

The Garden Statement

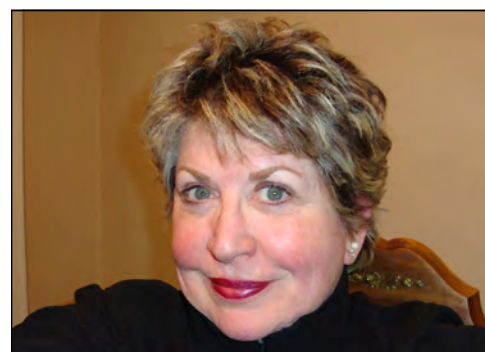
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SPRING 2011

AAUW Of New Jersey, Inc.

AAUW-NJ President's Message

Ms. Sally Anne Goodson



Ms. Sally Anne Goodson
AAUW-NJ President

CALENDAR OF EVENTS

AAUW CONVENTION IN WASHINGTON, DC:
6/16/11 - 6/19/11
CELEBRATE 130 YEARS OF AAUW WITH 1,000 MEMBERS FROM ALL 50 STATES, DC, AND PUERTO RICO.

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"Equal Pay Day" was recently remembered on Tuesday, April 12, 2011. On Thursday, April 21st, I joined a nationwide conference call with representatives of the White House, AAUW, and the ACLU. The hour-long moderated conference was held "to explain the next steps in pursuing policy to close the gender wage gap." The conference callers spoke about the need to develop partnerships with similar-mission organizations to promote a public discourse about women's work issues.

A major AAUW goal is to pass the Paycheck Fairness Act. Promoting a public discussion about workplace flexibility for both men and women is also seen as a high priority. A goal is to use our collective, collaborative voices to speak-out about the importance and necessity of economic security for our nation's women and their families.

Systemic workplace topics were explored. There is a need to remove "pay secrecy" in private companies. Creating federal pay equity guidance and enforcement tools, as well as, the means of enforcement were addressed. Since taxpayer's monies cannot be used to discriminate in hiring or pay, federal contractors need to be better informed about new federal regulations and guidelines. Collecting factual pay gap data from government -awarded contractors has become a high priority.

The failure of the US Senate to pass the Paycheck Fairness Act (by two votes) was reviewed. The group pointed out that AAUW has a strong voice that must be heard. Economic Security for Women will bring security for all US families. A coalition of advocates is being formed nationwide. AAUW's "The Simple Truth" publication about the wage gap (from state to state) can be found on the AAUW.org website.

State AAUW Boards and Branches are being urged to have a public dialogue regarding Pay Equity. AAUW members are requested to thank elected officials who support our mission, as well as, to ask those who are against our economic security to explain their reasons for doing so. AAUW Members are asked to become pay fairness advocates all-year-round. Book club participants are urged to deal with the pay gap

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issue in their local states. Some branches **have already sponsored "unhappy" hours** to attract local concern for pay inequities. Politicians at every level are being asked about their position on paycheck fairness.

AAUW members on the conference call where from all over the country. I hope AAUW co-sponsors more forums like this one in the future. It was a wonderful means of communication.

COMMUNICATION TOOLS

Today, there are so many high-tech tools available for AAUW members to keep in touch with each other and the world. Although I make landline telephone calls to AAUW members, lunch with our advocates, attend similar-mission conferences, workshops, and conventions, I am also a great fan of the new communication technologies. Recently, I used a wireless modem with a mini-computer so that

I could have constant access to the internet while traveling.

The equipment I use most often is my cell phone. I can respond to AAUW emails anytime, anywhere. I can text and receive text messages in seconds. I can read and listen to videos about AAUW-NJ on Facebook and Twitter. I can read my newspapers on my cell phone, join blog conversations, and plot driving directions to the next meeting. I even have found AAUW on YouTube. I use a phone app (application) to turn my voice messages into text and text into voice. And when online, AAUW.org and AAUW-NJ.org provide me with boundless downloadable, email-able material. However, I must admit that I have not skyped yet.



AAUW to Receive Cy Pres Award for Work to Fight Gender Discrimination

The American Association of University Women has been awarded \$23,500 as part of a cy pres award from the judgment in the largest gender discrimination case to ever go to trial. The class action lawsuit against Novartis Pharmaceuticals Corporation included approximately 5,600 women sales force employees who claimed gender discrimination based on pay, promotion, and pregnancy. A jury found Novartis liable for gender discrimination in May 2010, and the subsequent settlement was filed in federal court in New York in July 2010. Judge Colleen McMahon of the U.S. District Court for Eastern New York approved the final settlement agreement in November, 2010.

Cy pres awards are the result of class action lawsuit funds and are typically distributed to charitable organizations. AAUW will receive this award to support its mission to advance equity for women and girls. AAUW learned of its selection to receive a cy pres award in December. **"We commend the brave plaintiffs and their extraordinary legal team in the Novartis case,"**

said AAUW Executive Director Linda D. Hallman, CAE. **"They have broken through barriers for women employees of Novartis and for women employees around the world. We hope this case will inspire more women to stand up for their rights as workers and teach a lesson to those who would discriminate on gender or any other basis. AAUW is proud to be associated with this case and honored to be the recipient of an award that affirms our work against all forms of gender discrimination."**

The award from the Novartis settlement will **help fund AAUW's continuing advancement of women and girls** through our programs, research, and advocacy, especially on the issue of fair pay. As this case demonstrates, wage discrimination remains a critical problem, and women's pay still lags behind that of men. By some estimates, women may lose between \$500,000 and \$1 million because of wage discrimination over a 40-year career.

Social Security's 75th Anniversary

Strengthen Social Security Coalition

AAUW is a part of the Strengthen Social Security coalition. **In this, Social Security's 75th Anniversary year**, we are united in support of the following principles:

1. Social Security has a surplus of \$2.6 trillion, which it has loaned to the federal government. Social Security did not cause the federal deficit. Its benefits should not be cut to reduce the deficit.
2. Social Security, which has stood the test of time, should not be privatized in whole or in part.
3. Social Security is insurance and should not be means-tested. Because workers pay for it, they should receive it regardless of their income or savings.
4. Social Security is fully funded for more than 25 years; thereafter it has sufficient funds to meet 75 percent of promised benefits. To reassure Americans that Social Security will be there for them, Congress should act in the coming few years outside the context of deficit reduction to close this funding gap by requiring those who are most able to afford it to pay somewhat more.
5. **Social Security's retirement age, already scheduled to increase from 65 to 67, should not be raised further.** That would be a benefit cut that places the greatest hardship on older Americans who are in physically demanding jobs, or are otherwise unable to find or keep employment.
6. Social Security, whose average benefit is \$13,000 in 2010, provides vital protection against the loss of wages as the result of disability, death, or old age. Those benefits should not be reduced, including by changes to the cost of living adjustment or the benefit formula.
7. **Social Security's benefits should be increased for those who are most disadvantaged.** The benefits, which are very important to virtually all workers and their families, are particularly crucial to those who are disadvantaged.

Why is Social Security so important?

Social Security works for all Americans, and it has never been more important to our economic security. Fifty-four million depend on Social Security – 1 out of every 6 people. About 2 out of 3 seniors depend on Social Security for most of their income, and one-third of seniors rely on it for at least 90% of their income. **Social Security's benefits are modest, but vital.** The average benefit is about \$13,000 a year—less than full-time, minimum-wage work.

Yet, it is the single most important way the nation protects working Americans and their families against lost wages, when a working person is severely disabled or retires; and when a parent or spouse dies or is severely disabled. Social Security lifts 20 million people out of poverty. Without it, the poverty rate of our seniors would be 45%; instead it is 10%. Social Security does all of this with administrative costs of less than a penny on the dollar.

Social Security belongs to the workers and their families who have worked hard, paid taxes in, and earned its benefits. Social Security did not cause the federal deficit, and its benefits should not be cut to reduce the deficit. The federal government found the money to bail out Wall Street; it must find the money to pay **what it owes to Social Security. Today's and tomorrow's beneficiaries** – children, people with disabilities, widows, widowers, and retired workers – deserve no less.



One Member, One Vote FAQ AAUW Ballots Are in the Mail!

Ballots and voter information guides for AAUW's first every-member election were mailed to all members on April 15. You must be a current member in good standing in the AAUW member services database in order to vote. Online voting begins May 1 and ends June 17 at 9 p.m. EDT. Paper ballots must be postmarked by May 31 at 11:59 p.m. EDT. See the One Member, One Vote website and the election FAQs for more information.

Candidates

Where are the candidate profiles posted?

Profiles for the final slate of candidates were posted in March 2011 in the One Member, One Vote section of the website, accessible from the AAUW website home page, and are featured in the Spring/Summer *AAUW Outlook*. AAUW board candidates are listed alphabetically on the electronic and paper ballots.

How will I get to know more about the candidates and the issues, since we don't have the floor discussion and speeches typical of past voting sessions at conventions?

Members have the opportunity to learn about the candidates in four ways:

1. Candidates have profiles posted online at the AAUW website (www.aauw.org). These profiles include a candidate-provided photo and biography and may also feature video clips and links to additional information, including the candidate's own website, Facebook page, and other documents hosted elsewhere online. This online candidate profile enables a rich multimedia experience for members to get to know candidates better and to explore additional online resources for candidate information.
2. The Winter and Spring/Summer issues of *AAUW Outlook* and the Voter Information Guide mailed with your ballot include candidate profiles and information on issues.
3. Members are encouraged to share and discuss the issues and candidates at branch meetings and other forums of their choice.

