

# ✧ AVANTI ✧

A monthly publication of AAUW, San Francisco, est. in 1886

[www.aauwsf.org](http://www.aauwsf.org)

November 2009

## Board Meeting

**Wednesday, November 11<sup>th</sup>, 6:30 Pot Luck, 7 Meeting**, at Marilyn Leal's home, 4325 19<sup>th</sup> St. All members are invited to attend. RSVP Marilyn at: 626-4110

## Membership Meeting Healthy Aging

**Saturday, November 14<sup>th</sup>, 3 pm**, at 1615 20<sup>th</sup> St. SF, 415-643-6600, [www.SFnatMed.com](http://www.SFnatMed.com). We will meet Carl Hangee-Bauer, ND, LAC. He will explain the integration of Naturopathic Medicine and Acupuncture and how it affects aging. Bring lots of questions about alternative medicine and an open mind.

## International Book Group

**Monday, November 16<sup>th</sup>, 7 pm**, at Sherry Bridygham's home, 1723 42<sup>nd</sup> Ave. The book is **The Comedian** by Graham Greene. RSVP Sherry at 731-2654.

## Night Out at the Library

**Wednesday, November 18<sup>th</sup>, 7-8:30 pm**, at Excelsior meeting room, SF Public Library, 4400 Mission at Cotter. **Raising More Hell and Fewer Dahlias: The Public Life of Charlotte Smith**, 1840-1917. This woman led an extraordinary life, but is mostly forgotten today. She investigated working conditions, formed a women's union, published three investigative periodicals and was a tireless advocate for women inventors, prostitutes, and the poor and

unfortunate in general. RSVP Adrienne Kristine at: [Adrienne.kristine@gmail.com](mailto:Adrienne.kristine@gmail.com). Hope to see many of you at this lecture.

## Mystery/Adventure

**Thursday, November 19<sup>th</sup>, 7:30 pm**, at Pat Camarena's home, 157 Amber Dr. We are reading: One Shot, by Lee Childs. The reviewer is Andrea Laudate. RSVP Pat at 285-7589.

## Afternoon with Books

**Friday, November 20<sup>th</sup>, 1:30 pm**, at Paula Campbell's home, 338 Ewing Terrace. The book is: **Olive Kittrege**, by Elizabeth Stout. The book is a Pulitzer Prize winner and lends itself to a good discussion. RSVP Paula at 567-1330.

## Travel Club

If you'd like to visit some of the local holiday craft fairs, November 7, 8, 14 or 15; let me know 826-3172. We will have a meeting of members, new and returning in late December to choose day trips for January through June. Think of places that you'd like to visit.

## International Cuisine Needs Organizer

We have a list of members, who like to have lunch in San Francisco. A leader is needed to: choose the restaurant; send the time and location to AVANTI; and make the reservations. To help you get the group started, call Marilyn Leal, Program Co-VP at 626-4110 to volunteer.

*"We don't see things as they are;  
we see things as we are."*

Anais Nin

*"Go confidently in the direction of your dreams!  
Live the life you've imagined.  
As you simplify your life,  
the laws of the universe will be simpler."*

Henry David Thoreau

**November Birthdays**

Rita Tamerius	Nov 2 <sup>nd</sup>
Adrienne Kristine	Nov 3 <sup>rd</sup>
Susan Christopher	Nov 4 <sup>th</sup>
Priscilla Kelly	Nov 5 <sup>th</sup>
Kari Shinn	Nov 5 <sup>th</sup>
Sherry Bridygham	Nov 8 <sup>th</sup>
Lyudmila Shapovalow	Nov 15 <sup>th</sup>
Anna Yang	Nov 19 <sup>th</sup>
Kathleen Cha	Nov 22 <sup>nd</sup>
Andrea Laudate	Nov 26 <sup>th</sup>
Marian Casey	Nov 28 <sup>th</sup>
Kelly Joseph	Nov 29 <sup>th</sup>

**Birthday Not Announced?**

If your birthday is not there and you'd like to have it included (or corrected), contact the Membership Co-VPs.

