



# IOWA INITIATIVE

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

## Lilly Ledbetter Keynotes Iowa Annual Convention

By Renee Jedlicka

“I will never get back the 100’s of thousands of dollars that Goodyear refused to pay me. It wasn’t easy, and it wasn’t even part of my plan. I simply wanted to work hard and provide for my family. Sometimes life throws us curve balls, we may not have expected them, but we just have to deal with them,” indicated Lilly Ledbetter in her keynote address to Iowa AAUW in Ames on April 23, 2010. Ledbetter is the Goodyear employee who stood up to discriminatory labor practice. After the Supreme Court reversed her award, she worked to improve the federal law and witnessed President Obama sign the Lilly Ledbetter Fair Pay Act.

Alongside AAUW, she continues to advocate for paycheck fairness. Iowa AAUW networked with Iowa State to co-sponsor her visit to Iowa. Iowa Public Television recorded her speech for its “Intelligent Talk Television.” Her address is available for streaming on the web at [http://www.iptv.org/video/detail.cfm/7897/ittv\\_20100516\\_183](http://www.iptv.org/video/detail.cfm/7897/ittv_20100516_183) Many Iowa AAUW members noted Lily’s address was really a historic event for Iowa AAUW. Jane Bruch, an Iowa AAUW member from Emmetsburg, noted, “I think most people would be discouraged, for the hoops, the battles, the illness of her husband, the backlash from Goodyear. She ended up losing. Most people could not do that. She is willing to share her story to benefit others, even though she will gain no money from this .”

After meeting with students and discussing her experiences, Ledbetter addressed the convention attendees at a keynote after dinner speech on Friday evening at the Carrie Chapman Catt Center on the ISU campus. Later that evening, Ledbetter shared her legal story for nearly an hour to over 300 students and the general public in the Memorial Union. In Ledbetter’s address to Iowa AAUW, she shared her struggles, not only her equity case, but also with her husband’s health issues and later death during this time she was still in her court battle. She stated, “I told my husband, if we’re going to do this, we’re doing it. What’s the worst that could happen? We could not lose our house. We had started at bottom, and we could start at bottom again. I could never let it go, because it was not right. I started and I could not let go.”

“Ledbetter urged the audience to be alert to support the Paycheck Fairness Act when it comes up for a vote in the U.S. Senate. She stated, “We have to keep working because the reward may be of no personal benefit to you, but it may bring equality. That’s why I keep going.”

## Let’s Get it Done

“The Senate is about to leave for their August recess without having taken action on the Paycheck Fairness Act. While we’re disappointed they didn’t pass this critical legislation before heading home, we’re not giving up—in fact, we’re turning up the heat. **Join AAUW in our “Get it done!” 21 Days of Action Campaign to get the Paycheck Fairness passed in September.**”

“For three weeks in August and September, we’ll be turning up the heat on the Senate through emails and phone calls, in-district meetings, Facebook and Twitter messages, events across the country and more.” According to the latest AAUW Action Network information. “ Become part of the AAUW national community and break through barriers. Visit the AAUW website: [www: aauw.org](http://www.aauw.org) Visit the Iowa website: [www: aauwiowa.org](http://www.aauwiowa.org)

**The Nineteenth Amendment to the Constitution was passed by Congress June 4, 1919, and ratified August 18, 1920. The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex.**

## Data – Where do we go from here?

By Linda Greenlee, Public Policy Director

AAUW Iowa received an Impact Grant from AAUW and work began to collect data across the state concerning the representation by gender on county boards, commissions, and councils. **The Iowa Legislature passed the GENDER BALANCE ACT OF IOWA that states:**

"All appointive boards, commissions, committees, and councils of a political subdivision of the state shall be gender balanced unless the political subdivision has made a good faith effort to appoint a qualified person to fill a vacancy for a period of three months but has been unable to make a compliant appointment. Political subdivisions shall utilize a fair and unbiased method of selecting the best qualified applicants. This Act is applicable to appointive boards, commissions, committees, and councils of a political subdivision of the state on and after January 1, 2012."

