Activism Everywhere

From megaphone to mouse, we have more tools than ever
What You’re Saying

Just read this piece [“The Tipping Point”] in the current AAUW Outlook and didn’t know there was such a bifurcation of waitstaff compensation. Since tipping is voluntary, although expected, how can such a low minimum wage as $2.13 be in any way justifiable? Is there anywhere I can find a list or some idea of the restaurants that have begun banning tips, or at least where they may be located? Thanks for surfacing this truly ridiculous manner of a “living wage.”

HELEN DALTON

Editor’s note: The best list of no-tipping restaurants found was an article on www.thrillist.com. Search banned tips on the site to find their updated, national list.

I agreed with much in this article [“Loosening the Pink Collar”], since I certainly believe that women are capable of doing any job they want. However, I was surprised to see that teaching was included as a “pink-collar” job. I taught high school mathematics for 30 years. I am certain that most of the teachers of mathematics, chemistry, and physics were men, and most of my student teachers were men. I could have had many different jobs with my education and record, but I chose to remain in teaching because I felt it was so important.

AAUW SPARKS (NV) BRANCH MEMBER MARJORIE SILL

As AAUW archivist for the state of Colorado for 23 years, I have been enjoying your archival information on the back of Outlook. I was disappointed to see that in the notes on Secretary Frances Perkins you didn’t include that she was the AAUW National Convention’s keynote speaker in June 1939. The event was held in Denver, and Perkins was hastily moved to a member’s home when labor leader John L. Lewis discovered she was staying in a nonunion hotel.

ELIZABETH LOAGUE

Pregnancy is not a disability. Pregnancy is not a handicap. It’s none of that.

PEGGY YOUNG EXPLAINS HER PREGNANCY DISCRIMINATION CASE AGAINST UPS, WHICH THE U.S. SUPREME COURT HEARD IN DECEMBER 2014.

W e’ve got a message for them: Not on our watch.

U.S. SEN. PATTY MURRAY (D-WA) ADDRESSES PROPONENTS OF A BILL RESTRICTING ACCESS TO ABORTION.

We welcome your comments. Send letters to editor@aauw.org or to AAUW Outlook, 1111 Sixteenth St. NW, Washington, DC 20036. Letters may be edited for brevity and style. All opinions expressed in letters are the authors’ own.
Will the Revolution Be Tweeted?

BY RACHEL WALLACE

Social justice movements have added hashtags to their toolboxes. But can online activism get the job done?

A Room of Their Own: Why We Gather at AAUW’s Convention

BY KATHRYN BIBLER

AAUW’s biennial event has a way of intersecting with American women’s history.

Women Get in the Game

BY ANDREW BROWNSTEIN

The video game industry is one of the fastest-growing tech fields. Why are women still scarce?

2015 AAUW National Convention Section

Find out about all the amazing programs and events that await you at the convention in San Diego, June 18–21.

2015 AAUW National Election Voter Guide

Everything you need to know to vote in the upcoming AAUW National Election is right here in Outlook.

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25 Headlines
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Back Cover From the Archives
What do YOU need to know to vote this spring?

YOUR VOTING CHECKLIST

- What’s new in AAUW’s Public Policy Program?
- Who is running for the AAUW Board of Directors?
- Which AAUW Bylaws changes affect me?

You want to be an informed voter. Make sure you are by visiting www.aauw.org/resource/national-election.

Find out more on page E1 in this issue of Outlook.

It’s your AAUW—make your voice count!
What Kind of Advocate Are You?

Have you marched through the streets, carrying signs and chanting with the crowd? Have you lobbied your senators so many times that they know you by name? Maybe you’re a Twitter hashtag activist whose main tool is a smartphone. Or perhaps you’re a mentor and leader for women in your workplace or community.

AAUW values all types of advocacy. There are as many ways to empower women and girls as there are women and girls. Technology has opened up the doors to faster and more varied ways to take action, but women today are doing what women have always done: weaving advocacy into their everyday lives.

AAUW members have been engaging in activism for more than a century, and one of the reasons we’ve succeeded with and continued in that activism is that the AAUW community offers so many ways to get involved. From in-person meetings to virtual branches, from writing op-eds in the evening to recruiting members at midday events, from hosting a technology camp for girls to e-mailing Congress to speak up for women’s rights—there are so many ways to be an advocate.

In this issue of Outlook, you’ll read about some of the advocacy that is intriguing us lately: the wave of online activist movements and what they’re accomplishing; how women’s presence and work in a male-dominated field can be a (video) game-changer; and why so many AAUW members still gather in person for our biennial convention, which is coming up June 18–21 in San Diego. You can find more details about convention on page C1, and turn to page E1 to find the special voter guide for our upcoming AAUW National Election, which will decide our legislative priorities, leadership, bylaws changes, and more.

When it comes to feminist advocacy, all roads lead to AAUW. If you’re not sure what kinds of advocacy appeal to you, we hope you’ll come find out at the 2015 AAUW National Convention, where you’ll hear the latest strategies for empowering women in politics, education, the law, science, and more. You’ll leave with the resources, inspiration, and connections to do the work that best fits in with your passion, talent, and time.

We don’t all have to do the same thing, but we should all do something.
@AAUW: We’re launching new research on women in computing and engineering March 26. Watch the panel live!
http://bit.ly/1Ax9nf2 #addwomen
Save the date for the newest AAUW research report, Solving the Equation.

