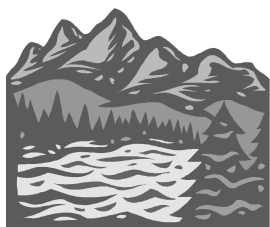


**SEE YOU AT THE SAGAMORE!
NYS CONVENTION IN AN IDEAL SETTING**

By Mary Lou Davis, AAUW NYS convention director,
davehdavis@aol.com ~ 845.223.5544



At The Sagamore in the heart of the Adirondacks, where the lake meets the mountains, you will experience a location unlike any other.

Imagine a retreat on a private island. It is an ideal setting for productive AAUW NYS meetings and networking opportunities. Check out the workshops and speakers for the convention at <http://aauw-nys.org>.

Accommodations range from the colonial-revival style rooms and suites at the Historic Hotel to Adirondack-style accommodations at seven lake-side lodges.

If you registered early at the hotel, your name has gone into a drawing for a \$100 gift certificate to The Sagamore Spa. The winner will be drawn on Friday evening. The Spa provides a full range of European style spa services including treatments, massage, sauna and whirlpool

An exercise session on Saturday with belly dancer Gail Sherman will be lot of fun for everyone.

The Sagamore fitness center offers the latest exercise equipment. The indoor pool and nearby whirlpool are open year-round. The nature path, together with the jogging trail, offers both spectacular lake views and an exhilarating workout. Join the EF walk to enjoy these trails.

For those who arrive early a tour is planned to Glens Falls where you can visit the Hyde Collection Art Museum or the Chapman Historical Museum.

Hope to see you at The Sagamore next month!!

CANDIDATES FOR AAUW NYS BOARD ANNOUNCED

The state nominating team is proud to present the following slate of officers for 2009-11.

**Vice President Membership (MVP)
BERGIE LEBOVICH**

Bergie is a member of the Poughkeepsie branch and is the current membership VP for NYS having been appointed by the board to



CANDIDATES (Continued)

complete the term of then-MVP Eileen Hartmann. She is also MVP of her branch and serves on the Diversity, Leading to Reading and Equity for Life committees. Bergie tells us, "As a person who has had many different occupations in sales, I truly know that if one totally understands the "product" the sky is the limit for the sale of that product. I feel so blessed in having not only knowledge of membership development but also a love for the mission of the wonderful AAUW."

Bergie has BS from Drexel and a MS from the College of Staten Island. She has worked in costume design, sales and as a teacher of young children. She has served as a volunteer with Literacy Volunteers of America, Coalition against Domestic Violence and Sexual Abuse, "Celtic Day in the Park" NYS, Patrons of the Young Artists and the Howland Chamber Music Society.



Vice President LAF MILDRED DE WITT

Mildred is a member of the Manhattan, NYC and Southern NY branches and a past member of the Smithtown Branch. She is currently serving as NYS vice president LAF as well as treasurer of the Manhattan Branch and newsletter editor of the Southern NY branch. She was membership VP of the NYC branch July 2006 to November 2007 among other positions.

Mildred has a BBA from St. John's University and 40 years' experience as an accountant/

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auditor as well as volunteer service with fund-raising events.

Secretary/Bylaws MIMI KORB

Mimi is a member of the Rockland Branch and the current secretary/bylaws chair of NYS. She has served as branch EF chair, parliamentarian, and co-chair of the branch fortieth anniversary celebration among many other positions over the years. Mimi declares, "I strongly believe in the mission of AAUW and have been a continuous member for 26 years."



She has a BS from the University of Pittsburgh and thirty-nine years experience as computer analyst/procedures writer with several companies. In her community she has served as the ACS Recurrence Group Co-Chair and board secretary of the Rockland County YMCA among many other positions.

Treasurer RUTH FIERRO-KING

Ruth is a member of the Buffalo Branch where she has served as finance chairman since June 2006. She comments, "I am familiar with the organization, its mission and the commitment to the community. I am well versed with banking and investment products. I am familiar with the demand for accounting, tracking and reporting a not-for-profit organization needs."

She has a BBA from Bernard Baruch and a Masters from the University at Buffalo and received certification from Moody's for credit underwriting and risk. She is a Vice President of KeyBank with the Private Banking and Wealth Management Group in Buffalo.

