

AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
WOMEN

NEW YORK STATE

AAUW 21st-Century  
Platinum Award, 2005-2006



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American Association of University Women  
1881 **125** years 2006

A Legacy of Leadership

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# FOCUS

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**PRESIDENT'S PERSPECTIVE – The Next 125 Years**

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**Strategic Process:** The results of the sixteen month re-visioning of AAUW, its mission and its future are beginning to be clearer although the questioning of every aspect of AAUW traditions, customs and policies will continue. In addition to the general member discussions, various boards, the leadership for the past ten years, and leaders outside our organization have also been polled. They described us as lacking focus—an organization without a clear identity or central mission.

**New Mission Statement:** The new mission statement is a direct response to the perception that AAUW lacks a strong mission. It is succinct and powerful. Look for a re-dedication to mission now that we have the new statement.

Mission attracts membership. Expect to see initiatives that are more tightly focused on it. We are told that every meeting that does not focus on education and equity diffuses the mission for members and external audiences alike, especially for potential members and donors. Also, look for strategic re-structuring of the organization at all levels and a questioning of tradition. Should we continue to maintain separate corporations, have national conventions, regional and state organizations and meetings? Should boards be kept as they are? Should the monthly meeting be the backbone of our branch program? Should we return to a pattern of studying an issue and then formulating an action program?

The first part of the analysis of the values discussions shows that we value:

- Continuing our lifelong learning
- Community impact and involvement and our leadership in research
- Programming broadly conceived—not just meetings, but LAF, EF, public policy, mentoring, interest groups, having a credible national voice.

We need:

- A stronger linkage and communication between the national office and grass roots efforts.
- Less bureaucracy—at all levels (local, state, regional and national). We need to look at the value of our committees and structures. Those that are not serving us well should be modified or dropped.
- Diversity—8% of our members are women of color at present. 3% are under forty. Many feel we do not represent “all women and girls.”
- Less partisanship—many members requested that we become “less liberal.”
- Recognition for local scholarships

But the biggest question is how do we align our membership to make it more reflective of current and coming demographics? Between 2007 and 2030, the American population will age as it becomes more diverse. We should be well-positioned to attract baby-boomers who are just beginning to retire.

There is much more about the strategic planning process and history on the

(Continued on page 2)



PRESIDENT'S PERSPECTIVE  
(continued from page 1)

Association website. I encourage you to seek it out so that you may understand the thinking that underlies the changes we will be experiencing.

**Two important conventions:** Please note that this year both the state and the Association conventions will be especially important as we forge our plans for the coming years. Decisions will be made that affect all members—for example, membership in IFUW and probably some restructuring proposals. Conventions tend to draw the more assertive and the more committed. It is really important that all points of view be represented and that members speak up! No one can express your point of view as well as you can. Not to mention that conventions are really fun

and something nice you can do for yourself.

**News:** There are new **visibility** and **president's buttons** on the state website. The visibility button contains templates to use for posters, press releases, etc. - all ready to download and change to fit your needs. The president's button contains the the two-year action plan for the state and other vital information not just for presidents. The new state project will be found there. (More in the spring issue.) We have a **BLOG**. What's a blog? It's a sort of on-line diary and the way to reach new, younger potential members. Successful ones attract hundreds of thousands of hits. Any member of the NYS board of directors can post. You are urged to send lively, newsy items to any board member. (We wanted to avoid spam and Viagra ads so we are doing it this way.)

**Special notes of congratulation** to **Saint Lawrence** for 38% membership growth in September, to **Skaneateles** for 28% and to all of the fourteen branches showing positive membership growth, to **Jamestown** for its 125th celebration event which was picked up by the Association and put on its web-site, to **New York City** for its Lobby Day and to **District 7**, not only for its program with Lisa Maatz, but for arranging to record it and make it available via the net (<http://media.clarkson.edu/>), to **Fairport** for a super EF fundraiser idea, to each and every one of you working to keep us strong.. There are, of course, too many wonderful things happening to give all the credit that is due.

**Reminders:** Special project grants are again available. \$50 to \$100 to help branches start special projects which support our mission.

## FOCUS on PROGRAM

Jann Mirchandani, AAUW-NYS VP Program  
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### Why Do We Call It "Focus"?

Have you ever wondered why this publication is called "Focus"? There are a wide variety of topics covered; EF, LAF, Membership, Public Policy, etc. Board members hailing from all over the state write the articles. So it seems rather incongruous that it is called "Focus."

And some have complained about the lack of focus within AAUW. No sooner has one report come out that you are being asked to act on, than another programming imperative is issued. The end result is that, while a great deal is done, little is accomplished.

