



# Alabama Daybreak

Volume 58, Issue 1

AAUW of Alabama

Summer 2008

*Looking Ahead*

## AAUW NATIONAL CONVENTION – JUNE 26-28, 2009 ST. LOUIS, MISSOURI

### Mark Your Calendars for the 2009 AAUW Convention!

The 2009 convention will have a new format with many new features. The convention will be held in the Renaissance St. Louis Grand & Suites Hotel in St. Louis – the Gateway City.



The Renaissance Grand Hotel holds a special place in St. Louis and women's history. Previously known as the Hotel Statler, the hotel was the backdrop for the historic convention of the National American Suffrage Association in March 1919. At that time, some states allowed women to vote only in presidential elections and some states did not allow women to vote at all. At this convention the League of Women Voters was created to secure the enfranchisement of women in every state.



### President's Message



I appreciate the opportunity to serve you as the next AAUW of Alabama President. Because Equity is still an Issue, I will try to lead our state to develop programs and projects that inspire women to take actions that help themselves and help others to achieve pay equity.

Our ranks are filled with dedicated women who have spent a lifetime leading our state and our branches and promoting the AAUW mission. Nationwide, our membership numbers are challenged by aging, attrition, and the active schedules of potential new members. This makes it hard to do what needs to be done – many times there are not enough volunteers to go around.

So much progress has been made for women in the last 40 years, that many younger women do not realize that pay inequity and discrimination is still a problem in today's workplace. The time has come to awaken the next generation of women that their time is at hand to carry on the fight for pay equity.

The recent adverse Supreme Court decision in *Ledbetter vs. Goodyear Tire and Rubber* show that 40 years of legal precedent continue to be at risk. Women need to be educated that gender pay inequity still comes from sexual harassment, overt and sub-

conscious sexual discrimination and even undervaluation of their true worth by women themselves.

Our experienced membership can mentor our new young leaders. I am convinced that with mission-relevant state and local programs on pay equity, financial literacy, STEM programs and voter education, potential new members will take up our cause. Please join me to find ways to reach the younger women who are still in the workforce and who are just entering it, to inspire them to join us and take action.

During my term of office, I will try to promote mission based programs at the state and local level, continue improvements to the state website, increase direct training opportunities for local officers, and develop a more comprehensive program to reach students and faculty at schools, colleges, and universities.

It has been an honor to work with Audrey Salgado over the last several months, as I try to learn the responsibilities of my new position, and I look forward to her continued support as I move forward. She has done so much to develop and promote our State's Student Advisory Council and our young collegiate leaders, and this will continue to be one means of engaging our youth.

There are many ways that we need the help of our members, to do all that needs to be done. If you see any task or project mentioned in this *Daybreak* that you would like to work on, please contact me.

Jo Ann Cummings

## Renea Gooch Appointed AAUW of Alabama SAC Director

Renea Gooch joined the AAUW of Alabama Student Advisory Council in 2006 - 07 serving on the SAC Development Team in 2007 - 08. At the 2008 state convention, Renea was responsible for the movie presentation, *North Country*, and introduced the banquet speaker, Mary Lou Melley, AAUW Capitol Hill Lobby Corps Chair. Renea attended the AAUW National Conference for College Women Student Leaders, Washington, DC, in 2007.

Receiving her bachelor's degree in 2004, she expects to graduate from the University of Alabama in Huntsville with an MS in Biological Sciences in 2008.

In her new role as SAC Director, she will lead the current 48 students from these 11 colleges/universities: Alabama A & M University, Auburn University, Birmingham Southern College, Jacksonville State University, Miles College, Samford University, University of Alabama at Birmingham, University of Alabama in Huntsville, University of Montevallo, University of North Alabama, and University of West Alabama. Renea plans to revitalize representation from eight other colleges/universities participating since 2004 - 05.

AAUW of Alabama congratulates the following SAC for being selected for the 2008 - 09 SAC Development Team: Sarah Anna Ford, University of Montevallo; Cassie Harris, Auburn University; Heather Harwell, University of Alabama in Huntsville; Pratik Mamtara, University of North Alabama; and Marshonntri Reid, Jacksonville State University.

