



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 Featured Speaker 2010 Iowa Conference

Lilly Ledbetter, the woman who sued Goodyear Tire & Rubber for pay discrimination, a suit that went to the Supreme Court and led to the passage of the Lilly Ledbetter Fair Pay Act in 2009 will be the featured speaker at the 2010 AAUW Iowa Spring Conference to be held at the Quality Inn and Suites in Ames on April 23-24.

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

A nationally recognized pay equity advocate, Ledbetter testified several times before Congress.

In January 2009, the Lilly Ledbetter Fair Pay Act became the first bill that President Obama signed into law. AAUW helped lead the coalition of women's rights, labor, and civil rights groups who worked for almost two years to get the bill passed. The law restores the long-standing interpretation of civil rights laws and EEOC policies that allows employees to challenge any discriminatory paycheck they receive.

Branch Bylaw Update:

Did you remember to send a copy of your updated branch bylaws with the mandated changes **by** October 31 to

Jo Treadwell, Bylaws Director
1373 Rose Ave.
Tipton, IA 52772.
jotom.tdll@gmail.com

If not, see page 5 for more information

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Important Dates:

Nov. 5-6, 2009, Way Up Conference, Marriott, Jordan Creek, West Des Moines.

Dec. 31, 2009, Branch Affiliate Agreements due

Jan. 30, 2010, AAUW Iowa Board Meeting, Ames

April 23-24, 2010, Ames, IA. Iowa AAUW Spring Conference, Quality Inn and Suites. Lilly Ledbetter will be keynote speaker.

Breaking Through Barriers: Philanthropy

Several options are available for AAUW members to support our mission. Without these gifts, AAUW would be unable to provide so many programs that touch the lives of women and girls. Donations to EF, LAF, and the Mary Ann Ahrens/Iowa Giving Circle (#2514) are all tax deductible. A brief summary of these programs:

Educational Fund (EF)

The **Educational Fund** has a long history of advancing educational and professional opportunities for women. The Fund supports:

- **American Fellowships** for women doctoral candidates completing dissertations, or for postdoctoral research leave or preparation of research for publication. American Fellowships date from 1888.
- **Selected Professions Fellowships** for women who are U.S. citizens or permanent residents to pursue a course of study in designated degree programs where women's participation traditionally has been low.
- **Community Action Grants** providing seed money to individual women, AAUW branches or state organizations, as well as local community-based nonprofit organizations for innovative programs or non-degree research projects that promote education and equity for women and girls.
- **International Fellowships** awarded for full-time study or research in the United States to women who are not United States citizens or permanent residents.
- **Research** that draws national attention to issues of gender equity in education and the workplace, influences policy-makers and serves as a catalyst for action. AAUW has conducted groundbreaking research since 1885 when an AAUW survey debunked the popular theory that higher education was bad for women's health.

Legal Advocacy Fund (LAF)

The **Legal Advocacy Fund** provides:

- **Amicus curiae or "friend of the court"** status in cases affecting women's rights, especially in cases of discrimination in the workplace and strategic litigation that has strong potential for establishing precedent or making some other significant contribution to advancing equity or reducing discriminatory workplace practices that will impact all women.
- **Legal Referral Network** for initial consultation to individuals considering or conducting sex discrimination litigation at no charge. This Network of more than 300 attorneys and experts in 48 states and DC are encouraged to provide consultations free or at reduced rates.
- **On-Line Resource Library** with resources on issues such as the Family and Medical Leave Act, pay equity, tenure, sexual harassment, Title IX and athletics.
- **Campus Outreach Program** to fund and provide staff support to implement gender equity-focused programs or events at local colleges and universities. Topics may include sexual harassment, sexual assault, equal pay and preparing for the workplace and Title IX in the context of athletics or women in non-traditional fields and tenure issues for faculty.

Iowa Giving Circle

The **Iowa Giving Circle** (LTI Fund #2514) was established in 2008 in honor of Mary Ann Ahrens to recognize her service as a past president of AAUW Iowa, a Regional Director for the Upper Midwest Region and as a woman who has long been active in promoting and encouraging strategies, programs and plans which foster economic security for women in Iowa. Public and private colleges and universities in Iowa are eligible for Campus Action Project grants through the Leadership and Training Institute (LTI). The projects are jointly planned by students, a campus project advisor and local AAUW members who serve as community liaisons. The Projects promote:

- **Student leadership**
- **Elevation of awareness about pertinent issues which affect women on campus**
- **Support for innovative programs and projects on campuses**

