



In This Issue:

President's Column..... p. 2
 Membership..... p. 3
 EF..... p. 4
 Communications..... p. 5
 Branch Action Notes.... p. 7
 U.N. Day Report..... p. 8
 LAF..... p. 9
 Diversity..... p. 10
 Educational Equity..... p. 11
 AAUW-NYS Board..... p. 12

St. Lawrence County Branch Holds Four College Forum

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St. Lawrence County Branch is unique in that in a very isolated, rural area of the North Country of New York there reside four universities: St. Lawrence, Clarkson, SUNY Potsdam and SUNY Canton. For many years the branch has been trying to figure out a way to touch all the schools and facilitate communication between them. Two women with ties to two of the schools, who were both in branch leadership of AAUW, worked out a way. In November of 2001 Sandy Sarkela, then president of the branch, invited the four C/U reps from the campuses to meet and begin a dialog. From there it blossomed into a Four College Forum held in October of 2002 titled **Improving the Campus Climate for Women Faculty and Professionals**, spearheaded by now president, Marie Reagan.

Marie attributes some of the success of the event to the beautiful location, a room at St. Lawrence University with a large fireplace, French doors overlooking autumn woods and wonderful food for the afternoon meeting time of 2-4:30. One hundred six people attended, including the press and Amy Houghton, the Acting Director of the AAUW Legal Advocacy Fund.

Questions were written in advance and given to the women on the panel to prepare their answers to make this as positive an experience as possible for the schools as well as the women on campus. The panel consisted of women faculty or professionals from each school. They represented a variety of ages, from a young woman with small children to a woman preparing for retirement.

Many serious issues were raised, including the absence of mentoring in all the institutions, especially gender specific mentoring. Child care facilities on campuses was another hot issue. The amount of time that each woman faces on a daily basis for her work was an issue. All agreed that they needed a wife. Opening communication for this group of talented women was a highlight of the event.

Marie shared some sample questions that were developed:

- What is the greatest single challenge you have been faced with since being hired at your university?
- Have you been mentored?
- What would you do to encourage more women faculty, presidents, etc.?
- If you could make one major change on campus in the North Country, what would you do to recruit more women faculty?

One of the biggest obstacles the organizing committee faced was finding women who were not afraid to come forth and could be vocal on issues at each campus. Tenured faculty or professionals were a must.

continued on page 3

*Best
Wishes
for
2003!*

Living 
the Mission

Living the Mission

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NYS President

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Representing AAUW NYS has been an interesting experience this fall. It began with speaking at the **Saratoga Springs** Branch about “Living the Mission.” I wore our teal blue AAUW “Living the Mission” T-shirt, which I plan to do everywhere I speak. This was followed by a trip to the Rochester area to speak at the **Fairport** Branch and meet with the archivist in charge of the AAUW NYS collection. I spoke at the **District III** meeting at Fort Drum and represented AAUW NYS at the **Induction at the Women’s Hall of Fame** in Seneca Falls, NY. What a thrill that day was, seeing two of my favorite women being inducted - Ruth Bader Ginsburg and Rosalyn Carter! Kay Kraatz, a former AAUW NYS President, was the Co-Chair of the event and she took me under her wing and introduced me to many wonderful women.

Three days later found me at **UN Day** in NYC with Joan Monk, our International Affairs Director. AAUW NYS co-sponsored the event with the LWV NYS. We learned a lot about the plight of women around the world. Two days later, I was on my way to Maryland to attend the **Middle Atlantic Regional Conference** of AAUW. The Delaware, Maryland, New Jersey, New York and Pennsylvania Presidents were all there. It was a wonderful time of networking. Carol Stull gave a “mini workshop” demonstrating how other states could present a Peace Workshop similar to the one presented at the NYS Convention. We both wore our “Living the Mission” T-shirts and they were a big hit. The group was disappointed that we were not selling them on the spot.

I celebrated “turning the clock back” by attending a wonderful **Transitions Conference** produced by the **Ithaca** Branch. I wish I could have bundled you all up and taken you with me. I was greeted with everyone from the branch wearing our T-shirts. They told the attendees to look for a person in the Mission shirt if they had questions about anything, which I thought was a neat way of using the shirt. The warmth evidenced by the branch members immediately set everyone at ease, so the dialogue between presenters and attendees was very meaningful. Hopefully, more NYS Branches will sponsor the Transitions Conferences to help women. They are really needed.

I closed the month by speaking at a joint meeting of the **Fairport, Greece** and **Rochester** Branches in the Rochester AAUW House. Once again I gave positive suggestions on “Living the Mission” in our branches.

