



VIRGINIA

Vision



2009

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Deadline for Vision:

- July 15
- October 15
- January 15
- May 1

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A Birthday Party to Remember **And a Great State Convention**

It's not every day one can celebrate 100 years of existence, but that is what the Richmond Branch of AAUW did April 24, 2009. Members of AAUW from around the state poured into the new building of the *Richmond Times Dispatch*. Publisher Thomas A. Silvestri, along with Richmond Branch President Laura Wimmer, greeted around a hundred guests. Silvestri gave a presentation on famous headlines from the past century, starting with the sinking of the Titanic. Each guest received a copy of the book "Famous Front Pages" from the *Richmond Times Dispatch*.

Linda Hallman, Executive Director of AAUW, spoke about *The Next 100 Years: Where Are We Heading from Here?*

The two speakers then helped Virginia co-presidents Dianne Blais and Laura Wimmer cut a large birthday cake. The Novettes, ten local high school students from the J. R. Tucker High School, dressed in fashions of the past ten decades, sang happy birthday to the audience. Members with over forty years' membership in the Richmond Branch were honored, including Doris DeHart, former state president.

The following morning, AAUW of Virginia opened its 84th annual convention at the DoubleTree Hotel in Richmond with a flag ceremony presented by Brownies and Girl Scouts.

AAUW state historian Neola Waller offered a look at the history of the Richmond Branch. Caroline Pickens then gave delegates an

overview of bylaw changes to be voted on at national convention in St. Louis in June. A lively discussion followed.

At lunch, Joan Hartman, a Guidance Counselor at Fairfax High School, Fairfax County, accepted the Educator of the Year award from AAUW of Vir-



AAUW Executive Director Linda Hallman at Richmond's celebration.

Please See **STATE** on Page 8

Proposed Bylaws Changes

Highlights of Proposed AAUW Bylaws

At the AAUW Convention in St. Louis in June, the delegates will vote on entirely revised AAUW Bylaws. This is the result of a restructuring of AAUW, approved unanimously at the 2007 Convention.

These bylaws:

- streamline the current bylaws and move administrative details to policies and procedures;
- provide more flexibility on all levels (branch, state, and national); and provide more avenues for all members to participate in the organization, in particular giving every member a vote on national business.

What will NOT change:

- AAUW's mission of education and equity for women, with our particular emphasis on higher education;
- mission-based activities and programming, including the work of the current Educational Foundation, Legal Advocacy Fund, and Leadership Training Institute, which will all become part of the "new" AAUW;
- public policy advocacy;

Please See **BYLAWS** on Page 9

**AAUW of Virginia
Elected Officers**

Co-Presidents

Dianne Blais
703/830-1998
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Laura Wimmer
804/496-6124
lwim@aol.com

Recording Secretary

Mary Sue Nelson
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msuenelson@erols.com

**Vice President
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for Membership
and Branch Development**

Mary Kate Black
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From Your Co-Presidents

**Richmond's 100th - Convention
2009, Federal Lobby Day,
NCCWSL, National Convention,
August 1 Leadership
Conference, Convention 2010:**

Over one hundred AAUW members and guests gathered to observe Richmond branch's 100th anniversary. What a coup to have the reception at the *Richmond Times Dispatch!* The food was fabulous. *Famous Front Pages* and the *Catalog of the Media General Art Collection* (the tour of the art was great!) are lovely mementos of the event. Kay Koehler has done a great job updating the state website with pictures of the celebration.

The 84th state convention, held the next day, had numerous highlights: Neola's history of the Richmond Branch; Caroline's presentation on proposed bylaws changes; the state librarian's discussion of women in the General Assembly, etc. The broken air conditioning unit on the meeting floor of the hotel did not stop us from completing our work in the allotted time. Many thanks to the workshop presenters and to the great committee who worked so hard to make the day a success.

Association tries so hard to stay in touch with its members. There is so much going on...changing/updating how AAUW operates, affecting public policy, and other things.. The hardworking staff wouldn't be so effective without the volunteer Lobby Corps. One day a year, Federal Lobby Day, members throughout the state are invited to participate in the lobbying. Consider coming next May!

The state board agreed to support a woman student to attend the National Conference for College Women Student Leaders to be held June 4-6 at the University of Maryland. During the convention, members donated enough to send a second student.



