BARRINGTON AREA AAUW BOARD MEETING - MINUTES OF JANUARY 12, 1998
BARRINGTON LIBRARY

MEMBERS PRESENT: Jackie Everett, Barb Inbody, Barb Barbour, Carolyn Clifford, Joanne Curtis, Peg Donnelly, Caroline Sobolak, Terri Tepper, Bobbie Svacha, Ruth Lockwood

- The meeting was called to order by co-president Jackie E. at 7:35 P.M.
- The minutes were approved as read.
- The treasurer reported a balance of $5,980.24 in the checking account.
- Joanne - Program Ch. - **February** luncheon at Biltmore C.C. Program by Jean Hastings & Jane George of Mid-lake County AAUW Branch. **March** - Diana Francis - Program on Financial Planning- **April** - Tamara Trojanowska - Polish Women Writers - **May** - Maureen Holohan - author girl's books - 7 to 9:00 P.M. - cost $100. an hour. Sister to Sister Summit on Saturday - May 16th. Joanne has committee ready to begin work on planning for this Summit meeting. (Questions and concerns expressed about summit - would usual AAUW meeting insurance cover the Summit or need extra - if so, what costs - possability of having both Barrington Rotary Club and Lake Zurich Girl Scout Troop(s) as helpers with Summit - Barr. Rotary Club interested in AAUW video "I Can" - Jackie has material to be used with this video - need parameters to tell committee & Station Middle School - no more than 50 to attend Summit - open to Jackie's school & Middle School & Lake Zurich Scout Troop - will need facilitators & at least 3 chat rooms - Maureen H. to provide the activity - find out if April or May better time for students to attend Summit - $22.50 an hour for custodian at Middle School). Possible committees: Program-Logistics-Out-reach-Publications-Visability-Fund-raising - girls run Chat rooms with 1 adult facilitator. Committee meeting - Tues - 4:30 - January 20 at Joanne's home.
- Barrington Branch membership - approximately 140
- Jackie suggested giving new members a folder with various fact sheets concerning AAUW.
- All yearbooks have been mailed out.
- Nominating committee - slate is due March 1 - Peg Donnelly and Barb Barbour on the committee as members from the board.
- Educational Foundation - $4,808.08 in account. Need to send in $25.00 per member and $2.00 per member for Legal Fund. Also $100.00 for scholarship given in May to top Barrington H. S. female student. E.F. received $3,070.00 last year from our branch - sent thanks for money - they use this money for various projects.
- Article in newspaper gave the amounts given as scholarships to Barrington H. S. students by various Barrington groups. Our AAUW was lowest amount given. Suggested changing to an award of some kind - perhaps give a book(s) to the library in the name of the student or a gift certificate of some kind for the student.
- **A discussion concerning fund raising (ways and means) is planned for the February board meeting.**
- Collar County Committee for Choice - interested in seeing video tapes, "I Can" and "Girls in the Middle" Jackie will bring them to the next board meeting.
- Jean Nadherny has helpers arranged for the Jan. 21st Blood Drive at Station Middle School.
- Ellen Young is planning a SSG Workshop to be held in the library - date to be arranged.
- Ellen is also working on finding out about giving a subscription to the newsletter "What's Working for Girls", to various area Middle Schools.
- Application for the new 8-star program must be submitted by March 15th.
- Membership - Ruth L. is going to redo name tags. Caroline needs a committee to plan a mentoring program for new members in 1998.
- Terri T. moved the meeting be adjourned at 9:00 P.M. Seconded - passed.

Respectfully submitted,

Ruth Lockwood - Secretary

BARRINGTON AREA AAUW BOARD MEETING - BARRINGTON AREA LIBRARY

MINUTES OF APRIL 14, 1998

MEMBERS PRESENT: Caroline Sobolak, Arlene Martin, Peg Donnelly, Joanne Curtis, Bobbie Svacha, Jackie Everett, Barb Inbody, Terri Tepper, Mary Wadja, Ellen Young, Ruth Lockwood

- The meeting was called to order by Co-President Jackie Everett at 7:35 p.m.
- Bobbie Svacha moved to accept the February (no March meeting) minutes. Ellen Y. seconded. Passed.

REPORTS:

- Bobbie S., Treasurer, reported a balance of $6831.31 in the checking account. This amount includes money acquired to be used for the Sister-to-Sister Summit. The Gourmet Evening raffle made $1035.00 for the Educational Fund. Our branch has sent $3475.00 to the EF Fund and $275.00 to LAF.
- Joanne C., Program, reported that Tamara Trojanowska, speaker for the April 20th Meeting will not be able to be a dinner guest. It was decided to give Ms. T., $100.00 honorarium fee for speaking. Hospitality will be provided at the meeting by a new member. Interest in the Summit has been shown by parents of middle school girls. The Sister-to-Sister Summit received a $400.00 donation from the Barrington Breakfast Rotary Club after Joanne spoke to the group. Other Barrington businesses that have helped with contributions include; Baloneys', Jewel, Harris Bank, Marcene's Frame Shop, Gee Whiz, and Phoenix Press. The Barrington Youth Services has also been of great help in planning this Summit.
- Caroline S., Membership, distributed copies of the fact sheet that she designed and sent out to all prospective members. She feels this fact sheet is better for prospective members than the brochure usually sent. Discussed sending invitations to the entire membership for the June Luncheon and it was decided to send invitations to only MAL members and all new members. Jackie will design these invitations. Suggested that the next newsletter use pink paper for the outside sheet so members will be more inclined to open and read and thus find out information concerning the June luncheon (and the Summit). Caroline is telling all those asking at this time about joining our branch, to wait until the beginning of the next AAUW year.
- Arlene M., Ways and Means, discussed auction items to be raffled off at the June Luncheon. Each board member is to call certain members to ask for auction items and tell about the Luncheon. No silent auction this year. Members are to be encouraged to donate money if they do not choose to donate auction item(s). All funds received, from the auction and money given, are used for the EF and LAF funds.
- All members are encouraged to fill out the 1998 Every-Member Survey given by National AAUW. This survey was included in the April newsletter and is also in the Spring Outlook magazine.
- Ellen Y., will give the Reward of Recognition gift certificate, for a local book store, to the top female student at Barrington High School.
- Peg D., Corresponding Sec., will write thank-you letters to businesses for Summit help.
- Carolyn C., Publicity, is trying to get our branch online. Interest in having a Web page was expressed. Carolyn would appreciate members clipping all news articles about our branch, in the various papers. Reporters and photograhers will be attending the Sister-to-Sister Summit.

