

Tar Heel News

American Association of University Women of North Carolina

Advancing equity for women and girls through advocacy, education, and research

Summer 2007 | Vol. 53, No. 2

AAUW NC

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New officers elected

Biographical sketches of AAUW NC's new officers were published prior to their election in the spring issue of *Tar Heel News*. All bring experience and special gifts to their positions. Please welcome and support them.

- Millie Hoffer-Foushee, 2007-2008 president-elect (planning for a 2008-2010 term as president)
- Mary Fran Schickedantz, 2007-2009, treasurer
- Lou Dean Howard and Etta Alston, 2007-2009, program co-vice-presidents

www.aauwnc.org
866-525-2155 Phone/Fax

In principle and practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Gustafson addresses AAUW NC convention: "Honor the past; look to the future"



Ann Gustafson

By Pat Abell
AAUW NC Convention Writing Team

Ann Gustafson, AAUW Association membership vice-president, spoke to the 2007 AAUW NC convention in April. As keynote speaker, she noted ways to honor our legacy, while embracing the future.

Gustafson shared the revolutionary ideas of the founding mothers of AAUW who went to college and put their degrees to use. Their mantra was to strategize, organize and

AAUW NC Recognized Branches of Distinction

While the formal recognition results for 2006-2007 will be announced at the summer meeting, four branches were honored during convention as "branches of distinction" for their fundraising accomplishments, membership growth, and participation in the AAUW NC 100 Club:

Brevard | Greensboro
Statesville | Wilmington

Nineteen of 21 branches were honored in at least one of those three categories in the Convention program, but only these four were named in all three categories. Congratulations to them all.

improvise. "Could they have imagined in 1881 how far we would have come?" she asked.

From the first Fellowship Award was to University of Michigan in 1888, Gustafson recounted the milestones of each era of AAUW to the present:

- 19th amendment to the legal status of women to legal contraception
- Refugee aide and support of the Marshall Plan during WWII
- Communist threat of the 50's,
- Civil rights in the 60's
- ERA in the 70's
- Creation of LAF in the 80's, and
- AAUW website, Sister to Sister, and Research Reports in the 90's.

She asked, "Could Marion Talbot have realized all this?"

Gustafson urged those present to "Honor the past and look to the future. There is a new wind blowing which will either be an inspiration or a headache."

She said, "Imagine a New AAUW with over 200,000 members with new ideas and insight, more diversity, new perspectives, multigenerational, with online connections, reaching out to young women and mothers with innovational ideas."

In closing, she reminded us that we "hold the keys that will unlock the future of AAUW."



Marilyn Cardwell and Pamela Kahl, Winston-Salem Branch treasurer and president, welcomed women from all over North Carolina in the hospitality suite at the Hawthorne Inn, during the 2007 AAUW NC convention. More pictures and stories are included throughout this issue of *Tar Heel News*, including those of Ellen Morris and Becky Pfaff, co-chairs for the convention, and Judy Atkinson, who coordinated the program. More on the web: www.aauwnc.org

Editor's Note:

A special thanks to John Holder and Janice Imgrund for the excellent photography and to the convention writing team for their efforts.



President's Message

Nancy Shoemaker
AAUW NC

What's the problem?

Much of our work in AAUW and other parts of our lives is "problem solving" – it's challenging, it's engaging and it can even be fun. Books have been written on problem solving – and many focus on getting clarity about "the problem" as key to a successful solution.

So when I asked myself "what's the problem we're tackling in AAUW?" my first thoughts were, "declining membership," "financial challenges," "few supporters willing to commit significant time or money." But then I caught myself. I need to keep in mind the *real* problem: In the classroom, the workplace and the community, here and around the world, equity for women and girls is still an issue.

How do we address the problem?

In AAUW, we attack that problem on three related fronts:

1. Research on equity issues that impact the lives of women and girls and which resonate with members of the community.
2. Education for ourselves on those issues so we can discover the opportunities for us to fight those inequities, while we also encourage education on all fronts as the best strategy to decrease inequity overall
3. Advocacy to carry out what we learn and "shape the future" with work in our schools, our legislatures, courts and our communities.

What's required of us to address the problem?

Time and money. Simple, but complicated. On some fronts, we must depend on professional staff to lay the groundwork and establish the framework for volunteer efforts. That takes money. On the other hand, our power comes from our grass roots structure and committed volunteers. That means time. The creativity of those volunteers, filtered through professional communications channels, can be multiplied many fold. Money again. The cycle continues as projects rise and fall. If we tap the passion of those who care about "the problem," and avoid siphoning time and money into low leverage activities seemingly unconnected to the mission, our capacity to advance equity for women and girls is enormous.

A challenge to you all

AAUW is changing to ensure that more of your time and money can be focused on "the problem." AAUW branches can be efficient change agents taking the message of equity into the schools and your communities. AAUW NC can support those efforts through its programming, communications and advocacy. Your time and energy can make a difference in innumerable places. If it's financial support that fits best with your life, do engage with a particular effort of AAUW that is most meaningful to you and make a significant contribution there. Together, with our diverse skills and capabilities, we can make progress in the fight for equity. Open the Gates!

Brevard scores victory

After creating and caring for scrapbooks since 1955, Brevard Branch members cheered when their entire collection was accepted and archived in the new \$7,000,000 county library history rooms. Karla Atkinson, branch member, commented, "Needless to say, our historian has now "quit" since she feels her job is done."

AAUW NC thanks the Sponsors and Exhibitors who helped make the 2007 convention successful

- Forsyth Technical Community College
The Shugart Women's Center
- North Carolina School of the Arts
- Salem Academy and Salem College
- Wake Forest University
- Wake Forest University Baptist Medical Center
The Comprehensive Cancer Center / Breast Care Clinic
- Winston-Salem State University
- Woman for President 2008, Mary Klentz, Chair

Authors' Table

- Joyce Moyer Hostetter, author of Blue, 2006 AAUW Juvenile Literature Award
- Jane Sephenson, Creator of New Opportunity School, author and our luncheon speaker

Statewide advocacy project is approved

At our recent state convention, Mary Peterson, advocacy group chair, presented an idea for a state project. After much discussion it was approved by the board in a post-convention electronic vote. This project will enable our branches to approach their local college/university representatives and student governments with an institutional and politically neutral project and will empower the students by learning advocacy skills.

