



# Breaking through Barriers



Annual Report Fiscal Year 2008

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

**In principle and in 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.**



**Breaking through Barriers**  
for Women and Girls



Dear AAUW members and friends,

I am pleased to present to you AAUW's annual report for fiscal year 2008. As you know, it has been an outstanding year for the AAUW community at the local, state, and national levels. Every day, our members are doing important work to improve the lives of women and their families. Of course, in this report we are able to highlight only some of those successes. But for every success story showcased here, there are scores of others in our long list of victories for women.

I hope you will enjoy reading these stories and learning how AAUW works creatively, energetically, and generously to help women achieve their dreams.

Please know, as I do, that these victories could not have been achieved without your continued commitment and support. It is with great pride that I serve as executive director of this dynamic organization, and I am confident that together in 2009 we will continue to break through barriers so that all women have a fair chance.

Sincerely,

A handwritten signature in black ink that reads "Linda D. Hallman". The signature is written in a cursive, flowing style.

Linda D. Hallman, CAE  
AAUW Executive Director

# Breaking through Barriers

# Sharing AAUW's Story

*It takes a thousand voices to tell a single story.*

—Native American proverb



In 1881, when Marion Talbot invited 16 women college graduates to the meeting that launched our organization, it's likely that she knew each of the attendees personally. As large as AAUW is today, it's impossible for all of us to know each other, but it's amazing to think about the nearly 100,000 different stories we represent. The remarkable power of AAUW comes not just from those numbers but from the interweaving of individual stories into the collective voices of our branches, states, and national organization.

Together, we speak with one voice, articulating and embodying our mission of advancing equity for women and girls. Whether we're lobbying Congress to support equal pay, staffing a branch book sale that helps send local students to the National Conference for College Women Student Leaders, or simply writing our annual dues check, each one of us contributes to the AAUW narrative.

Over the last several years, much of the AAUW narrative has been devoted to a strategic initiative. We've nurtured some projects while pruning others, fortifying our message and focusing our resources to maximize our impact. We've streamlined and strengthened our governance structures and identified our organizational "DNA" of breaking through barriers. And we've declared our Value Promise:

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

In this annual report, you'll see the tremendous progress we've made toward a new AAUW in the past year. We hope you'll enjoy reading about AAUW branches, members, friends, supporters, and donors whose stories exemplify our mission and encourage us all in our efforts to protect, educate, advocate, research, and lead. But even as we invite you to celebrate these accomplishments along with us, we challenge you to think about your role as an AAUW member. How will you add to the story of AAUW as we work together to break through barriers for women and girls?

Ruth Z. Sweetser  
President  
AAUW

Barbara L. O'Connor  
President  
AAUW Educational Foundation

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# Breaking through Barriers

A woman runs for president and wins more than 17 million votes in state primaries. Record numbers of women enroll in colleges and universities and earn degrees. An unprecedented 68 million women participate in the U.S. workforce, including 13 who serve as executives of Fortune 500 companies.

In a year of historic achievements for women, AAUW could have chosen to use this report to celebrate our hard-won gains in schools, courtrooms, workplaces, and the halls of government. And some of the stories in this report are indeed cause for celebration, like that of Jane Chen, who used her AAUW fellowship to attend Stanford University, where she worked with a team of students to create an incubator that costs just \$25.

Yet, despite our successes, barriers remain—barriers to equal pay, to equal opportunity, to basic dignity and respect. Sometimes these barriers make headlines, as when the U.S. Supreme Court ruled that Lilly Ledbetter could not sue for discrimination even though she had been paid less than the lowest-paid man performing the same job. More often, however, they go unmentioned, their impact felt by some but invisible to others.

Because of these barriers, the case for membership in AAUW is just as strong as it was in 1881, when our organization was founded. The value of AAUW membership—the opportunity to join a community that is committed to breaking through educational and economic barriers so that all women have a fair chance—is stronger than ever.

This annual report is a testament to that commitment and to the many ways that AAUW puts our mission into action—by **protecting** against attempts to roll back women’s rights, **educating** women and helping develop their potential by providing scholarships, fellowships, and grants, **advocating** for justice, **researching** issues affecting women and girls, and preparing women to play **leading** roles in their schools, workplaces, communities, and country. Read on to learn more about how AAUW members, donors, and supporters are breaking through barriers and changing the lives of women and girls.



Photo courtesy One Shared World and Photoshare

Part of moving forward is securing what you already have. AAUW protects the hard-won victories and achievements of women from challenges in Congress, in the courts, and on campus.



## Pay Equity Comes to the Fore

If a woman is paid less than a man is for doing the same job, but she doesn't find out until she's ready to retire, does she have grounds to sue for sex discrimination and ask for restitution?

Lilly Ledbetter thought the answer was yes. A judge and jury agreed, awarding her damages and \$360,000 in back pay.

But in a 5-4 decision in May 2007, in *Ledbetter v. Goodyear Tire & Rubber Co.*, the U.S. Supreme Court ruled that Lilly had filed her charge too late—that it needed to be filed within 180 days of her first discriminatory pay decision. Lilly had worked for 19 years at the Goodyear plant in Gadsden, Alabama, and hadn't learned until she was about to retire that she was making less than the lowest-paid man doing the same job.

For AAUW, which has been fighting to protect women from pay discrimination and workplace inequity since the 1920s, the ruling was a call to action. AAUW members mobilized to demand speedy congressional approval of the Lilly Ledbetter Fair Pay Act, which would codify within the Civil Rights Act of 1964 the policies and precedents that had been applied for the last 40 years by the Equal Employment Opportunity Commission and the courts. The legislation clarified that repeated payments of discriminatory paychecks can be challenged as long as one discriminatory payment occurred within the filing period.

To bolster our arguments in favor of the bill, AAUW cited the findings of our recent research report, *Behind the Pay Gap*, which show that women are paid less than their male counterparts are within their first year of work—even with the same major, in the same field—and that the disparity increases over time. Even after controlling for hours, occupation, parenthood, and other factors known to affect earnings, the research indicates that a portion of the pay gap remains unexplained and is likely due to sex discrimination.

AAUW's efforts paid off in the House of Representatives, which passed the Lilly Ledbetter Fair Pay Act in July 2007. The Senate, however, fell just a few votes shy of bringing the bill to a vote in April 2008.

AAUW is continuing to push for passage of the Ledbetter bill and other pay equity legislation and used the 2008 elections to hold members of Congress accountable for their votes. Lilly Ledbetter, meanwhile, is sharing her story with AAUW members and the public to call greater attention to pay inequity and discrimination, which she continues to suffer from because her Social Security and pension benefits are based on her wages and thus are lower than those of her male co-workers.

"Goodyear may never have to pay me the wages they cheated me out of, but if the Ledbetter Fair Pay Act passes, I'll have an even richer reward—I'll know that my daughters and granddaughters, and all workers, will get a better deal," she says. "That's what makes this fight worth fighting, and it's what makes this fight one we have to win. I'm proud to be fighting alongside AAUW."

