



## *New Program Year Brings Exciting Activities and Organizational Changes*

AMERICAN  
ASSOCIATION  
OF  
UNIVERSITY  
WOMEN

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

Yes, another busy season! The branches are beginning their programs for another exciting year. This year will also bring forth changes discussed and voted on at the National Convention this past June, which are being incorporated into the State and branch bylaws. I believe each Branch President should have received a copy of the bylaws from National. Once your branch's changes are made, a copy should be sent to Nancy Black, DE's By laws Officer, [nancsb@comcast.net](mailto:nancsb@comcast.net). Her goal was to submit a copy of each Branch's bylaws and Delaware's bylaws to National by the end of October. If you have any questions about this task, please contact Nancy or myself.

We completed our Public Policy grant and filed our report which was due by August 15. We will be picking up on activities again this fall. Actual state lobbying will begin Jan. 2010, when the legislators return. If you are interested in these activities, please let me or Barbara Mullin, Public Policy, know so we can keep you informed and you can work with us. Meanwhile, we will be watching issues to see what is happening both on the state and national level. Don't forget the Two-Minute Activist on the AAUW Web page. It is quick, and a great way to contact your representatives.



Legislative Hall

We are hoping to take a bus trip to DC sometime this fall. I will be working on the arrangements, dates and cost, and will send information to the Branch President and Public Policy contact. Please email if you or anyone in your branch is interested. It would be great if we can get enough people interested to hire a bus.

Some exciting news! We received a certificate stating that Delaware was one of the top 10 contributors to the Eleanor Roosevelt Fund for 2008. We placed Fifth in giving per capita. That is great! Thanks to everyone who contributed to this great cause. I mailed each branch president a copy of the letter and the certificate. If you did not receive it, please let me know.

Another highlight for Delaware is that we applied for and were accepted to exhibit at the National Convention, in the category of Taste of Success, highlighting the Math and Science Luncheon Project. Our thanks go out to Newark and Coastal Georgetown for all their hard work arranging this function, and thanks to all the members and friends who supported this project with donations, labor, and attendance. I hope we do as well in April 2010.

I am concerned about our future. We have several leadership vacancies and we need volunteers to step up and fill these positions: President Elect; Membership V.P.; Treasurer; College/University Representative; and Newsletter Editor/Director. If anyone is interested in any of these positions, or can suggest candidates, please contact me or Maisha Britt. Note that members can co-chair these positions, which makes the work load lighter for both.

Do you have any ideas? If so, please let me know. The lack of volunteers is making the work load so much more on the ones that have volunteered. Our Treasurer, a required and much needed position, has done an outstanding job, but she needs a break. Please give it some thought and consider stepping forward. Contact Maisha Britt if you have questions. The nomination deadline is November 14.

Some "food for thought," perhaps we need to rethink how AAUW DE should be organized. Our bylaws will allow us to organize the state as we think best, as long as we have at least a Finance person and an Administrator. I am open for suggestions. Nadyne Rosin is beginning to work on our theme for Delaware's State Convention, which will be hosted by Western Sussex. Details on date, location, and theme will be forthcoming later this year.

Thanks for everyone's support. Let make this another great year!

*Lana Cobb*  
State President

[lcobb2@verizon.net](mailto:lcobb2@verizon.net)

**BRANCHES:**

Coastal-Georgetown

Dover

Middletown

Newark

Western Sussex

Wilmington

# State Committee Reports

## Public Policy

Delaware AAUW Public Policy continues to focus on three issues:

- Early childhood care and education of staff;
- Aging out of foster care, and
- CHIPS (Child Health Insurance) in Delaware's too-high premium charge.

Branches are encouraged to form Issues/ Action interest groups to work with the AAUW DE Lobby Corps group.

Some members are attending KIDS COUNT meetings and interacting with political leaders, as well as collaborating with the Delaware League of Women Voters. Other issues we are following are Separation of Church and State, Prison Reform, Criminal Justice, and Tidewater Utilities Corporation's exorbitant charges and rates for service for water.

The Freedom of Information Act, the fight about modular homes, and the discrimination against gays issues have all been passed successfully. The State AAUW board voted to co-sponsor Coastal-Georgetown's 1/21/10 Forum on Early Childhood Poverty, Health, and Education in Delaware. A future Lobby Corps group trip to Washington D. C. open to all AAUW members is being planned. More information will be forthcoming.

