

President's Message

I am extending a personal invitation to you to join me at the AAUW Nevada Convention in Las Vegas. This invitation includes all Members at Large (MALs). We are including MALs in the newsletter mailing to keep you informed of what is going on in your state. If you have never attended a state convention, we encourage you to attend to see AAUW in action at the state level. I am especially asking branch members who are interested in the broader picture of AAUW.



If you haven't already circled May 2-4 on your calendar, now is the time...the program was designed to be both exciting and informative. The Las Vegas Branch is our host. I think that you will find that they have done a superlative job in the selection of our venue under the leadership of Monica Fuller. Our Rocky Mountain Regional Director, Jeanette Misaka, will provide a national viewpoint of AAUW. We are indeed fortunate to have her at our convention. Registration forms and the program are included in this issue of *The Sagehen* and will be available from branch presidents and on the state website, aauwnv.org.

This year we will emphasize our interest in children including their educational needs. Also highlighted during the convention will be recipients of the Educational Foundation (EF) grants and scholarships. If you ever wanted to know why you and your branch donate to EF, you will find out. We will be continuing with our discussion of branch efforts, their successes and failures. This discussion was quite well received at the Fall Leadership Conference. We already have several branches who will be reporting.

Part of the convention is the Saturday Awards Banquet, a celebration of accomplishment and a reason to cheer. After a year of work (and often, much more), we recognize branches and individuals for their contributions.

Association Convention in Providence, Rhode Island, will be quite an event this year. Not only are there interesting programs, nine proposed bylaws amendments are being presented. Three of these proposals involve expanding membership. This issue has been quite controversial in the past and I want to be sure that Nevada voting represents Nevada's members. In order to achieve this, we will be voting on these bylaws in order that delegates to the Association Convention will be directed as to their vote.

Have I given you enough reasons to be at the state convention? I hope to see you there.

Mary Jane Evans
AAUW Nevada President

MAL Opportunity

AAUW Nevada State dues are \$9.00 per year. Members-at-Large who would like to receive the state newsletter and other communications may do so by paying this annual fee. For more information contact either Mary Jane Evans, President AAUW Nevada at evans_mj@nvgbell.net or Holly Gallup, AAUW Nevada Membership VP at hgallup@bigfoot.com.

Memo to members from Byllie Andrews, AAUW Nevada Public Policy Chair:

Public Policy Resources for National Issues

(1) Get the Facts: The *Women's Network for Change* distributes free, one-page alerts on congressional issues that affect women and families. AAUW sends *Get the Facts* alerts by fax and e-mail to AAUW members. Subscribe online: aauw.org/5000/getfacts.

(2) Position Papers: For updated position papers on AAUW's priority issues, visit the AAUW website at aauw.org/1000/fspp.

(3) Two-Minute Activist. Visitors to the AAUW website can read a brief summary of a current issue and then click to write a letter or send a pre-written message by e-mail to their members of Congress. It takes just two minutes to make your voice heard—one minute to read, one minute to act! Just visit aauw.org/5000/emin.

(4) AAUW Voting Record. The *AAUW Voting Record* provides significant information on members of Congress through the votes that they cast on AAUW's priority issues. Copies of the most current voting record are available on the website at aauw.org/1000/voterec.

AAUW Nevada on the web:

aauwnv.org

AAUW in Washington, DC on the web:

aauw.org

AAUW Member HELPLINE:

1-800-821-4364

Membership Matters

Now is the time to build membership both for next year and the future. Hold a board or branch meeting specifically to devise a strategic plan for membership development. Use the Membership Tool Kit as a guide. Set branch goals: decide what you want to accomplish, be specific and quantitative, define your target markets. Plan specific actions: identify strategies and time lines, outline specifically how you will accomplish each goal. Distribute a written copy of your membership strategic plan to every branch member.

Involve every branch member in recruitment and retention. Ask every member to submit contact information for three to five (or more) potential members to the membership vice president by August 1 so that they may be invited to the branch kick-off in September. Ask a long-time member to become a "buddy" to a new member. Organize carpools by geographic areas. Brainstorm where AAUW literature should be available and assign a group to see that the supplies are replenished. Find a way to put program announcements in PTO newsletters, teacher organization newsletters, business groups newsletters, etc. Post information about your branch and its activities on the state website. Schedule a new member orientation. Highlight new members in the branch newsletter. Provide opportunities for new members to meet other new members. Involve new members from first contact. None of these ideas are new or earthshaking. Strategies can be simple, but together they can become a successful membership plan.

