



MONTANA TREASURE STATER

Vol. 61 No. 2

AAUW-MONTANA NEWSLETTER

WINTER 2008-09

Contents

Legislative Day	1
Board of Directors	2
President's Letter	2
Regional Director's Report	3
Grants for Meetings	3
Association Letter	4
Branch Notes	5
NSF Grant	5
Pay Equity News	6
Leg. Day Schedule & Registration Form	7
Convention Deadlines	8

Legislative Day 2009 Set for Friday, February 20, in Helena

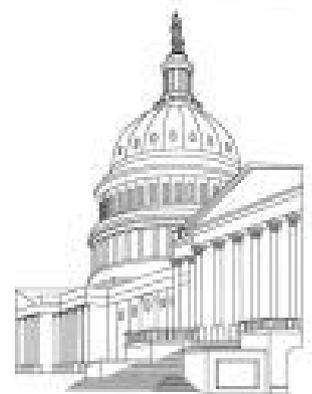
After all the campaigning. After all the ads and letters to the editor. After all those mailings and door knob flyers and phone calls aimed at getting something from you (your vote), it's time to head to Helena and talk to your state legislators about getting something back from them (their support for our issues).

We have planned a full and exciting day for you! We will begin with briefings where we will learn about the status of our issues, particularly the protection of non-gender insurance and pay equity. [Our legislative program with our 2009 priorities will be printed in a handy brochure that will be available for you to share with your legislators during your visits with them.]

During the briefing, beginning at 8:30 a.m. on Friday, our MWL lobbyist, Linda Gryczan, will offer an update on crucial bills and review the schedule for the day that includes hearings and actions slated for the House and the Senate. (See page 7 for the full schedule).

At noon, we are inviting legislators to join us for lunch in the Capitol. (Your registration fee includes this lunch.) Lunch in an informal setting offers an excellent time to visit with legislators about AAUW, our mission and our priorities.

After lunch we will move to the balcony of the House and observe newly elected State Superintendent of Public Instruction, Denise Juneau present her "State of Education" address. Following her address, we will return to lobbying until late afternoon when we have been invited to attend the MEA-MFT reception for legislators from 5:00 to 7:00 p.m. (location TBA that day).



Calendar

- 2/20-21/2009: Legislative Days, including workshops and AAUW-MT board meeting, Helena
- 3/8/2009: International Women's Day
- 4/28/2009: Equal Pay Day
- 6/4-6/6/2009: National Conference for College Women Student Leaders
- 6/26-28/2009: National Convention, St. Louis
- 8/26/2009: Annual Women's Equality Day

MWL Turns 25

The Montana Women's Lobby (MWL) was founded in 1983 as the Montana Women's Lobbyist Fund and quickly grew to have a membership of over a dozen progressive women's organizations. In the 1990s, WLF changed its name to the Montana Women's Lobby, and due to the attrition of member organizations which had hired their own lobbyists, reorganized itself into the lobbying arm of two primary organizations—AAUW-Montana and Montana BPW. This year, the MWL Board of Directors refined MWL's mission statement, updated the bylaws, and, again, hired Linda Gryczan to serve as the lobbyist. In addition to her direct lobbying activities, Linda keeps Lobby members informed of what's going on in Helena through the *Helena Hotflash* (yes, pun intended) which is distributed electronically to MWL members.

Happy Anniversary, MWL!

AAUW-Montana

President:

Diane Ehernberger, 579-3088
di47mt@yahoo.com

Program:

Susan Lubbers, 245-2970
rslubbers@g.com

Membership:

Susan Lee, 453-8860
suelee000@msn.com

Communications:

Mary Gernaat, 452-8769
gernaatwcm@aol.com

Finance:

Birdie Dapples, 698-3227
dapplesb@rocky.edu

Past President:

G.G. Weix, 251-6448
gqweix@msn.com

Public Policy:

Susan Lubbers, 245-2970
rslubbers@g.com

Educational Foundation & Legal Advocacy Fund:

Jo Stevenson, 452-7756
stevenson_jo@yahoo.com

Bylaws/Parliamentarian:

Corky Bush, 599-4670
corkyb43@yahoo.com

Newsletter Editor:

Corky Bush, 599-4670
corkyb43@yahoo.com

Regional Director:

Betsy McDowell, 503/371-9054
betsymcd@comcast.net

AAUW Member Helpline:

1-800-326-2289

AAUW Website:

www.aauw.org

President's Letter

Now that the rush of the holiday season is past, I've been thinking about just why it is that we rush around expending so much energy every November and December. Some may be just habit; some may be doing what is "expected" of us; but I think there's a deeper reason. These holidays are the ones most tied to gathering together with family and friends, and there is great value in the act of formal gathering. We draw strength from sharing memories, recognizing bonds, and relating stories of our recent lives. We come away from these holiday gatherings with a renewed sense of our own place in the world.



The value of gathering is not restricted to holidays and families; we can gain the same sense of bonding and sharing from gathering with like-minded friends. One of the reasons I originally joined AAUW was to find a circle of friends whose basic belief system reflected my own. I draw strength from each AAUW gathering I attend.

Of course, there is gathering and GATHERING. Every branch meeting is an opportunity to gather together, but, like seeing your neighbor each day at the mailbox, the value of the ordinary is often overlooked. Occasionally, we need a bigger boost to truly renew our sense of ourselves. Luckily, AAUW is offering each of us two opportunities for a big boost of renewal through gathering together—our statewide Legislative Days Feb. 20-21 in Helena and our national convention June 26-28 in St. Louis.

Just to entice you further, I want you to know that these gatherings have some definite advantages over the holidays we have just completed—you don't need to buy any gifts, or cook any big meals, or sit next to your grouchy great-uncle Bob. In fact, AAUW-MT will even help to pay your way to both of these gatherings! The Public Impact Grant we received from Association will pay mileage for one car from each branch to Legislative Days plus as much of your Helena lodging as we can afford. For the national convention, the state board voted to offer grants of at least \$200 to delegates from Montana (see facing page for details).

Please take the time to consider attending one, or both, of these AAUW gatherings. Grab that renewal of commitment and energy that is a byproduct of coming together for both a common cause and a good visit with friends. Let's gather!

Diane

News from Our Regional Director



I am looking forward to seeing you at the Legislative Day events in Helena February 20-21. Your commitment and contributions to your public policy fund have forged powerful alliances with the MEA/MFT, and now is the time to maximize your AAUW impact with your legislators. I will bring the latest news from Association and want your feedback.

You may have read the proposed AAUW bylaws and rationale circulated this summer and fall. The information is on the AAUW website (www.aauw.org) Member Center, left sidebar "Charter and Bylaws". Please familiarize yourself with the big issues and bring your questions to the Saturday morning workshop. Remember the focus is on moving AAUW into its new structure of a large 501c3 charitable organization with a small 501c4 "Action Fund" for our public policy team in Washington DC. Many of the changes regarding voting and meetings are dictated by DC statute (where AAUW is incorporated). Opening membership to anyone supportive of the mission has been discussed at Association convention for many years. Is it time for us to take this step? I want to hear your opinion!

I will also bring you information about the new membership pilot project (online dues payment), local scholarship screening tool, and the latest media releases. AAUW has had significant "face time" with the press as the Lilly Ledbetter Fair Pay Act made its way through the House (this year and last) and Senate (last year).

The Association convention registration is online and can be mailed to you too if necessary—you will learn about AAUW's new direction, make new friends and meet Lilly Ledbetter, the face of pay equity! Plan to come to St Louis June 26-28 and make your voices heard while we're Breaking Through Barriers.

Betsy McDowell, AAUW Mountain-Pacific Regional Director
betsymcd@comcast.net 503/371-9054

Money Available for 2009 Meetings

AAUW-Montana is offering financial assistance to those who want to attend our Legislative Days and/or the 2009 AAUW national convention. Although we cannot pay your way completely, we're hoping that these funds will help make it possible for more of you to join us at these meetings.

