



Volume \_\_ Issue I

Summer 2008



Georgia State Officers

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**Register for State Leadership Meeting by July 8. Registration form is attached to this newsletter.**

We are researching *Cherokee Rose* Volume Number

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## GA AAUW Dives Into Change at July Leadership Meeting



### Letter from President DeWitt

In this already sweltering Georgia summer, wouldn't you rather be swimming with the penguins? Then make sure you are present at the Summer Leadership meeting in Centerville, GA (near Warner Robins) July 12.

We started thinking about penguins at the 2007 Fall Board meeting when Lynn Fountain brought our attention to the influential book about organizational change, *Our Iceberg is Melting* by John Kotter. Kotter gave us a crew of penguins living on a melting iceberg as an allegory for the condition of any organization that is facing the necessity for change. The change process has eight steps, which you can review on the web at <http://www.ouricebergismelting.com/html/8step.html>.



Last fall, we made the first steps in the change process by creating a sense of urgency: over 2/3 of those present agreed that "We must change our emphases and/or methods because they are outdated and don't serve the mission," and most of the rest said that we *may* have to change our methods. We also took the second step by assembling the guiding team, namely the state board. The third step, developing a change vision and strategy, got a head start at the fall meeting. Those attending divided into workgroups to brainstorm on the vision for what AAUW in Georgia should be. The main themes that emerged were community leadership, collaboration, equity, access and opportunity for all, and empowerment and voice for women and girls. This can be summarized in a vision statement:

**Through community leadership and collaboration, AAUW of Georgia will improve equity, access and opportunity, and voice and empowerment for women and girls.**

Next the same workgroups brainstormed ways to put this vision into practice. The main themes of these ideas were Education, Legislative Action, Publicity, Fund-Raising, Girls' Organizations, Women, and Branch Matters. To summarize: we plan to advocate for girls and women, educate them and educate others about their needs, and raise funds to support all this and Association too. No one can say we're not right behind the Association mission to promote equity for women and girls through advocacy, education, and research! We continued to follow the

*(Continued on page 3)*

## Association Moving in New Directions

By Pat DeWitt

Following the Strategic Plan presented last year at the national convention, AAUW has moved in new directions that you should know about. First, the former national conference of state leaders, which included state presidents, EF

and LAF chairs, has been replaced by a training program designed to prepare all branch and state leaders to more effectively promote the new mission: *AAUW advances equity for women and girls through advocacy, education, and research.*

Elements of this training will be presented at the Georgia Summer Leadership meeting in Centerville on July 12. Carolyn Garfein, a member of the Educational Foundation Board of Directors and a candidate

*(Continued on page 4)*

# Georgia AAUW Adopts Public Policy Issues

By Pat DeWitt, State President

At the State Convention April 2, Public Policy chair Maria Wilson presented a list of issues for our consideration as advocacy projects. Those present voted among them, and the top three choices will form our public policy emphasis for the following year: pay equity for women, health care in Georgia, and STEM (science, technology, engineering, and mathematics) education and careers for women.

Each group followed the first steps of a project-planning format presented by Debbie Karvey. The remainder of each advocacy project will be filled in at the summer leadership meeting.

## Pay Equity for Women

This topic addresses a fundamental AAUW value. The goal of this group was to make a plan and execute it, with the first two milestones to be a report of preliminary study at the July 12 summer leadership meeting and an action plan to be presented at the fall board meeting. Preliminary study is needed to determine where the pay inequities are and what aspects of the problem we might be able to tackle. Effective activities might include legislative advocacy, negotiation workshops for women covering self-esteem

and how to ask for a raise, and media coverage of Equal Pay Day and stories of individuals' experiences. Three people volunteered to work on the Pay Equity Committee following the meeting.

## Health Care in Georgia

This group felt that better health care was a value we hold. They also hope to report at the July meeting on research into health care issues, particularly Peachcare, birth control, and insurance mandates.

## STEM - Science, Technology, Engineering and Mathematics

Milestones identified in this group were achievements rather than dates. They included supporting branches in specific projects, encouraging branches to plan and hold at least one project next year in the area, locating and working with other organizations in the area that might already be addressing this topic, and using AAUW materials. The group projected obtaining commitments from others in the community: professors at local colleges, guidance counselors and teachers in STEM areas at middle and high schools, military and civil service personnel at local military bases, professional women and women college students in STEM areas.