As you develop your branch membership plan, "May your sights be set on the stars, may your spirits soar up to the sky, and may your feet always be on the ground." (Hollie Bagley, AAUW MA MVP, reprinted with permission)

Leadership Workshop for College Women

The Women's Research Institute of Nevada will hold a six-day residential workshop designed to increase college women's interests in activism, public life, and/or voluntarism. The program called N[ational] E[ducation] for W[omen's] Leadership, modeled after the Center for American Women in Politics at Rutgers University, has been in development for two years at the University of Nevada, Las Vegas.

We had a wonderful response from the community. Now we are trying to **get the word out to college women to apply!** Since it is state-wide, the woman can be attending any school in the Nevada system. There is no expense to the student, yet we believe it might offer one of those invaluable lifetime experiences. **Please let them know the application process is rolling until 25 participants are accepted.**

For more information, check it out at the website: unlv.edu/institutes/wrinunlv/new_leadership or call Dr. Joanne Goodwin at WRIN: 702-895-1199. (Bobbi Gang, Past President AAUW Nevada)

Big Convention News from EF!!!

This year we will be doing a different type of fundraiser at the state convention - a "Phantom" ER



AAUW
EDUCATIONAL
FOUNDATION

Walk! Yes, you heard me right. On Sunday morning, May 4th from 7:00 a.m. to 8:30 a.m. you will have the option of staying in bed, eating a leisurely breakfast, attending a service, watching the morning news or even going for a walk! The point is that if you are willing to pay \$5 to the state, you can support the Eleanor

Roosevelt fund. **And it gets better:** even those who can't come to Las Vegas can participate. I thought it we should do something a little more creative than selling raffle tickets to attendees and open the function to all members!!!

You can send your checks directly to me or enclose a separate check with your registration. Why not get sponsors? Don't you think some of your friends, co-workers, family members could come up with just a dollar for a great cause? We're not too proud to take small change! Let's get creative and make this the best EF event in state history. I will be sending additional details to all Branch EF Chairs and Branch Presidents, so stay tuned for more information at the branch level. I'm counting on the support of **all branches** to help our President make her annual contribution goals at the National level.

Thanks for another great year!

Monica Fuller, Nevada Educational Foundation Chair
(m_fuller@att.net)

Mission Statement: The American Association of University Women promotes equity for all women and girls, lifelong education, and positive societal change. In principle and practice AAUW values and seeks a diverse membership.

AAUW Educational Foundation: The AAUW Educational Foundation provides funds to advance education, research, and self-development for women and to foster equity and positive societal change.

AAUW Legal Advocacy Fund: The AAUW Legal Advocacy Fund provides funding and a support system for women seeking judicial redress for sex discrimination.

Diversity Statement: In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Convention in Las Vegas!!!

***The following program for AAUW Nevada Convention, subject to change, gives members an overview of meeting planning at time of publication. It is included here to give convention attendees the opportunity to make travel plans.

***Note on the enclosed Registration Form the **necessity** to make hotel reservations before the April 10 deadline.

First Timers...

Leadership Development Funds, up to \$100, are available for disbursement to first time attendees at convention. Those traveling over 100 miles will be given \$30 to defray travel expenses. Interested members should apply directly to the AAUW Nevada Treasurer, Shirley Hoffman: hoffman1@lvcm.com.

2003 Nevada State Convention "Women in Charge" Clarion Hotel, Flamingo Road Las Vegas, Nevada May 2-4, 2003

Friday, May 2, 2003

3:00pm Executive Board Meeting
6:00pm - Transportation from Clarion to Fuller Residence
7:00pm Convention Kick-off at "Wrinkle Ridge" courtesy of Las Vegas Branch

