WHAT YOU’RE SAYING

Thanks for letting me be a part of the AAUW article ["Back to School after All These Years," Fall 2010]! The only detail that I have to draw to your attention is that I am on the SUNY OCC [State University of New York Onondaga Community College] Board of Trustees, not the SUNY Board of Trustees.

I have recruited three new members to AAUW from the campus. And the provost and faculty members are attending the Skaneateles Area [NY] Branch meeting this month. With AAUW Outlook, I will be able to initiate discussions about AAUW with members of the campus community. Thank you for all you do for all of us.

MARY ALICE BROWN

Enjoyed the info in your magazine but am disturbed about the use of models for the cover and the “Back to School” feature.

Come on, you could have found “pretty” real women, if that’s what’s important to you.

ANITA VON KOCH

IN THIS ISSUE

WOMEN’S HEALTH AND WELLNESS

This AAUW Outlook is all about your wellness. AAUW members are educated and motivated women who volunteer their time and talents to all sorts of selfless activities and endeavors on top of their jobs and family lives. So we want you to take some time out of your busy schedule to consider your own health and happiness—read about what the new health care laws mean for women, how healthy foods can benefit you and your community, why you might need a new fitness routine, and how to carve out time to unwind when you’re perpetually overextended. Read on and be well. Here’s to your health!

ANNA VON KOCH

OUTLOOK

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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AAUW member Mary Smith ran her first marathon at the age of 50. Even if you don’t take on 26.2 miles, an active lifestyle has health benefits for women of all ages.
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By Amy S. Reinink
The vacation of your dreams is a mouse click away!

Visit your AAUW travel partners

MedjetAssist
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Insure My Trip
TravelSmart Partners

on the AAUW website. Just click on "Member Benefits" in the top right toolbar!

www.aauw.org/benefits
A New Resolve

With the start of a new year, many of us make resolutions that we hope will improve our lives and the lives of those around us. We resolve to take better care of ourselves, among other things. This year we will finally start taking daily walks or eating more vegetables or getting eight hours of sleep a night. And then, of course, as the year goes on, our resolve often lessens as the demands of everyday life take over. And, chances are, for too many of us, this year will be the same. Somehow taking care of others always seems to take precedence over taking care of ourselves.

This issue of Outlook focuses on some of those internal “discussions” we have with ourselves on a regular basis. Sometimes this comes under the rubric of work-life balance, a concept that is often misunderstood and not given the importance it deserves.

Before I came to AAUW, I served as an executive at several health care–related nonprofits, and I know just how important it is to think about—and follow through on—our own health and wellness. Because when you feel good, everything in life is better, and you are better able to care for yourself and others.

As AAUW members, we recognize that advancing women and girls has always meant improving their quality of life. So, over the years, we’ve worked tirelessly to defeat the discriminatory practice of gender rating in health care, which allows insurance companies to charge women higher premiums, just because they are women. The new health care law addresses that inequity, but our work isn’t quite done. As Sen. Barbara Mikulski (D–MD) said, “Equal insurance for equal premiums!” In addition, we’re working now for paid sick days for all, a commonsense measure that would not only help individuals recover more quickly but also slow the spread of illness and save businesses millions of dollars in lost productivity.

And of course we continue to push for that elusive work-life balance, which, if we ever achieve it, will contribute significantly to the improved mental health of all working men and women.

In this issue you’ll read about these efforts and about self-care, nutritious foods, and trying new things to keep us active and healthy throughout our lives. This year the AAUW community is working together to break through educational and economic barriers so that all women have a fair chance. That’s a major challenge, requiring our best in 2011 and the years to come!

Happy New Year.

FROM THE EXECUTIVE DIRECTOR

Taking care of others means taking care of ourselves first.
Enhance your lifestyle and save money...

with these special offers for AAUW members!

Active Forever
Jitterbug
World Medical Card
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DiversityInc
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Health Proponent
MetLife Auto and Home
US Bank Credit Card
MagazineLine
Pigtail Pals
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CareerBuilder
VirtuArte
VisionDirect
The Princeton Review
Paperwork, Etc.
Congressional FCU
VPI Pet Insurance

Click on “Member Benefits” at www.aauw.org.
At 130 Years, a Vote for All of Us

AAUW’s first every-member election, authorized by delegates at the 2009 National Convention and scheduled for this spring, represents a remarkable leap forward for our 130-year-old organization. This unprecedented event reflects, in many ways, AAUW’s unique spirit: passionately historic and keenly cutting-edge.

In Marion Talbot’s day, new ideas were nurtured at home, in the company of one’s friends. I like to imagine our founding mothers politely sipping tea as they debated the outrageously radical idea of promoting women’s education.

I’m sure Marion and her colleagues would feel at ease at many of today’s AAUW branch meetings, where we sit among friends, discuss issues and projects, and, ultimately, vote for and act on the ones we find most compelling.

This year, for the first time ever, all AAUW members may discuss and then vote on a variety of compelling issues in our 2011 national election. In late April, you will receive a ballot and a voter information guide in the mail. The ballot will display your member number and a separate personal identification number (PIN) for voting.

To vote online, simply go to www.aauw.org and follow the voting instructions on the home page. You will be prompted for your member number and your voter PIN. Online voting will be open from May 1 through 9 p.m. EDT on June 17, 2011.

To use the mail-in paper ballot, please refer to the voter information guide, mark your ballot, and return it in the envelope provided. Remember to add proper postage and make sure your ballot is postmarked by May 31, 2011.

Whether you end up voting with your computer mouse or your favorite ink pen, I urge you to take some time, in the company of your AAUW friends, to research and discuss the issues of our day. The special election section at the back of this AAUW Outlook is an excellent place to begin. I’m sure Marion Talbot would approve!
AAUW will continue to lead the fight for equal pay.

Paycheck Fairness Act Defeated in Procedural Senate Vote

In mid-November, a 58-41 procedural vote in the Senate derailed the Paycheck Fairness Act, a bill that would have updated the 1963 Equal Pay Act by closing loopholes, strengthening incentives to prevent discrimination, and prohibiting retaliation against workers who inquire about pay practices or disclose their own wages.

The bill had already passed the House, and President Barack Obama had promised to sign it. Sixty votes were required to allow debate on the bill after a years-long fight.

After the disappointing vote in the Senate, Obama personally thanked AAUW Director of Public Policy and Government Relations Lisa Maatz for AAUW’s leadership in advocating for the bill. “While we are deeply troubled by the vote, we know that we’ll eventually win this fight,” said Maatz.

Visit www.aauw.org/act/issue_advocacy to tell your senators how you feel about their vote on the Paycheck Fairness Act and to stay updated about AAUW’s public policy priorities for the new Congress.

A New York City district court has approved a settlement in a gender discrimination lawsuit against the Swiss company Novartis Pharmaceuticals. The class-action settlement covers 5,600 sales employees who alleged unfair pay and promotion practices for women and discrimination against pregnant women. As part of the agreement, the plaintiffs’ attorneys recommended that AAUW receive a “cy pres” award of $23,500 to advance equity for girls and women in the United States.
EEOC Sues Port Authority for Sex and Age Discrimination

The U.S. Equal Employment Opportunity Commission filed a lawsuit against the Port Authority of New York and New Jersey in September, alleging that the transit agency fired two female lawyers on the basis of age and paid female lawyers less than it did their male colleagues. The EEOC says it tried to reach an agreement with the Port Authority to end the discriminatory practices through its conciliation process without success before filing suit. The EEOC is pursuing the case on behalf of three women lawyers but also seeks compensation for an unspecified number of other female lawyers in the agency and a permanent injunction against the alleged discriminatory practices in the future.

Women’s Group Files 12 Title IX Complaints

The National Women’s Law Center filed complaints in November against 12 U.S. school districts that have double-digit gaps in the percentage of female students versus the percentage of girl athletes. The complaints allege that the schools are in violation of Title IX, the 1972 law that prohibits gender discrimination in federally funded educational programs. The NWLC hopes the complaints will spur the school systems to make their programs equitable for girls, who benefit greatly from participating in sports. Girls who play sports earn better grades, have lower rates of pregnancy and drug use, are more likely to graduate from high school, and have higher self-esteem. AAUW members can use AAUW’s Title IX Compliance: Know the Score Program in a Box to make sure equitable athletic opportunities are available in your local schools. Visit the AAUW website for details.

Senate Passes Bill to Repeal “Don’t Ask, Don’t Tell”

In December, the U.S. Senate passed a bill to end the 17-year-old policy that barred gay men and lesbians from serving openly in the military. More than 13,500 men and women have been discharged from service under “don’t ask, don’t tell.” According to Servicemembers United, the rule disproportionately affected women and minorities; 45 percent of troops discharged in 2008 were minorities, even though they account for only 30 percent of all soldiers. Similarly, 34 percent of service members discharged were women, but they only make up 14 percent of all soldiers. Soldiers discharged under “don’t ask, don’t tell” may be ineligible for military benefits and may have to repay scholarships they earned in return for service. President Barack Obama signed the bill on December 22, 2010.

AAUW had plenty of allies in the fight to pass the Paycheck Fairness Act—including Batgirl! The Caped Crusader’s female associate, played by Yvonne Craig, appeared in a 1972 public service announcement to advocate for enforcement of the 1963 Equal Pay Act. AAUW and the Center for American Progress Action Fund teamed up to repurpose the footage for today’s equal pay battles. Check out www.outofthewayoffairpay.com to see the video and to take action in the new Congress.
Imagine you are in the waiting room of your doctor’s office. Across the way sits a man who is the same age as you and in the exact same condition of health. Now imagine that the man also has the same insurance plan as you, but his premium is 45 percent less than yours—simply because he is a man.
Until a few months ago, charging women higher health insurance premiums because of their gender was common—and perfectly legal—in most states. This practice, known as “gender rating,” occurs when insurance companies charge men and women different premiums for the same individually purchased health care plans.

