



## *Cherokee Rose Newsletter*

*July 2015*

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### **San Diego AAUW 2015 National Convention Report**

Georgia members (Diane Sakmar and Yetta McMillan, AAUW of Georgia Co-Presidents) and Myra Carmon (Atlanta), Debbie Karvey, Barbara Blue and Betty Dinkins (Cobb Branch) and Evelyn Merk (Houston-Peach) attending convention experienced inspiring speakers and panels, brainstorming through workshops and networking with new and old AAUW members. Approximately 1000 women attended the convention in San Diego, which greeted attendees each day with marvelous temperatures, refreshing breezes and beautiful sunshine.

A very motivational opening session featured Title IX stories and advocacy with Catherine Lhamon, Assistant Secretary of Civil rights, US Department of Education. (See excerpt from AAUW feature article below) AAUW Action Alert is available for members to sign a pledge to contact local Title IX school coordinators to provide resources from AAUW.

Women and Girls in STEM featured a panel of female leaders representing AAUW and corporations such as Verizon, BAE and Lockheed Martin who discussed the opportunities and challenges focused on women working in the world of science and technology.

An outstanding panel participated in a discussion of “What Makes a Woman Leader?” which included Lilly Ledbetter, Noorjahan Akbar, Don McPherson and moderator, Marianne Schnall. Very insightful comments and personal experiences highlighted this engaging interaction. (See excerpt from AAUW featured article below.)

Brief examples of Workshop Materials are also listed below. All workshop materials are available on AAUW website under Convention Tab and/or Resources Tab. Workshop options focused on membership and marketing your branch as well as STEM, philanthropy and mission-based programs. The primary focus of this year’s convention is threefold:

- Philanthropy
- Salary Negotiation
- Public Policy

On Saturday afternoon, the annual meeting and town hall revealed that 12% of AAUW members voted. The new board members were announced as well as the new public policy platform and by-laws implemented for 2015. One of the key voting issues was open membership. The vote was 55% against and 41% for open membership (4% did not vote on this item.) Education requirement for membership remains. For complete details – refer to the AAUW website.

The annual banquet Saturday evening featured:

- 2015 AAUW Achievement Awardee: Maria Klawe, President / Harvey Mudd College
- 2015 AAUW Alumnae Recognition Awardee: Faith Ringgold, Artist, Educator and Social Activist

The speakers were dynamic and inspirational for AAUW members to pay it forward in action and in advocacy.

On Sunday, the closing session featured an outstanding speaker sharing her personal experience as well as relaying results of research on the challenge of non-traditional black women returning to college.

- 2015 Eleanor Roosevelt Fund Awardee: Juanita Johnson-Bailey, UGA Director of Institute for Women’s Studies

Enjoy the gallery of photos from national convention. Georgia was featured prominently as one of the top 10 states for philanthropy per capita.

**AAUW of Georgia Photo Gallery from 2015 National Convention in San Diego:**



Working on AAUW GA Fall Board Meeting



Myra Carmon, Yetta McMillan, Debbie Karvey, Barbara Blue, Diane Sakmar, Evelyn Merk



Patricia Fae Ho with Diane Sakmar



Diane Sakmar with Lilly Ledbetter



Myra Carmon with Atlanta Branch Award

# Support Gender Equity in Education



**June 19**

On Friday, at AAUW's National Convention in San Diego, attendees heard from [Catherine E. Lhamon](#), the assistant secretary for civil rights at the U.S. Department of Education. She spoke about the important work being done to enforce Title IX and to end sex discrimination in schools. This issue is at the core of AAUW's mission to empower women. [Title IX protects all students](#) and, as AAUW's members and supporters know, covers everything from campus sexual violence to science, technology, engineering, and math (STEM) education.

We need your help! The U.S. Department of Education has just released [new resources](#) for Title IX coordinators at schools so that they understand the full scope of their jobs. But not all Title IX coordinators know about these tools. That's where you come in! As AAUW members and supporters, you can help by spreading the word in your communities. Let us know if you can deliver these Title IX resources by [pledging to do so](#). We've also published a how-to guide to make things easier.

## 2015 AAUW National Convention Workshop Materials



**June 17** At AAUW National Convention, we take your learning seriously. Through more than 30 workshops plus pre-con activities, Programs That Work roundtables, and Daily Dialogues, attendees get to customize their convention experience and grow as leaders.

But with so many great activities on the docket, even the busiest attendees are bound to miss some information. That's why we've gathered the presentations, worksheets, and other materials from the workshops to help you learn from the sessions you missed — and pass on the resources you found most helpful to a friend. And remember, we have hundreds of additional materials online that we update year-round to help you organize and recruit members; check out the [Resource section of the AAUW website](#) to learn more.