Saturday, May 3, 2003

7:45am Registration, Check-in, Voting Credentials, etc. (Coffee and tea available) Clarion Hotel, Flamingo Road, LV
8:30am Flag Ceremony—Frontier Girl Scouts
8:45am Welcome and Introductions—Lauri Thompson, LV Branch President & Mary Jane Evans, State President
9:15am Success in Community Action Grant Applications—Anne Grisham, Frontier Girl Scouts
10:15am Break
10:30am What a Career Development Grant Meant to Me—Zepur Zarikian
11:30am Association Issues—Mary Jane Evans and Jeanette Misaka, Rocky Mountain Regional Director
12:30pm Lunch—(Hopefully, box lunch pool side)
1:30pm "No Child Left Behind"—Denise Brodsky, Clark County School District
2:45pm Break
3:00pm - First Business Session—AAUW Nevada
6:00pm No-Host Cocktail Reception and Branch Networking
7:00pm Nevada State Awards Dinner
8pm Keynote Speaker - TBA
8:30pm Installation of Officers, Vice President, Membership VP and Secretary, and Branch Awards

9:30pm President's Party Sunday, April 30, 2000

7:30am EF Fundraiser -"Phantom" Eleanor Roosevelt Walk
9:00am Re-opening remarks, Mary Jane Evans
9:05am "Bullying—The Real Dangers", Nevada Task Force on Bullying—Terri Peltier and Rod Smith
11:00am Break
11:55am Business Meeting Wrap-up and Branch Reports
1:00pm Adjournment

Proposed Bylaw change – AAUW Nevada

Here are bylaw changes for the position of President-Elect to be presented for vote at AAUW Nevada's Convention, Las Vegas, NV May 2-4, 2003. The position is being presented as a six-month one, thus allowing the sitting president a chance to decide if she wants a second term. Not giving this option was a concern of some members.

ARTICLE VII. OFFICERS

Present wording

Section 2. The elected officers shall be a president, or official representative, or co-presidents, vice presidents for programs and membership, secretary and treasurer. These officers shall be included in the executive committee.

New wording

Section 2. The elected officers shall be a president, or official representative, or co-presidents, president-elect unless the president runs for a second term, vice presidents for programs and membership, secretary and treasurer. These officers shall be included in the executive committee.

Present wording

Section 4. Officers shall serve for a term of two years or until their successors have been elected or appointed and assume office. The term of each officer shall begin on July 1.

New wording

Section 4. Officers, with the exception of the president-elect who will serve for 6 months, shall serve for a term of two years or until their successors have been elected or appointed and assume office. The term of each officer shall begin on July 1.

ARTICLE X. ELECTIONS

Present wording

Section 3. All elections shall be held at the annual convention.

New wording

Section 3. All elections shall be held at the annual convention with the exception of the president-elect who will be elected at the Fall Conference in the second year of the president's term. There will be no election of president-elect if the president chooses to run for a second term of office.

2002 – 2003 Elected Officers AAUW Nevada

President: Mary Jane Evans (evans_mj@nvcbell.net)
Program VP: Monica Fuller (m_fuller@worldnet.att.net)
Membership VP: Holly Gallup (hgallup@bigfoot.com)
Recording Sec'y: Elinor Nelson: (mr.nelson@juno.com)
Finance: Shirley Hoffman (hoffman1@lvcm.com)

Pay Equity Issue

Excerpted from the Nevada Women's Agenda 2003 [Nevada Federation of Business and Professional Women's Clubs, Inc. and the American Association of University Women, Nevada (AAUW).]

The Problem

Laws mandating equal treatment have been on the books for 40 years. However, despite Title VII and the 1963 Equal Pay Act, the wage gap between men and women has narrowed by only a third in the last 20 years (U.S. Department of Labor, *About Equal Pay*, p. 15).



According to the most current data released from the 2000 census on the median weekly earnings of full-time workers, Nevada women earn 76% of men's earnings, on average. Nationwide, the figure is 77% (Bureau of Labor Statistics, *Highlights of Women's Earnings in 1999*, p. 15). Even after accounting for differences in skills, experience, industry, occupation and union status, women still lose 11 cents compared to every dollar earned by men (*About Equal Pay*).

In the current economic downturn it is even more important to working families that women and people of color receive fair wages. If working women earned the same as men (those who work the same number of hours, have the same education, age, and union status, and live in the same region of the country), their annual family incomes would rise by \$4000 and poverty rates be cut in half (J. Appelbaum, National Women's Law Center).

Current Situation

Most women work because of economic necessity. One in five families is headed by a single mom and another three in five families have two working parents. Despite women's greater responsibility for family income, their earnings are still low. Census data show that women comprise nearly 50% of the full-time workforce, yet 54% of female full-time workers earn less than \$25,000 per year, compared to 36% of full-time male workers. Working women earn less than men in nearly every job and at all educational levels.

