



Come One, Come All, to Indianapolis

The Great Lakes Regional Conference and the 2004 Indiana State Convention will be held at the Adams Mark Hotel (120 W. Market St.) in downtown Indianapolis. The planners of these events have set up a great schedule of speakers, break-out sessions, and networking activities for us all to enjoy. See the registration form elsewhere in this issue for the conference information. Registration opens at 1:00 p.m. on Friday, June 4. Note there is a separate registration form for the State Convention on Sunday.

The Adams Mark Hotel is located in downtown Indianapolis with many restaurants, the Indiana State Museum, the state Capitol, shopping, the Indianapolis Zoo, the Canal Walk, White River State Park, and other attractions in close proximity. For more information about the hotel, see www.adamsmark.com. Parking is available in a covered garage or on the streets nearby.

See the map and directions on page 4.

Public Policy Activists had a Busy Year

Angela Colaiuta, AAUW staff field director

Throughout 2003, AAUW members have taken action on issues ranging from Title IX to judicial nominees. Despite the odds, we helped to win some important victories, including:

- Convinced Education Secretary Rod Paige to reaffirm Title IX and reject the controversial findings of his own commission that attempted to undermine equity for women and girls in athletics.
- Supported the filibuster of judicial appointee Miguel Estrada, which led directly to his decision to withdraw his name from consideration for a seat on the U.S. Court of Appeals for the District of Columbia.
- Successfully advocated that the Senate block a District of Columbia school voucher proposal. While the voucher program is likely to become

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Phrases from Phyllis

Phyllis Thompson, Indiana President



As I look out my window, I see beautiful sunshine, blue skies and banks of fluffy white snow. I realize soon winter will be over and spring will arrive in all its splendor. As I anticipate the passing of one season to another, I cannot help but compare this to past four years as President of Indiana AAUW.

The past four years have truly been a privilege for me. To have served as Indiana AAUW President has been my pleasure and honor. I am truly proud of the journey we have taken together.

Indiana AAUW has been challenged to think outside the box, and to live the mission day by day. We have made choices, communicated with one another and changed for the better in the process.

(Continued on page 3)

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The *Indiana Bulletin* is published four times each year for members of Indiana AAUW.

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Indiana Branches have developed programs that are challenging and these programs are some of the best in the country. Branches have learned the value of collaborating and communicating with other Branches within their geographic area and with like minded community groups.

Indiana has developed a strong sense of what it means to be alert and aware of public policy issues. We have learned we can affect change by verbalizing our thoughts and acting accordingly. We are finding more and more our visibility grows and our opinions count within our communities and within our state. In many instances we have attempted the absurd and achieved the impossible. There have been obstacles along the way, but we learned to be true trailblazers and have opened new paths of opportunity.

When I think about the honor you have bestowed on me by establishing the Phyllis Thompson Research and Projects Grant, I am truly humbled and overwhelmed. Thank you so much.

I look forward to seeing each of you at Regional Conference and State Convention. Just a reminder, Indiana will have its Convention in conjunction with Regional. Indiana will begin its convention with lunch at 12:15 PM at the Adams Mark Hotel Downtown Indianapolis. Following lunch will be a short business session, election and installation of your new officers.

I look forward with expectation, my new role as a member of AAUW, my serving as past State Indiana AAUW President, and my serving on the Association Nominating Committee as the Great Lakes Region Representative. So our journey together will continue.

As we reflect where we have been, we look at our present and anticipate our strong future, I am reminded of an African proverb: "Only a fool tests the depth of the water with both feet." Let us test the water one foot at a time.

(Continued from page 1)

law, it is only after procedural tricks used to avoid additional Senate approval.

- Supported ongoing filibusters to block the judicial appointments of Charles Pickering, Carolyn Kuhl, William Pryor, Priscilla Owen, and Janice Rogers Brown.
- Ensured that the Senate voted to block the Federal Communication Commission's decision to allow monopolies in media ownership. Senate leadership was forced to use a backdoor move to circumvent the Senate vote.
- Contributed to the successful introduction of hate crimes legislation in the Senate with the support of 50 cosponsors.
- Acted as a friend of the U.S. Supreme Court in their decision to preserve affirmative action in higher education.

The year ahead:

We'll need to speak out more than ever to advance equity for women and girls. Here are just a few of the issues we'll be working on in 2004:

- Urging Congress to pass legislation to provide financial assistance to help single moms and displaced homemakers gain job skills (PACT Act).
- Working to narrow the wage gap.
- Protecting the integrity and moderation of the federal judiciary.
- Advocating the interests of non-traditional students during reauthorization of the Higher Education Act.
- Defending reproductive rights for all women.
- Working to increase poor women's access to higher education.
- Ensuring that Congress uses public money to only fund public – not private – schools.
- Advancing a federal scholarship to provide financial support for women and minorities who agree to pursue a doctoral or terminal masters' degree and then teach at the college level.

