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Membership Matters:

CHECK OUT THESE NEW ASSOCIATION MEMBERSHIP INITIATIVES

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The **AAUW Emerging Leaders Internship Program** provides step-by-step details and a poster/job description you can post on a college bulletin board to help you find a college student(s) to work with your branch. Each branch can appoint up to three undergraduate student interns to work on AAUW programs, public policy issues, and/or membership issues, for one year, under the guidance of a branch leader. National student affiliation fees for these three interns will be waived for 1999-2000.

Determine branch projects where you can use an intern. Consider these suggestions: Marketing/Communications Intern, Sister-to-Sister Follow-up Intern, Signposts: Creating A Gender-Fair School Intern, Voter Education Campaign Intern, Website Developer/Manager Intern, or develop your own internship, based on a specific program your branch is undertaking.

Guidelines, applications, campus announcements with position descriptions, workplans, and on-line registration forms are available from the AAUW website (www.aauw.org). Choose the Member Center, and be prepared to type in your AAUW ID number (on your *Outlook* mailing label). If you don't have a computer or Internet access, this is a good reason to go to your public library and ask the reference librarian to help you get wired. (Or you could call the AAUW Hotline and ask them to mail information to you: 1-800-326-AAUW ext. 219.) The registration deadline is Jan. 15, 2000, but if you find an excellent intern after that date, the branch could pay her half-year association dues (\$9).

The **Give a Grad a Gift** program is even easier. Any member can give a **FREE** 12-month AAUW membership to a recent college or university graduate. What's different about this new program is that it is free to the member too! Just log onto the Member Center on the AAUW website: <http://www.aauw.org>. Click on "Give a Grad a Gift," and fill in the on-line enrollment form. Your daughter, granddaughter, friend, or neighbor can begin the new millennium as an AAUW member if she graduated from college in 1999.

This offer also expires Jan. 15, 2000, but the program will be offered again to correspond with college and university graduation schedules. For more information, visit the website (www.aauw.org/6000/gradgift.html) or call the membership hotline.

Any branch can waive local membership fees, if it wishes, for these new grad members. Some already waive branch dues for graduate students. At the January board meeting, the state may consider waiving state dues for new grad members.

FROM THE PRESIDENT:If not AAUW, then who....

Kay Kraatz, NYS AAUW President 315/685-6256 kraatz@dreamscape.com

At the District Conferences throughout the state we, as the members of the American Association of University Women of New York State, were made aware of issues facing our communities, issues facing women throughout the state. As Sister Aimee Koonmen of Bethany House said, in District VI, "with awareness comes the burden of responsibility." And.... our projects, our actions in our communities make a difference.

Voices of a Generation, released from the Education Foundation in September is a response to a series of all-girl forums in cities and towns across the country. The Sister-to-Sister Summits were sponsored by AAUW branches and their community partners. The report compares the comments of girls on peer pressure, sexuality, the media, and school. The report offers the girls' action proposals to solve common problems. Sister-to-Sister Summits are continuing throughout New York State, thanks to the efforts of branches. If not AAUW, then WHO will work with the women of the next generation?

Educational Equity: Ann Walker and her committee has been working diligently with the Women's Sports Foundation, providing incredible resources for promoting sports opportunities for women and girls. Don't forget Women and Girls Sports Day on Feb. 3. The team is also providing support for the School Sign Post Program, a new initiative from the Association to recognize schools of educational equity. And.....they are continuing to support the summits.

Public Policy: Refer to Ann Bish's article and the work of her committee to determine legislation currently before the state and federal levels that coincides with our biennial action priorities. Laws do affect us, our children, our children's children. New Yorkers are watching the Charter Schools initiatives.

Great Projects from our Canadian Sisters

Scientists in School, a project by the Canadian Federation of University Women, Ajax-Pickering Club, was initiated in 1989 to provide opportunities for young people, especially girls, to have their interest in science sparked. In 1998-99 over 67,000 students and their teachers in 2,500 classrooms will have a science enrichment program. Also, **Teen Esteem**, modeled in part on our Sister-to-Sister Summits, is being launched.

