



ADVOCATES
IN ACTION

SPECIAL CONVENTION ISSUE

OUTLOOK

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AAUW

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BREAKING THROUGH BARRIERS

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research. AAUW, founded in 1881, is open to all graduates who hold an associate 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. AAUW Outlook (ISSN 1044-5706) is published by AAUW and distributed free of charge to all AAUW members. For information or to join AAUW, call 800/326-AAUW (2289) or e-mail connect@aauw.org.

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OUTLOOK

Cover photo by Lawrence Jackson

WHAT YOU'RE SAYING

I am a member of the AAUW Hilo (HI) Branch and was pleased that *Outlook* chose the theme of the importance of exercise. For over four years, our branch has gone on monthly hikes all over this island. These are open to anyone, and we ask for a \$5 donation from all nonmembers, which goes to the scholarship fund. At every hike, AAUW brochures are given out, and new members have been recruited. Aloha.

SUSAN HICKS

We are gravely concerned about parts of the article "Local Foods, Healthy Families" on page 12 of the Winter 2011 edition of *Outlook*. The first sentence in the opening paragraph falsely promotes raw milk as a good thing. Actually raw milk, even from certified dairy farms, can carry dangerous pathogens including salmonella, E. coli 9157:H7, listeria, and campylobacter. Pasteurization kills such pathogens. Foodborne infections can result from raw milk consumption and could cause serious illness, especially in the young and elderly.

LINDA KRAEMER, DIANE DEW, VIRGINIA STIVER, AND HOWARD STIVER



ON THE COVER

This *AAUW Outlook* is all about our power as advocates, and the woman who graces our cover—Tina Tchen—exemplifies advocacy at the highest levels of government. As the executive director of the White House Council on Women and Girls and the chief of staff to first lady Michelle Obama, Tchen is one of the most powerful women in the country. In the pages that follow, you'll find out how Tchen transitioned from law to politics, what role women's issues play in the Obama administration, and how AAUW members can advocate for women and girls at the executive level. Get inspired by our interview with Tchen, and hear from her and other powerful women who work at the White House in person at the opening-night panel of the 2011 AAUW National Convention.

We welcome your comments. Send letters to 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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Shelby Knox probably blushes when people compare her to famous feminist icons. But this inspiring young woman is already one of the biggest names in women's advocacy.
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In their zest to trim the national debt, the new Congress is threatening to slash Social Security benefits. Find out what you can do to nip these proposals in the bud.
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2011–12 Schedule

July 2011 Danube River
and Cultural Treasures

February 2012 Voyage of Discovery
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2011–12 Schedule

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Celebrate Change and Advocacy at Convention

As spring begins to move in across the country, we at AAUW are putting the finishing touches on plans for the 2011 AAUW National Convention: Breaking through Barriers—Advocating for Change. If you haven't already done so, please make plans to join us in our town, Washington, D.C., for an up-close look at your AAUW.

We hope to see you this summer in Washington, D.C.!

With the change in season, as D.C.'s infamous wintry mix is replaced on the ground by falling cherry blossom petals, we're reminded of the benefits that change can bring. But of course, we at AAUW already know that. We've been changing things for women and girls for 130 years, and we're excited to celebrate our long, proud history together at our biennial convention.

When we meet here in D.C. on June 16–19, we will be marking another two years of tremendous growth and accomplishment as an organization that breaks through barriers for women and girls. Thanks to the perseverance and flexibility of our membership, AAUW is still the vital voice for equality that we have always been. Although we've changed with the times, we're still focused on changing things for the better. And we're thrilled to kick off another two years of change and advocacy at our convention.

In this issue of *Outlook*, you'll get a preview of what to expect at the 2011 convention. You'll read about Tina Tchen, executive director of the White

House Council on Women and Girls and chief of staff for the first lady, who will participate in our Women in Power in the Obama Administration panel. You'll read about our own AAUW Action Fund Capitol Hill Lobby Corps, a group that is celebrating its 36th birthday this year with no signs of slowing down. At convention, you'll have the chance to experience Lobby Corps for yourself when we head up to Capitol Hill to let Congress know that we're ready to advocate for even greater change.

You'll also get some important updates on Social Security to take with you on Lobby Day, and you'll read about Shelby Knox, a remarkable young woman activist and advocate, who will be speaking at the National Conference for College Women Student Leaders, which will be held earlier in June. (To find out how to send a young woman from your community to the conference, visit www.nccwsl.org.)

I hope this issue of *Outlook* leaves you as excited about convention as I am. See you in June.

Linda D. Hallman, CAE
AAUW Executive Director



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Click on “Member Benefits” at www.aauw.org.

Ready, Set, Vote!

As AAUW gears up for our first every-member vote, here are the details you'll need to participate. Once you've got the facts, encourage all your AAUW friends to help decide the future of our organization.

Help chart
AAUW's course
for the future.

Over the next month, we will launch AAUW's new One Member, One Vote process, giving every member the opportunity to participate in the future of our organization. As we are all aware, this is a work in progress—and implementing a new way of doing things can sometimes be challenging. But I want to give a big, public thank you to all the members and staff who have been helping to develop the One Member, One Vote process and working to ensure its effectiveness.

Over the coming weeks, you will have the opportunity to vote online or by mailing in a paper ballot. Voting instructions will be included with the ballot that will arrive in your mailbox by early May. (If you don't receive your ballot by May 15, please contact connect@aauw.org to arrange a replacement.)

There are several things to keep in mind about the new election process. First, we recommend that you vote online at the AAUW website, because it is the quickest way to cast your vote. Second, if you are voting online, keep your paper ballot anyway, because you will

need the personal identification number on it to cast your vote. If you are voting on paper, you must use the ballot that was sent to you. Finally, if you want to write in a candidate, you must vote online; write-in votes on a paper ballot will not scan.

If you are voting online, you can vote until 9 p.m. on June 17; paper ballots must be postmarked by 11:59 p.m. on May 31 in order for your vote to count. Of course, you may only vote once, and any subsequent attempts to vote will be automatically rejected by the system.

This new voting process is a real innovation for AAUW. We are fortunate to have the infrastructure to be able to give all our members an individual vote. Please familiarize yourself with the issues and candidates by reading the election section beginning on page E-1 of this *Outlook* and the voter information guide that will accompany the ballot. Be sure to exercise your privilege to vote. This is your opportunity to help chart AAUW's course for the future.



Carolyn H. Garfein
AAUW President

Women are still fighting for basic human rights.

House Chips Away at Reproductive Freedom

Representatives in the 112th Congress have already introduced several anti-choice measures. In January, Rep. Christopher Smith (R-NJ) introduced H.R. 3, which would expand current restrictions on using federal funds for abortions and prohibit indirect funding, such as denying tax credits to companies whose health plans cover the procedure—as nearly 87 percent of health plans currently do. The bill would also undercut common exceptions to abortion-funding restrictions, including rape and incest. It has not yet come to the House floor for a vote, however, and is not expected to pass the Senate.

In February, the House passed its 2011 appropriations bill with an amendment to strip federal funding from Planned Parenthood, which uses public funds to pay for cancer screenings, HIV testing, and family planning. The organization provides abortion services through private funds. The Senate voted the appropriations bill down in March, but the issue will likely come up again and is expected to be a major flash point when Congress begins debate of the 2012 budget this summer.

SUPREME COURT AFFIRMS RETALIATION PROTECTIONS

The U.S. Supreme Court ruled in January that federal law protects third parties from retaliation in discrimination cases. In 2003, Miriam Regalado filed a claim with the U.S. Equal Employment Opportunity Commission alleging that she was paid less and demoted at Kentucky's North American Stainless because of her sex. In an 8-0 decision, the court ruled that Regalado's fiancée, plaintiff Eric Thompson, could sue the company for retaliation against him and Regalado. Thompson was fired three weeks after the EEOC notified the company of his fiancée's discrimination claim.

SCALIA: CONSTITUTION DOESN'T PROTECT WOMEN

In an interview with *California Lawyer*, U.S. Supreme Court Justice Antonin Scalia said that the Equal Protection Clause of the 14th Amendment doesn't prohibit discrimination based on sex or sexual orientation. Under Scalia's "originalist" interpretation, the protection applies only to the freed male slaves the amendment was drafted to protect. Women and other groups have used the amendment to fight back against inequality. The clause says that "no State shall make or enforce any law which shall abridge the privileges or immunities of citizens of the United States . . . nor deny to any person within its jurisdiction the equal protection of the laws."

www.aauw.org/act/issue_advocacy

Download and read AAUW's new public policy agenda for 2011-12.

www.stopstreetharassment.com

March 20 was International Anti-Street Harassment Day.

In honor of Women's History Month in March, AAUW paid tribute to our favorite historical figures on the AAUW Dialog blog, and AAUW Willits (CA) Branch volunteers portrayed great women in history in performances at area schools. Find out how to put on your own National Women's History Project performances by visiting www.nwhp.org.

Supreme Court Hears Wal-Mart Discrimination Case

On March 29, the U.S. Supreme Court heard oral arguments in what may become the largest class-action lawsuit in U.S. history. The plaintiffs in *Wal-Mart v. Dukes* allege gender discrimination in pay and promotion practices in Wal-Mart's retail stores. The Supreme Court will decide whether the plaintiffs can bring the case as a class action—current and former Wal-Mart and Sam's Club employees named in the case number approximately 1.6 million. If the plaintiffs are successful, the allegations of discrimination will then be heard by a lower court. AAUW signed on to an amicus "friend of the court" brief in the case, and the AAUW Legal Advocacy Fund is providing financial support to defray the expenses of six of the lead plaintiffs.