Ruth is an active member of the community with extensive volunteer experience including serving as president of the Risk Management Association as well as working with the Community Preservation Corporation—Buffalo Region, HOME Front inc., United Way of Erie County, Canisius College Women's Business Center and the Girl Scouts.

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HAPPY TRAILS TO YOU!

by Eileen S. Hartmann,
AAUW NYS president, TELCali@aol.com or
Eshartmann5@gmail.com ~ 585.924.4876

When you think about journeys through life, and your active AAUW involvement along the road you experience, consider the many ways you have benefited from being a member of our organization and from contributing to branch activities.

Consider too that roads have many detours, bumps, tolls, and other travelers with whom you interact. Detours often lead to pleasant surprises and unexpected adventures, bumps can wake you up, tolls open gates through which to continue, and other travelers keep you engaged.

So it goes with AAUW as well, as we go down a pathway of change and renewal. You can benefit from discourse and change, although the benefits are not always immediately clear. Keep your AAUW map handy and be sure to watch the signs along the way via electronic and other messages from the Association and from your New York State board members. We can serve as guides for you and stand ready to find answers for your many inquiries about potential bylaws changes in AAUW. Read the news, discuss, and stay informed about options to keep moving along the AAUW membership trail.

One trek I would like you to take next month is to The Sagamore Resort on Lake George at Bolton's Landing. We will gather for our annual convention at this beautiful location and you should be there. Share a car and room if you would like to keep down the cost, but please come and be involved, attend the many events planned for your interests, hear from Association and NYS members and guests, immerse yourself in the business of NYS AAUW, and have some fun with fellow branch members. See your branch president or the www.aauw-nys.org site to review the entire convention registration information.

The Association convention for 2009 will be in St. Louis, Missouri, from June 26-28. I encourage you to attend and if you cannot attend I urge you to look over the registration materials and supporting communications from the Association and contact any NYS AAUW board member to voice your choices. "Breaking Through Barriers" will be the theme of the St. Louis assembly.

In the summer of 2009 plan to travel to Hartwick College in Oneonta for our summer leadership conference. Our plan is to provide you with a new environment which will enable us to merge ideas and goals for the year and provide every member with empowerment resources to continue the work of AAUW. Magical membership presentations will be part of the fun planned to assist you in keeping the recruitment and retention highway clear of obstacles. Guest speakers, training, and updates on AAUW actions will be part of the scenery at this new locale. The dates are July 10-12.

May your trails to branch meetings, to The Sagamore, to St. Louis, and to Hartwick College be happy ones! I hope to meet and greet you all and engage you in an excursion of success for AAUW New York State.



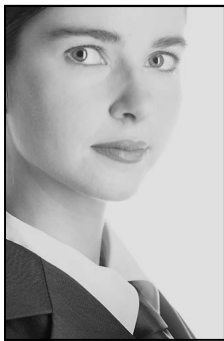
AAUW IN THE 21st CENTURY [Excerpts]

by Ruth Z. Sweetser, AAUW association president,
and Barbara L. O'Connor, AAUW Educational Foundation president

Will 2009 be the year of AAUW's transformation? If so, each of us needs to be reminded that policies and procedures by themselves don't change an organization. Rather, it is YOU, the members, who have the opportunity to move AAUW from a 20th- to a 21st-century organization. Since transformation depends on the human factor, how does this happen?

First, we have to work together and think together as an entire community to ensure that we keep our AAUW Value Promise at all times. When planning branch activities or even personal activities, ask "How does this project or program or activity help keep AAUW's Value Promise?" In other words, how am I helping to break through educational and economic barriers for women and girls? Diligence in keeping AAUW's promise will make an enormous difference both in getting results for our mission and in branding our organization....

Second, plan to attend the 2009 AAUW National Convention: Breaking through Barriers, June 26-28, in St. Louis. There you'll have the chance to experience the new AAUW firsthand, to see with your own eyes what the future holds for our organization....



The new AAUW is going to be a force to be reckoned with.