**Any 50-Year Members?**

If you've been an AAUW member for 50 years, contact one of the Membership VP to have AAUW national and state give you an honorary life membership.

**New Members**

- Deirdre Araujo
- Melissa Buron
- Frances Finney
- Priscilla Kelly
- Susan Kwock
- Kari Radoff
- Lyudmila Shapovalow
- Jane Wright-Hayes
- Sandra Tye

Contact the Membership Chair to get in touch with the new members and give them a warm welcome.

**Avanti Articles**

Please remember to submit any Avanti articles by the 20<sup>th</sup>.

**Membership Updates**

If you change your address, kindly notify the Membership Chair.

**Quick LAF clicks**

**Sexual Assault on Campus:** [www.aauw.org/laf/library/assault.cfm](http://www.aauw.org/laf/library/assault.cfm)  
**Chief Justice John Roberts' effect on Title IX?** [www.aauw.org/newsroom/news/05LADailyNews\\_RobertsOPED.cfm](http://www.aauw.org/newsroom/news/05LADailyNews_RobertsOPED.cfm)

**AAUW Web Pages**

**News Page & Media Alerts:** (use links on page to subscribe) [www.aauw.org/About/newsroom/news/index.cfm](http://www.aauw.org/About/newsroom/news/index.cfm)  
**Actions to take:** [www.aauw.org/issue\\_advocacy/actionpages/index.cfm](http://www.aauw.org/issue_advocacy/actionpages/index.cfm)  
**Mission in Action:** [www.aauw.org/publications/mission/index.cfm](http://www.aauw.org/publications/mission/index.cfm)  
**Two Minute Activities:** [capwiz.com/aauf/home](http://capwiz.com/aauf/home).  
**US Congressional Voting Record** [aaufaction.org/VoterEd/CVR.htm](http://aaufaction.org/VoterEd/CVR.htm).

**Tech Trek**

**Tech Trek Donation Form**

I'm interested in sponsoring girls to go to Tech Trek 2010! I pledge the following amount towards sending girls to camp.

- \$25    \$50    \$100    \$200
- \$800 (1 girl)    \$ \_\_\_\_\_

Make checks payable to AAUW-CA SPF with Tech Trek SF in the memo line.

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Mail your donation addressed to:

Elaine Butler  
 124 Amber Dr  
 San Francisco, CA 94131-1626

**2009-AAUW-**

**Co-Presidents**

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**Get the Avanti Faster**

If you'd like to receive the Avanti via email or the web, please tell one of the Membership VPs, so that a printed copy will not be sent to you. If you prefer, we can continue to print and mail you the Avanti.

**2010****SF Board****Avanti Editor****Stephen Butler**

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**Why are Some Non-  
Titles Underlined?**

Read the Avanti at our website and click on the underlined phrase, it opens a browser on a more complete article or an email to the member's address.

**Online AAUW  
Branch**

There is an online AAUW California Branch at [www.AAUWCaOnline.org](http://www.AAUWCaOnline.org).

Their dues are \$10 if you're already a member.

**Future Travel Club**

Filoli Home & Gardens;  
Pardee House

**2009-2010 Budget**

Avanti	\$750
Board Retreat	\$160
Branch Website	\$200
Ed. Foundation	\$100
Legal Advocacy Fund	\$20
Membership	\$835
Operating Expenses	\$4,150
President	\$800
Programs	\$1,600
Public Policy	\$150
Tech Trek	\$3,025
Treasurer	<u>\$100</u>
Total Expenses	\$11,890

**Tech Trek**

November ends with sending nomination forms and criteria to science teachers at SFUSD. If anyone would like to participate by sending the 2010 information to teachers, who nominated students last year, please let me know. I can be reached at 826-3172, or [elaine.butler.sf@sbcglobal.net](mailto:elaine.butler.sf@sbcglobal.net).