I have been impressed with the quality of the women I have met in my travels. The friendships we make in AAUW are very important in our lives because of this special quality. When we live the mission, we share our special ideals with others and we do make a difference where we are. When we share and help other women, Susan B. Anthony’s advice, “Failure is Impossible” comes alive!

Living the Mission Shirts in New Sizes and Styles!



Our AAUW-NYS Living the Mission Shirts have been selling like hotcakes with over 300 going out in the early fall. Ithaca and Jamestown bought shirts to wear at branch events like Transitions and the What’s New Fair. This lets everyone see AAUW at work in the community!

A number of new items and sizes have been added to meet demand. You can now order a T-Shirt in white or teal in medium, large, or extra large for just \$7 each. Polo shirts in either color for \$14 each are also proving popular. In addition, we can get a baby T-creeper (24 months) in white with the AAUW logo for \$7! (Check the website for an order form and pictures.)



Add \$2.50 shipping/handling for the first shirt, and an additional \$2 per shirt after that in the same order. Be sure to choose a color (otherwise we’ll send white!) Larger orders can be sent for less in bulk; inquire for a price.

Send your check or money order made out to
AAUW-NYS T-Shirt to:
Donna Seymour
8 Cedar Street
Potsdam, NY 13676-2019
Combine branch orders to save shipping costs.

Four College Forum *continued from page 1*

The campus women see a number of benefits from the Forum, including the development of a support group and open lines of communication. They are hopeful that a mentoring program will result. The community will benefit if these women are more secure and happy in their jobs. They will stay in the North Country and contribute as valuable members of the community. Marie said that if this group works together in the future on any community cause their power potential is incredible.

The branch is also benefiting. To date, they have three new members, with more to come, they hope. The branch provided AAUW promotional material, highlighting a variety of major branch projects and information about membership, EF and LAF. Marie welcomed the group with the state's "Living the Mission" theme.

Marie indicated that this was the most intense work she has been involved in with AAUW. The four colleges and The Office of Associated Colleges all worked together to make this event happen. Money was solicited from each of the five groups to fund the publicity, the facility and the refreshments. AAUW played a key role in organizing the event and sponsoring it as an off-campus group.

Congratulations to all the members of the St. Lawrence County Branch of AAUW. You exemplify "Living the Mission." Not bad for a branch of 55 people!! My sincere thanks to all of you. If you would like more information about this event, contact Marie Reagan at reganmc@slc.com

St. Lawrence County Branch is the recipient of the second "Living the Mission" Award in NYS.

Greater Rochester

Area Branch President

Bettie Lindley accepts the first AAUW-NYS Living the Mission Award from Program Vice President Jane Smith at the District II Fall Conference in Corning, NY, on Oct. 26. The award was presented for the **Women Helping Girls With Choices** mentoring



project that the branch has conducted for the last 11 years with Rochester area middle school girls.

Living 
the Mission

17 New Members Join at Women Entrepreneurs Event



Jeanette Knapp

Membership Vice President

The **Amsterdam-Gloversville-Johnstown** Branch started the year in high gear by enrolling seventeen new members at their September meeting. Co-President Elizabeth Russo described their remarkable achievement in her branch's application for state membership project funds.

"We held a dessert meeting featuring local women entrepreneurs—a baker and a candle maker. We began with a tour of the candle factory and then went on to desserts at the bakery. Both business owners discussed how they started and any problems they had as a female business owner. Twenty-eight prospective members were called to determine if they were interested in joining AAUW. Those that were, were sent invitations with no charge for dessert.

At the meeting at the bakery we had our AAUW display: awards received, Tech Check, Transitions, etc., plus books and brochures from our last Sister-to-Sister project. We distributed copies of our newsletter and the summer *Focus*, our membership brochure, and a copy of our year's monthly programs. We explained the mission of AAUW and outlined our local projects."

The branch took advantage of the Association's Shape the Future Membership discounts to reduce Association dues by \$20 each for the 16 women who joined in pairs. The 17th was a dual member who had already paid her Association dues in Florida. This project took careful planning and preparation that included many phone calls, letters, and a press release.

In her advice to others planning similar projects Liz notes, "Hand out the year's programs that you have lined up. That's what hooked many of them, and the membership incentives offered by the Association. Make sure members mix and meet with prospective members. We gained two women after our treasurer talked to them over dessert."

Membership project funds up to \$75 per branch are available for many types of branch projects to increase membership. For more information, please contact me at 607/272-3367 or jdk4@cornell.edu

Educational Foundation Appreciates Every Volunteer

Phyllis Anderson, Educational Foundation VP
EFVPforNYSAAUW@aol.com 631/234-2451

"Volunteer organizations thrive and survive because of volunteers!" wrote Jane Smith in a recent e-mail. That statement absolutely portrays AAUW at every level. I am proud of all the wonderful effort exerted by our volunteers to support the Educational Foundation. I hope that our combined results will continue to support the work of the Foundation and that we will stay in the top five ranking in the nation for the 2002 reporting year.

