



Let's Celebrate!

Message from the Interim Administrator

By Carolyn MacRae

I was thinking the other day about the state of AAUW in Maine and I realized that good things are happening, things we can cheer about. Here's my list of the top six that are making a difference despite the pandemic years.

Thank goodness for Zoom. It took a bit of adjusting, but here we are. The AAUW of Maine Board has conducted all its meetings for the past couple years (except one day-long planning meeting) via Zoom. Branches are using Zoom for branch programs and other get-togethers. To make sure Zoom is available to all branches and the state board, **AAUW of Maine now has a dedicated Zoom subscription.**

Everyone can vote. With no in-person conventions and annual business meetings, our old way of voting went out the window. Instead, we developed an all-Maine AAUW mailing list and voted electronically. The mailing list is now also sending out special announcements and opportunities for Maine members.

Convention is in-person this year. For the first time since 2019, we're having an in-person convention. To enable more members to attend, the AAUW of Maine Board has kept the registration cost low by voting to cover some of the expenses usually paid by attendees. Register now and join us on June 2-3! **(See pp. 7-10).**

Membership is up. Branch membership in Maine, as tallied by the national office, was 100 members in September. The February membership number is 114 members. That's an increase of 14% statewide! Even better, I just heard about three more people who are planning to join this spring.

AAUW Community Hub office hours help branch and state leaders solve problems. If you have tried to pay your dues electronically, enter or change the names of branch officers, or do any number of other things in the Community Hub (formerly known as the Member Database) and encountered problems with the new system, you can now talk directly with national staff members who can usually fix your problem in real time.

There are two Office Hours sessions each week.

Sign up here:

- Tuesdays @ 3:00 PM
<https://us02web.zoom.us/meeting/register/tZwsdu6vqT8uGNfxXXVG8RoZyLIGUR-WDki-/registration>
- Thursdays @ 3:30 PM
<https://us02web.zoom.us/meeting/register/tZwpdemgrj8tHtZyk1T31iYU70Xv9aqxvCJv#/registration>

AAUW of Maine gets a make-over and the Board gets a different name. A new, more streamlined state structure will begin on July 1, thanks to the hard work of a planning committee comprised of some previous state board members and all current branch presidents. The governing body will be known as the AAUW of Maine Council. It has fewer elected and appointed officers and establishes three committees – Communication, Program and Public Policy, and Membership – to ensure that the most important work of the Council focuses on supporting branches and encouraging communication and collaboration among Maine AAUW members.

Contact me if you're interested (carolynmacrae@gmail.com).

Message from the Historian

By Betsy Eggleston

This is the time of our AAUW year, when organizing your branch records need to be reviewed. Get them ready for your archives. And thank you for doing this.

IT'S YOUR AAUW

Members are asked to elect members to the national AAUW Board of Directors and vote on important changes to the bylaws and Public Policy Priorities. This is online and you should have received an email with your ballot information a couple weeks ago.

**VOTING CLOSSES AT 5:00 PM
ON MONDAY, MAY 15, 2023.**



Membership Matters: Each One Must Reach One

By Betty-Jane Meader, Membership and C/U Chair

Membership is the responsibility of each AAUW member. When you meet someone who might be interested in our organization and its mission, do you invite that person to attend a branch meeting or the state conference? If each member convinced one person to join AAUW, the state's membership would double!

According to the February 1 count report for the fiscal year 2023, Maine has 114 AAUW members, an increase of 14 members since the January 1 count report. The Waterville Branch is the largest one with 50 members. In addition to transfers from the Bath-Brunswick Branch, which is disbanding, the Waterville Branch gives its program speakers a one-year membership for AAUW.

College/University institutional membership in AAUW is another way to attract new members. The current C/U members in Maine include Colby College, Southern Maine Community College, Thomas College, the University of Maine at Augusta, and the University of Southern Maine.

Because membership matters, the challenge is to retain present members and to increase the number of new members. Each one must reach one in order to meet that goal.



Raffle Baskets for State Convention

By Kristin Sweeney, Funds Chair

Do not forget provisions for your raffle basket(s)! As many as you like! Any theme(s) that strikes your fancy!

Please sell raffle tickets in advance, particularly to those members who might not attend the convention. Branch members who attend convention can deliver the raffle tickets and funds to me and take back the treasures to the winners.

