

## MOVING THE MISSION FORWARD

by Diane Haney, AAUW-NYS president  
[haneydhd@gmail.com](mailto:haneydhd@gmail.com) ~ 516/248-0476

The new year is well underway and branches are finding many ways to promote equity for women and girls, to advocate, to educate and to support our research. Requests for grants are coming in, and various board members are happy to process them. See [www.aayw-nys.org](http://www.aayw-nys.org) for more information.

As a new member of the Association program development committee, I am becoming more aware than ever before of the role of lively mission-based programs as the basis for branch growth.

Program is not just what we do once a month. Program is all the things we do which advance the mission — fundraisers, issue forums, *iAdelante!* book groups, community action projects.

The Association has published a new booklet, *AAUW Working Together*, containing mission-based program ideas. In it you will find a variety of ideas for making your activities vibrant and effective. Your membership VP should have copies. If not, it is downloadable. Go to [aauw.org](http://aauw.org), then to the member center. Go to the search box at the top of the page and type in "AAUW Working Together."

Remember, women tend to join because they are looking for friends, but they stay as they become attached to the mission. All board members have a copy and since each branch has a board liaison, they will be happy to talk about it with you.

### The All-Member Poll

In the upcoming issue of *Outlook* is the semi-annual poll of issues of concern to members. It is very important that members speak up at this time. Our leaders need to know what we care about if we are to have an effective 21<sup>st</sup> Century program.

## LINDA HALLMAN NAMED AAUW EXECUTIVE DIRECTOR

AAUW's national search committee has announced that Linda D. Hallman will be appointed AAUW Executive Director, effective January 7, 2008.

Linda joins AAUW after a long history of Washington, DC area association and foundation executive-level leadership experience.

She is currently serving as vice president of policy and government strategy, external and member relations, with the National Alliance for Health Information Technology. Previously, she was the



executive director of the American Medical Women's Association and its Foundation, as well as president and CEO of the American Horticultural Society. Further, she served in the United States Army and U.S. Army Band and Chorus, receiving an honorable discharge.

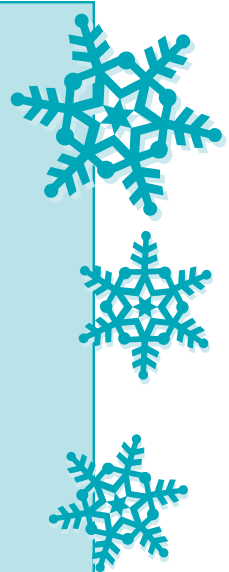
Linda earned her bachelor's degree in music education from Indiana University and master's degree in organizational management from George Washington University.

## CALL FOR RESOLUTIONS

Resolutions provide a way to have AAUW NYS support actions that you believe are important to furthering our mission. If you submit your 2008 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 at [www.aauw-nys.org/pp\\_resolution.htm](http://www.aauw-nys.org/pp_resolution.htm).

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## BYLAW REVISIONS — 2007

by Mimi Korb, NYS secretary/bylaws, [mmimikorb@aol.com](mailto:mmimikorb@aol.com) ~ 845/357-4043

At the 2007 AAUW Convention, ten amendments to the national AAUW bylaws were adopted. Of those ten, only one directly affects branches at this time. This entails the removal of the article on the International Federation of University Women (IFUW). By removing this article, AAUW acknowledges it will no longer be a member of IFUW after December 31, 2007. In actuality, IFUW expelled AAUW when this bylaws change was adopted, which effectively ended the AAUW affiliation immediately.

All New York State branches are expected to review their current bylaws and remove any reference indicating that AAUW is a member of IFUW. The removal of this statement does not require a branch vote as it is a mandatory amendment. However, the Association has advised that branches not remove section which refers to individuals who hold a degree from a foreign institution recognized by IFUW who are then eligible to become AAUW members or any section that refers to reciprocity of attending AAUW and IFUW meetings. The deadline for removing the information is May 1, 2008.

