

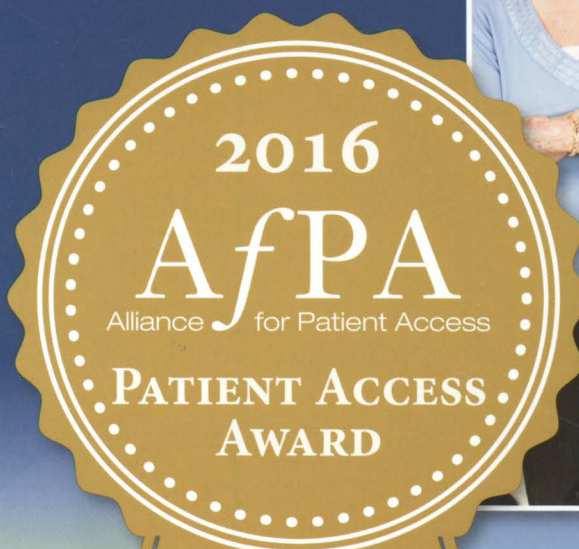
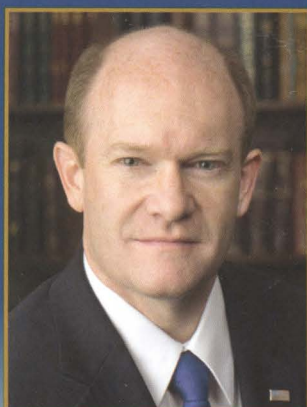
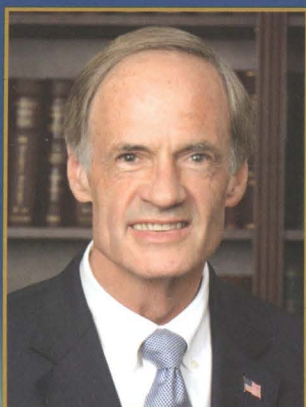
Senators Tom Carper & Chris Coons Are Our Medicare Champions.

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Senators Tom Carper & Chris Coons Are Our Medicare Champions.



ProtectMedicarePartB.org

Senators Tom Carper & Chris Coons Receive the 2016 Patient Access Award



America's seniors depend on Medicare. They expect Congress to protect access to their medicines and treatments. Because Senators Tom Carper & Chris Coons have proven commitment to seniors, they have received the "2016 Patient Access Award."

As Congress finishes its legislative work, thank Senators Carper & Coons for stopping actions that threaten your Medicare access, including the recent attempt to force experimental policy changes to Medicare Part B.

✓ **MEDICARE PART B EXPERIMENT THREATENS PATIENT ACCESS**

Experimental policy changes for Medicare Part B, developed by the Center for Medicare & Medicaid Innovation, will have costly consequences for Medicare's sickest patients. Congress needs to continue its efforts to stop these harmful changes. Blocking this damaging policy experiment is critical to protecting access to the best treatments and medicines for America's seniors.

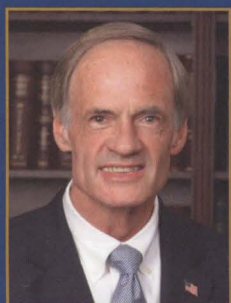
✓ **EXPERIMENTAL CHANGES PUT BUREAUCRATS IN CONTROL OF TREATMENT CHOICES**

This policy experiment would impose mandatory payment cuts to doctors and would allow government bureaucrats to manipulate which treatments are available to Medicare's most seriously ill seniors.

✓ **RURAL AND COMMUNITY TREATMENT CENTERS THREATENED**

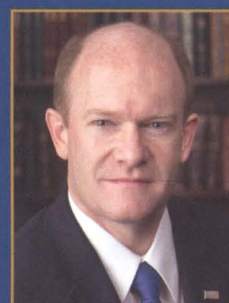
Bureaucrat controlled payment cuts to doctors could force community, rural and specialized practices to close, severely limiting patient access to needed care. This could force Medicare patients fighting cancer, multiple sclerosis and other rare illnesses to travel significant distances to receive the treatments and medicines they need.

ProtectMedicarePartB.org



Call Senators Tom Carper & Chris Coons at
202-224-2441 and 202-224-5042.

Thank Them for Protecting Access to Quality Care for Seniors.
Urge Them to Keep Fighting to Prevent Bureaucrats from
Cutting Your Medicare.



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MESSENGER
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Who is America?

Blue Hens in politics
weigh in p. 33

Preparing for the Beltway
and beyond p.38

An eminent political
journalist reflects on
his UD career p.80

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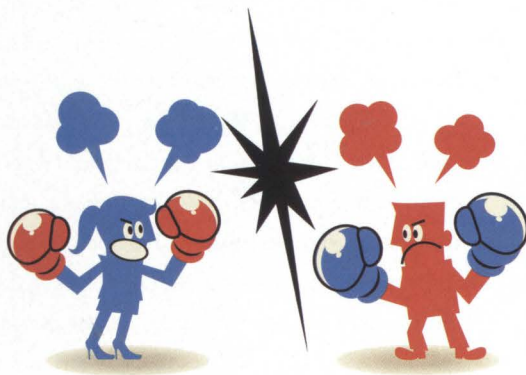
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Who is America?

For months, the candidates have argued that the 2016 presidential election is about who we are as a nation. So now, in the heat of all the hard campaigning, we ask: Who are we?

If America were a person, what kind of person would it be?

Since UD has come to be known as the epicenter of politics, we reached out to our distinguished alumni, to those entrenched in wider political discourse and discussion, to answer that question. Here's what they had to say.



TWO BICKERING SIBLINGS

Conny Mayer, AS84, intelligence analyst,
U.S. State Department

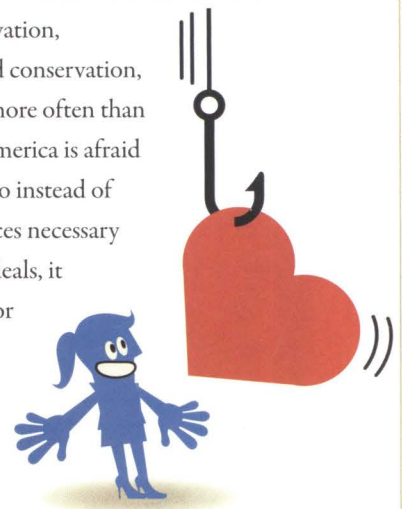
Mother Democracy is sorely vexed. Her now-teenage twins, America the free and America the brave, are not getting along. She sees great peril for the country in their behavior. Yet they are having what appears to be ever-deepening and increasingly ugly disputes. Mother Democracy scolds them: "Remember, it is only TOGETHER that the family can be strong. Stop working against each other and focus on our common good." But they do not listen. They are teenagers and their mother's voice goes unheeded. Mother Democracy despairs the long, proud history the twins are due to represent. Will

they get past their differences and continue that proud tradition, or will they ever argue, or even begin to fight? Punches have already been thrown. She awaits the moment they remember their upbringing and return to their senses.

FEAR OF COMMITMENT

Kelly Nye, AS09, senior recruiting coordinator
for Deloitte and former staffer to U.S. Sen.
Chris Coons

America is a person who always swipes right, but never makes it to the first date. It is attracted to the idea of diversity, innovation, creativity, equality and conservation, but this attraction is more often than not only skin deep. America is afraid of real commitment, so instead of making the hard choices necessary to accomplish these ideals, it texts back and forth for several hours only to stay home and watch Netflix alone.



CONTINUED 



THE UNIVERSAL MOTHER

Valerie Biden Owens, AS67, executive vice president of Joe Slade White & Company, a political strategy and media consulting firm

If America were a person ... she would be a woman.

Woman is the primary force in nature.

A woman as designed by nature is a leader. As a mother, she is the ultimate leader—

She is the first presence

The first consciousness

The first source of sustenance

The first source of inspiration

The first source of awareness

The first teacher

America would be the Universal Mother: heroic in her ideals, solid in her expectations, fierce in her love.

She would teach her daughters and sons that every issue was a woman's issue. That peace, equality, justice, respect and responsibility were not gender specific—but opportunity was—and opportunity is what her children would create.

She would instill confidence in her children to believe in themselves—that they were capable of both greatness and grandness.

She would impart raw knowledge that her children could convert to wisdom and sound judgments.

She would lead by example—and show how ordinary acts of kindness take the measure of the person.

She would remind her children that failure in everyone's life was inevitable, but that giving up was unforgivable.

She would whisper to each that she was a child of God.

AN OLD SOUL, YOUNG AT HEART

Bahram Rajaei, AS93, 95M, 00PhD, a foreign service officer with the U.S. Department of State serving at the U.S. Consulate General in Jerusalem

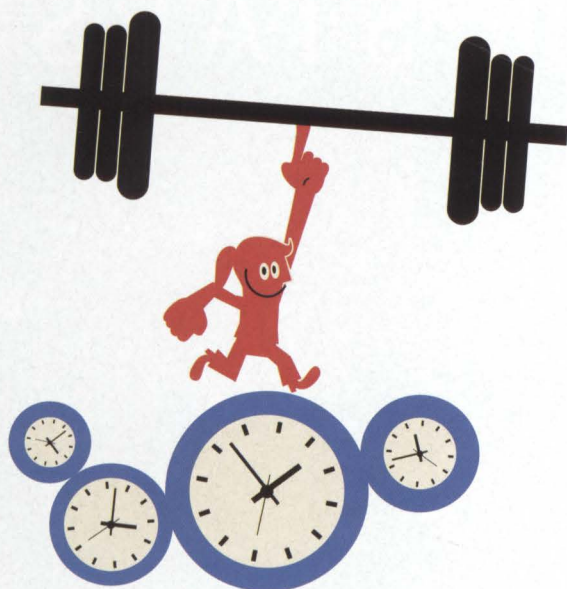
It is tempting to think America is a youngster among the great powers: a latecomer, strong, idealistic, optimistic, generous of heart and relatively unbound by historical baggage—but also perhaps rash, naïve, overly focused on short-term outcomes and strong-willed. But I give us more credit than that.

Born in revolution 240 years ago, America was founded on a set of universal human values that serve as a standard we still cherish and strive to meet today. Tempered by the domestic challenge of slavery, our bloody Civil War and ongoing civil rights movements, the hard-won balance that favors tolerance in our society sets us apart from most others. After nearly 140 years of relative isolation, in the 20th century we intervened in two world wars to keep democracy safe, rebuilt the international system to prevent their recurrence and ensured that Communism was contained during the Cold War until defeated. Hundreds of thousands of Americans were killed or wounded in these events.

Today, we remain the world's sole superpower with a disproportionate responsibility for maintaining international peace and security. These experiences transformed the world and us. They have become an indelible part of our history, how we see ourselves and how others see us.

So we are indeed relatively young, but we are no rookie. Nor are we inexperienced. We carry uniquely heavy burdens and have the scars to show for it. And yet we still retain those universal values at our core, making us quite possibly the most interesting youngster in the world.





STRONG BUT STRESSED

Domenico Montanaro, AS01, lead editor for politics and digital audience at National Public Radio

If America were a person, it couldn't be one. He'd be a movie character played by people of different races. She'd be fair, she'd be tough, she'd be stressed out. He'd be trying to get ahead. She'd be wondering why she doesn't get paid equally. She'd wonder why she has to leave the work force to have children. They'd wonder why there was no childcare for their kids. They would know that it all boils down to socioeconomic status—educational attainment, wealth, comfort.

The American would be a little self-centered, not as smart as he thinks he is, but cocky enough to make it happen. Trying to win, trying to get hers, trying to get to what's next. She also has a tremendous sense of place, of purpose, of commitment to leading the world. He understands this responsibility goes beyond his borders. At the same time, he knows we should fix what's needed here at home. And yet everyone wants what everyone wants, to leave a better life for his or her children—however each American defines it.

PASSIONATE AND COMPASSIONATE

Claire DeMatteis, AS87, interim CEO for Affinity Health Plan, and former senior counsel to then-Sen. Joe Biden, AS65

If America were a person, it would be a person who:

Is entrepreneurial and who is not afraid to fail.

Values education as a lifelong investment and never stops learning.

Puts relationships before tasks, who listens and who acts after thoughtful deliberation.

Is passionate and compassionate.

Values friendships.

Remembers that what we learned in kindergarten really does matter: Say "please" and "thank you."

Is tolerant of other people's beliefs.

Is authentic and transparent about where they have come from and ambitious enough to believe one person can change the world.

Appreciates foreign cultures with genuine curiosity and warmth.

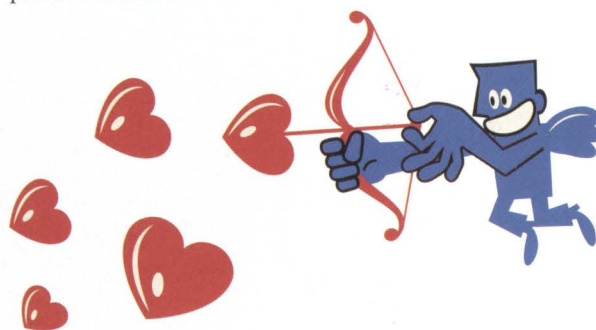
Exercises her right to vote.

Respects authority but is not afraid to challenge it when there is an abuse of power.

Engages in their world, their community, their family.

Passes on acts of kindness, wisdom of mentors and hard-learned life lessons to others.

Gives back, counts her blessings and always sees the positive in life. ■



Who is America? We want to hear from you.

We hope these thoughts will start a larger conversation, and we'd like to open this question to you, our readers. Share your thoughts with us at TheMessenger@udel.edu (200-word limit), by Oct. 1, and we will publish a selection of our favorites in the next issue.

LOOK TO THE STARS

UD Alumni Shine in Politics

Blue Hens continue to represent our place in the public service firmament. Here is a sampling of alumni and their roles within the Beltway and far beyond, all of whom are working to shape our nation's future.

- **ROBERT BERNOSKY, AS86**
Central Coast vice chair and member of the Board of Directors for the California GOP
- **JOE BIDEN, AS65, 04H**
Vice President of the United States
- **SYDNEY BOPP, AS08**
Special adviser for external affairs at the U.S. Department of Energy
- **JENNIFER BURCH BRAUN, AS04**
Editor and technical director for CNN NEWSOURCE
- **JOHN CARNEY, AS87M**
Congressman; running for governor of Delaware
- **CHRIS CHRISTIE, AS84, 11H**
Governor of New Jersey
- **CLAIRE DEMATTEIS, AS87**
Interim CEO for Affinity Health Plan and former senior counsel to then-Sen. Joe Biden
- **REHA DENEMEC, BE92M**
Senior adviser to the President of the Republic of Turkey
- **JILLIAN DOODY, AS04**
Senior director for the International Trade Administration
- **ANDREW GRUNWALD, AS11**
Staff assistant to U.S. Sen. Chris Coons, D-Del.
- **EMILY HALLE, AS08**
International trade compliance analyst for the U.S. Department of Commerce
- **JOSH KAGAN, AS08**
Former advance associate for The White House
- **MAX KRAMER, AS13, BE13**
Campaign manager for Kathleen Rice (D-N.Y.) for Congress
- **KEVIN KRICK, EOE00**
Bay Area vice chair and member of the Board of Directors for the California GOP
- **CHARLES "CHUCK" LEWIS, AS75, 09H**
Founder, Center for Public Integrity; Executive editor at The Investigative Reporting Workshop; Journalism professor at American University
- **CARA LOFARO, AS08**
International trade specialist at the International Trade Administration
- **JENNIFER LUCAS, AS06**
Former law clerk for the U.S. Senate Committee on Health, Education, Labor and Pensions
- **MOLLY MAGARIK, AS02**
State director for U.S. Rep. John Carney, D-Del.

