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Message from the President
by Kristin Sweeney

Dora McCarthy, AAUW of Maine President-Elect, and I attended the Conference of State Presidents before the AAUW convention began in San Diego in June. This was the deluge before the flood. Dora, Charlotte Price (Bath-Brunswick Branch member) and I heard over and over at convention that engagement is the key to recruiting and retaining new members. All three of us attended many workshops, roundtables and daily dialogues that gave us advice, ideas and tools to spice up our recipes for engagement.

Catherine Llamon, Assistant Secretary for Civil Rights, U.S. Dept. of Education, was an articulate and engaging opening speaker. She reported on the investigation and prosecution of sexual assaults in schools as Title IX violations.

The plenary sessions (Women and Girls in STEM, Fast Forward (the future of AAUW's mission and movement), and What Does it Take to Make a Woman Leader) had consistently excellent speakers and panels. Noorjahan Akbar (Afghan women’s rights activist; co-founder, Young Women for Change; 2012 NCCWSL Woman of Distinction; and student of journalism and public affairs at American University in Washington, D.C.) was a young and extraordinarily eloquent speaker on the last panel.

Charting the Course, a two-year campaign to raise unrestricted funds, had already raised $400,000 of the $1 million goal for the end of December 2016. AAUW has recently purchased Start Smart and Work Smart and both programs will be redesigned with relaunch in the fall of 2015. Lisa Maatz urged us to take the pledge to deliver the new Title IX letters and resource guide to our local schools.

At convention, I pledged to deliver the new Title IX materials from the U.S. Department of Education to the Portland Public Schools. I did so on September 15, 2015 and met the relatively new Title IX coordinator, Barbara Stoddard, who is also the Human Resource Director. She had already attended Title IX training and was happy to receive a hard copy of the resource guide. She reports that hardest part of the position is arranging for training of all the personnel.

Here is the link if you are interested in doing the same at your local schools and/or colleges/universities: http://www.aauw.org/resource/TitleIXDelivery/. I also delivered the executive summary of the 2011 AAUW publication, Crossing the Line. Sexual Harassment at School, as well as other AAUW materials.

A mere 12.6% of all AAUW members (17% of branch members and 4% of national members) voted in the national AAUW election, approximately double the number who voted two years ago, when barely enough members voted to satisfy the 5% required by the by-laws. The low voter turnout shocks me, particularly in view of extensive efforts made at both the national and local levels to get out the vote and the fact that get out the vote in elections at all levels is one of our major public policy points. Maine performed only slightly better, in spite of my best efforts. Overall, 13% of Maine AAUW members voted (20% of branch members and 5% of national members). Arizona and New Mexico had the best overall turnout: 18% (24% of branch members) and 21% (29% of branch members) respectively. What is it about the Southwest?

While at convention, I had the great good fortune to meet Ane McIntyre from Oregon, the great granddaughter of Francis W. Pettygrove from Calais, Maine, who flipped a penny with Asa Lovejoy of Boston in 1845 to decide whether to name that city on the west coast either Portland or Boston. We all know who won. She was astounded that I knew the story. Francis Pettygrove’s descendants gave the Portland Penny to the Oregon Historical Society Museum.

The Mid-Coast Maine Branch has now disbanded. They sponsored an amazing 20+ scholarships to the 2015 National Conference for College Women Student Leaders (NCCWSL) with the remaining Education Fund. Mid-Coast Maine Branch has also made a very generous donation to AAUW of Maine.

The Budget Committee worked diligently and met over the summer to discuss what might be done with this bittersweet windfall. The recommendations reported at the August 1 AAUW of Maine board meeting resulted in the formation of a Strategic Planning Committee and a Virtual Branch Committee, both of which have begun their work and will be meeting early this fall in time to report at the October 24 board meeting.
The Nominating Committee needs one member from each branch, so your branch presidents/liaisons will be recruiting. Astound them and volunteer!

AAUW has purchased a table at the second Maine Women’s Summit on Economic Security on Friday, October 16, 2015. I will bring my laptop to enroll Two-Minute Activists, but we have found that when it is busy, it is best to have two people on laptops and two people working the passersby. I welcome any and all help.

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Elect Her at University of Maine, Orono, is right around the corner on September 26, 2015. Dora McCarthy, Molly Bogart and I will attend. All AAUW members are welcome. Be sure to let Mary Cathcart (Mary_Cathcart@umit.maine.edu) know if you decide to attend.

Finally, on a very sad note, I must report that Kim Pollard, our dynamic Regional Field Representative from national AAUW for the last two years, has decided not to continue for a third year of the pilot program. Kim has worked incredibly hard and motivated us by many means over the last two years to emerge from our torpor. We have made considerable progress in public policy/advocacy and more than doubled our College/University partners. It is my fervent wish that the momentum from Kim’s tenure will sustain and inspire AAUW of Maine, as well as the local branches, to embrace our recent initiatives of increased involvement in STEM, increased engagement of College/University partners and a launch into the brave new world of a virtual branch.

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Public Policy Co-Chairs Report
Molly Bogart and Bets Brown
August 2015

2015 Legislative Session Results

As part of the Coalition for Maine Women and the Maine Alliance for Reproductive Freedom (MARF), AAUW members and policy co-chairs were involved in several bills during the legislative session. Fortunately, due to the hard work of advocates on the ground and the Governor’s missteps in trying to veto several bills, we were successful in many of our endeavors.