According to a 2008 report by the National Women’s Law Center, women are often charged more than men are, even when purchasing identical health care plans. The NWLC study concluded that, at age 25, women were charged anywhere from 6 percent to 45 percent more than men were for individual market plans; at age 45, women’s monthly premiums ranged from 4 percent to 48 percent higher than men’s monthly premiums.1

“Every single day, insurance companies practice punitive practices against women,” Sen. Barbara Mikulski (D-MD) said in a statement. “They deny us coverage, they charge us more for the coverage we have, and they limit our access to providers.”2

In March 2010, President Barack Obama signed two bills into law that will significantly overhaul the nation’s health care system—the Patient Protection and Affordable Care Act and the Health Care and Education Affordability Reconciliation Act, which contained some fixes to the new health care law as well as some AAUW-supported student loan reforms. The new law bans gender rating for plans offered in both the individual and small-group markets (defined as organizations employing 100 or fewer people). Unfortu-
These challenges leave women particularly vulnerable to gaps in coverage, and the consequences are devastating.

AAUW Advocates

AAUW: A Critical Voice in Health Care Debate

After an acrimonious, yearlong debate, President Barack Obama signed two bills into law aimed at overhauling the nation’s health care system. AAUW’s three main health care reform priorities—ending gender rating, protecting women’s reproductive health services, and ensuring coverage of preventive care—are directly addressed in these laws.

Ending the practice of gender rating: AAUW worked with Sen. Barbara Mikulski (D-MD) to end this discriminatory practice, in which simply being a woman is a pre-existing condition. AAUW members made calls and sent letters and became an important voice in favor of the ban.

Protecting women’s reproductive health services: AAUW played a key role in the coalition, largely through our social media advocacy, that defeated the Stupak amendment in the House and the Nelson-Hatch amendment in the Senate, which would have prohibited women from receiving federal insurance subsidies when purchasing insurance plans that included abortion services. AAUW opposed the compromise amendment that eventually passed, because it unnecessarily stigmatizes reproductive health care and may reduce overall abortion coverage among private health insurance plans, but the compromise was still better than the Stupak provision.

Ensuring coverage of preventive care: The new law contains an AAUW-supported women’s health provision under which insurance companies will be required to cover additional preventive health care and screenings for women at no additional premium or co-payment cost, also championed by longtime AAUW ally Sen. Mikulski. The AAUW Action Fund Capitol Hill Lobby Corps made hundreds of visits to ensure inclusion of this provision.

mended medical test, treatment, or follow-up visit; had not visited a doctor or clinic when they had a medical problem; or did not get needed specialist care in the past year because of cost. Nearly half (45 percent) of women delayed or did not receive a cancer screening or dental exam for the same reason. And not only are women less able to afford insurance or care because of wage disparities, they are also more likely to depend on a family member, such as a spouse, for their insurance and, thus, face more instability in coverage. Women also suffer higher out-of-pocket costs than men and are more likely to lack access to coverage because of certain pre-existing conditions.

All these challenges leave women particularly vulnerable to gaps in coverage, and the consequences are devastating. In 2009, the proportion of women without insurance reached a record high—nearly one in five women ages 18–64 was uninsured.

Special Health Concerns for Women

All women need access to affordable, high-quality health care, especially since they are more likely than men to need health care throughout their lifetimes. Women’s reproductive health (regardless of whether they have children) requires regular check-ups, as screenings and early detection can help prevent some of the most deadly—and expensive—diseases afflicting women today.

Maternity Care

The importance of quality maternity care—especially prenatal care—cannot be overstated. If a woman visits her health care provider early and regularly during her pregnancy, birth defects and other complications can often be prevented or managed. But lack of insurance coverage can stand in the way of women receiving timely care. And when pregnant women are uninsured, they are considerably less likely to get proper prenatal care. Tragically, this
may have consequences both for the mother and for the long-term health of the child.

Most women with job-based health insurance receive maternity benefits as a result of state and federal anti-discrimination protections. Until the passage of the new health care law last year, however, no such protection existed in the individual insurance market. Individual-market insurers could deny a pregnant woman’s application or consider pregnancy a pre-existing condition and thus exclude coverage for maternity services. Insurers could also reject coverage for women who had previous Caesarean sections, charge them higher premiums, or impose an exclusionary period during which they refuse to cover another Caesarean section.

Fortunately, under the new law, policies will be required to cover maternity care as an “essential health benefit.” The new law also prohibits health plans from turning away applicants because of pregnancy and previous Caesarean sections. These changes will take effect in 2014.

Preventive Care and Screenings
Heart disease remains the number one killer of women in the United States. More than one-fourth of all deaths among women in 2006 were due to heart disease. Cancer also continues to pose a deadly risk for women. In 2008, an estimated 182,400 women were newly diagnosed with breast cancer, and more than 40,000 women died from the disease. In 2008, there were an estimated 11,000 newly diagnosed cases of invasive cervical cancer in women, and about 3,900 women died from the disease.

These diseases can often be prevented or managed if women receive screenings, immunizations, educational materials, and other preventive care services. Under the new health care law, more women will now have access to these services at no additional cost. Thanks to an amendment sponsored by Sen. Mikulski and strongly advocated for by AAUW, the new legislation requires insurance companies to cover preventive health care and screenings for women—such as mammograms and pap smears—with no additional premium or co-payment.

Domestic Violence
Domestic violence remains a serious problem in this country. An estimated 1.5 million women are physically abused by their intimate partners each year, and about one of four women seeking care in emergency rooms has injuries resulting from domestic violence. In addition to physical injuries, victims of domestic violence experience higher rates of depression, substance abuse, suicidal thoughts, and suicide attempts.

Insurers in several states and the District of Columbia could legally reject health coverage for domestic violence survivors. Fortunately, the new health care law bans this practice.

Improving Women’s Health
AAUW’s 2009–11 Public Policy Program reaffirms our strong belief in “increased access to quality, affordable health care ... including expansion of patient’s rights.” This is particularly true for women, who face significant challenges when it comes to managing their health and who often have family care responsibilities that can also burden their health status. Many of the new health care reforms will help improve the overall health of women.

As Sen. Mikulski said in response to the passage of the reforms, “Now if you need a mammogram, you can get one. If you need a test for cervical cancer, you can get one. You can get your preventive tests without a deductible and without a co-pay. Without hesitation, you will be able to get it.”

Mikulski added, “[A]s we move forward ... the women of America will be better served, their lives will be saved, they will be able to have early detection and screenings.”

NOTES
1. National Women’s Law Center (September 2008).
LOCAL FOODS, HEALTHY FAMILIES

BY CARA CAMBARDELLA

Above Spring Creek Farms, Wernersville, Pennsylvania
Photo by Cara Cambardella

Americans, and women in particular, have begun to take a closer look at what they’re eating by turning to organic, local, and whole foods for their health—and for the health of their families, communities, and the environment.
With the rise of the whole foods movement, many people are starting to pay attention to where their food comes from and how it gets to their table.

On a recent visit to Spring Creek Farms, a certified organic dairy farm in rural Pennsylvania, I drank raw milk collected from free-roaming, grass-eating, and chemical- and hormone-free cows. The next morning, my family ate scrambled eggs from the farm’s hens, who also eat grass and who live in a movable chicken house on wheels. I knew exactly where those milk and eggs came from—I had met the cows and chickens, and I knew that none of them had ever been exposed to chemicals or artificial hormones. At that moment, I sensed a new dimension to deliciousness.

The “New” Local Foods Movement

A hundred years ago, half of all Americans lived on farms; today fewer than 2 percent do.¹ As people moved away from rural areas and lost their connection with the land, their relationship with food changed as well. With improved transportation and the growth of industry after World War II, Americans began to buy and eat food that had been shipped from faraway production sites. Today, the food we eat is more likely to come from across the country or around the world than from the farm down the road. But with the rise of the whole foods movement—variously also known as the local, organic, or sustainable foods movement—many people are starting to pay attention to where their food comes from and how it gets to their table.

According to the U.S. Department of Agriculture, the growing local foods movement benefits consumers, communities, and small- to medium-sized farms. Since 1994, the number of farmers’ markets in the United States has tripled, with more than 1 million customers visiting those markets each week.² Farm stands, “pick-your-own” operations, farm-to-table delivery services, community-supported agriculture shares, and even food literature (think Michael Pollan, Marion Nestle, or Barbara Kingsolver) have all become more prevalent in the past 10 years. A recent

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¹ “A hundred years ago, half of all Americans lived on farms; today fewer than 2 percent do.”
² “Farm stands, “pick-your-own” operations, farm-to-table delivery services, community-supported agriculture shares, and even food literature (think Michael Pollan, Marion Nestle, or Barbara Kingsolver) have all become more prevalent in the past 10 years.”
“Women understand community, care about family, and care about learning how to survive and stay local.”

CAP Grants Promote Women in STEM

AAUW recently awarded $50,000 in grants to 11 Campus Action Project teams across the country. This spring, each team will create a project that addresses an issue raised in AAUW’s 2010 report, Why So Few? Women in Science, Technology, Engineering, and Mathematics.

The projects will focus on mentoring and on exposing the barriers that women and girls face in the science, technology, engineering, and math (STEM) fields, as well as on networking and professional development. The projects will also help to increase the number of young women entering these fields of study.

