



Volume 75, Number 3

Summer 2011

AAUW Tennessean

Historic Popular Election

—One Member, One Vote Decides All

This convention marked the first time AAUW members voted in a popular election rather than using a delegate system to elect national officers and approve amendments to the bylaws and the Public Policy Program. More than 10,000 ballots were cast online and by mail, exceeding the required quorum of 5 percent of the membership. This number far exceeded delegate votes cast at the 2009 St. Louis convention. Members voted to pass all bylaws and Public Policy amendments. Elected to the AAUW Board of Directors were President, Carolyn Garfein; Vice President, Patricia Ho; Directors-at-Large: Kathy Anthon, Amy Blackwell, Kathryn Braeman, Julia T. Brown, Sandra Camillo, Kathleen Cha, Char-men Goehring-Fox, Connie M. Hildebrand, Millie Hoffer-Foushee, David Kirkwood, Betsy McDowell, Dot McLane, Peggy Ryan Williams.

Tennessee Recognition

Tennessee branches and members were recognized for achievements in membership recruitment, fundraising, and Breaking through Barri-

AAUW President Carolyn Garfein awards AAUW Maryville President Pat Clark one of four \$3000 Breaking through Barriers grants.

ers. In the 130th Anniversary Membership Campaign, **Ayne Cantrell** was one of 65 members recognized for recruitment of new members while **Columbia Inc., Murfreesboro**, and **Maryville** branches were highlighted for increasing their branch membership.

AAUW of Tennessee was among those honored for fundraising. The state was noted for Sixth Place in Per Capita donations to the AAUW Funds. Top Ten Branch and State Fundraising awards are among AAUW's highest branch and state honors. In a letter to past president Sidna Bookout, Linda Hallman, AAUW Executive Director, stated "This is a wonderful accomplishment that clearly demonstrates the commitment of AAUW of Tennessee members by generously supporting the mission of AAUW to advance equity for women and girls through advocacy, education, philanthropy, and research."

Individual members were recognized at luncheons and receptions given in their honor. Breaking through Barriers Major Gifts Campaign donors



Charlotte Crawford (Emerald) and **Peggy Emmett** (Silver) helped make it possible for AAUW to exceed the campaign \$1 million goal. Others honored include Legacy Circle donors **Karen Coleman**, **Jeanie Page Randall**, and **Cindy Serbin** and Pacesetter **Peggy Emmett**. These lucky women were invited to lunch with Lilly Ledbetter.

Maryville Branch was a winner and **Knoxville Branch** merited honorable mention for their Breaking through Barriers programs. See the article on page 6 for much more!



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Position Open: Editor(s) for AAUW Tennessean

Your editors are retiring after four years of service. It has been a challenging and rewarding experience, but now's the time to give the opportunity to another AAUW member. Please contact President Anne Loy, anneloy@comcast.net, if you're interested.

—Charlotte Crawford
Ruth Johnson Smiley

Message from Your President —AAUW National Convention

Attending the AAUW National Convention was a wonderful experience in meeting other association members from around the nation. I especially enjoyed the State Presidents' Pre-conference get-together to which Sidna Bookout, our out-going president, had invited me. Each table group was assigned an AAUW missional topic to discuss, and we had time to get acquainted and gather ideas from other states. Kentucky, our neighbor, has had the same challenges that we in Tennessee face, of aging members, doing things "the way we've always done them," and declining branch membership. But the president said that they have turned a corner, and she is hopeful for the future.

All during the four days our Tennessee members gathered and shared hopeful strategies for our future in Tennessee, and we shared them over a luncheon meeting on Friday. I appreciate the input from Sidna, Helen Sirett of Kingsport, Cindy Serbin of Knoxville, Peggy Emmett of Knoxville and Oak Ridge, and from Maryville—Pat Clark, Karen Coleman, and Charlotte Crawford. Letha Granberry, of Memphis, joined us the next day, and I was glad to meet her.

AAUW of Tennessee is proud that the Maryville Branch won a \$3000 grant, one of four from nineteen Breaking through Barriers finalists for its ten years of the Sister-to-Sister Summit. The Knoxville Branch received an honorable mention for its workshop for teachers, Equity in the Classroom.

The AAUW President, Carolyn Garfein, has agreed to attend our next State Convention, April 20-21, 2012, to be held in Knoxville. (Save the date!) It was very easy to get to the front of the ballroom to speak with her, and with Lilly Ledbetter, whom AAUW had helped in her legal battle for the equal pay she had been denied by her employer.