Tickets are \$1 apiece. If your branch needs raffle tickets, Carolyn MacRae has a supply. Contact her: (carolynrmacrae@gmail.com).



Branching Out: News from Our Branches

Aroostook Branch

By Carol Pierson, Secretary

Because of the challenging travel conditions in northern Maine during the winter months, the Aroostook Branch of AAUW meets from April through October. We have continued to hold our meetings on Zoom after starting this in April of 2020. This has worked well for members who live out of the area and who may not otherwise be able to attend.

Our first meeting of 2023 will be held in April with a presentation by the Caribou Library Director, Peter Baldwin, about the programs available at our library for all ages - as well as future plans.

In May, we will have a presentation by a member of the Caribou Recreation Center about the programs available for all ages.

Caribou Riverside Renaissance will be the theme of June's program. One of our most popular events of the year will take place in July, where members and guests each describe a recently read book.

In August, there will be a roundtable discussion about the status of women in Afghanistan.

September is our program planning month. Tom Cote will present a program on the Joy of Art and Wood Carving.

Hancock County Branch

By Louise Storer, Secretary

The Downeast Branch did not meet during the winter because more than half our members are away in warmer climes.

We began our spring programs with an April meeting at the Blue Hill Library. This was a presentation by a local historian who talked about a group who run weekly classes for adults with disabilities. Nature Links for Lifelong Learning is a nonprofit organization that offers continuing education for these adults.

During the summer we will continue to have meetings, which will be planned at our May meeting. We are looking forward to our annual meeting in early June.

Penobscot Valley Branch

By Janet Givens, Liaison

Improving Women's Literacy Improving Women's Lives was the program of the March branch meeting on Zoom. We saw a presentation by Mary Taylor of the Literacy Volunteers of Bangor. Mary has led Literacy Volunteers of Bangor since 2003. She is passionate about the connection between literacy, poverty, and culture. Mary's presentation showed how improving literacy improved the lives of many women. Each day 200 to 300 adults are helped to improve their literacy. She feels this work is now more important than ever because of our immigrant neighbors in Bangor.

Our next branch meeting will be the annual meeting by Zoom on May 10, 2023. Speakers will be the non-traditional scholarship winners.

Waterville Branch

By Martha Arterberry, President

Several members of the Waterville Branch attended the Maine Women's Lobby Reception for Legislators at the First Amendment Museum in Augusta, March 7, 2023 in celebration of Women's History Month.

Photo taken by Shenna Bellows



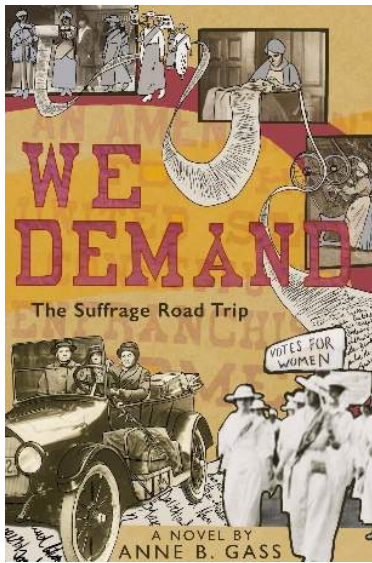
Bottom left to right: Lisa Christensen, Jacqueline Kulik, Betty-Jane Meader. Upper left to right: April, Martha Arterberry.

To acknowledge Equal Pay Day on March 14, 2023, two members of the Waterville Branch wrote an Op-Ed on the gender wage gap.

Different versions appeared in the *Morning Sentinel*, *Kennebec Journal*, and the *Bangor Daily News*.

The text of the version from the *Morning Sentinel* is available on page 5. Here is a link: <http://centralmaine.com/2023/03/14/maine-compass-theres-still-much-work-to-do-on-closing-the-gender-pay-gap/>.

On April 19, 2023, the Waterville Branch hosted Maine author and independent historian Anne B. Gass. Gass shared remarks and historic slides about her historical novel *We Demand: The Suffrage Road Trip*, which is based on a true story. In 1915 four women leave San Francisco for Washington DC on a desperate and dangerous mission to push for an amendment to the U.S. Constitution enfranchising women.



The story unfolds through the eyes of unsung heroes Ingeborg Kindstedt and Maria Kindberg, middle-aged Swedish immigrants who own the car, do all the driving, and fix what goes wrong.

