

# Alabama Daybreak

Volume 56, Issue 3

AAUW of Alabama

Winter 2007

## 2007 AAUW of Alabama State Convention

I hope everyone has rested well since Mobile, because it is time for us to prepare for the 2007 AAUW of Alabama State Convention, **Expanding Our Legacy Of Leadership: Exploding into the Future with Alabama Stars!** As your new AAUW of Alabama Program Vice President, it is a pleasure to be a part of our outstanding legacy here in Alabama. I, along with our wonderful host convention committee and program theme team, have been working diligently to provide branches, members, community organizations, and the general public with a convention to enlarge our

vision of leadership and empower us to promote change within our state and nation.

We have planned workshops on leadership development and communication, financial literacy, public policy, and much more to benefit our experienced leaders and those who are at the beginning of their leadership legacy. I hope you will join AAUW of Alabama April 13-15, 2007, in Huntsville, AL for our 2007 State Convention. We look forward to seeing you there!

*Stormy C. Miller*

AAUW of Alabama Program Vice President

**In recognition of AAUW's 125<sup>th</sup> Anniversary, the cities of Birmingham, Decatur, Homewood, Hoover, Huntsville, Mobile, Mountain Brook, Scottsboro and Vestavia Hills secured mayoral proclamations for the state of Alabama. Alabama Governor Bob Riley also declared November 28<sup>th</sup> as "American Association of University Women Day."**

(Top row, left to right: Scottsboro, Huntsville, Birmingham | Bottom row, left to right: Mobile, Homewood, Decatur)



**CONGRATULATIONS AND A JOB WELL DONE TO ALL OF OUR STATE BRANCHES!**

## President's Message

On the cover of the Fall/Winter 2006 Outlook, we read "AAUW at 125: We Honor Our Past While Taking a Close Look at What the Future Holds for Women and Girls." As we read it quickly, we dismiss the words as a cliché, but for the last 12 months, AAUW has been working to identify and address future opportunities for the organization as well as find resolutions to long-term issues.

I hope you will read the many thought-provoking articles in the Outlook regarding change, changes in this country that will affect the future of women and girls, changes that will happen whether AAUW changes or not. I have a quote posted next to my computer. I don't remember the author, but it states, "If you change the way

you look at things, the things you look at change." It amazes me how many times I read it and find new meaning as it applies to the change I experience on a daily basis. Post these words next to your computer and ponder them in 2007 as you pursue AAUW work.

And so I encourage all of us as we give birth to this New Year and to all its uncertainties, let us welcome the opportunities and blessings that come with the changes in 2007 rather than resist them with all our fury and heels dug in the dirt. Better yet, follow Gandhi, "be the change you wish to see in the world..."

*Audrey L. Salgado*  
AAUW of Alabama President

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### Board of Directors Meeting – Saturday, January 20, 2007

All members of AAUW are welcome to attend the Board of Directors meeting at the Parnell Memorial Library and Cultural Center, 277 Park Drive, Montevallo, AL, on Saturday, January 20, 2007, 10:30 a.m. to 3:30 p.m. Melissa Oliver, Alabama Arise Lobbyist, will train us on "How to Lobby;" Cathy Wright and Kay Kornmeier, Clarus Consulting Group, will share the report by Alabama Women's Initiative: Status of Women in Leadership in Alabama; and Leevones Dubose and Pam Ware, Mobile Branch, will present "Media - Public Relations 101". In addition, the AAUW of Alabama Program Theme Team will unveil the AAUW Educational Foundation Grant Application.

A Branch Presidents Only meeting will be from 9:00 – 9:30 a.m. followed by a special meeting of the Program and Host Convention Committee from 9:30 – 10:15 a.m.

**Luncheon reservations are required.** If you plan to attend, please write a check for \$10 made payable to AAUW and mail to Audrey L. Salgado, P. O. Box 383053, Birmingham, AL 35238. Please include your name, branch, phone number, mailing and email addresses.