Dianne Blais and Laura Wimmer

St. Louis is evidently a draw: Almost 700 AAUW members are expected to attend the convention June 26-28. There are two candidates for President, two for Vice President, and 11 for the seven Directors-at-Large, and with the proposed bylaws changes, it should be an exciting convention. Please contact Laura if you are planning to attend the 2009 National Convention.

Please encourage all AAUW of Virginia members to attend the Leadership Conference in Fishersville on August 1. It is a great way to learn about leadership in general AND the nuts and bolts of branch position duties. The Leadership Conference will be held in the future every other year, alternating with state convention. Do come.... There won't be another for two years!

Finally, fueled by the excitement of Convention 2009, the Northern District had its first Convention 2010 Committee meeting. We now have a Convention Chair, secretary and treasurer. The Committee will be meeting the first week of every month until Convention 2010 – we have hopes of a record turn-out!

Dianne and Laura

Corrections

New email addresses:
Nancy Morgan, nhmorgan.va@gmail.com
Arlene Ney, akney@cox.net

District Representatives

NORTHERN	NORTHWEST	SOUTHEAST	SOUTHWEST	
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From the South Atlantic Regional Director

Farewell—and Meet Me in St. Louis

I was so sorry not to have been able to participate in your state convention celebrating the Richmond Branch's 100 year anniversary this year. The publicity was great for AAUW.

Since my position of Regional Director will end as of June 30, I'd like to take this opportunity to say goodbye and to wish you well in your AAUW efforts in the future. I am grateful for the experience that being Regional Director has given me to get to know many of your state officers and members and to learn of the terrific work that is being done in the states of the South Atlantic Region. It has been a good two years that I have thoroughly enjoyed and I will miss the fun and the challenges.

I hope to see many of you at the Association convention in St. Louis. Thank you for your service to AAUW and I look forward to meeting you on many AAUW occasions in the future.



L. Carol Newnam
South Atlantic Regional Director
941/488-5082, carolnew@verizon.net

New Faces on the State Board

Come July 1, the AAUW of Virginia Board of Directors will have some new faces:



Arlene Ney of the Virginia Beach Branch was elected Recording Secretary, replacing Mary Sue Nelson of Springfield/Annandale.

Nina McGarry, who has been serving as co-president of the Fairfax City Branch, will become Vice President for Program, replacing Sandra Seiber of McLean Area, who resigned effective June 1. McGarry

Arlene Ney

was appointed by the board of directors to complete the unexpired term.

Also leaving the board at the end of June will be Esther Mabry, who has exhausted her eligibility to continue as International Affairs Chair, and Marcia Shelton, who has been Co-Representative for the Southwest District. Toni Seidleman will continue in that position. The co-presidents would like to hear from members who are interested in filling any board positions.

Elections at the Convention in Richmond returned two familiar faces as well. Mary Kate Black of the Vienna Area Branch, Vice President for Membership and Branch Development, and Mary K. Johnson of Springfield/Annandale Branch, Vice President for Finance, were re-elected to second terms.



Nina McGarry

Public Policy Priorities for 2009-2011

AAUW of Virginia Public Policy Priorities 2009-2011 adopted at the AAUW of Virginia Convention April 25, 2009, are:

1. Gender equity in education, employment, pay, retirement benefits, and public appointments
2. Public funds for elementary and secondary education to be used for public schools only
3. Access to quality, affordable health care and equity in women's health research and treatment
4. Freedom from violence and sexual harassment in homes, schools, workplaces, and communities
5. Individual choice in reproductive decisions, including access to appropriate services, procedures, and medication
6. Access to quality, affordable dependent care
7. Welfare reform and other programs that provide women with education, training, and support for success in the work force and society.

Except for the addition or "retirement benefits" these priorities are unchanged for the previous biennium.

Lorena Thorne-Bruner
Vice President for Public Policy
540/720-5705, brunerlorena57@hotmail.com

Membership Matters

A Rising Star and a Veteran in Virginia

Nadine James, Co-Membership Vice-President of the Vienna Branch, and **Kay Koehler**, past President of the Roanoke Valley Branch and Webmaster of AAUW of Virginia, are both keenly aware of the major roles women have played in their lives.

Nadine joined the Vienna Branch at a meeting at the Louise Archer School in Vienna, the first meeting she attended. She and I shared a seat in the small library for a presentation by women who had attended the historic school. She was teaching there and stayed late for our branch meeting. Now, a member of AAUW for less than two years, she has attended all of the state Leadership Conferences and State Conventions since she joined. Nadine says, "I've always been drawn to any idea or organization whose focus is the empowerment of women."