Heather and Sarah attended NCCWSL. Other SAC attending the 2008 NCCWSL are Jennifer Murray, Alabama A & M University; Elizabeth Gilbert, Auburn University; and Rachel Lackey and Sarah Ragan, University of Alabama in Huntsville. Candice Rigsby Bressler, AAUW of Alabama Founding Chair, University of Alabama in Huntsville, presented at NCCWSL. AAUW provided her with an AAUW scholarship to cover her conference expenses including transportation. Candice was the first Alabama student attending NCCWSL through the generosity of the Huntsville Branch and the first Alabama student to serve on the national SAC.

SAC members providing leadership roles for the AAUW of Alabama Leadership and Training Institute - Financial Literacy project in partnership with Junior Achievement are Stephanie Lenning, Birmingham Southern College; Keren McElvy, Samford University; and Kellie Slappy, University of Alabama at Birmingham. Laura Morgan, University of Montevallo, will serve on the Public Policy Impact Grant project, "Woman to Woman Voter Turnout Campaign." Elizabeth Gilbert, Auburn University, Harrison School of Pharmacy, serves as AAUW of Alabama Membership Vice President and Auburn Branch President. Treasure Ingels-Thompson, University of Montevallo SAC representative 2004 - 07, was elected the Montevallo Branch President for 2008 - 09. Treasure served on the SAC Development Team in 2004 - 06 and as AAUW of Alabama Diversity Chair in 2006 - 07. Several SAC members have served in positions in the Huntsville Branch.

SAC members are becoming actively involved in branches throughout the state. Renea would appreciate branch presidents sending her information of any students since 2004 - 05 serving in branch roles for publication in the next Alabama *Daybreak*, at [goochr@uah.edu](mailto:goochr@uah.edu).



### Register Women to Vote!

## AAUW of Alabama Receives National Awards

Top Ten State Fund-raising awards are AAUW's highest state honors. AAUW of Alabama has received notification of their 2007 ranking for Per Capita Giving by State.

- Third Place to AAUW
- Fifth Place to the Educational Foundation
- Fifth Place to the Legal Advocacy Fund

Congratulations and thanks to all who contributed to any of these three funds that continue to be leading champions for women and girls.

## ¡Adelante! Book of the Month Club

**July** – *The Caprices*, by Sabina Murray (2003)

**August** – *Make Money, Not Excuses: Wake Up, Take Charge, and Overcome Your Financial Fears Forever*, by Jean Chatzky

¡Adelante! is always looking for AAUW theme-based reading list suggestions.

## Other Recommended Reading:

If you want to get fired up about personal ways to help yourself and other women to achieve pay equity, then you will want to read the two books listed below. These are great books for your book group. We will soon be adding these books to our state website, but you can get them now on *Amazon.com*.

- *Women Don't Ask: The High Cost of Avoiding Negotiation – and Positive Strategies for Change*, by Linda Babcock and Sara Laschever
- *Getting Even: Why Women Don't Get Paid Like Men – and What to do About It*, by Evelyn Murphy with E.J. Graff.

Submit *Daybreak* articles to Alison Stigers, Editor, [astigers@vineyardbrands.com](mailto:astigers@vineyardbrands.com).



## Past President's Message

### Farewell

As I end my two year term as president, I reflect back four years ago to the first time I served on the executive committee as program vice president. When the concept of a state student advisory council was approved that fall, the first college/university students advised us of their wants and needs including programs on self-esteem, sexual health, and financial literacy. Today, through the efforts of many, AAUW of Alabama is the national leader in implementing this program that benefits our young women as well as our state.

In 2006, the state adopted the Leadership and Training Institute promoting Financial Literacy, Leadership Literacy, and Technology Literacy. These three new programs changed the face of AAUW of Alabama to a more diverse, professional membership. Partnerships with Alabama Arise, Alabama Citizens for Constitutional Reform, Alabama Women's Initiative, Children's Literacy Guild, Constitution Convention Coalition, Junior Achievement, Leading Edge Institute, and Rutgers University, Eagleton Institute of Politics, Center for American Women and Politics have expanded our horizons. Other organizations such as the League of Women Voters have also helped when needed.

My highest praise goes to the program theme team, theme chair, and public policy chair for working six months to write an AAUW Educational Foundation Community Action Grant proposal, *Ready to Run*. Approved in 2007, with the first training sessions in January 2008, the training of Alabama women for government leadership is scheduled through June 30, 2009. There is a plan to continue the training beyond the end of the grant. The research on the "Status of Economics of Women in Alabama" will be published late summer or early fall 2008.