Goals involve education, participation

- Increase grass roots advocacy on AAUWNC public policy issues (education, healthcare, economic self-sufficiency, and justice issues)
- Promote voter registration and voter education to increase voting in the 18–25 age group (Current NC statistics show about 400,000 in this age group are not registered to vote)
- Increase community visibility
- Gain younger branch members (AAUW membership research has shown that this group wants to participate in projects and not just listen to speakers.)
- Gain student affiliate members

Branches will receive materials and ideas to implement this project at the summer meeting in Gastonia. The Advocacy Tool Kit includes information on federal advocacy and the NC legislative process, how to write to legislators and print media editors, plan visits to legislators, engage communities and plan dialogue forums and be an advocate in one's community.

Branches are encouraged to participate in this project for the year 2007-2008. Branches in areas with several local colleges, such as Charlotte, Greensboro and Raleigh, may want to apply for state mini-grants to be able to work on more than one campus. Nancy Shoemaker, AAUW NC president, suggested that we might teleconference with the branches that are working on this project to update and share ideas.

While Peterson and Sheila Bassoppo-Moyo, AAUW NC College/University chair, are heading the project, other board areas are involved. Barbara White, membership vice-president, Queen Thompson, diversity chair, Marty Folsom, communications and Shoemaker will have input. The success of this project depends on the branches and their decision to participate.

North Carolina was invited to apply for an Association Impact Grant, which would provide \$800 to fund this project. After board approval of the project, Peterson, with input from Bassoppo-Moyo, submitted the application. However, since North Carolina Action for Children had a prior grant commitment to publish the kit by the end of May, the Board approved spending the \$800 in May. We hope it will be replaced by grant money to be awarded the end of June at the Association convention.

Judge Hartsfield: "She who learns, teaches"

By Joanne Hill
AAUW NC Convention Writing Team

The Saturday evening gala and banquet was a remarkable event – from the setting, through the splendid fare, and culminating with the speaker, the Honorable Denise Hartsfield, the AAUW "sisters" who were there won't forget this evening.

The event was held in the Enrichment Center, near the convention hotel, where art work was on display in a gallery setting. Exquisite guitar music, played by Ryan White, graduate of the NC School of the Arts, provided a soothing backdrop as guests began arriving by shuttle, provided in grand style from the hotel by the fabulous Winston-Salem Branch members.

As we were finishing our lemon or chocolate tarts, Ellen Morris introduced our guest of honor. A native of Winston-Salem, Hartsfield shared her story of growing up fast. Her school was closed due to forced integration during her senior year, and it was not an easy time. Looking back at "What do you want to be when you grow up" in her fourth grade school album, she had said "Either the Attorney General of North Carolina or a lawyer." Her father encouraged her to go to school, because he realized it didn't look like she was going to find a husband any time soon.

She received her bachelors degree from Spelman and her *juris doctor* degree from Wake Forest. Among her accomplishments, she cites a 25-year membership in Girl Scouts. Interestingly, much of her "dissatisfaction in [her] life has come from being female, not black."

The theme of Hartsfield's talk was "She who learns, teaches." As an attorney with the department of social services, she became known as the "mean old child support lady." One of her concerns is seeing more girls in court. All want to grow up too fast and greed is a problem. She sees domestic violence every day. She said that we call the cops when someone is playing their music too loud, but not when we hear women crying.

"Open the Gates' is an appropriate theme," she said. "We need to reshape our relationships. Share with men the roles of caretakers and caregivers. As women, we need to look out for our own health – 'Superwoman gets tired too.'"

Hartsfield noted that computers have caused a loss of interpersonal skills and we need to reconsider the role women play. "Pat Schroeder would have stayed in the race for president 'if [she] had a wife,'" she said. "Recommit to a life of mentoring. If you have been blessed to learn, teach." Hartsfield stated that percentages of women

in some areas are falling again. In 2002, 40% of the law clerks were women. In 2006, the number was only 8%.

Hartsfield's story is remarkable, and those in attendance will long remember her.



The Honorable Denise Hartsfield



The staff of a local catering company, "Five Loaves," prepares a feast for AAUW NC women.



Members of AAUW NC enjoy a gala evening at the Enrichment Center, including a reception, tour of the art gallery, music and the banquet.



2007 AAUW Convention – Phoenix, Arizona, June 29-July 2

At press time, these AAUW NC members expect to go to the Association Convention. Planning to go, but not listed? Please contact Nancy Shoemaker, nancy.shoemaker@aauwnc.org or 919.773.1340. "I really encourage you to take one more look at whether your branch will be able to send a representative to vote on important issues and bring back a wealth of information, to lead to AAUW successes in your community. Only seven of our 21 branches are now represented.

Etta Alston
Judy Atkinson
Sandy Bernard
Doris Bernlohr

Everlena Diggs
Millie Hoffler-Foushee
Lola Jackson
Pam Kahl

Grace Knechtel
Lois McCarthy
Beth Norris
Connie Gamble Ochse

Mary Fran Schickedantz
Nancy Shoemaker
Queen Thompson
Kay White

Registration Deadlines:

Early bird and online:
Midnight, June 15

Mail and fax: **June 18**

On-site: **June 29 to July 2.**

AAUW's 44th National Convention, "Expanding a Legacy of Leadership," will provide opportunities for personal growth, as well as the chance to learn from engaging speakers and network with other supporters of AAUW's mission. Learn all about AAUW Convention 2007 and register today: www.aauw.org/convention/conv2007/index.cfm



Dale Williams and Phyllis Dunning



Queen Thompson, Sue Mengert, Everlena Diggs, Doris Bernlohr, Kay White, Pat Abell, Mary Stephens.