They suggested including girls in the planning of the project. Project activities might be either one-day or ongoing such as:

- Promote programs on TV, etc. in the areas of STEM for girls to watch
- Start a girls' science/math club
- Have a program using industrial arts—maybe a building project with girls and dads
- Partner with public library summer programs
- Take girls to tour local colleges' science, math, engineering, and tech areas
- Tour hospitals and labs to see doctors, nurses, scientists, etc.
- Tour local factories to see scientists/engineers at work
- Hold a career day in STEM areas (on your own or with the school system)
- Work with Girl Scouts, YWCA, Boys and Girls Clubs



## Call to Leadership Meeting—July 12, Centerville, GA

All members are invited and branch leaders are strongly encouraged to attend the Summer Leadership Meeting to be held in Centerville, GA, July 12, 2008. Complete the attached registration form and mail it with your \$16 registration fee BEFORE July 8. Agenda is below.

9:30-10:00	Registration and Refreshments
10:00-10:15	Welcome and Introductions
10:15-11:00	Association Update
11:00-11:15	Break

11:15-12:15

12:15-1:00

1:00-2:00

2:00-2:15

2:15-3:15

3:15-3:30

Reports from Public Policy Groups and Discussion of Public Policy Initiatives  
Lunch  
5 Minute Success Stories from Branches  
Leadership Development: Advancing the Mission Through Membership, Communications, and Marketing  
Afternoon Break  
Project Planning Exercise:  
How to Set Your Ideas in Motion  
Wrap-up

# State Leadership Meeting - July 12 in Centerville

## Advancing Change Strategy

*(Continued from page 1)*

penguins' footsteps at the Georgia State Convention in April by identifying three areas in which to concentrate our advocacy and education efforts: STEM (science, technology, engineering, and math) education for girls, health care for women and girls in Georgia, and pay equity. Then we jumped ahead to step six, "create some short-term wins", by initiating a collaboration with the Siegel Institute at Kennesaw State University. About fifteen of us attended the Siegel Phenomenal Women conference, and members of the AAUW Georgia executive board will be talking soon with the Siegel leadership about further collaboration. This promises to be more than a short-term win! At the Summer Leadership Meeting July 12 we will continue working on step three, the change strategy, by hearing and discussing reports from three committees assigned to

report on the three public policy areas. Step four is to communicate the vision—we hope that Summer Leadership will further inspire you to communicate it to your branches. Step five, "empower others to act", will gain momentum from the leadership presentations designed by the Association and presented by Carolyn Garfein. Then more energy will be applied to step five in the project planning exercise led by Debbie Karvey and myself. This exercise will help you convert your values and great ideas into action plans.

Carolyn Garfein's presentations will likely be the highlight of the meeting, because our own change process here in Georgia is also a part of the Association change process. That process was initiated by the Strategic Planning process reported at the National Convention last summer, and some significant changes have already taken place.

Carolyn is a member of the Association board and of the North Fulton branch, and Senior Vice President of The Marketing Workshop, Inc. located in Norcross. At the 2008 Georgia State Convention, she announced her candidacy for Association President. She is well positioned to enlighten us as to the important changes at the Association level, and that will be the first event in the meeting. Later she will present one of the most important modules of the Association Leadership Training: Advancing the Mission Through Membership, Communications, and Marketing. This training was formerly only available to state presidents and EF/LAF chairs, but presenters like Carolyn, who has presented in several other states already, are now bringing it to anyone who chooses to attend state meetings. So don't be left out!

## Public Policy at AAUW GA State Convention

By Maria Wilson, AAUW, GA Public Policy Chair

The Friday before the State Convention I received a letter from Senator Johnny Isakson in response to a communication I had sent him asking him to support S.1087, the Fair Pay Act, which is a federal legislative response to the recent Supreme Court ruling, Ledbetter vs. Goodyear Tire and Rubber. That ruling, which split the Court 5-4 and countermanded previous legal rulings, said claims of pay discrimination could only date back 160 days. In his letter Isakson said, in effect, that he had some concerns about S.1087.

AAUW supports this legislation and AAUW, GA has an opportunity to be instrumental in its passage since Sen. Isakson sits on the Health, Education, Labor and Pensions Committee which currently has it bottled up. At the Convention we circulated a letter I'd formulated as your Georgia Public Policy Chair. It enumerated the reasons why we support it, such as secrecy surrounding wages and salaries in the workplace, which makes it difficult to find out in just 160 days about pay discrimination. We support it and asked him to help bring it out of committee and for his support for S. 1087. All who were present signed the let-

ter, which I subsequently mailed to him.