Remember, the Association has prepared position papers for reference. If not AAUW, then WHO?

International Relations/IFUW: Carol Stull and her team had a very thought-provoking UN Day on November 11. Five members of the Canadian Federation of University Women (CFUW) joined us along with Amy Swauger, Association Director, and Marilyn Leist, Mid Atlantic Regional Director. On Veteran's Day (US), Remembrance Day (Canada) we were reminded of our UN status and our non-payment of dues. The majority of Americans are support the payment of our dues. Have you taken the next step to inform Congress and the President of your concern?

Membership: See Jeanette Knapp's article on the new membership initiatives of the Association. Watch for initiatives of AAUW-New York. Together we strive to make New York stronger.

Diversity Initiative: Sharon Frayne and her committee at the Fall District Conferences have introduced you to the Woman-to-Woman initiative; to the Social Justice Star. It is through our diversity that we will achieve common community goals. Connections...Networking...If not AAUW, then WHO?

Your New York State AAUW Board will meet in Schenectady to assess the current status on our strategic plan and review the 21st Century Agenda. The NYS Board of Directors welcomes your comments/concerns. We, along with our committees, are here to serve you, to represent you to the Association. We have made a commitment to you.....to visit all the branches...to listen to you.

The CFUW Ontario Council has created a millennium project for their clubs by identifying **Clubs of Distinction**. In order to earn a club of distinction award clubs must complete five of the six sections: CFUW Policy, Community Action, Leadership, Visibility, Membership, Education. See what crossing the borders can do? It's nice to help to make a difference for one of our sisters.

Working For Social Justice: It's a Lifetime Commitment

Vivien Ng Albany Branch

I was browsing the job listings on our Women's Studies bulletin board when an announcement from one of the University of California campuses caught my attention: "We are looking for a distinguished senior scholar whose publications focus on social justice issues significant to women's lives." I did not rush back to my office to type out a letter of interest; instead, I felt happy for the deserving person who would soon be occupying that endowed chair. "Just rewards," I said to myself.

What does it mean to work on "social justice issues significant to women's lives"? I have argued strenuously in AAUW that first of all, we must have an inclusive vision that embraces all women, not just white, middle class, heterosexual women whose background is comfortably similar to that of so many of our members. This vision of "women" necessitates our departure from single axis analysis of social and political problems. Black feminist legal theorist Kimberle Crenshaw, writing in the aftermath of the Hill/Thomas hearings, offers this important insight: "When feminism does not explicitly oppose racism, and when antiracism does not incorporate opposition to patriarchy, race and gender politics often end up being antagonistic to each other and both interests lose."

I floated the "social justice" trial balloon in AAUW at the Association board meeting as well as the concurrent Conference of State Presidents in June 1998. The alacrity with which the concept was received immediately

vng@cnsvox.albany.edu gave me pause. I suspected that to some, it was a chance to escape from the dreaded d-word: "diversity." Subsequently, when on numerous occasions I was asked to define "social justice"—and the requests came from those who had endorsed it warmly—my suspicions were confirmed. How is it possible, in an organization whose members all hold a college degree, for someone to endorse something that she doesn't understand?

Working for "social justice" is the reason why we strive to re-make AAUW into a truly multicultural organization. As developed by Bailey Jackson, Rita Hardiman, and Evangelina Holvino more than 10 years ago, a multicultural organization: 1) reflects the contributions and interests of diverse cultural and social groups in its mission, programs, operations, products, and services; 2) acts on a commitment to eradicate social oppression in all forms within the organization; 3) includes the members of diverse cultural and social groups as full participants, especially in decisions that shape the organization; 4) follows through on broader social responsibilities, including supporting efforts to eliminate all forms of social oppression and to educate others in multicultural perspectives.

Working to eliminate all forms of social oppression requires us to take risks. Often, it means working with people who make us uncomfortable. However, as Bernice Johnson Reagon puts it so powerfully about coalition politics, "Coalition work is not work done in your home.

