



## Message from the President

**Happy Women's History Month!** I hope that spring is off to a great start for you all.

First off, I'm excited to share that our own Darylen Cote was inducted into the **Maine Women's Hall of Fame** on March 16. Darylen, from Caribou, has been a member of AAUW for over thirty years and is a tireless advocate for the causes she champions. Fellow AAUW member Kathryn Olmstead nominated Darylen for the honor. [A complete write-up of the event can be found here.](#)

There has been a lot of movement from National in the past few months, so please check out the "**Notes from National**" column below. There is a lot of information there, including a notification for branch and state finance officers and an important communication from National regarding future national conventions - don't miss it!

**Equal Pay Day 2019** is April 2 - and that is right around the corner! In our fight to eradicate salary inequity, AAUW launched WorkSmart Online in October 2018 and made it completely free and available online. That was made possible by a large grant from the Coca-Cola Foundation. To fulfill the terms of the grant, AAUW must reach our first benchmark goal of 20,000 WorkSmart Online registrations by Equal Pay Day - April 2. You can help to reach that goal by doing the following three things:

1. [Registers for AAUW's Work Smart online](#). We recently improved registration so it's fast and easy.
2. Ensures every member of your branch registers.
3. Shares AAUW's Work Smart online with other friends and family members via [email](#) or [social media](#). Even enlisting five women you know can make a difference.

On April 1, voting in **AAUW National Elections** opens. This year, we're voting in a completely new slate of board members! There are no bylaws changes in this election cycle.

We all know voting in our local, state, and national elections is important. AAUW's elections are not any

different. Please do your duty as a member of this organization and cast your ballot. Our votes shape AAUW's future!

Voter guides will be available in your email and will contain instructions on how to cast your vote. Those without an email address on file with National will have a hardcopy of the voter guide mailed to them. Voting closes on May 14.

When we meet at **Convention** in May, I'll be sharing more updates and information from National, as well as some things from closer to home. I can't wait to see you all!

Yours in Joyful Defiance and Radical Optimism  
Carly McCarthy  
President, AAUW of Maine

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Below is a list of **Equal Pay Days in 2019**:

- **April 2: all women's Equal Pay Day** (Women overall v. Men overall - \$0.80)
- March 5: Asian American Women's Equal Pay Day (Asian Women v. White, non-Hispanic Men - \$0.85)
- April 19: white women's equal pay day (White, non-Hispanic Women v. White, non-Hispanic Men - \$0.77)
- August 22: Black Women's Equal Pay Day (Black Women v. White, non-Hispanic Men - \$0.61)
- September 23: Native Women's Equal Pay Day (Native Women v. White, non-Hispanic Men - \$0.58)
- November 20: Latinas' Equal Pay Day (Latinas v. White, non-Hispanic Men - \$0.53)



# Notes from National

## Work Smart Online

When we talk to members about what they appreciate most about AAUW, they often say we demonstrate our values through our actions. Whether we're championing the recently introduced [Paycheck Fairness Act](#), conducting [research on the gender pay gap](#), or creating [new tools](#) to teach women how to ask for the pay they deserve, AAUW walks the walk when it comes to advancing equity.



And we know you do, too. That's why we're asking you to personally get involved in promote economic security for women. As a first step, please register for [Work Smart Online](#), our free course that teaches women salary negotiation skills. We've updated it to make it easier to register and navigate. Even if the curriculum doesn't seem directly relevant to you, please take the class: we need our leaders to familiarize themselves with the material so they can serve as ambassadors in their communities for pay equity. We also will be grateful for your feedback on the tool.

Then, ask 20 contacts to take the tool. We need your help to train 100,000 women in Work Smart online by August. We are calling it "100K for Equal Pay"! We suggest setting aside time at your next branch meeting for members to register and experiment with the course. You can help answer their initial questions and encourage them to finish the tool on their own time. Then, think about organizing a "Salary Negotiation Night" at a community center or a library, where computers are accessible to a large number of people. It's a great way to both show AAUW's value in the community and empower women at the same time!