We are also collecting pledges for 2010 (see form). The pledges are not due until March 1, 2010.

Thank you to our Halloween donor, Christine Wildsoet. It was truly a treat to receive your donation.

**Playing Now****Paula Campbell**

Although the San Francisco run of **South Pacific** will be over by the time this goes to press, I feel it's important for me to say a few words about the show.

**South Pacific** is one of the seminal musicals of the American Theatre. The music is memorable – one gorgeous song after another. And every one of them is singable – talk about leaving the theatre humming – you could leave the theatre humming all of them. The 1949 production won both ten Tony awards and the Pulitzer Prize.

The story is simple on the surface – but it's really a complex look at societal

mores in 1949, the year it was written. What's especially interesting is to look at how society has changed over these last 50 years.

The show is a lesson in racial tolerance. It's all about race, and everything revolves around racial prejudice and its tragic results. Quick plot summary – navy nurse from Arkansas falls in love with French planter on Pacific Island and accepts his proposal of marriage. When she meets his two young children, and discovers they are black, she realizes his late wife was black. He has made love to and married, as she puts it – "... a Colored woman" She runs off in horror and refuses to marry him. Later, after the planter is nearly killed doing a heroic mission for US, the nurse realizes she's a fool and has a change of heart.

Another character, a young officer, falls for a native girl. He loves her, but doesn't even consider marrying her because there's no way he could bring a non-white wife home to his Mainline Philadelphia family. But he wishes he could bring her – he wishes the world were less prejudiced. He sings: "You have to be carefully taught" a song that no one is born hating –

"You have to be carefully taught to hate  
the people your relatives hate,  
before you're six, or seven or eight,  
you have to be carefully taught."

It's about how racial prejudice is taught to children and ingrained in them. I'd like to think that attitudes in this country have changed enough since 1949 that we have, at least most of us, learned the lesson the show preaches about the evils of racial prejudice. We just elected Barack Obama – that says it right there.

But the show hits another issue that's far more of a hot button to us today. It's an issue that makes the 2009 audience gasp as it's presented onstage,

but was really a non-issue, not even worth noting, in 1949. The native girl the young officer falls for is a CHILD. Literally – she is 13 or so years old. Her mother gives her to the officer as a gift, in part as a bribe to keep him quiet about her illegal gift shop and pandering. The 1949 audience was struck by the girl's beauty when the mother offered up her daughter. The 2009 audience is struck by the girl's age.

The officer takes his gift, holds her close. His first words, as he undresses her are – “You're just a kid”. But her makes love to her anyway. Watching the show, I could almost hear the audience hold its collective breath. To make the issue even clearer, the actress cast in the role looks like a child; she's thin hipped and barely has breasts – and in 2009 this is a BIG social issue. Adults aren't supposed to make love to children, nor to young adults who still verge on childhood. This is sick behavior to us. Can we all say “Roman Polanski?”

I left the theatre pondering how we, as a culture, change how we perceive things over time. What didn't bother an audience at all in 1949, sex with a child, horrifies us now. What was a vital issue then, race, is less likely now to spur us to action, because except for the ignorant diehards still lurking in dark corners, it's no longer a hot issue for the majority of us.

Rogers and Hammerstein wrote a gorgeous show that was a plea for racial understanding. The issue of child sex never even occurred to them. Isn't it amazing what fifty years can do?

