



DAWN BREAKER
THE NEWSLETTER OF
AAUW MAINE
FALL 2010/11
VOLUME 58, NUMBER 1



A "VACATION" EDITION

from Bets Brown, editor of *Dawn Breaker*

I am preparing this newsletter in the Maine town where the dawn first breaks the horizon in the United States. I have little access to the Internet from my vacation spot, so I have decided to keep this newsletter simple. I apologize for the relative lack of formatting and figures. They will be back to normal for the next edition (the deadline for which is **November 15**). Please contact me if you have questions or comments (wilbro@fairpoint.net; 207-445-4967).



PRESIDENT'S REPORT

from Charmen Goehring-Fox, President, AAUW Maine

Welcome back to another spirited AAUW year! This year may prove to be a pivotal year in both AAUW Maine and in the organization as a whole. Here in Maine, a task force, formed last spring, will begin to seek answers from our members regarding AAUW Maine's future and how it will look. Questions being addressed are "will we have conventions," "how will our state meetings be formatted," "how will AAUW Maine be marketed," and more. Our goal will be to speak with every member to best decide how to proceed forward. Please be forthcoming in your responses as AAUW Maine is your organization, and your responses will reflect the energy and purpose we give it. This year is a national AAUW convention year, in Washington DC, where we will also be using the "one member, one vote" procedures for the first time. The guidelines created by the Board and staff are online at <http://www.aauw.org>, so feel free to check them out. Because the convention is in our neck of the woods, it would be nice to have a Maine delegation in attendance. My husband and boys will be joining me, and we plan to ride Amtrak to Washington. While I spend time in program and business sessions, they will be attending Nationals baseball games and visiting monuments! I hope you will join us!

This summer, our staff, especially Lisa Maatz and the rest of the public policy office in Washington DC, have been advocating diligently for the Paycheck Fairness Act. We have one last opportunity in this congressional session to get this bill passed in September, before Congress recesses and gets wrapped up in elections. The House passed their version back in January 2009, and, if we can't get Senate Bill No. 182 to a vote before the session ends in December, we will have to start all over in both houses. The Paycheck Fairness Act is the companion piece to the Lilly Ledbetter Fair Pay Act. It will bring penalties for pay discrimination into line with other civil rights violations, and help increase education and data collection. Most importantly, the act would provide protection against retaliation against workers who share or inquire about salary information. Such protections would have been crucial for Lilly Ledbetter! This legislation helps employees resolve pay discrepancies before going to court. In August, I met with staff from both Senators Collins' and Snowe's offices to advocate for this bill. We hope our discussions will lead the Senators to co-sponsor the bill. **It would be extremely helpful to have AAUW members email, call, or write messages urging them to act now and support the Paycheck Fairness Act.** There are sample dialogs and letters on AAUW's website, or you can contact me for the information. You may have received an email from AAUW with a "Let's-Get-It-Done-Now calendar"; many helpful links are there as well.

As you begin your branch activities this year, be thinking of ways to involve prospective members. Think of ways to market your branch and its events to the public, to students, to our National members (previously "Members-at-Large"). Sometimes, all it takes is a personal invitation! Spend some time on the accessible and revamped AAUW website and use some of the many, many tools we have at our disposal. As I have said before, if we all just invited (continued on page 2)

PRESIDENT'S MESSAGE (Continued from page 1)

one person to join AAUW, we will have doubled our membership and helped ensure our organization's relevancy into the future. Also, please be thinking of ways to build coalitions within your communities. As a state organization, we belong to the Coalition for Maine Women, the Maine Choice Coalition, and continue to collaborate with the Maine Women's Lobby. What can you develop in your area?

My hopes for this year are that each branch will thrive and grow, that members will come forward as leaders both at the branch level and the state, and that AAUW Maine will continue to be influential in our communities, with our local leaders, and on the federal level. Quite simply, we must . . . because equity is still an issue! Have a fantastic year!

SAVE THE DATES!!

STATE BOARD MEETINGS FOR 2010-2011

Join us this fall on **September 25, 2010** at 9 am for our state board meeting. We will meet at Marilyn Leimbach's home in Waterville (9 Wilson Park Drive), where we will make plans for the upcoming year, discuss how we can help advance AAUW's public policy issues, and work on the spring convention. All members are welcome!