Breaking Through Barriers: Philanthropy Donations

Diane Patton, AAUW Iowa President

As you look at year-end, tax-deductible charitable donations, I encourage you to include AAUW. They may be made in several ways. One is to write a check and give it to your branch treasurer. Be sure to note on the check which program you want to support. For example, make your check to AAUW-EF, AAUW-LAF, AAUW-M.A. Ahrens/Iowa Giving Circle #2514. Another way is to go online to AAUW.org and select Donation on the left side of the page which will take you to a form to fill out and pay electronically. Your donation could be an opportunity for you honor a special woman in your life or in memory of a special person. I very much appreciate those memorials to AAUW-M.A. Ahrens/Iowa Giving Circle from friends who honored my father. Include your name, address, phone number, and your AAUW branch plus the name, address of the person you are honoring and why you are honoring the person: memorial, wedding, birthday, anniversary, graduation, Mother's Day, or other (Christmas, Hanukkah.) To receive credit for 2009, donations must be postmarked or received by AAUW by Dec 31. Questions? Contact Kathie Farris and Jane Close, Iowa Co-Directors, LAF and Giving Circle or Colleen Jolly, Director of EF, listings on page 8.

College/University Partnerships

Janet Heinicke

Have you ever thought about getting a partner for your branch? AAUW branches across the country can form partnerships with local educational institutions of higher education in a wide variety of ways, and for a wide variety of purposes. And some are forming partnerships with other kinds of entities too!

If, as you read this, your initial reaction is "that doesn't apply to us, (or to me)", please think again! Long gone are the days when a "College/University Representative or Liaison's main function was to make sure that a spring tea was held on campus for the senior girls. The "tea" has been replaced by various carbonated drinks! the "girls" are "women"; and anytime is a good time to acquainted with the issues that both the women on campus who are students and the women on campus who are faculty and administrators are facing. For that matter, the campus is gone too because teaching and learning for female students and their teachers occur in a much wider array of places including the corporate office, and the small business down the street. Today AAUW entities, branches and states, can become partners in a much more meaningful way.

Consider for instance these several examples. At the recent Association convention a partnership between Jitterbug (the Samsung Communications LLT of America) and AAUW brought the CEO of the company as a principal speaker. Not much earlier AAUW and CARE formed a partnership. At an advocacy workshop listeners heard about a branch in inner city St. Louis focused on encouraging minority female students to both stay in school and work toward higher achievement. Partners in the project included male and female mentors from the various professions, such as dentistry, medicine.

There are many benefits to branch, school and community when such partnerships are formed. The community college nearby, the four year liberal arts college, or the near by university can benefit as the partnership grows and strengthens. AAUW's Leadership and Training Institute (LIT) offers opportunities for women student leaders to participate in a national conference (NCCWSL) that brings outstanding women leaders who serve as both role models and advisors to help participants become more effective leaders and develop even greater leadership skills. LIT also provides funding for workshops on collegiate campuses on pertinent local issues which a smaller institutions might not be able to fund locally. In addition such partnerships can help to bring into reality a STEM workshop, focusing on Science, Technology, Engineering and Math and providing the needed know how to encourage younger women and girls to pursue careers in the STEM areas. To do all this requires more than your branch, it requires partners! Getting out of the place where your branch usually meets, working with both men and women and partners in any of these areas strengthens and emboldens your branch to set its sights on other local and regional needs. TRY IT! you might LIKE IT!

WOMEN GRADUATES—USA

Janet Heinicke

Three Iowa women, long active in AAUW Iowa will be active this month in the affairs of a relatively new organization for women college graduates, WG-USA, when it meets in Long Beach California for its annual general membership meeting (called an AGM). Florine Swanson, former state president of AAUW Iowa, regional director and chairman of AAUW's Major Gifts Committee, will very much be present as the President of the organization. Janet Heinicke, immediate past AAUW Iowa president, will be serving as the organization's program chairman (or convener) and Alice Dahle, a member of Cedar Rapids branch as well as a member of the WG-USA program committee is slated to give a major presentation on CEDAW.

The organization is a virtual organization, comprised of women graduates and interested primarily in international issues. The organization, which came into being following the withdrawal of AAUW from the International Federation of University Women, is a national organization and presently has a membership of nearly 175 women from across the country. It is an affiliate of the IFUW. The issues with which it is concerned are issues which relate to women in all parts of the globe; it strives to understand the circumstances of these women better and suggests what its members can do domestically as well as internationally to make a difference. All members must have email since program and organizational information is communicated through email and through the organization's web site at www.wg-usa.org/. Meetings like the Long Beach meeting are slated to occur once every three years though a preliminary organizational one was held last year in Perry, Iowa.

