



# MONTANA TREASURE STATER

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AAUW-MONTANA NEWSLETTER

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♪ Meet me in  
St. Louis ♪

**June 26-28, 2009**

## Calendar

- 11/16/08, 2-4 pm: AAUW-Montana telephone board meeting
- 2/13-14/2008: Legislative Days, including workshops and AAUW-MT board meeting, Helena
- 6/26-28/2009: National Convention, St. Louis

## Educational Foundation Turns 50

The AAUW Educational Foundation, the world's largest source of funding for women who want to pursue graduate study, turns 50 this year. EF has a distinguished history of providing funds for research and education that advance educational and professional opportunities for women in the United States and around the globe.

Each year the Foundation provides about \$4 million in fellowships, grants, and awards and for community action projects. The Foundation also funds pioneering research on women, girls, and education including the path-breaking and controversial 1991 study *Shortchanging Girls, Shortchanging America* which documented the inferior education girls were then receiving compared to boys and *Hostile Hallways* which documented sexual and gender based harassment in schools.



The Great Falls Branch has undertaken to complete \$75,000 Branch Centennial Grant for EF to provide support for career development for women. Great Falls hopes to complete its grant by its branch centennial in 2014 and asks that individuals and branches donating to EF write **Fund #4302** on their checks so the contribution will be credited to the Great Falls effort.

## AAUW-MT Receives Public Policy Impact Grant

AAUW-Montana has received a public policy impact grant from the Association to expand ways for branches and members to become involved in public policy activism. Our specific objectives are to:

- Increase the number of branches and members who join Montana Women's Lobby. [Note: MWL branch dues are \$3 per member; individual dues are \$50]
- Participate in statewide coalitions that share our public policy priorities, including assisting in the Montana Women Vote's efforts to register low income women voters.
- Encourage branches to organize policy events, such as issue forums and open meetings, that focus on public policy issues
- Involve members of each branch in the combined AAUW \* BPW \* MWL **Legislative Days in Helena, February 13-14, 2009.**

## AAUW-Montana

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1-800-326-2289

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[www.aauw.org](http://www.aauw.org)

## President's Letter

Welcome to another year of AAUW!



As we swing into this new year, many things seem just the same—attending the first branch program, perusing the new directory, encouraging those who haven't paid their dues to renew their membership. Yet this year, we're also facing some major changes—new officers at all levels; LAF focusing on precedent-setting cases only, both inside and outside of academia; Association proposing sweeping bylaws changes; next June's national convention shrinking from 5 days to 3.

As we all know too well, change can be scary. We can become so complacent with the familiar that we resist even necessary changes. But let's all take a deep breath and examine the upcoming changes with more than just reactive resistance because we need to understand that change is not something AAUW can, or should, avoid. Three years ago, Association revealed to its membership some stark financial truths, particularly about its financial status and rapidly dropping membership numbers. After initiating a strategic planning process, leaders and members at all levels have worked hard to find solutions that will keep AAUW going as a vital organization well into the twenty-first century. And now we must act to keep AAUW's promise alive.

I encourage each of you to examine the proposed bylaws changes with an analytical eye and a willing spirit [see page 5]. Talk about them with other branch members and your branch, state, and Association leaders. Then assess the strengths and weaknesses of the new proposals so that we can send delegates to next June's convention armed with the knowledge and wisdom to vote the will of AAUW-Montana's diverse membership. Let's recognize the necessity for change and make those changes the right ones!

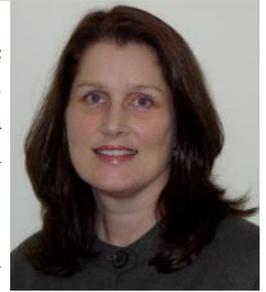
On a more personal note, I want to thank you all for your confidence in me as your newly elected state president. I will try to be a responsive and available leader. The phone number listed to the left of this letter is my cell phone, which is with me almost all of the time. I welcome calls with questions or suggestions from all members, not just from branch officers. Also, I pledge to visit each branch during my two-year term. I have already visited Glasgow and have scheduled meetings in Livingston and Kalispell for next spring. I may not be the most dynamic speaker you will have at a branch meeting, but I promise to bring enthusiasm and the experience I have gained as an officer at the branch and state levels and as a member of the Association-level membership committee.