The CAP grant teams for 2010–11 are

- Buena Vista University (Iowa): Daughters Realizing Exceptional Abilities in Math and Science (DREAMS)
- Dakota State University (South Dakota): Women in Science and Technology
- Grand Valley State University (Michigan): WISE Program Multi-Level Mentoring
- Rochester Institute of Technology (New York): EMPOWER II: Operation Tech Squad
- Rogue Community College (Oregon): STEM Careers for Planet Earth
- Tidewater Community College (Virginia): Improving Spatial Cognition in Engineering Students
- University of Guam: Portrait of a Scientist as a Young Woman
- University of Missouri, Kansas City: E3: Enlightenment, Engagement, and Encouragement, a Formula for Overcoming the Obstacles for Women Pursuing STEM Careers
- University of Wisconsin, Milwaukee: STEM Today, Degree Tomorrow
- Virginia Tech: Connecting Women in Construction
- Washington University (Missouri): Catalysts for Change: Gaining Momentum for Women in STEM Fields

For more information on Campus Action Projects, visit www.aauw.org/connect/cap.

revival of interest in vegetable gardening, foraging, and hunting may also be linked to the movement.

Making Healthy Choices

Environmental causes, community-development efforts, food-security concerns, and challenges to corporate monopolies have all helped carry the local, organic, and sustainable food movement along. For women, who remain the primary “foragers” of food for their families, decisions about where to shop and what to buy tend to revolve around health issues. Thanks to the whole foods movement, much research has been done on the health benefits of eating food that is not processed, premade, prepackaged, or preserved. In general, these studies have shown that the less meddling our food encounters before we eat it, the more nutrients it will hold, and the healthier it will be.

In addition to considering health-related issues, women base their food-purchasing decisions in part on environmental and community concerns. We may shop at the farmers’ market because we want to support local businesses and promote sustainable agriculture, or we may enjoy the simple pleasure of mingling with our neighbors at the market and getting to know the people who grow our food.

Erica Bowers Lavdanski farms 150 acres of land in Morgantown, Pennsylvania, two of which are reserved for the organic vegetables she sells to local restaurants. A believer in small, closed systems of production, she adheres to the idea of eating and composting from the ecosystem in which you live. Bowers Lavdanski says that women have always been farmers, that we have long been involved with process, the growing and cultivating of both our gardens and our communities. Cindy Cambardella, a scientist at the USDA’s National Labo-
At Home on the Farm

If women have always been farmers, though, why aren’t there more women in conventional farming? The U.S. Department of Agriculture reports that women own and operate just 14 percent of the nation’s 2.2 million farms. That number is growing, however, with women in 2007 “running more farms and ranches, operating more land, and producing a greater value of agricultural products” than they did five years earlier. In fact, the “total number of women operators increased 19 percent from 2002, significantly outpacing the 7 percent increase in the number of farmers overall.”

Florine Swanson, a longtime AAUW member and leader, grew up on a family farm in Iowa. In her early days on the farm, Swanson says she called herself a “gofer”—a supporter of the men who did the manual labor. But now, after having deep roots in programs encouraging girls to study science, technology, engineering, and math (STEM) and in supporting AAUW’s mission to improve equity for girls and women worldwide, Swanson proudly calls herself a farmer. As a strong woman who broke into a male-dominated field, Swanson has dedicated much of her life to helping other women do the same and to supporting the children of her community.

In October 2010, Swanson was inducted into the National 4-H Hall of Fame, in recognition of her many years of service to the organization. While working at Iowa State University, she not only set up programs to encourage girls to pursue STEM careers, especially in agriculture, but also served as executive director of the Iowa 4-H Foundation from 1987 to 2005. During that time she created enormous organizational growth while extending agricultural programming into the community, helping more farms stay in business today and encouraging the next generation of farmers to keep them open tomorrow.

As more women pursue careers in STEM fields, and particularly agriculture, will we see a greater focus on the link between healthy foods and healthy communities? Women like Florine Swanson see a natural connection between the two and have pioneered programs to pass that knowledge along to future generations. But whether we’re farming for a living, tending our own gardens, or just shopping for fresh produce at the farmers’ market, a greater awareness of where our food comes from benefits us all.

Back at the dairy in Pennsylvania, two young women showed me how to milk one of the farm’s organic, hormone-free, grass-fed cows. “Farming is in my blood,” one woman said. “It must be part of our motherly nature.” I’m not sure if farming and milking cows are part of my motherly nature or not, but I can say that learning about where my food comes from makes me feel more in touch with the people and animals and land that produced it than I ever have before.

NOTES
TIME TO GET MOVING!

Although staying active greatly contributes to quality of life, especially as we age, exercise is one of the first things we let slip as we take on more responsibilities, commitments, and maybe a few creaky joints. But it’s never too late to take the first step toward getting in shape. From lower rates of heart disease, depression, and certain types of cancer to lower risks of bone and joint problems, exercise offers myriad health benefits, if you just get moving.

At age 50, AAUW member Mary Smith found herself in a place familiar to many women. “I was in the thick of middle age with grown-up kids and a mom with severe Alzheimer’s,” says Smith, an accountant who lives in Manassas, Virginia. “I was still young with many years ahead of me, but a little bit lost.”

After her mom lost her long battle with her disease in August 2008 and her children moved away to college, Smith suddenly had extra free time that she wasn’t sure how to fill. “I just kept wondering, What am I supposed to do with my life? I needed something else besides work,” she says.

She decided to get involved with the Alzheimer’s Association. As she’d watched her mother deteriorate, Smith had felt hopeless and heartbroken, so she went looking for a way to help others in the same situation. On the association’s website, Smith found a training group for the Marine Corps Marathon, which is run every October in Arlington, Virginia, and Washington, D.C., not far from her home. She thought that this could be just what she was looking for.

“I weighed a lot more,” says Smith. “I was heavy, and I hadn’t exercised in a long time,” but she was determined to do something new with her life. She knew she would have to lose some weight, so she started walking. “I found a plan that literally said, ‘Walk 20 minutes one day; the next day rest.’ That’s how easy it was.” And that’s how she did it. Smith walked Monday, rested on Tuesday, and walked again on Wednesday. Each week she added a few more minutes of walking, until the fourth week, when she walked 20 minutes and ran 10. She also started watching what she ate, and after six months, she lost 40 pounds and felt ready to begin training for the marathon, which she completed in October 2009 in five hours and 43 minutes.

Along the way she raised $5,000 for the Alzheimer’s Association and found herself with a new lease on life. “My health is just phenomenally better,” Smith says. “Finding something else to do, whether it’s running or walking or ballroom dancing, it doesn’t matter what it is, is a great thing for women my age. We need to be more physical in our lives.”

Like Smith, Jennifer Wilken had to walk before she could run. After completing the Susan G. Komen 3-Day for the Cure walk, she went on to run seven marathons. Wilken, who served as development vice president for the AAUW Educational Foundation, described her old self as a perpetually stressed out couch potato. But running has helped her build muscle, make new friends, and unwind from her high-pressure job. “I joke that it’s my Pro-
“Finding something else to do—it doesn’t matter what it is—is a great thing for women my age. We need to be more physical in our lives.”

In addition to the positive effects exercise offers older women, girls who participate in sports are more likely to graduate and to have high self-esteem and a good body image. They’re also less likely to smoke, use drugs, or get pregnant. But to enjoy these benefits, girls must have access to sports in their schools.

Although Title IX of the Education Amendments of 1972 prohibits sex discrimination in educational programs that receive federal funding, enforcement of the law has often been a grassroots effort. AAUW was instrumental in the law’s passage and continues to strongly support it through public policy advocacy and through the efforts of dedicated individual members.

The AAUW Legal Advocacy Fund provides financial support to plaintiffs who are suing their schools or workplaces under Title IX. And AAUW members have taken up enforcement in their communities through the Title IX Compliance: Know the Score Program in a Box, a step-by-step guide for branches to investigate whether local schools are following the law.

Find out more about LAF and Title IX cases at www.aauw.org/act/laf, and launch your own investigation with our Program in a Box at www.aauw.org/member_center/programs/PIAB.cfm.

The Lifetime Benefits of Staying Fit

AAUW Advocates

zac,” she says. “It keeps my stress levels in check.”

These women found new fulfillment in their already busy lives by stepping well out of their comfort zones a little later in life than many others. And they are finding unexpected additional benefits to their risk-taking. Moving the body on a regular basis makes a person feel good. In fact, exercise has many physical and emotional benefits for busy women of every age. According to the Mayo Clinic, exercise helps prevent and improve a number of health problems, including high blood pressure, high cholesterol, sleep apnea, diabetes, arthritis, and certain cancers. It also releases feel-good brain chemicals that ease depression.¹ All of these health issues are on the rise, as is an obesity epidemic that affects 34 percent of adult American women.²

Another benefit of an active lifestyle, especially for women, is the regulation of hormones during menstruation, pregnancy, and menopause. One study showed that menopausal women who exercise moderately on a regular basis have more energy and fewer problems with moodiness, anxiety, depression, sleep difficulties, night sweats, and hot flashes than those who don’t, although researchers aren’t sure why the subjects experienced those results. Exercise also strengthens bones, which increasingly lose calcium and other minerals with age, a risk that is especially prevalent in women. Regular activity can prevent or forestall the development of osteoporosis by maintaining, and even stimulating, bone development and growth.