Candidates will be available for individual face-to-face discussions at convention.

Is there a provision for write-in candidates?

You may write in candidates if you vote online but not if you vote by mail with the paper ballot. Writing-in is limited to candidates and is not available for bylaw amendments, resolutions, or Public Policy Program proposals.

Bylaws Amendment

What was the process for proposing bylaws amendments?

Members submitted bylaws amendment proposals online from August 1, 2010, through November 17, 2010. The proposal period ended November 17, 2010; comments were able to be submitted until November 22, 2010. The AAUW Governance Committee then reconciled the proposed amendments and made recommendations to the board about proposed amendments. The board approved the final ballot. On December 1, the amendments proposed for the ballot were posted on the website and included in the Winter *AAUW Outlook*, which was published in January 2011.

The Voter Information Guide mailed with the paper ballot includes information about all balloted items. This same information is posted in the One Member, One Vote section of the website and can also be viewed from the electronic ballot that will be posted online from May 1 through June 17, 2011.

One Member, One Vote FAQ AAUW Ballots Are in the Mail!

Resolutions

What was the process for resolutions?

The process for proposing resolutions was identical to that used to propose bylaws amendments. There are no resolutions on this year's ballot.

Public Policy Program

What is AAUW's Public Policy Program?

AAUW's Public Policy Program establishes the federal action priorities on which AAUW members across the country will focus their advocacy efforts and guides the work of the national staff in the next biennium.

What is the process for developing the proposed AAUW Public Policy Program?

In even-numbered years, the AAUW Public Policy Committee (APPC) develops a proposed two-year Public Policy Program using the results of the member survey, ongoing feedback, and advice from staff on likely legislative action before the Congress in the next biennium. Criteria used for developing the program priorities include viability, critical need, strong member support, and potential for distinctive AAUW contribution.

In September 2010, the proposed program priorities were presented to the AAUW Board of Directors for approval. Upon approval, the proposals were posted online for comments and additional proposed revisions. The APPC then finalized the proposed Public Policy Program that the membership is voting on in 2011.

What was the process for reviewing and revising the proposed Public Policy Program?

The Public Policy Program proposal procedure is much like the bylaws amendment proposal procedure. Members were able to read the current Public Policy Program on the One Member, One Vote website. The Public Policy Program was separated into sections, with each one annotated to indicate whether any proposed revisions had been submitted to that section.

The AAUW Public Policy Committee posted the board-approved proposed Public Policy Program for member proposals and comments. Thereafter, the committee reconciled the member proposals and comments and submitted final recommendations for board approval and posting for the vote.

Voting

When and how can I vote?

You may vote online or by mail-in paper ballot. A paper ballot personalized with member numbers and personal identification numbers (PIN) was mailed to every member on April 15, 2011, and should arrive by early May. If you don't receive your ballot by May 10, please contact us at connect@aauw.org.

Vote Online: Online voting is open May 1, 2011, through 9 p.m. EDT, June 17, 2011, and may be done online or onsite at the convention. To vote online from the AAUW website, click on the One Member, One Vote link from the AAUW home page. You must use your member number to access the Member Center and then use the PIN number provided with your paper ballot to vote. Online voting is encouraged because it is fast, easy, and secure. Members who do not have Internet access can ask someone who does to help them with the online voting process.

Paper Ballot: Paper ballots must be postmarked by 11:59 p.m. on May 31, 2011, the deadline for your ballot to be scanned and counted. Paper ballots submitted after that date will not be counted. Write-in votes for candidates can be submitted only by online voting and not by paper ballot. No write-in proposals for bylaw amendments, Public Policy Program revisions or additions, or resolutions will be accepted, either by paper ballot or electronic voting.

One Member, One Vote FAQ AAUW Ballots Are in the Mail!

Who is an eligible voter?

Eligible voters are all full members of AAUW, including life members, who have paid the full national dues by 11:59 p.m. EDT on May 18, 2011. Voting eligibility is established 30 days prior to the close of the vote. So, new members joining between now and May 18, 2011, must either pay electronically or provide their dues payments in time to be fully processed by the national office by May 18, 2011. Branch finance officers should help to ensure that these transactions are fully completed by that date for new members to ensure voting eligibility.

If you question your current membership status and voting eligibility, please check on your status in the Member Services Database.

How are votes being counted?

Online votes are entered directly into an AAUW voting database as they are submitted, and a confirmation notice will be issued immediately. Paper ballots will be scanned directly into the AAUW voting database. This system was used successfully at the 2009 AAUW National Convention in St. Louis. Paper ballots postmarked after 11:59 p.m. on May 31, 2011, will not be counted. Online ballots submitted before 9 p.m. EDT on Friday, June 17, 2011, will be counted.

Can I change my vote after I've submitted my ballot?

As with normal voting processes, the first submitted ballot is considered final. There are no changes, and any subsequent ballot submissions will be rejected.

How will I know if my vote is counted?

After each ballot is submitted online, a confirmation message will appear on the screen, and you can print it out as confirmation of your vote. No confirmation process is available for paper ballot voting.

What is the impact of my vote if I wait to vote in person at convention?

Convention offers attendees the opportunity to vote online at the convention until 9 p.m. EDT on Friday, June 17, 2011. You can also vote remotely online until that time if you are not attending. The final tabulation of votes will then occur, and the results will be announced during convention and on the website.

What security measures are in place to protect my identity when voting online and to prevent people from voting twice?

Your member ID number and the assigned voting PIN specified on your paper ballot are required to submit a ballot, whether by mail or online. A member's ballot is uniquely tied to the member's ID and to the assigned PIN. Only the first ballot submitted by an individual will be counted.

What do we do for members who don't have Internet access?

The communication plan leading up to the 2011 convention, which is at the end of the period allowed for electronic voting, has been developed to include those who do not have Internet access. The primary communication vehicles are the Fall, Winter, and Spring/Summer issues of *AAUW Outlook* magazine, which is mailed to all members.

The Fall *AAUW Outlook* contained information describing the key events and timeline. The Winter *AAUW Outlook* included the proposed bylaw amendments, resolutions, and the Public Policy Program revisions and additions, as well as profiles for the initial slate of candidates who had been approved for ballot by the Nominating Committee. The Spring/Summer *AAUW Outlook* provided the final slate of candidates for election to the board of directors.

Ballots were mailed to all members in mid-April, and members can choose to return their completed ballot by mail or to vote online — the preferred method. Members who do not have Internet access were encouraged to submit proposed bylaw amendments, resolutions, and Public Policy Program comments by enlisting help from a member with Internet access.

AAUW Spotlight on STEM

Dear AAUW members and friends,

We're excited to see many science, technology, engineering, and math (STEM) events happening across the country this spring as we recover from a snow- and ice-filled winter! Our national leaders continue to make STEM a priority, as was evident when the president pushed for more innovation and education during his State of the Union address. But your planned local activities such as career days, science competitions, and conferences will help spread this enthusiasm for STEM — especially in girls, who are underrepresented in these fields — by stimulating the minds of young people and inspiring them to think about STEM inside and outside of the classroom.

We're looking forward to hearing about your state and branch STEM projects, along with all of your other great work, at your state conventions in March and April. If you haven't registered for our 2011 AAUW National Convention in June, we urge you to do so today to take part in this exciting event that brings together members from across the nation. Take advantage of the STEM discussions at the convention and the many other programming and skill-building opportunities. We hope to see you in Washington, D.C.!

Sincerely,

Linda D. Hallman, CAE

AAUW Executive Director



The United Nations and AAUW: STEM Goes Global

Representatives from AAUW joined hundreds of women from around the world for the 55th U.N. Commission on the Status of Women (CSW) in New York City this spring. The theme of the meeting was **"participation of women and girls in science and technology, including women's equal access to full employment and decent work."** At the event, AAUW Chief of Strategic Advancement Jill Birdwhistell discussed the *Why So Few?* Women in Science, Technology, Engineering, and Mathematics research at a plenary panel discussion for the U.N. General Assembly delegates, and AAUW National Girls Collaborative Project Liaison Dot McLane and AAUW Senior Researcher Andresse St. Rose presented *Why So Few?* at well-attended sessions. Get a **more detailed look at AAUW's participation in the U.N. meeting** by reading these blog posts.

AAUW Women in Science Forum on Nature.com

This spring, AAUW teamed up with Nature Publishing Group, one of the world's leading science publishers, to present an ongoing online forum **focused on women and girls in science.** We're collaborating with Nature to bring this forum to more kids throughout the country. This is a great way to get kids involved in STEM at home. AAUW Senior Researcher Christianne Corbett will be leading monthly discussions about different chapters of *Why So Few?*, so log on and join the discussion!