The Long Beach Conference, on October 16 and 17 has as its theme "Moving our Minds!" To understand the issues which are emerging in today's world we are required to move our minds to a different way of looking at issues, i.e. to "see" and to "think" as others and "see" and "think" half way around the world. The conference will consider several different issues which, while identified in the Beijing Platform on Women as critical issues, have grown into new and different directions since that conference. Two days of discussions, lectures and panel presentations will mark the fast paced conference.

Topics to be considered include "Today's Real Life Stories of Women who have lived with conflict and violence"; "Trafficking in Human Beings: Slavery in the 21st century"; "How Women are changing the image of women in the media"; and "The Very Real Issue of Immigration in the United States". Glenda Hecksher Ramsden, Vice President of the Mexican Federation of University Women, will be the final speaker. Her presentation will be about public art. The title of that presentation is "Public Art: Using the language of art as a tool for communicating an agenda for Peace.

AAUW Member Wins Nobel Prize

AAUW celebrates Carol Greider, AAUW member and winner of the Nobel Prize in Physiology or Medicine along with her two colleagues, Elizabeth Blackburn and Jack Szostak. The three researchers "discovered that telomeres are made up of simple, repeating blocks of DNA building blocks and are found in all organisms," according to a Johns Hopkins University announcement. Understanding this biological process has paved the way to deeper knowledge of cancer and cellular aging.

New Program in a Box, available at aauw.org:

Title IX Compliance: Know the Score

A program with a set of tools that allows AAUW members to take concrete steps toward ensuring equitable athletic opportunities at their local schools as required under Title IX. The program also helps AAUW members learn more about Title IX and provides them with opportunities to educate the community.

AAUW BYLAWS UPDATE

Joyce Treadwell, Bylaws Director

The bylaws have been updated. They include all the changes mandated by AAUW. MANDATORY bylaws amendments do not require a vote of the members in the state or branches because they are required in order to bring the bylaws into conformance with the AAUW bylaws.

Non-mandatory amendments must follow the usual process and be voted on by the members. THEREFORE changes to AAUW Iowa by laws will require the same procedure to amend: presentation of proposed amendments, approval/rejection of proposed amendment. If approved by Board of Directors, a vote by the AAUW Iowa membership at the Annual Meeting.

Some aspects of change:

- There is no longer any reference to “Association” or “Educational Foundation”. All references are now merely: AAUW. We will probably have to find a name for the actions we do on behalf of the former Educational Foundation. AAUW will probably have a suggestion.
- The wording for the purpose of AAUW now reads: “The purpose of AAUW is to advance equity for women and girls through advocacy, education, philanthropy, and research.”
- There are fewer Articles. The state model combined articles and I followed the structure from the Model. NOTHING WAS LEFT OUT. It is merely rearranged in the document. This means there are 16 Articles instead of 21.
- The states were originally called “Divisions” then “States” and now the wording in the Bylaws is “organization.” This is to allow for either state organizational structure or multi-state structure. State structure remains, but there are optional structures, and there is flexibility given for the state’s governance structure. States also have the flexibility to decide if they want to join in a multi-state structure or other configuration.
- References to regions or regional directors are deleted since these no longer exist.
- Loss of branch recognition; loss of recognition if the branch has fewer than 15 members was deleted. Viable branches with fewer than 15 members will be allowed to continue.
- There will no longer be a delegate system for national AAUW meetings. All members now have a vote on national AAUW business (elections, adoption of Public Policy Program and resolutions, and amendments to the AAUW Bylaws). Thus at the national level there is now one member/one vote on national AAUW business. However STATES ARE FREE TO DECIDE THE SYSTEM OF VOTING FOR THEIR OWN STATE MEETINGS. There are three possibilities:
 1. One member/one vote. All members within the state can vote on state business. The state must create a process by which all members can cast a vote. (This could be complicated if online voting is included.)
 2. No delegate system. Only those attendees at a state convention can vote on state business.
 3. Continue a delegate system in the state. (This is our present system for state business in Iowa.)

What did not change:

The requirement for membership in AAUW remains an associate or equivalent degree or higher. There is no change in the categories of membership or in the student affiliates category.

No branch or state is required to change its current leadership structure if it works well and meets the needs of the branch or state.