@AAUWPublicPolicy: We “condemn the persecution of women, or religious minorities, or people who are lesbian, gay, bisexual, or transgender.” — POTUS
Barack Obama became the first president to say the word “transgender” in a State of the Union speech.

@irisrobare: I am SO excited to announce that I won the M. Jean Jokipi Memorial Speech Contest today through AAUW! The topic for 2015 was: How to be a Change Maker Against Bullying, Sexual Harassment, and Violence.
Iris Robare (center) celebrates after a great showing at an AAUW Iron Mountain-Kingsford (MI) Branch event.

"Got told when I was pregnant in 1986 that I shouldn’t take it personally that I was skipped over for 5 promotions—it was just that I was pregnant!!”
Ann Hartman comments about Peggy Young’s pregnancy discrimination lawsuit against UPS.
“Happy Birthday, Ellen!”
In December, we celebrated one of AAUW’s founders, Ellen Swallow Richards. We wouldn’t be here without her.

@paige_robnett: Beautiful day for a rally for choice! @AAUWPolicy
Rallies marked the 42nd anniversary of the Roe v. Wade decision in January.

@ChrisMurphyCT: I’m one of the #7in10forRoe because I believe women should determine whether, when, and with whom to start a family. #Roe42
U.S. Sen. Chris Murphy (D-CT) shows his support for women’s reproductive choices.

From the AAUW Blog: A Look Back at Where Pay Equity Has Been and Where It’s Going

BY CATHERINE HILL

Latina women have the biggest wage gap compared with white men.

“We all need to sign this!”
Giovanna Vassallo comments on a petition to reverse the U.S. Supreme Court’s Citizens United decision.

Just how long will it take until we see equal pay? At this rate, it could be more than 100 years.

Equal pay for women in the United States is a relatively new concept. It was not that long ago that women were routinely paid less than men in the same jobs were paid. In the 1930s, the federal government actually required that its female workers be paid 25 percent less than male workers in the same jobs.

In the 1950s, congressional representatives began to introduce bills for equal pay for women, but passage of such legislation would wait until 1963, when President John F. Kennedy signed the Equal Pay Act.

Since then, thanks to education coupled with longer careers, women’s earnings have risen, and the pay gap has shrunk. More recently, however, the pace of change has slowed to a near halt.

REPLACE THE FULL POST ONLINE AT WWW.AAUW.ORG/BLOG.
Will the Revolution Be Tweeted?
It wasn’t so long ago that two pairs of intersecting parallel lines indicated a certain kind of pencil or an F sharp on a sheet of music. Today, however, the symbol formerly known as the pound or number sign (#) has perhaps a more ubiquitous meaning: hashtag. And it’s being hailed as the new frontier for social justice movements.

For everyday users of social media, the hashtag—a pound sign followed immediately by a word or phrase—is a handy way to track or catalog conversations. Using social media sites like Facebook, Twitter, Tumblr, and Instagram, people post childhood photos on Thursdays using #TBT (for throwback Thursday), or they search #London, #LA, or #NewYork to see what’s happening in a city.

But for political activists and movement builders, the hashtag is more than a way to create or join conversations. It’s a tool to build momentum around an issue and hopefully spark change.

The model for hashtag activism dates back to 2012. On the heels of Congress’ attempt to defund Planned Parenthood, breast cancer nonprofit Susan G. Komen for the Cure announced it would stop giving Planned Parenthood more than $600,000 in annual grants to screen women for breast cancer.

First reported by the Associated Press on a Tuesday, the cuts immediately began trending on social media platforms such as Twitter.

If #SusanKomen wants to cure breast cancer, they should stop funding #PlannedParenthood & #freebreastexams. That makes sense. #womenshealth, tweeted one woman sarcastically. Another woman thanked AAUW for canceling an event with Komen after the announcement. So proud of @AAUW for canceling event with #komen #PlannedParenthood #prochoice.

The social media activity both reflected and galvanized action offline. In the first 24 hours after the news broke, Planned Parenthood reportedly raised more than $600,000. By that Friday, more than 100,000 people had spoken out against Komen on Twitter using hashtags like #standwithpp and #komen. That same day, Komen announced it would reinstate funding to Planned Parenthood.

This wasn’t the first time a movement appeared in full force on social media. Less than a year earlier, the Occupy Wall Street movement used hashtags to raise awareness and broadcast protests. But the Komen case was one of the first times that social media and hashtags rallied people around a specific call to action—and succeeded.

If Komen was the most successful feminist campaign online, then #YesAllWomen was one of the most viral. The hashtag popped up last year after Elliot Rodger pulled a gun on the University of California’s Santa Barbara campus, killing six people and wounding 13 before turning the gun on himself. He left behind YouTube videos full of misogynist rants about women rejecting him.

Rodger’s rants were chillingly explicit about how he felt entitled to possess women. Online, women began noting that

Continued on next page ➔
And yet, how many Americans had ever heard of Boko Haram before #BringBackOurGirls came across the Atlantic? Or perhaps the better question is, Can awareness be an end unto itself? The answer is complicated. It’s clear that social media campaigns will not always lead to direct policy change or action. But they do fill gaps left by traditional American media, which didn’t look at the mass murders at UC Santa Barbara through a gender lens or give extensive coverage to Boko Haram before the kidnappings. Social media gives activists and organizers a spotlight to turn on issues neglected in the mainstream.

