



BECOMING  
THE FACE OF  
PAY EQUITY

SPECIAL CONVENTION ISSUE

OUTLOOK

THE MAGAZINE OF

AAUW

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## BREAKING THROUGH BARRIERS

AAUW and the AAUW Educational Foundation advance equity for women and girls through advocacy, education, and research. AAUW, founded in 1881, is open to all graduates who hold an associate's or higher degree from a regionally accredited college or university. In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class. This publication is available in alternative formats for those with visual impairments.

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# OUTLOOK

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## ON THE COVER

LILLY LEDBETTER  
THE FACE OF PAY EQUITY

Today, the average woman earns just 78 cents for every dollar her male counterparts earn, even when they have the same job. Lilly Ledbetter gave this appalling statistic a face—her own—and helped propel the issue of wage discrimination to the forefront of the 2008 presidential campaigns. Ledbetter told her story to millions, in prime time, at the Democratic National Convention last summer. Join us at the 2009 AAUW National Convention in St. Louis this summer, and you'll hear her inspirational story in person!

## WHAT YOU'RE SAYING

### KUDOS WELCOME HERE

I just finished reading the most recent issue of *Outlook* from front to back. This was the most interesting, informative issue I have read in many years.

PAM HOADLEY

### EQUITY FOR MUSICIANS, TOO

Noted with positive thoughts [Mortenson's] *Three Cups of Tea* in my wife's copy of *Outlook*. You should also recommend [Gladwell's] *Blink* simply for the description of the classical music revolution. Essentially, classical music until very recently was the reserve of white men. This changed when a conductor began auditioning candidates by listening to them play behind a screen; now we have large numbers of women in philharmonics.

RAY PERRYMAN

### OOPS, SORRY, SENATORS!

The article "In the Running" [Fall/Winter 2008] refers to Margaret Chase Smith as the first American woman senator. I knew that couldn't be right. Chase was our seventh female senator; the first was Rebecca Latimer Felton. [Editor's note: Felton, an appointee, served for just one day. The first elected woman senator was Hattie Wyatt Caraway.]

ANNE KAISER

We welcome your comments. Send letters to [editor@aauw.org](mailto:editor@aauw.org) or AAUW Outlook, 1111 Sixteenth St. NW, Washington, DC 20036. Letters may be edited for brevity and style.



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Your **daughter** deserves **opportunity**

Your **mother** deserves **justice**

Your **sister** deserves **empowerment**



Your **grandmother** deserves **respect**

Your **best friend** deserves **autonomy**

**You** deserve **equality**

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fighting for the rights of all women.  
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[www.now.org](http://www.now.org)

## Change Is Coming Here!

Welcome to our brand-new *Outlook*—the magazine of AAUW! Inside, you'll see changes in both the design and the contents. I hope you like them as much as I do. This wonderful new magazine sets the stage for other exciting changes that are coming to AAUW members this year. Already we have a lot to celebrate and anticipate.

Exciting changes  
are coming to  
AAUW this year.

The historic inauguration of President Barack Obama lifted the spirits of Washington, D.C.—and the whole country. Immediately afterward, Congress passed the Lilly Ledbetter Fair Pay Act that AAUW members, staff, and coalition partners have worked on for so long. With AAUW representatives looking on, the act became the first bill President Obama signed into law. We take pride in congratulating Lilly Ledbetter, the “face of pay equity” who graces our new *Outlook* cover, on this hard-won victory.

In fact, many of us will have the opportunity to do just that—in person—when Lilly joins us in St. Louis at our 2009 AAUW convention. She will attend the entire convention and is looking forward to meeting everyone! Rep. Jackie Speier (D-CA), another champion of women's equity, will be with us at convention as well. Based on early registrations, we are expecting a fantastic turnout for this event.

The 2009 AAUW convention will truly be a landmark occasion, providing attendees and delegates with an important voice as we work on restructuring our organization. As you'll see in the

convention section of this *Outlook*, the proposed bylaws and the Public Policy Program raise many critical issues. Please consider them over the next few months and contact your local and state leadership with your thoughts and questions—and then join us in St. Louis!

Recently, AAUW launched a new pay equity campaign, “Keep the Change until Women Have Real Change.” Featured in *Parade* magazine in January and *Glamour* in March, AAUW's pay equity work will likely generate even more articles later this spring. Pay equity will also get a lot of attention at the 2009 National Conference for College Women Student Leaders, to be held at the University of Maryland, June 4–6, 2009. Branch scholarships helped more than 500 young women leaders attend this outstanding leadership event last year, and with your help we can top that number in 2009!

Again, please join us at the Renaissance St. Louis Grand and Suites Hotel, the historic site of the 1919 National American Suffrage Association meeting and the showcase in 2009 for AAUW's own historic 21st-century transition.

### BREAKING THROUGH BARRIERS

The 2009 AAUW National Convention will take place June 26–28 at the Renaissance St. Louis Grand and Suites Hotel. Visit the convention website for more information: [www.aauw.org/convention](http://www.aauw.org/convention).

Linda D. Hallman, CAE  
AAUW Executive Director



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## A Seat at the Table

This is an exciting time for AAUW. We are on the brink of launching a renewed and revitalized organization. In June, we will come together in St. Louis to complete a transformation that has engaged our energy, imagination, and creativity for more than three years.

Organizations are measured by what they do, not by what they just talk about.

In 2007, when we met in Phoenix for our last biennial convention, we voted to embark on a strategic process that would guide us toward becoming a 21st-century organization—one fully able to capitalize on the breadth and strength of our nearly 100,000 members. Since then, our goal has been to establish a blueprint for AAUW's future.

Together, we have worked hard to design a more efficient organizational structure and develop a new set of bylaws. After streamlining our operations and reenvisioning our communications, our nationwide AAUW community is now poised to leverage its collective strength. This power and influence, newly focused, will help us continue to break through barriers so that all women have a fair chance.

The 2009 convention in St. Louis is as important as any we have had in many years, and we urge you to attend. But whether or not you are able to join us, we encourage you to study the proposed bylaws and briefings ([www.aauw.org](http://www.aauw.org)) and discuss them with other members. AAUW's future depends on our providing thoughtful, well-reasoned analyses to the convention delegates, so

that they can help make the extremely important decisions before us.

Organizations are measured by what they do, not by what they just talk about. As this biennium concludes, our fervent hope is that AAUW's legacy of changing women's and girls' lives through advocacy, education, and research will once more light the fire for equity within each of us. Individually and collectively, we must reach out to challenge the status quo and claim a "seat at the table," wherever our lives may lead. If AAUW members are not willing to make this commitment, who will? Please make plans to meet us in St. Louis—and pull up a chair!