We look forward to working with you to create even more victories in 2004!

Directions to Adams Mark

From the west: Take I-70 East to the Illinois St./McCarty St. exit 79B. Take a slight left onto the Illinois St. ramp and continue straight onto Illinois St., which is one-way northbound. The hotel is on the left at Market St.

From the east: Take I-70 West to Michigan St./Ohio St./Fletcher Ave. exit 83A and continue to the Ohio St. exit. Go straight on Ohio St. to Pennsylvania and turn left (south) onto Pennsylvania (also U.S. 31 South at this point). Go south two (2) blocks to Monument Circle and proceed to your right around the circle to Market St. (the first exit) and turn right onto Market. The hotel is two blocks west on Market.

For those of you coming in on any of the state highways, U.S. 31 is Meridian St. which leads to Monument Circle from both north and south. The hotel is just two blocks west of Monument Circle.

Indiana State Convention 2004

Our 2004 State Convention will begin at 12:15 p.m. on June 6 at the Adams Mark Hotel* in downtown Indianapolis following the Great Lakes Regional Conference. We'll enjoy lunch together and hold an important business meeting at which we'll elect officers to lead us for 2004-2006.

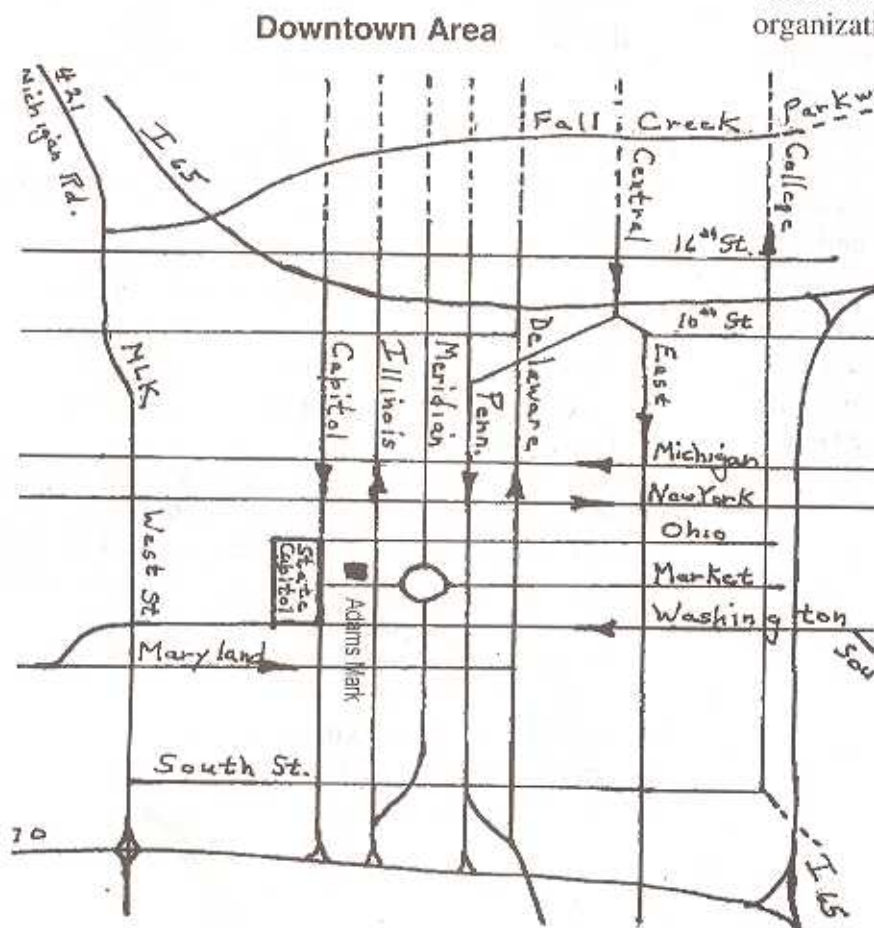
The registration form is separate from that for the Regional Conference, both of which are elsewhere in this issue.

The lunch and meeting will be in the Corydon Room with registration just outside the room beginning at 11:00. Cost is \$20 which includes the lunch, tax, and gratuity. The menu is grilled chicken caesar salad, assorted rolls and butter, and turtle cheesecake.

It's important that members attend this brief convention in order to elect our new officers and vote on other business to come before the organization. Stay informed about your state

AAUW – join us on Sunday afternoon, June 6!

*Please note that the Adams Mark Hotel has been sold and may undergo a change of name between the time you read this and the time of the convention. So be on the look out in case this happens as we may be unable to notify you in time. The location address and directions will remain the same!