Sue Mengert and Leota Cloyd

Stephenson tells story of opportunity, hope

By Geri Hambley, AAUW NC Convention Writing Team

Jane Stephenson, the convention luncheon speaker, is the creator of the New Opportunity School in Berea, Ky. For 20 years, it has served over 500 low-income Appalachian women. Of this amount, four have gone on to finish their master's degrees, 27 hold bachelor degrees and over 30 have finished certificate programs, i.e., nursing, teaching, culinary, etc. Women attending this program must have either a high school diploma or a GED. The mission is to improve the opportunities for low-income, (\$3,000-\$10,000 per year), under-educated, middle-aged (30-55) women. Women are referred to the program through Social Security offices, medical facilities, religious organizations, relatives and/or friends or other means.



Hospitality suite was a favorite place to visit.

The program, given twice a year, can accommodate 14 women for a three-week, very intensive residential training program involving classes, workshops, internships, computers, personal grooming, leadership development and job search skills. One of the goals is to develop "pride in self and place by building self-esteem." Stephenson notes, "Women bond together in programs and feel support and respect from others in the program." The cost per woman is approximately \$5,000, fully-paid, which covers the entire program, as well as child-care, if needed; medical and dental needs, transportation.



Jane Stephenson

"When women support each other, anything can happen," Stephenson said. Follow-up studies reveal that 75% of the women who completed this program are now employed or attending school, 50% have been able to get off welfare. This school demonstrates "the power of women to make changes."

Stephenson grew up in Banner Elk and worked part-time in Kentucky. She has written a book, *Feel The Fear But Do It Anyway*.



Karla Atkinson and Lois Ward



Nancy Shoemaker and Rebecca Hamrick



Ellen Morris with Jewell and Eddie Moser

- 98 Participants
- 10 Guests
- 17 of 21 Branches Represented



Elizabeth Laney, Lois Ward, Carolyn Plank, Diane Johnson, B'Ann Vance, Rebecca Hamrick, Sandra Champion, Geri Hambley, Ellen Morris, Pamela Kahl



Doris Bernlohr and Leslie Henderson

Branches hold key to successful programming

By Karla Atkinson, AAUW NC Convention Writing Team

Leslie Henderson, SAR Director, led a breakout session called, "Marketing the Mission: Programming that Works." She noted that trying to increase membership without solid programming is an exercise in futility. Over the last ten years, Association has significantly changed the way programs are developed. Rather than develop programs for branches, Association now looks at what has proved to be successful programs at the local/state level and makes those resources available on the web.

She urged all members to bookmark www.aauw.org/newvision/Mission-BasedProgramResources.cfm on the Association Web site. This site contains information from across all departments and links to specific program materials necessary for program planning.

Henderson noted that program resources are available, for example, on workplace equity, the National Girls Collaboration Project on science, technology, engineering and math (STEM), financial literacy for women and girls, international issues and membership workshops.

Community action projects drawn new generation

Henderson also underscored the importance of recruiting younger members by offering community action projects. Potential younger members are not interested in coming to a meeting each month to hear a speaker, she said. They are interested in projects with specific tasks that capitalize on their interests and skills.



Diane Johnson, Carolyn Plank, Nancy Shoemaker



Patricia Tilley and Becky Pfaff

To change or not to change, that is the question

A discussion of new ways other state organizations are organizing their conventions was on the front page of the winter issue of the THN. Further discussion by individual members and at the board meeting resulted in a motion to approve Greensboro's shifting the convention schedule, i.e., starting time and the way events unfold over the weekend. More to come on this subject.



From Left: Lill Van Order and Betty Weik.



Hailey Thomas



Judy Atkinson and Ellen Morris



Left: Linda Garrou, state senator. Above: Members gather for the public policy workshop. Right: Joycelyn Johnson, Winston-Salem City Council/WFUBMC.

Leaders advocate setting priorities, taking action

B'Ann Vance, AAUW NC Convention Writing Team
AAUW NC Public Policy: "What's Hot, What's Not" was the topic for a Saturday morning workshop during convention.

Issues related to healthcare, education, pay equity and access to justice, as well as the pending legislation on these issues, were presented by Linda Garrou, state senator; Joycelyn Johnson, Winston-Salem City Council/WFUBMC and Mary Peterson, AAUW NC advocacy team leader.

Johnson emphasized the importance of participation with the city council, as it is the body that addresses the issues so important to AAUW and local citizens: safe drinking water,

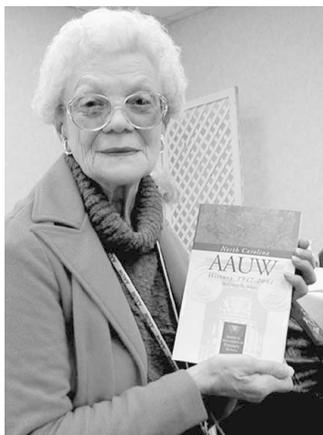
air quality, roads, schools, health and wellness needs, special needs of senior citizens, youth development and improving the quality of the community. It is here that infrastructure issues, i.e., storm water drainage, economic growth, greenways and environmental awareness are addressed. She advises persistence in promoting one's concerns.

Senator Garrou says that her constituents talk to her everywhere and constantly. There are so many public policies issues that people really care about and the State Senate must not only prioritize them, it must also figure out how to fund them, for example, teachers' salaries and how to get more men in the classroom. North

Carolina maintains the highest road system in the United States outside of Texas. Although counties carry the main burden of Medicare and Medicaid, the state also concerns itself with these issues. Garrou introduced a bill to teach more than abstinence in the school health curriculum. Taxes are with us, always."

Peterson jumped into the issue of pay equity, timely as April 24 was Pay Equity Day. The date coincided with the release to of the Association's research paper on the subject. From 1958 to 2007 women's salaries have risen from .65 to .77 on the dollar of that received by men for comparable work. It takes women working 16 months to earn what men receive in 12 months.

Clara Allen is honored



Clara Allen, long-time member of AAUW and member of Chapel Hill Branch, was honored during AAUW NC Convention 2007, with a resolution recognizing her leadership and service. Allen is well-known for her efforts as an activist – she was instrumental in AAUW joining the coalition on aging to improve conditions for the elderly and compiled and edited *AAUW History, 1947-2001*.

A group of Chapel Hill members gathered at the home of Clara Allen on May 22 to help her celebrate her 88th birthday. AAUW NC members showered her with many wonderful cards and notes. Another highlight of the afternoon was the presentation of the resolution passed at convention.