Branches throughout Iowa were asked to provide information concerning the gender balance on various boards and commissions in Iowa's counties as appointed by the County Board of Supervisors. A booklet with this data has now been prepared for each AAUW branch in Iowa. The following shows gender balance across Iowa:

<b>Board Appointments</b>	<b>% Female</b>	<b>% Male</b>
Board of Health	43	52
Conservation Board	16	80
Planning & Zoning Commission	19	70
Zoning Board of Adjustment	18	74
Judicial Magistrate Commission	26	76
Condemnation for Compensation Commission	15	73

With the data now collected, AAUW branches are now being asked to act on the basis of the new legislation, to seek to add more women to positions on local county boards, commissions and committees to bring those groups into a more equitable gender balance. Suggestions for support and action include:

1. Become knowledgeable about the boards and commissions in the local county. The data in the booklet provides information already collected. The county auditor's office can provide additional information.
2. Identify individuals who would be good additions to these boards and commissions by looking at local civic organizations and volunteer groups and personally encouraging women to apply for those openings.
3. Help women develop biographies and resumes as well as speaking directly in support of those interested in serving on various boards and commissions.
4. Prevent the "made a good faith effort to appoint a qualified person to fill a vacancy for a period of three months" loophole. Unless women step up and make their interest known, the gender representation will remain status quo.
5. Additional information and materials are available to individuals and branches by contacting the Impact Grant chair – Linda Greelee, AAUW Iowa Public Policy.

## By Laws Update

At AAUW Iowa's Annual meeting, the delegates present voted to change the method of voting at Annual Meetings. The amendment states that "The voting body shall include all AAUW Iowa members who are present at the Annual Meeting." This amendment to the bylaws means that any AAUW Iowa member who attends the Annual meeting has the right to vote on any action that comes before the group in the business meeting.

Copies of the AAUW Iowa bylaws and policies are posted on the AAUW Iowa website. Copies of all branch bylaws are now available electronically from the Bylaws Director.

## Honorary Life Membership for 50 Year members

Jacquelyn Ellingood from Palo Alto County branch, Olabell Reed from Waterloo branch, Faith Sherman from Des Moines branch and Barbara Butler from Pella branch were honored at the Annual Meeting. They will no longer pay national dues.

## Reports from Spring Conference

### **Equity Issues in Broadcasting**

Colleen Jolly

Tara Thomas, news anchor at KWVL in Waterloo, Iowa, credits her predecessors with the groundbreaking work of women in broadcasting but still faces significant equity issues. Newswomen have a shelf life! While a male co-anchor is recognized as projecting experience and wisdom, a woman is still valued as part of the team aesthetic. They struggle to find female mentors. Women in broadcasting have power to change the editorial point of view. While women may not be paid less than male counterparts who have similar years of experience, they are hired young and often not given the opportunity to stay in the job. Mature women seldom anchor with younger men.

For most female news anchors their "second act" will be a forced one. It's critical to be open to new opportunities. For her, the Internet has enhanced her connections to the public. Her blog following the birth of her child is the station's most popular web site, sharing many of viewers personal struggles. Her flexibility to go where the job took her now translates into her willingness to explore new media possibilities. Asked about her drive to get beyond obstacles as a woman in broadcasting, Thomas said, "Sacrifices are a means to an end. No one said no!"

### **Monsoon Project**

By Linda Greenlee

The Monsoon Project began in 2003 resulting from the lack of a cultural specific organization to serve Asian victims Mira Yusef, Executive Director of Monsoon United Asian Women of Iowa, spoke on the founding of the organization and its long term mission of eliminating domestic violence and sexual assault in the Asian community. The Monsoon Project became a 501C(3) nonprofit organization in 2007. It has successfully obtained federal and state funding for programs working toward empowering Asian youth and families to eliminate violence in their communities.

### **Equity Issues in Medicine**

By Joan Thompson

Dr. Sharon Duclos, Co-Medical Director of Peoples Community Health Clinic, Inc., provides medical care to the under-served and promotes community empowerment in Waterloo. The clinic is located in an area officially designated as underserved, has tax exempt status, provides comprehensive medical care, and offers a sliding scale of fees. Dr. Duclos was educated through Title IX with a basketball scholarship. Her clinic sees more than 18,000 patients, which includes family practice, pediatrics, gynecology and pharmacy.