BLUE HENS *in* POLITICS

- **CONSTANCE MAYER, AS84**

Deputy director for the Office of Near East and South Asia Analysis in the Intelligence and Research Bureau in the U.S. Department of State

- **ELLAREE "GITA" MILLER, AS14**

Legislative writer for Rep. John Carney, D-Del.; Soles Fellow at the Center for Public Integrity

- **DOMENICO MONTANARO, AS01**

Lead editor for politics and digital audience, NPR

- **KELLY NYE, AS09**

Former staffer to U.S. Sen. Chris Coons, D-Del.

- **BEN PAGE-GILL, AS15**

Digital campaign manager for the Democratic Congressional Campaign Committee

- **VALERIE BIDEN OWENS, AS67**

Executive vice president of political advertising firm Joe Slade White & Co. and one of the first women in the nation to manage both a U.S. Senate and Presidential campaign

- **DAVID PLOUFFE, AS10**

Campaign manager for Pres. Obama, 2008 and 2012; vice president of Uber

- **BAHRAM RAJAEI, AS93, 95M, 00PHD**

Diplomat with the U.S. Department of State

- **AMANDA SCHECHTER, AS13**

Membership adviser for strategic accounts for The Advisory Board Company

- **STEVE SCHMIDT, AS93**

Manager of McCain 2008 campaign; owner of SES Strategies

- **JENNIFER SHOWELL, AS02**

Foreign affairs officer for the U.S. Department of State

- **ROSEANN SLONSKY-BREAULT, AS70**

Past president of the California Federation of Republican Women

- **CHLOE SOMMERS, AS08**

Journalist, C-SPAN, CNN

- **LEN STARK, AS91, 91M**

Federal District Court judge, Delaware

- **LEO STRINE, AS85**

Chief justice, Delaware Supreme Court

- **ROBERT WALKER, AS77**

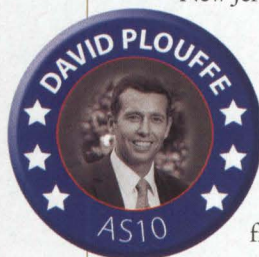
Former congressman; Republican party strategist

- **ERIC WALL, AS13**

Legislative correspondent for U.S. Sen. Chris Coons of Delaware

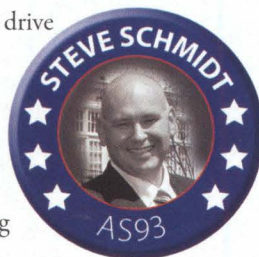
BLUE HENS in POLITICS:

In the whirl of high-profile politics, UD certainly has produced its share of heavy-hitters and household names. Switch on tonight's TV news, and you'll likely catch a glimpse of Vice President Biden's high-beam grin, or hear New Jersey Gov. Chris Christie's perfect-for-prime-time quip.



But just below the media barrage, a quieter cadre of UD graduates is also making waves in the broader world of public policy. Some are already legends among insiders—people like David Plouffe, AS10, the campaign guru who helped give the nation its first African-American president, or Steve Schmidt, AS93, who led Sen. John McCain's drive for the White House.

Others toil just below the media spotlight's glare, and while their influence doesn't always make the headlines, they are moving-and-shaking things in their own way, and sustaining UD's reputation as "maker of political kings" and "the epicenter of politics"—nicknames bestowed by The New York Times and Bloomberg News for UD's proclivity for producing political stars.



In many cases, their titles speak of their prowess: State Supreme Court chief justice, federal judge, U.S. intelligence analyst, foreign service officer, chief political editor, campaign manager, member of Congress, adviser to the governor.

And in speaking with them, clues emerge about why UD bears such lasting impact: They point to a well-connected and intellectually weighty faculty in political science and public policy, professors who go out of their way to open doors in D.C. They speak of a philosophical approach that guides students to embody high ethical



standards, and to respect public service as a noble pursuit. And they credit coursework rigorous enough to prepare them for the political meat-grinder inside the Beltway—and beyond.

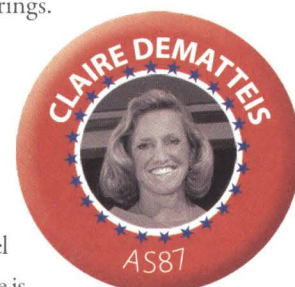
"UD made me who I am," says three-time alumnus and foreign service officer Bahram Rajaei, AS93, 95M, 00PhD. "I'm almost at a loss of words for what Delaware did for me."

Currently serving at the U.S. Consulate General in Jerusalem, he has been to prisons and hospitals in Jerusalem, gaining a firsthand account of "grassroots consequences of bigger issues in foreign policy."

Through it all, Rajaei says, his UD education prepared him well for the challenges of the job.

"UD gives you a deeper level of understanding of the world," he says. "You learn things the way they should be taught, which is not through one set path, but rather, a mix of experiences, by doing everything, by learning from the best."

Claire DeMatteis, AS87, echoes this sentiment, saying the political science coursework here "gives you the skills to prepare for the toughest grilling from the chairman of the Senate Judiciary Committee for hearings. Because you already know how to research, how to communicate."

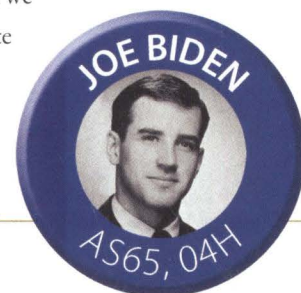


As interim CEO of Affinity Health Plan, DeMatteis brings 25 years' experience in government affairs to the role, including 10 years as senior counsel to then-Sen. Joe Biden, AS65, 04H. He is one of many people, she says, "who give politics a good name, who are in it for the right reasons."

That, too, is a hallmark of the UD experience, and one graduates credit to their education and faculty mentorship.

As Biden said in 2011, after gifting his senatorial papers to UD, "It was professors like Dr. Paul Dolan, Dr. Bennett, Dr. Bilinsky, and maybe the smartest guy who ever taught me, Dr. David Ingersoll...[who] each, in a different way, instilled in me the belief that being engaged in politics was an honorable and noble undertaking, and that we each had something to contribute to the public debate."

For many years, the late and beloved professor James



Deep roots, wide reach



Soles maintained contact with his former students, both Republicans and Democrats, through annual gatherings known as “the Soles seminars,” which brought them together well into their careers to continue talking about political issues and their next steps up the ladder.

That legacy has been sustained by UD’s James R. Soles Lecture on the Constitution and Citizenship, which attracts top political leaders each fall.

In a video speech to the Class of 2016, New Jersey Gov. Chris Christie, AS84, 11H, credited his late adviser for showing unwavering guidance.

“When I was leaving, [Prof. Soles] said to me, ‘If you want a career in politics, you’re going to be a great politician,’” Christie said. “Hearing that from somebody like him gave me a lot of confidence walking out the door.”

Such support frequently reaches well beyond the boundaries of campus, giving aspiring public policy professionals early access to the political networks that can be crucial for careers.

“Mentors such as James Soles, James Magee, Joseph Pika, Dan Rich, Ed Freel and others have incredibly strong reputations among our political science and public policy alumni,” says Ralph Begleiter, Rosenberg Professor Emeritus of Communication. “They have connected undergraduates and alumni right into the real world of politics.”

Freel, for instance, regularly sponsors election intern courses and most recently created UD’s first Washington, D.C. Experience, where students spend a semester living, working and studying in the nation’s capital.

Begleiter himself has taken students around the world to gain a deeper awareness of global policy.

Sydney Bopp, AS08, recalls a study abroad trip to Turkey and Greece, where she studied the geopolitics of the Mediterranean. “It was one of the highlights of my time at UD,” says Bopp, who serves as special adviser to the U.S. Department of Energy’s loan programs office.

“I came to UD wanting to work in the White House, and I did,” she says. “UD helped make that happen. The faculty, the education, the experiences studying abroad—it has all helped make and distinguish my career.” ■



Bringing politics to UD

UD’s Center for Political Communication is producing numerous events surrounding the 2016 Election, including the annual National Agenda speaker series, which this year will examine the “Road to the Presidency.”

All events are held Wednesdays at 7:30 p.m. in Mitchell Hall unless otherwise noted. This fall’s lineup includes:

9/7/16 - Journalists Domenico Montanero, AS01, and Sam Sanders, NPR News. Montanero is NPR’s lead editor for politics and digital audiences. Sanders is a reporter for NPR’s Washington desk.

9/21/16 - Comedian Ashley Black, a writer on TBS’ *Full Frontal with Samantha Bee* and a regular at the Second City in Hollywood.

10/5/16 - D. Watkins, author of two books detailing life as an African-American man growing up in Baltimore.

10/19/16 - Delaware Debates (SPECIAL TIME: 7 to 9 p.m.). The U.S. House and Gubernatorial debates for Delaware.

11/2/16 - Former Maryland Gov. Bob Ehrlich, author of *Turning Point: Picking Up the Pieces after Eight Years of Failed Progressive Politics*.

11/8/16 - Election Central (Trabant University Center Multipurpose Rooms), where we watch the results of campaign strategy play out as the votes are counted. Events to include games, trivia, food, speakers and more.

11/16/16 - President Obama’s former campaign manager David Plouffe, AS10, is now senior vice president of policy and strategy at Uber.

For more information visit: cpc.udel.edu

PT Program: No. 1!

For a long time, students and patients have believed it. For years, employers have known it. Now, it's official.

UD's physical therapy graduate program is first in the nation.

That's the assessment of the 2017 edition of *U.S. News and World Report's* Best Schools, widely considered the nation's premier collegiate rankings guide. While UD's PT program has enjoyed Top-10 status for years, the No. 1 ranking—shared with three other schools—helps validate the groundbreaking research and strong clinic-based approach that the program has built on its 272-acre Science, Technology and Advanced Research (STAR) Campus.

"Our clinic really is what sets us apart from everyone else," says Gregory E. Hicks, professor and physical therapy department chair. "Moving down to STAR in 2014 made a big difference. Our old clinic in the McKinly Laboratory basement had very little room. People would say: 'I can't believe you guys do all that in this space.'"

With twice as much room to accommodate more patients and new equipment, the program's capabilities accelerated, and UD's appeal to top students and scholars grew. Faculty research began to leap even further toward the cutting edge, resulting in such widely hailed projects as Lynn Snyder-Mackler's orthopedic rehabilitation efforts; Cole Galloway's work to get disabled children moving with his GoBabyGo cars; and Darcy Reisman's work in stroke rehabilitation.

"Our faculty absolutely are leaders in the field," Hicks says. "People know us because we are changing the face of the profession."

That name recognition reaches beyond the halls of academia, to the patients in the local community and into the private sector. Because UD's clinic allows students to practice what they learn, employers consistently see UD graduates as better prepared and ready to excel. "The clinic allows us to vet our students before they even walk out the door," Hicks adds. "When our students go out, they're ready." ■

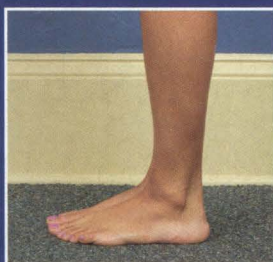


Heel-raise Exercise

We asked faculty from our #1 PT program to share some tips with readers on how to incorporate basic exercises into their daily routine.

In our efforts to stay fit and limber, they said, we often forget one set of muscles that are key to our balance, stability and ability to walk—the calf muscles. Calf weakness has been shown to raise the risk of falls in older adults, as well as the possibility of injury while running and other exercises.

Here are some tips* on keeping those calf muscles and Achilles tendons healthy from Karin Grävare Silbernagel, an assistant professor in the Department of Physical Therapy:

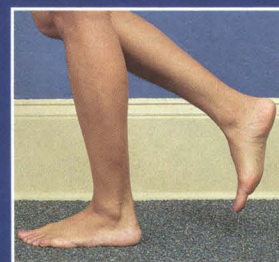


< Step 1

Stand close to a wall or countertop so you can hold on for balance.

Stand on both feet (with or without shoes) and raise yourself up onto the balls of your feet, then lower the heels back down to the floor.

Take it slowly. It should take about 1 second to go up and 1 second to go back down. Aim for 3 sets of 15 repetitions daily.



* Ability to perform these exercises will vary by individual

"We are committed to the idea that building knowledge is a kind of humanitarian activity," Kendra said. "Every place benefits from knowledge learned elsewhere."

In the aftermath of disaster, officials have little time to consider options and their implications for the future.

"Recovery often brings out conflict in a community that nobody had to tackle before," Kendra said. "And it forces the community to think suddenly about the future it wants to have. It intensifies

the timeframe that otherwise might be stretched out over many, many years."

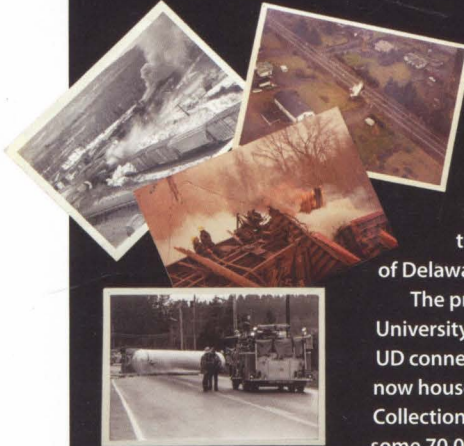
DRC offers a trove of data upon which planners and others can build their strategies, with a library of information and research on medical care, mass evacuation, sheltering, logistics, improvised response, preparedness, critical supplies, supply chains, managing donations and volunteers, the needs of people with disabilities, mental health care, community resilience, organizational dynamics, in-

frastructure security, mitigation strategies and funding, risk management, modeling a range of scenarios including how fire spreads after earthquakes, steps needed to restore water systems, the likely capacity and demand for transportation.


"The nature of our work has shifted to looking more holistically at disaster challenges," Kendra said.

Journalists often call on DRC researchers for answers and context during times of disaster, which gives further opportunity

Scanlon papers now part of disaster resource collection *| by Ann Manser*



T. Joseph Scanlon, a veteran journalist and respected journalism professor in Canada who became equally distinguished as a scholar in the sociology of disasters, had a long-time relationship with the University of Delaware's Disaster Research Center.



The professor emeritus at Carleton University in Ottawa died in May 2015, but his UD connection will continue, with his papers now housed in DRC's E.L. Quarantelli Resource Collection. The collection, a repository of some 70,000 items, is internationally known—

like DRC itself—as a leading resource in the social and behavioral science aspect of disasters.

"Our collection is widely considered the premier collection of its focus in the world, and it's heavily used by researchers," said Pat Young, resource collection coordinator. "I get emails daily from around the world asking for information, and we typically have 10 to 20 visiting scholars a year making use of the collection."

Prof. Scanlon's children offered his papers to DRC, and 69 boxes have since arrived in Delaware, representing his prolific research and writing.

The T. Joseph Scanlon Collection, described as "vast and significant," is being processed and preserved by Young, who will incorporate the papers, reports, data sets, photos, books and other materials into the resource center's other holdings. Materials are not loaned outside DRC, but are made available to any visiting researchers or agencies.

Young called the Scanlon Collection "amazing."

"I don't think Joe's importance to the field can be overstated," she said. "And now, to be able to provide this wonderful resource to future researchers is incredibly important and the best way I can think of to honor his memory and his legacy."