The NYS Board is working to change that. We recognize the desire of branches to work on an issue that is important to them

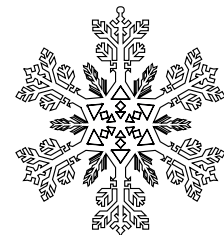
– and it will likely be different from the issues of importance to other branches. Hopefully you have had a chance to review the new 21st Century Award application. We believe that it is a big step forward in acknowledging the branches' individual focus within the mission of AAUW. It is flexible enough to allow you to delve into a program area that is significant to your branch, but with guidelines to let you know what the Association and NYS are looking for in outstanding programming.

I encourage you to print out a copy of the application form from the website ([www.aauw-nys.org](http://www.aauw-nys.org)) and refer to it often as you are planning your branch activities throughout the year. **Please note, the application deadline is MARCH 1.**

And be sure to come to convention in

April. Not only is it a wonderful opportunity to network and meet up with old and new friends, but a chance to see what other branches are doing and "borrow" some great programming ideas. A sister branch may have pulled off a real PR coup, another may have had some great membership success. Convention is where you can hear/read/see these stories and begin to think about how techniques used in other branches can work in yours.

If you are not already a member of the program eGroup, feel free to join. It is not only for Program VPs. It is for anyone planning or thinking about planning a program and anyone interested in getting the most from their programs. Please contact me with any questions you may have. I can be reached by phone or email.



## MEMBERSHIP MATTERS

Eileen S. Hartmann, AAUW-NYS VP Membership  
membership@aauw-nys.org 585.924.4876

Branch members, it's all about YOU!

In order to grow our branches, opportunities abound for each of us to not only recruit and retain members in AAUW, but to take part in the incentives offered to all members as well.

Did you know:

- The new campaign **Keys to the Future: Every Member Get a Member** counts on each of you to recruit at least one new person into your branch?
- That Personal Involvement is one of the crucial keys to membership growth?
- There is a Hall of Fame on the [www.aauw.org](http://www.aauw.org) site which pays tribute to all members who recruit new branch members?
- Asking **Will You Join?** works once potential members understand the mission of AAUW and can see themselves as part of your branch plans?
- You may win a trip to the 2009

Association convention by recruiting a new member and having your branch membership vice president submit forms?

- The **Shape the Future** membership campaign encourages you to bring potential members to your branch activities and can result in gaining a free membership for your branch to give as a gift, and thus grow your branch even more?
- NYS AAUW board members on a marketing team provided lists of ideas and products to each branch enabling effective approaches to college campuses to match our mission with future members?
- That your NYS board members have established the goal of contacting branch leaders to channel action and hear your branch plans?
- On the [www.aauw-nys.org](http://www.aauw-nys.org) site there are branch incentives for branch membership growth activities? Your actions count!

- That at the NYS AAUW convention in April there will be a special recognition reception for the branch with the highest number of new branch members (July 1, 2006, to April 15, 2007)? You can be a member involved in making this possible and should be there to celebrate with your branch!
- That at the NYS AAUW convention the top 10 branches with the highest percent age of membership growth (July 1, 2006, to April 15, 2007) will also be recognized? You are part of this potential award for your branch!
- Your branch leadership may also establish branch membership goals and incentives at your local level?
- You are of great value to your branch and to our organization?
- That I am available to you by phone or email at any time?

## A SLIGHTLY DIFFERENT PERSPECTIVE ON GIVING

Tamara Brown, AAUW-NYS Educational Foundation VP  
ef@aauw-nys.org 716.649.9871

Winter and the holiday season propel us into a mood of generosity. Whether it's Christmas or Kwanzaa, Chanukah or Ramadan, simply the first of January or the Chinese New Year, we are all a little less consumed with self and a little more focused on others and a better way. Special thanks to you-- individuals and branches from across New York State-- who gave your time and monetary contributions to EF. As 2006 transitions into 2007, please know that you have helped to further the purpose of your Foundation and have helped New York State to be well represented. Thank you.

Now, as you know, our work never ends. So, even as we enter 2007, I don't want you to lose that spirit of giving... Yes, I am asking for more!

**Did you know?**

- Most students (81%) will experience some form of sexual harassment during their school lives, and almost 40% of students report that teachers and

other school employees sexually harass students in their schools.

- More than one-third of college students experience sexual harassment in their first year.
- These statistics and more can be found in two EF reports, *Harassment-free Hallways* and *Drawing the Line*.

**So you ask: What will it cost for me to help to promote healthy, positive school and campus environments?**

You can give something extremely valuable-- a little of your time. Start a dialogue on what equitable education means in your community by simply sharing our research. AAUW EF will provide members with up to ten complimentary copies of *Harassment Free Hallways Report and Guide* to share with a local middle or high school. They will also provide up to ten copies of *Drawing the Line: Sexual Harassment on Campus* to share with a local college or university. Simply e-mail the Foundation

([foundation@aauw.org](mailto:foundation@aauw.org)) with your name, mailing address, and quantity needed. In the subject line, please indicate "Request for Free EF Research Reports to Share with Local Schools". Quantities are limited, so please make your requests soon. When you receive your reports, share them with schools, teachers, and professors in your area. Start the discussion and put our tools to work.