The Fair Pay Act has been introduced in the U.S. Congress. This would expand the Equal Pay Act's protections against wage discrimination to workers in equivalent jobs with similar skills and responsibilities, even if the jobs are not identical. In addition, the Paycheck Fairness Act has been introduced in the U.S. Congress to amend the Equal Pay Act and the Civil Rights Act of 1964 to provide more effective remedies to workers who are not being paid equal wages for doing equal work.

Nevada Women's Agenda 2003

In the branches...

Teens, toddlers, men, women and folks of all types, shapes and sizes flocked to **Capital Branch's** "Feast of Chocolate" at the Nevada State Library in Carson City on February 15. The sumptuous chocolate buffet, offered all the chocolate you can eat for only \$5.00. Proceeds exceeded \$2500 for local scholarships and the Educational Foundation. The Nevada Appeal preceded the Saturday gala with several articles and reported the event afterward with a photo display. Capital Branch AAUW members felt that the visibility, fund-raising and community support were well worth their efforts in this most successful project.

Tahoe Nevada Branch is in the midst of planning for their June 29th Scholarship Golf Scramble at Incline Village. Chaired by new member **Randi Moore**, this event is a day-long-into-evening party. Thanks to Randi for taking on this HUGE job!

The December 2002 newsletter for **Las Vegas Branch** arrived via e-mail. Congratulations to the *Desert Express* for this experiment in publication. President **Lauri Thompson's** message included a report on their meeting with school board trustees to discuss the effects that the "No Child Left Behind Act of 2001" will have on education in their district and in Nevada.

Boulder City Branch conducted a Home Tour in December, visiting homes decorated for the holidays.

Congratulations to **Martha Jessup** for leading **Reno Branch** through a successful Wine Tasting/Auction fundraiser. \$8,127 was raised for their EF Jan Evans Named Endowment, LAF and local scholarships.

Reno Branch continues its support of the Sarah Winnetucca Statue Project with an **Open House** on March 22 at a stunning home designed by the Frank Lloyd Wright Institute. Call **Carleen Ernest**, 787-8779, for details about this fabulous award-winning home and the evening's events.

Newsletter cost cutting...

We are pleased to have 71 members who elected to receive this copy of *The Sagehen* via electronic mail, thus helping your Board of Directors hold down the cost of operating AAUW in Nevada. A special "Thank you" to all who participated in the program! As we all get more comfortable with new technology in our lives we hope to expand this way of receiving information.

March 2003

Dear AAUW Members,

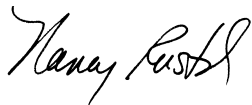
Best wishes for what we know will be an exciting and productive convention. Please accept our deepest thanks for your support of this great organization. Your involvement and dedication are critical to the heart of AAUW – our states and branches.

We hope you will spend time at this event celebrating the year's achievements. Through your efforts,

- the Association has been particularly busy tackling issues arising from the new Congress, including Title IX, judicial nominations, reproductive rights, economic stimulus plans, welfare and affirmative action. AAUW has been leading both grassroots and the lobbying efforts in support of protecting Title IX. Efforts include press conferences and media briefings, as well as work with people who can influence the report of the Secretary's Commission on Opportunity in Athletics. We continue to play an active role in a broad coalition of women's, civil, environmental, labor and disability rights groups working together to fight objectionable judicial nominees. Also this year, the Association has made great progress in meeting the needs of AAUW's future leaders – the Student Affiliates. We have started a Student Advisory Council to advise us on the needs of students and initiated an electronic newsletter targeted to student affiliates. In response to the needs of our leaders, we recently expanded the National Conference for College Women Student Leaders opportunities on the local level by initiating the State/Branch Student Conference Pilot Program. Four pilot site winners – Massachusetts, Mississippi, Cedar Falls, Iowa, and Atlanta, Georgia – have been selected to sponsor a student conference, receive a consultation from an AAUW leader, and mentor future state and branch pilots.
- the Educational Foundation has broadened its impact in two significant areas: educational leadership and international education and equity. With the support of a grant from the DeWitt Wallace Reader's Digest Fund, the Foundation sponsored *Pathways*, a seminar in February 2002 for Washington, DC public school teachers and mid-career professionals who aspire to leadership positions in public schools. The seminar was designed both to provide information about paths to leadership and to facilitate networking for professional development. In November 2002, the Foundation's work in international education and equity was advanced through a highly successful partnership with the Educational Testing Service to present the symposium, *International Perspective: Global Voices for Gender Equity*. Approximately 220 women and men from nearly 25 countries met in Washington, DC to explore how women have created change in four key areas including literacy, peace education and conflict resolution, governance, and education for people with disabilities. Written reports from both of these events will be published and made available prior to convention.
- the Legal Advocacy Fund surpassed the million-dollar mark for case support awards this year thanks to the ongoing support from our branches and members! We are currently supporting 13 cases. It is important to recognize the support that branch members have shown to plaintiffs and to LAF. In St. Louis, six branches formed a support group for Kathy Sokol as she endured a two-week trial. In New Orleans, branch members from three states rallied around Lucinda Miller as her case was argued in front of the 5th District Court of Appeals. Finally, the Women's University Club (aka the Los Angeles Branch) made a contribution to LAF exceeding \$150,000 to insure case support is available as sex discrimination persists!