At the Tennessee Fall Membership Meeting, scheduled for October 23, 2011, in Nashville, the membership needs suggestions for streamlining and simplifying the by-laws. The state organization needs to be more responsive and relevant to today's branches and members, so we hope that you will come with plenty of ideas to discuss.

And finally, "thank you" to the Memphis Branch who helped to make the state convention a success. They provided a tasty continental breakfast and had someone deliver a delicious barbecue lunch, as well as secure a very fine facility for the meeting. —Anne Loy, State President

Editor's Note: Be sure to watch the convention video at <http://convention.aauw.org/live.aspx>. There are highlights of the convention and interviews with 38 convention attendees!



Anne Loy

NCCWSL Scholarship Recipient

AAUW of Tennessee awarded a scholarship to Lisa Walker to attend the National Conference of College Women Student Leaders at College Park, Maryland, in June. She also received a travel stipend from AAUW Murfreesboro Branch. Lisa recently graduated from Middle Tennessee State University with a degree in sociology and minors in women's studies and political science. Lisa has agreed to share her experience at the fall meeting in Nashville October 23 (see calendar page 12).



Lisa Walker

—photo courtesy of Ayne Cantrell

Save the Date!

April 20-21, 2012

**AAUW of Tennessee
State Convention
Knoxville**

**With AAUW President
Carolyn Garfein**



Lobby Day

—800 Advocate on Capitol Hill

One of the most interesting aspects of an AAUW Convention in Washington, D.C. is the opportunity to lobby our senators and representatives on AAUW issues. Thursday afternoon we heard from Rep. Cynthia Lummis (R-Wyoming) Rep. Jan Schakowsky (D-Illinois), Rep. Rosa DeLauro (D-Connecticut) and were briefed on our three issues.

The first issue was to gain support and co-sponsors for the National Women's History Museum Act of 2011 (S. 680/H.R. 1269). This act would direct the General Services Administration to sell a lot at 12th St. and Independence Ave. SW to the National Women's History Museum at fair market value. As this museum will be entirely privately funded, it seems to me to be an issue anyone would support. In fact, several of us have been supporting this effort already with our donations. A clip of Meryl Streep's speech at a dinner for the museum was shown. She stated that there is a spy museum and a

postal museum so surely there should be no question about a women's history museum! Rep. Marsha Blackburn from Tennessee is a co-sponsor of this bill.

The second issue also seemed to me to be one that would be non-controversial: the Campus Sexual Violence Elimination (SaVE) Act (H.R. 2016 S. 834). This act would help end sexual assault and violence on college campuses by requiring schools to clearly spell out policies and procedures to be followed in cases of domestic violence, dating violence, sexual assault, or stalking. It also requires schools to conduct prevention activities and ensure necessary assistance for victims. Rep. John Duncan is a co-sponsor of this bill.

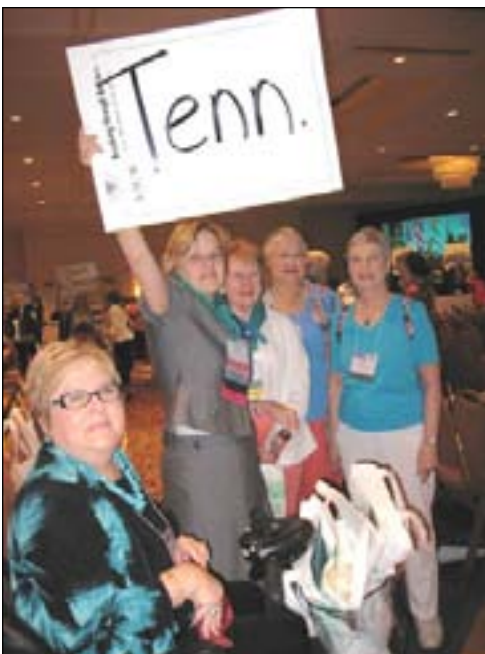
The third issue was Social Security, the same issue that I lobbied about the last time I went to an AAUW Convention in D.C. during the Clinton years. The AAUW position on this issue is that Social Security should not be privatized in whole or in part, benefits should not be reduced or the retirement age raised, and that Congress should act to close the funding gap by lifting the current cap on payroll taxed for Social Security purposes. Social Security did not cause the federal deficit as it is off budget and much of the projected shortfall is due to the congressional "raiding" of the trust fund for other purposes. I was astonished to learn in our briefing that more children are supported by Social Security survivor benefits than by welfare programs.



