



# Kensington-Rockville Newsletter

American Association of University Women

Website: [kensingtonrockville-md.aauw.net](http://kensingtonrockville-md.aauw.net)

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## Kensington-Rockville

### March Branch Meeting

#### Women's History Month-Unusual Directions for Women

**March 16, 2019, 11 am-12:30 pm**

**Ingleside at King Farm  
701 King Farm Blvd. Rockville, Maryland**

Attendees are invited to stay afterward to meet, greet, and network in the Ingleside Cafeteria, where they can buy lunch.

Hear some tales about interesting careers and hobbies of women that are unusual or unexpected.

## Speakers

**Carol Bossert** is a project director for the Smithsonian Institution Traveling Exhibition Service where she collaborates with curators across the institution to develop exhibitions that bring the Smithsonian to audiences across the country. Prior to accepting this position in 2017, Carol celebrated her twentieth year of owning her own consulting practice to help museums and cultural organizations meet the needs of their diverse audiences through exhibitions and programs. Carol began her museum career at the Newark Museum as director of the science department and curator of natural sciences. She holds a doctorate in molecular biology from the University of Texas-Dallas and bachelor's degree from DePauw University in Indiana. Carol lives in Gaithersburg with her husband, dog, cat and turtle.



**Margery Sullivan** is a Biologist at the National Institutes of Health. She has been a participant in many significant and interesting research projects. She has contributed to preliminary microbiome research, gene identification and structure, as a mouse gynecologist subsequent expression of genes in trans-genetic mice, and presently is a member of the team studying the migratory route of malaria infected mosquitoes in Sub Saharan Africa. Margery is a long-time member of AAUW and has served on several national committees. She is currently the Kensington-Rockville newsletter editor.

## Remembering Margaret Zierdt

Margaret Zierdt, longtime branch member, died on 4 February 2019, at age 97. She had moved to Loveland, Colorado, in 2010 to live near her daughter, Carolyn Taylor, who shared this sad news.

Margaret was a fierce and fearless force for women. Her feminism flared when, as a graduate student in Hawaii in 1972, she studied sex roles in children's literature: the girls could never solve problems. In her thirty years as a public school teacher, she firmly countered that harmful "given" with her first-graders. She advocated for Title IX compliance in the Montgomery County Public Schools and the state of Maryland. She bargained for MCPS teachers and presented in-service courses on women's history.

Incensed when AAUW voted to admit men in 1987, Margaret wrote me (then state president) and Janet Crampton (branch president) indignant letters announcing her departure from our association. She did not answer my hopefully conciliatory response. Then, at a branch meeting some years later, someone was lauding the academic achievements of our then-US Senator Paul Sarbanes—degrees from Princeton and Harvard Law, Rhodes Scholarship at Oxford . . . , and I heard a distinctive voice behind me cut in with, "and his wife Christine is even smarter!" Margaret was back! She resumed her membership and active contributing as if there had been no interruption.

Women's history became Margaret's consuming passion. She researched and singly produced a "Celebrate Women" poster listing at least one notable American woman's birthday for every day of the year, over 1000 in all. The National Women's History Project, on whose board of directors she influentially served for more than a decade, adopted the poster, updates it, and continues to enjoy its sales. When the NWHP faced financial crisis, Margaret donated—from the equity in her modest home—\$190,000 to keep its work going, altogether about \$300,000 over the years.

Robert P.J. Cooney, Jr., in his richly illustrated, monumental *Winning the Vote: The Triumph of the American Woman Suffrage Movement* (American Graphic

Press, 2005), acknowledges Margaret Zierdt for her knowledge of the movement and helpful draft reviews. At 90, she marched in Washington commemorating the centennial of the historic suffragist parade of 3 March 1913. Margaret was also a founder of the Maryland Women's Heritage Center. The Maryland state archivist eagerly accepted boxes of her meticulous files on historic women. She recently donated her 650-book library on women's history to the Alice Paul Institute in New Jersey.

She was the mother of three sons in addition to Carolyn, and she knitted and tatted and loved cats, too. For years sensitive about her diminutive height, she left the legacy of a giant among and for women.

Dian Belanger

## Maryland Legislative Agenda for Women



The AAUW Maryland team sponsoring the Maryland legislative bill “the Age of Majority-Right to Parental Support. Senator Susan Lee sponsored the Bill in the Senate Judicial Proceeding Committee. Dr Bev Fallik (Howard County Branch) Sen. Susan Lee, Erin Prangle, Kate Campbell Stevenson, and Anita Rosen ( Kensington-Rockville Branch) testified in Annapolis.

## Legal Advocacy in Action

### AAUW joined amicus brief

**Moussouris v. Microsoft** is an important case to clarify Ninth Circuit law with respect to the Rule 23 standards for approving or “certifying” a class action lawsuit. Over time courts have been weakening the ability of women to band together to pursue joint action challenging systemic discrimination.

Rule 23 of the Federal Rules of Civil Procedure establishes the framework for certifying a class of litigants.

