

Winter 2016

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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.

If you have questions, comments, or need to request a particular form to be sent by regular mail, please contact us

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or
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Leadership Theme Continues at AAUW NC Annual Meeting in April

This year the theme of the **AAUW NC Annual Meeting** will be a follow-up to last year's theme on *Leadership in Challenging Times*. The focus will be on strengthening community outreach and membership recruitment efforts at the branch level, making inclusion/diversity and social media a critical part of these outreach efforts.

The meeting will be held at the **Sheraton Hotel in Chapel Hill on April 1 and 2, 2016**. The activities at the annual meeting will follow what has proven to be a successful format in past annual gatherings of the AAUW NC membership.

Staff from AAUW will hold a strategic planning session for the AAUW NC board on Friday from 11 am to 2 pm, including time for lunch. The Chapel Hill Branch has planned activities on Friday for those branch members traveling with state board or branch presidents. The branch Presidents' Council will meet on Friday from 3 pm to 5 pm. Dinner will be in the restaurant at the hotel. Following dinner, branches will have an opportunity to share news during our "Wine and Wisdom" conversation.

Saturday's meeting will begin at 9 am. A short AAUW NC business meeting will include the election of two members to fill the vice president and treasurer positions, a financial report and other updates from board members. The remainder of the morning will be dedicated to leadership training.

Deepti Gudipati, vice president of Member Leadership Programs at AAUW, returns to North Carolina to lead the workshop. We also hope to have a national AAUW board member as a "leader on loan" for the weekend.

Gudipati is an experienced coach and consultant who has worked with emerging leaders and emerging teams for the past eight years. Last year she led our training workshop at the annual meeting, introducing and tracing a four-stage cycle of how to recruit new members. She will continue the focus on strengthening branch recruitment efforts, making diversity a priority, and using social media as an outreach tool.



Deepti Gudipati

(continued on page 2)

Co-Presidents' Message: Make the Meeting...Meet the Challenge



AAUW NC Co-Presidents
Jean D'Addario



Sandra McLaurin

We are very excited about our AAUW NC Annual Meeting in Chapel Hill April 1 & 2, 2016. This year the theme will be a follow-up to our leadership program of last year. See our lead article on page 1 for more details.

Diversity is critical to AAUW's mission. As a membership organization, we depend on our ability to attract and retain new members. To continue to grow and thrive, we must be responsive to changes in our demographics and include those with diverse backgrounds and perspectives.

Issues of equity affect all women. To meet our mission, we must have diverse voices and different perspectives.

Elsewhere in this newsletter are articles about the Ann Chipley Educational Fellowship endowment. Her legacy to North Carolina and national AAUW is described in more detail on pages 3 and 8. The AAUW NC board has voted to make a concerted effort to make our members aware of the need to complete this fund. Only \$9000 is needed to fully endow an AAUW Fellowship in Chipley's name. Branch officers and members are asked to consider:

- Branches already contribute enough money each year to complete the fund. We just need to redirect these contributions.
- This is a one-year campaign. If the Ann Chipley fund is not completed by May 2017, monies collected to date will be used for American Fellows but will not carry Chipley's name.
- Branches with healthy reserves are encouraged to contribute a significant amount to this AAUW endowment.

Please make every effort to make the April 1-2 meeting and support our efforts to meet the Chipley challenge!

Jean and Sandra

Election of Officer Positions

One of the scheduled agenda items for our annual North Carolina meeting is to introduce and install state-level officers who have been nominated for a two-year term, beginning July 1, 2016 and ending June 30, 2018.

It is an honor and pleasure to announce that the two current state-level officers, Margaret "Peg" Holmes and JoAnn Taylor Hall, have graciously agreed to continue in their respective roles as vice president and treasurer for the 2016-2018 term of office. Their talents, expertise and tireless efforts on behalf of AAUW North Carolina are a testament to the strength of our state organization.

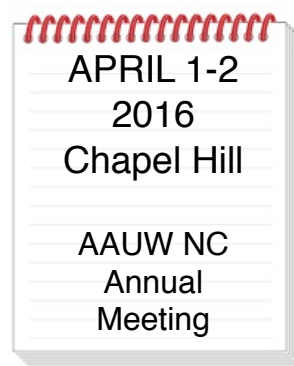
However, knowing that others across the state may be interested in serving AAUW and providing leadership to various initiatives, you may wish to nominate someone whose talents and expertise can serve our organization well. The floor will be open to any nominations for vice president and treasurer during the business meeting on Saturday. Or you may also forward your nominations before the annual meeting to Donna Wilson, AAUW NC branch advocate, whose contact information is on page 8.