**Reservation deadline is Monday, January 15, 2007.** Overnight accommodations are available at Ramsey Conference Center, University of Montevallo, (205) 665-6280. Cost for room with two beds is \$40, guaranteed with a credit card.

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### Build A Better Alabama – Lobby on Pay Equity Day, Tuesday, April 24, 2007

As an organizational member of the Constitution Convention Coalition and Alabama Arise, AAUW of Alabama encourages you to support their goals by scheduling small group meetings for discussion of the issues and forming legislative action teams. Each branch can prepare by attending the Board of Directors meeting on Saturday, January 20, 2007 to learn how to lobby. The next Alabama Legislative Session convenes in March 2007. Also, plan

now to participate in AAUW of Alabama Lobby Day in Montgomery on Pay Equity Day, Tuesday, April 24, 2007.

For more information, contact Elizabeth Hendrix, Public Policy Chair, or Mark Berte, AAUW Liaison with Alabama Citizens for Constitutional Reform. Also, if you are interesting in serving as the AAUW Liaison with Alabama Arise, contact Audrey L. Salgado, President, [audrey5190@yahoo.com](mailto:audrey5190@yahoo.com).

### **Regional Director's Message**

Alabama members should be proud of their branches and their state; I know that I am. No other state in the Southeast Central Region has acquired so many proclamations by mayors, and the governor as well, for making November 28th, 2006 "AAUW Day." Your leadership is actively promoting AAUW Anniversary Theme events.

Your state Student Advisory Council will be featured in a workshop at the National Convention in Phoenix, AR in June. I commend them on preparing a manual on "How to Start a Student Affiliate Satellite," which will be presented at your state convention and which will be added to the presentation for the national convention. Your SAC is phenomenal and will serve as an inspiration to other states!

Returning to the matter of conventions, I would hope that each member would consider attending your state convention. There is a

wealth of knowledge bestowed there as well as a chance to meet others in your state. In addition, I would hope that you would consider attending the national convention in June. Yes, they are expensive to attend, but there are options for reducing costs... shared rooms and reduced registration for volunteering to work at convention. There is nothing to compare with attendance at a national convention... there are powerhouse speakers and awesome workshops not to mention the opportunity to meet like-minded women across the country. This year's convention will be the culmination of the 125th Anniversary celebration. I hope to see many of you there!

At the joint regional this past June, I was encouraged to run for re-election as the SEC Regional Director. I have enjoyed meeting and interacting with everyone in each state. I am looking forward to serving you through 2009.

*Eileen deHaro*  
AAUW SEC Regional Director

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### **Introducing the Alabama Stars**

The AAUW of Alabama Branch Recognition has been revised. The program is now known as the "Alabama Stars." Branches will be recognized as a Platinum Star, Gold Star, and Silver Star with Platinum Stars being the highest level of recognition. All Branches will be asked to submit information by the March 1, 2007 deadline to Dr. Thomasyne H. Williams. The information regarding the program is included in the application packet. The process

for completing the application packet is simple. It is our hope that ALL Branches will submit a packet. The packet will be emailed to the Branch Program Vice President. If an email address is not available, then it will be sent USPS. I am looking forward to the revised recognition program.

*Dr. Thomasyne H. Williams*  
Past President and Awards Chair

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### **AAUW/EF New Mission and Vision Statements**

AAUW and EF Board of Directors held a historic joint meeting in Washington, D.C., in October 2006 to reflect on member input with regard to the Strategic Process and determine how to move AAUW forward into the future. Decisions included adopting new Mission and Vision statements and three Principles for Change that will guide the work to come. For more details read the **EdEqChange #25**.