The AAUW of Alabama Yearbook, *Daybreak*, Website, Facebook, and MySpace enhanced the image of AAUW. There were two branches reactivated within the last two years. AAUW of Alabama continues to rank among the top ten in the nation for AAUW Educational Foundation and Legal Advocacy Fund contributions as well as receiving the 21st Century Recognition Award. My term ends waiting for AAUW decision on a Public Policy Impact Grant proposal submitted in April 2008.

There are too many leaders and members to thank in this small space, but I am enormously grateful for your friendship, volunteer hours, monetary gifts, and loyalty. I extend my appreciation to the executive committee, board of directors, branch presidents, branch officers, and special committee members for their tireless dedication to equity for women and girls. I am honored and humbled by your support and trust. Thank you AAUW of Alabama leaders, members, and students for this profound legacy. I am proud of what you have accomplished. As I pass the gavel to Jo Ann Cummings, I wish her and the new leadership much success.

Audrey L. Salgado

## Huntsville Branch News

The Huntsville Branch has some fun projects going. One of our members, Nancy Hamilton, started the "Singing Sisterhood" which is a group of girls from the Boys and Girls Club and AAUW members who like to sing. We meet once a week for several hours after school. We did the holiday program for AAUW. More recently we sang for the LINKS Multicultural Extravaganza and our membership event in April. The girls are middle-schoolers and lots of fun!

This year another of our members, Lois Guendel, who teaches at Chapman School, arranged for us to meet with five girls, all fifth graders and all bright students, to conduct a Junior Great Books "shared inquiry" discussion group. We meet once a week over the lunch hour and discuss assigned readings. This program will expand next year to two groups—one fifth grade group and one fourth grade group.

Each year the Alabama Science and Engineering Fair for Junior and Senior High School students is held the first weekend of April. For two years now AAUW has provided judges for this event in one or two categories. This has been extremely rewarding for the volunteers—the students are so creative. We present a prize each year to outstanding research done by one of the young women in the categories we are judging. This year the prize went to a project that studied the effects of increased heat on the effectiveness of Chemotherapy.

For publicity, we have been providing volunteers for the Public radio stations, WLRH and WJAB, to take calls during their biannual fund-raising events. We also do an AAUW display at several library locations.

We are excited also about our growing relationship with Alabama A & M University. We are hoping to start a student affiliate satellite this coming year. Also we held a joint project with the Women's Economic Development Council to bring in a speaker, "Women Honoring Women". This year we had Celine Hervieux Payette from Canada. She was terrific!! We will be cooperating on this project again this year.

Marilyn Robertson

President – Huntsville Branch

## Jack Edwards to Keynote August 28 Thomson Awards Luncheon

Building on last year's overwhelming success of bringing together more than 400 Alabamians from across the state, the Alabama Citizens for Constitutional Reform Foundation (ACCRF) will host the Second Annual Bailey Thomson Awards Luncheon, which was established to honor the people and institutions that have continued the effort to write a better Alabama Constitution. This year's event, from 11:30 a.m.-1:00 p.m. on Thursday, August 28, will take place in two locations: the Arthur R. Outlaw Convention Center in Mobile with a telecast to the Harbert Center in Birmingham. Governor Albert Brewer will MC the event in Birmingham and former Congressman Jack Edwards will be the keynote speaker. Visit [www.constitutionalreform.org](http://www.constitutionalreform.org) for more information.





AAUW of Alabama completed its first series of **Ready to Run** training sessions in Birmingham and Huntsville with 30 participants. The one-half day pre-convention **Ready to Run** training held at the University of North Alabama, Florence, in April educated 15 AAUW members and students. AAUW of Alabama goal for the next training series is 50 - 75 total participants.

AAUW of Alabama requests all branch leaders and members obtain **Ready to Run** brochures and distribute throughout their community to potential participants. If your branch is located in north Alabama, please distribute brochures to make AAUW visible and citizens aware of the work AAUW is doing in the state. Also, when the training comes to your geographical area, it will not be the first time they heard of **Ready to Run**, a project to train qualified women for government leadership. Remember, statistically, it takes multiple contacts for a person to make most decisions. If you live in central or south Alabama, it is critical AAUW members distribute as many **Ready to Run** brochures as possible to register participants in Montgomery and Mobile training. See registration form in this Daybreak. Prefer participants register by Monday, July 28, 2008. Scholarships are needed. Please send a check made payable to AAUW of Alabama Ready to Run for one scholarship, \$158, or any other amount. Mail to Audrey L. Salgado, P. O. Box 383053, Birmingham, AL 35238.