*"Many thanks to AAUW—such a great group and one of the most vocal and effective champions of pay equity. ... AAUW continues to be very special to me, and I want you to know how grateful I am for AAUW's leadership and persistent advocacy—not just for me, but for all women."*

—Lilly Ledbetter

**pro-*te*ct** \ pr - tekt \ vb

to defend or guard from attack, invasion, loss, annoyance, insult, etc.; cover or shield from injury or danger.

# Standing Up for Women on Campus

In adopting Lisa Simpson's Title IX lawsuit against the University of Colorado, Boulder, the AAUW Legal Advocacy Fund not only helped protect other women by providing funds to continue the case but also added moral and intellectual weight to her argument.

"Their support helped legitimize my case, because AAUW is an established institution, and their involvement helped drive home the point that this was a serious matter that shouldn't be taken lightly," Lisa says.

The suit received national visibility, and the settlement ultimately set a critical example about the responsibilities universities have to foster safe learning and living environments. Lisa charged several University of Colorado football students and recruits with rape in December 2001. Although the university and the city of Boulder investigated the incident, neither took legal action against the athletes.

Lisa's attorneys soon discovered that she was not the first to complain of sexual misconduct by Colorado football players and that the university had done nothing to address the previous allegations. In response, she filed suit against the university under Title IX of the Education Amendments of 1972 for failing to remedy the hostile environment on campus that led to her assault.

"I decided that this shouldn't be happening to other students, and if these guys would do it to me, they would do it to others," she says.

Lisa turned to the AAUW Legal Advocacy Fund for help with her case, *Lisa Simpson, et al. v. University of Colorado*. The monetary



Photo courtesy AP/  
Jack Dempsey

support from AAUW helped resuscitate the case. "At the time we received financial assistance from them, we were at a pretty desperate point," Lisa says.

"A lot of AAUW branches sent me letters of encouragement, which was inspiring," she says. "They also put me in contact with some other women who had received support from the Legal Advocacy Fund for sexual harassment and Title IX issues. When you go through something as terrible as a rape, you think you're the only person in the world who knows what it feels like, so it was helpful to meet other women going through the same kinds of things."

*"The more I tell my story, the more I can help other people avoid going through this. The women in AAUW are very supportive, and it's such an amazing group."*

—Lisa Simpson



# From Persecution to Protection

AN AAUW DONOR STORY

*"I hate discrimination and work to stop it. That is what makes Gerry and me tick—protecting those facing discrimination, righting wrongs, and improving education in this country. AAUW shares our commitment to these things and helps women."*

—Lilo Leeds

In Germany, it was "Down with the Jews." In France, it was "Down with the Germans." And when Lilo Leeds finally escaped to the United States, she witnessed the oppression of African Americans and continued to suffer discrimination as a woman.

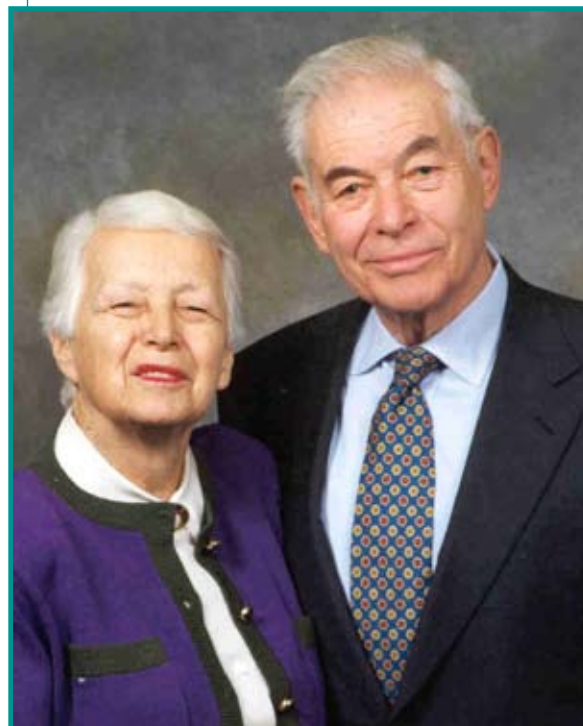
In AAUW, she found inspiration from women who believed, as she did, that education could help protect women and other disadvantaged groups and open the door to a lifetime of success.

Refugees from Nazi Germany, Lilo and Gerry Leeds arrived in the United States with virtually no money. They became successful business entrepreneurs and, more recently, social entrepreneurs, with a commitment to improving the education of children in poorer communities.

Lilo and her husband were fortunate to start out in the United States with a good education. She traces her passion for educating children and especially girls to her understanding of the significance of education in her life and her early experiences as a woman in this country.

"Women in America had just gotten the right to vote a few years before I arrived, yet they were still discriminated against," she says. "Medical schools, for example, limited the number of women who could study to only 15 percent, and at work, women today still earn just 78 percent of what men do."

With help from AAUW, Lilo got a job after college as a mathematician with Bell Labs. "That good job started me on a path where I could make my life what I wanted it to be," she says. "I want to help others make the most of their lives by helping them to get an education and protecting them from discrimination."



# LAF Reaches Out to Campuses

In March 2008, AAUW staff leaders representing the Legal Advocacy Fund moderated a roundtable forum at the University of Missouri, St. Louis, one of the 500 AAUW college/university partners across the nation. AAUW and equal opportunity and human rights directors from campuses in the area discussed “Sexual Harassment on Campus: Strategies for Addressing, Sharing Best Practices, and Sharing Federal Regulatory Information” and AAUW resources. The discussion drew upon AAUW’s 2006 research report, *Drawing the Line: Sexual Harassment on Campus*, while the six branches of the AAUW Metro St. Louis Interbranch Council led programming for a related event.



*“I commend the American Association of University Women for their leadership in raising awareness about the issue of hate crimes and for their tireless efforts to combat discrimination on our college campuses.”*

—Rep. Robert C. “Bobby” Scott (D-VA)



Photo courtesy WREI

## AAUW Accomplishments

### BREAKING THROUGH THE BARRIERS OF DISCRIMINATION

- AAUW’s leadership and efforts to protect women from sex discrimination led to quick House passage of the Ledbetter Fair Pay Act and a strong Senate test vote on the same bill, which corrects the U.S. Supreme Court’s decision in *Ledbetter v. Goodyear Tire & Rubber Company*.
- AAUW was instrumental in getting hate crimes legislation passed in both the House and the Senate—the first time it has passed both chambers in the same Congress. While the hate crimes provision did not make it into the final bill, AAUW will not give up the fight.
- The AAUW Legal Advocacy Fund continued to proactively protect college and university women students and staff by educating them on sex discrimination issues and providing steps for creating a more equitable campus climate.
- In honor of the 15th anniversary of the passage of the Family and Medical Leave Act, AAUW added an FMLA Resource Guide to the extensive LAF Resource Library. AAUW played a key role in the passage of the FMLA in 1993.

**A leader in advancing education for women, AAUW funded more than 250 grants, fellowships, and special awards in 2007–08 to help women further their studies, with a special focus on increasing opportunities for women in the science, engineering, technology, and math fields.**



Shown here, the Embrace incubator costs just \$25.