—Photo courtesy of Helen Sirett

Ready to take Capitol Hill! Tennessee delegation back row from left: Charlotte Crawford, Karen Coleman, Peggy Emmett, Cindy Serbin, Pat Clark. Front row: Anne Loy

Friday morning Rep. Gwen Moore (Wisconsin) and Rep. Cynthia Lummis (Wyoming) gave us inspiring words of encouragement and, armed with our talking points, over 800 women boarded buses for a Teal Invasion of Capitol Hill. We had three scheduled appointments: Sen. Corker, Rep. Cohen, and Rep. Blackburn. Unfortunately, all of the Tennessee legislators were back in Tennessee so we met with staff. Six of us first met with Sen. Corker's staff member on the issues and then dropped in Sen. Alexander's office to leave our signed letters defining our stands on the issues. From there we split up to visit the House side. Peggy and I met with Rep. Cohen's staff member and expressed our thanks for Rep. Cohen's excellent support of AAUW issues (a rarity in our state). Others went to the offices of Rep. Blackburn and Rep. Duncan. Only time will tell if our efforts made any difference but at least we have made our voices heard.—Cindy Serbin, Knoxville



Tennessee advocates gather for Lobby Day Briefing. Pat Clark, Cindy Serbin (with sign), Peggy Emmett, Karen Coleman, and Anne Loy.

Transforming the 21st Century Workplace: Women and Men as Allies

On Saturday morning the session featured two panelists: John Craig, Director of Research and Public Policy for the American Association of University Professors, and Joan Williams, author and founding Director, Center for Worklife Law. This session was a conversation about work-life balance and why men are necessary advocates in transforming the workplace to benefit families. Two key points from the session were: (1) achieving gender equity is not just a matter of time, and (2) discrimination against mothers is the highest form of discrimination in the workplace.

The panelists also said that we need to free men and women from the straight jacket of employment. There is a norm of work devotion, and workers are expected to demonstrate a commitment singular to work. An example of this commitment to work occurs in the field of engineering where men often try to out-macho each other by working long hours, etc. As a result, engineering appears to be more “nerdy,” and this is one possible reason why women do not choose engineering. A couple of statistics reported were that only 28 percent of full professors are women, and women working part-time make only 59 percent of men’s salary.

Williams published a book in 2010 entitled *Reshaping the Work-Family Debate: Why Men and Class Matter*, and she also has a prize-winning book *Unbending Gender: Why Family and Work Conflict and What to Do About It*.—Peggy Emmett, Knoxville and Oak Ridge



Peggy Emmett

State Presidents’ Pre-Conference Training



Sidna Bookout

Throughout the year AAUW state presidents engage in an ongoing email conversation about issues that concern all states. Most other states share problems that I thought were unique to Tennessee, including declining membership numbers, difficulty in finding members who are willing to accept leadership roles, and scheduling state meetings when there are long distances between branches.

When we asked to meet as a group at the convention, national arranged a three and one-half hour pre-conference meeting for us on Thursday morning. Since Anne Loy was moving into the presidency on July 1, I invited her to attend the meeting with me.

National AAUW leaders, President Carolyn Garfein; Linda Hallman, Executive Director; and Carolyn Hayek, AAUW Governance Committee Chair, facilitated discussions about the value of leadership at the state level, governance, growing our branches, and supporting AAUW’s mission.

One topic of special interest was a discussion of alternative state structures led by AAUW Director Patricia Ho. Although Tennessee still has the AAUW traditional structure, West Tennessee is so far from the branches in Middle and East Tennessee that few branch members are able to attend face-to-face meetings. Participating online or being part of a virtual organization are alternatives we need to investigate. A multi-state organization with AAUW members who are geographically closer is another option to explore.

Since getting members to accept state leadership positions has been difficult, we might want to consider co-presidents or another alternative structure for state leaders that is now available.

Another highlight of the meeting was the opportunity to meet Cindy Miller, AAUW’s new Chief of Marketing and Communication. Although she has been on the job only a short time, she has already created outstanding videos promoting AAUW. Each of us received a CD containing the new marketing videos to bring back to our states.