## AAUW Launches Book Club

Our new book club, called [Operation Equity: Reading for Results](#), merges AAUW members' love of reading with easy action-oriented projects to advance gender equity. Every quarter, we'll focus on a different aspect of AAUW's strategic plan. Use the books and articles we suggest to start a conversation and then pick a related project that will make a difference in the lives of women and girls. A suggestion for Women's History Month: [Because of Sex: One Law, Ten Cases, and Fifty Years That Changed American Women's Lives at Work](#). And don't forget to use and share these [Work Smart bookmarks](#).

## Reminder: No Half-Year National Dues

Beginning FY19, AAUW National discontinued half-year dues. However, branches and states may continue this option. New members reported from January 1 to March 15 will expire June 30, 2019. March 16, 2019 begins Fiscal Year 2020.

## Get Ready for FY20 Dues Collection

Attention finance officers! AAUW is streamlining dues processing by asking all remaining affiliates to join the [Membership Payment Program](#) for FY20, which begins March 16! Please contact your bank for a free branch debit card as we work towards going check-free! Don't worry: Members can still pay by check and you can continue to deposit and keep branch dues. Just remember to submit national and state dues reports and payments online! If you have any questions, please call connect at 800.326.2289.

## Convening 2020

Last summer, AAUW sent members an update on 2020 convening, which outlined a strategy for a digital convening series and noted the potential for a smaller in-person event, as opposed to an AAUW national convention. During discussions on the organization's finances and operations at the recent AAUW Board of Directors meeting, the board has decided **there will be no in-person national convention or major convening in 2020**. Given the significant financial losses from previous conventions, the risk involved in holding even a smaller gathering was too great, particularly with hotel and catering costs at a premium in the Washington, D.C., area. As you know, AAUW's financial sustainability is a key part of the strategic plan.

National is happy to announce plans for the first virtual event in the 2020 series next January. "A 2020 Vision for Equity" will bring together a panel with leaders from politics, business and beyond to share their insights about the progress made in women's equity and the future of our movement. More information about this virtual event and the 2020 online series will be sent in the coming months.

## National Board Elections

The board of directors approved a new committee structure, after a review by a subcommittee of the board. The changes align AAUW's committees with best practices in nonprofit governance and AAUW's strategic priorities and needs. The changes include:

- Creation of an Advancement Committee. This committee merges the fundraising and membership functions, which are closely linked, and have been combined at the national office. The new Advancement Committee will advise the board and AAUW on fundraising strategy,

membership, and new audience development. As a result, four committees will disband and be combined into the Advancement Committee as of July 1: Branch Program Resources, Fundraising, Membership and the C/U.

- Tasking the Governance Committee with making committee appointments, a process previously handled by the Committee Appointments Task Force.

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## Our Strategic Plan in Action

By Strategic Planning Chair Carolyn MacRae

It's no mistake that our May convention is focusing on gender pay equity. Goal I, Objective 2 of our strategic plan states, "AAUW of Maine and its branches will increase the level of participation in key public policy issues." The first step in the action plan for achieving this goal states, "AAUW of Maine will continue to identify at least one public policy issue per year to be a focus for branch and state activities." The issue chosen for 2019-2020 is Equal Pay. This convention will kick off our increased focus and efforts on promoting equal pay over the next year, especially as it pertains to Maine women.



On average, women make 80¢ for each dollar that a man makes. It's an improvement on the 59¢ a woman earned on average, compared to the average pay for men back in the late 1970s, when I first heard about this issue at an AAUW meeting. At our convention, you will learn more about the importance of gender pay equity in the lives of Maine women. Then, as your branch plans its programs and activities for the year, you can concentrate on aspects of the issue that are most pertinent to your members, thus helping AAUW of Maine and its branches achieve the second step of this action plan, "Each branch will have at least two programs or activities per year that focus on some aspect of the identified public policy issue." If every branch does this, we will, as a statewide organization, succeed at completing this objective. Even better, our interest and actions supporting Equal Pay will attract the attention of other women who are also working for gender pay

equity, and some of them may decide to work with us and become AAUW members.