Prof. Scanlon typically visited DRC at least a few times a year and had close collaborations and friendships with its researchers, stretching back to the early days of the research center, which was founded in 1963 at Ohio State University and moved to UD in 1985.

He participated in its 40-year and 50-year celebrations and conferences. At the 40th anniversary event, he presented a paper about DRC co-founders Russell Dynes and E.L. Quarantelli, both professors emeritus of sociology at UD, subtitled "Building on the Legacy of the Dynamic Duo."

Prof. Scanlon's family is pleased that his papers will be part of DRC's collection, said Meaghan Scanlon, one of his daughters.

"Dad always spoke highly of Delaware, and it seemed clear to our family that the DRC was the best place for his papers," she said. "We're very pleased to know that his archives are being cared for so well and haven't doubted our decision to send the papers to Delaware for a single second."

Whenever Prof. Scanlon visited the UD campus, Young said, he had two primary goals: to connect with DRC faculty members and students and to make use of the resource center for his own research.

He thought of himself as a kind of honorary Blue Hen, she said, usually making time to attend a UD basketball game or other sporting event while on campus and driving around Ottawa with a Blue Hen bumper sticker on his car.

He also contributed material to the resource center throughout his career.

Even before his family's recent donation of his papers, the center housed more than 300 papers that Prof. Scanlon authored or co-authored. Young said his interests were wide-ranging, including the international response to disasters with mass casualties, and his scholarly work benefited from his expertise as a journalist.

"His interests were very broad, so we have a wide range of materials in his collection that we just would not have had access to any other way," she said. "His background in journalism gave him a unique perspective, and it made him an amazing storyteller."

Graduate student **Valerie Marlowe** (left) and **Pat Young**, resource collection coordinator for DRC, work among a premier collection of disaster-related archival material.

MOTHER'S MILK IS BEST FOR BABIES EVEN IN DISASTER-AFFECTED AREAS | by Beth Miller

What's a young mother to do? The baby is hungry, the cupboard is bare, the town is in ruins since the earthquake hit and a truckload of donated infant formula has just arrived.

That last part—the free formula—sure seems like good news. What could go wrong?

Plenty, says Sarah DeYoung, a psychologist and postdoctoral researcher at the University of Delaware's Disaster Research Center. DeYoung is studying how mothers in Nepal make decisions about infant feeding since that country's 2015 earthquakes and hopes to focus on refugee mothers in the future, as she moves into a tenure-track position at the University of Georgia.

What mothers don't know about infant formula could harm their babies, she said. And the information they get often is wrong, distorted or incomplete.

DeYoung has made two trips to Nepal since the May 2015 earthquakes that devastated many parts of the Himalayan nation. That same month, she traveled with a DRC team to look at the social impacts of the earthquake in the Kathmandu Valley and rural districts surrounding that area, then returned in November to continue her study of mothers and babies. Her work was supported by the National Science Foundation, the Society for Community Research and Action and the University of Colorado's Natural Hazards Center. And she consulted with Australian researcher Karleen Gribble, affiliated with Western Sydney University, who found that distribution of formula in disaster-affected counties can affect breast-feeding rates for generations.

A mother faces many challenges in the best of conditions. After an earthquake of the magnitude Nepal experienced, she and her child are especially vulnerable.

So when donations of infant formula start to arrive, a nursing mother in a disaster-affected area might have these thoughts: It's a formula that many moms in the West use. Many of those nations are richer than my country, so this must be great stuff and I'm getting it for free. If I water it down, I can make it last longer. My sister just used it, and her baby seems OK.

Those kinds of ideas may prompt the mother to stop breast-feeding her baby and use the formula, but that could be bad news for her baby, according to the World Health Organization. The WHO says breast milk is an infant's best source of nutrition and protection from bacterial infection—no synthetic product has matched it—and it recommends breast milk as a newborn's diet through six months of age, continuing with other supplements up to the second birthday.



A child gets a meal in a tent camp in Kathmandu Valley, where researcher Sarah DeYoung has been studying how mothers in Nepal have decided what to feed their children after that country's 2015 earthquakes.

A healthy mother continues to produce milk as her baby nurses, but her body will gradually stop production when the weaning process begins. So a mother who decides to use a bottle may unknowingly reduce her own supply of breast milk.

"One or two instances of giving the baby formula is enough to begin to reduce the mother's breast milk," DeYoung said.

The stress of a disaster or other pressures usually doesn't affect breast milk supply, DeYoung said. However, there is a perception that stress from a disaster causes breast milk to "dry up" or "spoil"—neither of which is true, DeYoung said. There are times, though, that a mother is unable to nurse her child because of injury or illness, perhaps. Some mothers then rely on milk sharing or wet nursing—with their sisters or other women providing breast milk.

Reliance on formula is especially risky in impoverished areas, where formula supply may be inadequate, access to clean water may be limited or non-existent, and preparation may be flawed, DeYoung said.

If formula donations come in packages printed in languages the mother cannot read, she may not know how to properly mix the formula. Adding too much water to powdered formula can put a baby at risk for water intoxication, DeYoung said.

In addition, bottles and bottle teats are difficult to clean and can be a source of disease. Health workers now are recommending cup-feeding even for young infants because cups are easier to clean.

In Nepal, breast-feeding is a culturally accepted norm, DeYoung said. That's not the case everywhere. In areas where bottle-feeding is common, mothers are not as likely to learn of the benefits of breast-feeding or receive support for it following delivery.

Babies who were bottle-fed before the disaster also need support, but the distribution of ready-to-use formula and support should be targeted to them and carefully implemented by trained health and aid workers.

DeYoung is a mother herself, with a 4-year-old daughter—a fact she believes helps to inform the level of detail in her research questions. She understands a mother's concerns and routines, and that helps when she is interviewing mothers.

"How is her routine different? How is it the same?" she said. "Every time I go to Nepal I learn something new about the culture and the people. You realize their struggles and then it's not just the earthquake survivors as one big homogeneous group. There are women and children from different classes, castes and ethnic groups. All of these factors intersect with family structure and possibly decisions about infant feeding."

The encounter with the man, indeed, shed considerable light on the challenges many other men were facing after the disaster. In a country with very strict gender divisions of labor, men who lost wives and sisters and mothers were left struggling

with how they would take on this new role caring for their children.

It helps, too, to know that the research goes beyond theoretical and scientific analysis—important in its own right—to applications that improve

planning, response and recovery.

That's the kind of thing that drew her to this sort of research.

"I wanted to make the world a better place," she said, "but there is no major in that."

to share insights with the public and dispel common myths about human response in times of disaster.

Those who anticipate a zombie apocalypse type of scenario, for example—every man for himself—will find no quarter with DRC, where researchers have far more evidence of people pulling together and responding to conditions, not with panic, but with rational decisions and concern for others.

TRAINING FUTURE EMERGENCY PLANNERS

DRC's work has had significant external support over the years from FEMA, the NOAA Sea Grant Program, the U.S. Geological Survey, the National Science Foundation, Department of Homeland Security, the Centers for Disease Control and Prevention, the National Institute of Standards and Technology and the U.S. Department of Transportation.

Collaborators include researchers from around the U.S., Asia, Europe and Mexico, as well as visiting scholars.

Related classes for graduate and undergraduate students are offered in the School of Public Policy and Administration, the Department of Sociology and Criminal Justice, and the Department of Civil and Environmental Engineering.

Alumni of DRC projects now are working in emergency management agencies, public health, disaster planning and related fields, extending the center's reach even further.

New areas of study and new partnerships continue to emerge, with all manner of inquiry in the mix—intellectual, technical, social, behavioral, cultural. A commitment to working with and learning from diverse populations and team members is vital.

Rivas, the doctoral candidate who helped Nepal with mapping information, said the collaborative nature of the work appeals to her, and that experience will serve her well in the future.

"I have dealt a lot with sociologists, planners, architects, engineers," she said. "Everybody has their own background and methods to work with. Getting them to work together is very interesting."

Her hope is to return to her home state, California, and develop something like a West Coast version of DRC.

"I would love to work for a state government and work in emergency planning," she said.

In the meantime, she continues to work on DRC projects and has joined UD's student chapter of the International Association of Emergency Managers, which offers educational and service-related opportunities.

"In an era when a lot of suspicion is directed at universities and people are asking what is the point of a graduate or undergraduate education, we can do our part to answer that," Kendra said. "This is helpful to the University's mission of graduating students who can tackle these challenges."

Vorel said she turns to DRC for that reason, too, and contacted Wachtendorf recently to see if any students might be a good fit for an open position in her office.

She sees DRC as a trusted partner, with a depth of knowledge and a proven track record.

The kind of ally you hope for when the world turns upside down.



New train station project on track for STAR Campus

by Andrea Boyle Tippet



Just before 9 a.m. on a Tuesday, a dozen people disembark the southbound commuter train at the Newark station. The riders exit the platform on the northern edge of the University of Delaware's Science, Technology and Advanced Research (STAR) Campus and hurry off. The train station, really a ramshackle booth papered with notices and timetables, is not optimal, nor is the number of passengers.

This transportation hub will soon get a needed upgrade with construction set to begin in 2017 on a \$50 million station and track project. UD and its partners expect a new station will bring new riders and serve as an anchor for its 272-acre STAR Campus, an environment designed to serve as another sort of hub, linking academic research and innovation with industry.

Currently most of the ridership leaves Newark in the mornings, as local residents commute to Wilmington or Philadelphia via the Southeastern Pennsylvania Transportation Authority (SEPTA) regional rail. Mark Tudor, who oversees the project for the Delaware Department of Transportation (DelDOT) looks forward to a reversal.

"We would anticipate and frankly hope that the STAR Campus becomes a destination," Tudor said.

Plans include a station building, increased parking and a new raised platform. The current platform is too low to the ground and not fully wheelchair accessible, whereas completed facilities will be compliant with the federal Americans with Disabilities Act requirements. The new station building will include a waiting room, restrooms and a ticket booth.

Funding for the project comes from the federal government, the state of Delaware, SEPTA, UD, the city of Newark, New Castle County and the Wilmington

Area Planning Council. Amtrak and rail freight carrier Norfolk Southern coordinated in planning.

Officials anticipate SEPTA will increase its service to the station, the final stop on its sole line connecting Delaware with Center City Philadelphia and points beyond. The improved facility may also encourage Amtrak to stop more frequently in Newark.

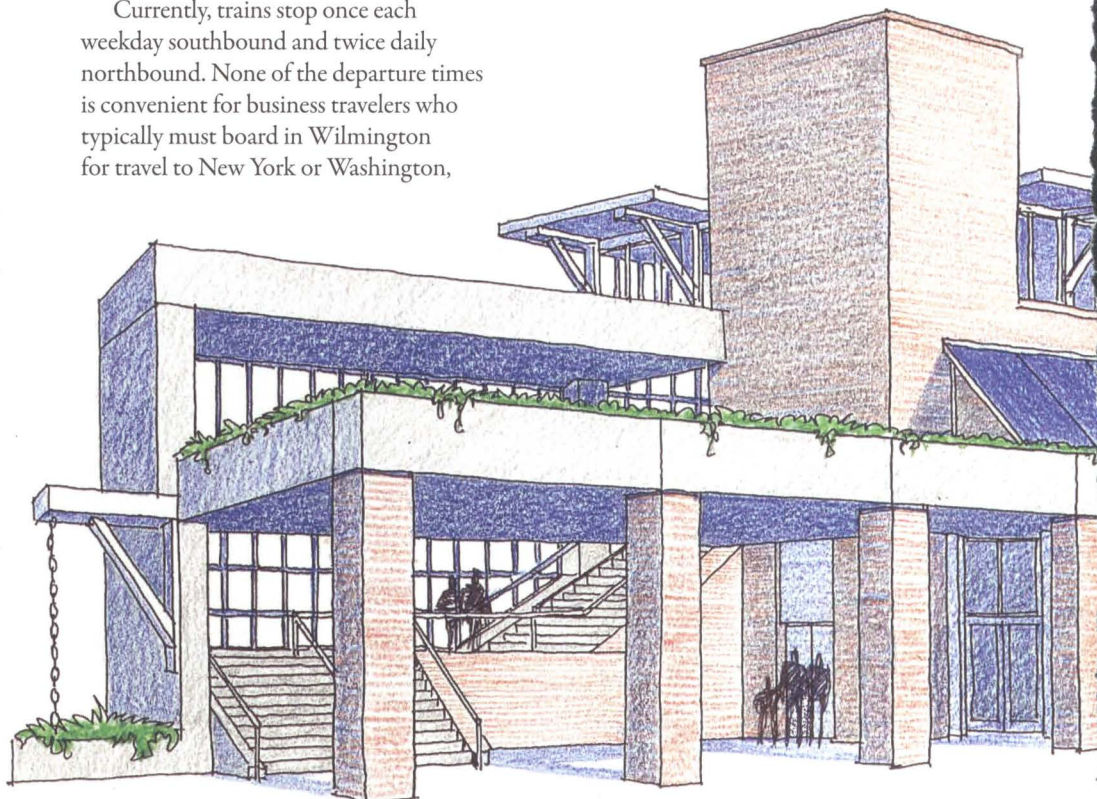
Currently, trains stop once each weekday southbound and twice daily northbound. None of the departure times is convenient for business travelers who typically must board in Wilmington for travel to New York or Washington,

D.C. University officials believe the new commuter-friendly facility will become a community asset and a magnet for future STAR tenants.

"The old adage of 'location, location, location' is true," said Alan Brangman, UD's interim executive vice president and University treasurer. "One of the challenges we have in Newark is being able to convince people that it is easy to get in and out of here."

Brangman said increased rail service and STAR's proximity to Interstate 95, just a half-mile away, are major selling points. Companies looking to locate on STAR Campus will have ready access to the East Coast's most-traveled rail and auto arteries.

"If we had no train station at all, I think we'd have a much harder sell for the site," Brangman said.





STATE OF DELAWARE
DEPARTMENT OF ELECTIONS

Declared Write-In Candidates November 8, 2016 General Election

President and Vice President	
Candidate Name	File Date
Robert L. Buchanan	May 6, 2016
Richard Duncan	Feb 26, 2016
Cherunda Fox & Roger Kushner	Jun 27, 2016 and Jul 5, 2016
Benjamin Hartnell	Jul 14, 2016
Gloria La Riva & Eugene Puryear	Jun 8, 2016 and Jun 9, 2016
David Limbaugh	Jun 6, 2016
Joseph A. Maldonado	Jun 24, 2016
William Roger Smith	Apr 25, 2016
Anthony Joseph Valdivia & Aaron Roy Barriere	Jul 28, 2016 (Both)
Darrell L. Castle & Scott N. Bradley	Aug 1, 2016 (Both)
Sheila Mariah Bolar	Aug 10, 2016
Matthew Water Stout	Aug 31, 2016
Star Locke	Aug 29, 2016
William E. Bowhall Jr.	Sept 12, 2016
Darryl W. Perry	Sept 13, 2016
Evan McMullin & Nathan Johnson	Sept 16, 2016 (Both)
Paij Boring	Sept 19, 2016
Ajay Sood	Sept 21, 2016
Mike Smith	Sept 22, 2016
Thomas Conrad Hoefling & Steven Bernard Schulin	Sept 23, 2016 (Both)
Lynn Kahn & Kathy Monahan	Sept 26, 2016 (Both)

More candidates for President and Vice President on the next page.