### **Title IX Athletic Panel**

By Kathie Ferris

Jan Bern, sport historian and retired ISU PE faculty member, and Elaine Heiber, retired ISU Athletic Director, discussed the history of Iowa girls' sports before and after Title IX took effect. Girls' basketball began in Iowa in 1893 and was strongly supported especially in smaller communities. There were many female coaches during the 20's and 30's. In the 60's, GAA and intramurals were the norm. In 1970-71, girls were 50% of the high school athletes in Iowa and had 20% of all women athletes in the nation.

Title IX, which is not just about sports, but also covers enrollment at military academies, law and medical schools, was passed in 1972 and implemented in 1976. The law simply states that there cannot be discrimination based on gender in any institution that receives federal funding. In 1968, there were 15,000 female athletes in colleges; in 2008 - three million. 1 in 17 girls now play on college teams. Female enrollment in law, medicine, and the military academies has also soared.

All has not been perfect. Female leaders have retired and have not been replaced. Texas serves as an example that inequity still exists in per athlete expenditure - \$10,000 per male, \$5,000 per female. While we have come a long way, it is imperative that we keep vigilant.

## **“What do international issues have to do with Me?”**

By Dr. Janet Heinicke

Janet Heinicke, past AAUW Iowa president and current Program Convener for Women Graduates—USA, spoke at the Spring conference and convinced her audience that we are indeed connected to global issues. She made us aware of three large and urgent issues which affect women today all around the world. These issues: The need for greater awareness of global sex trafficking, The need for increased advocacy of access to education for girl children and the need for the United States to ratify CEDAW.

**Read Janet’s speech. Find the link at [www.aauwiowa.org/index\\_files/Page778.htm](http://www.aauwiowa.org/index_files/Page778.htm)**

### **Resources for internationally minded members to use...if they really don’t want to “shut the door” on the world”!**

1. Resolve to heighten your awareness of international issues, especially of the urgent issues connected to trafficking of women and girls, the global need for access to education for girls, and the call for the United States to ratify CEDAW.
2. Educate yourself by reading; invite others to read and discuss what you have read. A short list of currently discussed books includes the following;
  - “Half the Sky” by Nickolas Kristof and Sheryl WuDunn**
  - “Three Cups of Tea” by Greg Mortensen**
  - “Stones into Schools” by Greg Mortensen**
  - “The Natasha’s” by Victor Malrick**
  - “The Johns” by Victor Malrick**
  - “The Trafficking in Persons Report” published by the US Dept. of State**
  - “African Friends and Money Matters” by David Maranz**
  - “Breaking the Silence, voices of women from around the world” by Anees Jung**
  - “What is the What” (The autobiography of Valentino Achak Deng by David Eggers**
3. The United Nations, the UNA, and many churches offer good reference reading materials. Kristof recommends two good web sources in his book. They are [www.womensensenews.org](http://www.womensensenews.org) and [www.worldpulse.com](http://www.worldpulse.com)
4. Find a people to people organization and get involved. Visit [www.globalgiving.org](http://www.globalgiving.org) or [www.kiva.org](http://www.kiva.org)
5. Join a citizen’s advocacy group. You already belong to the best! AAUW!
6. Consider the new USA international women’s group, Women Graduates USA. This organization is affiliated with the International Federation of University Women. More information is located at [www.wg.usa.org](http://www.wg.usa.org). This organization puts you in touch with educated women around the world and provides an opportunity to learn directly what issues are pertinent and how they are viewed from another nation’s perspective.
7. If you are interested in trafficking undertake any of the following strategies;
  - Survey governmental agencies to understand laws on trafficking and enforcement.
  - Publicize the issue through local media and public forums such as parent groups and education groups
  - Locate local shelters for trafficking victims
  - Educate yourself about the coalition to abolish slavery and trafficking called CADT. Read “27 things you can do about trafficking” at its web site [www.castla.org](http://www.castla.org)
8. If you are interested in access to education for girls
  - purchase several UNICEF ‘Schools in a Box’
  - adopt a woman or girl and pay her school expenses at a college or university in her native country,
  - work with immigrant communities to persuade them of the need for girl children to remain in school
  - promote the teaching of English to immigrant women
  - promote the teaching of foreign languages in local schools
  - donate books, magazines to a school library in an under developed country
  - encourage able young women to enter careers in international relations.
9. If you’re interested in seeing CEDAW ratified
  - organize a local study group and learn more about the work of the UN
  - Contact your legislator and urge his consideration of this issue.