As part of MARF, AAUW dedicated time and effort to defeating two bills that would have chipped away at Maine women's right to access abortion. Both a bill to make it more difficult for teens and incapacitated persons to access abortion, and a bill putting undue burdens on Maine's abortion clinics were defeated. The expansion of Medicaid coverage to provide family planning and reproductive health care services (LD 319) passed through both chambers and became law without the Governor’s signature. This result also happened to two other bills we were watching, a bill to strengthen a person’s ability to take time off to deal with the fallout of a domestic violence or sexual assault situation without fear of losing her or his job, and a bill to ban the undue shackling of pregnant inmates incarcerated in Maine. All three of these bills are now law. However, the Governor has requested that the Maine Supreme Court weigh in about whether the Constitution allows him to veto the 71 bills that became law without his signature in July. The hearing will be held on July 31, 2015, and MARF will be filing an Amicus Curiae brief on behalf of Maine women, arguing that, after the passage of LD 319, it is unconstitutional to deny these women their lawfully-enacted Medicaid benefits. This process will likely take a few months, and we will keep you posted about the

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results. It is the widely-held belief that these 71 laws will remain on the books, despite the Governor’s disagreement.

**Elementary and Secondary Education Act**

AAUW supported the Elementary and Secondary Education Act (ESEA), the renewed and improved form of No Child Left Behind. Not all of the issues AAUW supported passed, but the ESEA did pass in Congress. Oversight by the federal government was weak in the final bill that passed, leaving the feds with little oversight of the states. Here are the issues that AAUW supported.

- **Use of multiple measures and growth models.** AAUW supports using multiple measures of student achievement such as achievement and growth in English, math, science, and, if states chose, other subjects.
- **Improved school accountability measures.** Schools should be held accountable for demonstrating that they are meeting educational goals. The federal government should offer incentives and assistance to struggling schools rather than punishment, which only further harms students and hamstring educators from making progress in the schools most in need of improvement.
- **Required annual, statewide assessments.** These assessments would be given to all students (in grades 3–8 or at least once in high school) and would measure each student’s progress toward meeting the state’s college and career-ready standards.
- **Required schools to disaggregate and cross-tabulate data.** 1) Sex must be added to the group of categories for which the disaggregation of graduation rate data is required. 2) Graduation rate and academic assessment data reported by districts should be broken down by sex within race/ethnicity (i.e. cross-tabulated). 3) The system must hold districts accountable for the performance of all subgroups of students and cross-tabulate that data by sex.
- **Promoted public school choice.** It is in students’ best interests to be offered public school choice and flexibility. Such flexibility and innovation, however, must be consistent with civil rights laws, including Title IX. Public funds should only be used for public education — not private school vouchers that benefit only a few.
- **Improved school climate.** AAUW supports legislation to improve school and campus safety.
- **Strengthened STEM education.** AAUW supports promoting and strengthening science, technology, engineering, and mathematics (STEM) education, especially for girls and other underrepresented populations.

- **Saved Women’s Educational Equity Act.** WEEA was designed to give educators tools to eliminate barriers — such as sex stereotypes in classroom materials and curricula — that keep students from full participation and success in all areas of education.
- **Enhance Title IX compliance by passing the High School Data Transparency Act.**
- **Expand training in gender-fair teaching.**
- **Oppose programs that rely on unproven sex stereotypes.**
- **Invest in after-school programs.**

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**What I Got From National Convention Besides a T-Shirt**

by Dora McCarthy, AAUW President-Elect and Webmaster

For those who are too busy to read this whole article I will give you the short version. The top three things I learned from Convention that could help our branches and state grow are:

1. Having a policy/mission based program could bring in younger members.
2. Everyone needs to “buy in” on what AAUW can do and then use the resources available to make things happen.
3. We are a part of powerful organization, filled with strong, smart, independent women; we need to remember that and let it fill us up.

So, if you are still reading, you want to know a little more. Great!

The first point, a policy/mission based program. This younger generation wants to travel and have an impact. They will be drawn to any organization where they feel their efforts are making a difference. We want them to
flock to us, so we should put together programs that speak to them and allow them to be active in moving an issue forward. We know everyone is busy, but everyone will make time for an issue that inspires and fires her up.

We have already started taking steps in this direction. Kristin has sent an email to the Branch Presidents asking them to find a policy to focus on for the upcoming year, for example, Equal Pay, STEM, Title IX, GoTV, etc. Molly Bogart and Bets Brown, our Public Policy co-chairs, have pledged their support to help branches put together a policy driven program. Also, at the most recent board meeting we agreed to create a Strategic Planning Committee to help create a path to growth and action. We are also discussing the support of a new virtual branch.

On the second point, we need to “buy in”. We are a part of AAUW for a reason. Something drew you to it. Look into your heart and remember what that reason was and then recommit yourself to helping your local and state branch grow, be more policy driven, and reach out to other women who can gain the same satisfaction you are getting. If for some reason you feel you have lost your something, then be the change you want to see in your branch. There is support all around you and there are probably others feeling the same way and looking for a leader.

