



Lilly Ledbetter: The face of pay equity



Plan to attend the 2009
AAUW National Convention
Breaking Through Barriers
June 26-28 in St. Louis
Go to <http://www.aauw.org/convention>
to register and for more details.

Educational Foundation Update

Kudos to our members for contributing \$31,990 to the AAUW Education Fund in 2008. By working together we show our support for AAUW's ground-breaking research, which helps increase public awareness of the importance of education for women and girls. At our May AAUW/Ohio Convention, we will hold our silent auction to benefit the EF. Please plan to donate an item for auction and bid on others. Thank you all for all the hard work you have put in! If there is anything I can do to help, let me know, as I am always happy to lend a hand. Remember that through giving we continue to break through barriers!

Deborah Wooldridge, Ohio Educational Foundation Vice President
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Membership Update

Remember that anyone who joins AAUW now gets 15 months of membership for the price of 12. That means new members will not have to renew their membership until June 30, 2010. Don't forget those new college graduates who will be walking across the stage to get their diplomas this spring. A first-year membership is free to each of them after college graduation. All you have to do is fill out the "Give a Grad a Gift" form. For more membership information, visit <http://www.aauw.org> and <http://www.aauwoh.org>.

Patricia Millhoff, Ohio Membership Co-Vice President
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Orbit & Web Update

Get details about your branch posted on the AAUW/Ohio Web site at <http://www.aauwoh.org>. Send me the names of your president and membership vice-president, along with their contact information, the url of your branch Web site if you have one, cost of branch dues, and details of a few branch programs. I will then add your branch to our Branch Locator page. You can also send news about your AAUW branch and your "Branch Best Practices" for membership recruitment, leadership development and fund raising for upcoming issues of *Ohio Orbit*. Your ideas will appear in *Orbit* and on the Best Practices page of the AAUW/Ohio Web site. **Next Orbit deadline: May 15.**

Paula Maggio, Public Information Officer
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Fill out AAUW/ Ohio's Every Member Survey about the Bylaws

The AAUW-Ohio Every Member Survey offers Ohio members a chance to voice their opinion on the proposed bylaws for the new AAUW Corporation. Information from this survey will be one tool branches and the state can use to determine how to exercise their delegate votes at the national convention in St. Louis, June 26 to 28, when the proposed bylaws are voted on. For details on downloading and submitting the survey by the May 15 deadline, visit <http://www.aauwoh.org/currenttopics.htm#survey>.

Save Aug. 15 for Leadership Workshop '09

Details to come about this workshop that will help move your branch to the next level of leader and branch development.

Want to win the STARZ Award next year?

Start now to collect your stars! Make sure someone from your branch attends this year's convention as well as the August Leadership Conference.

Need
cash
for
your
branch?



Come to State Convention in Dayton May 2-3 to learn and earn

Does it pay to attend State Convention? You bet it does! And this year, that is true more than ever.

Your State Board wants to see you at the Holiday Inn Dayton/Fairborn May 2 to 3, so we are offering a financial incentive to your branch for one of the following:

- Having the most branch members in attendance for both days of Convention.
- Bringing the most new branch members (more than one whom has joined since July 1, 2008).
- Coming the furthest distance to attend with at least three branch members.
- Bringing the most students/young women under the age of 25 (at least two).
- Financially underwriting branch members to attend by contributing

at least \$40 to their registration.

- Having your president, vice president for programming, fiscal officer, secretary, and EF person attend.
- Bringing at least two non-members to Convention.
- Putting up a display of your branch's best programming idea in support of an AAUW priority.

While your branch can "win" in only one category, it is worth \$50 when you do.

This year's convention has something for everyone, including:

- Practical solutions designed to address real world problems in both workplace and educational settings
- Dynamic speakers from a variety of backgrounds who will lead motivational segments. See insert for full program.

AAUW/Ohio 85th Annual Convention
Equity in Action: Implementing Best Practices
May 2 to 3 - Holiday Inn Dayton/Fairborn, 2800 Presidential Dr., Fairborn

To register, complete the Registration Form inside this issue or inside the Winter 2009 issue of *Ohio Orbit*. Or download the form at <http://www.aauwoh.org>. Mail completed form, with your check made out to **AAUWOH 2009 Convention**, to:
Joanne Yost, 1016 Lariwood Ave., Kettering, OH 454209.

All registrations must be postmarked by April 20.
Visit <http://www.aauwoh.org/Convention/convention09.htm> for more details.

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From the top

a message from Diane Regan
President, AAUW/Ohio

Let's work for 'good' change

Yes, the winter has been bad, and the economy is worse, so we're all looking for that promised change that will make our lives better, right?

Change, as we have come to realize, can make our lives

good or not so good. Change that improves our lives we view as "good." Change such as climate change, is perceived as not so good.

It is this context that leads me to consider whether or not the changes to AAUW, the organization, are going to be "good" or "not so good."

Learn about proposed AAUW changes

This is a critical discussion we will have on May 3 at our State Convention and continue June 28 when we vote at Association Convention in St. Louis.

I invite you to consider what major changes are being voted on in a few months by going to the AAUW

Web site, where all of the proposed bylaws changes are posted, and by attending state convention to participate in the discussion.

Another very interesting change came to my attention just today: 83 percent of the job losses suffered during the past 18 months were suffered by MEN. That means we are at a point where women will soon be the majority of workers in the United States.

Now that is BIG change, and as AAUW members, we must consider the implications of this labor shift on the "good" or "not so good" scale. As I look at it, it is in the "not so good" change category because women still earn only 79 cents for each dollar men earn.