They lose their way in a trackless Nevada desert and get stuck in the mud in Kansas, among many other adventures. Gass also talked about her

approach to writing the book, including the ways she interwove fact with fiction.

A recording of this program is available at: <https://aauw-me.aauw.net/events/>.

Photo by Bets Brown.



Pictured left to right: Martha Arterberry, April, Ingeborg Kindstedt, Nicole Hernandez, and Anne Gass.

IMPORTANT DATES

- May 15, 2023 National AAUW voting closes online
- May 19, 2023 Deadline to register for Maine convention
- May 31 – June 3 NCCWSL University of Maryland College Park, MD
- June 2-3, 2023 AAUW Maine State Convention Waterville
- June 8-13, 2023 NEW Leadership Program Schoodic Institute Winter Harbor, ME

Kristin Sweeney, Editor
sweeneykg@gmail.com

Maine Compass: There's still much work to do on closing the gender pay gap

By Martha E. Arterberry

March 14, 2023

Today, Tuesday, March 14, 2023, is the national observance of Equal Pay Day. It is the day representing how far into 2023 women had to work to earn as much money as men earned in 2022. According to statistics released in 2020 by the United States Census Bureau, women are paid, on average, 82 cents for every dollar their male counterparts are paid — a gap of 18 cents. In 2022, it took women 73 days extra days to make up for that lost income. However, women are not making up the gap; they are getting further behind because they will end 2023 behind men, just like they did in 2022.

Pay disparity is not a new issue. The Pay Equity Act of 1963 was designed to abolish the disparity in wages between men and women. At the current pace, the pay gap may not be closed for another 50 years.

Because women make less than men over the course of their career, more women live in poverty and women have less money in retirement. According to The Annie E. Casey Foundation, in 2015, Maine had 83,000 single parent households. The vast majority of those parents are women. More women than ever provide the sole income for their families. Many women are the only parent in a household and need income for childcare as well as the upkeep of the household and housing. Often these single parents do not get time off for parental care if children are not well, which leads in some cases to taking leave without pay.

So how do women make progress?

One way is to raise the issue at your work place. If your employer does not do a pay equity analysis based on gender, ask for one. And ask again (and again) if they do not comply. The slow progress in closing the gender pay gap is a sign of the resistance of companies to meet it head on. An important step is asking the question and reporting the results. In November 2019, Starbucks released their findings on pay equity. Starbucks found that in their U.S. franchises, men and women were paid equally for the same work, and there were no differences in pay across different races and/or ethnicities. CitiGroup also reported an analysis, with much less favorable findings (women make 29% less than men). They now know there is an issue and claim to be addressing it. Neither company were required to do this analysis nor report the results. As a consumer, we can now "vote with our wallets", supporting companies that have achieved pay equity or at least are willing to ask the question and implement changes.

A second way is for women to stand up for equal pay and for themselves. If a prospective employer cannot show that women and men are paid equally for the job you are seeking, it makes sense to look elsewhere. Positive signs include a hiring process that seeks diversity through affirmative action, written pay and benefit policies, job descriptions and evaluation procedures. Also, always negotiate your starting salary when considering your job offer (over and above negotiating benefits). Women are less likely than men to negotiate, which often results in a lower salary compared to men in the same position. (Here is a free salary negotiation course: <https://www.aauw.org/resources/programs/salary>)

Finally, if you have the option, join a union. Women in unions earn 35% more than women in non-union workplaces.

Another way to close the pay gap is through federal legislation such as the Paycheck Fairness Act and the Fair Pay Act. That is not a solution popular with employers, but it may be necessary. For employers who continue to pay women less, legal penalties or EEOC action may be the only remedies.

Finally, join national efforts to affect change. The American Association for University Women (AAUW) has been fighting for equity in the workplace since its beginnings. You can add your voice to the voices of over 170,000 women and men in AAUW who want to make a difference. In Maine, you can join one of the four branches of AAUW, including one in Waterville. For more information, see [aauw.org](http://www.aauw.org) or email

Martha E. Arterberry and Bets Brown on behalf of the American Association of University Women, Waterville Branch,



Dear NEWL friends, supporters, and alums,

We are pleased to announce that our **2023 NEW Leadership Program is from June 8-13th, 2023**, at Schoodic Institute located in Winter Harbor, Maine.