If your branch is interested in hosting a one-day intensive training session in October or November 2008, or between January and June 2009, please email [audrey5190@yahoo.com](mailto:audrey5190@yahoo.com), or phone, 205 437-0951.

### Ready to Run Guest Speakers

#### April

Birmingham, Dallas Teague Snider, CMP, CEO, Leadreferrals Consulting and Marketing Services, Inc  
Huntsville, J. T. Smallwood, Jefferson County Tax Collector

#### May

Birmingham, John Hilliard, former Alabama State House Representative  
The Honorable Patricia Todd, Alabama Representative, House District 54  
Huntsville, The Honorable Sherrie Paler, Morgan County Circuit Judge

#### June

Huntsville, The Honorable M. Lynn Sherrod, District Judge, 23rd Judicial District

### Upcoming Ready to Run Training Sessions

The next **Ready to Run** training sessions will be held at the Robert Trent Jones Golf Trail locations in Mobile and Montgomery.

#### Mobile – Magnolia Grove – 9:30-3:00

Saturday, August 16, 2008  
Saturday, September 27, 2008  
Saturday, October 18, 2008

#### Montgomery – Capital Hill – 9:30-3:00

Saturday, August 2, 2008  
Saturday, September 6, 2008  
Saturday, October 4, 2008

## REGISTRATION FORM



### READY TO RUN

Training Alabama Women  
for Government Leadership\*

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

Mailing Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Email: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Cell: \_\_\_\_\_

Occupation: \_\_\_\_\_

Have you ever run for political office before? \_\_\_\_ Yes \_\_\_\_ No

If so, what position did you run for and when:

Please place an X in the box to indicate education level.

High School Diploma ☐

Associates Degree ☐

Masters Degree ☐

Bachelors Degree ☐

Ph.D. or Higher ☐

Please place an X in the box for desired training location.

Mobile Training Site ☐

Montgomery Training Site ☐

**Saturday Trainings: August, September, October**  
\$158 fee includes 3 all-day training sessions, electronic meetings, textbook, other materials and resources.  
Lunch on your own.

Two one-day intensive training sessions – locations/date to be determined.

For more information contact: Cindy Bell,  
[cindy.bell@stvhs.com](mailto:cindy.bell@stvhs.com)

Please make your check or money order in the amount of \$158 payable to AAUW of Alabama – Ready to Run, P.O. Box 383053, Birmingham, Alabama 35238

\*Ready to Run does not guarantee that participants will be elected or appointed.  
This project was made possible in part by a grant from the AAUW Educational Foundation.

**Ready to Run** is in partnership with Rutgers University, Eagleton Institute of Politics, Center for American Women and Politics.

**CAWP**

Eagleton Institute of Politics - Rutgers, The State University of New Jersey

**CENTER FOR AMERICAN WOMEN AND POLITICS**



## Mother/Daughter Speak at Intergenerational Plenary



Barbara O'Connor, AAUW Educational Foundation President, teamed with her daughter, Carol O'Connor Spence, AAUW of Alabama Diversity Chair, in an Intergenerational Plenary at the state convention.

Barbara O'Connor's life has been marked by her commitment to equity no matter where she has lived. A native of Illinois, she became a world traveler after her graduation from the University of Illinois with a degree in secondary social studies education. She, her husband, and their family lived in South Carolina, Maryland, New York, Florida, Singapore, Malaysia, Lebanon, Panama, and Puerto Rico. During her nearly 27 years abroad, O'Connor has worked as an educator whose professional and volunteer experiences enabled her to hone her leadership skills in diverse settings.

O'Connor was elected president of the American Association of University Women Educational Foundation in 2005. She joined AAUW in San Juan in 1979 and has been an active volunteer for the Educational Foundation as a contributor, fund-raiser, branch Educational Foundation chair, and Educational Foundation chair on the board of AAUW of Florida. She served as co-president and chair of several board committees. On the national level, she was local arrangements co-chair for the 1995 AAUW Convention in Orlando, chair of the 1998 Conference of State Presidents Planning Committee, and Leader on Loan to AAUW of Oklahoma. She is a contributing member of the Virginia Gildersleeve Fund.

O'Connor also spoke briefly at the LAF Banquet, assisted in Q & A for the AAUW Leadership Development, and actively participated in all the workshops throughout the convention.