Map courtesy of Jane Henderson

AAUW Great Lakes Regional Conference Registration
 June 4 - 6, 2004 ** Adam's Mark Hotel Downtown, Indianapolis, Indiana

Name: _____ Branch Name: _____ State Name: _____
 Address: _____
 City: _____ Member at Large? Circle One - YES NO
 State: _____ First Time Regional Conference Attendee? Circle One - YES NO
 Phone: (____) _____ Zip: _____ Check if you need a table for:
 _____ EF Sales _____ LAF Silent Auction _____ Project/program display
 E-Mail: _____ Name/Phone of Branch Contact Person _____

Registration begins Friday, June 4 at 1:00p.m. Walking tours, free time until main evening event begins at 7:00p., EST
 Workshop Sessions Saturday 10:30 AM (indicate 1st [1] and alternate [A] choice)

_____ Fumbling for the Light Switch: First Steps to Tolerance _____ 1 + 1 = 3 Getting More Out Than We Put In
 _____ Identity Theft _____ Lobbying for AAUW _____ Mentoring Basics and Increasing Membership in AAUW Branches
 _____ You are Only Old Once _____ Wage Equity and Sexual Harassment Issues

Workshop Sessions Saturday 2:45 PM (indicate 1st [1] and alternate [A] choice)
 _____ Fumbling for the Light Switch: First Steps to Tolerance _____ Women and Work: Employment and Earnings
 _____ Younger Members, Lifestyles, Mission _____ Get Out the Vote
 _____ Celebrate EF in the Great Lakes Region _____ "Picture Perfect" Screening—Film by Carol Tizzaro
 _____ Tell Me About the Legal Advocacy Fund _____

Conference Registration Fee postmarked... By May 3, 2004 \$75 _____
 ...After May 3, add \$10 _____
 Saturday Breakfast \$14 _____
 Saturday Luncheon \$20 _____
 Saturday Dinner Banquet (circle one - PORK or SALMON) \$36 _____
 Sunday Breakfast \$14 _____
 TOTAL ENCLOSED \$ _____

Conference concludes Sunday, June 6, 2004 at noon, EST
 Make checks payable to: GREAT LAKES REGIONAL CONFERENCE and send with this completed form to:

Dixie Dugan, Conference Registrar
 12586 West Windsor Road, Parker City, IN 46368
 (765) 468-8186 E-mail: ddugan@yahoo.com
 Sorry, we are unable to process on-line registrations again this year

No refunds after May 21, 2003.
 A \$5 processing fee will be deducted from all approved refunds.

Out of respect for others, all participants are encouraged to refrain from smoking and the excessive use of perfume.

HOTEL RESERVATION INFORMATION

A block of rooms has been reserved at the Adam's Mark Hotel, 120 West Market Street, Indianapolis, Indiana, the site of the Conference. The room cost will be \$115 plus tax per night for up to 4 people. Adam's Mark room reservations may be made by calling 1(800)682-7058 or online at www.adamsmark.com. Make reference to the American Association of University Women room lot in order to receive the conference room rate. Cut off date for the special conference rate is May 4, 2004.

Other restrictions: _____

Vegetarian Choice and Dietary Restrictions: All meals will have a vegetarian selection. Please indicate here if you wish to have all vegetarian meals.

Impact on Hoosier Women

Mitzi Witchger, director of public policy

AAUW is about education, equity, advocacy and leadership. What follows are but some of the examples of how AAUW Public Policy impacts the lives of Hoosier women.

Indiana AAUW has been very busy networking with other Hoosier groups that support some of the same public policy issues that we do. I have spent several days and evenings attending meetings, writing letters, and strategizing with supporters of various bills being introduced in the Indiana General Assembly this session. They include:

- HB1038 – car booster seats
- HB1061 – statute of limitations extension in civil suits as it relates to sexual abuse of minors
- HB1234 – all-day kindergarten
- SB62 – Medicaid Family Planning

Demonstration Waiver (this bill does not include abortion). Basically, it would extend health care benefits to two years beyond postpartum care. Much work has been done with the IN Commission for Women and some of their partners on the annual Women Come to the Capitol Day. This year it was held on February 19 and attendees were asked to wear red. Advocating for children's education, health issues, and pay equity top the list on the 2004 agenda.

Getting out the vote in the autumn 2004 elections is also of prime concern.

Look forward to getting email AAUW Public Policy reminders. I will begin that again this spring.

The Great Lakes Regional Conference will be outstanding. We will have the opportunity to share our Hoosier hospitality and learn from neighboring AAUW members about the best of their programs. Three examples: AAUW Executive Director Jackie Woods will energize us. Author Sara Paretsky will show us a strong woman, Chicago Private Investigator V. I. Warshawski, doing the risky work she loves. Film critic Jan Huttner will relate the market muscle of films of female directors. See you there!