Seeking Successful Community College STEM Programs

AAUW launched an exciting new research project that examines best practices in STEM education for women in community colleges. We will analyze existing research literature and produce case studies of five to seven programs that have been successful in recruiting, retaining, and helping women complete STEM programs in community colleges. To nominate a program, please **e-mail a contact person's information to aauw-research@aauw.org**. If you have any questions, contact AAUW Senior Researcher Andresse St. Rose at strosea@aauw.org

Commission on the Status of Women

55th Session

February 22 - March 4, 2011

Arlene Inglis and Virginia Lyttle

The priority theme of the 55th session of the **Commission on the Status of Women** is "access and participation of women and girls in education, training, science and technology, including for the promotion of women's equal access to full employment and decent work."

MICRO SCIENCE MACRO ECONOMY

Sponsored by Baha'i International Community Office; co-sponsored by Women of Purpose (Uganda) and Institute of Child Mental Health

The first part of this session focused on the economic empowerment of women in Africa through a group called "Women of Purpose," which works with widows in Uganda. Illiteracy is 95% among these women, who range in age from 15 to 75. The women are taught their rights and are given training in crafts and baking so they can then earn their own money. They also have access to micro loans which are granted to a group of five widows as cash, or for purchasing heifers or chickens. The usual amount for the loan is \$100. In two to four weeks, the woman must return \$120. Additional loans in larger amounts may then be given. The money earned helps to send the children to school, where they learn to read and how to keep the books for the projects.

The next speaker focused on teaching women in Egypt about the use of technology and research in producing and marketing products. The women learn the importance of the quality of the product, branding, packaging, pricing, marketing and advertising.

The final speaker in this session spoke about use of positive reinforcement to foster the recognition of unique human attributes, to provide constructive mentorship, and access to opportunities for education and training. Through this program, girls and young women are trained in science and technology. The girls and women learn to recognize the unique qualities of women: Women are effective communicators; they are peacemakers; they can multitask; they have a capacity for high level "executive function."

The effect of microfinance and seed funding for women, combined with the education and training provided through these programs, makes women in the developing countries the entrepreneurs who are the world's largest employers. They provide opportunities for meaningful employment for women.

CUTTING EDGE: WOMEN'S WORLD BANKING

Sponsored by The Virginia Gildersleeve International Fund

This session addressed the momentous changes in the developing world due to the rapid influx of technology, how change is affecting work, finances and culture, and where the education of women and girls needs to develop to provide leadership in the future. The focus was on the empowerment of technology for women. **Technology can provide work, wealth and women's leadership.**

In Fiji, a scholarship fund has trained young women in non-traditional fields, such as plumbing, carpentry, electronics, electrical engineering, automotive and mechanical engineering. Funds were raised from monthly luncheons and quiz nights. Funds were also given to provide educational opportunities and science workshops for girls and teachers in rural secondary schools, to encourage girls to take math, and to purchase science books on 14 islands in the South Pacific. In Australia funds were raised to promote gender equality and leadership workshops for girls.

Women's World Banking provides micro financing. It has 39 members in 28 countries. The presentation stressed the importance of knowing your customers. For instance, if women cannot go to the bank because of local customs, provide alternate channels for bankless banking. In Lahore, India less than 10% of the women have access to a bank, and 70% are illiterate. In Pakistan it is necessary to have a National ID card to have access to micro loans. They have provided mobile phones and neighborhood kiosks. It is important to insure that the women own the savings account and are the only ones

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who can get the loans and have access to the money.

SCIENCE AND TECHNOLOGY: WHY SO FEW? HOW TO ATTRACT MANY?

*Sponsored by AAUW and
World ORT/ORT America*

Gloria Blackwell from AAUW gave an overview of the research project and acted as moderator. As principal investigator for national science grants, she said that 3.5 million girls in 2,000 programs have received more than \$1 million for fellowships and grants in the United States.

Andresse St. Rose, co-author of AAUW's *Why So Few? Women in Science, Technology, Engineering and Mathematics*, summarized the findings in the report. She talked about what keeps women from entering the stem fields and what can be done to change this. At colleges and universities, little changes can make a big difference. For example: provide a broader overview of the field in introductory courses so women know what careers are available; eliminate biases; provide role models; improve environment so women feel comfortable. Women can do math and they can learn special relationships. **Since girls/women want to do what is "socially relevant," go into high schools and explain about careers and that science and math can change the world.** There also needs to be a greater understanding of how Title IX prohibits gender bias in STEM as well as sports.

Valerie Khaytina is head of NY Team of World ORT, one of the largest global education and training organizations. She stressed the Ort approach to education, that girls and boys get the same courses and are treated the same. Women/girls need more access to computers and an understanding of how STEM applies to real life, not just how things work. Teachers also need to be trained to include girls.

Two young women talked about their experiences. Laiali Almazayden, from Jordan, is studying for her Ph.D. in computer science at the University of Bridgeport. She had to leave her husband and child at home while she studies.

She spoke about the language and gender bias she has had to overcome to get to where she is. Sarvenaz Keypour was born in Tehran, Iran, and came to the United States with her family in 2009. She is a student in the Medical Assistant Program at Bransom Ort College. She talked about the ethnic and gender factors she has experienced and what she plans to do in the future.

Overview: councilors need to change to include **girls; hard work makes a difference, it's not luck; skills are needed; strive to achieve a work/life balance with family and career; and provide more STEM at an earlier age.**

UNITING AGAINST VIOLENCE: A GIRL CENTERED APPROACH

*Sponsored by the World Association of
Girl Guides and Girl Scouts*

Maria Jose Alcala, representing UN Women and a Senior program advisor of "Ending Violence Against Women," moderated a panel of young women. She talked about the global pandemic **of rape and violence and the UN's reform agenda that brings together resources and mandates to merge and build on the important work of four previously distinct parts of the UN system which previously focused exclusively on gender equality and women's empowerment.** **Women are invisible in much of the world and can be ignored or violated without consequences.** Statistics show that one-half of all sexual assaults are to women under 15.

The panelists included young women from the World Association of Girls Guides and Girl Scouts (WAGGS). There are 10 million members from 145 countries across the world. It is the largest voluntary movement dedicated to girls and young women in the world. The girls gave examples of programs from various countries. In Chile data has been collected on girls and the information has been brought to the Parliament. As a result educational reforms have been instituted. Brazil has a national action plan which focuses on young girls. In India young women are sharing experiences with their

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peers using electronic media. South Africa has instituted services to help young girls attend school, such as installing separate bathroom facilities.

Two representatives from Soroptimists International explained some of the programs they have offered in conjunction with WAGGS. They have developed a set of bookmarks that have been distributed to police, on college campuses, **to high schools and women's groups.** One bookmark alerts girls and women to recognize the signs of an abusive relationship; the other one outlines the right to have happy, healthy and safe relationships. In New Zealand they **have sponsored a program called, "Welcome to A Girl's World."** They focus on building self-esteem in girls and are working with both boys and girls on how to develop relationships and safe dating.

The last presentation was by World YWCA. This **organization develops women's leadership and** focuses on finding local solutions to the inequities women face by raising awareness in the local communities. In Liberia they are working to change the social acceptance of early marriages. Safe spaces where girls can make friends and work with mentors is the focus in Uganda. Hurricanes, earthquakes and other natural disasters have triggered violence against women in Sri Lanka and Pakistan. The main threat of violence against women in Palestine is from the military. In all of the above instances, World YWCA offers a 10-month program to give girls and women job skills and a place to share experiences. Included are programs on sexual rights **and women's rights, all of which are human rights.**

EDUCATE A WOMAN— YOU EDUCATE THE NATION

*Sponsored by Non-Governmental
Organizations Coordinating Council (NGOCC)*

This group was founded in Zambia and represents the interests of woman and girls. In Zambia 85% of the girls and 93% of the boys complete schooling. One focus is giving women and girls access to, and participation in, science and

technology, particularly for girls in the public schools, which are inferior in many ways to the private schools. In the community, there is a shortage of female doctors, lack of access and information about technology, no negotiating **skills, stereotyping about girls' natural abilities** and interests, and no freedom to speak out in the home (fear of battering).

NGOCC is setting up centers for women with computers and access to websites. These **efforts are assisted by the Children's Christian Fund.** Women are taught they have a right to assert themselves in connection with health issues. The centers combat the high drop out rate, the negative social practices and are trying to alleviate the inconsistencies between legal and customary law. For instance the Zambian constitution prohibits child marriage, but there is a clause which gives precedence to tribal customs, which permits girls as young as 12 to be married. NGOCC is working to have that clause stricken from the constitution.

The third speaker represented an organization that supported women in the mining industry. Over a ten-year period, the number of women in mining has risen to one-third of the workers. The women have been trained to do more than **just "pick and shovel" work.** Their education includes science, chemistry, mine safety, gem cutting and polishing, and marketing. Some of the teaching positions are now held by women. Some government loans are earmarked specifically for women in mining. To support the women in the mining areas, housing, schools and child care are provided. The Bible is used to teach women they have rights. The schools work with boys to recognize violence as violence.

GLOBAL WOMEN'S PARLIAMENT

*Sponsored by South Asia Women's Watch,
National Alliance of Women - India*

This session was a very exciting one and challenged the women of the world to begin **planning for a Global Women's Parliament in 2015.** Imagine a Global Women's Parliament!

