

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.



AAUW promotes equity for all women and girls, life-long education, and positive societal change.



The AAUW Educational Foundation provides funds to advance education, research, and self-development for women and to foster equity and positive societal change.



AAUW's Legal Advocacy Fund provides funding and a support system for AAUW women seeking judicial redress for sex discrimination.

**This newsletter was delivered to the William Street Post Office, Buffalo, NY on May 23, 2006
Moving? Please contact Freddie Cheek, 835-6945**



Education Accounts &
Charitable Projects AAUW
PO Box 311
Buffalo, NY 14201-0311

Return Service Requested

Upcoming Events

May 31 – June 4: Book Sale

June 27: Strategic Planning Meeting

August 14: Public Policy Meeting

Support the Book Sale



Buffalo Branch Newsletter

NYS District 1

Buffalo Branch Home Page
<http://aauw.buffalo.edu>
716-559-3037

June 2006

The Fabulous 52nd Used Book Sale

May 31st – June 4, 2006

**Sheridan Plaza
3248 Sheridan Drive**

**Between
North Bailey Avenue
and Sweet Home Road
(Same location as last Year)**

Non-Profit
Organization
U.S. Postage
PAID
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President’s Message

I am my sister’s keeper
we’re in this together
not to win
not to compete
not to conquer
but to educate
to nurture
to help
we are each other’s keeper
let us celebrate
the power within us all
to make the difference
to change the world
-In this Together by Natasha

I’m trying to think of a word to describe the Buffalo Branch.


New York State AAUW has a word. They call you *platinum*. As many of you may already know, in addition to many other awards, our branch was the sole recipient of the highest recognition. Earning 53 points on a scale of 50, our branch has demonstrated excellence in programming, planning, communications, and diversity. Those who know me know that I love winning, so it’s nice, I suppose, (really nice) to win so many awards. However, the *real* thrill is knowing that behind each award there is tremendous commitment to our mission. We should all be proud!

Deadline for the September issue is August 10. Please send articles to Betty Preble via e-mail at betty6935@adelphia.net. Articles that are received later than the above date will not appear in the September issue.

I had prepared a few weeks ago a different “ending” message. However, as all things that end have a beginning, I’ve now decided to take a few steps back to the our start of our year and the three directions in which I asked for members’ support:

Membership: Thank you for inviting your friends and colleagues to the branch. Over the year, we have gained about forty new members. More than just the numbers, I feel that new members have come to the branch

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BUFFALO BRANCH
NEWSLETTER

is published monthly as a bulletin of events for members and as an update on AAUW issues and programs.

American Association of University Women

President: Tamara Brown (649-9871)
Editors: B. Krist & J. Weidemann
Publisher: Joan Eschner (655-1322)

Send address changes to
Freddie Cheek
406 Maynard Drive
Amherst, NY 14226-2929

For prospective or new member questions, contact VP Membership Recruitment, Bev Schwiegerling. (schwieg@adelphia.net 652-7182)

For renewal questions, contact co VP Membership Retention, Freddie Cheek (fscheek@adelphia.net 835-6945) or Michele Maddox (maddoxm@adelphia.net 882-2925)

AAUW promotes equity for all women and girls, life-long education, and positive societal change.

June 2006
Vol. CXVI No.6
Circulation 281

Highlights from the
April 2006
Board Meeting

Judy Weidemann reported on a very successful International Women’s Day event at Samuel’s. Unused funds from this dinner will be donated to War Kids Relief as Jonathan Powers did not receive travel or other reimbursement. The Sister-to-Sister Summit had the largest attendance to date: 228 girls and 40 parents attended.

Tech Savvy had a successful first year: 205 girls, 88 parents/teachers, and approximately 80 volunteers in attendance. The board voted to invite Dr. Shirley Jackson of RPI for Tech Savvy II next year. Unused funding for this year’s event will be saved for next year. (Grants from Praxair and UB’s Engineering School were specified for Tech Savvy.)

A Yahoo Mail Group for members to communicate program information will be set up; all members will be put into the group and given the choice to opt out.

Internal audits of branch and 501c(3) financial accounts will take place. Additionally, HSBC Bank is scheduled to provide a financial update to the board on the Lindberg bequest.

Community Project: Bertha Boston reported that the Community Committee

has a short-term goal to provide flowers for the residents at the Waterfront Nursing Home.