NEW BUSINESS

- The by-laws will be updated by Bobbie Svacha, Joanne Curtis and Arlene Martin. They will meet April 21.
- .Thank-you letter was received for money sent to LAF fund.
- Suggested giving president pin to Barb Inbody as thank you for her work as Co-President during the past term. Barb is moving to Florida. New address and phone: 7350 Windermere Lane, University Park, FL 34201-
  Ph. - 941-358-8581. Wisconsin cabin address-P.O. Box 383, Boulder Junction, WI 54512- - Ph.715-385-9149.
- Jackie and possibly Joanne will be attending the State Conference-others are welcome to come since our branch is allowed 7 delegates.
- ***NOTE: BOARD MEETING IN <u>JUNE</u> WILL BE ON JUNE 1ST <u>NOT</u> THE 8TH, AT ELLEN YOUNG'S HOME.***
- The Investment Clubs' (all 6 clubs) banquet will be Friday, February 5, 1999, at Biltmore Country Club. It was decided to have the Barrington AAUW Branch Winter Luncheon on Saturday, February 27, 1999, also at Biltmore C. C.
- New officers will be voted upon at the April meeting and installed at the May meeting.
- Meeting was adjourned at 9:00 p.m.
- ***<u>OUR BRANCH HAS RECEIVED 7 (SEVEN) STARS OUT OF A POSSIBLE 8 (EIGHT).</u>***

Respectfully submitted - Ruth Lockwood, Secretary

MEMBER PROFILE: PEG DONNNELLY

by Carolyn Welch Clifford

Having grown up in a small town on the western slopes of Colorado, Margaret (Peg) Donnelly wanted to travel. Because she could not afford to do so on her own, Peg studied Spanish and French at the University of Colorado, as well as political science and economics, with the goal of serving for the Foreign Service.

Peg spent two years working at the U.S. Embassy in LaPaz, Bolivia after she finished college. She loved the experience despite the fact that she lived through periodic rebellion and one revolution while working there. Peg recalls looking out windows of the Embassy at the police station as rioting was occurring in the streets. If bullets started flying, she and her coworkers would crawl around on the floor until the ambassador could drive them home with an American flag draped across the hood of the car.

Although Peg had no intention of getting married as it might slow down her plans to travel with the Foreign Service, she met her husband, Ed, in LaPaz who was working for the CIA. They married in LaPaz and later moved to Washington, D.C., ending Peg's dreams of continuing her Foreign Service travels. Peg's husband worked as a radio operator for the CIA and later as an electrical engineer which took the family to New Jersey and eventually Chicago to work for Motorola. After a couple years in Wheaton, Peg, Ed, three children, and mother in law needed a larger home. The family settled in Barrington in a new home in Fox Point.

After her children were grown, Peg went back to school to upgrade her skills and took a position with First National Bank (later Harris Bank) in Barrington. Peg worked for the bank for 19 years, ending her career as a Land Trust Officer in the Trust Department.

Peg first learned of the Barrington Area Branch of AAUW through a friend at the bank in 1986. Peg says it was the wonderful programs that then Program Chair Terri Tepper had organized that brought her to the branch. Peg has been active in the Branch's Evening Book Discussion (which she now chairs), Great Decisions, and one of the investment clubs. Peg is currently serving her third term as the branch's Corresponding Secretary.

Although Peg feels a "glass ceiling" continues to prohibit some women from advancing in the workplace, it is the issue of sexual harassment that Peg feels is the biggest issue facing women.

MEMBER PROFILE: MARJORIE MITCHELL

by Carolyn Welch Clifford

When Marjorie Mitchell reflects on that first meeting of the new Barrington Area Branch at Maureen Brady's house in 1972, she recalls the women as being warm and friendly. Margie (as she likes to be called) had read about the new AAUW branch and wanted to meet professional women outside her teacher organizations.

As one of the remaining charter members of the Barrington Area Branch, Margie recalls that the branch started an evening book club immediately and that she served as the first cultural interest chair for the branch. Today she still leads the evening book group in its discussion of a play each year, as Margie teaches drama at Barrington Middle School--Prairie Campus.

Margie originally studied psychology at Northern Illinois University. However, by the time she graduated, she had become an education major and soon took her first teaching position in Glendale Heights in a 6th grade, self contained classroom. Two years later she saw a slide presentation of Barrington's new Middle School. After the Barrington superintendent suggested she apply for a position, Margie began teaching 6th grade English at the Barrington Middle School (now referred to as Station Campus). Later, Margie earned a master's degree in Education from Northern Illinois University.