Let's all embrace the promise and challenge of this new AAUW year so we can make it the best one ever!

*Diane*

## From Our Regional Director

As Mountain-Pacific Regional Director, I am your liaison to Association. Information has become so accessible and immediate, that I have begun to see my obsolescence loom. However, there is nothing like face-to-face contact, and I have thoroughly enjoyed working with members from Alaska, Hawaii, Montana, Idaho, Oregon and Washington. We are all learning from each other and find inspiration in different ways.



Betsy McDowell

Feeling creative? You are invited to submit a photo of your artwork for the Foundation Note Card Contest! Send a maximum of two photos to [aauw.org/contests](http://aauw.org/contests) by November 3, and members will vote for the winning designs to be used in the next Barton Cotton note card promotion in April.

Pay Equity Day is April 28, 2009. Has your branch made plans yet? Please send your ideas, large and small, to Public Policy and Government Relations, Lisa Maatz, [maatzi@aauw.org](mailto:maatzi@aauw.org). Contact Lisa if you celebrated Women's Equality Day in August or if you have plans to do so next summer.

*Breaking Through Barriers* is the program theme for our Association convention in St Louis, June 26-28, 2009. The condensed schedule will allow less time away from home and a new format for our convention. It's not too early to consider budgeting airfare and approximately \$500 to attend. Rooms at the historic Renaissance Hotel will be \$159+tax.

Beginning last April, Executive Director Linda Hallman has drafted briefings to outline the changes in AAUW starting with Legal Advocacy Fund's new program focus and most recently the new Program in a Box\*. Three have been focused on the new Value Promise "by joining AAUW, we belong to a community that breaks through educational and economic barriers so all women have a fair chance" emphasizing community and breaking through barriers. Commit the Value Promise to memory and it becomes a perfect response to the question, "why are you in AAUW?"

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### YOU ASKED FOR IT, YOU GOT IT---

\*Program in a Box is designed to give branches and states the tools needed for mission-based programs to use in collaboration with other groups or on your own. Each Program in a Box has online resources so you can tailor the material to your group. Go to the Member Center on AAUW's website today! New programs will be added on an ongoing basis, with the focus on posting new and time-sensitive programs first. Programs included will reflect a wide range of AAUW activities and help us break through barriers so all women have a fair chance. Check the website regularly for new postings and send your recommendations for additional programs to [programsinbox@aauw.org](mailto:programsinbox@aauw.org).



Programs in a Box currently available include

- ⇒ **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)** — A mission-based program designed to assist AAUW states and branches in their education and advocacy efforts on behalf of the ratification of the women's rights treaty.
- ⇒ **Plaintiff Travel Grant** — An annual grant that enables a LAF-supported plaintiffs to speak at a branch, state, or regional meeting or convention about their lawsuit, sex discrimination issues in the workplace and higher education.
- ⇒ **Woman-to-Woman Voter Turnout** — A workshop that covers the components of planning and implementing an effective campaign to turn out women to vote.
- ⇒ **Educational Foundation 50th Anniversary** — A flexible set of activities that will create visibility for the work of the Foundation in honor of the 50th Anniversary.

## Equity Is Still An Issue

On July 17, AAUW members joined the Rally for Pay Equity in Washington, DC. The Rally was co-sponsored by the Leadership Conference on Civil Rights, the National Women's Law Center, and the National Partnership for Women and Families.

Lisa M. Maatz, AAUW Director of Public Policy and Government Relations, spoke at the Rally, stating that AAUW “has long fought to end wage discrimination. As early as 1922, AAUW's legislative program called for a reclassification of the U.S. Civil Service and for a repeal of salary restrictions in the Women's Bureau to address pay disparities. Still, nearly a century later, women working full time earn on average about 77 cents for every dollar their male counterparts earn.” Maatz said that “Education has not completely solved the pay gap. According to AAUW's 2007 report, *Behind the Pay Gap*, wage inequalities are not simply a result of women's qualifications or choices-unfortunately, discrimination still plays a role. AAUW believes now is the time to address these issues.” [Adapted from AAUW Press Services]

In 2007 and 2008, AAUW released two reports that look at the status of women and girls in education and the economy. Both reports were supported by funds from the Educational Foundations as well as other sources.