AAUW’s Chief of Strategic Advancement Jill Birdwhistell knows firsthand the benefits of exercise to maintain quality of life. At the age of 55, she found out she was losing bone density. This is ominous news for anyone, but it was especially so for Birdwhistell, whose mother was fighting the crippling consequences of osteoporosis. Birdwhistell started exercising

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³
every morning and taking the proper vitamins, and less than a year later her bones were back to normal—and still are, 10 years later. “I don’t want to do it,” she admits. “But it works!”

The Centers for Disease Control recommends 150 minutes of moderate-intensity exercise each week for adults and older adults with no limiting health conditions. The agency suggests starting by taking 10-minute walks throughout the week and gradually building up to more sustained or more vigorous efforts, just like Mary Smith did. You don’t have to train for a marathon or run laps around the gym. Go for a swim, play tennis or golf, take a yoga class, or maybe even take up dancing with your partner as a way to reconnect.

Smith also recommends joining a group for support. She joined Capital Area Runners to help her train for the marathon, and she credits their encouragement with helping get her to the finish line. “That training was the hardest thing I’d ever done in my life,” she says. “I couldn’t have done it by myself.”

In October 2010, Smith completed her second marathon, and she continues to train with her running group. “I set race goals to keep doing it every day,” she says. “It’s too easy to quit otherwise.” At a recent physical, her doctor remarked on how much her health has improved. 

“People still tell me I’m crazy,” she says. “But I truly believe you can do whatever you want to if you put your mind to it. It doesn’t have to be running. Women my age just need to get their hearts moving.”

AAUW Outlook Editor Hannah Moulton Belec contributed to this article.

PUT YOURSELF FIRST

Women have long had to work a double shift. As we’ve moved into the workplace in increasing numbers—we now make up half the U.S. workforce—we still have primary responsibility for home and child care. But if we are so busy taking care of everything and everyone in our lives, who is taking care of us?

The psychiatrist Eve A. Wood illustrates women’s need for better self-care by asking women a simple question: “Who gets better care, you or your dog?”

“Do you water your plants but fail to take 15 minutes to sit down and eat a real breakfast?” asks Wood, author of *Medicine, Mind, and Meaning: A Psychiatrist’s Guide to Treating the Body, Mind, and Spirit.* “Do you make sure to always walk your dog but fail to allow yourself to take a walk or even get up to stretch when you need a break?” If the answer is yes—and it almost always is—it’s time to put yourself on your own to-do list.

The concept of self-care, or the idea that taking care of one’s own health and welfare is as important as caring for others, isn’t new. Still, social scientists, psychologists and other experts say that few women succeed in actually practicing it. “Physiologically, hormonally, neurochemically, and socially, women have a strong tendency toward being the caretakers,” Wood says. “It’s very easy to fill in every moment with caring for our children, our spouses, our parents, and our friends, and to feel like we are still doing an inadequate job. As a result, we end up very low on our own lists.”

Women who, like many AAUW members, skillfully balance work, family, social, and community obligations are often especially bad at self-care. They are so used to giving of themselves that they don’t know when to stop. “Self-care simply requires using that same discipline to schedule time for yourself in your own schedule,” advises Wood. Taking time for yourself only after the rest of your to-do list is done is “like saying you’ll save what’s left of your paycheck,” says Joan Borysenko, author of the classic self-care tome *Minding the Body, Mending the Mind* and of *Fried,* a guide to overcoming burnout.

But how do you balance the many demands of life while allowing for a little “me time”? Taking care of yourself doesn’t have to—and shouldn’t—mean abandoning something you love.

Take care of the basics. Beth Witrogen (McLeod), author of *Caregiving: The Spiritual Journey of Love, Loss, and Renewal,*
saying tending to three basic needs—movement, nutrition, and rest—puts you ahead in the self-care game. This doesn’t have to mean running a marathon or preparing gourmet meals from scratch. In a time-crunch world simply getting adequate sleep, eating regular, nourishing meals, and taking a daily walk will leave you feeling refreshed and better able to conquer the next task.

Unplug. Step away from your laptop and BlackBerry and do something that refreshes you. Wood recommends engaging with nature, saying that just stepping outside to look at the stars before bedtime can refresh and renew, but spending uninterrupted time with your family can have the same effect and add to your peace of mind.

Get help. When Witrogen was caring for her ailing parents two decades ago, there were few resources available to help, but today self-care resources abound, from care-for-caregivers support groups that meet nationwide to online self-care initiatives like www.nurtureprinciples.com, which encourages women to pledge to put themselves first. And don’t be afraid to suggest changes or ask for help within your existing support networks. Many AAUW branches, for example, have altered their traditional leadership structures to distribute responsibility among more people to give their leaders more flexibility.

Understand the benefits. Witrogen says a key obstacle to proper self-care is the sense that “we are being selfish or ‘bad’ daughters, wives, mothers, and friends if we take time for ourselves.” Keep in mind that you are more likely to be efficient and effective at caring for others when your own physical and emotional needs are met.

Taking the time to develop a self-care habit now will help you deal with new stressors that are sure to come your way in the future. You’ll already have a routine and support network in place if you have to face even bigger challenges ahead. Remember, says Witrogen, “Asking for help is not a sign of weakness but of intelligence.”

Every morning, Vera Novak performs some yoga and mantras to prepare for the day. “It helps me become more mindful, more aware that at any given moment in the day I am OK,” she says. That kind of focus and dedication helped Novak start the AAUW Blacksburg-Virginia Tech (VA) Branch, one of the two new AAUW branches that started in Virginia last year.

On top of a 60-hour workweek spent pursuing her doctorate, Novak serves as president of the fledgling branch. She sees the new branch as an extension of her core values to empower others to reach their potential and to enjoy the adventures of life. It gives her a place to unwind and connect with the other members.

But when school, work, and branch responsibilities become overwhelming, Novak looks back into herself for some perspective. By taking some time to take care of herself, she’s able to juggle the many demands on her time. “No matter the amount of work, concentrating on the moment helps the work flow smoother, reduces the stress, and allows me to enjoy myself,” she says.
New York State Branch Acts Locally and Globally

This winter, AAUW of New York launched a program called My Sister’s Keeper to connect local actions with women’s welfare globally. Inspired by the book *Half the Sky*, state AAUW International Affairs Director Melissa Guardaro and AAUW Poughkeepsie (NY) Branch member Joan Monk developed the idea into a statewide project.

The branch already has tremendous global efforts underway—one member started a library in Madagascar, another built a community center in Liberia, another launched a microfinance foundation for women in Ghana, another wrote a book about global women’s health issues, and the whole branch participated in a coat drive for undocumented workers in their local Dutchess County.

With big ideas like these to kick off the initiative, the branch hit the ground running in December with several events, including a holiday bazaar that offered fair trade goods. At the event, members urged local Girl Scouts and other nonprofit youth leadership groups to disseminate information about activism worldwide and highlight fair trade and entrepreneurship for women in developing countries.

Although the initiative is only beginning, it has already garnered momentum. Committee co-chair Cecilia Dinio-Durkin says My Sister’s Keeper is about empowering women around the world. “When you bring money to a woman, the whole community benefits,” she said.
Leadership Corps Accepting Applications

The AAUW Leadership Corps will be accepting applications from February 1 to March 31 for volunteer grassroots organizers for the 2011-13 biennial term. Any AAUW member with a passion for the mission, a vision for AAUW’s future, and a talent for seeing and inspiring leadership in others should apply. Leadership Corps grassroots organizers will receive training in identifying and mentoring leadership talent in others, membership recruitment, effective communications strategies, and other relational organizing skills. All AAUW members are eligible to apply. Leadership Corps grassroots organizers will be asked for a two-year commitment. Their activities will be coordinated by AAUW staff with the direction of the AAUW board. For more information and to apply, visit www.aauw.org/leadershipcorps.

Tennessee Branch Hosts 10th Annual Girls’ Summit

In November, more than 100 seventh through 12th grade girls participated in a daylong event to address girls’ social issues and promote positive body image and self-esteem. This was the 10th year for the AAUW Maryville (TN) Branch’s Sister-to-Sister Summit, which aims to explore the issues that make learning and social life harder for girls. The free event was open to girls who were nominated by school coordinators. The girls did some physical activities—yoga, kickboxing, and teamwork exercises—but also spent time listening to each other’s troubles and formulating action plans with trained counselors and advocates to help girls and adults find solutions to common problems. For more information, visit www.aauw-maryville.org.

AAUW of Massachusetts Co-Hosts Empowerment Conference

On November 6, AAUW of Massachusetts co-hosted a conference with Babson College’s Center for Women’s Leadership on global employment and education issues for women. The event featured a number of impressive speakers, including AAUW Director of Fellowships, Grants, and International Programs Gloria Blackwell and the global head of talent management from Goldman Sachs.

Spotted: AAUW Book Bins All over Atlanta

AAUW of Georgia certainly knows how to keep up our organization’s visibility. Their enviable book bins are year-round fixtures at a half-dozen locations throughout the Atlanta area. The Atlanta, North Fulton, and Cobb County branches team up every year to sell the collected books at their annual book fair, which celebrated its 51st year in 2010. The event has raised more than $1 million to date for local scholarships and advocacy. Visit http://bookfairaauw.org for more information.

The results are in! This fall, you voted for your favorite design for the new Leadership Programs Fund pin, and we have a winner. This lovely torch pin is now available to donors who give $100 or more. Be among the first to sport this jewelry by making your gift using the enclosed envelope. Remember to indicate that your donation is for the Leadership Programs Fund.
2011 NCCWSL Women of Distinction Announced

The National Conference for College Women Student Leaders will proudly host the Women of Distinction Awards event on June 2, 2011, at the University of Maryland, College Park. Every year, NCCWSL honors women who have made extraordinary contributions in their professions and communities. Awardees are leaders in their fields, innovators of unique programs and services, and lifelong advocates for women and girls.