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

**Vision Statement:** AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

**Don't forget to proudly display the AAUW Decal that was sent to you with the Fall Daybreak!**

**Whether it is your 1<sup>st</sup> or your 15<sup>th</sup>,**

**This is YOUR Year to Grow.**

**Join Us In Recognizing the Experience of Age and Energy of Youth!**



**Expanding Our Legacy of Leadership:  
Exploding into the Future with Alabama Stars**



**AAUW of Alabama State Convention 2007**

**Holiday Inn - Downtown**

**401 Williams Avenue SW**

**Huntsville, AL 35801**

**256-533-1400 / 256-534-4581 (fax)**

**Workshops on:**

**Financial Literacy, Leadership Development, Communications,**

**Grant Writing, Public Policy, Lobbying,**

**AAUW Campus Sexual Harassment Research,**

**Creating Student Affiliate Groups, and MUCH MORE!**

**Invited Guests:**

**Jan Davis, Former NASA Astronaut**

**Varie Rustin, AAUW National Membership Committee Member**

**Julie Love Templeton, 2005 Mrs. America and Tuscaloosa Attorney**

**Dr. Michele Wilson, University of Alabama at Birmingham Women's Studies, Associate Professor**

**Melodie Wade, PartnersInLife Licensed Relationship Coach and People on Purpose Owner**

**Cristy Hunt, People on Purpose Partner**

**Mary Wier, Horizons Financial Planning, President**

**Hotel Reservations must be made directly with Holiday Inn Downtown, Huntsville, Alabama.**

**You must ask for AAUW discounted rate. Convention rate is \$69 plus tax for a double room,  
regardless of number of persons in room.**

**Hotel Reservations must be made by March 14, 2007**

**Convention and EF Dinner Questions: Contact AAUW of AL Program VP, Stormy Miller,  
11269 Monticello Drive, Duncanville, AL 35456, (205) 246-9121, ALStorm23@hotmail.com**

## Registration Form

### Expanding Our Legacy of Leadership: Exploding Into the Future with Alabama Stars

Holiday Inn - Downtown Contact Info: [www.holidayinnhsv.com/huntsvilleal](http://www.holidayinnhsv.com/huntsvilleal)

Phone: (256) 533-1400, Fax: (256) 534-4581

#### AAUW of Alabama State Convention

April 13-15, 2007

Holiday Inn – Downtown Hotel

Huntsville, Alabama

Name

Mailing Address

City/State/Zip Code

Phone

E-Mail Address

**Convention Registration Deadline: March 30, 2007**

**Please Circle All That Apply:**

AAUW Student Affiliate/Student Advisory Council

**Yes or No**

AAUW Member

**Yes or No**

Other Group or Organization

**Yes or No**

**Please name other group or organization** \_\_\_\_\_

**Complete Registration Cost**

**Number**

**Total**

Convention Fee (includes lunch)

\$65

*\*10% Convention Fee Discount for Students and Host Convention Volunteers (\$65 - \$6.50 = \$58.50).*

*\* Breakfast (optional additional cost) \$12 per person (Saturday & Sunday). Pay at registration.*

EF Dinner/Celebration

\$35

EF Dinner and Convention Fee

\$100

**Please specify if you have any special needs or require a vegetarian or other special diet.**

**Make Check Payable to AAUW Huntsville Branch and mail to:**

**Susan Livingston, 806 Chatterson Road, Huntsville, AL 35802**

**(256) 883-4834, [SRL197678@aol.com](mailto:SRL197678@aol.com)**

*Directions to Hotel:*

**From Birmingham:** Merge onto I-65 (exit 124B) toward Huntsville. Merge onto I-565 (exit 340). Merge onto US 231 Memorial Pkwy (exit 19A).

Right on Clinton Ave. Right onto Monroe. Left onto Williams Ave. SW.

**From Florence:** 43 South to 72 East.

Turn right onto 20 east. 20 becomes 565.

Merge onto US 231. Clinton Ave to

Monroe to Williams Ave SW.

**EF Dinner and Celebration**

**Holiday Inn – Downtown, April 14, 2006**





Audrey Salgado, center, at AAUW 125<sup>th</sup> Anniversary Celebration in Decatur with Membership VP JoAnn Cummings, left, and Decatur President Marsha McGrath, right.