STATE OF DELAWARE
DEPARTMENT OF ELECTIONS

President and Vice President	
Candidate Name	File Date
"Rocky" Roque De La Fuente & Michael Steinberg	Sept 27, 2016 and Sept 28, 2016
David Librace	Sept 28, 2016
Jerry White	Sept 29, 2016
Demetra Jefferson Wysinger & Cedric D. Jefferson	Sept 29, 2016 (Both)
Ryan Alan Scott & Bruce Kendall Barnard	Sept 30, 2016 (Both)
William L. Wallace	Sept 30, 2016
J. J. Vogel-Walcutt & Chris Walcutt	Sept 30, 2016 (Both)
Delano Aimes Steinacker II & Ronald K. Crider	Sept 30, 2016 (Both)
Shawna Sterling & Jack Robinson Jr.	Sept 30, 2016 and Aug 15, 2016
Alan Jacquemotte	Sept 30, 2016

Representative in Congress	
Candidate Name	File Date
Rachelle Lee Linney	Jul 12, 2016
Robert Nelson Franz III	Jul 29, 2016
Scott Walker	Sept 14, 2016
Campbell Smith	Sept 23, 2016

Governor	
Candidate Name	File Date
Benjamin Hollinger Sr.	Sept 26, 2016



STATE OF DELAWARE
DEPARTMENT OF ELECTIONS

State Representative - District 26	
Candidate Name	File Date
Steven Abdill	Jul 14, 2016

New Castle County - Clerk of Peace	
Candidate Name	File Date
Robert Michael Kleiner	Sept 26, 2016

Updated 10/3/2016



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National Education Association.

Polls will be open from 7 AM - 8 PM

**To find out where to vote, go to:
<https://ivote.de.gov/>**

Lisa Blunt Rochester
for U.S. Congress

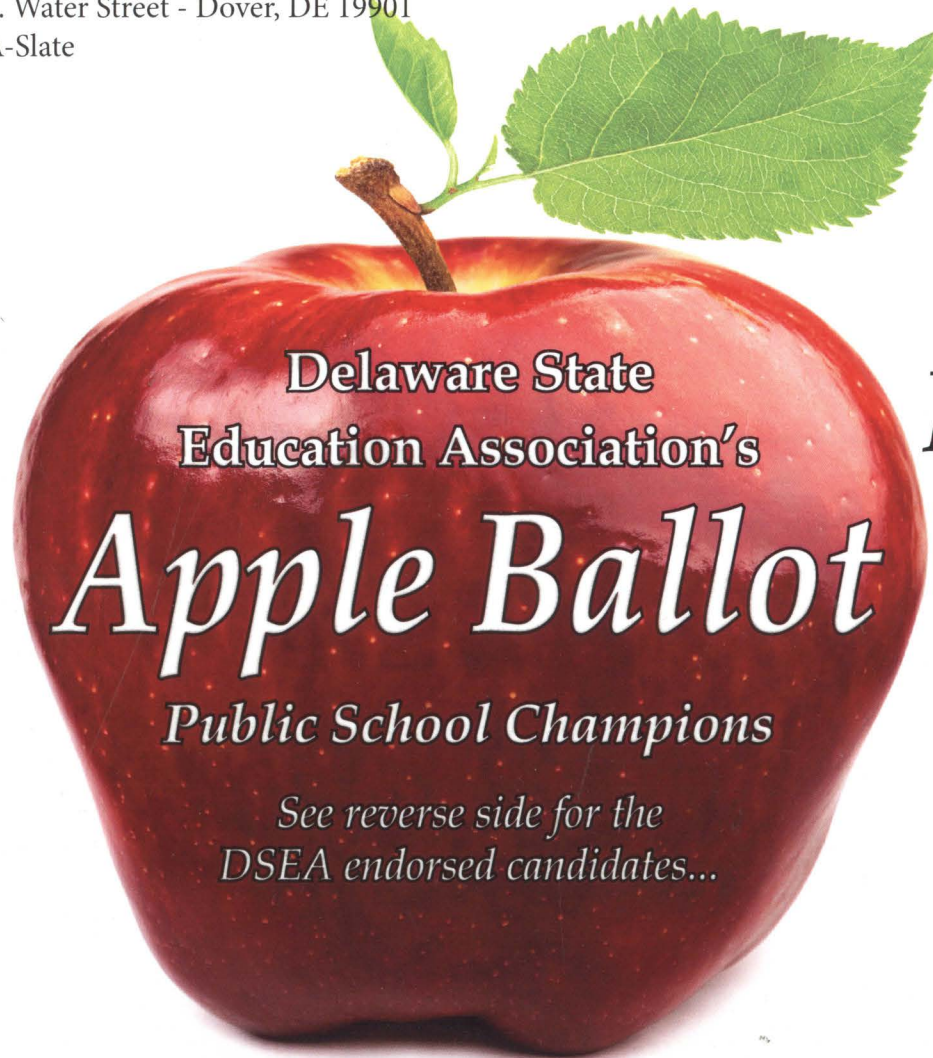
John Carney
for Governor

Bethany Hall-Long
for Lt. Governor

Trinidad Navarro
for Insurance Commissioner

Helene Keeley
for State Representative

Delaware State Education Association
136 E. Water Street - Dover, DE 19901
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WEDNESDAY, SEPTEMBER 7 | 7:30 PM



Domenico Montanaro
(AS '01), NPR Lead Editor,
Politics and Digital
Audiences

**Sam Sanders, Reporter,
Washington Desk**

Domenico Montanaro, a UD alum, directs political coverage across National Public Media's broadcast and digital platforms. Sam Sanders covers the intersection of culture, pop culture, and politics in the 2016 election. Sanders also co-hosts the

NPR Politics Podcast on which Montanaro is a frequent guest.

WEDNESDAY, SEPTEMBER 21 | 7:30 PM



Ashley Black,
Writer and Comedian

Black is an Emmy-nominated writer on TBS's late-night show, *Full Frontal*, hosted by the long-time *Daily Show* correspondent Samantha Bee. She is also a regular

at *The Second City* in Hollywood and is a member of the comedy troupe, *Comedy People's Time*.

WEDNESDAY, OCTOBER 5 | 7:30 PM



D. Watkins, Author

Watkins is the author of two books detailing life as an African-American man growing up in Baltimore. His debut book, *The Beast Side*, offers a critique about racial inequality in America. His most recent book,

The Cook Up, is a "crack rock memoir" that offers a look at the Baltimore drug trade featured in HBO's groundbreaking show, *The Wire*. Each book will be available for purchase.

WEDNESDAY, OCTOBER 19 | SPECIAL TIME: 7:00 PM

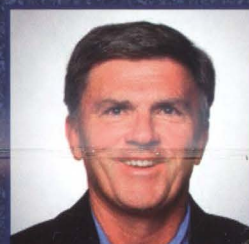


Delaware Debates 2016

This year's debates feature candidates for U.S. House of Representatives and Governor of

Delaware. Doors will open at 6 pm, and everyone must be seated by 6:30 pm. The debates will begin at 7 pm. Tickets are required.

WEDNESDAY, NOVEMBER 2 | 7:30 PM



Robert L. Erlich, Jr.,
Former Governor of
Maryland

Gov. Erlich served as Maryland's 60th Governor from 2003 to 2007 and was the state's first Republican Governor in 36 years. He recently

published a book titled, *Picking Up the Pieces after Eight Years of Failed Progressive Politics*, which will be available for purchase.

WEDNESDAY, NOVEMBER 16 | 7:30 PM



Election Aftermath
featuring David Plouffe,
President Obama's
Campaign Manager

Plouffe (AS '10) is a University of Delaware alum who famously ran Obama's 2008 and 2012 campaigns.

He is now Senior Vice President of Policy and Strategy at Uber. He will provide a post-election "aftermath," evaluating the 2016 campaigns and presidential election.

This program is supported in part by
The William P. Frank Foundation
of Delaware



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Learn more at www.AllianceforPatientAccess.org/partb/

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ProtectMedicarePartB.org

Senators Tom Carper & Chris Coons Continue to Protect Seniors' Access to Quality Care.



The Center for Medicare & Medicaid Innovation is ready to impose an unprecedented policy experiment that will impact the care vulnerable seniors receive from their doctors under the Medicare Part B program. It will have serious consequences for patients, limiting access to treatments that help fight cancer, multiple sclerosis, rheumatoid arthritis and other serious rare illnesses.

That's why over 300 patient and provider groups have urged Congress to block this harmful policy change, saying "this is not the right way to manage the Medicare program for its beneficiaries."

★ WHAT WOULD THE MEDICARE PART B POLICY EXPERIMENT DO?

This harmful policy experiment to Medicare Part B would impose mandatory payment cuts to doctors and could allow government bureaucrats to manipulate which treatments are available to Medicare's most seriously ill patients.

★ HOW WOULD IT IMPACT SENIORS' ACCESS TO CARE?

Seniors' access to care would be limited, as payment cuts will force community, rural and specialized practices to close. This means patients needing care will have no choice but to travel significant distances to receive the care they need.

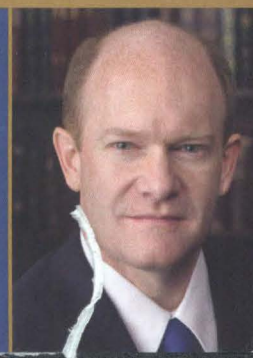
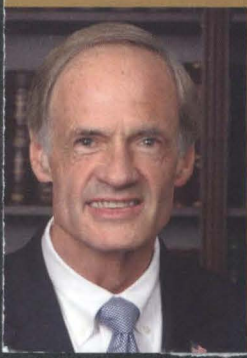
★ WHAT CAN CONGRESS DO TO PROTECT PATIENTS?

As Congress finishes its legislative work, it can put seniors first by passing legislation that will block implementation of this harmful policy experiment. Without taking action now seniors' access to the best treatments will be limited.



ProtectMedicarePartB.org

Call Senators Tom Carper & Chris Coons at (202) 224-2441, (202) 224-5042.
Thank Them for Protecting Seniors' Access to the Treatments They Need.
Urge Them to Stop the Medicare Part B Experiment.



summer 2016

VOLUME 110

NUMBER 3

outlook

Every Vote Is a Voice

What You're Saying

I found your piece in Outlook enlightening (On Your Bookshelf, Spring 2016). Of course we no longer bother with he/she, but calling the word "they" singular is hard to stomach because they is not a one. What about simply changing the antecedent to plural, i.e., "people" instead of "anybody" to agree with they?

SUSAN BECKER, LIFE MEMBER

I say there are no false friends (On Your Bookshelf, Spring 2016). Etymologies are not oppressive, exclusionary, or hateful. They are what they are. Even among academic linguists there are numerous and nasty disagreements. "Mother Nature" does not propagate a rape culture. Language definitions cannot avoid male or female biases. I agree that the words we speak should be thoughtfully chosen and spoken, but the vocabulary used today by the average American has dwindled to a precarious low.

LOIS LIGGETT, AAUW GAITHERSBURG (MD) BRANCH MEMBER

Too many women dress to look sexy rather than to look professional. In the picture chosen to go with the story ("Closing the Gender Leadership Gap," Spring 2016), the woman is wearing a beautiful white suit, which is indeed quite professional, but underneath the jacket there is a blouse with a plunging neckline. Would a man wear something to the office that showed off his six-pack? Not if he wanted to be taken seriously.

MARIE COBB, NATIONAL MEMBER

"We do not believe we can successfully host our All-Star festivities in Charlotte in the climate created by HB2."

THE NBA'S STATEMENT AFTER
RELOCATING A GAME IN THE
WAKE OF NORTH CAROLINA'S
"BATHROOM BILL"

"Your damage was concrete, stripped of titles, degrees, enrollment. My damage was internal, unseen; I carry it with me."

A SEXUAL ASSAULT SURVIVOR'S STATEMENT
TO HER CONVICTED RAPIST, A STANFORD
UNIVERSITY SWIMMER WHOSE JAIL
SENTENCE WAS SIX MONTHS

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EMPOWERING WOMEN SINCE 1881

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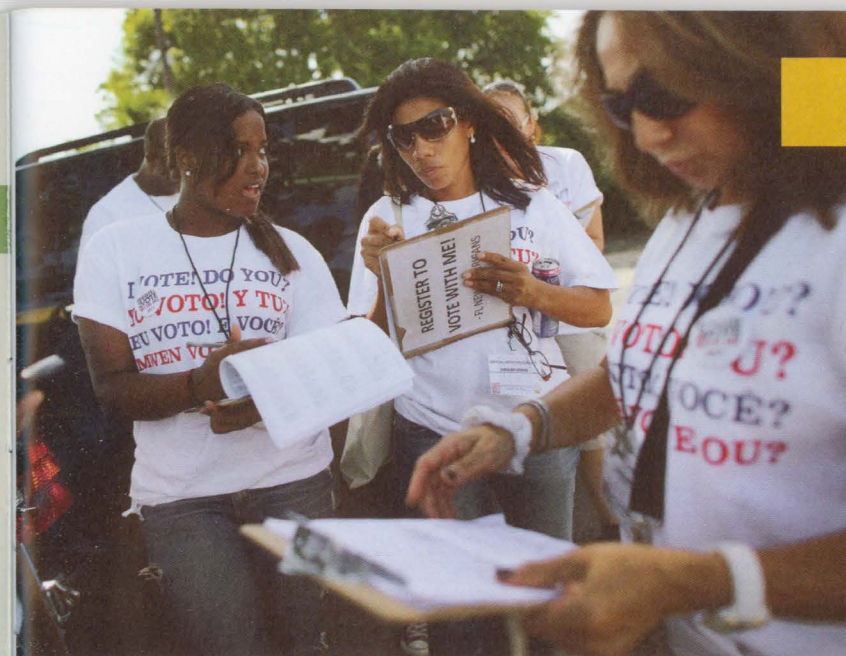
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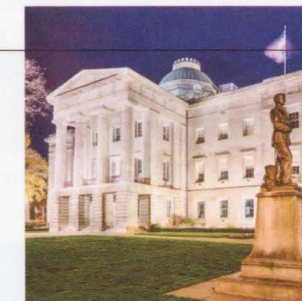
Evolutions in Voter Suppression

BY BETH PEARSALL

Decades after poll taxes were outlawed, states are finding new ways to keep people from exercising their right to vote.

features

P. 10



Is Your Statehouse Stalling Progress?

BY HANNAH MOULTON BELEC
AND KATE NIELSON

The word "preemption" should be as notorious as Darth Vader. Find out why.

P. 14



War of Words

BY ELIZABETH BOLTON

We may have reached new lows for civil discourse in the 2016 election. But is civility all that important?

departments

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Back Cover From the Archives

P. 18



How to Speak Up against Everyday Bias

BY LISA M. MAATZ

Ever wondered how to respond to the sexism you see in your daily life, in person and online? Here's how to take a stand.

THE 2015 AAUW CONVENTION SOLD OUT IN SAN DIEGO. WILL YOU BE JOINING US IN D.C.?

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convention.aauw.org



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Who's ready to shape our future?



2017 AAUW NATIONAL
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one member, one vote

Sign up to run for the AAUW Board
of Directors by October 14!

www.aauw.org/resource/national-election



LETTER FROM THE EDITOR

Swing Vote

When women vote, they change the conversation. But for different reasons, many women's voices aren't being heard at the ballot box.