Facing the challenges of raising two sons alone (they are now ages 24 and 27), Nadine is a ten-year breast cancer survivor. She attributes her success in life to wonderful mentoring from some awesome women, the predominately female medical team and her friends. Nadine has served on the boards of the Community Committee on Cancer at Inova Hospital and Reston Interfaith.

She has an undergraduate degree in special education and a graduate degree in reading. A reading specialist, she teaches at a Title-One school in Fairfax County. As at all Title One schools, Bren Mar receives federal funds based on the over 50% of the student population eligible to receive free or reduced price lunch everyday - and everyday, Nadine sees poverty and adorable children who call her "Mrs. Reading."

Nadine's goals are to improve as a reading teacher, be a good mentor to girls, and to continue to learn from her fellow AAUW members.

Kay Koehler, our webmaster, was drawn to AAUW in Little Rock, Arkansas, during the integration crisis of 1957. "For me AAUW has always represented progress and equity for women and girls and minorities," she says. Kay was a "society" writer for the Arkansas Gazette from 1953 - 1958, and she was present to see the whole dark period of racial tensions and school closings in Little Rock. AAUW, along with the League of Women Voters, answered the appeal to "the ladies" in Little Rock when the two groups took a very public and positive



Nadine James

stand. They played a major role in pressuring the city to re-open the public schools.

Kay received a degree in journalism from LSU-Baton Rouge in 1951, and her resume is an impressive list of reporting, writing, and editing newspapers - the LSU campus newspaper, Baton Rouge Morning Advocate, as well as the Arkansas Gazette. She has worked as a free-lance writer and she is an artist. To see her original artwork, her animations, and her photography, visit her website: <http://www.kaykol.net> She has been webmaster for Opera Roanoke, and in addition to keeping AAUW of VA up to date on our website, Kay is also Webmaster for the Raleigh Court Presbyterian Church. She is layout editor for *Virginia Oision*.

As an AAUW leader, Kay has been president of branches in Conway and Little Rock, Arkansas, and is past president of the Roanoke Valley Branch.

Thank you, Nadine and Kay, for all you do for AAUW of Virginia.

Mary Kate Black
Vice President, Membership and Branch Development
703/938-6157, bbmkb@cox.net

Give a Grad a Gift

AAUW members can give a recent graduate a free AAUW membership, at no cost.

Keep your grad current on the events and people that affect her life as she receives *Mission and Action*, *AAUW Outlook*, *Action Network* alerts, and more.

Your recent graduate will receive a free one-year AAUW membership (member-at-large) at no cost to you or her! So send no money! Only members can take advantage of this offer.

Complete the online membership application or download the application (PDF). If you do not have access to a computer, ask your Branch Membership Vice President to download an application for you from

<https://svc.aauw.org/join/gradgift.cfm>

Your graduate will receive a one-year member-at-large membership — a \$49 value. She can join a branch at any time but will be responsible for paying branch and state dues.



Kay Koehler

Summer Leadership Conference

Mary Baldwin Dean Will Be Keynoter

Following the successful AAUW of Virginia convention, and fast on the heels of the AAUW Annual Convention, AAUW of Virginia will hold its annual Leadership Conference August 1 in Fishersville. The registration fees and hotel fees remain the same as last year. The only change is the program. We have planned a full agenda of activities and sessions.

Hotel Information/Directions

A block of rooms is reserved for AAUW members at Hampton Inn, 15 Four Square Lane, Fishersville, VA, 1-540/213-9500. There is a 20 percent group discount until July 15. Please tell the registration clerk you are attending the American Association of University Women meeting. Hotel rate is \$102.60.

The hotel is located at I-64 Exit 91, Go east on Tinkling Spring Road to Four Square Lane and turn left onto Four Square Lane. The Leadership Conference is again scheduled at the Augusta Medical Center, in the Community Care Center. The address for the Community Care Center is 64 Sports Medicine Drive, Fishersville, VA. From the hotel, start out going EAST on Four Square Lane toward TINKLING SPRING ROAD, turn LEFT onto TINKLING SPRING ROAD, turn LEFT onto GOOSE CREEK ROAD, turn RIGHT onto MEDICAL CENTER DRIVE (0.2 mi). If you plan to drive down the morning of the conference, take exit 91 off I-64. Follow directions from TINKLING SPRING ROAD.