Equal Rights Amendment Bill Reintroduced

In February, the Virginia Senate passed a bill to adopt the Equal Rights Amendment. If the bill hadn't died in subcommittee in the House of Delegates, the state would have become the 36th to ratify the proposed amendment. Although both houses of the U.S. Congress passed the ERA in 1972, 38 states must ratify the measure. Only 35 have done so. Even though the 1982 deadline to get three more states on board has long passed, some lawyers think that ratifying the ERA in three of the 15 states that haven't already done so is a legally sound way to pass the measure. That strategy, proponents argue, makes more sense than re-

introducing a bill that the U.S. Congress and all state legislatures would have to vote on again. In Florida, another state that never ratified the ERA, a state senator and representative have announced their intentions to reintroduce the ERA in the 2011 session.

Unemployment Rate Rises for Women Veterans

Female veterans' unemployment rate has risen to 13.5 percent, compared with 8.4 percent for women who have never served in the military, according to a report the U.S. Bureau of Labor Statistics

released in March. Women veterans of the recent wars in Iraq and Afghanistan are more likely to be unemployed than those from the Gulf, Vietnam, and Korean wars. A survey from the Business and Professional Women's Foundation says that it now takes women veterans an average of eight months to find a civilian job and that they have a hard time adjusting to the workforce for up to seven years after leaving the service. Compared with their civilian peers, women veterans are also twice as likely to be homeless. Women make up about 8 percent of the 23 million veterans in the United States.



March 20 was the inaugural International Anti-Street Harassment Day. Launched by AAUW Legal Advocacy Fund Program Manager Holly Kearl, the day focused on making public spaces safe for women. See a full list of the day's activities at www.stopstreetharassment.com.



WHITE HOUSE POWERHOUSE

ABOVE Tina Tchen and other White House staff members meet with the president.
PHOTO BY PETE SOUZA

Formerly a trailblazing lawyer and now one of the most influential women in the country, Tina Tchen serves as executive director of the White House Council on Women and Girls and chief of staff to first lady Michelle Obama. Tchen answered our questions from the White House this spring, and she'll answer yours at the 2011 AAUW National Convention this June.

You've had a very successful legal career. How did you make the move into politics?

I first got into politics by being involved in my community. My mom ingrained in us a focus on community service and activism, and I can't imagine not being involved with my community. Plus, some of my closest friendships have come from this work, which makes the experience even richer. And inevitably my support for organizations and change—particularly in Chicago—led me to get involved in politics.

What advice would you give to women who want to work in this field as elected officials or behind the scenes?

My advice to women interested in politics is if there is an issue or a person who rings true with you, to sign up and support however you can—with your volunteer hours, with your checkbook, or your passions. Our democracy is an incredible thing—each election reminds us that we all have a role to play, and I encourage women to step up and stay involved.

How would you describe the White House Council on Women and Girls? What is its role?

On March 11, 2009, President Obama signed an executive order creating the White House Council on Women and Girls. In his remarks at the signing, the president underscored that the purpose of the council is “to ensure that each of the agencies in which they're charged

takes into account the needs of women and girls in the policies they draft, the programs they create, the legislation they support” and that the true purpose of our government is “to ensure that in America, all things are still possible for all people.”

The president approached this program not just as our nation's leader but as the husband to a dynamic, strong woman and the father of two young women, knowing the issues facing women today are not just women's issues. Strong women are essential to a strong country, and the council's efforts are integral to so much of what goes on in the White House.

How is the council different from initiatives created under previous administrations?

The White House Council on Women and Girls built upon work done in previous administrations. We have taken the idea of having one office on women's policy and expanded it throughout the federal government. Every cabinet-level agency and every major White House office has a role in addressing the needs of women and girls, because every agency touches their lives—from the employees who work at these agencies to their policies and programs. The president understands that looking out for the needs of women and girls is everyone's responsibility, and we are taking an unprecedented approach to issues ranging from domestic violence to equal pay.

“Organizations like AAUW are critical to organizing women and sharing information about the initiatives that are important to us and the issues we all share.”

AAUW Educates

Hear Tina Tchen Speak at Convention!

Tina Tchen and a few of her friends in high places will speak at the opening-night panel, Women in Power in the Obama Administration, at the 2011 AAUW National Convention. Joining Tchen on the panel are Sara Manzano-Díaz, director of the U.S. Department of Labor Women's Bureau; Jocelyn Samuels, senior counselor to the U.S. Department of Justice's assistant attorney general for civil rights; and Russlynn H. Ali, assistant secretary for civil rights at the U.S. Department of Education.

At the event, you'll learn about the administration's priorities on women's issues and find out how to get involved in policy making

and to encourage other women to participate in the political process. At the convention, AAUW members from across the country will meet to hear prominent keynote speakers, attend skill-building workshops, reconnect with friends, and advocate for change during a special Lobby Day on Capitol Hill.

The 2011 AAUW National Convention will be held June 16–19 at the Renaissance Washington, D.C. Hotel. Register online by June 15, via mail by May 20 (see the registration form on page C-11), or on-site starting June 15. For more information, visit convention.aauw.org.

What have been the council's top achievements so far?

The council is designed so that our work is accomplished at the agency level—from the creation of the State Department's ambassador for global women's issues to a partnership that the Department of Transportation developed with Spelman College that exposes young women to careers in highway engineering—and across the entire federal government like our work with the White House advisor on violence against women to focus the full resources of the federal government on preventing violence against women and sexual assault.

We've even seen women more accurately reflected in programs as simple but as important as crash tests through the Department of Transportation, where just last year, anatomically correct crash test dummies were first put to work in drills so that cars are designed to be safer for women. We understand that in order to win the future, we must educate girls in the careers of the future, support women business owners so that they help grow the economy, build stronger workplaces that are able to meet the needs of a 21st-century workforce, and work to ensure that women and girls are safe from violence.

What are the council's goals for the remainder of the president's term?

While the council and administration have accomplished a great deal, we have more work to do—and we hope to engage more people in the process along the way. We will be focused on the implementation of health care so that more women, children, and families receive the type of care they deserve. We will make more progress on some of our key initiatives, like workplace flexibility and ending violence against women.

We are also excited to see the impact of the women-owned small business rule as we open up new industries to women. In addition to supporting

women business owners in the United States, the council will start addressing the similar challenges we face with women entrepreneurs abroad. We will expand our work with girls, furthering our focus on the STEM [science, technology, engineering, and mathematics] fields and supporting girls around the world.

You're now the chief of staff to the first lady and the executive director of the council. How do these roles interact?

So many of the issues the council has been working on are intimately involved with what the first lady has been doing. The president and the first lady both led the workplace flexibility conference held last year at the White House, for example, and Mrs. Obama has been vocal in the administration's outreach to women around health care so women understand what the policies and proposals mean for them.

Recently, we've seen incredible enthusiasm from women across the country through the Let's Move! initiative around the shared experience parents and caregivers have trying to raise a healthy generation of kids. And this year Mrs. Obama and second lady Dr. Jill Biden will launch a major effort to support our military and their families—supporting specifically military spouses who shoulder the responsibilities at home while their spouses serve our country overseas.


AAUW has worked extensively with the administration and the council on policies that affect women. What do you see as the role of organizations like AAUW in advancing equity for women and girls?

Organizations like AAUW are critical to organizing women and sharing information about the initiatives that are important to us and the issues we all share. But one of the most important roles AAUW plays is to be a voice to the administration and to the public at large.



Tina Tchen with the president and first lady

PHOTO BY PETE SOUZA

One of the key ways you can advance a concern pertaining to women is to talk about it—to your neighbors, your families, your colleagues. You are trusted messengers in communities across the country and can reach people in a way no one in Washington can, so we need your involvement, your input, and your energy to make this country a better place for our sisters and our daughters. 



LOBBY CORPUS: 36 YEARS ON CAPITOL HILL

BY ELIZABETH OWENS

ABOVE (From left) Lobby Corps members Marion Mudd, Mary Lou Melley, Marcy Leverenz, and Kitty Richardson at a White House event hosted by the first lady

PHOTO BY HOLLY KEARL

Nearly every Thursday that Congress is in session, 30 women advocates gather to do a job that is usually associated with well-heeled, deep-pocketed men. They're the opposite of fat-cat lobbyists. They're volunteers who, for the past three and a half decades, have made sure that the highest lawmakers in the land know which issues are important to women. They're AAUW members, just like us. They're the AAUW Action Fund Capitol Hill Lobby Corps.

Lobby Corps members “have the enthusiasm and skills to make the most out of cold-call visits. We’re talking persistence. They have it mastered.”

—LISA MAATZ

AAUW Action Fund Capitol Hill Lobby Corps members wear the hats of negotiators, educators, activists, volunteers, and citizens all at once on their 27 lobbying days a year. Outside of Lobby Corps, they call themselves Democrats, Republicans, Independents, retirees, employees, students, skeptics, and optimists. Together, they lobby to advance AAUW’s agenda, working tirelessly toward equity and education for women and girls.

Now in its 37th year, the Lobby Corps makes about 1,800 visits to the offices of members of Congress annually. In recent years, they have played a major part in passing legislation important to women: introducing the work-life balance benefits of the Family and Medical Leave Act, keeping the courtroom doors open to anti-discrimination claims through the Lilly Ledbetter Fair Pay Act, expanding protections from violent crime with the Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, and increasing opportunities for students through the Student Aid

and Fiscal Responsibility Act, parts of which became law in the Health Care and Education Reconciliation Act of 2010. Members also provide a constant voice on issues such as education and economic security.

