



MONTANA TREASURE STATER

Vol. 63 No. 1

AAUW-MONTANA NEWSLETTER

FALL 2012

CONVENTION BRINGS BIG CHANGES What Does It All Mean?

Contents

AAUW-MT Changes	1
Board of Directors	2
President's Letter	2
What's New Online?	3
New Fundraiser	3
Why Women Should Vote	4
Advocacy in Action: Impact Grant Activities	5
Branch Notes	6
Programming: \$mart \$tart Workshops	7
Membership Reminders	8
Principle Statements	8

Calendar

Nov. 6, 2012—Election Day.
Jan. 13, 2013—State Board Meeting (by telephone)
Late January 2013—Next issue of the <i>Treasure Stater</i> .
Early March 2013 (date TBD by Jan. 15)—Legislative Weekend, Helena.
June 9–12, 2013—AAUW National Convention, New Orleans, LA.

Last May, delegates to the AAUW-Montana convention in Lewistown approved extensive amendments to the state bylaws, moving the state organization to a one-member-one-vote structure, similar in many ways to what AAUW did at the national level in its 2009 corporate restructuring. Montana, however, decided to retain what we think has been the best part of the “convention” system—the opportunity for AAUW members from around the state to gather face to face. This means AAUW-MT will have a two-stage voting system, with business items discussed and perfected by those gathered together followed by a ballot sent to every member of every branch for final approval of items and election of officers.

“Okay,” you might be saying, “but I’m not a board member and I’ve never been to a state convention. So how does this affect me?” Well, since you asked:

1. There are no longer any limits on the number of branch members who may attend our renamed “biennial state meetings” and have full voting power. Small branches have previously been restricted to one or two “delegates”; now every member attending may participate equally.
2. If you can’t attend the biennial state meeting, you still have the opportunity to elect state officers and vote on our public policy program, resolutions, bylaws amendments, changes in state dues, etc.
3. Along with your increased power comes increased responsibility. No longer will you have the luxury of expecting your branch delegates to make all the decisions. **YOU** will be making those decisions! We hope this change will mean that you become more involved in AAUW, feel more connected to the organization at every level, and work together to make it even better.

If you would like to read or print our new state bylaws, go to our AAUW-MT website (www.aauwmontana.org) and login to the member center. If you are unsure of the user name and password needed, please contact your branch president or Diane E. at di47mt@gmail.com.

2012-13 Board of Directors

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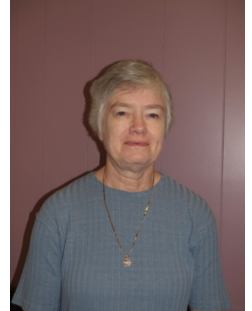
AAUW Website:

www.aauw.org

PRESIDENT'S LETTER

Welcome to a new AAUW year,

Ever since I was elected as the AAUW-MT President for the upcoming two years, I have been trying to become more familiar with the entire AAUW organization. The more I investigate, the more I find that I do not know. Thanks to the guidance of Past President Diane Ehernberger I hope that I can find my way.



This is an interesting year because of the November election and our AAUW-Montana Public Policy Impact Grant. We are receiving AAUW funds to promote political engagement, voter registration, and voting by the group of women known as "millennials", the 18-30 year olds. This activity will continue until the election, in one form or another. Please help whenever and wherever you can.

The other project that will be continuing this year is the updating of our Branch bylaws. In compliance with the Association's and AAUW-Montana's new bylaws, each Branch will need to revise their bylaws. Corky Bush, our Bylaws Chair, will be contacting each branch to assist with this project. This is not the most fun job, but it will be nice to have it completed.

I am interested in visiting all the branches in Montana to meet your members and to help in any way that I can. Spring and fall are probably the best times to travel in Montana, but if you contact me we can make arrangements.

June 9-12, 2013, will be the AAUW National Convention in New Orleans. As President, I will be attending and would like to have lots of members from Montana also in attendance. Unfortunately, there is not money in the state budget to give financial assistance to members wishing to attend. Therefore, it will be up to the Branches to help in any way that they can.

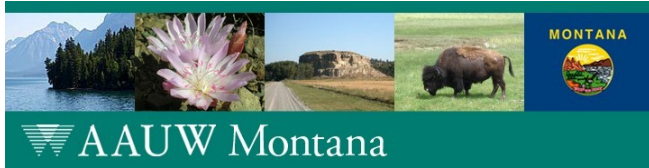
Please contact me if I may be of assistance in any way.

Mary Gernaat

NEWS BRIEFS

What's New Online?

Have you checked out the AAUW-MT website lately?