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The session was a report of the culmination of five years of planning by the National Alliance of Women in India. The goal was to have a nationwide parallel parliament made up of women leaders from all over India. It began with having meetings in each of the 27 states to identify women leaders. The leaders were then trained in Indian parliamentary skills: how to influence government, society and institutions; how to develop policy; how to write bills; and to develop action plans. The Parliament was held November 2-5, 2009.

Beginning in 2005, each state had an assembly, and from these women representatives were **elected to attend the women's national parliament**. There were 543 women who attended the Parliament. It mirrored the actual Parliament in that it had two houses and had representatives from each of the Indian constituencies. There were the usual mechanisms: Oath taking ceremony; election of Speaker and Deputy Speaker, Council of ministers, Presidential Address, Budget session, passing of bills, question and zero hours, etc.

The goal of the Parliament was to challenge the conventional style of business in an alternative space with a novel budget. The highlight of the Parliament was the presentation of the budget by the Finance Minister. The budget focused on the Gross National Happiness (GNH) index, not **Gross National Product (GNP)**. She said, "We believe that our national happiness is based in **sustainable development, social justice, conservation of nature** and **good governance**."

The other speakers supported the call to plan, train and implement the mechanism for a **global women's parliament**. The speaker from New Zealand proposed a Pacific Regional Parliament to resolve conflicts in the area. She said the Millennium Development Goals (MDG), the Committee on the Elimination of Discrimination Against Women (CEDAW) and the Beijing Initiative need to be implemented to ensure women's rights. The speaker from the US stressed that, in order to change the world, we must be able

to imagine that change. In Kyrgyzstan they are implementing a comprehensive, pro-active five-year plan to identify women leaders. Sri Lanka is educating women leaders about the structure of government.

**OPEN FORUM: 16 DAYS OF ACTIVISM
AGAINST GENDER VIOLENCE CAMPAIGN**
Sponsored by Center for Women's Global Leadership, Rutgers University

The campaign dates traditionally have included the 16 days from International Day Against Violence Against Women, International Women Human Rights Defenders Day, World AIDS Day, and the Anniversary of the Montreal Massacre. In 2010 those dates were from November 29 to December 6, 2011. The Sixteen Days of Activism Against Gender Violence Campaign is commemorated by individuals and groups around the world who use a human rights framework to call for the elimination of all form of violence against women by raising awareness at the local, national, regional and international levels. Begun in 1991, over 3,400 organizations in 164 countries have participated in the 16 Days campaign. As this was an open forum, individuals and organizations reported what work they had done during the 2010 campaign, which focused on militarism and violence. One individual had compared the spending of the military versus spending on social projects and education of girls in 16 countries. Australia worked with police departments on gathering data on violence against women and girls. Canada looked at "adult-supported violence." A representative from Afghanistan reported 80% of the refugees from militarism are women and children. The ongoing question is, "How can we end the war and protect women's rights? War makes widows out of women and orphans out of children." A representative from Okinawa states the rape of Okinawan women has been going on for 62 years. A retired female U.S. Army officer said the average term of service for women is four to six years. During that time, one half of the women have been molested or raped. There has been little or no action on the reported complaints.

AAUW-NJ ISSUES CONFERENCE

Combating Violence Against Women: A Moral and National Security Imperative

Ms. Adrienne Lesser

The issue of violence against women and girls **was the focus of the AAUW/NJ's fourth Issues Conference** held on Jan. 29th at Brookdale Community College in Lincroft, NJ.

Statistics show that domestic violence causes two million injuries a year, and that at least one out of every three women worldwide has been beaten, raped, and otherwise abused. Violence against women is a major cause of poverty worldwide and keeps women from getting an education, working, and earning the income they need to lift themselves and their families out of poverty. This type of violence against women threatens national security by increasing social tensions.

The AAUW conference featured accomplished speakers on domestic issues, global health, and national security and human rights concerns. Janice Kovach, former director of the New Jersey Commission on Women and a member of the NJ Commission on the Status of Women, discussed the ramifications of violence against women from the legal and policy perspective. Janet Lee, LCSW, explained the role of 180 Turning Lives Around, an organization that for

35 years, has served over 300,000 individuals and families faced with domestic violence and assists them in turning their lives around. Several speakers who had been victims of domestic violence related their compelling stories. Amelia C. de Asa-Weiland, a program manager from the Women Veterans Program in East Orange and a combat veteran outlined many of the services available to women veterans and discussed the unique issues facing women in the military. Fahima Vorgetts, a member of the Board for Women for Afghan Women, described the work she has done and is continuing to do to protect and empower women of Afghanistan. She has started schools for girls and assisted women to develop small businesses.

In addition to our enlightening speakers, we were fortunate to have a group of students from Georgian Court University in attendance. These young women, part of the W.I.L.D. Women (Women in Leadership Development) program at Georgian Court, added to the overall program considerably with both a distinctive perspective and lively questions in the ensuing discussion.



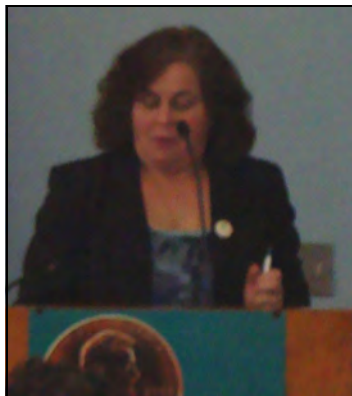
Carol Cohen, Laura Porter, Dee Wenzelburger, Joan Odud (all from Freehold Branch), which is very involved with supporting **180 Turning Lives Around**



Georgian Court University Students with AAUW-NJ President Sally Goodson (back row); Ashley Hobbs, Graduate Assistant for Leadership Program (rightside)

AAUW-NJ ISSUES CONFERENCE

Combating Violence Against Women: A Moral and National Security Imperative
Pictorial Review



Janet Lee LCSW representing 180 Turning Lives



Registration Table: Laura Noll, Mary Lea Burden, Pamela Coratti, Lucille Webb, and Barbara Williamson



Janice Kovach Former Director of the NJ Commission on Women



Amelia C. Deasa-Weiland RNm MSN, CCRN VANJ Health Care System; "Women Veterans Program Manager"



Speakers and Committee members: Special Guest Erica Vann, Janet Lee, LCSW, Janice Kovach Former Director of the NJ Commission on Women, Barbara Williamson, Adrienne Lesser



Fatima Vorgetts; Chemist, Bio-Chemist



Conference Audience during Question and Answer period

AAUW-NJ Annual Meeting Agenda

Saturday, April 16, 2011

AAUW-NJ ANNUAL MEETING

Saturday, April 16, 2011 Forsgate Country Club, 375 Forsgate Drive, Jamesburg, NJ

HELP US SHAPE THE FUTURE OF AAUW

Welcome AAUW-NJ State President Sally Goodson

Linda Hallman, **National Executive Director AAUW**, Washington, DC "AAUW Today & Tomorrow"

Report: **AAUW-NJ Charitable Trust**, 20th Birthday Jean Wadsworth, Chair

The C/U Connection: A vital component of AAUW's promise

AAUW/NJ is uniquely suited to be one of the leaders in developing this program. Report on our successes and our vision for the future. Doris B. Hudak, Barbara Williamson

Barbara Williamson, Membership VP

Adrienne Lesser, Public Policy Director

Elections of Officers by Nominations Chair Joan Odud

Carol Cohen - 3rd Vice President for Program

Beth Forman - Public Policy Director

Bettine Avenia - Secretary

Barbara Williamson - 4th Vice President for Membership

Karen Brown - Treasurer

Northern District Coordinator (1 of 2) - Judith Mazur-Shivy

Southern District Coordinator (2 of 2) - Barbara Tuzio

A report from the **UN Meeting-Commission on the Status of Women** By Ginny Lyttle and Arlene Inglis

Meet the W.I.L.D.* Women- Georgian Court University Students. These dynamic young women will be discussing their impressions, programs, and goals for the future. Moderators: Adrienne Lesser, Ginny Lyttle, & Barbara Williamson.

***W.I.L.D. (Women in Leadership Development)**



Dean Karen Goff, Graduate student Ashley Hobbs, and the Georgian Court WILD Women (Women in Leadership Development) were our special guests at our AAUWNJ state meeting. The students gave their informative and spirited presentations about their four phase student leadership program, including life mapping, weekend retreats, goal setting, mentoring, campus leadership, and student service projects. The students truly inspired us with their educational goals, poise, and leadership skills.

AAUW-NJ Annual Meeting Minutes

Saturday, April 16, 2011

AAUWNJ Annual Meeting
April 16, 2011

The meeting was opened at 9:30 a.m.

AAUW Executive Director Linda Hallman spoke about the new strategic plan, whose goals are: put membership first; increase advocacy activity, especially with like-minded groups; stimulate leadership to break through barriers; continue philanthropy; and provide sound management.

The issue of one member/one vote will be part of this year's elections [by now you may have received your ballot; mine just came] . Information about candidates and how to vote is in the national website and in the current magazine. May 31 is the deadline for paper ballots; June 17 is the online voting deadline.

Re membership: Of 9,000 questionnaires returned, about 80% of members expressed general satisfaction. The majority feel that a strong, articulate voice is important, especially at the national level. One could encapsulize the work of AAUW by using PEARL as a guide (protection, education, advocacy, research for information, and leadership).

