

# The Garden Statement

VOLUME 80, ISSUE 2

WINTER 2010

## AAUW Of New Jersey, Inc.

### AAUW-NJ President's Message

Ms. Sally Anne Goodson

#### CALENDAR OF EVENTS

##### ISSUES CONFERENCE:

1/29/11

##### AAUW-NJ ANNUAL MEETING:

4/16/11

##### AAUW CONVENTION IN

WASHINGTON, DC:

6/16/11 - 6/19/11

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Greetings,

My parents gave me a framed Roycroft saying as a college graduation remembrance. They wanted to remind me of the importance of getting involved; of making a difference in the lives of others; of giving back to the community. The quote by Thomas Carlyle reads: "Cast forth thy Act, thy Word, into the ever-living, every-working Universe; it is a seed grain that cannot die; unnoticed today, it will be found flourishing as a banyan grove after a thousand years."

It greatly offends me that in 2010 American women still need to rally around the phrase, "Because Equity is Still the Issue". But I was reminded of that necessity in November when, after being passed by the US House of Representatives, the Paycheck Fairness Act was rejected by the US Senate.

What will it take to remove the financial barriers for fifty-one percent of the U.S. workforce American women? AAUW and AAUW-NJ are working collaboratively on our response to those who continue to show their utmost disrespect for our gender.

And toward our goal of equality for women and girls, AAUW-NJ has been...

#### **ON THE ROAD AGAIN—AND AGAIN**

On Oct. 1, 2010, AAUW-NJ members



Ms. Sally Anne Goodson  
AAUW-NJ President

traveled to the County College of Morris, Randolph, NJ to a "Conference on Women". As stated in the Daily Record newspaper article, "The issue of gender pay disparity was discussed recently by the Morris County Advisory Committee on Women, where the members reviewed a report by New Jersey's American Association of University Women. Virginia Lyttle of Morris Plains, the past-president of the New Jersey Chapter, said the wage gap could be a contributing factor to the number of retired women experiencing financial difficulty. If a woman outlives her husband, but earned a lower salary during her working days, she could struggle as a senior citizen, Lyttle said." (By Michael Daigle) (Additional information about this Conference is on page 5.)

Continued on page 2

## AAUW-NJ President's Message

Ms. Sally Anne Goodson



Ginny Lyttle, AAUW-NJ Speaker  
County College of Morris 10-1-2010

On November 8, 2010, AAUW-NJ members and the AAUW National co-author of *Why So Few?* traveled to Trenton, NJ to testify at the New Jersey State House. A standing-room-only audience listened to the NJ Assembly Higher Education Committee Hearing addressing the systemic and discriminatory barriers that prevent women from entering into science, technology, engineering, or math (STEM) fields. (NJHOMETOWN.COM)

### Job Discrimination AAUW's Concern in Trenton

#### Sally Goodson Leads Delegation to State Hearing

Nov 18, 2010 - Sally Goodson of Nutley, the state president of New Jersey's American Association of University Women (AAUW), reports the group's presentation in Trenton last week attracted a standing-room-audience. Co-author Christianne Corbett's topic was the barriers that prevent women from entering the fields of science, technology, engineering and mathematics.

"**Why So Few?**" is the title of Corbett's book and provided the theme of her presentation before N.J. Assembly's Higher Education Committee.

(Nutley, New Jersey-Page One News—November 18, 2010 by Phil White e:njhometowntrenton)



*L to R first row:* Regina M. Riccioni, Assistant Dean/Director, Douglass College Project for Rutgers Women in Math, Science & Engineering; Bonnie Diehl (Basking Ridge), AAUW Somerset Hills Branch; Christianne Corbett (Washington, DC), AAUW  
*L to R second row:* Arlene Ingles (Morris Plains), International Relations AAUW-NJ; Adrienne Lesser (Rockaway), Public Policy Chair AAUW-NJ; Virginia Lyttle (Morris Plains), Past President AAUW-NJ  
*Back row:* Sally Goodson (Nutley), State President AAUW-NJ

On November 29, 2010, members of the AAUW-NJ Board of Directors and AAUW-NJ's study co-author Dr. Mary Gatta traveled to the



*Photo: L to R:* Arlene Ingles (Somerset Hills Branch), International Relations AAUW-NJ; Ginny Lyttle (Somerset Hills Branch) Past President AAUW-NJ/AAUW Funds Chair; Adrienne Lesser (Mountain Lakes Branch) Public Policy Chair AAUW-NJ; Dr. Mary Gatta, Rutgers University, Co-author of AAUW-NJ "Gender Pay Gap in New Jersey"; Sally Goodson (Nutley Branch), State President AAUW-NJ

## AAUW-NJ President's Message

Ms. Sally Anne Goodson

Labor Education Center of Rutgers University in New Brunswick, NJ. We were asked to address the NJ Gender Pay Parity Council about the issue of Pay Equity in New Jersey.

Former AAUW-NJ President and current Council Chair Diane McKay requested a report on the AAUW-NJ commissioned study titled: *Gender Pay Gap in New Jersey*. The study was expertly presented by Dr. Gatta with follow-up comments given by AAUW-NJ.

I hope to see you at the AAUW-NJ Issues Conference entitled: Combating Violence Against Women: a Moral and National Security Imperative on Saturday, January 29, 2011 at Brookdale College in Lincroft.

My best wishes to you for a wonderful Holiday Season and a Happy New Year.



## AAUW Announcements

### THE AWARDS

#### Breaking through Barriers Awards Apply by February 15

Does your state or branch have an innovative program that benefits women and girls? Apply online for AAUW's new Breaking through Barriers Awards, [www.aauw.org/learn/awards/btb.cfm](http://www.aauw.org/learn/awards/btb.cfm) and your programs can get recognized, replicated, and rewarded. Every two years, the Breaking through Barriers Awards will identify three exemplary branch programs, as well as a select group of finalists and honorable mentions that showcase the ways in which we are fulfilling the AAUW mission in our communities. Top awardees, finalists, and honorable mentions will be honored in the following ways:

- Top three state/branch awardees will be announced at the 2011 AAUW National Convention in Washington, DC. (June 16-19) [www.aauw.org/convention/](http://www.aauw.org/convention/) and will each receive a monetary cash prize of \$3,000.
- Top state/branch finalists will receive 2011 AAUW National Convention registration discounts and an exhibit table at convention to showcase their mission-oriented programs.
- Top state/branch finalists will be offered the opportunity to have their programs featured as an AAUW Program in a Box on the AAUW national website located at [www.aauw.org](http://www.aauw.org).

• Top awardees, finalists, and honorable mentions will receive recognition in AAUW publications, website, and social media. Don't miss out on being rewarded for your successful state/branch programs! For additional information about the awards, please e-mail [leadership@aauw.org](mailto:leadership@aauw.org) or call 800/326-2289.

### THE RADIO PSAS

You should have received information in June about [AAUW's "In That Moment I Knew" PSAs](#), which tell the compelling stories of four women who broke through barriers. Whether this rings a bell or has you scratching your head, we want all communications chairs on board to revitalize this PSA campaign for January and beyond.

It's as simple as persuading your local station to give AAUW 30 or 60 seconds of airtime in those dead winter months to hear:

*In That Moment I Knew...*I had to support girls and women in science

*In That Moment I Knew...*pay equity is a family issue

*In That Moment I Knew...*strong girls = strong women

*In That Moment I Knew...*I had to get my college degree, for myself, my daughter, and other women

## AAUW Condemns the Procedural Defeat of the Paycheck Fairness Act

### Senate Misses Opportunity to Take a Bite Out of the Pay Gap

November 17, 2010—The American Association of University Women (AAUW) sharply criticized today's procedural defeat of the Paycheck Fairness Act by a 58-41 vote in the U.S. Senate. The Senate's rejection of the bill comes despite widespread support of the legislation from the White House and ordinary Americans committed to basic fairness and equality.

"This was a missed opportunity to make history and jump start real economic change for American women and their families," said AAUW Executive Director Linda D. Hallman, CAE. "While the Senate's action is difficult to comprehend given the stark reality that most families depend on the paychecks of women, our effort to close the pay gap is far from over."

On average, women still make only 77 cents for every dollar men earn. By some estimates women could lose between \$500,000 and \$1 million over a 40-year career. In higher-paying fields, such as law, the wage gap can result in even greater lifetime losses. AAUW's report *Behind the Pay Gap* controlled for factors known to affect earnings such as education and training, parenthood, and hours worked and found that college-educated women still earn less than men — despite the same major and occupation as their male counterparts.

"What's especially frustrating is that this critical bill became a victim of arcane Senate rules," said Lisa Maatz, AAUW director of public policy and government relations. "This de facto filibuster of fair pay by Senate Republicans ensured

that we never got to a debate on the bill's merits. Strategically, I can't blame them — they can't win a fair fight against pay equity."

The Paycheck Fairness Act (S. 182/S. 3772) would have updated the landmark Equal Pay Act of 1963 by closing loopholes, strengthening incentives to prevent pay discrimination, and prohibiting retaliation against workers who inquire about employers' wage practices or disclose their own wages.

"If we had just a few more senators voting with the courage of their convictions, we'd be debating this bill rather than writing its epitaph for the 111th Congress," Maatz continued. "While we are deeply troubled by the vote, we know that we'll eventually win this fight. AAUW stands on a rich, century-old tradition of advocacy. Our members are not easily deterred and are deeply proud of our history of accomplishments. AAUW has played a leading role in some of the nation's most important public policy successes in the areas of family friendly workplaces, education, and pay equity."

AAUW is widely credited with keeping pay equity on the nation's radar. Behind the Pay Gap redefined the debate on pay equity and reenergized the drive to pass needed pay equity legislation. This leadership helped to set the stage for the adoption of the Lilly Ledbetter Fair Pay Act in January 2009, the first bill signed into law by President Barack Obama.

*Polling data released this year by the Paycheck Fairness Act Coalition, of which AAUW is a key leader, showed that 84 percent of voters supported fair pay in the workplace.*

## U.S. Senate Roll Call Votes 111<sup>th</sup> Congress - 2<sup>nd</sup> Session

**Measure Title:** A bill to amend the Fair Labor Standards Act of 1938 to provide more effective remedies to victims of discrimination in the payment of wages on the basis of sex, and for other purposes.

**Measure Number:** S. 3772 (Paycheck Fairness Act)

*Passed in the US House of Representatives*

**Failed** a cloture motion in the US Senate

**Required For Majority:** 3/5 Vote (60)

**Vote Counts:** YEAs 58

NAYs 41

Not Voting 01

NJ Senators Frank Lautenberg (D) and Robert Menendez (D) both voted yea.