## Embracing a Challenge

Just three years out of Pomona College, Jane Chen seemed well on her way to breaking through one of the most formidable barriers women face: the “glass ceiling” in corporate America. Today, thanks to a fellowship from AAUW, she’s helping low-income women around the world save their infant children from breaching a more fragile barrier—the one between life and death.

While working in Hong Kong as a management consultant to large corporations, Jane read a series of articles in *The New York Times* that described how several poor farmers in China had contracted AIDS by selling their blood to the Chinese government.

“Reading these stories, I was horrified,” Jane says. “These people got AIDS through no fault of their own—they were just trying to make some extra money for their families. A switch went off in my head, and I realized that I was extremely privileged

to have been born into the life that I was living. I could just as easily have been born into another life.”

Shaken by the tragedy, Jane left her job and began helping a nonprofit organization that was supporting the orphaned children of the farmers who had contracted AIDS. She soon realized she had found her life’s calling, so she returned to school to learn more about international development and health care.

She earned a master’s degree in public administration from Harvard and then enrolled in Stanford University’s business program with financial assistance from an AAUW Selected Professions Fellowship. At Stanford, she worked on a team project with the goal of creating an incubator for less than 1 percent of the cost of a traditional incubator, which is about \$20,000.

Together with two engineering students and another business school student, Jane traveled to India and Nepal to conduct research. The result: the Embrace incubator, which uses a type of wax that can maintain a temperature of 37 degrees Celsius and can be heated with hot water rather than electricity. The cost: just \$25.

The project led Jane and her fellow students to create a nonprofit organization, Embrace, dedicated to creating low-cost health care products for underdeveloped countries. Jane is the CEO of Embrace, overseeing everything from fundraising to strategy development to marketing. One of her biggest challenges is simply raising awareness of Embrace and its mission and products.

AAUW is helping Jane promote Embrace by publicizing the American Express Member Project, which aims to “make a positive impact in the world” by awarding five projects a total of \$2.5 million. Through Internet voting, Jane’s team advanced to the second round of the competition, placing in the top 25 out of 1,190 projects.



*“AAUW has been very supportive in helping get the word out and raise awareness of Embrace. I’m very grateful to AAUW and would love to do anything I can to help them in the future. Their financial assistance gave me the freedom to pursue a nonprofit job after graduating from Stanford and to follow my passion.”*

—Jane Chen

**ed-u-cate** \ e-j - k t \ vb

to develop the faculties and powers of (a person) by teaching, instruction, or schooling.

# Opening the Door to a Better Future

*"It was an extraordinary moment for me to meet someone from AAUW. The world is so small! I am so glad that at least I had the chance to express to her how invaluable AAUW funding was to me in getting my master's degree."*

—Tirhas Habtu  
2007–08 AAUW International Fellow  
Diplomatic Academy of Vienna, Austria

Tirhas Habtu lives and studies in Austria, has also studied in Italy, hails from Eritrea and expects to return there soon, and sees herself becoming one of a growing number of female intellectuals around the globe. The common thread in these events and scenarios is AAUW, which she calls a "unique institution" that opens doors for women and girls who want to pursue an education.

AAUW opened those doors for Tirhas through an International Fellowship, which allowed her to complete her master's degree in advanced international studies from Johns Hopkins University. She is now pursuing a doctorate at the University of Vienna and intends to write her thesis about women, gender, equality, and national development structures in the Horn of Africa.

As Tirhas sees it, education is the key to a better life for women in her native Eritrea and the other nations in the Horn of Africa, but cultural values prevent many from applying and enrolling.

"Families don't see schooling for women as something good in itself," Tirhas says. "They say, 'Why should I pay for her studies? At the end of the day, she's going to get married, so it's going to be a waste of resources.' This is not the sort of thing you can change overnight."

But change is exactly what Tirhas hopes to accomplish in her native land. She plans to return to Eritrea after receiving her doctorate and work to involve more women in the economic development process.

Her quest has its roots in her personal experience. "I was victimized and married a man I had never seen in my life when I was a high school student, only to end up being a divorced young lady," she wrote in her application for the International Fellowship. "After this terrible experience, I decided to study at any cost, and my decision opened for me a new door."

When she returns to Eritrea, Tirhas expects to collaborate with the National Union of Eritrean Women and the People's Front for Democracy and Justice, the country's sole ruling party, to conduct research on women and development. Part of her focus will be on how to change deeply rooted attitudes against educating women, a challenge for which she will look to AAUW to draw inspiration.

"AAUW fights for the betterment of girls and women, to give them more opportunities, to help them actually be who they are and stand for what they believe," she says. "That's where I see a link between AAUW and my work—if you educate more women, then everyone is going to have a better future."



AAUW International Fellow Tirhas Habtu (right) and AAUW member Diane Regan met by chance in Vienna, Austria.



# Continuing a Lifetime of Learning

## AN AAUW DONOR STORY

Maureen Becker was a scientist by profession and a civic leader by nature, but at heart she was a student. For more than 30 years, AAUW helped bring out the lifelong student in her, so it is only fitting that, after her death, a grant was established through AAUW to further the education of other women.

The Maureen Becker Career Development Grant, awarded for the first time in 2008, honors the memory of the longtime member and former president of the AAUW Glen Ellyn (IL) Branch, who died in November 2007. More than that, the grant commemorates the passion for education that AAUW helped inspire in Maureen.

“AAUW made a tremendous difference in Maureen’s life in terms of introducing her to people who thought the same way she did and who were devoted to the same ideals and causes,” says her husband, Bill Becker. “Her involvement in AAUW went a long way toward drawing her out and convincing her to support those causes more thoroughly. And without question, one of those causes was women’s education.”

After Maureen’s death, Bill worked with Suzanne Balk, the current president of the Glen Ellyn branch, to establish a grant in Maureen’s name through AAUW. The grant recognizes her career by helping fund the education of women interested in the sciences, including computer sciences.



Bill and Maureen Becker

The opportunity to honor Maureen and further the careers of young women quickly resonated with friends, family, and current and former colleagues. Within just a few months, contributions to the grant totaled nearly \$100,000.

“We held a memorial service that was attended by 300 or 400 people, many of whom were clients from my previous job as managing partner of a law firm in Chicago, so much of the money came from companies that I used to represent,” Bill says. “Of course, all of Maureen’s friends and family members donated, and a group of people here at Harpo Productions [where Bill serves as general counsel] read the obituaries in the papers and responded very generously on a personal level.”

*“I’m just thrilled that AAUW and I got together to do this, because I know Maureen would have wanted her memory preserved. She was always a student, until the day she passed away, and AAUW seemed to fit right into that mindset.”*

—William “Bill” Becker



# Let's Read Math!

Graham Boose never had difficulty with math in school, so a program that teaches children to be comfortable with math concepts wouldn't have been her first choice as a project for her AAUW branch. But several of her fellow branch members were retired teachers, and while they didn't miss going to work every day, they did miss interacting with students.