Branches wanting to strengthen their websites can go to <connect2@aauw.org>

College/university links are being stressed. The plan is to have every branch adopt one or more colleges or universities their areas. In that way branches can supplement aging members, and increase the branches' (and national's") visibility. Strategies such as SmartStart and mentoring would help to create links with National.

Several Board members and committee chairs provided information about their work: LAF has received \$46K; two branches have completed named grant goals; the 100 Club is growing; public policy has concerns about women's health funding issues and the need to work with other like-minded organizations in NJ; and the Charitable Trust is celebrating its 20th anniversary this year.

A group of students from Georgian Court College gave a presentation about the WILD program (Women in Leadership Development). The four-step program has been deemed very effective. Participants spoke of the importance of mentoring, of opportunities to demonstrate leadership, and of how their lives have benefited from the program.

Attendees broke into north/central/south groups to discuss how to "adopt "colleges and universities, to establish links leading to active membership in AAUW. Some institutions belong but do not participate in any way; many institutions have never been approached. New Jersey Public Policy Director Adrienne Lesser can provide guidance.

The following nominees were elected: 3rd VP for Program--Carol Cohen, Freehold; 4th VP for Membership--Barbara Williamson, Northern Monmouth; Secretary--Bettine Avenia, Montclair; Treasurer--Karen Brown, Somerset Hills; Public Policy--Beth Foreman, Northwest Bergen; Northern Co-Coordinator--Judith Mazur-Shivy, Greater Wayne; and Southern Co-Coordinator--Barbara Tuzio, Point Pleasant.

Fundraising for EF/LAF featured baskets created by branches and netted \$410.

Sylvia Campbell
Secretary

A Pictorial Review of AAUW-NJ's Annual Meeting



Jean Wadsworth



The Raffle Baskets raised \$410 for EF/LAF Fund



Joan Odud



Barbara Williamson and Doris B. Hudak



Linda Hallman, CAE
AAUW Executive Director



L—R: Beth Forman, Public Policy Chair; Barbara Tuzio, Southern District Coordinator; Barbara Williamson, 4th VP Membership Chair; and Dean Karen Goff, Georgian Court University

A Pictorial Review of AAUW-NJ's Annual Meeting



Dean Karen Goff,
Georgian Court University



L—R: Jessica Pierson, Diane Crawford,
Carol Holmelund, and Gail Swain



The W.I.L.D. Women of Georgian Court University
L-R Mariam Dao, Wilsar Johnson, Caitlin Murphy, Claudia Surdi, Mercedes Contreras, Dean Karen Goff, Ashley Hobbs, Christine Sinisi, Christina Chatelain, Katie Catanzaro, Shinade Ramirez, Azaria Valentin, and Karissa Merkel.

AAUW-NJ 100 CLUB 2010

100 hours of work for AAUW on the branch or state level and/or \$100 donated to EF, LAF or the NJ Charitable Trust

Nancy Adamczyk	Ellen Fenster-Kuehl	Elaine Lent	Dorothy Rodgers
Gail Altschuler	Maizie Frenkiel	Adrienne Lesser	Marcia Saltzman
Mary Anne Anderl	Susan Gelber	James Lewis	Regina Sieben
Pat Armhold	Rochel Gelman	Marlene Lieber	Dorothy Shepard
Jean Atherton	Sally Goodson	Ina Logan	Sally Singer
Heidi Bach	Bonnie Gould	Virginia Lyttle	Dawn Smith
Jane Bentley	Joan Grevatt	Alice MacPhee	Connie Smythe
Gloria Berman	Darlene Griggs	Thomas Marlowe	Doris Sozek
Shirley Brooks	Barbara Grimaldi	Judith Mazur-Shivy	Linda Stark
Karen Brown	Marian Haag	Kathleen Magill	Doris Stewart
Mary Lea Burden	Barbara Halleran	Clare May	Juliet Sutherland
Nancy Butler	Margaret Harris	Fran Mc Eldowney	Marcia Sutherland
Jeanne Campbell	Anne Hartman	Deirdre Mc Namara	Marie Sweeney
Sylvia Campbell	Geri Helou	Dale Mellin	Vivian Tedrow
Deana Campion	Jean Holman	Grace Miller	Helen Thomas
Paula Choyke	Carol Holmelund	M.E. Miracky	Ben Timberman
Carol Cohen	Doris Hudak	Vickie Mischenko	Nora Thornber
Betty Colsch	Beryl Hunter	Ashok Kumar Mishra	Adrienne Tymiak
Barbara Colwell	Stella Hyman	Jeannette Molzer	Ellen Tyroler
Diane Crawford	Arlene Inglis	Carole Monesmith	Judy Vernon
Emma Lou Czarnecki	Barbara Iwanski	Shirley Mutchler	Marjory Walters
Jean Dale	Trudy Iwanski	Merise Nelson	Carol Walther
Jackie D'Alessio	Jean Jack	Laura Noll	Marian Wattenbarger
Chris Dasaro	Mable Johnson	Penny North	Luci Webb
Terry Domino	Temma Kaplan	Joan Odud	Carol Wehrheim
Nancy Dotoli	Joan Kates	Phyllis Ostrega	Audry Wreszin
Nancy Dukek	Peggy Kavanaugh	Nancy Perlman	Barbara Williamson
Paula Dulski	Bea Card Kettlewood	Eleanor Peterman	
Carylmead Eggleston	Tia Kolbaba	Mollie Pflumm	
Marie Ellis	Misty Kramer	Jessica Pierson	
		Edith Rights	

AAUW-NJ 100 CLUB 2010

100 hours of work for AAUW on the branch or state level and/or \$100 donated to EF, LAF or the NJ Charitable Trust

Branches that have donated to the Educational Opportunities Fund (Fund amounts combined for this list)

Atlantic County Branch \$500
 Barnegat Light Area Branch \$500
 Camden County Branch \$1,000
 Closter Area Branch \$4,000
 Freehold Area Branch \$3,000
 Greater Wayne Area \$1,500
 Livingston Branch \$700
 Madison Branch \$1,250
 Medford Area Branch \$150
 Montclair College Club \$5,250
 Mountain Lakes Area Branch \$500
 Northern Monmouth Branch \$3,000
 Northern Ocean County Branch \$2,500
 Northwest Bergen Branch \$625
 Nutley Branch \$500
 Rossmoor Branch \$90
 Salem County Branch \$1,537.59
 Somerset Hills \$3,200
 Summit College Club \$1,065
 Sussex County Branch \$250
 Trenton College Club \$1,500
 Willingboro Branch \$535

Branches that have donated to the Legal Advocacy Fund

Atlantic County Branch \$50
 Camden County Branch \$200
 Freehold Area Branch \$550
 Madison Branch \$250
 Northern Monmouth County Branch \$335
 Northern Ocean County Branch \$195
 Northwest Bergen Branch \$100
 Nutley Branch \$200
 Salem County Branch \$405
 Somerset Hills Branch \$3,200 (**7th place National Award**)
 Sussex County Branch \$250
 Summit College Club \$340
 Trenton College Club \$500
 Willingboro Branch \$200

Branches that have donated to the NJ Charitable Trust

Somerset Hills Branch \$1,500

AAUW National Awards for New Jersey

6th place in the Public Policy Fund
 9th State per Capita
 10th place in the Action Fund
 8th top supporter of AAUW Funds



The College/University Initiative

Adrienne Lesser

At Fall Focus, we introduced AAUW/NJ's College/University Initiative. This program is ongoing and has had some significant successes this past year. Many consider that the College University initiative while only one key to the future of AAUW is a vital one.

AAUW's mission of breaking through barriers for women and girls remains as significant today as it has been in the past—in fact—many believe that women are under attack today in a frightening number of areas. We have to extend our message to a variety of groups and College & Universities provide a natural base for expansion. By reaching out to C & U in NJ we provide benefits to the institutions while at the same time substantially increasing not only our visibility, but also our impact.

NJ has a large number (over 60) Colleges and Universities. As of the Spring of 2011, we have 13 CU members:

Brookdale Community College
County College of Morris
DeVry University
Drew University
Georgian Court University
Monmouth University
New Jersey Institute of Technology
Princeton University
Raritan Valley Community College
Rider University
Seton Hall University
The College of New Jersey
Richard Stockton College

Of these listed members, only a few are active and are offering some of the benefits of AAUW/CU partnerships. We want to work with those

who are already members to augment their participation in the program and we are anxious to **reach additional CU's to increase membership.**

Joining with AAUW promotes the objective of helping women on campus to achieve their goals **and become tomorrow's leaders.** They receive nationwide visibility, a voice in Washington, opportunities to win awards, grants and fellowships (over 4 \$ million), member only discounts (Barnes & Nobles- Princeton Review), the prospect of **enhancing curricula with AAUW's cutting edge research,** strengthening the institution through programs for women leadership development opportunities (including Campus Action Project, National Conf. for College Women Student Leaders, Student Advisory Council AND initiatives such as \$tart \$mart. A number of AAUW/NJ members have had \$tart \$mart training and we hope to offer this project on campuses that gives women the confidence and skills to negotiate for fair compensation.