## Marketing Your Branch from A to Z (Workshop Example)

**Presenters:** Mark Hopkins, AAUW Chief Strategy Officer; and Cordy Galligan, AAUW Vice President of Marketing and Business Development Want to increase your branch's visibility? Reach out to potential members? Show your community how relevant your work is? This session will give you marketing strategies and tactics to help you succeed in today's competitive space. You'll leave with ideas for how your branch can boost visibility, recruit and retain a more diverse membership, and secure new funding sources.

### Workshop Materials

- [Presentation PowerPoint](#)

### Related Links

- [10 Leader Essentials in Marketing and Visibility](#)
- [The Power of Membership Recruitment Video](#)
- [How to Use Images to Market Your Branch](#)
- [Want to Get Campuses Excited about Your Branch? Here Are 4 Tips](#)

## Additional Workshop Example:

### Collaboration + Great Programs = Diverse and Inclusive Branches!

**Presenters:** Penny Larsen, AAUW Diversity and Inclusion Task Force Co-Chair; Michigan State Membership Vice President; Patricia Gaston, AAUW Diversity and Inclusion Task Force Co-Chair; Cordy Galligan, Vice President of Marketing & Business Development; and Erica Stout, AAUW Training and Program Manager AAUW's mission resonates among all women — and men! This jam-packed workshop will give you new ideas and skills to grow your branch with effective programs offered through a lens of diversity and inclusion. Learn how collaborating with diverse groups leads to membership expansion, and receive practical tips on how to build on those relationships. Start on your branch of tomorrow today!

### Workshop Materials

- [Presentation PowerPoint](#)
- [How to Secure Speakers for Free Handout](#)

### Related Links

- [Planning Accessible Events](#)

For members interested in accessing workshop documentation, please use this link to the AAUW website: <http://convention.aauw.org/2015/06/17/presentations-and-materials/>

## What Does It Take to Make a Woman Leader?



From left: Don McPherson, Lilly Ledbetter, Noorjahan Akbar, Marianne Schnall, and Kate Farrar

**June 22, 2015**

In a world where the qualities of leadership are still most often associated with — and defined by — men; where women are scrutinized, ridiculed, and threatened for speaking out; and where the status quo is defended staunchly by those in power, how do we encourage more women to risk becoming leaders?

That was the question moderator **Marianne Schnall** and panelists **Noorjahan Akbar**, Kate Farrar, Lilly Ledbetter, and **Don McPherson** attempted to answer during a plenary session at the 2015 **AAUW National Convention** in San Diego.

“I’m very hopeful” about the future of women’s leadership, said Akbar, an activist originally from Afghanistan. “I think people are surprised when I say that because I come from a war zone,” she said. “But the methods used to silence women are not sustainable.”

“I don’t think any of us would be here if we weren’t hopeful,” Farrar, former AAUW vice president of campus leadership programs, added. “We absolutely are fighters and extremely driven by the problems but also extremely driven by the solutions.”

### The System Is Rigged

“I thought that I worked for a major corporation ... and that they would adhere to federal laws,” said longtime AAUW friend Ledbetter. In 2007, Ledbetter lost a **U.S. Supreme Court case** to Goodyear Tire and Rubber Co. The corporation admitted to paying her less than it paid her male peers, but they argued successfully that she had just taken **too long to figure it out** and was therefore not owed any recourse.

Our systems and governments were put into place a hundred years ago by white, heterosexual men, said former NFL player and anti-domestic violence activist McPherson. “And then they call it a meritocracy, but everything is based on their lens.” We’re still living in a model of leadership where if I win, you lose, he said, but women can see beyond that binary, and that’s what makes their model of leadership so promising but also so necessary.

But women who do put themselves out there are putting themselves at risk. Although women in the United States generally don’t face government-sanctioned violence or terrorist attacks in the way women in Afghanistan do, they

still face vicious mental and emotional attacks, said Akbar. “Differences are in the symptoms of misogyny. The roots remain the same.”

“If you dare to speak up, we’ll bring up your sexual history. ... It’s not equal to violence, but it’s a threat, and it silences women.”

## Solidarity Is a Solution

Bringing together the disenfranchised is the only way to amplify their voices and move them into power, the panelists agreed.

“What do you care about?” Farrar asked. “To me leadership is about combining that purpose with action.” From that passion, figure out what action needs to be taken, and find the people and organizations doing that work.

“Women need to create systems and circles of solidarity,” said Akbar. Right now, there’s a danger that women are competing for token positions, a situation that sets them up as enemies instead of allies and reinforces a winner-take-all leadership model.

