

# AAUWNYSFOCUS

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN ♦ NEW YORK STATE ♦ FALL 2014 ♦ VOLUME 63, ISSUE 4 ♦ ISSN 1056 3199



Edwina, right, on graduation from NYU School of Law in May 1992. The ceremony was held at Lincoln Center.

## THE CALL TO SERVICE

# What does it mean to you?

**G**reetings AAUW-NYS members! As we enter the fall, we have yet another election season before us, which presents opportunities for branches to be engaged in their communities in voter registration drives and candidate forums. As we prepare for this important election cycle, we should all ask ourselves: why do I serve?

I will share with you why I serve. Throughout my working life, I have been committed to working to improve the lives of others.

I went to law school because of my interest in public service. The call to service has deep historical roots in the American

### MESSAGE FROM THE PRESIDENT EDWINA FRANCES MARTIN, ESQ.

legal profession. As early as 1835, Alexis de Tocqueville, the famous French philosopher and observer of American democracy, noted that lawyers “assume[d] a responsibility for the common good through public life” and that they were particularly well suited to this role by their “training.”

What drew me to the law was my personal belief in that aspect of the legal profession identified by de Tocqueville, that the law can be a tool for the common good, if channeled correctly.

The law drew me to it because I believe that, as Eleanor Roosevelt once said, “Justice cannot be for one side alone, but must be for both.”

So that is what drives me to public service with AAUW – to be a part of the fight for equal access to jobs and education, and equal pay, regardless of gender. What drives you?

Election season is a key opportunity for AAUW members to help educate their community members about the importance of voting, their voting rights, and to help your communities access the process with voter registration drives and candidate forums.

# What have you got in *your* pocket?

By JANICE BROWN  
AAUW-NYS Development VP

As philanthropists, giving is part of our mission to support equity for women and girls. I have set two goals while serving as Development VP: To close the four EOF specific NYS funds and to start a Change 4 Change Initiative.

As members and branches, we can reach these goals.


My plan to close the four EOF specific funds is every member will donate \$10 per month to a specified EOF fund. We will do this every month until all four funds are completed.

The four funds are Carolyn Donovan Fund-4377, Greater Rochester American Fellowship-1481, Buffalo Fund-4347 and Lois Waldorf Fund-1881.

Once these funds are complete, women in NYS will be eligible to receive fellowships from them.

The Change 4 Change Initiative is a fundraiser that every branch will contribute to. Each branch will have a Change 4 Change bucket. You will empty all change into the bucket.

The bucket should be available at all



### How to Support AAUW Programs AAUW-NYS Opportunities

Thank you for promoting equity for women and girls by supporting AAUW's crucial work! Contributions to AAUW Funds are fully tax deductible and can be restricted to any specific fund or program by writing the fund or program name or number on your check or on an accompanying document. You can also give online at [www.aauw.org/contribute](http://www.aauw.org/contribute) - be sure to designate the fund you wish to receive your contribution.

**Legal Advocacy Fund**  
#3999

A partial list of programs includes

- Legal Case Support
- LAF Case Support Travel Grants
- Campus Outreach Projects

**Evvie Currie Giving Circle**  
#3086  
Used for Campus Action Projects within NYS

**Educational Opportunities Fund**  
#4336

A partial list of programs includes

- Fellowships and Grants
- American Fellowships
- International Fellowships
- Selected Professions Fellowships
- Community Action Grants
- Career Development Grants
- Fellows Alumnae Initiative
- Undergraduate Scholarship Clearinghouse

**Open NY Funds \*\***

- #1481 Greater Rochester (NY) Branch (2003-04)
- #1881 Waldorf, Lois M. (NY 2003-04)
- #4345 Lucy Fulton American Fellowship (FY 2010)
- #4347 AAUW of Buffalo (NY) Branch American Fellowship in honor of Hillary Rodham Clinton (January 2010)
- #4377 Carolyn Joslin Donovan International Project Grants Fund

**Eleanor Roosevelt Fund**  
#9170

A partial list of AAUW research reports includes

- *Why So Few? Women in Science, Technology, Engineering, and Mathematics*
- *How Schools Shortchange Girls*
- *Hostile Hallways*
- *Behind the Pay Gap*

**Leadership Programs Funds**  
#4339

A partial list of programs includes

- The National Conference for College Women Student Leaders (NCCWSL)
- Campus Action Projects
- Elect Her
- #4338 Start Smart Salary Negotiations Workshops

**Public Policy Fund**  
#4337

A partial list of programs includes

- Government Relations
- Civic Engagement
- Field Organizing

**AAUW Funds**  
#9110

Gifts that are not restricted to a specific fund support programs with the greatest needs.