Our goal is that every branch in NJ approaches at least one college/university in their area and establishes significant relationships. At our Annual meeting in April, a number of volunteers expressed an interest in working on this project and progress reports will be given at Fall Focus.

We are seeking additional involvement, so, please contact any of the following members of the C/U committee:

Virginia Lyttle - lyttlevirginia@yahoo.com

Arlene Inglis - bigmotwo@aol.com

Adrienne Lesser - adrel@optonline.net

Barbara Williamson- W8429588@aol.com

Joan Odud - joanodud@yahoo.com

ris Hudak - dbh804@verizon.net

Do-

New Jersey workers need public policies that allow them to better manage the dual demands of work and family. Family friendly workplace laws help workers maintain their economic security when they give birth, adopt, raise children or grandchildren, deal with illness, and care for parents, grandparents, spouses or partners.

New Jersey Existing Family Friendly Workplace Laws - ***Paid Family Leave***

☐ **New Jersey provides up to six weeks of paid family leave to workers who need leave to care for a new child or a seriously ill family member.**⁶ Workers receive a portion of their usual wages during leave; the program is funded through employee payroll contributions. The law does not provide job protection for workers on leave.

MEMBERSHIP

Ms. Barbara Williamson—Vice President



Spring is a great time to focus on your members and keep them members!

Branches should send out membership rejoin information for 2011-2012 in April/May to retain and grow the branch. The personal touch is always important with membership. Be sure to reach out to your members and keep them involved so that they will want to rejoin.

With the new AAUW One Member, One Vote process in place, new members can vote if they are in the MDS database by May 18th. New members who are eligible for SHAPE THE FUTURE promotion will also have national dues of only \$24.50 and receive 14 months of membership. The Shape the Future campaign for new members who join on the spot at a special branch or state event and sign in as a prospective member on the Shape the Future form can benefit from this special rate. Your branch can also earn 1 – 2 free memberships as well.

Our mission for the state and local branches for 2011-2012 is to increase our C/U partner memberships throughout the state. Free e-memberships for students on campuses who are C/U members are key to the future of AAUW. By reaching out to colleges and universities, our mission will pass on to a younger

population. The 130th Anniversary campaign offers new campus memberships for \$130 this year. There are good rates for graduate students for \$18.81 too. Thank you to Georgian Court for presenting their WILD student leadership program at the State Meeting. The students were wonderful and are eligible for free e-student memberships.

Congratulations to the following branches who receive membership recognition for greatest percentage growth for 2010-2011:

1. Nutley Branch
2. Cape May Branch
3. Freehold Area Branch
4. Northern Monmouth County Branch
5. Camden County Branch

Membership is not a one person job. Get the entire branch involved. Inspire your members to bring non-members to events and meetings. Plan a new member coffee and tell prospectives about your branch and state activities. Be sure to ask them to join.

Everyone appreciates the personal touch and to be asked to be part of your AAUW branch.

Working Families by the Numbers in New Jersey

- ☐ **2,182,364 New Jersey women** work, making up **47 percent** of the state workforce.
- ☐ **113,145 New Jerseyans** gave birth between 2008 and 2009.
- ☐ **1,377,372 New Jersey children (70 percent)** live in families where all parents work.
- ☐ **184,177 New Jersey grandparents** live with grandchildren who are under 18.
- ☐ **980,000 New Jerseyans** serve as family caregivers

Public Policy

Ms. Adrienne Lesser—Director

As is well known, we are facing an unprecedented national fiscal and budgetary crisis. National and State programs are being reduced and the effects will be felt throughout our community. It is important for all of us to be aware of the consequences of many of these proposed cuts particularly in the areas of affordable healthcare, education and equal pay. We, therefore, urge you, if you haven't already done so, to join the AAUW Action Network.

While as individuals, we may not be able to participate in the D.C. Lobby corps that meets with members of Congress every week during Congressional sessions, we can easily join this network committed to mobilizing voters on issues affecting women and girls.

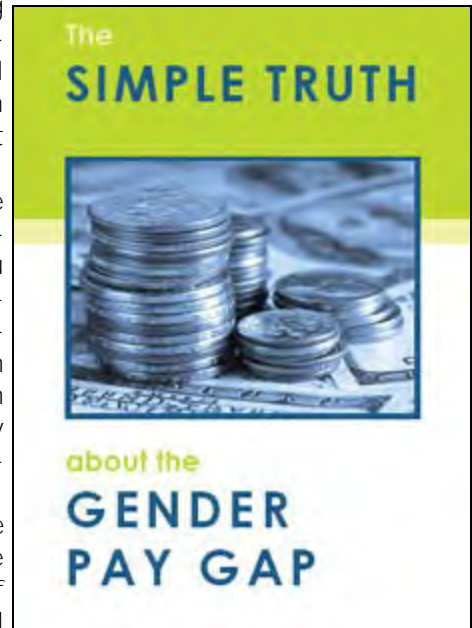
The Action Network is free to anyone who has an e-mail address and wants to know what is going on in Washington, D.C. The system is a simple and easy way to affect the outcome on issues you care about. We urge you to sign up by sending an e-mail to votered@aauw.org. Include your name, street address and e-mail address.

The Action Network also includes the Two-Minute Activist feature which is an email based System set up to alert members to contact your members of Congress. Suggested paragraphs are included and this gives you a way of rapidly

responding to your Congressional delegates on important issues. Through the Action Network you can find detailed information on legislation currently under consideration, and write letters to the editor of your local paper. Your

input is crucial in determining how decisions are made and we urge you to make your voices heard.

AAUW has recently published a commonsense guide that provides key facts about the gender pay gap in the U.S. This publication, entitled, *The Simple Truth About the Gender Pay Gap*, can be downloaded at the AAUW website, AAUW.org and AAUW-NJ.org.



Glass Hanging Ornament Proceeds Benefit AAUW-NJ Charitable Trust



This hand-made Peggy Karr piece is a unique art form of fused glass where the color is fired between layers of clear glass, sealing and protecting the design from wear and fading forever. Each one is individually crafted at a factory in New Jersey. It makes a great ornament or sun-catcher to be used as a gift for AAUW members, outgoing officers, or speakers and each piece is individually boxed with a Peggy Karr Glass information insert. The proceeds will benefit the AAUW-NJ Charitable Trust, which supports branch activities, promoting the AAUW mission. Purchase at shopAAUW for \$15.75 at AAUW.org

teentech - *Connecting Girls and Technology*
A day of hands-on workshops for high school girls, grades 9-11
 Ms. Jean Wadsworth

teentech is a project of the American Association of University Women, New Jersey, Inc. (AAUW-NJ) in collaboration with Rowan University, to involve young women in **STEM** education: **S**cience, **T**echnology, **E**ngineering, and **M**ath.

AAUW's report, **Gender Gaps**, indicates that young women lag behind young men in acquiring technical proficiencies. The report cites evidence that girls are more likely to use technology when they see its real-world applications.

teentech 2011, which will take place on May 24, 2011 at Rowan University, will be a day of hands-on workshops that are designed to make technology, science, engineering, and math exciting and relevant and to interest girls in high-demand careers in the global economy where women are still greatly underrepresented. High school girls from around the state will have the opportunity to learn problem-solving skills by engaging in hands-on workshop sessions with faculty and students in Technology and Engineering disciplines.

Ms. Lilly Ledbetter
An Inductee in the National Women's Hall of Fame
 Ms. Sylvia Boback

Lilly Ledbetter will be one of 11 inductees in the National Women's Hall of Fame the weekend of Sept. 30-Oct. 1. For more information go to: www.greatwomen.org. For over a decade, Lilly Ledbetter has fought to achieve pay equity. Upon retiring from her position as a manager with the Goodyear Tire and Rubber Company, Ledbetter discovered that she had been paid considerably less than her male colleagues.



She filed a formal complaint with the Equal Employment Opportunities Commission and later initiated a lawsuit against Goodyear alleging pay discrimination. Although a jury initially awarded her compensation, the Supreme Court ruled that Ledbetter could not receive any money because she had filed her complaint more than 180 days after receiving her first discriminatory paycheck.

Since then, Ledbetter has continuously lobbied for equal pay for men and women; her efforts proved successful when President Obama signed the Lilly Ledbetter Fair Pay Act into law in 2009.

**Congratulations to the AAUW College Club of Montclair
 and to the AAUW Willingboro Branch**



The AAUW-NJ Board of Directors sends our sincere congratulations to the AAUW College Club of Montclair on the celebration of their 100th Birthday.

The AAUW-NJ Board of Directors sends our sincere congratulations to the AAUW Willingboro Branch on the celebration of their 50th Birthday.



AAUW-NJ CHARITABLE TRUST CELEBRATES ITS BIRTHDAY

Ms. Jean Wadsworth—Charitable Trust Co-Director

At the annual meeting on Saturday, April 16th, the AAUW-NJ charitable trust celebrated its 20th anniversary.

Two decades ago an AAUW member, Helene Phillips of Elizabeth, left a bequest of \$10,000.00 to AAUW-NJ. Not much is known about Helene Phillips, but what is known is that she valued her membership in AAUW by making this bequest. Her gift was the nucleus for establishing the AAUW-NJ Charitable Trust.