HANNAH MOULTON BELEC
Managing Editor

Women as a voting bloc have been crucial to swinging elections in recent years. But there are still alarming gaps in the electorate. Although women tend to outvote men overall, there's a gender voting gap among older Americans: Men over age 65 have voted in higher numbers than women in that age group in every election since 1996. And young people ages 18-30 turn out in low numbers; 42 percent aren't even registered.

Even though higher turnout in every demographic would be ideal, there's reason to be optimistic that our voices will continue to gain traction with politicians (at least ones who want to win their elections). Get-out-the-vote experts have noted that the growing populations of millennials, single women, and people of color can and should be a force to be reckoned with at the polls.

AAUW members are already doing the work that can engage these voters. Until November 8, volunteers will keep using the It's My Vote: I Will Be Heard campaign materials to educate voters and get them to the

polls, including nonpartisan guides that explain candidate positions and give background information on key policy issues.

None of us take enfranchisement for granted, which is why get-out-the-vote efforts have been such a huge part of AAUW volunteers' advocacy for decades. For many years, branches across the country have been holding candidate forums and other nonpartisan opportunities for people to learn about candidates and referenda. Women will decide this election, but we have to hold candidates accountable on November 8 and beyond.

This issue of *Outlook* is dedicated to the topics we're concerned about and the many ways we can work together to make women's voices heard in the 2016 election. You'll learn the latest news on voting rights, state legislatures, civil discourse, and lobbying against sexism in your everyday life. I hope you'll be inspired and empowered to make this year's get-out-the-vote work the most ambitious ever.

on the WEB

WHAT'S HAPPENING ONLINE

VIA TWITTER

@tmariehice28: Highly encourage women and nonconforming folks to apply to the SAC! One of the best experiences of my life #feminism
AAUW Student Advisory Council member Theresa Hice Johnson encourages students to apply for AAUW's unique campus leadership programs.

VIA FACEBOOK



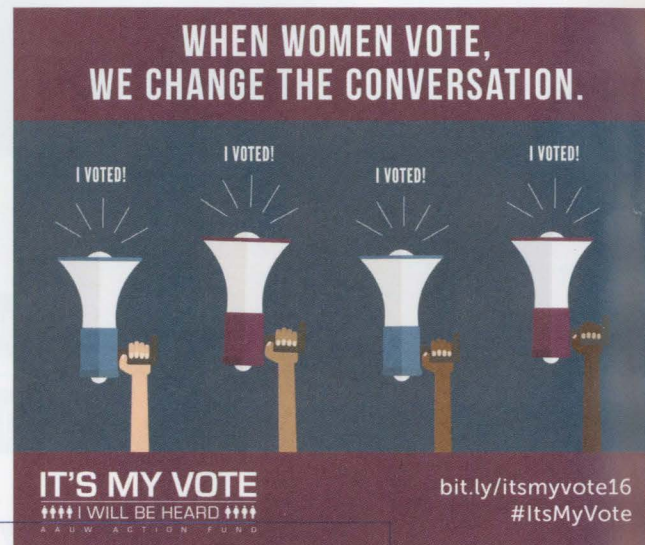
Happy #NationalIceCreamDay! One of our favorite experiments for AAUW Tech Savvy is learning how cold temperatures + liquid nitrogen = delicious treats.

DON'T MISS A BEAT! Follow AAUW on social media.

f /AAUW.National @AAUW @aauwnational

@LisaMaatz: Why is @AAUW headed 2 both political conventions? We're nonpartisan & work w/policy makers of all stripes on our issues. #AAUWatRNC #AAUWatDNC

VIA TWITTER



Celebrate all that freedom—register to vote! #4thofjuly #itsmyvote #gotv

FACEBOOK SHAREABLE

@ItsOnUs: Important tool from our friends at @AAUW—check out their new resource map!
AAUW released maps this summer that allow everyone in the country to look up and contact their local Title IX coordinators.

VIA TWITTER

We moved into our new building! #homesweethome
AAUW headquarters moved in June.

VIA INSTAGRAM



Great news—our AAUW Work Smart in Boston program surpassed its goal and trained 1,200 working women so far!

VIA FACEBOOK

@aaunational: Thanks for inspiring us, @kellytsai_nyc! #nccwsl16 #qotd #feministfriday
Performer Kelly Tsai's speech at the National Conference for College Women Student Leaders ended with a poem.

VIA INSTAGRAM



@AAUWFellowships: This IS what a physicist looks like! Check out IF alumna @nabsicle's new blog piece on Medium #addwomen
AAUW International Fellow Nabiha Saklayen wrote about what it means when people tell her that she doesn't look like a physicist.

VIA TWITTER

@AAUWPolicy: 2 strong women breaking barriers & fighting 4 equality
@BillieJeanKing & @Lilly_Ledbetter #squadgoals #StateofWomen
We spotted two heroes of Title IX and fair pay at the United State of Women event in June.

VIA TWITTER



"Confidence is a muscle. You must use it every day."

— KELLY TSAI

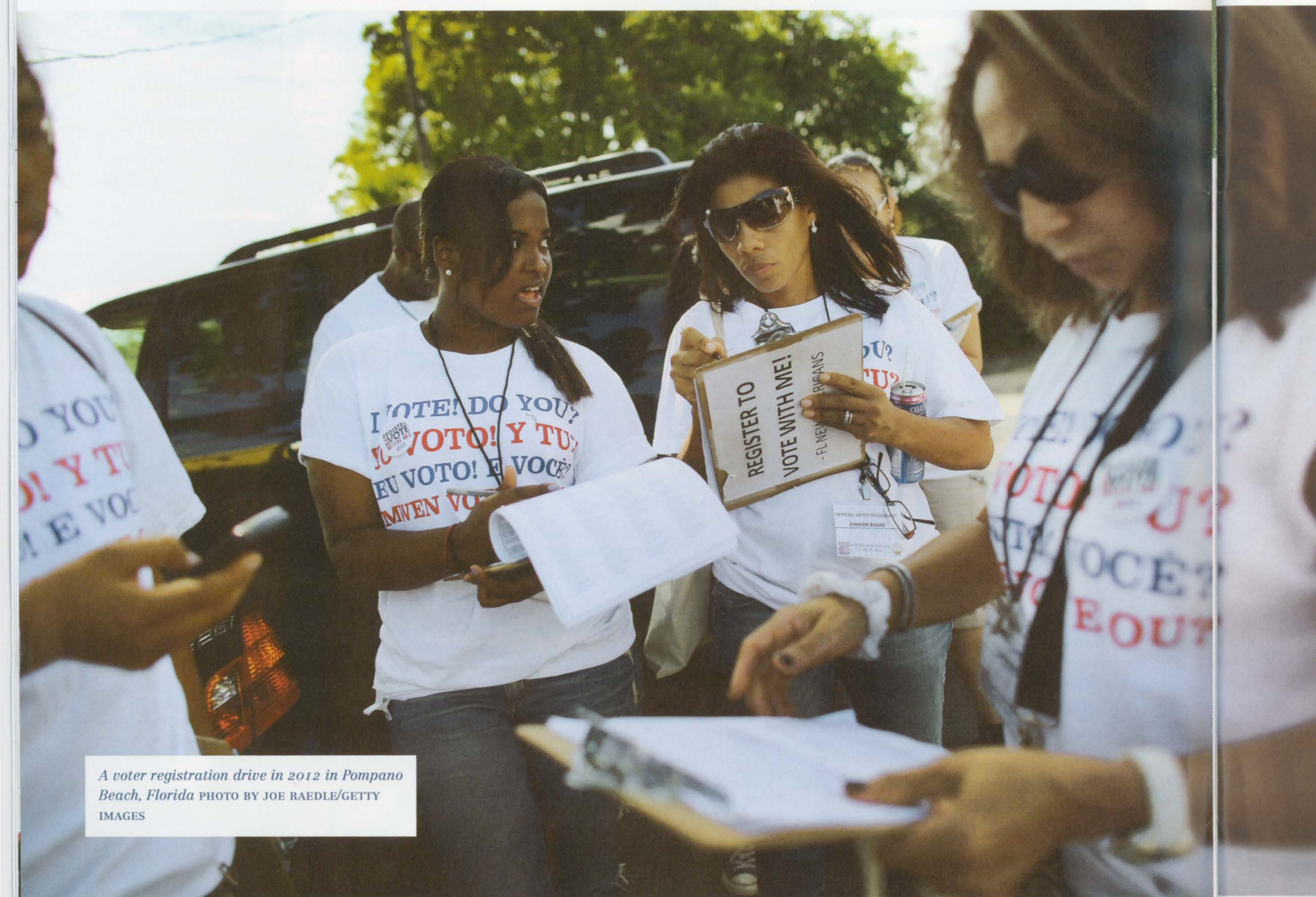
From the AAUW Blog: Finding Sisterhood

BY IVELISSE PORROA-GARCIA

I describe my journey with AAUW as a learning experience. The AAUW student organization at the University of California, Los Angeles, has allowed me to interact with students whose definition of feminism is different from mine. Above all, it's taught me about the flexibility of feminism and the power of sisterhood.

The AAUW student org at UCLA does not focus on partisan or ideological differences. Our leadership board includes nine women from diverse backgrounds, including ethnicity, language, religion, age, and major. And our first meeting, to our surprise, drew about 10 men. We were pleased to learn firsthand that men on campus are also interested in advocating for gender equality. While we acknowledge the differences in our group, we recognize that we are stronger together because of our ultimate goal to achieve gender equality.

READ THE FULL POST ONLINE AT WWW.AAUW.ORG/BLOG.



A voter registration drive in 2012 in Pompano Beach, Florida PHOTO BY JOE RAEDLE/GETTY IMAGES

Evolution in Voter Suppression

BY BETH PEARSALL

Imagine showing up on Election Day at your polling place only to discover that your name has been removed from the official voter registration list, and you cannot cast your ballot. That is what happened to more than 120,000 Brooklyn voters this past spring during New York's presidential primary.

It's called "voter purging." State and local officials regularly remove citizens from voter registration lists, or rolls, to eliminate duplicates and people who have moved, died, or are otherwise ineligible to vote. If done properly, these purges can help ensure that voter rolls are accurate. Far too often, however, the purges are severely flawed.

Excessive voter purging is just one example of how the most fundamental right of our democracy is under attack. These types of practices, combined with a slew of new state laws, threaten to make it harder—if not impossible—for millions of Americans to exercise their basic right to cast a ballot in November's election.

Suppressing the Vote

A total of 34 states have enacted voting restrictions, which have become increasingly common since 2000. Many of the laws require voters to show photo identification at the polls. Others demand proof of citizenship when registering to vote, eliminate same-day registration, reduce early voting periods, limit mail-in ballots, set registration deadlines that are months before Election Day, curb voter registration drives, and more.

Proponents of the new restrictions cite voter fraud. Critics claim that allegations of voter fraud are greatly exaggerated and point to studies that have repeatedly failed to find any evidence that such schemes are widespread or skewing elections. A five-year study by the U.S. Justice Department, for instance, found only 86 convictions. A separate study by Loyola Law School in Los Angeles found that between 2000 and 2014, there were 31 reported instances of voter impersonation out of more than 1 billion ballots cast.

"These types of restrictions do one thing and one thing only—prevent people from voting," says AAUW Associate Director of Field Operations Katie Simon. "And we are talking about a substantial number of people affected—mostly people of color, people in low-income communities, students, and women."

Take Texas, for example. The Lone Star State has one of the strictest voter identification laws in the country, providing the shortest list of eligible forms of identification to cast a ballot. These restrictions threaten to prevent more than 600,000 registered Texas voters—disproportionately African American and Hispanic voters—from casting a ballot in this year's election. (Earlier this year, a federal judge ruled the voter ID law in Texas was a violation of the Voting Rights Act because it discriminated against minority voters. A similar ruling was reached in Wisconsin.)

And states aren't stopping with ID laws. Several have significantly reduced early voting opportunities. North Carolina,

Continued on next page →

"These types of restrictions do one thing and one thing only—prevent people from voting."

AAUW ASSOCIATE DIRECTOR OF FIELD OPERATIONS KATIE SIMON

for example, tried to slash seven early voting days, removing opportunities that were especially popular among African Americans, including the Sunday before the election. In the 2012 election, more than one-quarter of all African American voters in the state had voted on those days, according to the Brennan Center for Justice. (In July, the U.S. Court of Appeals for the 4th Circuit struck down the North Carolina voter ID law and reinstated one week of early voting.)

Meanwhile, Georgia reduced its early voting period from 21 to 12 days and would bar counties from offering more than four hours of voting on weekends, and Wisconsin reduced early voting hours on weekdays and eliminated them entirely on weekends. Fewer days to vote could translate into longer lines at the polls, which can compel eligible voters—especially if they're working, can't get time off to vote, or have to pick kids up from child care—to give up on waiting in line for hours or discourage them entirely from showing up.

Then there are registration restrictions. Alabama, Georgia, Arizona, and Kansas now require residents to show documents such as a birth certificate or passport to register to vote. Others have eliminated same-day registration, which provided a failsafe on Election Day for people who, say, needed to update their address or whose information was lost through error. According to the American Civil Liberties Union of North Carolina, more than 90,000 North Carolinians used same-day registration in the last two presidential elections.

And still other states, such as Texas, have effectively curbed voter registration drives by enacting requirements that forms be turned in within 48 hours, be handled by paid workers, be in sealed envelopes, or other barriers that courts have often ruled were discouraging to voting access. These restrictions come at a time when nearly one in four eligible voters in this country—more than 50 million voting-age Americans—are not currently registered.

The list of obstacles goes on and on. The result is that a substantial voter base is left confused about or unaware

of new or changed requirements, disenfranchised, and ultimately unable to cast a ballot.

"There is a lot of misinformation out there surrounding the new laws," says Brittne Baker, counsel with the Fair Elections Legal Network. "This is especially true in states that have changed their laws several times in the last few years." Baker helps voters and organizations sort through the legal intricacies of exercising their voting rights.

Many of the laws are being challenged in state and federal court, but unfortunately, these types of restrictions are harder to stop in the wake of the U.S. Supreme Court's decision in *Shelby County v. Holder*. That case gutted Section 5 of the Voting Rights Act, which for nearly 50 years had blocked scores of restrictive measures that historically kept people, especially African Americans, from voting. In *Shelby County*, a divided Supreme Court struck down the requirement that states and localities with a history of discrimination had to get "preclearance" from the U.S. Department of Justice before enacting any voting restric-

A voting rights rally in 2014 in Asheville, North Carolina



tions. Now states are free from that federal oversight, and many have passed laws that make it more difficult to vote.

"This is going to be an interesting year, because this will be the first presidential election in decades without the critical voter protections lost in *Shelby County*," says Michael Burns, national director of the Campus Vote Project, which works to reduce barriers to student voting. "The burden used to fall on states to get preclearance for any changes, but now they can make changes whenever they like."

The problem will be gauging the true impact of these changes, says Burns, because it can take a great deal of time to understand how widespread the impact is and then to challenge the restrictions. After all, 2016 will be the first presidential election to see the effect of many new voting restrictions that are in place.

Engaging Innovations

Fortunately, some states are making positive changes. In just four months, Oregon added nearly 52,000 new voters to its rolls through its new registration law, which automatically enrolls everyone who visits a motor-vehicle bureau and meets the requirements. This complements the state's existing mail-in ballot system.

California, Connecticut, Vermont, and West Virginia have followed Oregon in approving automatic-registration laws. Twenty-eight states and the District of Columbia have considered similar measures in 2016. According to the Brennan Center, automatic, permanent registration would add up to 50 million eligible voters to the rolls, save money, increase accuracy, and protect the integrity of our elections.

