



IOWA

AAUW INITIATIVE

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The purpose of AAUW is to advance equity for women and girls through advocacy, education, philanthropy, and research.

AAUW IOWA CONFERENCE APRIL 23-24, AMES

Lilly Ledbetter - Equal Pay is about Fairness and Survival

The first bill President Obama signed into law, the Lilly Ledbetter Fair Pay Act of 2009, righted a serious wrong. Lilly Ledbetter was vindicated after losing a long struggle over wage discrimination. She will be the featured speaker on April 23 during the 2010 AAUW Iowa Spring Conference in Ames.



She worked for nearly two decades at Goodyear and despite receiving top performance awards, Ledbetter discovered that she had been paid significantly less than male co-workers with the same job. The reduced salary also impacted the company's contributions to her pension and retirement. In 1998, she filed suit under Title VII of the Civil Rights Act of 1964 and was awarded back pay and other remedies in a jury trial. In 2007, however, the U.S. Supreme Court overturned that ruling, and 40 years of EEOC precedent in a 5-4 decision that significantly narrowed the interpretation of pay equity laws. The justices ruled that employees could only file a wage discrimination complaint within 180 days of the original pay decision, leaving women, minorities, and others in Ledbetter's situation with no recourse.

AAUW helped lead the coalition of women's rights, labor, and civil rights groups who worked for almost two years to get the bill passed. The law restores the long-standing interpretation of civil rights laws and EEOC policies that allows employees to challenge any discriminatory pay-check they receive. Although the new law does not benefit her, Ledbetter continues her work as an activist on pay equity issues.

She advocates alongside AAUW for the Paycheck Fairness Act which would close loopholes, strengthen incentives to prevent pay discrimination and bring the Equal Pay Act in line with other Civil Rights Laws. It would also prohibit retaliation against workers who inquire about employers' wage practices or disclose their own wages— something Lilly could have used in her case.

Now retired and widowed, her story shows how workers who suffer wage bias can feel the sting in retirement.

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DATES TO REMEMBER

- April 1 AAUW Iowa Conference Registration Due
- April 20 EQUAL PAY DAY
- April 23 10 AM. AAUW Iowa Board meeting, Ames
- April 23-24 AAUW Iowa Spring Conference, Quality Inn and Suites, Ames
- Lilly Ledbetter will be keynote speaker at 7:30 in the Sun Room at the Memorial Union, Iowa State University
- April 29-30 ICSW Friends Connect Summit, W Des Moines
- June 11-12 Iowa Board Retreat

BREAKING THROUGH BARRIERS

A letter from Carolyn Garfein, AAUW National President

On behalf of the AAUW Board of Directors, I extend our best wishes for an outstanding 2010 state convention. This has been an exciting year for all of us in AAUW, as we have combined three former entities—the Association, the Educational Foundation, and the Leadership and Training Institute—into one organization. We have much to be proud of in the amazing way leaders and members have worked together to make our restructure successful. We are excited because it provides us such a wonderful platform for garnering both new members and attention from the media, policy makers, and the public for our work to break through barriers for women and girls.

All of us have worked hard to make this national transition, and it is up to us now to fulfill the mission of our organization through advocacy, education, research and the ever-necessary philanthropy. Our state conventions are always where our vision takes shape, where we take stock of our accomplishments, share our successes, identify challenges, and examine new opportunities— and where branches begin to prepare for the coming year.

I am pleased to say that this year national leaders and staff will participate at all state conventions in our continuing commitment to collaborate even more closely as a nationwide community. We are all very much looking forward to learning about your interests, priorities, challenges, and triumphs and to sharing some of the portfolio of programs and activities AAUW is providing to help as you design your local mission-based programming.

Spring Inspiration

Diane Patton, AAUW Iowa President



Spring is around the corner and it inspires us to think of and act on new possibilities. At our Spring Conference you will be inspired, especially by Lilly Ledbetter whose name is on a law and a Supreme Court decision- and she's not done yet. Lilly continues to speak out so that working women will be treated fairly. She knows AAUW members can and will make a difference.

We are at the next step in our AAUW grant on implementing gender balance for local government boards and commissions. Come to learn from experienced women leaders how to "Identify Women to Lead". Some branches are already developing strategies and we can learn from one another. I encourage each branch to have one or more members attend this Friday session.

