



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

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PRESIDENT'S MESSAGE

Fall is in the air and with it AAUW of Tennessee is on the move. Last year was a banner year for us, bringing attention to issues surrounding equal pay, with five Equal Pay Proclamations in Tennessee, including Knoxville, Martin, Memphis, Oak Ridge, and Murfreesboro. Our Leadership Summit in June 2014 gave us an opportunity to explore our visions for the future and discuss where we want to focus our efforts for the next few years. Paycheck Fairness education/awareness will be at the forefront of our efforts this year. Be sure to read more in this issue about our specific plans and dates to remember.

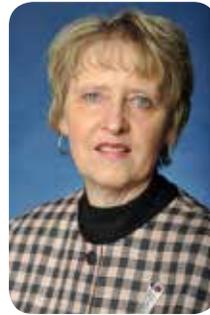
Our branches have been very active, becoming involved in many efforts that fulfill our mission of advancing equity for women and girls through advocacy, education, philanthropy, and research. Working together toward the fulfillment of this mission will continue to make AAUW of Tennessee strong and really make a difference in the lives of many. On October 19th the State Board will meet in Nashville before the Tennessee Women's Economic

Summit where branches will share their plans for the year and we will discuss how branch and state initiatives help us to further advance our mission.

It is not too early to mark your calendar for the AAUW of Tennessee Annual Conference, March 27-28, 2015 at Montgomery Bell State Park. In addition to a great conference which will be a time for sharing and learning, Montgomery Bell State Park provides a wonderful location for a retreat into nature; a time to reflect, rejuvenate, rejoice and get pumped up for bigger and better things to come.

Congratulations to all members, for your enthusiasm, dedication and diligent work on the branch, state and national level.

Sue Byrd



AAUW-TN ANNUAL CONFERENCE March 27-28, 2015 • Montgomery Bell State Park

Mark your Calendar for the next AAUW-TN Annual Conference, March 27-28, 2015.

We will have an exciting meeting with an opportunity to develop your skills in membership recruitment, retention and/or marketing our organization. Student members will be able to network and participate in leadership/teambuilding sessions on Friday afternoon.



Join us at Montgomery Bell State Park for the AAUW of Tennessee Annual Conference, March 27-18, 2015.

During the conference, we will celebrate our successes for the year and look ahead to the work we still have before us. A block of rooms has been set aside for us at Montgomery Bell State Park, with each individual member needing to make your own room reservation. Watch for more information to come.

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Karen Coleman appointed to Membership Committee

Karen Coleman, a member of the Maryville TN branch, has been appointed to the AAUW Membership Committee for the term of July 2014 to June 2016. The Membership Committee will assist staff, branches, and states in marketing and implementing the programs of the Membership Department for the National Organization.

Karen and her husband relocated to East Tennessee 4 years ago to be near their grandchildren. Karen joined the Coraopolis/Sewickley, PA branch in 1977 and served as branch president as well as one term on the local school board. She moved to Hurricane, WV in 1993 and was recruited to organize an Expanding Your Horizons event for high school girls at Marshall University in Huntington, WV. She served as a branch president for the Charleston, WV branch and then became the AAUW-WV State President.

Karen states that one of the reasons that she chose Maryville is because of their active branch.

"I used to seek out the Tennessee delegation at national conventions and tell them that I would be coming to TN soon," said Karen.

The Winds of Change

With the march of fall upon us, we turn our attention to pithy issues that this year brings: we will launch our work in shaping law and the public debate to support women and girls at work and in the pursuit of education.

We have covered much ground in defining our agenda this past year through the statewide survey in April and at the Leadership Summit in June. This summer AAUW-TN received an IMPACT grant from National AAUW to help support our upcoming public policy work. Fortunately, our work at the Leadership Summit and your branch action plan prepare us to work together across the state to advance our priority issues: paycheck fairness and Common Core. In addition, MTSU AAUW and other branches across the state are active in Get Out the Vote efforts to register new voters for the upcoming mid-term elections. We will share information on alarming ballot initiatives that seek to curtail abortion, eliminate taxes and restructure the judiciary.