Discussing common issues with other state presidents and putting faces with the names I have been seeing online all year was a high point of the convention for me.

—Sidna Bookout, AAUW of Tennessee Past President



We’re on
Facebook!

AAUW - Tennessee

www.facebook.com/home.php#!/aauw.tn



An Evening at the Embassy

—An AAUW Taste of Brazil



—Photo courtesy of Letha Granberry

Letha Granberry and Ambassador Vieira

I was thoroughly amazed by the fact that AAUW's reach is far beyond the borders of North America. It was enjoyable to know that the country of Brazil wanted to host AAUW at the Brazilian Embassy. This was an excellent opportunity to experience culture from afar, but within our own nation. It was awesome to get a glimpse of a life through different food, art, and people.

The Brazilian cuisine was very interesting with a bit of oddity. I sampled cheese breads (*pao de queijo*) to chicken croquettes (*coxinha*) to baked salmon (*salmao*). As I sampled the food, it was fun looking at the Brazilian paintings. There were folk art paintings, murals that portrayed pre-contemporary life, and some art that hinted at a popular sport (matador's cape) in South America. Aside from the food and art, the people I met from South America seemed very attentive to conversations.

At the beginning of the tour, Ambassador Vieira read a statement regarding his country's commitment to support the advocacy efforts for women and girls of Brazil. I met a couple of women (AAUW members) who were natives of South America, but they did not focus on culture. They spoke about equity in the U.S. They believe there is more equity in the North than in the South, but lamented their happiness of living here because there is more advancement than from where they had come. This was a great opportunity to share in the rich Brazilian culture and to hear native South Americans sing the praises of AAUW's advocacy. —Letha Granberry, Memphis

\$tart \$mart

—Promoting Pay Equity



My interest in promoting equal pay drew me to the \$tart \$mart Workshop which focuses on the details of salary negotiation. AAUW has partnered with WAGE (women are getting even) to help young women gain the skills they need to negotiate a salary package as they enter the job force.

Why? The pay gap does exist! These workshops explain the consequences of the gender-based wage gap for young women and teach personal budgeting, compensation benchmarking, and skills for negotiating salary and benefits. Before a \$tart \$mart workshop, less than 10 percent of the students knew how to objectively determine the salary range of the jobs they were seeking after graduation.

How? A \$tart \$mart facilitator conducts a workshop at a college facility and those volunteers in attendance who wish to become facilitators attend a training session after the workshop for

a fee of \$50. They are then able to coordinate and present \$tart \$mart salary negotiation workshops. They often help recruit campuses to host the workshops.

Cost? The fee for the use and development of \$tart \$mart materials for the first workshop at a college or university is \$600. There is a \$300 charge for each subsequent academic semester in which a workshop is conducted. The workshop may be presented multiple times during each semester by a facilitator at no additional charge. This is doable through grants and matching funds.

It was a pleasant surprise to learn that we have trained facilitators in the East Tennessee area and to learn that the University of Tennessee at Martin is listed as a workshop site.

For more information contact Annie Houle, www.wageproject.org. —Karen Coleman, Maryville

Salary Facts:

For every \$1.00 earned by men:

Women earn 77¢

African American women earn 65¢

Latino women earn 57¢



Karen Coleman with Seth Chase, AAUW Field Director on Lobby Day

AAUW Maryville Awarded National Grant

—AAUW Knoxville Receives Honorable Mention

The inaugural **AAUW Breaking through Barriers Awards** showcase the ways in which we are fulfilling the AAUW mission in our communities and around the country. To be considered for an award, a state or branch program needed to meet a number of criteria: representing the AAUW mission, innovation and creativity; outcome measures making community-based impact; and demonstrating potential for sustainable change.

AAUW Maryville Branch was one of nineteen finalists and one of four winners with their project *Sister-to-Sister Summit*. Each winner will receive a \$3000 cash prize. In addition, finalists received convention discounts and an exhibitor table at the convention.

AAUW Knoxville Branch was one of fifteen meriting honorable mention for Equity Issues in the Classroom.

Finalists may submit their program for possible selection as an AAUW Program in a Box. Finalists and honorable mentions receive recognition in AAUW publications, on the website, and in social media.