**\*\* Note – ALL AAUW-NYS EOF Funds are listed on the following page. "Open" Funds are not yet producing awards. Completed funds may still accept contributions, but are providing awards now.**

branch activities. At the end of the month, the Funds person and treasurer will divide the money into the six "BIG Funds" -- EOF, LAF, Public Policy, Eleanor Roosevelt Fund, Leadership Programs and AAUW Funds.

By supporting this initiative, all

branches will be contributing to all the BIG funds each month and will have 100 percent participation.

All information relating to these philanthropic ideals is located on the state website under the AAUW Funds tab.

So, what have you got in your pocket?

# Subsidies can give branches a boost

By MILDRED DeWITT  
AAUW-NYS Treasurer

As we begin our 2014-15 AAUW year, there is exciting news for all branches. The AAUW State Board has approved subsidies for District Conferences and AAUW branch program grants.

The applications for these benefits are online at [www.aauw-nys.org](http://www.aauw-nys.org) under Treasury. The forms are simple, direct and easily completed.

The host branch in each district can apply for up to \$500 to present the District Conference for 2014-15.

At present, two districts, III and V, have applied for use of the funds and District II is preparing to do so.

These funds can enhance your District Conference and defray some of the costs, i.e. printing, guests, speakers, etc.

The program grant offers up to \$500 that can be used for new or ongoing branch programs. Again, the form is simple and direct.

Empire State Virtual Branch AAUW has applied for the funds and this has stimulated many new ideas for branch members. Give this some thought and consider what new programs you would be able to introduce to your branch.

The Eleanor Roosevelt project, introduced by Joan Monk, voter education programs for this 2014 election, STEM/STEAM (Science, Technology, Engineering, Art, Math), Pay Equity, Title IX and countless others.

Explore the AAUW-NYS and AAUW websites for ideas and put on your thinking caps to put your membership dues to work for our branches.

We have the funds available to offer to districts/branches as they plan the upcoming year as AAUW members.

If you need more information or have questions please contact me through the New York State website.



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ELECTED OFFICERS**

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# Extending civil and equal rights

By DONNA SEYMOUR  
AAUW-NYS Public Policy VP

Those of us who have lived the old Chinese curse (blessing?), "May you live interesting times," certainly have when it comes watch the expanding world of civil and equal rights.

Although, sometimes the progress has seemed glacially slow, we have seen dramatic changes since the 1960s.

The newest battlegrounds have been marriage equality and the recognition of transgender rights.

The courts have played an important role in opening doors, and so has the coming of age of a generation of young people who simply don't view the world through the same gender lens as their parents and grandparents. The history of women's rights tells us that no one group experiences discrimination in

isolation to others. Just because we haven't achieved perfect equality for one class of people doesn't mean that we stop working toward equality for all. As long as one group can be denied their human rights, the rights of everyone who can be classified as other than the dominate group are in danger.

A majority of gay Americans now live in places where same-sex marriages are allowed. This was anything but an overnight success, as demonstrated by the couples in their 70s and 80s who are finally free to marry.

The next group seeking equality are the transgendered. Theirs is not an easy road to walk, but those of us who work for equality and rights can certainly do our part to ease the path.

We were not alone in our struggles and we need to extend that same help and acceptance to others.

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## IN MEMORIAM

- ♦ Phyllis Anderson of the Smithtown Branch, on August 22.
- ♦ Vicki Marshall, past AAUW-NYS Program VP and President (1994-96) and leader of the Niagara County Branch, on August 31.
- ♦ Inez Pickens Alston of the Jamestown Branch, on August 17.

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# SAVE THE DATE

The 2015 AAUW New York State Convention

## AAUW Leading the Way: Women Leadership in the 21st Century

April 17-19, 2015

Byblos Niagara Resort, Grand Island, N.Y.

Special recognition:

A celebration of the 125th anniversary of the  
AAUW Buffalo Branch

Registration information will be on the AAUW-NYS website beginning in January.

# A day at Chautauqua, filled with history and camaraderie

By MAGGIE IRWIN  
Jamestown Branch President

The Jamestown AAUW Branch hosted its fourth annual AAUW Day at Chautauqua Institution on August 8. The featured speaker at the famous Chautauqua Amphitheatre that week was Ken Burns, well-known documentarian.