Legislative Days—We have money left in our Public Policy Impact Grant from Association to reimburse those attending our Legislative Days in Helena Feb. 20-21, 2009. We will reimburse mileage for one car per branch and split whatever is left to help cover lodging costs. You do not need to fill out any application form for these funds; we will make reimbursement according to how many participate. You do still need to register in advance, so complete and send in the registration form on page 7 as soon as possible.

AAUW Convention—We are also offering grants of at least \$200 to those wanting to attend the national convention in St. Louis, June 26-28, 2009. Although we don't have a formal application form, we ask that you apply for a grant by sending an email (di47mt@yahoo.com) or posted note (396 Fireside Dr., Bozeman, MT 59718) to Diane Ehernberger by March 15, indicating:

1. how much money your branch will be putting toward your attendance;
2. an estimate of the total cost of your trip (flights, lodging, registration);
3. your agreement to fulfill the duties of a delegate (attend business sessions, group meetings, etc.); and
4. your willingness to serve in an AAUW leadership capacity in the next 2 years (at branch or state level).

The final amount of each grant will be determined by a combination of need, leadership potential, and available funds. Grant recipients will be notified by March 20 (so you can register at the Early Bird rate before 3/22), and funds will be dispersed as soon as receipts are presented to AAUW-MT.

Please take this opportunity to join your fellow AAUW-MT members as we gather together to further the advocacy positions of AAUW and determine to future of our organization. Remember, there is more to being an AAUW member than attending branch meetings. Expand your AAUW horizons by participating in one or both of these important 2009 meetings.

AAUW in the 21st Century

by Ruth Z. Sweetser and Barbara L. O'Connor

Will 2009 be the year of AAUW's transformation? If so, each of us needs to be reminded that policies and procedures by themselves don't change an organization. Rather, it is YOU, the members, who have the opportunity to move AAUW from a 20th- to a 21st-century organization. Since transformation depends on the human factor, how does this happen?

First, we have to work together and think together as an entire community to ensure that we keep our AAUW Value Promise at all times. When planning branch activities or even personal activities, ask "How does this project or program or activity help keep AAUW's Value Promise?" In other words, how am I helping to break through educational and economic barriers for women and girls? Diligence in keeping AAUW's promise will make an enormous difference both in getting results for our mission and in branding our organization.

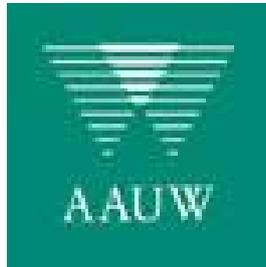
Whenever you read with your granddaughter, play in a bridge tournament that benefits the AAUW Educational Foundation, host a guest speaker on pay equity at a branch meeting, or write your member of Congress through our Two-Minute Activist portal, you're taking a step to break through barriers. Just asking yourself that question brings a new awareness to and appreciation of our work that is vital to making it succeed—and will help you focus as your branch plans its mission-based programming. When you take that planning up a notch—asking how can my branch join with as many other branches and members as possible to apply our collective influence to a breakthrough—barriers, watch out! With nationwide engagement by members, our results, if documentable, will prove to be powerful and persuasive.

Second, plan to attend the 2009 AAUW National Convention: Breaking through Barriers, June 26–28, in St. Louis. There you'll have the chance to experience the new AAUW firsthand, to see with your own eyes what the future holds for our organization. You'll make AAUW history by participating in the bylaws votes, and, of course, you'll reconnect with old friends and make valuable and enjoyable new connections. But, please, come to convention well versed in the proposed bylaws and rationales; the briefings provide extensive information on these new approaches.

Third, adopt innovative tools and future-oriented thinking about what will make AAUW viable, attractive, and competitive. Yes, organizations compete for the attention and participation of current and potential members. If we are unable or unwilling to see the big picture of AAUW and its needs in 2009 and beyond, we risk the future of the entire organization. So to finalize the corporate restructuring from three separate entities to one tax-exempt umbrella organization (501(c)(3) with a very small 501(c)(4) subsidi-

ary, the Action Fund), we will need to adopt bylaws that support the respective legalities and functions. We also need new ways of operating that recognize updated ways to lead, technology that facilitates administrative work so volunteers can devote themselves to breaking through barriers, 21st-century ways of engaging with each other, and other practices.