Since then the Fair Pay Act was defeated in the Senate. Both Georgia Senators voted against it. It is hoped that it will be reintroduced and get another chance to change the law and countermand the Ledbetter vs. Goodyear decision.

As you are all aware, 2008 is an election year. Here in Georgia you will be voting for a President, a U.S. Senator, our U.S. House Representatives, numbers of state senators and all our representatives, as well as many other local officials and referendums. Please visit our National AAUW web site, which is a thing of beauty. On the 2 Minute Candidate, you can register to vote (and the deadline is June 16 for the primary on July 15), see the voting records of our U. S. Senators and U.S. Representatives on issues of importance to AAUW and get contact information for them. It's important to be informed about their votes and not just go with the way a candidate looks and feels to us. After the May 2 deadline for filing as a candidate in Georgia, you should also be able to see information about other Georgia candidates. This is an invaluable tool to

help you make decisions about whether current office-holders deserve your vote or whether it is time to find a new candidate to support. If you don't know enough about a candidate, find out more! Call their offices to ask where the candidate will be speaking. Go and hear him or her. Ask questions. Tell them what's important to you. If you don't like what an incumbent has done in office, hold him or her accountable by voting for a different candidate!

Another important source of information is the state of Georgia website, <http://www.legis.state.ga.us.org/> You can see what legislation has been introduced and track its progress through the system. You can look at legislation your own legislator has introduced over the course of the session. I learned that my own Senator, Judson Hill, brought over a hundred bills this past season. I don't support many of them but at least he has been busy. On the other hand, my representative, Matt Dollar, seems to have spent most of his time writing a few commendations for local schools. You can read on this website what the bills contain to see if their ideas are in synch with your

*(Continued on page 4)*

## AAUW New Directions

(Continued from page 1)

for Association president for 2009-2011, will conduct the training. She is also a member of the North Fulton (formerly Roswell-Alpharetta) Branch and Senior Vice President of The Marketing Workshop, Inc. located in Norcross, GA.

Important changes have been made in the policies and procedures of the Legal Advocacy Fund, which for the past

*LAF will search for cases that will have significance for all women: strategic litigation that will have national impact.*

two years has been under the Educational Foundation. LAF will expand marketing of its Campus Outreach Programs, which educate college campuses on sex discrimination, and expand the online resources dealing with the legal

aspects of sex discrimination. Current plaintiffs will continue to be supported through December 31, 2008, but no new cases under the old guidelines will be adopted. Instead, Association and EF/LAF leadership voted at a February 2008 meeting to move ahead with the transition. The new plans include expanding LAF's focus to include not only higher education but the workplace in general, continue and expand support for workplace-based cases as amicus curiae, and work with other respected organizations active for gender equity. Most importantly, LAF will search for cases that will have significance for all women: strategic litigation that will have national impact. This represents a shift from supporting deserving individuals to backing landmark cases. A complete briefing on the change is on the AAUW website at <http://www.aauw.org/advocacy/laf/briefing0508.cfm>.

Finally, the publication of AAUW's new research report, *Where the Girls Are: The Facts About Gender Equity in*

*Education*, has received much national attention. Analyses of results from national standardized tests such as the National Assessment of Educational Progress (NAEP) and the SAT and ACT college entrance examinations, as well as other measures of educational achievement, provide an overall picture of trends in gender equity from elementary school to college and beyond. The authors demonstrate that girls' gains have not come at boys' expense, as has been claimed by some, because boy's scores and graduation rates have not declined as girl's scores have risen. They focus attention on factors of race and family income as more important: not all boys need help, but both boys and girls from low-income and certain minority populations may need help. All AAUW members should read at least the very brief executive summary, available online at [http://www.aauw.org/research/upload/whereGirlsAre\\_execSummary.pdf](http://www.aauw.org/research/upload/whereGirlsAre_execSummary.pdf), and if possible the entire report.