### Where the Girls Are

In May, 2008, AAUW released **Where the Girls Are: The Facts About Gender Equity in Education**, the most comprehensive analysis to date on trends in educational achievement by gender, race, ethnicity, and income. This report shows that girls **and** boys from the fourth grade through the end of college are making steady educational gains. Refuting claims by conservatives, the analysis of data from all 50 states indicates that girls' successes do not come at the expense of boys.

The report also analyzes gender differences in educational attainment within economic and ethnic categories. The data show that academic success is more closely associated with family income than with gender. Across the board, on all measures, when girls perform better academically, so do boys. As Linda Hallman, Executive Director of AAUW, said, “A rising tide lifts all boats. In states where girls do well on standardized tests, so do boys. On the other hand, in states where girls do not do well on standardized tests, neither do boys. Children from the lowest-income families have the lowest average

test scores on standardized tests such as the National Assessment of Educational Progress, showing that family income

is more influential than gender in educational achievement. A rise in family income is consistently associated with a rise in test scores.”



### Behind the Pay Gap

Even though more women than men are currently earning college degrees, men continue to out-earn women in the workplace, beginning almost immediately after graduation. AAUW's report **Behind the Pay Gap**, released in 2007, found that one year after graduation, women earn 80 percent of men's wages; ten years out of college, women earn only 69 percent of men's earnings. A sizeable portion of these pay gaps cannot be explained by choices men and women make (such as field of study, choice of job, and time out of the workforce to care for children). If women were to match men's annual earnings, they would have had to have worked an extra full time job for four months.

A state-by-state, web-based, interactive tool that summarizes data about women's educational and economic status from both the above reports, **Women's Educational Gains and the Gender Earnings Gap** (2008), can be accessed at [www.aauw.org/research/statedata/index.cfm](http://www.aauw.org/research/statedata/index.cfm).

### AAUW's Position

AAUW strongly supports efforts to close the persistent wage gap between men and women. It is critical that we remind the country and our leaders that equity is still an issue, and improved laws and effective enforcement are essential in eliminating wage discrimination.

All reports are available at [www.aauw.org/research/index.cfm](http://www.aauw.org/research/index.cfm).

Equal Pay Day will be observed  
on April 28, 2009.

## More News from Association

### The Signs They Are a-Changin’

... at least a little. AAUW has issued new guidelines for the use of its logo. As AAUW and EF combine into one corporate entity, the logo with the stylized “W” above or preceding the letters “AAUW” are to be used, without the words “American Association of University Women”:



The AAUW logo is available in various formats and in both color and black and white. All logo material is downloadable from the AAUW website.

According to Linda Hallman, CAE, AAUW’s Executive Director:

- In this transition to a unified AAUW brand, it is essential that states, branches and the national office adopt and use the current AAUW logo/acronym throughout our programs, presentations, publications, signage, stationery, etc.
- It is critical not to invent other logos, which would only continue to fragment our identity and hurt the AAUW brand.
- It is imperative that each and every one of us make a concerted effort to ensure that the acronym/logo appears on everything we do. When we do that, we demonstrate that we are a community of 100,000 members that speaks with *one voice* in advancing gender equity and a fair chance for women and girls.

### Bylaws Changes on the Way

At the Association Convention in 2007, delegates approved sweeping changes in the future organization of the Association. These have been written into bylaws proposals which have been sent to state and Association leaders for comment and feedback. As of this writing, these comments are being reviewed, and new draft bylaws will be developed and included, with notes, in the next issue of the *AAUW Outlook*.

As Caroline Pickens, Chair of the Bylaws Committee, notes, it is important to keep things in context:

“These bylaws address the **national** level of the organization and set up its purpose, membership, and (the) structure by which it carries out its purpose.” and include the following:

**Membership:** Article IV, Section 1. Membership open to anyone; college level degree no longer required.

**Dues:** Article IV, Section 2. All dues are to be sent to Association first, then reimbursed by Association to the branches and states. Article IV, Section 3. AAUW Dues (“national”) to be determined by a 2/3 vote of the Association Board of Directors (not by vote of the members).

**Electronic voting:** Article V, Section 3. All members are eligible to vote; voting can be done in person, electronically or by mail.

**State & Branch structure:** Articles X and XI. State structure is optional and more flexible branch structures are permitted.