This is our strategic plan in action—members, branches, and the state board all working together to achieve forward momentum on an important issue, and growing our organization at the same time.

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# MISSION & ACTION

AAUW's newsletter

From February 21, 2019

## A Big Day for Fair Pay

On January 30, the U.S. House of Representatives and Senate introduced the [Paycheck Fairness Act \(PFA\)](#) with support from every Democrat in Congress and bipartisan backing in the House. "The PFA is essential to eradicating practices that have perpetuated the pay gap for far too long," says AAUW CEO Kim Churches.

The team at AAUW was instrumental in prioritizing the bill by sending letters to Congress and engaging grassroots advocates, garnering 260 organizations in support. They also presented on the PFA to new members of Congress and spoke at the press conference introducing the bill.

The PFA would update the Equal Pay Act of 1963 and complement the Lilly Ledbetter Fair Pay Act of 2009, which ensures pay discrimination can be challenged regardless of when it began. We were thrilled to bring Ledbetter to Washington, D.C., where she met with more than a dozen members of Congress. The PFA is now designated as H.R. 7, signaling it is a top 10 priority of the House.



(From left) Deborah J. Vagins, AAUW's senior vice president of public policy and research, stands with equity activist Lilly Ledbetter and AAUW CEO Kim Churches to support fair pay.

From March 21, 2019



### Make Time for Action on Equal Pay Day

Tuesday, April 2, is a great day to take action on the [gender pay gap](#). It's the date that symbolizes how many days into the year women must work to earn what men made in the previous year.

#### If you have...

**One minute:** Register for [Work Smart Online](#) to learn salary negotiation skills and help us meet the terms of our generous corporate grant from the Coca-Cola Foundation. Then take the course at your leisure.

**Two minutes:** Become a [two-minute activist](#) to encourage Congress to pass the [Paycheck Fairness Act](#). The U.S. House of Representatives will vote on this soon.

**Five minutes:** Send an email to five women you know who could use a raise, or [tag them on social media](#), to tell them about [Work Smart Online](#). Taking this small step will help meet our big goal of training 100,000 women by August.

**One hour or less:** [Write a letter to the editor](#) or op-ed about the gender pay gap for your local paper. Encourage community members and elected officials to take action.

**One day or more:** Host an [online salary negotiation](#) night at your library or community center. [Meet with your elected officials](#) and discuss the pay gap in your [state](#) or [city](#). [Host an issue forum](#) on pay equity and invite local experts.

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Big news: thanks to the voices of AAUW advocates like you, the House of Representatives just voted 242-187 to pass the Paycheck Fairness Act (H.R. 7), with bipartisan support on March 27, 2019. This critical pay equity legislation now moves to the Senate, and AAUW advocates will keep fighting for its passage. Stay tuned for

more opportunities to act, and thank you for your advocacy!

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### Panel, Films, Presentation and Art Related to Diversity in March

By SDIC Betty-Jane Meader

If you're planning to attend the state convention on May 4, you're in for a treat! Waterville Branch member Lynda Kinley and I traveled to Dirigo Pines in Orono to listen to a panel of six diverse women: a woman (88) who served in the military, a lesbian who is Jewish, an AAUW member who has a disability, and immigrants from Mexico, Nigeria and Syria.

The Penobscot Valley Branch hosted this event designed to "Build Inclusive Communities." According to Andrea Mercado, panel moderator and state program vice president, this program was "a dry run of the AAUW of Maine conference" in the same location. She and Mary Cathcart have invited the same speakers, as well as others, to participate on two panels on Saturday, May 4. Judith Coburn-Harris, diversity chair of the Penobscot Valley Branch, encourages AAUW members and guests to hear these inspiring women and their stories. You may access the two-hour panel discussion on their branch website.

In addition to this program that week, I viewed four of the five films of the Maine Jewish Film Festival shown at Railroad Square Cinema (RRS) in Waterville: "Budapest Noir," "93 Queen," "Waldheim Waltz," and "Wajb." As publicized in the MJFF brochure, "Great movies unite us."