Timid as a child, Margie pursued her interest in theater as an adult. She earned a master's degree in Theater from Northern Illinois University, and she began teaching drama when Prairie Campus opened. Today she is the sole drama teacher for the Prairie Campus and is the faculty

consultant for the middle school's drama club which puts on one production a year. Margie teaches her students to respect each other and learn to be comfortable in front of an audience. This year Margie received the Outstanding Contribution Award from the Creative Drama Division of the Illinois Theater Association. Margie is currently writing a drama textbook entitled, *A Middle School Curriculum: A Beginning*, which will provide ideas for beginning drama teachers and teachers who are interested in drama inclusion in their classroom.

Margie says that one of the problems facing women today is that some women are unable to maintain their femininity while trying to get ahead in the workplace. She says she is very aware of some men in the workplace who still seek power and control over women. Margie recalls that when she was first hired to teach in Barrington, she earned $300 less than similarly situated men in the district.

An accomplished musician, Margie plays the piano, guitar, violin, and clarinet. In her spare time she enjoys horseback riding with her horse, Fiddler Doc.

AMERICAN
ASSOCIATION OF
UNIVERSITY
WOMEN

Illinois, Inc.

RUTH Z. SWEETSER
President

March 26, 1997

Ms. Carolyn Clifford
Barrington Area AAUW
52 Verne Circle
Barrington, IL 60010

Dear Carolyn:

Congratulations on being named an AAUW-Illinois Emerging Star for 1996-1997!

Your enthusiasm and efforts on behalf of AAUW's mission--advocating education and equity for women and girls--will be noted by your peers and recognized by AAUW-Illinois at the state convention April 26. Please plan to be there! Being designated as an emerging leader is not only an honor. It is an invitation to continue developing leadership potential by taking advantage of opportunities to increase your knowledge about AAUW as an organization and to perfect the skill sets needed for creating and maintaining branch vitality.

In this context I also invite you to attend AAUW-IL's Summer Leadership Day, July 12, in Champaign at the University of Illinois Illini Union. This top-drawer day provides new ideas and new ways to implement AAUW's current initiatives in branch and community action programming: the Voter Education Campaign/Public Policy Program, the Initiative for Educational Equity and ¡Adelante! Counterpart sessions will be held to brief those in board positions, along with an opportunity to meet by district to discuss mutual concerns. Above all, it is an experience designed to energize you as your branch launches the new AAUW year!

For details about Summer Leadership I refer you to your 1996-97 branch president and program vice president, each of whom will receive a mailing with complete information from AAUW-IL Program Vice President, Jane Pacey (618/532-0638). The next issue of the *Illinois Link* also contains all you need to register.

I look forward to seeing you April 26 in East Peoria and July 12 in Champaign, and to your continued outstanding contributions to AAUW!

Sincerely,

Ruth Z. Sweetser
President
AAUW-IL, Inc.

431 EUGENIA, LOMBARD, ILLINOIS 60148
708 682 6020 o); 708 682 6010 fax); 708 495 0985 h); ricesweetser@minna.acc.iit.edu

MEMBER PROFILE: TERRI P. TEPPER

by Carolyn Welch Clifford

This Member Profile is a continuation of a newsletter feature the Barrington Area Branch began a few years ago. As part of the branch's 25th anniversary year, the first few profiles will be of past presidents and founding members of the branch. In addition to highlighting the interesting lives of our members, this feature will also explore the personal struggles our members have experienced as women, especially in education and in the workplace.

Terri Tepper's early adult years began like many of us. After graduating from Boston University with a degree in education, she married Attorney Lawre Weiner (also a branch member - Harvard Law 1964) and later moved to Barrington to team teach 6th grade at Barrington Middle School. Terri wanted to keep her name at marriage, but she didn't know she had a choice. After 8 years of marriage and two children, Nona and Jordan, Terri decided to return to her birth name of Tepper. It was 1972, and women had no legally recognized right to change their names back while married. Lawre represented Terri in Lake County Court. The judge noted that Lawre was representing his wife and mentioned it in his nine page opinion that granted the history-making petition.

In the Dec. issue of the new feminist magazine, "Ms." Terri placed an ad under the name of "The Center for A Woman's Own Name," with the intention of collecting information throughout the U.S. on women's names. Women misread the ad and wrote back asking for information. The Center for a Woman's Own Name became a fact, a national clearinghouse of information on women's names, run out of Terri's home. Soon the U.S. Passport Agency, Social Security, Secretaries of State, and other federal and state agencies were contacting the Center for advice on women's names. State Attorney Generals were writing opinions. Lawre drafted the opinion for the Illinois Attorney General which provided that women could determine their own names after marriage.

The Center eventually led Terri to form a second not-for-profit organization, The Consumer Credit Project, which helped implement Regulation B under the Equal Credit Opportunity Act. Regulation B gave women the right to keep their credit histories even though they might change their names at marriage, get divorced, or become widows.

By 1976, when Nona and Jordan were ~~5~~ 10 and ~~6~~ 9, Terri wondered how women worked from home while raising their children. Terri decided to write a photographically illustrated book on the subject. She needed to learn to use a camera so she enrolled at Columbia College. After two years of study (she later completed a second degree, a BA in Photography), in a camper Lawre had gotten for a fee, Terri, Lawre and their two children set out for the Northwest U.S. where Terri interviewed and photographed home-based business women. Upon their return, after seeing the photographs and listening to the taped interviews, Terri's mother, Nona, agreed to co-author the book.