That's it...

Through your generosity, you have helped to make possible EF research such as *Harassment-free Hallways* and *Drawing the Line*. Now, please help to make sure that this research is in the right hands and put to good works... I'm really looking forward to hearing all the stories of how our research has reached schools far and near, so please don't forget to share those stories!

Little tools for equity... Isn't that the perfect "gift"?

Happy New Year,

## LAF UPDATE

Cheryl Papa, AAUW-NYS LAF VP  
1005 Glenwood Road Vestal, NY 13850  
laf@aauw-nys.org 607.748.6075

Come and learn about LAF at our NYS Convention Saturday luncheon. Listen to a dynamic speaker. See those honored in the program. Find the individual major donor certificates in your branch packet. Earn your 2007 pin for a contribution of \$100 or more. Begin to think about our Basket Silent Auction. Please encourage your branches to participate. It is an easy and fun way to earn credit for donations to LAF.

## GUIDELINES FOR THE CONVENTION

### LAF BASKET SILENT AUCTION

April 27-29, 2007

1. Each Branch is allowed to bring from 1 to 3 baskets.
2. Friday, April 20, 2007, is the deadline to notify me of the number of baskets to be contributed by the Branch. **NO BASKETS WILL BE ACCEPTED AFTER THIS DEADLINE!**
3. Each Basket is to be wrapped in clear plastic. (Not colored or figured)
4. A 4 x 6 card should be attached to the outside, listing the Title, Contents, and Name of the contributing branch. **DO NOT STATE APPROXIMATE VALUE.**
5. All baskets must be in the display area by 5 p.m. Friday, April 27. No baskets will be accepted on Saturday.
6. The bidding will be available during scheduled times from 5 p.m. Friday until 10 p.m. Saturday. The winners will be announced at 8:15 a.m. at the Sunday Breakfast.
7. PLEASE BRING A CHECK, READY FOR AAUW LAF, IF YOU PLAN TO BID.

**NOTE: THE MONEY PAID FOR A BASKET BY THE BIDDER WILL BE CREDITED BY THE ASSOCIATION TO THE CONTRIBUTING BRANCH. THE WINNING BIDDER WILL BE CREDITED PERSONAL CREDIT TOWARDS MAJOR DONOR STATUS BY NYS LAF FOR THE AMOUNT**

### **PAID. GIFTS TO THE AAUW LEGAL ADVOCACY FUND ARE TAX-DEDUCTIBLE TO THE EXTENT ALLOWED BY LAW.**

The LAF Progress in Equity Award is given to honor college or university programs for progressive and innovative advancements on behalf of women. The 2006 winner of the LAF PIE award is the University of Michigan's program of College Level Courses at the Scott Correctional Facility for Women. The Scott Prison program offers university certified courses in women's studies, composition, sociology, African American studies, and other subjects to women at the prison.

## NOMINATING TEAM REPORT

Loreen Ginnitti, AAUW-NYS Nominating Team Chair  
nominating@aauw-nys.org 716.326.4270

The Nominating Team is proud to present the following members as qualified to stand for election to office in AAUW-NYS for 2007-2009:

### *Eileen Hartmann* Membership Vice President



Eileen is a 32 year member of AAUW. She has held various offices in the Fairport Area Branch (District 2) including 5 years as their president. She is presently serving the branch as program advisor in addition to co-chairing both membership and EF.

Eileen also facilitates her area Interbranch Council and helped with the planning of the District 2 Fall Conference. At the state level she served as NYS College/University Director 2002-2005 and is currently Membership Vice President for the 2005-2007 term.

Eileen has a Masters degree in Education from Nazareth College of Rochester. Her work experience includes English teacher, sales rep, Program Coordinator for the Rochester Area Career Educational Collaborative and Field Experience

Coordinator for the Education Department at Nazareth College.

Janet Forbes, Jamestown Branch Co-President says; "Eileen is a wise, kind, articulate professional and is a passionate advocate for AAUW's mission and growth." Fairport Area President Nancy Shadd adds "Eileen never misses an opportunity to put AAUW in the limelight by highlighting the 125 year record of commitment to making a difference for women and girls."

*Carol Grzywinski*  
Membership Vice President

Carol served the St. Lawrence County Branch for 25 years where she was president in 1999-2000. In her new home with the North Fork Branch (District 6) she has served as EF VP in 2006 and currently as both LAF VP and Publicity Director. She has also served on the NYS Board as College/University Director 2000-2002.

Carol holds a PhD from the University of Buffalo and a Masters in Education from St. Lawrence University. She served for 27 years in academic support fields at SUNY

College of Technology, Canton where she retired as Professor. Carol believes "my organization, teaching and motivational skills will be evident as I train my membership counterparts."