On March 14, the Interfaith Council sponsored a presentation by Rev. Tara Soughers, a parent of a trans young adult. An Episcopal priest, she is the author of *Beyond a Binary God: A Theology for Trans Allies*. Rev. Soughers used The Genderbread Person, available online, when we broke into discussion groups. Waterville Branch member Jackie Kulik and I attended this interesting program.

Through June 9, "Zanele Muholi: Somnyama Ngonyama, Hail the Dark Lioness" is on view at the Colby College Museum of Art. This must-see exhibition of black and white photographs "poses critical questions about social (in)justice, human rights, and contested representations of the Black body." Based in Johannesburg, Muholi is a South African visual activist and cofounder of the Forum for the Empowerment of Women. The film "Shield and Spear" shown at RRS on March 19 featured interviews with Muholi.

Opportunities to learn about diversity and inclusion abound in Maine. Do take advantage of them and share them with AAUW members.

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**AAUW Maine 2019 Achievement Citation Award**

By Achievement Citation Award Committee  
Chair Debbie Melvin

The 2019 Achievement Citation Award winner is Sara Gideon who was nominated by the members of the Penobscot Valley Branch.



Courtesy of speakergideon.com

Sara Gideon is serving her second term as Speaker of the House and fourth term in the Maine House of Representatives.

Speaker Gideon’s number one priority is building an economy that works for everyone. She believes that Maine people are our best resource, that Maine students deserve our investment and that fostering innovation and entrepreneurship will lead to successful businesses statewide.

She has led on issues related to increased prosperity for all Maine families. Her landmark LIFT legislation was aimed at families gaining financial independence. In both 2017 and 2018, Gideon passed measures that both lifted Maine families out of poverty, while increasing the numbers of higher-skilled workers needed by Maine’s employers and economy.

She is focused on promoting renewable energy sources and increased energy efficiency in order to build our clean-energy economy. She has been a vocal advocate for expanding high-speed Internet access. She has worked across the aisle to combat the drug crisis threatening too many Maine families.

Speaker Gideon graduated from the George Washington University in Washington, D.C. She interned for Unites

States Senator Claiborne Pell. She spent her professional career as an advertising account executive for USA Today.

Sara has lived in Freeport since 2004, with her husband Ben and their three children. She is a very proud mother, wife, sister, and daughter who believes deeply in the promise of our country. She has served on the Board of Freeport Community Services and the Board of Freeport Economic Development Corporation.

She was born and raised in Rhode Island. She is the youngest of four daughters. Her father is a pediatrician who immigrated to America from India. Her mother is a second-generation American, whose parents escaped the Armenian holocaust.

Speaker Gideon knows that working families are struggling in this difficult economy and has a legislative agenda that puts middle class and working families first. Her desire to positively impact the lives of children and empower women and working families is why she ran for office.

<https://speakergideon.com>

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**Maine NEW Leadership Welcomes 2019 Cohort**

By Amy Blackstone, University of Maine  
Professor & NEWL Director

On May 30, we will welcome 28 aspiring leaders and changemakers to participate in Maine NEW Leadership’s 11<sup>th</sup> annual 6-day nonpartisan institute. This year, we had more students than in any previous year apply to participate – 96 in all – suggesting more interest than ever in women’s political and civic engagement. We couldn’t be more thrilled about this enthusiasm for our program!

This year, we will host the NEWL program at the beautiful Schoodic Institute in Winter Harbor. AAUW members are encouraged to attend our **May 31 fundraiser, a networking reception at Schoodic Institute from 4:00-5:30 pm followed by a keynote address from University of Maine President Joan Ferrini-Mundy at 5:30 pm.** The reception will include a cash bar and heavy appetizers. The event concludes following President Ferrini-Mundy's keynote address. Stay tuned for further details about how to purchase tickets and reserve a spot!

We are grateful for AAUW's continued support for NEW Leadership and hope to see many of you on May 31!