Registration and greetings will begin at 9:30 a.m. Assorted breakfast beverages and treats will be available. The sessions begin at 10:00 a.m. when Dr. Brenda Bryant, Dean of Students at Mary Baldwin College, discusses leadership in transition, addressing changing issues when organizations evolve.



Brenda Bryant

A panel discussion will cover developments at the St. Louis Convention and how they will affect AAUW of Virginia.

Mary Kate Black, Vice President for Membership and Branch Development, will lead a discussion on the new membership online application.

A session on mentoring is designed to help develop our skills for developing the skills of others. We will share Branch activities and programs that relate to the AAUW mission.

Branch leadership and other members are urged to attend. The Leadership Conference is a great way to meet other AAUW members from around the state as well as to gain knowledge and information on AAUW programs and skills for conducting effective branch meetings.

We look forward to seeing you in Fishersville August 1. A registration form is provided below and online at <http://www.aauwofva.org>.

Nina McGarry, Vice President for Program (designate)
703/245-8727, ninamcgarry@gmu.edu

AAUW of Virginia Leadership Conference 2009 Fishersville, VA August 1, 2009 Registration Form

Name: _____

Address: _____

City: _____ ZIP: _____

Phone number: _____ Email: _____

Branch: _____ Office _____

State Board Member: Y ___ N ___ Position: _____

Special Needs: _____ Vegetarian Meal: Y ___

Please mail the completed form with a \$15 check (includes lunch) payable to **VA AAUW** to Mary K. Johnson, 7703 Griffin Pond Court, Springfield, VA 22153. Registration deadline is July 24, 2009.

Branches in Action



Vienna Area Branch began 2009 by launching our first Great Decisions study in January. We meet monthly in members' homes to discuss current international issues using study materials developed by the Foreign Policy Association. We have all become more aware of such issues as the United States' relationships with other rising powers, energy and the global economy, and challenges in the Arctic.

In recognition of Valentine's Day and its emphasis on the heart, our February event was a half-day training on cardiopulmonary resuscitation (CPR) led by our past President, Beverly Larson (see photo above). In March, the Springfield-Annandale Branch gave us a presentation on its successful Student Awards Diversity Program.

In April, we celebrated Earth Day with an environmental program by the local Watershed Action Coalition. In May, we toured President Lincoln's summer cottage in northwest Washington, D.C., where Lincoln drafted the Emancipation Proclamation in 1862. Our last program of the year will be a salad potluck and installation of officers for next year.

Jean Feeny, President
202/728-6959, prezvienna@cox.net

Falls Church Area Branch chose as our theme for 2009 economics, especially economic literacy. That literacy could come, we thought, through case studies of women in hard economic times. Little did we know that 2008-09 would offer us many examples of hard times well met.

In September we heard from Peggy Montgomery of Merrill

Lynch, who spoke about financial planning. October brought speakers from both Homestretch and Kokolopora, our sister city in Africa. Homestretch offers women and their families financial counseling and housing. Kokolopora students earn a four-year degree with one \$400 donation.

December was our member holiday party, graciously hosted by Leah Porzel. A fabulous pianist kept us singing and we played Little Known Fact, a game designed to make you mysterious to those who think they know you well! We were extremely fortunate to hear Smithsonian series author Michelle Krawl in February, who spoke about the challenges of survival and thriving among women during the antebellum period. In March, we celebrated the completion of our educational foundation with a tea at the historic Cherry Hill farmhouse.

In March we also held our essay contest on women of influence, conducted for ESOL students in a local elementary school. This year we saw more contestants than ever before and were happy to recognize winners with a certificate and a gift card to a local bookstore.

April brought our annual book sale, perennial as a daffodil. Among the Virginia branches, we rank second in contributions to EF funding. Small but dedicated!

May brings our Scholarship Awards meeting, with scholarships to seven high school seniors. In June, we gather at a potluck picnic and choose a programs theme for the coming year. Carpe diem!

Sally Brett, Ph.D., President
703/237-1767, sally.brett@gmail.com

Portsmouth Branch continues to schedule programs that focus on AAUW priorities and reinforce commitment to our community. Topics have included health care from the perspective of the Public Health Administrator in Portsmouth, CEDAW, activities of the Women's Center at Tidewater Community College, and programs funded by the Portsmouth Schools Foundation. Members Bill and Lena Grant shared their experience as Red Cross Disaster volunteers and provided advice on emergency preparedness.