Strategic Planning: Tamara led a discussion on short and long-term goals for the organization, pre-determined by earlier small group discussions. A summary will be provided at the May luncheon after Board adoption.

Welcome New Members

- Sara Vega
45 10th Street
Buffalo, NY 14201
852 1215

Judith Tucholski
130 Cresthaven Drive
Cheektowaga NY 14225
836 2573

Gunilla Theander Kester
104 Deer Run Road
Williamsville, NY 14221
689-1592

Zhen Li
714 Clemens, Asian studies Program
Amherst, NY 14260
(W) 645-3474

Sally Fiedler
280 Voorhees Ave.
Buffalo NY 14216
836 9050

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This theme has particular relevance for AAUW, as we reflect on and celebrate the tremendous progress of girls and young women in education over the past 20 years — much of which has been directly influenced by the research and advocacy work of the organization. Clearly, gender equity issues remain in the K-12 arena and into the college level, including the pervasive problem of harassment in schools and the continued need to support girls’ early participation and advancement in science and technology. The reality, however, is that girls are now faring as well as boys by most measures of educational achievement. As the leader in education and equity for women and girls, AAUW must refocus its efforts to play an integral role in ensuring that the school-based achievements of recent decades translate into lasting, lifelong equity for women and their families.

As has become abundantly clear from recent research, including *AAUW’s Women at Work* (2003) and the web-based *Gains in Learning, Gaps in Earning* (2005), women today are working more than ever yet remain crowded in undervalued, lower-paying occupations with fewer benefits for themselves and the children and elderly for whom they often care. Ensuring equity for women and girls — from pre-K through retirement and at all points in between — has become our greatest challenge.

Buffalo Branch – A Winner

At the AAUW NYS Convention, held April 28-30 at the Gideon Putnam Resort and Spa in Saratoga Springs, our branch was praised for its efforts throughout the year. Once again, The Buffalo Branch has been awarded the coveted Platinum 21st Century Award. Our branch also was awarded the following:

- The Diversity Award
- The Educational Foundation Award for contributing \$25 per capita
- The Educational Foundation Award for being one of the top ten contributors in New York State
- The International Award for our International Women’s Day Reception and Dinner
- The Newsletter Award
- The Technology Award and the Spontaneous Programming Award

The Buffalo Branch also received a Certificate for being a Star Branch by contributing \$5 or more per member to the Legal Advocacy Fund. Our Branch was also among the top ten for total contributions to the Legal Advocacy Fund.

Everyone who has contributed their time, talents, energy, and financial support to our Branch and the missions it fosters, can be proud of their part in achieving this recognition.

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active and engaged. Membership remains a critical focus, and our membership committee has proven that they are up to the challenge. Thank you for keeping the focus to find those to join us in making a difference.

Visibility: Thank you for taking the time to be an ambassador for AAUW. Special thanks to Kristin. This year we have had external publicity in every active month of programming. We also tried new vehicles for getting the word out, and people have responded. Have we gotten rid of the *UAW*? Hardly. But we have made consistent efforts, and I know that there is at least one person (my mailman) who doesn’t think I’m the president of the autoworkers. Hooray!

Diversity: It is telling that three of our largest programs this year have been diverse... in terms of city/suburb, race, or age. Diversity is a strength. I was not a fan of “counting numbers” in September, and I haven’t become a fan yet. I share with you the desire to have members that are all the same: *committed to our mission*. However, we know that those committed to the mission come in many shapes and sizes, many ethnicities and races, many preferences and backgrounds, ages and abilities. In fact, one of our greatest opportunities, I believe, is to tap into the student population. Thank you, Sylvia, for reminding us that our differences don’t make a difference. Thank you all for embracing our world.

Finally, thank you for your generosity. You prove yourselves over and over to be a compassionate branch, almost without limits

of time and resources. The hurricanes of the past year remind me that there are always those without the benefit of thought or planning. Thank you for filling the gap. Our challenge remains to continue to be the keepers that we are, to continue to fill that gap through education and equity. How? by increasing membership, welcoming diversity, and pushing visibility. (It never ends!)

If you think this has been a good year, then you owe yourselves a great deal of appreciation. Each of you plays an indelible role in the success of our branch, through your membership, your support, your activism, through your participation as you are able.

It is for your hard work and your kind support over the year that I say, “thank you.”

Ah, now.... I think I’ve thought of that word to describe you.... You all are simply.... fabulous! Thank you being such good keepers of your sisters and of your branch.