Others on the panel led by Katie Smith, SAC Chair, were Dr. Elaine Hughes, Beth Wilder, Dr. Thomasyn Smith, and Pratik Mamtara.

*From State Convention 2008*

### Award Winners at State Convention

Alabama Stars Platinum Winner – Montevallo Branch.

EF/LAF Awards – Huntsville Branch.

Membership Awards – Montgomery Branch.

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### Convention Thanks

Thanks to Joan Hudiburg, Host Convention Chair, Jean Bock, Host Convention Registration Chair, Nancy Sanford, The Shoals Branch President, and the rest of The Shoals Branch for their hard work and dedication in making the 2008 AAUW of Alabama State Convention such a success.

## From the Program Vice President

I look forward to being your AAUW Alabama Program Vice President 2008-10. It's going to be an exciting two years.

Please let me know if you are interested in serving on the state program committee. We're going to have a number of projects, and we need to work together to make them a success. I'm very proud that Anna Blair from the Huntsville Branch is going to be working with me as AAUW Alabama Public Policy Chair. Anna also needs volunteers for her committee. If you're interested, email either of us at [wlfoster002@yahoo.com](mailto:wlfoster002@yahoo.com) or [anablairlaw@yahoo.com](mailto:anablairlaw@yahoo.com).

I will be your liaison to national AAUW, sharing the information they pass along to me with you, and keeping the Association informed about branch and state program activities. Jo Ann, Anna, other state officers and committee members, and I want to establish more effective communications between the branches and the state. For instance, we want to establish a blog, so that branches can share their successes and ask for help and advice when they need it, and so that members at large can more effectively communicate their concerns and have a better idea of what is going on in the branches. We will continue to participate in coalitions such as ACCR and Alabama Arise that promote AAUW's program agenda.

For over 125 years now, AAUW has fought to improve the lot of women and girls through better, fairer education and pay. Please obtain and read the Public Policy Principles for Action and the Biennial Action Priorities in the 2007-2009 AAUW Public Policy Program brochure. I think you will be proud of just what AAUW stands for, how much we contribute to a more just society. Then let's work together to support those principles and priorities. Anna and I ask the branches to implement one of the state-based public policy programs in your branch programs this year. We ask members at large to join us in state-based projects.

AAUW of Alabama was recently one of 16 states invited to submit a Public Policy Impact Grant for the coming year. Our grant proposal, submitted April 30, was well thought out, detailed, and designed to promote changes we of AAUW want to see in our state. It includes plans for a state Lobby Corps based on the national Lobby Corps, Pay Equity education, and Voter Turnout activities. I think we stand every chance of winning it; we should know within the month. Whether we obtain the grant or not, we plan to implement these programs.

The Impact Grant committee team included:

Lobby Corps – Mary Jo Buff, Chair; Audrey Salgado; Su Jin Jeong; Jennifer Delaney Rose.

Pay Equity – Patricia Mason, Chair; Jo Ann Cummings; Dr. Grace Jepkemboi.

Voter Turnout – Wanda Foster, Chair; Eleanor Davis; Fransia Foster; Laura Morgan

AAUW—national, state, and local—is a unique and impressive organization. Its members are exceptional, dedicated women. We want to expand its influence in this state. Let's work together to make it happen.

Wanda Foster, Program Vice President



## Membership

AAUW members are a group of individuals who are passionate about the organization and its work — because “equity is still an issue”. The years have proven that a member sharing their passion about AAUW with someone else has helped to keep our numbers strong. The stronger we are, the more we can accomplish on behalf of women and girls. Branches in Alabama have recruited at least 80 women in the last year.

AAUW continues to offer three programs to support branch efforts to increase membership:

**Member-Get-A-Member** – This program encourages members to get at least one more friend to join AAUW, and provides recognition and awards for members and branches who recruit the most.

**Shape the Future Campaign** – When you recruit new members at a local AAUW sponsored event, discounted membership is offered and branches can earn up to three free memberships

**Give-a-Grad a Gift Membership** – AAUW members can now give a recent grad – a friend, daughter, granddaughter or niece – a free AAUW membership – at no cost to you or her.