A survey of members confirmed that we are busy and very involved in the community. As a result we decided to pursue small projects rather than tackle large ones. A new board position was created – that of Service Chair. One of our newer members took on the challenge of defining the position. She has sought out community projects that we can support, has collected food for Oasis, the local organization that feeds the

(See Portsmouth on page 7)

More Branches in Action

Roanoke Valley Branch's goal this year and next is to **connect** with women: our members, our community and the world. *Issues and Myths Surrounding Immigration* featured a panel of local people involved with the immigrants that have settled in Roanoke. International Affairs highlighted International Women's Day, co-hosting with Hollins University Gender and Women's Studies Department with Jill Mary Weber, Professor in Communication Studies, reviewing the woman's movement over the past 100. The branch has also participated in several presentations on CEDAW.

The branch supported Roanoke College Satellite's Red Dinner fund raiser for Women for Women International. A link has been formed with students in the Hollins University Horizon program and graduates are being recognized by the branch. The formation of a new student satellite group at Hollins University is planned, along with the possibility of a STEM conference held at Hollins for middle school girls in 2010.

The annual used book sale enabled the branch to make significant contributions to EF and LAF and to give three scholarships to high school girls attending college in the fall and three women who have returned to college.



Roanoke Valley Branch and Satellite members at the Red Dinner: Back row: Branch members Katherine Hoffman, Carmen Garrido, satellites Lindsay Moore, Lindsey Van Leir, Kelly Paton, Caroline Hilmer, Emily Dabbs, Katie Porterfield, and Branch member Beth Rossi. Front row: Branch members Jennie Sue Murdock, Kay Koehler, Catina Webb, Nancy Valle, satellite president Kimberly Hughes, satellites Jessica Randall, Brittany Harrison, Branch members Mary Tousman and Peggy Shifflett.

We have also connected with our members in several fun ways—book groups, a theatre adventure to see *Chicago* at Hollins University, a winter social to introduce potential members to the branch and a summer pool party.

HelenRuth Burch, President
540/772-2760, hurburch@aol.com

Portsmouth

(Continued from Page 6)

homeless, and collected "Change for HER," to provide emergency funds to a shelter for abused women and children. She helps to coordinate projects our members suggest and provides newsletter articles about community outreach. This approach has had a positive effect on our members. The social hour at our meetings is now filled with setting up collections, helping to stuff reading bags to support the Portsmouth Reads Infant Initiative program and sharing project ideas.

In 2008, the branch sponsored a Tidewater Community College (TCC) student to the National Conference for College Women Student Leaders. Kendell Johnson's experiences shared with us provided inspiration for the Branch to sponsor another TCC student leader in 2009.

Kathy Batkin, 757/484-7499, kbatkin@verizon.net
Mary Swain, 757/405-9514, rmswain@worldnet.att.net
Co-Presidents

Woodbridge Branch presented our 19th annual "Girls+Math+Science=Success!" Conference on March 28 for 180 students in grades 5 through 12. With 90 parents and teachers they explored traditional and non-traditional careers in math and science with 48 volunteer presenters. The previous week branch members judged and awarded prizes to three middle school girls with outstanding science projects at the Prince William County Science Fair. These two outreach projects have served to energize our branch members as we see equity being achieved through education.

Programs this year focused on political themes. In October Congressional candidates spoke to the branch and in November local cultural diversity was discussed. Alice Reagan, a historian and professor whose expertise is women's history, addressed the branch in March with a program on the changes in the political system brought about because women became voters and political figures. Continuing the Women's History theme into April, members heard the story of Hilda Barg, a female politician who served Prince William County as a Supervisor from 1987 until 2007.

(See Woodbridge on Page 8)

More Branches in Action

Wytheville Branch welcomed new members at a potluck in September and held our very first Voter Registration drive September 22 – 25 at the Wytheville Community College. We assisted over 70 registrants and acquired a new member. The branch agreed to make it an annual event.

October was the opening of the Edith Bolling Wilson Museum honoring the second wife of Woodrow Wilson. She was a native of Wytheville.

In November Eric Deaton, CEO of the Wythe County Community Hospital, was our speaker, and in December we once again supported our local women's shelter with contributions from each member. Our branch also promoted our mission in a display at the public library.