Influencing public debate requires all branches and all members and allies involved. This year, we will focus on getting the word out on our policy priorities through traditional and social media. We have an opportunity to emphasize our reputation and brand through these efforts. Building partnerships with other statewide organizations working on women's issues this year also forms part of our plans. After all, we are building the relationships that will help to create the environment for passing new laws that support and advance women, like paycheck fairness.

We have several statewide public policy activities planned for the year. At the end of January, we will host a legislative panel with several state legislators in Nashville, who

will speak on the upcoming state legislative session that starts in January and ends in April. Then on Thursday, March, 26th we will host our inaugural lobby day in Nashville, which will be directly followed by the State Convention on Friday and Saturday, March 27th and 28th at Montgomery Bell State Park. Along the way, we will host twitter storms and encourage other media work, such as letters to the editors.

At the same time, this year, an election year, gives all of us an infrequent opportunity to assess who represents us and decide if they reflect our values and beliefs. We get to vote. In Tennessee, that means that everyone who wants to – and should vote – must be registered by October 6, a full 30 days prior to the general election. The common sense rule is always a good one to apply in selecting a candidate. Pull the November ballot by going to your county's election commission. Check out candidate web pages; Google a few articles on candidates. Newspapers will carry voters guides, like this one. If what the candidate says does not resonate with the world unfolding around you or does not make sense, that candidate has not passed the common sense test!

We've got a big year ahead of us: I am looking forward to seeing each and every one of you involved in some aspect of our policy work. The winds of change may just be blowing in our favor this year. Don't forget to vote!

Dia Cirillo

Dia serves as the public policy chair for the Murfreesboro Branch and the Tennessee State Organization. In her spare time, she works as a consultant in public policy and organizational development.

Increasing Membership numbers for AAUW-TN

As Membership VP for AAUW-TN, I plan to put forth a strenuous effort with branch presidents to increase our communities' knowledge about AAUW. Membership for AAUW-TN has increased, since last year and we would like to continue the trend. I have requested the help and advice from Felisha Perrodin, National Membership Committee member Liaison for Tennessee. We are reviewing ideas on how we can recruit & retain members and will share the ideas with

each branch. The two of us have discussed having conference calls with the branches. I have contacted Claudia Richards to help with this effort. The plan is to start with Columbia and McMinnville.

On September 18th there was a membership webinar/muted conference call conducted by Christy Jones (Senior Branch Relations Manager), and Krys Wulff (National Membership Committee

Chair). The focuses were: Recruitment and Retention, Role of Membership VP, National Membership Committee and Membership VP Connections, Available Resources, and Recruiting National Members (MALs). As stated during the webinar, three of the roles of Membership VP are being a collaborator, a connector, and a cheerleader. I look forward to being all three and helping to increase our membership numbers for AAUW-TN.

Letha Granberry

2014 AAUW-TN Leadership Summit

Twenty attendees, representing seven branches and including student affiliate members and National AAUW State Organizer Katherine Yelle, met in Murfreesboro at MTSU on June 21, 2014, for the AAUW of Tennessee Leadership Summit: "Celebrating Accomplishments / Planning Future Achievement." The purpose of the meeting was to plan ways to advance the organization's public policy priorities working statewide and in partnership with local branches.

President Mayme Crowell opened the summit by highlighting AAUW of Tennessee's accomplishments in the last year. These included adopting "Paycheck Fairness" as the public policy emphasis with Public Policy Chair Dia Cirillo taking the lead. Under Cirillo's leadership and with the aid of State Organizer Katherine Yelle, the state sponsored April Equal Pay Day events; obtained five city proclamations; appeared on Memphis TV; wrote an OpEd for Nashville Tennessean; established collaborations with Breakfast Club of Nashville and Women's Political Collaboration of Tennessee; drafted a three-year plan for Tennessee legislative efforts; surveyed branches; and submitted an application for an AAUW Impact Grant.

Turning to the future, President-Elect Sue Byrd emphasized the importance of receiving



Summit participants from L to R are Julia High, Sherry Elrod (Nashville Branch), Peggy Emmett (Oak Ridge), Deborah Johnson (Murfreesboro), and Letha Granberry, Vicki Armstrong (Memphis)

the Impact Grant of \$1,000 and having an AAUW State Organizer reassigned to the state if we are to accomplish public policy goals in 2014-2015, and Ayne Cantrell, President-Elect 2014-2015, said, "With patience and perseverance, we will get a Paycheck Fairness Bill passed in the General Assembly, but we must recognize that this may not happen in the next year or the next; we are in this fight for the long haul."