## **President Sandra KeistWilson's Message**

Earlier this summer Gene and I took a long road trip (4000+ miles) that gave me plenty of time for reflection. A good part of my thoughts were spent on AAUW and why I continue my membership and activity. I am thankful for our strong lobby core in DC that advocates so well for women and equity. I am grateful for all the legislative updates and "one minute action opportunities" to add our voice to decisions being debated and made at the federal level. I am proud of the programs and conversations that inform us about the status of our world, nation, and ourselves. My thoughts also turned to local branch activities that benefit women and girls.

I am very excited to tell you about a couple new opportunities for members and branches. These are activities that will promote positive change for women and will gain positive recognition for AAUW.

At the national level, we have to turn up the heat to get the "equal pay bill" passed by the senate before they recess. There is a 21-day push starting August 15 (check [aauw.org](http://aauw.org) for the calendar of activities). Please join and get friends and family to join in this effort to finally get full equity for women in the work place. The house has passed it; the senate has not. If it fails to pass, the effort will have to start all over in both houses next year. Iowa wage gap between men and women is 72%, the per state gap rank is 29<sup>th</sup>. The time is NOW!

Locally, the 5050 by 2020 project, is a **bi-partisan** effort, conceived by Jean Lloyd Jones (Dem) and Maggie Tinsman (Rep), both former state legislators, to educate and mentor women who are interested in running for public office. The kick off will take place with a press conference during the 3rd week of September and a showing of the film "Iron Jawed Angels" in several communities across the state, Ames, Cedar Falls/Waterloo, Cedar Rapids, Council Bluffs, Davenport, Des Moines, Mason City and Sioux City. One person from each major party is needed to make arrangements for each city. If you are republican, democrat or independent, and would like to help make arrangements, contact me for further information. This is a project that coincides with AAUW's "Elect Her" collaborations and in promoting gender balance in local government. AAUW National Office has been consulted and we are told that this project is compatible with their priority of getting more women elected to public office. The Iowa State Board approved our participation in this project via electronic vote. Twelve responses were received and all approved the project.

Keynoter Christie Vilsack's speech at the 2009 Spring Conference in Waverly detailed her initiative to prevent unintended pregnancies. This spring AAUW Iowa was invited to work with her staff and the state board approved our participation at the summer board meeting. An ad hoc committee has been appointed and the first meeting takes place this month. Committee members are: Diane Edwards (Clarion), Kathy Farris (Indianola), Courtney Kain (MAL), Jane Nettleton (Algona), and myself, Des Moines. We will be helping create a template for the "conversations" to be held in communities across the state. I will keep you posted on opportunities for Iowa Branches to participate.

On a personal note; I live in Des Moines in a century plus house with my husband, Gene Wilson. We are both retired. I had two careers, as a full time homemaker and then a college librarian and administrator. Our family consists of 9 adult children, 5 his and 4 mine. From these nine and their mates, we have 11 grandchildren and will add two more (twins) (13 my lucky #) in early December. Our family photo shows a diverse family in race and nationality. We have members who are Japanese American, African American, Iranian, Euro/American mixes and faith traditions: Buddhist, Christian, Jewish, Muslim and Shinto. We are an example of a "global" family. My husband likes to say there is not a holiday that we cannot honestly celebrate. We travel often, because family members live from east coast to west coast and in between. This is a very good reason for me to learn social media, so I can conduct business from wherever.

For Equity, Sandra

### **Announcements:**

AAUW IOWA has a Face Book Page, thanks to our national organization's Social Media Committee. I have registered and I invite all of you to take a look and register so we can share branch activities. It is a big learning curve for me to get up to speed, so if you are new to social media too, join me in this new adventure. I was amazed at the number of people, friend, family, and AAUW members that were already asking to be "my friend." Where do these connections come from, a mystery?