If not, give it a look at www.aauwmontana.org. The biggest change you'll see right now is that, as part of our Public Policy Impact Grant, we have added an "It's My Vote, I Will Be Heard" page. The page offers the eight reasons women should vote in this year's election (see article on page 4). It also features links to voter guides from several organizations as well as registration and election information from the Montana Secretary of State's website.

Future plans for the website include offering online payments for memberships, purchases, and donations through PayPal. Right now, prospective members can fill out and submit a membership application online, but they have to mail a check to the state Finance Director before their application can be processed. Several times, an application has been submitted but no check was forthcoming. If we had the PayPal option, payment would be immediate. We could also sell our new bumper stickers online more easily using PayPal.

AAUW-MT now has a Facebook page. If you are a Facebook member, please check it out and be sure to both "Like" our page and post on it. Thanks.

State Launches New Fundraiser

It has been quite a few years since AAUW-MT has had a statewide fundraising project—remember the little round pins with all the children in costumes from around the world? They didn't earn us as much as we had hoped, but we're ready to try again.

We've been looking for a fundraising item or project that meets three criteria:

1. It must have appeal to others beyond our membership (a definite problem with those pins);
2. It must be simple (i.e., not needing very much planning, time, or effort); and
3. It must relate in some way to the AAUW mission (no bake sales!).

With all that in mind, we have purchased 500 "I am WOMAN watch me VOTE" bumper stickers (see below) that we hope will resonate with both our members and many other women around the state. They fit in with the advocacy leg of the AAUW mission statement and can be easily sold for \$5 each over the next few years at all AAUW-MT events and directly from our website. We hope to net between \$1,400 and \$1,800 overall.

This project is designed to be a state-level fundraiser, with no participation required from the branches. Any branch that chooses to, however, may opt to buy 10 or more bumper stickers for \$4 apiece and sell them as a mini branch fundraiser, netting them \$1 for each one sold.

WHY WOMEN SHOULD VOTE

1. TO ENSURE EVERYONE GETS A GOOD EDUCATION—

Education is key to women's job opportunities and economic security. *Your vote can make sure that elected officials make education a priority and help all students succeed.*

2. TO MAKE SURE THAT COURTS PROTECT WOMEN'S LEGAL RIGHTS—

Judges appointed to the federal courts have the responsibility of ruling on women's hard-won legal rights. *Your vote can make sure our leaders in Washington appoint and confirm federal judges who are committed to applying the law fairly and who understand the laws' real world impact on women's lives.*

3. TO OBTAIN EQUAL PAY AND JOB OPPORTUNITIES—

The typical full-time woman worker still makes only 77 cents for every dollar paid to the typical man. Women and their families cannot afford the pay gap or other job discrimination, especially in this economy. *Your vote can make sure elected officials hold employers accountable for treating women fairly in the workplace.*

4. TO MAKE SURE WOMEN CAN MAKE THEIR OWN REPRODUCTIVE HEALTH CARE DECISIONS—

Reproductive health services are vital to women's health and well-being. However, women's rights to make their own decisions about contraception and abortion are under increasing attack. *Your vote can ensure government policies do not stand in the way of your making important life decisions for yourself and getting the care you need.*

5. TO PROMOTE ACCESS TO HEALTH CARE AND HEALTH INSURANCE—

Today, too many women depend on a health care system that is failing them. They have trouble affording necessary care, face unfair insurance industry practices, or struggle to find insurance that covers benefits they need. *Your vote can make*

sure elected officials don't let important health programs for women get cut!

6. TO MAKE THE ECONOMY WORK FOR WOMEN AND FAMILIES—

The recovery from the worst economic crisis since the Great Depression is progressing slowly, especially for women – and women were more economically vulnerable than men even before the recession started. *Your vote can make sure our elected leaders prioritize investments that will help women and their families through hard times, expand opportunity, and strengthen the economy.*

7. TO GET SINGLE MOTHERS THE SUPPORT THEY NEED—

Millions of single mothers struggle to provide for their families. Policy makers will decide whether to protect supports for single mothers—or put the burden of deficit reduction on their backs. *Your vote can make sure our elected leaders support single moms so they can make ends meet and get ahead.*

8. TO PROTECT SOCIAL SECURITY—

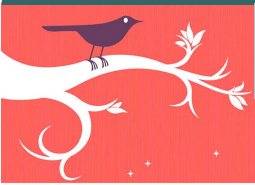
Social Security is important to all Americans, but women especially depend on Social Security's benefits. Women make up over 98 percent of adults who receive benefits as the family member of a disabled, deceased, or retired worker. For a young worker and family, Social Security provides the equivalent of a \$476,000 life insurance and \$465,000 disability insurance policy. *Your vote can make sure our leaders in Washington pursue policies that protect and strengthen Social Security.*

**When women vote,
leaders listen.**

VOTE!