In a note of thanks, Allen said, "I can't fully express my appreciation. Friends are so important in our lives and my AAUW friends mean more than these words can possibly say. Please convey my love and thanks to all. The Resolution prepared by Lib Laney and approved by the state board was a recognition I treasure indeed. I was truly overwhelmed."

Allen plans to transfer the incredible shower of cards to a scrapbook for permanence and re-reading. "I miss my active AAUW participation, thankful for my memories and the cherished friendships," she said.

American Association of University Women North Carolina Annual Convention April 21, 2007

Whereas Clara Allen has been a long-time member of American Association of University Women;

Whereas Clara Allen has held leadership roles and has been active in Connecticut, where she was state president, and in the Chapel Hill Branch, where she was president;

Whereas Clara Allen has served in various positions, including chair of bylaws and policy, in the AAUW of North Carolina;

Whereas Clara Allen wrote the *History of the American Association of University Women in North Carolina*;

On the occasion of her Birthday, The American Association of University Women in North Carolina extends commendation and appreciation for her contributions to American Association of University Women.

Nancy Shoemaker, President
Elizabeth Laney, Resolutions Chair



Healthy Lifestyles project progresses, helps girls make changes

By Kay White, AAUW NC Convention Writing Team

Capri Foy, Ph.D, and Vanessa Duren-Winfield, Ph.D. are co-directors of the Community Action Grant resulting in the Health Lifestyles program. Foy explained how the program works during an AAUW NC breakout session.

Foy stated the project is based on the premise that physical inactivity and obesity (1) present significant public health challenges, and (2) are associated with many chronic diseases such as cardiovascular disease and diabetes. The challenge was to find out if "physical exercise/nutrition and math/science instruction can be connected," thereby producing "improved math and science skills," and if the program can accomplish an "adherence to current physical activity and nutrition guidelines among 100 African-American and Hispanic girls aged 12-14."

Vanessa Duren-Winfield

For their program, Foy said that she and Duren-Winfield (1) focused on girls only, developed a plan of exercise and planned a standardized routine. They partnered with the Salvation Army Boys and Girls Clubs of Winston-Salem.

They applied and received funding of an AAUW Community-Action Grant for which they applied in January 2005; the grant was for the period 07/01/05 – 6/30/07. They had two six-week programs within the next two years, one with 25 girls, the next one with 20 girls. Each girl was given a pedometer and a notebook. Each hour that the girls met, there was a 5 minute introduction, followed by a 20-25 minute exercise and concluding with a educational portion for 30 minutes. The exercise portion included a warm-up, cardiovascular exercise, weight bearing exercise, stretching and games. The educational portion included a nutritional topic, a science or math component and a homework assignment. Each participant received a 50-page manual, an accusplit pedometer and treats and prizes such as movie tickets.

The lessons learned to date are:

- The interventionists were not trained long enough
- Participants should have been better screened
- Parents needed more time to buy into the program
- Girls would have liked more field trips
- Discipline was a problem at times
- Some girls did not do their homework such as daily exercise
- Other girls lost their pedometers
- Some girls also lost their notebooks.

In addition, the interventionist had several good recommendations to improve the program: Provide more incentives such as T-shirts, tote bags, aerobic classes, workout equipment, make the manual easier to read and understand; some concepts, she felt, were too wordy and too advanced for the girls, try to make the education part more fun and exciting so the girls will be excited about that part, and change to a three-week program twice a week instead of a six-week program once a week.

The Healthy Lifestyles had 3 phases: (1) 07/05 – 06/06 start-up, in which they recruited advisors and developed curriculum, (2) 04/06 – 05/07 planning and implementation and (3) 05/07-06/07 for close-out and evaluation. Because the program had not spent all their money, they asked for an extension until June 2008. AAUW extended the grant.

The best news about the success of this program is that the Salvation Army Boys and Girls Clubs of Winston-Salem will continue this project, through local corporate funding, once the AAUW community-action grant ends. Congratulations to Dr. Foy and Dr. Duren-Winfield for their efforts in establishing this program.

AAUW on campus: College/University representatives discuss ways to connect

Sheila Bassappo-Moyo, AAUW NC college/university chair, led a workshop in which participants brainstormed the benefits of having branches at universities and corporations. Points expressed during the discussion:

- Organizations complement each other.
- Can use AAUW resources.
- Opportunities for mentorship.
- Creates linkages with campuses.
- Gives access to student leaders on campuses. Contact can be made through Student Affairs Departments. This gives student leaders opportunities to fulfill leadership roles.
- Give student leaders free membership for a year as an incentive.
- Invite professional women mentors to share with students.
- Students invited to attend the State Leadership Conference.
- Student leaders can form a Student Advisory Council.
- Campus student leaders can go to their chancellor to request institutional membership once they are educated about the benefits.
- Form a C/U Committee to reach out to other C/Us.
- Sponsor students to College Student Leader Conference. (Deadline was April 30, 2007). Applications for scholarships for students to attend are on the AAUW Web site.

A copy of the letter, which was sent to college and university presidents, requesting they be institutional members, will be sent to workshop participants.

The Silent Auction was a huge success, thanks to the hard work of the branches and the generosity of the bidders. Along with the sale of AAUW mugs, \$1277 was raised for EF, LAF and AAUW NC. Specific breakdown of the fund contributions are on the Web site.



What can C/U Representatives do to foster collaboration?

- Develop a negotiating skills workshop for student leaders
- Have student body presidents take negotiating skills training so they can take AAUW's benefits back to their universities and use their newly acquired negotiation skills with other students, administrators, and in their professional and personal lives.



Ashley Osment

Osment, Thompson talk about Leandro

By Phyllis Guberman
AAUW NC Convention Writing Team

Speakers:

Ashley Osment
Attorney, UNC Center for Civil Rights

Queen Thompson
AAUW NC Diversity Chair

Attorney Ashley Osment began the discussion of "Can Leandro Work Even if Brown Doesn't" by using as examples two U.S. Supreme Court cases that will be addressed this term regarding public school desegregation: What voluntary school desegregation measures are permissible for school systems which are not subject to court-ordered desegregation? These cases involve school districts in Louisville, Kentucky, and Seattle, Washington, but with implications nationwide. According to Osment, a ruling against requiring diversity "would reverse Brown." (Brown v. Board of Education of Topeka, Kansas, 1954).