Led by museum staff, you will experience visual literacy and learning through art on the ISU campus and be inspired to think in creative ways.

Any woman who played on an athletic team or was excluded from an educational program or activity, will be inspired by the women who worked to enact and implement Title IX. Hear their history and why we need to ensure its continuation.

In addition, equity issues in medicine and broadcasting will be addressed by those in the field. Lisa Maatz will energize us with news of AAUW national programs. Monsoon will share how an AAUW grant is helping strengthen a culturally specific advocacy group for ethnic Asian teens. Janet Heinicke will help us understand why international issues are important to us as women.

This spring, AAUW Iowa will vote on new leadership as well as the bylaws amendment which will change our method of voting at the annual meeting from delegate to individual member.

Finally, as women always do, we'll participate in a high value program at moderate cost and connect with friends and newcomers. I welcome you to the Spring Conference so we can work together for new possibilities.

SPEAKERS /FACILITATORS AT CONFERENCE



TARA THOMAS is a co-anchor at KWVL News Live at 5, KWVL News at 6 and 10. She grew up in Peoria, Illinois, graduated from Boston University, and started her broadcasting career at KIMT in Mason City. She and her husband, Dave, have two children. She is a “Big Sister.” She Twitters and blogs.

MIRA YUSEF is co-founder and current executive director of Monsoon United Asian Women of Iowa, a culturally specific advocacy group under the aegis of the Iowa Coalition Against Sexual Assault. She has received scholarships and awards for her advocacy for minority women, both in the U.S. and abroad.

LISA MAATZ, AAUW’s top policy advisor, she works to advance AAUW’s priority issues on Capitol Hill and in coalition with other organizations. Her areas of expertise include gender equity in education, Title IX, pay equity and other civil rights issues related to women and girls.



DR JUDY BECKMAN, retired University of Northern Iowa professor, is currently Secretary of AAUW Iowa.

MAGGIE LUTTRELL is a graduate student at Iowa State University. As an undergraduate, she was the first female student elected to be a liaison to the Ames City Council and was student body vice president for 2008-09 school year.

JAN BERAN, retired Iowa State University PE faculty member, received the Iowa League of Women Voters Carrie Chapman Catt Award. She was a leader in urging Iowa State University to name the Carrie Chapman Catt Hall. For 13 years she and her husband served as missionaries in the Philippines. They are the parents of three and foster parents of 28.



ELAINE HEIBER, retired Iowa State University associate director of athletics, worked vigorously for equity in women’s athletics and was instrumental in increasing all sport team budgets and participation in the transition from AIAW to the NCAA. Perhaps her most important legacy was the increased popularity of women’s sports, especially basketball

DR. JANET HEINICKE—Past President of AAUW Iowa, is a retired art professor from Simpson College and Program Convenor for Women Graduates—USA.

BETH SEVERSON, Clarion/Goldfield School Board member, has worked in the agricultural field as a computer science specialist and was a fundraising leader for a local library remodeling project.

LINDA GREENLEE, AAUW Iowa Public Policy Director, is working for Maggie Tinsman, former congresswoman, with her consulting firm focusing on health and human services.

JANE HALLIBURTON, 6th term Story County Supervisor, is an appointed local elected official representative of the FEMA National Advisory Council.

REP. BETH WESSEL-KROESCHELL, District 45, Story County, is Chair of Administration and Rules and serves on the Committee for Human Resources

SENATOR PAM JOCHUM, representing Dubuque County, is Vice Chair of Labor and Business Relations

DR. SHARON DUCLOS, a family practice physician who provides medical care to the underserved, her clinic helps promote community empowerment. She is also a team physician to the UNI women’s basketball team.

State Board Members

Janet Fife-LaFrenz— public relations director, retired after teaching first grade 39 years. She served on the Keokuk City Council and County Board of Supervisors. She feels that communication is extremely important to keep members and communities involved.”

Joyce Treadwell –By-laws Director, is a life member of the Tipton Branch and has served in all branch offices. Since her involvement with bylaws, she has participated in four different structural changes. She has found AAUW at all three levels has so much to offer and allows members to be as active and involved as they wish.