AAUW and NASPA are delighted to announce four of the 2011 Women of Distinction awardees: Emmy-winner Connie Chung, Ambassador Swanee Hunt, Women for Women International founder and CEO Zainab Salbi, and the only woman head high school football coach in the country, Natalie Randolph. Give young women the opportunity to meet these outstanding women at our empowering leadership conference, which will take place June 2–4, 2011. Visit www.nccwsl.org for more information about sending students or contributing to NCCWSL.
New Healthy Benefits for AAUW Members

AAUW recently launched a great new partnership with Health Proponent, a revolutionary new way for you and your family to get help in navigating the convoluted health care system. Health Proponent assists with a whole range of clinical and administrative issues involving medical bills, caregiving, and other health care needs. Health Proponent can be there when you can’t, such as when you need to coordinate care for an elderly parent who lives across the country. It is also your ally when you are researching appropriate courses of treatment with your own health issues. This valuable service is offered at a discount to AAUW members.

And, as of December, AAUW now offers MetLife Dental—one of the best, most inclusive dental programs available in the United States today. In a side-by-side comparison with dental plans offered by AARP, MetLife Dental offers better coverage with fewer exclusions at a discounted rate for AAUW members. Please visit the member benefits tab at www.aauw.org to find out more about these new partnerships and your other health care benefits.

AAUW Intern Braves the Cold for Congo Vigil

In a bitterly cold week in early December, AAUW Development Fellow Maureen Evans Arthurs joined other activists to camp out at a week-long vigil at the U.S. Department of State in Washington, D.C., to advocate for a comprehensive plan to help the women and children of war-torn Congo. A core group of Outcry for Congo volunteers, including Run for Congo Women founder Lisa Shannon, braved the cold day and night. These women and Arthurs sacrificed their comfort and time—Arthurs already balances her duties as a mom, student, and AAUW intern—to bring attention to a conflict that has involved widespread rape and starvation and has left 5.4 million people dead.

The effort attracted thousands of online supporters, who posted messages urging Secretary of State Hillary Rodham Clinton to take further action. By the end of the week, the activists met with State Department officials three times. Assistant Secretary of African Affairs Johnnie Carson came out to thank and encourage the Outcry for Congo volunteers, and he assured them that the agency has similar diplomatic goals to create a comprehensive plan for the country.

It’s time to start gearing up for the 2011 AAUW National Convention this June in Washington, D.C. Visit the convention website at http://convention.aauw.org for information on registration and scheduling. While you’re there, make sure to submit photos for the Breaking through Barriers—One Photo at a Time collection. Visit the website to print out a sign and fill in the blank to tell us how you break through barriers for women and girls.
Women’s Health and Wellness Worldwide

BY GLORIA BLACKWELL, KELLEY GALLAGHER, AND SHARVELL BECTON

AAUW fellowships and grants alumnae are active in fields as varied as agriculture, medicine, public health, water and sanitation, and women’s and girls’ physical and mental health issues. In the United States and around the globe, our alumnae are actively engaged in research, business, and nonprofit endeavors to ensure that the needs of women and girls are addressed across a multitude of disciplines and professions. The following are just a few examples.

Jane Chen, a 2007–08 selected professions fellow, was spotlighted on a December episode of ABC News’ 20/20 that highlighted the launch of Chen’s Embrace incubator in India. Chen, co-founder and CEO of Embrace, worked with a multidisciplinary team of students to design the incubator while she was a master’s student at Stanford University. The incubator costs less than 1 percent of what a traditional incubator would and uses a type of wax that can be heated with hot water rather than electricity, though there is also a model with an electric-heating option. This amazing new product, which is reusable and can be safely sanitized, has the potential to save thousands of babies in developing countries.

An international fellow from 2007–08, Esther Ngumbi is currently a doctoral student in entomology at Auburn University. Originally from Kenya, Ngumbi was a finalist for the 2010 Clinton Hunger Leadership Award. This award is presented annually to a student who has demonstrated outstanding leadership and service in the area of hunger and poverty reduction.
2010–11 Fellows and Grantees

**JOCELYN BRADDOCK**
Career Development Grantee Jocelyn Braddock, a graduate student in international sustainable development at Tufts University, has implemented rural agricultural development programs for small-holder farmers and has organized leadership trainings for female community leaders in post-conflict Liberia. Through her studies she hopes to gain a greater understanding of the context in which development is practiced and to build a career around creating sustainable economic development policies and strengthening the rights of marginalized communities, especially women and adolescent girls.

**RONIT RIDBERG**
Career Development Grantee Ronit Ridberg returned to school to gain a deeper understanding of the systems at play in our food and agriculture landscape and to develop the necessary skills to address them. Her current research focuses on assessing and rebuilding regional food system infrastructure, an interest sparked by her experience working on farms and managing a farmers’ market. Her master’s program at Tufts University focuses on the economic, social, political, and ecological aspects of food production and distribution.

**ALISSA ELLIS**
American Fellow Alissa Ellis is a doctoral student in clinical psychology at the University of Texas at Austin. Her dissertation project focuses on emotional reactivity and emotion regulation and how they operate in depression. Within the subject of depression, her work specifically explores anger, cognitive processes, and physiological responses.

**MELISSA LATIGO**
Melissa Latigo, an international fellow from Uganda, is pursuing a doctoral degree in health services and policy at Case Western Reserve University in Ohio. Her area of research interest involves the promotion of alternative and working methods for health care delivery and improved decision making based on scientific investigation in resource-limited settings, particularly for women and children.

**SAMANTHA OSTERGAARD**
Samantha Ostergaard, a career development grantee, is pursuing a master’s degree at the American College of Traditional Chinese Medicine in San Francisco. She believes that women around the world need alternative choices for medicine and healing and that they need medical professionals who can treat them with a holistic attitude. She hopes to use her training to provide women with safe, effective, and affordable health care and services.

Visit the AAUW Alumnae Exchange, an online community for fellowship and grant recipients to connect, collaborate, and engage, at www.aauw-exchange.org.
Virtual Music Festival Attracts International Talent and Audience

In mid-November, an audience of more than 200 people all over the world watched musicians performing live from Finland, Poland, Japan, and the United States, among other places. The audience and artists were in the same room, yet thousands of miles apart. This wasn’t your average concert—it was a virtual show with animated avatars (user-created digital personas) performing onstage and dancing to the tunes in the audience.

The festival was sponsored by AAUW and held on Ohio State University’s campus in Second Life, a 3-D virtual online world. Organizer Sharon Collingwood, of the Ohio State Department of Women’s Studies, says she launched the event in the virtual world because it allows people who would have difficulty meeting in person to communicate with and support each other. “I think it gave the women’s community a great deal of visibility—it was ranked very high in SL [Second Life] search, and we had many new people attend,” she says. Read AAUW Membership Director Christy Jones’ blog post about the concert and watch a clip at http://blog-aauw.org/2010/11/24/angels-sing.

AAUW sponsors remarkable performance

From the AAUW Blog: Women, Science, and Sustainability

AAUW International Fellow Margaret Kunje discovered a love for the forests of Malawi after she started a two-year training course at Malawi College of Forestry and Wildlife. Throughout her education, she found the opportunity to interact with individuals who have a unique connection to the land. Communities in rural Malawi depend on the land for farming, and yet many do not receive the resources they need to keep the forest healthy and sustainable. Additionally, wood is the largest source of fuel for cooking, which places heavy demands on forest resources. Read Mia Cakebread’s full post at http://blog-aauw.org.

At the USA Science and Engineering Festival this October, AAUW’s booth offered fun science activities, facts about inspiring women scientists, and information about AAUW programs that encourage girls to explore the fascinating fields of science, technology, engineering, and math. Large pictures of many important women scientists hung in the booth, prompting discussion about their accomplishments. Visitors were fascinated by these women’s stories, which are excellent examples of what women can do when they put their minds to it! Read Ana Kay Yaghoubian’s full post at http://blog-aauw.org.

AAUW election information is online! Visit our One Member, One Vote website at www.aauw.org/member_center/1member1vote to read candidate biographies, proposed bylaws amendments, and the proposed Public Policy Program.
AAUW’s Public Policy Program, adopted every two years by every-member vote, establishes the federal action priorities on which AAUW members across the country focus their advocacy efforts and guides the work of the national staff. The adoption of the Public Policy Program is the culmination of a process involving many AAUW members. Leaders regularly solicit feedback, and members complete surveys online and through an every-member publication. Staff also recommends likely congressional action.

In the fall of even-numbered years, the AAUW Public Policy Committee uses this information to develop a proposed Public Policy Program, based on viability, critical need, strong member support, and potential for distinctive contribution. Once the draft is developed, it is posted online for a period of comments and additional proposed revisions. The APPC then finalizes the proposed Public Policy Program, and the AAUW Board of Directors reviews, amends, and approves it before it goes to the membership for a vote in the spring of odd-numbered years. The strength of the AAUW Public Policy Program is that it originates and ends with the membership.

Many of the changes to the program represent recommendations from state public policy chairs. Other changes are proposed to make the program read more smoothly or are strictly grammatical. What follows is a brief rationale for the few changes proposed in the 2011–13 program. Language for some positions has been updated.

In this biennial proposed program, no positions are proposed to be removed. The proposed changes to the preamble would bring it in line with AAUW’s current mission statement and correctly identify the length of AAUW’s legacy.