"For me, an important first step is getting people registered," says Burns. "That leaves the door open for them to cast their ballots and have their voice heard on not only who

GET OUT THE VOTE

FROM VOTER REGISTRATION TO VOTER TURNOUT

The It's My Vote: I Will Be Heard campaign harnesses the power of AAUW members to register women voters nationwide, because research shows that young women are less likely to vote. But we have the chance to encourage an entire generation of women to establish lifelong voting habits.

Helping young people register to vote is not enough. A successful get-out-the-vote strategy must follow up and engage the voters you helped register. The best strategy is to capture voter data, follow up (three times), and inform voters.

Voter registration lists are public records, so states allow you to collect information—like names, phone numbers, and e-mail addresses—from completed voter registration forms. To find out the rules for your state, contact your secretary of state's office.

Reach out to the voters whose information you've captured. Newly registered voters who receive follow-up communication are far more likely to vote, and they typically must be contacted at least three times before they turn out to the polls.

Educate newly registered voters with voter education content so that they feel connected and excited about the upcoming election! Invite them to your candidate or issue forum, and give them AAUW's voter guides. You can also ask them to "opt in" to your e-mail list, the Action Network, or other election-related communications.

the next president should be but also on a number of critical elected officials and ballot measures affecting their daily lives."

In the 2014 election, voter turnout plunged to the lowest level in a federal election in seven decades. This election season, make sure you get the facts on voting laws, and help get out the vote. Contact Elizabeth Holden, grassroots advocacy manager, at holdene@aauw.org for more on what you can do. 🗳️

Beth Pearsall is a freelance writer from San Diego. You can reach her at beth.pearsall@gmail.com.

Is Your Statehouse Stalling Progress?

BY HANNAH MOULTON BELEC AND KATE NIELSON



The North Carolina Capitol in Raleigh

In March, North Carolina's legislature passed a law that inspired Bruce Springsteen, Pearl Jam, and the NBA to cancel events in the state. The controversy surrounded the law's restrictions on transgender citizens using public restrooms. But what didn't garner national attention was the law's intent to prohibit North Carolina cities from taking local action on the minimum wage, employee benefits, child labor, and more.

House Bill 2 is a symbol of how far LGBT rights have to go in this country, but it's also part of a disturbing trend of new state laws that roll back local progress on all sorts of issues, economic and social.

State Interference

With congressional gridlock becoming the new normal at the federal level, states and localities are increasingly taking matters into their own hands and passing legislation that helps women and families. Issues like earned sick leave, raising the minimum wage, and others are gaining traction, but a backlash is also emerging.

North Carolina's HB2 and dozens of other so-called preemption bills prohibit local governments from passing legislation relating to certain issues and in many cases invalidate laws that are already on the books.

These preemption laws are often difficult to spot because they are woven into seemingly unrelated legislation. For example, in 2015 Missouri passed a law ostensibly regulating a tax on the use of plastic bags. But the law also prohibited localities from

offering employee benefits or a minimum wage above the threshold established at the state level.

According to Sam Munger of the State Innovation Exchange, a national resource and strategy center that supports legislators in advancing progressive policies in statehouses, counting preemption bills is a tricky task, because they're used on so many issues, not always named as such, and sometimes tacked onto unrelated bills. "It's difficult to say definitively how many there are," says Munger. "Someone could say there are 200, and another person could say there are 400. Depending on how you categorize what counts as a preemption bill, they could both be right." What we do know, says Munger, is that preemption legislation has been on the rise in recent years.

The preemption strategy is not new. States started preempting local tobacco and gun measures in the 1960s. And preemption laws do not fall squarely into a partisan camp; both progressives and conservatives use the tactic to advance their ideologies.

In 2011, however, preemption bills emerged as the tactic of choice for attacking local economic and civil rights protections that enjoyed broad support from residents. That year, Gov. Scott Walker (R-WI) signed a bill into law that preempted Milwaukee's earned sick days ordinance. The ordinance had been passed by voter referendum and upheld by the Wisconsin Court of Appeals.

Walker's approach worked: The state law invalidated the city's earned sick days protection. Shortly thereafter, the American Legislative Exchange Council (ALEC), a group of lobbyists and legislators who promote corporate interests, decided to prioritize spreading such bills in as many states as possible. And the floodgates opened.

Facing the Death Star

Lauren Kuby, an AAUW member who sits on the Tempe, Arizona, city council, has spent the past two years fighting against state intervention in local ordinances. She first saw the preemption tactic in action while she was proposing a plastic bag ban in the city. But when the council started

Continued on next page →

IN THE KNOW

STATE OF THE STATES

Did you know that our country's 50 state legislatures introduce roughly 150,000 bills every year? When you add in municipal governments, that number skyrockets. While Congress may be stalled at the federal level, your state and local representatives are continuously advancing policies that affect your daily life.

You can affect this policy making by electing legislators who represent your interests, advocating for bills that you want to see passed, and faithfully implementing programs that have already been authorized. AAUW is a trusted partner in this process; legislators count on members for ideas and support. It can seem like a big job and a lot of work, but it doesn't have to be overwhelming. AAUW has resources to help.

AAUW's Public Policy Program covers many important state and local issues, and you can download it from www.aauw.org. Members and staff are advocating for our mission all over the country, and you can, too. You'll even have a new resource to do so in September. In the monthly *AAUW in the Statehouse* newsletter, you'll learn about states that are successfully passing legislation, find sample bills, gather new resources, and get inspired to make change in your state. If you are interested in state and local policy (and you should be!), sign up to receive this action-packed newsletter. Subscribe at www.aauw.org/resource/aauw-in-the-statehouse.

a working group to discuss instituting earned sick days for workers in the city, she saw how swiftly the hammer could be brought down.

"Before we could make a decision, the governor threatened to pull state-shared revenue, which pays for emergency services such as firefighting and police, from cities that enacted worker protections," says Kuby. The governor fulfilled his threat this spring with an especially expansive preemption bill that opponents have dubbed the "Death Star." Arizona's law preempts local progress on a wide range of issues: If any state legislator believes that a local law violates state statute, the legislator can complain to the state attorney general and summarily defund a city. "This law has had a chilling effect," says Kuby. "It's not just preventing us from doing things; it's preventing us from even thinking about it."

Michigan passed a similarly expansive law in 2015, and many other states are moving ahead with their own preemption battles. In 2016, states began cracking down on local progress on raising the minimum wage. Arizona as well as Alabama, Idaho, and North Carolina passed laws prohibiting localities from offering a higher minimum wage than the state's mandated level. These states join about a dozen

others that have banned localities from establishing their own protections or benefits that go beyond state-established levels.

Why Stop Progress?

According to a national survey in 2015, 88 percent of voters support access to earned sick days for all workers. Local measures to improve wages, benefits, and protection from discrimination often pass because they are popular and needed. But outside groups like ALEC work behind closed doors to draft bills that end up in our statehouses. These bills advance the private interests of ALEC's wealthiest members and undermine the will of local constituents. As ALEC pushes its agenda and state legislators promote the group's bills, the rights of women and families are swiftly eroding.

Unfortunately, not much can be done once these laws take effect. Kuby and other elected officials from Arizona cities and the legislature are suing the state over its

interference. Some state lawmakers have filibustered to keep preemption bills at bay. In 2016, Georgia and Louisiana attempted to undo their state minimum wage preemption laws, but the bills failed in both statehouses.


The greatest successes have come in states that can shine a bright light on these backroom attempts to stifle local autonomy. The Pennsylvania legislature has threatened to preempt local paid leave ordinances in Pittsburgh and Philadelphia, but a well-organized campaign exposing the effort as a special-interest tactic has so far stopped the bill from advancing. Munger says voting and appealing to your lawmakers are probably the best tools we have. "It's a rare issue that can unite local officials across party lines," Munger says.

Because of the preemption trend, many of the gains that AAUW members have made in their cities and states—in the areas of equal pay, the minimum wage, earned sick and family leave, and LGBT rights—are under attack. "State laws should provide a base

The state threatened to defund cities that enact worker protections.

of rights that localities can expand on when they want to have additional protections. State laws should not stifle local innovations and protections," says AAUW Vice President of Government Relations Lisa Maatz.

Maatz says that AAUW members and our allies must hold legislators accountable, including those who advocate for local control in some venues and yet sponsor bills preempting laws designed to help women and families. Kuby finds the hypocrisy impossible to ignore. "Our state rails against the federal government and decries federal overreach, yet they will tell a local community what to do," she says.

It's undemocratic—to say the least—that the interests of a few can roll back progress that affects the everyday lives of women and their families. "Local voters know what they need in their communities. Civil rights laws should be a floor you can't go below, not a ceiling you can't go above," says Maatz. 

Hannah Moulton Belec is AAUW's managing editor. Her home state of Arizona has at least three preemption laws on the books. Reach her at belech@aauw.org.

Kate Nielson is AAUW's state policy analyst. She tracks state bills that affect women and works with legislators to advance AAUW's mission. Contact her at nielsonk@aauw.org to get involved.



Tempe, Arizona, Council Member Lauren Kuby PHOTO BY NORA KUBY

War of Words

BY ELIZABETH BOLTON

In April 2016, Donald Trump accused former Secretary of State Hillary Clinton of playing the “woman card” in her run for president. “Frankly, if Hillary Clinton were a man, I don’t think she’d get 5 percent of the vote,” he told supporters during a primary victory speech.

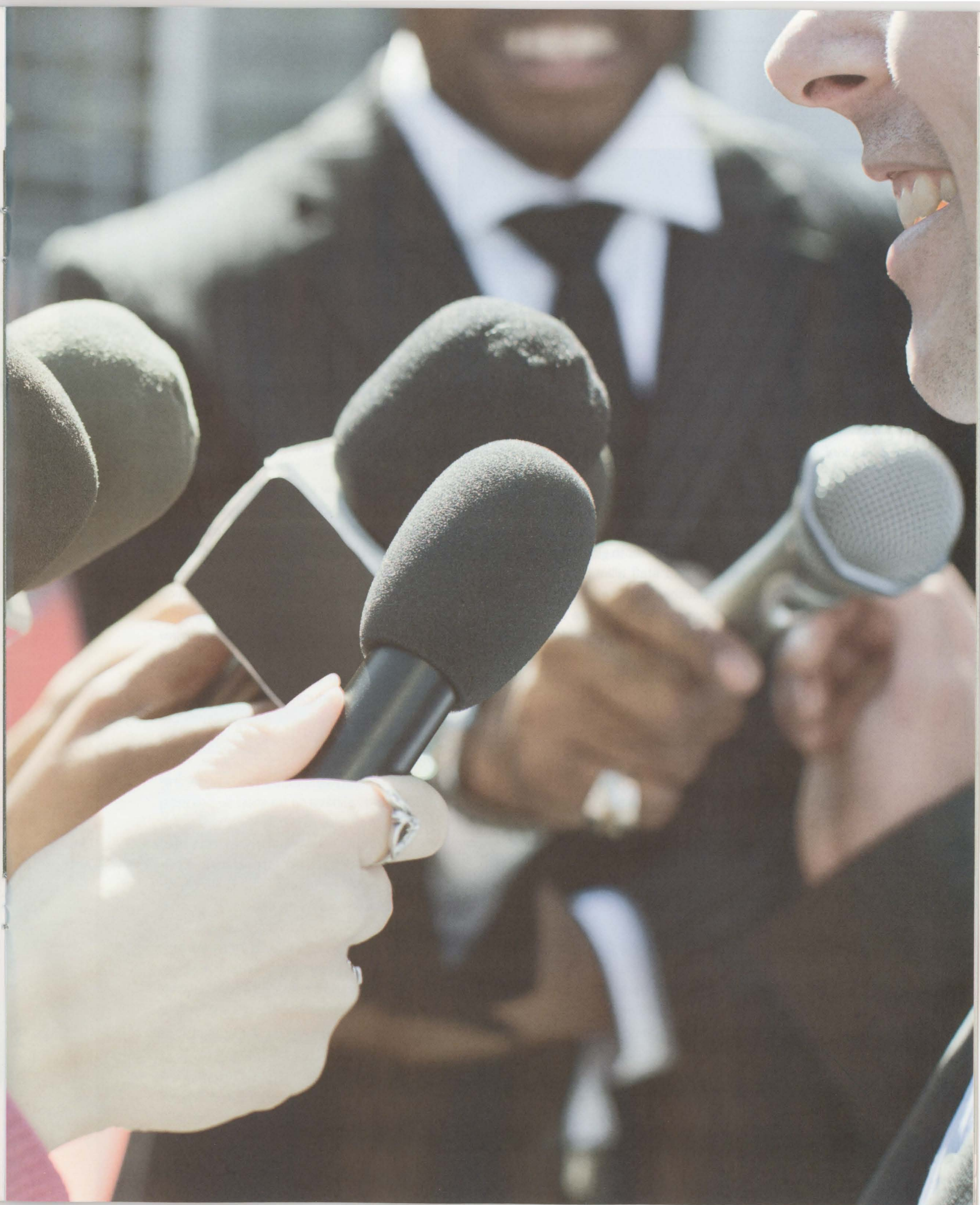
But the idea that the electorate would be especially favorable to a candidate because she is a woman is, frankly, laughable to anyone who pays attention to the demographics of our elected officials. Politics has long been a fraught space for women: Just six women currently serve as governors of U.S. states, and women hold only 19.4 percent of congressional seats. And no woman had ever served as a major party candidate for president until Clinton secured the Democratic nomination this year.

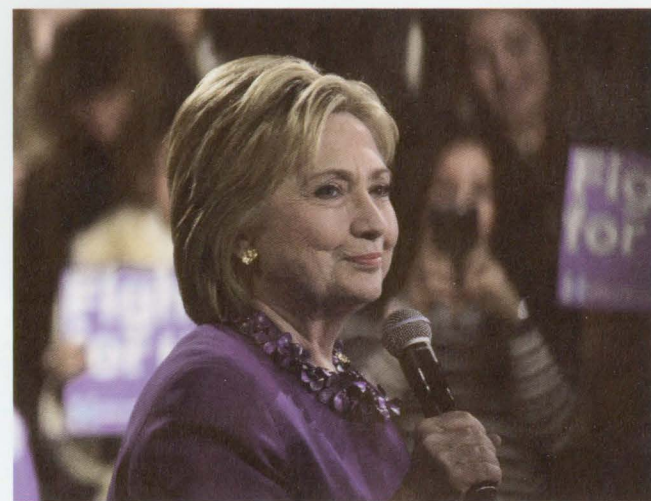
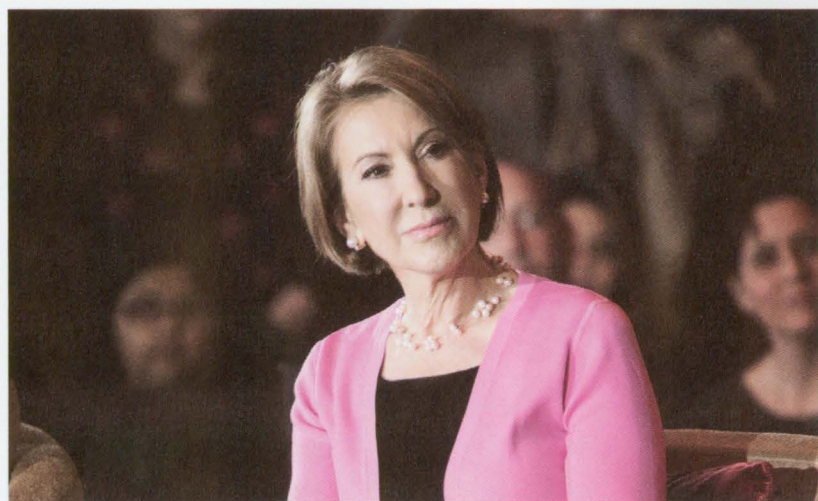
At the root of these number problems is the perception that women candidates face much more vigorous scrutiny than male candidates do, with the result that fewer women run for office. If women believe they have to be twice as good to get half as far, the task ahead seems impossibly daunt-

ing, and misogyny on the campaign trail also discourages voters from trusting and eventually voting for candidates who are harshly criticized by the media, pundits, and elected officials.