AAUW IA supports "paid sick leave legislation;" it falls under the Healthy Families Act that AAUW supports. A bill has been introduced at the state house; be alert for opportunities to give your support.

Our state website is [aauiowa.org](http://aauiowa.org). Check it out for information, notices, dates, etc. Send in suggestions, as the goal is to make this a useful tool for member use. Laura Browne and Lois Enger have been busy and their hard work shows. Lois says that if Branches will submit a calendar, special items, web pages, she can link them to the Branch button. Each branch has a clickable button; check out the branches that have submitted items. She can create a Calendar/Programs page for branches and update it every month.

## OPPORTUNITIES FOR MEMBERS TO APPLY FOR AAUW FUNDS

By AAUW Iowa Funds Co-directors Jane Close and Kathie Farris

We have had a successful year of fundraising for the Educational Opportunities Fund, Legal Advocacy Fund and Leadership Programs Fund (which includes the Mary Ann Ahrens-Iowa Giving Circle). Thank you to all who participated.

There are funds available to all of our branches. Summer or early fall is a good time to begin working on submitting proposals. For those programs and projects that are college or university based (3 of the 4), we suggest that branches not having a local college or university work with the alma mater(s) of their branch members. Listed below are brief descriptions of funds available to branches and where you can find complete information. We hope that your branch will be able to take advantage of them.

Educational Opportunities Fund **Community Action Project Grants of \$2,000-\$10,000** are available for innovative programs that promote equity for women and girls. Applications for 2011-2012 will be available August 1—January 15. Additional information is available at [www.aauw.org/learn/fellowships\\_grants/community\\_action.cfm](http://www.aauw.org/learn/fellowships_grants/community_action.cfm).

Educational Opportunities Fund **Career Development Grants of \$2,000-\$12,000** are available to women who hold a bachelor's degree and are preparing to advance, change careers or re-enter the work force. Applications for grant year July 1, 2011— June 30, 2012 will be available August 1— December 15. Additional information is available at [www.aauw.org/learn/fellows\\_directory/cd.cfm](http://www.aauw.org/learn/fellows_directory/cd.cfm).

Legal Advocacy Fund **Campus Outreach Program Grants of up to \$750** are available to implement a gender-equity program or event at a college or university. Topics include sexual harassment/assault on campus, equal pay and preparing for the workplace, Title IX in the context of athletics or women in nontraditional fields, and tenure issues for faculty. Requests are accepted on a rolling basis. Additional information is available at [www.aauw.org/act/laf/campusoutreach.cfm](http://www.aauw.org/act/laf/campusoutreach.cfm).

Leadership Programs Fund **Campus Action Projects of \$1,000-\$5,000** are available to enable student leaders and campus faculty to design and implement effective programs that enhance campus offerings, promote leadership, and improve academic outcomes. The Mary Ann Ahrens-Iowa Giving Circle has funded a number of these projects. Each year AAUW chooses a mission-based topic for the project focus which will be available, as well as the fall deadline date, at [www.aauw.org/connect/cap/index.cfm](http://www.aauw.org/connect/cap/index.cfm).

If you need assistance, please contact Jane Close at [closej@q.com](mailto:closej@q.com) or 319-983-2016 or Kathie Farris at [karfarris@aol.com](mailto:karfarris@aol.com)

## AAUW IOWA FUND AWARDS

Linda Hallman, AAUW Executive Director, just announced that Iowa ranked in the Top Ten Branch and State Fundraising Awards in two categories. The AAUW of Iowa was third among the Top Ten leaders who develop other women's potential to lead in their schools, communities, and country through Total State Giving to the Leadership Programs Fund. Iowa branches did this through their gifts to the Mary Ann Ahrens Giving Circle. In addition, Iowa was also third in per capita giving of the Top Ten leaders for the Leadership Programs Funds.

According to Hallman, "This is a wonderful accomplishment that clearly demonstrates the commitment of the AAUW of Iowa by generously supporting the mission of AAUW to advance equity for women and girls through advocacy, education, philanthropy, and research. Top Ten Branch and State Fundraising awards are among AAUW's highest branch and state honors. We know it is only because of the ongoing support and commitment of our members and donors that AAUW can continue to be a leading champion for women and girls."