Many individuals and branches have directed their contributions to the new **Future Fund, the Alice Ann Leidel Projects**, in memory of one of our most effective and dynamic leaders. I attended the memorial that celebrated the life of Alice Ann on October 5. Two AAUW friends, Sandy Bernard and Judy Pegg, were responsible for the beautiful, well-thought-out afternoon. It was a tribute to Alice Ann and her many talents. The Future Fund will continue and become a vehicle for carrying on the work that Alice Ann began. She will be remembered and honored by every contribution.

Several branches have been very successful with projects that can be shared and replicated. The **Islip Area Branch** strongly promotes Equity Futures. For \$25, a member can honor or memorialize anyone; these gifts are used for birthdays, get-well-cards,

anniversaries, and funeral tributes. The gift is acknowledged with a lovely card, and the money goes to the Eleanor Roosevelt Fund. Joan Smalto, Islip chair, was very surprised to learn that her branch is so outstanding in utilizing this easy program. They raise hundreds of dollars and the gifts keep on giving!

Westchester Branch sponsored a Walk-Run for the Eleanor Roosevelt Fund. It allowed a high-school student to do the walking for an older person who gathered donors. What a great suggestion! Those who walked had fun and painlessly raised lots of money from sources outside their membership. You can utilize a park or an athletic track as a site. Be creative!

Schenectady Branch author Judy Farrall has written a script for a Readers' Theater that features the history of nine women. The "actresses" had fun portraying famous women. We need to be constantly reminded of the many contributions of our foremothers, without whom we would be less effective today. Your branch can present this program for only \$5, the cost of a transcript.

For a copy of *The Two Thousand Year Old Woman*, send a check payable to Schenectady Branch AAUW to Faith Weldon, 7 Marilyn Dr., Glenville, NY 12302.

Long Island's for me in 2K3!

AAUW NYS Convention

April 25-27, 2003

Islandia Marriott, Long Island

Friday Evening Keynote Speaker

**Jacqueline Woods, AAUW Executive Director
To Hold a Town Hall Question & Answer
Session.**

"Living the Mission"

**Workshops, Networking, Meetings
LAF Luncheon, EF Gala, Sharing**

Living the Mission

2003 NYS Convention Workshops

Branch Leadership—Leadership Styles That Work:

A panel of successful branch leaders from across the state will discuss leadership methods that work for them and their branches. The needs of both large and small branches will be addressed and the use of technology and communications strategies will be an integral part of the workshop.

Personal Development—A Unique Way to Explore Our Roles:

Joan Monk, New York State International Affairs Director, will take participants on a stimulating journey using stories and legends familiar to all to explore leadership qualities, branch issues, coalition building, and conflict resolution. This workshop was piloted to state leaders at our Delta Lake Summer Leadership Meeting.

continued on page 5

Living the Mission

2003 NYS Convention Workshops

continued from page 4

Women Supporting Women: A three woman panel from organizations who have created viable working relations with women and women's groups will discuss working in coalitions with other women. Learn how to develop and maintain strategic collaborations and partnerships with other associations, corporations, foundations, and education and equity organizations that will enable us to "Live the Mission."

How to Ask: Susan Sontup, AAUW-NYS LAF Director, will present new ideas for raising funds. Participants will learn how to effectively ask for money from outside sources and be given the opportunity to create materials and plans that can be taken back to their branches for use in funding EF, LAF and branch activities.

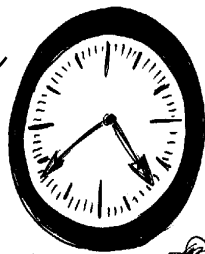
Making the Connection—Working with Colleges in Your Area: Eileen Hartman, AAUW-NYS College/University Director, will assist branches in developing a strategy of establishing and growing relationships with their area colleges and universities. Branches will leave this workshop with an action plan to implement the strategy in their areas.

Recruiting Volunteers Who Are Short Of Time*

(*Everyone is short on time!)

Donna Seymour

Communications Director
onthego@northnet.org 315/265-6985



Tic...
Tic...
Tic...
Tic...



21st Century Branch leaders must be realistic about the degree of involvement people are able and willing to commit to and tailor requests for volunteers accordingly. You need to motivate people to become actively involved in your Branch activities:

Ask people personally. Few people respond to an anonymous call for volunteers in the branch newsletter or at a meeting. Be prepared to call people and/or approach them individually with a request to take on a task.