I am requesting that any time changes in branch bylaws are made, the branch forward a copy to me, preferably by e-mail at [mmimikorb@aol.com](mailto:mmimikorb@aol.com) so that copies can be filed with the NYS records. If e-mail is not possible, a copy can be mailed to: Mimi Korb, 22 North DeBaun Avenue #307, Suffern, NY 10901

### Bylaws Update

Bylaws are defined as the basic rules made by an association to regulate its internal affairs. They are established at the branch level in alignment with the national bylaws model and are to be followed by the leadership of the branch. Some recent questions have arisen related to either electing or appointing co-positions on the branch executive board. This is certainly possible, but only permitted if the branch bylaws specifically allow co-positions.

It is not difficult to make the changes. Caroline Pickens, Association bylaws chair, suggests this formulation: *The executive committee shall consist of the following officers and co-officers as applicable: president, vice presidents, recording secretary, corresponding secretary, treasurer, and assistant treasurer.* [The specific officers listed will vary by branch. It is suggested, however, that officers named in the bylaws should be those most essential. Officers which may be changed with changing branch priorities and resources may be placed in the working rules. Working rules require only a majority to pass and do not require advance notice.] Check with me if in doubt.

However, if co-positions are established in the bylaws, each position is only allowed a single vote. All branch bylaws should be based on the 2007 model bylaws available on the national AAUW website, [www.aauw.org](http://www.aauw.org). Please address any bylaws inquiries to me.



### NEW YEAR'S RESOLUTIONS

by Eileen S. Hartmann,  
AAUW NYS membership  
vice president,  
[TELCali@aol.com](mailto:TELCali@aol.com),  
585/924-4876

In 2008, what if you:

\* Talk about AAUW and its mission to ten new people and recruit three of them into your branch?

\* Decide to put aside your concerns about computers and visit the new AAUW website?

\* Serve as a lead in taking AAUW NYS campus impact ideas and begin a partnership with young women?

\* Ask your branch membership vice president about placing your name on the Association Hall of Fame?

\* Could explain why and how AAUW focuses on advocacy, education, and research?

\* Review the *Behind The Pay Gap* research (released in April of 2007) and use it to help women of all ages?

\* Prepare to work on getting out the vote for the national elections in 2008 with enthusiasm and determination?

\* Enhance your community by promoting AAUW causes whether local, state, or national?

\* Resolve to register for the NYS convention in Cooperstown (April 2008) so you can continue to learn about AAUW and share your ideas?

\* Recommit yourself and others to membership in our outstanding organization because you can make a difference?

\* Continue to work on methods to bring about equity for all women and girls?

Please consider all of these potential resolutions. Be active. Resolve to keep AAUW growing!

## CONVENTION 2008 KEYNOTE SPEAKER — LILLY LEDBETTER

by Jann Mirchandani, AAUW NYS program vice president, [jannmirch@optonline.net](mailto:jannmirch@optonline.net) ~ 914/245-8568 and Cathy O'Leary, convention director, [CEOLEARY@aol.com](mailto:CEOLEARY@aol.com) ~ 516/223-9720



If you have not already heard – which we hope you have – our keynote speaker at the 2008 convention will be **Lilly Ledbetter**.

Ms. Ledbetter was launched into the national spotlight when she sued Goodyear Tire & Rubber Company for unfair pay. A jury awarded her \$223,776 in back pay and \$3 million in punitive damages. She never received any money and ultimately the case was thrown out when the Supreme Court ruled that the 180-day filing limit had begun with the first check she received showing her lesser pay.

Ms. Ledbetter will officially kick off the weekend Friday night at the President's Dinner. Saturday will include an array of workshops on topics relating to "All Things AAUW" as well as personal and professional development. The Legal Advocacy Luncheon and Educational Foundation Gala, both Saturday, are both always moving and inspirational as we celebrate the donors and hear from the recipients.

The business meeting is of course the convention's official *raison d'être*. It is our opportunity as New York State members to influence the direction of the state organization.

And, of course, the 21<sup>st</sup> Century Recognition award winners will be feted for their accomplishments during the past year. It is also the time when we recognize our Emerging Leaders for taking on leadership roles within the branches.