I learned there are hundreds of pages of resources, and trainings available through AAUW to help us be great branches, to create awesome programs, and to reach out to lots of people. During convention there was so much that even women who have been involved with AAUW for decades didn’t realize what’s out there. We are lucky we have great national staff who will put us in contact with the person to help us make just about anything we want to do happen.

The third part I didn’t need to go to Convention to learn, but it was extremely overwhelming to be in a room with over 1,000 women all working to bring about change in every part of our nation. Through our advocacy, philanthropy, and research, we are making a difference and we are being heard. This brings me back to point number one. IMPACT! We need to think to ourselves, “Is our state, is our branch, am I making an impact? If not, why not? If yes, how can we step it up?”

I can’t wait to go again, so mark your calendars, ladies, for June 14-17, 2017 and Washington D.C.!!

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The Two R’s of AAUW Membership Recruitment and Retention
by Deborah B. Cravey, Membership Vice President

"Each one reach one", a variation on the old “Each one teach one”, seems to be the secret to AAUW Branch membership. Our own branch members are the best recruiters and reasons to renew. Whether you’re a long time leader in AAUW or a new Membership VP/Chair, you’ll find lots of ideas, tools, and resources in your email inbox and on line from AAUW. You should receive regular emails from Hannah Belec and Erica Strout and other staff members; if you don’t, please check with your branch leadership to be certain the branch officer information is up to date. Besides programming and networking suggestions, there are AAUW images and films available free to branches to use at branch meetings or at community events where you may want to recruit or publicize AAUW’s mission and history.

For potential members who may not want to belong to a branch-as hard as that can be for us to believe, there are people who resist branch membership-AAUW membership at the national level may be the answer. We’re stronger for every member we gain to support our mission. Kristin and her team are working on a virtual branch for Maine. You’ll hear about progress there and about a number of other entries to membership for the busy woman who is electronically savvy and connected, but may not have time or inclination to join a branch. If you have a college or university in your membership area, especially if the institution is a C/U member and you have a good relationship with the C/U Rep from that campus, you have a head start to recruiting student affiliates. Even if the ask doesn’t lead to a new member right away, the seed has been planted and AAUW has been made known.

If I can be of any help, my contact information follows: 207-373-1749; gmdcbbc18@comcast.net. I wish everyone happy recruiting and a good AAUW year.

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National AAUW Bylaws
by Judy Dinmore, Bylaws Chair

There are currently no changes to branch bylaws from the national organization.

The results from voting on the national ballot bylaw items in June, 2015 are posted to the AAUW Web page (http://www.aauw.org/resource/national-election/). Except for eliminating the degree requirement for membership, bylaw changes were approved. See below for details.
Proposed changes:

1. Anyone who supports Article II of these Bylaws shall be eligible for AAUW membership; such membership shall be granted upon payment of AAUW dues.
   - Yes 40.91%
   - No 55.51%
   - Did not vote 3.58%

2. This amendment proposes a process for filling vacancies that occur after voting has begun in an AAUW election. Vacancies that occur during an officer’s term are filled according to the process specified in Article VI, Section 5. [Note: If the title changes in proposal 3, below, are passed, the titles of president and vice president in this amendment will change to board chair and board vice chair.] three or more candidates for the position of president or vice president, a preferential voting system shall be used.

   b. If a candidate for the office of president or vice president in an uncontested election withdraws her or his candidacy after voting has begun, the following process will apply. The candidate for vice president will become the candidate for the office of president. The candidate for director with the highest number of votes at the end of voting will be offered the position of vice president. If this director chooses not to accept the position of vice president the director with the next highest number of votes will be offered the position of vice president. This process would be continued until a director accepts the position of vice president. If there are two or more candidates for the position of vice president, the candidate with the majority of votes at the end of voting, using the preferential voting system, will become the president.

3. Titles in associations have been evolving toward those used in business to more clearly and accurately reflect the authority and status of association leaders to the public, vendors, governmental agencies, and membership. The term “executive director” is not well understood outside the association industry, and it lacks significance and recognition. Many governmental agencies and commercial firms refuse to accept the signature of an executive director on routine documents and contracts. This name change does not affect the roles and duties of this position, which have not changed.

   The title, executive director, would be changed to chief executive officer.

4. Current restriction prevents directors who have completed two terms from serving as vice president without sitting out a term. The directors can offer valuable experience to the office of vice president.

   [Note: If the title changes in proposal 3, above, are passed, the titles of president and vice president in this amendment will change to board chair and board vice chair.]

5. Current provision unduly restricts service by a member who, after serving two terms on one committee, might want to serve on a different committee without sitting out a term.

2015 Legislative Session Wrap-up
by Molly Bogart, Public Policy Co-Chair

The 2015 Legislative Session was certainly one for the books. As part of the Coalition for Maine Women and the Maine Alliance for Reproductive Freedom, AAUW members and policy co-chairs tracked and were involved in several bills during the session. Fortunately, due to the hard work of advocates on the ground and the Governor’s missteps, we were successful in many of our endeavors.