Lobby Corps members hammer home AAUW’s priorities to legislators, introduce topics to representatives who might not prioritize women’s issues, and put pressure on legislators to consider women’s support and voting power. “Lobby Corps goes in as a cold call. That’s in some ways what’s so impressive about it,” says Lisa Maatz, AAUW director of public policy and government relations. “They have the enthusiasm and skills to make the most out of cold-call visits. We’re talking persistence. They have it mastered.”

Trained annually and briefed by the AAUW Public Policy staff before each lobby day, these women not only provide their expertise but also give a face and a voice to AAUW’s policy issues. Their work has earned Lobby Corps a reputation for civil discourse and qual-

A LOOK AT THE AUTHOR

Elizabeth Owens
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“If we don’t come out and keep after Congress on these issues, they’ll work on something else.”

—PEGGY STOTZ

AAUW Advocates

What Is Lobbying?

Everyone, at some point, lobbies a friend to see a particular movie, children to do their homework, or an employer to provide a raise. Put simply, *lobbying* is any form of communication aimed at persuading someone to come around to your way of thinking. However, in the realm of public policy, the term *lobbying* often refers to persuading a political officeholder to take a particular position.

Being a political lobbyist can mean very different things. For example, AAUW has professional lobbyists who dedicate their careers to persuading legislators to stand up for women and girls. But we also have tens of

thousands of volunteer lobbyists, the folks who send e-mails and make calls through the AAUW Action Network, visit Capitol Hill with the Lobby Corps, or write op-eds through the AAUW Voices Project. All of these individuals, whether they’re staff or volunteers, are lobbyists for AAUW’s public policy goals and mission.

We all know that the word *lobbyist* can have negative connotations. That’s one of several reasons why AAUW often uses the word *advocate* instead. Ultimately, whichever term we use, lobbying can be one of the most basic and effective ways everyday Americans participate in our democracy.

ity information—things often lacking in Washington, D.C.

“The squeaky wheel gets the grease. If we don’t come out and keep after Congress on these issues, they’ll work on something else,” says Peggy Stotz, a Lobby Corps member since 1989 and a former chair of the group.

Stotz says lobbying efforts around Title IX of the Education Amendments of 1972, which prohibits sex discrimination in education programs and activities that receive federal financial assistance, have been a staple throughout her 20-plus years in Lobby Corps. The group is currently working to pass provisions to help high schools enhance compliance with Title IX.

Lobby Corps members say they develop a respect for the process and a firm belief that they can make a difference as they witness democracy firsthand. Sharon Halligan joined Lobby Corps two years ago; today, lobby days are a highlight of her calendar.

“I think most people don’t appreciate the process,” says Halligan. “That’s probably the most profound thing to me. You can’t read the newspaper and understand what’s going on. It really requires an involvement.”

Many Lobby Corps members have long followed or taken part in politics but became lobbyists only after they retired. Others are students at universities in Washington, D.C. Although part of the Lobby Corps commitment involves putting AAUW’s public policy positions first, these women find themselves working on behalf of friends and relatives as they lobby for AAUW.

“I have daughters and a niece, and I see the issues they face when they do a job and don’t make the same amount as a man, even though they may have the education,” says Halligan. “Some of the women out here now have broken through the glass ceiling, but as far as everyday women, especially minority women, they have a long way to go.”

Marcy Leverenz has been a part of Lobby Corps twice—first in the mid-1980s, when she worked on the Family and Medical Leave Act, and again for the last few years. The passage of the FMLA in 1993 remains a source of pride for Leverenz, who says the issue was of personal interest because she was an only child responsible for aging relatives. The law enables eligible employees to take unpaid leave for specified family and medical reasons.

Since Leverenz rejoined Lobby Corps, AAUW advocated for the passage of a 2008 amendment to the FMLA that allows family members of injured or ill service members to take leave. Lobby Corps also doggedly fought for the Paycheck Fairness Act, which would have closed loopholes in the almost 50-year-old Equal Pay Act, before its procedural defeat last year. The measure is again a priority for AAUW in 2011–12.

“Younger professional people see the strides that have been made in terms of women’s rights, but if we don’t keep pushing the envelope, those rights will be taken away from us,” says Leverenz.

Lobby Corps may only be in its 37th year, but AAUW earned a reputation for advocacy soon after the organization began 130 years ago. In 1898 members formed the Committee on Educational Legislation to promote educational opportunities for women and girls, the establishment of juvenile courts, the abolition of child labor, and funding for public schools and libraries.

During the next 75 years, AAUW’s efforts expanded to focus on legislation involving topics still found on the 2011–12 public policy agenda: pay equity, reproductive health, retirement security, and Title IX. Other current policy priorities include job creation through workforce investment; opposing school voucher programs; increased access to higher education; health care


security for women; work-life balance; civil rights for lesbian, gay, bisexual, and transgender Americans; and reauthorization of the Violence Against Women Act.

Mary Lou Melley, a member of Lobby Corps since 1996 and a former chair, says she joined because AAUW’s mission of equity for women and girls matched her goal of pursuing justice for women.

“That’s what gave me the energy and the motivation to join, to put my brain to work on the briefings, and to put my legs and voice into the walking and talking on the Hill,” says Melley. Although Lobby Corps doesn’t emerge victorious on every issue, AAUW’s success is far greater because of members’ efforts. These women participate in Lobby Corps because they would rather lose after a hard fight than hear about a defeat secondhand.

“To just sit back and say, ‘That’s terrible!’ is terrible to me,” Leverenz says.

You can be an advocate, too. Visit the AAUW Action Fund website or e-mail votered@aauw.org to learn more or to join the Lobby Corps. Even if you don’t live in the Washington, D.C., area, you can join in AAUW’s advocacy efforts while you’re at the 2011 National Convention, where members can participate in Lobby Day on Capitol Hill. Contact your state AAUW organization to inquire about lobby days at your state’s legislative and executive offices—several states already have their own Lobby Corps. AAUW also has a Program in a Box available for download on our website; the guide details how members can start their own state Lobby Corps.


So get inspired and join in on women’s advocacy at the state or national level. 



Lobby Corps members Sharon Halligan (left) and Norma Kacen in Sen. Sherrod Brown’s (D-OH) office

PHOTO BY MATT NOREIKA

 www.aauwaction.org/LobbyCorps
AAUW Action Fund website

 www.aauw.org/member_center/programs/StateLC.cfm
Download the State Lobby Corps Program in a Box.



SHELBY KNOX: LEADING THE NEXT GENERATION OF FEMINISTS

BY BETH PEARSALL

Women have an incredibly powerful voice. Making our voices and stories heard—both individually and collectively—is the key to breaking through barriers so that all women have a fair chance. This is the message that feminist Shelby Knox tries to impart to young women as she travels around the country, advocating for equity and encouraging the next generation of feminists to stand up and take action.

“I never thought I would be an activist for life,” reflects Shelby Knox.

But for the past nine years—more than a third of her lifetime—this “good Southern Baptist girl”-turned-revolutionary has played a significant role in the young feminist movement, advocating for comprehensive sex education and women’s rights and encouraging youth activism. And she shows no signs of slowing down. Dubbed the next Gloria Steinem,¹ Knox will be speaking about her experiences, as well as sex education, women’s rights, and youth empowerment, at the National Conference for College Women Student Leaders in June.

The Education of Shelby Knox

Knox’s journey began back in her hometown of Lubbock, Texas. Despite having some of the highest rates of teen pregnancy and sexually transmitted diseases in the nation, this conservative community teaches abstinence-only sex education in its high schools. Abstinence-only programs have never been

proven effective in delaying the age at which young people become sexually active and may result in riskier sexual behavior by teenagers.²

When she was 15 years old, Knox—a devout Christian who had pledged abstinence until marriage—became the subject of a documentary chronicling her campaign for comprehensive sex education in the town’s public schools and her fight for gay rights. The 2005 film, *The Education of Shelby Knox*, was released at the Sundance Film Festival and has since been used in classrooms and communities around the country to highlight the need for comprehensive sex education, gay rights, and youth activism.

“The documentary came out when I was a freshman in college,” Knox explains. “At that point, I only casually identified as a feminist. But I started traveling a lot because of the film, and during these trips, I realized there were so many other issues out there. And I became more radicalized.”

“The film shows Shelby really coming into her own,” says author and

A LOOK AT THE AUTHOR

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LEFT **Shelby Knox turned her high school activism into a career in women’s advocacy.**

PHOTO COURTESY OF SHELBY KNOX

“I want the movement to be taking so many steps forward that the steps back will be quickly made up.”

AAUW Inspires

Send Students to Meet Shelby Knox at NCCWSL

Every year, 500 student leaders from across the country gather for skill-building workshops, community service, and networking at the National Conference for College Women Student Leaders. This year's conference will take place June 2–4 at the University of Maryland, College Park.

Don't let your local student leaders miss this chance to meet keynote speaker Shelby Knox, as well as this year's NCCWSL Women of Distinction honorees: Emmy-winning journalist Connie Chung, former ambassador and women's activist Swanee Hunt, U.S. Environmental Protection Agency Administrator

Lisa P. Jackson, and Natalie Randolph, one of the few women football coaches in the country. Belle S. Wheelan, president of the Southern Association of Colleges and Schools Commission on Colleges, will also speak at the conference.