Ruth Sweetser  
President  
AAUW Association



Barbara O'Connor  
President  
AAUW Educational Foundation

# A look at what's going on at AAUW

## “Champions” Speak at State Conventions

At AAUW state conventions this spring, board members and other leaders—our “AAUW champions”—will present information and answer questions about AAUW’s restructuring and the proposed new bylaws. The champions will also report on a host of new programs and opportunities for member engagement. Be sure to take advantage of this opportunity by asking questions about the issues as we prepare for the convention in St. Louis.

## AAUW Works with the New Administration

AAUW is working closely with the new Obama administration to ensure that breaking through educational and economic barriers for women and girls is at the top of the president’s agenda. In recognition of AAUW’s hard work on the Lilly Ledbetter Fair Pay Act, Executive Director Linda Hallman and Director of Public Policy and Government Relations Lisa Maatz attended the bill-signing ceremony at the White House in January. Hallman also recently participated in a White House Task Force on Middle Class Families, chaired by Vice President Joe Biden.

### AAUW FEATURED IN PARADE MAGAZINE

On January 18, *Parade* magazine reported on the renewed fight for pay equity. AAUW Director of Public Policy and Government Relations Lisa Maatz was quoted in the story, “A New Push for Equal Pay.” The magazine is distributed by more than 470 Sunday newspapers and has a readership of more than 72 million people.

### EQUAL PAY DAY IS TUESDAY, APRIL 28

To match men’s earnings for 2008, women will have to work from January 2008 to April 2009—an extra four months. Equal Pay Day takes place on a Tuesday in April and symbolizes the point in the next year to which a woman must work to achieve pay equity for the previous year. Her male counterpart must work five days per week for twelve months, whereas she will work seven days per week for sixteen months to earn equivalent wages. Visit the AAUW website for information and resources to help mark Equal Pay Day in your community.

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

Get answers to all your questions about the bylaws on the AAUW website.



Support AAUW’s Breaking through Barriers 2009 campaign. Contribute \$1,500 to receive a gold pin or \$500 to receive a silver pin. Contact Carol Rognrud, rognrudc@aauw.org or 202/728-7627.



Support future generations of women and girls by participating in one of AAUW’s planned giving programs. Contact Carol Rognrud, rognrudc@aauw.org or 202/728-7627.

## New Membership Pilot Program

The Membership Pilot Program (MPP) is a voluntary program that assists members and branches with dues payment, collection, and processing. Thirty-five states have opted in to enable their branches to have the option to decide whether to participate in the MPP. The program was developed in response to member requests for more online membership and dues management options. For more information on the program and how to participate, see Current Topics Briefing #17 and the program FAQs on the AAUW website.

## AAUW Joins Feminism 2.0

AAUW Executive Director Linda D. Hallman recently spoke at the Feminism 2.0 conference in Washington, D.C. The conference brought together the leadership of major women's advocacy organizations and online women's communities in an effort to further the connection between organizations like AAUW, with experience, knowledge, online advocacy tools, and formidable real-world grassroots networks, and the powerful and growing communities of women online. AAUW was a lead organization on this endeavor. For more information, visit [www.fem2pt0.com](http://www.fem2pt0.com).



**Skyward Dreaming**  
Michelle Stump  
AAUW Los Alamos (NM) Branch



**Red Door**  
Margaret Mathews  
AAUW Warner Robins (GA) Branch



**Burst of Bounty**  
Janice Arrowsmith  
AAUW Lansdale (PA) Branch



**Energizing Bouquet**  
Sharon Pottelbaum  
AAUW West Suburban Milwaukee (WI) Branch



**Old Country Road**  
Joye Shaffer  
AAUW New Smyrna Beach (FL) Branch



**To Life!**  
Katherine Barit  
AAUW Las Cruces (NM) Branch

## AAUW and CARE Celebrate International Women's Day

More than 120,000 people—including many AAUW members and branches—gathered in theaters across the United States to celebrate International Women's Day 2009 with a film screening on March 5. This unprecedented one-night event, hosted by CARE, featured the theatrical premiere of *A Powerful Noise*, an acclaimed documentary that follows three extraordinary women in Vietnam, Bosnia, and Mali. To learn more about the film, visit [www.apowerfulnoise.org](http://www.apowerfulnoise.org).

Celebrating AAUW Artists! AAUW is pleased to announce the six winners of the AAUW Note Card Design contest. With designs created and voted on by members, the contest showcased the talents of our many AAUW artists. Be sure to keep an eye on your mailboxes for these "uniquely AAUW" note cards.

[www.fem2pt0.com](http://www.fem2pt0.com)

Learn more about Feminism 2.0.

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

Find out where you can view *A Powerful Noise*.



### AAUW's Expanding Social Network

Twitter, a social networking and microblogging service, allows followers to see what AAUW is doing in real time. Follow AAUW at [twitter.com/aauw](http://twitter.com/aauw) to see what we're doing now! AAUW can also be found on Facebook. Friend us today!



# LILLY LEDBETTER'S FIGHT FOR THE FUTURE

BY LISA GOODNIGHT

Widely known as the “face of pay equity,” Lilly Ledbetter is the inspiration behind the first piece of legislation signed by President Obama. The Lilly Ledbetter Fair Pay Act, which became law on January 29, restores basic protections that allow workers to challenge wage discrimination.

LILLY LEDBETTER'S EARLIEST MEMORIES INCLUDE spending summers in the Smoky Mountains, enjoying her mother's Hummingbird Cake—made with coconut, pineapple, and bananas and topped with a cream cheese frosting—and learning about perseverance from her father. It's a trait that has served her well.

For nearly 70 years, Ledbetter's life revolved around work, family, and church. Then, in 2007, this “hardworking grandmother ... who refused to pipe down”<sup>1</sup> about pay discrimination became a household name, thanks to a stunning—and precedent-overturning—U.S. Supreme Court decision. Her story illustrates for women everywhere the remarkable power of a single voice speaking the truth.

## From Ordinary to Extraordinary

Ledbetter's first job was as a stay-at-home mom in Jacksonville, Alabama. “We chose to live in a college town. It's a good place to raise a family,” said Ledbetter.

When economics dictated that Ledbetter work outside the home, she joined H&R Block and later the Good-year plant in Gadsden, Alabama, after hearing positive things about the company. “Radial tires were the future,” she said.

Although just a few supervisors at the plant were women, she found that most of her male colleagues accepted her role. “Things were changing. It was 1979,” said Ledbetter.

Chauvinism reared its ugly head from time to time, however. Once, a man told her that she would be better off at home making cookies. Ledbetter replied, “If you tell me how to educate my daughter and son by baking cookies, I'd be glad to.”

