montana Women's Lobby
P.O. Box 11558
Bozeman, MT 59719-1558

(continued from page 1)

participating in a voter registration activity in their community and with submitting a "letter to the editor" to their local newspaper encouraging women to vote.

- Develop educational materials that inform millennial women about the key legislative issues that affect them, specifically by compiling and distributing voter guides about candidates' legislative voting records on AAUW issues. Branches will be asked to submit letters to the editor to their local newspapers explaining AAUW's position on priority issues at stake in the election.
- Use social media as a means to reach younger women with the information and educational materials we develop.

We hope all members will work with state and branch leaders to make our Impact Grant a success and, and most importantly, help women's votes make a difference in Montana in the 2012 primary and general elections.

New Research Report

AAUW's newest research report *Crossing the Line: Sexual Harassment at School* will be released in November 2011.

Based on findings from a nationally representative survey conducted in May and June, 2011, this report presents the most comprehensive research to date on sexual harassment in grades 7-12 and reveals some sobering statistics about the prevalence of sexual harassment and the negative impact it has on students' education.



The report concludes with concrete recommendations and promising practices for preventing sexual harassment directed at school administrators, educators, parents, students and community members. We hope readers will be inspired to take new steps toward making schools free from sexual harassment.

AAUW has been at the forefront of sexual harassment research for over a decade, including the 1993 *Hostile Hallways* survey and the 2001 follow up report, *Hostile Hallways: Bullying Teasing and Sexual Harassment in School*.

Request a copy

Crossing the Line will be released in November 2011. Pre-order a copy at:

http://www.aauw.org/customcf/RequestForDownload/index_CrossingtheLine_download.cfm.

\$tart \$mart Workshops

"[The workshop] was very clear and really helped me understand how to think about my value in the workplace and negotiate for a fair salary! I'm ready to go out and negotiate right now!"

[Testimonial of a Pacific Lutheran University student]

Negotiating salaries is a challenge for women at all stages of their careers because women are less likely than men to ask for the pay they deserve. The **\$tart \$mart** campus initiative, a collaboration between AAUW and the WAGE Project, was created in fall 2007 by WAGE, a national nonprofit organization dedicated to eliminating the gender wage gap.

AAUW research shows that one year after graduation, women earn just 80 percent of the salaries that their male counterparts earn, and the gender wage gap widens over the next 10 years. Because of this gap, a woman graduating today will earn roughly \$1 million less than her male counterpart over the course of their respective careers.

The **\$tart \$mart** salary negotiation workshop empowers college women to begin overcoming the gender wage gap and teaches them to benchmark and negotiate for a fair and equitable salary when they enter the job market.

\$tart \$mart salary negotiation workshops have been held on more than 120 campuses throughout the United States. WAGE and AAUW have not found any other campus program that offers such detailed skill-building exercises. **\$tart \$mart** is popular with students and AAUW members, who make up the majority of facilitators for the program.

AAUW members can be involved in the **\$tart \$mart** initiative by:

- recruiting a campus to hold a **\$tart \$mart** workshop;
- training to be a **\$tart \$mart** facilitator and delivering programs on area campuses; and
- encouraging your branch or community to sponsor **\$tart \$mart** facilitator training.

SAVE THE DATE—May 19–20, 2012

For those of you still using little calendar booklets, put the date of AAUW-Montana's next state convention in the new one for 2012. All you "techie" can add it to your phone, computer, I-Pad, etc. Back by popular request—we'll be meeting at the Yogo Inn in Lewistown and will follow the same 24-hour schedule (noon Saturday to noon Sunday). See you there!

Visit the AAUW-Montana website at www.aauwmontana.org.



Spotlight on STEM



STEM stands for “Science, Technology, Engineering, and Mathematics”—fields in which girls and women have been too sparsely represented for far too long. Increasing the numbers of women in STEM fields has been a long standing AAUW priority that extends back to our founding.

The story of Marion Talbot gathering 16 friends to meet in her home in Boston in 1881 to found what later became AAUW is well known. But few members know that Ellen Swallow Richards helped conceive the idea of the meeting and co-hosted it with Ms. Talbot. Even fewer members know anything about her.