With warmest regards,
Tamara

Condolences

AAUW Buffalo Branch extends its deepest sympathy to Claudia Kolbe-Hawthorne whose husband passed away suddenly Easter Sunday morning, April 16.

Honorary Book Sale Chairperson Named



Maryalice Demler, WGRZ Channel 2 news anchor, has been named Honorary Chairman of the 52nd Buffalo Branch Scholarship Book Sale. Her broadcasting career began as news director and morning radio personality at WJYE-FM in Buffalo

and she began her television-reporting career at WGRZ in 1993.

Ms. Demler is quite active in the community. She is a member of the board of directors for Buffalo's Alleyway Theater, Tonawanda's Canal Fest, as well as the Miss Buffalo Scholarship Foundation and a Rotary Club member. Broadcasting awards include the New York State Emmy Award as an Outstanding Political Programming Contributing Reporter, the Federal Executive Board Chairman's Award for reporting a colon cancer awareness series and the American Cancer Society's Great American Smoke Out Award for her reporting on smoking-related health issues. She has received several awards for community service including Erie Community College's Outstanding Communicator & Educational Advocate Award, Upstate New York Transplant Services Community Service Award, and Niagara University's Outstanding Alumnus Award. She has also been named to Business First's 40 Under 40 Outstanding Community Leaders.

She is delighted to support the book sale and plans

to be at the site on opening day, Wednesday, May 31. We are honored to have her as Honorary Chair this year.

AAUW MEMBERSHIP RENEWAL

Our membership year is coming to a close and you will soon be receiving membership renewal letters in the mail. Please take the time to review the contact information we currently have in our database. This enables us to send you the Newsletter and other relevant materials. Also, let us know about your interests so we can link you to appropriate groups and programs, as well as investigate new programs. We have added a line to solicit your interest in becoming a mentor to a new member who lives in your area. A mentoring program will smooth the introduction of women into the association and branch. This will be a fun (and time-limited) way to become involved in helping a fellow member and the branch.

*Best wishes to
Judy & Mary for
success in the New Year.*

Tamara

AAUW Adopts a New Theme

new hires are 51 percent people of color, compared with 42.8 percent for the Top 50.

6) HBO - HBO has 51 percent of women in management, compared with 42.5 percent of the Top 50. And, 54 percent of the women in management received promotions, compared with 36 percent of the Top 50.

7) Allstate - Allstate receives a perfect score for work/life benefits, including onsite childcare and adoption assistance as well as dependent-care benefits for children and for eldercare. The company has active programs to recruit for GLBT employees and employees with disabilities.

8) Warner Brothers - The company has active programs to recruit for GLBT employees and employees with disabilities

9) Citigroup - Citigroup also gets a perfect score for work/life benefits and for metrics which measure human-capital diversity.

10) Marriott International - Marriott people of color are 36 percent of managers, compared with 24 percent for the Top 50.

National sources: Bureau of Labor Statistics, Society for Human Resource Management.

In April 2005, the AAUW Educational Foundation Board and the Association Board voted to approve a new programmatic theme for AAUW: Education as the Gateway to Women's Economic Security. This new theme represents a shared commitment by both entities to build a coordinated, collaborative, and contemporary portfolio of AAUW programs that will serve the mission of AAUW, support and engage members and prospective members, and, in the process, move the organization forward in a focused and strategic manner.

Why Education as the Gateway to Women's Economic Security?

According to research from a wide variety of sources, economic security is one of the top issues of interest and concern for all women. This topic's crosscutting appeal transcends demographic differences with high interest levels among AAUW members and nonmembers, spanning age, race, income, and regional differences. Moreover, it is perceived as a broad and timely issue that engages a diverse population of women at the local level with great potential for national and international results.

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May's ¡Adelante! Facilitator, Zhen Li, our newest branch member, made us aware of the many cultural issues within *The Red Azalea* that could only be pointed out by someone who grew up in China. Such books are still being banned in China.

Be sure to join us for June, July, and August (see listing on Page 11)

Sylvia Volk

DiversityInc Top 10 Companies

The DiversityInc Top 10 Companies for Recruitment & Retention (R&R) are the national leaders in human-capital diversity, compared with the 256 participants in this year's Top 50 Companies for Diversity survey and employers throughout the nation. Consider these statistics:

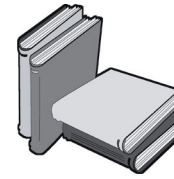
The human-capital questions examined representation of the work force and management by race/ethnicity/gender, including studying women as a subset by race/ethnicity. Questions included the age of the work force, sources for recruiting diverse employees, mentoring programs work/life benefits, domestic-partner benefits for same-sex partners, having a nondiscrimination policy that includes sexual orientation, and assessing data to evaluate diverse human-

capital success.