AAUW NC Annual Meeting

(continued from page 1)

Deepti holds a Master's Degree in Organizational Dynamics from the University of Pennsylvania; and a Master's Degree in Public Policy and Bachelor's Degree in Business Administration from Carnegie Mellon University. She also participated in the Coro Fellowship for Public Affairs in St. Louis, MO.

Registration information and details on our April 1-2 annual meeting will be sent to branch presidents and posted as well on www.aauwnc.org. Registration can be completed online or by mail. For questions, contact branch advocate Donna Wilson at 919-206-7325 or dmslwilson@frontier.com.



North Carolina Women United Honors Roberta Madden



Roberta Madden outlines the *RATIFY ERA-NC* strategy for passage of the amendment. Madden has made dozens of presentations across NC to move the legislation forward in North Carolina.

The annual NC Women United Anne Mackie Award recognizes a lifetime contribution to advocacy on behalf of women. In December 2015 Asheville/Tar Heel AAUW member Roberta Madden was recognized for a lifetime dedicated to organizing and advocating for gender and racial equality. Much of this work was done in Louisiana before Madden moved to North Carolina.

In presenting the award, NCWU President Tara Ramano noted that "after a lifetime of gender and racial equality work in the South, Robbie came to Western North Carolina to retire and instead dove right into the state policy world to make a difference."

Madden has also served on the North Carolina Women United board of directors and is involved with the Women's Forum NC, the Swannanoa Valley Dr. Martin Luther King, Jr. Memorial Corporation, and the Southern Mutual Help Association. Louisiana State University Libraries house a collection of Madden's papers on various equity issues.

Her signature contribution to achieving equality for women in our state is founding and co-directing *RATIFY ERA-NC*, a grassroots, statewide organization. Congress passed the Equal Rights Amendment in the early 1970s, but after 10 years of intensive lobbying, the amendment fell three states short of ratification. The NC General Assembly last considered ratifying the ERA in 1982; the legislation failed twice.

Through Madden's efforts, the ERA was reintroduced in North Carolina in 2015. She involved several organizations in lobbying for its passage. Dare County and Buncombe County women sent hundreds of postcards to legislators. At the Business and Professional Women state convention last May, dozens of women contacted members of the legislative Rules Committee. The League of Women Voters in NC championed Madden's efforts. Other women's groups organized silent sentinels in Raleigh. Madden and her group attracted a diverse group of supporters who participated in a statewide conference, "The ERA - Give a Damn" in Greensboro in October.

Despite such advocacy efforts, NC again failed to move the legislation forward in 2015.

A new alliance, joining the resources of *RATIFY ERA-NC* and NC4ERA, will be rolled out in March to continue supporting ERA legislation in North Carolina. See the short story on page 7 for more information.

The Legacy of Ann Chipley

AAUW NC invites all members and branches to support the AAUW Educational Foundation endowment, honoring the late Ann Chipley. A past president of AAUW NC, she was one of our few state leaders who made the transition to an AAUW national leader, and at the time of her death in 1996, she was the AAUW Director of Public Policy. For a profile of this state and national leader, see <http://bit.ly/thn-chipley99>.

Following her death the AAUW Educational Foundation Board set up an endowment in Chipley's name to support AAUW Fellowships. We in AAUW NC are working very hard to reach the \$100,00 goal by May 2017 – the deadline when the fellowship funds in her name expire.

Many of our current AAUW members never knew Ann Chipley. She was an active member of the Rocky Mount branch, and our state president in 1980-82. However, there are those in our branches who do remember Ann as an outstanding leader and force to advance the AAUW public policy program.

To get a glimpse of this woman, please take a few minutes to read an excerpt from her address to the women at the New York State convention in 1987, printed on the back page 8 of this newsletter. Should you wish to extend her legacy through the American Fellowship scholarships program, you can do so online at <http://aauwnc.org/donate-chipley>.

Branch News and Project Updates

JACKSONVILLE

The Jacksonville Regional branch ended 2015 with two fund raising events for its scholarship at Coastal Carolina Community College. At the branch Christmas party, members were invited to drop a voluntary contribution in any amount into a festive basket. Two weeks later, a long-time member who was in the process of moving, surprised the members with her generous offer to donate the proceeds from her down-sizing sale to the scholarship as well. Combined totals exceeded \$600 which will allow more than one scholarship to be provided in the 2016 school year. Members were thanked for their dedication to funding the AAUW Jacksonville Regional Branch Scholarship over the years.

ASHEVILLE

The Asheville branch reports that the YWCA Drop In Center is going strong, thanks to all the generous donations of members. Many of the moms in the Center are going to Asheville Buncombe Technical CC or looking for a job.