## More Than 500 Students Attend AAUW and NASPA Leadership Conference!

The 2008 National Conference for College Women Student Leaders was a huge success! See initial highlights from the June 5-7 event on the conference website, including video clips from attendees about the important benefits the conference provided them and their gratitude for the generous support of AAUW's branches and states. AAUW Leadership and Training Institute and NASPA's Center for Scholarship, Research, and Professional Development for Women presented the **2008 National Conference for College Women Student Leaders (NCCWSL) - Leadership for Today and Tomorrow**, a two-and-a-half day conference focused on important and contemporary leadership issues. NCCWSL is a perfect conference to help student's hone their leadership skills for work on campus and in the community.

## Public Policy Chair Report

(Continued from page 3)  
own.

Back to the activities at the Convention, a vote on sixteen topics I had listed produced our top three public policy priorities for the coming year. They were as follows:

- 1.) STEM education for girls
- 2.) Pay Equity

### 3.) Health Insurance Legislation in Georgia

After the vote we went into breakout discussion groups, one for each topic. I sat in on the discussion on STEM education which was very productive. Nancy Coakley spoke about our own efforts in AAUW, Cobb, including our recent science camp scholarships. Many fine ideas were generated on this and the other topics. The group

on Health Insurance Legislation and Policy included Beth Farokhi and Pam Flournoy who will report on the findings of their research after June 1st. Carol Stephens informs me the group on Pay Equity will report in July and will include any appropriate action items.

# Education Foundation Program Changes

## Fellowships, Grants, and Awards—Program Changes

The Educational Foundation Board of Directors recently approved several changes to ensure that the AAUW Fellowship and Grants program continues to support our mission, vision, and Value Promise.

- 1) *Application, review, and selection process:* AAUW is instituting an online application, review, rating, and panel selection process, maximizing technology to increase visibility, efficiency, convenience, and cost savings.
- 2) *International Fellowships:* To ensure that fellows in the master's degree pro-

grams return to their home countries with full academic credentials, AAUW will award up to 6 renewable International Fellowships annually.

- 3) *American Fellowships:* All dissertation fellowships will now be managed within the American Fellowships (AF) program. The only necessary change was a shift of the engineering fellowships to AF from Selected Professions, which also should increase visibility for these STEM fellowships.
- 4) *STEM encouragement:* With recognition of the under representation of

women in STEM, a larger proportion of American Fellowships will be awarded for STEM studies in order to increase the incentives for women to pursue these underrepresented fields.

*2009–10 awards:* The Eleanor Roosevelt Fund Award remains as the national level EF award; the Recognition Award for Emerging Scholars, the Founders Distinguished Senior Scholar Awards, and the AAUW Achievement Award have been discontinued in order to redirect resources to programs that more directly benefit AAUW members.

## 2008 Georgia AAUW State Convention—Branch Awards



Cartersville-Bartow



Rome



Valdosta



Warner Robins



Columbus

## Bits and Pieces

### Dialogue on the AAUW Blog

Visit AAUW's blog, AAUW Dialog, to provide timely commentary on current news and events and the way they relate to AAUW's mission. Share your thoughts and stay up-to-date on all the latest news by visiting the blog regularly at <http://capwiz.com/aauw/utr/1/KEEILBPCJ/JHGBILBPPQ/1972128291> or subscribing to the AAUW blog RSS feed.

### FIND US ON THE WEB

AAUW of Georgia"  
<http://www.aauwgeorgia.org/>

AAUW National Organization:  
<http://www.aauw.org>

### Atlanta Area Book Fair

Perimeter Mall is the site for the AAUW Atlanta area Book Fair September 24–28, 2008. This is the 49<sup>th</sup> Annual Book Fair for the Atlanta Branch. Preview Night: September 23, 6:00–9:00 p.m.

Newsletter Editor:  
Marie Bruner  
15 Emily Drive, Cataula, GA 31804

In principle and in 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.



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

To update your AAUW member record information: Go to [www.aauw.org](http://www.aauw.org) Log onto the member center and then Update Your Member Record. To use this online form to change your address or other membership information you will need your name, address and Member ID number from your renewal notice, your *AAUW Outlook* or *AAUW in Action* labels, or branch dues report.