We will meet again on **February 26, 2011**, from 10 am - 1 pm at Joan Sanzenbacher's home (12 Brooklyn Avenue, Waterville) for our spring board meeting. We will finalize convention plans and begin planning for summer and the 2011-2012 year. We need your input and ideas!

AAUW MAINE CONVENTION

April 29-30, 2011 for AAUW Maine state convention in Hancock County. More details to follow in the winter and spring newsletters! Thanks to the Hancock County Branch for their hard work.

2011 NATIONAL AAUW CONVENTION: "Breaking through Barriers: Advocating for Change"

June 17-19, 2011 AAUW Association Convention in Washington, DC. Look for more details in AAUW *Outlook* and at www.aauw.org. This venue is a great opportunity to meet your legislators, advocate for women and girls, enjoying sightseeing and fine dining, and meet with the wonderful women of AAUW.

"WOMEN OF DIVERSITY: CELEBRATING OUR CULTURE, EMBRACING OUR BONDS"

Join our Canadian Federation of University Women sisters in the Atlantic Region for a wonderful conference in Bouctouche, New Brunswick on October 1-2, 2010. The meeting will be held at the Auberge le Vieux Presbytere, a unique building constructed in 1880. Speakers will include Hon. Marilyn Trenholme Counsell MD, ONB, former Lt. Governor of New Brunswick and a Senator in the Parliament; Marilyn Simon Ingram, a First Nation interpreter; Betty de Asis, who came to Canada as a mail-order bride; and Rosa Barrieau, retired from the Department of Foreign Affairs.

Registration is just \$70 (\$80 after **Sept. 15**) and includes Friday reception, Saturday lunch and nutrition breaks. Checks are to be made payable to: Linda Bilodeau, ARC Conference Registrar, 317 Desroches Road, Bouctouche Bay, NB E4S 4M1 For more information, Linda can be reached at 506-955-3928 or <mailto:lindaclaudette@yahoo.ca>

Sheila Laidlaw of CFUW attended AAUW Maine's conference in May, and several members of AAUW are hoping to reciprocate. Please also let Charmin Goehring-Fox (charminme@yahoo.com) know if you are planning to attend, as we might be able to arrange carpools and some state monies to defer costs.



THE FUTURE OF MAINE AAUW

from Charmen Goehring-Fox

At the state convention in May, our delegates voted to form a task force to look at the future, mostly as it pertains to future conventions. As many have noticed, while our programs have been incredible and thought provoking, attendance has been down. According to the evaluations completed at the conclusion of the convention this past spring, most participants want to keep a face-to-face connection. Kristin Sweeney, Joan Sanzenbacher, and Charmen Goehring-Fox volunteered to be on the task force. They will be developing a questionnaire and then calling **each** member to get input. The information will be tabulated and presented to the state board, after which we will decide how to proceed. Please be forthcoming in your comments as we all care about AAUW Maine and its future! Everyone's voice needs to be heard.

LILLY LEDBETTER, THE PAYCHECK FAIRNESS ACT, & YOU

On March 30, 2010, Lilly Ledbetter came to Augusta, to meet with Maine leaders on the eve of Maine Equal Pay Day. Her reception was sponsored by the Maine Women's Policy Center and the WAGE Project. Ms. Ledbetter is the plaintiff in the employment discrimination case *Ledbetter v. Goodyear Tire & Rubber Co.* and the woman for whom the Lilly Ledbetter Fair Pay Act is named. AAUW Maine members joined in celebrating the ongoing transformation of the American workplace through Lilly's historic advocacy and in spotlighting opportunities for further action that will bring workplaces up to date with the needs of today's families. You may recall that when the Lilly Ledbetter Fair Pay Act was signed by President Obama in January 2009, AAUW's own Linda Hallman and Lisa Maatz were in the front row for this event.

The companion bill to the Ledbetter Fair Pay Act, the Paycheck Fairness Act, was passed by the House of Representatives last year. Getting it through the Senate is AAUW's top legislative priority right now. AAUW has been leading coalition efforts to pass this pay equity bill, and the efforts of our Action Network members and coalition partners have led to a higher number of Senate co-sponsors than ever before.

The number of legislative days left on the calendar is dwindling. If the Senate does not pass the Paycheck Fairness Act before the end of the year, we'll have to start all over again in both chambers of Congress next year. Women cannot afford to wait for that to happen.