Third, adopt innovative tools and future-oriented thinking about what will make AAUW viable, attractive, and competitive. Yes, organizations compete for the attention and participation of current and potential members. If we are unable or unwilling to see the big picture of AAUW and its needs in 2009 and beyond, we risk the future of the entire organization. So to finalize the corporate restructuring from three separate entities to one tax-exempt umbrella

(Continued on page 8)

ONLINE BRANCHES, BRANCHES WITHOUT BORDERS AND ELECTRONIC ADVOCACY

by Donna Seymour, AAUW NYS director of communications, onthego@northnet.org ~ 315.265.6985

Computers can transform the way we interact and, in doing so, attract new members, revitalize current ones, and enable members to more easily fit AAUW work into their busy lives. Online branches conduct most business through the computer, meeting in person for community action projects, voter education and public policy efforts, and other initiatives. Several states are trying out this concept and AAUW-NYS is joining those ranks.

AAUW-Montana is using the "branch without borders" concept to connect at-large members to the state organization and to offload some administrative overhead from very small branches. Also, it is a non-community based, statewide branch that welcomes the members of dissolving branches to remain involved at the state and local levels of AAUW by providing a flexible umbrella under which AAUW activities may take place.

I am chairing a "committee without borders" to explore these ideas and welcome any and all AAUW members with similar interests. I can envision this model working for a number of constituencies:

1. Members-at-large (MALs) in New York State
2. Student members in New York State
3. Geographic areas not currently served by an active AAUW branch
4. Creating on-line communities of like-minded AAUW members (and others) who want to advocate for specific topics/issues. (For example, those people who come to the NYS convention with a resolution might be able to work to implement their ideas following convention using this model - Educational Equity, Economic Security, etc., by creating a statewide advocacy e-group as part of the follow-up.)
5. Creating state-wide Interest Groups like many branches currently have to pursue a specific topic/interest. (The Association currently offers three ¡Adelante! Books of the Month — Diversity, Leadership and Financial Security — AAUW-NYS could create an online book club for each.)



New York State remains one the most difficult states geographically in terms of finding a meeting place that is a convenient travel time for everyone. People's lives are not getting any less hectic; especially for young women who are juggling work, family, and other obligations. If we want AAUW to move confidently into the 21st century and remain a vital organization, it is time to examine alternate branch structures that connect people to AAUW and give a meaningful opportunity for positive societal action.

If this idea sparks your interest, please join the effort! Join us on-line as we develop these concepts to offer even more opportunities for AAUW action in NYS.

FROM HISTORY TO “HER STORY”: A WEALTH OF INFORMATION OFFERED AT CONVENTION

by Peggy Kelland, NYS program vice president,
program@aauw-nys.org ~ 845.297.0507

The program plans for the AAUW NYS Convention next month promise an exciting and information-packed weekend. This year, for example, we have three different Twenty-First Century Awards: Overall Programming, Individual Project/Program, and Public Policy. Branches can apply for one, two, or all three. In response to branch suggestions, the applications have been simplified and branch size is taken into consideration, so every branch can win something. The applications are posted on the state web site. Multiple awards will be presented in all categories.

Convention early arrivals will have the opportunity to take a bus tour on Friday, April 24, to Glens Falls for the Hyde Collection Art Museum or the Chapman Historical Museum. Before dinner that evening, **Sally Chamberlain**, from the Association's board of directors, will speak about proposed by laws changes. Then **Jill Birdwhistell**, Association chief of strategic advancement, will give a keynote address updating us on the state of AAUW issues under the new administration in Washington.

Dr. Birdwhistell will also present two workshops on Saturday, covering an update on the Legal Advocacy Fund (LAF), the National Conference of College Women Student Leaders, optional web-based dues collection, and web-based promotion of branch/state scholarships. She will be available Sunday morning for a round table discussion of Association programs and activities.

After Saturday's Awards Breakfast and the AAUW-NYS business meeting, there will be a Public Policy panel on pay equity, consisting of **Denise Dowell** (a former Educational Foundation [EF] Fellow) of the American Federation of Municipal Employees; **Susan John**, NYS assemblywoman and supporter of the NYS Fair Pay Bill; and **Annie Houle**, national director of campus and community initiatives for the WAGE Project. Later Ms. Houle will be offering a training session for those who would like to facilitate workshops for women entering or returning to the workplace.

