



Tar Heel News

American Association of University Women of North Carolina

Advancing equity for women and girls through advocacy, education, and research

Winter 2006
Vol. 52, Ltd. Edition

This limited edition of Tar Heel News is being mailed only to those who are listed as branch or state leaders, to fulfill the requirements of our USPS periodical mailing permit. It is available online at www.aauwnc.org/00THN. The spring mailing will be 12 pages, as usual, and will be widely distributed.

AAUW NC convention
April 20-22, Winston-Salem
See page two!

Mini-Grants for branch projects available

At its July meeting, the board agreed to continue the branch mini-grant program for 2006-2007. Branches may request up to \$500 for community action projects and smaller amounts to support membership outreach, travel to state meetings, training for branch officers or other internal projects.

As of Dec. 1, no applications have been received. For more details see the application form that you'll find at www.aauwnc.org/00Documents, or call 866-525-2155.

www.aauwnc.org
866-525-2155 phone/fax

In principle and 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.

AAUW NC Convention: Can we make it better?

Nancy Shoemaker, AAUW NC President

While Convention 2007 is shaping up to be a stellar event, we have begun to discuss how our Convention should change. Our attendance of 80-100 folks out of our 1100 branch members is fairly good when compared to some other states, but the way we're doing convention is still a lot of work for the benefit of a fairly small group. Our discussion focuses on things we can do differently to improve the experience for attendees, increase the convention's impact in advancing the mission, and moderate the expectations we place on the host branch.

At the AAUW NC Fall meeting we had a lively discussion centered on

- Why do we do convention?
- What do various stakeholder get from the event?
- What should/could we change?
- What's working well?

Here's a summary of those discussions.

Here's what Branch members get

- Inspiration and new energy
- New and renewed connections to other members
- Improved knowledge and skills
- Better understanding of the "big picture"

These were mentioned about equally often, but that "general understanding of the complex beast we know as AAUW" drew the most mentions. Aside from "a lot of work," the host branch gets visibility and an opportunity to improve their teamwork, develop leadership skills, and get to know each other better. In addition, the state increases its visibility with presenters, has a chance to interact with branch members and see emerging leaders, and gathers a critical mass of members to discuss large issues where there's a need to develop consensus.

What's do we change?

Once we discussed the WIIFM components, we talked about what we should Keep, Let Go, Change

and Add. These specific suggestions are just the start of this conversation, but we hope they get you thinking. Here's a sample:

- **Keep:** Good workshops and speakers; fundraising, some formality; branch program sharing.
- **Let Go:** Tight schedule; Sunday morning; expensive meals; annual meeting; the Girl Scouts at the opening.
- **Change:** Improve Sunday morning; make it shorter; more networking; more training; shorter business meeting; cheaper.
- **Add:** More fun; more important discussions; leadership tips; mixers; media presence; lodging alternatives (in local members' homes?); young people; a theme to attract community members.

The group has a variety of ideas. We don't all agree on priorities. The discussion will continue. Watch for a survey after the first of the year, when we try to get a "sense of the membership" on this important topic. If you have comments or want to join in this quest to redesign our convention, or to discuss hosting the 2008 or 2009 convention, contact Doris Bernlohr, dbernlshr@wave-net.net or 919-545-0161. Doris is the events team member in charge of recruiting branches to host state meetings. You may also contact Judy Atkinson, gatkinson1@triad.rr.com or 336-659-4709, Nancy Shoemaker, nancy.shoemaker@aauwnc.org or 919-773-1340.

Messages from other states

The issue of how to schedule convention has also been discussed on the state presidents' listserve. In the summary of 22 states below, "leadership training" or "leadership conference" describes a program with information on new initiatives and the "big picture" messages as well as specific officer training.

Spring Convention

- Alabama, Arizona, Connecticut, Iowa, Illinois, Massachusetts, Maryland, Michigan, Nebraska, North Carolina, North Dakota, New Jersey, Nevada, New York, Ohio, Oregon, South Carolina, Washington.

Biennial Spring Convention w/ other meeting(s) in alternate years

- Idaho, Oklahoma, Texas

Summer Leadership Meetings

- Alabama, Maryland, North Carolina (2006 fall), Nevada, New York, Ohio, Washington.

Fall Leadership Meetings

- Connecticut, Maryland, Nebraska.

Other

- A themed fall meeting, retreats, winter luncheon, and district meetings are among alternatives.



President's Message

Nancy Shoemaker
AAUW NC

Changes are coming!