Funds from the trust have been available to branches and/or individuals who apply **for them for projects that further AAUW's mission statement.**

Branches from Cape May County in the south to Sussex and Bergen counties in the north and Camden County in the western part of New Jersey to Barnegat Light on the Jersey shore have been recipients of funds for their projects. Yes, even two men, both AAUW members, received a grant for three 3 hour workshops on the effect of male stereotypes.

State sponsored AAUW programs have benefitted from funding. Among them are the teentech technology conferences for high school girls, the four issues conferences of the past four years, Sister-to-sister summits and the sister-to-brother Summits.



Left to right: Luci Webb, Jean Wadsworth, president of the trust; Marian Haag, treasurer of the trust; Sally Goodson, ex officio member of the trust; Sylvia Boback, Jessica Pierson, and Carol Holmelund. Absent, Karen Brown

All of these impressive accomplishments are being compiled in a booklet by the current board members of the Trust. A copy will be taken to the association convention in June in Washington, D.C. Copies will be available to branches.

I think that Helene Phillips would be very proud of the impact that her bequest has had. I hope that the members of AAUW-NJ are, too.

To help celebrate the anniversary of the trust, members of AAUW-NJ have been asked to contribute \$20.00 per person to the trust so it can continue to fund branch projects. Contributions are still being accepted by the treasurer of the trust, Marian Haag, and should be mailed to her.

Branches are also being asked to consider giving funds to the trust when they distribute their fundraising proceeds.

Northern Ocean County Branch Hosts 6th Bullying Workshop for Girls



On December 4, 2010 Georgian Court University was the site for the sixth Community Service Project hosted by the Northern Ocean County Branch. The name of the workshop is "Stand Up! Speak Out! Feel Good!" Sixty-eight

4th and 5th grade girl scouts attended the workshop, which showcased strategies and skills in dealing with and recognizing bullying behavior.

Branch Chairperson and President Pamela Coratti was quoted as saying "This workshop continues to be important and timely especially when you look at bullying in the news lately, these young girls can only benefit from this experience." Once again, the branch partnered with the Girl Scouts of the Jersey Shore who handled publicizing this event among the girl scouts, as well as sending a liaison to handle registration the actual day of the workshop. The Girl Scouts of the Jersey Shore also presented their own bullying program, "No WAY RA!" (RA=relational aggression which is girl on girl bullying) to the young girls.

The branch called upon a well-respected and well-credentialed professional who lectured to the girls about bullying and effective communication. The girls were given an opportunity to practice what they learned in breakout rooms. These breakout sessions divided the girls into intimate groups, which were lead by nine young women who attend Point Pleasant Borough High School. These young women were volunteers and were trained by Pamela Coratti at five training sessions previous to the workshop day. They will receive a certificate from AAUW-NOCB branch for 25 hours of community service. The girl scouts developed a swift rapport with these young women, who are in turn exposed to the mission of AAUW. Members of the AAUW-NOCB branch were monitors during these breakout groups to ensure everything ran smoothly.

The girl scouts were given "Stop the Bullying" patches, which were paid for by Ocean First Bank. These patches proudly identified AAUW-NOCB as the host of this event (see picture below). Funding of the project was in part made possible by an AAUW-NJ Charitable Trust Grant and by the Girl Scouts of the Jersey Shore.

Running a community service project is a win-win situation for a branch for many reasons:

1. Generating excitement and pride within branch because we are helping on a community level.
2. Networking with a local university, a local high school and a local bank.
3. Partnering with Girl Scouts.
4. Increasing public awareness of AAUW.
5. Increasing camaraderie among branch members on the project team.
6. One more wonderful thing to mention to potential new members.



AAUW-NOCB members acted as monitors during the breakout sessions that were part of the anti-bullying workshop at Georgian Court University. Here they pose with two of the nine facilitators of the break out sessions, Point Pleasant Borough High School students. From left, Carol Pester, Barbara Tuzio, Marie Sweeney, Susan Haas, Isabella Esposito (facilitator), Pamela Coratti (Community Project Chair), Rachel Menzel (facilitator), and Maureen Mitchell.

North Jersey AAUW Interbranch News

Ms. Sally Goodson

A fun and informative Northern AAUW Interbranch Meeting was held on Sunday, March 20th, at 1:00 p.m. at the Aviation Hall of Fame of New Jersey in Teterboro, N.J.

The event's speakers were Ginny Lyttle and Arlene Inglis who were members of the AAUW Women in Society Delegation to Israel in October, 2010, and Adrienne Lesser, who was a member of the AAUW delegation to Cuba in November, 2010.

All three women are very active at the AAUW New Jersey on the State Board of Directors. Ginny Lyttle is the immediate past president AAUW-NJ and now is the State's AAUW Funds Chair. Arlene Inglis is the AAUW-NJ International Relations and Bylaws Chair. Adrienne Lesser is the Public Policy AAUW-NJ Chair. Both trips were written up in the most recent Garden Statement but this meeting was planned as a chance to hear and speak with the participants in person about their respective experiences and thoughts.

In addition to these dynamic speakers, the museum has an exhibit on Women Aviators as well as exhibits of helicopters and planes on the museum grounds. Lunch was provided at no cost.

A big thank you must be extended to the Northern Interbranch Committee and especially Susan Purcell from Northwest Bergen for putting this most entertaining program together.



L to r: Arlene Inglis (sitting) and Ginny Lyttle (standing) speaking about their AAUW trip to Israel. Audience of AAUW Branch members attending from Nutley, Montclair, Somerset Hills, Greater Wayne Area, Northwest Bergen, and Mountain Lakes.



AAUW Northern Interbranch Members on a guided tour of the Aviation Hall of Fame of NJ in Teterboro, N.J.

New Jersey Existing Family Friendly Workplace Laws - Paid Medical Leave

□ New Jersey's Temporary Disability Insurance (TDI) program provides partial wage replacement to workers with a non-work-related illness or injury or a medically disabling condition resulting from pregnancy or childbirth. In general, workers are eligible for up to 26 weeks of TDI leave, but the typical duration of benefits for pregnancy disability leave is four weeks prior to a woman's expected due date and six weeks after delivery. New Jersey allows women who have given birth to take both TDI leave and paid family leave, so the typical paid leave period for birth mothers is about twelve weeks after childbirth.

New Jersey Existing Family Friendly Workplace Laws - Expanded Family Leave

□ New Jersey's family leave law extends access to unpaid, job-protected caregiving leave to more workers than the federal Family and Medical Leave Act (FMLA). The New Jersey family leave law applies to businesses with 50 or more employees nationwide; workers who have worked at least 1,000 hours over the preceding year are eligible for up to twelve weeks of leave in a 24-month period. The law also defines "family" more broadly than the FMLA to include civil union partners. Unlike federal law, New Jersey's law only covers caregiving and does not apply to a worker's own illness.

Central Jersey District News

Penny North and Sue Gelber—Central District Co-Coordiators

On Saturday, April 2, Sue Gelber and Penny North, Central District Co-Coordiators, met with representatives from four district branches to discuss common concerns over lunch at **Nordstrom's Café, in the Freehold Raceway Mall**. In addition to Penny and Sue, those attending were: Arlene Ingliss and Ginny Lyttle, Somerset Hills Branch; Sylvia Boback, Garden State Branch; Barbara Iwanski and Barbara Williamson, Northern Monmouth Branch; Maizie Frenkiel, Dee Wenzelburger, Joan Odud, Shirley Kaplan, Babs Halitsky and Marcia Saltzman, Freehold Branch; and Sally Goodson, President of AAUW-NJ.

Everyone present endorsed the value of having occasional, regional get-togethers, which

could include branches from other regions when interests coincided, perhaps on a semi-annual basis. Exchanging branch newsletters with other branches statewide was suggested as one way to increase communication and contact among New Jersey AAUW branches.

It was no surprise that gaining and retaining members was the greatest common concern. Northern Monmouth has found their ongoing book sale a source of new members. Freehold has found sponsoring trips to historical sites and museums an effective tool. Somerset Hills often works with other local organizations to further common goals and reach prospective members. Sally Goodson has found that young female lawyers and retired teachers are two good sources of members. She described a Nutley Branch group, the Dining Dollies, which lunches regularly at area restaurants. Sally recommended collaborating with other organizations or agencies with similar missions whenever possible, both to achieve mutual goals and acquaint potential members with AAUW. Distributing bookmarks with AAUW information at a community day celebration and running dining etiquette courses were examples given.

Successful fundraising was another major concern. Both Somerset Hills and Freehold have an annual book sale, and Northern Monmouth runs an ongoing sale that is in effect a used bookstore. These book sales are the major fundraisers for these branches. Finally, Ginny Lyttle gave a brief report on the new Garden State Branch and the developing College-University Connection project. Our next meeting will be in the fall of 2011.



Central Jersey District lunch, 4/2/11. Clockwise from left: Babs Halitsky, Shirley Kaplan, Marcia Saltzman, Penny North, Sue Gelber, Arlene Ingliss, Sylvia Boback, Sally Goodson, Barbara Iwanski, Barbara Williamson, Ginny Lyttle, Maizie Frenkiel, Dee Wenzelburger and Joan Odud.

New Jersey Family Friendly Workplace Legislation Introduced in 2011

New Jersey has no pending legislation that would expand on the workplace leave or breastfeeding protections provided by federal law.