Three Cups of Tea by Greg Mortenson has been our focus this season. We are inquiring about the Pennies for Peace program as a possible project for the upcoming school year.

At the April International Dinner, Dr. John DiYorio, retired Emory & Henry College chemistry professor, took us "touring" Italy. He and his wife recently traveled abroad to research his family ancestry. Dr. DiYorio is currently teaching a course at Wytheville Community College

Last June, our garage sale provided funding for the initiation of a scholarship. We are pleased to be offering it to a non-traditional student graduating from Wytheville Community College and transferring to a four year college. In May, we will be presenting the award at the WCC graduation.

Anita Aymer, President
276/625-0404, alaymer@hotmail.com

Northern District's speaker in October was Lisa Maatz, AAUW Director of Public Policy and Governmental Relations. She discussed both the Republican and Democratic national conventions, which she had attended. Fifty members, representing all district branches shared significant projects or activities. The branches agreed to make their yearly calendars and monthly newsletters available all the branches, resulting in increased interest and participation in the meetings and celebrations of other branches.



Lisa Maatz

The Northern Virginia District is already preparing for the 2010 Virginia AAUW Convention, to be held April 23-25 at the Westfields Marriott in Chantilly. The convention committee, made up of members from all the District branches, will meet once a month in preparation for the convention.

Ercell Binns, Northern District Representative
703/208-7111, binnsercellb@aol.com



Sherry Warren, right, congratulates Joan Hartman, center, named Educator of the Year for 2009, at the convention in Richmond April 25. At left is Virginia MacEwen, president of McLean Area Branch, which nominated her.

State Convention

(Continued from page 1)

Virginia. Branches received certificates for members whom they had honored with donations to the Education Foundation. Then luncheon keynote speaker Dr. Sandra G. Treadway, Librarian of Virginia, presented a talk about her research into women elected to the General Assembly of Virginia over the years.

Three workshops followed. Seth Chase of the national AAUW office discussed passage of the Lilly Ledbetter Fair Pay Act in Congress. Joan Wabschall presented a program on the "Reach Out and Read" program, demonstrating how to introduce very young children to the wonders of books. Michelle Oliver, of the Oliver Financial Group, shared her views on the special needs of women in crafting financial plans for their futures. A raffle of baskets to benefit the Legal Advocacy Fund concluded the one-day convention.

Anne Sterling, Local Arrangements Chair
804/285-8354, nimbleleap@aol.com

Woodbridge

(Continued from Page 7)

Successful strategies such as raffles and donations proved that fundraising from within the branch could meet branch goals without a major fundraising event. Theater-going evenings were quite popular, with large groups of members, their families, and friends attending plays at a local repertory theater. Tickets were purchased at a reduced rate and the attendees made donations to EF.

A Gourmet Out restaurant group and a monthly book discussion group are also longstanding social events that members enjoy.

Karen Wolf, Publicity Chair
703/494-4983, kleewolf@comcast.net

Bylaws Changes Highlights

(Continued from page 1)

- the unique mission and grassroots strength of AAUW.

Major Changes:

1. **ONE MEMBER/ONE VOTE.** Instead of using a delegate system, every member will have a vote. Members who cannot attend meetings and vote in person will be able to vote by all methods approved by the corporate code of the District of Columbia and the Board (i.e., mail, phone, FAX or electronically).
2. **ONE BOARD.** There will be one board (instead of the current two) with authority over all aspects of AAUW activity, including:
 - delivery of the mission through programs and policies;
 - setting membership dues (part of financial administration oversight);
 - appointment of the directors of the AAUW Action Fund, for voter education and related political activities; appointment and oversight of AAUW committees and task forces, including determining the process for the awarding of fellowships and grants.
3. **STRUCTURAL FLEXIBILITY.** Branches and states will not be required to make any changes if their current structure works well for them. However, the new bylaws mandate only an administrative and financial contact person from each branch/state, allowing the branches and states to create the structure and leadership positions that make the best use of their resources to fulfill AAUW mission.
4. **MEMBERSHIP OPEN.** Membership will be open to any individual supportive of the mission, without regard to college degree status, and to partner members. Partner membership broadens the current college/university membership category to include the possibility of other institutions or organizations that meet the criteria. Open individual membership provides an equal opportunity for all to join.