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## IMPORTANT DATES

- **April 1, 2019**      Voting in AAUW National Elections begins
- **May 3, 2019**      AAUW of Maine Board meeting 2-4 PM, Dirigo Pines, Orono
- **May 3-4, 2019**      AAUW of Maine convention Dirigo Pines, Orono
- **May 29 – June 1 2019**      NCCWSL University of Maryland, College Park, MD
- **May 31, 2019**      Maine NEW Leadership Networking reception 4 - 5:30 p.m. Keynote address 5:30 p.m. Schoodic Institute Winter Harbor
- **October 2, 2019**      Women's Economic Security Summit (new date) Augusta Civic Center

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## Branching Out: News from Our Branches

### **Bath-Brunswick**

By Sophie Whitehouse, Secretary/Communications

The nine members of the Bath-Brunswick board met in early January and late February at the Curtis Library. We worked on finalizing our programs through May of this year.

In January a good number of our members met at one of Brunswick's favorite spots, *Henry and Marty's* restaurant, to hear the story behind a very local book: *Daughters of Long Reach*. Irene Drago, who lives in Bath, spoke about her research and her findings about Bath's maritime history, her own historical house in downtown Bath, and how she developed her characters and the plot of the two parallel stories in her book. She is also working on a sequel.

Our next branch event will be on March 20<sup>th</sup> at the library: the topic of the evening will be "*Women in Aquaculture*" led by Abigail Carroll, third generation entrepreneur and owner of Nonesuch oyster farm in Scarborough.

The nominating committee of the Bath-Brunswick branch will function another year as a leadership team with Lucy Stinson as board administrator. We are going to try to engage some of our newer members to help with some of the responsibilities of the board for programming, membership, and scholarship for next year in the hope that some will want to be more involved the following year.

Our interest groups are still active during the winter months as they serve as important connection platforms for some of our members. Debbie Schall graciously offers her home for the knitting group, Judith Johanson leads the book group at the Thornton Oaks library, and the Out To Lunch Bunch meets regularly in one of the local restaurants.

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**2019 AAUW NATIONAL ELECTION**

## Penobscot Valley Branch

By Janet Givens, Administrator/Liaison

The Penobscot Valley Branch did not meet in February, but had a wonderful forum, Building Inclusive Communities, in March at Dirigo Pines. Mary Cathcart, Andrea Mercado, Judi Coburn-Harris and Susan Landry offered an excellent program with a diverse panel of women sharing stories about their identities. Many in attendance were inspired to create a more inclusive climate in their communities.



The Leadership Team met and nominated Sara Gideon for the Achievement Citation Award. Mary Cathcart will see if she can speak at our state convention. Janet Givens asked the group to help with the convention in May. Also in May will be the election of a Leadership Team at our annual meeting.

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## Waterville Branch

By Cathy Bevier, Co-President

The Waterville Branch has continued to gather for informative and inspiring programs through the cold and snowy winter months. Erin Merrill, an avid feminist, outdoorswoman, and hunter, gave a captivating program in January on her experiences, especially hunting deer and bear. Members got to see skulls and pelts and learn more about the hunting community throughout Maine. Erin has founded a nonprofit, Women of the Maine Outdoors, which provides scholarships for outdoor activities for women ages eight and up.

In February, Dr. Loren McClenachan (Colby College) shared her work on documenting trends in coral reef declines, size and diversity of popular game fish in Florida, and effects of warming waters in the Gulf of Maine by combining historical documents and other archival materials with current GIS (Geographic Information System) data.

Most recently, Cait Vaughan presented a very informative program on the work Maine Family Planning is doing to stand up against attacks on health care, abortion rights & reproductive justice at the federal level, while actively championing what's newly possible under a Maine administration committed to improving access.

Branch members will recognize **Equal Pay Day on April 2** with a tabling event at the local grocery store, Shaw's. We will be selling delicious Jen-gerbread cookies (80 cents for women, \$1 for men), thanks to master baker Jen Olsen, and handing out educational material.

Later in April we welcome Amy Madge, Maine author, for a program on her experiences as a writer. We round out our season of meetings with our annual May Gala and appreciate Carolyn MacRae for hosting.

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The museum's newest exhibition is **Women's Long Road – 100 Years to the Vote**. The exhibit will be on view through January 25, 2020.