Ten AAUW members of the branch's Advocacy Committee gathered to learn and talk together about the history and current situation of voting rights in North Carolina. Darlene Azarmi, with Democracy NC, led the discussion and shared a video about the Fusion Movement in North Carolina. Moving into the 2016 election cycle, the group is planning how to increase voter registrations and lead voter education in the Asheville area.

Sensibilities Day Spa was a branch fundraiser for the benefit of GEM (Generating Educational Momentum) Fund, the Asheville branch scholarship program. The fundraiser netted \$640. Sensibilities Spa chose AAUW Asheville to be a recipient of one of the company's quarterly fundraising days. The spa owner said, "I think it's wonderful that you are providing opportunities for women to help themselves!"

CHARLOTTE

The Charlotte branch has capitalized on the experiences of two new branch members who have recently moved to the area. Deborah L. Stevenson, recently retired from the FBI, presented a program on "The History of FBI International Operations." Beverly Larson, a new member who moved to Charlotte from the DC area where she was active with the Lobby Corps, spoke on "Inside the Lobby Corps."

The branch's traditional December event, Holly Tea, which collects donations for AAUW fellowships, was well attended.

SALISBURY



Salisbury branch members discussed issues of human trafficking at their November meeting. Attending the program were (from left) Eileen Hanson-Kelly (treasurer); Dr. Patricia Trueblood (web editor); speaker Jane Taylor (Manager of the Safe Alliance Domestic Violence Shelter); and Dr. Carol Cody (president).

CHAPEL HILL

Members of the branch have focused on several timely topics this past fall. "Domestic and Gun Violence" was discussed in November. The discussion was led in part by Kelli Raker, Coordinator for Violence Prevention Programs at the University of North Carolina at Chapel Hill.

In December members explored the science of neuroplasticity, which is the potential of the brain to adapt and reorganize by creating new neural pathways. Dr. Christina Williams, Director of Duke's Undergraduate Neuroscience program, focused her remarks on how food and fitness can boost memory.

At the branch's January program, members discussed The Art of Finding Balance Between Life and Work. The program featured Karen Morgan whose expertise is in social work, counseling and psychotherapy.

RALEIGH-WAKE COUNTY

Raleigh-Wake County members began the new year by asking a question: "How can women make sense of abundant, sometimes conflicting, health advice?" The January program, entitled Women and the Politics of Nutrition, answered that question. The program was presented by former branch president, Dr. Barbara Ann Hughes. As a 52-year member of the American Academy of Nutrition and Dietetics, Hughes guided the audience through a maze of claims about what's healthy and what's not, commenting on what the FDA, CDC and other authorities have to say about healthy eating habits.

Branch News and Project Updates

HENDERSONVILLE

Hendersonville member Ellen Garbarino has accepted the position of chairing the AAUW NC STEM Committee. Branch members have been impressed with some of her creative ideas to build their local STEM program.

The branch's 7th Annual Tea and Fashion Show raised money for scholarships at Blue Ridge Community College and for AAUW Education Opportunity Fund. This year community support for the October event was at an all-time high with 24 sponsors, a wide variety of raffle items and generous donations from members. The two Blue Ridge CC students whom the branch supports spoke at the program. The branch raised \$3,600!

Editor's Note: Congratulations to Hendersonville for their contributions to AAUW in 2014! The branch contributions were the highest among contributions from all other AAUW NC branches that also support various national programs.

BREVARD

With the support of a mini grant from AAUW NC, the branch will use social media as a tool for GOTV activities, beginning in 2016 and for future GOTV (Get Out the Vote) efforts. By developing a Facebook page, the branch intends to reach a much broader audience, compared to past GOTV strategies which depended solely on print media. Three teams will drive the project: **Facebook editors** will be trained and rotate to post issue-related information daily in the month prior to the primary and daily in the two months prior to the general election. Information suitable for posting will be fed to the editors by a **Research team** that will be looking for facts, statistics, articles, cartoons, quotations, graphics and other materials relevant to issues impacting women and girls. The **Advertising Team** will gear up at the end of the summer, to prepare print materials for advertising and distribution to those who do not use social media.

In addition to GOTV activity posted online, the Facebook page will be used for member recruitment and promotion of branch programs.

GREENSBORO

Hailee Mason, a junior at UNC Greensboro, was selected along with nine other young women to become a part of the National Student Advisory Committee with national AAUW. UNC Greensboro is a C/U partner of the branch.

January started off with a bang for Greensboro members:

GREENSBORO (cont)

The Annual Soup Luncheon (free) featured a program on "YWCA + AAUW = oh, yeah; [24 HOURS AT THE YWCA](#)." YWCA CEO Libda Garnette spoke.