Nancy Shoemaker, AAUW NC President

"Change" and AAUW have always been linked - we were born to champion change, and we've never been ones to defend the status quo. It's not been just external change: in 125 years we've reinvented ourselves several times. We're clearly not the organization that some of you joined, and the change in the degree requirement and the break with IFUW are just two recent examples of how we rethink who we are and what we're doing in order to survive and thrive.

We're now in the middle of a comprehensive change - one that is proactive and forward looking, not incremental and reactive. Planning for the changes of the next few years has consumed enormous time and effort on the part of many volunteers and the staff. The process is highly participatory, inclusive, and transparent.

National and state leaders are committed to keeping all members involved. I urge you to make sure at least a few of your branch members are up-to-date with the plans and can help the North Carolina delegates arrive in Phoenix informed about the reasons for the changes and the specifics of what's being proposed. The AAUW NC convention in Winston-Salem in April will present multiple opportunities to learn more and share ideas.

You'll find all the details at www.aauw.org. - look for the "strategic planning process" link. Find background in the current issue of *Outlook* and specifics coming in the convention issue.

For many of you, these discussions of structure and policies may seem irrelevant - your AAUW lives, with your wonderful local projects and ongoing fundraising, may seem to be insulated from these changes. In the background, though, the drumbeats of declining membership, financial stress and difficulty reaching out to new constituencies have an effect on the national organization - one that must be addressed.

These changes have the goal of ensuring that AAUW is viable organization for the 21st century - one that can adapt to changing demographics, a changing economy, and changing roles for women. Equity is still an issue - we cannot in good conscience "declare victory and fade away" when we can still improve the world for the women and girls of the future.

Highlights, as I understand them:

- The Association and Foundation boards agreed to a new mission to allow the entire organization to have a single focus: AAUW advances equity for women and girls through advocacy, education, and research.
- A serious discussion of the corporate structures of Association and the Foundation is imminent. The corporate differences (tax status, advocacy work, development efforts, etc.) will be researched. Recommendations for what may be a quite different structure will be made before the 2007 Convention.
- A sincere effort will be made to streamline and simplify many of the organizational practices and policies. This may have significant impact on AAUW NC.
- Recommendations will be made to improve the governance of the national organization. Areas being investigated range from the voting/election process to board nominations.
- Programs will be continued and new initiatives developed to allow members and those who share our goals to be more effective in advancing equity in areas such as STEM (Science, technology, engineering and mathematics), leadership, work/life balance, and nontraditional education paths.

Listen for details, recruit/inform convention delegates from your branch, and join me and tens of thousands of others on this journey!

New Policy Statement

Amendments to the AAUW NC Policy Statement were adopted by the board at the October 20 meeting. This brings the policy statement into closer alignment with the new structure and the bylaws that were adopted by the 2005 Convention.

The new version is posted at www.aauwnc.org/00Documents. Please contact secretary Karla Atkinson if you have questions.



Our Mission in Action

What to look for:

- Table topics at lunch. Choose to sit with an EF Fellow, the Association Membership VP or other special guests. With no "head table" you'll have a better chance to network with the speakers and share information with each other.
- First-timers' orientation on Saturday morning. Meet the state officers and get a road map for the rest of the convention.
- Three workshop tracks: Membership, Programming, Advocacy - all with outstanding facilitators.
- Information on the changes coming to the Association. We're lucky to have both an assigned "Leader-to-Leader," Ann Gustafson, the Association membership committee chair, and Leslie Henderson, the South Atlantic Regional director and chair of the committee in charge of communicating the changes to the grassroots. They will be able to explain what you'll see in *Outlook* and give information on what will happen in Phoenix. Do plan to stay until Sunday morning for the in-depth discussion, but Ann and Leslie will share information on Saturday, as well.
- Energizing speakers recruited by the host branch: Joycelyn Johnson (Department of Physician Services at Wake Forest University Baptist Medical Center), Jane Stephenson (Founder of New Opportunity School for Women in Berea), Denise Hartsfield (District Court Judge.).
- A chance to see Old Salem, which is right near the hotel.
- A Sunday morning walk/run through the downtown strollway.
- Saturday evening gala at the Winston-Salem Enrichment Center, a truly unique environment.
- Opportunity to show off your good branch projects and learn from others across the state.
- Fun(d)raising with baskets for EF and a very special item to benefit LAF.

Come to Convention! April 20-22, 2007 • Winston-Salem

Education, diversity, public policy, and changes for AAUW are just a few of the topics to be addressed to speak to the AAUW mission of *Gateway to Women's Education and Economic Security*.