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# 2019 State Convention

## Lodging and Dining for Convention

Janet Givens, Penobscot Valley Branch, has arranged for a block of rooms at **University Inn Academic Suites** to be held at a reduced rate for AAUW until April 19, 2019. **Mention "AAUW" to get the reduced rate.**

### University Inn Academic Suites

5 College Ave.

Orono

<http://www.universityinnoronono.com>

207-866-4921

800-321-4921

### Directions to University Inn Academic Suites

1. I-95 to exit 191 (formerly 50)
2. From the south bear right off the exit onto Kelly Road
3. From the north bear left off the exit onto Kelly Road
4. Take a left at the light onto Main St. (Rt.2)
5. Go through town (2 lights)
6. We are over the bridge on the left

### Other possibilities:

**Black Bear Inn** (Currently no rooms are available, but it may be a later possibility after a block of rooms for another convention is released.)

4 Godfrey Drive

Orono

<https://www.blackbearinnoronono.com>

207-866-7120

### Hilton Garden Inn

250 Haskell Road

Bangor (off 95)

<https://hiltongardeninn3.hilton.com/en/hotels/maine/hilton-garden-inn-bangor-BGRBAGI/index.html>

207-262-0099

## Directions and Parking for Dirigo Pines Inn 9 Alumni Drive, Orono

### Heading South:

Take I95 South to exit 191.

Turn left off the interstate onto Kelly Road.

Go approx. ¼ mile and there will be a sign on your left.

Turn left into Dirigo Pines and the Inn is the first driveway on the left.

### Heading North:

Take I95 North to exit 191.

Turn right off the interstate onto Kelly Road.

Go approx. ¼ mile and there will be a sign on your left.

Turn left into Dirigo Pines and the Inn is the first driveway on the left.

**Parking** is located beside the Inn with additional parking in a spillover lot across the street.

## Orono Restaurants

- Woodman's Bar and Grill (pub fare and entrees)  
31 Main Street, Orono
- The Common Loon (English pub fare and pizza)  
36 Main Street, Orono.
- Pat's Pizza  
11 Mill Street, Orono.
- Margarita's (Mexican)  
15 Mill Street, Orono
- Thai Orchid  
28 Mill Street, Orono
- The Family Dog (hamburgers and hot dogs)  
6 Mill Street, Orono
- China Garden University Mall (Suite 4)  
6 Stillwater Avenue, Orono
- Governor's (family style)  
963 Stillwater Avenue, **Old Town**

Kristin Sweeney, Editor  
[sweeneykg@gmail.com](mailto:sweeneykg@gmail.com)





## **Understanding the Gender Pay Gap in 2019**

### **2019 AAUW MAINE STATE CONVENTION**

**May 3-4, 2019**

**Dirigo Pines, Orono, Maine**

It is that time of year again for our AAUW members to come together for our annual convention! As the Program Vice President, I would like to personally invite you to our AAUW Maine State Convention in Orono this May 3-4, 2019!

This year's AAUW Convention aims to highlight issues of the gender pay gap as it stands in our contemporary sociopolitical context. Although much has been done to improve the equitable practices and opportunities for women in the workplace, the US workforce continues to be challenged with a gender pay gap. According to the US Department of Labor, the progress made to combat this issue has stalled in the last decade. The US Bureau of Labor statistics notes an increase in the number of women attaining higher educational attainment and increased participation in the workforce as an impetus for much of the progress. However, much of the work carried out by women in the workforce continues to be in lower-paying occupational sectors, this is especially the case for women of color in the workforce. The US Bureau of Labor Statistics further affirms the unpaid labor, such as childcare, caring for sick or elderly and household responsibilities, which continues to consume the time and energy of women.

In order to feel the impacts of these gendered pay gaps and how they are embodied by the diverse populace of women, it is important to elevate the voices of women impacted most and learn from their daily experiences. Although women categorically experience an unfair disadvantage in the workforce, women of color, immigrant women and women with disabilities are further marginalized because of the intersectional identities.