Your efforts have enhanced members' skills and knowledge and deepened their commitment to removing barriers that prohibit women and girls from reaching their full potential. Through Association advocacy, Foundation research, and LAF intervention, we have made significant progress in focusing attention on the nature of those barriers and the action it will take to overcome them. In the months to come, together we must translate our knowledge and awareness into significant community impact, growth in membership, increased contributions, and local visibility.

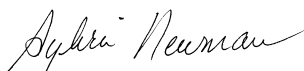
Working together, we will shape the future – of AAUW, and of women and girls in our communities, our nation, and our world!



Nancy Rustad
AAUW President



Mary Ellen Smyth
Educational Foundation President



Sylvia Newman
Legal Advocacy Fund President

Public Policy Report: AAUW Nevada Takes Action in Support of Nevada Public Education

In November 2002, the three branches in Clark County held a joint AAUW meeting and invited Clark County School Board members Denise Brodsky and Shelia Molten to discuss the effects of the new federal requirements on Nevada K-12 education...the No Child Left Behind Act of 2001, the U.S. Congress' reauthorization of the Elementary and Secondary Education Act. One of the results of this meeting was a letter drafted by Lauri Thompson, president of the Las Vegas AAUW branch.

Lauri's intent was to ask AAUW Nevada to endorse the letter and send it to Nevada's legislators, seeking their support for increasing public school funds. Lauri worked with Byllie Andrews, state public policy chair, and Bobbie Gang, lobbyist for AAUW Nevada and former state AAUW president, to draft a letter that will be sent to each legislator in Nevada. The letter requests that each legislator acknowledge the importance of public education in Nevada by allocating the resources necessary to provide Nevada's children with a world class education. Currently Nevada's funding for education is 20% below the national average. The legislators are specifically asked to endorse the recommendations in the **iNVEST** proposal (developed by the Nevada Association of School Superintendents and supported by the Nevada Association of School Boards) and the **Quality Schools** plan put forth by the Nevada State Education Association (NSEA). You can find the **iNVEST** proposal on the Internet at <http://www.washoe.k12.nv.us/district/legislative/ddfs/invest.pdf> or contact the superintendent's office in your county. The **Quality Schools** plan may be found on NSEA's web page [www://http.nsea-nv.org/](http://www.nsea-nv.org/) or contact one of the following NSEA offices: Reno, 775.828.6731; Elko, 775.733.7330; Las Vegas, 702.777.8361.

AAUW of Nevada would like every branch in Nevada involved in the support of Nevada public education. AAUW Branch presidents will be asked to send a copy of the letter to their legislators with a message of support from the branch. Further, we would ask that individual members meet with legislators on weekends when the legislators are home. If an AAUW member personally knows one of her/his school board members, the member and the school board member could go together to meet with their legislator showing the combined support of AAUW and local school board for funding public schools. And of course, we ask that all AAUW branch members contact their legislators with an email or phone call to support funding for education.

Byllie D. Andrews, AAUW Nevada Public Policy Chair
Phone 775.831.4775 or fax 775.831.0845 or byllied@nvcbell.net

Correct mailing of AAUW Nevada's newsletters depends on an accurate member data base - United States Post Office and e-mail. If you relocate please notify AAUW Nevada Treasurer Shirley Hoffman. This will ensure that you receive your copy of The Sagehen and also AAUW's national publications and mailings.



AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

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