Born in December 1842, Ellen Richards (nee Swallow) spent her teenage years tutoring, teaching, and cleaning houses to earn money to pay her way to Vassar where she majored in Chemistry. She then went on to study at MIT, which admitted her with the caveat that their action did not “establish a precedent for the general admission of females.” Ellen was thereby the first woman to be admitted to MIT and, later, the first to teach there. She also worked for the MA State Board of Health, conducted the first water quality studies in the U.S., established the scientific bases for the study of “sanitary science” (public sanitation), founded the discipline that later became the field of home economics, and introduced the word “ecology” into the English lexicon. She was also a champion of education through correspondence schools so women could learn at home. Had we had either acronym then, Ellen Swallow Richards would have personified AAUW’s STEM commitment.

That commitment did not end with Ellen Richards. In 1885, a survey of 1,290 members debunked the then popular notion, espoused by a prominent Boston physician, that higher education adversely affected women’s health, particularly their ability to bear healthy children (see p. 20 of Fall 2011 *Outlook*). In 1920, AAUW provided Marie Curie with funds to purchase radium so she could continue her research. AAUW also supported Jenny Bramley, who invented the cathode ray tube, the astronaut Judith Resnick, and many other prominent women in STEM fields. In addition, since 1888, AAUW has provided more than \$90 million in fellowships and grants to 11,000 recipients, and currently gives more than \$3.7 million each year to women to prepare their research for publication, advance their careers, reenter the workforce, and pursue advanced studies in the traditionally male STEM fields.

The recent AAUW publication, ***Why So Few? Women in Science, Technology, Engineering, and Mathematics***, provides compelling evidence of the environmental and social barriers that continue to limit women's participation and progress in those fields. In 2012, AAUW will publish its study of programs at community colleges that have helped women become successful in STEM fields. Later this coming year, AAUW will partner with major corporations, government entities, and organizations to develop more STEM programs nationwide.



AAUW also funds innovative community programs with a particular focus on increasing girls' and women's achievements in STEM, making the STEM commitment local as well as national. Many states and branches sponsor Expanding Your Horizons Conferences as well as STEM oriented workshops, classes, and summer camps.

In recognition of AAUW's contributions to STEM research and advocacy, in October, the White House invited AAUW Executive Director Linda D. Hallman, CAE, and AAUW President Carolyn Garfein to attend the formal announcement of the National Science Foundation's new 10-year plan to increase workplace flexibility in STEM fields and make it easier for women to pursue STEM careers.

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

ADVOCACY NEWS

Because advocacy is one of the four prongs of the AAUW mission statement, we plan to dedicate a section of every issue of our newsletter to this subject. We hope to include state and national topics of current interest so all our members can feel a part of the “bigger picture” of AAUW.

IN MONTANA

AAUW-MT launched its Impact Grant activities by hosting a TAKE BACK THE VOTE conference and grassroots advocacy training session in Helena on October 14–15, 2001. Representatives of fifteen organizations and two current Montana legislators gathered at the conference to discuss such issues as the value of government (especially for women), what works and doesn't to engage young Montana women in the political process, and how to work together to promote a positive outcome in the 2012 primary and general elections—and the 2013 legislative session. The most immediate result of the conference was an agreement by all participants to stay connected through a TBTV Discussion Group on Google. Anyone interested in following updates from the participating organizations may join the group. Let Diane (di47mt@gmail.com) know if you would like an invitation to join.

Following the conference, Seth Chase, AAUW Field Director, offered a six-hour training session on how to “get out the vote.” Attending were members from five Montana branches, one AAUW MAL, and representatives from BPW, LWV, and Flathead County Democratic Women's Club. The take-away messages from the training were that (1) person-to-person conversations are the most effective way to motivate women to register and vote, (2) the voices and the message have to resonate with your target audience, and (3) the importance of continued interaction with young women.