Maryville's project description in the convention program said: "For 10 years, this daylong conference has brought together more than 100 girls, representing 12 schools and home-schooled students in grades seven through 12. The girls discuss issues of concern, develop a plan of action addressing these concerns, and share their final product with parents and the community."—

Editor

AAUW Maryville President Pat Clark who attended the convention commented:

"The AAUW Maryville Branch received a Breaking Through Barriers award at the AAUW National Convention in Washington, D.C. Accompanying this accolade is a check for \$3000.

This monetary award will help to support the *Sister-to-Sister* project, which will celebrate its eleventh year



As a finalist in the Breaking through Barriers contest, AAUW Maryville had to produce a display for the national convention. The display included photos from ten years of *Sister-to-Sister Summits*, brochures for the branch and their not for profit corporation, the *Women's Equity Foundation*, a summary of the project and its outcomes, and a CD with sample documents that was also downloadable from a memory stick.

the first Thursday of November. *Sister-to-Sister* has touched the lives of over a thousand girls in Blount County.

These girls have been given a voice and a community. During this one-day event, they are given the opportunity to identify issues of greatest concern to them. They work to develop a plan of action for addressing these in a forthright and proactive manner.

Since this event is provided free to over one hundred girls, the sponsorship of AAUW national will allow the Maryville Branch to continue offering this program."

Anne Loy of AAUW Knoxville described the Knoxville project:

"For eight years AAUW, in partnership with Lincoln Memorial University, has provided a program for local teachers, Educational Equity In the Classroom. The June in-service has presented

subjects such as cultural understandings, bullying, and reaching children of poverty. For the past two years a grant provided a nationally-known lecturer who many teachers said was the best speaker they had ever heard. The topic, *Making a Difference With Children of Poverty In the Classroom*, is based on the book, *A Framework For Understanding Poverty*, by Dr. Ruby K. Payne. Over 300 teachers each year have benefitted from this workshop. Teachers also appreciate the coffee and refreshments that the Knoxville Branch members have provided during the day."





Why So Few?



Helen Sirett

The Saturday closing session featured a discussion with four panelists working in a wide range of education-related areas.

They each provided

input on how they were specifically working to increase interest and success of women and girls to enter math and science related career fields. Of particular interest to me were the comments made by Tricia Berry who is the Director of the Women in Engineering Program at the University of Texas (UT), Austin. Ms. Berry, who formerly

worked as an engineer at Dow Chemical Company, discussed some of the ways that UT Austin was working to help female students be successful in engineering. From mentors to special freshman orientation classes, it was clear that UT was committed to making students successful. One area that Ms. Berry referenced as being helpful in successfully obtaining an engineering degree was good, solid spatial thinking skills. In fact, the University was working with freshman students on specifically assessing and then improving these skills. As AAUW members reach out in their communities to build programs to promote STEM skills, we should think about how we can help build spatial thinking ability.

Spatial thinking is thinking that finds meaning in the shape, size, orientation, location, direction or trajectory, of objects, processes or phenomena, or the relative positions in space of multiple objects, processes or phenomena. The classic example is viewing a drawing of

an object in three dimensions and then determining how that object would look if rotated 45, 90 degrees, etc. Research shows that video games, including Wii and Tetris, can help develop these skills. Tangram puzzles, orienteering, and model building are other ideas on how to practice spatial thinking. A key point to remember is that we can all improve our spatial thinking and reasoning with practice!

It was reinforcing to see AAUW's continued commitment to promoting STEM education and careers for women and girls. —Helen Sirett, Kingsport



Lazy Leader or Martyr?

Leadership strategist Cynthia D'Amour called AAUW leaders "martyrs." Moreover, at the end of her lunch presentation, most of us agreed! Like many volunteer leaders, we struggle with getting others involved. Instead of leading a vibrant team, we find ourselves continuing to add more to our plates. D'Amour suggests the secret to creating an abundance of happy volunteers is committing to the way of the Lazy Leader. What to do?



Cynthia D'Amour

1. **Be the party:** People get involved for personal/professional development, to contribute to a greater good, and for community. Hit those "hot buttons" to engage volunteers.

2. **Make your branch more exciting:** Paint a vivid picture, just say "no" to doing everything yourself, and celebrate with your team—often!