Serving cake to members and guests at the AAUW 125<sup>th</sup> Anniversary Celebration are Decatur Branch members Dorothy Vinson, left, and Susan Graben, right.

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### **Keys to the Future Membership Campaign Goal – 100% Participation**

“Research shows that the most effective way for membership organizations to grow is through members who bring new individuals into the organization.” Historically, this has been true for AAUW. If every member would recruit one member we would exceed 1,000 members in Alabama. The Keys to the Future Membership Campaign goal is 100% participation from each state, and participating individuals and branches will be recognized on the AAUW online Hall of Fame. Membership applications now include a space to recognize

the recruiter. This recognition award runs through June 15, 2007.

Beginning January 1, 2007, Association (national) and state dues and fees are half cost for new members/affiliates joining through March 15, but dues/fees received by national by January 31, 2007 contribute to the state membership count on February 1, 2007. Members pay \$22.50 national and \$5 state dues. Student affiliates pay \$8.50 national and \$2.50 state fees.

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### **¡Adelante! - A Mission Based Program Related to Diversity Principles**

The Montevallo Branch is sponsoring an Adelante Book Group series of Woman to Woman Community Dialogues. The theme of this outreach project is *The Shared Experience of Literature: A Key to Lifelong Learning, Equity, and Positive Societal Change*. These sessions begun in 1998 will explore issues related to AAUW’s mission statement and diversity principles. The project aims to bring people together from many parts of the community who share the belief that inclusiveness and diversity in all of their many forms bring enrichment to individuals and to the community as a whole.

This year’s series will feature books from many cultures and time frames which address issues of special concern to women and their families. The subject matter of these selections includes science and health, coping with loss and grief, women in midlife, issues of inter-cultural communication, the terrors of war, the struggle for civil rights and equity, and the power of art and literature to transform lives. Also included are books which reexamine our concepts of good and evil and books which focus on the quest for women’s spiritual growth and development. For details: [www.aauw-alabama.org/mvallo.htm](http://www.aauw-alabama.org/mvallo.htm)

**Dr. Thomasyne Williams has been nominated for Association Director-At-Large.  
Audrey L. Salgado has been appointed as Association Vision Focus Task Force Chair.  
Tiffany Ellis, Judson College, has been appointed AAUW of Alabama SAC Chair.**

# Education as the Gateway to Women's Economic Security

Launched at the 2005 AAUW Biennial Convention, the theme represents a shared commitment to building a coordinated, collaborative and contemporary portfolio of programs that will serve the mission of AAUW, support and engage members and prospective members, and in the process move the organization forward in a focused, strategic manner. [theme@aauw.org](mailto:theme@aauw.org) <http://www.aauw.org/newvision>

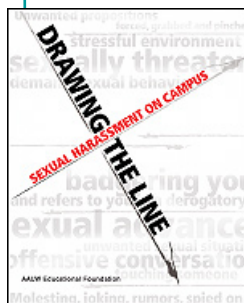
## Campus/Higher Education

### Building a Harassment-Free Campus

- EF report *Drawing the Line: Sexual Harassment on Campus* (DTL, Jan. 2006). <http://www.aauw.org/research/dtl.cfm>  
**DTL PowerPoint** to introduce members and partners to the research. [http://www.aauw.org/campus\\_connection/cap\\_harassment\\_resource.cfm](http://www.aauw.org/campus_connection/cap_harassment_resource.cfm)

- **DTL Report Distribution Guide** with creative ideas for reaching out to college campuses and the community. [http://www.aauw.org/campus\\_connection/DTL\\_Distribution\\_Ideas.pdf](http://www.aauw.org/campus_connection/DTL_Distribution_Ideas.pdf)  
**Letter to the editor** and **press release templates** that members can send to local papers to stimulate community discussion. <http://capwiz.com/aaup/home/>

- **Campus Action Projects (CAP)** granted to colleges to implement programs addressing sexual harassment. [http://www.aauw.org/campus\\_connection/cap.cfm](http://www.aauw.org/campus_connection/cap.cfm) **New cycle of CAP grants** to focus on educational choices and earnings (fall 2006).