AAUW of Alabama has two “revived” branches that are in the process of trying to grow their membership. If you have friends or former AAUW members who live in the vicinity of Auburn or Montgomery, now is the time to call and encourage them to join AAUW. It is also a great time to get students attending colleges in these areas involved as student affiliates (any Auburn parents out there?). What an exciting opportunity for some younger people to get involved in a group that can make a difference! Please contact Elizabeth Gilbert at Auburn ([elizabeth.gilbert@auburn.edu](mailto:elizabeth.gilbert@auburn.edu)) or Janet Smith in Montgomery ([janet.smith@splcenter.org](mailto:janet.smith@splcenter.org)) with your suggestions, so that they can be contacted by September.

## New Educational Foundation Report

On May 20, 2008, AAUW released the most comprehensive analysis to date on trends by gender, race, ethnicity, and income in education. The report, *Where the Girls Are: The Facts About Gender Equity in Education*, presents a comprehensive look at girls’ educational achievement during the past 35 years, paying special attention to the relationship between girls’ and boys’ progress. Analysis of results from national standardized tests, 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 analyses supported three overarching facts about gender equity in schools today:

1) Girls successes don’t come at boys’ expense. 2) On average, girls’ and boys’ educational performance has improved and 3) Understanding disparities by race/ethnicity and family income level is critical to understanding girls’ and boys’ achievement.

*From State Convention 2008*



Left to right: Audrey Salgado - President, AAUW of Alabama; Eileen DeHaro - Regional Director, Southeast Central Region; Lily M. Ledbetter; Connie Hillebrand, Chair, AAUW Public Policy; Mary Lou Melley, Chair, AAUW Capital Hill Lobby Corps; and Barbara O'Connor, President, Education Foundation.

## Decatur Branch Activities

Four years ago, the Decatur Branch started a holiday Used Book Sale as a means of raising funds for local scholarships. Last December, enough funds were raised to provide two \$500 scholarships to women at Calhoun Community College. There were enough books left-over to hold a Spring Books Sale in April 2008. Those proceeds were used to fund scholarships for two middle-school girls to attend the Robotics Summer Camp at Calhoun. Unsold books were donated to the local public libraries. If any other branch would like to plan a similar event, you can contact Jayne Kissam ([kissamj@bellsouth.net](mailto:kissamj@bellsouth.net)) for more information.

In early August, the Decatur Branch will host a candidate forum for the municipal elections of Decatur and Morgan County.

## College/ University Relations Committee

AAUW has many strong ties to the academic community. We have our College/ University Partners, branch officers of college relations, our Education Foundation activities and young women who are student affiliates or members of the Student Advisory Council. I will be establishing a committee composed of members from these groups, and I will need a committee chair who is not an existing College Partner Liaison, to avoid conflict of interest.

The mission of the College/University Relations Committee should be to promote the benefits for students and for colleges that are listed on the information page for the College/University Partnership Program. This would include stronger promotion of EF Fellowships, grants and awards to Alabama faculty and students, sponsorship of relevant seminars for faculty and students, development of strong SAC groups and student affiliates on campus and development of a better new member recruitment program for faculty, students and graduates.

If you are interested in leading or working on this committee, so that we might improve our presence on Alabama’s college campuses, and grow our membership from those ranks, please contact Jo Ann Cummings, [joannc1972@charter.net](mailto:joannc1972@charter.net).

## Legal Advocacy Fund

The vision of LAF has changed and expanded. Many members have urged LAF to extend Plaintiff support beyond academia to other workplace settings. LAF is now expanding to include sex discrimination in all workplaces to reflect our commitment to providing a "fair chance" for all women, as noted in our new AAUW Value Promise. A primary aspect of this expansion is to build on AAUW's history of participating as *amicus curiae* in cases affecting women's rights. AAUW has also made the decision that, as LAF transitions toward expanded case and issue support, we will move away from direct financial plaintiff case support. AAUW is maintaining our commitments to the current 10 plaintiffs, through November/ December 2008, but LAF is no longer accepting new plaintiff case support applications. LAF will continue to provide travel and speaking stipends and it is exploring emergency relief funding to assist plaintiffs with the many additional burdens that they encounter. Additional information on the current status of LAF can be found at the link below, and you can keep updated online at the LAF link at [AAUW.org](http://www.aauw.org/advocacy/laf/). <http://www.aauw.org/advocacy/laf/>.