- 1) Verizon Communications & Verizon Wireless - Verizon has unbiased promotion rates compared with its racial representation—whites are 66 percent of the work force and receive 66 percent of promotions. People of color are 34 percent of the work force and receive 34 percent of promotions.
- 2) The Coca-Cola Co., In an unprecedented move, Chairman CEO Neville Isdell asked that the external task force monitoring The Coca-Cola Co.'s diversity practices after the 2001 court settlement continue to evaluate it to prove the company's lasting commitment to diversity.
- 3) American Express - Fifty-five percent of its managers are women, compared with 42.5 percent of the Top 50. 52 percent of women in management received promotions compared with 36 percent of the Top 50.
- 4) AT&T - AT&T's work force is 18 percent African American and 12 percent Latino, compared with 15.7 percent and 10.1 percent, respectively, for the Top 50.
- 5) Consolidated Edison Co. of New York – In Consolidated Edison the work force is 40 percent people of color, compared with 33.8 percent for the Top 50, and its

(continued on page 13)

Annual Scholarship Book Sale



May 31- June 4 Wow! Time flies so quickly. It certainly doesn't seem like we have been collecting books for another whole year. The Book Sale is almost here. We will be located in the same storefront as last year at 3248 Sheridan Drive between N. Bailey and Sweet Home behind the former DSW Shoe Warehouse. You may also park in the rear of the building during the sale. Thank you to the Benderson Corporation for once more providing AAUW with the site for the sale. If you are not already signed up to help at the sale, please call Volunteer Empowerment persons, Judy Weidemann (655-3649) or Gretchen Stringer (633-8264). They have taken on the enormous job of arranging the staff for each shift over the five days of the sale. The shifts are 9-1, 1-5, and 5-8 Wednesday-Friday, 9-1, 1-6 on Saturday and 12-3 and 3-6 on Sunday. Plan to arrive 15 minutes early to familiarize yourself with your position. Wearing the green T-shirts and blue book sale aprons helps identify you as an AAUW member if the customers have questions. If you would like to purchase one, the T-shirts are \$6-\$8 and the aprons \$10. We have ordered more and hope the price remains the same for you. Help will also be needed Monday morning, June 5 as we clean out the room. Look for us on Channel 7's "Weather Outside" on Monday May 22 at 4:30 pm and at noon on Friday, May 26. We will meet at the book sale site and go down together. Let us know if you would like to join us for a spot on TV wearing your book sale apron.

We also thank Able Table Company for giving us a very good rate on table rental. Remember the survey you filled out after the last books sale? Members indicated it would be easier to sort the books if we had the tables delivered earlier. We rented the tables for a whole month before the sale this year, which is a considerable expense. Thank you to all who have donated toward the rental cost. If you would still like to do so, send a check made out to "AAUW-EF" to the Education Foundation Treasurer, Leona Barback, 62 Lynn Lea, Williamsville, NY 14221-3147. Clearly, indicate "tables" at the bottom of the check. There are many boxes of books still to be sorted. The book sale committee is asking all Buffalo Branch members to come help get all the books out of boxes and onto the tables. Feel free to bring friends and family to help. Judy Clare is to be commended for recruiting Table Chairmen this year for each category. They will make sure their tables are presentable for opening day. Here's to another successful Scholarship Book Sale to benefit the AAUW Educational Foundation!

Mary Kellner



AAUW Green Thumbs Garden Group Goes on Tour

For their June meeting, the Green Thumbs Garden group will be lunching at the 20th Century Club on Friday, June 23rd. Fran Morrison, 20th Century Club's Chief Gardener, will speak at the luncheon on the Club gardens. After lunch she will lead us into the garden and point out the special plants in their collection. For further information, you may contact Diane Bishop at 877-5674 or email her at Diane@L.bishop.net.

Buffalo Branch Study/ Interest Groups

Group Leaders: Please send study group information to Jan Barber, 139 Woodward Avenue, Buffalo, NY 14214-2311 or contact her at h (837-4558) or w (849-6500) or jbarber@btattys.com

Note: If you are interested in forming a new study group, please contact the study group coordinator

Group: ¡Adelante! diversity book/discussion group

When: June 7, 7:45 p.m.