Members are encouraged to go online to [www.aauw.org](http://www.aauw.org) and sign up for the Two-Minute Activist and keep up to date on national issues. A letter supporting AAUW's Health Care Insurance Reform policy has been printed in several Delaware publications.

*Barbara Mullin*  
Public Policy Chair

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## Educational Foundation

- oops!

### *Make that "Educational Programs"*

Changes! Changes! Based on the AAUW by-laws and structural changes that were approved at the National Convention this summer, AAUW National has asked that we no longer use the term "Educational Foundation" for our educational programs fundraising efforts. From now on we shall use the term "Educational Programs." (No more EF!)

Because of the changes in the AAUW financial accounts it is very important that you designate the specific Educational Program that you would like to support. All checks are simply written to "AAUW" with the name or number of the Educational Program written on the memo line. (Example: Eleanor Roosevelt - #9170 or American Fellowships - #9130.) Your Ed Programs Fundraiser (formerly EF Chair) has a list of the AAUW Programs that you can choose from.

Remember that these programs are the heart of **AAUW's mission to advance equity for women and girls through advocacy, education, philanthropy and research.**

The Educational Programs donation year ends on December 31, 2009, so be sure to make your contribution soon! This donation is fully tax deductible. Thank you for your generosity.

*Faith Kusterer*  
Educational Foundation Chair

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# State Committee Reports

## The Workplace: How Advocacy Impacts Pay Equity

*Lily Ledbetter's appearance at the 2009 AAUW National Convention demonstrates how the Legal Advocacy Fund (LAF) is effective in ensuring that pay equity exists in the workplace. There are many cases similar to Lily's. AAUW works around the clock to bring about pay equity for women. Below is an excerpt from AAUW's website emphasizing the work we carry out as an organization.*

Over the years, LAF has provided members resources, tools, and tactics to address a wide range of gender equity challenges by

Providing financial and moral support for legal cases involving gender equity, through:

- Financial case support for plaintiffs in cases involving gender-based workplace discrimination;
- Moral support for plaintiffs seeking redress for workplace discrimination such as Lilly Ledbetter, with whom AAUW has worked tirelessly on Capitol Hill for passage of legislation to restore the rights of pay discrimination victims decimated by the U.S. Supreme Court's decision in *Ledbetter v. Goodyear Tire and Rubber Co.*;
- Travel grants and stipends for plaintiffs and attorneys are provided to make it possible for them to present at AAUW state organization meetings, and
- Frequent participation as *amicus curiae* in cases affecting women's rights specifically and civil rights generally.
- Maintaining a database of lawyers who specialize in workplace discrimination cases and sharing contact information with those who are seeking assistance

LAF staff work throughout the year to communicate the mission and current activity of the various aspects of the LAF enterprise, including:

*LAF Update* is a quarterly hard copy publication that is disseminated to all state and branch LAF officers, all LAF donors, and all others on request

*LAF Express* is a monthly e-newsletter

Both may also be accessed online, where members can sign up to be included on the distribution list. (*Article source: AAUW website, retrieved 18 Sep 2009*).

Please make your contributions to LAF, today, by making your checks payable to

**"AAUW Funds--#4337 Advocacy Programs."**

Remember – the larger the contribution, the larger the tax deduction. Thank you.

*Dr. Kathleen Jacobs*  
Legal Advocacy Fund Chair

[jacobska@wesley.edu](mailto:jacobska@wesley.edu)

# State Committee Reports

## Membership

Membership by branches as shown on the AAUW national website is as follows:

Coastal Georgetown	103
Dover	44
Middletown	26
Newark	54
Western Sussex	44
Wilmington	<u>207</u>
Total	478

Delaware also has 105 Members at Large. If anyone has any questions, please let me know.

*Lana Cobb*

## Bylaws

Reminder: The new AAUW bylaws impact both State and branch bylaws. Mandatory changes for branch bylaws have been sent to all branches via e-mail. These mandatory changes require no vote and must be made to your bylaws by October 31, 2009. When your branch bylaws are updated with these changes, please send electronically to [nancsb@comcast.net](mailto:nancsb@comcast.net). Thank you.