As part of MARF, AAUW dedicated time and effort to defeating two bills that would have chipped away at Maine women’s right to access family planning services, including abortion. Maine has a tried and true adult involvement law regarding the ability of a teen to procure an abortion. We were able to defeat a bill that would have made it significantly more difficult for teens to safely access abortion in situations where they could not or would not involve a parent. Additionally, a TRAP (Targeted Regulation of Abortion Providers) bill was defeated. Had it passed, it would have paved the way for the Department of Health and Human Services to establish unduly-burdensome regulations that would likely cause the closure of family planning clinics across the state that Maine women rely on for their health care.

As many of you have probably heard, the Governor failed to return 65 vetoes he intended to deliver to the Legislature on time. A Supreme Court Ruling in early August determined that all 65 bills become law without the Governor’s signature. Among these were three of our Coalitions’ priority bills. We passed a law to expand Medicaid coverage to provide family planning and reproductive health care services (LD 319). This means that the same women who qualify for Medicaid coverage once they are pregnant (planned or unplanned) will have access to services before they are pregnant to allow them to take control of their reproductive lives, whatever that may mean for them. Additionally, we were able to pass a bill to strengthen a person’s ability to take time off
to deal with the fallout of a domestic violence or sexual assault situation without fear of losing her or his job, and a bill to ban the undue shackling of pregnant inmates incarcerated in Maine.

Though there were many moments when these bills seemed doomed, the hard work of the Coalition for Maine Women and the Maine Alliance for Reproductive Freedom, especially the deft team of lobbyists, made the 2015 Legislative Session a good one for the women of Maine. Thanks to everyone who participated.

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AAUW Funds Report
by Carolyn MacRae, Funds Chair

Contributions from Maine (AAUW of Maine, branches, and individuals) for the period January 1 through June 30, 2015, totaled $18,333.73. Of this amount, AAUW of Maine contributed $740.00, earned from the Basket Raffle at the state convention; and the Bath-Brunswick, Hancock County, Penobscot Valley, and Waterville Branches and their members contributed a total of $3,093.00. The remaining amount of $14,500.73 was contributed by the Mid-Coast Maine Branch as part of the branch disbandment process.

When you or your branch donates funds, the Association encourages you to designate your gift as unrestricted donations. These funds are most beneficial to the organization because they can help launch new and innovative programs for women and girls, such as the highly successful Elect Her and Start $mart initiatives. Donations to AAUW Funds have also been used to provide scholarships to NCCWSL (National Conference for College Women Student Leaders) attendees when there was a gap between available scholarship funds and the large number of scholarship requests received. Donations to AAUW Funds have also helped expand Tech Trek, bringing science camps to hundreds more girls this past year. In fact, recognizing how valuable it is for the Association to have access to undesignated funds that can be directed toward the greatest current need at any one time, our 2015 basket raffle proceeds were dedicated 100% to the unrestricted funds “bucket” #9110.

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Title IX Update
by Bets Brown, Public Policy Co-Chair

Title IX requires that every school must designate at least one employee who is responsible for coordinating the school’s compliance. This person is sometimes referred to as the Title IX coordinator. Coordinators oversee all complaints of sex discrimination. They also identify and address any patterns or systemic problems at their schools.

Instead of giving these coordinators the support, guidance, and training they need to do their work, many schools are often without a Title IX coordinator. It is also unfortunately common to find coordinators who do not understand the scope of the law.

To remedy this problem, the U.S. Department of Education’s Office for Civil Rights has just released three sorely needed tools that AAUW asked for: a letter to schools reiterating the importance of Title IX coordinators, a thank-you letter directly to coordinators reaffirming their roles, and a free resource manual to guide their actions. The information is not a new requirement or regulation, but rather a new resource to help Title IX coordinators do their work better.

These tools are a big deal because they stress that:

1. **Title IX coordinators need authority and are independent.** Title IX complaints are up, and so is the stress on Title IX coordinators to be independent. From 2009 to 2012, the Office for Civil Rights received nearly 3,000 Title IX-related complaints, more than ever before in a similar period. This guidance gives Title IX coordinators leverage to use in their communities to implement important notices, grievance procedures, and accountability measures that are required under the law. Persons not suited for this type of role, such as athletics directors or administrators with clear conflicts of interest, will have clear direction as well that this may not be the role for them.
2. Title IX coordinators need resources. Public awareness of the broad scope of Title IX issues is finally receiving attention. The law applies to recruitment and admissions; counseling; financial aid; sexual harassment; sexual violence; pregnant and parenting students; school discipline; single-sex education; and employment. It also ensures that there are reporting options, grievance procedures, and non-retaliation. Title IX coordinators will now have a resource guide to assist educating their communities about all of Title IX’s scope.

3. Title IX coordinators should be recognized and thanked for their invaluable work. For the first time in 43 years, Title IX coordinators will get an official recognition of the critical work they are doing to uphold civil rights laws. As a bonus, they finally get a detailed job description. Now they will have a free and easy-to-read resource guide to pave the way.

What you can do: AAUW celebrates the long overdue attention being paid to Title IX coordinators. All of our members are encouraged to contact local schools — both P-12 and higher education — to make sure they have a Title IX coordinator and that the coordinator has a copy of these new resources. See the following website to learn how you have the new resources:

www.aauw.org/2015/04/24/title-ix-coordinator-resources/

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Building Diverse and Inclusive Branches
by Betty-Jane Meader, Diversity & Inclusion Chair

Is your branch committed to diversity and inclusion? No doubt, branch members are aware of individual differences such as race, gender, education, religion, sexual orientation and age. Is your branch conscious of inclusion by valuing, respecting and supporting these differences?