Pay equity and funding health care were the two top requests for workshops from last year's evaluations, so two workshops on the health care system will be presented, one with **Cathy Thomer**, assistant attorney general, on the current system and another with **Lou Levitt**, professor emeritus of Yeshiva University, on suggested reform.

Among the other workshops offered will be “History of The Sagamore” (site of the convention) with **Bill Gates**, local author, historian, and steamboat captain; “The Power of One” (philanthropy) with **Joan Monk**, educational director of the Peter Pan

Children's Fund; and “Let's Read Math”, with **Irene Keyes**, retired math teacher.

“Let's Read Math” uses story books to develop math concepts for children. It has been presented as a workshop for teachers in the Poughkeepsie, Smithtown, and North Shore branches, and can also be used by parents and grandparents.

Science, Technology, Engineering, and Mathematics (STEM), the third highest choice, will also be addressed in Sunday's talk by **David** and **Helen Melroy**, the parents of astronaut **Pam Melroy**, who have been promoting STEM for girls.

Other speakers at luncheons and dinners throughout the weekend will include recipients of LAF and EF assistance as well as current college women. A very special “appearance” will be made by **Eleanor Roosevelt** in this her 125th birthday year.

Sunday morning will start with a Counterparts Breakfast/Training for branch officers. Others will have the opportunity to either join a training of interest or interact informally with our presenters. It will be followed by a showcase of outstanding branch programs in the areas of membership, diversity, campus connections, fundraising, and Public Policy.

To top it off, this is an opportunity to meet and share with other AAUW members from around the state in a beautiful, luxurious setting, with delicious food, a pool, a spa, and an optional EF Walk and/or exercise class. Come, get new insights, and have fun!

COLLEGE STUDENTS INSPIRE NEW BRANCH

by Diane Haney, AAUW NYS college/university director, haneydhd@gmail.com ~ 516.248.0476

An exciting idea wings its way from Florida thanks to Barbara Stevens (state president and former NY member) and Barbara Kaim of the North Shore Branch. It seems that four students attended an International Women's Day program sponsored by Florida Southeastern University and put together by two AAUW branches. One student had attended AAUW's college women's leadership conference (NCCWSL). They worked with local women professors, and soon students, faculty and staff were working together regularly.

Even before official recognition of branch status, they were holding a raffle and other events and getting the name of AAUW around the campus. From six women in a room, they became 120 attendees at the second International Women's Day event. To read the details, go to <http://www.florida-aauw.org/communications.htm> and scroll down to *floriVision*, autumn 2008.

This story has so much to teach us from the beginning where if one branch can't do it, maybe two branches can; to the “power of one” — or at least very few — to create transformation; to the way program, both local and national, produces more program; to the way connections happen between groups. I found it inspiring. I hope you do, too.



READY, SET...\$START \$MART!

by Bergie Lebovich, AAUW NYS membership vice president, Bergie3rd@optonline.net ~ 845.298.4045



**"Over her lifetime, a woman will lose between \$700,000 and \$2 million.
DON'T LET THAT HAPPEN TO YOU."** ~ Getting Even by Evelyn Murphy, PhD

Guess what? Remember the Start \$mart Campus Initiative I addressed last time? Well, **Annie Houle**, the campus and community initiatives director of WAGE (Women Are Getting Even), is going to be at the NYS Convention April 24-26 held in the beautiful Sagamore at Bolton Landing in the Adirondacks! She will be addressing the convention, with the programs and initiatives of the WAGE Project and how their work can benefit women of all ages as they enter or re-enter the workforce. On Saturday morning, Annie will present WAGE's effective methods of identifying and addressing the issues that still plague

women as they seek to be paid fairly.

Guess who? You, too, can be trained to teach other women to negotiate a salary which is equivalent to that of a male counterpart. Learning about the job market, benchmarking salaries, effective negotiation skills and developing a working budget are all tools that each career woman should become adept in before she enters that "first door."

Again, you can help your sisters, young and old, by enrolling in the Start \$mart Facilitator training at the convention. Annie will be conducting the training session on Saturday afternoon from 3:15 to 5:30. Space is limited, so please sign up quickly — if you haven't already.