## AAUW Convention Update

Ms. Lucille Webb: AAUW-NJ Executive Vice President

Yes, it's coming! Our bi-annual convention will be held in Washington DC from Thursday June 16 through Sunday June 19, 2011. **MARK YOUR CALENDAR NOW.** You can get info on-line at [www.aauw.org/convention](http://www.aauw.org/convention). But, here's the scoop.

There are two parts to the registration process. The one that you need to do right now is to reserve your room.

**1. HOTEL:** The convention will be held at The Renaissance Washington DC Downtown Hotel, 999 Ninth St, Washington DC 20001. The phone number for reservations is 1-800-266-9432. Room rates are \$199 per night for a regular room with 1, 2, 3 or 4 guests in the same room. You may cancel your reservation up to 6:00pm on the date of arrival. It is easier to cancel if something comes up than to find the bloc of rooms filled when you call later. Some of us already have our reservation confirmation number. The cost of parking is \$28 per day for self parking and \$40 per day for valet parking.

**2. AAUW:** The registration fee for the entire convention is \$399 between December 1, 2010 and January 21, 2011. This is the member price and is the best value. On January 22<sup>nd</sup>



the price goes up to the Early Bird price of \$425. Then, on March 23, 2011, the regular convention price of \$450 prevails. You can register on-line or by mail. The necessary form can be downloaded from the web site and will be printed in the winter edition of OUTLOOK.

We, in New Jersey, are only a couple of travel hours away. This is our chance to be a part of the lobbying process. It is also a learning occasion and a fun time meeting other members from across the country and around the world.

**Let's see if AAUW New Jersey can make a difference in Washington.**

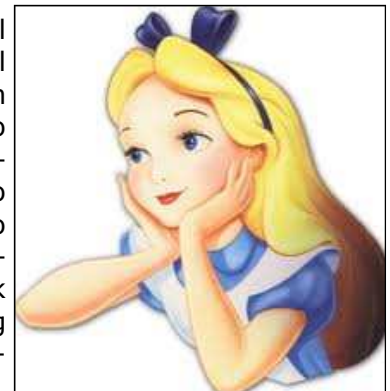
## "Bringing A.L.I.C.E. Out of Wonderland" Conference

Past President Virginia (Ginny) Lyttle spoke at the "Bringing A.L.I.C.E. Out of Wonderland" Conference on Friday, October 1 at the County College of Morris sponsored by the Morris County Board of Chosen Freeholders' Advisory Committee on Women, the County College of Morris, and the United Way of Morris County. A.L.I.C.E. stands for women who are Asset Limited, Income Constrained, and Employed.

Ginny made a dynamic formal presentation of the AAUW-NJ Breaking through Barriers study entitled: *Gender Pay Gap in New Jersey*.

The half-day conference addressed the issues of the current economy's impact on women and the contrast between men and women in the

workplace, as well as, on educational campuses. The aim of the event was to discuss best-practice ways to empower women to reach financial stability and network building among similar-mission organizations.



**NOTE:** the 2010 AAUW-NJ study can be downloaded from the AAUW New Jersey web-site at: [AAUWNJ.org](http://AAUWNJ.org).



### Women Making Strides in Science Higher Education

A new [report](#) finds that the slight increase in research doctorates awarded by U.S. universities may be attributed to women. As more women are entering STEM education programs, many professors are doing what they can to help them succeed. A recent [experiment](#) at the University of Colorado found that a simple values affirmation writing exercise drastically closed the gap between male and female performance in physics. The assignment was found to [increase](#) women's sense of self-worth, integrity and reduced women's stress regarding negative stereotypes of women in science.

AAUW [supports](#) promoting and strengthening science, technology, engineering, and math education, especially for girls and other under-represented populations. To read AAUW's latest research report, *Why So Few? Women in Science, Technology, Engineering, and Mathematics*, proceed to [www.aauw.org](http://www.aauw.org).

### Pay Discrimination Litigation Progresses

On Tuesday, in a 5-1 decision, the New Jersey Supreme Court decision granted a right to proceed to a pay discrimination case brought by three female Seton Hall University faculty members. The court agreed that every discriminatory paycheck counts as an act of discrimination. However, the women will only be able to sue for discrimination they experienced during the past two years according to the New Jersey [statute](#) of limitations for such claims.

In another case, the Equal Employment Opportunity Commission filed [suit](#) against the Port Authority of NY and NJ in September for age and sex discrimination, accusing the agency of paying female non-supervisory attorneys less than males for similar work and firing women because of their age. The Port Authority asserts the dismissals were part of overall reductions and has thus far refused pre-litigation settlement offers.

AAUW has long fought to end persistent wage [discrimination](#). That is why AAUW supported the Lilly Ledbetter Fair Pay Act of 2009, which adopted a similar interpretation of federal law to the New Jersey Supreme Court's interpretation of state law: that every [paycheck](#) is a new discriminatory act.

### Debt Commission Report Released, AAUW Calls for Social Security Protection

Members of the bipartisan National Commission on Fiscal Responsibility and Reform [met](#) this week to debate the adoption of recommendations including deep cuts to Social Security. President Barack Obama [released](#) a statement thanking the members of the commission and recognizing the difficult choices that are ahead for the country. The bipartisan commission [failed](#) to reach consensus on the proposal to bring down the massive federal debt. However, there were more members in favor than expected, given that the vote fell short by only three votes.

Nov. 30th, AAUW [Action Network](#) members joined coalition partners in a successful national call-in day to urge their senators to protect Social Security. The call-in day shut down the Congressional switch board because of the high volume of calls, a feat which takes 7,000 simultaneous calls. AAUW [believes](#) that it is vital to women's economic security to provide for the long-term solvency of Social Security and maintain its current guaranteed benefits.

### Vice President Recognizes International Day for the Elimination of Violence Against Women

On Nov. 24, Vice President Joe Biden, a leader in the work to end violence against women, released a statement emphasizing U.S. commitment to eliminating gender-based violence through investment in education, health care, and women's rights. Thursday, Nov. 25, marked the eleventh anniversary of the International Day for the Elimination of Violence Against Women. To read AAUW's recent blog posts on gender violence in the [U.S.](#) and [abroad](#), visit [AAUW Dialogue](#).



### Single-Sex Education Based on Stereotypes

[New research](#) debunks the myth that girls and boys learn differently due to differences in their brains and should thus be educated in sex-separated classes. Dr. Cordelia Fine, author of the new book *Delusions of Gender*, calls this theory “[neurosexism](#),” and says there is very little evidence supporting the idea that male brains are more adept at logic and female brains at understanding people.

AAUW [believes](#) single-sex education without proper attention to civil rights protections can reinforce problematic gender stereotypes, increase discrimination, and restrict the educational opportunities open to both girls and boys. Even where programs are established for both boys and girls separately, they have tended to be distinctly unequal, with fewer resources allocated for girls programs.

### ‘Don’t Ask, Don’t Tell’ Report Released

Nov. 30th, the Department of Defense [released](#) its report of active-duty and reserve troops’ opinions on lifting the ban on openly gay and lesbian service members. The survey found that over [70 percent](#) of service members believe that repealing the 17-year-old policy would pose little to no effect on unit cohesion, the central claim from repeal opponents like Sen. John McCain (R-AZ). The Senate’s success at repealing the ban lies in the hands of about 10 moderate [senators](#) who have delayed choosing sides until the conclusion of the hearings.

AAUW [believes](#) that discrimination against any class of persons has no place in our country. No Americans should be denied the full range of civil rights and civil liberties due to their sexual orientation or gender identity.

### House Endorses Women Veterans’ Bill

The House [passed](#) the Women Veterans Bill of Rights this week, directing the Secretary of Veterans’ Affairs’ facilities. The list of rights

includes the right to request treatment from clinicians with training in women’s health issues which opponents argued could establish a legal basis for abortion counseling and services. To appease concerns, the majority offered a clarifying amendment stating that Affairs to display a list of enumerated rights for women veterans at all Department of Veterans nothing in the act would establish a right to any services currently excluded, such as abortion services and counseling.

AAUW also strongly urges the federal government to lead the way as a model employer and the Women Veterans Bill of Rights is a strong example of working toward equity in the workplace. To join this and other conversations on [female veterans](#), visit our blog, [AAUW Dialog](#).

### AAUW Public Policy Fund Pins — and a Bonus

For the first time at AAUW, you can show your [support for advocacy for women and girls](#) — and get a tax deduction. Contribute \$100 or more to the [AAUW Public Policy Fund](#) and receive the fund’s first annual pin. As a special bonus, we will mail you a copy of the book [Secrets of Powerful Women](#) (a \$14.99 value) personally signed by Lisa Maatz, AAUW’s director of public policy and government relations. Lisa is among the women — members of Congress, journalists, actors, CEOs, and activists — who each wrote a chapter of the book, and she will ask one of the other authors to sign your book as well. Please support this crucial work with a [tax-deductible contribution through our secure website](#).

### AAUW Two-Minute Activist for Facebook

AAUW has a great new tool for advocates that is as easy as logging into Facebook. Check out our new “Take Action” tab at the top of the AAUW [Facebook](#) page. Make sure to allow pop-up windows, and share the action with your Facebook friends. To find AAUW on Facebook, go to [www.facebook.com/aauw.national](http://www.facebook.com/aauw.national).

## **WOMEN IN SOCIETY DELEGATION TO ISRAEL**

Arlene Inglis and Virginia Lyttle

This summer we were invited by Linda Hallman, Executive Director of AAUW, and Dr. Rivka Carmi, President of Ben Gurion University in Israel, to become part of a delegation to travel to Israel. The purpose of the trip was to foster one-on-one dialogue with leading political and professional women. We were honored and happy to be part of the delegation, a first for AAUW.

We departed on October 3, 2010, to join the other members of the delegation in Tel Aviv. Our first meeting was at Ben Gurion University in Be'er Sheva, which is in the Negev. Dr. Rivka Carmi welcomed us and shared her experiences as the first female dean of the medical college and the first female president of an Israeli university. Her first four years as president were anything but routine. She had to deal with two wars, a faculty strike and a student protest.

Soroka Hospital, associated with the university, is the second largest hospital in the world. There we met with four midwives who told us of their experiences with the Bedouin women who make up 65% of the maternity patients. Soroka meets the WHO's recommendations by housing mothers and babies together during their stay in the hospital.

After lunch in a local restaurant in a shopping mall, we proceeded to the Weitzmann Institute of Math and Science. There we met the advisor to the president for women studies. She has just completed research on a "Women in Science" project to determine why women students who enter science at the graduate level do not continue in that field. She shared her findings, explained the changes made at the institute, and the improved retention of women that resulted because of the implementation of the recommendations.