Invite people to become involved in a specific way. People need to know the specifics of the commitment. Present members with various options for involvement and the time commitment of each, and then ask if any of those options are doable.

Identify what people in your branch can do. When signing up new members, include a tear-off form on which people can answer questions about their skills and interests. This information allows you to personalize your requests for help.

Provide recognition. Appropriately recognize people who take on even the smallest jobs. Such recognition can come in the way of a personal thank-you, either face-to-face, in writing, or via e-mail.

When recruiting AAUW members from different generations, your efforts will likely yield better results if you're sensitive to some of the general characteristics of each group. This means developing an understanding of how generations differ in their styles of work, volunteering, and communication.

For example, research on volunteering shows that

- Individuals born 1925-1942 (the so-called Silent Generation) prefer volunteer experiences that are more structured.
- Individuals born 1943-1960 (Baby Boomers) prefer to be engaged in volunteer activities that are aligned with their skills.
- Individuals born 1961-1981 (Generation Xers) prefer meetings that serve as learning opportunities rather than social events.

Knowing the preferences of people from different generations invariably will allow your branch to recruit and involve more people.

For other leadership development ideas and strategies, visit www.northnet.org/nysaaaw/develop.htm

Branch Action Notes

The **Yates County** Branch is going to be busy this year finishing up our "Through the Eyes of Women" local history videotaping project. We focused on the older generation the last few years, but are switching gears this year a bit by including Keuka College women in two programs.

In October the **Fairport Area** Branch hosted a successful Breakfast With the Candidates. Candidates running for local, state, congressional seats were in present to introduce themselves and answer questions.

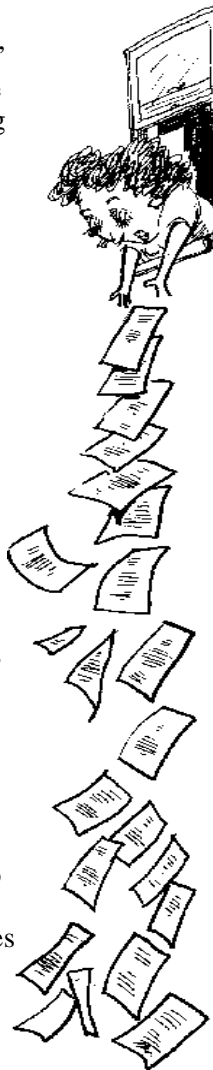
AAUW For All Women Graduates

Co-President Diane N. Jacko of the **Adirondack Branch** is spearheading a campaign to promote Lifetime Membership in AAUW, encouraging automatic joining by all graduates upon commencement and routine renewal of membership each year. A larger, more diverse membership will enrich the branches and strengthen the organization, helping us to achieve our mission. The Adirondack Branch invites other branches to join this initiative:

AAUW For All Women Grads.

The **Cortland** Branch working with the Women's Coalition (AAUW, League of Women's Voters, Zonta, SUNY Cortland Women's Studies, Access to Independence, and the YWCA) sponsored the Candidates' Branch, an event that brought candidates together in a forum to answer questions from those present. The program was videotaped and played repeatedly over local access television prior to the election. In addition, the coalition sent candidates a questionnaire that included a set of questions involving issues important to women and children. The results were tabulated, printed, and made available throughout the community.

The **Smithtown** Branch has increased its visibility in the community by putting together a display at the main branch of the local library. The display at the Smithtown library featured information on past and future programs, interest groups, and membership.



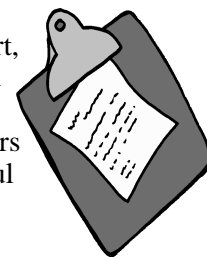
Massapequa Area Branch invited speakers from the Nassau Budget Committee to address "Making Decisions" and "Getting Involved in Local Government."

The **Kingston** Branch held a successful membership-boosting event in September. Potential members were sent invitations to an afternoon get-together where they could learn more about AAUW. In a relaxed, fun atmosphere at the home of one of our members, we touted AAUW and gained nine new members!

This year the **North Shore** Branch will continue to support young women in technology careers with its Women in Cyberspace conference, and to support the education and creative thinking of young women and men with an essay contest at the New York Institute of Technology. They work on voter education with the local League of Women Voters, and work towards increasing diversity in our own branch. The Holly Luncheon in November raised funds for the Educational Foundation for which we have raised more than a quarter of a million dollars over the years.

The **Jamestown** Branch hosted its 16th Annual Legislative Breakfast in October. The program focused on issues relating to education, health, the economy, and the impending war with Iraq as they relate to the newly created 27th Congressional District. Penetrating questions from the audience elicited enlightening responses.