A number of these innovative tools have been introduced through the series of briefings that AAUW has provided since early fall 2008. These tools include the Programs in a Box, which provide how-to's for mission-based programming; the Membership Pilot Program, which will allow leaders to manage their membership records online; and the Branch and State Local Scholarship Clearinghouse Pilot Program, which will help branches market their scholarships and select their recipients from a pool of pre-screened applicants. Our new method of submitting a leadership position application will allow members to express general and specific areas for service, along with an inventory of skill sets they can bring to these positions. The type of work expected of the regional director is so valuable that we are revamping and strengthening that role to ensure grassroots engagement for the new AAUW.



At the AAUW state spring meetings, board members and other leaders—champions—will present and facilitate discussion on all these transitions. Be sure to take advantage of this personalized learning opportunity, especially in preparation for the convention in St. Louis.

Each of these changes marks a departure from our business as usual, yet they are all designed to address our organizational shortcomings. It is up to us to take hold of what organizational development teaches us, leave behind AAUW practices and thinking that don't work, and build on AAUW's unmatched legacy to reshape its potential for the future. We need to be smart, as well as educated!

The critical question is, How will you help AAUW move into the 21st century? As noted, the forward-looking framework and policies/procedures are being developed for your consideration and decision. How you think about AAUW, its future and its promise, will determine both how you receive proposed changes and, more important, what you do with the new AAUW once it is in place. You—both individually and collectively as the AAUW community—are the agent on which AAUW's success rests!

The new AAUW is going to be a force to be reckoned with. With a community of nearly 100,000 determined women and men, focused on a single objective—to break through barriers for women and girls—we will be unstoppable.



Notes from the Branches

Billings Branch Sponsors Family History Workshop

The Billings Branch invited Christy Leskovar, author of *One Night in a Bad Inn*, to present a workshop on writing family history. This was the third in a series of writer's workshops the Branch has sponsored. Valerie Hemingway, a Montanan and author of *Running with the Bulls*, *My Years with the Hemingways*, presented the two previous workshops on memoir writing.

Christy's workshop, subtitled "Scandal, War, Murder, Mayhem, Heroism and Fortitude all in one Montana Family," provided tips on finding and telling **your** family story. She gave advice on interviewing people, looking for off-the-beaten-track written records, and keeping track of all this information once you've got it. Christy received rave reviews on the evaluation forms with participants finding her "very engaging and well organized." The Writer's Workshops have proven to be successful mini-fundraisers for the Branch and have promoted branch visibility in the community

Bozeman Branch Learns Crisis Economics

A large audience heard Dr. Dave Young and Dr. Jamie Brown discuss "*What the H* Happened?: The Economic Crisis and the Future of Money, Markets, Mortgages and Social Equality*", the program for the October 2008 branch meeting. These MSU professors explained the reasons for the downturn in the economy and the economic factors leading up to the current crisis. The take-away messages: (1) While homes have historically increased in value, the increases have usually been modest and slow. The quick and dramatic increases in house prices in recent years was anomalous. (2) There was so much bundling, slicing, and dicing of home mortgages that the real value of these investments could not be accurately determined. And (3) among other recommendations for preventing similar crises in the future: tax policy should shift from giving tax breaks based on the amount of interest paid on housing debt to giving tax breaks based on the equity people build up in their homes.

Great Falls Member Donates Nursing Simulation Lab

Elizabeth Wick, a long time Great Falls AAUW branch member, was recently honored by the Montana State University College of Nursing for her generous donation of a simulation lab to the Great Falls Campus. The story of the simulation lab began in the Fall of 2007 when Elizabeth participated in a local branch meeting held at the college and learned about how simulation manikins help nursing students learn and practice hands-on skills. She quickly saw the value of this cutting edge technology and offered to purchase "one of those robots" that speaks, blinks, makes breathing and heart sounds, and simulates has a pulse, blood pressure and other functions. As a result of her generous donation, the College was able to purchase not only a second manikin but was also able to outfit an entire patient room to make simulation scenarios more realistic. Her donation spurred additional generous community donations. The new simulation lab is now four times larger than originally conceived with more equipment, a new classroom and video capability. The lab is on track to become a regional learning center for nursing and other healthcare education programs. It is also expected to become a center of learning for already licensed nurses and healthcare professionals to help them gain and maintain certification.