Two presentations preceded the workshop portions of the summit. In Session 1 "The Public Policy Prerogative," Summit Facilitator Dia Cirillo discussed the state's priority issues as outlined in the Impact Grant Application:

1. lead a campaign for state legislation on Paycheck Fairness;
2. solidify the AAUW-TN position on Common Core; and
3. specify opportunities to register voters.

Dia defined Paycheck Fairness as "removing 'the gag rule' on employee compensation; allowing employees to discuss pay; allowing for audits and pay equity adjustments." Common Core state standards, "developed by the National Governors Association in partnership with the Council of Chief State School Officers," she said, "define what K-12 students should know and know how to do for math and reading, as well as literacy in history social studies and science, at each grade level."

In Session 2, Katherine Yelle discussed "Building Branch Capacity." She reminded the group



Public Policy Chair Dia Cirillo welcomes summit participants.

that people are won with "their hearts first, then minds," and encouraged membership recruiters to share their branch stories. "Never stop doing one-on-one," she said, and when building leadership, "Give people responsibility, not tasks."

The remainder of the summit focused on defining the work of the state and the work of the branches. The group brainstormed answers to the question "What do we want AAUW-TN to have accomplished by June 2015?" and came up with three top achievements:

1. **Effective Branding**—establish Who We Are;
2. **A Strong Media Campaign**—follow up with both social media and one-on-one; and
3. **Build Relationships**—identify our allies and work with at least five organizations that share our goals.

Branch representatives then convened in groups to discuss their Branch Action Plans for 2014-2015. Each group outlined their top three priorities for the year, identified their branch policy team members, named their allied organizations, noted how their branch would follow up on capacity building, and listed a timeline of activities for the year. Participants were asked to take their Action Plans back to their branches, finalize, and then submit to the state.

Dia Cirillo closed the summit by noting AAUW of Tennessee's roles in the months ahead. The state will work toward Paycheck Fairness legislation, write position statements, work with the Nashville Branch on a Legislators' Forum, and sponsor a Lobby Day on the hill. Also, branches will look to the state for information about our policy agenda and lobbying strategies.

Ayne Cantrell

WHO WILL YOUR BRANCH SEND to NCCWSL?

The annual National Conference for College Women Student Leaders (NCCWSL) is scheduled for May 28-30, 2015 at the University of Maryland, College Park, and it is never too early to think of who will be your branch's nominee for AAUW-TN scholarship to attend the conference. The Call for Nominees will be going out via email to AAUW-TN branches, and state C/U Representatives late January or early February 2015. The scholarship will cover registration for the conference, including lodging and meals; however, the nominee must be able to provide travel expenses to and from the conference. The students must be nominated by a college/university faculty member or administrative official, or by AAUW-TN branch. Colleges, universities, or AAUW-TN branches are expected to contribute to the travel expenses if their nominee receives the AAUW-TN scholarship. For more general information on NCCWSL, visit www.nccwsl.org or for specific AAUW-TN NCCWSL nomination information, contact Taylor Emery, AAUW-TN NCCWSL and C/U officer at emeryt@apsu.edu or 931.221.1453.

NEWS FROM THE BRANCHES

Knoxville

The Knoxville Branch hosted a Listening Session in August for 12 members and 2 guests. All had a chance to answer the several questions asked, and there was some good discussion about what we all think about issues among women, particularly in Knoxville. There were no clear conclusions, but the general consensus was that we should host another meeting for a similar session, perhaps in a more city-central area, to encourage women who work downtown or on the UTK campus to attend.

As an observation, many of the items listed come about because of low wages. There seem to be strong feelings and empathy for women with limited means. And educational opportunities were also in the list, of course. Some of the brainstorm issues were: reproductive rights, gender equity, networking, transportation difficulties, work vs family, poor children's nutrition, political involvement, glass ceiling, lack of role models, finances in aging, unequal opportunity for health care, STEM for girls. Some issues we might decide to work on: follow-up with girls after the annual Sister To Sister Summits, promote educational opportunities, mentoring, perhaps in the Tennessee Promise Scholarship program. Suggestions: action should be in Knoxville and be hands-on for us/other volunteers, consider needs vs actions, probably no more than 3 actions should be proposed. Plans will be announced soon for a subsequent Session.