Branches continue to be the basic unit of AAUW, although there is more flexibility given for a branch’s governance structure. Only two positions MUST be identified by branches for AAUW:

- One person must be designated as the administrative contact – to receive mail, emails and other communications related to branch activities and AAUW programs.
- One person must be designated as the financial contact – to receive membership, dues and donation information at the branch level.

Proposed Bylaw change:

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

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

The rationale: AAUW Iowa presently uses a delegate system for voting at the business meetings. The delegate system allows each branch to have two voting delegates and additional delegates for each 25 branch members. These branch delegates must be present to vote and only one vote per delegate. Thus not everyone who attends the Annual Meeting is presently able to vote on issues presented in the business meeting. The proposed amendment will allow all branch members present at the Annual Meeting to be able to vote on motions presented at the business meeting. Because this is a proposed amendment, at the April 2010, annual business meeting for AAUW Iowa, the delegate system will still be used in taking action on this amendment.

Iowa Impact Grant

Linda Greenlee, Public Policy Director

Appointed leaders play key roles in municipal, county, and state government as members of boards and commissions. The Impact Grant that was received from the association will be used to inspire, encourage, and educate more women to pursue public service opportunities in their communities. Currently, our branches are collecting data about the boards and commissions from the counties that serve their members. This information will then be disseminated to our members at our 2010 Spring Conference. By providing an awareness of public service opportunities available, we can open the doors for more women and AAUW members to apply for these appointments.

AAUW Iowa “Journeys” Recruitment Flyer Distributed to Branches

Joan Thompson, Membership Vice President

The AAUW Iowa “Journeys” flyer tells of seven diverse members in Iowa who demonstrated their commitment to continuing the fight to achieve equity. They are short term and long term members from different parts of the state, different ages, and different stages in their lives. They have shared their stories to demonstrate how much has been realized and how much remains to be done to create true equity. This flyer is meant to be used with other membership forms from the national office.

The membership committee, Joan Thompson and Mary Ann Ahrens, appreciated the assistance of Dr. Janet Heinicke, Dr. Laura Browne, and Lois Enger whose help was essential in the production of the flyers.

If more flyers are needed, please contact: joant684@mchsi.com or maahrens@mchsi.com.

Webmaster’s Update

Laura Browne

One of my goals for the updating of the webpage was to make it the “go to” resource for **anyone** wanting information about AAUW in Iowa. But branch help is needed to make it the up-to-date resource it can be. Please send me a copy of your officers and program for the year and I will post it as a link from your branch on the website.

2009 AAUW IOWA Board Members

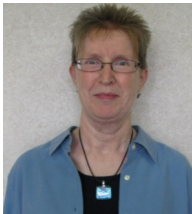
Renee Jedlicka, Nominations Director, has been a member of the Palo Alto branch for 20 years. She is a professor at Iowa Lakes Community College where she “facilitates learning” in communication courses. A native of Solon she earned her B.A. from Loras College and her M.A. from Minnesota State University, Mankato. She is married to Anthony Stubbs and mother of two active teenagers. She sees her position important in coordinating effective leadership to ensure AAUW Iowa is making a difference in our mission.



Diane Edwards, Administrative Assistant, graduated from ISU as did her husband and two daughters. Her part time position as medical technologist allowed her more time to spend with her young girls. She also became active in AAUW at the state level, holding several positions, the last being administrative assistant to Florine Swanson. In 1996 the Assistant’s position was reintroduced and she took it. This position is important because it allows the program Vice President to spend more time on conference details.



Jan Mitchell, Diversity/Gender Equity Co-Director, has been a member of AAUW since 1966 first joining as a new teacher in Estherville. After moving to Marshalltown and pairing with Pam Swarts, Jan created a pilot project, *Latinas al Exito*. In the fourth year, the project continues to grow. They are piloting a similar project for Hispanic males. She owns a small business which trains teachers to teach online. She is active in an organization of professional online educators , travels frequently, and recently relocated to loft living in downtown Des Moines.



Jane Close, LAF, Co-Director, graduated from UNI as a non-traditional student, one semester after her youngest child graduated from college. Working with Habitat for Humanity has been one of her long time involvements--serving on the Butler County steering committee and just completing their first Habitat home. She is a self-proclaimed political junkie who served on the Butler County central committee for one of the political parties. She has been at UNI in Energy Management for almost 28 years, and retirement is on the horizon at the end of this year.