Graham attended a presentation of "Let's Read Math" by Claire Passantino of the AAUW Makefield Area (PA) Branch, where she found a program that was fun, adaptable, and replicable—and that supports AAUW's mission.

Their initial experience with the program was so positive that the AAUW West Chester (PA) Branch's members applied for (and received) a two-year AAUW Community Action Grant to spread "Let's Read Math" to other branches. Thus far, the program is up and running in about 15 locations, each one using a different teaching format.

The adaptability of "Let's Read Math" is one of its biggest selling points. The program combines children's books that have math concepts embedded in them with hands-on workshops that allow participants to feel and see the concepts in action.



Claire Passantino with "Let's Read Math" students

"So far as we know, there are no two models that are the same," Graham says. "Each group adapts the materials and concepts to suit its way of working, its comfort level, and its community."

"Somebody asked me once how I felt about being the only girl taking trigonometry a million years ago, and I didn't feel very good about that," Graham says. "What this program does is make both girls and boys confident that they can tackle math concepts. It's a very satisfying feeling to offer a program that works."

## AAUW Accomplishments

### BREAKING THROUGH BARRIERS WITH FELLOWSHIPS, GRANTS, AND AWARDS

For 2007–08, the AAUW Educational Foundation awarded \$4 million in fellowships, grants, and awards to more than 250 recipients.

- American Fellowships: 88 fellows received a total of \$1.8 million in awards.
- International Fellowships: 66 fellows received a total of \$1.3 million in awards.
- Selected Professions Fellowships: 26 fellows received a total of \$350,000 in awards.
- Career Development Grants: 39 grant recipients received a total of \$291,200 in awards.
- Community Action Grants: 30 projects received a total of \$214,000 in awards. Six awards were funded by the Mooneen Lecce Giving Circle.
- Special Awards: Four awards totaled \$35,000.

## BREAKING THROUGH BARRIERS WITH THE NATIONAL GIRLS COLLABORATIVE PROJECT

Funded by the National Science Foundation, the National Girls Collaborative Project coordinates programs devoted to increasing girls' interest in science, technology, engineering, and math on a national level in order to improve their effectiveness.

- AAUW member volunteers around the country are serving as National Girls Collaborative Project liaisons. The liaisons are opening opportunities for girls in science, technology, engineering, and math by connecting, supporting, and promoting the NGCP.
- The National Girls Collaborative Project currently has more than 900 STEM-focused programs for girls registered in the program directory, including nearly 50 AAUW branches (see [www.ngcproject.org](http://www.ngcproject.org)).

# AAUW ADVOCATES

With a presence in every congressional district in the country, AAUW gives voice to the concerns of our members. AAUW's public policy staff, with the help of a nationwide grassroots network, leads the charge in Washington, D.C., and in state legislatures to break through barriers to equitable education and workplaces for women and girls.

## Faces of Pay Equity



“I am the face of pay equity ... in retirement! I went to school, worked all my life, and saved as much as I could for retirement, but you can't save money you don't earn! Pay discrimination is very real, and it affects us not just while we work, but when we retire, too.”

—Diane R.



“I don't want my granddaughters to face the same problems I faced in the workplace. When I was working, they had to hire two men to replace me when I left on maternity leave—and they both made more than I did!”

—Bobbie W.

“I am an associate professor at a university. I helped form the faculty union because of the gender discrimination during promotion and tenure process that I saw, and I was the union's first president. We learned in a recent study on the status of women at the university that pay discrimination is still active.”

—Adrian C.

“I have a master's degree in biology and have worked for almost 25 years in medical research. For most of that time, I have been the sole support for my household. Upon graduation I was immediately hit with pay discrimination. Not much has changed in all those years!”

—Eileen D.



“I have directly suffered from pay discrimination. I expect [Congress] to right the wrong and make sure my daughter is treated as an equal in every way—including pay equity. Anything less isn't good enough.”

—Tracee S.



**ad-vo-cate** \ ad-v -k t, - k t \ vb

to speak or write in favor of; support or urge by argument; recommend publicly.

# Breaking through Barriers for Generations

## AN AAUW DONOR STORY

*"I think pay equity is still the biggest issue we face. Women today are getting the jobs, and you see more females in engineering and in other areas that women traditionally didn't enter. Yet, for some reason, they're doing the same jobs that men are, but they're not getting the same money."*

—Ruth Jurenko

When Ruth Jurenko makes a donation to her alma mater, Cedar Crest College, she also makes one to AAUW. The former contribution is in thanks for the opportunities her college education afforded her; the latter is in appreciation of the opportunities AAUW has helped make available to her daughters and granddaughter as well as thousands of other women and girls.

Ruth, who joined AAUW in 1975, has played no small part in expanding those opportunities. Her résumé includes stints as Alabama state president, Southeast Central regional director, and member of the board of directors of the AAUW Educational Foundation and Legal Advocacy Fund. But, for evidence of the many doors AAUW has opened for women and girls during her tenure, Ruth need only look at her own family.

"I attended college in the late 1950s, and back then girls went into education, nursing, or home economics," she says. "There was not a major push for them to go into engineering or math. In the 1980s, both of my daughters were in college, and I could see there was a little more opportunity for women to branch

out in new directions. My granddaughter is in college now, and she has a much wider range of opportunities available to her."

Even with these and other advancements, Ruth realizes that AAUW's mission is far from complete. Barriers remain, especially with respect to compensation, advancement, and the need to protect women from pay discrimination.

To break through that barrier, Ruth says, AAUW is reaching out to younger women to convince them that pay equity is still a challenge for women and that demanding it is worth the effort.



Ruth Jurenko (second from right) with her daughters and granddaughter (from left) Janet Jurenko Brown, Laura Jones, and Carole Jurenko Jones



# Views from the Hill



“When it comes to working for women and their families, the American Association of University Women is one of the strongest advocates. Whether it is championing equal pay, paid sick days, or protecting reproductive choice, AAUW is there time and again—even when others might have given up. They keep their members up-to-date and maintain the critical pressure vital to moving these issues forward.”

—Rep. Rosa L. DeLauro (D-CT)

“AAUW has been a welcome and effective partner in my legislative efforts to reduce the educational and cultural barriers that often deter women from entering science, technology, engineering, and mathematics fields. Our nation’s competitiveness and innovation depend on using the talents of all our citizens, and AAUW’s vocal advocacy to encourage more women and girls to explore STEM careers is critical to our ultimate success.”

—Rep. Eddie Bernice Johnson (D-TX)

“AAUW has proven to be the best organization to which I belong. ... AAUW sticks to the issues, has a wealth of information, has over a century of advocacy background, and is staffed with the busiest people in the world. I can find anything I need about women’s issues on the AAUW website. ... If anyone needs to know who voted and for what issue, I can tell them.”

—Mary Chapin, AAUW Member

“I am grateful for the work of AAUW. AAUW has battled for decades to promote equity and education for all women with their advocacy on priorities such as education, economic security, and civil rights.”