Anne Loy

AAUW Martin Branch is excited to report 25 women attended the first meeting of the fall semester. This is nearly double the usual number of attendees. Several faculty and students from different areas of the University of Tennessee at Martin campus were in attendance. Guests had the opportunity to see the Branch Action Plan and go over the schedule of programs for the year.

One of Martin's initiatives for the year is to participate in GOTV activities. The policy chair, Harriette Spiegel, is spearheading these activities, and she brings a great deal of experience with GOTV. During the meeting, plans were made to do tabling on the campus before the last day to register to vote, October 6. The new College/University Partner

Oak Ridge

The Oak Ridge Branch has co-sponsored Voter Registration with the League of Women Voters on September 23 and 24 at the Oak Ridge campus of Roane State Community College.

On October 7, the Branch is co-sponsoring a forum on the proposed amendments to the Tennessee Constitution. Other co-sponsors are the Women's Interfaith Dialogue of Oak Ridge and the League of Women voters. It

will be held at Pollard Auditorium on the Oak Ridge Associated Universities campus.

The September branch meeting featured the program "In Her Own Words: Elizabeth Cady Stanton Remembers" by Teresa Collard and Lisa LeBleu of the University of Tennessee Martin. The Branch President Peggy Emmett also sent a letter to the Oak Ridger 'Celebrating the Right to Vote' which was published on September 10.

Maryville

On Monday, September 15, AAUW Maryville hosted a forum at Maryville College to make the community aware of the implications of Tennessee Constitutional Amendment #1 on the November ballot. Students, faculty, AAUW members and community members heard Tory Mills of the Vote NO on #1 TN Campaign and Brenda Bell of the Vote NO on #1 Blount Co. Committee discuss the history of legislative attempts to ban abortion in TN, the confusing wording of the amendment and the implications for women's healthcare in TN.

Amendment #1, if passed, would allow the TN legislature to further restrict or ban abortion in TN without permitting ANY exceptions. Currently the right to privacy in the TN Constitution protects a woman's healthcare decision-making. A lively Q and A followed the presentation. The Vote NO on #1 reps made

available handouts and bumper stickers. The League of Women Voters of Blount County provided the opportunity for attendees to register to vote.



Martin

Membership participation was introduced. AAUW Martin Branch would like to thank the University of Tennessee at Martin Women's Center for funding this membership for UT Martin students. Thirteen student affiliates are on the roster as of September 25, 2014. The goal is to grow this number as tabling events are executed around campus.

The student vice-president, Elizabeth Sanders, is also a member of TISL (Tennessee Intercollegiate State Legislature). She explained her role with TISL and her vision for a LiberTEA in the spring. The branch has agreed to partner with TISL to have a small, by-invitation-only gathering for UT Martin students to discuss lobbying and how to interact with the Legislature.

The highlight of the evening was Dr. Sue Byrd's presentation on "Paycheck Fairness". Excellent information was provided, and the presentation prompted great discussion from the intelligent women in attendance. Another one of Martin's initiatives is to share this information with at least ten student and civic organizations over the next few months.





2015: See you in San Diego!

Join the wave heading to our 2015 AAUW National Convention in San Diego, June 18-21, 2015!

Every two years, hundreds of women leaders from across the country gather to discover new ways to empower themselves and other women and girls. AAUW's national convention is a unique opportunity to learn new skills, gain insight and inspiration, and connect with other women leaders. Our national convention is the place to get the latest on AAUW's programs and initiatives, learn how other branches are empowering women in their local communities, and hear from inspiring women leaders like you.