Summer Leadership Workshop

Jean Amman, president-elect

On Saturday, July 10, 2004, come to Indianapolis! There you will have the opportunity to meet and learn with AAUW members from throughout Indiana at our Summer Leadership Workshop. All branch members are strongly encouraged to attend this one-day event to be held at Marian, Inc., 1011 St. Clair Street.

Watch for the Summer 2004 issue of the *Indiana Bulletin* for the day's schedule, the registration form, and directions to the site. However, please mark the date on your calendar **now** and plan to come prepared to be informed and challenged and help map our future together.

Sleuth's Books

Sara Paretsky's novels will be available for purchase at the Regional Conference. This will be a great time to buy a book or two to inspire some young girl to consider a career perhaps thought out-of-the-ordinary! Or add to your own collection! There are any number of reasons to take advantage of this opportunity after you've heard the author in person!

Blacklist

Total Recall
Hard Time
Indemnity Only
Ghost Country

(Continued from page 13)

Advocacy Fund remains focused upon eliminating discrimination against women in higher education.

Thank you for your continued support and advocacy for LAF.

2003 Educational Foundation Giving

Kay Depel, educational foundation

Anderson	600.00
Calumet Area	1,195.37
Elkhart	-0-
Evansville	1,020.00
Fort Wayne	10,950.00
Gary/Merrillville	280.00
Goshen	1,500.00
Indianapolis	1,670.00
LaPorte	2,100.00
Madison-Hanover	493.94
Michigan City	710.00
Muncie	1,500.00
Noblesville	300.00
Richmond	517.00
South Bend	602.50
South Lake County	704.00
Valparaiso	1,204.00
Warsaw	500.00
Indiana	<u>600.00</u>
Total	\$26,871.81

Breakdown by Fund

Eleanor Roosevelt	7,018.94
American Fellowship	520.00
Research & Projects	
Phyllis Thompson	14,305.87
General Fund	727.00
J. Lantz	300.00
Mary Helen Barnes	250.00
International	50.00
Alice Ann Leidel	135.00
Research & Projects	125.00
Unknown	<u>3,440.00</u>
Total	\$26,871.81

In less than three months, we reached the goal for the Research and Projects Grant named unit – Phyllis Thompson!

A few Boys Can and Girls Can tee-shirts are still available. (See page 2 for Kay's contact info.)

Registration – Indiana State Convention Adams Mark Hotel, Indianapolis, IN June 6, 2004

Please Print

Name _____

Address _____

Telephone _____ Special needs _____

Branch _____ Vegetarian meal _____

Voting Credentials (circle one)

Branch delegate Branch delegation chair State delegate Non-voting participant

Cost for lunch is \$20 which includes tax and gratuity.

Checks should be made payable to AAUW and sent with this form to: Mary Lou Thomas, 11708 Redding Drive, Fort Wayne, 46814. **Registrations postmarked after May 22 must include a \$5 late fee. No refunds!**

Electronic Newsletter

Is less paper in your future? Would you rather get your *Indiana Bulletin* online? Your state board is exploring ways to reduce the cost of the quarterly newsletter, the largest item in the budget. Naturally, we still want to communicate with you to keep you informed about AAUW happenings throughout the state in a timely manner.

One way to do that may be to distribute our news electronically. In this way, we can keep publishing four times a year and bring you extra news more quickly.

Please don't panic – those of you without Internet access or who don't want to share your email address. We'll still print and mail a copy to those of you who prefer to receive it in the traditional manner.

Complete the following quick survey and send it to your editor, Barbara Wellnitz (see page 2 for addresses), either via postal mail or as an email using the numbers of the questions in your answers. I appreciate your input!

1. Would you like to receive your *Indiana Bulletin* electronically? If yes, my email address is:

2. If so, would you prefer to receive an email with a link to our website where you could download (and then print if you prefer) a .pdf version? If you're unfamiliar with this, it includes downloading (once only) the free Acrobat Reader program to enable you to open and read the newsletter. You'll get complete directions for doing this with each message so you won't miss a single issue even if you get a new computer!
3. Or, would you prefer to receive an email with a short paragraph lead-in for each article and a link to the whole item so you can choose which articles to read now and which to save for later? With this method, you could print any article(s) you want!
4. I want to receive my *Indiana Bulletin* via U.S. mail so I can read it where I prefer.

Newsletter Contest Reminder

Have you submitted your branch newsletters for our big contest? I certainly hope so as all submissions are due to Barbara Wellnitz by April 1. Remember to send three copies of each of three issues from August 2003 through March 2004.

To find out who won and to see the winning entries, attend the State Convention on June 6, 2004 in Indianapolis.

Goshen's Received

I've already received Goshen's newsletters for this contest – so the rest of you better get busy!

Judges Needed

If you or another branch member would like to serve as one of our judges, please contact the editor as soon as possible. No in-person meetings required!