Hawthorne Inn and Convention Center

Just off I-40 Business - Convenient, attractive site within walking distance of Old Salem.

Costs: Registration: \$40 [\$45 after April 2]. Lunch: \$13. Dinner: \$30

Hotel: \$79/night (suites \$99) [Rate available until 9 a.m. March 21].

2007-09 AAUWNC Public Policy Program

Approved by the AAUW NC board on Oct. 20, 2006

The public policy program underscores the AAUW's mission of promoting equity and education for all women and girls. The work of AAUW builds upon a century of responsible public participation at the local, state, national, and international levels. AAUW is committed to working in partnership with diverse allies. The following principles provide a basis for AAUW members' actions at the local, state federal, and international levels. Implicit in each is support for government agencies administering programs, including adequate appropriations, effective administration, and provision for citizen participation. We work to increase the number of under-represented populations, including women, in policy and other decision-making positions.

Public Policy Principles for Action

Basic to all of AAUW's public policy efforts is the understanding that true equity requires a balance between the rights of the individual and the needs of the community. We firmly believe in the separation of church and state.

AAUW supports constitutional protection for the civil rights of all individuals, including the right to privacy.

We support a fair and balanced judiciary. We oppose all forms of discrimination. We support affirmative action as a remedy for past discrimination. We affirm our commitment to passage and ratification of the Equal Right Amendment.

AAUW believes that quality public education is the foundation of a democratic society. We advocate equity, academic freedom, protection from censorship, bias-free education, and responsible funding for all levels of education. We advocate increased access to higher education, especially for women in poverty.

AAUW promotes the economic, social, and physical well-being of all persons. Essential to that well-being is an economy that provides equitable employment opportunities, a livable wage, reduction of poverty, quality dependent care, paid family and medical leave, decent and affordable housing, and quality affordable health care; freedom from violence; and a clean and healthful environment. We support public budgets that balance individual rights and responsibility to community. We support meaningful campaign finance reform that will promote equitable participation and representation.

AAUW values and is committed to the arts and humanities, which develop and enhance our pluralistic cultural heritage.

AAUW believes that global interdependence requires national and international policies that promote peace, justice, human rights, sustainable development and mutual security for all people. We advocate public discussion to ensure enlightened decisions on these issues. We support a strengthened United Nations and its affiliated agencies. We advocate implementation of the Beijing Declaration and Platform for Action from the 4th World Conference on Women and subsequent declarations. We affirm our commitment to the US Convention of All Forms of Discrimination Against Women (CEDAW).

Biennial Action Priorities

Biennial priorities for state action are chosen according to the criteria of viability, critical need, strong member support, and potential for distinctive AAUW NC contribution.

To support a strong system of public education that promotes gender fairness, equity and diversity, AAUWNC advocates

- That every child in NC is entitled to an equal opportunity to receive a quality public education as stated in the Leandro court decision.
- Opposition to the use of public funds for nonpublic elementary and secondary education
- Vigorous enforcement of Title IX and all other civil rights laws pertaining to education
- Increased support for, and access to, higher education for women and other disadvantaged populations

To achieve economic self sufficiency for all women, AAUWNC advocates

- A pay equity study commission to look at disparities in male and female salaries of employees of the state of North Carolina. This study would be a step leading to pay equity in North Carolina
- A NC Earned Income Tax Credit
- Enrolling adults in community college and job training programs to connect them to occupations that pay a living wage, provide basic benefits, and offer a chance at upward mobility
- Increase funding for the NC Housing Trust Fund to expand affordable housing for low-income families; many of whom are female-headed households.

To guarantee equality, individual rights, and social justice for a diverse society, AAUWNC advocates

- Vigorous protection of and full access to civil and constitutional rights
- Freedom from violence and fear of violence in homes, schools, workplaces, and communities
- Increased access to affordable health care, including treatment of mental illness, and expansion of patients' rights
- Support for the Aging (birth to death) Study to be done by the NC Center for Public Policy Research and presented to the General Assembly
- Equal access to Justice

Online Member Database launched at www.aauw.org

Check out the new Member Services Database at www.aauw.org.

To access the Member Center, you need your member ID, at the end of the line above your name on the mailing label of the recent *Outlook*. You can also retrieve the member ID from a link on the login screen for the Member Center.

Establishing your account will be quick if your name, home phone number, zip code and e-mail are all correct in the Association records. Otherwise, contact HelpLine or records@aaauw.org to get things corrected. Be sure to include your member ID in your message.

Once you're logged in you can:

- Correct your contact information.
- Make a contribution.
- View the list of branch/state officers and contact them by e-mail.
- View names, addresses, and other contact information for your primary branch members.