In the Public Policy Principles for Action, deleting “and harassment free” and adding “free of harassment and bullying” would expand the phrase to include “bullying,” a term commonly used both in education and policy and in popular discussions on the topic. Moving the phrase “reduction of poverty” would improve the flow of the sentence. The addition of the phrase “in appointed and elected office” is in response to input from state public policy chairs and would clarify that AAUW actively supports women achieving public office. The phrase “against human trafficking and that” would explicitly add a position against human trafficking; this change originated from state public policy chairs and strong member interest and advocacy.

In the Biennial Action Priorities the addition of the phrase “and to charter schools that do not adhere to the same civil rights and accountability standards as other public schools” would add a clear position statement regarding charter schools. This phrase was added based on input from state public policy chairs, who have seen the rise of such schools in their communities. This language does not change AAUW’s longstanding position on charter schools but, rather, makes that position explicit in the priorities. The addition of the phrase “a high standard of” would strengthen this position.
by clarifying that AAUW not only advocates for work-life balance policies but in fact strives to enact the best and most effective of such policies. Replacing “vocational” with “career and technical” updates the term in the Public Policy Program to be in line with the term of art currently used in schools and education policy.

AAUW Public Policy Committee members are Nancy Mion (NY), chair; Sharon Clagett (WV); Anthony Hill (DC); Dixie F. Swenson (WA); Carolyn H. Garfein (GA), AAUW president, ex officio; Linda D. Hallman, AAUW executive director, ex officio; Kathy Anthon (TX), AAUW board liaison, ex officio; Kathy Kelm (MD), AAUW Action Fund Capitol Hill Lobby Corps chair, ex officio.

Proposed additions to the 2011–13 AAUW Public Policy Program are boldfaced and underscored; proposed deletions are boldfaced and struck out. Items that have been moved to another section of the Public Policy Program are boldfaced, underscored, and italicized in their proposed new location and boldfaced, italicized and struck out in their proposed former location.

Proposed 2011–13 AAUW Public Policy Program

The Public Policy Program underscores AAUW’s mission of advancing equity for women and girls through advocacy, education, philanthropy, and research and speaks to women’s needs, aspirations, and concerns across the life span. The work of AAUW builds upon more than 125 [130] years of responsible public participation, and the following principles provide a basis for AAUW members’ actions at the local, state, national, and international levels. Implicit in each of our principles is support for government agencies administering programs, including adequate appropriations, effective and accountable administration, and provision for citizen participation. We advocate public discussion to ensure enlightened decisions on these principles. We work to increase the number of underrepresented populations, including women, in policy- and other decision-making positions. AAUW is committed to working in partnership with diverse allies and coalitions to break through educational and economic barriers for women and girls. [Editorial change: The revised wording in this paragraph reflects AAUW’s current mission statement and updates the length of AAUW’s legacy.]

Public Policy Principles for Action

Basic to all of AAUW’s public policy efforts is the understanding that true equity requires a balance between the rights of the individual and the needs of the community. AAUW opposes all forms of discrimination and supports constitutional protection for the civil rights of all individuals.

AAUW believes that quality public education is the foundation of a democratic society. We advocate equitable and harassment-free climates free of harassment and bullying, academic freedom, civic education, protection from censorship, bias-free education, and responsible funding for all levels of education, including early childhood education. We advocate increased access to higher education, especially for women in poverty. We promote equitable efforts to close the persistent achievement gap that disproportionately affects low-income children and students from minority communities. [Proposal 1: This change would expand the phrase to include bullying, a term commonly used both in education and policy and in popular discussions on the topic.]

AAUW promotes the economic, social, and physical well-being of all persons. Essential to that well-being are an economy that provides equitable employment opportunities, reduction of poverty, a livable wage, reduction of poverty quality affordable dependent care, paid family and medical leave, decent and affordable housing, quality affordable health care, and a clean and healthful environment. We support a Social Security system that provides inflation-protected, guaranteed lifetime benefits with a progressive benefit formula, spousal and widow benefits, and disability and survivor benefits. [Editorial change: Moving the phrase “reduction of poverty” improves the flow of the sentence.]

AAUW believes in the right to privacy, freedom from violence, and choice in the determination of one’s reproductive life. We firmly believe in the separation of church and state. We support a fair, balanced, and independent judiciary. We support public budgets that balance individual rights and responsibility to the community.

AAUW supports affirmative action to improve racial, ethnic, and gender diversity and affirms our commitment to passage and ratification of the Equal Rights Amendment. We support meaningful campaign finance reform and voter education efforts that will promote equitable political participation and representation in appointed and elected office. AAUW values and is committed to the arts and humanities, which develop and enhance our pluralistic cultural heritage. [Proposal 2: Adding the phrase “in appointed and elected office,” a suggestion from AAUW state public policy
chains, would clarify that AAUW actively supports women achieving public office.]

AAUW believes that global interdependence requires national and international policies that **against human trafficking and that** promote peace, justice, human rights, sustainable development, and mutual security for all people. We support a strengthened United Nations and its affiliated agencies. We advocate implementation of the Beijing Declaration and Platform for Action from the 4th World Conference on Women and subsequent declarations. We affirm our commitment to the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). We support international family planning programs that are consistent with AAUW policy. [Proposal 3: Adding the phrase “against human trafficking and that” would explicitly add a position against human trafficking; this proposal originated from state public policy chairs and strong member interest and advocacy.]

**Biennial Action Priorities**

Biennial priorities for federal action are chosen according to the criteria of viability, critical need, strong member support, and potential for distinctive AAUW contribution or leadership.

**To support a strong system of public education that promotes gender fairness, equity, and diversity, AAUW advocates**

- Adequate and equitable funding for quality public education for all students
- Opposition to the use of public funds for nonpublic elementary and secondary education **and to charter schools that do not adhere to the same civil rights and accountability standards as required of other public schools** [Proposal 4: Adding this phrase would provide a clear position statement on charter schools. The addition was suggested by AAUW state public policy chairs, who have seen the rise of such schools in their communities. This language does not change AAUW’s longstanding position on charter schools but, rather, makes that position explicit in the priorities.]
- Protection of programs that meet the needs of girls and women in elementary, secondary, and postsecondary education, including vigorous enforcement of Title IX and all other civil rights laws pertaining to education
- Increased support for and access to higher education for women and disadvantaged populations

**To achieve economic self-sufficiency for all women, AAUW advocates**

- Pay equity and fairness in compensation
- Equitable access and advancement in employment, including vigorous enforcement of employment anti-discrimination statutes
- Greater availability of and access to a **high standard of** benefits and policies that promote work-life balance [Proposal 5: Adding the phrase “a high standard of” would strengthen this position by clarifying that AAUW not only advocates for work-life balance policies but, in fact, strives to enact the best and most effective of such policies.]
- Programs that provide women with education, training, and support for success in the workforce, including non-traditional occupations and women's entrepreneurship
- Strengthening programs, including welfare and vocational career and technical education, to improve postsecondary education access, career development, and earning potential [Proposal 6: Replacing “vocational” with “career and technical” updates this language to match the term of art currently used in schools and education policy.]
- Strengthening retirement benefits and programs, including pension improvements and protecting Social Security from privatization

**To guarantee equality, individual rights, and social justice for a diverse society, AAUW advocates**

- Vigorous protection of and full access to civil and constitutional rights
- Choice in the determination of one’s reproductive life
- Freedom from violence and fear of violence in homes, schools, workplaces, and communities
- Increased access to quality, affordable health care and family planning services, including expansion of patients’ rights
- Support for U.N. programs that address human rights and women’s and girls’ concerns
- Freedom in the definition of family and a guarantee of civil rights in all family structures
Proposed Bylaws Amendments

Proposed additions to the AAUW Bylaws are **boldfaced** and **underscored**; proposed deletions are **boldfaced and struck out**.

**PROPOSAL 1. Require Proper Use of Name.**

**Rationale**
The AAUW Governance Committee recommends that a new section be added to Article III to help AAUW protect its name, reputation, and tax status from improper use of the AAUW name and logo.

**Current Bylaw**
**ARTICLE III. USE OF NAME**
**Section 1. Policies and Program.** The policies and program of AAUW shall be binding on all members, and no member shall use the name of AAUW to oppose such policies or program. Established channels may be used to change a policy or program.

**Section 2. Individual Freedom of Speech.** The freedom of speech of the individual member to speak a personal opinion in the member’s own name is not abridged.

**Proposed Amendment**
Add a new Section 2 and renumber existing Section 2 to be Section 3. The new section would read as follows:

**Section 2. Proper Use of Name and Logo.** The name and logo of AAUW may be used only by individuals and groups acting in a lawful and ethical manner, consistent with AAUW policies and procedures. States and branches that are delinquent in filing required tax, corporate, and/or bylaws documents with AAUW and/or the IRS are prohibited from public use of the name and logo. Further sanctions for misuse of name, including loss of AAUW affiliation, may be imposed by the AAUW Board, especially in regard to any statement or action that misrepresents or jeopardizes the tax status of AAUW.

**PROPOSAL 2. Remove Reference to IFUW.**

**Rationale**
The AAUW Governance Committee recommends this change. Since AAUW is no longer a member of IFUW, IFUW should not be referenced in determining eligibility for membership.

**Current Bylaw**
**ARTICLE IV. MEMBERSHIP AND DUES**
**Section 3. Basis of Membership.**

a. Individual Member.