The Paycheck Fairness Act, a much needed update of the 45-year-old Equal Pay Act, is a comprehensive bill that would create stronger incentives for employers to follow the law, empower women to negotiate for equal pay, and strengthen federal outreach, education and enforcement efforts. The bill would also deter wage discrimination by strengthening penalties for equal pay violations and by prohibiting retaliation against workers who ask about employers' wage practices or disclose their own wages. In short, the bill updates the law to reflect the practices and processes under more recent civil rights laws.

Because it's crunch time for the Paycheck Fairness Act, your help is needed. Because women earn less than men, on average, they must work longer to receive the same amount of pay. Senators Snowe and Collins have not indicated if they will co-sponsor the bill or vote for it. Please write them, call their offices, or email them. The more of us that contact them in support of the law, the more they will listen. **PLEASE DO NOT DELAY IN DOING THIS. SEPTEMBER IS THE MONTH WHEN THE BILL WILL EITHER BE VOTED ON OR DROPPED.**

Keep Maine Connected CAMPAIGN ONGOING

At the March 2010 meeting of the AAUW Maine Board, the *Keep Maine Connected Campaign* was wholeheartedly endorsed. The annual goal of \$2,000 is the same as last year. These extra funds help us meet our annual budget in the face of decreasing membership and allow us to join in activities and programs that support advocacy and education for women and girls.

If you have yet to give to the campaign, please support the goal by giving whatever you can. Checks should be made out to "AAUW Maine" and sent to Marilyn Leimbach, state treasurer (9 Wilson Park, Waterville, ME 04901).

GETTING OUT THE VOTE

by Mary Cathcart

On July 1, 2010, AAUW's Lecia Embery led a conference call with close to 100 AAUW members from around the country on the call. She aimed to inform us about AAUW's efforts to encourage women of all ages to vote. She also discussed an important new initiative aimed at getting high school and college women to run for student government: *Elect Her - Campus Women Win* is a training offered on college campuses. More campuses will be chosen for *Elect Her* in the spring of 2011. This sounds like a great program, and would fit well with the goals of Maine NEW Leadership institute, which will be offered again at UMaine in June 2011. To learn more, members can go to <http://www.aauw.org>.

A representative of Women's Campaign Forum (formerly Women's Campaign Fund, founded in 1964 to support pro-choice women candidates of either party) spoke about their *She Should Run* initiative, in which AAUW is a partner. She stressed that women have to be asked to run for office and that many women feel they are not "qualified" to run. AAUW members can go to their website and "nominate" a woman to run, and the Forum will contact her and give her information about organizing a campaign--a great way to encourage women to consider running for office! More info is available at: <http://www.womenscampaignforum.org>.

Lecia encouraged AAUW branches to work to turn out women's votes among young women, to hold informal gatherings, and to register women voters. She suggested that we might network with our campus voter registration activities and sponsor candidates' forums for local legislative candidates. Some branches develop AAUW "voter guides"; Maine Women's Lobby could supply information on voting records for incumbent legislators and also for many first-time candidates. If a branch sponsors a candidates' night, Lecia urged us to ask specific questions about AAUW issues.

If the branch does not sponsor a candidates' night, Lecia asked us to attend candidates' forums sponsored by other organizations, ask questions on AAUW issues, and hold up an AAUW sign. Letters to the editor to promote our events and support AAUW issues are good also.

It is important to note that AAUW does not endorse or oppose any candidate, but we can do voter education through forums, letters, registering new voters, etc. Members can email questions about what we are allowed to do to votered@aauw.org.

National AAUW: Rewarding Experiences

from Bets Brown



One of the most interesting and rewarding experiences I have had in AAUW has been serving at the national level. If you are interested, a variety of positions exist in which you might serve. It was Maine AAUW President Jeanne Hammond that encouraged me to apply to serve on a grants and fellowships review panel. I still am in touch with friends I made through that process. I also served on the national board of directors first as a director-at-large and then as Vice President for Programs.

Applications for the national Board of Directors are due on October 1 and are relatively easy to complete. See http://www.aauw.org/member_center/nsb_positiondescriptions.cfm for the link to the form.

Other positions that are available include those for national committees (college/university, finance, fundraising, governance, legal advocacy fund, membership, and public policy), task forces (branch program resources, communications, research, social media), leadership corps, and student advisory council.