AAUW SPRING CONFERENCE BREAKING THROUGH BARRIERS

Friday, April 23, 2010

- 10:00 AAUW Iowa Board of Directors meeting at Quality Inn & Suites, 2601 East 13th Street, Ames
- 1:00 Registration for Conference at Quality Inn & Suites
- 1:30 “Identifying Women to Lead” panel. Lisa Maatz, facilitator, AAUW Director of Public Policy, Maggie Luttrell, ISU student leader, Beth Severson, Clarion/Goldfield School Board Member, and Jane Halliburton, Story County Supervisor, Senator Pam Jochum, representing Dubuque County, and Representative Beth Wessel-Kroeschell, District 45, Story County
The panel will be followed by:
“Here’s the Data—Where Do We Go From Here—Year 2.” Lisa Maatz and Linda Greenlee, AAUW Iowa Public Policy Director
- Travel to ISU campus-**
- 3:30 Art Tour of ISU Campus
- 6:00 Dinner, honoring Lilly Ledbetter in the Campanile Room, Memorial Union, ISU Campus.
ISU co-sponsors will join us
- 7:30—8:30, Lilly Ledbetter, Keynote Speaker, Sun Room ISU Campus
-Return to Quality Inn & Suites-
- 9:00 Picture with Lilly Ledbetter.
Silent Auction bids begin

Saturday, April 24, 2010

All sessions held at Quality Inn and Suites

- 7:00 Coffee and book talk with Dr. Judy Beckman and Ms Mary Dove
- 8:00 Registration
- 8:30 Welcome and Overview
- 8:40 “Equity Issues in Broadcasting,” Tara Thomas, KWWL News Anchor, Waterloo.
- 9:30 “Shut the door, I wanna stay home. What do international issues have to do with me?” Dr. Janet Heinicke, AAUW Iowa past president
- 10:00 Break /Silent Auction
- 10:15 AAUW Issues, Lisa Maatz, AAUW Public Policy Director,
- 10:45 ”Monsoon Project”, Mira Yusef, Executive Director
- 11:30 Lunch
- 12:30 Title IX Athletic Panel: Jane Edwards, facilitator. Elaine Heiber, former ISU Athletic Director, Jan Beran, retired ISU PE faculty member
- 1:15 Break / Final Bids
- 1:30 Business Meeting
Election of Officers
Membership Recognition
- 2:45 “Equity in Medicine,” Dr. Sharon Duclos, Co-Director of Peoples Community Health Clinic
- 3:30 Closing of Conference and Passing the Gavel
Diane Patton and Sandra Keist Wilson

Pay for and Pick up Silent Auction Items. If you cannot stay, please make arrangements for someone else your item at this time. Thanks!

The State Board of Directors appreciates your participation and commitment to the mission of AAUW

AAUW/Call for Participants:**AAUW Members and AARP Partner on Research on Long-Term Care Planning for Women**

By Jill R. Birdwhistell, PhD, AAUW Chief of Strategic Advancement

The purpose of this project is to help women with long term life and care planning. Since long term care planning is challenging for all of us, AAUW was delighted to be invited to work with AARP, the National Council of Negro Women (NCNW), and MANA: A Latina Organization to develop messaging and materials that will help women make informed choices about the range of issues that should be addressed to prepare for a long life.

AAUW has been asked to serve as reviewers of the draft materials because our members represent a highly educated segment of our population, those who would be most likely to be able to do such planning effectively, and perhaps to have already begun the process. The goal is to ensure that women have the assistance they need, with informational materials that are clear and motivating, and make the process as easy as possible. This material will be made available through all four organizations and to promote and distribute it as widely as possible to assist all women in their long term planning for their lives as they age.

Background: Research indicates that despite women's lengthening lifespan, too few of us are adequately planning for our later years-where we will live, how we will manage declining physical capabilities, how we will pay for our futures, and how we will address our healthcare. In this project, participants are requested to take a baseline test, and then review a toolkit that is designed to cover a wide range of choices and topics that we should consider in planning for our futures. The toolkit will be discussed in four 1-2 hour sessions so participants can rate the various items in terms of effectiveness in helping women to understand their choices and motivating them to implement personal planning, and make suggestions for additions and improvements. **This project will not be used to further any particular commercial interest.**

Our initial announcement has already received more than 400 responses, and so far, more than 150 AAUW members have signed up to participate. We hope you will consider helping to make this project a success, so that women throughout our country will have resources they can rely on for objective advice as they plan for their futures. **If you wish to know more or register as a participant for the AAUW/AARP Partnership for Long-term Health Care Campaign, contact Kemmel Watson at watsonk@aauw.org**

PROPOSED BYLAW CHANGE

At its fall board meeting, the Iowa Board of Directors approved amending the state bylaws. The following motion will be voted on by Iowa's membership at the Annual Meeting in April 2010.