Even if traditional media doesn’t cover viral hashtags (though they often do), someone wanting to learn about feminism or civil rights issues can tune into a hashtag for an education. In this way, hashtag activism today is like the kitchen table in the late 1960s: a space for consciousness-raising. Instead of gathering in people’s homes to educate and rally on civil rights issues, activists can go online, where they have potential access to a much bigger audience.

For many, hashtags acted like a news channel after the deaths of Trayvon Martin, Michael Brown, and Eric Garner. Social media gave users a chance to see the streets of Ferguson, Missouri, or learn...
Second, issues like sexism and racism may be subconscious. Implicit bias and stereotypes are a root cause of many pernicious issues, holding back women at work, school, and play. While policy change must play a role, the fight is on more than one stage. Activists have to change people’s minds, too.

And so storytelling and consciousness-raising on social media will continue to be a part of the activist playbook. People no longer need to be invited to the kitchen table to hear the messages of social justice movements. The rallies are no longer confined to cities. The marches are bigger than just a few streets. You only need an Internet connection to get an education on the fight for human rights. Get a Twitter account, and you’re ready to join it.

Rachel Wallace is a writer living in Washington, D.C. You can reach her at rachel.lillian.wallace@gmail.com.
A Room of Their Own: Why We Gather at AAUW’s Convention

Members register for the 75th anniversary convention in Boston in 1957. The theme that year was Pioneers in Progress.
It was 1945. Bombs were dropping in Dresden and Tokyo, and Germany was on the brink of surrender. In London, the BBC had just announced Adolf Hitler’s death.

Meanwhile, another important broadcast was taking place in Washington, D.C.: the first AAUW Convention without Travel. Freda Kirchwey, the editor and publisher of The Nation, recorded a message urging 75,000 eventual listeners not to take freedom for granted, since women cannot afford to let democracy go down.

Kirchwey had prepared a speech on women and democracy for that year’s convention. When fuel sanctions banned Americans from any nonessential wartime travel, AAUW members changed their convention plans but they didn’t call it off. Instead, they held the organization’s first-ever audio convention, distributing Kirchwey’s address to branches so that they could hold convention at home. We were doing virtual before virtual was even a thing! quips AAUW Archivist Suzanne Gould.

The 1945 audio convention was, of course, a drastic departure from previous gatherings. For many years, getting to convention was half the fun: In 1915, AAUW brochures advertised a two-week delightful vacation outing that would transport members on Pullman sleeper trains from Chicago to Vancouver to the convention site in San Francisco all for a bargain $40.

Once the travelers arrived, the convention got down to business, with thousands of members discussing the key women’s issues of the day. The archives of these meetings are landmarks of U.S. history, chronicling how women came together to champion some of our nation’s most important advocacy battles, from civil rights to the second wave of feminism.

The Personal Becomes Political

It may not seem radical now, but gathering women into a space where we can talk about our experiences and struggles in education, work, and life has always been invaluable for AAUW members and still is. There haven’t been many spaces historically where women’s voices are prioritized, but convention is one of the best places to learn about what other women are experiencing and decide how to band together. Some of those decisions have gone on to make history.

The first official AAUW meeting took place in 1882, when the founders and friends all stepped into the same room for the first time as AAUW members. Of course, we weren’t called AAUW then the Association of Collegiate Alumnae held annual meetings every year until 1922, when the organization adopted our current name and shifted to a biennial convention format.

In 1923, the recently introduced Equal Rights Amendment was a contentious subject at convention, and members could not come to a consensus they would continue to disagree on the issue until 1971, when delegates voted to support equal rights for all women under the law at the convention in Dallas.

Many other watershed moments in our country’s history were tackled at conventions. In the 1940s, members heard updates from the AAUW War Relief Committee, which found safe havens and new jobs for women academics fleeing Europe during World War II. Members at the 1971 meeting in Dallas drew up guidelines for universities to end sex discrimination on campus; when Congress passed Title IX the following year, the bill included many of these guidelines. In 1971 AAUW also took a stance on abortion.

History-makers haven’t failed to notice what goes on at AAUW conventions. Eleanor Roosevelt came to convention in 1959 at the height of the Cold War and bolstered AAUW’s dedication to taking on pressing global issues. In 1963, U.S. Rep. Edith Green (nicknamed Mrs. Education for her work on women’s education and the Equal Pay Act) came to talk about ending sex discrimination in higher education. And the 1970s brought many giants of the women’s liberation movement to convention, including activist Gloria Steinem and anthropologist Margaret Mead.

Continued on next page
Other brilliant figures have graced our convention podium since then: computer scientist Grace Hopper, U.S. Supreme Court Justice Ruth Bader Ginsburg, poet Maya Angelou, and then-first lady Hillary Clinton (by video), who praised AAUW’s work for women in the face of an uncooperative Congress: AAUW stands for the best of what we can do when we work together.

**Same Old Sexism, New Solutions**

It has been 133 years since the first AAUW gathering. But it’s as crucial as ever for us to gather to learn the latest strategies and tools to tackle the barriers women and girls still face.

Thanks to evolving advocacy tools like social media, old issues have new legs. Take reproductive rights, for example. An issue that member Georgia Kidwell has seen develop over the last four decades.