In her workshop, D'Amour divided the audience into groups of six with each participant playing a role to simulate a branch decision-making meeting. One person was designated the leader, and others took roles (unknown to the group) as the leader's staunch follower, the new quiet person (directed not to talk until invited), the "why" person, the old timer (we've always done it this way), and the person who always wants more information. After 15 minutes, we were asked if we would go back to that group. The experience was eye opening; it was apparent how many road blocks

there are to achieving a goal—especially without skillful leadership.

If taking nothing else from the convention, we should all remember we *must invite* participation, engage everyone, make everyone feel valued, delegate, delegate, delegate and make it FUN!

D'Amour is the author of *Lead, Laugh, or Get out of the Way: The Lazy Leader's Guide to Outrageous Results*. She also hosts Chapter Leaders Playground—an online community for volunteer leaders from across associations. Members may attend 30+ webinars each year. <http://www.chapterleadersplayground.org>. —Charlotte Crawford, Maryville



Hitting the Highway

—Going on the Cheap

Did you know that you could travel from Knoxville to Washington for as little as \$5 (beats the price of gas) on the new Megabus that departs from both Knoxville and Memphis? Three AAUW members went to our D.C. convention aboard the very large bus equipped with bathroom facilities and internet availability (my car doesn't even have that). We arrived in D.C. in 9 hours (that's because someone other than my husband was keeping me on schedule) and were shuttled to Union Station to get other transportation from there. If you travel during the week and return on a weekday it's cheaper than traveling on a weekend. Now I'm not being paid to advertise for megabus.com but keep this mode of travel in mind and take snacks and a good book, recline and watch the scenery go by, or even nap and you are there in no time. —Karen Coleman, Maryville



Taking AAUW Home

The close of the AAUW National Convention was fun-filled, with the New Orleans-themed décor of beads, red-flashing star pins, pens, and Save-the-Date cards for the next National Convention, New Orleans, June 9–12, 2013.

Gloria Feldt, author and activist, spoke about needing more women leaders. (She teaches a class on women, power and leadership at Arizona State University.) She told about a 1963 Arkansas State Senator who called the AAUW members “uppity, barefoot, and pregnant women” in a campaign he ran. About 30 years later, he was no longer claiming such adjectives! Wanting women's votes, he lauded AAUW's goals. Feldt said that we need more UPPITY WOMEN!

President Carolyn Garfein encouraged us with a Call to Action, and she listed 10 of her goals for us, from number 10, using our REAP (Research, Education, Advocacy, Philanthropy) cards to recruit at least one C/U (college/university) partner and one business partner...to number 1, “Have FUN! —Anne Loy, Knoxville

For a copy of Gloria Feldt's *Taking AAUW Home Personal Guide* go to:

[Gloria Feldt Taking AAUW Home](http://9ways.gloriafeldt.com/2011/06/19/heres-your-taking-aauw-home-personal-reflections-and-action-guide/)

Or paste this link into your browser:

<http://9ways.gloriafeldt.com/2011/06/19/heres-your-taking-aauw-home-personal-reflections-and-action-guide/>



Gloria Feldt

AAUW Techies



Deanna Zandt

Social media were front and center in workshops for web developers and for members on how to utilize social media. Deanna Zandt, author of *Share This! How You Will Change the World with Social Media* is a young, witty, funky media specialist who led one workshop session. Zandt invited participants to live tweet (tweet during her presentation) and presented social media in a clear, easy to understand way. Her humor kept the audience laughing and engaged. We roared at her description of beginning social media: “Social media is like teen sex. Everyone wants to do it. Nobody knows how. When it's done, there is surprise that it's not better.”

Electronic voting, live tweeting, Facebook postings, blogs, C-Span coverage, web links to presenter websites and a virtual Lobby Day, turned AAUW 2011 high tech. Gone is the print *Convention Daily* replaced by blogs, electronic interviews and social media. Find convention summaries at www.aauw.org. Gone, too, was the parliamentary wrangling over bylaws and nit picking over word placement. Instead, the streamlined convention presented workshops, speakers, skill building, and participatory activities.