Visit www.nccwsl.org for information about how to register for this life-changing conference. Send students from your community and support the NCCWSL Scholarship Fund and the NCCWSL General Support Fund. You can also download a Program in a Box for states and branches: NCCWSL—Support the Conference, Send a Student Leader!

leading feminist Jennifer Baumgardner. “She realized her power to speak out and identify when something is wrong and do something about it. This is an awakening that all feminists and activists go through.”

Since the film's release, Knox has traveled across the country speaking at high schools, colleges, and conferences and to various media outlets about sex education and the next generation of feminism. She has worked with groups such as NARAL Pro-Choice America, Planned Parenthood, Advocates for Youth, the Sadie Nash Leadership Project, the Girls Leadership Institute, Trojan condoms, and Plan B One-Step.

In addition, Knox has organized and led numerous trainings, workshops, and civil disobedience demonstrations in the name of reproductive justice and sexual health. In 2008 and 2010, she traveled to Colorado to participate in campaigns to beat back proposed “personhood” amendments—which AAUW and AAUW of Colorado also opposed—that would have granted full legal rights to fertilized eggs (the campaigns successfully blocked both proposals). And during last year's Super Bowl, Knox helped create the Women's Media Center-run campaign that pressured CBS to pull an anti-choice ad featuring football player Tim Tebow that had been purchased by Focus on the Family. The network ran the ad anyway.

Knox currently serves as the director of women's rights organizing for Change.org, where she helps promote local women's issues campaigns through the use of online petitions and on-the-ground organizing.

Leading the “Forth Wave”

Although Knox loves using the documentary as a tool for young activists, she wants people to know that she has evolved from that 15-year-old girl who took a virginity pledge. Now, at age 24, she remains poised to lead the next generation of feminist activism.

 www.aauw.org/member_center/programs/PIAB.cfm

Download the NCCWSL Program in a Box.

“I think each generation has to define itself, because we are shaped differently by the political and social climate of our times,” Knox explains. “Our generation came of political age during the Bush administration, in the wake of the Patriot Act and free speech zones instead of free speech. We are the abstinence-only generation. We were not born with feminism in the water. I don’t mean we weren’t born into the gains of feminism, but the narrative we’ve been taught about feminism is more negative than for any generation before us.”

According to Knox, today’s young feminists are organizing in very generation-specific ways. “We use blogs, Twitter, Facebook, and Tumblr as consciousness-raising groups,” she says. “This is how we get radicalized, informed, and organized. We use online platforms to organize on-the-ground actions. And the barriers to access are much lower than ever before, although they are definitely still there.”

Knox calls her generation’s feminist movement the “forth wave,” a play on words referring to the history of feminism and its organization into first, second, and third waves. She is currently writing a book about this vibrant network of young gender-justice activists.

“I use the word ‘forth’ because I want the movement to move,” she says. “I want the movement to be taking so many steps forward that the steps back will be quickly made up. I want the movement to be forward-thinking—understanding and acting and living the reality that all oppressions must be uprooted together and, at the same time, that as long as we silence and marginalize people within our own ranks, we are doing the very thing we say we are against.”

Knox adds, “I want the movement to be one of stories that all matter equally, that we collectively clothe ourselves in, that we stand up for, and that we demand be heard.”

We Must Tell Our Stories

“The forces that want the status quo to remain know how terrifying young women can be,” Knox explains. “We are incredibly powerful when we talk to each other and tell our stories.”

Knox urges young people to work on the issues that personally affect them. “We are most effective on issues that impact us personally,” she says. “Use your own story and be very specific. Feminists are very smart, but sometimes we tend to look at the data too much. It is the story that changes hearts and minds and makes us all human.”

And as Knox blogs, tweets, and travels around the country speaking to groups, she continues to tell her own story in hopes of inspiring others to get involved and take action, no matter the cause.

“Shelby is a gifted speaker and communicator,” says Baumgardner. “She thinks about feminism in new ways that are important and advanced philosophically, but she is also just like other young women. She observed injustices and is now doing something about it. It is a quintessential feminist story—it can be anyone’s story.”

“I’m proud that telling my story via the documentary and on the Internet still inspires so many people to write me and tell me their story,” Knox says. “If I’ve been an inspiration to even one young person, inspired them to start a campaign in their community or check out a feminist book from the library or tell their boyfriend to stop making rape jokes, that’s an accomplishment that’s better than any award or media attention I could ever get.”



Shelby Knox worked to protect women’s reproductive freedom in Colorado.

PHOTO COURTESY OF SHELBY KNOX

NOTES 1. Moura, Sophie. “Shelby Knox: The Next Gloria Steinem.” www.marieclaire.com/career-money/advice/tips/shelby-knox. 2. The National Campaign to Prevent Teen Pregnancy. (2007). *Emerging Answers: Research Findings on Programs to Reduce Teen Pregnancy and Sexually Transmitted Diseases*. Retrieved November 16, 2007, from www.thenationalcampaign.org/EA2007/EA2007_sum.pdf.

FINANCIAL SECURITY: ON THE CHOPPING BLOCK?

BY HANNAH MOULTON BELEC

Social Security rhetoric is usually couched in terms of retirement and age, but the people who benefit from the government-run pension system are not just retirees. More than 4 million surviving spouses, 3 million children, and nearly 8 million disabled adults depend on the program as a lifeline against poverty.

Even before we saw signs of the Great Recession in 2007, Social Security cuts were part of the national discussion. We all know that the projected lifespan of baby boomers and the sheer size of their generation will challenge the system's long-term solvency, a situation that's likely to give momentum to efforts to reduce benefit levels and eligibility for future generations.

But lately, the idea of cutting Social Security benefits has gained steam in powerful, bipartisan agendas. Last November, President Barack Obama's National Commission on Fiscal Responsibility and Reform—chaired by retired

Sen. Alan Simpson (R-WY) and Erskine Bowles, who was chief of staff to President Bill Clinton—suggested a plan to reduce the national debt in part by axing cost-of-living increases for Social Security and raising the retirement age from 67 to 69.¹ Though the plan was acknowledged as just a starting point by its chairs, Social Security benefits are very much on the negotiating table. This March, House Speaker John Boehner (R-OH) reiterated his intention to cut Social Security and Medicare to achieve his budget goals.²

The program that lawmakers are talking about cutting is one of the most effective poverty-reduction programs in

A LOOK AT THE AUTHOR


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American history. More than 43 percent of women over 65 would be living below the poverty line without Social Security, and those numbers increase for women of color and unmarried women.³

AAUW members and advocates can help prevent reductions in Social Security benefits, whether those changes appear in the form of privatization, benefit cuts, or tightening eligibility rules. “We’re trying to get people educated so that we can battle moves to restrict Social Security,” says AAUW Regulatory Affairs Manager Beth Scott. “It’s a fiscally solvent⁴ and valuable program, and we’re committed to working with Congress to protect access and benefits.”

Proposals to raise the Social Security retirement age or cut benefits would disproportionately harm women, who receive less pay and live longer on average than men do. While not a sufficient source of income on its own, Social Security is vital to women’s economic security. And AAUW members can help hammer this message home to Congress.

Urge your members of Congress to support legislation that makes retirement more secure for women, including providing caregiver credits and same-sex partner benefits. Write a letter to the editor and educate your community by attending town hall meetings or setting up an office visit with your elected officials. Join the AAUW Action Fund Capitol Hill Lobby Corps (see page 12) to advocate for Social Security with your U.S. senators and representatives or form a lobbying group in your state.

Above all, keep your ear to the ground. Political talk about the national debt has increasingly signaled politicians’ intentions of putting desperately needed programs on the chopping block. Threatening the financial security of the nation’s most vulnerable populations should not be an option. 

AAUW Advocates

Building Women’s Financial Fitness

AAUW advocates for programs that will help all women achieve economic self-sufficiency. And since women disproportionately depend on Social Security benefits at retirement, the possibility of benefit cuts should be something you’re prepared to fight against in your town hall and on Capitol Hill. Join the AAUW Action Network at www.aauw.org/takeaction to stay informed about updates on Social Security.

All these issues affect women’s financial well-being, and AAUW members can be strong advocates to help women attain and sustain economic security. You can use Social Security tools such as the benefits estimator at www.ssa.gov/estimator, along with private financial planning strategies, to educate women in your community about economic security and financial fitness. Download the Financially Fit for Life Program in a Box from the AAUW website to find out how to host events that teach women about investing, saving, accounting, retirement, wills, and other financial topics of interest.

You can also find out how you and your branch and state can get involved in securing work-life balance measures, fighting for pay equity, ensuring access to health care, and building retirement security by visiting www.aauw.org/act/issue_advocacy.

 www.aauw.org/member_center/programs/upload/PIAB_FinanciallyFit.pdf

Download the Financially Fit for Life Program in a Box.

NOTES 1. Calmes, Jackie. Panel seeks Social Security cuts and higher taxes. www.nytimes.com/2010/11/11/us/politics/11fiscal.html. 2. Bendavid, Naftali, and Janet Hook. GOP aims to tame benefits programs. online.wsj.com/article/SB10001424052748703752404576178910828355914.html. 3. Institute for Women’s Policy Research. *Social Security: Especially Vital to Women and People of Color, Men Increasingly Reliant*. www.iwpr.org/publications/pubs/social-security-especially-vital-to-women-and-people-of-color-men-increasingly-reliant. 4. Reich, Robert. How to fix Social Security. marketplace.publicradio.org/display/web/2011/02/23/pm-how-to-fix-social-security.