Carolyn Donovan, AAUW United Nations Representative believes that "Carol can model to the branch leaders how using a systematic approach to recruitment followed up with active involvement in program and community activities will improve member retention and development."



*Nancy Pura*  
Treasurer



Nancy has been a member of AAUW for 23 years, currently serving the Westchester Branch (District 5) as Treasurer since 2001. She has also been treasurer/registrar for the "Expanding Your Horizons" girls' project since 2004.

After raising her family and working in the accounting/bookkeeping field for 30 years, Nancy earned a BS in Administrative Studies from the University of California, Riverside. Since then she has worked as Accounting

Manager in various industries and uses exclusively computerized accounting. She describes herself as having a "get it done" attitude.

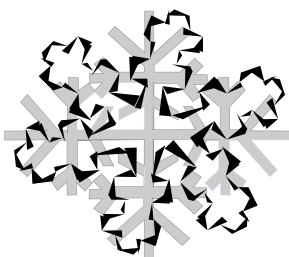
Mary King, AAUW NYS Treasurer 2001-2006 says of Nancy; "in addition to her ability to maintain accurate records and communicate effectively, Nancy has a broad understanding of AAUW and its mission, and would be an effective member of the Executive Committee."

*Mimi Korb*  
Secretary/Bylaws

Mimi is a 27 year member of the Rockland County Branch (District 5) where she has held the positions of Treasurer, Program VP, EF VP and Co-President. Mimi has been charged with the maintenance of the branch bylaws for the past 8 years and also acts as the branch Parliamentarian.

She holds a BS in Education from the University of Pittsburgh. She has worked

as the project leader/computer analyst for over 30 years for the Process Reengineering Group. In addition to project management, Mimi often produces agendas and the minutes of meeting proceedings. She has proved that producing such items in a timely manner and capturing key action items is essential to efficiency. Sylvia Miller, branch Newsletter Editor says "her note taking is exemplary."



*Anne Righton Malone*  
Legal Advocacy Fund Vice President



An 8 year member of the St. Lawrence County Branch (District 7), Anne served 2 years as Membership VP and 4

years as Educational Foundation VP. She has also been one of the coordinators of the three annual "Four College Forum on

the Status of Women Faculty in the North County" cosponsored by her branch.

Anne earned her BA and MA at Purdue University and her PhD at the University of New Hampshire. She has 31 years of experience in college/university teaching. Currently she is an Associate Professor of English and Director of Women's and Gender Studies at SUNY Potsdam. Anne's history of involvement in women's issues includes being a member of the "President's Commission on the Status of Women" for the University of New Hampshire 1992-1998 and the SUNY Potsdam "President's Task

Force on the Status of Women" 1999-present.

AAUW NYS Past President Ewvie Currie says of Anne; "Anne will bring to the position of LAF VP an in-depth understanding of the importance of legal advocacy as it applies to sex discrimination. Her experience researching and advocating for equity for women and her experience working on commissions on the status of women will help her lead AAUW NYS LAF to a better understanding of the importance of LAF in the lives of all women."

*Maria Ellis*  
Legal Advocacy Fund Vice President

An 8 year Maria is currently the President of the New York City Branch (District 5) where she has been a member for 7 years. Previously she served as the branch treasurer. She is serving the AAUW NYS board as the District 5 Coordinator and previously served on the NYS Nominating Team.

Maria holds a Masters in Business Administration from the University of Massachusetts, Amherst and an Owner-President Management Diploma from

the Harvard Business School. She has worked in financial services institutions as assistant vice president, president or president from 1976 through 2003.

Julie Kleszczewski, Past President of the New York City Branch says of Maria; "She is passionately dedicated to our mission, will enhance the position and the AAUW NYS board with her brilliant presence, energy, outstanding leadership skills, enthusiasm, pizzazz and goal-driven approach."



*Mildred Dewitt*  
Legal Advocacy Fund Vice President



Mildred is a dual member of the New York City (District 5) and Southern NY Branches (District 3). She has been a member of AAUW for 14

years, serving most recently as treasurer of the Smithtown Branch for 5 years and

currently as Membership Vice President of the NYC Branch. She has served as co-chair for EF and LAF and has served eight of her fourteen years on branch boards in some capacity.

Mildred is a graduate of St. John's University with a BBA in Accounting. She retired in 1999 from the Chrysler Financial Group where she worked as Internal Auditor. She believes her "extensive background of over 40 years makes her well suited to maintain the extensive

records required by the Association for this position."

Stella Bruning, Past President of the Smithtown Branch, says of Mildred; "I can honestly say that she was always there when I needed a hand. She took many jobs and excelled at them all. She is a conscientious worker and is more than qualified to do the job as LAF-VP for New York State."