The big issue that year was abortion, recalled Kidwell of the 1971 convention, speaking in a 2013 interview for the AAUW oral history project. Kidwell initially disagreed with fellow members who wanted to legalize abortion— including her own mother. But afterward, she said, My thinking evolved. Unfortunately, with today’s anti-choice legislators closing down clinics across the state, We’re fighting that again, right now, in Texas.

The battlegrounds for women’s issues, even ones that seemed localized, are changing. Technology and social media allow us to organize grassroots protests electronically, collect and deliver signatures to representatives, and chime in on conversations online (see page 6). Advocates need a whole new set of skills to be able to react quickly and effectively to women’s issues. Think of the fight that Kidwell describes in Texas, exemplified by state Sen. Wendy Davis’ famous 13-hour filibuster against an anti-choice law. Davis’ stand wouldn’t be famous if it weren’t for the feminists who spread the word on Twitter and Facebook. And in addition to those tech-aided advocacy efforts, there are still basic grassroots skills to learn and polish: how to lobby your state representatives, how to get women’s history into local classrooms, or how to fight for fair pay in your community and nationally.

Advocacy has changed, and so convention has changed, too. The AAUW National Convention has become a place where members gather not only to exchange ideas but also to get training and resources to take their skills to the next level in their states, the country, and the world.

The convention has adapted to the times in other ways, too. Members in 2009 decided to democratize our voting system so that every member has the opportunity to help decide AAUW’s future.

Virtual tools, like video and live tweeting, make it possible for you to follow along online if you can’t make it to convention in person. And even the spirit of the Pullman sleeper train trips lives on in the San Diego tours members will take before and after convention, where attendees will explore local attractions together.

*The theme of the 1953 convention in Minneapolis was Education for a Free People.*
MEET WOMEN VISIONARIES AT CONVENTION 2015

In the tradition of our biennial gatherings, AAUW’s 2015 National Convention in San Diego will feature women who are breaking glass ceilings and making history.

Artist Faith Ringgold will be there to receive this year’s AAUW Alumnae Recognition Award, four decades after AAUW first gave her financial support and an award as a budding artist. A pioneer of the story-quilt medium—painted narratives on fabric—Ringgold paints and sculpt the story of black women’s experiences in the African American folklore tradition.

In the 1960s, Ringgold was told by curators that their museums would finally admit African American artists, but she would not be one of them since she was a woman. That’s the moment she became an advocate. In demonstrations aimed at bringing more women and black artists’ work into U.S. museums, Ringgold blew the whistle on gender inequality. Of course, Ringgold got the last word: Her work has graced the walls of some of the nation’s most prestigious venues, including the Museum of Modern Art, the Guggenheim Museum, and the Whitney Museum of American Art.

Also joining us in San Diego will be writer and Feminist.com founder Marianne Schnall. Schnall’s book What Will It Take to Make a Woman President? compiles answers to that question from Gloria Steinem, Maya Angelou, Rep. Nancy Pelosi, Nicholas Kristof, and others. Convention-goers can also find out what Schnall has to say about the leadership gap when she joins AAUW staff and other experts at a panel on women in leadership.

Stay tuned for our other soon-to-be-announced speakers and more details at convention.aauw.org. And be sure to join us, June 18–21, 2015, in San Diego!
Mary Flanagan (bottom left) discusses the time-traveling scientists of the forthcoming video game The Luminists with undergraduate students. PHOTO COURTESY OF TILEFACTOR

Video games are maturing as an industry and an art form, generating $21 billion last year in U.S. revenue. Thanks to smartphones and tablets, the gaming community is expanding beyond the stereotype of teenage boys playing Grand Theft Auto.

Instead of celebrating the expansion of the industry, though, some who self-identify as hard-core gamers attack these types of interactive experiences as too casual, too easy, too feminine, and therefore not real games, Anita Sarkeesian wrote in a New York Times op-ed in October. Sarkeesian, a feminist blogger and media critic, created Tropes vs. Women in Video Games, an online project dedicated to examining the stereotyped roles of women in many video games (e.g., the damsel in distress and the murdered prostitute).

For her trouble, Sarkeesian has received death and rape threats and was forced to cancel an appearance at a university after someone threatened to mass murder audience members if she spoke. GamerGate, as the campaign of online threats directed at critics of the genre (especially women critics) was called, ensnared many others and took its toll. Some women quit the industry. Many dropped plans to major in gaming in college.

But another, less noticed piece of news arguably portends a brighter future for this technology-driven field. At the University of Southern California, home to what is widely considered the top gaming program in the country, the 2014 incoming freshman class of gaming majors had more women than men.

That was part of a huge push, said Tracy Fullerton, chair of USC's Interactive Media and Games Division. That has been on my agenda since I became chair.

It can be hard to get perspective on historical events while they are happening. But talk to women game develop-
ers about the past year, and you'll hear an equal measure of hope and concern. Along with the meteoric rise of video games themselves, the numbers of women playing video games and working behind the scenes on their development is on the rise. The ubiquity of smartphones and social media has exploded the market, personalizing the gaming experience and luring thousands of women who previously had never gone near an Xbox to games such as *Angry Birds* and *Candy Crush Saga*. Finally, in part because of GamerGate, there is a sharper focus on the culture that has long pervaded the industry. More voices, male and female, are calling for change.