AAUW branches lead the way.

Pilot Program Boosts College Engagement

AAUW of New Jersey and the AAUW Northern Monmouth County (NJ) Branch launched a pilot program last spring to improve AAUW college/university partner member engagement, and their efforts are paying off. Since reaching out personally to staff at Brookdale Community College, the branch has participated in a women's symposium, hosted a \$tart \$mart salary negotiation workshop, and co-sponsored conferences on campus. As a result, they've signed up 300 AAUW e-student affiliates.

This spring, the branch is bringing Georgian Court University, an all-girls school, into the fold. Program leader Barbara Williamson says that although these two schools were already C/U members, reaching out to staff on a personal level made all the difference for introducing women's issues activities on campus and for promoting AAUW opportunities for students, especially the National Conference for College Women Student Leaders. Since the C/U engagement program was such a success, Williamson is drafting a specific action plan for other AAUW of New Jersey branches to follow. To find out more about how to implement this program in your branch, visit www.aauw-nj-nmcb.org.

NEW REGULATIONS FOR BOOK SALES

Because of concerns about dangerous levels of toxins such as lead in children's toys, Congress passed a law in 2008 that regulates the sale of products—including books—that are intended for children age 12 or younger. According to the Consumer Product Safety Commission, books that were published after 1986 or that are intended for audiences age 13 or older are fine to sell. AAUW volunteers who help organize book sales need to be aware of these new rules. Find out more at www.aauw.org/member_center/branches_states/upload/Federal-Restrictions-on-Selling-Children-s-Books.pdf.

GEORGIA BRANCH SERVES UP SOME GRITS

This spring, the AAUW Houston-Peach (GA) Branch launched an after-school book club in their 11th participating school. For the past six years, the branch has brought the Girls Read It Together in School (GRITS) program to area fifth graders to provide a positive reading experience. Twice each year, GRITS hosts about a dozen girls and provides T-shirts, refreshments, and a novel for the group to read together. AAUW members are on hand to lead and encourage. "We target the fifth-grade girls, as that seems to be a pivotal year in girls' lives. ... We all jump in and help out so the young girls can see that reading really can be fun," says Branch Publicity and Equity Chair Jane Winston.

ncwu.org

AAUW of North Carolina celebrated Women's Advocacy Day on March 1.

www.northnet.org/stlawrenceaaauw

In March, the AAUW St. Lawrence County (NY) Branch held their 10th annual Professional Clothing Fair for job seekers.



Support future generations of women and girls by participating in one of AAUW's planned giving programs. Contact Carol Rogrud at rogrudc@aauw.org or 877/357-5587 for more information.

Kentucky Branch Launches Political Mentorship Program

In 2007, the AAUW Bluegrass (KY) Branch helped fund a Bluegrass Alliance for Women project to mentor young women in politics and civil service in a state that ranks 41st in women's elected representation. The Bluegrass Political Apprenticeship program has connected 25 high school and college students with women elected officials and public service employees—from council members to magistrates to state representatives. Counselors and teachers nominate students who might be interested in a political career, and the semester-long program allows students to shadow their mentors, work on a project, and sometimes complete an internship. Organizer and branch member Anne Weston says that the mentors she has approached have all been very enthusiastic about the program. "They understand the value of mentoring the next generation of young women who might be interested in running for office," she says.

Science Girl Saturday: Fun with Blood and Bacteria

In February, the AAUW Fergus Falls (MN) Branch hosted its first Science Girl Saturday event, a daylong workshop to introduce fourth- and fifth-grade girls to laboratory science. More than 20 local girls—including students from public, private, and home schools—gathered in a Minnesota State Community and Technical College lab



More than 20 girls participated in the AAUW Fergus Falls (MN) Branch's first Science Girl Saturday event.

PHOTO COURTESY OF KRISTI HASTINGS

to conduct experiments with guidance from two women lab scientists. The girls tested for bacteria on a toilet, their hands, a sink, and a cell phone (the phone was by far the dirtiest). The girls also learned how to make a blood sample slide, compared samples of healthy and cancer-stricken blood, and used a kit to test cell samples for strep throat. Branch Science, Technology, Engineering, and Mathematics (STEM) Liaison Kristi Hastings says that the girls enjoyed the hands-on time in the lab. "We got such great feedback from parents whose daughters came home that day and couldn't stop talking about the things they learned and the things they did," she says. The program is part

of the branch's strategic plan to focus on encouraging girls to pursue STEM fields. Now that they've taken care of the "s" in STEM, Hastings says they're planning an engineering event for the upcoming year.

Got news? We want to hear about your state and branch successes. Send in a 150-word news item describing your project or event, why it was significant, and how it helps break through barriers for women and girls. Send submissions and photos to editor@aauw.org. We can't guarantee that we'll have space for every story, but we can't publish news we don't know about. So keep *Outlook* and your fellow AAUW members in the know!

Heads up: Election and convention coming soon!

Remember to Vote in the AAUW Elections!

For the first time ever, all AAUW members are eligible to vote in this year's election. Members will decide on candidates for the national board and on the proposed bylaws amendments and Public Policy Program. Keep an eye out for your ballot, which will be mailed on April 15 and will contain your member ID and a personal identification number that you will need for online voting. All members are encouraged to vote online through the AAUW website, but you may mail in the paper ballot instead if you prefer. If you are voting by mail, your ballot must be postmarked by 11:59 p.m. on May 31, 2011; online voting will begin on May 1 and will continue through 9 p.m. EDT on June 17, 2011. A Voter Information Guide with detailed voting instructions and information about the items on the ballot will be included with your ballot. You can also visit the One Member, One Vote section of the AAUW website for more information at www.aauw.org/member_center/1memberivote.

HONE YOUR ADVOCACY SKILLS AT THE AAUW NATIONAL CONVENTION

Come to the 2011 AAUW National Convention, June 16-19 in Washington, D.C., and you'll hear from inspiring advocates and learn how to enrich your grassroots efforts in your community. You'll meet with hundreds of AAUW members at this biennial event, as we gather to hear dynamic speakers and attend panels about historic gender discrimination lawsuits, powerful women in the Obama administration, and bullying and sexual harassment. Join AAUW Public Policy staff and the AAUW Action Fund Capitol Hill Lobby Corps (see page 12) for a special Lobby Day on Capitol Hill to advocate for women's issues. Attend skill-building sessions and workshops on leadership, diversity, women in politics, fundraising, and social media.

While you're in town, take special AAUW tours of places such as the Newseum and the National Portrait Gallery. These are just a few of the many opportunities for advocacy and fun at this year's convention. Don't miss this event! Register online by June 15, via mail by May 20 (see the registration form on page C-11), or on-site starting June 15. For more information, visit convention.aauw.org.



Participate in AAUW's Breaking through Barriers campaign. Contribute \$5,000 or more and receive this beautifully designed custom piece of jewelry. All donations support AAUW programs. Contact Carol Rognrud, rognrudc@aauw.org or 202/728-7627.

Celebrating 130 Years of Advocacy

When suffragettes Marion Talbot and Ellen Swallow Richards launched AAUW in 1881—then called the Association of Collegiate Alumnae—they couldn't have imagined how different things would be for women and for their organization more than a century later. We've come a long way, thanks to the countless women advocates who have spoken out and acted out for women's equity and opportunity through the years. Help AAUW celebrate our 130th Anniversary by joining us at the 2011 National Convention, launching a new program, or recruiting new members with our special anniversary rates—\$130 for new AAUW college/university partner members and \$18.81 for graduate students. Get in the advocacy spirit so that we can count your successes at our next anniversary landmark!

AAUW Testifies at United Nations

AAUW staff and volunteers participated in the 55th U.N. Commission on the Status of Women, held February 21–March 4 in New York City. The primary theme—access and participation of women and girls in education, training, science, and technology—was showcased in more than 250 U.N. and non-governmental organization workshops, panels, discussions, working groups, and caucuses during the event. This theme will inform an official document that is designed to provide action-oriented recommendations and to identify

challenges and gaps in the implementation of previous plans. Many U.N. entities cited AAUW's research report *Why So Few? Women in Science, Technology, Engineering, and Mathematics* as a resource document in preparation for the meetings, and the report's findings and recommendations were woven throughout a remarkable number of events by dozens of organizations. At the official launch of U.N. Women, an organization dedicated to the empowerment of women, U.N. Secretary-General Ban Ki-Moon told the audience about the importance of forming the group. "We did it for the girl who cannot go to school, simply because she is a girl," he said.

Training the Next Generation of Political Leaders

The Elect Her—Campus Women Win program spread to 20 college campuses this spring. A collaboration between AAUW and Running Start, Elect Her encourages and trains young women to run for student government on their campuses. Learn more by visiting www.aauw.org/learn/LeadershipPrograms/electHer.cfm, and read about the individual campus successes on the AAUW Dialog blog at blog-aauw.org. Applications for campuses that would like to participate in 2011–12 will be available in August.

Travel with AAUW Benefits

Bitten by the travel bug? Your AAUW member benefits can take you around the world and bring you home safely! AAUW collaborates with three travel companies to provide unique trip experiences for members: personalized travel packages from TravelSmart, group tours through Gohagan, and delegations through Academic Travel Abroad. AAUW members also have access to a comparison tool for trip insurance called InsureMyTrip; discounts for the world's premier medical evacuation service with MedJetAssist; and personal, portable medical information through World Medical Card!