“ Under Article XI. Meetings. Delete section 4 and substitute the following wording. Section 4. The voting body shall include all AAUW members who are present at the Annual meeting.

The rationale: AAUW Iowa presently uses a delegate system for voting at the business meetings. This system allows each branch to have two voting delegates and additional delegates for each 25 branch members. These branch delegates must be present to vote and only one vote per delegate. Thus not everyone who attends the Annual Meeting is able to vote on motions presented at the business meeting. Because this is a proposed amendment, the delegate system will still be used in taking action on this amendment at the Annual meeting on April 24

State/Branch Bylaws Update

AAUW Iowa has 30 branches, 27 of which have been approved for mandated changes. The final 3 will be brought into compliance before March 31 deadline.

“Educational Foundation”

Since AAUW and the Educational Foundation became a single entity now known only as AAUW, the term “Educational Foundation” is no longer used. At its January meeting, the Iowa board voted to use the term AAUW Funds which encompasses the former EF, LAF and all the other funds. Donations will be directed by using fund numbers.

AAUWIOWA.ORG

AAUW Iowa bylaws have been revised to meet the mandated changes and are posted on the AAUW website

**REMEMBER TO
USE OUR NEW
WEBSITE:**

AAUWIOWA.ORG

**TIPTON BRANCH
prepares to cele-
brate its 75th anni-
versary. Congratula-
tions to all its mem-
bers.**

**NEW STORM
LAKE BRANCH**

A newly reorganized branch in Storm Lake had their first meeting in February with 10 joining. Mary Gill was elected as the new president. Storm Lake had an active group in the late 80's and early 90's. It is exciting to see the new enthusiasm of this group. **CONGRATULATIONS!!**

**Does your branch want to develop a web page, but don't know where to start?
Laura Browne and Lois Enger, Communication Committee**

Members recognize that having information about their branch and activities available electronically is a plus in this day and age. This makes the information readily available to current and potential members. For many, the first question is how much is this going to cost?

The Association recently offered an opportunity for branches to learn about a company called SiteWise who had been contracted to help states/branches develop their own web sites. Committee member Lois participated in this electronic workshop and offers the following summary of services available from SiteWise:

The presenters reviewed some of the functions offered by SiteWise for putting up web pages. Also offered is Custom Web Page space for members to have their own spaces and I believe these can be commercial sites. The pricing for the web site with a 4 year contract is \$19.95/mo. for branches with less than 50 members. In addition, Custom Web Sites cost \$9.95 a month with the Branch receiving \$1 of this each month. The idea is this could be used a source of income. The program also allows for Banner Ads sold to sponsors that could be used to offset the cost of the web site. March 1st is the deadline for Free set up, design and launch services. After March 1st there is a cost for these services which would be determined by the requirements of the Branch site.

So, to answer the question, "How much is this going to cost?," it is not going to cost anything to set it up, but will cost almost \$20/mo. for 4 years to maintain and update it as necessary.

I can hear you saying, "We can't afford that" and your hopes of having an electronic presence on the information highway get tabled until the next time, but....

The State AAUW site (www.aauwiowa.org) is currently hosted by Go Daddy and the state site is paid up until 2012. But the state site is not using anywhere near all the space we have paid for. In fact, according to GoDaddy tech support, we have enough unused space to offer ALL BRANCHES the opportunity to put up their own web site. This is GOOD NEWS, but leads to the next question-How do I create that website, what information do I need to include, and who can help me figure all this out?"

The members of the Communication Committee (Linda Davis-Ottumwa branch, Lois Enger-Emmetsburg branch, and Laura Browne-Marshalltown branch) have the answer! A web page template has been developed in Microsoft Office Word that makes it possible for you to lay out your webpage. In fact, this template has been used to develop draft web pages for the Emmetsburg and Marshalltown branches (www.aauwiowa.org/emmetsburg and www.aauwiowa.org/marshalltown) to show you what the template looks like. Remember, these are just drafts; they are not complete/accurate web pages yet. Once your branch has created its website using the template, it will need to be emailed to Laura Browne, Webmaster, who will then upload it to the state website. Members could then access their branch's web page by going to www.aauwiowa.org/branchname. **And there is no charge to the branches to do this!**

If your branch would like to get started developing a website, please contact Laura Browne at laura.browne@iavalley.edu to get started. LET THE FUN BEGIN!