Outside the plant, Ledbetter took up ballroom dancing to—as she put it—have something interesting to talk about besides tires. That hobby scored points with the wives of the men she supervised. Sometimes, Ledbetter said, she found she couldn't call her employees at home without raising suspicions.

### A LOOK AT THE AUTHOR

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PHOTO BY FANNY CARRIER/AFP/  
GETTY IMAGES

“Thanks to the hard work of AAUW ... we are on our way to winning the fight to close the wage gap. AAUW is a key leader of these continuing efforts.”

—Lilly Ledbetter

#### AAUW Advocates

### AAUW at Work on Equal Pay

Thanks to the hard work of AAUW and our coalition partners, the Lilly Ledbetter Fair Pay Act became the first bill signed into law by President Obama.

“This wonderful victory would not have been possible without the tenacity of both staff and members nationwide, who did not give up even when the political deck was stacked against us. Everyone at AAUW contributed in one way or another, so we can all share in this great accomplishment—much like another great AAUW victory we celebrated when President Clinton made the Family and Medical Leave Act the first new law of his administration,” said Lisa Maatz,

AAUW director of public policy and government relations. “Now it’s on to the Paycheck Fairness Act.”

In recognition of our leading role in passing the Lilly Ledbetter Fair Pay Act, AAUW received front-row seats at the bill-signing ceremony at the White House on January 29. Maatz and AAUW Executive Director Linda Hallman attended the event.

AAUW will celebrate Lilly Ledbetter’s achievements at the 2009 National Convention: Breaking through Barriers, June 26–28, in St. Louis. Ledbetter will join us for the entire convention and share her incredible story with attendees.

After her dancing talents became known, thanks to a story in the company newsletter, the women became friendlier.

“I could call at night, and the wives and I would discuss ballroom dance, and then I could find out if John or Joe wanted to come to work,” Ledbetter said. “It was one of the best things that happened that advanced my acceptance.”

#### Fighting for Justice

Ledbetter worked at the Goodyear plant for nearly two decades, receiving top awards for her performance. Just before she retired, she received an anonymous note showing her that she had been paid significantly less than the men who were doing the same job. In 1998, she filed suit against Goodyear under Title VII of the Civil Rights Act of 1964.

The support of her family and especially her husband, Charles, who died last year, became critical once Ledbetter got involved in the lawsuit. “It was life changing,” she said. “I put a lot of time and hours into working on this case. I begged people to be my witnesses. They didn’t want to speak up.”

In court, a jury awarded Ledbetter back pay and other remedies. Goodyear appealed, and the case eventually made its way to the U.S. Supreme Court. The justices ruled 5-4 against Ledbetter, finding that employees can only file a wage discrimination complaint within 180 days of the original pay decision, leaving women, minorities, and others in Ledbetter’s situation with virtually no recourse.

The decision effectively allowed employers to discriminate as long as they weren’t caught within the first six months, overturning 40 years of Equal Employment Opportunity Commission policy and legal precedent. Women’s and civil rights groups, including AAUW, were outraged. Had the

original ruling stood, Ledbetter would have collected more than \$3 million in back pay and damages. Instead, the court's decision left her empty-handed.

## The National Stage

Disappointed but not defeated, Ledbetter decided to continue her fight, even though she wouldn't personally benefit. She called on legislators to support the Lilly Ledbetter Fair Pay Act as well as another measure, the Paycheck Fairness Act, which updates the Equal Pay Act. AAUW and other women's groups took up her cause, standing shoulder to shoulder with Ledbetter in the fight for pay equity.

"I had to stand up for what was right, but I wasn't alone," Ledbetter said. "Thanks to the hard work of AAUW and ordinary Americans who called their legislators to support pay equity legislation, we are on our way to winning the fight to close the wage gap. AAUW is a key leader of these continuing efforts."

In January 2009, both chambers of Congress passed the Lilly Ledbetter Fair Pay Act, and the Paycheck Fairness Act won House approval. At press time, the Senate was still determining when it would take up that measure.

In addition to becoming a familiar face on Capitol Hill, Ledbetter spoke to an audience of millions, in prime time, at the 2008 Democratic National Convention. Although pundits have quipped that President Obama can't go wrong by "sticking with that nice grandmother Lilly Ledbetter,"<sup>2</sup> she remains modest about the accolades she has received.

"The reality of this is not Lilly Ledbetter. It is the fact that I represent something that is near and dear to everybody. The Equal Pay Act was passed in 1963. It's 2009, and we're still fighting," she said.

Although Ledbetter has spent years of her life on a case that will never yield

her a dime, she often remarks that helping working women is her reward. After her speech at the Democratic National Convention, several men told her, "My wife cried the whole time you were speaking and said, 'That's the way I was treated, too!'" Ledbetter found her experiences at the convention "so moving and so humbling." Speaking out about her life is well worth it, she says, if she can make young people aware that their pay affects them not only today but for the rest of their lives.

Before signing the Lilly Ledbetter Fair Pay Act at a White House ceremony on January 29, President Obama praised Ledbetter for sticking to her principles and fighting for a bill that would help others get the justice she was denied.

"I sign this bill," he said, "not just in her honor, but in honor of those who came before her. Women like my grandmother who ... even after she hit that glass ceiling, kept getting up and giving her best every day, without complaint, because she wanted something better for me and my sister.

"And I sign this bill for my daughters, and all those who will come after us, because I want them to grow up in a nation that values their contributions, where there are no limits to their dreams and they have opportunities their mothers and grandmothers never could have imagined." □



An accomplished ballroom dancer, Ledbetter shares a moment with the president at the Neighborhood Inaugural Ball.

PHOTO BY MIKE SEGAR/REUTERS

NOTES 1. Editorial. *The Anniston (AL) Star* Jan. 24, 2009. 2. Roberts, Steve, and Cokie Roberts. Stick with the Nice Grandmother. Syndicated column. Feb. 1, 2009.



# Prospects for Women's Issues in the New Congress

BY TRACY SHERMAN AND  
LISA MAATZ

ABOVE AAUW's Capitol Hill  
Lobby Corps members at a  
rally for pay equity.  
PHOTO BY MUKTI DESAI

The 2008 elections were historic on many levels. Turn-out at the polls was off the charts, with young people and women having a decisive say in the outcome. Voters elected the first African American president—returning young children to the White House for the first time since the 1960s—and a certain Alaskan governor also made her mark. Contrary to historical patterns, the Democratic margins in the House and Senate grew significantly, and the number of women in these elected offices is now at an all-time high.

# With the declining economy and the recent passage of the Lilly Ledbetter Fair Pay Act, pay equity will continue to be in the spotlight.