The second presentation was from Dr. Tali Kimchi, a professor of neurobiology. She is researching how social and reproductive behaviors are encoded in the brain. Using mice, she has studied how pheromones (sense of smell) influence sexual behavior. By identifying genetic markers such as this, she hopes to understand mental and social disorders, such as autism,

social anxiety, schizophrenia, bi-polar and other sexual identity/function disorders.

The following day, Wednesday, we met with Nurit Tsur, a representative from the Israel Women's Network. The Network is involved with, and concerned with, women in work, legal rights, and work/family balance. These concerns closely match our AAUW mission. The area where difference occurs is in "personal status." Marriage and divorce are controlled by religion. All marriages must be performed in a church, synagogue or mosque, and the husband and wife must be of the same religion. Mixed marriages must be performed outside of Israel, usually in Turkey. These marriages are not recognized by the state.

Wednesday afternoon the delegation was treated to a tour of Tel Aviv, a modern, cosmopolitan city. The history of Tel Aviv began in 1919, on the outskirts of Jaffa, the Biblical city of Jonah and the whale. The architecture of the city ranges from the small, winding streets of Neve Tzedek, its first neighborhood, to Bauhaus, to modern. The railroad station and rail complex built by the Turks in the 1860's has just been renovated and provided our first opportunity to wander and explore as tourists.

Thursday we took advantage of the opportunity to visit Caesarea, the great seaport built by Herod the Great. The ruins include a Crusader castle and Roman ruins. Caesarea has the only physical evidence of Pontius Pilate outside of the Bible: a pillar with his name inscribed. The Roman aqueduct that brought water to Caesarea from 41 miles away is still standing.

From there we went to the Mt. Carmel area to Be'it Shearim. This is a complex of caves where Jewish burials had taken place in the 2<sup>nd</sup> Century. The caves are huge and contain sarcophagi with elaborate carvings.

We had lunch in a Druze village on Mount Carmel and learned about their way of life. The Druze are an Arabic-speaking people, but they are not Arabs. Their religion is an offshoot of



## WOMEN IN SOCIETY DELEGATION TO ISRAEL

Arlene Inglis and Virginia Lyttle

Islam. The religious practices are secret and only observed by the few who choose to do so. Druze have only one wife, and she may work outside the home.

One of the high points of the trip was the over-night stay at Kibbutz Lavi where about 150 families live and work. We met with a British-Israeli woman who lives on the kibbutz. She told us about life on the kibbutz, how she arrived there, and how things have changed over the years. She also talked about the socialism, where everything is owned jointly and all decisions are made communally. She was very candid about the good and bad points. It was fascinating.

We had a guided tour of the Israeli Supreme Court building. The security is very high. We were not allowed to bring pocketbooks or cameras. We met with Supreme Court Justice Dalia Dorner, the first woman to serve as Chief Justice of the Supreme Court. The Chief Justice is the justice with the most seniority. The two other women on the Supreme Court have the next highest seniority. Justice Dorner was instrumental in allowing women in the military to obtain higher ranks.

We also visited the Knesset, Israel's Parliament, which also had very strict security. We had a brief tour of the building. There we met

a young female member of the Knesset who served on the committee on the status of women. The focus was on policy and funding.

The last women's group with whom we visited was our counterparts in Jerusalem and Israel. They represented the Jerusalem branch and the Israeli Federation of University Women. When they walked into the hotel meeting room we laughed. They were our age and had the same problems: retention, recruitment and young women not joining because they did not have enough money and/or time. The current members are getting older and want to pass the torch. Their projects were scholarships for Bedouin and Palestinian women for education and helping women who were prostitutes to change their lives and get jobs. This was by far the least structured meeting and a lot of fun.

The trip was a wonderful experience. The cross section of AAUW members from all over the United States made for many opportunities to share thoughts, branch activities, and commonalities. Our delegation of 17 was augmented by spouses, daughters and members who saw this as an opportunity to tour. This was AAUW's first cultural exchange trip of international contact between women. We hope there will be many more.

**The entire  
AAUW  
delegation  
is pictured  
on the  
Mount of  
Olives in  
Israel.**



**Ginny Lyttle  
front row,  
1st person  
on left**

**Arlene Inglis  
back row l-r  
9th person**

**Linda  
Hallman,  
AAUW  
Executive  
Director -  
back row l-r  
8th person**

## Our Women in Havana- a brief overview

Ms. Adrienne Lesser



Raul Castro's Daughter Mariela with Laura Locklin

In early November 2010, four of us from AAUW/ NJ (Adrienne Lesser, Laura Locklin, Rosemary Bisio and Evelyn Dorf) had the privilege of joining the forty plus member AAUW delegation to Cuba. Since normal access to Cuba is not permitted under US regulations, AAUW worked with Academic Travel Abroad, a 60 year old organization, who has been licensed by the Office of Foreign Assets Control to provide services for teams of professionals to travel to Cuba for the express purpose of professional research. Each member of the delegation was carefully scrutinized to ensure they met the specific requirements as professionals in the field of "Gender Equity." Our topic was *Gender Equity and Women in Cuban Society*.



Street scene outside Havana



Building in Old Havana

We left on a charter flight from Miami and landed less than an hour later in Havana where we stayed at the Hotel Melia Cohiba in the Vedado district of Havana on the Malecon, the city's sea wall. Although our visit was relatively short, we were able to tour parts of Old Havana which has been declared a Unesco World Heritage Site. The city was founded by the Spanish in the 16<sup>th</sup> Century and was built in baroque style. Although much of the city has fallen into disrepair it is still a beautiful area.

Most of our time was spent in meetings with representatives of government groups, women's associations and university professors. Our first official meeting was with members of the Federation of Cuban Women (FMC). The FMC has legislative initiative power and since its founding in 1960, has proposed many laws to promote equity. The Cuban constitution of 1940 had granted many rights to women and had banned discrimination on the basis of sex and race. These regulations were loosely implemented under the Battista regime but enforced after the 1959 Revolution. The women admitted however, that many women were still doing what they called "double day." After a full day of work, they came home and had to do domestic duties. . In 1975 with the goal of promoting shared domestic duties, the Family Code was established which stated that men and women should equally divide domestic tasks. The Code also granted equal rights for each spouse to

## Our Women in Havana- a brief overview

Ms. Adrienne Lesser



University of Havana

pursue careers outside the home. Wedding ceremonies in Cuban are civil and each spouse has to read the provisions of the Family Code and consent to them. The women did state that Latin machismo is strong and the old patterns may still prevail. In 2003, the Family Code included a provision that maternal leave should be a shared responsibility and equal pay for equal work is a provision of Cuban law.

Also at our first meeting were several female Parliament members (women make up over 40% of the Parliament). Cuba has a one party system with a unicameral legislative body that meets twice a year. Half the candidates for Parliament are nominated at public meetings before gaining approval from electoral committees, while the other half are nominated by public organizations such as trade or student unions and farmers' organizations.



Old Havana



Havana Harbor

On another occasion, we met with Mariela Castro Espin, Director of the National Center for Sex Education and Research. She is the daughter of President Raul Castro and Vilma Espin, a heroine of the Revolution; she reviewed some of the history of Cuba and explained what they are trying to do to insure equal rights for all members of Cuban society regardless of sexual preference. Health care is free in Cuba. Abortion is legal as long as it is performed within the guidelines of the Ministry of Public Health.

We were able to tour the University of Havana and met with several professors and educators. Cubans today have universal, free access to education from pre-school through graduate study. Approximately 70% of University graduates today are women. Almost all Cuban women work outside the home and women comprise roughly 80% of the workforce. Prior to 1959, practically 80% of the Cuban population was either illiterate or semi-literate. After the Revolution, the government focused on the huge literacy problem and over 800 literacy centers were opened. In addition, teens and other volunteers were sent to the countryside to teach their fellow Cubans how to read. By 2000, 97% of Cubans aged 15-24 were considered literate.

The US Trade Embargo against Cuba has been in effect since 1962 and has had a deleterious



## Our Women in Havana- a brief overview

Ms. Adrienne Lesser

effect on the Cuban economy. Despite the fact that Cuba now trades with over 160 countries, the terms of the US Trade Embargo restrict commerce since any ship entering Cuban waters cannot enter the U.S. for six months. Furthermore, since the fall of the Soviet Union, the Cuban economy has suffered significantly. Currently, Cuba has a dual monetary system. The official currency is the Cuban Peso which is the money used by most Cubans. The Cuban Convertible Peso (CUC) was introduced by Cuban authorities to remove foreign currencies from circulation and is the 'tourist' currency. US Dollars were used throughout the island until 2004 but are no longer accepted. Furthermore, a 10% commission is charged to exchange them. Although Cuba has extensive social services – free health care, free education as well as food allotments, they are short of money and that affects what they can pay for food, medicine, housing, infrastructure, transportation and other necessities. We had constant messages and pleas from the women we met to pressure our government to end the trade Embargo.

One of the highlights of our trip was seeing the Ballet Nacional de Cuba perform Coppe- lia, featuring the prima ballerina Viengsay Valdes. Cuba was in the midst of an international ballet festival and also in attendance at the performance we attended was the famous 90 year Cuban prima ballerina, Alicia Alonso. It was quite a thrill to see the 1500 people in the Karl Marx auditorium stand and cheer when she was escorted to her seat.



Hemingway's Hotel

## AAUW Executive Director Whimsically Hands Out Paycheck Fairness Awards

Ms. Linda D. Hallman

*While the Senate recently bungled its chance to advance paycheck fairness, gender pay equality has impressive champions ready to join the battle again, as AAUW's executive director Linda D. Hallman explains.*

On November 17, the Senate filibustered the Paycheck Fairness Act, a bill that would have empowered women to learn more about how they're paid while making businesses think twice about doling out discriminatory paychecks.

The vote ended in a 58 to 41 tally to move the bill forward, which, in most places, would have been a victory. However, the Senate makes its own rules, and without 60 yeas votes on the procedural motion, the Paycheck Fairness Act cannot proceed.

But that's enough doom and gloom. So many people worked so hard on this bill, and, while we're not done yet, [AAUW](#) and I would like to give proper due to all those who did—and didn't—contribute to our efforts to end the gender pay gap.

**The MVP Award:** Representative Rosa DeLauro (D-CT) wins our sincerely given and much-deserved MVP award. As a longtime champion of women's rights and House sponsor of the Paycheck Fairness Act,

DeLauro personally made thousands of calls to colleagues and was an ever-present advocate as the bill went to the Senate. Her commitment and that of her staff to women and their families continually inspires us and humbles us.