Miles City Branch Remains Great in '08

The Miles City branch had a great year with two successful fundraisers, a book sale in July and the annual AAUW Christmas Market in December. These activities provide funds for two scholarships as well as support for many community projects and organizations including the Missoula Children's Theatre, Shakespeare in the Park, the Speakers Bureau, the Custer County Community Health Center and many more. The branch also uses its proceeds to support the Montana Women's Lobby, the AAUW Education Foundation, and the AAUW Legal Advocacy Fund. They also managed to gain a couple new members and are looking forward to 2009 and another year of work and friendship.

AAUW Receives Grant from NSF

AAUW has received a two-year, \$249,000 grant from the National Science Foundation (NSF) to launch a major study of the causes of and dynamics behind the low participation of women and girls in science, technology, engineering, and math (STEM) fields. While progress has been made in many STEM fields, women remain far behind in critical areas, including computer science. This research project aims to help ensure that girls and women are fully represented in STEM fields. This is AAUW's fourth grant from NSF, and the study is set for release in 2010.

Pay Equity

Common wisdom has long held that education closes the pay gap between men and women. In other words, the dismal figures on pay inequity which show women nationally earning 77 cents to the dollar a man earns is not evidence of discrimination but of other economic forces, especially education level, at work in the economy. In other words, the pay gap is due to differences in education level not discrimination. So AAUW, as they say, did the math, disaggregated the data, and produced *State by State Data on Women's and Men's Educational Attainment and Earnings* (see www.aauw.org/research/statedata/upload/table_data.pdf). This research shows that:

- ≠ Just one year after college graduation, women earn only 80 percent of what their male counterparts earn.
- ≠ Ten years after graduation, women fall further behind, earning only 69 percent of what men earn.
- ≠ Even after controlling for hours, occupation, parenthood, and other factors known to affect earnings, the research shows that one-quarter of the pay gap remains unexplained and is likely due to sex discrimination.

Data for Montana and adjacent states (see table below) show interesting patterns of pay inequity:

- ≠ In Montana, data for the years 2004-06 show no disparity in the percentage of the workers (27%) who had earned a college degree or more. While this is a proud accomplishment, it means that disparity in educational attainment cannot account for the differentials in pay.
- ≠ The median income for men with one or more college degrees was \$43,000; for women the median income same figure was \$33,000, making both men and women the lowest paid in the nation.
- ≠ Women with college degrees earned 77% of male college graduates' earnings. This ratio ranked Montana 22nd among all states and Washington, DC. and third among the five states in the "adjacent states region" (tied with South Dakota).
- ≠ Looking at the region, men in Wyoming are best off in terms of salary. Women in Idaho are best off in terms of dollars and in salary relative to men (first in the region and fifth in the nation); yet only 24% of Idaho's female workforce earned college degrees. Wyoming demonstrated the inverse with the fewest male and female college degree earners (21% and 20% respectively), but the greatest gap between men's and women's salaries.

CONCLUSIONS: College education does not reduce or eliminate pay inequity. Men and women in Montana are equally well educated and, in absolute dollars, comparably poorly paid relative to their peers in all other states. The low salaries make Montana's having pay gap slightly above the national average a hollow accomplishment.

Federal Pay Equity Legislation

Lilly Ledbetter Fair Pay Act of 2009
(HR 11, passed the House 1/9/09)

The Ledbetter Fair Pay Act rights the wrongs done by the Supreme Court (which ruled that Ledbetter should have filed her suit within 180 days of the first occurrence of pay discrimination), ensuring that people who've been discriminated against can seek vindication within 180 days of ANY discriminatory paycheck.