### **When They Were Orphans**

Pat Camarena

There is a famous early American painting depicting the Mayflower voyagers landing at Plymouth that cold December day in 1620. A young woman is being handed ashore. That teenaged girl was Mary Chilton. One can only imagine how relieved she must have been to be ashore after the grueling sixty plus days crossing the Atlantic. So what of her future in the New World? In thirteen-year-old Mary's case as well as two other young girls, it was a rocky start. The daughter of English Pilgrims ... religious dissenters from the Church of England, Mary's older parents died within a short time of their arrival in the New World. Her father already in his sixties survived the ocean crossing only to die aboard ship while still

anchored near Provincetown before relocating at Plymouth. Her mother died ashore of the “first sickness” as did nearly half of the Pilgrims who had managed to endure the arduous sea voyage. Mary was one of three orphaned teenaged girls in the struggling new colony. Elizabeth Tilley and the better-known Priscilla Mullin (later the wife of John Alden) were the other two. It was the norm for orphaned children to be taken in by other Pilgrim families until marriage.

There was plenty of work for the girls to do. There were babies to watch, fires to be tended constantly, mulching the gardens, and fetching water for drinking and cooking (bathing? ... not so much). In exchange for these responsibilities, these young women had no say in political decisions, couldn't vote or serve on juries. They could not speak in church or interpret scripture. Their heads were to be kept covered in public. All Pilgrim women, like the three orphan girls, learned to read but not to write, not even their names. The law usually treated women as minors with only a few more rights above children. Mary Chilton lived with another Pilgrim family in these circumstances until meeting and marrying John Winslow a few years later. They moved to the Boston area, started a business, had ten children, and thrived. She was the first woman to walk off the Mayflower and the only female Mayflower passenger to leave a will.

Happy Thanksgiving. Times have changed. Life is good!!

[www.historyswomen.com](http://www.historyswomen.com)

[www.aboutfamouspeople.com](http://www.aboutfamouspeople.com)

[www.mayflowerhistory.com](http://www.mayflowerhistory.com)

### **Legal Advocacy Funds New Donation Policy**

The Educational Foundation designation for contributions became known as AAUW Funds as of July 1, 2009 and contributions to AAUW continue to be tax-deductible under 501(c)(3) of the U.S. Tax Code. Contributions to AAUW should be made out to AAUW Funds and the funds will be unrestricted unless specifically designated for a specific purpose. The Legal Advocacy Fund (LAF) is now a part of the AAUW Funds.

As have many of you, I usually gave unrestricted donations to the Educational Foundation, which I

understood went for scholarships, research, etc. and separately to LAF to help keep the workplace and academia equitable and to advocate for and educate about Title IX requirements. When I meet fellowship recipients, read the foundation's research reports, see the Lucy Ledbetter legislation pass and learn about all the things AAUW has funded to advance women; it is clear to me that the funds have been well spent. I intend to continue to not restrict donations, as I trust the administrators of AAUW Funds will prioritize needs and allocate funds accordingly and continue with the fine job they have been doing.

However, there are times when any of us might want to restrict funds for a specific purpose. For example branches or states might want to raise money for a named fellowship to honor someone from their area. Under the new AAUW Funds I assume this is also possible. I was only given information for LAF specific designations, which are as follows:

- Case Support (fund #9310)
- Plaintiff Travel and Education Grants (fund #3072)
- Campus Outreach Projects (fund #3500)
- Unrestricted (fund #3999)

Hopefully more information regarding designating funds will be forthcoming. I did e-mail some questions to the state EF chair for more clarification. As yet there has been no response.

### **LAF supports Lawsuits in California**

This summer AAUW's Legal Advocacy Fund (LAF) gave funds to support five current Legal Advocacy Funds supported plaintiffs. Four of the five are in California. Of the four, three are against Feather River Community College (FRCC): Jaureguito v. FRCC, Thein v. FRCC, and Wartluft v. FRCC. These lawsuits were filed in 2006 and tried in the spring of 2008 before the California State Personnel Board. The key issue in all three cases is retaliation for complaints of sex discrimination in violation of Title IX. After more than a year, the judge in the state board hearings submitted a decision in favor of all three plaintiffs in July 2009 and awarded them reinstatement, back pay and damages. But all is not over. The State Personnel Board rejected the ruling. The case will be decided after further written and oral arguments. The final decision in this case should be made this month (November).