Opening the membership is the proposal that has generated the most feedback. The rationale is this: if AAUW is about equity, then we should “walk the talk” and be equitable in our membership. Our requirement of a degree excludes those who believe in our mission and want to work with us on women’s education and equity. It isn’t the fact that we require a degree to be a member that makes AAUW what it is. It’s the mission and the commitment of the members to the mission and the work we do to achieve it. We are known for our actions and programs. We shouldn’t want to be known as an organization that only certain people can join, even if you are passionate about our cause. Many organizations have broadened their membership from their original basis to become more inclusive while retaining the uniqueness of their mission. Think of the NAACP, the National Council of



Members lined up for the mike at the Virginia convention to have their say about the proposed bylaws changes. The degree requirement change was the “hot button” and strong opinions were expressed on both sides of the question.

Jewish Women, the League of Women Voters, and Boy Scout Explorer Posts, to name a few. As they say, you don’t have to have cancer to work for a cure for cancer. We should welcome all who believe in AAUW’s mission and want to work with us to break barriers to women’s education and equity.

The full bylaws, with rationale for each article, are in the Spring *AAUW Outlook*, which was sent to every member. Also on the AAUW website is a detailed list of frequently asked questions. Go to www.aauw.org and then to the Member Center. Your membership number is required to login, but there are easy instructions if you don’t have your member number. Feel free to contact me if you have further questions.

Caroline Pickens, AAUW Bylaws Chair
703/448-0415, pickens_slim@hotmail.com

A Loss for AAUW and *Oision*

Constance "Connie" Anderson of Blacksburg, long time power behind the now defunct Blacksburg Area Branch, and more recently a member of Roanoke Valley Branch, died Saturday, May 16. "Sharp Eyes" Connie was proof-reader for *Virginia Oision* and the watchdog of the website.

In addition to heading the Blacksburg Area Branch, Connie served as Southwest District Representative and as registrar for the 2003 AAUW of Virginia Convention in Roanoke.

A few years ago Connie purchased a large number of books from the Roanoke Valley Branch's book sale to help establish a library for the women's center at Virginia Tech. She made a sizable donation to the Educational Foundation this year in honor of all the members of the Roanoke Valley Branch.

Inequity in the Paycheck

Is a Woman Worth 22% Less Than a Man?

Published: April 29, 2009, *Richmond Times-Dispatch*

As more women become family breadwinners during this financial downturn, equal pay is not simply a matter of fairness; it's increasingly an issue of economic survival. Yesterday was Equal Pay Day. Once again, there's a significant gap between what employers pay women and men for comparable work.

On average, women earn just 78 percent of what men earn. In workplace terms, this means that the typical woman must work from January 2008 through April 2009 to earn what her male counterpart received in 2008 alone. And it's even worse for women of color. Furthermore, AAUW's new state-by-state comparison of wages found gross pay inequities across the board -- for college graduates as well as for the general workforce.

At the top of our ranking is Vermont, where female college graduates age 25 or older make 87 percent of what male college graduates that age earn. At the bottom is Louisiana, where women over 25 are paid just 65 percent of what their male counterparts are paid. In Virginia, women college graduates age 25 and older are paid 67 percent of what their male counterparts earn, and those 55 and older are paid just 63.2 percent.

The Lilly Ledbetter Fair Pay Act, signed into law by President Barack Obama on January 29, was a big step toward righting the wrongs of pay disparity. Named for a woman who for nearly 20 years was paid far less than her male co-workers with the same job and who fought for another 10 years to expose unfair pay practices, the Lilly Ledbetter Fair Pay Act restored the long-standing interpretation of civil rights laws and Equal Employment Opportunity Commission policies allowing workers to challenge their discriminatory paychecks. The law canceled a U.S. Supreme Court ruling that would have dramatically limited the time in which workers could file a wage claim against their employers.

While we applaud the members of Congress who helped pass the Lilly Ledbetter Fair Pay Act, more must be done to end the nation's wage gap. We now urge Sens. Mark Warner and Jim Webb to pass the Paycheck Fairness Act (S. 182), a much-needed update of the Equal Pay Act of 1963 that would help eliminate gender-based wage discrimination and ensure that women truly earn what men do for the same job. As Lilly Ledbetter so rightly stated, the passage of the Ledbetter Act without the Paycheck Fairness Act "is like giving someone a nail, but not a hammer." When the House passed both the Ledbetter Act and the Paycheck Fairness Act earlier this year, House members demonstrated a firm, bipartisan resolve to attack wage discrimination on all



AAUW of Virginia Presidents with Linda Hallman (center back) Laura Wimmer, Dianne Blais, Nancy Joyner, Neola Waller, Doris DeHart, Theresa Merkel and Marion Stillson stand firm for pay equity at the Richmond celebration.

fronts. Now it's time for the Senate to do the same.