Where: Towne Restaurant, Elmwood at Allen, Buffalo

Book: *Trans-Sister Radio* by Chris Bohjalian For Gay/Lesbian Pride Month

Next: July 11, 6:30 p.m.

Where: Higher Grounds Coffee Café, Sheridan at Millersport

Sugar's Life in the Hood: The Story of a Welfare Mother by Tracy Ehlers & Sugar Turner Bachrach

Contact: Sylvia P. Volk (881-1424 or Artisans-company@yahoo.com)



Group: American Biographies

When: June 13, 1:30 p.m.

Where: Eggertsville Snyder Library, 4622 Main St., parking off Burroughs

Book: *Harriet Beecher Stowe* By Suzanne Coil

Facilitator: Jean Sylvester

Next: September 12

Book: *Team of Rivals: the Political Genius of Abraham Lincoln* by Doris Kearns Goodwin

Contact: Nancy Ryther (884-8324)

Group: Clueless Mystery Book Club

When: June 28, 6 p.m.

Where: Plaka's Restaurant, 2904 Delaware Avenue, Kenmore

Topic: *Second Sight* by Philip Craig and William Tapply

Facilitator: Suzanne Grossman

Reserve: Suzanne Grossman (837-8769)



Group: Dinner by the Book

When: June 21, 5:30 p.m.

Where: My Tomato Pie, Northtown Plaza Sheridan Drive, Tonawanda

Topic: *Truman* by David McCullough

Facilitator: Norma Millar

Reserve: Fran Witnauer (837-5887)



Group: Education and Equity

Contact: Stacey Johnson (885-2486 or Jhnsn@buffalo.edu)

Group: Great Decisions Discussion Group

No June meeting

Next: August 3, 1:30 p.m.

Where: Unitarian Universalist Church, Main Street, east of Youngs Road

Topic: *Human Rights in an Age of Terrorism*

Contact: Suzanne Grossman (837-8769)

Group: The Green Thumbs Gardening Group

When: June 23 luncheon

Where: Twentieth Century Club, 595 Delaware Ave. Buffalo

Topic: Tour of the Garden

Reservations: Diane Bishop (877-5674) or Diane@L.Bishop.net

Contact: Janet Fowler (884-8698 or Janalanf@aol.com)



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¡Adelante!

Book/Discussion Group:

Wednesday, June 7th at 7:45 p.m. (Gay/Lesbian Pride Month) *Trans-sister Radio* by Chris Bohjalian (2001) will be the book discussed at the Towne Restaurant, Elmwood and Allen, Buffalo. P. Jones, a Facilitator from the community, will guide us. A compelling and often disturbing novel, *Trans-sister Radio* challenges all of our assumptions about gender, relationships, and sexuality. A powerful secret literally transforms four lives. This book is a demanding work that is often graphic, always gentle, and full of wisdom and surprising humor.

Tuesday, July 11 at 6:30 p.m. (Note: This is the 2nd Tuesday, NOT the 1st) *Sugar's Life in the Hood: The Story of a Former Welfare Mother* by Tracy Ehlers & Sugar Turner Bachrach (2003) is the book being discussed at Higher Grounds Coffee Café, Sheridan Dr. and Millersport. Facilitator T.B.A. Sugar Turner collaborates with anthropologist Tracy Bachrach Ehlers in telling her story of being an African American woman living in the inner city; she has been a single mother juggling welfare checks, food stamps, boyfriends and husbands, illegal jobs, and home businesses to make ends meet for herself and her five children.

Tuesday., August 2nd at 7:45 p.m. *1,000 White Women* by Jim Fergus will be discussed at the Towne Restaurant, Elmwood and Allen, Buffalo. Facilitator: T.B.A. The story of May Dodd and a colorful assembly of pioneer women who, under the auspices of the U.S. government, travel to the western prairies in 1875 to intermarry among the Cheyenne Indians. Jim Fergus has so vividly depicted the American West that it is as if these diaries are a capsule in time.

Sylvia Volk

Diversity Committee

"It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences." Audre Lorde

Calling all members: If you would like to join our planning committee, please call Sylvia at 881-1424. We could use your help for the upcoming year's events. We are currently awaiting the website posting of the 06-07 lists from National AAUW and are participating in the branch program committee.