The statute of limitations on federally mandated desegregation has expired, leaving school districts to provide for voluntary desegregation. At issue: Is considering the race of students to achieve integration legally equivalent to considering the race of students to keep schools segregated? How does this affect schools in North Carolina?

Using information from the Charlotte/Mecklenburg school district, Osment and Queen Thompson demonstrated the decrease in integration over the past 10 years. There has been an increase in "racially isolated" elementary and high schools (i.e. those with a student population of greater than 80% either white or nonwhite). A correlation was shown between high poverty schools (those with a high percentage of free or reduced price lunch) and nonwhite schools. Graphs showing the End of Course test scores, broken down by race and by poverty, showed a similar correlation. Similar statistics can be found for other school districts.

According to Osment, test scores can be manipulated to show better results than are actually occurring. The statistics are often shown for just one or two courses, for just one or two years, while the actual achievement is much lower in high poverty/high minority schools. She argued, "As we reduce kids to just tests, we'll have a hard time meeting their educational needs."

In 1997 and in 2004, in cases known as the Leandro decisions, the North Carolina Supreme Court ruled that the state must provide for a "sound basic education" for all North Carolina students, regardless of race or economic class. At minimum, a sound basic education requires that every student must be taught by highly qualified teachers; that every school must be led by a highly competent administrator; and that every school must have the resources necessary to provide every student with an equal opportunity to receive a sound basic education.

In mid-2004, it was determined that North Carolina would need to dedicate \$223 million to fund sound basic education for all students. Currently, \$94 million has been allocated. Clearly, great inequity continues to exist in schools across North Carolina.

A question and answer period followed the presentation and discussion. The UNC Center for Civil Rights has taken on the Leandro Advocacy Project, and Osment compared herself to Johnny Appleseed, planting "seeds" for educational equity in communities across the state. Thompson concluded that "Education, like justice...the color of it is green."

Gustafson on membership: Strive for mix of generations

By Diane Johnson, AAUW NC Convention Writing Team

Do you have members over 65, described as the Silent and Mature Generation? Are many of your members between 50 and 65, the Baby Boomers and Baby Busters generation? Do you have Generation Xers, those between 25 and 35 or even Generation Y, those born between 1980 and 2000?

Chances are some branches have all four for the first time since they formed, said AAUW Membership Chair, Ann Gustafson, during the AAUW NC afternoon workshop, *Membership: The Key to AAUW's future*.

Gustafson tells it like it is

- Keeping the membership going requires work.
- The AAUW future is dependent on you and the primary key is personal involvement.
- Knowing the characteristics of each generation represented in your branch is essential to increasing membership.
- Those born before 1946 were joiners. They thought nothing of joining organizations. They like the written word in a formal format and have come up through the ranks, paying their volunteer dues, to ultimately take leadership positions.
- The Boomers did not know the Great Depression but were influenced by the Civil Rights movement, Women's Lib, the Space Program and the Cold War. They place a high value on youth, health, personal gratification and material wealth; believe their generation changed the world and their main motivators are personal values and respect for success.
- Gen Xers tend to be non-traditional, interested in new concepts and products and have a global mindset. Often described as not being involved, the generation is misunderstood. In reality, the Xers need to be involved in things that have a personally relevant value and their key motivator is an enjoyable experience.
- Gen Y has no recollection of the Reagan era or the Cold War. Their world has always had AIDS, answering machines, microwave ovens and includes more than 81 million people, greater in number than the Boomers.

Gustafson challenged the workshop participants by asking, "What can you and your branch do to attract new members?" She broke the attendees into groups to discuss their problems and possible answers. Among the suggestions: Find a project with a common theme, such as voter registration, that will get all represented generations working together. Another was working with another organization or area university on a project, such as English as a Second Language or Learn to Read.

Gustafson cited resources that can also help branches, such as the Member Center on the AAUW website. The MVP Tool Kit was sent out in 2006 to membership vice-presidents, along with AAUW's membership e-newsletter, *Membership Matters*. State and regional association leadership received them also.

Memorial service honors late members

By Lill Van Order, AAUW NC Convention Writing Team

Ellen Morris introduced Eddie Moser, who led this year's memorial service on Sunday morning. Moser talked about well-known women like Sojourner Truth, and the biblical Naomi and Ruth. She explained they are some examples of women working for the welfare of women. She then asked us to remember members in our organization who have helped us but are no longer with us. The group had an opportunity to say a word or two about these women and men, as we all gave thanks for their part in our lives. May we find peace as we remember them.

Branch concludes higher education study

By Mary Jane Swanson
Hendersonville Branch

Hendersonville Branch recently concluded a study of the opportunities for women in Western North Carolina community colleges (AB Tech, Blue Ridge Community College, Haywood County Community College, and Isothermal Community College).

A power point program was produced two years ago describing the wide array of programs for training and retraining for specific occupations, for obtaining an associate degree leading to a baccalaureate degree, for non-degree enrichment and for continuing education. We found that all programs were open to women and there were women in almost every program (welding, auto body repair, basic law enforcement, forestry, etc.) as well as the traditionally female courses, of nursing, cosmetology and creative arts. As one administrator observed, "Gender definitions are becoming increasingly blurred."

The study continued next to seek out what barriers might be hindering non-traditional (older, single mother, minority) women from pursuing higher education. We wanted to identify the programs which address these barriers (financial concerns, day care, institutional counseling, personal/cultural, computer training, etc.) and see what a difference the programs offer in current student life and these women's futures. We interviewed several of the students personally.

These studies have provided insight into the outstanding successes happening in the community college system for women determined for a better life and dedicated to their goals for education.

Source: Higher Education Committee report to the branch by Dr. Jane Swafford, coordinator/leader.

Book, web page have pointers for better meetings

Shirley Fine Lee's book *R.A!R.A! A Meeting Wizard's Approach* is a no-nonsense guide to help leaders prepare for meetings in which they will be participating or facilitating. The author, a communication and organization expert, explains how to assign roles, create a clear agenda, keep records, and assign actions for follow up – thus maximizing the effectiveness of every meeting. This book is available from www.amazon.com (ISBN 1-4196-5367-9). Learn more about the author at www.ShirleyFineLee.com.