—Rep. Christopher Shays (R-CT)



# Grassroots Advocates

AAUW members are part of powerful grassroots advocacy efforts across the country. In Oklahoma, AAUW members were part of a coalition that withstood an attempt by Ward Connerly to dismantle the state's affirmative action program. Connerly, a leader of the movement against affirmative action, was behind California Proposition 209, which outlawed race- and gender-based preferences in state hiring and state university admissions.

Connerly had set out to get anti-affirmative action measures on the ballots in five states, including Oklahoma. His proposal never made

the ballot in Oklahoma due in large part to a well-organized push back from civil rights and women's groups. AAUW of Oklahoma took the lead in bringing his proposal to the attention of the Oklahoma Women's Network and the Oklahoma Women's Legislative Coalition, uniting women's groups across the state in opposition to the proposed ballot measure. AAUW members know that Connerly's so-called Civil Rights Initiative is not a movement toward civil rights, but a departure from true equality efforts.

## AAUW Accomplishments

### BREAKING THROUGH BARRIERS TO PAY EQUITY

- The Paycheck Fairness Act (H.R. 1338) passed the House in July 2008. AAUW led the charge for the bill's passage on the Hill and in the women's, civil rights, and labor communities.
- Nearly 7 million women received a pay raise thanks to AAUW's successful advocacy on the first minimum wage increase in 10 years.
- "I Am the Face of Pay Equity." AAUW branches celebrated Equal Pay Day, April 22, 2008, with education and visibility programs. Members and other supporters sent e-mails with their photos attached to show elected officials the everyday faces of pay equity and urge them to pass the pending equal pay legislation.

### BREAKING THROUGH BARRIERS TO EDUCATIONAL EQUITY

- The Higher Education Opportunity Act of 2008 (H.R. 4137) was signed into law in August 2008. The bill included a number of programs AAUW had championed, including additional aid for students, year-round Pell grants, and opportunities to expand the number of qualified people, particularly women and minorities, in the STEM fields.

- AAUW's advocacy led to improved opportunities for women in STEM fields and addressed the shortage of highly qualified STEM teachers with the enactment of the America COMPETES Act (H.R. 2272).
- AAUW inspired and led the fight for the creation of the Patsy Mink Graduate Fellowships and the alignment of HEA hate crimes reporting with the FBI.

### BREAKING THROUGH BARRIERS TO VOTER PARTICIPATION

- AAUW has the community presence to mobilize women voters across the country. We conducted get-out-the-vote activities in almost every state and in communities across the country, targeting those with a low propensity to vote.
- AAUW was well positioned to have a positive impact on the women's vote in the critical 2008 election season. AAUW's Woman-to-Woman Voter Turnout Campaign and manual continued to increase women's electoral strength and to help them understand what is at stake for them at the ballot box.





AAUW has a history of cutting-edge research that has broken through some of the most persistent barriers to women’s success. From proving, in 1885, that education doesn’t damage women’s health to exposing gender discrimination in the workplace to examining the status of girls in school, AAUW has produced numerous reports that have made a real difference in the lives of women and girls.



## Dreams to Reality

Most women graduating from college worry about finding a job and paying off their student loans, not about whether they’ll be paid less than men doing the same work. But women at Alfred University in New York do. Thanks to AAUW’s *Behind the Pay Gap* research report, an AAUW grant, and seven art students, the women of Alfred better understand why pay equity matters—and what they can do to make sure they’re earning what they should.

The art students developed a 23-minute documentary, *Dreams to Reality*, that features Alfred alumni discussing issues such as paying off student debts, using flexible work arrangements, and managing dual-career households. The documentary, funded by an AAUW Campus Action Project grant, premiered at Alfred in April and

later aired at the National Conference for College Women Student Leaders in Washington, D.C.

“We wanted to bring home to Alfred students the idea of pay equity and address rationalizations like ‘The pay gap doesn’t affect me’ and ‘It isn’t even a current issue,’” says Amy Jacobson, director of the Women’s Leadership Center at Alfred and an AAUW member. “Our goal was to interview alumni from a variety of graduation years and talk about topics related to the pay gap. We knew it was very unlikely that someone would say, ‘I was paid less than one of my colleagues,’ so we wanted to tease out issues related to the pay gap and shed some light on them.”

The documentary, Amy says, helps open students’ eyes to the importance of pay equity and the need to ensure they’re paid fairly.

But *Dreams to Reality* has relevance beyond Alfred’s campus. Although the documentary profiles only Alfred alumni, the stories resonate with students at all schools.

*“When we showed it at the National Conference for College Women Student Leaders, the reaction from the audience was just perfect—they laughed in the right places and gasped in the right places. It was really gratifying to see how these young women identified with the people in the documentary.”*

—Amy Jacobson



*Behind the Pay Gap* found that just one year after graduation, women already earn less than their male counterparts do.

**re-search** \ ri- s rch, r - \ vb

the collecting of information about a particular subject.

# A Circle of Generosity

## AN AAUW DONOR STORY

When AAUW needed to raise money earlier this year to print and distribute *Where the Girls Are: The Facts About Gender Equity in Education*, a comprehensive study on girls' educational achievements, the Mooneen Lecce Giving Circle accepted the challenge. Within months, the 43 members of the circle had raised enough money to send out the report by encouraging each other to donate as much as possible until the goal was reached.

The members of the circle, named for a longtime AAUW member from California who died in 2002, do not, individually, contribute large amounts of money. But by committing the circle to meet a certain fundraising goal, they donate more money than they would individually.

"We've had a strong tradition of giving in California and of encouraging giving at a higher level by challenging each other," says Sharon Schuster, one of the founding members of the Mooneen Lecce Circle. "It just seemed that the concept of a giving circle was well suited to bringing people together to set a goal and encouraging each other to meet it."

In addition to the *Where the Girls Are* research report, the Mooneen Lecce Circle funded the printing and distribution of another groundbreaking AAUW research report, *Harassment-Free Hallways: How to Stop Sexual Harassment in Schools*. The circle also funds Community Action Grants in California, as most circle members live in that state.



Standing, from left to right: Letitia Corum, Sandy DiSario, Mooneen Lecce, Jo Harberson, Sharon Schuster, Gloria Weston. Seated, from left to right: Barbara Leonard, Jan Leyse, Karen Manelis, Rosellen Kershaw



*"With education as one of the cornerstones of NCNW's mission, AAUW's Where the Girls Are research report allows us to have a new, more productive conversation about girls' academic achievement. It's clear that not all of our girls are reaching their full potential and that we must give them our undivided attention as they prepare for positive, purposeful, and powerful futures."*

—Janice Ferebee  
Director, Bethune Program Development Center  
National Council of Negro Women, Inc.