For more information about family friendly workplace laws or to get involved in a state campaign, please contact the National Partnership for Women & Families at info@nationalpartnership.org.

AAUW-NJ Branch Highlights

Nutley Branch

The Dining Dollies of AAUW are enjoying their **monthly outing at Fitzgerald's Restaurant** in Montclair, NJ. Dining Dollies has been an active branch program for over 15 years. Each month a new restaurant is selected. The outings are always on the 3rd Tuesday of each month at 6:30 PM. Members of the College Club of Montclair have joined us in the past. All NJ branches are invited to dine with us, too. Call Sally Goodson at: 973-235-1830 or email: sally.goodson@verizon.net for the next "eating-out" site.



Nutley AAUW-NJ Branch members and Nutley friends from left to right: Grace Viola, Nancy Greulich, Barbara Wood, Marge Powell, Barbara Wallace, Beverly Apple, Joanna Conrad, Sally Goodson (NJ State President), Rosemary Teeple, Patti Williams (Nutley Branch President), Marion Butler

Northern Monmouth County Branch

Members of the Northern Monmouth County Branch have been treated this year to a variety of presentations from their own members.

At the December meeting, Renaissance woman Lisa Frost-Goodall, scholar, teacher and performer, spoke about the beginnings of opera as we know it, in Venice in the seventeenth century. Modern opera, with its elaborate costumes and arias and stories of intrigue, began

to flourish when it was presented in opera houses open to the public in the 1630s, during Carnivale. The composer who wrote the first operas that are still performed today was Claudio Monteverdi. The talk also compared Venetian opera to the music of France and England, showing how the styles differed dramatically because of differences in the languages and cultures of the three countries. Lisa presented slides including scenes from Venice and programs from the seventeenth century. She also sang a piece from that period, accompanying herself on the guitar. The audience was both entertained and educated.

At the March Inter-Branch meeting, Dr. Rekha Datta, professor of political science and director of the Institute of Global Understanding at Monmouth University, warned that "all is not rosy" for the women of the world, and we must heed the call to action. Basing her talk on *Half the Sky: Turning Oppression into Opportunity for Women Worldwide*, by Nicholas Kristof and his wife, Sheryl WeDunn., Rekha relayed statistics about and "life stories" of girls and women all over the world. Citing harrowing life stories as well as uplifting examples of positive actions, Rekha urged members of the audience to think of ways to raise money, since even a little can make a huge difference.

Doris Hudak kept members at the April meeting totally entranced as she described her solo trip "around the world" at age 70. Despite money and health problems, washed-out roads and flights that didn't fly, Doris still focused on the triumphs of her journey. She saw the sights she'd learned about in 4th grade geometry, places she longed to see. She caught a glimpse of Mount Fiji before the clouds covered it, visited the Taj Mahal and traveled the plains of Inner Mongolia and the ice fields of Greenland, and posed in front of the Acropolis in Athens—all scenes captured in photos she shared with branch members. Wearing a magnificent dress from Inner Mongolia, Doris stressed the friendship she forged with her guide and her driver. She brought the audience with her on her "journey of a dream."

AAUW-NJ Branch Highlights

Northern Ocean County Branch

Kathleen Barra Memorial \$1000 Scholarship Announcement

The Northern Ocean County Branch of the American Association of University Women will award a \$1000 scholarship in memory of one of our members, Kathleen Barra.

Qualifications and Application Dates:

- Female relative or friend of a current member of AAUW-N.J.
- High School Senior, Class of 2011
- Enrolled full-time in college in the school year 2011-2012
- Major in business related program (e.g., business, marketing, economics, etc.)
- Application requests accepted April 5- June 5, 2011
- Application deadline June 5, 2011

Interested students may request an application from:

Joanne Messina

714 Joseph Avenue

Lanoka Harbor, N.J. 08734

gingercookee@yahoo.com

Applications will be sent by e-mail or U.S. mail. Please include your name, address and telephone number.

Applications with official transcript must be returned to the address above by U.S. mail only by June 5, 2011.

Madison Branch

AAUW Madison Branch held "Let's Read Math" Workshop

The AAUW Madison (NJ) branch conducted a "Let's Read Math" workshop during January, 2011. We wanted to share with other NJ Branches our experience and encourage them to undertake this activity. It is a great way to reach out to the community.

For those who are not familiar with "Let's Read Math", I can best describe it as a fun way to reach out to children with math concepts without them realizing that they are learning or doing math. The workshop was originally developed by Dr. Claire Passantino, a member of AAUW Yardley Pa, and has been introduced across the country. We became aware of it last spring, when Shirley Mutchler and Judy Vernon attended a workshop with many other NJ AAUW branches. With Ellen Tyroler as the third member, the team sought and received the approval of the AAUW Madison board to conduct the local workshops. Unless rolled out as part of the school curriculum, most frequently these workshops are conducted as a single event.

We felt that longer lasting benefits would be achieved if the children had multiple exposures and chose the format of four Saturday mornings; targeting third and fourth grade students. Although we made the workshops standalone, we had hoped that most participants would attend all four. We charged a nominal fee but made attending all four a great bargain. Of the twelve students who signed up for the four sessions, nine attended three or four. In total fifteen students came with a parent (or grandparent) to the Madison Public Library to participate in an hour and half of fun. Participants came from Harding Twp, Millburn, Pine Brook, Danville, Morristown, Maplewood, Neptune, Madison, Florham Park and East Hanover; much broader than



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our membership. We had about 40% /60% split of boys and girls, and about 65% / 35% split of 3rd and 4th graders.

The purpose of Let's Read Math is to promote positive feelings towards mathematics so that children will succeed in school. **The "Let's Read Math" approach is to have a good time reading children's books, and then doing fun math activities related to the books.** Each session starts with a hands-on activity such as sorting pasta shapes or coins, which is followed by a story and a second activity engaging the children individually and as a group. All activities are tied to the story and a specific **math concept.** We used **"Spaghetti and Meatballs for All", "Chrysanthemum", "A Quarter from the Tooth Fairy" and "Sundae Scoop"** as the reading material. There was something for each child to take home after every session, to reinforce the fun and learning. It was educational to our own members to see the children interacting with each other, as well as to see them approach problems and their solutions in very different ways. This was probably the result of the number of school districts represented, and the fact that each had different approach to teaching the math curriculum. In addition, we also prepared a take home for the parents, which consisted of additional resources, such as books, websites and games, and a vocabulary list associated with the concepts that were covered that day. At our last session we had an ice cream social; very much appreciated by our young participants. The stipend received from Bristol Myers-Squibb covered most of the initial supplies and setup costs. To defray some more of the cost we asked a local super market and Baskin Robbins for support. The AAUW Madison Board awarded us additional funds to purchase a **book for each child; we chose "Words worth a \$1.00 Book" by M. Burns.** Feedback from parents and children was positive; with requests for additional sessions as well as sessions for a younger audience.

We were very fortunate to have found a teacher who specializes in teaching math to elementary students, and was willing to lead the workshops. In addition, it helped to have

four to five people to conduct the session. We are thankful for the financial support provided by the board and thank all the members and their friends who came out to help at the workshops. Thank you, we could not have done this without you. We also want to thank Dr. Claire Passantino, for developing all this fantastic material, for sharing it with us and for all of her encouragement and support (BMS stipend) in rolling out "Let's Read Math".

Greater Wayne Area Branch

AAUW-NJ President Sally Goodson attended the 51st Solo Open House Art Show of AAUW-NJ Greater Wayne Area Branch member Bea Card Kettlewood, oddly 51 years after her first solo show as a professional artist at the the Pequannock Township Public Library on Saturday, May 7, 2011. Her show will run for one month. To date Kettlewood has painted 398 oil paintings and 1255 watercolors. Pictured with Goodson and Kettlewood are AAUW-NJ Greater Wayne Area members. Some of Bea's artwork can be seen in the background. Her works have been displayed in 10 states in the US and in Scotland.



Members of the Greater Wayne Area Branch are pictured with AAUW-NJ President, Sally Goodson (2nd row, right) and Bea Card Kettlewood (1st row, right)

AAUW-NJ Branch Highlights



Dear Mrs Clark,

My granddaughter took this picture of her "kids."

Many have never had a book to hold before and many of these books came from the AAUW Sale.

Please share this with your

colleagues as another benefit of all the

hard work you all put into the Book Sale,

Thank you.

Bob Quade

NEW JERSEY

Dr. Robert T. Quade
37 Oak Pl
Bernardsville, NJ 07924-1806

Garden State

908 766-3970

Somerset Hills Branch

This postcard was received as a result of the book donations we sent to Ethiopia from our annual used book sale. We have also received a thank you from the North American Women's Taiwanese group for our donations.



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THE GARDEN STATEMENT
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The Garden Statement is a publication for the members of the American Association of University Women-NJ; www.aauwnj.org.

The purpose of AAUW is to advance equity for women and girls through advocacy, education, philanthropy, 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.

Change of address should be sent through your branch, if possible; the branch will forward the information to AAUW Record Office, Please include the address label, which includes your Member Number.

Correspondence and editorial contributions should be directed to Carole Monesmith, Editor: cmonesmith@gmail.com

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