On September 14, AAUW will be launching a tool kit on diversity and inclusion. According to Erica Stout, AAUW training and program manager, “The tool kit will include resources on everything from creating a diversity and inclusion plan, to recruiting with a focus on diversity, to engaging with diverse community organizations.”

In the meantime, recruit diverse members and promote a sense of belonging. If you set this plan into action, your branch will be moving diversity and inclusion forward.

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ANNUAL CONVENTION ANNOUNCEMENT
by Kristin Sweeney, President

The tentative plan for the 2016 annual convention is to hold it at Maine Maritime Academy (MMA) in Castine on May 20-21, 2016. MMA is also exploring an option to co-host a STEM workshop for students from the Downeast region on Saturday, May 21, in conjunction with the AAUW convention, but details are still being hammered out. Hancock County Branch will be the host, assisted by AAUW of Maine.

The Contemporary Issues in Women’s Social Research Panel at the 2015 AAUW of Maine annual convention in Orono.

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From Your Corresponding Secretary
by Joan Sanzenbacher

Our state directory is a "living" document - i.e. it is in constant need of updating. In order to have it as correct as possible for all branches, please send me any updates listing new branch officers. In addition, our directory includes the dates of branch meetings and when possible, the programs planned for each. I plan to bring hard copies for each branch to our October 24th board meeting.

I will have the 2014-15 Annual Report document available for anyone interested in downloading it. Please send me (jhsanzen@colby.edu) your e-mail address if you wish the annual report and/or the current directory.

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**Achievement Citation Award**  
by Regina Oliver, Chair

Each branch should be able to nominate an individual for the 2016 Achievement Citation Award. Members of the branch must know a woman in their area or in the state at large who possesses leadership qualities and whose accomplishments are consistent with the AAUW mission and public policy who deserves to be nominated. Additionally, the nominee must be eligible to join AAUW and be between 25 and 50 years of age. She will be expected to speak at the annual spring meeting, which is tentatively planned for May 20-21 in Castine.

It is easy to propose a name; the branch only needs to provide the candidate’s name, age, and why they think the individual merits the citation. Names of prior nominees must be resubmitted for consideration.

Send this information to Regina Oliver at rholiver@roadrunner.com. **Deadline for submissions is Dec. 31, 2015.** Since the Achievement Citation Award Committee has to do additional research on each individual, early nominations are greatly appreciated.

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**Planned Parenthood Funding**  
by Bets Brown, Public Policy Co-Chair

On August 3, 2015, by a vote of 53-46, the U.S. Senate rejected a bill that would have blocked funding for Planned Parenthood health centers, where women, including Mainers, receive vital preventive health services. Senator Angus King stood with Maine women by voting against this harmful legislation. Unfortunately, Senator Susan Collins surprised Maine women by backing away from previous statements and voting to defund the country’s largest, most trusted women’s health care provider.

Last year, Planned Parenthood of Northern New England (PPNNE) provided health care to more than 10,000 patients in Maine including $3.5 million in free or discounted care. With 66 percent of their patients earning incomes below $17,505, PPNNE is a critical component of the state’s health care safety net and thanks in part to the work of PPNNE and similar groups, unintended pregnancy and abortion rates have declined in Maine.

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**New Membership Brochure**  
by Deborah B. Cravey, Membership Vice President

Maine has three generations of AAUW leaders featured on a new membership brochure from the Association! Bath-Brunswick’s Charlotte Price, co-VP for Program, Penobscot Valley’s Dora McCarthy, the President-Elect of AAUW of Maine, and Charmen Goehring, former Bath-Brunswick Branch President and Maine State President and now a leader in California, appear in a great photo on the cover of the recruiting tool, the *Quick Guide to the Shape the Future Membership Campaign*. The brochure is intended to be a recruiting aid at public events where AAUW is tabling. Here’s the link to the AAUW website and the photo: [http://www.aauw.org/resource/shape-the-future-membership-campaign/](http://www.aauw.org/resource/shape-the-future-membership-campaign/).

Charlotte Pierce, Charmen Goehring and Dora McCarthy at the AAUW annual convention in San Diego in June 2015.

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**Educational Funding and Awards**  
by Carolyn MacRae, Funds Chair

For more than 125 years, AAUW has been a leading source of funding for graduate women, having provided nearly $100 million in fellowships and grants to over 12,000 women and nonprofit organizations around the world. Due to this longstanding practice of AAUW member contributions, a broader community of women continues to gain access to educational and economic opportunities — breaking through barriers so that all women have a fair chance. In the 2015-2016 academic year, AAUW is providing more than $3.7 million in funding for more than 241 fellowships and grants to outstanding women and nonprofit organizations and one
of the recipients is in Maine! Darlene Taylor, a graduate student at the University of Southern Maine, has received a Career Development Grant to assist her in completing her studies toward a M.F.A. degree in creative writing.