More hints about conducting effective meetings can be found in an article called, "Ten Mistakes Meeting Leaders Make" at www.prweb.com/releases/2007/02/prweb507653.htm.

Student affiliate group to form in Raleigh area

By Barbara White, AAUW NC Membership Vice-President

Two priorities of the Membership/Leadership Development Committee are to find ways to recruit new members and to build the leadership skills of our current members. With that in mind, I proposed to those who participated in the discussion at the Leadership Meeting last summer in Southern Pines that we actively seek undergraduate women, starting in Raleigh first, to join in an exciting new opportunity – to meet as a group to work on their own activities, and also to work in conjunction with Raleigh/Wake Branch on some of the action-oriented projects throughout the year.

I have modeled the idea after the different groups that Kiwanis has for its different membership pools: Key Club for high school students, Circle K for college students, and Kiwanis for the adults. Each group meets independently of the others, but they also perform common service projects together, and attend each other's meetings periodically. To avoid a change in the by-laws, for now, the group will simply be an interest group, as student affiliate members of the Raleigh/Wake County Branch. Current members in our 20-to-40-something range are being asked to serve as mentors to the undergraduates and help them get organized and plan activities, thus building our members' leadership skills in the process.

With the National Conference for College Women Student Leaders being one of the premier activities of AAUW, we in local communities need to reach potential candidates for this conference now and help them prepare to attend. After they complete the conference, they will have fresh ideas about how to positively impact society with the mission of AAUW, and they need an outlet in which to practice those skills such as the one the Student Affiliate Group will provide. We hope that they will stay with AAUW, especially after being mentored by members of the branch.

If this experiment works well in Raleigh, I hope that it be spread to other areas where there are colleges and universities (Greensboro would be an excellent candidate!) so that we are able to attract the young women (and men) as well as develop the leadership skills of our 20-something-40-something crowd (who will be our future branch and state leaders).

Tryon Branch names benefit

When it comes to raising money, members of Tryon Branch are thoughtful and creative. It comes as no surprise when they thought of a perfect name for their primary fundraiser, "Bluestocking Benefit."

The first event, in May, was at the home of Betsy and Dewitt Miner. It included cocktails, a buffet dinner cooked entirely by the Miners, and live music, for which they paid. Both are very committed to equity for women and girls and formal education. A special treat for art and dog lovers was Betsy's collection of Newfoundland art on the stairwell and in lower level of their home.

Members were asked to make reservations (limited seating) or make contributions, and specify the fund they wished to support: Clemson Science, Math and Architecture for local eighth grade girls; AAUW National Education Foundation for women's graduate education; and AAUW Legal Advocacy Fund for female university faculty members fighting discrimination.

Hughes recognized at health summit

Lt. Gov. Bev Perdue recently honored Dr. Barbara Ann Hughes, one of six leaders who received NC Health and Wellness Trust Fund Power of Prevention Awards. The ceremony at WakeMed Andrews Center for Medical Education was part of a statewide health summit hosted by the Trust Fund and WakeMed Health and Hospitals. Hughes is an AAUW NC past-president and member of Raleigh/Wake County Branch.

Perdue said, "The individuals being honored...are leading the way to helping North Carolina become the healthiest state in America. That's a goal I have had for the Trust Fund from the very beginning – and it's a goal we can achieve together."

The Power of Prevention Awards honor outstanding individuals from across the state who have taken innovative measures to promote healthy lifestyles and increase access to health care, and address chronic diseases such as obesity, diabetes, cancer and heart disease.

Hughes, president, B.A. Hughes & Associates, was recognized for "leadership in fighting obesity." Her diverse professional career includes clinical, community, consulting, educational and management experience in dietetic, nutrition and health services. She is an adjunct assistant professor at the UNC School of Public Health. In 1991, she established B.A. Hughes and Associates, a full-service private practice providing medical nutrition therapy to individuals in Wake and surrounding counties. She is the director of adult nutrition at the Institute of Lifestyle and Weight Management in Raleigh, and holds many honors and accomplishments in dietetics career.

AAUW NC 100 Club

2006

Members

Patsy Abell, Statesville**
 Judy Atkinson, Winston-Salem
 Karla Atkinson, Brevard**
 Elspeth "Barie" Anderson Baker, Tryon Area
 Jean D'Addario, Wilmington
 Marty Folsom, Statesville**
 Sue Goodwin, Statesville**
 Sylvia Helms, Statesville
 Millie Hoffer-Foushee, Greensboro**
 Joanne Hill, Jacksonville Regional**
 Barbara Ann Hughes, Raleigh/Wake County**
 Lola Jackson, Greensboro**
 Mary Lasher, Asheville
 Evelyn Lynge, Jacksonville Regional
 Phyllis Guberman, Wilmington**
 Mary M. Green, Statesville*
 Catherine McCormick, Raleigh/Wake County
 Sue Mengert, Greensboro**
 Ellen Morris, Winston-Salem
 Marva S. Moss, Wilmington*
 Connie Gamble Ochse, Jacksonville Regional
 Virginia Owen, Statesville**
 Virginia H. Palmer, Statesville**
 Mary Paterson, Chapel Hill**
 Mary Peterson, Twin Rivers/New Bern
 Mary H. Pierce, Wilmington**
 Carolyn Plank, Charlotte
 Mary Fran Schickedantz, Greensboro**
 Nancy Shoemaker, Raleigh/Wake County**
 Helen Solomon, Wilmington**
 Leslie Syron, Raleigh/Wake County
 Queen Thompson, Charlotte
 Lill Van Order, Wilmington**
 Barbara White, Raleigh/Wake County
 Jackie White, Statesville
 AAUW Brevard**
 AAUW High Point

* Member 2005

** Member 2005 and 2004

Contributions were received...