Those of you who give me your email address, be assured that this information will be used only by your editor to communicate AAUW news to you.

Your state board will review your answers and evaluate the best possible use of your dues money. We have not raised the state dues of \$7 for some time and we prefer not to do so now. Help us to serve you in the way you prefer by responding to this survey!

Thank you!



Top Ten Reasons Why You should Attend the Great Lakes Regional Conference

Delinda Chapman, Great Lakes Regional Director

Borrowing a bit from talk show hosts, politicians and friends, I bring you the top ten reasons why you should attend the Great Lakes

Regional Conference.

10. It's in Indianapolis!

Indianapolis, the capital of Indiana, is intersected by more highways than any other in the nation, hence, the name "The Crossroads of America." Fifty percent of America's population is within a day's drive of the city. Downtown Indianapolis has enjoyed a renaissance with the construction of a convention center, the RCA Dome (home of the Indianapolis Colts), the refurbishment of Union Station, a new shopping mecca, Circle City Centre, and the Indiana State Museum.

9. You Will Have Fun!

The Conference is being held at the Adams Mark Hotel downtown amid all the activities of the booming city. The Local Arrangements Committee has planned walking and museum tours and time for taking part in all there is to offer.

8. You Will Be AAUW Energized.

A regional conference is the next best thing to the national convention. At the Great Lakes Regional Conference you will get plenty of ideas for programming for two years, and membership and board development information sure to stabilize any branch. The entire agenda will offer insights, fun, excitement and resources.

7. You Will Experience a Real Wisconsin LAF Auction.

Wisconsin is well known for their silent auctions. They are unbelievable to see and to enjoy. Each basket is creative, useful and the time exhilarating as you await the outcome of your bids. And, with the other four states participating in the preparation, the choices will be outstanding.

6. You Will Get New Ideas for Building Your Team.

If you think your board of directors is foundering for one reason or another, there will be several opportunities in workshops and a Sunday session for building a team. The methods have been tested successfully by different branches within our region. These ideas are useful in your work and other organizations as well.

5. The Theater Will Come to You!

That's right! Not only Friday night and a workshop on Saturday in the form of movies, but a live stage production on Saturday night will be part of the festivities. We will have time to view, discuss, critique and learn.

4. You Will Meet and Hear Sara Paretsky Firsthand!

Crime fiction author, Sara Paretsky, will be with us on Saturday. An advocate of women's rights, Dr. Paretsky will help guide us on our course for equity for women and girls.

3. Jackie Woods Will Be With Us All Weekend!

AAUW Executive Director Jacqueline Woods is our Leader On Loan. What a win, win for us all. This is our chance to bend her ear, hear her goals for the organization and get the scoop on the new AAUW board structure. You won't want to miss this opportunity to be with Jackie.

2. I Will Be There!

Okay, maybe that's not a good reason. What I should say is that all five state presidents and their board members from the region (IN, IL, MI, OH, WI) will be there to meet and greet you. Don't miss this one-on-one chance with the greatest group of women I have worked with these last few years.

1. You Will Be There!

You will be there to see old friends and meet new ones. Your old friends will get to see you and so will I. You will leave energized and ready to continue with the work of AAUW in promoting equity for all women and girls, lifelong education and positive societal change.

Branch News

Indianapolis

Attorney Richard Darst spoke to members about discrimination in the work force. He is a former member (unfortunately, he was repeatedly not recognized as a Mr.) and therefore is familiar with AAUW and our mission.

Members are active community volunteers – at the Amish Fair and collecting holiday gifts for the Julian Center (for abused women). They provided 10 scholarships for deserving students for the Science, Math and Technology Workshop at Butler University where members also assisted.

Michigan City – La Porte

These two branches continued their winter tradition of a joint Saturday lunch meeting – this time in Michigan City. A member of that branch relayed interesting and little-known facts about early LaPorte County.

Muncie

Meetings this year honor women who have made a difference in the community. One woman heads the Child Care Resources Referral, another helped establish the Muncie Center for the Arts, and a third directs A Better Way, which assists victims of domestic abuse.

Fort Wayne

Members are organizing/sponsoring trips to raise funds for Educational Foundation. In April, they'll travel to Chicago and tour such classic landmarks as Marshall Fields, The Elks National Memorial, Rockefeller Chapel at the University of Chicago, The Robie House designed and owned by Frank Lloyd Wright, and have lunch at the 85-year-old Palmer House. This new interest group will plan other trips in the future.

In February, members heard a panel of five women each discuss surviving a catastrophic event in her life.

Evansville

The branch will host an Expanding Your Horizons conference for middle school girls in April.