How good are these benefits? When AAUW member Gail Ellestad of Santa Rosa, California, was injured while trekking in Nepal and had difficulty with her evacuation claim, AAUW collaborator InsureMyTrip acted as her advocate and made sure Ellestad was reimbursed. "I really feel I got my AAUW dues' worth this year!" she wrote in a letter to AAUW.

AAUW MEMBER TRAVEL BENEFITS

Academic Travel Abroad
Gohagan Travel
InsureMyTrip
MedJetAssist
TravelSmart
World Medical Card

By including AAUW in your bequests, you are helping to break through barriers for women and girls for generations to come. If you are considering a bequest to AAUW, here is some suggested wording for your attorney: "After fulfilling all other provisions, I hereby give, devise, and bequeath to AAUW (Federal Tax ID #52-6037388), a charitable organization duly existing under the laws of the District of Columbia and located at 1111 Sixteenth St. NW, Washington, DC 20036, _____ percent of the rest, residue, and remainder of my estate or \$ _____ [if specific amount] to be used in the areas of greatest need."

AAUW
supports
today's
women
advocates.

Advocacy Starts with One

BY MIA CAKEBREAD AND GLORIA BLACKWELL

Women can start a movement that addresses the gender issues, economic challenges, and educational struggles women face around the world. One such activist is 2004–05 International Fellow Patience Ogele, a resident of Côte d'Ivoire (Ivory Coast) in West Africa. After studying in the United States, Ogele returned home to aid women and children who were displaced by military conflict in Ivory Coast and neighboring countries. Civil unrest in the region has left families without homes, jobs, or financial assistance. Seeing a great need in her community, Ogele started work in 2003 that eventually led her to create LifeTouch International seven years later.

LifeTouch works with groups such as Union des Femmes (Union of Women) and with impoverished refugees. It provides a variety of services for women, allowing them to go to school, learn job skills, and network with other women who are facing similar problems. Through her work, Ogele hopes to empower women to have an equal stake in healing their communities. "Equity is not a privilege. Equity should be a way of life," she says.

Ogele credits her AAUW International Fellowship with not only giving her the opportunity to study in the United States but also offering her a new way of thinking about the role of women in society: "Through AAUW I was exposed to the idea of women's advancement. I was given a new perspective on how to live my life. Going to the United States made me see that it is possible for women to have a higher quality of life." She has a persistent and optimistic attitude in the face of challenges brought about by war and sexism. "It's very hard work," says Ogele. "But it needs to be done. So we keep working."

www.aauw.org/learn/fellowships_grants

AAUW loves to hear from our fellowship and grant recipients.



AAUW International Fellow Patience Ogele
(fourth from right)

2010–11 Fellows and Grantees

CHARLOTTE LAPSANSKY

Charlotte Lapsansky, an American Fellow who is a doctoral candidate at the University of Southern California, is studying the role of communication in social change and community mobilization, including exciting innovations in mobile phones, to promote women's rights. Her work investigates and develops communication intervention strategies for promoting women's equality and health and for enabling communities to respond to violence against women. She has worked in several international settings, particularly in India, and a project on which she worked, Mobile Voices, recently won a United Nations award.



Charlotte Lapsansky

SENIASOR RODRIGUEZ GOMEZ

Career Development Grantee Seniasor Rodriguez Gomez has worked with Hispanic families as a parent educator and as a family advocate through Head Start. In these roles, she noticed the huge need for bilingual counselors, which led her to pursue a master's degree at the University of Wisconsin to become a community counselor. Now she can provide this crucial service to some of the most disadvantaged families in her community.

EKAWATI LIU

International Fellow Ekawati Liu's involvement as a deaf educator, advocate, and ally for deaf children, youth, and communities in developing countries led her to seek a master's degree in international development at American University. After she returns home to Indonesia she hopes to mobilize the community, serve as a resource for reforming the deaf education system, and become actively involved in other areas related to disabilities, equality, and public policy.

RED WING AREA (MN) BRANCH

The AAUW Red Wing Area (MN) Branch and AAUW of Minnesota received a Community Action Grant to create a 30-minute program that explores and reveals the unique challenges women face on the campaign trail and celebrates the courage and vision of women who have chosen to participate in politics at local, county, tribal, state, and national levels. AAUW worked in collaboration with Twin Cities Public



Seniasor Rodriguez Gomez

Television, the Minnesota Women's Consortium, and the Minnesota Historical Society on this project.

RACHELL ARTEAGA

Through her work with a national feminist media organization, Career Development Grantee Rachell Arteaga promoted equity for women and girls in the media through advocacy and training programs. After completing her studies at Harvard University, where she is working on a master's degree focusing on educational media research, Arteaga hopes to shed light on the underestimated effects of media and its capacity to address the social, cultural, and educational needs of a community and to influence public policy and opinion. Her passion is "creating an empowering, inclusive mainstream media environment, critical for the promotion of education and equity for women and girls."



Visit the AAUW Alumnae Exchange, an online community for fellowship and grant recipients to connect, collaborate, and engage, at www.aauw-exchange.org.

AAUW Blog Viewership Hits All-Time High

FROM THE AAUW BLOG: FELLOWS ADVOCATE ONLINE AND IN PERSON

Online advocacy takes off.

In the 28 short days of February, the readership of the AAUW Dialog blog hit an all-time high of more than 13,000 views. Since its inception in 2008, AAUW's blog has published hundreds of stories about politics, education, civil rights, pop culture, and the AAUW community. Our members have made Dialog a success by reading, commenting on, and sharing our blog posts on Facebook and Twitter and through personal blogs and e-mail.

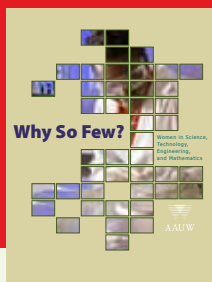
AAUW takes this milestone very seriously because the digital world is all about how many eyeballs see your content. But more than sheer quantity, we want the issues that we care about to travel outside AAUW and influence hearts and minds. Get online and find out what the fuss is all about at blog-aauw.org. And if you still need convincing that blogs and social networking are worth the trouble, check out the Spring/Summer 2010 issue of *Outlook*, which deals with social media, at www.aauw.org/learn/publications.

AAUW Communications Fellow Elizabeth Owens resolved to make one Wikipedia page edit a month after she found out that the website's contributor base is just 13 percent women. A *New York Times* article said that most everything has an entry on Wikipedia, so "the gender disparity often shows up in terms of emphasis." That's clearly a problem, but even worse is when the gender disparity leads to important issues not showing up at all. Read Owens' full post at blog-aauw.org.

Public Policy and Government Relations Fellows Shirley Kailas and Sarah McDermott represented AAUW at a reproductive rights vigil in February. They said they knew there would be many anti-choice demonstrators there, but "we could not have prepared for the magnitude of what we were about to experience. As we emerged from the Metro at the National Mall, we found ourselves standing in a sea of thousands of anti-choice school groups and churches." Read their full post at blog-aauw.org.

www.aauw.org/member_center/1member1vote

Remember to vote online for AAUW national leadership candidates, bylaws amendments, and the Public Policy Program by June 17!



AAUW and Nature Publishing Group, one of the world's leading science publishers, have joined forces to present an ongoing online forum on women in science. AAUW will highlight findings from *Why So Few? Women in Science, Technology, Engineering, and Mathematics* for one week each month. Join the forum today at www.nature.com/scitable/forums/women-in-science.

2011 AAUW Elections

All AAUW members are eligible to vote in this year's historic election. On the ballot are proposed amendments to the AAUW Bylaws, the 2011–13 Public Policy Program, and candidates for the AAUW Board of Directors. Ballots and detailed information about the issues and candidates will be mailed to all members on April 15. You can also review all the election materials on the One Member, One Vote section of the AAUW website. The proposed amendments to the bylaws and the Public Policy Program appeared in the Winter issue of *AAUW Outlook*, along with a preliminary slate of candidates for the 2011 AAUW Board of Directors.

Candidates

The following is the final slate of candidates for the 2011 AAUW Board of Directors. More information about the candidates may also be found on the AAUW website at www.aauw.org/member_center/1memberivote/candidates.cfm. To ensure fairness, candidates' vitae are listed alphabetically by office and published as submitted, with no corrections for grammar, spelling, punctuation, or formatting. All candidates were asked to adhere to the same 1,500-character limit (including spaces) and were advised of this policy in advance. Candidates supplied their own photos. The process began in the Spring/Summer 2010 *AAUW Outlook* with a call for candidates for self-nomination by any member who wished to be considered for office. The Nominating Committee slated all qualified candidates. *Nominating Committee members are Beth Norris, chair (NC); Maisha Britt, alternate chair (DE); Shirley Breeze (MO); Kelvie Comer (WA); Malinda Gaul (TX); Donna Lilly (CA); and Barbara O'Connor (FL).*

Candidate for AAUW President



Carolyn H. Garfein (Georgia)

As President of AAUW, I will continue leading our transformation from two organizations, the Association and the Foundation, into a single entity. We've streamlined operations, encouraged greater flexibility, and brought a new level

of transparency to board decision-making. Our new strategic plan will ensure that AAUW continues to be a powerful voice for equality for women and girls.

One of the goals of the board has been to strengthen communications and trust between members and branches and the national leadership. We've initiated more leader-to-member interaction through phone calls, teleconferences, webinars and personal visits to state conventions. Meeting member needs and expectations is a continuing priority.