(i) Eligibility. A graduate holding an associate or equivalent, baccalaureate, or higher degree from a qualified educational institution, a degree from a foreign institution recognized by the International Federation of University Women (IFUW), or a foreign degree acceptable as a basis for admission by graduate schools at qualified universities of the United States shall be eligible to receive admission to AAUW membership; such membership shall be granted upon payment of AAUW dues. The provisions set forth in this section are the sole requirement for eligibility and admissibility to membership. Refusal to admit an eligible graduate to branch membership shall result in loss of recognition of a branch.
Proposed Amendment
ARTICLE IV. MEMBERSHIP AND DUES
Section 3. Basis of Membership.
   a. Individual Member.
      (i) Eligibility: A graduate holding an associate or equiva-
      lent, baccalaureate, or higher degree from a qualified
      educational institution, a degree from a foreign insti-
      tution recognized by the International Federation
      of University Women (IFUW), or a foreign degree
      acceptable as a basis for admission by graduate schools
      at qualified universities of the United States shall be
      eligible to receive admission to AAUW membership;
      such membership shall be granted upon payment of
      AAUW dues. The provisions set forth in this section
      are the sole requirement for eligibility and admissibility
      to membership. Refusal to admit an eligible graduate to
      branch membership shall result in loss of recognition of
      a branch.

Proposed Amended Bylaw
ARTICLE IV. MEMBERSHIP AND DUES
Section 3. Basis of Membership.
   a. Individual Member.
      (i) Eligibility: A graduate holding an associate or equiva-
      lent, baccalaureate, or higher degree from a qualified
      educational institution or a foreign degree acceptable
      as a basis for admission by graduate schools at quali-
      fied universities of the United States shall be eligible
      to receive admission to AAUW membership; such
      membership shall be granted upon payment of AAUW
      dues. The provisions set forth in this section are the
      sole requirement for eligibility and admissibility to
      membership. Refusal to admit an eligible graduate to
      branch membership shall result in loss of recognition of
      a branch.

PROPOSAL 3. Remove the Term "Member-at-Large."

Rationale
The AAUW Governance Committee proposes this change,
following a recommendation from the AAUW Board of
Directors, to emphasize that all AAUW members are
national members and that many members are also branch
and/or state members.

Current Bylaw
ARTICLE IV. MEMBERSHIP AND DUES
Section 3. Basis of Membership.
   (4) Categories of Membership.
      (a) A branch member is one who maintains AAUW
      membership through a branch. That member shall
      be entitled to vote, hold office, and participate in all
      branch activities and programs.
      (b) A member-at-large is one who maintains member-
      ship in AAUW by paying annual AAUW dues but does
      not belong to a branch. That member shall be entitled
      to vote and to serve on AAUW committees and the
      AAUW Board of Directors.

Proposed Amendment
ARTICLE IV. MEMBERSHIP AND DUES
Section 3. Basis of Membership.
   (4) Categories of Membership.
      (a) A branch member is one who maintains AAUW
      membership through a branch. That member shall
      be entitled to vote, hold office, and participate in all
      branch activities and programs.
      (b) A member-at-large national member is an
      individual who maintains membership in AAUW
      by paying annual AAUW dues but does not pay
      annual AAUW dues and who may or may not
      belong to a branch and/or state. A national member
      shall be entitled to vote and to serve on AAUW com-
      mittees and the AAUW Board of Directors.
      (b) A branch member is a national member who is
      also a member of one or more AAUW branches.
      A branch member shall be entitled to vote, hold
      office, and participate in all branch activities and
      programs of each branch where membership is
      maintained.

Proposed Amended Bylaw
ARTICLE IV. MEMBERSHIP AND DUES
Section 3. Basis of Membership.
   (4) Categories of Membership.
      (a) A national member is an individual who pays annual
      AAUW dues and who may or may not belong to a
      branch and/or state. A national member shall be
      entitled to vote and to serve on AAUW commitees
      and the AAUW Board of Directors.
      (b) A branch member is a national member who is also
      a member of one or more AAUW branches. A branch
      member shall be entitled to vote, hold office, and par-
      ticipate in all branch activities and programs of each
      branch where membership is maintained.

PROPOSAL 4. Clarify the Status of Partner Member Repre-
sentatives and Allow Two Representatives.

Rationale
The AAUW Governance Committee recommends this
change to clarify that college/university partner members
may select one or two individuals to represent them within AAUW and that those individuals will have the membership benefits of a national member. Having two representatives facilitates communication.

**Current Bylaw**

**ARTICLE IV. MEMBERSHIP AND DUES**

**Section 3. Basis of Membership.**

**b. Partner Member.**

(1) College/university partner members are qualified educational institutions, including two-year or community colleges, that pay annual dues to AAUW. Each college/university member shall appoint a representative who shall be an AAUW member.

(2) Other partner members include educational or other institutions and organizations meeting criteria established by the Board of Directors. Such partner members are not entitled to vote or hold office, but may participate in AAUW activities and programs.

**Proposed Amendment**

**ARTICLE IV. MEMBERSHIP AND DUES**

**Section 3. Basis of Membership.**

**b. Partner Member.**

(1) College/university partner members are qualified educational institutions, including two-year or community colleges, that pay annual dues to AAUW. Each college/university member shall appoint a one or two representatives who shall be an AAUW member; each have the membership benefits of a national member and any other benefits that accrue to representatives of partner members. A representative of a college/university partner member may choose to affiliate with a state or branch following the procedures set forth in the state or branch bylaws.

(2) Other partner members include educational or other institutions and organizations meeting criteria established by the Board of Directors. Such partner members are not entitled to vote or hold office, but may participate in AAUW activities and programs.

**PROPOSAL 5. Require States to Designate a Member to Record Meeting Minutes.**

**Rationale**

The AAUW Governance Committee recommends this change based on organizational best practices. The history of an organization is contained in its records, which may need to be accessed in the event of a dispute or for guidance in making a current decision. The IRS also requires all nonprofit organizations to keep recorded minutes of their meetings.

**Current Bylaw**

**ARTICLE X. STATES**

**Section 3. Contact.** Each state or multi-state organization shall provide AAUW with a designated contact for administration and finance. If a state elects not to have a state organization or be included in a multi-state structure, the AAUW Board of Directors, in consultation with the branches in the state, will appoint an administrative contact.

**Section 4. Property and Assets.** The title to all property, funds, and assets is vested in the state or multi-state organization or the termination of its affiliation with AAUW, all assets of the state or multi-state organization or the termination of its affiliation with AAUW shall be transferred and delivered to an appropriate AAUW or to an organization or the termination of its affiliation with AAUW, all assets of the state or multi-state organization or the termination of its affiliation with AAUW shall be transferred and delivered to an appropriate AAUW entity.

**Proposed Amendment**

**ARTICLE IV. MEMBERSHIP AND DUES**

**Section 3. Basis of Membership.**

**b. Partner Member.**

(1) College/university partner members are qualified educational institutions, including two-year or community colleges, that pay annual dues to AAUW. Each college/university member shall appoint one or two representatives who shall each have the membership benefits of a national member and any other benefits
Proposed Amended Bylaw
ARTICLE X. STATES
Section 3. Contact. Each state or multi-state organization shall provide AAUW with a designated contact for administration and finance. If a state elects not to have a state organization or be included in a multi-state structure, the AAUW Board of Directors, in consultation with the branches in the state, will appoint an administrative contact.

Section 4. Recorded Minutes. Each state or multi-state organization shall designate a member other than the contacts for administration and finance to record the minutes of each state or multi-state meeting and board meeting.

Section 5. Property and Assets. [Note: Proposed changes to this section are addressed in Proposal 6, below.]

Proposed Amendment
ARTICLE X. STATES
Section 4. Property and Assets. The title to all property, funds, and assets is vested in the state or interstate multi-state structure for the joint use of the members, and no member or group of members shall have any severable right to all or any part of such property. Property and assets shall not be used for any purpose contrary to AAUW. In the event of dissolution of an affiliated state or multi-state organization or the termination of its affiliation with AAUW, all assets of the state or multi-state organization shall be transferred and delivered to AAUW or to an appropriate AAUW-affiliated entity designated by AAUW. AAUW may solicit and consider recommendations from local leaders before making a designation.

Proposed Amended Bylaw
ARTICLE X. STATES
Section 4. Property and Assets. The title to all property, funds, and assets is vested in the state or multi-state structure for the joint use of the members, and no member or group of members shall have any severable right to all or any part of such property. Property and assets shall not be used for any purpose contrary to AAUW. In the event of dissolution of an affiliated state or multi-state organization or the termination of its affiliation with AAUW, all assets of the state or multi-state organization shall be transferred and delivered to AAUW or to an AAUW-affiliated entity designated by AAUW. AAUW may solicit and consider recommendations from local leaders before making a designation.

Rationale
The AAUW Governance Committee recommends this change based on organizational best practices. The history of an organization is contained in its records, which may need to be accessed in the event of a dispute or for guidance in making a current decision. The IRS also requires all nonprofit organizations to keep recorded minutes of their meetings.

Current Bylaw
ARTICLE XI. BRANCHES
Section 2. Organization.
c. Structure. Branches may create such leadership structures as meet the needs of the branch. Each branch shall provide AAUW with designated contacts for administration and finance.
Proposed Amendment
ARTICLE XI. BRANCHES
Section 2. Organization.
c. Structure. Branches may create such leadership structures as meet the needs of the branch. Each branch shall provide AAUW with designated contacts for administration and finance. Each branch shall also designate a member other than the contacts for administration and finance to record the minutes of each branch and branch board meeting.

Proposed Amended Bylaw
ARTICLE XI. BRANCHES
Section 2. Organization.
c. Structure. Branches may create such leadership structures as meet the needs of the branch. Each branch shall provide AAUW with designated contacts for administration and finance. Each branch shall also designate a member other than the contacts for administration and finance to record the minutes of each branch and branch board meeting.