**The Never Give Up Award:** After barnstorming the country to convince Congress to right the Supreme Court's wrong in her precedent-setting case, the indomitable Lilly Ledbetter wasn't finished. She spoke about the Paycheck Fairness Act in her speech the day President Obama signed her namesake bill, and she has been a vocal, moving advocate for the Paycheck Fairness Act every day since.

**The Boots on the Ground Award:** Thousands of women and men all over the country picked up their phones, grabbed their favorite pens, or sat down at their computers to let their senators, local newspapers, and blog readers know how important this bill was to them. They made lobby visits at home and on Capitol Hill, called into radio shows, and commented on blogs. This kind of grassroots support is priceless. We can only hope that next time a bipartisan group of senators will listen.

Continued on page 16



## Dr. Mae Jemison: Insights from a Barrier-Breaking Astronaut

Dr. Mae C. Jemison is a dynamo with a great sense of humor and a long list of creds, including first African-American female [astronaut](#) to travel in space. Growing up on the South Side of Chicago, Jemison entered Stanford University at the age of 16. She has a Bachelor of Science degree in Chemical Engineering, a B.A. in African and Afro-American studies, and she spent over two years in the Peace Corps as a medical officer in West Africa. She is the CEO of her own technology design and consulting company and the Founder of [The Earth We Share](#).

Jemison was a featured speaker at a New York City [AAUW](#) event dealing with the lack of women and minorities in the STEM fields (science, technology, engineering, math). Presented was the research report, "Why So Few?" which examined gender biases, underrepresentation, and the social barriers that deter women from top achievement. Jemison, who has been the national science literacy spokesperson for [Bayer Corporation](#) for fifteen years, talked about the Campos Inc. [survey](#) of female and minority chemists and chemical engineers that outlined the lack of support and overt discouragement female and minority students receive.

At the AAUW appearance, Jemison drilled down on the stats and causes for the shortage of women in STEM. Much of the findings pointed to stereotypes that adversely affected performance for gender and ethnicity. Specifically, girls need to be encouraged from a young age to draw and play with building tools. They must be exposed to successful role models in math and science, and encouraged to adopt a "growth mindset" as opposed to a "fixed mindset" which limits potential. Jemison specified that girls are harder on themselves when accessing their abilities in "male fields" like math and science. It is essential for them to believe that they have the potential and abilities to be successful, and to recognize their career relevant skills.

Children's interest in science has been documented as occurring as early as age 11. Yet girls aren't choosing to work in STEM because they don't think they are going to enjoy it. For those who find it appealing, it is their strong personal interest that gets them through. She



wryly noted that for women, "the more competent you are, then you become less likeable." Advocating "changing the culture of the field," and creating more role models, she suggested that "women need to bring their perspective to the table to help create the solutions."

Underscoring the need for self-confidence was a primary theme when Jemison delivered her talk to the audience at the [Omega Women and Power Conference](#). Exuding strength and self-assurance, Jemison stated that she "always knew that she would go into space" and was determined "to be part of the change" taking place in the science arena. "You have to make yourself known," she said. Jemison addressed how women are actively discouraged, and illustrated this contention with documented research showing that "when you tell girls that they aren't going to do well on a test, they believe it." A classic pro-active personality, Jemison maintained, "The choices we make create the realities of today and tomorrow." For her, the definition of empowerment means "the belief in yourself and that you have something to contribute." When asked about the feelings she had when she viewed earth from outer space she responded that it reaffirmed her connection to "her place in the universe." She added, "We all share a place in the universe."

## AAUW Hopes you Have Happy Thanksgiving Memories and Best Wishes for a Joyful Beginning to your Holiday Season

President John F. Kennedy once said, “As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them.” With that in mind, the American Association of University Women would like to pause this Thanksgiving to give thanks for the many wonderful opportunities and advancements for women and girls during 2010. Here are just a handful of them:

*We’re thankful* for the increased number of female [ambassadors](#) to the United States. Twenty-five of 182 ambassadors in Washington are women, a fivefold increase since the late 1990s. Some cite the “Hillary Effect.” Secretary Clinton’s high visibility on the world stage, as the reason more presidents are choosing female ambassadors.

*We’re thankful* for the equal [opportunities](#) in the Navy for women to serve, and for all the women and men who serve our country in the military. For the first time, women will serve on submarines next year.

*We’re thankful* for Equal Rights Advocates in [California](#) fighting on behalf of female UC Davis students for increased opportunities in sports, and for the ACLU of [Louisiana](#) for contesting sex segregation in public schools. These Title IX advocates are increasing opportunities for girls and women everywhere.

*We’re thankful* for First Lady Michelle Obama for highlighting the epidemic of [childhood obesity](#). Through the Lets Move! Campaign, Mrs. Obama is encouraging active families, schools, and communities, and promoting smart decisions about eating right.

*We’re thankful* for the Education Department’s [Race to the Top](#) program and for every student and teacher who dreams big. The program allows high schools to compete to show why they are a model for success in hopes of winning the prize a commencement speech by President Obama. *We’re also thankful* for \$1.8 million in grants from the Department of Labor to [support women](#) in non-traditional occupations like construction and manufacturing.

*We’re thankful* for 50 years of [the pill](#) empowering women to make reproductive choices. We’re also thankful for the passage of a [Wisconsin law](#) that requires public school sex education courses to teach about birth control and STI’s, and shutting down many abstinence-only programs.

*We’re thankful* that the U.S. Department of Education closed a [loophole](#) that allowed schools to evade Title IX compliance in athletics. And we’re thankful for each and every one of the 38 [investigations](#) by the Education Department’s Office of Civil Rights to identify and address all forms of inequality in public schools.

*We’re thankful* for AAUW’s leadership at the 54th United Nations [Commission](#) on the Status of Women in March, and at the United Nations Educational, Scientific and Cultural Organization (UNESCO) expert group meeting on [Gender, Science, and Technology](#) in Paris, France in October.

*We’re thankful* for a [Title IX](#) legal victory in Michigan by a student who underwent years of bullying because his school failed to protect him. We’re also thankful for Justice Department lawyers in [New York](#) interpreting Title IX to cover discrimination based on gender stereotypes; the Civil Rights Division applied the law to a case on behalf of a teenage boy who was beaten up for being effeminate.

*We’re thankful* for the creation of the [U.S. Business and Industry STEM Education Coalition](#), which plans to combine resources to enhance the nation’s commitment to STEM education and increase the number of students from underrepresented populations in the STEM workforce.

*We’re thankful* for the Senate [defeat](#) of an amendment to the Federal Aviation Administration reauthorization bill (H.R. 1568) that would have extended the Washington D.C. school voucher program by five years. The program would have diverted \$20 million per year from public to private schools.

*We’re thankful* for the Centers for Disease Control and Prevention’s effort to combat the growing public health issue of [teen dating violence](#), which included the release of an interactive web-based training for educators and others working with teens. *We’re also thankful* for AAUW’s Legal Advocacy Fund’s Campus Sexual Assault Program in a Box, which provides information on the prevalence of sexual assault as well as tools to end it.

*We’re thankful* for AAUW’s research report, [Why So Few? Women in Science, Technology, Engineering, and Mathematics](#), which explains the shortage of women in STEM fields. The acclaimed report received nationwide coverage in publications like [New York Times](#), [Washington Post](#), and [TIME magazine](#). The report was also presented by AAUW at a White House dialogue with the Office of Science and Technology Policy.

*We’re thankful* that AAUW was able to attend a [White House Forum on Workplace Flexibility](#), put on by the White House Council on Women and Girls, President Obama, and First Lady Michelle Obama in March. We’re equally thankful the AAUW attended the first ever [White House Summit on Community Colleges](#), hosted by Dr. Jill Biden.

## AAUW Hopes you Have Happy Thanksgiving Memories and Best Wishes for a Joyful Beginning to your Holiday Season

*We're thankful* for the first female president of Harvard University, Drew Gilpin Faust. Since she has begun to serve, Harvard has seen a record number of [women](#) among its faculty. *We're also thankful* that, for the first time, women earned more doctorates than men in 2008-2009. AAUW Director of Research Catherine Hill [was quoted](#) on the front page of the Washington Post highlighting the new statistics.

*We're thankful* for the 40 percent [drop](#) in the global maternal mortality rate since 1980 and the continued attention maternal health is receiving as part of President Obama's Global Health Initiative and from a UN Millennium Development Goals.

*We're thankful* for Barbie's new job as a [computer engineer](#), a sign of encouragement for young girls to enter STEM careers, courtesy of Mattel.

*We're thankful* for the many, many tireless supporters of the Paycheck Fairness Act and pay equity in the workforce, like [Rep. Rosa DeLauro](#), the House sponsor of the bill that was barely [defeated in the Senate](#).

*We're thankful* for an [administration](#) that continued to express [support](#) for the simple justice of pay equity by meeting with national leaders in the campaign for the Paycheck Fairness Act on the afternoon it was blocked by the Senate.

*We're thankful* for [Domestic Workers United's](#) (DWU) and the historic passage of the [Domestic Workers Bill of Rights](#). After years of advocacy led primarily by immigrant women of color, New York State's more than 200,000 domestic workers will be entitled to basic workplace protections including paid sick time, vacation days and overtime pay.

*We're thankful* for the foresight and courage of the Department of Defense, President Barack Obama, and members of Congress to begin the repeal of Don't Ask Don't Tell. *We're also thankful* that same-sex partners of executive branch employees were extended the same [benefits](#) opposite-sex partners receive.

*We're thankful* for the 90th anniversary of the [19th amendment](#). We wish more women, especially younger women, exercised it in November.

*We're thankful* for [Julia Gillard](#), Australia's first female prime minister, and for [Dilma Rousseff](#), who will become Brazil's first female president on Jan. 1, 2011.

*We're thankful* for the creation of [UN Women](#), or the UN Entity for Gender Equality and Empowerment of Women, headed by former Chilean President Michelle Bachelet. The entity will work to aid member states in successfully reaching their goals on gender equality and enhance the UN's efforts to empower women worldwide.

*We're thankful* for the creation of the [Consumer Financial Protection Bureau](#), which under the leadership of Elizabeth Warren, will protect students and their families through better-regulated lending practices.

*We're thankful* for the passage of Wall Street reform legislation, which gives the federal government authority to terminate contracts with financial firms that do not guarantee [fair inclusion](#) of women and minorities.

*We're thankful* for [Justice Elena Kagan's confirmation](#) as the fourth woman to serve on the Supreme Court; a third of the high court is now female for the first time in history.

*We're thankful* for [Batgirl](#) and her willingness to demand fair pay, along with our coalition partners who help us fight for pay equity and the never-give-up spirit that unites us all.