Burns and his collaborator, Geoffrey C. Ward, spoke about their forthcoming documentary, "The Roosevelts: An Intimate History," which aired on PBS in September. We welcomed 100 AAUW members from Ohio, Pennsylvania, Michigan, and NY State (Saratoga Springs, A-G-J, Bath, Elmira/Corning, Buffalo, Greater Rochester Area, Fairport, Poughkeepsie, Westchester, Southern New York).

Most of us opted to dine in the parlor at the famous Athenaeum Hotel. The hotel has a new chef this year and the food was exquisite. Afterward, members had the opportunity to spend the rest of the day exploring Chautauqua with a guided bus tour, enjoying a lecture and the beautiful 70-degree weather.

The Branch began planning for the AAUW Day last winter when Chautauqua Institution begins to announce speakers who will be appearing at the Institution. We already knew that Ken Burns would be here for a week and had already decided last summer that we would feature one of his program days.

The Group Sales Department at Chautauqua is very helpful and easy to work with. Once they gave us the ticket prices and a luncheon menu, we decided on the day and the lunch menu, we updated our AAUW Day flyer and began to distribute it in April through email to local branches, to last year's attendees, and included it in our state convention packet as well as through the AAUW Ohio State convention package, thanks to Isabel Seavey who is on the AAUW Ohio state board.



Members of the Jamestown Branch welcomed guests to Chautauqua.

AAUW Jamestown member, Barb Russell, a fantastic computer whiz and organizer, took over ticket sales this year and all went smoothly.

We welcomed members at the Main Gate, provided maps and encouraged all to get to the Amphitheatre pronto, as the Amphitheatre had been packed for every Ken Burns lecture.

The Ken Burns lecture included clips from the Roosevelt PBS series. At 39, Franklin contracted Poliomyelitis and the clip reflects FDR's response as well as the family response. FDR's lifelong attitude to this affliction was constant even though his outward attitude was one of enthusiasm and optimism. It was

heart-rending to hear about his actual struggles, the appearance of walking and the fact that he always moved forward despite great difficulties. The clip on Eleanor's time and investment in social issues gives us understanding to why she is so revered.

Finally we saw Franklin and Eleanor reflecting on their time with Theodore Roosevelt, as both were children who grew up in his presence. It was an excellent rendition of all three Roosevelts.

Thank you all for coming to Chautauqua. Watch for news about the next AAUW Day at Chautauqua to be held in summer 2015.

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*"We are proud to stand with these plaintiffs in their fight for fairness. Their claims shine a light on why AAUW does this type of work, day in and day out."*  
— AAUW CEO Linda Hallman

# LAF celebrates new victories

By NANCY MION  
AAUW-NYS LAF Director

According to Mollie Lam, LAF manager, Lulu Sun, an English professor, alleged sex and race discrimination in the promotion process at University of Massachusetts, Dartmouth. Sun filed charges with the Massachusetts Commission Against Discrimination (MCAD), which found probable cause for a case claiming gender, race, national origin as well as subsequent retaliation.

Sun sought a promotion, and damages for these injustices in addition to an order from the MCAD that the University administration must undertake training in diversity and anti-discrimination and actively recruit women faculty, especially women of color. AAUW LAF adopted this case in December 2010.

In June 2011 an MCAD hearing officer concluded that the university had violated Massachusetts' antidiscrimination laws and ordered the university to 1) promote Sun, with retroactive back pay, 2) pay \$200,000 in emotional distress damages, 3) pay the Commonwealth of Massachusetts a \$10,000 civil penalty, and 4) conduct anti-discrimination training.

After this decision, the university promoted Sun to the position of full professor but appealed the emotional distress award, the civil penalty, and the anti-discriminatory training requirements to the full commission.

In May 2014 the Commission upheld the MCAD hearing officer's decision. Finally, in July 2014 the university conceded any further appeal, meaning that the MCAD's ruling in Sun's favor will stand. The LAF is proud to have supported Sun's case.

## UNIVERSITY OF TENNESSEE

The latest case LAF is supporting is a sex discrimination suit against the Uni-

The Legal Advocacy Fund (LAF) works to challenge sex discrimination in higher education and the workplace. Our resources range from community outreach programs to backing of major cases. Sex discrimination today takes a variety of forms: unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX of the Education Amendments of 1972 can affect both women and men. LAF addresses these barriers by informing people of their rights and using the legal system to seek justice and change.

versity of Tennessee in which former athletic department professionals allege unequal pay practices and retaliation

The most recent case adopted by LAF was presented to the public in mid-August. I'm pleased to be sharing portions of the release of this significant case with you so soon.