\$start \$mart

A LITTLE JOURNALISM 101 GOES A LONG WAY

by Claire Regan, AAUW-NYS visibility director,
regan@siadvance.com ~ 718.816.2845

What does it take to get your branch activities covered by the local press?

A strong press release. Plenty of lead time. And a good contact at the newspaper doesn't hurt.

But none of these will get you what you really want — a front page story with lots of photos and a spot on the evening news! — unless your event is newsworthy.

What makes a story newsworthy? Seven simple criteria. If you keep them in mind when planning programming for your branch, you'll have better success at catching the interest of assigning editors who keep all of their readers in mind when choosing what to cover. They're looking for stories that are relevant and useful to as many people as possible.

The seven criteria editors use to determine if a story is newsworthy, or relevant, to readers are:

1. **Impact.** Does the story matter to readers? Will it have an effect on their lives or their pocketbooks?

2. **Immediacy.** Has the story just happened? Timeliness is crucial.

3. **Proximity.** How close is the story? Events close to home will matter more to readers than events in other towns and cities.

4. **Prominence.** Does the story involve a

well-known public figure or celebrity? If so, readers are bound to be more interested or curious.

5. **Novelty.** Is something new, odd or surprising going on? Readers enjoy news that's intriguing and unexpected.

6. **Conflict.** Is there a clash of power? A political battle?

7. **Emotions.** Does the story make us sad? Happy? Angry? Readers respond emotionally to human-interest stories that are poignant, comical or inspirational.

The program meeting all seven criteria would generate the most coverage. But meeting all seven is virtually impossible. A combination of just a few is likely to catch an editor's attention, especially if the news organization is local.

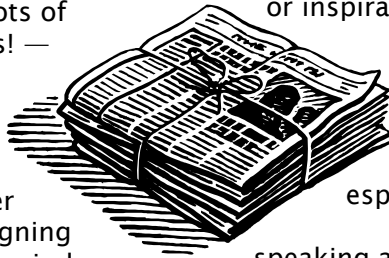
An example. Let's say Lilly Ledbetter is speaking at the March meeting of the Westchester Branch. (Wow! A coup for that branch.)

Which criteria does the Ledbetter event meet? Nearly all of them. It's a home-run program for all seven reasons, and the branch can expect full coverage from all news organizations.

Another example. Let's say the Staten Island Branch is hosting a potluck lunch with music by a local chamber music group.

Which criteria does the potluck event meet? Just one, proximity, for the local newspaper. Although the program will be enjoyable, the branch can expect limited — more likely, no — coverage.

At your next program planning meeting, make newsworthiness part of the discussion.



POWERFUL VOICES TOGETHER

by Nancy Mion, AAUW NYS public policy director,
myown220@aol.com ~ 631.472.9377

You are an AAUW member because you believe in advancing equity for women and girls through advocacy.

Our Public Policy issues are a strong incentive for people to join us. They go straight to the heart of what we are. What better way to entice someone to join AAUW than to share both our issues and what we are doing to make equity a reality?

We need enforceable laws to ensure women's rights are granted and protected. We need to change society's attitudes about women's value. We need self-respect and the respect of others. We can make this happen, one voice at a time, by you contacting your legislators and telling them how you feel about our issues. When we raise our 100,000 AAUW voices together we are powerful.

One AAUW voice that is being heard in the NYS Assembly is that of **Addie Jenne Russell**. Margaret Coe writes, "Addie ran a great campaign — all positive — and stuck to the issues, including, of course, AAUW Public Policy issues." Former president of the Jefferson County Branch, she's been a NYS Public Policy Team member, a NYS convention presenter of "How to Run for Office," a county legislator and a practicing attorney.

The AAUW NYS Convention will feature Public Policy voices speaking to our issues.

1. The 2009 AAUW NYS Public Policy Action Award will be given to **Assemblywoman Susan**

MEMBERSHIP OPPORTUNITIES IN DIVERSITY: DO OR DIE!

by Linda Fitzpatrick, AAUW NYS diversity director,
Linda.fitzpatrick@disabilityetiquettetraining.com ~
845.353.4470

All of us who are dedicated to AAUW can't help but worry about the potentially disastrous affects of failing to diversify. As an organization, we have certainly made progress but we are still largely comprised of women age 50+ of European heritage. There's nothing wrong with being that...it describes me! But if we don't push our boundaries into other age sectors and ethnicities, we are doomed.