## A NEW CONGRESS AND A NEW ADMINISTRATION

bring with them new opportunities on several fronts. Congress will continue to champion many issues important to women and their families, but the most obvious change is in the White House. The Obama administration has already shown itself to be more supportive of these issues than the Bush administration was, and Michelle Obama has indicated that support for working women and families is one of her policy priorities.

## Pay Equity

According to the U.S. Census Bureau, women who work full time earn, on average, only 78 cents for every dollar men earn.<sup>1</sup> With the declining economy and the recent passage of the Lilly Ledbetter Fair Pay Act, pay equity will continue to be in the spotlight, both in Congress and at the White House. The Lilly Ledbetter Fair Pay Act, which became the first substantive bill signed

by President Obama, restores the law to the way it was implemented prior to the problematic *Ledbetter* Supreme Court decision and reinforces legislative intent that each discriminatory paycheck restarts the clock in terms of when a pay discrimination claim can be filed.

After enormous pressure on Congress, led by AAUW and our Capitol Hill Lobby Corps, the House passed the Paycheck Fairness Act on January 9, 2009. If enacted into law, the measure will take meaningful steps to empower women to negotiate for equal pay, create stronger incentives for employers to follow the law, prohibit retaliation against employees who share their salary information, and strengthen federal outreach and enforcement efforts. Although the Senate chose not to bring up the Paycheck Fairness Act at that time, passing only the Ledbetter bill, it's still a positive sign that the first bill signed by the new president was a pay equity bill. AAUW members will

## A LOOK AT THE AUTHORS

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As more mothers have entered the paid labor force to ensure their family's economic well-being, access to paid parental leave has become a necessity.

AAUW Advocates

## AAUW's "Keep the Change" Campaign

### "Keep the Change until Women Have Real Change."

That's the message of AAUW's new pay equity campaign, developed in response to the latest salary data from the Bureau of Labor Statistics showing that the wage gap between men and women narrowed by one cent last year. Women now earn 78 cents for every dollar men earn, up from 77 cents. That's chump change, not real change—and it's time for the Senate and the new administration to take swift action on the Paycheck Fairness Act! Visit [www.aauw.org/payequity](http://www.aauw.org/payequity) to order "Keep the Change" posters and lapel stickers for AAUW events and to download a web sticker for your website.

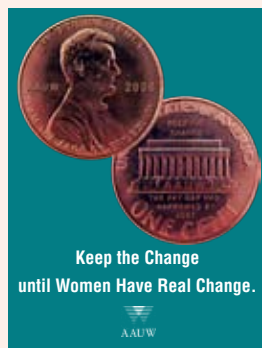
### AAUW's Federal Policy Agenda

In addition to our work on pay equity, AAUW's Federal Policy Agenda promotes

- greater accountability in our public schools
- increased access to higher education
- closing the achievement gap
- enforcing Title IX

- helping women enter nontraditional fields
- work environments that promote work-life balance
- paid sick days and paid parental leave
- expanding FMLA to cover more workers
- a fair and balanced judiciary
- protection of women's reproductive rights
- access to quality, affordable healthcare

For more information, visit [www.aauw.org/advocacy/issue\\_advocacy](http://www.aauw.org/advocacy/issue_advocacy).



continue to pressure the Senate to pass the Paycheck Fairness Act, because we know that the Ledbetter measure was only a down payment on real progress toward pay equity.

### Work-Life Balance

Policies to help families with work-life balance have a good chance of becoming law in the next several years. About half of the private sector workforce has no paid sick days.<sup>2</sup> Without sick days, employees often come to work ill, decreasing productivity and infecting coworkers. In addition, as more mothers have entered the paid labor force to ensure their family's economic well-being, access to paid parental leave has become a necessity.

Legislation such as the Healthy Families Act would provide paid sick days for workers; other proposed legislation would provide paid parental leave for all federal employees—perhaps the leading way to create change in other workplaces—and expand the Family and Medical Leave Act (FMLA) to cover more Americans and more family and medical needs. AAUW will work to move bills like these that promote work-life balance and improve equal opportunity. In addition, Congress and President Obama are working to fix midnight regulations issued by the Bush administration that would have made it harder for employees to use FMLA and for women to make informed family planning decisions.


### Education

Although the previous Congress passed major bills to expand access to higher education, it did not reauthorize the No Child Left Behind Act (NCLB). Many members of Congress and President Obama agree that the current law is not working well, but it has been difficult to reach consensus on how to fix it. Although it's unlikely that the law will be renewed before 2010,

efforts to strengthen science, technology, engineering, and math education for girls can and should be included in the reauthorization.

Currently, girls receive 1.3 million fewer opportunities to play high school athletics than male athletes do.<sup>3</sup> Data transparency, a critical step toward equal opportunity, could be achieved by including in the new NCLB law provisions requiring high schools to report basic athletics participation and expenditure data. Another important measure would be to strengthen Title IX enforcement by urging the administration to overturn the so-called 2005 Clarification, a decision that allowed schools to prove Title IX athletics compliance by using e-mail surveys.

Overall, the outlook appears promising for women's issues in the new Congress. As with the previous Congress, however, it will be a challenge to get the filibuster-proof 60 Senate votes needed to advance legislation on all priorities affecting women and girls, including the Equal Rights Amendment and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

You can stay up to date on the progress of issues affecting women and girls by signing up for AAUW's weekly *Washington Update* e-bulletins; just send an e-mail to [VoterEd@aauw.org](mailto:VoterEd@aauw.org). To read the complete AAUW Federal Policy Agenda, visit the AAUW website. 



ABOVE Lilly Ledbetter at the signing of the Lilly Ledbetter Fair Pay Act.

PHOTO BY LISA MAATZ



LEFT Equal Pay rally on Capitol Hill.

PHOTO BY MUKTI DESAI

**NOTES** 1. U.S. Census Bureau and the Bureau of Labor Statistics. (August 2008). Annual Demographic Survey. Retrieved Aug. 27, 2008, from [http://pubdb3.census.gov/macro/032008/perinc/new05\\_000.htm](http://pubdb3.census.gov/macro/032008/perinc/new05_000.htm). 2. U.S. Department of Labor, Bureau of Labor Statistics. (August 2007). National Compensation Survey: Employee Benefits in Private Industry in the United States, March 2007, Table 19. Retrieved Jan. 16, 2008, from [www.bls.gov/ncs/ebs/sp/ebsm0006.pdf](http://www.bls.gov/ncs/ebs/sp/ebsm0006.pdf). 3. National Federation of State High School Associations (NFHS). 2007-2008 High School Athletics Participation Survey: [www.nfhs.org](http://www.nfhs.org).