Book of the Month Club ¡Adelante! Style

AAUW recommends the following books:

- 📖 April – *No Disrespect*, by Sister Souljah
- 📖 May – *A Step from Heaven*, by An Na
- 📖 June – *Naked in the Promised Land: A Memoir*, by Lillian Faderman

Each book relates to a different group of people and encourages each of us to view things from a different perspective than we may have now. Read these yourself and/or form a group to discuss them. Everyone can benefit from the exchange of ideas.



Michigan City and LaPorte's joint luncheon

South Bend

Members have formed a new Education Advocacy Group and are in the process of starting a Theater Group. See page 11 for their big project, a Boot Camp for girls about to enter college.

Calumet

The branch is again a co-sponsor of Women's History Month at Purdue University Calumet. Activities include an art exhibit, women's health fair, discussion groups on heart health, gender and religion in America, and Teen's Real Lives.

Thank you very much to those branches sharing their newsletters with the Indiana newsletter editor. To the rest of you – please share your news by sending your newsletter to Barbara Wellnitz (see Board of Directors on page 2). Pictures of branch activities are also welcome!

Boot Camp for College

The South Bend branch sponsored a college prep workshop called Boot Camp for College for 11th and 12th grade girls from St. Joseph County. Young women from the all local public and parochial schools were invited. A panel of college women from Indiana University South Bend answered attendees' questions.

The workshop's goal was to assist high school girls to make a successful transition to college. Each participant was able to attend each of four sessions:

- **Stepping Through the Academic Landmines** – included understanding the system, picking a major, course selection, dropping courses, buying books, interim testing, final exams, grade-point averages, internships, overseas programs, learning disabilities, and tutors.
- **The Social Calisthenics of Campus Life** – included social groups, commuting to college, living on campus, money management, what to bring, roommates, independence, homesickness, laundry, part-time jobs, cars on campus, and bulletin boards.
- **R and R for Students** – included mental and physical health, food plans, nutrition, sleep, dating, social activities, student union, campus organization, recreating, alcohol and drugs, date rape, and stress management.
- **Weaponry Training for Tests and Papers** – included critical thinking skills, writing skills, technology, library, course expectations, reading textbooks, taking notes, test preparation, test anxiety, study groups, time management, and classroom survival.

The event garnered a lengthy feature article in the February 13 Higher Education Supplement of the *South Bend Tribune*.

Call for Nominations – 2004 Perham Award

The Perham Awards Committee of the College of Sciences and Humanities at Ball State University seeks nominations for the 2004 Perham Awards Celebration. The Perham award recipients are Indiana women, by birth or adoption, who enrich the lives of others through their outstanding accomplishments in a variety of fields.

The awards are given in honor of the memory of Dr. Bernadette H. Perham, Professor of Mathematical Sciences at Ball State University for 16 years. Dr. Perham received a doctoral degree in mathematics education from Northwestern University, a master's degree in mathematics education from Harvard University, a master's degree in mathematics from Loyola University, and a bachelor's degree in mathematics from Alverno College. She was known for her distinguished record of teaching, scholarship, and service. Dr. Perham was deeply committed to breaking down barriers to achievements for women and girls in all disciplines. She was active at the local, state, and national levels on issues concerning women and girls.

The first annual Celebration for Indiana Women of Achievement was held at the Ball State Alumni Center in October of 1999 and was sponsored by the Task Force on the Status of Women of the College of Sciences and Humanities. Each year a dinner honoring the recipients of the Perham Award has been held at the Ball State Alumni Center. The fifth annual Celebration for Indiana Women of Achievement will be held on October 27, 2004.

The Perham Awards Committee will be selecting the 2004 Perham Award recipients and seeks nominations of notable Indiana women who have made outstanding contributions to their profession. The specific categories of previous awards include the following: leadership in education, particularly mathematics education; research in science or mathematics; leadership in community and/or university service; leadership within the business

(Continued on page 14)

Future of the Legal Advocacy Fund

Michele Wetherald, president, LAF; Jacqueline Woods, executive director, AAUW; Leslie Annexstein, director, LAF

We are writing this letter to address the numerous membership concerns recently expressed about the future of the Legal Advocacy Fund. We believe it is important that you understand the facts and reasoning behind many of the governance discussions now being held.

Before any conclusions and/or decisions will be finalized, we will initiate the appropriate communications to the membership; however it is important that rumor, innuendos and faulty assumptions not become the basis on which AAUW members determine the health, management and funding of its corporations.