Indeed, a study released in June by Harvard University’s Shorenstein Center on Media, Politics, and Public Policy found that the media’s tendency to give Trump “good press” before the primaries contributed directly to his ascendance to the top of the Republican ticket, while the unrelenting criticism of Clinton hastened the fall of her popularity among voters throughout the course of the presidential primary season.

Continued on page 16 →





Former Republican presidential candidate Carly Fiorina (left) and Democratic nominee Hillary Clinton

The Language of Campaigns Matters

The 2016 presidential election cycle has been marked by startlingly ugly language from both sides of the aisle. Candidates, party officials, and staff alike have made missteps during debates, in speeches, and in e-mails.

That kind of discourse is harmful to the electoral process, says the University of Arizona's National Institute for Civil Discourse (NICD). Incivility in political campaigns ranges from eye rolling to sexist, racist, or ethnic slurs, all of which have been on display this election season.

According to the organization, "78 percent of Americans think incivility and political dysfunction are standing in the way of moving our nation forward." The NICD's studies have found that the growing rancor in American politics has led to "reduced trust in and legitimacy of political candidates and government, reduced capacity of elites and citizens to engage in reasoned discourse without emotional manipulation, extreme political polarization, the impossibility of reaching bipartisan compromise on urgent policy issues, and the specter of total policy gridlock."

Sexist Language Takes a Harder Toll on Women Candidates

But this disrespect isn't just harmful to politics as a whole. It's especially harmful to women candidates. This threat of increased scrutiny has long deterred women candidates, and according to Name It. Change It., a project sponsored by the Women's Media Center, She Should Run, and Political Parity, that fear is well-founded.

The project's 2013 online survey of likely voters found that sexist coverage of women candidates resulted in voters perceiving them as less "in touch, ... likable, confident, effective, and qualified." The study tested voters' reactions to neutral, positive, and negative descriptions of a hypothetical woman candidate's appearance inserted into an article about her position on a proposed education bill. The subjects also read a story about a male candidate and his position on the education bill, but no mention was made of his appearance.

The woman candidate saw "her favorability, her likelihood to be seen as possessing positive traits, and how likely voters are to vote for her" decline after subjects read any description of her appearance—positive, negative, or neutral. The male candidate suffered no adverse effects.

Silver Lining on a Cloud of Sexism

The good news is that the Name It. Change It. study also showed that directly challenging sexist coverage (see page 18) helped women candidates regain the ground they lost.

"The great part about the research is that ... there are ways, strategic ways, for a woman candidate to call out sexism and

then pivot back to her message points. You see Hillary Clinton do it a lot. We saw Carly [Fiorina] do it a lot when she was on the campaign trail," says Clare Bresnahan, executive director of She Should Run. It turns out it's more effective to confront misogyny than to simply ignore it.

The candidate isn't the only person who can effectively challenge sexist language. Allies play a vital role. "Third-party validators are really important, too," says Bresnahan. "When voters hear another person call it out, it tends to have the lights go on and they say, oh yeah, that is pretty sexist. And their opinion of the woman candidate goes back up."

But the possibility of a woman president is uncharted territory for Americans, and Bresnahan says that the novelty of it may be contributing to the seemingly no-holds-barred rhetoric of the 2016 election. But does that mean that future women presidential candidates will face less sexism, overt or subtle?

Incivility can result in less trust in our political system, more polarization, and elimination of bipartisan compromise.

Bresnahan is optimistic (after all, she helps train women to run for office through AAUW and Running Start's Elect Her program). "Is it normal for a woman to be running for president? Will it take a few more years to get there? I think so," she says. But "with a woman at the top of a ticket right now, it is a huge opportunity to help women and girls know what's possible. So while there will be challenges to face in the future, there are also going to be more and more women and girls thinking about running, knowing that there's a path for them." ♀

Elizabeth Bolton was an editor at AAUW for eight years before becoming a brand strategist and project manager for a leading design firm.

VOTER EDUCATION

SORT THROUGH THE CAMPAIGN PROMISES WITH AAUW'S VOTER ISSUE GUIDE

Policy makers make decisions that directly affect women and families, including our paychecks, access to reproductive health care, and education funding. That's why in this season of political punditry and campaign promises, it's more important than ever to identify those who would best represent our values and those who would roll back our rights.

How can voters fairly compare and assess where candidates stand on these issues? Look no further than the AAUW and AAUW Action Fund's 2016 Voter Issue Guide. New for this election cycle, the guide provides concise information about key policy issues in the 2016 election, topical buzzwords, and questions to ask the candidates, giving you the tools you need to pin down candidates' positions on AAUW's top priority issues.

Use the Voter Issue Guide when you attend a town hall or host a candidate forum. Pass it out on campus when you table, or provide copies at your branch event. Between now and Election Day, AAUW members have the power to start conversations about the issues that affect our families and communities. By asking tough questions, we can help jump-start the dialogue and determine where our candidates stand. The guide is available at www.aauw.org/resource/aauw-voter-issue-guide.



How to Speak Up against Everyday Bias

BY LISA M. MAATZ

We've all seen it, and most of us have experienced it. But what should we actually do when it occurs? I'm talking about gender bias—the everyday sexism that many women face. It's so common that it's simply part of our landscape, and that very ordinariness is what makes it so pernicious.

When we encounter bias, we often don't know how to respond. Or worse, we worry about the possible consequences of calling it what it is: sexism, harassment, gender discrimination, rape culture. And let's not forget that women of color, women with disabilities, LGBT women, and others struggle with an intersectionality that adds even more complexity.

As AAUW's top lobbyist, I know a thing or two about changing minds. Ultimately, my job is to advocate for AAUW's mission and persuade others to take action. Although sexism's hold on our society can seem overwhelming, there are ways to challenge it—and we can use some basic lobbying tactics to respond to it. Wherever it's safe and reasonable to do so, we can confront bias in self-affirming ways that make it clear that the status quo is no longer acceptable.

When I'm lobbying for AAUW, I always consider the enlightened self-interest of the other person. In other words, what's in it for them? Arguments that persuade me might not be effective in moving another person to action. Similarly, you can ask yourself these questions to size up your situation and develop a strategy for tackling everyday sexism.

- How much am I invested in this issue, situation, or person?
- How much influence do I have with this person?
- Who else heard the person make their problematic comment?
- What is the motivation of the person making the remark?
- Am I in a safe place if I challenge the biased comment?

Since every situation is different, there is no perfect response. And only you can decide whether you want to confront it head-on. If you do, here are some suggestions for dealing with common occurrences.

Scenario 1: A Cocktail Party

When faced with a sexist joke or comment among friends and family, don't laugh. One of the most effective approaches is to tell the messenger that you don't understand and politely ask them to explain their remark. You'll often find that once they're forced to break it down, the comments don't seem as funny, innocent, or helpful. Sometimes a gentle rebuttal about why the person's statement isn't factual can turn the tide of a conversation and encourage bystanders to speak up as well.

Continued on next page →

Scenario 2: The Family Gathering

Addressing sexism and bias within your family can yield big results. Some tactics from the previous scenario apply here as well. Sincerely asking the messenger to explain their remarks can effectively unmask bias and teach valuable lessons—but when it's family there are additional concerns. There are relationships to maintain, and no one wants the dinner table to feel like a shark tank.

One method you can use is to redirect the problematic comment. If your mother-in-law suggests that your daughter should be a nurse but your son should be a doctor, you can say that both those fields would be great for either child

and then proceed to highlight other careers they could pursue. (The world is in desperate need of women in computer science, for example, and men are especially needed to teach in elementary schools.) You are planting a seed of new thinking, which over the years can grow to counteract the sexist messages we receive daily.

Most important, if kids are involved, parents should discuss ahead of time how they plan to address gender bias—in work or in deed—on the part of relatives. In these situations, presenting a united front based on a prearranged game plan can diffuse frustration and tension.

Scenario 3: Street Harassment

Street harassment is a common problem for women whenever they leave home. It's male privilege in action, and it attempts to remind us who's in charge of public spaces: men. This harassment can take the form of catcalling, stalking, leering, telling women to smile, and many other scary behaviors.

If you feel safe doing so, you can respond in a calm, assertive manner that conveys that such actions are unwelcome, unacceptable, and even illegal. Sometimes a simple and loud "leave me alone" or "knock it off" will do the trick. Stop Street Harassment is an organization that provides an online space, as well as a hotline, where women can share their stories about street harassment and talk about responses and solutions. (There's even an app for that—search "Hollaback!" on your smartphone.)

Remember, you're not alone—harassers just want you to think that you are. Many women all over the world are speaking up when they experience and witness street harassment. But whatever you do, don't dismiss it as a compliment.

Scenario 4: Online Sexism

The world of social media can go from lively and interesting to disheartening and even dangerous in a heartbeat—especially

Speaking up can be revolutionary, and it won't be as bad as you think.

for women. A seemingly simple post can result in insulting comments and personal attacks from complete strangers. For women, these attacks often devolve into sexist insults, body shaming, and even threats of violence. The internet can be a hostile place for women who dare to have an opinion online.

When confronted with a sexist "troll" who only wants to inflame and insult rather than have a rational discussion, the best advice is usually to not respond at all. More than likely, these commenters' motivation is to start a fight. Don't stoop to their level. Further, most social media platforms have ways to block offensive users as well as avenues for reporting inappropriate or threatening behavior.

I personally don't engage in Facebook and other social media debates when the level of discourse isn't productive. But I'm always willing to have a spirited discussion with a reasonable person (and I hope you are, too).

Scenario 5: The Workplace

Although this article is about confronting everyday sexism in your life, I'm leaving out career advice for a good reason. Workplace situations are different, largely because of the legal issues involved as well as the fact that your livelihood may be at stake. Most companies have policies to address overt sex discrimination, though it's harder to combat everyday slights and gender biases that skirt the law but still have a real impact. If you're dealing with sexism at work, I encourage you to take a look at www.aauw.org (search "Know Your Rights at Work") to find resources about your legal rights and other options.

Fear Not

If you take away one thing from this article, I want it to be this: Speaking up can be revolutionary, and it won't be as bad as you think.

Too often, women don't want to make waves for fear of being labeled difficult, demanding, emotional, bossy, or any of the other code words our society uses to discipline

assertive women. Language is powerful, and all of this bias and harassment is meant to keep us in our place. But it doesn't have to stay that way.

Remember, you aren't required to respond to every comment you may hear. There will be times when you choose to do nothing, and that's OK. We all have to pick our battles, but we can empower ourselves to win them by taking strategic bites out of the apple whenever we can. 🍏

Lisa M. Maatz is AAUW's vice president of government relations. As the baby of her family, she has been a lobbyist all her life. You can get a daily dose of her expertise by following her on Twitter at @LisaMaatz.



Street harassment is a common and often frightening form of everyday sexism.

WHY WE FIGHT

WHY CONFRONT SEXISM? IT WORKS

The sad truth is that stereotypes and bias affect people's physical safety, paychecks, educational and career opportunities, and much more. In the recent *Barriers and Bias: The Status of Women in Leadership* report, AAUW researched how stereotypes and bias affect the persistent leadership gap in the United States. Along with the report, AAUW and Harvard University's Project Implicit developed an Implicit Association Test that helps identify the gender biases people may not even know they have. The test results have shown that both men and women, feminists and nonfeminists, have a tendency to hold unconscious bias against women in leadership.

The simple act of knowing about bias—other people's and your own—is itself a crucial first step. Research has shown that exposure to counter-stereotypes can reduce the effects of biased thinking. Studies also suggest that by getting to know your own biases, you can learn to counteract them. Knowing that stereotypes can be damaging to your own confidence and performance (an effect known as stereotype threat) can help people defend themselves against this phenomenon.

We all have biases, even implicit ones that are in conflict with our conscious beliefs. But we also have the power to fight them and their real effects on people's lives. You can find out more information, including recommendations for action, by visiting www.aauw.org/research/barriers-and-bias.

news

FROM AAUW

YOUR NATIONAL OFFICE AT WORK

K–12 schools. Parents, students, and advocates should locate their local school's Title IX coordinator (see below) and bring these findings to her or his attention. Furthermore, states and the federal government must provide adequate funding for this important work.

Find Your Local Title IX Coordinator Using AAUW's New Maps

All K–12 schools that receive federal funds must designate at least one employee to coordinate their efforts to comply with and carry out their responsibilities under Title IX. These Title IX coordinators ensure that every person affected by sex discrimination in schools—students, parents, and employees—are aware of their legal rights, including how to file a complaint.

AAUW recently released interactive maps, organized by state, that allow anyone to identify their local Title IX coordinators and contact them. Visit www.aauw.org to

AAUW's new map tool makes it easier than ever to do targeted Title IX advocacy.



Why Are Most Schools Reporting No Sexual Harassment Allegations?

In July AAUW released an analysis of U.S. Department of Education data showing that, despite credible research indicating that sexual harassment and bullying based on sex are rampant in our schools, more than two-thirds—around 67 percent—of local education agencies nationwide reported zero allegations of sexual harassment or bullying during the 2013–14 school year. While zeros may seem like good news, it's unlikely that there's actually no bullying or sexual harassment at these schools. What the hard-to-believe data illustrate is that many of our schools are failing to recognize, address, and report the behaviors that we know our students—especially girls and LGBT students—are struggling with every day.

"AAUW is concerned that schools reporting zeros simply haven't taken the steps necessary to educate the school community about what to do when sexual harassment occurs. This includes creating a climate where students are comfortable coming forward," says AAUW Associate Director of Public Policy Erin Prangley.

AAUW members across the country are calling on governors and school administrators to improve the accuracy of these numbers, improve schools' responses, and openly and honestly confront sexual harassment and bullying in our

find your local Title IX coordinators and to provide vital resources to ensure that they understand the full scope of their jobs.

Mark Your Calendars for the Key Dates in AAUW's National Election

The 2017 election that will decide our leadership and more kicks off this fall. On October 3, members can propose amendments to the AAUW Bylaws, suggest changes to the Public Policy Program, and propose resolutions. The comment period closes December 5. All candidates for the board must submit their applications by October 14.

In the spring, you can find voter guides and candidate biographies online and in the Spring issue of *Outlook*, and online voting runs April 14–June 15, 2017. Although voting online is strongly encouraged, you can opt for a paper ballot instead if you request it by May 4 (e-mail connect@aauw.org) and mail it by May 22.

Make sure your voice is heard in every step of the process. Consider running for AAUW office, get engaged with the commenting process, and vote in the spring! Visit www.aauw.org/resource/national-election for all the deadlines and latest information.

Tell Us Your Gender Equity Story!

Putting a face on a problem can help win hearts and minds, whether they belong to legislators or reporters who are covering issues that affect women. If you have a personal story about AAUW programs or issues such as equal pay, paid leave, workplace or education discrimination, or science, technology, engineering, and math opportunities, we want to hear from you! Submit your story at www.aauw.org/resource/story-bank.