PROPOSAL 8. Confirm AAUW’s Ability to Receive or to Select the Recipient of Assets from Dissolved Branches, after Considering Local Recommendations.

Rationale
The AAUW Governance Committee recommends this change, based on the guidance of the AAUW Board of Directors and AAUW’s legal counsel, for the following reasons: (i) Federal tax laws require proper disposal of the assets of a dissolved AAUW-affiliated entity. (2) The change makes AAUW’s bylaws consistent with the terms of the AAUW Affiliate Agreement. (3) There is a need to comply, to the extent possible, with the intent of the individual members of the AAUW-affiliated entity whose past donations to the dissolving affiliated entity produced the current assets of that AAUW entity. Therefore, the entity receiving the assets must be either AAUW or an AAUW-affiliated entity designated by AAUW. AAUW may solicit and consider recommendations from local leaders before making a final decision.

Current Bylaw
ARTICLE XI. BRANCHES
Section 4. Property and Assets. The title to all property, funds, and assets of a branch is vested in the branch for the joint use of the members, and no member or group of members shall have any severable right to all or any part of such property. The branch shall have complete control of its property and assets, except that such property and assets shall not be used for any purpose contrary to AAUW. In the event of the dissolution of the branch, all assets of the branch shall be transferred and delivered to an AAUW entity.

Proposed Amendment
ARTICLE XI. BRANCHES
Section 4. Property and Assets. The title to all property, funds, and assets of a branch is vested in the branch for the joint use of the members, and no member or group of members shall have any severable right to all or any part of such property. The branch shall have complete control of its property and assets, except that such property and assets shall not be used for any purpose contrary to AAUW. In the event of the dissolution of the branch or the termination of its affiliation with AAUW, all assets of the branch shall be transferred and delivered to AAUW or to an AAUW-affiliated entity designated by AAUW. AAUW may solicit and consider recommendations from local leaders before making a designation.

PROPOSAL 9. Designate Paper and Electronic Ballots as the Only Means of Voting by the Membership.

Rationale
The AAUW Governance Committee recommends this change. When AAUW restructured two years ago, it was not clear how best to implement the One Member, One Vote concept. Now that work has been done to set up the new system of voting, the Bylaws should reflect the two voting methods that are workable for an organization of AAUW’s size.
PROPOSAL 9. Designate Paper and Electronic Ballots as the Method of Voting

Rationale
The AAUW Governance Committee recommends this change. The current wording in the current quorum requirement for membership meetings has created confusion that is easily resolved by this simple change. This change does not alter the quorum requirement.

Proposed Amendment
ARTICLE XV. MEETINGS OF THE MEMBERSHIP
Section 4. Voting.
e. Ballots equal in number to at least five percent of the votes entitled to be cast must be cast for a vote to be counted. The affirmative vote of a majority of the votes cast shall be necessary for the adoption of noticed business, except that a two-thirds vote shall be required to adopt amendments to these Bylaws.

Proposed Amended Bylaw
ARTICLE XV. MEETINGS OF THE MEMBERSHIP
Section 4. Voting.
e. Ballots equal in number to at least five percent of the votes entitled to be cast must be cast for a vote to be counted. The affirmative vote of a majority of the votes cast shall be necessary for the adoption of noticed business, except that a two-thirds vote shall be required to adopt amendments to these Bylaws.
Candidates

The following is a preliminary list of nominees for the 2011 AAUW Board of Directors. The final slate of candidates will be posted on the AAUW website in March and will be included in the Spring/Summer 2011 AAUW Outlook. More information about the candidates may also be found on the AAUW website at www.aauw.org/member_center/membersvote/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.Careyn4AAUW.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.

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, aauwmanhattan@aol.com as I am available to discuss the future of AAUW with you.

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 Hoffler-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.

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.

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
2011 National Conference for College Women Student Leaders
June 2–4, 2011
University of Maryland, College Park

Visit http://nccwsl.org to learn about ways to support NCCWSL and send college women student leaders to the conference!

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www.aauw.org
800/225-9998
AAUW National Convention Registration Deadlines
To receive an Early-Bird Registration discount: March 22, 2011
To register by mail: May 20, 2011
To make or cancel hotel reservations: Call 800/266-9432
To cancel conference registration and receive a refund minus a $100 cancellation fee: May 5, 2011
To register at the convention: June 16–19, 2011

Registration Form

Attendee Information
If you are registering as a guest of an AAUW member, please check here, write your host member’s ID# below, and complete the registration process as a guest. Your host member must register for convention for you to be their guest.

Your (or your host’s) member ID# _________________________
First name ___________________________________________
Last name ___________________________________________
*Name on badge _______________________________________
Date of birth _______/_____/______ (optional)
*Your first name will be used on your badge unless you provide an alternative.

Emergency Contact Information
Name/relationship ______________________________________
Day phone (_____ ) _________________________________
Evening phone (_____ ) _______________________________

Special Needs
If you require special services, specify your needs:
_________________________________________________________________________________________________________________________________________________

If you have special dietary requests and plan on attending convention meal functions, specify your needs:
_________________________________________________________________________________________________________________________________________________

AAUW may use photos taken of me during this event in publications, on AAUW’s website, and in other materials with educational, promotional, editorial, or related purposes. Please check one:  Yes    No
AAUW may share my information with like-minded organizations. (AAUW does not share e-mail addresses with third parties.) Please check one:  Yes    No

Join AAUW Now!
If you are registering for the 2011 AAUW National Convention as a nonmember, you will receive a FREE AAUW individual membership.

National membership is open to anyone holding an associate or equivalent (RN), baccalaureate, or higher degree from a regionally accredited college or university.

Student affiliation is open to anyone who does not already hold an undergraduate degree and is enrolled in a two- or four-year regionally accredited educational institution.

Convention and Special Events

☐ National Membership
Degree ________________________________________________
Year of graduation _____________________________________
Institution _____________________________________________

☐ Student Affiliation
Anticipated degree _____________________________________
Expected year of graduation ______________________________
Institution _____________________________________________

☐ No, thanks.
A. Convention Registration Rates (Please circle one only.)

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<td><strong>Type</strong></td>
<td><strong>2011 Full</strong></td>
<td><strong>2011 Daily</strong></td>
</tr>
<tr>
<td>Member</td>
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<tr>
<td>Guest*</td>
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<td>$175</td>
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Daily registrants only, please circle which day you will attend: Thursday  Friday  Saturday  Sunday

Registration subtotal $_____

B. AAUW Breaking through Barriers Major Gift Campaign Fund Contribution (tax-deductible)

Please choose one: ☐ $5,000 ☐ $1,500 ☐ $500 $_____

C. 2011 AAUW National Convention Banquet, Saturday, June 18, 2011, 6–9 p.m.

$125 per person ___ # of tickets $_____

D. Evening at the Embassy, Friday, June 17, 2011, 7–9 p.m.

$75 per person ___ # of tickets $_____

E. Healthy Moves, June 17–19, 2011, 6–7 a.m.

$25 for Friday, Saturday, and Sunday (one-time fee of $25 for all three days) $_____

F. Pre-Convention Options, Thursday, June 16, 2011

State Presidents’ AAUW Leadership Training 9:30 a.m.–12:30 p.m. (free) $_____
Local Volunteer Opportunity 9 a.m.–noon ($25) $_____
AAUW Office Tour 9:30 a.m.–12:30 p.m. ($25) $_____

G. Pre-Convention Tour Options, Thursday, June 16, 2011

Women at the National Portrait Gallery Tour 9:30–11:30 a.m. ($25) $_____
Women’s Suffrage Newseum Tour 9 a.m.–noon ($45) $_____

H. Post-Convention Tour Options, Sunday, June 19, 2011

Women at the National Portrait Gallery Tour 1–3 p.m. ($25) $_____
Women’s Suffrage Newseum Tour 1–4 p.m. ($45) $_____

Payment

Total Due (Please calculate the total of your registration and convention options.) $_____

☐ Check or money order (make payable to AAUW and include with form)
☐ Credit Card

Card # ___________________________ Exp. date __________/__________
Name as it appears on card (print) __________________________ Signature __________________________
Billing address ___________________________________________

Mail completed form to AAUW, P.O. Box 96974, Washington, DC 20077-7022.

*Guest registrants may only attend the plenary sessions and purchase tickets for the special events. Guests must be registered by a convention attendee and cannot be AAUW members. To receive any discounted fee, you must indicate your member ID number on the registration form. Be sure that your dues are current. If they are not, your registration will be processed at the regular nonmember rate. If you have questions regarding AAUW membership, call 800/326-2289. Registration fees are not tax deductible as charitable contributions for income tax purposes.
As a member of AAUW, you now can have access to a specially designed MetLife Preferred Dentist Program (PDP) with many advantages:

- **Lower costs** with negotiated fees that are typically 15%-45% less than the average fee charged by dentists in the same community when you visit a dentist in the MetLife Preferred Dentist Program (PDP).

- **Freedom of choice** to visit any dentist or keep the one you feel comfortable with, whether they’re in the MetLife PDP network or not.

- **More Service, less paperwork and fewer worries** with easy access to pre-treatment estimates, real-time claims processing and 24 hour customer service by phone, fax or online.

- **A commitment** to your oral health means educational tools and resources that help you and your dentist make informed choices.

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JUNE 16–19 2011

2011 AAUW NATIONAL CONVENTION
RENAISSANCE WASHINGTON, D.C. HOTEL
JUNE 16–19, 2011

BREAKING THROUGH BARRIERS — ADVOCATING FOR CHANGE
Don’t miss out on the 2011 AAUW National Convention. Connect with members from across the country to advocate for change!