*We're thankful* that the first [provisions](#) of the new health care law kicked in this year, many of which specifically support women, including a focus on children's health, lifetime caps, and free preventive care.

*We're thankful* for the [United States rising significantly](#) in the World Economic Forum's 2010 Global Gender Gap Report rankings from 31st last year to 19th this year, the first time the U.S. has been in the top 20 since the report began five years ago.

*We're thankful* for the Obama administration launching a new [initiative](#) to work toward ending anti-LGBT bullying and harassment in schools, and [President Obama](#), [Secretary Clinton](#), and [Vice President Biden](#) contributing [It Gets Better Project](#) video messages encouraging teens to seek help when they need it and maintain hope for the future.

*We're thankful* for lots of gubernatorial firsts: Susana Martinez (R) is the first female governor of New Mexico, as well as the first female Hispanic governor in the nation; Nikki Haley (R) is the first female governor of South Carolina, joining Martinez as the first two women of color to win gubernatorial races; and Mary Fallin (R), becoming the first female governor in Oklahoma.

*We're thankful* for our [online community](#) and their help in spreading [the word](#) about issues impacting women and girls. We're thankful for an [amazing new website](#) and the groundbreaking "AAUW Experience" that shows the world the meaning of being part of our community.

*We're thankful* for the [AAUW Action Fund Capitol Hill Lobby Corps](#), whose persistent and thoughtful volunteer advocacy helped pass critical legislation and [held lawmakers accountable](#) on their votes.

## AAUW Hopes you Have Happy Thanksgiving Memories and Best Wishes for a Joyful Beginning to your Holiday Season

We're thankful for AAUW members and supporters who put their money where their mouths are by generously giving to [help women advance their educations](#) and develop [leadership skills](#).

We're thankful for AAUW Executive Director Linda Hallman for, as one AAUW member put it, her "innovative, passionate leadership and whirlwind energy in leading groundbreaking tours to Israel and Cuba."

We're thankful for the publication of AAUW Legal Advocacy Fund Program Manager Holly Kearl's [Stop Street Harassment: Making Public Spaces Safe and Welcoming for Women](#). We're also thankful for [Secrets of Powerful Women: Leading Change for a New Generation](#) which features a chapter written by Public Policy and Government Relations Director Lisa Maatz.

## AAUW Executive Director Whimsically Hands Out Paycheck Fairness Awards

Ms. Linda D. Hallman

**The Bully Pulpit Award:** For their efforts to rally attention and votes, the Obama Administration wins this award and our thanks. It is beefing up equal pay enforcement, working across the government in its Equal Pay Enforcement Task Force, and ensuring that the issue of pay equity is alive and well at the Women's Bureau of the U.S. Department of Labor. The president even thanked AAUW and the coalition in the Roosevelt Room this week for our efforts. You're welcome, Mr. President, and we're not done yet.

**The Groovy Newbie Award:** Fresh from their election victories, newly sworn-in Senators Joe Manchin (D) of West Virginia and Chris Coons (D) of Delaware said yes to the Paycheck Fairness Act. This vote is a wonderful start, and we hope to count on the support of these senators on AAUW priorities in the future.

**The Blast from the Past Award:** A big thank you goes to Batgirl for [showing](#) the world that even Caped Crusaders can suffer from pay discrimination—and that we can fight back. Her starring role in our update to a 1972 public service announcement displayed the urgency of this issue in a fun, accessible way.

**Honorable Mentions:** Many thanks go to Senators Chris Dodd (D-CT), Barbara Mikulski (D-MD), and Tom Harkin (D-IA), all longtime pay equity advocates who championed this bill.

**The Lamestream Award:** Just one day after the Paycheck Fairness Act, an economic game-changer, failed to pass in the Senate, many news outlets focused instead on Bristol Palin's upset on Dancing with the Stars and Prince William's engagement. Congratulations to both, but we're disgusted that the media saw no reason to cover a matter so important to the livelihood of American women and their families.

**The Half Nelson Award:** Nebraska Senator Ben Nelson was the lone Democrat to vote against the Paycheck Fairness Act. While it's disappointing that Nelson voted no, we are ever optimistic and trust that he would have voted the right way if even one Republican had joined him.

**The Lockstep Award:** Despite their record of support for women's and civil rights, Maine Republican Senators Olympia Snowe and Susan Collins decided to stick with their party on this bill. AAUW hopes that their vote against the Paycheck Fairness Act is not a signal that bipartisanship is already dead in the newly elected Senate.

**The Father Does Not Know Best Award:** It's unfortunate that Senator Scott Brown (R-MA) cannot accept this award in person, because we'd be interested to hear him justify his no vote to his two daughters, not to mention the very blue state where he will face reelection in 2012.

Paycheck fairness advocates lost this battle, but the war on discrimination continues. We'll no doubt encounter more stubborn senators with deaf ears, but AAUW and our coalition partners are determined to move ahead and to continue breaking through barriers for women and girls.

Stay tuned.



**The MVP Award:**  
Representative Rosa DeLauro (D-CT)



## AAUW-NJ In the News

"On October 27, 2010, AAUW-NJ State and Branch Members spent an exciting evening at Brookdale Community College [Lincroft, NJ] in partnership with Start Smart of the Wage Project.

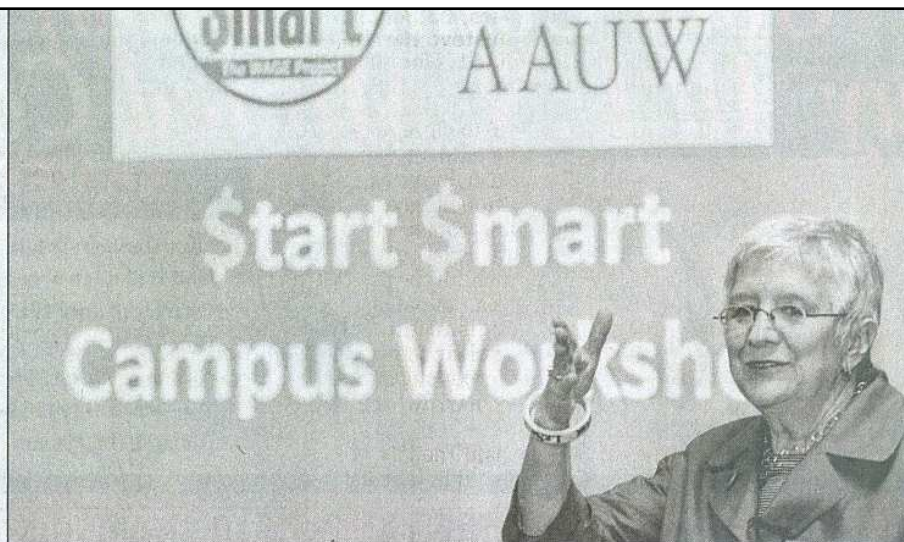
The following news article appeared in the Asbury Park Press, on [October 29, 2010.] This presentation was the first program of its kind in New Jersey.

AAUW-NJ's aim to connect with college/university students and staff statewide took a giant step forward."

**Ms. Sally Goodson**

**AAUW-NJ  
President**

Continued on page 18



STAFF PHOTOS: MARY FRANK

Annie Houle of Portland, Maine, national director of Campus and Community Initiatives for the American Association of University Women, hosts the Start Smart Workshop for women at Brookdale Community College.

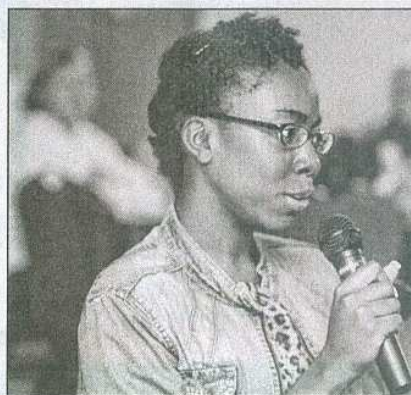
# Closing the wage gap at work for women

## Advocates speak at Brookdale

By **MICHAEL L. DIAMOND**  
STAFF WRITER

**MIDDLETOWN** — Women can start to close the wage gap with their male counterparts by knowing how to negotiate their salaries during job interviews, an advocate told Brookdale Community College students Wednesday.

The polite-but-tougher stance would go far in helping women make up a difference that allows men to make \$1.2 million more than women during their careers, said Annie Houle, national director of the Wage Project, an organization trying to end discrimination against women in the workplace.



Shauna Channer, a college relations assistant and partner with the AAUW, speaks during the workshop.

"The longer you work, the more of a difference in what you earn," Houle said. "And we can't really catch up."

The Wage Project is a nonprofit group trying to end discrimination against women. And the Brookdale seminar was its first in New Jersey.

Workers even before the recession struggled to keep

pace with the cost of living. But for women, the climb has been particularly steep: Women earn 77 cents for each dollar earned by men with comparable education, according to the American Association of University Women, an advocacy group for female college graduates.

See **Wage**, Page **A11**



## The \$tart \$mart Workshop at Brookdale Community College

### Wage

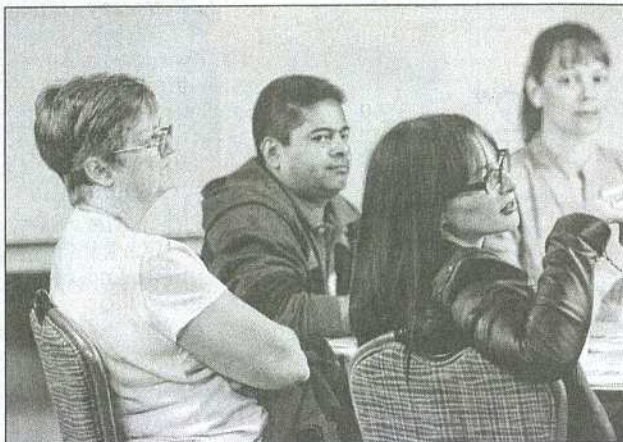
FROM PAGE A10

"The difference in salary for women and men, it's kind of scary," said Kim Chambers, 33, of Middletown, a recent Rutgers University graduate who attended the event.

It has caught the attention of the Obama administration. U.S. Labor Secretary Hilda Solis and Rep. Rush Holt, D-N.J., spoke to the Asbury Park Press last week in a bid to energize female voters, rattling off a series of new laws that they believe will improve women's financial security.

They included the Lilly Ledbetter Fair Pay Act to make it easier for women to sue their employer for wage discrimination; health reform; middle class tax cuts; and extended unemployment benefits.