Several branch members attended the 29th annual Martin Luther King Jr. Memorial Breakfast on January 18.

Planning for the 3rd Triad TechSavvy is underway. The day-long event will be held on Saturday April 9, 2016. Registration begins in February for this successful STEM event which targets middle school girls and their parents. In previous years, full enrollment in the program for Triad TechSavvy was met long before the registration deadline.



Congresswoman Alma Adams (right) delivers a stirring speech at the Greensboro Fall Luncheon in November.

NEW BERN

The branch's holiday luncheon in December added a new twist on their invitation. Guests were encouraged to bring an unwrapped STEM-appropriate toy for a girl. The toys were donated to *Toys for Tots*. Members put together an impressive list of ten authors for their annual Authors' Luncheon on January 30. The event is a fundraiser to continue providing scholarships for women attending Craven Community College.

WILMINGTON

Wilmington's December Holiday Party included a trivia game about AAUW. Members could review the AAUW website to brush up on AAUW history and win a prize. Members brought no-longer-worn jewelry for a silent auction fundraiser.

In late January, Wilmington participated again in the 9th Annual StarNews Media Conscience Fair where 90 - 100 nonprofit organizations presented information on their volunteer opportunities to the public. The event is free to all participating organizations. The fair has proven to be a great opportunity for recruiting new branch members.

AAUW NC Recognizes 2015 Juvenile Literature Award Winner

Since 1953, the North Carolina Literary and Historical Association has administered the AAUW Award for Juvenile Literature for a book written by a NC author in the previous year. AAUW NC is pleased to announce the 2015 winner is Frances O’Roark Dowell, for her book *Anybody Shining*.

The book’s central character is twelve-year-old Arie Mae who wants one true friend...someone who shines. But shining true friends are hard to come by deep in the mountains of western North Carolina. She knows big city folk might feel differently from mountain folk, but when a group from Baltimore arrives, it seems there just might be a gem among them.

The book will also be honored at the 2016 AAUW NC annual meeting. Ms. Dowell will join us for part of the meeting. Each branch attending the meeting will receive one copy to take back to its public library as part of their registration. Additional copies will also be available for purchase at the annual meeting.



(from left) Past AAUW NC president Mary Peterson, author Frances O’Roark Dowell, current state president Jean D’Addario, and past AAUW NC president Lill Van Order.

AAUW NC Presented First Webinar in November

In early November co-presidents Jean D’Addario and Sandra McLaurin, along with Nancy Shoemaker and Denny McGuire, designed and hosted a webinar that covered program resources available to branches from national and state AAUW offices.

Information on 2015 national convention resources and Programs in a Box was presented Jean and Sandra. Denny demonstrated how to sign up for 2-minute activist. Nancy introduced the webinar participants to resources on the state website. Members who missed the webinar can take a tour at <http://bit.ly/thn-resources>.

AAUW NC officers welcome suggestions for other topics suitable for a webinar format, as well as topics that could be covered through video. What material can your branch use to prepare and present mission-based programs for members?

Endowments Support AAUW Fellows in NC

More than 870 endowments have been fully funded by AAUW members over the years! Currently AAUW is providing more than \$3.7 million in funding for more than 241 fellowships and grants to outstanding women and nonprofit organizations in 2015–16. Six grants went to Fellows in North Carolina.

American Fellows

- Erin Maher, Ph.D., Musicology, UNC Chapel Hill
- Tamar Malloy, Ph.D., Political science, UNC Chapel Hill

Career Development Grants

- Julie Bruening, B.S., Biology and environmental science, UNC Asheville
- Amanda Hubbard, Certificate, Java programming, Wake Technical Community College
- Brittany Zick, M.P.H., Global health, Duke University

Community Action Grant

- Girl Scouts – NC Coastal Pines, Keli Diewald, Selma, NC

See <http://bit.ly/thn-fellows> to read the list of NC women who have been honored with completed endowments that now support scholars and projects in North Carolina and around the country. Once the Ann Chipley Educational Foundation endowment is fully completed, the funds will help support American Fellows.

See pages 2 and 3 for more information on our goal to fully fund the Ann Chipley endowment by May 2017.

ERA Advocacy Groups Join Forces

Two groups that have been lobbying for the ratification of the ERA in North Carolina (NC4ERA and Ratify) are planning to establish a new coalition group to organize similar efforts. They have named the new coalition ERA NC Alliance. The alliance will work in conjunction with a national ERA coalition.

ERA NC Alliance will offer three categories of membership: lead organization, member organization, and individual memberships for ERA supporters. The AAUW NC board has voted to join this alliance as a lead organization.