This article is abridged from the one to two-page Fact Sheets available on the National Women's Law Center's website (<http://www.nwlc.org/our-issues/a-women%27s-agenda/voter-education>).

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



NOTES FROM THE BRANCHES

AAUW-Bozeman held numerous registration drives in August and September. In early October, they co-sponsored candidate forums for local and state races. In November, they will host a program at which the MSU Institutional Equity Officer will introduce and discuss MSU's new regent-mandated policy regarding sexual assault and violence, which was developed in response to recent, highly publicized incidents in Missoula and on the UM campus.

AAUW-Glendive held a voter registration drive at Dawson Community College on Sept. 17 which happens to be Constitution Day. They also hosted a candidate forum on October 8. They invited the candidates for state senate, state house of representatives and county commissioners, all of which are contested races. They also asked local candidates who are in uncontested races to be there and available to introduce themselves and answer questions on an informal basis.

AAUW-Missoula was one of four co-sponsors of The Mansfield Center's *Women's Leadership Conference: Making Connections on Shared Priorities* held from 1 to 6 p.m. Friday, Oct. 12 on the Missoula campus of the University of Montana. The conference brought together women from Cambodia, Laos, Thailand, Vietnam and western Montana to share approaches to empowering women around the world.

Session topics included Empowering Women and Young Girls, Community Health Education, Violence Against Women, and Identity and Social Justice.

"Violence against women and girls is a global issue that reaches across ethnic, racial and socioeconomic lines," said Elizabeth Harrison, YWCA Missoula communications and development associate and a speaker at the conference. "The more we can build community and coalition across group and international lines, the stronger our programs and the safer our communities will be."

The conference was sponsored by the Maureen and Mike Mansfield Center, the Women's Foundation of Montana, YWCA Missoula, and AAUW.

AAUW-Great Falls received word recently that their branch was ranked number 10 in the nation for 2011 for contributions to the Educational Opportunities Fund. Also recently, Great Falls members Marjory Morse and Terry Reynolds served as advisors to students who would be questioning candidates at the Candidate Forum on Education Policy on Oct. 8. Marjory and Terry coached the students on how to frame their questions, as well as how to ask them. The 54th Annual Used Book sale starts Oct. 17 at noon and runs Wednesday through Sunday for two weeks. For details go to <http://greatfalls-mt.aauw.net/booksale/>.

A young, new member of **AAUW-Kalispell** has developed their own branch Facebook page, full of wonderful photos and GOTV links. The branch is working with FVCC and the school district to offer a showing of the movie, *Bully*. At their Oct. 1 meeting, Dr. Marlene Snyder made a presentation on the subject of bullying and community involvement.

ADVOCACY IN ACTION

Branches Work to Register & Engage Young Women

When AAUW-MT received a Public Policy Impact Grant from the DC office of AAUW last year, we used part of the funding to host a women's conference in Helena that allowed women from more than 15 organizations around the state to meet and discuss issues facing Montana women. Now, in the second year of our grant, members from branches around the state have been working directly with the public to register millennial women (age 18–30) and encourage them to learn about women's issues and then vote in the 2012 election. So far we have registered more than 250 new voters. With the end of regular registration as of Oct. 9th, we are moving into phase two. And we need your help!

We are asking members around the state to submit letters to the editors of their local newspapers, encouraging young women to vote and pointing out important issues that will be decided by those we elect next month at both the national and state levels. To see some talking points about issues, see the article on page 4 or take a look at the "It's My Vote, I Will Be Heard" page in the advocacy section of our AAUW-MT website (www.aauwmontana.org).

Soon we will receive a list of sporadic or newly registered millennial women voters from the Washington office of AAUW. From that, we will compile community-specific lists of women to call and encourage to

vote. We hope each branch will find enough volunteers to make these calls without it being a burden on anyone. If you have an office with multiple phone lines, make it available for a couple of hours one evening for a calling and pizza party. You can also call from home, but it's not as much fun as making a party out of it.

Even if you are "telephonophobic" and can't face making phone calls, you can still help. If there is a college in your community, offer to drive students to the polls on Election Day. Or you can walk around the campus neighborhoods placing door hangers (we should be getting some from AAUW soon). If you think of other GOTV (get out the vote) activities, let your branch leaders know so they can share the ideas with other branches.