## PROPOSED BYLAWS AMENDMENTS

Loreen Ginnitti, AAUW-NYS Bylaws Chair  
bylaws@aauw-nys.org 716.326.4270

The Board of Directors is proposing the following amendments to the AAUW NYS Bylaws to be voted upon by the delegates at the AAUW NYS Convention in Saratoga Springs at the April 28th Business Meeting. Only articles to be amended are given. Items to be removed are underlined and items to be added are in "quotes". The existing bylaws are available on the AAUW-NYS website.

### Article V - Membership

#### Section 2 - "AAUW NYS" Member-at-Large

**Rationale** - Differentiates this as a paid NYS member, not Association only members.

### Article VII - Officers

#### Section 2 - Appointed Officers

The appointed officers of the state shall be a Director of Administration, a Director of Communications and other such officers as shall be deemed desirable to carry on the work of the state "determined by the board of directors." These officers shall be appointed by the president in consultation with the Executive Committee.

**Rationale** - It is not desirable to list any of the appointed officers. All such appointments are listed in the Board Working Rules and can be amended as needed by that body.

### Article IX - Nominations and Elections

#### Section I - Nominating Committee "Selection and Term"

**Rationale** - For clarity only

a. I. - a member and an alternate from each District to be elected by the delegates at the State Convention. Each District Chair shall forward two nominees, who have consented to be elected, to the president before the Convention convenes.

By substitution "Each District Coordinator shall forward to the president a list of candidates for the nominating committee from their District who have consented to be elected."

Add new #2 - "Each district shall elect one member to serve a two year term, the first as district alternate and the second as voting member."

**Rationale** - Members will gain experience of the working of the committee during the first year serving as alternate, then move up to voting member the next year. The work of the committee should go along more quickly since members know what to expect. (Provisions for not repeating branches or members on the team or made in later sections.)

#### Section I.

#2 - two members of the Board to be elected by the Board of Directors at the first meeting of the year.

#3 - an alternate to be elected by the Board of Directors to replace a Board member if necessary

b. The Chair of the Nominating Committee shall be elected by majority vote of the Board of Directors

By substitution - #2 - "The Board of Directors shall elect, by majority vote, directors to serve as committee chair, assistant and alternate."

**Rationale** - For brevity and clarity of job functions.

c. No "committee" member shall serve more than once in three years "two consecutive years."

**Rationale** - permits a member to serve as alternate and voting member but prevents them continuing to another term.

Add new d. - "The voting district member and alternate may not be from the same branch without the approval of the executive committee."

**Rationale** - Presents an option for circumstances in which no other candidate can be secured, especially in districts with few branches.

Add new e. - "If the voting member must relinquish her position, the alternate will become the voting member and the president will appoint a replacement alternate."

If the alternate must relinquish her position, the president will appoint a replacement with the approval of the board of directors."

**Rationale** - No procedure has been specified previously.

### Article X - Board of Directors

#### New Section 2 - Qualifications and Term of Office

a. Appointed "and elected officers" shall be members of the Association, "AAUW NYS" and an AAUW New York State branch.

**Rationale** - This section was moved from Article XII - Committees

The Association recommends removing branch requirement allowing for a member-at-large of the state to be able to serve. Presently AAUW NYS has no MAL membership category.

#### New Section 2,b - Term of Office

b. Directors shall serve for a term of two years and shall be eligible for reappointment or re-election for one term only in the same position.

**Rationale** - Moved from Article XII - Committees

### Article XI. - Executive Committee

#### Section 3

a. Meetings - The executive committee shall meet at the call of the president "in person or by electronic means when appropriate."

**Rationale** - Costs prohibit physical meetings between members this allows them to use any available electronic communications to conduct business.

### Article XII - Committees

**Section 3** - a. Appointed directors "committee members" shall be members of the Association, AAUW NYS and an AAUW New York State branch.

**Rationale** - The article is about committee members, not directors. Remove branch at suggestion of the Association.

(Continued on page 8)

**Section 3**

c. – Directors “Committee members” shall serve for a term of two years and be eligible for reappointment for one term only in the same position.

**Rationale** – Same as previous

**Section 5 – Reports**

Each Director shall submit an annual report to the AAUW NYS President.

**Rationale** – Not appropriate for committee members. Necessary reports for direc-

tors are outlined in the Board of Directors Working Rules.

**Article XIII** – Directors of Areas of Interest  
Remove the entire article at the request of the Association since they no longer have “areas of interest”. Our working rules list all directors, including those formerly “areas of interest”.

**Article XV** – Meetings of the State

**Section 2** – Representation

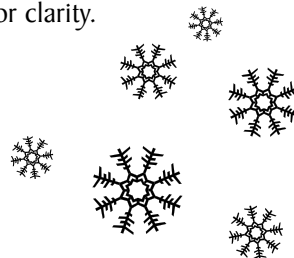
1 b. – chairs “alternates” and members of all standing committees and Task Forces.