*Nancy Black*

AAUW DE Bylaws Chair

[nancsb@comcast.net](mailto:nancsb@comcast.net)

## Nominating

Request for AAUW DE Officers: If you are interested, and willing to serve on the State Executive Board, please contact me at your earliest convenience. We will consider co-officers and co-chairs for the following 2009-2011 positions: President-elect; Membership Vice-President; Finance/Treasurer, College/University Committee Chair, and First Stater Newsletter/Directory Editor. It would be a great honor to you, your branch, and AAUW DE to have you come and share your time, talent, and friendship. I thank you in advance for your consideration.

*Maisha D. Britt*

Nominations Chair

[martibritt@ymail.com](mailto:martibritt@ymail.com)

## Diversity

The goal of the AAUW Diversity Chair has been to try to get members of a diverse background. This has always been a difficult job since women seem to like to be with other women who are alike. **I urge all branches to continue to strive for a diverse membership.**

However, our purpose also embraces helping girls. It is easy to reach girl students of every race, color and creed through outreach efforts. As the school year resumes, I urge all members to reprioritize your TIME and devote some of it to working with girls, especially in your public and private schools. In your schools you will find girls of every background.

If you are not working already with girls in your communities, I urge you to make some phone calls or visits and to volunteer to make a connection as a mentor, a tutor, or a helper with a girls' club or Girl Scouts. Try to help in such a way that you stay with the same girl over a long period of time, perhaps from kindergarten through fifth grade.

Investigate working with older girls, perhaps as a court advocate or similar. With even a short visit each week, you can build a helpful relationship with a student who needs support.

As for not having enough time, I have concluded that all of us have the same amount of time – 24 precious hours per day. We set our priorities in different ways. In every branch I ask members to examine *your* 24 hours and to **rearrange some priorities in order to find time for a girl, one who needs academic help or perhaps just the undivided attention of an interested adult.**

AAUW members can be model citizens by how you dress, how you walk, how you talk, how you act. You can fill that role for children who have no such models in their lives. By more than what you say, you teach by how you live.

Make a difference by reaching out with the common purpose of enlightening girls as to the possibilities that lie ahead for them in their future journeys through family life, education and the workplace.

*Ada May Shipley*

Diversity Chair

[yamada@peoplepc.com](mailto:yamada@peoplepc.com)

# Leaves from the Branches



## Coastal-Georgetown

C-G members began the new season on September 15 with a **Welcome Back** covered dish luncheon in Fenwick and a **Chocolate and Wine Evening** for new members the following week. As of September 17, we had 90 members!

Our fall scholarship fundraiser in October was a **Team Trivia**, which was also quite successful two years ago. In November, members will hear about pressing environmental issues and the importance of our lobbying, the impact we've had thus far, and what members can do to help advance AAUW issues. In December the meeting will be a **Holiday Fiesta** where members will be entertained by The Elder Moments singers, including singers from our Branch.

C-G members now have the option of attending four book groups: **ALA Notable Books** meets monthly at two different area libraries on two different days. The same books are read and discussed at both locations. The **NY Times Notable Books** meets monthly at a local library, and the **Diversity Book Group** meets monthly in individual homes. With the exception of the Diversity Book Group, which is open only to members and guests, the other book groups are open to the public.

Other activities include a **Mentoring Program** at area schools, a **Virtual Knitting Club**, a **Walking Group**, and a monthly **Movie and Discussion Night**. The Branch **Issue/Action Group** will tackle important topics pertaining mainly to Sussex County, although we expect that some of these issues will be raised at the state level by the Delaware AAUW Lobby Corps. Our annual **Community Forum** in January will focus on poverty and its effect on children's health care and early childhood education.

*Martha Johnson*  
President

mjaauw@comcast.net

## Dover

Two Dover members, Ann Alexander and Maisha Britt, attended the national convention in St. Louis in June. It was exciting with dynamic speakers – Representative Rosa Delauro (D-Connecticut) and Lilly Ledbetter. Other activities included Bylaws & Policy discussed, argued and voted; and small group meetings held on various topics. For example, “Creating a Healthy Branch Culture” by Cary Lynne McDonnell of AAUW CA; the SHE-E-O Forum: Women in Male-Dominated Fields; and a special documentary on Patsy Mink, U.S. Representative from Hawaii, were also informative.

Our season opener for 2009-2010 was held on September 21 with a covered dish dinner at the home of Joyce Parent. On October 19 we planned a Smyrna museum and garden tour by Master Gardener Quentin Schlieider, who was to speak on Delaware plants. November 9 at 7p.m. we will have a delightful evening with artist Susan Johnston. Our EF silent auction fundraiser will be held at the Duncan Center on December 7, featuring hors d'oeuvres and auction items. Nadine Noble, our EF Chair, will be coordinating the spirited bidding.