Way to go, Iowa AAUW members.

Jane Close and Kathie Farris, AAUW Funds Co-Directors

**Do more than just vote in the election, participate in the process, or in the support of your chosen candidate.**

## **Vision 2020 National Delegates**

Florine Swanson of Galt, President of Women Graduates USA and a past-president of AAUW Iowa, has been named a National Delegate to Vision 2020 - American Conversation on Women and Leadership at the National Constitution Center in Philadelphia, Pa. The National Delegates will attend the October 21-22, 2010 conversation, participate in each of the eight American Conversations and as a group create an Agenda for Action—measurable goals that will be worked upon in the decade from the close of the American Conversation until 2020.

Lori SchraderBachar, Coordinator of Publications and Special Projects, Iowa Commission on the Status of Women and 2010 AAUW IA Board Secretary, is one of 13 Visionary Delegates, who will advise and assist the National Delegates by connecting them to organizations and resources that will assist in the implementation of the

**Each Vision 2020 National Delegate** has a demonstrated commitment to helping women and/or girls and is a leader in one of eight topic areas: Arts and Culture, Business, Law and Finance, Communication and Media, Education, Health, Philanthropy, Faith and Volunteerism, Politics and Government, Science, Technology and Engineering. Vision 2020 is hosted by Drexel University College of Medicine, Institute for Women's Health and Leadership.

AAUW is a co-sponsor. July 16, 2010

## **MEMBER-AT-LARGE OUTREACH A SUCCESS IN IOWA**

By MaryAnn Ahrens

There are 240 AAUW members-at-large (MALs) living in Iowa. Members-at-Large are those unassociated with local branches and join only at the national level. Because of their life style, career, family or location, it is not always feasible to join a local branch or state organization.

AAUW Iowa wanted to welcome the MALs and invite them to join at the state level. Earlier this year a "Breaking through Barriers" membership letter, an AAUW "Iowa Journeys" brochure and a response form were sent to each member-at-large. The letter was followed by phone calls and/or email messages. Feedback from the personal contacts was very positive.

We are happy to report that 32 of those members have joined at the state level. We were encouraged to continue contacting them because they were interested in joining or starting a new branch even joining an online branch. They want to network with other AAUW members in branches, on committees or task forces. All of these members-at-large have many accomplishments to share with branches as resources or speakers.

This fall branches will receive a membership list of MALs who live in or near their community. Each branch is encouraged to welcome them to join because every member matters! We are excited to have the 32 members-at-large change their status. Watch for more to come!

Mary Ann Ahrens, Membership Vice-President  
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## AAUW—Iowa Officers/Directors 2010-2012

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### Let's Talk About It

Diane Edwards, Gender Equity Director

“**Lets Talk About It**” is going to be a reoccurring theme that you will be hearing at upcoming branch meetings and at the Iowa AAUW state conference in April 2011.

The Iowa AAUW board voted to partner with “the Iowa Initiative,” a nonprofit organization serving as a model to reduce unintended pregnancies in Iowa and nationwide. Headed by Iowa’s former first lady, Christie Vilsack, the program is funded by a private foundation. Its goal fits well with the AAUW mission by giving women knowledge so they can make educated choices in planning for their futures.

On August 16, 2010, board members Sandra KiestWilson, Diane Edwards and Kathy Farris; branch member, Jane Nettleton, and at-large member, Courtney Kain, met with The Iowa Initiative staff. Christy Vilsack stated these statistics: 47% of pregnancies among Iowa women, ages 18-30, are unintended and the state ranks 48<sup>th</sup> in the nation in providing access to contraceptive services for women. By providing these services, the state can reduce the number of abortions, improve the lives of these women by giving them the chance to finish high school or college, begin careers or marry, and enjoy healthier lives. In a 2007 poll 75% of Iowans said that they favored providing uninsured and low income women with access to contraception.

Goals that were discussed by the group include dispelling the fears about contraception, educating the public by getting out the facts and making people comfortable talking about contraception. They want to develop a “Tool Kit” that can be utilized by the AAUW branches. The AAUW committee members and the Iowa Initiative staff are willing to give programs for interested branches by setting up a meeting of selected individuals in your community .