In Honor of

Gloria Blanton
 Kay Galvin
 Nancy Gibson
 Helen Martikainen
 Karen Perry
 Leslie Syron

In Memory of

Bobbie Edmisten
 Nettie Day Ellis

Mom's turn to learn day takes information, resources to the people

By Sheila Bassappo-Moyo, Raleigh/Wake County Branch

After having five children, Melanie Lehmen thought about what she should do with her life now that her children were older and finally in school. After praying about it, she took action and decided to attend Meredith College, a local female undergraduate institution in Raleigh where she majored in psychology. "I had never attended any schooling past high school, and if something were to happen to my husband, my chances of earning enough money to support my family were slim to none," she said.

To help more women like Melanie, AAUW Raleigh/Wake County Branch hosted a "Mom's Turn to Learn" day last winter at the Cary Town Mall near the Food Court. Members talked to women on furthering their education and gave out information on community resources, financial aid including scholarships and academic programs at local colleges and universities.

The branch believed this initiative was important because of the emerging trends in higher education. According to the WUNC-FM Web site, more Americans are going to college than ever before, but low-income students are actually less likely to go to college today than they were 30 years ago, compared to high-income students. And while college enrollment has increased significantly among African Americans and Latinos, people of color are still less likely than whites to go to college, and less likely to complete their degrees.

Author's luncheon is big success

More than 100 AAUW members and friends gathered at the Cedarwood Country Club to celebrate good reading and raise money for the Charlotte branch Research and Projects grant. This year's group of authors included Emyle Jenkins, an antiques' aficionado whose latest release *Stealing With Style* is hot off the press. Mark de Castrique, a Charlotte native is the writer of numerous books—the latest is *Final Undertaking*—in addition to being the proud owner of an Emmy, Clio and all sorts of interesting activities. South Carolinian Cathy Pickens, will also be there. She has just released *Hog Wild* and some of her other books are *Done Gone Wrong* and *Southern Fried*.

To learn more about the Research and Projects program of the AAUW Educational Foundation, see the fellowships and grants section at www.aauw.org. To contribute, go to www.aauw.org and designate your gift to fund #1429.

Dues schedule is released

The board approved putting the dues schedule into the policy statement to have "one stop shopping" for all issues related to AAUW NC. The new section can be accessed at www.aauwnc.org/06-07/Convention/business/policy-change-dues-schedule.pdf – but the information is:

- \$11 for branch members
- \$11 for members-at-large joining the state
- \$0 for College/University members [i.e. the institutions] and representatives of College/University members who join branches
- \$0 for student affiliates of branches and student affiliates-at-large
- \$0 for honorary life members

The first \$11 can be changed only by a vote at convention. The dues for at-large members joining the state and for student affiliates can be changed by the AAUW NC board. The \$0 for college/university members is specified as such in the bylaws.

Note that you can always check www.aauwnc.org/00Documents for the links to the bylaws and policies.

Branch member dues for the Association are \$47 for 2007-2008. See www.aauw.org/member_center/branches_states/membership/documents/AAUWMEMBERSHIPDUESFY08.pdf or www.aauw.org/member_center/tools/MembershipToolkit/duesFeesTable.pdf

Tip for AAUW NC Elected and Appointed Officers

EdEqChange comes out about every two weeks, and is posted on www.aauw.org in www.aauw.org/member_center/leader_corner/EdEqChange/EdEqChange.cfm. When it comes out, Nancy Shoemaker places a link to it in the RSS feed, www.bbv.org/rss/whatsnewaaauw.xml. To get it right away, go to www.rssfwd.com. Paste www.bbv.org/rss/whatsnewaaauw.xml into the box there and click "Submit." Enter your e-mail address on the next page and click "Subscribe." You'll get an e-mail within a day or so of any new item being posted on the "what's new" section of www.aauw.org.

Triennial International Federation of University Women (IFUW) Conference: Manchester, England

Aug 10 - 16. For conference information go to: www.ifuw.org/ifuw2007/index.htm
Individual member information go to: www.ifuw.org/join/international-form-alt.htm

All AAUW members are welcome to attend, even though AAUW as an organization is no longer a member of the Federation. Individuals are encouraged to become "international members" but it is not necessary to do so to attend the Conference. I hope to see many of you there. Also, if you are attending the AAUW Convention in late June, watch for a caucus session that will be coordinated by Sarah Harder. It will be an opportunity to discuss the future of your involvement in IFUW.

More information: Kathleen Laurila, Vice President, International Federation of University Women
3800 Kentucky Ave North, Minneapolis, Mn. 763-377-1771 or 612-868-2003. klaurila@mac.com

Note to branches

A number of current AAUW NC documents are available online at www.aauwnc.org, as well as links to some of the branch Web sites.

Address change

Queen Thompson, AAUW NC diversity chair and Charlotte Branch member:
QueenCharlotte33@BellSouth.net

Summer Leadership Conference July 13-14 • Comfort Suites, Gastonia

See page 12 for details. Directions:

From I-85 South:

Take I-85 South to Exit 20, New Hope Road, turn left. Turn right at first light onto Remount Road. Comfort Suites-Gastonia entrance is on the left.

From I-77 South:

Take I-77 Exit 13 to I-85 South. Follow I-85 South directions above.

From I-40 Hickory:

Take US 321 South. At Gastonia, take I-85 North Exit 20, turn left. Turn right at first light onto Remount Road. Comfort Suites-Gastonia entrance is on the left.

From Airport:

Take Billy Graham Parkway West. Take I-85 South to Exit 20, New Hope Road, turn right. Turn right at first light onto Remount Road. Comfort Suites-Gastonia entrance is on the left.

Conference Reservation Deadline: Must be received by July 7.

Cost: \$13. Make checks payable to Gaston Regional AAUW.
Send with form below to Sandra Champion
133 Mary's Grove Church Rd, Kings Mountain NC 28086.

Name _____
Address _____
City/State/Zip _____
Branch _____ Office _____
State Board Position _____ Amount enclosed \$ _____

Please check your choice of a lunch entree:

- HoneyBaked Ham HoneyBaked Turkey Prime Roast Beef
 Chicken Salad Veggie Delight

CafePress Year 2 – Calling Graphic Artists!

Just before convention, we set up the AAUW NC cafepress.com online store and it has earned \$436, mostly from five people who joined the \$100 club by purchasing a mousepad or coaster through CafePress. These items had the 2006-2007 100 Club logo on them, and were a small reward to the AAUW NC contributors. Donors who made contributions before the store was set up were offered their choice of the products and those were handed out in Winston-Salem.