Paycheck Fairness Act (HR 12)

Championed by longtime AAUW friend Rep. Rosa DeLauro (D-CT), the Paycheck Fairness Act is a comprehensive bill that would create stronger incentives for employers to follow the law as well as strengthen penalties for violations, strengthen federal outreach, education and enforcement efforts, and prohibit retaliation against workers who ask about employers' wage practices.

Educational Attainment and Earnings of College Educated Women and Men in Montana and Adjacent States, 2004-2006

State	Percentage with College Degree or More			Median Annual Earnings				Earnings Gap	
	Men	Women		Men	Women		Women		
	Percent	Percent	U.S. Rank	Dollars	Dollars	U.S. Rank	Percent	U.S. Rank	Reg. Rank
<i>Idaho</i>	29%	24%	31	\$54,000	\$43,000	38	81%	5	1
<i>Montana</i>	27%	27%	22	\$43,000	\$33,000	51	77%	22	3
<i>North Dakota</i>	28%	28%	18	\$51,000	\$41,000	46	79%	11	2
<i>South Dakota</i>	27%	24%	32	\$48,000	\$37,000	50	77%	25	3
<i>Wyoming</i>	21%	20%	47	\$55,000	\$38,000	49	70%	49	4
United States	29%	27%		\$66,000	\$50,000		76%		

Schedule for Legislative Day & AAUW Meetings

Friday, February 20

- 8:30 a.m. Registration & Continental Breakfast at the Montana Historical Society, 225 North Roberts
- 8:45 a.m. Issues Briefing and Updates by MWL Lobbyist Linda Gryczan
- 10:00 a.m. Walk across the street to the Capitol to attend hearings and/or visit with legislators & invite them to lunch
- 11:30 a.m. Lunch with legislators in the Capitol and MWL anniversary celebration (room number TBA; cost included in registration)
- 1:00 p.m. State Superintendent of Public Instruction Denise Juneau's State of Education Address to the Legislature (House balcony)
- 2:00–4:00 p.m. Attend committee hearings, visit legislators, attend House or Senate sessions
- 4:15 p.m. Debriefing session with Linda Gryczan (Rotunda)
- 5:00–7:00 p.m. MEA/MFT Reception for legislators (free hors d'oeuvres & drinks). Great chance to schmooze with your legislators)

Saturday, February 21

9:00 a.m. to noon: AAUW will hold our Winter 2007 workshop (featuring our Regional Director, Betsy McDowell) and state board meeting at the Super 8 Motel, 2201 11th Ave.

Reserve Your Room in Helena

The Super 8 Motel, 2201 11th Avenue, has set aside a block of rooms for Legislative Day and/or board meetings.

Double and single rooms are available for Thursday night; only single rooms are available Friday night.

Double rooms rent for \$55 (plus tax per night regardless of the number of people staying in the room. Single rooms rent for \$45 per night (plus tax). A continental breakfast is included.

To reserve your room, call 406-443-2450 and mention AAUW, before February 8.



Legislative Day Registration Form



I plan to attend the following activities:

- Friday's Legislative Day including lunch at the Capitol
- Friday evening's MEA/MFT Reception
- Saturday's AAUW-Montana Workshop and Board Meeting

I am a member of:

- AAUW BPW MWL JUST A FRIEND

Name _____

Address _____ Phone _____

City _____ State _____ Zip _____

The registration fee for any and all Legislative Day weekend activities is \$10.00

Make check payable to AAUW-MT and mail it with this form to Susan Lubbers, 2121, Dahlia Lane Billings, MT 59102-2319

REGISTER NOW FOR SAVINGS

Early Bird:

Jan. 16–Mar. 22 \$399

Regular:

Mar. 23–June 26 \$440

Register online at:

www.aauw.org/convention/conv2009/index.cfm

See page 3 for information on financial assistance.



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.



AAUW-Montana
c/o Diane Ehernberger
396 Fireside Drive
Bozeman, MT 59718-7248

Montana

RETURN SERVICE REQUESTED