Fellowship and grant recipients perform research in a wide range of disciplines and work to improve their schools and communities. Their intellect, dedication, imagination, and effort promise to forge new paths in scholarship, improve the quality of life for all, and tackle the educational and social barriers facing women worldwide. Applications for the 2016-2017 academic year are now available for American Fellowships, International Fellowships, Selected Professions Fellowships, Career Development Grants, and International Project Grants. Application deadlines are between December 1, 2015, and January 10, 2016. If you, or someone you know, would like more information about these opportunities check out this website: http://www.aauw.org/what-we-do/educational-funding-and-awards/.

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Combating Campus Sexual Assault
by Bets Brown, Public Policy Co-Chair

At the end of July, Lisa Maatz, AAUW’s Vice President of Government Relations, wrote to Senators Lamar Alexander and Patty Murray about ways to combat campus sexual assault. Murray and Alexander are key members of the Senate Committee on Health, Education, Labor and Pensions.

Maatz suggested several steps to end sexual harassment and violence on campus. For one, federal policies must be updated to guide colleges and universities in supporting students and to provide incentives to improve campus climates.

Maatz indicated a biennial climate and victimization survey would provide a far better understanding of campus incidents and cultural issues. The AAUW-supported, bipartisan Hold Accountable and Lend Transparency (HALT) on Campus Sexual Violence Act would require this survey. The Campus Accountability and Safety Act (CASA) would have schools take this step, too.

In addition, the AAUW-supported Survivor Outreach and Support Campus Act (SOS Campus Act) would require colleges and universities to establish an independent, on-campus advocate to support survivors of sexual assault.

What You Can Do: You can take a few minutes to write your senators or members of the Senate Committee on Health, Education, Labor and Pensions. You can encourage them to support all three acts: HALT, CASA, and SOS Campus Act.

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The Gender Pay Gap is Alive and Well
by Kristin Sweeney, President

The lead article in the September 18, 2015 AAUW Washington Update reports the most recent statistics on the gender pay gap from the U.S. Census Bureau. The national average has not significantly improved: 79% vs. 78% in 2013 and 77% in 2012. Maine’s ratio has continued to decline compared to 2013 and 2012: 79% vs. 81% and 83%. Here is the link if you would like to read more: http://www.aauw.org/resource/gender-pay-gap-by-state-and-congressional-district/.

Median Annual Earnings and Earnings Ratio for Full-time, Year-round Workers, Ages 16 and Older, by State and Gender, 2014

<table>
<thead>
<tr>
<th>Men</th>
<th>Women</th>
<th>Earnings Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>District of Columbia</td>
<td>$68,962</td>
<td>$68,718</td>
</tr>
<tr>
<td>New York</td>
<td>$51,580</td>
<td>$44,781</td>
</tr>
<tr>
<td>Hawaii</td>
<td>$46,785</td>
<td>$40,152</td>
</tr>
<tr>
<td>Maryland</td>
<td>$59,085</td>
<td>$50,461</td>
</tr>
<tr>
<td>Nevada</td>
<td>$42,194</td>
<td>$35,953</td>
</tr>
<tr>
<td>Florida</td>
<td>$40,971</td>
<td>$34,769</td>
</tr>
<tr>
<td>North Carolina</td>
<td>$41,657</td>
<td>$35,481</td>
</tr>
<tr>
<td>California</td>
<td>$50,559</td>
<td>$42,496</td>
</tr>
<tr>
<td>Arizona</td>
<td>$43,945</td>
<td>$35,985</td>
</tr>
<tr>
<td>Vermont</td>
<td>$43,961</td>
<td>$39,322</td>
</tr>
<tr>
<td>Connecticut</td>
<td>$61,385</td>
<td>$50,706</td>
</tr>
<tr>
<td>Oregon</td>
<td>$47,194</td>
<td>$38,801</td>
</tr>
<tr>
<td>Colorado</td>
<td>$60,898</td>
<td>$41,650</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>$56,611</td>
<td>$50,459</td>
</tr>
<tr>
<td>Georgia</td>
<td>$44,663</td>
<td>$36,468</td>
</tr>
<tr>
<td>Rhode Island</td>
<td>$50,765</td>
<td>$41,469</td>
</tr>
<tr>
<td>Tennessee</td>
<td>$41,661</td>
<td>$34,029</td>
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<tr>
<td>Minnesota</td>
<td>$51,625</td>
<td>$42,066</td>
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<tr>
<td>Delaware</td>
<td>$50,976</td>
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<tr>
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<td>$57,318</td>
<td>$46,288</td>
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<tr>
<td>New Jersey</td>
<td>$60,870</td>
<td>$48,943</td>
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<tr>
<td>South Carolina</td>
<td>$41,991</td>
<td>$35,765</td>
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<tr>
<td>Virginia</td>
<td>$52,864</td>
<td>$42,445</td>
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<tr>
<td>Kentucky</td>
<td>$42,203</td>
<td>$32,704</td>
</tr>
<tr>
<td>Illinois</td>
<td>$51,652</td>
<td>$40,658</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>$50,412</td>
<td>$59,906</td>
</tr>
</tbody>
</table>