**Rationale** – Clarifies alternates (of the

Nominating Committee or others) as credentialed voters.

2 b. – The “AAUW NYS” members-at-large of the state shall be entitled to two delegates and an additional delegate for each 50 paid members or fractions thereof beyond the first 50, which are appointed by the state president.

**Rationale** – For clarity.



**2007 AAUW-NYS EMERGING LEADER AWARD**

Mary Lou Davis, AAUW-NYS District Director  
district@aauw-nys.org 845.223.5544

Each New York State branch is being asked to submit the name of an emerging leader who will be recognized at the 2007 State Convention. This award is presented to branch leaders who are first term board members or officers or AAUW members for less than 3 years who demonstrate leadership potential through their

enthusiasm, creative ideas, and commitment to AAUW’s mission.

Last year we recognized 15 new branch leaders who organized forums, chaired events, raised money for various causes, started interest groups, helped with voter registration, arranged for speakers, helped write grants and served in board positions.

Applications will be sent to each branch president and are also available on the state website. Applications must be postmarked by February 1, 2007 and mailed to:

Mary Lou Davis  
125 Andrews Road  
Lagrangeville, NY 12540

**“WHO IS BINA ROY?”**

Peggy Kelland, AAUW-NYS International Affairs Director  
international@aauw-nys.org 845.297.0507

**WHO IS BINA ROY?** Bina Roy was the first Asian President of the International Federation of University Women. The counterpart aid program among national affiliates was named in her honor.

**WHAT IS BINA ROY?** The Bina Roy Partners in Development Programme help fund projects related to the advancement of women and girls in education, health, business enterprise, and women’s rights.

**HOW DOES IT WORK?** Contributions are used to pay the membership fees of these associations, who are then able to use money which would have been sent to Geneva for dues to develop their projects.

**ISN’T AAUW DROPPING OUT OF IFUW?** Our Association is currently unable to pay its dues. We have no philosophical differences with IFUW, and in any event are still full members through 2007.

**IF WE CAN’T PAY OUR DUES, WHY PAY SOMEONE ELSE’S?** Most of the newer affiliates are from countries where women and girls are still at the beginning of the long road to equality, where poverty is a harsh reality and the people suffer the effects of years of conflict. For them, being part of the international sisterhood of IFUW has special meaning.

**HOW DO THEY MAKE SURE OUR MONEY IS WELL SPENT?** The IFUW Projects Committee evaluates all proposed projects to ensure viability, cost effectiveness, suitability, and development potential. The Committee is also ready to help national affiliates with practical advice and assistance.

**HOW DO I CONTRIBUTE?** Some branches support specific projects. Every branch can collect or raise money. In order to get credit for this year, the money should be submitted to Peggy Kelland before the State Convention in April. Send contributions to her at 13 Susan Lane, Poughkeepsie, NY 12603.



## CALL FOR RESOLUTIONS

Nancy Mion, AAUW-NYS Public Policy Director  
public-policy@aauw-nys.org 631.472.9377

Resolutions provide a way to have AAUW-NYS support actions that you believe are important to furthering our mission. If you submit your NYS Convention Resolutions to Public Policy Director Nancy Mion by March 28, they can be adopted by a majority vote. If you wait and bring your resolutions from the floor, it requires a 2/3 vote to be heard and a 3/4 vote to be adopted. Further information is available on the state website - [www.aauw-nys.org/pp\\_resolution.htm](http://www.aauw-nys.org/pp_resolution.htm).

## 2006 FALL DISTRICT CONFERENCES

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The 2006 Fall District Conferences were very successful events. The attendance at the meetings ranged from 27 to 63 AAUW members and the evaluations of those who attended were very positive.

The programs for the fall district conferences included presentations by four women from Alfred University and Missy Kenny from SUNY Stony Brook about AAUW funded research on sexual harassment and a harassment free campus. Other speakers were Seth Chase, AAUW's Field Director of Public Policy and Government Relations; Erica Chase,

Associate Director of the Child Care Council of Suffolk; Catherine Hill, Director of Research for the AAUW Educational Foundation; Anne-Marie Carlson, The Committee on Teaching about the UN; Lt Governor Evelyn Murphy of Massachusetts, author of "Getting Even: Why Women Don't Get Paid Like Men-and What to Do about It"; Lucille Strauss, a Fundraising and Special Campaign Consultant and Professor at NYU; Patricia Ransvalle, publisher of "Susan B. and Me"; and Assemblywoman Barbara Lifton, speaker on the Trafficking of Women and Girls. AAUW members Betsy Forkas, Cheryl

Papa, Nancy Mion and Diane Haney also spoke at the meetings.

District 1 held a contest "Who Am I?". Each branch designed a 5 minute description of a woman from its area for attendees to guess. Each branch also constructed a collage of famous women who have made a difference.