After ~~4~~ four years and nearly 100 interviews were conducted throughout the U.S., their book, **The New Entrepreneurs: Women Working From Home**, was published. Universe Books took the book on as their number one book for 1980. The **New York Times** bought first serial rights; **Good Housekeeping**, second serial rights. The book was featured on **Good Morning America** as well as many other TV and Radio shows, newspapers, and magazines.

In 1984, Terri closed the Center for A Woman's Own Name and The Consumer Credit Project and turned her attention to professional photography. She specialized in environmental on-location family portraiture until it became too difficult to focus her lenses in low light situations. If you ask Terri today what her occupation is, she says a retired photographer.

Terri was originally recruited by branch member Bobbie Svacha to speak at a Barrington Area Branch meeting after her book was published. Although she never actually spoke (her speaking fees were too high), Terri joined the branch and has served as Women's Issues Chair, Program Chair, Ways and Means Chair, as well as President of the + International Chair,

branch. Terri started and organized the branch's International Forum which featured debates between an Israeli and Palestinian, an Irish Nationalist and Unionist , as well as other individuals representing international issues. In addition, Terri has helped kick off four of the branch's six investment clubs.

When asked to describe one of the biggest issues facing women today, Terri said the difficulty of women combining careers with raising children. She also feels it's critical that women learn early on how to invest successfully to insure their financial security.

Terri's daughter, Nona, now in her thirties, recently married. Did she keep her maiden name? Terri replies with a laugh, that her daughter chose to take her husband's last name, and after the ceremony the couple was introduced as Dr. Tom and Nona T.(for Tepper) W.(for Weiner) Ullman.

Member Profile: Maureen E. Brady

by Carolyn Welch Clifford

It was February 22, 1972, and Maureen Brady was hosting the first of several organizational meetings for a new branch in the Barrington area for the American Association of University Women. Maureen had been tapped by the state AAUW to organize a new branch to fill the gap between the Crystal Lake branch and the Arlington Heights branch. Twenty-nine women became charter members and the Barrington Area Branch was born with Maureen serving as the first president.

Our first president was, at that time, a school librarian, a position she held for 21 years. Maureen earned a Bachelor of Science in Education, with a minor in Library Science, and later a Master of Science in Instructional Media and Communications from Illinois State University. Having been first introduced to computers in the early 1970s, Maureen focused her work in all aspects of media and earned a Certificate of Advance Study in Media Services from National College of Education.

In the mid-1980s Maureen started working on tracing her own family history. Her personal interest led her to quit her librarian position and start her own genealogy business. Called "Bare Roots," Maureen actively ran her family history business for four years. Although Maureen no longer runs the business full time (her family convinced her that she should work for someone who would provide her with health insurance), Maureen frequently speaks in the genealogy community and currently is the Director of the Buffalo Grove Family History Center. Maureen's upcoming speaking engagements include the McHenry County Genealogical Society's Genealogy Fair at the McHenry County College on September 20 and 21, where she will be part of a British

Isle Help Panel, as well as a presentation on using Family History Centers. She will also be speaking to the North Suburban Genealogical Group on November 1 at the Glenview Public Library on using Family History Centers.

Currently Maureen works for MMI Companies, Inc., a risk management company which was organized by a group of hospitals 20 years ago. MMI provides medical malpractice insurance, as well as consultation and education for clinics and hospitals across the nation. Maureen says she thoroughly enjoys her job, as it allows her to work extensively with computers. However, if Maureen had her choice, she would work as a librarian for a major genealogy library.

When asked what she thought was the biggest issue facing women, Maureen said it was the loss of the nuclear family. Maureen explained that because we have become such a mobile society, generations no longer live in close proximity to one another, which affects, among other things, a woman's ability to work and raise children. Maureen also see a polarization between those women who are married with children and those who are childless on issues that are of concern. Maureen also commented on how we seemed to have lost the middle ground option for women between being completely committed to their profession and being committed to motherhood.

While Maureen considers herself very lucky throughout her college and career years, ironically the only prejudice she experienced was from other women. Because Maureen's library science background was nontraditional with her focus on media and computers, it was the men in her profession that provided opportunities, not obstacles, to her advancement.

Member Profile: Bobbie Svacha

by Carolyn Weich Clifford

When Bobbie Svacha was just a child, she knew all about AAUW. Her mother, a dietician who graduated from college in 1922, belonged to an AAUW branch in Wisconsin in the 1930s. Although she did not win an AAUW scholarship which she applied for as a student, Bobbie became one of the Barrington Area Branch's charter members in 1972 and has served our branch in many capacities during its 25-year history.

Bobbie graduated from the University of Wisconsin (Madison) with a Bachelor of Science in the University's Chemistry Course, a degree program that required over 60 hours of chemistry credit. Bobbie was the lone woman in her chemistry classes, a situation which continued when she began working as a chemist for Universal Oil Products Company in Chicago in the 1950s. Because she was the only woman working in the company's research building, she had to walk a block to another facility to use the washroom. When other women were finally hired for the company's laboratory in the 1960s, Bobbie had to fight to bring her salary in line with these new women hires. Bobbie worked for the company for 38 years, the last 12 years in its patent department computerizing over 8000 patents that the company held, before retiring.