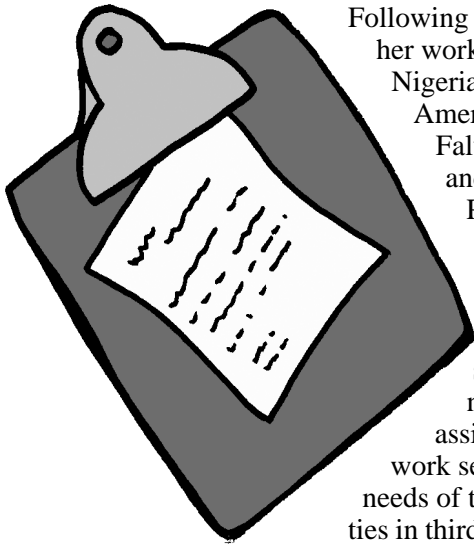
The **Skaneateles Area** Branch hosted "Celebrating Women in Art" on a Sunday afternoon, where the community had the opportunity to meet thirty-one area artists and to see their paintings, sculpture, fabric art, photographs and ceramics. AAUW provided refreshments and local garden clubs contributed floral arrangements. Some visitors and artists then joined AAUW, and successful sales of art brought contributions to EF.



A Tribute

Mary Plath, a 50-year plus member of AAUW, passed away in July. Originally a member of the Schenectady Branch, for many years she was active in the Syracuse Branch. She served as branch president, and as Membership and Educational Foundation Chairs for AAUW-NYS. She supported the Educational Foundation generously, giving over \$30,000.

Branch Action Notes



Following a presentation on her work in Angola, Nigeria, and South America by Dr. Cathey Falvo, a pediatrician and member of Physicians for Social Response, the **Mid-Island Branch** will collect medical supplies during the next six months to assist her volunteer work serving the medical needs of the local communities in third world countries.

Huntington Branch continues to increase its visibility in the community. A wonderful article titled, "Still Work to Be Done," made three local papers. The journalist who wrote the piece went on-line to the state website first to get facts and background, then questioned our Excellence in Science Chair Barbara Torstad and President Betty Hasteadt. Even the quotes were correct! Kudos to Nancy McCloskey who made it happen!!

Mohawk Valley Branch's Community Project for the year will be to collect and deliver toiletries, cleaning supplies, and new underwear and socks to be donated to women and children in need from our area.

The **Greater Rochester Branch** held its sixth annual conference in October for people working with middle school girls. In addition, it sponsored a clothing drive in conjunction with the Women Helping Girls program. Much of the clothing collected went to the Working Women's Wardrobe at the YWCA. At the November Branch meeting, branch members with over fifty years of membership were honored. They are Mildred O'Laughlin, 58 years; Catherine Withey, 57 years; Mary Catherine Simmons and Ruth Watanabe, 55 years; Lillian Norfleet, 54 years; Helen Millar Becker, Dr. Ruth Oakley, Elizabeth O'Neill, Ruth Tallmadge and Catherine Weisenbeck, 53 years; Lois Tomlinson, 52 years; Doris Luckey, Ann Marie Rauber and Claire Raynor, 51 years; Sylvia Levinson has been a member of National for 70 years and Marion Weston Neun for 64 years.

The **Syracuse Branch** is involved in a community project with the Vera House, a home for abused women and children. Each month members donate items as requested. On election eve the branch hosted eleven Russian women, guests of the International Center of Syracuse, at a potluck supper. Discussion was held regarding American government.

The **St. Lawrence County Branch** recently celebrated their 75th anniversary at a luncheon for members and friends with special guest Susan Sontup, AAUW-NYS Legal Advocacy Fund Director. The branch contributed a \$500 EF named gift for Katherine & Robert Briggs and a \$500 donation to the EF Future Fund in memory of Alice Ann Leidel at that event.

Members of the **Peekskill** and **Westchester Branches** have been working with Peekskill High School students. Branch members meet with students in a series of seminars.

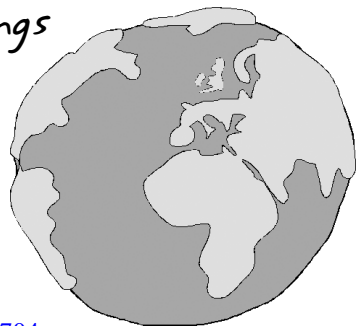
The **Garden City Branch** has adopted "Changing the World—One Woman At A Time" as its theme to implement the mission this year. The October and November branch meetings dealt with the topics of Social Security and Identity Theft, respectively. The impact on women was stressed at both meetings. The branch is also giving support to a mother and two children during their transitional time from a shelter for abused women to a new start in an apartment. A holiday wine-and cheese party was held to help finance this project.