Brenda Romero, a designer whose credits include the popular *Wizardry* series and *Dungeons and Dragons: Heroes*, said she and her colleagues noticed a telltale sign of progress while attending the Game Developer's Conference in 2006.

³There was a line for the women's room, she said with a laugh. That was pretty exciting for us, believe it or not. There used to be five women in the industry, and we all knew each other.

*Continued on next page*
Romero, the director for the games and playable media master’s program at the University of California, Santa Cruz, and USC’s Fullerton were part of a small group of female designers who came up in the industry in the 1980s and early 1990s. Many got their start as gamers.

As a teenager, Mary Flanagan hung out at local arcades playing early games like Centipede and Tempest. In those days, home video game systems like Atari marketed themselves to families. While women in the industry in the 1980s reported that they sometimes felt alone in the workplace or earned lower salaries than their male counterparts, most say that neither the games themselves nor the work environment felt hostile.

“I grew up playing Atari, and I loved video games, said Flanagan, now a professor at Dartmouth College. It didn’t seem to be just a male-dominated space when I was a kid.

Myst versus Doom
Then, in 1993, two titles were released that altered the video game industry forever. Designed by men, both games represented huge leaps forward graphically and experientially, by immersing users in the detailed world of the game.

Myst, a graphic adventure and puzzle game, was hugely popular, particularly among women. It became the best-selling personal-computer game of all time before being superseded by The Sims in 2002.

Then there was Doom, which arguably cast a longer shadow. The game features the exploits of a marine fighting hordes of demons and undead on an alien planet. With its 3-D graphics and convincing spatial maneuverability, the game pioneered the genre that has ruled the gaming industry ever since: the first-person shooter.

But several female game developers, while lauding Doom’s technical wizardry, say it was the beginning of a great bifurcation in the industry in which women, both as players and as creators, became increasingly marginalized.

The ubiquity of the first-person shooter turned many women off from playing video games as industry marketers glommed onto the format as an easy route to market success.

New AAUW Report Explores Lack of Women in Engineering and Computing

This spring, AAUW is set to release a new research report, a follow-up to our wildly popular and influential Why So Few? Women in Science, Technology, Engineering, and Mathematics, which was published in 2010.

Solving the Equation: The Variables for Women’s Success in Engineering and Computing, which will be released March 26 at Samsung’s new headquarters in Silicon Valley, takes a closer look at how the industry has changed in the five years since Why So Few? debuted.

Despite the tremendous growth and investment in programs to encourage girls to pursue these fields, women still make up just 12 percent of the engineering workforce, and the number of women computer scientists continues to fall, from 35 percent in 1990 to 26 percent today.

Solving the Equation takes steps to correct this imbalance between the need for workers and innovation and the fact that, as a group, women of all ages and races are much less likely than men to enter these fields and much more likely to leave. The report describes the factors behind the continued low numbers of women in the computing and engineering workforce and makes evidence-based recommendations for change so that employers, parents, educators, and legislators can show women and girls that they aren’t just needed in these fields—they’re welcome there.

You can watch a live stream of the launch event, which will feature a panel of experts in industry and academia moderated by Londa Schiebinger, a leading researcher of gender-in-science issues at Stanford University. Sign up today by visiting the AAUW website.
In the late 1990s, Celia Pearce, a designer of games and theme park amusements, visited a vice president of marketing at Atari about making more games for girls. She recalled: He told me, Our job is to take lunch money away from teenage boys. We don’t care about girls.

*Refugees in Academe*

Like many others, Pearce turned to academe. She is now an associate professor of game design at Northeastern University in Boston. The fact that I changed careers at that point is not an accident, she said. I was really depressed in the late 1990s by what was happening in the gaming industry. A lot of us in universities now are actually refugees.

For Pearce and others, the move to higher education not only allowed them an alternative career path but the chance to mold the next generation of game designers.

Initially, she said, she had to beat some assumptions out of my students among them, the notion that a video game had to involve killing. In fact, she expressly forbade students to create games with a body count. Many of these university labs became known for offerings that were experimental, reflective, and whimsical.

At the same time, students were hearing horror stories from recent graduates who moved on to the mainstream industry, said Flanagan. One of them Skyped into the class and said, I’ve managed to get our design team not to force players to rape a woman, but I couldn’t do anything about the lynching of a black man, she recalled. They talk like that.

Video games currently generate more U.S. revenue than the film and music industries, and a study released by the International Game Developers Association last year showed that the gaming workforce is still predominantly male. Only 22 percent of game developers are female. Nonetheless, that figure is nearly double what it was the last time this study was done in 2009.

But GamerGate has succeeded in shocking the conscience of industry insiders and embarrassed legions of gamers who felt unfairly tarred by the ongoing noise. And for the first time, long-standing issues about misogyny and sexism in video gaming are seeping into the popular culture.

Erin Hoffman, lead systems designer at GlassLab, a maker of innovative learning games, said she knew something had shifted when she heard about an episode of *Law & Order: SVU* that was loosely based on Sarkeesian’s experiences with GamerGate. It’s odd, she said. As bad as this year has been, if Anita can fill lecture halls and have a television show made about her, then the overall state of being both female and a feminist in the gaming industry is better now than it’s ever been.