But solidarity and alternate systems are worthless without diversity, and that includes women of color, other disenfranchised people, and men.

“We need to not be afraid of that conversation,” said McPherson. Men will say the wrong thing, he said, and that’s OK because they are men and don’t know what it’s like to be a woman. He advised women to be patient and willing to educate and men to be humble and willing to listen.

Akbar described some groups that she joined that didn’t reflect her experience as a brown woman, so she started her own. “We need to create transracial groups,” she said, places where different voices and faces can get the support they need to move into leadership positions.

But diverse groups don’t just happen, Farrar cautioned. “We all stay in our comfort zones. It takes an effort to say ... OK, who are the people who haven’t been at our table.” And then go out and find those people, have one-on-one conversations, and figure out how to include them in the work to advance your shared passions.

## There Is Hope

“I want young women to understand that the field is wide open,” said Ledbetter. Every day there’s a new headline about another woman breaking another barrier.

“It’s not the easy thing to do, but it’s the right thing to do. And [leaders will] end up realizing later in life that it was the right thing for them to do,” she said.

“Because of my background, I see the other side of this all-male environment. That makes me very discouraged,” said McPherson. “At the same time, I hear [Akbar] speak, and I’m good. We all have our problems, but she just said, ‘I come from a war zone!’”

Georgia attendees at the 2015 AAUW National Convention in San Diego look forward to sharing the energy and ideas gleaned during our shared time with members and leaders at this outstanding convention. 2017 in Washington, DC ... with another opportunity to learn and share – and lobby at our nation’s capital.

## AAUW of Georgia 2015 State Convention Report:

Cobb County AAUW members came out in force to host and enjoy the Friday evening reception at the Hilton Garden Inn. There were 30 convention attendees as well as Lisa Maatz from national and Carmita McCall from Florida joining in the shared time with good friends and AAUW colleagues.

The convention program hosted by Bea Piddock and Diane Sakmar was exceptional. Although Macon, Valdosta and the newly formed Milledgeville Branches were unable to send representatives, there were 52 in attendance, which is outstanding.



- Lisa Maatz, AAUW VP of Government relations, presented an AAUW overview with slides and videos to highlight the focus and direction of the organization. In addition, a personal story of her beginning as an eight year-old activist highlighted a key AAUW theme: **Women Supporting Women**



- Carmita McCall from Florida (studying at Valdosta State University) came with her program director, Dr. Joy Anderson, and spoke about their Gadsden County Healthy Start Services Program offering services to a very underserved and poor rural population outside of Tallahassee.

- Betty Slater introduced a panel of 5 students (Emory, Atlanta Metro State College, Georgia State and advisors from Georgia Highlands College and North Georgia College) engaged the membership with the perspectives of student chapter needs and interactions with branches and AAUW.
- Marlene Humphry reported on AAUW Funds contribution for AAUW of GA and branches. Cobb received several rewards and the overall contribution in 2014 to AAUW funds from Georgia was over \$38,000.
- Laurie Shaw reported on AAUW of GA Membership and presented membership awards. The challenge to grow branch membership continues to be a focal point.
- Following lunch, Lisa Maatz shared public policy stories and personal advocacy experiences that validate her skills as a terrific strategist and speaker.
- There followed reports on Finance, Communications, and election results for AAUW of GA Co-President and Treasurer to serve a two year term. The proposed bylaws change was approved as well (changing number of members serving on nominating committee from 5 to 3.). The voting format was electronically submitted to all members via Survey Monkey.
- All branches had an opportunity to 'brag' about accomplishments this year. The convention provided outstanding speakers and inspiration as well as an opportunity to visit accomplishments of AAUW of GA and our branches.
- Several AAUW of GA members are fired up to attend the national convention in San Diego in June. Members are encouraged to vote electronically for the candidates running for national office as well as the bylaws and public policy proposals for this year.
- Unanimously elected are the new incoming officers for 2015-2017. Joining AAUW of GA Co-President Diane Sakmar of Cartersville-Bartow Branch will be incoming Co-President Yetta McMillan of Cobb County Branch as well as Mary Lynn Merkle of Atlanta Branch as treasurer. We look forward to supporting the efforts of AAUW of GA leadership in the coming year.
- Outgoing AAUW of GA Co-President, Bea Piddock, was honored for her contributions to the organization.

## Summer Updates from Branches:

### Cartersville-Bartow Branch

Beginning in January the Cartersville-Bartow branch collaborated with the Tellus Science Museum, resulting in a STEM project for 25 8th grade girls from Cartersville Middle School. Six monthly programs were planned, four on school days and two on Saturdays, dealing with science topics ranging from geology and paleontology to astronomy, each one presented by a female scientist in that field.