Reviewers are needed for the applications for fellowships and grants: American Fellowships, Career Development Grants, Community Action Grants, International Fellowships, and Selected Professions Fellowships. It's very easy to apply to be a panelist by filling out the Fellowships Awards Panels Application/Vita form. At the AAUW home page (www.aauw.org), follow these links for this: Home>Learn>Fellowships and Grants>Fellowships Awards Panels Application.





THE ACHIEVEMENT CITATION AWARD: 2011
by Kristin Sweeney, Chair of the Achievement Citation Award Committee

The Achievement Citation Award nominations in 2010 were nil. You need to try a lot harder for 2011. The deadline is January 31, 2011. Nomination forms and instructions will be sent to the Branches in late October 2010. I'm beginning to sound like a broken record, which many among us can still recall.

The basic requirements include:

- The nominee should be a woman in Maine who has made a distinctive contribution in some AAUW field of interest or study (service to state, to education, to arts, or to humanity, for example).
- The nominee should have a valid connection with the state.
- The nominee should exhibit achievement over and above job-related activities.
- The nominee should be a "pioneer" in her area.

Additional considerations include:

- The nominee does **not** have to be a member of AAUW and does **not** have to be an "unsung" heroine.
- The achievement does **not** have to be employment related.
- Other qualifications may be non-traditional fields and significant contribution to community/region/state, women's issues, or a particular field.

Maine AAUW Nominating Committee Report

from Betsy Eggleston and Ann Dewitt

To paraphrase a movie title "Look – We shrank the Nominating Committee!" At the 2010 Maine State Convention in Orono, there were no elections to the nominating committee, which leaves only two members – Betsy Eggleston and Ann Dewitt. Our Maine AUW State Bylaws state that we should have four members of the this committee – the immediate past state president as committee chair, and three committee members. So what we need is two additional members at this time.

The 2010 Annual Nominating Committee Report presented at the convention in Orono follows:

The 2010 AAUW of Maine Nominating Report

The following Maine State Officers positions to be voted upon at the annual AAUW of Maine convention area:

President - Charmen Goehring-Fox

Corresponding Secretary – Lynda DeHaan

Nominations from the floor are needed for the following positions: President Elect, Membership Vice President, and Nominating Committee – one three-year position

Charmen Goehring-Fox is extending her term as president as no current president-elect has been found for the president's job to date. The corresponding secretary has agreed to a second term.

Many thanks to Pat Rathbun for her many years of service on the nominating committee.

Respectfully submitted

Ann Dewitt, Betsy Eggleston and Pat Rathbun

Nominating Committee for 2009-2010

The bottom line is that we need to start early this fall to have a slate of officers for the 2011 AAUW State Convention in Ellsworth. The nominating committee will be contacting each branch early this fall about potential members interested in being part of the state leadership team.

If you would like to volunteer now, please contact with Ann Dewitt annhaz@midcoast.com or Betsy Eggleston at eggleston62@gmail.com.

EDITORIAL: WHY YOU MATTER

by Bets Brown, editor of *Dawn Breaker*

OKAY OKAY!! Some of you have heard this, but I need to say it again. No matter the size of the branch or the age of the members, each and every AAUW member has a pivotal role to play in the lives of women and girls. I've heard it said, "We don't have enough members to do anything." What about letter-writing? What about calls to state and national legislators? What about meetings with town officials encouraging appointments of women to leadership positions? If you are not sure whether or not you can invoke the name of AAUW in your communications, contact Charlene Goehring-Fox (207-756-0406; charineme@yahoo.com) or me (207-445-4967; wilbro@fairpoint.net), as we both keep our fingers on the pulse of AAUW policy issues. All this can be done without using the Internet.

Your outreach expands dramatically if you have access to the Internet. As one example, you can receive Action Alerts from the national office through which you can contact your legislators in less than two minutes!! I've timed it... it is THAT easy. You can keep up with the latest key issues in a timely fashion.

In Maine, I repeatedly hear, "Our branch is getting smaller." OKAY OKAY!! But education of Maine's girls and women is still vitally important. I hear, "What can I do?" OKAY OKAY!! But equity issues still remain. Your voice is one of your most powerful tools. Please use it often.