In 1957 Bobbie and her husband built their home in Barrington, and Bobbie wondered why there was no AAUW branch in the area. In 1972 she saw Maureen Brady's notice in the newspaper, announcing the formation of a Barrington branch. Although she missed the first organizational meeting because of the flu, she went to the second meeting and thus began her 25-year involvement with the Barrington Area Branch.

Bobbie has served the branch and the state organization in a variety of capacities. Specifically, Bobbie was our branch's president-elect from 1983 to 1984 and then served a two-year term as president from 1984 to 1986. Bobbie is currently the branch's treasurer, a position she has held on and off since 1976. Bobbie also currently serves on the AAUW Initiative for Educational Equity Task Force for AAUW-Illinois, Inc. and is an alternate on the State Nominating Committee. Bobbie also served as the Women's Issue Chair on the Illinois State Board from 1986 to 1988. Since 1985 Bobbie has attended all of the national AAUW conventions, as has her husband, Roy.

Bobbie feels that gender equity issues continue to plague women in the workplace. Bobbie says that equal pay for women is still not a reality and that a glass ceiling still hampers women's advancement.

Bobbie served on the board and was the Treasurer of YWCA of Lake and McHenry Counties for seven years. In her retirement Bobbie now serves as a Trustee of Cuba Township, an elected position she has held for 21 years. She also is the volunteer Treasurer for the Village of North Barrington, a position she has also held for 21 years. On some days, she says, she is balancing four sets of books.

'Hammerin' Hank'

'J.T.'

Steve

Michael

'Shoes'

Jim

"I love Mickey & The Memories. The only thing I love more is watching the enthusiasm and joy they bring to every audience."

Kathy Osterman
Executive Director, Mayor's Office of Special Events City of Chicago

"Mickey & The Memories...You're number one!"

Casey Kasem
ABC Network Radio "American Top 40"

Mickey & the Memories

Beehives, bobby socks, and black leather jackets...Aretha Franklin wails "R-E-S-P-E-C-T" while everybody's rock 'n' rollin' ...Brenda Lee cries "I'm Sorry" and the slow, slow dancing begins. As Martha & The Vandellas break into "Heat Wave," the place goes up for grabs. The crowd forms a train as Little Eva leads them in "The Loco-Motion." Have you stumbled into a fabulous reunion of the 50's and 60's greats? You'll certainly think so with **Mickey & The Memories**.

Since its inception in 1983, **Mickey & The Memories** has emerged as one of the hottest oldies band in the country. For nearly a decade, they have been presenting ***"The Ultimate Rock'n Roll Reunion"*** to excited audiences everywhere.

"It's a dream that seems to have a momentum all its own," says Mickey Nelson, Producer/Performer, of the nine member (3 girl, 6 guy) group. "People were missing out on the authentic sights and sounds of the girl groups of the sixties. So I decided to form a "tribute" show to recreate that missing element." Today, **Mickey & The Memories** is entertaining audiences not only with the female greats, but male hits as well.

"Mickey & The Memories is capturing national attention with its unique stroll down memory lane."

Steve Sanders, WGN-TV News Anchor

From its very beginnings, **Mickey & The Memories** has inspired rave reviews from television, radio, and newspaper critics alike. As Chicago Magazine has observed:

"I love Mickey & The Memories. The only thing I love more is watching the enthusiasm and joy they bring to every audience."

Kathy Osterman, Executive Director
Mayor's Office of special Events - City of Chicago

And what a show!....the 50's innocence of Connie Francis...the rebellious heartache of the Shangri-Las...the electric and soulful elegance of the Supremes....In short, **Mickey & The Memories** brings back the total feeling of a generation gone by.

Do audiences enjoy themselves? You can bet your '57 Chevy on it! So, if you're looking for that perfect entertainment for your special party, dance, reunion or corporate event....if it's important for you to give your guests a time they'll always remember, here's the show they'll never forget: **Mickey & The Memories!**

"Mickey & The Memories is capturing national attention with its unique stroll down memory lane."

Steve Sanders
WGN-TV's News Anchor

"Mickey & The Memories' vocals and harmonies are so precise ,you forget that you're listening to the cover versions."

Dave Hoekstra
Chicago Sun-Times' "Steppin' Out"

Mickey & the Memories

CLIENT SAMPLE
(1983-1992)

Molly "Mickey" Vicki

Adweek Cannes Film Festival
Allstate Insurance
American Airlines
American Cancer Society
Arc Corn Fabrics
Arthur Andersen
Associates Commercial Corporation
AT & T
Bellone
Cellular One
Chicago Gift Show
Coca Cola
Crate & Barrel
Creditchex
CUBS Care Benefit "Lights On"
Cystic Fibrosis Foundation - Celebrity Waiters
D.A.R.E. Conference
David's Holding Company
Delta Communications
Digital Equipment
Fanny May Mortgage
Forms, Inc.
Ford Motor Company
Fugisawa, USA
General Electric
Gingiss Formal Wear's 50th Anniversary
Homart Development
Hopkins & Sutter
Hyatt Regency - Downtown
I.B. Diffusion
IGA
Illinois Restaurant Association
IFMA - Restaurant Show Awards Dinner
Koering & Excavators
Leo Burnett
Lincoln Center, Minneapolis
M-TV
Mayor Richard M. Daley Inauguration
McDonald's Corporation
MCI
McMaster Carr Supply Company
Milwaukee's Summerfest
Misericordia Family Fest
Muscular Dystrophy Association
N.B.T.A. (National Business Travel Association)
NEOCON Awards
People For The American Way
Pontiac Motors
Proctor & Gamble
Radisson Star Hotel - Celebrity Ballroom
Roger Ebert
S/S Clipper
Seagrams
Sheraton International
Society for Marketing Professional Services
Sonnenschein Nath & Rosenthal
U.S. Army
Taste of Chicago 1985-1992
Variety Club
VisiNow Veterans
Welcome Home Desert Storm Veterans '91
Welcome Home Vietnam Veterans '86
Westinghouse
Wisconsin State Fair
WLS-AM & Z-95 FM Radio Stations
World Book Encyclopedia
Young President's Club