## GA AAUW Plays Key Role in Successful KSU-Siegel Institute Phenomenal Women's Conference



**Lynn Fountain**, AAUW GA State President and member of the KSU Phenomenal Women's Conference Leadership Team.



**Gwyn Newsom**, KSU Phenomenal Women's Conference Speaker and Workshop Facilitator—Columbus Branch Member



Georgia AAUW members from Rome, Atlanta and Warner Robins Branches enjoy discussing the day's activities



Left Photo, L-R: Pat DeWitt, Deborah Karvey, Peggy Leiter, Varie Rustin.  
Right Photo, L-R: Evelyn Merk, Marlene Humphry, Varie Rustin

### 2008 Calendar Available on the AAUW Website ([www.aauw.org](http://www.aauw.org))

The 2008 AAUW calendar is now available on the website. The calendar lists meetings, state convention dates, mailings, AAUW publication release dates, deadlines, and other important dates and events throughout the year.



**Register to vote – and vote!**

**Educate yourself and others about the candidates and issues.**

**Note:** The deadline for registering to vote in Georgia is **June 16, 2008** for the Primary Election. The deadline for registering to vote in the General Election is **October 6, 2008**.

### Global Summit of Women

AAUW Executive Director Linda Hallman recently traveled to Hanoi, Vietnam, to participate in the 2008 Global Summit of Women. She participated on a panel of distinguished leaders and discussed AAUW's groundbreaking pay equity research. The Global Summit of Women celebrates women's leadership worldwide by bringing together business, professional, and governmental women leaders from around the world.

**IMPORTANT IT IS TIME TO SEND YOUR DUES IN 2008/09 MEMBERSHIP DUES**

The AAUW membership year runs from July 1, 2008 to June 30, 2009.

#### **MEMBERSHIP Renewal or New Member DUES**

#### **Branch Full Membership Dues:**

Assoc. \$49.00 State \$10

#### **Student Affiliate Dues:**

Assoc. \$17.00 State \$5.00

For Branch dues, check with your branch treasurer.

**DEADLINE for 2009 Branch Dues Reports to State and Association is July 1.**

# AAUW OF GEORGIA SUMMER LEADERSHIP CONFERENCE

JULY 12, 2008— CENTERVILLE GEORGIA

Welcome AAUW of Georgia Members to the 2008 Summer Leadership Conference hosted by the Warner Robins Branch. The meeting will be held at the Centerville Lions Club on Houston Lake Road. The proposed agenda is below. Please arrive BEFORE 10:00 a.m. Directions are below. Questions? Call Marlene Humphry at 478-956-3854 or Pat DeWitt at 706-766-5068 (cell)/706-233-7308 (work).

## Summer Leadership Meeting Agenda

9:30-10:00	Registration and Refreshments
10:00-10:15	Welcome and Introductions
10:15-11:00	Association Update
11:00-11:15	Break
11:15-12:15	Reports from Public Policy Groups and Discussion of Public Policy Initiatives
12:15-1:00	Lunch and 5 Minute Success Stories from Branches
1:00-2:00	Leadership Development: Advancing the Mission Through Membership, Communications, and Marketing
2:00-2:15	Afternoon Break
2:15-3:15	Project Planning Exercise: How to Set Your Ideas in Motion
3:15-3:30	Wrap-up

Registration fee for the day is \$16.00, which includes continental breakfast, lunch and materials. Box lunches will be from Chick-Fil-A. Please provide your choices from the options below. Brownies and beverages are included for everyone!

Chick-Fil-A Sandwich	OR	Char Grilled Chicken Sandwich
Cole Slaw	OR	Carrot Raisin Salad
Chips	OR	Waffle Fries

Name: \_\_\_\_\_ Branch Name: \_\_\_\_\_

Branch Office or Committee Chair: \_\_\_\_\_ State Office: \_\_\_\_\_

Special Needs: (be specific please): \_\_\_\_\_

Student? \_\_\_\_\_ If Yes, College or University Name: \_\_\_\_\_

**Send Registration with check made payable to the Warner Robins Branch AAUW in the amount of **\$16.00**. Mail to: Marlene Humphry, 141 Majestic Oak Circle, Byron GA 31008.  
**Registrations must be received no later than July 8, 2008.****

### Directions to Centerville Lions Club House

Take I-75 to Exit 146, which is Connector 247 (Watson Blvd.) Turn east. Go approximately 5 miles to Houston Lake Road. (This is just past the Galleria Mall) There is a Rite-Aid Drug Store on the northwest corner. Turn left (north). Go approximately 2 miles. You will pass Centerville Elementary School and just past the Centerville United Methodist Church is the Clubhouse on your right.

If you are coming **from Columbus**, take Hwy 49 into Connector 247, and follow the directions above.

If you are coming **another way**, call Marlene at 478-956-3854 for specific directions.