The **Jefferson County Branch**, AAUW, in conjunction with the St. Lawrence/Jefferson County League of Women's Voters, sponsored a "Meet the Candidates Night" for each of the two newly created assembly districts, the 118th and 122nd. Our thanks to everyone involved for two very successful meetings.

The **Schenectady Branch** celebrated their 100th Anniversary at a gala dinner at which Dr. Jeanne Neff, the President of the Sage Colleges, spoke about AAUW's need to combat the "women bashing" which is prevalent in our country today. The Branch initiated an Award to be presented each year to someone involved in education who promotes the AAUW Educational Equity Mission. A contribution to the Educational Foundation will honor the two high school teachers who received the first awards. They each were presented one of the AAUW NYS "Living the Mission" T-shirts.



Update on Briefings on the Status of Human Rights for Women Around the World



Joan Monk

International Affairs Director

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AAUW worked in coalition with the League of Women Voters and other organizations to sponsor the Briefings on the Status of Human Rights for Women at the United Nations on October 8, 2002. Members in attendance were privileged to hear: Jane Connors, Chief of Women's Rights, The United Nations; Kay Maxwell, President of the League of Women Voters of the United States, and Susan Safi Rafiq, Founder, The International Federation of Afghan Women. Doris Schapira, Main Observer to the United Nations for the League of Women Voters, acted as moderator.

Jane Connors explained the inner workings of the "Convention for the Committee for Discrimination Against Women." She stated that gender neutral legislation often discriminates against women especially in areas of citizenship and family issues. CEDAW provides a constructive way forward and it is imperative that the US passes this legislation. For updated information on this important legislation contact www.un.org/womenwatch Susan Safi Rafiq implored the audience to come to the aid of the women in Afghanistan. She spoke of life before the destruction of the constitutional government by the Taliban and the drastic need for aid for women and girls whose lives have been devastated.

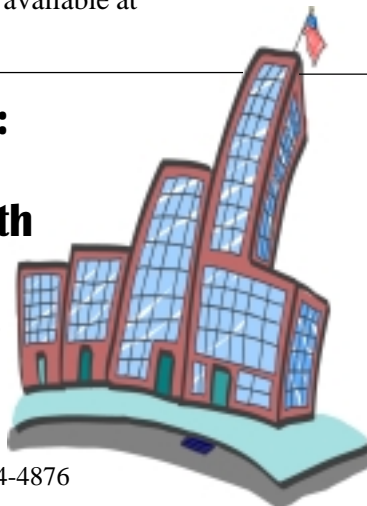
Kay Maxwell spoke passionately about the women she has met all over the globe who are making a difference despite limited resources and against great odds. In her work with the International Executive Service Corps, as well as in her role within the League of Women Voters, she shared her first hand experiences in leadership training worldwide. She quoted former Secretary of State Madeline Albright, "When a state take women's issues seriously, they are not only doing the right thing, they are doing the smart thing." This quote not only summarized the positive experiences she has had all over the world, but the momentum of women's work in the future.

Susan Safi Rafiq implored the audience to come to the aid of the women in Afghanistan. She spoke of life before the destruction of the constitutional government by the Taliban and the drastic need for aid for women and girls whose lives have been devastated.

Information about the "34 Million Friends Campaign" was circulated through the audience. What would happen if 3.4 million Americans each sent \$10 to the United Nations Population Fund (UNFPA)? That's 34 million dollars — the exact amount President Bush is withholding from the United Nations family planning assistance after its approval by Congress. More information about this grass roots action is available at www.unfpa.org or www.uscommittee.org

"Literacy Now: Building An Educated World" is the title of a conference being held for teachers and administrators at the U.N. on Friday, January 31, 2003. Literacy experts from the U.N., UNICEF and UNESCO, along with those from major related groups, will discuss current trends and issues plus a Literacy Information Fair. The United Nations has declared 2003-2012 "The Decade for Literacy" and this is a great way to begin! Additional information is available at www.teachun.org

Ideas for Action: Establishing Partnerships with Local Colleges and Universities



Eileen Hartmann

College/University Director

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- Plan a branch program or other AAUW event on campus, advertising at the college and in the community.
- Work with the college on voter education projects and/or work together to lobby for causes and changes relevant to women. Ask a student to serve as a voter education intern for your branch.
- Invite a student or students as affiliates in your branch. Pay the fees for the student and ask her/them to become interns assisting in branch projects such as website or newsletter design, marketing approaches, or a need specific to a branch project. Seek the advice of faculty and staff members on how to approach students, perhaps through Women's Studies Programs, business departments, or other pertinent departments or campus groups.

continued on page 10

Legal Advocacy Fund



Susan Sontup, LAF Director
tresswann@yahoo.com 516/679-6274

By the time you receive this the end of the year will be near at hand, and the Legal Advocacy Fund year will be winding down. However, if you do have a contribution to make to LAF, please make sure I receive it before December 31. Any contributions that are sent in prior to December 31 can be credited to the state, branch and the individual for 2002.