"They've been the most vulnerable in this recession," Solis said. "We still have this tremendous wage gap and an inability for



STAFF PHOTO: MARY FRANK

**Workshop attendees (clockwise from front right) Kim Chambers, 33, Middletown; Rose D'Amico, 60, Marlboro; Gustavo Hernandez, 40, Aberdeen; and Wendy Negron, 41, Lincroft section of Middletown, are shown.**

(women) to close that gap."

Houle said the disparity can be attributed in part to old-fashioned gender bias in which women are penalized, at least subtly, for having children. But while Congress debates equal pay legislation, Houle made it clear female workers can take steps on their own to narrow the wage gap.

She said the key is to secure as high a salary as

possible during your interview because future bonuses and raises will be based on your starting wages.

Among her tips:

■ **Research.** Before your interview, find out the salary range for the job and location. Know how much you need to make to cover your expenses. And study the economy and the employer's financial performance so that you know how

much bargaining power you have. (One useful starting place is [www.salary.com](http://www.salary.com).)

■ **Negotiate.** Don't discuss your salary until the employer makes an offer. If it is lower than you anticipated, pause, think, and discuss what you bring to the table. (A good starting line: "My research on pay scales for this job in this area led me to believe that I would be offered more. Is that possible?")

■ **Don't blindly accept.** Ask for time to consider both the salary and benefits.

The nation's high unemployment and slow recovery caused some students to wonder how well the advice would stand up. But Houle encouraged them to avoid jumping at the first hint of a job and to hold their ground.

"These are little nicks coming at you all through your life," she said. "But it's keeping you from doing what you want to do."

*Michael L. Diamond: 732-643-4038; [mdiamond@app.com](mailto:mdiamond@app.com)*

## AAUW Keys to the Future Membership Campaign

On October 9th at AAUW-NJ's Fall Focus, National AAUW recognized the following AAUW-NJ Branches by presenting the awardees the AAUW Keys to the Future Membership Campaign certificates. *Pictured from R to L:*

- Largest Branch in NJ – Northern Monmouth County, NJ: Mary Lea Burden
- AAUW-NJ President: Sally Goodson
- Second Largest Branch in NJ - Mountain Lakes Area, NJ: Barbara Colwell
- Recognition for 22% Growth over 3 Years – Freehold Area Branch, NJ: Marcia Saltzman



## AAUW-NJ Fall Focus AAUW Branch to Campus Connection

Ms. Barbara Williamson



*L to R:* Avis McMillon, Brookdale CC Ex. Director; Sally Goodson, AAUW-NJ President; Shauna Channer, Brookdale CC student; Barbara Williamson, AAUW-NJ Membership VP



*L to R:* Cordy Galligan, AAUW director/corporate relationships; Dr. Lin Rising, AAUW-CT C/U liaison; Scott Delfino, Princeton Review; Avis McMillon, Brookdale CC Ex. Director; Shauna Channer, Brookdale CC student

The statewide Fall Focus Meeting was held on October 9 at the Forsgate Country Club. AAUW members from all over the state attended, receiving useful information about the College/University Partner Member Program. Since promoting women's education has always been the centerpiece of AAUW's mission, this new initiative is a perfect fit.

AAUW-NJ is encouraging all branches to reach out to one or more colleges or universities in their areas to join AAUW and partner in our programs. Students will greatly benefit from free e-student affiliate status and access to many AAUW benefits including publications and



Cordy Galligan, AAUW Director of Marketing and Business Development

research, leadership and professional development opportunities, scholarships and grants, and networking with the branches. Speakers included Cordy Galligan, AAUW director of corporate relationships; Dr. Lin Rising, AAUW-CT C/U liaison; Scott Delfino, Princeton Review; Avis McMillon, our liaison and interim executive director of college relations at Brookdale Community College; and Shauna Channer, a Brookdale Community College relations assistant.

A panel discussion about C/U connections completed the morning program. In the afternoon, Avis gave a Power-Point presentation with specific steps of information for AAUW members to begin their efforts to make the College/University partnerships a reality.

"I feel very strongly about the importance of the CU relationships in AAUW's future and love to share my visions and the tangibles my department brings to this effort."

**Cordy Galligan**  
AAUW Director of Marketing and Business Development



## MEMBERSHIP

Ms. Barbara Williamson—Vice President

**This month marks the beginning of a year-long celebration of AAUW's 130<sup>th</sup> Anniversary.** Think about what you and your branch (and state) are doing to celebrate and make certain that your members and communities know about our wonderful history. Be sure to make the most of this occasion as an opportunity to reach out to current and prospective members.

To help ensure our long life as an organization, share your enthusiasm and energy by recruiting new members now through our 130<sup>th</sup> Anniversary membership campaign. Your branch can earn free membership when you recruit new members with **Now is the Time To Shine. 130<sup>th</sup> Anniversary Membership Campaign.**

Graduate students receive a special dues rate of \$18.81 to celebrate the beginnings of AAUW **Branches** that increase their membership by 13 percent over the February 1, 2010 counts will earn up to two free memberships. These free memberships will be available only for new members.

Branches that increase their membership by 7 percent over the February 1, 2010, counts will earn one free membership. This free membership will be available only for new or lapsed members. Renewing members are not eligible.

An added bonus - Use the 130<sup>th</sup> anniversary campaign in tandem with Shape the Future campaign to earn up to five free memberships that your branch can use as it chooses.

Every **branch member** who recruited a new or

lapsed member will have her or his name entered into a drawing for two prizes. One drawing will be held at the 2011 National Convention and the other will be held at the end of the campaign in November 2011.

Those entered into the drawing are eligible for 130 free AAUW memberships.

**College/University Incentives** - Colleges/Universities can join AAUW during the campaign year for \$130 for one year.

Every E-student affiliate member receives a free AAUW membership for one year after graduation.

### DON'T FORGET

**Half Year Dues:** Available only to new members and can be collected between January 1 and March 15. The membership expires June 30 of the current year.

**Join after March 15<sup>th</sup>** - If a new member joins after March 15<sup>th</sup> and pays a full year's dues, the member will receive 16 months of membership.

**MAL's** are an excellent source for membership to your branch. They are not new members but entered as transfers.

Garden State Branch is a new choice for those who do not have a branch near them geographically. This opportunity will link members with the state activities.

**Please contact me with questions or help with any membership ideas or needs: Barbara Williamson at 732-842-9588 and/or w8429588@aol.com**



**WE HOPE TO SEE  
YOU THERE!**



## COLLEGE/UNIVERSITY CONNECTION

Ms. Barbara Williamson

The **future** of AAUW is our college/university connection. AAUW-NJ is making this connection our big priority. We are asking each branch to “adopt” at least one college or university in your area to partner with.

### How can branches and states get involved?

- Work with local colleges and university to bring AAUW programs such as \$tart \$mart salary negotiation training, LAF Campus Outreach, Campus Action Projects, and Campaign College to their campuses.
- Participate in campus activities such as forums and mentoring programs.
- Invite faculty, graduate students, and administrators to branch events to introduce them to AAUW and discuss potential partnerships.
- Network with branch members to work with college/university friends

### Selling Points to use for why a college/university should join AAUW:

**1. AAUW provides funding for their women students** with more than \$3,000,000 in fellowships and grants for graduate students

**2. AAUW provides research on issues affecting women:** topics such as the pay gap, sexual harassment, importance of STEM for young women.

**3. AAUW provides a voice in Washington** to advocate for issues such as Title IX, pay equity, grant opportunities, and higher education appropriations.

**4. AAUW provides access to a database** of more than \$1 million in undergraduate scholarships.

At the **FALL FOCUS** meeting, Avis McMillon, Acting Director of Student Services at Brookdale Community College and AAUW member, gave an excellent power point presentation explaining in detail the steps to follow to engage your college/university choice for partnership.

### Steps to follow:

**1.** Identify the person at the C/U institution for the initial contact.

- Send an informal sheet about the advantages of AAUW partner membership and the E-membership opportunity for students.
- Check with branch members to see who has a connection at your local college.

**2.** Follow up and invite faculty, graduate students, and administrators to meeting and projects to introduce them to AAUW

- Discuss potential partnership and programs
- Follow-up the initial contact with a phone call to make an appointment
- Find an AAUW champion at the C/U
- Check the AAUW National Member (MAL) list for members at the C/U to help
- Be persistent, ask for 10 minutes of their time

**3.** Meet with first C/U contact. The goal is to have the C/U join AAUW

- Contact choices: public – relations manager, gender studies department head.
- Bring a folder with the AAUW information explaining advantages of becoming a C/U partner.

- Help C/U to join AAUW. Explain the **new \$130 off rate** for joining this calendar year.

**4.** Determine campus C/U liaison and make appointment. Meet the C/U liaison. Explain what is expected of the liaison.

- Explain the method to sign up E-Students
- Bring AAUW brochures: scholarship, membership, LAF, public policy, etc.

Include information about your local branch and state activities

**5.** Work with C/U liaison to sign up E-Students

- Liaison works on campus publicity for AAUW, for example: articles, poster

Continued on page 22

## AAUW-NJ CHARITABLE TRUST

Ms. Jean Wadsworth—Co-Charitable Trust Director

In early September 2010, the members of the AAUW-N J Charitable Trust held its organizational meeting. Among the items of business were to elect officers. Those elected were Marian Haag, treasurer; Carol Holmelund, secretary; Luci Webb, meetings coordinator; Karen Brown and Jessica Pierson, members of the grant committee and Jean Wadsworth, president. Sally Goodson, president of AAUW-NJ, serves as an ex officio member of the trust. An additional person will be appointed by the president of the trust to complete the number of members required by the bylaws of the trust.

One function of the AAUW-NJ Charitable Trust is to approve grant requests from branches for seed money to hold conferences or have projects which further the mission of AAUW. The most recent grant to be approved by the trust is one for the Northern Ocean County Branch to hold its conference in December on bullying. One requirement for receiving a grant is to prepare an article for publication in the GARDEN STATEMENT. Look for an article about this conference in the next issue.

The AAUW-NJ Charitable Trust was organized 20 years ago after the AAUW-NJ received a bequest from a member. To help celebrate this anniversary and to procure additional funds to maintain the trust, the members of the trust are asking



L to R: Jean Wadsworth, Marian Haag, Karen Brown, Sally Goodson, Jessica Pierson, Lucille Webb  
Carol Holmelund was not shown.

that each member of AAUW-NJ contribute \$20.00 to the trust this year. It will be gratifying to announce next spring that this goal has been met! Of course, any member can contribute additional funds to the trust as some have done. As of December \$460.00 have been donated toward this goal. Please send your contribution to the treasurer of the trust, Marian Haag, 308 Jefferson Road, Elmer, New Jersey 08318.