And, if none of this entices you to make plans to be there, perhaps the draw of the outstanding Native American artifact exhibit at the nearby Fenimore Art Museum, or the National Baseball Hall of Fame and Museum, might persuade you.

Registration forms will be available in January. Be sure to send yours in early. Tickets for Friday night's President's Dinner will be offered to the public beginning April 1.

Make sure to mark your calendars now for the 2008 AAUW NYS Convention on April 25-27. We hope to see you there.

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## LEGAL ADVOCACY FUND

by Mildred DeWitt, AAUW-NYS LAF vice president, [laf@aauw-nys.org](mailto:laf@aauw-nys.org), 516/318-1313

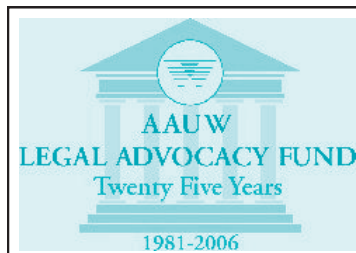
### Fund Support for Sex Discrimination Lawsuits

Since 1981, the AAUW Legal Advocacy Fund (LAF) has contributed over \$1.3 million to more than 100 cases involving women fighting sex discrimination in higher education. LAF offers plaintiffs financial assistance and outreach for their cases. LAF does not engage in litigation.

To be considered for support, a case must have been filed in state or federal court and must include at least one claim of sex discrimination against an institution. In addition, the case must demonstrate the following:

- Potential significance for women in higher education,
- The plaintiff's need for financial aid,
- A high probability of success.

University students often have less ability to confront, ignore, or escape sexual harassment than faculty and staff members do. Ambiguity about what constitutes harassment, combined with peer pressure and intimidation, can make students reluctant to confront their harassers. Ignoring harassment may not be a viable option, either: many students who have been harassed experience subsequent difficulty studying and paying attention, while others skip class or drop courses altogether to avoid their harassers.



Graduate students are particularly vulnerable, as those pursuing degrees in highly specialized fields may be unable to transfer to a comparable program. Research projects, theses, and dissertations can also tie advanced students to particular professors or universities.

For students, filing an official complaint may be the best way to ensure that harassment does not interfere with their education.

### Victory

Dateline: Washington, DC — AAUW's Legal Advocacy Fund announced a partial victory in the ongoing problem of sex discrimination and inequality in university athletics with a ruling against summary judgment allowing the Title IX claims to move forward in *Potera-Haskins v. Gamble, Montana State University, et al.*

LAF is being recognized as a powerful advocate for women as more cases are being settled in shorter periods of time. Your contributions are making a difference as we support litigants in their fight for equity in academia.

### Donate to LAF Today

Start early for 2008 — send your fully tax-deductible LAF donation to:  
AAUW, Planetarium Station, P.O. Box 390, New York, NY 10024-0390.

Remember, any contribution of \$100 or more entitles you to the 2008 LAF Donor Pin.

## YOUR EDUCATIONAL FOUNDATION: EDUCATION AND EQUITY AT EVERY LIFE STAGE

by Tamara Brown, AAUW NYS EF vice president, [TBforAAUWNYS@cs.com](mailto:TBforAAUWNYS@cs.com) ~ 716 / 649-9871

### The Ivy-Covered Walls (Part 2 of 4)



So, what's the next stop on our road to equity? Well, my thoughts turn to a little journey of my own. Last year, I spent a weekend in Nashville, just steps from my alma mater, Vanderbilt. It has been quite a few years since I was last on campus. I arrived in Nashville very late — about 3 a.m. (There seems to be something with me and plane delays!) As I passed the campus on my way to the hotel, I had to take a little stop onto the campus grounds. I enjoyed the crispness of the night, and I was immediately taken back to a time when the days were simple and every new lesson brought a sense of promise. (I've since made my own commitment that I won't stay away so long.)