**Annual meetings & conventions:** Article XV, Sections 1&2. Annual business meetings are required but conventions are optional; only 30 days notice required.

**Voting:** Article XV, Section 4. Voting of the Membership. One member-one vote at annual meetings.

**AAUW Committees:** Article IX, Section 3. Qualifications. Non AAUW members can serve on Association committees.

Ruth Sweetser, AAUIW President, and Barbara O’Connor, AAUW Educational Foundation President write: “The intent of this initiative has always been to provide bylaws that will empower each of the branches to organize in whatever way is most beneficial to them and to best help them be involved in mission-based work.”

### UN Consultative Status for AAUW

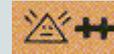
AAUW has gained special consultative status at the United Nations with the Economic and Social Council (ECOSOC), which initiates reports, makes recommendations, and promotes respect for human rights and fundamental freedoms. For many years, AAUW has had a U.N. representative attending select meetings and monitoring issues affecting women and girls. The new designation allows AAUW to participate in international conferences, sign on to NGO statements, and share AAUW’s expertise. “AAUW can now advocate more effectively and support policies aimed at strengthening

gender equality, especially in the areas of the economic, social, political, and reproductive health rights of women and girls,” said Carolyn Donovan, AAUW’s U.N. representative.





## Indian Education for All



Therefore, be it resolved that AAUW-Montana will continue to advocate for increased funding for and commitment to the implementation of Indian Education for All in Montana's education system. AAUW-Montana will also continue to educate its own members about Montana's Native peoples and cultures.

[Resolution approved at the 2008 AAUW-MT Convention]

To implement this resolution, AAUW-MT will continue its organizational membership in the Montana Indian Education Association (MIEA). [See [www.mtiea.org](http://www.mtiea.org)] The resolution also commits the State and the branches to sponsor at least one program a biennium to educate members about Native peoples and cultures. AAUW-MT will also work to establish satellite branches at the seven Tribal Colleges and increase American Indian membership at the branch level.

To help branches and members implement this resolution, your newsletter editor hopes to make this column a regular feature of *The Treasure Stater*. So, let's begin with some background information:

- ◆ The Indian Education for All Act (IEFA) was passed by the Montana Legislature in 1999.
- ◆ IEFA requires Montana's public educational system to educate **all** students (not just Native students) about the unique cultural heritage of Montana's Native peoples.
- ◆ Implementation of IEFA was assigned to the Office of Public Instruction (OPI). Their web site contains useful information and resources for teachers, students, and the general public; and features an interactive map of the reservations in Montana [See [www.opi.state.mt.us/IndianEd2/](http://www.opi.state.mt.us/IndianEd2/)].
- ◆ Funding to implement the Act has been controversial. In the 2005 and 2007 sessions, the Montana legislature approved increased funding for **Indian Education for All** at a per student level to schools and also funded programs to implement the Act.
- ◆ Work continues on developing a comprehensive curriculum for public schools across Montana.

- ◆ The MIEA website links to an excellent report describing the achievement gap that persists between Native students and their non-Native counterparts. This report is entitled *Reclaiming the Spirit: Setting and Agenda for Improved Academic Achievement Among American Indian, Alaskan Native and Native Hawaiian Students*. It was published in September 2007. [See [www.mtiea.org/downloads/Chris\\_Lohse.pdf](http://www.mtiea.org/downloads/Chris_Lohse.pdf)]

### OPI Releases New Textbook for Fall 2008

*Montana: Stories of the Land* highlights Montana's rich American Indian history and offers valuable insight into how Montana's Indian cultures played a significant role in some of the most important events in our nation's history. The 500-page textbook is designed for 7th and 8th grade students, and includes tests, worksheets and answer keys for educators. The Office of Public Instruction partially funded the textbook, which was published by the Montana Historical Society.