(A complete list if available upon request)

BRANCH/DIVISION FITNESS ASSESSMENT

This assessment is designed to identify your branch's strengths and areas that can be improved. Rate how well your branch is doing by ranking each statement as follows:

1 = we have some real problems
2 = we could use some work/attention
3 = we do an adequate job
4 = we are stars!

1 2 3 4 1. The branch has a commitment to education and equity for women and girls through action in the community and/or state.

1 2 3 4 2. The branch has a focus—a strategic plan—that reflects AAUW's mission.

1 2 3 4 3. Branch programming is related to the needs of potential and current members and the community.

1 2 3 4 4. The branch has a membership marketing plan for recruiting, orienting, and retaining members.

1 2 3 4 5. The branch has a leadership team whose members support each other and encourage emerging leaders.

1 2 3 4 6. Members understand and financially support the AAUW Educational Foundation.

1 2 3 4 7. Members understand and financially support the AAUW Legal Advocacy Fund.

1 2 3 4 8. The branch conducts successful, innovative fundraising activities.

1 2 3 4 9. The branch has applied for an AAUW Educational Foundation Research & Projects Grant to undertake programming in our community.

1 2 3 4 10. The membership of the branch is growing.

1 2 3 4 11. Across the board, participation in branch meetings is high among members.

1 2 3 4 12. The branch forms partnerships with other community groups and organizations.

1 2 3 4 13. Members understand AAUW's history, mission, and Bylaws. They share these with others.

1 2 3 4 14. Members understand and actively support AAUW's position on public policy issues.

1 2 3 4 15. The membership of the branch has a knowledge of the community demographics and the branch reflects the diversity of the community.

1 2 3 4 16. The branch welcomes all levels of member participation.

1 2 3 4 17. Members attend division, regional, and/or Association meetings.

1 = we have some real problems
2 = we could use some work/attention
3 = we do an adequate job
4 = we are stars!

1 2 3 4 18. The branch communicates regularly with members through a periodic newsletter and/or calling committee.

1 2 3 4 19. The branch conducts ongoing member orientation programs and welcomes new members to the branch.

1 2 3 4 20. Visitors (prospective members) are invited to—and attend—branch meetings each month.

1 2 3 4 21. The branch has an active relationship with colleges and/or universities in the area and with the college/university representative.

1 2 3 4 22. The branch has a goal-based financial plan.

1 2 3 4 23. Members receive recognition for achievements within and outside of AAUW.

1 2 3 4 24. Branch leaders are recognized for their contributions to AAUW.

1 2 3 4 25. Members have fun and celebrate the branch's strengths and achievements.

1 2 3 4 26. The branch is viewed as a credible, reliable resource on women's issues among the local media and public officials.

1 2 3 4 27. Members form lasting friendships through the branch.

ASSESSMENT TOTALS

_____ x 1 = _____
_____ x 2 = _____
_____ x 3 = _____
_____ x 4 = _____
BRANCH TOTAL = _____

[0–36] Branch/division needs assistance. Determine strategies for revitalization and develop action plan.

[37–60] Branch/division may be strong in certain categories but may need improvement in specific areas. Develop task and assignment list to address weaknesses. Monitor activity during the year.

[61+] Branch/division is a model for others. Share your success!

AAUW as a Multicultural (Equitable) Organization: Vision Priorities

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, or disability.

Given AAUW's vision to become a model multicultural organization, AAUW will focus on the following priorities:

1. DEMOGRAPHICS—*Membership will grow and both membership and leadership will reflect the demographics of the community.*

   - AAUW will be easier to join.
   - AAUW will encourage new kinds of local affiliations.
   - AAUW at all levels will foster a welcoming organizational climate.

2. MORE OPEN ACCESS TO LEADERSHIP—*Leadership in AAUW will be open and easily accessible to all members.*

   - AAUW at all levels will value many styles and strengths of leadership.
   - AAUW will re-examine its traditional pathways to leadership and recognize experience gained in other groups.
   - AAUW leadership will be equitably shared by all diverse groups.

3. POWER—*AAUW's power and strength as the leading advocate for education and equity for all women and girls will be enhanced by being a diverse organization.*

   - AAUW will seek out opportunities for new alliances.
   - AAUW will actively recruit members of underrepresented groups.
   - AAUW will be sought out by the media and policymakers as the experts in education and equity issues and represent a broad-based constituency.

4. EACH MEMBER VALUED—*Every member will feel welcome and affirmed as a whole person.*

   - AAUW will create an organizational culture in which members can participate fully and be free to acknowledge their group identities, including those based on race, religion, sexual orientation, age, class, gender, and disability.
   - AAUW at all levels will seek out and provide skill-building training in areas such as conflict management and alliance building to develop each member's capacity to effectively participate in and lead diverse groups.

Equity begins with the individual and the branch. Every member in every branch will take at least one step a year toward changing themselves; every branch and every state will take at least one step a year to change themselves; every branch and every state will take at least one step a year toward changing their community.