Please join the Penobscot Branch of the AAUW as we attempt a slightly different approach to our self-education. As our AAUW chapters continue to organize and advocate for the advancement of women, it is important to consider the dynamics of the power and privilege as college educated, predominantly white women. In order to expand the perspectives on the issue of the gender pay gap, we will host two panels of outstanding community members as they share their perspectives and anecdotes from their respective diverse communities.

The conversation will be further elevated by Maine Speaker of the House, **Sara Gideon**, who will receive our Achievement Citation Award. I will also lead a presentation on the current AAUW initiatives *AAUW Work Smart Online* and *Members Mobilize a Million*. We will conclude our day with a Social Identity Interactive Activity that can be further expanded in our communities so we may be more reflective about who and how our advocacy serves our local and national AAUW initiatives.

Look forward to seeing you in May,

Andrea Mercado  
andrea.mercado@maine.edu





**2019 AAUW MAINE STATE CONVENTION**  
**Preliminary Program for May 3-4, 2019**  
**Dirigo Pines, Orono, Maine**

**Friday, May 3, 2019**

3:45 - 6:45 p.m. Registration  
3:45 - 6:45 p.m. Wine and Hors d'oeuvres Reception

**Saturday, May 4, 2019**

7:45 a.m. - 10:00 a.m. Registration  
8:00 a.m. - 8:30 a.m. Breakfast  
8:30 a.m. - 9:45 a.m. AAUW Business Meeting  
**Carly McCarthy**, AAUW President  
Updates from National  
9:45 a.m. - 10:00 a.m. Break  
10:00 a.m. - 11:00 a.m. **Immigrant Women and Access to Opportunity Panel**  
**Angela Okafor** - Immigration Lawyer, Bangor business owner  
**Dina Yacoubagha** - Islamic Center of Maine, Advocate for the advancement of women of color  
**Ina Demers** - Member of the Work With Dignity initiative and Leadership team of the Southern Maine Workers' Center, Advocate for students of color in Portland Schools



- 11:15 a.m. -12:00 p.m. **Speaker of the Maine House of Representatives, Sara Gideon**  
Achievement Citation Award Recipient
- 12:00 p.m. -12:50 p.m. **BUFFET LUNCH**  
AAUW Work Smart Online and Members Mobilize a Million  
Challenge Presentation  
**Andrea Mercado**, AAUW Penobscot Branch member
- 1:00 p.m. - 2:00 p.m. **Intersectionality and Poverty Panel**  
  
**Maulian Dana** - Tribal Ambassador at Penobscot Indian Nation  
**Cheryl Golek** - Equal Justice Partners Circle, Maine Equal Justice  
Dementia Care Specialist and member of the Deaf community
- 2:00 p.m. – 2:10 p.m. Break
- 2:10 p.m. - 2:30 p.m. Social Identity Interactive Activity
- 2:40 p.m. - 3:00 p.m. Raffle, Feedback, Closing



**Registration Form**  
**2019 AAUW of Maine Convention**  
May 3-4, Dirigo Pines Inn, Orono, Maine

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_

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

Branch name (if applicable): \_\_\_\_\_

1. Friday evening – Social Gathering at Dirigo Pines during registration. Hors d’oeuvres and a wine cash bar. Free non-alcoholic beverages.

\_\_\_\_\_ Yes, I will attend the Social Gathering \$7.50 \_\_\_\_\_

\_\_\_\_\_ No, I will not attend the Social Gathering

2. Registration Fee: \$15.00 \_\_\_\_\_

3. Saturday – light breakfast at Dirigo Pines \$7.50 \_\_\_\_\_

4. Saturday – buffet lunch at Dirigo Pines \$15.00 \_\_\_\_\_

5. Optional – Donation to Keep Maine Connected Campaign \$ \_\_\_\_\_

Total Due \$ \_\_\_\_\_

Please list any food restrictions: \_\_\_\_\_

**Registration deadline: April 19, 2019.**

Please mail the registration form to: Marilyn Leimbach, 9 Wilson Park, Waterville, ME 04901 or email to: [leimbach@gwi.net](mailto:leimbach@gwi.net). Please make checks payable to AAUW Maine.