BRANCHING OUT: News from the Branches

Presque Isle (from Pat Rathbun)

The Presque Isle Branch is struggling to stay connected. Although we are somewhat undecided what to do with ourselves, we have not disbanded. Members agree that they value the group network and friendships and support the work of AAUW.

As a result, we remain a small branch, loosely connected, primarily by e-mail. Most branch members are working women, too busy to find times when we can all be at the same meeting. Recent activities included a three-part series on finances for women, which was co-sponsored by University of Maine at Presque Isle (UMPI) and Edward Jones and was open to the public. Members took turns hosting the sessions, according to whomever was in town and able to attend. Bad weather and a schedule conflict with another big event in town contributed to poor attendance at the first two sessions, so in spite of the fact it was very well done, the series never really got as much notice as we expected, nor as it deserved.

We have two university members in Presque Isle, with UMPI and also Northern Maine Community Center, offering good meeting places and program opportunities. We will be meeting soon to determine what to do next.

Mid-Coast Branch (from Judy Dinmore)

Do you want to preserve family stories? Know a secret you want to tell? Get out the truth? Our Literary Festival event, "Writing Yourself Home" can guide you in achieving your desire in either poetry or prose. On Friday, October 1 and Saturday October 2, 2010 at the Rockland Public Library, two accomplished professors have organized a workshop. Go to http://www.mainerliteraryfestival.com/site/Fall_2010.html to find details or call Carol Bachofner at (207) 594-8954.

Our upcoming programs are: September 15th *Atlantic Challenge: Building Wooden Boats Builds Character*, October 20th *A Look into the Life of Frances Perkins*, November 17th *Climate Change: Is It Real?*, and December 15 *Green Architecture: Why Should We Care?* All our programs are free and open to the public at the Rockland Public Library on (continued on page 7)

Mid-Coast Branch (continued from page 6)

the third Wednesday of the month at 1:00 p.m. Members of other branches are warmly welcome. Come at 12 noon and join us for a brown bag lunch and meeting.

We have a new Branch page at our Literary Festival Web site:

http://www.mainerliteraryfestival.com/site/Mid-coast_AAUIV.html

Waterville (from Bets Brown)

Planning for the 2010-2011 year is well under way. In September at our annual soup and salad potluck, we will have a mini-fall auction, review of programs, planning for the upcoming year, conviviality, and delicious dining experiences. In October, we will hear from Heather Pratt on her experiences attending the National Conference for College Women Student Leaders and from Joan Sanzenbacher on getting out the vote. Our major fundraiser of the year will be held in December when auctioneer and raconteur Betty-Jean Meader will lead us through our annual auction for the national AAUIV funds. We meet on the third Wednesday of the month from September through May. While most of our meetings are at Colby College, we occasionally use a different venue, so contact Marilyn Leimbach if you are planning to attend as she will know where the meetings are to be (207-873-7243; leimbach@gwi.net). All are welcome.

Penobscot Valley Branch (from Janet Givens)

The Penobscot Valley Branch will meet on September 8, 2010 at the Church of Universal Fellowship in Orono for an ice-cream social and business meeting followed by speaker Sharon Barker, who is Director of the Women's Resource Center at the University of Maine and a member of the Penobscot Valley Branch. She will provide an update of the accomplishments of the Maine Girls Collaborative. Outstanding Branch Member, Barbara Nichols, will be honored. Plans were made for our annual book sale at a book-sale discussion and dessert meeting held at Phyllis Borns' home in June. Additional plans for the year will be made in late August at a Leadership Team meeting.

Hancock County Branch (from Betsy Eggleston)

The Hancock County leadership team met in July to plan for the 2010-2011 programs and activities. The branch is already planning to host the AAUIV Maine Convention April 29-30, 2011. We start our fall with our annual potluck meeting and social at a member's home in September. In October meeting, we will join with the League of Women Voters, BPW and the Ellsworth American to sponsor a candidates' forum in Ellsworth. We plan to have representatives for the Washington/Hancock DA, our State Senate seat, and the State House district that includes Ellsworth. This event is to be held in the Ellsworth City Council Chambers and will be taped for broadcast over the public access channel. November's meeting covers older women health topics such as diet, exercise, and other wellness issues. The holidays will be celebrated by our annual potluck and cookie exchange.