Indicators of Success

Now that you have reviewed some of the options for branch and state action for becoming a multicultural organization and have begun to put some ideas into practice, how will you know if your efforts are working? Remember the premise that each branch will develop action strategies and take at least one step toward expanding relationships and eliminating discrimination. Below are some indicators that can guide your measure of success.

Branch

- Programs are substantive, challenging, and lead to action.
- Other organizations in the community see AAUW as the leading advocate for education and equity for women and girls, and the branch is known for getting results.
- There is a high degree of member satisfaction and pride in a branch that reflects the demographics of its community.
- Underrepresented groups turn to AAUW branch members and the organization to work in coalition and as allies.
- The branch is attracting members of all groups.
- The branch leadership team is representative of the whole community.

State

- Programs are substantive, challenging, and lead to action.
- Other organizations in the state see AAUW as the leading advocate for education and equity for women and girls and as an organization that gets results.
- There is a high degree of member satisfaction and pride in a state organization that reflects the demographics of its population.
- Underrepresented groups turn to AAUW members and the organization to work in coalition and as allies.
- The state AAUW is attracting members of all groups.
- The state leadership team is representative of the whole population.

PROGRAMS

- ❒ Include diversity in all phases of program planning (speakers, sites, subject matter).
- ❒ Celebrate ethnic holidays.
- ❒ Invite members of minority groups to make presentations at meetings.
- ❒ Offer programs exploring different religions, ethnic groups and lifestyles with members of these groups as presenters.
- ❒ Show videos focusing on cultural diversity and awareness.
- ❒ Sponsor diversity awareness training for members.
- ❒ Invite a craftsperson to discuss the impact of her culture on her designs and her work.
- ❒ Arrange a walking tour of an ethnic neighborhood and meet community leaders to discuss mutual concerns.
- ❒ Sponsor a debate on the pros and cons of "English as a Second Language" Programs in schools.
- ❒ Schedule a Speakers Series to explore the religious beliefs of the major religious faiths in your community.
- ❒ Invite members of various ethnic groups in your community to discuss their educational experiences in their homelands.

PROGRAMS

- ❒ Invite EFP Fellows to discuss their national heritage and its effect on their work.
- ❒ Present "Progress In Equity" Awards.
- ❒ Invite immigrants to discuss their experiences.
- ❒ Sponsor a Diversity Panel.
- ❒ Plan a UN Day Celebration.
- ❒ Sponsor an international theater or film festival.
- ❒ Invite a refugee or an activist to speak on Human Rights Day.
- ❒ Present an ethnic dinner and invite community participation.
- ❒ Invite someone to speak on the life of the physically challenged.
- ❒ Focus book group reading selections on international events and multi-cultural issues.
- ❒ Invite someone to speak on the history and ramifications of the US Civil Rights Movement.
- ❒ Sponsor focus groups to identify strategies for coping with issues affecting the community.
- ❒ Present "Turtle Awards" to individuals and groups that "stick their necks out for diversity".
- ❒ Schedule a meeting or joint project in an ethnic neighborhood.

PROJECTS

- ☐ Sponsor a Career Fair for minority students.
- ☐ Develop a Speaker's Exchange with other groups that support our goals.
- ☐ Establish or participate in Adult Literacy and ESL Projects.
- ☐ Provide a service (like mentoring) for ethnic-based, not-for-profit organizations, community groups or associations.
- ☐ Build a float and participate in community parades during ethnic celebrations.
- ☐ Establish or participate in an Anonymous Volunteers Program in an ethnic neighborhood school.
- ☐ Adopt a school with a high racial/ethnic student population.
- ☐ Staff an AAUW booth at community ethnic celebration days.
- ☐ Participate in Youth Fairs for minority youngsters.
- ☐ Participate in ethnic holiday celebrations, international festivals and special observances i.e., Martin Luther King Day, Gay Pride Day, Dia De La Raza.
- ☐ Develop a shadowing program with members of other cultures.
- ☐ Participate in or co-sponsor a religious diversity awareness project with local Interfaith Council.
- ☐ Sponsor diversity awareness programs in local colleges, high schools and elementary schools.

PROJECTS

- ☐ Offer diversity awareness training to other organizations.
- ☐ Present an art exhibition featuring the artists from other cultures and invite artists to speak about their life experiences and its effect on their work.
- ☐ Co-sponsor a political candidates forum with ethnic groups that share our concerns.
- ☐ Provide discount joint membership fees with other groups that support mutual goals.
- ☐ Sponsor a progressive ethnic dinner as a fund raiser.
- ☐ Charter a bus for students and parents to visit activities in major cities (like a National College Fair).
- ☐ Sponsor a Graduate School Fair for minority students.
- ☐ Provide displays in libraries focusing on cultural diversity in your community.
- ☐ Support environmental efforts that affect ethnic populations or neighborhoods.
- ☐ Work in ethnic neighborhoods on recycling projects.
- ☐ Sponsor an Ethnic Food Festival.
- ☐ Work with ethnic groups to focus the attention of local school committees on the importance of valuing diversity in the schools.
- ☐ Identify interested individuals and groups and develop a Speakers Bureau to provide speakers on issues of diversity in the community.