### DYK? (Did You Know?)

1. While 6.2% of the state's population is American Indian, 11.4% of students enrolled in K-12 schools are American Indian.
2. American Indian students predominately drop out of public schools in the 9th grade while white students usually drop out in the 11th.
3. Over the last five years, American Indian students in Grades 7-8 accounted for 10.5% of the students but 70% of the dropouts. In high school, they were 10.2% of the enrollment but 23% of the dropouts.

means Guidance

## Support AAUW's Public Policy Priorities on November 4th!



Vote Yes on the Healthy Montana Kids Initiative (CI-155)  
and the

6 Mill Levy to support the Montana University System (LR-118)



## MWL: Our Direct Voice in Helena

Remember what lobbying the Montana legislature used to be like before AAUW-MT hired a lobbyist? We tried to hold weekly meetings to get up-to-date information about what was happening with our issues, but that meant scheduling a venue and preparing handouts; and much of the time, people didn't show up? We organized telephone trees that failed spectacularly when a key contact was out of town or we got too busy to call.

AAUW-MT has always had a presence in Helena during the Legislature, because we have always had public policy issues we want to advance or oppose. But we were seldom as effective as we could have been because we were part-time advocates trying to advance our agenda in a full-time, high pressure setting. That has changed since AAUW-MT and BPW-Montana joined forces, reorganized the Montana Women's Lobby, and we went electronic. With the frequent updating of the *Helena Hot Flash* and phone calls, our lobbyist has made many of the structural problems associated with citizen advocacy less stressful. But we still need you!

MWL is supported by contributions from the AAUW state budget, dues paid by AAUW branches and BPW chapters, and individual memberships. We need you!

And here's what you can do:

- Join MWL as an individual member (See below.)
- Be sure your branch joins MWL.
- If you have email, read the *Helena Hot Flash* and follow the suggestions for action.
- Participate in Legislative Days, Feb. 13-14, 2009.

This year we are asking you to help determine our priority issue\* for this session. The issue must be something we want to support or oppose that will be considered in the 2009 legislative session. It must advance state and/or Association public policy priorities and should not be the priority issue of another organization as, say, clinic access would be for MT-NARAL. Your suggestions will be discussed and selected at the November AAUW-MT Board Meeting. Please send your suggestion with a brief rationale to Diane Ehernberger before November 10.

\* Our lobbyist will always lobby for our core priorities, especially non-gender insurance, and will join in support of other organizations with similar priorities such as Montana NARAL and MHRN. But we will take the lead on the issue that the AAUW-MT Board selects at its Nov. 15 meeting.

### Montana Women's Lobby

- I will sponsor the vital work of MWL with my contribution of:
- |                                                           |                                                                 |
|-----------------------------------------------------------|-----------------------------------------------------------------|
| <input type="checkbox"/> \$25 "Living Lightly" Membership | <input type="checkbox"/> \$100 "Lobbyist-for-a-Day" Sponsorship |
| <input type="checkbox"/> \$50 Regular Membership          | <input type="checkbox"/> Other \$ _____                         |

- I want to be on the "front lines" of the 2009 session's legislative battles. Sign me up to:
- be on a local phone tree     give testimony on a bill     attend a Lobby Day

Name \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Email address (to get *The Helena Hotflash*) \_\_\_\_\_

Make your check payable to **Montana Women's Lobby**. Mail it with this form to **PO Box 11558, Bozeman, MT 59719-1558**.

Paid for by Montana Women's Lobby, PO Box 11558, Bozeman, MT 59719-1558.

Contributions are not tax deductible.

# Happy Birthday to Us! Happy Birthday to Us!

Get Ready. Buy those hats and party favors,! Order the balloons and flowers! 2008 and 2009 are anniversaries to celebrate. **AAUW is 100 years old in Montana!**

The first branches were founded in Missoula and Butte in 1909. The first state organization was officially established in 1926 and the first biennial convention held in 1928 in Missoula



## Current Branch Beginnings

|             |      |                |      |
|-------------|------|----------------|------|
| Missoula    | 1909 | Glendive       | 1937 |
| Great Falls | 1914 | Park County    | 1946 |
| Billings    | 1924 | Miles City     | 1946 |
| Bozeman     | 1924 | Glasgow        | 1953 |
| Kalispell   | 1933 | Treasure State | 2007 |



**Mission Statement:** AAUW advances equity for women and girls through advocacy, education, 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.

**AAUW Educational Foundation:** The AAUW Educational Foundation provides funds to advance education, research, and self-development for women and to foster equity and positive societal change.

**AAUW Legal Advocacy Fund:** The AAUW Legal Advocacy Fund provides funding and a support system for women seeking judicial redress for sex discrimination.



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RETURN SERVICE REQUESTED

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