Coalition work has to be done on the streets. And it is some of the

most dangerous work you can do. And you shouldn't look for comfort. Some people will come to a coalition and they rate the success of the coalition on whether or not they feel good when they get there. They're not looking for coalition; they're looking for a home! They're looking for a bottle with some milk in it and a nipple, which does not happen in a coalition."

Working for social justice is a lifetime commitment, because we cannot stop until true equality, fairness and justice are enjoyed by all. As black lesbian feminist Audre Lorde once wrote: "I am not free while any woman is unfree, even when her shackles are very different from my own. And I am not free as long as one person of Color remains chained. Nor is any one of you."

Editor's Note: Vivien Ng, a former Association Director of Diversity, will be presenting a workshop at the 2000 NYS AAUW Convention on Social Justice!

NYS Special Project Grants Awarded to:

Islip Area & Long Island Interbranch:

Girls: Meeting Their Needs in the 21st Century
Girls: Listening & Responding

Amsterdam-Gloversville-Johnstown:

Sister-to-Sister Summit

Jamestown:

National Women & Girls Sports Day: "Get in the Game"

AAUW PROGRAM MISSION FOR THE FUTURE:

Working Together We Can Spread the Word

Bobbe Fortunato, NYS Program Vice President 516/665-4689 bobbef@juno.com

Since the July Board meeting we have worked together to find interesting and different program possibilities. We have established a link to the Women's Sports Foundation. We have made contact with the League of Women Voters to work in coalition on the **Balancing Justice** project. Your branch can still become involved by joining the study circles that will be discussing the criminal justice system in early 2000. This is a wonderful way to get a feel for how the **Woman-to-Woman** program can work and to latch onto a Social Justice Star.

Our coalition building process has given us a chance to learn about many other projects. The PBS broadcast of *NOT FOR OURSELVES ALONE, The Story of Elizabeth Cady Stanton & Susan B. Anthony*

INITIATIVE FOR EDUCATIONAL EQUITY: Look to the 21st Century

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Elizabeth Cady Stanton and Susan B. Anthony, with support of suffragists, fought and won for women the right to vote. One person didn't do it alone. It is through women working together that rights were and are secured. We must continue to diligently protect our hard-earned rights.

Through the new **Woman-to-Woman** program, AAUW members can continue this work by opening a dialogue on Social Justice. Reach out to the diverse women in the community; bridge racial and cultural differences to generate new ideas and projects that will benefit women and girls.

AAUW worked hard to lobby Congress to pass the 1999 Elementary and Secondary Education Act Reauthorization (ESEA) to improve education for girls through reducing gender bias in technology, dropout prevention, and valuable gender equity training for teachers. We have made positive changes, but there is more to be done. Programs are needed to help teachers eliminate gender bias in the classroom to ensure that girls and boys are treated fairly. Software that is free of gender bias and stereotypes needs to be developed. Girls should be encouraged to pursue their interests and their dreams not to conform to a gender stereotype.

Title IX compliance continues to be a concern. Some progress has been made. The NCAA reports that the number of female athletes is up to 40%.

is a case in point. AAUW got the word out to local branches who helped set up viewing parties and discussion sessions. Videos of the broadcast present another opportunity for community outreach during Women's History Month in March.

Keep checking the NYS AAUW web page for information on programming. If you don't have access to the Internet at home, then go to your local library to find out all of wonderful things that our branches are doing. AAUW is made up of diverse people doing diverse projects and educated women working for equity for all women and girls.

Women have received more scholarship money than men in Division I basketball, fencing, golf, gymnastics, skiing, soccer, swimming and diving, tennis, volleyball, track and field and cross country. However male athletes received an average of \$1,320,688 in scholarships per school, the bulk of which was for football (\$939,606), which has no comparable expenditure for women. Seventy percent of recruiting expenses in Division I were directed to men's programs. The average head coaching salary in basketball was \$120,857 for men and \$74,187 for women for all of Division I. We must continue to work for Title IX compliance, increased participation by women and increased resources dedicated to women. Join members of AAUW and the Women's Sports Foundation in the celebration of National Women & Girls Sports Day on February 3, 2000. Recognize the female athletes of all ages in your area.