Dover's Book Group discussed *The Guernsey Literary Potato Peel Pie Society* by Mary Ann Shafer in September at Nadine Noble's home, and in October Jean Hitchens hosted a session on *Catching Genius* by Kristy Kieman. On November 24 at 7:30 pm. we will meet at Linda Duncan's home to consider *Innocents Abroad* by Mark Twain. Also, Bridge groups are continuing for both beginning and intermediate levels.

*Ann Alexander*  
President

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## Middletown

Contact information:

*Maria Gregors*

gregorsm@atlanticbb.net



## Newark

The Newark Branch has been busy since late Spring with local as well as state contributions. After the Branch and our Coastal-Georgetown co-sponsors hosted the 10th annual Math/Science Luncheon Honoring High School Junior Women, Wanda Simons prepared a table-top display and fact sheet about the event, which has already been used for three public events. The display represented Delaware in the "Taste of Success" program at the 2009 AAUW National Convention. Rebecca Johnson Melvin used the display for Branch outreach at Newark Nite in June and at Community Day in September. The display is available to other branches on request.

Newark enjoys collaborations and sharing ideas exchanged through the State Board meetings. Last spring, Newark's Gourmet Group hosted a Wine Tasting, an idea that was adopted from another branch. A wine vendor who is a neighbor of one of our members selected the wines and suggested complementary hors d'oeuvres, which the Gourmet Group prepared. Over \$200 was raised for EF through this fun, informative, and delicious event!

Newark co-chairs for the 2010 Math/Science Luncheon (to be held April 18, 2010) are Gretchen Cox and Lori Athey, who have been in touch with state co-planners as well as UD liaisons through the summer, and held a brainstorming session in September at the Newark Free Library.

Program co-chairs Sandy Boyce and JoAnne McNeely have lined up programs for the year, mixing luncheon meetings with Monday night programs. With one exception, all meetings are held at Memorial Hall, First Presbyterian Church, 292 W. Main St. in Newark (next to the Newark Country Club). The season began on September 28 with annual business, study group reports, and social time. On October 26, R.M. Ross Ambrecht spoke about the Singapore Math Program. A recent News Journal article talked about this motivational approach to teaching math in K-12, and this important topic certainly complements the branch's advocacy for achievement in the STEM fields.

On December 7, Branch member Sandy Boyce will host a commemorative noon-time brown bag luncheon program featuring local connections to Pearl Harbor. On January 25, Delaware Poet Laureate JoAnn Balingit will be our speaker, also for a noon-time brown bag luncheon. Luncheon programs, especially in the winter months, have been well attended in past years, so a third noon-time program will be held February 22 at the INNternationale House with a presentation by Director Randy Becker. (153 Courtney St., off Academy St., Newark).

"Inspirations for Garden Design," presented by Dr. Sue Barton, is the program for Monday, March 22 at 7:30 pm (back at First Presbyterian). Dr. Barton is the Horticulture Specialist for UD Cooperative Extension. The Math/Science Luncheon is scheduled for April 18, and the season will close on May 24 with the Annual Salad Supper, beginning at 6:30 pm. The Outstanding UD Senior Woman and the Branch's named gift awards will be announced.

*L. Rebecca Johnson Melvin*

President

lrjm@udel.edu

## Western Sussex

The Western Sussex Branch has planned a theme of *Giving Back*. We have met and planned using organizations in the area that help those in need. By learning about these organizations, we can refer others through work, church, and meetings to the best locations for help. In September we began the year with a dessert social and crab raffle which contributes to our operating budget. The Salvation Army had an interesting story to tell us at our meeting in October. We will be collecting food for their pantry to share with the needy. Education Programs will be our focus for the November meeting. We make crafts and have a silent auction whose proceeds we contribute to EF. Last year we made the most ever, and will try it again!

*Pat Davidson*

President

pakdavidson@yahoo.com



## Wilmington

On October 10, Mary Werner DeNadai, FAIA, a principal in the firm John Milner Architects and a board member of the National Trust for Historic Preservation, gave a presentation on the progress of the restoration of Finca Vigía ("Lookout Farm"), the home outside Havana, Cuba of Ernest Hemingway from 1939-1961. The National Trust partnered with the Hemingway Preservation Foundation to restore the home where Hemingway wrote *The Old Man and the Sea* and *For Whom the Bell Tolls*. On behalf of the National Trust, Ms. DeNadai was a member of the team of architects and engineers who traveled to Havana to consult with the Cuban government on the preservation of Hemingway's home.