Jennifer Moshak, Heather Mason and Collin Schlosser, former employees of the University of Tennessee's women's athletics department, filed a lawsuit against the university in 2012.

The plaintiffs allege sex discrimination and unlawful retaliation in violation of Title IX and other federal laws. They claim they were unlawfully discriminated against and eventually forced out of their positions during a university-led merger of the men's and women's athletic departments.

Schlosser and Mason argue in part that they were fired by UT after making internal complaints alleging unequal pay between the men's and women's athletic departments. Moshak (of Lady Vols fame) claims she was forced to retire after being demoted and marginalized.

The plaintiffs also say that during the merger, which was led by newly hired Athletic Director Dave Hart, the vast majority — 86 percent — of positions terminated either were held by women or were associated with the women's athletic department.

Lisa Banks, their attorney, has said that gender discrimination is unfortunately a situation that is all too common in collegiate athletic departments across the country today. She intends to hold the university accountable and to shed light on this pervasive problem.

"This case is an opportunity to grapple with some of the gender gaps still at play in university athletics," said AAUW CEO Linda Hallman, CAE. "We are proud to stand with these plaintiffs in their fight for fairness. Their claims shine a light on why AAUW does this type of work, day in and day out."

The AAUW Legal Advocacy Fund has been crucial to the success of many gender discrimination cases during its 33-year history. The case support program provides financial and organizational backing for plaintiffs challenging gender discrimination in education and the workplace. The funds come from your generous contributions.

## EVVIE CURRIE GIVING CIRCLE

Mary Logan, Westchester County LAF Chair, reports that their branch received a Campus Outreach Grant on April 3 to organize a Title IX rally with the Feminists Organizing Real Transformation Here (FORTH) student group on the SUNY Purchase campus.

On April 24, the students marched on campus, educating fellow students about the importance of a strong sexual assault prevention policy on campus. They also met with the school's Title IX coordinator to learn more about the proposed steps to ensure a safe campus, and gave their input on behalf of the student body.

Monies donated to the ECGC are designated for use for Campus Outreach projects in New York State. These Grants offer up to \$750 to help a branch host or co-host a program to educate college students about gender discrimination in the workplace or in education.

# Leadership and learning, with a dash of fun

*Summer Meeting  
at Cazenovia College*

*July 25-27*





Photos by Lynn Schwabenthal, Jefferson County Branch

## MISSION STATEMENT

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

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Questions and articles should be addressed to: Focus Director Claire Regan, Associate Managing Editor, Staten Island Advance, 950 Fingerboard Rd., Staten Island, N.Y. 10305. Phone: 718-816-2845.

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# The power of great programming

By JANE RUSSELL  
AAUW-NYS Program VP

Think about the best AAUW meeting you ever attended. I am sure that it was based on a great topic that you were really interested in. Maybe it was a movie about the women who fought to get the Nineteenth Amendment passed so that all women could have the right to vote.

Maybe it was a female hockey player who spoke about how Title IX changed the lives of women and girl athletics. Maybe it was a community outreach director speaking about a bridge program for undereducated, underemployed young women working to change their lives and their childrens' lives.

The power of great programming in the local AAUW branch is that we can educate

ourselves first and then our communities. After we educate ourselves about Common Core or the importance of STEM for girls and women, after we find out about the specifics of what constitutes sexual harassment on our local college campus, then we can bring it to the community to affect change.

The natural progression would then be a well-organized community event focusing on one of these ideas.

When you are planning your programming for the year think "flexible". Be able to switch gears if a serious local issue arises that works with AAUW's mission.

For example, instead of a meeting in January about a novel by a local author, if there has been a series of bullying incidents in the local school, perhaps an open community meeting with a panel of speak-

ers about the impact of bullying, prevention techniques, psychological issues and student participation might be a better call. You will be bringing a serious issue to the fore and awareness to parents and school employees.

As you start the AAUW year keep our mission in mind: Advancing equity for women and girls through advocacy, education, philanthropy and research.

AAUW is the nation's leading voice promoting equity and education for women and girls. Since our founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political.

So remember, it is you, the members, who give the meaning and heart to what AAUW stands for.