As a lead organization AAUW NC is entitled to name two representatives to sit on the ERA NC Alliance board of directors. AAUW NC members will be encouraged to serve on committees and inform others about ERA NC Alliance efforts.

New Proposed Federal Rules to Identify Gender and Racial Pay Gaps

Seven years ago on January 29, President Obama signed into law the Lilly Ledbetter Fair Pay Act. On January 29, 2016, the president took another step to draw attention to gender and racial pay gaps. The Equal Employment Opportunity Commission (EEOC), in partnership with the U.S. Department of Labor (DOL), has been directed to publish a proposal to collect annually summary pay data by gender, race, and ethnicity from businesses with 100 or more employees.

The new proposal will cover over 63 million workers. Compared to earlier data collection efforts, this proposed rule is more efficient, less costly for businesses to provide, and uses mechanisms already in place to collect data from employers.

Though data on pay disparities by race, gender and ethnicity already exist, the proposed collection rules would further scrutinize employers' pay practices, and bring this information to public attention. Link to <http://bit.ly/thn-dol> to create your own short letter to urge Department of Labor Secretary Tom Perez to finalize these proposed rule as soon as possible.

Follow these and other AAUW efforts to achieve pay equity and economic justice at <http://www.aauw.org>.

NC Education "Reforms" Updates

When the NC legislature reconvenes in April, more reforms for public education will undoubtedly be proposed. With the continuing loss of public dollars, North Carolina was ranked 46th in the nation last year in total per-pupil spending. Look for more proposed legislation this spring to:

•Turn over the management of low-performing public schools to for-profit charter operators.

This reform model did not go far during the long debates last summer but, according to NC Policy Watch, "seems bound to be a pilot program in North Carolina." Under this proposal, pilot schools would be placed into a special state-run district, with a superintendent, chosen by the State Board of Education, who would have the power to negotiate operation contracts with private companies. The superintendent's power would include the hiring and firing of teachers and administrators.

In contrast to this proposal, NC Superintendent of Public Instruction June Atkinson argued for offering low-performing schools greater support, access to preschool programs, and more flexibility in school calendars. See <http://www.ncpolicywatch.com> article on 1/27/16 by Billy Ball.

•Further support for NC's two virtual charter schools.

For-profit, virtual charter operators got the approval from state lawmakers in 2014, when the N.C. General Assembly ordered the State Board of Education to approve two virtual charters for the beginning of the 2015-2016 academic year. The NC State Board of Education recently reported that withdrawal rates at both virtual charter schools which opened this fall were alarmingly high in their first three months of operations.

At NC Connections Academy, owned by a British multinational corporation, reported a total of 351 students dropping out of the online school program in the first three months – almost 20% of total enrollment in the school during that time period. Virtual Academy, under the umbrella of a different private company, reported 331 withdrawals during that same time period, or about 19% of enrollment.

Both charter schools receive a combined \$14.5 million dollars in public funding this year. Alexis Schauss, director of the Division of School Business in the N.C. Department of Public Instruction (DPI), indicated that per state law, the virtual schools will not be required to return the money lost during the first-semester withdrawals.

Public School Forum of NC, a public school advocacy group, pointed out that local public school systems will have to take in virtual charter students who have withdrawn but may not be compensated for increased enrollment.



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Ann Chipley: Champion of AAUW Public Policy

Excerpted from Chipley's speech to the New York State Convention in 1987

Some of our members think that AAUW's public policy activism is a new thing. Some of our members think our feminism is a departure from AAUW's heritage. Not so! We were born a feminist organization. Our first legislative committee was formed in 1898 and by the early 1900's branches were involved in working for such legislation as child labor laws, compulsory education, juvenile courts, and increased money for schools...

We urged the appointment of women to the diplomatic service, cooperated in a study on training women for chemistry careers, and undertook a study on the earning capacity of university women. In 1952, in the midst of McCarthyism, AAUW showed the kind of courage that I have come to admire in AAUW women.

In 1968, in a period of great civil rights unrest, we adopted, for the first time, a single focus overview for all our work...The AAUW Board was meeting, and during the meeting they went up to the roof and saw parts of Washington burning. They returned to the meeting determined to mobilize AAUW....The branch in which my own AAUW activism was born – Rocky Mount, NC – responded by integrating their branch. You have to realize that we are talking about eastern North Carolina and a group of very courageous women. When I joined the branch 4 years later, it was still the only integrated organization in town. That's why I joined. I knew that was where I would find the women in Rocky Mount whom I wanted to know."

We hope branches and members will support our effort to fully endow this fellowship in honor of Chipley's life of AAUW activism.