Life itself thrives in diversity. Any of us who garden or cook know that! Any of us who have sent children and grandchildren out into the world know that! We can see how diverse influences make everyone and everything thrive!

Conversely, lack of diversity causes shrinkage and constriction. Think about the horrific collapse of our Big Three automakers. More of the same, year after year, out of Detroit set the stage for an industry's undoing. In the 1950s, the US supported dozens of automakers who pursued endless opportunities to create in new ways. Over the years, the weaker ones died off and the stronger ones combined for efficiencies, but too much. Too much combining toward a same-thinking center set the stage for disaster. Same-way thinking creates fragile, brittle organizations not sturdy, robust ones.

Commit to diversity in your branch. Reach out to others who have had success in this area. Call me or any AAUW NYS board member for ideas on how to grow the initiatives you have already put in place. Make it a priority! The stakes at AAUW are life or death. Our very survival depends on our commitment to execute diversity strategies that attract and retain members who are young and culturally diverse. It's energizing, it's life affirming, it's fun....and it's critical to our very survival as champions of women's rights in the Millennium!

John for her legislative actions on behalf of women, especially her sponsorship of the NYS Fair Pay Bill.

2. Advocate for child care, union organizer for NYS childcare workers and EF Fellow **Dr. Denise Dowell** will share what she is doing to secure better wages

3. Public Policy Awards will be presented. A branch Public Policy program will be shared.

4. Two health care workshops will be offered: "Affordable, Accessible Quality Health Care for All" (How do we help make it happen? Medicare age adjustments may provide the best and cheapest insurance.) and "Navigating the Health Care System."

5. \$tart \$mart provides college women entering the workforce with knowledge and skills on how to approach the job market. Salary negotiations with the aim of receiving fair and realistic compensation will be explained. Facilitators will be trained.

What can you do? Become an advocate. Bring a \$tart \$mart workshop to your area. Work with local facilitators, your branch, a college, and/or a coalition of community organizations to present this valuable workshop Help give these women the ability to close the Gender Gap!



UNDERSTANDING THE NEW LAF

by Mildred DeWitt, AAUW-NYS LAF vice president,
laf@aauw-nys.org ~ 516.318.1313

AAUW will expand our Legal Advocacy Fund (LAF) case support beyond the academic sphere to the wider workplace in line with our Value Promise to break down educational and economic barriers so that all women will have a fair chance.

As AAUW expands our LAF vision to include protecting the rights of all women, LAF will focus our direct case support strategically, seeking plaintiffs to support whose cases address significant issues that will clearly impact our fight for pay equity and workplaces free of sex discrimination.

AAUW will also continue and expand our long-term support as *amicus curiae* in gender discrimination and other civil rights cases.

AAUW has been in the fight to combat sex discrimination from the first, but with the U.S. Supreme Court narrowing our rights and pushing hard to rescind the gains we've made, we really are going to have to fight to defend that legacy. Strategic litigation will be a critical weapon for us over the next few years.

This will be a shift for LAF, which has focused more on deserving individuals than on landmark cases with precedent-setting potential. This new approach will offer the chance to make a difference for all women.

Important U.S. Supreme Court Case

AAUW signed an *amicus curiae* brief in support of Noreen Hulteen in *AT&T v Hulteen*. The case was heard by the Supreme Court on December 10, 2008, and an opinion will be issued soon. To read the entire case — www.aauw.org/advocacy.

FOCUS TRYING ELECTRONIC EXPERIMENT

Our members are becoming increasingly computer-savvy. Therefore, as an experiment, the summer 2009 issue of this esteemed newsletter, will be sent to you electronically unless you specifically request to receive a hard-copy version. This will be a boon to the state budget in these financially troubling times and — What's that I hear? — trees will be rejoicing statewide as we save on paper.

Yay!

(Remember, *FOCUS* is always available electronically on the AAUW-NYS website.)