Seth also introduced the new graphic that AAUW has chosen for its national voter campaign:



ON THE NATIONAL SCENE

Lawsuit Filed against California Wal-Mart Stores



Some of the lead plaintiffs on March 29 at the Supreme Court

After the U.S. Supreme Court ruled in June that the *Wal-Mart v. Dukes* sex discrimination class-action lawsuit was too big to move forward, the lawyers representing the women vowed to file smaller class action lawsuits region by region. On October 27, 2011, the lawyers filed the first of these amended lawsuits in the U.S. District Court for Northern California. The lawsuit alleges that Wal-Mart's discriminatory practices affected more than 90,000 women currently or formerly employed at Wal-Mart and Sam's Club stores in four regions in California and nearby states. Betty Dukes, a California resident and a speaker at the 2011 AAUW Convention, is the lead plaintiff, just as she was for the larger lawsuit.

AAUW first provided support to the lead plaintiffs in *Wal-Mart v. Dukes* last spring through the **AAUW Legal Advocacy Fund**. In September, the AAUW board voted to disburse more funds to defray costs involved in creating smaller class-action lawsuits. AAUW will continue supporting the lawyers and plaintiffs as they seek justice for all women workers at Wal-Mart stores.

For more information on the AAUW Legal Advocacy Fund, go to <http://www.aauw.org/act/laff/>.

AAUW Celebrates 130th Anniversary



Most of us have no real understanding of what America was like in 1881. The Civil War had been over for 16 years, and a whole generation of young people with no memories of that conflict was about to reach maturity. The first generation of American feminists who met in Seneca Falls in 1848 was growing old and being replaced by a new wave of young women. But what else was going on in the year that AAUW was founded? To help put that year into perspective, your editor offers this highly idiosyncratic, occasionally thought-provoking and hopefully amusing history of 1881.

January 1	Dr. John H. Watson is introduced to Sherlock Holmes
February 12	Anna Pavlova is born near St. Petersburg, Russia
February 19	Kansas becomes the first state to prohibit the sale of all alcoholic beverages
March 4	James A. Garfield is inaugurated as 20 th US president
March 13	Russian Czar Alexander II is assassinated
March 16	Barnum and Bailey Circus debuts
March 17	First St. Patrick's Day parade is held in Butte, MT
March 31	Missouri River floods North Dakota
April 11	Spellman College is founded
April 25	250,000 Germans petition to bar Jews from entering Germany
	French troops occupy Algeria and Tunisia
April 27	Pogroms against Russian Jews start in Elizabethgrad
May 21	Clara Barton founds the American Red Cross
June 11	Jeanette Rankin is one year old
June 14	Player piano is patented
July 1	First International telephone call is made
July 2	President Garfield is shot
July 4	Booker T. Washington founds the Tuskegee Institute
	Northern Pacific Railroad reaches Glendive, MT
July 14	Billy the Kid is shot by Sheriff Pat Garrett
July 17	Jim Bridger dies in Missouri at age 77
July 20	Chief Sitting Bull surrenders
August 4	Seville Spain records European record high temperature (122 degrees F)
August 6	Alexander Fleming, discoverer of penicillin, is born
August 12	Cecil B. de Mille is born
August 27	Hurricane hits Florida and the Carolinas, over 700 die
September 13	Carbon filament electric light bulb is patented
September 20	Chester Arthur is sworn in as 21 st US president
October 4	Player piano is patented
October 11	Film roll for camera is patented
October 22	Boston Symphony Orchestra plays first concert
October 24	First rivet is driven in the four-year assembly of the Statue of Liberty
October 25	Pablo Picasso is born
October 26	Gunfight takes place at the OK Corral
November 15	American Federation of Labor (AFL) is founded.
November 28	Association of Collegiate Alumnae (now AAUW) is founded
December 3	Henry Morton Stanley founds Leopoldville/Kinshasa





Montana nonprofit organization seeks applicants for 3 upper-level managerial positions (President, Membership VP, and Program Chair). Ideal candidates have volunteer experience, an interest in women's equity issues & the ability to work with a dedicated team. Computer and managerial skills a plus; limited travel required. For more information or to apply, contact:

Barbara Brown

AAUW-Montana Nominating Committee Chair,

brbrown@imt.net.

Mission Statement—AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

Diversity Statement—In principle and practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Value Promise—By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.



Montana

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