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<thead>
<tr>
<th>Men</th>
<th>Women</th>
<th>Earnings Ratio</th>
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</thead>
<tbody>
<tr>
<td>Maine</td>
<td>$45,706</td>
<td>$36,137</td>
</tr>
<tr>
<td>Wisconsin</td>
<td>$47,388</td>
<td>$37,481</td>
</tr>
<tr>
<td>Nebraska</td>
<td>$44,133</td>
<td>$30,101</td>
</tr>
<tr>
<td>Texas</td>
<td>$46,235</td>
<td>$36,426</td>
</tr>
<tr>
<td>New Mexico</td>
<td>$48,561</td>
<td>$32,473</td>
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<tr>
<td>Arkansas</td>
<td>$30,046</td>
<td>$15,146</td>
</tr>
<tr>
<td>Ohio</td>
<td>$47,737</td>
<td>$37,140</td>
</tr>
<tr>
<td>Missouri</td>
<td>$45,611</td>
<td>$35,311</td>
</tr>
<tr>
<td>Iowa</td>
<td>$47,202</td>
<td>$32,522</td>
</tr>
<tr>
<td>Washington</td>
<td>$44,359</td>
<td>$41,026</td>
</tr>
<tr>
<td>Mississippi</td>
<td>$43,050</td>
<td>$31,466</td>
</tr>
<tr>
<td>Kansas</td>
<td>$46,901</td>
<td>$36,162</td>
</tr>
<tr>
<td>South Dakota</td>
<td>$42,035</td>
<td>$32,048</td>
</tr>
<tr>
<td>New Hampshire</td>
<td>$55,687</td>
<td>$52,053</td>
</tr>
<tr>
<td>Indiana</td>
<td>$46,075</td>
<td>$34,964</td>
</tr>
<tr>
<td>Michigan</td>
<td>$50,167</td>
<td>$37,439</td>
</tr>
<tr>
<td>Montana</td>
<td>$42,079</td>
<td>$31,696</td>
</tr>
<tr>
<td>Oklahoma</td>
<td>$43,803</td>
<td>$32,186</td>
</tr>
<tr>
<td>Idaho</td>
<td>$43,248</td>
<td>$31,019</td>
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<tr>
<td>Alabama</td>
<td>$44,245</td>
<td>$32,396</td>
</tr>
<tr>
<td>North Dakota</td>
<td>$50,624</td>
<td>$36,087</td>
</tr>
<tr>
<td>West Virginia</td>
<td>$45,272</td>
<td>$31,712</td>
</tr>
<tr>
<td>Wyoming</td>
<td>$50,926</td>
<td>$35,652</td>
</tr>
<tr>
<td>Utah</td>
<td>$50,537</td>
<td>$34,351</td>
</tr>
<tr>
<td>Louisiana</td>
<td>$48,382</td>
<td>$33,186</td>
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</tbody>
</table>

*National data include workers ages 15 and older and are based on data from the U.S. Census Bureau’s Current Population Survey.
This issue of *AAUW Washington Update* also reported a new study regarding a gender gap in biomedical research funding. This study (1) found that there was a statistically significant gender gap in start-up support (including salaries) for junior biomedical basic science researchers (74% of whom were men), but not for clinical scientists (61% of whom were women). This gender gap was not explained by degree, years of experience or type of institution.

I decided to do a little research on the gender gap in health care occupations, which turned out to be interesting, but not particularly surprising. This data is calculated in a different fashion from the U.S. Census Bureau statistics, but I think that you will get the general picture.

A study (2) in New York State of the starting salaries of newly trained physicians leaving residency programs in 1999-2008 found an “unexplained trend toward diverging salaries (that) appears to be a recent development that is growing over time.” The gap in starting salaries had increased to $16,819, compared to $3,600 in 1999. This gap was not explained by medical specialty, the number of hours worked, the type of practice or other factors.

Another study (3) looked at earnings in the health care industry from 1987 – 2010. They were able to adjust only for hours worked and years of experience. They reported that the gender pay gap fell significantly outside of the healthcare industry over the entire study period, but inconsistently within the healthcare industry. In fact, the gap had considerably widened in the most recent study period (2006-2010) among physicians, dentists and physician assistants.

<table>
<thead>
<tr>
<th>Gender Pay Gap in Adjusted Median Annual Earnings</th>
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</thead>
<tbody>
<tr>
<td>----------------</td>
</tr>
<tr>
<td>Physicians</td>
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<tr>
<td>Dentists</td>
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<tr>
<td>Pharmacists</td>
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<td>RNs</td>
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<td>PAs</td>
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<tr>
<td>Healthcare</td>
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<tr>
<td>&amp; insurance executives</td>
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<tr>
<td>Non health-care workers</td>
</tr>
</tbody>
</table>

Yet another study (4) reported that salaries for male nurses consistently exceeded those of females across all settings, specialties and positions and there was no decrease in the gender pay gap over time (1988-2008). Approximately half of the gap was accounted for by demographic factors, work hours, experience, work setting, clinical specialty, job position, survey year, state of residence and other factors.

The Medscape Physician Compensation Report 2015 (5) finds that the gender pay gap is 23% (compared to 28% in 2011) with little difference between those who are self-employed and those who are salaried.

Finally, a Medscape article (6) suggests that one thing female physicians can do to reduce the gender pay gap is to learn to negotiate their salaries more assertively. Here is another market for $tart $mart and Work Smart!