# Investigating Success

*"We worked together to create a conference that not only touched on the importance of education but spoke volumes to students about the importance of selecting a field of study that supported their interests and chances for success. Many students were surprised at the number of choices in the STEM fields. Our CAP grant team met weekly to go over what we were doing and plan the conference. This was extremely important in setting the tone for the conference and its ultimate success."*

—Jodie L. Fulton, project leader and director of student programs at Rogue Community College

Southern Oregon's three AAUW branches in Medford, Ashland, and Grants Pass came together to support Rogue Community College's full-day conference, "CSI: Careers, Salary, Inspiration: The Forensics of Bridging the Wage Gap." Inspired by AAUW's research report, *Behind the Pay Gap*, the Campus Action Project was designed to encourage students to find careers in the high-paying fields of science and math.

"I would do it again, in a heartbeat. We had such good support. We had volunteers who were involved in registration, the logistics, and publicity. We all felt it was worthwhile. The real joy was working with the students and the staff of Rogue Community College," said Marianne Key of the Medford Branch.

Attendees called the event, which drew more than 100 participants, a rousing success.



Photos courtesy the National Girls Collaborative Project





## AAUW Accomplishments

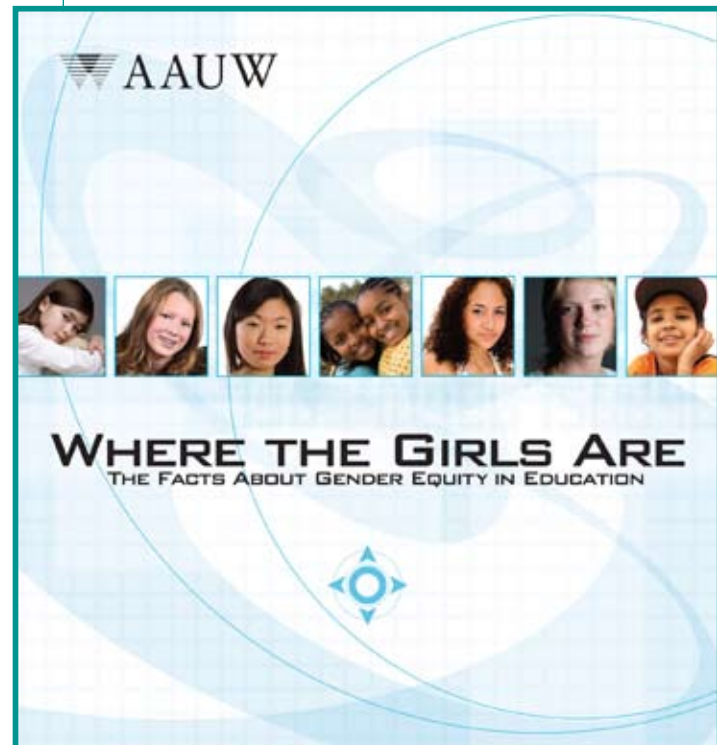
### BREAKING THROUGH BARRIERS THROUGH MEDIA AND RELATED OUTREACH

- AAUW's recent research report, *Where the Girls Are: The Facts About Gender Equity in Education*, received significant media coverage in the *Washington Post*, *New York Times*, *USA Today*, *Wall Street Journal*, *U.S. News & World Report*, *The NewsHour*, and *To the Contrary*, as well as other coverage in several major media markets.
- Online coverage included Salon.com, Eduwonkette, Girl with Pen, Jezebel, and Womenstake.
- AAUW released *Where the Girls Are* to the media and the public on May 20, 2008, at a press conference featuring AAUW Executive Director Linda D. Hallman, CAE; noted scholar and speaker on gender equity in education, David Sadker; and Tamara Brown, president of the AAUW Buffalo (NY) Branch.
- AAUW's public policy staff also held a Capitol Hill briefing on *Where the Girls Are* to share AAUW policy recommendations based on the report's findings with key legislative staff.
- Since its release, 46,481 copies of the *Where the Girls Are* report have been downloaded from AAUW's website.
- Released in fiscal year 2007, AAUW's *Behind the Pay Gap* report continued to receive significant attention in fiscal year 2008 and helped to put the issue of pay equity on the presidential election agenda. In fiscal year 2008 alone, 75,448 copies of the report were downloaded from the AAUW website.

*Where the Girls Are* refuted fears of a "boys' crisis" in education and found that low-income and minority students are the ones experiencing a real education crisis.

### BREAKING THROUGH BARRIERS THROUGH RESEARCH AND CAMPUS ACTION

- The 2007–08 Campus Action Project theme was *Behind the Pay Gap*, based on the AAUW Educational Foundation research report that was released in spring 2007. The program was intended to raise awareness of the gender pay gap in the workplace.
- Through CAP, colleges around the country put the *Behind the Pay Gap* research into action, and students held Equal Pay Day–related events to spread the word about pay equity. All of these activities added up to crucial visibility for the issue among students and the public. These efforts also played a role in reminding legislators that voters were watching and that pay equity was very much on their minds.
- The 10 CAP teams implemented projects that addressed one or more of the recommendations from *Behind the Pay Gap*. Projects included the *Dreams to Reality* documentary, mentoring podcasts, performance skits about the pay gap, and the "CSI: Careers, Salary, Inspiration" conference.



From a small group of women in 1881, AAUW has grown to become the nation's leading organization promoting equity for women and girls in education and the workplace. AAUW knows not only how far we've come but also how far we have to go and knows that fostering leadership skills for young women and empowering women around the world is the best way to get there.



## A Letter of Thanks

I just wanted to take the opportunity to thank AAUW for enabling me to attend the 2008 National Conference for College Women Student Leaders. When I was asked to attend, I jumped at the opportunity because I believed it would be a great experience.

Although I have attended many leadership workshops at the Coast Guard Academy, I have never attended a conference specifically for women leaders. It was great to see leadership in different areas outside of the military. I went into the conference hoping to get a broader view and a greater perspective on women leaders in the community, and I was not disappointed.

I realize that there is still much more to do in reaching equality, a point emphasized at the conference. It was refreshing to be around other women leaders to hear their thoughts and ideas.

Thank you again for sponsoring me at this event. The conference really is such a great opportunity for young women who are motivated to encourage change to be even more inspired. Your generosity is greatly appreciated.

Respectfully,

*Cadet Jenn Hom*

Perhaps my favorite part of the conference was the Women of Distinction ceremony. It was simply inspiring. To hear the honorees' stories from their own unique walks of life kept me captivated. Afterward, I found myself thinking, I want to do what they did. Each carried a grace and elegance that everyone in the audience admired, and I was fortunate enough to meet General Evelyn "Pat" Foote, one of the Women of Distinction awardees, at the reception. I often forget how few women (women make up 30 percent of the cadet corps) there are at the Coast Guard Academy. The conference revitalized my sense of the importance of women leaders and how essential it is to focus on that.

Recently, some of my female classmates and I were not given a summer assignment because of the lack of female berthing on boats. I was not disappointed that we did not receive summer assignments, but I was disappointed for the reason behind it—that I was female.

Photo: (left to right) Carol Virostek, president, AAUW of Connecticut; U.S. Coast Guard Cadet Brittany Lee; 2008 Women of Distinction awardee, U.S. Army Brigadier General Evelyn "Pat" Foote (Ret.); and Cadet Jennifer Hom at the National Conference for College Women Student Leaders

**lead** \ led \ vb

to guide in direction, course, action, opinion, etc.