## COLLEGE/UNIVERSITY CONNECTION

Ms. Barbara Williamson

- The Liaison sends out E-student letter invitations to join AAUW to the registrar database
- Students send e-mail responses to liaison who will put respondents into an Excel database

The Excel database is transmitted to Washington to the National Office to process them into the AAUW student E- member database

6. Follow up with student's sign up, invite students to campus orientation via e-mail (use initial response list) to tell students about AAUW
- The personal approach will help students

understand AAUW's mission

- Provide a short video on C/U home page
- Provide links to AAUW.org
- Provide information about NCCWSL student leadership conference opportunities
- Publicize scholarships and grants available to students through AAUW
- Continue to keep in contact with students via email and have a campus orientation meeting

## North Jersey AAUW Interbranch

Ms. Bea Kettlewood, AAUW Greater Wayne Area Branch Co-President

For more than twenty years, North Jersey AAUW Interbranch has been a joining together of five to seven individual branches for education and fellowship. There has been a yearly program at the Bergen Regional Medical Center in Paramus in March to celebrate Women's History Month.

Over the years, programs have been focused on women in: the arts from filmmaking and music to visual and verbal arts and architecture; occupations including S, T, E, M and law; history from Joan of Arc, Abigail Adams to Eleanor Roosevelt; and socio-human rights situations with speakers: who marched in Alabama with Martin Luther King, who attended the Beijing Conference and who became involved in a suit for plagiarism by a nuclear radiologist.

There have been a number of authors: Rosetta DiAngelo, Shelley Fraydout Lenchner and Ellen Ecker Dolgin. There have been women in careers usually associated with men: pilots (99ers, WASPs, GE helicopter pilots) architect Eleanor Petterson, contractor/builder from Habitat for Humanities, and Lawyer Sister Rosemary McSorley.

For the past three years, North Jersey AAUW Interbranch has had a second meeting at a theatre performance at Montclair State University followed with dinner at a nearby restaurant

which gives the branch members opportunity to share thoughts about AAUW programs, projects and goals.

In 2011, the North Jersey AAUW Interbranch will gather at the Alexander Theatre on the campus of Montclair

State University on Sunday afternoon, February 6th at 3 PM. AAUW Women who are "breaking barriers" will hear from musicians who are "barrier busting". In addition, we will hear a guest speaker at the Bergen Regional Medical Center in Oradell, NJ on Sunday afternoon at 1 PM, March 20th with lunch provided. Specifics of these two programs will be emailed to all branches throughout the state in early 2011. Come join the fun!



L to R Top: Betty Gregg, Sally Goodson  
L to R Bottom: Susan Purcell, Judy Shivy,  
Betty MacCulloch, Bea Kettlewood

## Extra, Extra, Read All About It!



Please mail your contribution to Ms. Marian Haag  
308 Jefferson Road, Elmer, New Jersey 08318.

The AAUW-NJ's Charitable Trust's goal is to have every member contribute \$20.00 to the trust in honor of its 20th anniversary? The amount that has been raised as of December 1st is \$460.00.

**Let's Do It!**



## Southern District News

Jane Baus-Neimeyer and Barbara Tuzio—Southern District Co-Coordiators

On Saturday, Oct. 23rd, Jane Baus-Neimeyer and Barbara Tuzio, Southern District co-coordinators, met with presidents of the district for lunch at Joe Maplewood's restaurant in Hammonton, NJ. The purpose of the meeting was to discuss branch issues, activities, and fundraisers. Those attending were Frances Jervis, Cumberland County; Mary Ann Brookes, Medford Area; Pamela Coratti, Northern Ocean County; Jean Jack, Salem County co-president; Arlene Spangler, president; and Josephine Ahern, past president, Willingboro Area. Jane is also president of the Barnegat Light Area Branch.

Some of the successful branch fundraisers included Surflight Theater presentations, Panera Bread Night, Macy's Shopping Day, Boscov's Shopping Day, Pecan Sales, Book/Author Luncheon, Road Rally for Women's History, Women's History Tea, Card Party Luncheon, Gift Auction, Mystery Gift Auction, and Psychic Night. Every branch seems to have the same issues of getting new members; retaining members and having members participate as officers and chairs.

It was a productive afternoon of lunch and fellowship. Everyone promised to keep in touch

and share calendars in the hope of attending some of the branches' meetings and events. Jane and Barbara will try to visit each branch during their term. They plan to attend the Salem County Women's History Tea on March 19, 2011 and the Willingboro Area Branch 50th Anniversary Lunch, May 21, 2011. As a follow up, the Southern District plans to meet again sometime in the spring.

Some of the Southern District branch presidents enjoyed meeting for lunch and discussion of branch issues, as pictured below.



*Front Row L to R: Arlene Spangler, Frances Jervis, Jean Jack  
Back Row L to R: Josephine Ahearn, Jane Baus-Niemeyer,  
Barbara Tuzio, Pamela Coratti, Mary Ann Brookes*

## Your AAUW-NJ Board Members at Work for You

The AAUW-NJ Board meets formally 6 times a year in July, October, November, February, April, and May. The meetings are currently held at the Forsgate Country Club in Monroe Township because it is in the center of the state and near to the turnpike. They are scheduled as dinner meetings at 5:30 pm. Four meetings are held on Wednesdays and two are scheduled on Fridays, which are followed by daylong Saturday AAUW-NJ membership meetings.

The meetings are always open to all AAUW members. We are also looking for members who would like to join the state board.





## AAUW-NJ Branch Highlights

### Freehold Branch Supports Its Community



L to R: Paula Dulski, Doris Lim, Phyllis Ostrega

For the past 35 years grandparents, parents, and children in Freehold have supported our Branch's annual book sale. Each year the calendar is marked for June's date as the book sale has become a welcomed event in town and a chance to browse, ponder, and purchase a variety of books. It's a chance to perpetuate a love of reading and renew the reader's excitement upon finding those books that pique their interest. We even have customers from out of state that plan their vacations around the sale as it has become a tradition in Freehold.

Preparing for the sale is a yearly project and a labor of love. Thousands of books are collected from October through June, sorted and catalogued each Tuesday and Thursday of the



L to R: Jane Bentley, Dee Wenzelburger, Linda Powers, Barbara Skerry

month. The book sale enables our branch to reward six female high school seniors from the Freehold Township Schools with monetary rewards and present scholarships to two local women, twenty five years and older, who are pursuing their college education.

In addition our Branch supports Freehold's Soup Kitchen every third Tuesday of the month and their After School Homework Assistance Program. We contribute a monetary incentive to a deserving graduate of the After School Program who is attending college or a vocational school. The Freehold Branch continues to donate snacks for the children attending these tutorial sessions as we anticipate new projects to support our community.

### Cape May County Branch



Janice Brown and Chase Jackson (back to camera) meet with students in the PASS program.



AAUW member Marion Ingram counsels a student.

Members of the Cape May County Branch of American Association of University Women are collaborating with Atlantic Cape Community College in a new program called Peers Assisting with Student Support, or PASS. AAUW volunteers serve as mentors for incoming college students in need of remedial help. The goal is to help the college retain a greater number of

## AAUW-NJ Branch Highlights



Karen Weis, who chairs the program for AAUW, listens to a student's concerns.



Karen Weis, left, and Claire Nagel talk with one of the students.

students and to help those students reach their educational goals.

College President Dr. Peter Mora called the PASS program "part of a broader effort at student retention." He said the program's main focus is to support remedial students during their first semester, when the highest numbers of dropouts normally occur.

Mora and chapter president Joanne Saxe signed a memorandum of understanding regarding the collaborative effort during the chapter's annual fall meeting.

The pilot program got under way on the college's Cape May County campus during the fall semester. A half dozen AAUW volunteers went through a one-time training session to learn more about the college and programs available to the students. They then met twice a month with about 20 students as part of a two-part class called Human Potential Seminar and Career Development. Breaking into small groups, they discussed problems the students might be facing, how they were feeling about their college experience and what help they might need to continue.

"It's a great opportunity for our students to meet with community leaders," said Tammy DeFranco, who teaches the course. "The best education is to learn from somebody who's been there before.

"I tried to impress on the students that for these AAUW women to come out on their own time to meet with them, that it is a once-in-a-

lifetime experience. If nothing else, it shows the students that by giving up a little time you can help someone be successful. I hope in the future they will pass it on."

The PASS program grew out of a former AAUW program called Return to Education. The goal of that program was to find community members, especially women, interested in continuing their education and offer help to ease their return to school -- helping them fill out financial aid forms, for example, or just giving them encouragement and support.

While that program focused on recruiting new students, the PASS program works with students who are already in school but may need some encouragement to stay there.

"The students learned that the mentors had many of the same experiences and the same kinds of feelings they've had, and they quickly felt comfortable," DeFranco said.

Karen Weis, who was chapter president for six years, chairs the program. "For AAUW, this program is right in line with our mission and our goals," she said. "I think it has had a positive effect on the branch. From the perspective of the students, we will have to wait and see if the connection we have made with them will have lasting effects."

DeFranco said the program will continue in the spring semester with a new group of students. "We've had fantastic feedback so far," she said.

## AAUW-NJ Branch Highlights

### Sussex County Branch AAUW Road Rallye a Success

It was a gorgeous autumn day on Saturday, October 23rd, for the second annual running of our branch's fundraising road rallye. There were a total of 18 cars participating this year. Rallyists began their adventure at the McDonald's in Byram Township, and soon found themselves on the beautiful country roads of Warren Twp. Each car followed a set of instructions which carried them past a number of local cemeteries, while various Halloween-type questions had them on the lookout for answers along their way. Also written into the instructions were 12 course-following "traps", based on MCNJ (MOTORSPORT CLUB OF NORTH JERSEY) official general instructions. Rallye cars incurred penalties for failing to adhere to these instructions, ending up temporarily "off course".

The rallye's ending point was at Bella Italia restaurant, where rallyists enjoyed a buffet lunch of various pastas, salad and pizza. Trophies were awarded in three categories, expert, intermediate, and novice. Special awards were also handed out, including best husband/wife team, the "Dead Last but Finished" award, best AAUW car, won by Connie Fadden and friends, and best "First Timers", won by Marg Anderson and Diane Crawford. The branch netted approximately \$600.00, earmarked for the national education and legal advocacy funds.



AAUW member, Connie Fadden (r.) and friends rejoice after winning 1st Place in the Novice Division



Sussex County Branch Road Rallye organizer, Lynn Beckmann at a Rallye Checkpoint. As a side note, this picture was taken by AAUW-NJ's President, Sally Goodson who shared, "I enjoyed the lovely fall ride with my dog, Logan, looking like Steinbeck's *Travels With Charley*."