Don't Miss Out on the ¡Adelante! Author Webinars

AAUW's ¡Adelante! Book of the Month Club has been hosting a series of webinars where members can hear authors from the monthly book list speak and even ask them questions. One of the first events was with American Fellow Asali Solomon, author of *Disgruntled*, a novel that follows the coming-of-age journey of 8-year-old Kenya Curtis in West Philadelphia. You can hear the recording of Solomon's webinar on www.aauw.org, and keep your eyes peeled for more author events.



From left: AAUW Vice President of Government Relations Lisa Maatz, Lilly Ledbetter, and former AAUW Student Advisory Council member Caroline Hymel

AAUW Attends United State of Women Summit

AAUW was invited to participate in the United State of Women event in Washington, D.C., in June. The summit, convened by the White House, gathered leaders and advocates to discuss equal pay, education, how to end violence against women, and more. The AAUW delegation comprised AAUW member leaders, student advocates, and corporate supporters.

members in

ACTION

NEWS FROM THE GRASSROOTS

Members Fight for Women Pilots' Honors at Arlington National Cemetery

AAUW members from around the country sent in thousands of messages through the AAUW Action Network urging Congress to reinstate the rights of women World War II pilots to have their ashes rest at Arlington National Cemetery. It all started when Women Airforce Service Pilot (WASP) member Elaine Harmon passed away in 2015 and was denied the military honors that had been available to WASP veterans since 2002. Harmon's family sought help from Congress and from AAUW members.

Sens. Barbara Mikulski (D-MD) and Joni Ernst (R-IA), along with former combat pilot Rep. Martha McSally (R-AZ) and Rep. Susan Davis (D-CA), introduced a bill that restored the eligibility of these female pilots for inurnment at Arlington. The bill passed both chambers unanimously. And President Barack Obama gave the WASP veterans the hard-earned recognition they deserve by signing the bill into law, just in time for Memorial Day.

Elaine Harmon with her Congressional Gold Medal in 2010 PHOTO COURTESY OF THE HARMON FAMILY



Linda Harmon, who is Elaine Harmon's daughter-in-law and the co-president of the AAUW Atlantic County (NJ) Branch, worked tirelessly on behalf of the WASP legacy. She expressed immense gratitude to AAUW and its membership for joining her family's fight. "With AAUW, I get a sense that yes, we can make a difference. It made me believe in the power of a woman's voice. We can change the world, and we will," she says.

Serving CHIPS: Civics, History, and Political Science

According to the National Center for Education Statistics, only 22 percent of eighth-grade girls and 24 percent of eighth-grade boys are proficient in civics. Clearly many young people aren't learning a subject that is critical to being an engaged American citizen. That's why AAUW members in Oregon decided to take action, starting with the schools in their neighborhood.

Thus, the CHIPS (civics, history, and political science) program was born, and after a year of planning and outreach, it's officially launching in time for Election Day. CHIPS offers research-based approaches that start with the basics of self-governance and give students a chance to engage in civic change. The branch offers class speakers, connects teachers with lessons and other materials, sponsors girls for a youth and government mentoring program, and advocates for civics resources at the state legislature. The program, which has worked with Latina and feminist clubs, has been formally adopted by the AAUW Eugene-Lane (OR) Branch and by AAUW of Oregon as part of its public policy work.

Program Chair Peggy Shippen envisioned the civics program after seeing how successful AAUW's work in science, technology, engineering, and math (STEM) has been. "I think we can do essentially the same thing with civics that we've done with STEM," she says. "And the effects don't stop at voting. I



Members of Purdue University's Campus Action Project team
PHOTO COURTESY OF THE PURDUE AAUW STUDENT ORGANIZATION

believe that more civic-minded students will result in more women in all kinds of leadership, from CEOs to politicians."

Campus Projects Promote Diversity in STEM

Ten schools earned AAUW Campus Action Project grants to implement projects at their schools in spring 2016. The projects focused on putting into practice the findings of the AAUW report *Solving the Equation: The Variables for Women's Success in Engineering and Computing*. Purdue University's team hosted a girls' night at a local science museum; the University of Alabama team created a media campaign to showcase women in science, technology, engineering, and math; and Dakota State University's team taught robotics and cryptology to high school girls, just to name a few. Find out more about CAP and how you can get involved in this and other AAUW campus leadership programs by visiting www.aauw.org/what-we-do/campus-programs.

Staging a Revival

Four years ago, the AAUW Salem (OR) Branch voted to disband, but they gave themselves a year to gain some momentum. And that's just what they did—while

engaging their community in women's history at the same time. The Salem branch's theater program is what did the trick. AAUW volunteers, with much work and direction from branch member and lifelong thespian Gloria Holland, have launched three programs from scratch: from writing to costuming to performing.

The current productions focus on women in science and the passage of the 19th Amendment. The plays have become quite popular locally, partially because they're not your typical theater experiences. Branch member Joyce Zook says that they have emphasized audience participation and humor from the beginning. Shows include noisemakers on every chair, questions the audience has to answer, and planted hecklers in the crowd. In the past three years, the performances have spread, including to the Oregon state convention. "Evaluations from convention were amazing. On a scale of one to five, nearly all ratings were fives, plus a few write-in sixes," says Zook.

Zook says the branch isn't out of the woods yet, but the programs have been moving the branch in the right direction. And in the meantime, they're entertaining and educating the public on important issues for women and girls. Scripts are available to interested branches. Get in touch with Holland at gloriabhs@comcast.net.



The AAUW Salem (OR) Branch's suffrage production PHOTO COURTESY OF CAPITAL COMMUNITY TELEVISION (CCTV)

alumnae NEWS

OUR AMAZING FELLOWS AND GRANTEES



A gathering for International Project Grantee Evelyn Mafeni's work in Cameroon in 2014



Kimala Price

Reproductive Oppression and Justice

Kimala Price, a 2009–10 AAUW American Fellow and an associate professor of women's studies at San Diego State University, has been an advocate and researcher of reproductive issues for decades. What she's found is that every group of women faces distinct histories of oppression that affect the paths forward.

Many women of color—particularly African American women in the South, Puerto Rican women, women of Mexican origin in the Southwest, and Native American women—were historically sterilized without their full knowledge or consent, Price says. On the other hand, women of European descent have historically been prevented from accessing contraception. These varying experiences shape what the fight for reproductive freedom looks like for different women.

Economic issues such as poverty and unemployment also affect reproductive health. Can someone truly achieve reproductive freedom without adequate housing for her family or transportation to the doctor? For Price, the answer is no.

"Reproduction does not exist in a vacuum," Price says. "It is affected by social issues such as economic inequality, environmental issues, LGBTQ rights, and immigration." These real-world issues, which tend to disproportionately affect women of color, must be acknowledged and addressed. Recognizing our different histories and learning what influences the reproductive freedom of each group of women will teach us how to support and assist each other.

"Reproduction does not exist in a vacuum. It is affected by social issues."



BLAIN



JIMENEZ



GOINS



GOKSEL



OGUNYEMI



DAWSON

2016–17 Fellow and Grantee Highlights

Keisha N. Blain

American Fellow Keisha N. Blain specializes in African American history, the modern African diaspora, and women's and gender studies. Her forthcoming book uncovers the crucial role women played in building black nationalist and internationalist protest movements in the United States and elsewhere from the early 20th century to the 1950s.

Eva Jimenez

Growing up surrounded by bloodshed and the loss of young men and women through violence in her South Chicago neighborhood, Career Development Grantee Eva Jimenez has advocated for children and youth for many years. She has identified a need for emotional support among kids, and she is pursuing a professional educator license at DePaul University with an endorsement in school counseling so that she can continue supporting young people emotionally.

Future Women in Government

The Future Women in Government program, led by Community Action Grantee Pam Goins, will empower and encourage young women across the country to pursue leadership roles in the legislative process and to expand women's representation in state and local government. The program features hands-on mentoring to foster the next generation of civic and political leaders.

Hayrunnisa Goksel

International Fellow Hayrunnisa Goksel, who is from Turkey, is pursuing doctoral studies at Northwestern University. She is developing an alternative social scientific approach to expand political engagement among displaced women

and children around the world. She aims to contribute to political debates on peace-making in the Middle East and beyond.

Judy Bolanle Ogunyemi

International Project Grantee Judy Bolanle Ogunyemi's work on human rights advocacy in Kenya includes educating young women and girls on their reproductive health and rights, understanding the law, and increasing the availability and need for better access to reproductive health care in underserved areas. Ogunyemi, who was a 2009–11 International Fellow, says that the project will also address unsafe abortion practices, which can gravely affect low-income women.

Alexandra Dawson

Selected Professions Fellow Alexandra Dawson is pursuing a master's in engineering, science, and technology entrepreneurship and is a member of the ESTEEM Graduate Program at the University of Notre Dame. She is exploring ways to market and implement new technologies in the health care field for patients. As a former NCAA Division I athlete, Dawson is passionate about promoting health and athletics among young women.



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HEADlines

WOMEN'S ISSUES IN THE NEWS

Protecting the Rights of Transgender Students

Responding to requests from advocates, administrators, students, and parents, the Obama administration recently released guidance affirming the civil rights of all transgender students. The "Dear Colleague" letter explains that Title IX, the law prohibiting sex-based discrimination in federally funded educational programs, applies to gender identity.

According to the guidance, transgender students have the right to access bathrooms and to participate on athletic teams that correspond to their gender identity. It also clarifies that schools across the country already have practices in place that set clear expectations for students and staff and avoid unnecessary confusion, invasions of privacy, and other serious concerns.

The guidance was issued as some states were considering anti-LGBT bills, including North Carolina's HB2. In addition, several states have filed suit in federal court challenging this guidance, though others have chosen to support it. Transgender students have the same rights as their peers, and this AAUW-supported guidance will help schools make that promise a reality.

Millions More Workers Will Get Overtime

The U.S. Department of Labor has issued its final rule on overtime compensation protections. Federal overtime policies haven't



A new rule means that millions will get the overtime pay they've earned.

kept up with the times. In 1975, more than 60 percent of employees qualified for overtime pay based on their salaries, whereas today that figure is just 7 percent.

The new rule will derail a common practice: employers routinely "promoting" previously nonexempt workers (those eligible to earn overtime pay) to salaried, low-level managerial positions that demand more than 40 hours of work each week but don't get overtime pay. This practice essentially denies millions of workers reasonable overtime pay. With the new rule, the Department of Labor raised the overtime salary threshold, a commonsense step toward achieving pay equity and economic security for millions of working families.

AAUW strongly advocated for the new rule because it provides improved overtime protections for millions of salaried workers, more than half of whom are women, and will help address the gender pay gap. The rule takes effect on December 1.

Continued on page 31 →

What's going on in **your** statehouse?

AAUW members nationwide have been helping to pass game-changing policies to improve the lives of women and girls. For the best advocacy practices, model legislation, updates, tips, how-tos, and resources, sign up for our latest newsletter, **AAUW in the Statehouse.**

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U.S. Supreme Court on Birth Control, Abortion, and Affirmative Action

The U.S. Supreme Court handed down decisions this judicial session that will affect women's health and education. In *Fisher v. University of Texas at Austin* the high court upheld the right of the school to continue its admissions process, which attempts to promote diversity, including racial diversity, as a factor. AAUW signed onto an amicus brief on this case. "Programs like the one at the University of Texas help break down barriers that confront women and minorities in education and employment, and they are essential to ensuring equal access to all professions. This decision takes another step toward equal opportunity for all," says Lisa Maatz, AAUW vice president of government relations.

In *Zubik v. Burwell*, the Supreme Court opted not to answer important legal questions, instead sending the case and several related ones back to the lower courts. The case dealt with whether women's access to contraceptives under their employer's health insurance could be limited if the workplace has religious objections. The absence of a ruling means that women and men who work for religious nonprofits will continue to lack clarity on their families' access to contraception.

The decision in *Whole Woman's Health v. Hellerstedt* was better news. The Supreme Court struck down a Texas law that put excessive demands on health clinics that perform abortions. The rules required admitting privileges at hospitals and unnecessary renovations like widening hallways. The rules would have shut down all but eight abortion providers in the entire state.

AAUW members have made reproductive rights a policy priority since 1977. "This landmark decision continues the powerful momentum for women's rights and against interference in women's access to health care," says Maatz. "But the fight to protect

abortion access doesn't end today: Advocates must remain steadfast in ensuring that clinics remain open and that other barriers to reproductive care are eliminated."



Advocates rally for women's reproductive justice at the U.S. Supreme Court.

New Sex Discrimination Rule for Federal Contractors

In June the Office of Federal Contract Compliance Programs announced a final rule that prohibits federal contractors from discriminating based on sex. The guidelines had last been revised in 1970. These much-needed changes include prohibiting pay discrimination and sexual harassment; requiring accommodations for pregnancy, childbirth, and related medical conditions; and prohibiting discrimination because of employees' gender identity or on the basis of harmful sex stereotypes. This rule makes it clear that federal contractors and subcontractors—who employ almost a quarter of the nation's workforce—can't use taxpayer dollars to discriminate.

on your BOOKSHELF

GREAT READS FROM WOMEN AUTHORS

Paying for the Second Shift

BY KATHRYN BIBLER

American workers navigating today's 24/7 economy need a contract renegotiation, argues Heather Boushey in *Finding Time: The Economics of Work-Life Conflict*. The economist takes readers through a sweeping history of supply, demand, and economic policies affecting the care economy, from Henry VIII-era Poor Laws to the New Deal to today.

Historically, laws proposed to institutionalize paid leave, sick days, and affordable, high-quality child care have failed, thanks to the conflation of these programs with "charity." But what if we thought of these benefits as investments, not handouts? Employees with affordable care and flexible schedules are not just happier; they're more productive, and they tend to stay at their jobs longer. Yet the ideas that make working outside the home more manageable for women also generated anxiety that the traditional, patriarchal family model would be thrown into chaos.

Our economy is now far from traditional in the *Leave It to Beaver* sense. Many households are led by single women breadwinners, or single men, or same-sex partners. But policies still assume there's a parent (wife) available to take care of family needs, unpaid.

In a review that's structured like a series of digestible lectures, Boushey investigates how to improve work-life balance for today's workers through policy. She argues for paid leave and sick days, flexible schedules, and an end to caregiver bias—which has led to undervaluing and underpaying jobs that women historically performed without pay. Boushey also points out that work-life policies must take intersectionality into account: Even Frances Perkins, the



FINDING TIME: THE ECONOMICS OF WORK-LIFE CONFLICT

BY HEATHER BOUSHEY—HARVARD UNIVERSITY PRESS, \$29.95

"woman behind the New Deal" and its eight-hour workday, did not manage to extend the same worker protections to African Americans.

Boushey uses her economist's lens to argue that workers with the means and time to take care of their families have more resources to pour into the economy, have healthier kids, and provide businesses with better-quality employees.

If that's not a bottom line, I don't know what is.

Kathryn Bibler, a senior editor at AAUW, balances her work bookshelf with feminist sci-fi and classic Jane Austen. You can reach her at biblerk@aauw.org.

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CIRCA

1963

• From the Archives •

Members vote on leadership, bylaws, and priorities at the 22nd AAUW National Convention. The event was held in Denver in June 1963. The theme was A Structure for Our Purpose and featured Rep. Edith Green (D-OR), who spoke about ending sex discrimination in higher education. She later championed Title IX.



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