 [www.aauw.org/advocacy/issue\\_advocacy](http://www.aauw.org/advocacy/issue_advocacy)

Read the AAUW Federal Policy Agenda.



# STANDING UP FOR SEXUAL RESPECT

BY LAURA JARRETT  
AND STEFANI JOHNSON

## A LOOK AT THE AUTHORS

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The authors were students in Diane Rosenfeld's Title IX seminar and participants in the peer initiative on sexual respect.

In October 2008, a fraternity rush chairman at a small Southern university sent an e-mail to potential male recruits describing the entertainment they could expect on a typical weekend of partying at the school. The e-mail referred to female students in highly derogatory terms and suggested, among other things, that alcohol would be the vehicle for taking advantage of any unwitting freshman girl who dared to attend a fraternity party.

PHOTO BY CHRIS SCHMIDT

ALTHOUGH THE AUTHOR OF THE E-MAIL LATER explained that it was not intended for circulation outside the fraternity, the incident provided a window into how attitudes of sexual disrespect function on many college campuses. As copies of the e-mail spread among students, significant controversy developed on the campus, and school administrators sought a way to address the situation. The university contacted Harvard Law School's Diane Rosenfeld, an expert on campus sexual assault and gender violence, for guidance on how to respond to the issues of sexual disrespect that the e-mail exposed.

Rosenfeld teaches a seminar on Title IX that focuses on how schools should address and prevent campus sexual assault. Although Title IX is most often associated with gender equality in sports, it also provides for equal access to educational opportunity. Campuses must offer equitable and safe learning environments, and school policies must address sexual harassment and sexual assault.

Recognizing that the fraternity e-mail reflected a more widespread problem of sexual disrespect on college campuses, Rosenfeld and seven Harvard Law School students from her Title IX seminar developed a peer-to-peer education initiative to address the issue. The initiative gives students a chance to talk about consent, sexual assault, constructed gender roles, and social pressures. It also encourages them to think critically about the images of sexuality presented by the media and popular culture and their participation in that culture.

Using the concept of "sexual respect," Rosenfeld and the Harvard students began a dialogue with students at the target university. They discussed

the negative effects of pornography, drug- and alcohol-facilitated sexual assault, and ways to avoid misunderstandings about sexual consent. Three of the Harvard student educators were men, which helped them become effective positive role models for male students at the university.

Rosenfeld and the Harvard students presented the peer-to-peer initiative over two days at the university through a large open forum and smaller discussion groups. They showed film clips from documentaries on masculinity<sup>1</sup> and misogyny in rap music<sup>2</sup> and Rosenfeld's film *Rape Is*,<sup>3</sup> and they discussed attitudes in popular television shows and films.

Students at the university talked about problems that fuel sexually disrespectful attitudes on campus, including sexist theme parties, Internet sexual harassment, and a lack of positive discussion around sex and desire. Students were encouraged to think critically and honestly about their own participation in a campus culture that sometimes facilitates sexual disrespect, alcohol use, and date rape and to challenge the status quo.

The program was a huge success with university administrators and students. It also shows how a school can turn a difficult controversy into an opportunity for discourse on gender equality and respect. Many sororities and fraternities on campus now want to use the peer-to-peer initiative in training programs for new pledges. Later this year, Rosenfeld and her students plan to return to campus to help students develop their own peer education program in the hopes of establishing leadership and creating a lasting culture of sexual respect. [□](#)

AAUW Advocates

## Promoting Model Policies

To help campuses nationwide achieve a culture of sexual respect, Harvard University Law School's Diane Rosenfeld and her students are drafting a model campus sexual assault policy for Harvard that other colleges and universities can adapt for use on their campuses. Rosenfeld has consulted with AAUW several times to receive feedback and input during this process. Once the model policy is complete, AAUW will distribute it among its college and university partner members, create a Program-in-a-Box about the policy for a Legal Advocacy Fund Campus Outreach program, and write a short research report on the topic.

NOTES 1. Katz, Jackson. (1999). *Tough Guise*. DVD. Media Education Foundation. 2. Hurt, Byron. (2006). *Beyond Beats and Rhymes*. DVD. Media Education Foundation. 3. Rosenfeld, Diane. (2002). *Rape Is*. DVD. Cambridge Documentary Films.

# ALWAYS ON GUARD: WOMEN AND STREET HARASSMENT

BY HOLLY KEARL

“I feel unsafe almost every day on my walk home from the subway after work. I am constantly cat-called, harassed, touched, whistled at, threatened, followed, leered at. My neighborhood is my home, though, and I don’t want to leave. But what else can I do?”

—Anonymous survey respondent

**MOST WOMEN HAVE EXPERIENCED SEX-BASED** public harassment by strangers, termed “street harassment” or “public harassment,” at least once in their lives. Simply by being in a public space, girls and women can and often do become targets of sexually charged comments, gestures, whistles, and honks—and sometimes far more serious criminal behavior involving stalking, groping, assault, and even murder.

A Canadian study in 2000 found that more than 80 percent of women experience stranger harassment and that it negatively affects women’s perceived safety in public.<sup>1</sup> Another study, in the San Francisco Bay Area, found that 68 percent of women of color report experiencing street harassment of ten or every day compared with 55 percent of white women.<sup>2</sup> In a third study, conducted in Indianapolis, researchers

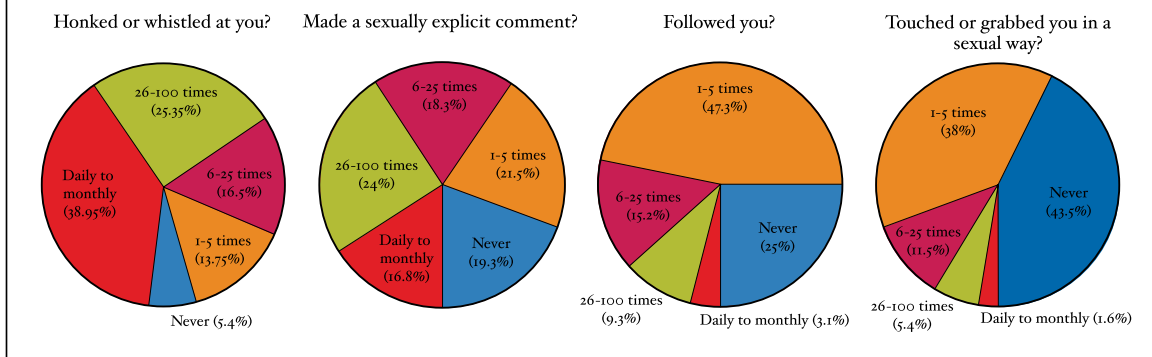


## A LOOK AT THE AUTHOR

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Holly Kearl is currently working on a book on street harassment.