### Greater Wayne Area Branch New Social Action Committee

The Greater Wayne Area branch of AAUW has a new group called the Social Action Committee (SAC for short). It was formed to help women and children in need. The committee collected a large assortment of school supplies at the branch's summer social. These were donated to Grandma's Place in Clifton, N.J. and to Strengthen Our Sisters in West Milford, N.J. Both groups were very grateful for the donations.

SAC is now planning to collect holiday gifts for Strengthen Our Sisters' children at our holiday luncheon in December. (The fact that the committee was asked for underwear as holiday gifts speaks volumes of the need that exists for the children). The plan is to collect underwear, scarves, gloves, and hats as well as toys. The hope is to make the holidays a little merrier for as many children as possible.

The Greater Wayne AAUW branch has invited the founder of Strengthen Our Sisters to speak to our group at our January 2011 meeting so that our members can learn more about this worthwhile organization. The public is invited to attend.



## AAUW-NJ Branch Highlights

### **Somerset Hills Branch AAUW Author's Luncheon Saturday March 12, 11:30 – 2:00**

The work of historian Marc Mappen has aimed at increasing pride in the state of New Jersey. He is the co-editor of the award-winning *Encyclopedia of New Jersey* and author of four other books, including *There's More to New Jersey Than the Sopranos*. "My purpose in this book is to explore some of the aspects of New Jersey that are largely unknown to those outside the state as well as New Jerseyans themselves," Mappen said. "That's not to say the book is meant as a celebratory bit of boosterism; on the contrary, I want to show the dark as well as the light, the good as well as the bad, the uplifting as well as the grotesque about our state."

An engaging speaker, Mappen has written for national periodicals and has appeared on the History Channel and National Public Radio. He has a PhD in American history, is a former Rutgers Dean, and was Executive Director of the NJ Historical Commission.

The luncheon will be held in the colonial elegance of The Somerset Hills Hotel, 200 Liberty Corner Road in Warren, NJ. If you wish to combine our luncheon with a visit to one of the many local historical sights, visit the hotel's "Area Guide" for suggestions.

Contact Arlene Inglis (bigmotwo@aol.com) for more information.

### **Nutley Branch AAUW'S American Dining Etiquette Class for Nutley High School**

The AAUW Nutley Branch and the Women's Initiative of Nutley (W.I.N) along with the Hon. Frederick Scalera (Former New Jersey Assemblyman) and Pasquale Custode (owner of Ralph's Restaurant) sponsored an American Dining Etiquette Class at Ralph's Restaurant at 564 Franklin Avenue, Nutley on Monday, December 6, 2010 at 12 noon.

A total of 20 Junior and Senior Nutley High School girls and boys were invited to participate. A full five-course dinner was served with



*L to R:* The Hon. Frederick Scalera, Former NJ Assemblyman; Nutley Township Mayor Joanne Cocchiola, AAUW member and AAUW-NJ 2007 Women As Agents of Change Awardee; Sally Goodson, President AAUW-NJ and Member of AAUW Nutley Branch; and Patricia Williams, President AAUW Nutley Branch

a formal narrative of proper dining instructions for each course. There was no cost for this class to the students.

The Proper Table Manners noon-time dinner meal was provided by Scalera and Custode. AAUW Nutley Branch members and W.I.N. friends volunteered to conduct the American Dining Etiquette class.



*L to R:* Co-sponsor of AAUW Dining Etiquette Class Pasquale Custode, a Co-sponsor of AAUW American Dining Etiquette Class and owner of Ralph's Pizzeria in Nutley, and Patricia Williams, President Nutley Branch

## AAUW-NJ Branch Highlights

"It is important to know how to conduct oneself properly at the dinner table", said AAUW Nutley Branch President Patti Williams. "The students learned some simple table manners tips so that they can make a positive impression in a business, social, or educational situation involving dining."

Because social skills can help build productive relationships, class presenters, Mayor Joanne Cocchiola, Ms. Williams, and AAUW-NJ State President Sally Goodson have agreed to discuss having AAUW provide proper dining instruction for a larger number of Nutley High School students on an annual basis.

Ms. Goodson expressed an interest in offering the Nutley Branch's program materials to AAUW Branches statewide. Goodson stated, "While the rules of dining etiquette are mostly common sense, it is most important to know how to act properly at the dinner table. We hope our class will make a difference in our students' lives."



American Dining Etiquette Class presenters and Nutley Branch Members Estelle Martin, Jelsia Caprio Cortese, Bernadette Santoriello, and Barbara Wallace. Nutley High School Athletic Trainer Mrs. Jamie Scicolone, Nutley High School Teacher Gerald Ryan, Branch Member Terry Ruffo, Former Assemblyman Frederick Scalera, Nutley Branch President Patti Williams, Nutley High School Senior Students Shane Byrnes, Dan Olivares, Ryan Lynch, Samantha Scutti (in front), and Nutley Branch Member Marge Powell

### Mountain Lakes Area Branch

#### The Story of Qiu Jin: China's First Feminist



Modern China's First Feminist: Qiu Jin (1875 – 1907)

At the November meeting, members and guests of the Mountain Lakes Area Branch viewed the amazing story of the "Chinese Joan of Arc," Qiu Jin, a real-life woman warrior who defied tradition to become the leader of a revolutionary army against the corrupt Qing Dynasty. Qiu Jin boldly challenged traditional gender roles and redefined what it meant to be a woman in early 20th-century China.

*AUTUMN GEM: A Documentary on Modern China's First Feminist* explores the extraordinary life of Qiu Jin (1875–1907). A passionate advocate for women's rights, Qiu Jin dedicated herself to the fight for equality.

She was the first woman to lead an armed uprising against the imperial dynasty. Captured before she could carry out the plot, she was accused of treason and executed, becoming the first female martyr for China's modern revolutionary cause. Qiu Jin is celebrated as a national heroine in China today.

## Save the Date 1/29/11

### AAUW-NJ ISSUES CONFERENCE

#### Combating Violence Against Women-A Moral and National Security Imperative

***Violence against women and girls is a  
domestic, global health, economic, and human rights issue.***

- Domestic violence causes two million injuries a year- shelters remain full, and for every victim who has come forward, many more suffer alone
- At least one out of every three women worldwide has been beaten, coerced into sex, or otherwise abused in her lifetime.

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

#### ***Violence Against women threatens national security by increasing social tensions***

**Join us in working toward a world without violence against women;  
a world where girls can get an education without being abused;  
a world where women can go to work without fearing violence.**

Partial list of speakers includes:

**Janice Kovach-** former Director of NJ Division on Women. Ms. Kovach was a member of the New Jersey Commission on the Status of Women, Domestic Violence Fatality and Near Fatality Review Board, Governor's Advisory Council Against Sexual Assault.

**Janet Lee** LCSW - Practitioner, supervisor and educator in the field of crisis response, domestic violence, sexual assault, child abuse and elder abuse for over 20 years,

**Fahima Vorgetts** - member of the Board of Women for Afghan Women, working to protect and empower women in Afghanistan.

**Michelle Stefanelli** - Iraqi Freedom Program Manager -Veterans Administration

**Date: Saturday, January 29, 2011**

**Place: Brookdale Community College, Lincroft, NJ (Student Center)**

**Time: 9 am to 3 pm**

**Cost: \$25 (light breakfast and box lunch provided)--Students - \$20**

For more information call: 973-715-4128 or 973-659-9434 or <http://www.aauwnj.org/>

Mail checks payable to: AAUW-NJ, to Pamela Coratti, 617 Mistletoe Ave, Pt. Pleasant, NJ 08742

Co-sponsored by and held at Brookdale Community College with AAUW-NJ



**REGISTRATION FORM  
AAUW-NJ ISSUES CONFERENCE**

**Brookdale Community College, Lincroft, NJ (Student Center)  
765 Newman Springs Road  
January 29, 2011  
9 am to 3 pm**

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Branch \_\_\_\_\_

School \_\_\_\_\_

Registration Cost includes a light breakfast and a boxed lunch

**Adult Registration Cost: \$25.00**

**Student Registration Cost: \$20.00**

Registration Deadline: Form must be postmarked by January 20, 2011.

\*\*\*\*\*

Send Registration Form with your \$25.00 check (students - \$20.00) made payable to AAUW-NJ to:

Pamela Coratti, 617 Mistletoe Avenue, Point Pleasant, NJ 08742

**Directions to Brookdale Community College  
The Student Center—Lots 6 and 7**

**To the Lincroft Campus**

**From North or South Jersey, use the Garden State Parkway.** *If you're driving down from North Jersey be sure to use the "Local Exits" lanes after the Raritan Bridge, and NOT the "Express" lanes.*

**Southbound:** To avoid the congestion of Exit 109-Red Bank, you can use Exit 114. Keep right - pay the toll -and make a right onto Red Hill Road. Then make a left at the next light onto Crawford Everett Road. (St. Catharine's Church). Follow to the end - and at the T make a left onto Route 520 (Newman Springs Road). Head East on Route 520 past Christian Brothers Academy (on the left) and Thompson Park (on the right). Brookdale will be on your right - look for our red sign at the roundabout.

**If you use Exit 109-Red Bank:** at the bottom of the exit ramp, turn right onto Route 520 West (Newman Springs Road). Stay west on Route 520 about two miles; the College entrance is on the left just past the town of Lincroft.

**Northbound:** Use Exit 109-Red Bank and merge to the far left at the bottom of the Exit ramp. Make the left onto Route 520 West (Newman Springs Road). Stay west on Route 520 about two miles, through the town of Lincroft; the College entrance is on the left.

**From Western New Jersey,** take Route 33 towards the Halls Mills Road - NORTH exit. This becomes Kozloski Road; follow north 'til the intersection with Route 537. Turn right and continue east on 537 until it intersects with Route 34. Turn left onto Route 34 North. At the next traffic light, turn right onto Phalanx Road; stay on Phalanx about 3 miles. The entrance to Brookdale will be on the left after crossing the Swimming River Reservoir bridge.

**From Route 18 North:** Exit at 15A-Wayside Road. Follow to Route 537 to Laird Road to Phalanx Road where you will see the college Entrance on the left after the Reservoir.

**From Route 18 South:** Use the Route 520 East exit and follow to the College.



AAUWNJ.ORG

THE GARDEN STATEMENT  
CAROLE MONESMITH, EDITOR  
61 SLEEPY HOLLOW ROAD  
ANDOVER, NJ 07821



***The Garden Statement*** is a publication for the members of the American Association of University Women-NJ; [www.aauwnj.org](http://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](mailto:cmonesmith@gmail.com)

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American Association of University Women

1111 Sixteenth Street NW, Washington DC 20036

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