We are very excited to host a New Members event on November 8 at the Delaware Art Museum. We will tour "*Illustrating Her World: Ellen B.T. Pyle*" guided by our own Branch member Roberta Smith, a docent at the museum.

Our December 8 general meeting is our traditional Holiday Potluck Supper with musical entertainment at Silverside Church. "*Violet Oakley Unveiled*," a one-woman play based on the writings of artist Violet Oakley is our program for February 6, 2010. Ms. Oakley, an artist and student of Howard Pyle, created 43 murals in the early 1900s for the new Pennsylvania state capitol building in Harrisburg. Cindy Dlugolecki wrote the work, and Heather Jannetta performs.

Wilmington's **41st Used Book Sale** is March 4 - 7, 2010 at Concord Mall, Rte. 202, Wilmington, Delaware. The book sale committee is ever eager for book sale volunteers. To participate, email the Wilmington Branch ([aauwwilm@magpage.com](mailto:aauwwilm@magpage.com)) or Martha Julian ([mandm89@comcast.net](mailto:mandm89@comcast.net)). Our 89th Annual Spring Luncheon honoring our current scholarship recipients takes place April 10 at the Doubletree Hotel on Concord Pike, with Dr. Audrey Doberstein, retired president of Wilmington University as the speaker.

*Ann De Felice*

President

firsteditor@comcast.net  
[www.aauwwilmington.org](http://www.aauwwilmington.org)

## Lobby Corps

In January 2010, we will be back to lobbying the General Assembly! If you are interested in training, please email Lana at [lcobb2@verizon.net](mailto:lcobb2@verizon.net). There will be more details at the January Executive Board meeting, and also via email to each Branch. Give some consideration to helping with this project.

## *CEDAW Women's Rights Treaty Not Yet Ratified by the U. S.*

Thirty years ago, the United Nations adopted the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**. Since then, 186 countries have ratified this treaty – but not the United States! AAUW supports ratification of CEDAW, also known as the Treaty for the Rights of Women.

The 2009-11 Public Policy Principles for Action state that "AAUW believes that global interdependence requires national and international policies that promote peace, justice, human rights, sustainable development, and mutual security for all people. We support a strengthened United Nations and its affiliated agencies. We advocate implementation of the Beijing Declaration and Platform for Action from the 4th World Conference on Women and subsequent declarations. We affirm our commitment to the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). We support international family planning programs that are consistent with AAUW policy."

On August 26, Women's Equality Day, CEDAW advocates held a national call-in day to support ratification by the US of this important global standard for women's rights. For more information, see:

[aauw.org/About/international\\_corner/CEDAW-Resource-Kit.cfm](http://aauw.org/About/international_corner/CEDAW-Resource-Kit.cfm)  
[aauw.org/advocacy/issue\\_advocacy/principles\\_priorities.cfm](http://aauw.org/advocacy/issue_advocacy/principles_priorities.cfm)

November 25

is

*International Day for the Elimination  
of Violence Against Women*

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For membership information  
contact branch presidents or  
[www.aauwdelaware.org](http://www.aauwdelaware.org)

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### *2009-10 State Calendar*

November 14	State Office Nominations Deadline Send to Maisha Britt	April 3	Annual Reports Due; send to Lana Cobb
December 31	Deadline for Contributions to Association, EF & LAF in order to receive recognition	April 10	Wilmington Spring Luncheon DoubleTree Hotel, Route 202
January 9	Board Meeting, Dover Public Library 9:30 a.m. – 1:30 p.m.	April 18	Math/Science Luncheon (Newark & C-G) University of Delaware
January 30	First Stater Deadline, copy to Lana Cobb	April 24	State Convention, Western Sussex Hosting Heritage Shores Club, Bridgeville, DE
March (tbd)	Merchant's Attic Fundraiser (C-G)	May 30	New Officers Forms Due to National
March 4–7	Wilmington 41st Annual Used Book Sale Concord Mall, Route 202, Wilmington	June 12	Board Meeting, Dover Public Library 9:30 a.m. – 1:30 p.m.
April (tbd)	Spring Scholarship Fundraiser (C-G)	June 30	Membership Fiscal year Ends