At the last event of The Niagara Movement, during a discussion with Frank Messiah, President, NAACP Buffalo, the AAUW Buffalo Branch was thanked and congratulated for presenting *From The Souls of Black Folk* in February at the downtown library.

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Education and Equity

“The American Association of University Women (AAUW) promotes education and equity for all women and girls, lifelong education, and positive societal change.”

In May we planned to discuss the issue of Charter Schools and Public Schools. We had a guest who came to participate in our group, but instead she was pressed into telling us about the programs she is associated with, St. Augustine’s School for boys, and St. Monica School for Girls. These are part of the Catholic Central School and located in Buffalo’s East Side. The interesting fact about these is that they bring in students who are at risk who are in 6th to 8th grade. Faculty includes nuns, a priest, and lay teachers. This program follows the students who continue to high school.

Charter Schools have increased from two in 2000 to 15 in 2006. The concomitant expense has risen to \$49.8 million in Charter Payments from the Buffalo City School District budget in 2006. This is at the expense of the public schools.

Those present shared experiences at mentoring in a public school in Buffalo, visiting Charter Schools, growing up in a large urban city versus a small city, neighborhood schools and

the strengthening of community through proximity with the school and with fellow students, versus taking public transportation to distant schools. We talked about what equity in the schools means, and we are still working on this. The multi language nature of classrooms today and the problems presented was discussed. Effects of contemporary life on children, i.e. television violence, street violence, bull,ying, lack of family structure, Ridalin as a behavior modification tool, and other issues made us conclude that assessment of learning and performance on tests is complex for teachers and also for students and parents. Children are also more complex today, and come to school from more complicated situations than most of us experienced as children.

Next meeting will be Tuesday August 1st, 6:30-8:30 p.m. at the Amherst Public Library Williamsville Branch, 5571 Main Street in Williamsville, to plan the 2006-2007 agenda for Education and Equity.

Stacey Johnson

Congratulations

Sandra Williams Bush has been named as head librarian at the new Frank E. Merriweather, Jr. Branch of the Buffalo and Erie County Library.

(*Study Groups continued from page 6*)

Group: Knitting Group

When: June 27, 7-9 p.m.

Where: Stonegate Apartments Clubhouse, Wherle Drive, Williamsville

Contact: Adrienne Kotler (688-0740)

AAUW Legal Advocacy Fund Case

Recent news brings home the issue of inequity.

Linda Brodsky, a medical doctor and tenured full professor at SUNY-Buffalo sued the University for pay inequity in violation of Title VII and the Equal Pay Act and retaliation for complaining about pay inequity in violation of Title VII.

SUNY-Buffalo hired Brodsky in 1983 as a clinical instructor in otolaryngology, a non-salaried position. In 1984 she was appointed assistant professor and began receiving an annual salary of \$15,000 and geographic full time “GFT” designation of .25 full-time equivalent (FTE)—a status that, Brodsky asserts, gives a faculty member the same responsibilities as other faculty for less money (Brodsky’s salary % is 1/4 of an FTE) and fewer contractual protections. In 1996, after much delay between promotions, Brodsky was promoted to full professor, but because of the GFT designation, her salary remains low. In 2001, her salary as a tenured

full professor was \$32,187.

Brodsky asserts that the contractually mandated SUNY salary minimum for a full professor in her position is \$48,679. She has continually received outstanding performance evaluations. She further alleges that male doctors have been recruited to the department with lesser qualifications but higher SUNY salary through non-GFT and/or FTE percentage designations. Since 1989, SUNY has refused to reduce or eliminate the disparity of Brodsky’s salary as compared to similarly situated men.

From 1987 to 2001, Brodsky applied six times for discretionary SUNY salary increases. Two increases were granted: in 1987 for \$2,000 and in 1989 for \$1,500. Since 1989, Brodsky’s requests for salary increases have been denied despite her outstanding qualifications. In her attempts to remedy the situation, Brodsky noted that a significant number of male colleagues with similar or lesser qualifications, contributions and achievements received salary increases in 1990, 1995, and 1998.

Brodsky cites numerous studies demonstrating recurring discrimination against female faculty in support of her pay inequity charge. In addition, Brodsky charges SUNY with retaliation after she complained of pay inequity. In 1998 SUNY removed Brodsky’s tenure, compensation, and benefits by unilaterally changing her status to non-salaried voluntary faculty. SUNY restored her status when Brodsky initiated litigation on the matter.

Brodsky filed suit in federal district court in September 2001.