## Prevalence of Street Harassment: How many times has a stranger...



interviewed 506 women and men about street harassment; remarkably, every woman in the study could cite several examples of being harassed, while every man admitted to at least one time when he was a harasser.<sup>3</sup>

In my own research, the 811 women who completed an informal, anonymous survey on my website similarly reported high levels of harassment in public (see chart). These findings represent a wide range of female experience, including girls and women ages 13 to 83 of various races and sexual orientations and from a variety of geographic locations, including at least 45 states, 23 countries, and five continents.

Even though women around the world experience street harassment and feel unsafe in public because of their gender, it is largely an invisible societal phenomenon, especially when the actions are less severe than assault. In part, street harassment is invisible because it often occurs when women are alone or when people nearby may not notice it happening. Women tend to feel embarrassed and may second-guess what happened or blame themselves.

A woman who experiences harassment and talks about it may be told that she should be flattered by the

attention or that it's her fault because of what she was wearing or doing. As a result, many women keep silent about how often street harassment happens, its severity, and the ways it restricts their freedom in public.

### Restricting Freedom in Public

Street harassment has real consequences in women's lives because it limits their freedom in public and impedes their journey toward equality with men. Street harassment shows us that public spaces are for men and that, as women, we are not always welcome in them. Frequent whistles, honks, sexual gestures, and comments about women's looks (both positive and negative) can make women feel like they are just objects to rate, not human beings to respect.

*"It's not really about any one incident, but about the constant, daily wearing away of your sense of safety. Every day I am reminded that we live in a world where women are a commodity because, every day, I am treated like a piece of public property."*

—ANONYMOUS SURVEY RESPONDENT

NOTES 1. Macmillan, Ross, Annette Nierobisz, and Sandy Welsh. (2000) Experiencing the Streets: Harassment and Perceptions of Safety Among Women. *Journal of Research in Crime and Delinquency*, 37 (3), 319. 2. Nielsen, Laura Beth. (2004) *License to Harass: Law, Hierarchy, and Offensive Public Speech*. Princeton, NJ: Princeton University Press, 41. 3. Gardner, Carol Brooks. (1995). *Passing By: Gender and Public Harassment*. Berkeley, CA: University of California Press, 1995, 89-90.

## What Can We Do?

- Educate boys and men to respect women (see Todd Denny's *Unexpected Allies: Men Who Stop Rape* and Jackson Katz's *The Macho Paradox*).
- Encourage girls and women to share their street harassment stories and increase public awareness about the problem.
- Pass laws against street harassment.
- Teach girls and women self-defense and provide them with realistic tactics for dealing with harassment.
- Teach male allies ways to prevent or stop harassment incidents.
- Organize and participate in grassroots efforts to stop street harassment, such as online activism (HollaBack websites, [www.hollabacknyc.com](http://www.hollabacknyc.com)), street demonstrations (Rogers Park Young Women's Action Team and Street Harassment Project, [www.youngwomensactionteam.org](http://www.youngwomensactionteam.org)), and providing safe rides home for women (RightRides, [www.rightrides.org](http://www.rightrides.org)).
- For related strategies, visit the AAUW online Resource Library for ideas and resources to end sexual harassment on campus and in the workplace ([www.aauw.org/advocacy/laf/lafnetwork/library](http://www.aauw.org/advocacy/laf/lafnetwork/library)).




PHOTO BY MARK GODDARD

From a young age, girls are often taught to fear stranger rape and assault, despite statistics showing that men who commit these crimes usually target someone they know. These admonitions and the fact that stranger attacks are random and usually well publicized can cause women to feel unsafe in public. Women never know which harasser might escalate his actions into an attack or whether they will be a target of a random assault.

*“Street harassment still freezes me up and terrifies me every day, especially with the haunting and lingering dread of coming across that person who will not take no for an answer.”*

—ANONYMOUS SURVEY RESPONDENT

Like sexual harassment at work or school, which can cause women to “choose” to quit their jobs or drop a class, public harassment and assault can cause women to “choose” to stay home at night, avoid going out in public alone, opt to exercise indoors, scowl at strangers, wear headphones, take longer routes to their destination, and restrict their clothing choices. Of the 811 women who took my survey, 62 percent say they “always” constantly assess their surroundings in public because they’ve experienced or fear experiencing harassment. Another 18 percent say they do so regularly (monthly or weekly). This is no way for women to live their lives!

The above sidebar includes several suggestions for ways to end street harassment. You can also visit my website to share your street harassment stories and ideas, to read suggested strategies, and to find other helpful resources ([www.stopstreetharassment.com](http://www.stopstreetharassment.com)). 

# Money, Power, Sex

In uncertain economic times, families cannot afford to have their incomes tainted by discrimination.

## Becoming Breadwinners, but Where's the Dough?

The call for pay equity has even greater urgency now that women are poised to outnumber men in the workforce. Citing the Bureau of Labor Statistics, several media outlets reported that women held 49.1 percent of the nation's jobs in November. Many expect that number to rise, in part because of recent heavy job losses in male-dominated industries such as construction and finance.

As women increasingly take on the role of breadwinner, earning a fair wage is even more important. In uncertain economic times, families cannot afford to have their incomes tainted by discrimination. The average woman earns just 78 cents for every dollar earned by her male counterparts, and disparities appear just one year out of college—even for those with the same job and the same major. Women of color make even less than their white counterparts.

## Nation's First Lady Dedicated to Equity for Women

Michelle Obama has assembled a team of political heavy-hitters steeped in women's and workplace issues to support her role as a policy advocate, McClatchy Newspapers has reported. Jocelyn Frye, former president of the

National Partnership for Women and Families, an AAUW coalition partner organization, is a member of the team. The first lady will be likely more involved in policy than Laura Bush but probably won't follow Hillary Clinton's lead in heading up a White House initiative. Observers expect Obama to continue her work on issues close to her heart: supporting military families, helping working women, and encouraging national service.

## Female Condom Could Prevent HIV Infection

According to a study by David Holtgrave of Johns Hopkins University, distributing female condoms in South Africa could prevent thousands of people from becoming infected with HIV. Distributing female condoms could also save the country up to \$35.7 million in health care costs. A 2007 United Nations Population Fund report said that the female condom has not reached its full potential because of cost. In some places, male condoms cost as little as 3 cents apiece, while the female equivalent costs about 80 cents. That disparity is being addressed as the U.S. Food and Drug Administration considers a more effective, less expensive female condom.



First Lady Michelle Obama speaks at the White House after the signing of the Lilly Ledbetter Fair Pay Act.

Educating girls is the key to economic development and peace.