The unique skill that I bring to the position of President of AAUW is my professional marketing and management experience combined with a deep knowledge of AAUW culture and operations. I have an MBA and experience managing organizations with multi-million dollar budgets. I am a creative, "big picture" thinker with a track record of implementing successful programming initiatives. My strong public speaking ability enables me to be an effective advocate for AAUW.

I am running for a second term as AAUW President to continue the work we have begun and to explore new ways for AAUW to achieve our goal of breaking through barriers for women and girls. Learn more at www.Carolyn4AAUW.com or email me at aauwprez@aol.com.

Candidate for AAUW Vice President



Patricia Ho (Massachusetts)

AAUW's past, present and future celebrate the certitude and perseverance of its champions for women's equity. From noble beginnings through hard-won legislative victories, our advocacy has helped change the environment for women.

Presently we are 100,000 members and donors, steadfast and loyal through political, sociological and economic challenges. For the rapidly evolving, uncertain future, we are poised as the premier voice for women. With strategic purposes, wise use of resources, visionary leadership and dedicated members with a mission, we continue the epic work of overcoming barriers facing women and families.

As a passionate advocate for women, I will carry on this mandate as vice president. A seasoned leader, I bring valued understandings as a branch and state president, regional director, and board director with service on the executive committee. I have met many of you, have listened to your ideas and concerns. I have seen your innovative work as you support our mission programs, lobby at the grassroots level, and contribute to AAUW funds. My extensive board experience has also included League of Women Voters, United Way, YWCA, Planned Parenthood and Head Start.

Raised in Hawaii, I have lived in different parts of the U.S. and England and traveled in many countries. I bring fresh perspectives, bold ideas and wise decision making to the challenging work of ensuring success in our advocacy. PatriciaHoAAUWMA@aol.com

Candidates for AAUW Director-at-Large



Kathy Anthon (Texas)

I am Kathy Anthon, a technology sales specialist and former educator for the Buffalo, NY public school system. I joined the Buffalo Public Schools after acquiring my BS in Education from Buffalo State. While working I completed my MS and a Certificate of Advanced Study in Public Administration.

George my husband and I have lived in Grapevine, TX (Dallas/Ft Worth area) for the last 15 years. It was the move to Texas that introduced me to AAUW. I joined a local branch because I was drawn to the focus of the organization. I stayed because I am passionate about the people and the mission.

As a child growing up in Seneca Falls, NY I was steeped in the Women's Rights movement and well educated on the roll that Seneca Falls played in equal voting rights for all. This passion for a fair treatment for all is why I identify with the Equity in Pay and Education for Women and Girls.

My history in AAUW includes a term as Branch President, North Texas Interbranch President, Texas LAF VP and currently I am an appointed Director-At-Large Member of the National Board. I have enjoyed this position and the opportunity to speak to different State Presidents and at State and Regional Conventions. I look forward to continuing this work and the growth and advancement of the American Association of University Women.



Julia T. Brown (California)

I'm running for Director at Large of the National Board. I have a broad range of experience; my credentials include more than 35 years in the fields of law, public policy and organizational development. I've sat on local, regional and national nonprofit boards and task forces. I served 30+ years in the U.S. Army Reserves, Judge Advocate General's Corps (JAG). I retired as Deputy Commander of the 75th Legal Support Organization. I've worked at every level of government and in Corporate America. A life member, my AAUW leadership experience includes Branch: Finance VP, LAF VP, Communication VP; State: LAF, and State Leadership Committees, and currently I serve on the National Leadership Corps. I'm very passionate about this organization and committed to its mission. AAUW has built a solid foundation and reputation over

the last 130 years, but in my travels nationwide, I see that too many women are unaware of AAUW. I want to: help heighten our visibility, increase membership diversity, and strengthen our impact. I also want to ensure that among our programs and initiatives, we continue to have a strong LAF Program; and that we reach out to more young women and girls to help make them aware of the opportunities available to them in the fields of technology, math and science. I'm asking for your support and your vote! Please view my video at: <http://www.youtube.com/watch?v=MbirVQeCRPs> and my Facebook profile at: <http://www.facebook.com/home.php#!/Equityin2011>



Sandra Camillo (Missouri)

I'd like to share with you a conversation I had with my daughter. She wondered why the characteristics associated with strong women in the workplace are often described as aggressive and argumentative, while the same qualities in men are perceived as signs of confidence and wisdom. Women are admonished in subtle ways not to appear overly ambitious or pushy. I am determined that these negative stigmas be abolished so that my daughter and all women can aspire to excellence and not hesitate to demand their equal rights.

I have a Master's degree in Education and a postgraduate Certificate in Administration. I have been employed as a School Principal, Receivership Specialist and Corporate Paralegal and now serve as an AAUW Leadership Liaison and Public Policy Co-Chair for my branch. I have also had several articles published on women's issues.

I have resided in Missouri, Texas and New York, where I have served on numerous boards. Because of my diverse experiences, I have developed expertise in a variety of areas as well as a unique perspective on the role of women in business, education, law and non-profit organizations. I know that all women, no matter where they live or what they do, have the same obstacles to overcome and goals they hope to achieve. As an AAUW Director-At-Large I can play a pivotal role in helping them attain the equity that they deserve by making thoughtful and deliberate decisions regarding critical issues affecting them.

Together, we can realize success.



Kathleen Cha (California)

Given today's economic and social challenges, it is now more important for us as AAUW members to translate AAUW's mission into action. Serving on AAUW's National Board is a rewarding path to expanding our leadership legacy and commitment to breaking through barriers for women and girls. My qualifications include 30-years of service in public, private and nonprofit sectors as an award-winning Strategic Communications Specialist in public affairs, community outreach, and crisis communications. I am currently Senior Communications Officer for the Association of Bay Area Governments, the San Francisco Bay Area's council of governments and regional planning agency. My AAUW service includes two terms on the National Board, California State Presidency, state and national Public Policy Committees, branch leadership, and providing development training in media/media literacy, strategic planning, negotiation, legislative advocacy, and coalition building. Committed to community service, I am the Board Vice Chair of A Safe Place (shelter for abused women), Board Member/League of Women Voters of Oakland, and Education Chair/California Women's Agenda/Women's Intercultural Network. I have a B.A. in English/Classics from Mount Saint Mary's College/Los Angeles; M.A. in English Literature/Literary Analysis from Marquette University; and disaster management training from federal and state training institutes. My commitment is to the art of giving and making a community of difference.



Mildred P. DeWitt (New York)

As an association Director at Large I would have the opportunity to commit further to equity and education and the core values of AAUW. I believe that we can energize our members and mobilize them in the mission.

A seventeen year member of AAUW I served in office at the branch and state level of AAUW.

As the President of a new branch, AAUW Manhattan, the writing of bylaws and moving the mission forward is quite the experience. A dual member to two other branches in New York State I have positions on their boards as well.

In 2007 I was elected to the AAUW New York State Board as Legal Advocacy Fund Vice President. I have successfully brought the mission of the Legal Advocacy Fund to

the branches of New York State and maintained New York State in the top ten nationwide.

A degree in accounting and forty years of experience in the business world have served me well.

My career in finance, i.e., treasurer, budget, auditor, accountant, gives me a wide variety of training and my administrative and organizational skills are a strong point that I have developed over years of professional employment.

As membership is the primary issue at every level of AAUW I want to be part of programs to increase our membership by bringing our mission to others and show them what we as a united voice can accomplish.

Please contact me by email, aaumanhattan@aol.com as I am available to discuss the future of AAUW with you.



Charmen Goehring-Fox (Maine)

It would be an honor to serve on the Board of Directors for the upcoming biennium. I have served in nearly every capacity at the local branch level in 4 branches, including President in 3. For AAUW Maine, I have been Program VP, President Elect and currently, President. I have also been a member of both the Association Public Policy and Membership committees. Professionally, I am a special education teacher. The skills I honed in AAUW have served me well in directing staff, communicating with parents, and coordinating with other educators. Personally, I'm an active parent of two young boys. Evenings are filled with Cub Scouts, baseball, Parent-Teacher Club meetings, and AAUW.

I desire to see AAUW continue as a driving force for women. I want to help chart the future for AAUW, and find solutions to our pressing challenges, bring a fresh perspective and inspire other young members to take on leadership roles in AAUW.

The world is different than it was when my grandmother joined AAUW in 1942. It's different than when I joined in 1992. We need to be more flexible, open and willing to listen to new ideas. We need to better market AAUW to our communities. Women and girls have their best chance possible with a strong, vibrant AAUW on their side. We need a passionate, robust membership to work alongside our staff to spread our message far and wide. I am ready to roll up my sleeves and get to work for AAUW.



Connie M. Hildebrand (North Dakota)

Reliable sources assert the global future of the United States depends on an educated populace, functioning within equitable principles. Women need to be full participants in that future. I promise a new generation of women; I will continue to strive to eliminate the equity issues which at times limited my career options - together with your help.

Early in my social work career as clinician, supervisor, and administrator, I joined AAUW. I've been a life-member since the 1980's, in numerous branch & state capacities as well as president and lobbyist for three statewide organizations.

My masters education from Columbia University prepared me to value the micro-systems of individuals and families, but also the macro-systems within which families must function. I adapted these professional skills and employed them in the legislative arena for three decades as lobbyist for multiple groups, including AAUW. I served six years on our national Public Policy Committee, two years as Chair. I am currently completing a two-year term as Director-at-Large.