- **Advocacy efforts** to enforce Title IX and improve campus climate. [http://www.aauw.org/issue\\_advocacy/actionpages/positionpapers/harassment.cfm](http://www.aauw.org/issue_advocacy/actionpages/positionpapers/harassment.cfm)

- **LAF Resource Library** information on laws that protect students. <http://www.aauw.org/laf/library/harassment.cfm> and **Campus Outreach programs**

on sexual harassment. [http://www.aauw.org/laf/campus\\_outreach.cfm](http://www.aauw.org/laf/campus_outreach.cfm)

- June 2006 **National Conference for College Women Student Leaders** (NCCWSL) featured a "Summit on Sexual Harassment;" CAP teams presented best practices to peers. <http://www.aauw.org/nccwsl/2006/history.cfm> **June 2007 NCCWSL** is planned; plan to sponsor student attendees.

### Upcoming or Ongoing

- **Advocacy efforts** to improve college financial aid and affordability via the Higher Education Act and other programs. [http://www.aauw.org/issue\\_advocacy/actionpages/hea.cfm](http://www.aauw.org/issue_advocacy/actionpages/hea.cfm)

- LAF report on **Office of Civil Rights** investigations on sexual harassment on campus (fall 2006). LAF continues **plaintiff support** for sexual harassment cases; *Simpson, et. Al. v. University of Colorado* (adopted Feb. 2005). <http://www.aauw.org/laf/cases/simpson.cfm>

- **Harassment-free Hallways** (2004), an action-oriented guide to improve the K-12 climate. <http://www.aauw.org/ef/harass/index.cfm>

- **Tenure Denied** (2004), joint LAF and EF research on tenure discrimination. <http://www.aauw.org/research/tenuredenied.cfm>

- **Transitions Conferences** to support women returning to college. [http://www.aauw.org/community\\_programs/transitions.cfm](http://www.aauw.org/community_programs/transitions.cfm)

## Workplace Equity

### Equal Pay Day and Beyond

- **Technical assistance** for April activities recognizing Equal Pay Day (2007 observance is April 24).



- **Pay Equity Resource Kit**, available online, helps members learn more about the issue of pay equity and provides resources to take action all year long (March 2006). [http://www.aauw.org/issue\\_advocacy/actionpages/payequity.cfm](http://www.aauw.org/issue_advocacy/actionpages/payequity.cfm)

- **Letter-to-the editor campaign** and e-postcard to raise awareness about pay equity and other advocacy efforts to close the wage gap. <http://www.aauw.org/ebulletin/mission/MarchApr06/marapr06.cfm>

- **LAF Resource Library** pay equity information provides a legal overview of equal pay issues on a state and federal level. <http://www.aauw.org/laf/library/index.cfm>

### Improving Retirement Security

- **Mom's Retirement Security** poll briefing paper (Mother's Day Poll, May 2006). <http://www.aauw.org/research/mothersdaypoll2006.cfm>

- Every Member e-postcard about the poll urging members to learn about the issue and use letter to the editor template. <http://capwiz.com/aaup>

- **Advocacy efforts** to protect Social Security from privatization. [http://www.aauw.org/issue\\_advocacy](http://www.aauw.org/issue_advocacy)

### Upcoming or Ongoing

- **Advocacy efforts** to improve retirement security, create more family-friendly workplaces, and address sex discrimination. [http://www.aauw.org/issue\\_advocacy/actionpages/index.cfm](http://www.aauw.org/issue_advocacy/actionpages/index.cfm)

- **EF report on educational choices** and their effect on earnings (fall/winter 2006).