This fall I have been privileged to have attended meetings and fall conferences across the state. It has been a great experience getting to meet many of you in person and share the LAF mission. And I am looking forward in 2003 to being with even more of you as we work together to strengthen the position of LAF in this state.

Living the Mission is sharing the mission with others. I have been so pleased to see how branches are responding to my request for us to reach out into the community for LAF. One member has written over 10 letters to clients informing them about the work of LAF and asking for a donation. I know several branches are planning their campaigns. It is part of living our mission to let people know what LAF is about.

Remember, LAF is not only case support but also a network of attorneys and other experts who assist women contemplating sexual discrimination/harassment suits. LAF also funds a campus outreach program. This fall they piloted "On Track: Empowering Faculty" at Washington and Georgia State Universities. LAF has put together an information kit that will be sent to sororities nation-wide. Your LAF donations actively work for women.

To learn more about what LAF is currently doing, you can read the LAF Update on the AAUW website: <http://www.aauw.org/7000/laf/updates/> This can be printed out and distributed to people who are interested in contributing. Let me know if there is any way in which I can help your branch Live the Mission and share LAF.

Building a Collective Voice

Betsy Forkas

Public Policy Director
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In my travels around the state, I continue to urge all branches and districts to take the initiative to build a collective voice . . . to connect with other organizations that share our public policy priorities. This action on our part—to make our collective voices heard—has become more vital, more essential as we begin to acknowledge the results of Election 2002. Our vigilance to protect hard-gained women's rights is critical. Our attention to proposed judicial appointments must be constant. Hard work, but hard work made easier if we work in coalition with other like-minded women and like-minded women's organizations.

I encourage all branches to take the lead and create a coalition with other women's groups in your community, as well as other branches in your district. Organizations like Business & Professional Women (BPW), YWCA, and the League of Women Voters (LWV) share many of the same initiatives and issues as AAUW. Names and addresses of state and local leaders in those organizations will be distributed to branch presidents in December – just in time for coalition building at the beginning of the next New York State Legislative Session!

In February we have an opportunity to participate in a state-level coalition. BPW is organizing a **Lobby Day in Albany** on February 11, 2003. All branches are encouraged to join BPW to collectively speak up and speak out on issues of fair pay and pay equity.

Living 
the Mission

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Room to Grow

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Diversity Director

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At what stage of becoming an inclusive organization is your Branch?

Consider your Branch's culture and identify the stage of diversity into which your events, interest groups, leadership, fundraising, etc, fit.

What constructive contributions or ideas put into action can you offer your Branch to become a more inclusive organization? For example, pairing a new member with a veteran member says welcome in a warm-hearted manner.

Stage One: The "Exclusionary Organization" in which one group is dominant and keeps others out.

Stage Two: The "Club," an organization that does not keep "others" out, but that tries to maintain the privilege of those who traditionally have held power.

Stage Three: The "Compliance Organization," which provides access to underrepresented groups, but resists changing the structure, mission, or culture of the organization.

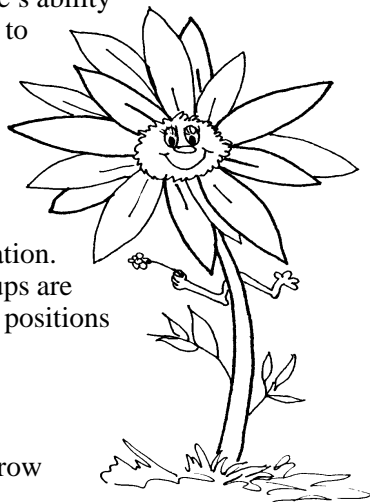
Stage Four: The "Affirmative Action Organization," which actively recruits people from underrepresented groups, but does not change its fundamental structure to ensure a welcoming atmosphere for those new participants.

Stage Five: The "Redefining Organization," which is in transition. Such organizations examine all their activities to assess their impact on people's ability to participate in and contribute to the organization.

Stage Six: The "Multicultural Organization," which reflects the contributions and interest of diverse cultural and social groups in its mission and operation. Members of those diverse groups are in influential, decision-making positions in the organization.