# Mentoring Leaders by the Book

## AN AAUW DONOR STORY

*"Meeting these young women and learning from them about what was going on at the National Conference for College Women Student Leaders was very encouraging. It reminded me of my experience with AAUW's Capitol Hill Lobby Corps. There are young women out there who care about what's happening and who realize that women need to start taking leadership roles in everything from preventing sexual harassment in local schools to addressing issues at the federal level."*

—Peggy Stotz

The members of the AAUW McLean Area (VA) Branch never had the chance to attend a National Conference for College Women Student Leaders when they were in school. But they feel so strongly about the goals of the conference—helping young women develop leadership and service skills and understand contemporary issues such as pay equity—that they have taken a leading role in making sure that young women who might not otherwise be able to attend the conference can do so. Each year the branch sponsors several scholarships with the proceeds from their annual book sale.

In 2005, while attending the AAUW National Convention in Washington, D.C., McLean branch member Peggy Stotz noticed that sev-

eral young women who had attended the student leader conference also came to the convention. After meeting and talking with them, Peggy decided that the branch should encourage more women to attend the student leader conference with scholarships.

When the time came for the McLean branch to divvy up the money from its book sale, Peggy asked for funds to offer scholarships for the conference. The branch approved Peggy's proposal and has donated money to the scholarship fund every year since.

"We see the conference scholarships as reinforcing the message for young women that people care about what happens to them," Peggy says. "A lot of young women today aren't aware of some of the barriers that still need to be broken through for women, so anything we do to encourage that awareness is money well spent."



# The National Conference for College Women Student Leaders

*"Being at this conference is really important to me. Personally and professionally, I'm able to gain a lot of insight and connections with people that I meet at the conference. I am able to use new leadership skills that I can take back to my campus and share. ... Also, I will be able to learn leadership skills that ... I'll be able to use as my foundation."*

—Luz Hernandez, Oklahoma State University



*"This conference is one of the best things I could have attended. ... I am learning so much about my own leadership style, effective communication, business etiquette, and even financial literacy. So thank you AAUW and all of the states and branches who helped to support me."*

—Candice Rigsby Bressler, University of Alabama, Huntsville



*"I wouldn't have been able to attend this conference had it not been for the help of AAUW. ... With the financial support that I was given, I was able to come to a conference that was filled with women from different parts of the country, and all of us came together to ... empower one another over one common goal—female leadership."*

—Quinnesha Winters, Coastal Carolina University



## AAUW Accomplishments

### BREAKING THROUGH BARRIERS FOR THE NEXT GENERATION

- AAUW, in partnership with NASPA, presented the 2008 National Conference for College Women Student Leaders, held June 5–7, 2008, at Georgetown University.
- The conference had 550 students in attendance, a significant increase over the number of students who attended in 2007. The two-and-a-half-day event included the Women of Distinction award ceremony, keynote speakers, more than 50 workshops, and community service activities for college women student leaders from around the country.
- More than 30 states and branches sponsored students or contributed to the conference scholarship fund, up from 12 states in 2007.
- Nearly 30 students attended on scholarships, chosen from more than 70 applicants.
- AAUW raised more than \$40,000 in sponsorship money.

# AAUW's International Partnerships



Photo courtesy David Rochkind/CARE

*"CARE's experience shows that educating girls provides perhaps the single highest return on investment in the fight against global poverty. That is why our partnership with AAUW is so important. AAUW supports CARE's work to reduce cultural and economic barriers to girls' education in countries around the world. By raising awareness locally, AAUW members and branches are key advocates in our efforts to make gender equality in basic education a reality."*

—Dr. Helene Gayle, CARE President and CEO

*"AAUW has been an exceptional partner in the One Shared World campaign, an initiative to raise awareness of and generate dialogue about solutions to global poverty, especially in regard to women. At a time of heightened awareness of America's role in the world, AAUW's members enthusiastically embraced the campaign and committed to learn more, connect more, and do more to make the world better for women and girls in developing countries."*

—Cate Cowan, Project Director, One Shared World  
American Academy for Educational Development



Photo courtesy One Shared World and Photoshare



## AAUW Accomplishments

### BREAKING THROUGH BARRIERS IN THE GLOBAL ARENA

- AAUW initiated a successful partnership with CARE, a major international humanitarian organization dedicated to ending poverty worldwide and improving the economic, educational, and social conditions of the world's women and girls.
- For a third year, AAUW collaborated with the Academy for Educational Development on the One Shared World cam-

aign. One Shared World focuses on the importance of educating women and their communities about the importance of global development assistance and the ways that we can all learn more, do more, and connect more to end poverty, illiteracy, hunger, and disease.

- In January, AAUW became a Global Member for the 2008 Global Summit of Women held in Hanoi in June. The summit celebrated women's leadership worldwide by bringing together women business, professional, nonprofit, and governmental leaders from around the world to explore the 21st century global marketplace.

## Honor Roll of Donors

The American Association of University Women and its charitable entities, the AAUW Educational Foundation and the AAUW Leadership and Training Institute, deeply appreciate the support of all members and friends and recognize here all giving of \$500 or more in combined gifts to the Association (AAUW), AAUW-EF, and AAUW-LTI in fiscal year 2008. Special thanks goes to those who contributed unrestricted dollars, which allow us the flexibility to pursue the most urgent needs of our mission.

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AAUW recognizes and deeply appreciates individuals whose generous bequest gifts forward the mission of AAUW and our charitable entities. The following is a list of those gifts received in fiscal year 2008.

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AAUW extends our profound gratitude to our Legacy Circle members, those visionary individuals who have made a commitment to the future of women and girls by making a planned gift to AAUW, the AAUW Educational Foundation, the AAUW Legal Advocacy Fund, or the AAUW Leadership and Training Institute.

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We gratefully acknowledge the following corporations and foundations that have contributed \$1,000 or more to support the programs and strategic development of AAUW.

#### \$100,000+

National Science Foundation

#### \$50,000–\$99,999

Academy for Educational Development  
Prudential Foundation

#### \$25,000–\$49,999

Prudential Financial

#### \$5,000–\$24,999

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*"Prudential recognizes AAUW as a leader among women's organizations and is proud to support its work to develop new and emerging leaders. Like AAUW, we believe in building a foundation of experiences and skills that empower women to take and keep control of their lives and to serve as leaders in their schools, communities, and countries. Prudential is committed to partnering with premier women's organizations such as AAUW and to facilitating the growth of women leaders."*

—Wayne C. Winborne, Vice-President, Business Diversity Outreach, Prudential Financial



We regret any errors or omissions.