If you wish to receive your summer 2009 *FOCUS* through the U.S. Postal Service, send a postcard to:

Editor, AAUW-NYS *FOCUS*
c/o 40 Kisco Park Drive
Mount Kisco, NY 10549

WOMEN MAKING A DIFFERENCE

by Helen Engel, rengel@oswego.edu ~ 315.343.9678 and Marilyn Smiley, smiley@oswego.edu ~ 315.343.4803, AAUW NYS co-historians

DO YOU KNOW?

1. Who drafted the nation's first workers compensation law?
2. Who was the only woman doctor to help provide medical service to Union soldiers during the Civil War?
3. Who co-founded the Uncrowned Queens Institute for Research and Education on Women, Inc. (a web-based application of history and culture for the African American community)?
4. Who were the first white women to cross the Continental Divide on foot, pioneering the way for women and children to follow the trail? [See answers below.]



All of these women were brought to our attention in the biographies we've received for the "Women Making a Difference" state project.

Thanks to the many people who have already sent in or who are working on biographies for this project.

We are eagerly awaiting more biographies full of equally fascinating information. Keep those biographies coming! We are aiming for 200+, and this means that every branch is encouraged to send us as many biographies in as many fields as possible.

For guidelines and a list of names of women whose biographies have been submitted, see the state website (www.aauw-nys.org). Go to the history tab, click on it, and then go to the side bar and click on Women Making a Difference. This information has also been sent to your branch president and historian. If there are additional questions, feel free to contact us.

Branch scrapbooks will again be exhibited at the AAUW-NYS Convention at The Sagamore. Make sure your branch is represented for 2008-2009. Questions? Contact Helen.

[Answers to the Do You Know? questions:

1. Crystal Eastman
2. Dr. Mary Walker
3. Dr. Peggy Brooks-Bertram and Barbara Seals Nevegold
4. Narcissa Whitman and Elizabeth Spaulding.]





New York State

FOCUS

Spring 2009

ISSN: 1056 3199

www.aauw.org

www.aauw-nys.org

PERIODICALS
POSTAGE PAID at
Pleasantville, NY
10570 and
additional offices
USPS-390-570

AAUW

MISSION STATEMENT

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

AAUW VALUE PROMISE

By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

VISION STATEMENT

AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, 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.

FOCUS (USPS-390-570), a quarterly newsletter, is published for the American Association of University Women — New York State by Mount Kisco Printing, 175 Tompkins Avenue, Pleasantville, NY 10570-3144.

The subscription rate of \$4 is included in the New York State dues. Periodicals postage is paid at Pleasantville, NY, 10570, and additional offices.

Questions and articles should be addressed to the *FOCUS* Director, Jean Havens, 40 Kisco Park Drive, Mount Kisco, NY 10549. Telephone: 914.241.4518. Email: FOCUS@aauw-nys.org. Submissions are accepted at the discretion of the editor.

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AAUW IN THE 21ST CENTURY [Excerpts] (Continued from pg. 3)

organization (501(c)(3) with a very small 501(c)(4) subsidiary, the Action Fund), we will need to adopt bylaws that support the respective legalities and functions. We also need new ways of operating that recognize updated ways to lead, technology that facilitates administrative work so volunteers can devote themselves to breaking through barriers, 21st-century ways of engaging with each other, and other practices....

At the AAUW state spring meetings, board members and other leaders — champions — will present and facilitate discussion on all these transitions. Be sure to take advantage of this personalized learning opportunity, especially in preparation for the convention in St. Louis.

Each of these changes marks a departure from our business as usual, yet they are all designed to address our organizational shortcomings. It is up to us to take hold of what organizational development teaches us, leave behind AAUW practices and thinking that don't work, and build on AAUW's unmatched legacy to reshape its potential for the future. We need to be smart, as well as educated!

The critical question is, How will you help AAUW move into the 21st century? As noted, the forward-looking framework and policies/procedures are being developed for your consideration and decision. How you think about AAUW, its future and its promise, will determine both how you receive proposed changes and, more important, what you do with the new AAUW once it is in place. You — both individually and collectively as the AAUW community — are the agent on which AAUW's success rests!

The new AAUW is going to be a force to be reckoned with. With a community of nearly 100,000 determined women and men, focused on a single objective—to break through barriers for women and girls—we will be unstoppable.