There is much for you to do. Celebrate your accomplishments. Share your project information with other branches. Gain recognition by applying for the Progress in Equity Award (the deadline is March 15, 2000).

April 14 -16: AAUW Convention 2000 News

Tarrytown: A Fun Place to Be

Bobbe Fortunato, NYS Program Vice President
516/665-4689 bobbef@juno.com

The 2000 Convention will be FUN. I know because the local people who are working to help us put together another packed weekend are planning to top the Corning Convention!

The state program crew has been working to make convention a not to be missed adventure. Workshops full of fun and information. Entertainment will include the story of slaves working their way to freedom. Two or more Issue Forums that everyone can attend. Information from and about the International organization. The world is getting smaller with our new global network - we can not stand by and let things happen to any woman.

We will try to keep you as busy as you want to be and help you go home proud of New York State AAUW and its members. It is important that you realize that the convention will be early in 2000 so if you are sure that you want information in time for a great room, to be included in the EF Walk/Run, and everything else, send a postcard or e-mail to the Convention Coordinator, Ann Hicks, or to me. If mail is slow to your president you might be able to help her with the information at your finger tips.

We really want to have you all come visit Tarrytown, see and feel some of its wonderful history and be there as we make some history of our own.

EDUCATIONAL FOUNDATION

Helen Engel, Educational Foundation Vice - 315/343-9678 - rengel@oswego.edu

Looking Ahead: It's not too early to start thinking about the year 2000 and how we in New York State can make it a banner year for the Foundation. Remember our work for the Foundation is two-fold. We need to continue raising money and giving individual contributions to support the Foundation; we also need to publicize what the Foundation is and what it does for women and girls.

New York State Convention in Tarrytown: Plan to participate in the Second Annual Fun Walk/Run for the benefit of the Educational Foundation. I'm not a walker, runner or a morning person, but participated last year, had fun and did find some people to sponsor me. It's not too early to line up your sponsors. This is a great way to increase EF contributions. Your branch will be credited with the amount of money you turn in from pledges. All proceeds will go to the Educational Foundation this year. The registration fee is \$6.00 and yes, it includes a T-shirt with any left over funds going to the Foundation. You'll see me there again this year, but we need you to make it a success. If you are not going go walk or run, sponsor someone and come to cheer us on. Look for the application form in the Convention mailing packet.

Resolutions: Please take note!

Resolutions must be submitted by March 8, 2000 if they are to be considered at the NYS AAUW Tarrytown Convention April 14-16, 2000. This will give the committee adequate time to review them before convention.

Resolutions should meet the following criteria:

- Have relevance to our program and be a priority;
- Engage the group in a worthwhile effort to produce meaningful results and be something the state can accomplish;
- Have realistic goals, suggest a timetable, and offer possible ideas for action.

Resolutions may not be in conflict with other Association business and should not repeat resolutions already adopted. Each resolution must be submitted with a logical, well-documented explanation of why it merits consideration. Gathering local support for your resolution makes a stronger case for the issue you want adopted by the NYS AAUW.

It is important for individual members and branches to begin giving thought to possible resolutions and to submit them by the deadline.

Send resolutions to Ann Bish, 5177 Willowbrook Drive, Clarence, NY 14031. If you have any questions, call 716/741-3964.

UNITED NATIONS DAY Report

by Rowena Miller, Jefferson County Branch

Seeing the many flags of the UN member nations flying briskly on a sunny, cool New York City morning enhanced my excitement as I approached from Grand Central Station. I was excited about attending United Nations Day on Nov. 11 and making global connections through AAUW. Having recently returned from living overseas for two years, my eyes were drawn to the flag of the Republic of Korea which had been home. I also recognized many flags from other Asian countries we had visited.