AAUIV GIVE-A-GRAD-A-GIFT

AAUIV members can give a recent graduate a free one-year membership in AAUIV, at no cost! You can give a free membership to anyone who has graduated in the last year or two, who has earned either an associates, bachelors, or doctorates degree, who is not currently a regular member of AAUIV. AAUIV e-student affiliates will automatically receive GGG upon graduation.

FOR SUBMISSION TO AAUIV NATIONAL

Mail to: AAUIV Member Records, 1111 Sixteenth St NW, Washington, DC 20036

Fax it: 202/861-8068 or Email it: records@aauiV.org

Have questions? Contact AAUIV at 800/326-2289, Monday-Friday, 10am-5pm, EDT.



COALITION FOR MAINE WOMEN

by Bets Brown

The Coalition for Maine Women has not been meeting during July and August. However, I volunteered to participate on an *ad hoc* committee charged to develop a strategy for encouraging the gubernatorial candidates to appoint women to leadership positions. Governors have to make approximately 400 appointments for Maine state positions. We are taking a non-partisan approach to keep the primary focus on women. Charlotte Warren of the Maine Women's Lobby will be making the primary contacts with the candidates. I will soon have an AAUIV Maine postcard available for you to send to the candidates to encourage them to appoint women to leadership positions should they be elected.

Maine State and Branch Bylaws Update

by Betsy Eggleston, Maine AAUW Bylaws Chair

The Maine AAUW State Bylaws were accepted by our national Association in May 2010, after minor changes were made. I thank Louise Storer of the Hancock County Branch for her assistance in our state bylaw revision.



Now, branches must make sure that their bylaws are current with AAUW Association's requirements. Each branch president, coordinator or liaison will soon receive a packet from me containing their most recent bylaws, the guidelines from the Association for updating branch bylaws and a sample branch bylaws.

Using the information contained in the packet, each branch should take this opportunity to make sure their bylaws are current. The Association's website www.aauw.org contains additional bylaws information. **October 15, 2010** is the deadline for returning, the updated bylaws from each branch, to me, the bylaws chair. Any questions, please email me at eggleton62@gmail.com

AAUW LILLY LEDBETTER IMPACT GRANT GIVING CIRCLE:

**Letter to Maine AAUW Public Policy Chair Bets Brown, from
AAUW Members Alicia Hetman, CA; Connie Hildebrand, ND; & Lisa Maatz, Washington, DC**

We recently passed the one-year anniversary of the signing of the Lilly Ledbetter Fair Pay Act into law. Can you believe it's been more than a year since the first bill of a new administration was signed? We were so excited, after all of AAUW's hard work on this legislation, to see our staff in front row seats at the White House to witness Lilly's triumphant day – a day that helped all women.

It's in the spirit of this wonderful victory that we write to you today to invite you to become a charter member of our newly created [AAUW Lilly Ledbetter Impact Grant Giving Circle](#) <https://svc.aauw.org/contribute/index_aauw_donation.cfm?CorpCode=AAUW&FundCode=4344>. We want to celebrate and expand the success of the AAUW Public Policy Impact Grant program by creating additional funding to support this critical advocacy-building program.

Across the country, generous AAUW members are initiating and participating in giving circles. These groups of individuals pool their charitable giving to specific projects. Lilly's Giving Circle honors our friend, Lilly Ledbetter, and will use the funds to enhance the AAUW Public Policy Impact Grant program. All donations to this fund are tax deductible.

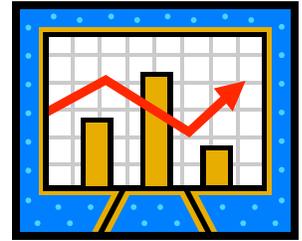
The goal of AAUW's Public Policy Impact Grants is to build capacity, within the recipient states, to organize effective grassroots advocacy activities on AAUW public policy priorities. AAUW states can use the grant monies for state-based public policy work, including in-district meetings with elected officials, recruitment of new Action Network members, voter education, voter turnout and other programs. This will be an exciting way to honor Lilly Ledbetter and to create stronger public policy advocacy in our states.