District 2 offered a tour of the Susan B. Anthony House and District 3 had a guided tour of historic Main Street Homer and an evening concert at the Center for the Arts. Four of the districts celebrated the 125 year anniversary of AAUW.

## PUBLIC POLICY UPDATE – HUMAN TRAFFICKING

Nancy Mion, AAUW-NYS Public Policy Director  
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HUMAN TRAFFICKING • TWENTY-FIRST CENTURY SLAVES • TRAFFICKING of WOMEN AND CHILDREN  
Coerced Prostitution and Labor are here in our neighborhoods

Introduction: After drugs and arms, the trafficking of women and children are the largest source of profit for organized crime. The Federal Government now estimates that 17,000 people are trafficked illegally into the U. S. each year. In 2000 the CIA estimated 45,000-50,000 annually.

What is trafficking? It's the buying and selling of men, women and children who are forced to work in the sex industry, sweatshops, demeaning occupations and other illegal operations. These people are imprisoned by traffickers and lose their rights; they become, in fact, slaves.

Who are the victims? Immigrants who come to the U. S. looking for work and a better life; women who are imported and American children are frequently trafficked.

Why don't they leave their situations? They or their families are threatened with injury or death; they are lied to or deceived; their documents are confiscated; they are unable to pay back money; they are terrified of the police; they are in a strange country where they don't speak or understand much English.

What can stop this? There is no specific NYS law that makes this practice illegal.

Enforcement agencies need strong legislation with teeth to aggressively pursue, indict and convict these criminals. In addition, aid for victims is essential.

Why do we need NYS legislation? Federal Agencies do not have the staff and funds. Only 4% of the investigative time spent by Immigration and Customs Enforcement is spent on Human Trafficking. 60% of all referrals by the FBI, ICE and other agencies to federal prosecutors are not prosecuted

What can you do? Contact your Legislators. Tell them you want a stronger anti-trafficking bill.

## **PUBLIC POLICY - ACTION NEEDED**

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### **UP CLOSE AND PERSONAL** **How YOU Can Impact Political Issues**

Let your legislators know how you feel about an AAUW issue. Your concern is what is important. They have access to facts. If you find you need more information, go to [www.aauw-nys.org/pp.htm](http://www.aauw-nys.org/pp.htm) and/or contact Nancy Mion. Your thoughts are valuable to legislators, for one AAUW member influences at least ten other people and you VOTE.

You know the more people who contact their legislators about an issue the better. To those of you who want to add your

voice, but are unsure how to do it, try one of these:

Quick Easy Ways to contact your elected official:

1. Send a three sentence note to the elected official, in an envelope. Be sure to identify yourself as a NYS Voter and an AAUW member.
2. Prepare a one to three minute message about an issue, then call the office and tell the legislator/legislative aide how you feel.

3. E-mail your NYS legislators at [senate.state.ny.us](mailto:senate.state.ny.us) or [assembly.state.ny.us](mailto:assembly.state.ny.us) or use links from our website [www.aauw-nys.org](http://www.aauw-nys.org) for NYS and US elected officials.

Note - If you aren't sure how to reach the right people, please check the Public Policy pages on the NYS website. The "Meeting Officials" page ([http://aauw-nys.org/pp\\_meetingofficials.htm](http://aauw-nys.org/pp_meetingofficials.htm)) will lead you to links where you can find federal, state, county and city/town information.

## **THOUGHTS ON DIVERSITY**

Joyce C. Brown, AAUW-NYS Diversity Director  
diversity@aauw-nys.org 845.352.3275

Since accepting the challenge of becoming AAUW Director of Diversity for the state of New York, I have enjoyed some intellectual stretching and critical thinking about diversity and its many parameters and ramifications. There is diversity of race, culture, religion, political views, age, financial class, gender, lifestyle and physical capacity to name a few. We are all familiar with diversity of race and culture which is reflected in most of our celebrations whose

focus is diversity. But after the food, dance and costumes are gone, not much remains. True embracing of diversity assaults some long held beliefs, demands critical thinking and is sometimes painful for all involved.

The rapid growth of the "minority" population in America demands that the heart and mind of America grow as rapidly and as sincerely in its embrace of diversity. Enemies of a sincere search include misunderstanding, impatience, rush to

judgment and prejudice - acknowledged and covert. We must be sincere in order to succeed.

My predecessor, Erna Cunningham, has left huge footprints for me to fill. I invite you to share my journey as we seek meaningful diversity in AAUW. I look forward to contacting each branch. You are welcome to initiate the contact at [diversity@aauw-nys.org](mailto:diversity@aauw-nys.org).

## **DIVERSITY IN ACTION**

Joyce C. Brown, AAUW-NYS Diversity Director  
diversity@aauw-nys.org 845.352.3275

Members who attended the leadership conference at Delta Lake in July 2006 received monthly calendars of dates for use in developing diversity programs. Although the calendars expire in December 2006, they can be used to plan next year's observances and programs - and to avoid scheduling meetings on holidays or

religious observance days of others.