In 2009, convention attendees were asked not to tweet during sessions; this year we were encouraged to participate fully utilizing electronic media as well as face-to-face interaction. AAUW is breaking through communication barriers!—Charlotte Crawford, Maryville



Scene/Seen at National Convention



Clockwise from upper left:

Capitol Building

Letha Granberry enjoys the Brazilian Embassy

Convention banquet: Pat Clark, Lilly Ledbetter, Karen Coleman, Charlotte Crawford

Art at the Brazilian Embassy

Michele O at National Portrait Gallery

Chinatown—near convention

In Senator Corker's office with Krista Rosa, Legislative Aide: Cindy Serbin, Anne Loy, Peggy Emmett

Charlotte Crawford with Lisa Maatz, AAUW Public Policy Director, at book signing

On the bus to Lobby Day: Helen Sirett and Anne Loy



Highlights from State Convention

—Memphis, March 25-26



Newly-elected State Officers for 2011-2012: Anne Loy, President, and Samantha Cantrell, Finance Officer, are pictured above.

—photo courtesy of Ayne Cantrell

Keynote Speaker: Lynda Sagrestano, AAUW Memphis Branch, (right) presented her research findings, on the topic **Nowhere to Hide: the Pervasive Atmosphere of Sexual Harassment in Middle and High School.**

—photo courtesy of Ayne Cantrell



Successful NCCWSL Fundraiser:

Mayme Crowell, State Development Chair, (above) at silent auction table. Auctioned items raised \$216; donations brought an additional \$108 in support of the NCCWSL scholarship fund.

—photo courtesy of Ayne Cantrell



Convention Participants: First row—Virginia Ralston, Jill Birdwhistell, Ayne Cantrell, Cindy Serbin; second row—Debbie Hochstein, Ann Indingaro, Anne Loy, Vicki Armstrong, Sidna Bookout, Eleanor Patten, Taylor Emery; third row—Stella Buchignani, Sophy Littrell, Mayme Crowell, Katherine Getske, Samantha Cantrell. Five branches (Knoxville, Oak Ridge, Murfreesboro, Clarksville, and Memphis) were represented. Jill Birdwhistell, AAUW’s Chief of Strategic Advancement, addressed the topic of **Women’s Leadership: a Priority for our Nation.**

—photo courtesy of Ayne Cantrell



Website: www.aauw.org
 Website AAUW Action Fund:
www.aauwaction.org
 Connect2AAUW:
 Email: connect@aauw.org
 Phone: (800) 861-8068
 Fax: (202) 861-8068
 Hours: 10 am—5 pm, M-F



The AAUW Value Promise: By joining **AAUW**, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance. The **AAUW** Value Promise is our statement of commitment to ourselves, as **AAUW** members, and to those who would join our **AAUW** community, about the essential value of our membership.

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

Vision: **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.

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

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 "Making all the pieces fit."

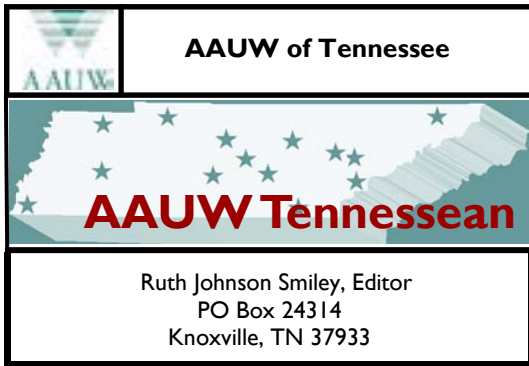
Patricia Bell
 P.O. Box 6485
 Maryville, TN 37802
 (865) 567-0632
g3grants@gmail.com

If your nonprofit needs:

- ✕ Funding research
- ✕ Letters of Inquiry
- ✕ Concept Letters
- ✕ Corporate Letter Requests
- ✕ Foundation Letter Proposals
- ✕ Foundation Grant Proposals
- ✕ Government Grant Proposals
- ✕ Nonprofit Start-up Assistance

Then you need to contact me to help make all the pieces fit and get the funding you need to run your programs.

**Thanks,
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Celebrating—



AAUW Tennessean

CALENDAR

For up-to-date information consult the calendar at www.discoveret.org/aauwtn/calendar.htm

- **August 26: Women's Equality Day**
- **October 23-24: AAUW of Tennessee State Meeting, Economic Summit for Women, Nashville Airport Marriott**
- **March 2012: Women's History Month**
- **April 20-21, 2012: AAUW Tennessee State Convention, Knoxville**
- **April 20, 2012: Equal Pay Day**, symbolic date in 2012 at which women's earnings catch up to men's for 2011
- **May 15, 2012: Deadline to apply for AAUW committee positions**
- **June 1, 2012: Branch and state officer forms due to Association and Anne Loy**