## AAUW Member Nominated for Nobel Peace Prize

Greg Mortenson, humanitarian and co-author of the best-seller *Three Cups of Tea*, has been nominated for a Nobel Peace Prize. He is the co-founder and executive director of the Central Asia Institute and founder of Pennies for Peace. Mortenson, an AAUW member, spoke at the 2007 AAUW National Convention.

Rep. Mary Bono Mack (R-CA) and several other members of Congress nominated Mortenson in recognition of his work to educate children, especially girls, in some of the most remote and dangerous areas of Pakistan and Afghanistan. As of 2008, Mortenson had established more than 78 schools, which serve to educate more than 28,000 children, including 18,000 girls.

“Mr. Mortenson understands the tremendous positive, peaceful impacts that educated girls and women have on societies around the world. He advocates for girls’ education as the key to economic development and peace,” Bono Mack wrote in her letter to the Nobel committee.

The government of Pakistan also plans to recognize Mortenson’s extraordinary work. In March, the country will award him its highest civil award, the Star of Pakistan.

### MEMBERSHIP CAMPAIGN PHASE ONE WINNER!

Laurie Pina, a new member of the AAUW Rockland County (NY) Branch, recruited 19 other new members through the AAUW Member-Get-a-Member campaign—the most new members recruited by an individual during phase one of fiscal year 2009. Pina says she was inspired by the community outreach of her branch and especially the work of members Melissa Guardaro and Joyce Brown.

### THREE MORE MEN

Valentin Tandoc, Ronald Stevens, and Surinder Kumar have become the first three male members of the AAUW Newton (KS) Branch, joining several other male members of AAUW of Kansas. The men joined because they support our mission of advancing equity and want to help with the effort to break through barriers for women and girls. All three are physicians in the Newton, Kansas, area.

[www.aauw.org/member\\_center](http://www.aauw.org/member_center)

Find out more about AAUW’s Member-Get-a-Member campaign on the website.



AAUW member Greg Mortenson at the 2007 convention in Phoenix.



Three new members of the AAUW Newton (KS) branch. AAUW members voted to allow men to join in 1987.

# A look at what's happening on our website

## Current Topics Briefing: AAUW Leadership Corps

If the new proposed bylaws are approved, AAUW will no longer have regions or regional directors. In preparation for this potential change, an alternative volunteer leadership model is being proposed to the new board.

The Leadership Corps, consisting of AAUW member leaders, will help to identify prospective members to mentor and support future leaders and to facilitate effective communication and engagement among all levels of our organization on an assigned basis, which will not necessarily be geographic.

All members would be eligible to apply to serve on the Leadership Corps. Applicants should share the vision of a 21st-century AAUW, exhibit strong leadership qualities, be good communicators, and have the time and commitment to devote to the role. Leadership Corps members would be asked initially for a two-year commitment.

The Leadership Corps would serve to bring branches, states, and national closer together, increasing member identification with the AAUW community as a whole to build AAUW's brand. The Leadership Corps would also work closely with the AAUW board, committees, and task forces to ensure transparency and alignment of activities.

### FROM THE AAUW BLOG: WHERE ARE ALL THE WOMEN?

I used to be an engineer. For eight years, I designed satellites. But the more time I spent working as an engineer, the more interested I became in a problem unrelated to satellite design: Where were all the other women? In my department of about 140 mechanical engineers, I was one of 10 women. My situation was not unusual. In 2007, the Bureau of Labor Statistics reported that women made up only 13.5 percent of the engineering workforce. Introduce a girl to engineering today by showing her the videos of young women engineers at [www.engineeryourlife.org](http://www.engineeryourlife.org), a website committed to repositioning engineering as an exciting, creative, lucrative, and flexible career for women. Read more of this piece by Christianne Corbett at [blog-aauw.org](http://blog-aauw.org).

### A SPECIAL GUEST BLOGGER ON IDA B. WELLS

Michelle Duster, great-granddaughter of Ida B. Wells, blogged about her famous ancestor for AAUW Dialog. Wells was an international figure who fought for equality of African Americans and women throughout her entire lifetime. "I feel compelled to make [Wells'] writings available for today's public and ensure that Ida B. Wells will become more well-known for the incredible contributions she made to this country," wrote Duster. Read the full story at [blog-aauw.org](http://blog-aauw.org).

[www.aauw.org/member\\_center/briefings](http://www.aauw.org/member_center/briefings)

The Current Topics Briefings series provides regular updates on critical organizational transitions and strategic plans.

<http://blog-aauw.org>

AAUW Dialog, our lively AAUW blog, is a great place to gather and discuss the issues of the day.



AAUW Dialog celebrated its first anniversary in February. In the first year, the blog had more than 72,000 views.

## Global Equality for Women and Girls

BY MANDY TOOMEY, GLORIA BLACKWELL, AND KELLEY GALLAGHER

AAUW  
awarded  
the first  
International  
Fellowship  
in 1917.

In an effort to improve the lives of women worldwide, AAUW engages in a variety of activities and projects at the national and grassroots levels. AAUW encourages active dissemination of programs, symposia, and forums on universal women's issues, hosts international visitors, and promotes linkages with global programs. In addition, AAUW develops print and web resources designed to help states and branches in United Nations-related international programming for gender equity, human rights, and education. We are also involved in coalitions to support human rights treaties, and we engage in partnerships with international organizations such as CARE, enjoy special consultative status at the United Nations, and promote events such as International Women's Day.

Forward-thinking AAUW leaders awarded the first International Fellowship in 1917. Since that time, through the generous contributions of members, AAUW has awarded more than 2,200 International Fellowships to women from over 130 countries, breaking through educational and economic barriers to women's advancement globally. In addition, many AAUW fellows from a variety of programs, fields, and backgrounds have successfully pursued careers and research promoting global women's equality.

Want to learn more about AAUW's international connections and remarkable fellowship and grant alumnae? Visit the AAUW website at [www.aauw.org](http://www.aauw.org).

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

Find out about AAUW fellowships and grants online.

AAUW would love to hear from our fellowship and grant alumnae! Please take a few minutes to tell us about your accomplishments and activities since receiving an AAUW award by filling out our alumnae contact form at [www.aauw.org/education/fga/fellows\\_network](http://www.aauw.org/education/fga/fellows_network).

## Fellowship and Grant Alumnae News

### SHELLY WESTEBBE

Growing up overseas inspired Shelly Westebbe, a 2002–03 American Fellow, to pursue a career in international development. After finishing her master’s degree in business administration in 1986 and spending four years in Japan, Shelly traveled to Thailand as an associate director for the Peace Corps. Later, she returned to the United States to pursue her doctoral degree. The AAUW fellowship she received was instrumental in allowing her to complete her dissertation and publish her first book, *Gender, Learning, and Trafficking*. After completing her doctorate, Shelly returned to her work abroad. Currently in Indonesia, she is an NGO consultant and visiting faculty member.