Before the initial program, Cartersville STEM Chair Tanya Hyman taught the girls the silk screening process, and they screened STEM T-shirts for themselves with the Tellus and AAUW logos. We plan to follow this cohort group to high school next year and provide other STEM experiences for the most highly motivated. Their 8th grade science teacher, who assisted with the program, is also one of our three 2015 scholarship recipients and will pursue a specialist degree in technology education.



### AAUW of Cobb County

Once again, Nancy Coakley proved to be an outstanding hostess at our annual AAUW of Cobb County celebration dinner at the Indian Hills Country Club. We all enjoyed an excellent meal and time.



Our Woman of the Year, Shan Cooper, VP and General Manager at Marietta's Lockheed Martin complex, was a delightful and charming addition to our gathering. Although our 2 scholarship recipients were not able to attend, there will be a follow up opportunity to meet these remarkable women when we resume our schedule in the late summer, early fall.

When Shan Cooper was introduced, members were encouraged to ask her questions and a very delightful exchange of questions and answers followed which further revealed how remarkable a woman she is.

As the 2015 Cobb AAUW Woman of the year, Shan has been enrolled as a branch member and we look forward to her joining us.

Also during the evening, Debbie Karvey recapped branch accomplishments during the past year. Volunteers worked hard at the annual book sale to generate almost \$10,000 in proceeds to sponsor two local scholarship recipients (one at Kennesaw State University and one at Life University) as well as to contribute a total of \$5000.00 to AAUW funds and to sponsor a student to attend the 2015 NCCWSL Conference at the University of Maryland.

Additionally AAUW Cobb hosted a wine tasting social/fundraiser under the direction of Yetta McMillan and Nancy Coakley organized an outstanding December social event with a MOS Choral Concert and dinner at Pastis in Roswell. There were some great programs this year focused on women's issues and some outstanding guest speakers.



Arden Stone was installed as incoming AAUW of Cobb County Branch President and we are all excited to support her efforts to grow the branch in visibility and value. Amy Stevens, incoming treasurer, was unable to attend the festivities. We applaud their dedication to the branch in stepping up to a leadership role.



Yetta McMillan, Branch Membership Chair, graciously honored outgoing Co-Presidents, Debbie Karvey and Nancy Coakley, for their commitment to the branch over the past two years. She surprised them with a bouquet of red roses and a plaque of recognition and thanks.

### **The Houston-Peach AAUW Branch of Warner Robins, Georgia is alive and well!!**

As a group this past year, it is exciting to report that our members decided to reach out to the young of our community in new ways while continuing our **Reading Is Fundamental** outreach.

1. At the start of the fall school year, we will have in place our new **STEM Store** at Miller Elementary in Warner Robins. Students in the 5<sup>th</sup> grade will earn points in their STEM- focused curriculum, and they will in turn use those points toward awesome items in the AAUW-operated STEM store. The school and the ladies of AAUW are extremely excited about this new project.

2. Also this fall, our branch will be conducting a **writing contest** for 8<sup>th</sup> grade girls in Houston and Peach Counties. The topic for their writing is still under discussion, but we do know the prize for the winning essay will be an iPad!! Talk about excited. (If you have a suggestion for a topic, email me at [jwins1939@gmail.com](mailto:jwins1939@gmail.com) and put "essay topic" in the subject line.)

3. And our exciting third project is the awarding of a **scholarship to a non-traditional female** college student. Details are still being worked out for this, but we do know the award will be made spring semester, 2016. We have three Institutions of higher learning in Houston and Peach Counties, and we will be reaching out to second-year non-traditional female students.

To conclude, the money for these projects come from our book sale we have every fall, and this fall is no exception. We are in a new sorting and storing location, and a new book sale location, and we anticipate bringing in *more money than ever before!!*

-----Jane Winston and Carrie Smith, co-presidents of the Houston-Peach AAUW Branch of Warner Robins, GA.

*During the Fall Board Meeting on Saturday, August 22<sup>nd</sup>, other AAUW of Georgia Branches will be able to share updates, activities and events.*



## **Public Policy Updates:**

### **YWCA of Greater Atlanta June 2<sup>nd</sup> Roundtable**

Arden Stone and Debbie Karvey attended this coalition round table in the beginning of June at the YWCA offices on North Highland. Helen Robinson, YWCA Advocacy Director led the discussion. Coalition members present were AAUW, LWV of Georgia, Ga Job and Family Collaborative/9to5, Georgia Coalition Against Domestic Violence, Feminist Women's Health Center, Georgia Budget and Policy Institute, Georgians for a Healthy Future, Georgia Commission on Family Violence, Voices for Georgia's Children, YWCA's Georgia Women's Policy Institute and YWCA's Advocacy Committee.