After the election, we can all take a deep breath and enjoy the holiday season. Remember, though, that the Montana Legislature will be in session from January to April 2013. As in the past, the Montana Women's Lobby will be the direct advocacy arm of AAUW-MT. The Lobby hopes to have a lobbyist in Helena this year in order to promote women's issues and support women legislators throughout the session. Do your part by becoming an individual member of the Lobby. It's an effective way to ensure our voices will be heard.

Join/Rejoin the Montana Women's Lobby Today

Send your check for \$50 (regular membership) or \$25 (living lightly) along with your name, address, phone number, and email address (to receive action alerts throughout the 2013 legislative session) to:

Montana Women's Lobby

P.O. Box 11558

Bozeman, MT 59719-1558

[See MWL's 2011 [Legislative Summary & Voting Record](#) on the AAUW website.]



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

\$TART \$MART CAMPUS WORKSHOPS

A New Initiative from AAUW

Background

Negotiating salaries is a challenge for women at all stages of their careers, since women are less likely than men to ask for the compensation they deserve. The \$tart \$mart campus initiative, a collaboration between AAUW and the [WAGE Project](#), was created and piloted in fall 2007 by WAGE (Women Are Getting Even), a national nonprofit organization dedicated to eliminating the gender wage gap.

AAUW research shows that, one year after graduation, young women earn just 80 percent of what their male counterparts earn and that the gender gap widens over the next 10 years. A young woman graduating today will earn roughly \$1 million less than her male counterpart over the course of her career because of this gap.

\$tart \$mart salary negotiation workshops empower college women who are starting their careers to overcome the gender wage gap and teach them to benchmark and negotiate for fair and equitable salaries upon graduation. More than 230 \$tart \$mart workshops have been presented at 165 colleges, universities, and other sites across the country. More than 700 facilitators have been trained to lead the workshops in 44 states.

Description

\$tart \$mart workshops provide college women who are approaching the job market with knowledge and skills to negotiate salaries and benefits so that they receive fair and realistic compensation. No other campus program offers such detailed skill building on pay negotiation. \$tart \$mart covers the following topics in a three-hour workshop:

- The personal consequences of the gender wage gap and what a \$1 million loss means over one's working life
- Resources for benchmarking reasonable salaries and benefits, including salary ranges, the impact of market realities on salaries, and how to compare skills and accomplishments to target a realistic salary range
- Negotiation skills that teach women how to aim high yet be realistic, including practice through role play
- Development of a bare-bones budget to pay rent, buy groceries, repay student loans, and other basic expenses.

What about in Montana?

Presently there are no trained facilitators in Montana. AAUW-MT has been in conversation with the [Women's Foundation of Montana](#) about the possibility of collaborating on training facilitators and offering the \$mart \$tart workshops at Montana campuses. If you would be interested in becoming a facilitator or potentially hosting a workshop, contact Lynn Allison at riclynallison@msn.com or 406-761-3212.

Speaking of Money ...

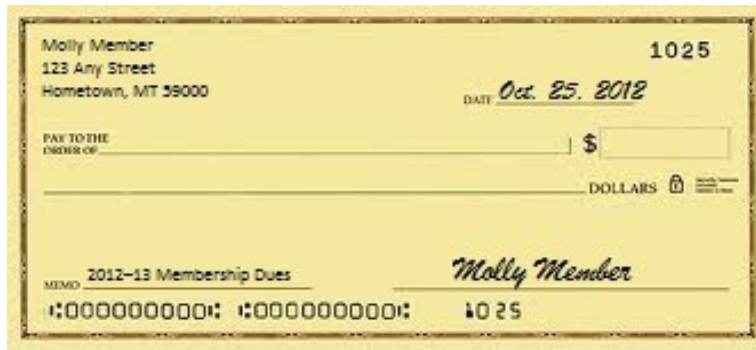
In March of 2011, AAUW-MT and the Montana Women's Lobby presented workshop at the International Women's Day event in Helena. ***Getting ALICE Out of Wonderland*** takes a close look at why Montana women who are **Asset Limited, Income Constrained, and Employed** have such a hard time getting ahead. This workshop is in the process of being updated with 2010 census data and will be available for presentation as a branch program by the time the snow has left the roads. And believe it or, it's actually an interesting program, despite all the statistics. To schedule a presentation in your branch or community, contact:

- Corky Bush, corkyb43@yahoo.com or
- Diane Ehernberger, di47mt@gmail.com

ARE YOUR MEMBERSHIPS CURRENT?



Have you renewed your **AAUW membership** for 2012–13? If not, contact your branch finance officer to get it done before you are dropped from AAUW's database in November.



Have you renewed your support for the **MT Women's Lobby**? See page 6 for details on how to become an individual member of AAUW-MT's advocacy network.

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.



AAUW-Montana
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Montana

RETURN SERVICE REQUESTED