### JESSICA BRAUN

Jessica Braun, a 2007–08 Selected Professions Fellow, worked throughout her fellowship year to design a care center to serve disabled children and their families in southwestern Mongolia. She studied the culture to determine how best to serve the community and meet their specific needs before visiting the Bayankhongor region. She called the AAUW fellowship a “rare opportunity” and said it was unlikely that she would have traveled to Mongolia without the financial assistance it provided. Jessica now works with Stanley Architects, an Austin, Texas, firm that specializes in sustainable architecture. She hopes to use her experience to collaborate with and help residents of underserved communities either locally or abroad.



Shelly Westebbe discusses U.S. elections with students at the University of Indonesia.

### FLORENCE ADONG

Florence Adong of Uganda, a 2007–08 AAUW International Fellow, was thrilled last year when the U.N. Security Council unanimously voted to recognize sexual violence as a war crime. Her master’s thesis, which focused on Darfur, argued passionately for this change. Florence is a protection officer at a U.N. High Commission for Refugees camp in Uganda. She conducts research and coordinates with the government to accept refugees, mainly from Sudan. Florence says she is happy to be back in her home country of Uganda and that her two years living abroad altered her vision for her country. She is able to play an influential role in the lives of African women refugees, ensuring that they get the care and attention they need and deserve.



Jessica Braun with a nomadic family in Mongolia.



AAUW International Fellow Florence Adong

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## TravelSmart Partners

TravelSmart, the ultimate trip search and booking engine, is now available to AAUW members. Whether it's a family vacation, business trip, customized itinerary for a group of friends (or your branch!), or the ultimate dream vacation, we are here to assist you with every detail. Our flight, hotel, car, and cruise booking engines are only the beginning! Visit us at [www.travelsmartpartners.com/aauw](http://www.travelsmartpartners.com/aauw) and see how we can help.

## Insure My Trip

InsureMyTrip.com is the leading, consumer-oriented online travel insurance aggregator worldwide. Featuring insurance comparisons from top industry providers, InsureMyTrip.com is a unique, one-stop resource designed to meet AAUW members' comprehensive travel insurance needs, all in a secure environment. Visit Membership Benefits on the AAUW home page before your next trip to protect your travel investment and yourself.

## World Medical Card

Each year, 1.5 million people are seriously harmed due to medication errors, and 40,000 die as a result. Picture the most significant information in your medical record stored so that it can be easily accessed in three different ways: OnCard, OnMobile, and OnWeb. Now imagine any hospital in the world being able to access your record at a moment's notice in an emergency and in that country's language. AAUW has partnered with the World Medical Center to do just that. Click on Membership Benefits at [www.aauw.org](http://www.aauw.org) to learn how you can protect your family at home or while traveling!

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Medical emergencies don't take a vacation. MedjetAssist is a "hospital of choice" air medical evacuation and repatriation membership program unlike any travel insurance or platinum card coverage. Enroll before you travel. Annual and short-term worldwide peace of mind protection is only a click away at [www.medjet.com/aauw](http://www.medjet.com/aauw). Discounted AAUW rates are available through this secure link. Or call MedjetAssist at 800/527-7478 and refer to AAUW Plan #1551.





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Barnes&Noble.com and AAUW have created an online bookstore exclusively for AAUW members! It features AAUW published authors and AAUW award-winning books. Best of all, when you shop at [www.bn.com/aauw](http://www.bn.com/aauw), you will automatically get an additional 5 percent off the online price of books, music, and DVDs and free standard shipping on orders of \$25 or more (some restrictions apply). Visit today!



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The GEICO auto insurance program offers AAUW members quality car coverage with award-winning 24-hour sales, policy, and claims service. In addition to receiving GEICO's already low rates, as an AAUW member you may also qualify for a member discount, available in most states. For more information, visit the Membership Benefits area of [www.aauw.org](http://www.aauw.org) or call 800/841-3000 for a free, no-obligation rate quote.



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 **AAUW** Breaking through Barriers

## It's Harder to Catch Up When You Start From Behind.



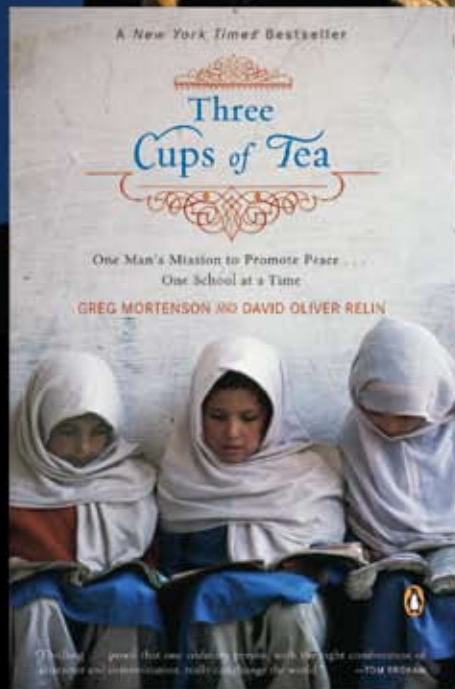
Just one year out of college, women working full time already earn less than their male colleagues earn, even when they work in the same field. Ten years after graduation, the pay gap widens.

**Help promote equity! Encourage others to join AAUW today.**

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

 **AAUW** Breaking through Barriers

# THREE CUPS OF TEA



## THE EXTRAORDINARY ODYSSEY OF AAUW MEMBER GREG MORTENSON

In the face of overwhelming adversity and poverty, children who live in the remote mountains of Pakistan and Afghanistan simply dream of going to school. Greg Mortenson has devoted his life to the education of these children—especially the girls.



*Greg Mortenson represents the best of America. He's my hero. And after you read Three Cups of Tea, he'll be your hero too.*

—U.S. REPRESENTATIVE MARY BONO (R-CA)



*Three Cups of Tea is one of the most remarkable adventure stories of our time. Greg Mortenson's dangerous and difficult quest to build schools in the wildest parts of Pakistan and Afghanistan is proof that one ordinary person, with the right combination of character and determination, really can change the world.*

—TOM BROKAW

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# SUPPORT COLLEGE WOMEN LEADERS

Each year, more than 500 young women from around the country gather in the Washington, D.C., area for the AAUW/NASPA National Conference for College Women Student Leaders. This year's conference will be held June 4-6 at the University of Maryland, College Park. Last year,

individuals, branches, and states provided full scholarships for 30 students and partial support for many others. We need your support more than ever this year!

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