My experiences and travels have reinforced my perception that AAUW's mission and values are desperately needed, in multiple environments which underscore divisiveness over unity. I wish to assist AAUW to lead the charge - so women can take charge, by investing in a unified future.

Stick with Connie. I have the experience AAUW needs; the judgment you can trust.

Video: Go to Google - Type in You Tube - Type Stick With Connie



Millie Hoffer-Foushee (North Carolina)

As a member of the first Board of Directors under the new AAUW, I serve as Finance Vice President, Director-at-Large. There are a number of financial initiatives that I started that I wish to complete. I am working with the finance department and we are trying to make your reporting tasks easier. Filing the 990N for you is one example. Also, I selected a new investment committee that has redefined our investment portfolio and clarified our investment policy. We are monitoring our funds with the volatile stock market more closely and we have set some new benchmarks for our funds.

I am well qualified for this position. I have a Masters degree in public administration with an emphasis on

finance. I've been a Tax Professional for almost 20 years and have been in the financial field for over 40 years. I was a business owner for 25 years. I understand the financial markets and their application to nonprofits. I have a good knowledge of the financial regulatory environment and the use of best practices. I am a member of my town's finance committee and the finance committee for my church. I have experience with organizational strategic planning that we are now doing at AAUW.

I have served in a leadership position on the following non-profit volunteer organizations: Strategic Planning Committee for Guilford County, North Carolina; Guilford County Environmental Board; and Guilford County Mental Health Board.

I am asking for your vote.



Elizabeth S. Justice (Texas)

I was born and raised in El Paso, TX by my parents along with my younger siblings. My father worked as a custodian for the El Paso ISD and retired after 45 years. My mother continues to work as a paraprofessional with the El Paso ISD at an elementary school assisting students with special needs. I attended The University of Texas at El Paso (UTEP), earning a BBA with a major in Computer Information Systems. Currently, I am planning to seek a Masters of Public Administration in the near future.

My parents definitely set the path for me to work in education. They did not have the opportunity to attend college, but through their work and dedication, showed me the importance of serving others. Their work with students demonstrated their passion for education. I have seen the results of their work first-hand and have done my best to carry that forward in my life.

I am currently the Director for the UTEP Office of Scholarships managing a budget of nearly \$6 million. Providing students and their families with information about the value of higher education and the options available to them for financing a degree is invaluable. Our UTEP scholars receive not only financial support but the motivation that they gain from knowing that someone out there believes in them is priceless. These past 10 years at UTEP have been extremely rewarding for me. There is nothing better than helping students achieve their goals and being a witness to their success.



David Kirkwood (Minnesota)

The past two years have been both exciting and fulfilling as the bylaws amendments ratified at the 2009 convention have been implemented.

My education and professional experience provide a unique set of values to the board. My degree is in electrical engineering. I've held senior management positions in engineering, finance and manufacturing operations at Unisys Corporation. I've been a long-term advocate for equality and diversity in the business environment. I serve on an engineering advisory council for a local community college where my goal is to ensure that women see a career path in STEM as both welcoming and supportive.

My prior AAUW experience includes: participation in the final editorial review of the Strategic Process document; appointment to the Executive Search Committee, which recommended hiring Linda Hallman; and two terms on the national Membership Committee.

During the current term, I'm serving as: chair of the Audit Committee; a Breaking through Barriers major gifts recruiter and donor; board liaison to the Membership Committee and chair of the Communications Working Group, which with AAUW staff, developed the One Member, One Vote process.

If elected to a second term, strategic areas of personal focus are: development of new membership opportunities compatible with the lifestyles of younger women and expanding the impact of the *Why So Few?* research to improve equality in STEM careers.

DavidLKirkwood@AAUWNorthstar.org



Betsy McDowell (Oregon)

When I was elected as Director at Large in 2009, my goals were to engage members in meaningful communication, improve access to AAUW's financial positions and to develop ways to support members as they lead their branches and states toward productive and enjoyable projects supporting our mission.

As board liaison for the Social Media Task Force, I have contributed to and learned about the media resources AAUW can utilize to reach members and potential members around the world. My term on the Finance Committee affirmed the expert fiduciary skills of our staff and the impact you, our AAUW members, have in creating our foundation of strength, our philanthropic programs and

research. On the Strategic Plan Committee and Member Communication Committee I've collaborated with staff and board members to develop a concise strategic plan and to develop and share the process and content for AAUW's first online/mail election, One Member, One Vote. It's been a great experience, and I'm motivated to do more.

I've served as Oregon State President, Mountain-Pacific Regional director as well as many branch and state offices and committees in my 26 years of membership. I'm a beneficiary of AAUW leadership training. I bring my STEM background as an optometrist, my work ethic and creativity to the table to work for a focused and phenomenal AAUW. Please contact me with comments or for a more complete description of my qualifications and personal story.



Dot McLane (Pennsylvania)

I became and am still proud to be an AAUW member because I believe passionately in our mission. Advancing equity for women and girls is paramount to me. As Pennsylvania's Program Vice President (2003-2006) and then President (2006-2008), I guided programming across the state providing AAUW resources and tools to the branches so they were able to offer mission-based programs in their communities. I serve as an AAUW liaison for the National Girls Collaborative Project (NGCP) whose goal is to promote girls' interest in careers in science, technology, engineering, and math. During my tenure in this role I had the honor of representing the NGCP at a workshop as part of the United Nations Commission on the Status of Women. In 2009 I was appointed to my current position as Chair of the national Branch Program Resource Task Force which afforded me an opportunity to promote mission-based programming to a larger group of AAUW members.

My background includes a Ph.D. in biology, 10 years in the pharmaceutical industry, teaching certification in biology/chemistry, and many volunteer positions in other organizations. I am a proud member of the Lansdale branch of AAUW where I have served as Finance Officer and on several committees.

If I am elected to the board I will continue to do what I have always done in AAUW, work towards fulfilling our mission. Please visit my wikispace website at <http://dotmclane-aauwcandidate.wikispaces.com/> for more information about me and my AAUW experience.



Nancy Mion (New York)

The future of AAUW requires a strong membership and a solid financial base in order to continue our leadership role in securing equity for women and girls. I have the knowledge, experience, enthusiasm, vision, and dedication to be part of the leadership team that forwards this mission.

For the past 30 years I have held various AAUW leadership positions. In 2004-06 I was NYS President and subsequently served two terms as state Public Policy Director. I serve as chair in this my second term on the national AAUW Public Policy Committee and joined the 2011 Convention Task Force. In the last three years I've served simultaneously in leadership positions of the branch, interbranch, state and national AAUW giving me an extraordinarily comprehensive view of AAUW.

My BBA in management, MS in library science and 37 years as a Library Media Specialist provided management and organizational background for effective visioning. My 26 year tenure on the board of the Suffolk County Coalition Against Domestic Violence has developed and honed my skills in effective strategic planning, marketing, fundraising, programming, staffing, networking, and budgeting.

I am a full time AAUW volunteer totally committed to AAUW. I have the ability, the proven track record of leadership, the background, energy and passion to move the AAUW Mission successfully into the future!

Watch my video at http://www.youtube.com/watch?v=qCpSdI_24Vw



L. Carol Newnam (Florida)

I have applied to serve on the AAUW board because I'm devoted to this organization and want to do everything possible to assure its future success. AAUW's mission has great relevance for women and girls and I want to be a part of the challenges we face to help AAUW continue to grow and prosper. I have terrific enthusiasm for AAUW and think that I can be an effective member of the national board.

I have served as Venice branch treasurer and president, Florida state finance director, Florida state president, state bylaws chair, and regional director of the South Atlantic Region. I was a member of the membership committee, the leadership development task force and the intermediate structure task force. I am currently a member of the

Leadership Corps while having stepped in to complete the term of office of our state finance director who resigned. Having lived in several other countries, I was always active in American women's organizations. I have been a member of the executive committee of the Sarasota County Commission on the Status of Women for several years, currently as vice president

My extensive service at the branch, state and regional level, gives me a wide perspective of AAUW's organization and mission. My other volunteer service has helped me value AAUW in the context of other organizations. I think I still have a contribution to make to AAUW and will appreciate your vote to allow me to do so.

<http://www.facebook.com/?ref=home#!/profile.php?id=1371096388>



Peggy Ryan Williams (Vermont)

Long committed to enhancing the quality of life for women and girls, I have seen the recent American Council on Education (ACE) research in higher education reporting progress. However, significant issues of empowerment, self-esteem, equity, and leadership development still need attention for women to participate fully in society.

Serving higher education for 36 years, 19 as a college president (Ithaca College, NY; Lyndon State College, VT), I have skills in strategic planning, marketing, fundraising, and endowment management. Over the years, I worked to advance the inclusion of underrepresented populations: women, ALANA, and LGBT. I served on the Commission on Women of ACE, ultimately as chair, and on numerous higher education, non-profit and for profit boards, regionally and nationally—including three grant-making foundations.

While Ithaca President, we joined AAUW as a member; I served as IR. We sent 4 students annually to NCCWLC; on their return, I mentored them. The opportunity to serve as a Director-at-Large comes at a time when AAUW works strategically to enhance advocacy, equity, and philanthropy. In addition to the skills, aptitudes, and abilities, I bring networks, colleagues, and capacity that will build the AAUW agenda across the US. Leadership takes many shapes and forms; leadership which will re-connect AAUW back to campuses will make a major difference to the organization. I am ready to serve. Thank you.



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