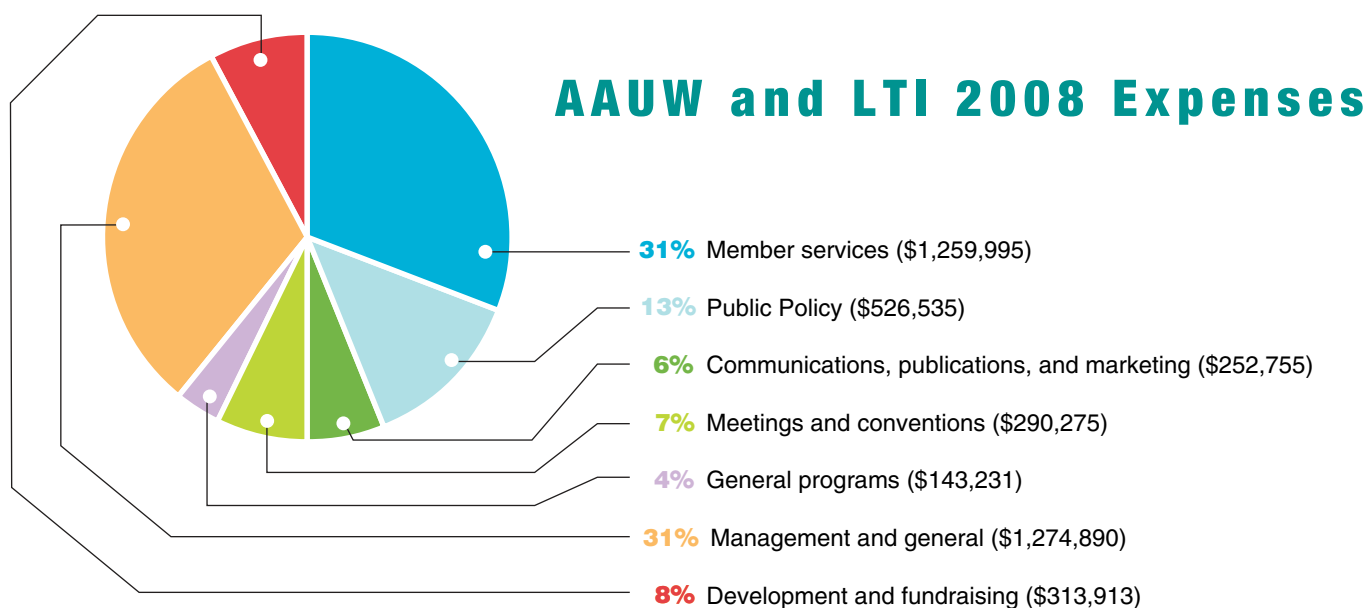
Please report either to [development@aauw.org](mailto:development@aauw.org).

## AMERICAN ASSOCIATION OF UNIVERSITY WOMEN AND LEADERSHIP AND TRAINING INSTITUTE

### CONSOLIDATED STATEMENT OF FINANCIAL POSITION

JUNE 30, 2008

	Association 2008	LTI 2008	Eliminations 2008	Consolidated 2008
<b>ASSETS</b>				
<b>CURRENT ASSETS</b>				
Cash and cash equivalents	\$ 614,085	\$ 130,155		\$ 744,240
Investments	4,020,054	423,640		4,443,694
Accounts receivable, pledges receivable, and other assets	61,736	377,382	\$(356,382)	82,736
<b>TOTAL ASSETS</b>	<b>\$ 4,695,875</b>	<b>\$ 931,177</b>	<b>\$(356,382)</b>	<b>\$ 5,270,670</b>
<b>LIABILITIES AND NET ASSETS</b>				
<b>CURRENT LIABILITIES</b>				
Accounts payable, accrued expenses, and other liabilities	\$ 842,605	\$ 409,247	\$(356,382)	\$ 895,470
Deferred revenue	926,949			926,949
<b>TOTAL LIABILITIES</b>	<b>1,769,554</b>	<b>409,247</b>	<b>(356,382)</b>	<b>1,822,419</b>
<b>NET ASSETS</b>	<b>2,926,322</b>	<b>521,929</b>	<b>-</b>	<b>3,448,251</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 4,695,876</b>	<b>\$ 931,176</b>	<b>\$(356,382)</b>	<b>\$ 5,270,670</b>



For additional summary financial information, visit our website, [www.aauw.org](http://www.aauw.org).

# FINANCIALS

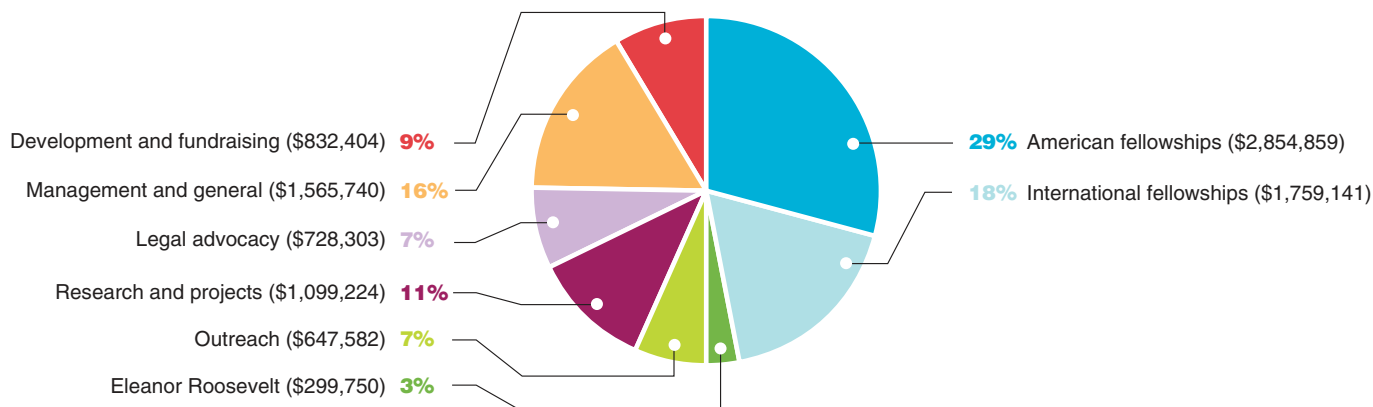
## AMERICAN ASSOCIATION OF UNIVERSITY WOMEN EDUCATIONAL FOUNDATION

### STATEMENT OF FINANCIAL POSITION

June 30, 2008

	2008
<b>ASSETS</b>	
<b>CURRENT ASSETS</b>	
Cash and cash equivalents	\$ 334,304
Investments	124,970,745
Property and equipment, net	7,117,708
Grants and contributions receivable	877,410
Prepaid expenses	365,824
Other receivables	775,010
<b>TOTAL ASSETS</b>	<b>\$ 134,441,001</b>
<b>LIABILITIES AND NET ASSETS</b>	
<b>CURRENT LIABILITIES</b>	
Accounts payable and accrued expenses	\$ 736,680
Committed awards and grants payable	4,626,300
Other current liabilities	1,194,731
<b>TOTAL LIABILITIES</b>	<b>6,557,711</b>
<b>NET ASSETS</b>	<b>127,883,290</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 134,441,001</b>

## AAUW Foundation 2008 Expenses



For additional summary financial information, visit our website, [www.aauw.org](http://www.aauw.org).

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AAUW

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