Andrew Brownstein is a freelance writer living in the Washington, D.C., area specializing in education, psychology, and the arts. You can reach him at andybrownstein@gmail.com.
Ready to Vote? Save This Outlook!

Beginning in April, members may cast ballots for national board candidates and decide on proposed changes to the Public Policy Program and AAUW Bylaws. This year’s ballot includes candidates for president, vice president, and the 10 elected directors on the AAUW national board. It also features a variety of other critical ballot issues, including AAUW’s membership degree requirement.

You can vote online from April 15 through June 19, and you will need your member number and your voter PIN which are printed in the yellow box on the back cover of this Outlook to log in to the voter site and cast your ballot. For easy-to-use instructions and information about the candidates, ballot issues, and deadlines, see the voter guide on page E1.

In addition to exercising your right to vote, make sure you encourage other members to do so as well! Branches all over the country are hosting voting days at meetings. Get all the information you need to turn your branch meeting into a polling place by visiting the national election site at www.aauw.org/resource/national-election.

Voting online is fast, simple, and convenient and it saves AAUW money! Between April 1 and May 8, however, members may request to have a paper ballot mailed to them by calling 800.326.2289 or e-mailing connect@aauw.org. If used, paper ballots must be postmarked by May 26.

Companies Invest in STEM Programs

In summer 2015, AAUW’s successful Tech Trek camps will introduce more than 1,600 rising eighth-grade girls to exciting opportunities in science, technology, engineering, and math (STEM). There will be 21 camps this summer 11 as part of the AAUW National Tech Trek Pilot Program and 10 hosted by AAUW of California. And, thanks to national corporate sponsors Verizon Foundation, Symantec Corporation, and Lockheed Martin, the camps will have many new features.

After a successful pilot of the MIT App Inventor program at four camps in 2014, the Verizon Foundation provided a $400,000 grant to extend this interactive curriculum. This year, girls at all 21 camps will learn to code and test mobile apps, skills that open the doors to many tech careers. Additionally, campers at select Tech Trek pilot sites will have the opportunity this summer to take a new cybersecurity course. A $100,000 grant from the Symantec Corporation will underwrite the creation of a new curriculum to spark girls’ interest in this growing field.

Lockheed Martin also awarded AAUW a $90,400 grant to help support the Tech Trek program nationally and the camps at the University of Alabama, Huntsville; Stanford University in California; and Richard Stockton College in New Jersey, all of which are located near the company’s facilities. AAUW is excited to work with corporate collaborators to strengthen AAUW programs like Tech Trek, which are changing the face of STEM.
Nicholas Kristof and Sheryl WuDunn’s new film, which branches can screen, explores girls’ education. PHOTO BY AUDREY HALL.
Members in Action

NEWS FROM THE GRASSROOTS

Fighting the Horror of Human Trafficking
In January, the AAUW Weston (FL) Branch hosted an event to raise awareness about human trafficking, a growing industry that, right now, claims an estimated 20.9 million total victims internationally. The event was planned in collaboration with the local sheriff’s office, the YMCA, and the Broward Chapter of the United Nations Association of the United States of America.

Branch President Kamala Anandam says that 65 people attended and that the event had a public service announcement available in Spanish. Members handed out copies of AAUW’s Quick Facts on human trafficking, and speakers talked about the complexity of the trafficking problem, from predators’ recruitment to the difficulty of prosecution.

Anandam says that she was especially shocked to learn the many ways that the Internet is used in human trafficking—through misleading job advertisements, social media, and more. Members are also working with other local groups to find more specific ways to prevent human trafficking and help survivors. The branch’s next event will focus on the gender pay gap.

Idaho Members Rally for LGBT Rights Bill
In the Idaho Legislature in late January, the House State Affairs Committee heard nearly 21 hours of public testimony for a bill that would have added sexual orientation and gender identity to the state Human Rights Act. Sylvia Chariton, a member of the AAUW Boise Area (ID) Branch and co-chair of the state Lobby Corps, said members took turns attending hearings for the bill, which lasted two and a half days. Chariton, who testified on behalf of AAUW of Idaho, said that the most poignant stories were from transgender teens who had been harassed, parents who had lost their children to suicide, and older LGBT people who had been kicked out of their housing and lived in fear of using public restrooms.

Idaho school children are taught that all people are created equal and that everyone is equal under the law, Chariton testified. Currently, these facts are just not true in our state. Earlier in January, a dozen AAUW members attended a rally for what has been dubbed the Add the Words bill (referring to the bill’s purpose of adding the words sexual orientation and gender identity to the state’s Human Rights Act). Although the bill didn’t pass in a committee vote, AAUW of Idaho is urging people to contact their legislators to keep fighting for Add the Words and to expand Medicaid access in the state.
Equal Pay Day in Your Neighborhood
This year’s Equal Pay Day—the symbolic day when women’s earnings catch up to men’s earnings from the previous year—falls on Tuesday, April 14, which also happens to be the birthday of fair pay activist Lilly Ledbetter. AAUW members and allies in Phoenix will get to spend Equal Pay Day with Ledbetter at an event celebrating the success that AAUW members have had in raising the issue of equal pay at the municipal level.