From: *Embracing Diversity: Leader in Action*

(Spring 1994) p.4, Room to Grow



Establishing Partnerships with Local Colleges and Universities

continued from page 8

- Read the AAUW publication "*The Third Shift*" which addresses the benefits of enrolling in on-line college courses. Discuss those benefits with the appropriate campus administrators, faculty, and staff to determine whether AAUW could help promote on-line courses. If the college has not developed on-line courses be sensitive to the reasons why not as you discuss the benefits to AAUW branch members and college women.
- Engage female college students and coaches in a discussion about Title IX and its benefits, including leadership options and scholarship potential.
- Educate college students about the **National Conference for College Women Student Leaders**, which will run concurrently with the **AAUW National Convention** June 19-21, 2003 in Providence, Rhode Island.
- Access www.aauw.org for other ideas and supporting materials for some of the projects above.

Branch Action Notes

The **Buffalo** Branch Transitions Conference in November was a smashing success. They had 200 in attendance with both adult women and high school students. They presented a full afternoon with a dynamic keynote speaker, a variety of informative workshops, and a wrap-up session. Each attendee received a tote bag full of resource and contact information. They had several college representatives with displays and information.



The Fall District Conferences...

have taken place and from all accounts were successful. I'd like to thank Dolores Thompson, Dr. Patricia Soper Oakes, Diane Turo-Hughes, Mimi Mounteer, Ida Davis and Diane Haney for their efforts in organizing the Fall Conferences.

Eleanor Filburn

Branch Council Director

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Looking for a Living the Mission project partner?

Want to make a difference in the life of a high school student in your branch area? Consider sponsoring a summer learning experience or "campership" to a worthwhile education program. Here's just one example of the kind of program your branch might look into:

Inspired by Eleanor Roosevelt's life and ideals, the **Girls Leadership Workshop** (GLW) is for girls entering either their sophomore or junior year in high school. The nine-day program, sponsored by the Eleanor Roosevelt Center at Val-Kill, Hyde Park, NY empowers young women by advancing their knowledge and leadership skills and consists of workshops, interactive seminars, field trips and a service project. For more information: email rvkglw@aol.com, or visit their website: www.ervk.org

New Moon



A magazine for girls and their dreams; and **Daughters**, a newsletter for parents of girls: Subscriptions are available at www.newmoon.org

Initiative For Educational Equity

Janet Forbes

Educational Equity Director

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I hope you are having a full and rewarding start to your AAUW year. I'd like to share with you some ideas, resources, and contacts to give you inspiration for possible Education and Equity projects and programs.

Transitions Conferences

Some of our AAUW-NYS branches have held Transition Conferences this fall. These events focus on presenting information to women who are considering returning to college. If you would like more information about these conferences, please contact the chairpersons:

Ithaca – Carol Stull - carolstull@aol.com

Buffalo – Janet Fowler – janalanf@aol.com or
Linda Suchocki – suchocki207@cs.com

National Girls and Women in Sports Day – February 5, 2003

Several of our branches have held events in recognition of NGWSD. For more information, visit the AAUW-NYS website at www.northnet.org/nysaaauw and the Women's Sports Foundation at www.womenssportsfoundation.org

Women's History Month – March 2003

For a wealth of resources, visit the National Women's History Project website at www.nwhp.org. AAUW-NYS will also be putting out a new 31 New York State Women of Distinction for 2003 brochure. Be thinking how you can use it locally to promote women's history and AAUW visibility.

Keep Supporting Title IX

The Administration has taken steps to weaken Title IX. Title IX is the Federal law that requires equal opportunity for men and women in federally funded educational programs and activities. A Commission on Opportunity in Athletics is conducting public hearings and will make recommendations in January 2003.

How can you help? Learn more about girls' and women's sporting opportunities in your local area; attend local school or college games; invite speakers knowledgeable about Title IX issues to a branch meeting; sponsor a girls' summer team; continue to urge your local Congressperson and Senators Schumer and Clinton to fight any attempt to weaken Title IX.

Harassment-Free Hallways: How to Stop Sexual Harassment in Schools

AAUW has developed an informative, concise, and action-oriented resource that will be a tool to help create harassment-free schools. The guide is available from the AAUW Helpline (800/326-AAUW) or download in PDF format from www.aauw.org/7000/ef/harass/index.html

Do you know a girl who has been a victim or perpetrator of bullying? The author of *Odd Girl Out: The Hidden Aggression of Girls*, Rachel Simmons, is compiling a new book of girl's experiences told through girls' voice. Girls age 18 and younger are invited to share their personal reflections and stories about girls' relationships and aggression. More information is available at www.RachelSimmons.com



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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, disability, or class.

Important! All mailing labels are prepared at AAUW headquarters. Attention postmaster: Dated Material. Please do not delay Send all address changes to AAUW Records Office, 1111 16th St., NW, Washington, D.C. 20036

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