Hopefully the ruling will again be in favor of these plaintiffs as their jury trials are to be held in mid

2010. A synopsis of each of these cases is on the AAUW website and they are both interesting, but depressing. The following is a synopsis of that information.

The first to file suit in June 2006 was Paul Thein, who had been Vice President of Student Services, Athletic Director and Dean of Students at FRCC. He had been employed there since July 1999. Thein sued the college for retaliation for complaining of sex discrimination in violation of Title IX.

Thein alleges that in June of 2005, he informed the administration that he was concerned that the athletic department was not in compliance with Title IX and recommended making the women's basketball coach a full-time tenure position. A month later Thein was contacted by Michelle Jaureguito, the second plaintiff, that she had received a call about inappropriate conduct by a staff member. Thein and Jaureguito responded to the call and went to the staff member's home where they allegedly saw him drinking alcohol with underage students. Some students that night reported to Thein and Jaureguito that the faculty member had sexually harassed them that evening including inappropriately touching them and making sexual comments.

Thein and Jaureguito reported the incident to the college president and urged her to contact the authorities and the next day they provide testimony to law enforcement. According to both Thein and Jaureguito the college president warned them to "protect themselves" from possible retaliation from the staff member's father who was a senior faculty member at the college. The president also allegedly refused to join Thein in a phone call or even give him permission to contact the federal Dept. of Education about the incident even though the faculty member was being paid by a grant through the Dept. of Education.

After this incident was reported, Thein claims he was harassed by ridicule, threats, and interference with his effort to bring the college into compliance with Title IX. The staff member's father instituted merit less grievance against him with the union. Thein reported all this to the college president and when nothing was done, he reported it to the authorities. Thein also complained to the human resources director about the father's attempt to derail the hiring of a new women's

basketball coach and about sex discrimination against her.

In September, Thein was informed that his next year's contract would not be renewed. He alleges that two days later he found a negative evaluation of his performance on his office chair and that it was the first one he had ever received. In November he was informed he was not to continue his job duties and was put on administrative leave until his contract ended in June 2006.

Michelle Jaureguito was Director of the Upward Bound/Talent Search program at FRCC and began her employment in 2004. In July 2005 she told Thein about the call she had received from an RA about underage drinking at a staff members house. As described above they went to the house and verified the incident as well as heard allegations of sexual harassment against him and later reported it to the authorities after being advised to "protect themselves" from the college president.

In August 2005 Jaureguito alleges she was contacted by the Human Resources Dept. that she was going to be fired for providing alcohol to minors. She believes the source of this allegation was the staff member she had reported to the authorities. Other staff members alleged that the Human Resources director tried to get them to say that Jaureguito had supplied alcohol to minors and was drinking with them. Additionally Jaureguito alleges that the firing was not kept confidential in violation of FRCC policy. She further alleges that although FRCC rescinded the disciplinary action, it did not alleviate the damage to her reputation. She also alleges that she continued to be harassed in retaliation for reporting the staff member's behavior. She reported this harassment twice and finally quit in April 2006 when there was not amelioration.

The third plaintiff is Laurel Wartluft, who had been hired by FRCC as a Head Coach and faculty member.

Wartluft was hired in August 2004 as head coach of the women's Basketball team with the assurance that she would be hired on a long-term tenure track beginning in 2005. The tenure track position was posted and she applied. Wartluft claims she voiced concerns and reported to her superiors that FRCC discriminated against women in the way it funded, selected, hired, and compensated coaches for women's athletics. She was allegedly ranked number two by the hiring committee, whose number one choice had no previous collegiate coaching experience while Wartluft had coached at several colleges. Wartluft said one committee member, who was the college's EEO coordinator, made comments about her being a "closet lesbian".