As most non-profits and for-profit entities are doing right now in this tough economic environment, all of AAUW is examining and reviewing current programs and services and the prospects for future retention and success. In this context, the board and senior staff of LAF have definitely begun a dialogue about the future of the corporation. Several internal and externally generated issues have prompted these discussions. A first major issue for LAF is its fiscal health and viability. We know that a large AAUW-member base has generously supported LAF since its inception. However, the operations and growth of programs and services in today's environment require additional program and fiscal support. Historically, LAF has received much of its structural support from its sister corporations. The Association and the Educational Foundation have subsidized the LAF's share of the infrastructure, management and marketing activities (e.g., payroll activities, use of computer services and information technology, utility usage, some communication services and administrative services, rent) since its creation. In 2000, when all three corporations agreed to adopt a cost sharing model as an objective method to identify a fair share formula for operational expenses, all three corporate entities found that their budgeted operational costs and legal liabilities were seriously altered once the total costs were split three ways. Until that time, LAF had been able to generously use its grassroots support for program

efforts. Because of the tax and legal implications of this cost-sharing plan, all three corporations explored multiple ways to address their new respective costs in light of budgeted estimates and other program obligations. Another initial response to the cost-sharing was that LAF developed a repayment plan with its sister corporations to spread out the first year's costs (fiscal year 2002), since it had never been budgeted for in prior fiscal years.

Second, with limited budget reserves and virtually no outside revenue coming in from sources other than members, the board and staff had to make difficult program-support cuts to realistically live within its budget based upon the current year's income and revenue receipts. In this regard, the essence of the LAF has been case support for women in college and university settings experiencing sex discrimination, including sexual harassment. Existing case support commitments could not be changed; therefore, budgetary limitations were necessary to the other program areas: plaintiff travel grants, Progress in Equity (PIE) awards, new case support commitments, campus outreach, and related marketing efforts. Moving forward, both staff and the board are committed to increasing the program efforts by introducing revenue-producing strategies, but these strategies must be grounded in efforts that are attractive to external resources – major corporate and business funders. These funders consistently explain to all non-profit entities, including the LAF, that they will not fund "internal" programs, but will explore spending their resources on model programs that will provide guidance for duplication by other organizations. Such program development efforts are long term in nature; however, once developed and funded, the program implementation can commence. In realistic estimates, all of these efforts would be projected to involve 2-5 years for completion. Previously, the development or fund-raising efforts were designed primarily to serve the Educational Foundation; those efforts have now

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embraced the goals of all three corporations. It should be emphasized that development is a cost sharing effort, which requires a significant investment of limited resources.

Currently, LAF is in the process of preparing a program plan of action that addresses both short term and long term programs that could generate additional fiscal support. In addition to strengthening our case support program, we are exploring ideas like the following: developing a "Know Your Rights" workshop focused on providing information on sex discrimination law to women on campus; strengthening the LAF Attorney Network by providing an e-newsletter and relevant legal trainings; expanding the LAF Social Scientist Network; and increasing LAF's ability to serve as a non-monetary resource for the cases by joining key *amicus curiae* briefs that support women in higher education who are challenging sex discrimination and linking the plaintiffs and their attorneys to other attorneys and organizations that may wish to write a brief in support of their case.

The third issue challenging the board and staff is how to sustain the LAF in the interim as we develop new programs and lay the groundwork for their external funding. The fiscal year 2005 budget will present the same operational and cost-sharing dilemmas, as occurred in 2003 and 2004. In considering this matter, the staff and board would be fiscally and ethically irresponsible if it did not explore the fiscal and legal implications of LAF's current corporate structure, as well as to explore alternative structures to achieve the LAF goals and mission. You, the membership, have told us, in no uncertain terms, that you want the bulk of your support revenue to go to the funding of program initiatives not administrative expenses. In order for that to happen, operational structures other than the current one – that being a self-supporting independent corporate entity – have to be explored. Toward that end, we are exploring a number of strategies that will allow LAF to fulfill its mission, and concurrently eliminate many of the operational impediments that are required to support an independent infrastructure. One strategy being considered is the combining of the LAF structure with one of the sister corporations, which would

allow more of LAF's resources to be directly invested in programs. Based on preliminary conversations with accounting and legal experts, this option would allow the entity to operate as a "program fund," rather than an independent corporate entity with the accompanying fiscal, legal, and operational responsibilities that currently burden LAF. Alternatively, remaining an independent corporate entity will require infrastructure support, including, but not limited to, cost sharing and other legal and fiscal compliance requirements. At this stage, please be assured that we are still looking at all possible strategies for both short and long term viability and sustainability.

Furthermore, you should be reassured that both the current and previous Board of Directors have taken their fiduciary, legal and ethical responsibilities to insure fiscal integrity and compliance of the Legal Advocacy Fund very seriously. Although some of the recent decisions have been unpopular and viewed by some as shortsighted, in contrast, the Board has addressed the realities, both economic and legal, which currently exist in the corporation. Specifically, recognizing these responsibilities, the Board took immediate action at their last meeting in October 2003 to insure that the current fiscal year's budget would be balanced, without adversely impacting essential programs. These actions included decisions to eliminate expenses related to attending and co-sponsoring the Leadership Conference (understanding that LAF liaisons will still be issued all materials presented), sponsoring an IFUI representative and related travel expenses, eliminate the June 2004 in-person board meeting expenses, and eliminate participating in and travel expenses for the upcoming cross-corporate planning retreat. Needless to say, all of these decisions were difficult and involved weighing essential versus non-essential operating expenses for the short term.