References
SAVE THE DATE

On October 16, 2015, the Maine Women's Summit on Economic Security will be held at the Augusta Civic Center from 8:45 am to 4:15 pm. Register at www.mainewomenspolicycenter.org. Last year this event was a big success and well worth the effort. This year's keynote address is by Caroline Frederickson, who wrote "Under the Bus: How Working Women Are Being Run Over."

This event is a must attend for AAUW members in Maine! See you there.

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Branching Out: News from Our Branches

Caribou Branch – by Carol Pierson, Secretary

The Caribou branch of AAUW has had an active year with some very exciting programs. In April we enjoyed a computer security program presented at NMCC by Shawn Lahey. Highlights of his presentation were information on free versions of security for cell phones, creating a password locker on your phone, and the recommendation for malware, an antivirus program that is also free. In May we brought our favorite books for discussion to our meeting with the theme, Getting to Know Each Other Through Literature. The highlight of our June meeting was a discussion and video presentation of the book Half the Sky. In July we met at the Francis Malcolm Science Center for a fascinating presentation by Larry Berz entitled New Horizons. This presentation covered the history surrounding the discovery of Pluto and the progress of the New Horizons project and its spacecraft's journey to Pluto. The program for our August meeting, held at the National Weather Station, was on climate change. Our remaining two meetings include our annual meeting, scheduled for September, during which we will plan our programs for next year and make our scholarship presentation, and our October meeting, which will be held at UMPI with a presentation by Jim Stepp, entitled Starry, Starry Night. We are pleased to report that we have also added three new members to our group this year! Having our meetings (seven this year) from April through October is working well for us, as many of our members do not like traveling in the evening in the dark on snowy roads. So we are alive and well in “the county” – enjoying our friendships, projects and programs in AAUW.

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Bath-Brunswick Branch – by Sophie Whitehouse and Marlise Swartz, Co-Presidents

The Bath-Brunswick branch was busy this past spring; our Annual Meeting took place in May, when we elected a new slate of officers for the next two years: Helene Maraghy is now our treasurer, Joanne Bollinger is our membership/outreach officer, Carol Freeman and Charlotte Price are vice-presidents for programs.

In early June we also held our annual board meeting at the Brunswick Inn on the Commons in downtown Brunswick. We had a lovely meal and a very constructive meeting getting things in gear for next year. We also decided on setting the theme “Overcoming Barriers” for the coming year, as well as organizing some events around STEM and bringing in new young members from our surrounding community.

We are almost done lining up qualified speakers for our fall and winter events and meetings. We will start gathering again with our annual Harvest Supper in late September, followed by two events in October and November and later our Annual Greens Event fundraiser at the Curtis Library in Brunswick to celebrate the Holidays with our entire Branch. Our interest groups such as the Book Group, the Knitting group, Out to Lunch Bunch and Growstown will resume for another exciting year for the AAUW Bath-Brunswick.
Penobscot Valley Branch – by Susan Nolan Landry, Branch Liaison

The leadership team met late in August to plan our program year. If everything works out as we hope, we will feature some mission-based presentations, as well as holding our annual book sale and enjoying some social get-togethers.

We will start the year in September with Dora McCarthy bringing the membership up to date on AAUW national and state affairs, filling us in on the San Diego convention, as well as the August AAUW-Maine LT meeting. We’ll try something different in October, not holding a local meeting but, instead, encouraging members to attend the Maine Women’s Summit on Economic Security in Augusta on October 16. In November we’ll hear from Mabel Wadsworth Women’s Health Center Executive Director Andrea Irwin, on the job there since June 1. In January, members and guests – including potential future members, we hope – will gather for a Saturday brunch. In March we’d like to host a public meeting featuring members of the Maine Wabanaki-State Child Welfare Truth and Reconciliation Commission to bring the community up to speed on the commission’s mission and progress. Mark your calendars: our book sale is scheduled for Saturday, April 9! And we’ll end the program year with our annual business meeting and dinner in May.

Waterville Branch News – by Carly McCarthy and Carolyn MacRae, Co-Presidents

Waterville Branch has an exciting year of programs and activities planned, beginning with our Souper Supper potluck to welcome members and potential members back from their busy summer activities. Monthly programs will be celebrating the strength and power of women and girls to make positive changes in their lives and their communities.

In the works are programs on STEM, Title IX, the Waterville Community Land Trust, and women entrepreneurs. Terry Hayes, Maine State Treasurer, will be speaking at our January meeting. We are working on collaborating with Colby College for April to highlight campus sexual assault issues through a branch program, as well as a relevant film to be shown on campus, perhaps in conjunction with Take Back the Night events. We will, of course, also have our December fundraising auction and our traditional May Gala potluck dinner.

Waterville Branch members (Regina Oliver, Donna Sawyer, Joan Sanzenbacher, Pat Lyford, Betty-Jane Meader, Lou Smith, Mary Ellen Dennis, Lynda Kinley, and Carolyn MacRae standing and Jennifer Strode and Bets Brown seated) at the 2015 AAUW of Maine annual convention in Orono.

Dates to Remember

- September 26, 2015: Elect Her Orono
- October 16, 2015: Maine Women’s Summit Augusta
- October 24, 2015: Board meeting Orono
- November 3, 2015: Election Day Orono
- May 20-21, 2016: Annual Convention Orono