Branch treasurers are especially encouraged to use this system to report dues payments and contributions and to update members' records. It is easier than the old "paper-based" process. If the treasurer is not online, the president may want to appoint an assistant to handle the online portion, print the reports, and turn them over to the treasurer to forward with the check(s).

Major benefits of this system are:

- Improved accuracy of Association records.
 - Better branch networking opportunities when members can easily find contact lists for the others in the branch.
 - Significant simplification in the paperwork required of branch treasurers. Just "select" a member to associate a payment with them, no more retyping name/address/member ID information over and over.
- To comment, e-mail online-help@aaauw.org or Nancy, nancy.shoemaker@aauwnc.org, who's been involved in the launch of this system.

American Association of University Women

125 Years: 1881-2006

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AAUW Helpline Toll Free 800-326-2289
M-F 10 a.m.-5 p.m. EST | www.aauw.org

AAUW North Carolina

Theme: Open the Gates

Remove barriers to equity
Improve access to education
Embrace change

Nancy Shoemaker, President

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When & Where!

April 20-22, 2007

AAUW NC Convention

Hawthorne Inn, Winston-Salem

June 7-9, 2007:

**National Conference for College
Women Student Leaders**

Plan now to recruit/fund a student to attend. Don't know of a student? Donations to the Leadership and Training Institute can be designated to fund scholarships.

June 29-July 2, 2007

AAUW National Convention

Phoenix AZ. This convention will include inspirational speakers, excellent training sessions and an opportunity to be part of momentous changes affecting the future of our organization. Do plan to attend and ensure your branch is represented.

July 13-14, 2007

AAUW NC Summer Conference

Gastonia. A primary focus will be sharing information from the AAUW National Convention. All members, especially branch leaders, are encouraged to attend to find out more about the roadmap for AAUW's future and what that means for AAUW NC.

October 19-20, 2007

AAUW NC Fall meeting

High Point. Details TBA

Tar Heel News

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866-525-2155 phone/fax

Fundraising is crucial to AAUW mission

As you plan your year-end giving, make designated gifts:

The Educational Foundation provides funds to advance education, research, and self-development for women and to foster equity and positive societal change. Learn more about AAUW NC giving totals at www.aauw-nc.org/wp/2006/12/01/fundraising-totals/

- Eleanor Roosevelt Fund (#9170) to support Foundation research. [Pins for \$100+]
- Ann Chipley American Fellowship (#4051) - in honor of a past-president of AAUW NC it will, when it reaches the \$100,000 threshold, support American and Selected Professions fellowships.
- Charlotte Branch Research and Projects Fund (#1429) - this fund will, when it reaches the \$35,000 threshold, support Community Action Grants and Career Development Grants.
- Unrestricted Foundation Support (#9110) - to provide flexibility in awarding grants where they are most needed.
- The Legal Advocacy Fund - providing funding and a support system for individuals seeking judicial redress for sex discrimination. [Pins for \$100+]
- The Leadership and Training Institute - founded in 2003 to address, through training and other programs, the issue that women and girls continue to be under-represented in leadership and key professional positions. [Pins for \$125+]
- The Association - Contributions to the Association fund its advocacy work, program development, member services, and other efforts that would remain unfunded if it depended only on dues. [Pins for \$120+]

Contributions to all but the Association are tax deductible. To contribute, go to www.aauw.org/contribute or the individual gift area of the new member services section of the web site.

AAUW NC 100 Club

As you take time this holiday season to reflect on the past year, think about all you've accomplished for AAUW. AAUW NC will recognize at Convention all those who contributed at least 100 hours to AAUW at any level during 2006. To add your name to this list of remarkable volunteers, please fill out the form and return it to your branch president or to Nancy. You can also join the AAUW NC 100 Club with a donation of \$100 or more to AAUW NC. You'll find full details at www.aauwnc.org/00Documents/100Club/ or call 866-525-2155 if you need paper copies of the forms.

Recent AAUW NC "blog" postings

www.aauw-nc.org/wp/2006/12/03/notes-from-other-nc-women-united-members/

www.aauw-nc.org/wp/2006/12/01/december-federal-public-policy-update/

www.aauw-nc.org/wp/2006/11/29/education-programs-for-drop-out-students/

Address Change

Former AAUW NC president Mary Jo Pribble has moved. Her contact information is 309 Homeview Drive, Bridgewater VA 22812; 540-515-3591. Her e-mail remains unchanged: rhmjp@ioa.com.

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