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(LAF continued from page 7)

Key Case Issues

Pay inequity in violation of Title VII of the Civil Rights Act of 1964 and the Equal Pay Act of 1963, and retaliation for complaining about pay inequity in violation of Title VII.

Let's join together and support LAF – A Contribution from each member of the Buffalo Branch would *really* make a statement of support for LAF.

See www.aauw.org/laf/cases/brodsky.cfm for further information.

Please Forward checks to Sharon Pilarski, 23 Fairway Lane, Depew, NY 14043

LAF Contributions can be made – by check to AAUW-LAF – you can designate how a contribution is spent: no designation in memo field - it will go where it will do the most good. For an active case, list name of litigant you want to support or specify another choice. It's not just about where we are today, It's about where we want to be tomorrow.

Sharon Pilarski

Thank You

Special thanks to the Bylaws Committee for their dedicated work to the process of revising the bylaws. The bylaws changes, as posted on the website and summarized in the newsletter, were approved at the annual meeting.

Tamara

PUBLIC POLICY PLANNING MEETING ON 8/14/06

AAUW is calling for a voter education campaign. Locally, we are planning to continue building on our Branch's voter education work (voter registration kits, KIDS VOTING). Join our Branch's Public Policy team and help with educating others and ourselves about:

- VALID VOTER REGISTRATION and VOTING
- OUR CRITICAL ISSUES
- SHARING THIS KNOWLEDGE

THE MEETING WILL TAKE PLACE

MONDAY, AUGUST 14, 6:30 P.M.

**HARLEM ROAD COMMUNITY
CENTER,**

**4255 HARLEM RD, AMHERST, NY
14226**

The Center is located by a traffic light, one block south of intersection of Harlem Rd. with Main St. (Rte. 5).

For more information contact Teresa (634-5053) or Karen (835-6271) or e-mail- tguessner@acsu.buffalo.edu; ro99step@adelphia.net

AAUW Buffalo Branch Announces \$10,000 Olga Lindberg Scholarship Program.

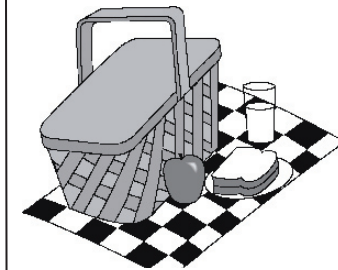
After many meetings regarding the investment of the Olga Lindberg endowment and then many scholarship committee meetings on how to award this scholarship, the Olga Lindberg Scholarship Program is now ready. For 2006, one \$10,000 scholarship will be awarded.

Applicants must be female residents of Western New York entering the 4th year college level or above and must be attending an accredited college in the fall of 2006. This is a merit based program where a cum GPA of 3.7 or above is required, along with an essay, letters of recommendation, and which student's activities, community service, and goals, factor in the final decision. For further information visit our website www.aauw.buffalo.edu or contact Lyn McDonald at 633-9188. Deadline for 2006 scholarship is July 1, 2006.

Thanks and Appreciation

Special thanks to Lois Dabney and Joan Trinchera for chairing an annual meeting that reflected the tradition and new directions of the Branch.

Tamara

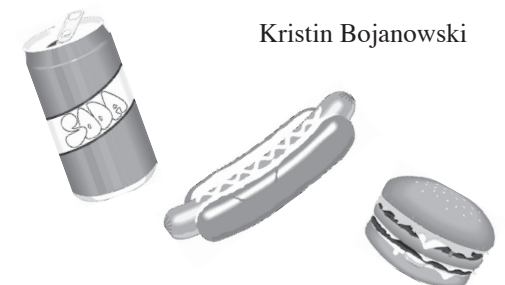


Mentor Program Celebrates with Picnic

The mentor program will wrap up its first successful year with a picnic in Delaware Park on Saturday, July 8, at 4 p.m. (time subject to change). Members of Shakespeare in the Park and others involved in the arts will also give a presentation to the girls about pursuing careers in the arts.

All Buffalo Branch members are invited to join us that evening for Shakespeare in the Park's performance of "Love's Labours Lost." The performance is free; just bring a lawn chair or blanket and come enjoy the performance!

Thank you to the mentor program committee and to all the members who helped make the program a success, especially Tamara Brown, Diane Bishop, Michelle Norris, Debra Switzer, Diane Silvestro, Sylvia Volk, Nicole Hamm, Betty Krist, and Connie Combs.



Kristin Bojanowski