AAUW "GO GREEN" SILENT AUCTION to benefit the Legal Advocacy Fund in Honor of Lilly Ledbetter. **REUSE* RE-PURPOSE* USE-UP*** Donations are needed for the auction, but no need to purchase items. Instead donate items that can be reused, re-purposed, or used up. Put items together with a common theme or pack them in an interesting recycled container. Auction items should be delivered during registration. Think big and "Go Green!" Branches donating items will receive Legal Advocacy Fund credit for bid price. This is a fun and easy way for branches to donate to LAF. Questions? Contact Colleen Jolly at bcjolly@isunet.net, Jane Close at closej@q.com, or Kathie Farris at katfarris@aol.com

NOMINATING COMMITTEE REPORT

PRESIDENT—SANDRA KEIST WILSON joined the Des Moines branch in 1966. She has held the following state offices: LAF chair, Program VP, and Public Policy Director and President—elect. She received a college scholarship and a grant to help fund a Master's degree studies from AAUW. She retired from a career as a librarian and administrator of two college libraries.



PROGRAM CO-VICE PRESIDENT—MARY DOVE is currently serving as a co-president of the Cedar Falls branch. She is a fourth grade teacher at Janesville Consolidated School District, has been a 4-H leader, a Janesville First Responder and a member of the Bremer County Board of Health. She participates in Cedar Valley Discuss Discover Diversity and Women in Motion. She and her husband are parents of two children, all of whom are graduates of ISU. She also earned a masters from UNI.



PROGRAM CO-VICE PRESIDENT —DR. JUDY BECKMAN is currently a co-president of the Cedar Falls branch. She was a UNI professor for 35 years. Since retirement, she learned to quilt and play bridge, but still leaves her time to read and discuss books to her heart's content. She is extremely active in AAUW and is working towards pay equity, an issue that has plagued her for many years. She and her husband will celebrate 50 years of marriage in December. They have two adult children and four grandchildren several of whom have graduated or will attend UNI. She is currently serving as secretary on the AAUW Board of Directors. She will also be leading a book discussion at the Conference on Saturday morning at 7 a.m.



MEMBERSHIP VICE PRESIDENT— MARY ANN AHRENS earned her BA with honors in business management from UNI. She has served in several offices in her local branch, on the state level and the national level, as Upper Midwest Regional Director. She currently is serving on the state membership committee. Before her move from Waverly to West Des Moines three years ago, she was a business owner and management trainer. Currently she is working in the Iowa House of Representatives and an active member of the Polk County Central Committee. She is married and has two grown daughters both in non-traditional careers.

SECRETARY — LORI SCHRADER-BACHAR is the coordinator of Publication and Special Projects at the Iowa Commission on the Status of Women. She administers the Iowa Women's Hall of Fame and Write Women Back Into History essay contest. She has a BA in social science from Buena Vista University and a masters of public administration from Drake. She has been a member of AAUW since college and has served as membership vice president of the Des Moines branch and Diversity Co-chair on the state board.



TREASURER—SHARON VANA is a member of the Cedar Rapids branch. She is a graduate of Mason City High School, a bachelors from UNI and a masters from U of I both in elementary education. She retired in 2000 after 35 years of teaching. She has been Program Vice President and will be the incoming president. She has been a volunteer with the AAUW sponsored "Open Minds, Open Doors."

Nominating Committee Members:

Lou Waite is an immediate past president of the Denison Area Branch. She has been a journalist and is currently an office manager of a business in Woodbine. She is active in community and civic affairs.

Jane Nettleton, from Algona Branch, is retired from teaching family and consumer science and has held many leadership roles in her local branch, among them is the "Founder's Day historic tour sponsored by the Algona Branch.

Sue Jorgenson, former AAUW Iowa President and program vice-president from Cedar Rapids,

Janet Heinicke, former AAUW Iowa President from Indianola, is a retired professor emeritus from Simpson College. She is very active in her local branch as well as Women Graduates, U.S.A.