Maine NEW (National Education for Women) Leadership was developed to address the under-representation of women in leadership roles and politics. It is a nonpartisan educational program designed to educate and empower young people by giving them the skills necessary to become the next generation of influential civic and political leaders. By participating in Maine NEW Leadership, participants gain a greater awareness of their abilities to lead, their expertise and qualifications to take on a leadership role, and the many opportunities for them in civic life and public office. With the skills they learn and the networks they develop, participants are empowered and energized to emerge as leaders.

Maine NEW Leadership is open to undergraduate students enrolled in any Maine college or university and Maine residents enrolled in out-of-state schools. Students must be at least in their first year of college when they apply. Students who will be graduating in the spring are eligible. Maine NEW Leadership is committed to having a diverse group of participants in each class and we offer our program free of charge.

Please know that we are grateful for your support of our program.

To stay updated on all things NEWL, please visit us at the following sites.

- Web: <https://mcspolicycenter.umaine.edu/for-students/maine-new-leadership/>
- Facebook: <https://www.facebook.com/MaineNEWLeadership>
- Twitter: <https://twitter.com/MaineNEWL>
- Instagram: <https://www.instagram.com/mainenewl>

Our very best,
The NEW Leadership Team!

Mary Mahoney-O'Neil, Interim Director

Mary Cathcart, Founder

Susan D'Angelo, Program Coordinator

AAUW of MAINE STATE CONVENTION 2023

by Martha Arterberry, Program VP

The AAUW State Convention will be fully in person in Waterville, June 2-3, 2023. The topic is Education and Economics, and we will have three keynote speakers, each focusing on a different phase of education from pre-kindergarten through higher education.

- **Erica Palmer**, Education Manager for Educare Central Maine (early education)
- **Flynn Ross**, Department of Education, University of Southern Maine (K – 12)
- **Kathleen Gillon**, Department of Higher Education, University of Maine (higher ed)

We will meet at Educare Central Maine, a leader in providing high-quality early education, and we will tour the facilities as well as hear about the exciting work they are doing to support families. See directions below.

Because this is our first in person convention since 2019, our goal is to remove barriers to attending. Thus, the registration fee is lower than it has been in past years, and we are offering reimbursement for gas (provide gas receipt) and \$50 toward lodging if you stay in a hotel. All receipts should be given to Helene Maraghy, Finance Officer, at the convention so she can process the reimbursement.

SCHEDULE

Friday June 2

3:00 – 5:00 P.M.
5:00 – 6:00 P.M.
6:00 P.M.

Best Western Plus Waterville Grand Hotel

AAUW of Maine Council meeting
Welcome Reception
No-host dinner for those who are interested

Saturday June 3

8:00 – 9:00 A.M.
9:00 A.M.
9:15 – 10:15 A.M.
10:15 A.M.
11 A.M. – 12:00 P.M.
12:00 – 1:00 P.M.
1:00 – 2:15 P.M.
2:15 PM
2:30 – 3:45 P.M.
3:45 P.M.

Educare Central Maine, Waterville

Registration with light breakfast
Welcome
Early Education: Erica Palmer (Educare Central Maine and KVCAP)
Break and tours of Educare facility
Business Meeting
Lunch
K – 12 Public Education: Flynn Ross (University of Southern Maine)
Break
Higher Education: Kathleen E. Gillon (University of Maine)
Basket Raffle

WHAT TO DO NEXT? MAKE A PLAN TO ATTEND!

RSVP for the convention by sending a \$25 check made out to AAUW of Maine **by May 19, 2023** to Helene Maraghy, 4 Botany Place, Brunswick, ME 04011-3357. Please **note any dietary restrictions** when you send your check.

Book a hotel room by May 19, 2023. Best Western Plus Waterville Grand Hotel (https://www.bestwestern.com/en_US/book/hotels-in-waterville/best-western-plus-waterville-grand-hotel/propertyCode.20024.html), 375 Main St., is holding 5 rooms, king beds only (at this time). The rate for the rooms will be \$89.00, plus tax per night for June 2 and 3, 2023, which will include breakfast for up to 2 people per room. The block will be open until May 19 to get the discounted rate. Please **call directly to book a room, (207) 873-0111** and say you want the rate for AAUW. Darlene Ratte is the contact person if there are any questions. There is no cancellation penalty if something comes up at the last minute.