Our total commitment to AAUW with the establishment of this Giving Circle is to raise \$50,000 by June 30, 2011. Tremayne Parquet, Manager of Individual Giving, will track our combined contributions and keep us informed of our progress. We have already received some commitments and are now reaching out to you to assist us in reaching our goal. Our timeline is shortened since we need to complete this Fund prior to the 2011 National Convention, but we feel certain we are up to the task! It will be terrific to invite Lilly to the 2011 Convention, unveil the new Giving Circle, and announce that we have reached our goal!

Please share this letter with friends and AAUW members who may also want to support the efforts of AAUW's Public Policy Program and would like to honor our friend, Lilly Ledbetter. We look forward to seeing you at the 2011 AAUW National Convention in Washington, DC when we make the announcement of the creation and the completion of the Lilly Ledbetter Impact Grant Giving Circle. We hope we can include your name on the award that we present to Lilly at the Convention.

THE WAGE (WOMEN ARE GETTING EVEN) PROJECT

We often talk of collaborations that forward the mission of AAUW. One of our collaborators is the WAGE Project. Many members of AAUW Maine know Annie Houle, who has been a major contributor to the WAGE Project in the state. The WAGE Project, Inc. is a 501(c)3 charitable organization established for one purpose: to end discrimination against women in the American workplace in the near future. To do that, WAGE inspires and helps working women to take the steps needed so that every woman is paid what she's worth.



WAGE is led by Eveyln F. Murphy, author of *Getting Even: Why Women Don't Get Paid Like Men and What To Do About It*, and by Annie Houle, National Director of Campus and Community Initiatives.

The wage gap results from various forms of sex discrimination in the workplace, including discrimination in hiring, promotion and pay, sexual harassment, occupational segregation, bias against mothers, and other ways in which women and women's work are undervalued. The wage gap increases with age. Women between the ages of 25-34 earn 83.8% of the wages of men at the same age. This difference increases such that women between the ages of 55 and 64 face a wage gap of 59.6%. Young women do not escape the wage gap either. If you graduated from college in 2000, your pay started much further behind men's than the pay of women who graduated a decade earlier. In 1991, the wage gap between young women and men with college degrees was only 9 percent, or a few thousand dollars difference. But in 2000, the wage gap for young women and men with those same credentials was 31 percent.

This WAGE Project offers workshops called "start smart" around the country. These workshops provide juniors and seniors in college as well as graduate students with knowledge and skills when approaching the job market to negotiate salaries and benefits so that they receive fair and realistic compensation. The workshop explains the consequences of the gender-based wage gap for young women and teaches personal budgeting, compensation benchmarking, and negotiating skills related to salary and benefits. The workshop is ~2.5 hours long and includes essential time for role playing and Q&A. If you want to start such a workshop on your campus, contact Annie Houle at ahoule@wageproject.org. All the details of this program can be found at <http://www.wageproject.org>.

ANNUAL BRANCH CONTRIBUTIONS

Please remember to send in your branch contributions this year. The donation form is online. Susan Landry, our officer in charge of contributions for the state, would like to know what your branch has given (SUSANL@maine.edu). Choices for categories of giving have changed since the Educational Foundation has been incorporated into the Association governance. The new choices for giving are as follows:

AAUW Funds: General Support (where it is needed most)
Legal Advocacy Fund
Fellowships
Research and Projects
Public Policy Fund
Leadership Programs Fund
Other Special Funds and Giving Circles (these are listed at the website).



The AAUW Funds are most vital because they offer the AAUW national office flexibility in spending and cover costs of keeping the operations going and the staff paid. These funds allow for covering unexpected expenses and items that are less sexy, but absolutely vital to the ongoing work of AAUW. They can also be used for any of the other categories if there is a need.

The donation form can be found at: https://svc.aauw.org/contribute/index_aauw_donation.cfm?CorpCode=C3. If you have any questions, contact Susan Landry (SUSANL@maine.edu, 207-234-2038).

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CALENDAR 2010-2011

2010

- Sep 25 State Board Meeting (see article on page 2)
- Oct 1 Applications due for National AAUW Board of Directors
- Oct 1-2 Canadian Federation of University Women's Conference
- Nov 15 *Dawn Breaker* deadline
- Dec 31 Annual contributions to national office

2011

- Feb 26 State Board Meeting (see article)
- Mar 5 *Dawn Breaker* deadline (earlier this year due to earlier state convention)
- Apr 29-31 Annual AAUW Maine Convention
- Jun 17-29 National AAUW Convention, Washington DC