In conclusion, we truly hope that this letter will assist you in understanding and supporting our efforts and decisions to keep the Legal Advocacy Fund viable, in new and different ways, to assure its short and long-term health and sustainability. As was its founding purpose, the mission of the Legal

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Women Honored

The National Women's History Project is honoring eight women who represent their 2004 theme, "Women Inspiring Hope and Possibility."

- Sarah Buel – domestic violence activist, attorney, and educator
- Edna Campbell, professional athlete, spokesperson for Breast Cancer Awareness
- Jill Ker Conway, educator, writer, historian
- Marian Wright Edelman, children's rights advocate and civil rights activist
- Maxine Hong Kingston, writer, educator, peace activist
- Susan Love, women's health and breast cancer research expert
- Vilma Martinez, civil rights attorney, community activist
- Leslie Marmon Silko, writer, poet, educator

For more information about the National Women's History Project, visit www.nwhp.org.

(Continued from page 11)

community; excellence in undergraduate or graduate student achievement; leadership in advocacy for women; leadership in women's health issues. Other categories of distinguished accomplishments by and for women will also be considered.

Nominations require a letter specifying a category describing the nominee's major contribution and why the nominee should be a Perham Award recipient. Address the letter to the Perham Awards Committee by April 15, 2004. Please include your name, mailing address, and phone number along with the name, mailing address, phone number, and email address, if available, of your nominee and send to: Dr. Fred A. Meyer, Dept. of Political Science, Ball State University, NQ 237, Muncie, IN 47306.

Women's Action Day 2004



Annette Craycraft,
Executive Director of IN
Commission for Women,
Jean Amman of Muncie,
and Mitzi Witchger of
Indianapolis



Annette Craycraft,
Executive Director of IN
Commission for Women,
Jean Amman of Muncie,
Caroline Steward, and
Marjorie Snodgrass of
Indianapolis



Jean Amman, Caroline
Steward, Marjorie Snodgrass,
and Mitzi Witchger, all of
Indianapolis



Jean Amman of Muncie
and Kimberly Thacker,
Director of Programs for
IN Commission for
Women

Time Line

2004

March	Women's History Month
March 16	Regional Summit on Service and Volunteerism – South Bend
March 27	State Board meeting, Fort Wayne
March 27	Deadline for <i>Indiana Bulletin</i> Summer issue
April 1	Newsletter contest entries due
April 13	Regional Summit on Service and Volunteerism – West Lafayette
April 20	21 st Century Recognition applications due
April 25	Choice March, Washington D.C.
April 27	Regional Summit on Service and Volunteerism – Fort Wayne
April	Take Our Daughters and Sons to Work Day
May 1	Chat room for state board
May 3	Registration deadline for Regional Conference
May 11	Regional Summit on Service and Volunteerism – Terre Haute
May 25	Regional Summit on Service and Volunteerism - Evansville
June 1	Branch and State officer reports due
June 4-6	Great Lakes Regional Conference, Indianapolis
June 6	Indiana State Convention, Indianapolis
June 9	Regional Summit on Service and Volunteerism – New Albany
July 1	Branch dues report due
July 9	State Board meeting
July 9	Deadline for <i>Indiana Bulletin</i> Fall issue
July 10	Leadership Workshop, Indianapolis
August	Pay equity day
October 6-7	Governor's Conference on Service and Volunteerism
October	Deadline for <i>Indiana Bulletin</i> Winter issue
Dec 15	EF and LAF monies due to State

Coming...Summer 2004

- Leadership Workshop Registration form
- Pictures from the Great Lakes Regional Conference
- Pictures from the 2004 Indiana State Convention
- Winners of the 2004 Newsletter Contest



All name/address changes and corrections should be sent to Patricia Robinson, 269 Mill Creek Dr., Chesterfield, IN 46017

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Promoting education and equity for women and girls

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The American Association of University Women is a national organization that promotes education and equity for all women and girls. Our commitment to these issues is reflected in our public policy efforts, programs, and diversity initiatives.

AAUW is composed of three corporations:

The Association, a 150,000-member organization with more than 1,500 branches nationwide that lobbies and advocates for education and equity;

The AAUW Educational Foundation, which funds pioneering research on girls and education, community action projects, and fellowships and grants for outstanding women around the globe; and

The AAUW Legal Advocacy Fund, which provides funds and a support system for women seeking judicial redress for sex discrimination in higher education.

AAUW is a member of the International Federation of University Women. Thus, an AAUW membership automatically entitles you to an IFUW membership.

Diversity Statement

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.