As much as I cherish my undergraduate days, I know that there is a stark contrast for many students who are made to feel self-conscious or embarrassed, feel angry, or take steps to consciously avoid people or places on campus. Such is the feedback from students who indicate that they have suffered some form of sexual harassment in their undergraduate life, and such maltreatment is certainly an impediment on the road to education and equity.

The AAUW Educational Foundation (EF) actively promotes bias-free environments at colleges and universities. *Drawing the Line: Sexual Harassment on Campus*, for example, is a recent EF report in which data is presented from an online survey of about 2,000 undergraduates and recent college graduates. Results reveal that nearly two-thirds of college students have experienced some type of sexual harassment. Less than 10% of those students ever tell a college or university employee.

Students were not shy in suggesting ways to raise awareness. Suggestions included:

- Offer a confidential web-based complaint system,
- Designate a person or office to handle complaints, and
- Provide information about the college's sexual harassment policy on its official website.

These recommendations may indeed help to provide a learning environment that approaches the ideal of harassment-free.

#### How can I promote a positive campus environment?

Find out where your local college or university draws the line on sexual harassment and how the institution handles complaints. Invite the responsible person(s) to a branch meeting -- and send him or her a copy of *Drawing the Line*, compliments of your branch!

#### What else can I do?

Research such as *Drawing the Line* is only made possible through your financial support. The end of the calendar year represents the last chance to receive credit for EF contributions. Your branch EF chair will be continuing her appeal for branch and individual contributions. Regardless of the dollar amount, your gift puts real muscle behind the mission!

I think I have a friend or two with whom I'd like to share *Drawing the Line*. Join me in making sure that students in our colleges and universities can think back on their undergraduate days with positive reflections.

#### Next Stop: Navigating the Working World

## COMPUTERS FOR EQUITY — BECOME A TWO-MINUTE ACTIVIST



Join the AAUW Action Network by going to: [www.capwiz.com/aauw/mlm/signup/](http://www.capwiz.com/aauw/mlm/signup/)

When an AAUW issue requires action, you'll receive an e-mail. Spend two minutes: read, edit a letter, and

click — your message is sent to your Congressperson. It's quick, easy, and effective.



#### DID YOU KNOW . . .

That the Association has completely revamped the national website? Check it out at [aauw.org](http://aauw.org) - it's better and easier to navigate than ever!





## THE REGIONAL FOCUS

by Linda Haigh Tozier, Middle Atlantic Region (MAR) director, [toz31@yahoo.com](mailto:toz31@yahoo.com), 412/369-5770

Support and recruitment for the National Conference for College Women Leaders (NCCWSL) is one of three mission-based ways states and branches can partner with the Association to have a national impact. The 2008 NCCWSL is scheduled for June 5 - 7 in Washington, DC. States and branches are encouraged to identify and sponsor outstanding candidates from their local colleges. The attendance goal for the 2008 NCCWSL is 500 students.

A second focus for all states and branches is engagement in the National Girls Collaborative Project (NGCP) which is facilitating collaboration among projects that encourage participation of girls and women in the fields of science, technology, engineering and mathematics (STEM). All organizations with programs that focus on motivating girls to pursue careers in the STEM fields can register their programs in the NGCP Program Directory ([www.pugetsoundcenter.org/ngcp/directory/index/cfm](http://www.pugetsoundcenter.org/ngcp/directory/index/cfm)). If your branch, school or community group offers a program in the STEM area that serves girls or girls and boys from kindergarten through twelfth grade, please become part of the directory. The Middle Atlantic Regional Liaison for AAUWNYS, AAUWNJ and AAUWPA is Dot McLane ([dotmclane@comcast.net](mailto:dotmclane@comcast.net)). Dot welcomes your questions.

The last partnering goal for states and branches is engagement in theme-based program ideas and resources. Have you read the AAUW report *Behind the Pay Gap?* How has your branch worked to promote higher education, workplace equity and community/lifelong learning? You can share your ideas via [theme@aauw.org](mailto:theme@aauw.org).