- LAF continues **plaintiff support** for equal pay cases; *Schuster v. Berea College* (adopted March 2006). <http://www.aauw.org/laf/cases/schuster.cfm>

- **Woman-to-Woman Community Dialogues** provide ideas to engage women in discussion of critical issues. [http://www.aauw.org/community\\_programs/womantowoman.cfm](http://www.aauw.org/community_programs/womantowoman.cfm)

- **EF pay equity research reports**. <http://www.aauw.org/research/all.cfm>

## Community Lifelong Learning

### Financial Literacy

- AAUW/Prudential partnership on *Stepping Out* women's conferences (April 2006), which focused on financial literacy for women. <http://www.aauw.org/ebulletin/mission/MarchApr06/marapr06.cfm>

### Voter Education Campaign

- **Woman-to-Woman Voter Turnout** manual (May 2006) provides branches and states of all sizes with information to increase women's civic participation and voter turnout in this year's election (Nov. 7). <http://www.aauw.org/onevote>

- **Power-Point presentation** to introduce members to the *Woman-to-Woman Voter Turnout* program and another on **grassroots organizing** available online. [http://www.aauw.org/issue\\_advocacy/voter\\_ed/Woman-to-WomanVoterTurnout.cfm](http://www.aauw.org/issue_advocacy/voter_ed/Woman-to-WomanVoterTurnout.cfm)



- **Power of One Vote** poster included in the spring *Outlook*, and available to download online. [http://www.aauw.org/images/issues\\_advocacy/voter/POOV2006\\_Poster.pdf](http://www.aauw.org/images/issues_advocacy/voter/POOV2006_Poster.pdf)

### Global Connections

- **Imagining Ourselves** targets women worldwide aged 20 to 35 and provides a platform to create change. Partnership gives members access to discussion guides, online dialogues, and a glimpse into the interests of younger women. [http://www.aauw.org/IMOW/AAUW\\_IMOW\\_intro.cfm](http://www.aauw.org/IMOW/AAUW_IMOW_intro.cfm)

- **One Shared World** celebrates women worldwide who are a force for change, connecting American women to the efforts that help people in developing countries. [http://www.aauw.org/international\\_corner/OneSharedWorld.cfm](http://www.aauw.org/international_corner/OneSharedWorld.cfm)

### Upcoming or Ongoing

- Under the banner **Financially Fit for Life**, AAUW is collaborating with donor partners to develop programs to assist women across the life-span.

- AAUW of Florida's **Financial Independence for Girls** (FIG) will be updated and available for state and branch programming.

- **Technology Literacy**: AAUW is poised to partner on the **National Girls Collaborative Project** to strengthen girl-serving Science, Technology, Engineering and Mathematics (STEM) programs.

- AAUW received a second year of funding for the **One Shared World** partnership; a "program in a box" for state or branch international programs.

- **EF research on status of girls** in K-12 schools (spring 2007).



**AAUW Winter 2007 Calendar of Events**

**January 10, 2007** – EF Selected Professions, Master's and First Professional Fellowships Deadline

**January 15, 2007** – EF Community Action Grant Deadline

**January 19, 2007** – Executive Committee Meeting, Hill House, University of Montevallo

**January 20, 2007** – Board of Directors Meeting, Parnell Library and Cultural Center, Montevallo

**February 1, 2007** – Official 2006-07 Membership Count

**February 1, 2007** – University Scholar-in-Residence Proposal Deadline

**March 1, 2007** – *Daybreak* Spring Issue Article Submission Deadline

**March 14, 2007** – Convention Hotel Reservation, Holiday Inn Downtown (Huntsville), Deadline

**March 15, 2007** – *Daybreak* Spring Issue Published (Electronic Version Only)

**March 30, 2007** – Convention Registration Deadline

**AAUW Spring 2007 Calendar of Special Events**

**April 13, 2007** – Executive Committee and Board of Directors Meetings

**April 14 - 15, 2007** – Annual Convention, Annual Members Business Meeting



**Judy Deegan**  
**President**  
**Birmingham Branch**  
2742 Milner Court  
Birmingham, AL 35205  
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Birmingham, Alabama