State- and city-level action on equal pay is a new trend across the country, and AAUW members have helped lead and support these efforts. Share your Equal Pay Day plans by filling out the AAUW Upcoming Policy Events form at bit.ly/UpcomingPolicyEvents, where you can also request free materials and staff assistance. Still deciding what to do? Find ideas and resources at www.aauw.org/article/how-to-equal-pay-day.

Purdue Women Find Their Voices
The AAUW student organization at Purdue University brought a spoken-word poet to campus in December for an event that was a mix of performance and instruction. The student organization, which started in August 2014, reached out to poet Sarah Kay after seeing her “If I Should Have a Daughter” TED Talk. The talk is about the complicated mix of empowerment and warning that Kay would give her future daughter about life and love. Before her performance, Kay led a workshop for about 30 students to give them tips on writing poetry and using their voices. Kay later performed for a full house of about 250 people. At a post-event reception, Kay and Purdue professors discussed the barriers women face in creative fields.

Student org member Dana Smith, who is also on the AAUW National Student Advisory Council, says that the organizers were thrilled but surprised at the huge response from attendees. Since the event, the student org has stayed busy. In January members co-sponsored a summit to help end sexual violence on campus. They’re also in the process of planning an Elect Her campaign training and working on a collaboration with an all-men’s residence hall on how men can be allies in the fight for gender equity.

Purdue student organization members with Sarah Kay (far right)
PHOTO COURTESY OF DANA SMITH

Lilly Ledbetter will be “celebrating” Equal Pay Day with AAUW members in Phoenix.
Rebuilding a Country after Genocide

How do you pick up the pieces after enduring the unspeakable? 2003–04 AAUW International Fellow Justine Rukeba Mbabazi’s story is a striking example of what one person can do to transform thousands of lives in the wake of tragedy.

Mbabazi, who is from Rwanda, lost her parents and husband in the 1994 genocide, leaving her to care for her four young children alone. She told Illuminessence magazine recently that she knew she “had to be strong, not only for me but for my children and my country.”

She started by getting involved in local politics and then used her education and activism to become an international human rights leader. Mbabazi earned a master’s in international law from American University and has worked extensively for human rights in Africa, Afghanistan, Europe, Canada, and the United States. She also played a critical role in reforming Rwandan law, including drafting the first gender-based anti-violence legislation (adopted in 2008) in the country and reviewing family inheritance law. Mbabazi settled in Ontario, Canada, about 10 years ago with her family and is currently a senior legal adviser for the U.S. Agency for International Development for South Sudan.

Mbabazi also makes the time to mentor. She is the founder and CEO of Next Generation Connect, a nonprofit organization that provides one-to-one leadership and mentorship to more than 500 young women in Rwanda. Part of her mentoring work connects women with scholarship resources like the AAUW fellowship that helped pave the way for her own remarkable work for women and girls.

Since the genocide, Mbabazi has transformed lives in Rwanda and established important protections for women’s rights.
2014–15 Fellow and Grantee Highlights

_Fawah Akwo_
International Fellow Fawah Akwo is a public-interest law scholar at Georgetown University in Washington, D.C., where she focuses on women’s rights, technology law, and international development. Formerly a senior software engineer at Oracle America, she started an award-winning project that helped provide people with low incomes access to support for their local service projects.

_The Global Village Project_
The Global Village Project, a Community Action Grantee, is an innovative school for young refugee women in the Atlanta area. Designed for students who have had limited education, the school’s intensive literacy program ensures that the young women acquire the skills they need to become successful speakers, readers, and writers. The program also encourages students to share the knowledge they gain with others.

_Colleen Naughton_
American Fellow Colleen Naughton is a doctoral candidate in civil and environmental engineering at the University of South Florida. She founded an AAUW student organization at the school and led a workshop that encouraged women to pursue engineering. In the Peace Corps Master’s International program, Naughton served as a water and sanitation engineer and conducted research in Mali. Her dissertation focuses on the people who work with shea butter, the carbon emissions from processing the product, and the importance of shea butter to African women and families.

_Ana Oursler_
Selected Professions Fellow Anna Oursler is pursuing a master’s in architecture at Columbia University in New York. Her work focuses on community participation in design and quantifying the environmental impacts of the built environment. After she earns her degree, Oursler would like to design public housing and public spaces for a municipal agency or promote corporate social responsibility among architecture firms in the private sector.

_Porcia Russell_
Career Development Grantee Porchia Russell is pursuing a diploma in precision machining technology at Danville Community College in Virginia. After she graduates in May, she would like to be a machinist at an innovative aerospace or aviation company. Russell also helps teens in Danville get their GEDs.
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**New Proposed Budget Includes Gains for Women**
President Barack Obama is making women’s economic issues a top priority. In the first few months of the 114th Congress, he has promoted more paid leave and paid sick days, doubled down on efforts to help people pay their student loans, called for more child care funding, and asked Congress to move on equal pay.

Many of these plans are in Obama’s proposed budget to Congress, so their future is uncertain. But some steps like allocating funding to help states and municipalities decide how to implement paid leave programs can be taken without congressional action. The president is asking Congress to pass other legislation dealing with paid leave and sick time, including the AAUW-supported FAMILY Act, the Federal Employees Paid Parental Leave Act, and the Healthy Families Act.

The president also proposed free community college tuition for some students, a plan that comes as more women than ever are relying on community colleges for workforce preparation and higher education access.