As individual members, we can focus on being stronger leaders. I am planning a mini regional leadership training event for June 21, 2008, at the Holiday Inn — Timonium (outside of Baltimore). This one-day event is open to all AAUW members in the Middle Atlantic Region. Look for more details in the early spring.

What is the most effective way each of us can contribute to the future of our organization? Complete and return the biennial "Every Member Survey" that will be included in the next issue of *Outlook*. You also can complete the survey on-line. Let's all focus on how AAUW can change and grow.

## INTERNATIONAL INTERESTS

by Peggy Kelland, NYS international affairs director, [smkell45@aol.com](mailto:smkell45@aol.com) ~ 845/297-0507

### CTAUN Conference

The Committee for Teaching About the United Nations (CTAUN) is holding its annual conference, "Teaching and Learning in an Interdependent World", on **February 1** at UN headquarters in New York City. Climate change and intercultural understanding will be the main topics.

The planning committee included five AAUW women, and all AAUW members and friends, whether teachers or other interested citizens, are invited to attend. The deadline for registration in order to meet UN security requirements is **January 16**. Forms are available at [www.CTAUN.org](http://www.CTAUN.org) or call Julia Ewing, (212) 234-1661.

### AAUW Partnership with CARE

CARE is a leading humanitarian organization fighting global poverty. Women are at the heart of CARE's community-based efforts to improve basic education, prevent the spread of HIV, increase access to clean water and sanitation, expand economic opportunity and protect natural resources. You can support this new partnership by:

1. Hosting an education awareness day at your school, on your campus, or in your local community. Wear plaid (representing school uniforms)



as a sign that you support giving girls the right to equal access to education around the world. See [www.care.org](http://www.care.org) for more information.

2. Participating in the CARE-AAUW "Education is Powerful" Short Story Contest. Check out the International Corner at [www.aauw.org](http://www.aauw.org).

3. Supporting the Education for All Act of 2007, bipartisan legislation calling for the development of a comprehensive strategy to make universal primary education a priority for U.S. foreign assistance. Again, click on "International Corner" at [www.aauw.org](http://www.aauw.org).

### Branch International Programs

On October 10, AAUW **Poughkeepsie**, in co-operation with Vassar College, screened the award-winning film "Shame", the inspiring story of a present-day heroine. The documentary tells of Mukhtaran, a Pakistani village woman who, in 2002, was publicly gang-raped to atone for a crime her brother allegedly committed. The film was introduced by its editor, Niharika Desai, who also led a Q & A session.

The **Kingston** Branch gave \$250 to each of four countries under the Bina Roy program. The project in a rural community of Bangladesh emphasized primary education, literacy courses, and tailoring skills. In Zimbabwe, Sierra Leone, and Cameroon, the money went to scholarships and awards to enable girls to continue their education.

The branch also gave \$250 to educate children in Kenya.

## DISTRICT DIRECTOR'S REPORT

by Mary Lou Davis, AAUW NYS district director,  
[davehdavis@aol.com](mailto:davehdavis@aol.com) ~ 845/223-5544

### Fall District Conferences Held Throughout the State

Two hundred thirty-three AAUW members and speakers attended the seven fall district conferences convened between October 13 and November 10. Topics covered included:

- Vote 18,
- the Association's website,
- the International Federation of University Women and the United Nations,
- New York State AAUW membership incentives,
- Sister2Sister,
- the history of the Legal Advocacy Fund,
- the Women's History Project,
- workshops on conflict resolution and women as peacemakers,
- the plight of Iraqi women,
- women in government,
- voter education,
- equity,
- the fundamentals of AAUW, and
- an overview of the presidential candidates for the 2008 election.

All of the programs were very well-received.

### 2008 AAUW-NYS Emerging Leader Award



Each New York State branch is asked to submit the name of an emerging leader who will be recognized at the 2008 State Convention.

This award is presented to branch leaders who are first-term board members or officers, or members who joined AAUW recently and who demonstrate leadership potential through their enthusiasm, creative ideas, and commitment to AAUW's mission.

Last year, we recognized 21 new branch leaders who worked on branch projects, chaired events, raised money for various causes, planned programs, served on board positions and were involved in their communities.