Without a doubt, my experiences in Asia made the discussions of global issues more significant and meaningful. I was an eye witness and had first-hand knowledge of issues related to the environment, economic development, the role of women, and the situation for girls in many parts of the world. I was proud and impressed with AAUW's role in exploring, monitoring and making recommendations regarding these issues. One key figure is Mary Purcell, our International Federation of University Women (IFUW) United Nations representative. She participates with other like-minded Non-governmental Organizations (NGOs). These NGOs have had important influence on the platforms for recent UN conferences on Women, the Environment, as well as the 5-year follow-up conferences on each these topics.

A very interesting morning session included an update on the USA and Kyoto Environmental Accords by Gail Karlson, a New York based attorney specializing in international environmental law. She discussed an interesting but alarming review of the climate change debate and status of Kyoto environmental protocols. Before we left the World Church conference room across from the UN where the morning session was held, Mary Purcell gave a summary of the major UN conferences and IFUW's involvement with them. She talked briefly about the following conferences:

- the 1992 Environment and Development Conference in Rio, which just skirted the issue of population problems,
- the 1993 Human Rights Conference in Vienna which emphasized that Woman's rights are human rights, and of course
- the 1995 Women's Conference in Beijing.

A "First" for the Legal Advocacy Fund

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The Supreme Court agreed in September to rule on the constitutionality of the Violence Against Women Act (VAWA). The Act creates a civil rights action for gender-motivated violence. The plaintiff, Christy Brzonkala, is a former Virginia Tech student who sued two Virginia Tech football players who raped her on campus during her freshman year. The case marks the first of its kind to be heard by the Supreme Court and will set the legal precedent by which all other claims brought under VAWA will be judged. The central issue is whether Congress exceeded its power when it crafted the 1994 law. The AAUW Legal Advocacy Fund is providing financial support to the case.

In the last 18 years, LAF has supported 56 sex discrimination cases on college campuses across the country at a cost of more than \$540,000. It is the nation's largest legal advocacy fund helping female students, faculty and administrators in higher education challenge sex discrimination. When you support LAF, you give another woman the ability to make a difference.

The 1999 contribution year ends December 31, 1999. The LAF awards given at the NYS AAUW 2000 Convention will be based on those contributions.

"It is today that we must create the world of the future."

A NEW LAF CONTRIBUTION YEAR: JANUARY 1, 2000

As we begin the year I hope each one of you will take the time to reconsider the real meaning of the Legal Advocacy Fund, its history, and its mission. The moral principles at stake for the LAF are those that assert that the inherent dignity of every human being, and specifically the right of every woman to be free from harassment and discrimination. The LAF relies on your donations to support its mission

To quote Eleanor Roosevelt, "It is today that we must create the world of the future." What a wonderful mission in which to take part, when you contribute to the AAUW LAF!

Branch Action: AAUW at work in New York State

Adirondack Branch will celebrate its 80th birthday in 2000. Congratulations!

Laurie Teachout, **Smithtown Branch**, reports the branch provided copies of the AAUW's *Hostile Hallways* report to local high schools. They got feedback from one school that has been addressing the issue.

Faith Zimmerman reports the **Mid-Island Branch** held its sixth book & author luncheon to benefit of the Educational Foundation. Several branch members helped at a Candlelight Vigil against Domestic Violence in Manhasset.

Betty Hasteadt reports the **Huntington Branch** is a member of the Long Island Women on the Job (WOJ) Task Force coalition of more than 60 organizations working for pay equity here in NYS.

The **North Shore Branch** looked at "Youth and Gang-Related Violence" and "Student Violence and Why It Happens" as part of their gender equity programming.

The **Westchester Branch** Equity in Education Action Group organized a panel on "Sexual Harassment in the Schools" for all Westchester middle and high school guidance counselors, superintendents, principals, and Parent-Teacher organizations, as well as the Westchester-Putnum Girl Scouts and county libraries.

Helen Fitzgerald says the **East Hampton Branch** participated in the Sister-to-Sister Summit at Stony Brook University.

Pat Binzer reports the **Albany Branch** held a public meeting on Charter Schools.

St. Lawrence County Branch president Carol Grzywinski reports a successful Sisters & Friends summer camp for 24 girls to work with singer-song-writer Bridget Ball.