Other lodging options in Waterville include: The Fireside Inn, The Hampton Inn, The Lockwood, and The Holiday Inn. We have not held rooms at these venues.

Book a home stay. A few Waterville Branch members welcome visitors in their home. We have the following options: accommodation for one person in two different locations (one with a dog) and accommodation for two people in one location. Please email Martha Arterberry (Arterberry47@gmail.com) to check availability.

DIRECTIONS

Best Western Plus Waterville Grand Hotel 375 Main St., Waterville

From Interstate 95, take exit 130. If coming from the north of Waterville, turn left at the end of the ramp. If coming from the south of Waterville, turn right at the end of the ramp. The hotel will be on your left. Turn left at the traffic light to enter the parking area.



Educare Central Maine
56 Drummond Ave, Waterville, ME 04901
<https://www.educarecentralmaine.org/>

From Interstate 95, take exit 130. If coming from the north of Waterville, turn left at the end of the ramp. If coming from the south of Waterville, turn right at the end of the ramp. At the light after the Best Western Hotel (on left), turn left onto Armory Road. At the next stop, turn right onto Drummond Avenue. Turn right into the George Mitchell School driveway, and veer left to enter the school parking lot. Go past the school, and you will see the Educare building on the right.

MORE ABOUT THE SPEAKERS

Erica Palmer holds a master's degree in Early Childhood Education from the University of Maine at Farmington and has been working in the field of early childhood for more than 12 years. Her experience in the field consists of direct service with infants and toddlers as a teacher, an early childhood coach, and supervision of comprehensive education services for children ages birth-5 years. Currently she works with KVCAP Child & Family Services as Education Manager for Educare Central Maine where she supports a program of 60 staff dedicated to providing an integrated approach to early childhood programming and parent, family, and community engagement.

Dr. Flynn Ross is the founder and faculty coordinator of Equity and Excellence in Maine Schools, a Maine based clearinghouse of resources and supports for ensuring access to high quality education for all students. She frequently consults with school districts conducting equity audits to help districts examine ways to align their policies and practices with their values and beliefs. She is an active member of the [Scholars Strategy Network](#) providing research to improve policy and enhance democracy. Her research is focused on high quality teacher preparation and ensuring access for underrepresented teaching candidates.

Dr. Kathleen E. Gillon is assistant professor of higher education at the University of Maine. Her research and teaching interests focus broadly on access and equity in higher education. She is especially interested in the role of geography in the facilitation of college-going for marginalized student populations. Her current research qualitatively explores the intersection of gender, geography and community capital and its influence on post-secondary educational opportunity for rural college students. Prior to her doctoral studies, Dr. Gillon worked at Stony Brook University in New York in a variety of areas related to student success, including academic advising, first-year experience, new student orientation and family programs, and honors programs.

AAUW Maine 2024 Proposed Budget

		Actual	
AAUW of Maine	Budget 2023	31 Mar 2023	Budget 2024
Revenue			
Dues	1,950.00	1,170.00	1,635.00
State Meetings	2,400.00	-	2,000.00
Fundraising - campaign	-	-	-
AAUW Funds (basket raffle)	400.00	-	400.00
Total Revenue	4,750.00	1,170.00	4,035.00
Expenses			
Officers and Committees			
President	200.00	-	150.00
Board Officers/Committees	125.00	-	100.00
Public Policy	100.00	-	100.00
Achievement Citation	-	-	-
State Meetings	2,400.00		2,000.00
Meals		196.86	
Mileage Reimbursement		213.88	
AAUW Funds	400.00	-	400.00
Miscellaneous			
Sponsorships	800.00	-	800.00
Dues Scholarship	-	82.00	-
Gifts/Flowers	100.00	-	100.00
Insurance (Director/Officers)	150.00		150.00
Outreach/Tabling Events	250.00		-
Travel			
National Convention	-	-	-
Communications			
Dawnbreaker	25.00	-	25.00
Directory/Annual Report	25.00	-	25.00
Web site	-	-	-
Postage	25.00	-	25.00
Zoom Subscription	150.00	158.59	160.00
Total Budgeted Expenses	4,750.00	651.33	4,035.00

4/13/2023