Applications will be mailed to branch presidents and will also be available on the state website. The application must be sent by e-mail or postmarked by February 1, 2008 and mailed to:

Mary Lou Davis  
125 Andrews Road  
Lagrangeville, NY 12540

## THE BIG READ

by Joan Monk, AAUW NYS cultural interests director,  
[ftmaven@bestweb.net](mailto:ftmaven@bestweb.net) ~ 914 / 245-7704

New York State AAUW has long been an advocate for reading, books, book groups, and literacy programs and projects. Now "The Big Read" is in the spotlight thanks to a grant from the National Endowment for the Arts.

The Big Read answers a big need. *Reading at Risk: A Survey of Literary Reading in America*, a 2004 report by the National Endowment for the Arts, found that not only is literary reading in America declining rapidly among all groups, but that the rate of decline has accelerated, especially among the young.

Check out the website and learn what is going on in your community at [www.neabigread.org](http://www.neabigread.org). You'll learn all about The Big Read, participating communities, a calendar of events, featured books, and the newsroom. Why not become a coalition partner and join the fun?

Featured books include:

*Bless Me, Ultima*  
*Fahrenheit 451*  
*My Ántonia*  
*The Great Gatsby*  
*A Farewell to Arms*  
*The Heart is a Lonely Hunter*  
*Their Eyes Were Watching God*

*To Kill a Mockingbird*  
*The Grapes of Wrath*  
*The Joy Luck Club*  
*The Age of Innocence*  
*The Maltese Falcon*

## REMEMBER, HISTORY WAS ONCE TODAY

by Helen Engel, [engel@oswego.edu](mailto:engel@oswego.edu) ~ 315/343-9678  
and Marilyn Smiley, [smiley@oswego.edu](mailto:smiley@oswego.edu) ~ 315/343-4803, AAUW NYS co-historians

Several branches will be celebrating important anniversaries in 2008. Regardless of the date of origin, each branch should be updating its history.

All of our projects as historians (scrapbook, oral history, and Women Making a Difference) should provide valuable information. In addition, it is vital to save pertinent information such as minutes, programs, and records of branch activities, projects, and accomplishments.

Each branch needs a historian or committee to preserve its branch records and to keep its history current. All historical materials should be preserved on acid-free or archival-safe paper and stored in a safe place with temperature and humidity control. This might be a local or college library, historical society, museum, and so on. Branch records should definitely not be kept in a member's basement, attic, or under a bed!!

Share your scrapbook pages and biographies of women from your area at the Convention by sending them to us by the April deadlines. Enjoy working on these projects! Remember that directions and examples can be seen by clicking the History tab at [aauw-nys.org](http://aauw-nys.org). Questions? Please contact us!



## PAY EQUITY — MAKE IT HAPPEN

by Nancy Mion, AAUW NYS public policy director, [myown220@aol.com](mailto:myown220@aol.com) ~ 631/472-9377

### HERE ARE A FEW FACTS:

- A woman's paycheck today is 77% of a man's
- Women are not given a 23% discount when they make purchases. Everyone pays the same price. Thus, men can buy 23% more than women. This is unfair. An AAUW branch had a bake sale. They charged men \$1.00 and women \$.77. The message was obvious.

In retirement, women have considerably less money than men. Having earned less, they could save less and receive lower Social Security payments. Twenty percent of women 65 and older live in poverty, on \$9,570 or less.

College women's salaries are lower than their male counterparts in every field. After one year, there is a 5% difference and after 10 years a 12% difference, neither of which can be attributed to any specific cause except being female. It is sex discrimination.

### WHAT CAN YOU DO?

1. Tell those you elect to Congress you want them to pass the *Paycheck Fairness Act* and tell your NYS Legislators, you want the *NYS Fair Pay Bill* passed. Visit, phone, e-mail, and write. Federal and state pay equity legislation needs to:

- Require employers to compensate their workers equally based on skill, effort, responsibility and education, and
- Allow all employees freedom of speech concerning their salaries without fear of being fired or reprimanded for disclosing information or asking about pay. Knowledge of salaries paid provides proof that discrimination exists..