The purpose of the meeting was to gather as many coalition members as possible to review the successes from the 2015 legislative session as well as the remaining challenges to move forward and fight for in 2016. Strategizing about potential issues and need for bills to be presented and supported in the upcoming legislative session provided a framework for action and collaboration. Women's issues, family issues, and homelessness were at the forefront, with voting rights, gun violence and religious freedom act targeted as areas to watch.

More information will be shared as this collaboration under the YWCA moves forward.

A follow-up roundtable of coalition members is scheduled for August 14 at YWCA ATL Headquarters.

### **Family Care Act (HB92 / SB242)**

AAUW continues to be involved with coalition partners under the guidance of Georgia Job and Family Collaborative and Georgia 9to5. Although the bill did not make it out of committee in the house, a bill was introduced late in the legislative session in the Senate ... and both bills will be a focal point for the 2016 legislative session.

### **White House Council on Women and Girls: Lead on Leave / Working Families**

On July 7<sup>th</sup>, as the last stop on a national tour of major cities, Valerie Jarrett, Director of the White House Council on Women and Girls and Kasim Reed, Mayor of Atlanta, spoke before a group of legislators and organizations at City Hall about efforts to promote paid sick leave. For other cities in the region, Mayor Reed recently led by example by establishing paid sick leave for 8,000 City of Atlanta employees. Mayor Reed also reported that plans are in progress to implement equal pay for city employees as well.

Debbie Karvey attended this event as a member of AAUW and the Georgia Job and Family Collaborative.



## Office of Research & Sponsored Projects

### **UWG AWARDED GRANT TO PREVENT SEXUAL ASSAULT ON CAMPUS**

The Georgia Department of Public Health has awarded the University of West Georgia (UWG) the “One in Four” grant. The \$24,000 grant will be used to enhance existing activities and showcase the “One in Four” approach to educating and encouraging students male and female to understand the serious nature of sexual misconduct and sexual violence. *One in Four USA* is a national primary prevention program designed to increase the likelihood of bystander intervention in potentially high-risk situations; help men understand how to help women who have experienced sexual violence (SV); and challenge men to change their own behaviors and influence the behaviors of others.

UWG has provided primary prevention programming since 2002. The university also provides free, comprehensive medical and advocacy services for students, faculty, or staff impacted by sexual violence. UWG employs the only SANEs (Sexual Assault Nurse Examiner) in the western region of the state. There are four SANEs on staff – two female and two males. There are also two trained victim advocates who assist throughout the medical process, link students with counseling resources, and advocate as needed in either law enforcement or Title IX proceedings. The opportunity to implement *One in Four USA* and to enrich current prevention programs will greatly enhance existing efforts to create and maintain a campus climate of respect and to reduce incidents of sexual violence.

“We are honored to receive this award and thankful for the opportunities the funding will provide as we seek to grow awareness and strengthen our prevention programs. UWG leadership, faculty, and staff understand the seriousness of sexual assault and work diligently to ensure we provide the knowledge and assistance our students need,” said Jamie Brown, Office of Research and Sponsored Projects.

**AAUW of Georgia Fall Board Meeting August 22, 2015 Registration**  
**Callaway Gardens Mountain Creek Conference Center**  
**17800 Highway 27 South**  
**Pine Mountain, GA 31822 (706)663-2281**

Saturday August 22, 2015

Registration	8:00 to 9:00 AM
Board Meeting	9:00 AM to 4:00 PM
	AAUW San Diego Convention Report
	Officer / Chair Reports
	Business
	By-laws review
	Budget Review / Approval
	Strategic Planning
	Makers Faire Proposal
	State Convention 2016
	Nominating Committee appointment

The **Registration fee of \$40** includes the cost of meeting facilities, materials and a catered lunch. Attendance numbers need to be given to the Callaway Garden catering team no later than **August 15th**, so plan on registering early. For those arriving on Friday, rooms are available at \$109/night, for AAUW attendees, if you would like to make those arrangements.

Send registration form and fee (make \$40 checks payable to AAUW of Georgia) to:

Diane Sakmar  
33 Ranger Road, Cartersville, GA 30121-5296  
770-843-0886

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Registration form for Saturday, August 22, 2015

NAME \_\_\_\_\_

ADDRESS \_\_\_\_\_

PHONE \_\_\_\_\_ E-MAIL \_\_\_\_\_

BRANCH \_\_\_\_\_

MEMBER/CHAIR \_\_\_\_\_