It is more effective to select one aspect or one diverse population on which to focus for the year, weaving it seamlessly into your program, than to scattershot at the diversity calendar. A major event might be planned for the month or day during which the population is honored nationally.

November was National American Indian Heritage Month. British Columbia refers to this population as First Citizens. How fitting and how much more appropriate that their place in history be recognized. December is Universal Human Rights Month in addition to observing Hanukah, Christmas and Kwanzaa.

(cont next pg)

The National Organization on Disabilities has partnered with 41 other organizations, including AAUW, to form the National Partnership Program. Its purpose is to develop programs in local communities to benefit the disabled. The program rewards education or action projects related to one or more titles of the Americans for Disabilities Act (ADA) or projects that increase general knowledge about the

ADA. Disability Mentoring Day is every Wednesday of every month.

If your branch implemented such a program during the 2006 calendar year and you wish to be considered for this award, visit [aauw.org/membership\\_center/National Organization for Disabilities Awards](http://aauw.org/membership_center/National_Organization_for_Disabilities_Awards). Applications are due by the end of January and must be sent to:

AAUW Program Department, III Sixteenth Street NW, Washington, DC 20036

One suggestion is to evaluate your community's emergency evacuation plan. How effective is it for the disabled population? Who is responsible?

If we live long enough, 90% of us will be considered disabled at some point in our lives. Perhaps we should think of ourselves as the temporarily abled.

To paraphrase a famous quotation, "We have found the disabled and it is us."

## LIST OF SLATED 2007- 09 ASSOCIATION BOARD CANDIDATES

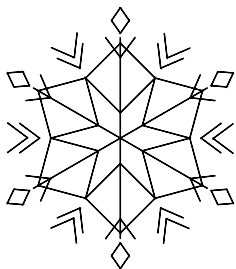
The following are candidates for AAUW offices.

The election for these positions will be held at the Association Convention in Phoenix in June:

- President**..... Ruth Sweetser
- Executive Vice-President/Secretary**..... Gail Nordmoe
- Co Finance Vice-President**..... Linda Bors  
Jeaneane St. John

### Directors-at-Large

- Betty Bayless
- Kathleen Cha
- Margaret (Peggy) Emmett
- Terri Griffiths
- Anthony Hill
- Jacqueline (Jackie) Littleton
- Ronni Nivala
- Thomasyne Williams



### Standing Committee Chairs

- International Affairs..... Bonnie M. Lincoln
- Membership..... Ann Gustafson
- Program ..... Marcia Capriotti
- Public Policy..... Connie M. Hildebrand

### Regional Directors

- New England..... Patricia Ho
- Mid-Atlantic ..... Linda Haigh Tozier
- South Atlantic..... L. Carol Newnam
- Great Lakes..... Ruth Brown
- Southeast Central ..... Eileen DeHaro
- Upper Midwest ..... Myrna Sandvik
- Southwest Central ..... Shirley Breeze
- Rocky Mountain ..... Jeanette Chavez
- Mountain Pacific ..... Betsy McDowell
- California ..... Jennifer (Jenny) Shumar





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**The American Association of University Women** advances equity for women and girls through advocacy, education and research.

**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, IIII 16th St., NW, Washington, DC 20036

Save the Date - April 27-29, 2007



**Women Making  
a Difference**



Convention will be held at the Gideon Putnam in Saratoga Springs for another year. We had a great time last year in a lovely city. There will be entertainment, speakers and workshops.

Workshops will cover a range of topics such as Getting Women to Run for Public Office, Working with Community Colleges, Conflict Resolution, Organizing a Wage Club, The Real Digital Divide: How the Information Age has widened the Equity Gap between American men and Women, a Q&A session with our Legal Advocacy Fund (LAF) litigant and LAF Vice President and Six Steps Toward A More Secure Retirement. We are

also working on setting up "office hours" to answer those nagging computer questions.

Sally Chamberlain, Educational Foundation Program Vice President will be the keynote speaker and will talk about the current state of EF and upcoming changes. Sequetta Wright will be the speaker for the EF Gala Saturday night. Ms. Wright is a Career Development Grant Recipient and is attending St. John Fisher College in the Rochester area. The name of the Legal Advocacy Fund (LAF) speaker will be forthcoming as more information is available.

There will be a tour of a Saratoga Artists' co-op with demonstrations, a stop off at the Saratoga Springs History Museum, and various other shopping and touring highlights for the Friday arrivals. Musical entertainment has been lined up for both Friday and Saturday evenings. If the rapid pace of the convention agenda becomes too stressful, you will be able to book time in the hotel spa. The weekend will still include the Legal Advocacy Fund basket raffle and an Educational Foundation fund-raiser.