2. Encourage women to respect themselves and value their worth and work, especially when discussing salaries and benefits with employers.

3. Raise awareness and support for NYS Fair Pay Legislation by participating in AAUW NYS April Fair Pay Month.

- Join "*Gloria Steinem Day for Fair Pay*" April 2 in Albany. Town Hall Meeting, Meet & Greet Luncheon, meetings with legislators & more
- Collect signatures on NYS Pay Equity Bill Petitions
- Engage in branch activities for Equal Pay Day, April 22, 2008
- Hear Lilly Ledbetter at the NYS Convention on Friday, April 25, 2008

AAUW Resources include: *Mom's Financial Security*, *Behind the Pay Gap*, Equal Pay Day 2008 and Beyond, and me!



### DID YOU KNOW . . .

- That you can benefit AAUW whenever you purchase items through Amazon.com? Just go to the AAUW website ([aauw.org](http://aauw.org)) and click on the "Shop AAUW" button at the top. Then click the "Every purchase helps to support the mission" button under "In association with Amazon.com" on the right side — your purchases will help support AAUW.
- That you can get regular AAUW updates on various issues through your Google or Yahoo homepage or e-mail? Just go to the AAUW website ([aauw.org](http://aauw.org)), then click on the "Subscribe to RSS feeds" button on the left side of the homepage.
- That there's a way to always go to the latest AAUW news even if you're not up to the "RSS" stuff? Just add <http://www.aauw.org/recentNewsInfo.cfm> to your bookmarks or favorites in your browser and check back periodically. Or just check the "Association News RSS Digest" button on the left side of the AAUW NYS homepage. It will take you to a list of recent Association headlines with links to the original article.



## New York State **FOCUS**

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### MISSION STATEMENT

*AAUW advances equity  
for women and girls  
through advocacy, education  
and research.*

**The AAUW  
LEGAL ADVOCACY FUND**  
*provides funding and a  
support system for women  
seeking judicial redress  
for sex discrimination.*

### VISION STATEMENT

*AAUW will be  
a powerful advocate  
and visible leader  
in equity and education  
through research, philan-  
thropy, and measurable change  
in critical areas impacting  
the lives of women and girls.*

### DIVERSITY STATEMENT

*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.*

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Questions and articles should be addressed to the *FOCUS* Director, Jean Havens, 40 Kisco Park Drive, Mount Kisco, NY 10549. Tel.: 914/241-4518. Email: [FOCUS@aaunys.org](mailto:FOCUS@aaunys.org).

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**POSTMASTER:** Send all address changes to AAUW Records Office,  
1111 16th Street, N.W., Washington, DC 20036.



### DID YOU KNOW . . .

- That there's a style guide for the way that AAUW publications should use the logos, mission statement, name, and so on? Go to [http://www.aauw.org/member\\_center/tools/upload/AAUW-Style-Basics.pdf](http://www.aauw.org/member_center/tools/upload/AAUW-Style-Basics.pdf) and check it out!
- That there's a way to see what's going on in other branches around the state? Check into the state website — [aaunys.org](http://aaunys.org), then click on the "Find a branch" button on the left. You can search either alphabetically or via a map for other branches. Once there, you can see their programs for the year, etc.
- That there's information available on all the NYS Public Policy issues? Just go to the NYS website — [aaunys.org](http://aaunys.org), then click on the "Public Policy" tab to get resources on all the state priority issues.
- That there's always up-to-date state convention information available? Just go to the NYS website — [aaunys.org](http://aaunys.org), then click on the "Convention" tab to get the latest information on speakers, workshops, etc. We hope to see you all in Cooperstown, April 25-27, 2008!!!
- That there's a page of computer tech-tips being started on our website? Just go to the NYS website — [aaunys.org](http://aaunys.org), then click on the "Communications" tab and then the "Tech Tips" button on the left. There are a few articles now – let Communications Director **Betty Preble** know what else you'd like to see there.