In June 2005 Wartluft was offered a full-time tenure track faculty position, which she accepted withdraw her candidacy for finalist consideration at another college. In the middle of July the FWCC president told Thein as Athletic Director that she was considering not funding women's basketball or making it into a part time position and that Wartluft "wouldn't fit in...because she was a lesbian." Wartluft was to teach four courses for that fall semester. In August Thein learned that the president intended to change Wartluft's employment terms to a temporary part time position with no job security. Wartluft worked for two months as a full time employee and had not received pay. Throughout September and October, she asked when would she receive the written contract and receive her full time pay. After the last inquiry on October 31, 2005, she received a Human Resources memo stating that she had been removed from her teaching assignments. The following week she met with the HR director thinking she would review her contract and was given a letter reassigning her coaching responsibilities and effectively terminating her. She asserts among other things that she never received the salary owed her.

*"I learned about many new careers in fields such as animation and animal sciences. I loved camp so much. I wish I could come back."*

Tatiana – Tech Trek 2009

*"I thank you from the bottom of my heart for accepting me and sending me to Tech Trek. I am honored that that I was chosen."*

Kacy – Tech Trek 2009

## November 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	
8	9	10	11 6:30 pm Board Meeting	12	13	14 3 pm Healthy Aging
15	16 7 pm International Book Group	17	18 7 pm Night at Library	19 7:30 pm Mystery/ Adventure	20 1:30pm Afternoon with Books	21
22	23	24	25	26 Thanks- Giving	27	28
29	30					

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Healthy Aging**

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**Night Out at the Library**

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**Mystery/Adventure**

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**Avanti Editor**

AAUW  
 San Francisco Branch  
 P.O. Box 31405  
 San Francisco, CA 94131-0405  
 Address Correction Requested

The American Association of University Women (AAUW), founded in 1881, is the nation’s leading organization advocating equity for women and girls. Its national membership of 100,000 seeks to advance equity for women and girls through advocacy, education, and research. People of every race, creed, age, sexual orientation, national origin, and level of physical ability are invited to join.

AAUW California was launched in San Francisco in 1886 and began lobbying immediately. It remains the state’s most active and diverse organization for women with 14,000 members in more than 150 branches, plus 6,000 members-at-large.



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

**Marie Curie & AAUW**

The year was 1919. Europe had been ravaged by World War I and radium was far too expensive for a scientist of modest means to afford for experiments. Even one as famous as Madame Marie Curie. As a result, her ground-breaking research had reached a virtual standstill. Then the AAUW came to the rescue. Members from Maine to California helped raise an astonishing \$156,413, enabling Madame Curie to purchase one gram of radium and continue her experiments that helped her create the field of nuclear chemistry and forever change the course of science. Madame Curie received the Nobel Prize for her work, but was not admitted to the French *Academie des Sciences* until she won an incredible second Nobel Prize...all because she was a woman. More than 75 years later, there are still only three women members.

**Educational Foundation**

In 1873, a prominent Boston physician, Dr. E.H. Clarke, wrote a book arguing that too much study would give women brain fever and render their children sickly, if they were to have them at all.

The Association of Collegiate Alumnae (AAUW’s chief predecessor) fought this contention in 1885 and won, by gathering data from its members to show that they had suffered no ill health from their college and postgraduate education. In 1888, the Western Association of Collegiate Alumnae (founded here in San Francisco) made educational history by establishing the first graduate fellowship for women (given to Vassar graduate Ida Street).

California is still the largest contributor, enabling the Educational Foundation to award nearly \$3 million in grants to women at the dissertation or doctoral level, and to those pursuing career-related or community-based projects.

**Legal Advocacy Fund**

Founded in 1981, the Legal Advocacy Fund (LAF) works to achieve equity for women in higher education by recognizing innovative efforts to improve the climate for women on campus; by offering assistance to women faculty, staff, and students who have grievances against colleges and universities; and by supporting sex discrimination lawsuits.

The LAF Board only approves support of cases which are currently involved in litigation, and that have the potential to set legal precedent.

The Legal Advocacy Fund’s annual Progress in Equity Award recognizes innovative and replicable college and university programs.