So, if the majority of breadwinners in the United States are women, then given our salaries, we cannot begin

to match the earning power of those men who have lost jobs. Is there any more potent reason to fight for pay equity?

AAUW has enjoyed a major success in the passage of the Lilly Ledbetter Equal Pay Act, which was signed into law by President Obama.

Our new slogan is a call to action

However, we must stay engaged in the fight for pay equity in the face of changing workforce demographics. Our new slogan is more than words – it's a call to action: Keep the Change Until We See Change!

Equal Pay Day on April 28 provides all branches with an opportunity to show our communities that equity in the workplace is more important than ever. Plan an event to draw attention to the issues as well as to the character of your branch.

Let's have good change

As Pete Seeger sang so many years ago, "Oh, the times they are a changin'." Our goal is to make sure they are good changes.

Make change on April 28 Pay Equity Day

To match men's earnings for 2008, women have to work from January to April, an extra four months. Visit the AAUW Web site at <http://www.aauw.org> to download the free **Pay Equity Kit** and other resources to highlight this inequity and bring about real change.



New president-elect will be Patrica Millhoff

Patrica Millhoff will be nominated for the office of president-elect of AAUW/Ohio at the May Convention. She has been co-vice president for membership of AAUW/Ohio since 2006 and is a former president of the Akron Branch. An associate professor of criminal justice at the University of Akron, Patty is also director of the Women's Studies Program. Prior to coming to the university, she practiced criminal defense law for more than 20 years.

Legal Advocacy Fund is 'Stimulus Fund' for women fighting battle for workplace rights

by Rhonda Gail Davis
AAUW/Ohio
Legal Advocacy Fund Chair

With "change" in the air in all parts of our economy and government, positive change has come for the AAUW Legal Advocacy Fund. The LAF has revamped and rebooted its support for women's employment rights issues.

In these tough economic times, employment discrimination can increase and have even more detrimental effects on women in the workplace. The courts continually interpret, limit and expand laws that apply to employment rights. Lilly Ledbetter's fight is a great example.

You can help LAF by spreading the word about LAF assistance and recommending plaintiffs to AAUW and increasing LAF funds. **Spread the word**

Recommend LAF as a resource. This unique program could make a difference in the outcome of a case, permitting a plaintiff to fight the good fight for fairness and equality in the workplace. Make it a priority to tell local employment lawyers in your area about this valuable resource for their clients.



Tell women they are not alone in their fight. LAF provides financial support for court filing

fees, brief and filings preparation, case-based court costs, the plaintiff's court travel and specific, essential plaintiff needs.

LAF also provides tremendous nonfinancial assistance that can impact the plaintiff's confidence and the case's progress and impact our laws. First, AAUW members show their support at the court for the plaintiff. Sometimes AAUW LAF has a rally to raise awareness for the legal issues.

We Need Stimulus Money Finally, and most significantly, all of us can help stand beside these women. We can help raise much needed funds for the AAUW LAF.

Make it a priority at your local meetings to update members on LAF cases. Let them know the good news and the good fight that AAUW is undertaking to change the unfair laws and unfair treatment of women in the workplace.

Many Ohio AAUW chapters earmark fund-raiser monies for LAF. If you do not have such a fund-raiser, start one. Many of your members would love to contribute with a special gift to LAF. Maybe they can think of someone they know who has experienced unfairness, and this is their opportunity to help make sure it does not happen again. Ask your members to support their sisters who are in the fight for fairness.

We hear a lot today about the stimulus package for certain companies, so why not help with an "LAF Stimulus" for women fighting for fairness in our courts. We all will reap the benefits. Please support LAF today.

Attend Prevention First Lobby Day Wednesday, April 22 9 a.m. to 4:30 p.m.

YWCA 65 S. Fourth St. Columbus

Sponsored by:
Freedom of Choice Ohio
Planned Parenthood Affiliates Ohio
NARAL Pro-Choice Ohio
To read more about the proposed bill and its history, visit:
<http://www.prochoiceohio.org/>

Daffodils will go to branches with diversity

by Sally Dye, AAUW/Ohio Diversity Chair

Branches making strides to be inclusive and diverse in their membership outreach and community involvement will receive the **Ohio Daffodil Award** at the 2009 AAUW/Ohio Convention. Branches must meet at least three of the goals. To apply for recognition, branches must send a written statement on their accomplishments, with documentation (Press clippings, news articles in branch publications, listings from branch yearbook, photographs from events or meetings) to the Ohio Diversity Chair. Statements should include branch name, name and signature of president, telephone number, e-mail for contact and name of diversity chair. Material must be received before April 3.

Be WISE Camp celebrates 20 years

Be WISE, the mathematics, science and technology camp designed to develop interest, excitement, and self-confidence in young women who are entering grade seven or eight in the fall of 2009 celebrates its 20th year this summer. Camp will be held June 14 to 19 at Dennison University. Since its beginnings, more than 2,000 girls have attended.



Above: A flower-laden branch member at last year's state convention.

Below: Be WISE campers



BRANCH NEWS

Marejoyce Green, former AAUW/Ohio president and member of the **Cleveland Branch**, was honored at a March 8 reception upon her retirement after 42 years at Cleveland State University. The Cleveland Branch was a sponsor of the event, which established the Maryjoyce Green Legacy Fund at Cleveland State.

The **Medina County Branch** participated in "A Powerful Noise," the documentary film that premiered nationwide in early March with support from AAUW. **Ann Thomson** coordinated the event. For the tenth year, Medina also cosponsored the Sister-to-Sister Girls' Summit at Medina General Hospital.

Lima Branch member **Holly Norton** reports that its showing of the film "What's Your Point, Honey?" raised student awareness of women's issues and AAUW at the University of Northwestern Ohio.