The Paycheck Fairness Act is a comprehensive bill that would create stronger incentives for employers to follow the law, empower women to negotiate for equal pay, and strengthen federal outreach, education, and enforcement efforts. Together with the new Ledbetter law, this critical piece of legislation can help create a climate where pay discrimination is not tolerated and give the new administration the enforcement tools it needs to make real progress on pay equity. It would also prohibit employer retaliation against workers who inquire about their employers' wage practices or disclose their own wage -- a provision that would have helped Lilly Ledbetter win her case.

With a record 71 million women now in the workforce, wage discrimination hurts the majority of American families, in terms of both their economic security today and their retirement security tomorrow. In these difficult economic times, an unprecedented number of women are now their families' sole breadwinners, making pay equity even more necessary to family financial security and the nation's economic recovery. We urge hardworking Americans everywhere -- and especially women workers -- to demand that their senators vote to pass the Paycheck Fairness Act. Yes, it's a matter of fairness to all American families. But it's smart economic policy for the country, too.

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Archives

State Historian Suggests Guidelines

Our records are a valuable link to our history and become our link to the future. Because much of AAUW's work has been done at the branch and state levels, it is particularly vital that these records be preserved.

What to save: Articles of incorporation, if your branch is incorporated, and charters; bylaws and policies; correspondence of officers and others, if of historical value; descriptions, programs, photographs, and publicity, for events and projects; directories of members and lists of officers; adopted budgets and year-end financial reports; histories, written and oral; minutes of branch and board meetings; newsletters; planning documents; press releases; research reports, if done by branch or state; important speeches; scrapbooks.

Where to save: Many colleges and universities, local libraries, and historical societies maintain archives and would welcome your contributions to the preservation of women's history. The Society of American Archivists can provide information on the processes for donating records to an archive. They may be reached at 17 N. State St., Suite 1425, Chicago, IL 60602, phone 312/606-0722, FAX 312/606-0728.

AAUW of Virginia Calendar 2009

JUNE 2009

1 Roster of Branch Officers due to Association and State President
Branch Presidents

1 Roster of State Officers due to Association
State Presidents

1 *Vision* mailed *Morgan/Koehler*

26-28 *AAUW Convention, St. Louis*

30 Year-end Financial Statement *Johnson*

JULY 2009

1 Branch dues reports due to Association/State Treasurer
Branch Treasurers

31 State Board Meeting Fishersville
2009-2010 Board Members

AUGUST 2009

1 State Leadership Conference: Fishersville
All members....details on Page 4

15 *Vision* Articles to Morgan. Emphasis: Kick off program year. Branches: Articles from *Arlington, Alexandria, Ashland-Leesburg Area, Bedford Area, Greater Manassas, Reston-Herndon Area, Richmond, Virginia Beach and Northwest District.*

Any repository must protect your records. Damage occurs from extremes in heat and humidity. Avoid unfinished attics, which can become too hot in the summer, and basements, which are usually too humid. A spot in your normal living area is best because it is consistently cool and dry.

Just one final note: don't make your archives a dumping ground. Sort through your materials carefully, and save only the important things.

And I have a request: I have convention program books from 1984 and 1993-2009. Therefore, I need one copy for each of the years 1985-1992 plus those years prior to 1984 when we had the books. If you have any stashed away, please contact me.

Neola Waller, Historian
757/217-2356, Wallerwn@wcbach.com

AAUW Convention

June 26-28, 2009

St. Louis, Missouri

<http://www.aauw.org/convention/conv2009>

Read about the major issues to be addressed elsewhere in this issue. Attend if you can!



Photo by Nancy Morgan

Missouri Botanical Gardens: Climatron

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202/785-7777 (TDD number)

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AAUW Congressional Action Line:

202/785-7786

VA AAUW Website:

<http://www.aauwofva.org>

VA Legislators Action Line:

800/889-0229

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

In principle and in 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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