Action for a unified society

Checklist for Action

Checklist of Ways You and Your Branch Can Undertake Action for a Unified Society

For the Individual:

1. Inform yourself—become involved—in the problems and issues of poverty, racism, environment and community development.
2. Examine your own attitudes to detect inconsistencies and evidences of latent racism, inequity in social relations, and self serving interests.
3. Support and offer your services to:
   - —Community fair-housing committees
   - —Urban coalition committees
   - —Programs promoting interracial understanding and cooperation
   - —Community projects which confront social issues
4. Volunteer your time
   - —To work in community programs in schools, social agencies, hospitals, etc. Contact the Volunteer Bureau in your community.
   - —To work in programs for disadvantaged children.
   - —To organize volunteer services.
   - —To support inner city or ghetto neighborhood development through interpretation of views of minorities, fund-raising or services.
   - —As a small group leader for a study group in your branch or neighborhood.
5. Speak up
   - —To confront social injustice wherever it may be encountered.
   - —To protest inequalities in your community.
6. Buy from business establishments that implement civil rights laws and hire members of minority groups.
7. Influence businesses in your area to recruit, hire and promote top minority executives.
8. Invest your funds where racial justice is practiced.
9. Work
   - —To learn the attitudes and stands of candidates for public office.
   - —To support candidates who offer constructive solutions to problems.
   - —To let candidates and elected officials know when you approve of stands that they have taken in the face of opposition.
10. Adopt or provide foster care services for a minority group child.
11. Reach out a hand of friendship and initiate a dialogue with individuals and groups that are unfamiliar to you.
12. Sensitize yourself to seeing problems that exist in your community.

For Branches:

1. Study social, economic and political issues in your community by
   - —Using study materials available in topic kits, *GDL*, *Journal*, bibliographical references; viewing together films, TV programs, etc., that explore social issues.
   - —Involving members in small

"The renewal of societies and organizations can go forward only if someone cares."

—John Gardner

Courtesy of the Office of Economic Opportunity

group discussion of issues.
—Conducting field trips of your community's social service agencies, projects and institutions.
—Exposing your branch to different ways of learning, such as dialogues with youth, with minority group representatives; observation of community action programs.

2. Work with other groups to
—Cooperatively develop action programs to deal with community problems.
—Plan public meetings and discussion programs to inform people about issues.
—Provide opportunities for all groups in the community to "tell it like it is."
—Identify needs in the community.
—Recognize the needs of "left out" groups in the community.
—Develop community leadership.

3. Learn about the public schools in your community
—Educational opportunities for minority groups.
—Inclusion of minority group contributions in the curriculum.
—Hiring of teachers representing minority groups.
—Assistance volunteers might provide for tutoring, cultural enrichment, etc.
—Summer out-of-the city programs for inner group youngsters.
—Adequacy of facilities for day care programs.

4. Support legislation at local, state and federal levels on such issues as
—Open housing
—Quality education
—School bonds
—Poverty program appropriations
—Income maintenance programs
—Health care
—Constructive welfare programs
—Conservation
—Gun control
—and other issues identified by the branch, division or Association

5. Work to insure maximum community utilization of existing state and federal welfare programs.

6. Experiment with intergroup programs
—Work with interracial drama and music festivals, study groups, art exhibits, etc.
—Develop programs of interracial leadership training.
—Encourage "exchange" programs among metropolitan areas.

7. Become informed about
—Characteristics of poor in U.S.
—Welfare programs for children
—Strengths and weaknesses of current programs that deal with poverty and alternative approaches to reduction of poverty.

Branch Sensitivity Exposure Guide

	Yes	No
1. Has your branch been involved in any community activities during the past year which brought members in contact with people with different backgrounds and ideas from their own?	[ ]	[ ]
2. Has your branch provided a climate for candid expression of different views and opinions among members?	[ ]	[ ]
3. Does your branch keep informed about social and educational issues in your community?	[ ]	[ ]
4. Has your branch program regularly included such activities as field trips, films, workshops, small group discussions, happenings?	[ ]	[ ]
5. Does your branch make an effort to be aware of the interests, skills and resources of your members?	[ ]	[ ]
6. Are individuals from minority groups included in your branch membership?	[ ]	[ ]
7. Does your branch provide opportunity for young members and minority group members to play an active role in program development and branch decision-making?	[ ]	[ ]
8. Has your branch taken a strong stand on controversial issues?	[ ]	[ ]
9. Has your branch made an effort to recruit recent (5-year) college graduates?	[ ]	[ ]
10. Has your branch initiated projects with other groups in your community that brought above positive community change?	[ ]	[ ]
11. Are you aware of how your branch is perceived by other people in the community?	[ ]	[ ]
12. Does your branch program include active consideration of legislative issues?	[ ]	[ ]
13. Are members of your branch included in community decision-making bodies?	[ ]	[ ]
14. Has your branch attempted to implement in your community the recommendations of the *Kerner Report* or similar state or local reports?	[ ]	[ ]
15. Has your branch been engaged with youth in activities which have helped you to understand their concerns?	[ ]	[ ]
16. Does a substantial percentage of your members attend local workshops and meetings on community problems?	[ ]	[ ]
17. Has your branch program exposed members to some experience with radical right and radical left groups in your community?	[ ]	[ ]
18. Has your branch attempted to influence the economic and political power structure of your community?	[ ]	[ ]
19. Does your branch program include discussion of books, films, performances which have been commonly experienced by branch members?	[ ]	[ ]
20. Does your branch actively promote opportunities for intercultural understanding through hospitality to international visitors, by drawing on background of members who have lived abroad, through IFUW contacts, by viewing foreign films, performances and exhibitions?	[ ]	[ ]
21. Has your branch met in different types of buildings and areas in your town?	[ ]	[ ]