## Board of Directors Changes

The new appointments to the AAUW of Alabama Board of Directors are as follows:

Alabama Arise Liaison: Ellie Lienau  
Bylaws Committee Chair: Jo Hempstead  
Parliamentarian: Marilyn Robertson  
Public Policy Chair: Anna Blair  
Student Advisory Council Director:  
Renea Gooch

Tiffany Todd has resigned from her positions of Communications Director and LTI Technical Literacy Chair. The following Board positions are also open: College/University Relations Chair, State LAF Chair, Daybreak Distribution, State Directory, Historian, Resolutions Chair, Website Co-Chair. If you have interest in one of these positions, please contact Jo Ann Cummings at [joannc1972@charter.net](mailto:joannc1972@charter.net).

## Legislative Action

Lilly Ledbetter was the speaker at the LAF Dinner at the recent Alabama AAUW State convention. As she spoke to us, you could clearly hear her anger and frustration over what she has endured. She explained the basis for her legal action, and that though she won her sex discrimination case in local court, the fines imposed on Goodyear were reduced in appellate court, and the decision was reversed by the U.S. Supreme Court. The Supreme Court ruled that one could not file for pay discrimination more than 180 days after the first offense, even if you found out about it much later (due to pay privacy rules at many companies). This is a major setback for the pay equity rights of all women and minorities.

The Lilly Ledbetter Fair Pay Act (H.R. 2831) was introduced in 2007 to clarify this issue and it passed in the House. Under heavy pressure from AAUW members and our coalition partners, the Senate narrowly failed to pass a vote in 2008 to move forward with this measure. Both Alabama Senators Shelby and Sessions voted against this bill.

AAUW believes that the narrow legislative fix contained in the Ledbetter Fair Pay Act would more justly allow victims of pay discrimination to seek vindication, and AAUW and its members will not stop until the Senate gets it right by adopting this critical measure.

## Strategic Planning for STEM in Alabama

There are many projects devoted to increasing the number of girls interested in STEM (Science, Technology, Engineering and Math) across the country, and the premise of the National Girls Collaborative Project (NGCP) is that these programs could be more effective if they worked together. National AAUW supports this project.

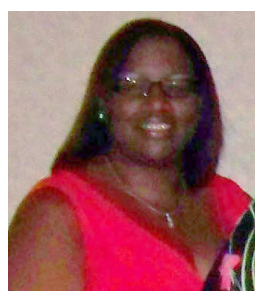
Often, individuals working on one "girls in STEM" project are unaware of similar projects nearby. The goal of the NGCP is to facilitate collaboration among projects so that they can share resources, work together, and learn from one another. A big part of the National Girls Collaborative Project is the creation of a Program Directory of these girl-serving projects.

Alabama currently does not have a NGCP established. I would like AAUW of Alabama to initiate the communication within the state to establish a National Girls Collaborative Project for Alabama. If you are interested in working to develop a strategic plan to make this happen, please contact JoAnn Cummings ([joannc1972@charter.net](mailto:joannc1972@charter.net)).

*From State Convention 2008*



Top left: Keren McElvey, Renea Gooch, Kasie Butler and Candice Rigbsy Bressler. Top right: Dr. Elizabeth Hendrix. Bottom, left to right: Dr. Thomasyne Hill Smith, Janet Smith, Mildred Lanier, Joan Hudiburg.



## AAUW Calendar of Events

**July 1, 2008** – Branch Dues Report (BDR) submitted to National/State  
Additional Dues Report (ADR) submitted to National/State  
And ADR submitted on-going throughout the year

**July 1, 2008** – *Daybreak* Summer Issue (July/August/September) Published

**August 1, 2008** – Educational Foundation Fellowships, Grants, and Awards Applications Available

**August 2, 2008** – *Ready to Run* Training – Montgomery

**August 9, 2008** – 2008 Board of Directors Meeting  
Cornerstone Clubhouse, Cornerstone Court – Birmingham

**August 16, 2008** – *Ready to Run* Training - Mobile

**September 1, 2008** – *Daybreak* Fall Issue (October/November/December) Deadline

**September 6, 2008** – *Ready to Run* Training – Montgomery

**September 15, 2008** – *Daybreak* Fall Issue (October/November/December) Published

**September 27, 2008** – *Ready to Run* Training – Mobile



**Jeannine Spann**  
**President**  
**Birmingham Branch**  
937 Essex Road  
Birmingham, AL 35222-4340  
Address Service Requested

Non-Profit Organization  
U.S. Postage  
**PAID**  
Permit No. 2459  
Birmingham, Alabama

## AAUW MISSION STATEMENT

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