But don't worry — convention isn't all work and no play. We'll connect with fellow AAUW members and friends from across the country and take San Diego by storm!

www.convention.aauw.org/about/

Registration is now open with the best value (price) if you register by January 15, 2015.

convention.aauw.org/register/

Tennessee Women Project Reaches Goal

It all began in 2011 with an article celebrating Women's History Month that profiled four leaders for the AAUW Tennessean of which we were editors. We wanted to do more to give Tennessee women their place in history—more articles in the Tennessean? . . . a booklet? . . . why not a book? We garnered support from nine organizational partners, twelve advisory council members, twenty authors, and many donors to form the Tennessee Women Project, and *Tennessee Women of Vision and Courage* was published in October 2013. TWVC highlights twenty-two historic Tennessee women who can serve as role models to inspire today's girls. To reach these girls, our goal was to place a copy in each public high school library in Tennessee. Using proceeds from book sales, we were able to accomplish this goal. Copies of



TWVC were mailed to 325 schools on September 19.

Further proceeds from book sales will support AAUW-Tennessee's National Conference for College Women Student Leaders Scholarship Fund. TWVC will be sold during the Economic Summit for Women in Nashville on October 19-20.

Much appreciation and congratulations to all who have had a part in this success!

For more information, check our website and Facebook page: www.tnwomenproject.com/ www.facebook.com/tnwomen

Making connections with colleges and universities

We are making great strides in connecting with university and College students through the AAUW College/University Partners in Tennessee. Eleven (11) colleges and university partners provide free E-Student Membership opportunities to all students at:

- Maryville College
- Middle Tennessee State University
- South College
- Southern College of Optometry
- Tennessee Tech University
- University of Tennessee
- University of Tennessee Health Science Center
- University of Tennessee at Chattanooga
- University of Tennessee at Martin
- University of the South
- Vanderbilt University

If you have connections with universities/colleges in Tennessee not on this list, please encourage them to learn more about the opportunities at

www.aauw.org/membership/college-university-partner/

The fee for new partner members is \$125.00, and \$175.00 for renewing members.

Taylor Emery
State College/University Partners Chair

IS THE AAUW-TN WEB SITE WORKING FOR YOU?

The AAUW-TN web site at www.aauw-tn.aauw.net/ needs your help to ensure that it contains information of interest to our state members. Spend some time perusing the information on the site and let the Web Master (Connie Malarkey, malarkeych@comcast.net) know what else you would like to see on the site. The Newsletters are published on the site, along with information about branches and our officer's lists.



2014-2015 Executive Committee

PRESIDENT
Sue Byrd

PAST PRESIDENT
Mayme Crowell

PRESIDENT-ELECT
Ayne Cantrell

FINANCIAL OFFICER
Samantha Cantrell

2014-2015 Appointed Officers

NEWSLETTER EDITOR
Jamie Olson LaRose

PUBLIC POLICY
Dia Cirillo

COLLEGE/UNIVERSITY RELATIONS/NCWSL
Taylor Emory

MEMBERSHIP
Letha Granberry

WEBMASTER
Connie Malarkey

BYLAWS/POLICY COMMITTEE
Peggy Emmett

DEVELOPMENT CHAIR
Anne Loy

AAUW-TN

2014-15 Calendar

October 19, 2014:

AAUW-TN Fall Board Meeting,
Nashville

October 19-20, 2014:

TN Economic Summit for
Women, Nashville

January 2015:

Town Hall Meeting, Nashville -
Date TBD

March 26, 2015:

Advocacy Day on the Hill,
Nashville

March 27-27, 2015:

AAUW-TN State Conference,
Montgomery Bell State Park

April 14, 2015:

Equal Pay Day 2015

AAUW National Contacts

National President, Patricia Fae Ho • Executive Director, Linda D. Hallman
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AAUW-TN POSITIONS AVAILABLE

Nominations are open for two board positions: President-Elect and Treasurer. No doubt your branch has qualified individuals. The specific tasks for each of these positions are relatively self-evident. However, the President-Elect will work with the now President-Elect and upcoming President Ayne Cantrell for a year before becoming AAUW-TN President. Under Ayne's tutelage the job will be made easier. The Treasurer will learn the job from the present Treasurer Samantha Cantrell. Samantha has served diligently in this capacity for several years, has our finances well under control, and will be a good teacher.

After checking with your nominee(s), please send your nomination(s) to any of the committee members listed below. Thanks for your assistance.

Mayme Crowell, crowellmr@comcast.net,
Chairperson, Nominating Committee

Letha Granberry, lethagraberry@yahoo.com

Anne Loy, anneloy@live.com

Our Mission...

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

Our 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.

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.