Louise Conklin, Treasurer, graduated from La Porte City High School, attended Coe College and later graduated from the University of Iowa. Her graduate work was done mostly at UNI. She retired after teaching for 33 years in Colorado, California, and Iowa and has been busy with several organizations: Waterloo Woman's Club; Eastern Star and Past Matrons; White Shrine; Retired School Personnel; Grout Museum Board; Friends of Snowden House, and AAUW Waterloo. Since her husband’s death in 2005, she tries to do things to benefit her community and enjoys going to plays, bowling, playing cards and socializing.



AAUW—Iowa Officers/Directors 2009-2010

PRESIDENT
Diane Patton
H: 712-297-7616
dpatton@iowatelecom.net

PRESIDENT-ELECT
Sandra Keist Wilson
H: 515-277-1058
skw1937@yahoo.com

PROGRAM VICE PRESIDENT
Maxine Lampe
H: 712-732-1058
maxine.lampe@yahoo.com

MEMBERSHIP VICE PRESIDENT
Joan Thompson
H: 641-684-6696
joant684@mchsi.com

SECRETARY
Dr. Judy Beckman
H: 319-2860544
drjudy.beckman@cfu.net

TREASURER
Louise Conklin
H: 319-232-8729
leconklin@mchsi.com

BYLAWS DIRECTOR
Jo Treadwell
H: 563-886-6224
jotom.tdll@gmail.com

**COLLEGE/UNIVERSITY RELATIONS
DIRECTOR** open

**COMMUNICATIONS DIRECTOR
(NEWSLETTER EDITOR)**
Linda Davis
H: 641-932-7627
linda.davis71@hotmail.com

WEBMASTER
Dr. Laura Browne
H: 641-751-5177
laura_58b@hotmail.com

**EDUCATIONAL FOUNDATION
DIRECTOR**
Colleen Jolly
H: 515-233-3179
bcjolly@isunet.net

**DIVERSITY/GENDER EQUITY
CO-DIRECTORS**
Jan Mitchell
H: 515-369-2223
jan.mitchell@nexgenisp.com

Pam Swarts
H: 641-751-4888
pjswarts@gmail.com

**INTERNATIONAL AFFAIRS
DIRECTOR**
Jane Edwards
H: 515-233-3215
jedwards@iastate.edu

LAF CO-DIRECTORS
Kathie Farris
H: 515-961-7647
katfarris@aol.com

Jane Close
H: 319-983-6250
jane.close@uni.edu

NOMINATIONS DIRECTOR/CHAIR
Renee Jedlicka
H: 712-852-2275
rjedlicka@iowalakes.edu

PUBLIC RELATIONS DIRECTOR
Janet Fife-Lafrenz
H: 319-524-7622
fifelafrenz@gmail.com

ADMINISTRATIVE ASSISTANT
Diane Edwards
H: 515-532-2065
edwardsdc@mchsi.com

PAST PRESIDENT
Dr. Janet Heinicke
O/Studio: 515-961-3174
janetheinicke@earthlink.net

AAUW Iowa Website:
www.aauwiowa.org

Student Affiliate Membership

AAUW Iowa Board of Directors took action to institute Iowa Student Affiliate Membership fee of \$1.00, effective July 1, 2010.

Branch Happenings

Cedar Falls— sponsored former Lt. Governor Sally Pederson, senior advisor to the Iowa Initiative, who spoke on **Reducing Unintended Pregnancies**.

Indianola—Holding their third biennial event at Simpson for sixty 3rd and 4th grade girls. Simpson professors provide classes on biology, math, physiology, chemistry and other related sciences for this all day event.

Iowa City—sponsored book author, M. Gigi Durham, PhD., *The Lolita Effect: Images of Girls and Women*.

Ottumwa - is meeting on different days and times to accommodate members who are unable to meet on a consistent day and time.

Palo Alto County—Hosted a summer kick off for middle school girls at a local park, with sessions in drawing, water safety, and geocaching. Branch members shared the importance of higher education in their lives.

Siouxland—is selling Younker's Community Day Coupon Books for a fund-raising project. They are also reading The Guernsey Literary & Potato Peel Pie Society by Mary Ann Shaffer and Annie Barrows.

Tipton—is celebrating their 75th anniversary. Congratulations!

New Program in a Box, available at aauw.org:

The Shriver Report-A Woman's Nation Changes Everything

Suggestions and planning steps on how to help you raise awareness and activism surrounding AAUW's policy recommendations based on the *Woman's Nation* report.

ADDITION: Joan Thompson, Membership Vice President, completed her Masters Degree in Professional Journalism from the University of Iowa in 1976.