We're looking for a logo for 2007-2008. If you'd like to submit a design, contact info@aauwnc.org for more information or see www.cafepress.com/cp/customize/ for ideas and image specifications for different products.

We'd like to have the image chosen by September 1, so we can re-open the store for the fall.

Save the dates

Fall meeting set, Oct. 19-20

High Point Branch will host the AAUW NC fall meeting. Lou Dean Howard recently announced details. More information to come in the fall *Tar Heel News* and at www.aauwnc.org, but heed the deadlines below.

Place: *Radisson Hotel*
135 South Main Street, High Point
Local Phone: 1-336-889-8888
Fax: 1-336- 889-8870
Toll Free: 1-800-333-3333
E-mail: www.radisson.com/highpointnc

A block of rooms is being held for **American Association of University Women** at a rate of \$89.00 (plus 12.75% sales tax) per room - one or two people per room. Individuals are responsible for their own reservations and room charges. If a member wishes to stay an additional night, the same reduced rate shown applies.

Reservation Deadline: September 19
After this date, the unused portion of the room block will be released for general sale and the availability of guest rooms and /or special rate cannot be guaranteed.

Friday Night Meeting: Radisson Room #224
Saturday Meeting: Emerywood Baptist Church

Convention 2008, Apr. 18-19

Downtown Marriott Hotel, Greensboro The AAUW NC state convention will once again take on a whole new dimension, when you arrive in the city that is both destined and designed to please. Greensboro and neighboring branches are geared up to provide information convention news and the most entertaining weekend of events. So save the date!

American Association of University Women

1111 16th Street NW • Washington DC 20036
AAUW Helpline Toll Free 800-326-2289
M-F 10 a.m.-5 p.m. EST | www.aauw.org

AAUW North Carolina

Theme: Open the Gates

Remove barriers to equity
Improve access to education
Embrace change

Nancy Shoemaker, President

7009 Jeffrey Dr., Raleigh NC 27603-5109
919.773.1340 | nancy.shoemaker@aauwnc.org

When & Where!

AAUW Student Leader Conference Association Convention

June 29-July 2, 2007
Phoenix, Arizona, see page 3
Change is coming! Be part of it!

AAUW NC Summer Meeting

July 13-14, Gastonia, see pages 11, 12

IFUW

August 10-16, Manchester, England,
see page 11

AAUW NC Fall Meeting

Oct. 19-20, High Point, see page 11

AAUW NC 2008 Convention

Apr. 18-19, Greensboro, see page 11

Tar Heel News

Fall Copy Deadline: August 3
Fall Target Mail Date: August 30

Send to Marty Folsom, THN Editor
marty@penstrokes.com | Fax 704-872-3400
1525 Melviney St., Statesville NC 28677

<http://www.aauwnc.org>
866-525-2155 Phone/Fax

Note to Branch Presidents:

Have a conflict for a state meeting date?
Our revised bylaws allow you to designate
another person, even someone from
another branch, to represent you and your
branch. AAUW NC has been restructured to
help our members participate.

Want to know more? Contact Karla
Atkinson, AAUW NC secretary,
bardofb@citcom.net or 828-884-7648.

Summer leadership conference—come to Gastonia!

The AAUW NC summer meeting, hosted by Gastonia Branch, will focus on an in-depth review of information from the AAUW Convention in Phoenix. Come learn more about structural changes at the national level, along with "news you can use," such as ideas for program, membership and fundraising.

In addition, Mary Peterson will provide the specifics of the AAUW NC partnership with Action for Children and its Youth Advocacy Toolkit.

New AAUW NC board members (including new branch presidents) and branch members who are interested in joining one of the teams are invited the informal orientation session on Friday evening. Continuing board members are invited to that, as well, to explain your team goals to the new members.

The board meeting address specific decisions which must be made at this time. It is expected to be a brief business session, prior to adjourning for the less formal program and other information sharing.

More details will be posted on the e-mail list or call 866-525-2155 if you have questions about the program. For more information about the Gastonia arrangements, contact bannvance@aol.com or 704.853.2822.

When: July 13-14, 2007
Registration 8:30 a.m.
Meeting 9 a.m.

Where: Comfort Suites
1874 Remount Rd
Gastonia NC 28054

Conference Reservation Deadline:
Must be received by July 7.

Cost: \$13. make checks payable to
Gaston Regional AAUW.
Send with form on page 11
to Sandra Champion
133 Mary's Grove Church Rd
Kings Mountain NC 28086.

**Lodging
Deadline:** June 30. Call 704-865-6688.
Ask for the AAUW block
rate, \$72 plus tax for a suite.
(2 dbl beds; pullout sofa).
Ten rooms will be held until
June 30. Check in: 3 p.m.;
Check out 11 a.m.

Directions: Page 11

AAUW NC News Online for www.aauwnc.org

Info on the AAUW NC Summer Meeting (05/23/2007)

www.aauw-nc.org/wp/2007/05/23/info-on-the-aauw-nc-summer-meeting/

Women's Advocacy Day a great success! (05/24/2007) - Picture of AAUW NC members

www.aauw-nc.org/wp/2007/05/24/womens-advocacy-day-a-great-success-2/

Jane Stephenson, AAUW NC convention speaker, to be interviewed on UNC-TV (05/25/2007)

www.aauw-nc.org/wp/2007/05/25/jane-stephenson-aauw-convention-speaker-to-be-interviewed-on-unc-tv/

Charlotte Luncheon a sold-out success (05/24/2007) - Barbara and Nancy enjoyed the event!

www.aauw-nc.org/wp/2007/05/24/charlotte-luncheon-a-sold-out-success/

Follow-up to Women's Advocacy Day (05/25/2007) - virtual advocacy tips for you

www.aauw-nc.org/wp/2007/05/25/followup-to-womens-advocacy-day/

STEM announcements (science, technology, engineering, and math)

U of Chicago study shows math stereotypes are damaging (05/25/2007)

www.aauw-nc.org/wp/2007/05/25/u-of-chicago-study-shows-math-stereotypes-are-damaging/

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Tar Heel News

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