**Money Talks in Elections**
Five years after the U.S. Supreme Court’s ruling on *Citizens United v. Federal Election Commission*, 5 million people including thousands of AAUW members have signed a petition calling for legislation to counter the decision. The court’s ruling in the case struck down limits on campaign contributions, paving the way for private donors and corporations to spend unprecedented sums of money on elections as a form of protected free speech. As a result, in elections nationwide the voices of a small minority of wealthy special interests threaten to overpower the voices of everyday Americans. A historic $7 billion was spent on the 2012 election, including hundreds of millions from corporations and very wealthy donors.

The Democracy for All Act, proposed in the U.S. Senate in 2014, would amend the Constitution to prohibit companies from holding the same First Amendment rights as citizens. You can sign the petition calling on Congress to get money out of our elections by joining AAUW’s Action Network. AAUW members voted in 2013 to add campaign finance reform to

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*Continued on page 27 →*
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TRAPs Set for Abortion Clinics

Challenges to some so-called TRAP (targeted regulation of abortion providers) laws are making their way to the U.S. Supreme Court. Most recently, the court prevented Texas from enforcing a very restrictive TRAP law while the U.S. Court of Appeals for the 5th Circuit considers the case. By temporarily blocking parts of the law—which requires doctors to have admitting privileges at nearby hospitals and mandates costly, unnecessary building updates—the Supreme Court ensured that at least some of the clinics in Texas will be able to stay open while the appeal is considered. Similar challenges to laws in other states are also close to U.S. Supreme Court intervention.

Already active in 44 states, TRAP laws attempt to restrict and even eliminate women’s access to legal abortion by imposing regulations that force many abortion clinics to close. TRAP laws claim to protect women’s health, even though the provisions have not been shown to increase the standard of care.

Young Case Challenges Pregnancy Discrimination

The U.S. Supreme Court will soon decide a case that has implications for the 1978 Pregnancy Discrimination Act. In *Young v. UPS*, former UPS driver Peggy Young alleges that the company violated the law that requires employers to make necessary accommodations for pregnant workers. Young requested temporary light-duty work at her doctor’s recommendation during her pregnancy. UPS refused, and Young was forced to take unpaid leave and lost both her income and health care. She says that other workers had been accommodated when they were injured, that she rarely had to lift heavy packages on her route, and that co-workers were willing to help. In 2013, she lost both in U.S. District Court and in the U.S. Court of Appeals for the 4th Circuit under the rationale that because UPS’s policy did not explicitly exclude pregnant workers, Young’s case could not be considered discrimination.

From the questions they asked during oral arguments at the U.S. Supreme Court in December 2014, the justices seem divided on the issue. The decision could have a major effect on the health and economic security of women and families across the country.

UPS has since voluntarily changed its policy to offer light duty to pregnant workers. Still, the company defends the former policy as lawful and fair.
ERA Yes?

By Elizabeth Bolton

Equal Rights Amendment proponents got an unlikely ally this year in Gabriel Whaley, co-founder of a company that specializes in Internet pranks. Whaley and his team developed Toothpick, a smartphone application that calculates tips for servers based on the gender pay gap, automatically docking 22 percent off a tip for any women servers.

"If you hate the idea of tipping someone less because of their gender, then you also hate the idea of gender inequality," says Toothpick’s website, which encourages readers to take action by signing a petition to write gender equality into the Constitution.

Whaley’s app is little more than a publicity stunt, but it’s the latest in a string of pop-culture feminist moments, which, taken together, suggest that Jessica Neuwirth has timed the release of her new book perfectly.

In Equal Means Equal: Why the Time for an Equal Rights Amendment Is Now, Neuwirth lays out the case for resurrecting the fight to pass the ERA. With a foreword by Gloria Steinem, the book devotes chapters to pay inequity, pregnancy discrimination, violence against women, and discriminatory laws, describing current case law on each of these issues and how such cases might have been decided if the ERA had been ratified. The text is full of cameos by AAUW friends like Betty Dukes and Lilly Ledbetter, who lost their U.S. Supreme Court cases on fair pay because of women’s lesser constitutional status, as well as Peggy Young, who is still waiting for her verdict (see page 27).

The most compelling commentary focuses on violence against women, which wasn’t prominently discussed during the race to ratification in the 1970s but is now widely recognized by activists and by the courts as a form of discrimination. Neuwirth argues that the ERA would offer another tool to combat domestic violence and rape, establishing them as violations of constitutional rights.

If Whaley and his pals are bringing the flash to this debate, then Neuwirth is bringing the substance. She devotes the last chapter to the various legal paths to ratification and what the road ahead looks like for activists. But what made the push for the ERA initially so successful was the cultural spirit that it was time to take women seriously, and right now, there’s an app for that.

Elizabeth Bolton is AAUW’s associate director of art, editorial, and media. You can reach her at boltone@aauw.org.
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For 40 years, the AAUW Action Fund Capitol Hill Lobby Corps has put real faces and compelling voices to AAUW issues to help Congress better serve women and girls across the country. This photo shows member Janet Millican discussing educational equity, abortion access, and gender stereotyping with Sen. Lloyd Bentsen (D-TX). Over the years, the Lobby Corps has helped pass critical legislation, including the Family and Medical Leave Act, the Lilly Ledbetter Fair Pay Act, and the Violence Against Women Reauthorization Act.