According to Betsy Forkas, the **Schenectady Branch** has a Study Group called Outreach with a focus on the community. They are working with group of women students at Union College, local Girl Scouts on a Sister-to-Sister Summit, and a *Schenectady County Embraces Diversity* Study Circle program.

Betty Loucks reports the **Buffalo Branch** is working on the following *Choices for a Changing World Program* projects this year: Tech Check for Schools, Sister-to-Sister Summit, Women's History Month, and a Woman-to-Woman Summit.

Barbara Travers reports the **North Fork Branch** presented a voter information open forum for the three candidates running for Supervisor. An audience of more than 150 voters heard the discussion and a local newspaper gave front-page coverage.

Islip Area Branch held its first Woman-to-Woman meeting on YOUTH - OUR FUTURE. They also held a "Pajama Party" for the showing of *Not For Ourselves Alone*.

National Girls and Women in Sports Day will be marked in **Ithaca** on Feb. 6, 2000 with area middle school girls being invited to Cornell University for a three hour event with interaction planned with college varsity athletes and several sports clinics.

Geri Ossana represented the **Islip Area Branch** on a panel as part of *Speak Out 2000* for 300 Suffolk County Girl Scouts. She spoke about sexual harassment, referring to material from AAUW's *Hostile Hallways* Report.

Bobbe Fortunato and Ann Walker made a presentation on AAUW's Sister-to-Sister Summits at a Long Island Works Coalition meeting. The LIWC (www.liworks.org) provides students with the knowledge, skills and background necessary to enter the Long Island workforce.

FYI: As of Nov. 1, Suffolk County has new telephone area code. The new area code is (631) instead of (516).

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Questions and articles should be addressed to the *NYS FOCUS* Editor, Donna Seymour, 8 Cedar St., Potsdam, NY 13676, 315/265-6985, e-mail onthego@northnet.org

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New York State *FOCUS* (USPS-390-570)
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The **American Association of University Women** promotes equity for all women and girls, lifelong education, and positive societal change.

The **AAUW Educational Foundation** provides funds to advance education, research, and self-development for women and to foster equity and positive societal change.

The **AAUW Legal Advocacy Fund** provides funding and a support system for women seeking judicial redress for sex discrimination.

In principle and practice **AAUW** values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin or disability.

Important! All mailing labels are prepared at AAUW headquarters.

Attention postmaster: Dated Material. Please do not delay. Send form #3597 to AAUW Record Office, 1111 16th St., N.W., Washington, D.C. 20036

Charter Schools: A New Phenomenon in New York State

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No doubt you are aware that there are dozens of communities that would like to open a charter school in New York State. This fall five schools were approved and opened. Over ninety applications have been received for approval to open schools next September. The law allows for the creation of 100 new charter schools and it also allows for **any** existing public school to convert to a charter school. An approved charter school contract runs for five years.

AAUW supports innovative educational methods that foster equal education for all students within our public school system, but AAUW also recommends that charter school proposals be assessed carefully to assure they contain no provisions that would promote or result in inequities or segregation based on sex or race.

If your branch wants more information about this dramatic addition to our public educational system, contact AAUW by calling 800/608-5286 for the Association's general point of view: request the position paper which outlines AAUW's criteria for evaluating charter schools. Also, the New York State School Boards Association, which adamantly opposed passage of the charter school law, offers a question-and-answer analysis of the New York Charter Schools Act of 1998 as an aid to any community group that may become involved, in some way, with a charter school. Request a copy of *Charter Schools in New York* by calling 518-465-3474 or by sending e-mail to nysdba@aol.com. Their Internet address is www.nysdba.org. Incidentally, NYSSBA and NYSUT (New York State United Teachers) filed a lawsuit in the state Supreme Court on Oct. 15, 1999, not to derail charter schools, but to make sure school districts get adequate notice to plan for the operating costs of charter schools in the future.

Knowing the commitment of AAUW to quality public education, we will be watching the development of this innovative alternative and will be updating our members periodically.