This case has been brought on behalf of a class of current and former female Microsoft employees who have been disadvantaged by Microsoft’s pay and promotion systems.

The plaintiffs in the case asserted that Microsoft systematically undervalued female technical employees in their “calibration” or evaluation process because female employees received, on average, lower rankings despite equal or better performance. In their complaint, the plaintiffs also allege that Microsoft has a “continuing policy, pattern, and practice of sex discrimination against female employees in technical and engineering roles ... with respect to performance evaluations, pay promotions, and other terms and conditions of employment.” The plaintiffs Katherine Moussouris and Holly Muenchow moved to certify a class of employees, representing approximately 8,000 current and former female Microsoft employees.

The U.S. District Court for the Western District of Washington denied class certification of their Title VII gender discrimination class action. The district court found that the plaintiffs did not demonstrate a common question to be resolved on behalf of the putative class, the claims were not typical of the class members, and the plaintiffs were not adequate representatives of absent class members.

The plaintiffs sought to appeal the decision. We signed on to the initial amicus brief asking for the appeal, and on September 20, 2018,

the Ninth Circuit granted permission to appeal the district court's June 25, 2018 order denying class action certification.

Now that the appeal has been granted, the most recent amicus brief focuses in more depth on the rationale and proper standard for certifying the class, such that the Ninth Circuit will find it was improper for the lower court to deny class certification. The amicus brief we joined clarified the legal standards for bringing class actions set out in [Wal-Mart v. Dukes](#), a previous LAF-supported case.

AAUW joined amicus briefs in this case because we advocate for equitable access and advancement in employment, including vigorous enforcement of [employment discrimination statutes](#) and the right to challenge discriminatory employment practices through class actions. This case muddied the evidentiary standards for establishing systemic disparate treatment and disparate impact discrimination, and made numerous errors in its interpretation of the class action rules. This case would make it much more difficult to get employment discrimination classes certified.



Longtime K-R member Julie Snell is visited by Kate Campbell Stevenson at Riderwood Valentine's Day Celebration. Julie 95 years young is still kicking up her heels and would appreciate hearing from her AAUW friends. Cards can be sent to Julie Snell-3154 Gracefield Rd., Silver Spring, MD 20904-0806

## AAUW Funds Chair

Ella Iams [ella.iams@verizon.net](mailto:ella.iams@verizon.net)

The Kensington-Rockville Branch board has set a major goal for 2018-2019 to have one hundred percent (100% participation of the board and fifty percent (50%) of branch members contribute to AAUW Fund 4355; the AAUW National Conference for College Women Student Leaders (NCCWSL Women of Distinction Ceremony Fund). This year the Woman of Distinction Honor is going to Judy Carbone from Garrett County.

Please make your contribution either by check or on-line and be sure to indicate Fund 4355 and our Branch code (MD2030). Our branch has made a contribution to both Fund 4355 and to a fund that helps defray the cost of the conference for the student leaders attending the conference.

## BECOME A TWO-MINUTE ACTIVIST

**Action Network** is the cornerstone of AAUW's e-advocacy efforts. By signing up, you will join **AAUW Action Network** and receive urgent e-mail notices to contact your elected officials. With our online Two-Minute Activist tool, it takes just minutes to make your voice heard!

To sign up, go to [www.aauw.org](http://www.aauw.org). Scroll down on right side of screen to "TAKE ACTION." Click on and then scroll down to "Become a Two-Minute Activist" and register.

## Join the AAUW Archives Corps!

Does the Past stir your juices? Are you curious about what AAUW has done to keep women loyal and committed for 136 years, and counting? Have you ever wondered who all those thousands of women were, and would become, that we have supported with AAUW fellowships and grants since 1888? Do you enjoy piecing together long-forgotten stories from fragile, faded papers?

**Join the AAUW Archives Corps** to work with other local members, under staff direction, to rediscover, process, and preserve for future use the documentary record of AAUW's extraordinary history. Archives volunteers commit to one partial day per month, usually the first Monday or Tuesday. Intrigued? Query Dian Belanger, [dobelanger@comcast.net](mailto:dobelanger@comcast.net).



## Join the AAUW Lobby Corps!

Does the Future push your buttons, especially the future for women and girls? Do you care about Title IX, sexual harassment, pay equity, voting and human rights? Does today's political atmosphere keep you up at night? Would you like to rationally promote and influence nonpartisan progress at the highest level?

**Join the AAUW Lobby Corps** on Capitol Hill to inform and urge legislative action for a more just world. Volunteer lobbyists, trained and briefed by AAUW public policy staff, commit to Thursday mornings when Congress is in session. Impassioned? Query Erin Prangley, [erin.prangley@gmail.com](mailto:erin.prangley@gmail.com).

## Upcoming Events

March 28-30, 2019 AAUW Gaithersburg Book Sale for women's scholarships at Asbury Methodist Village

April 12-13: AAUW Maryland State Convention Hosted by Garret County Branch in McHenry, MD **registration material attached to this mailing**

May 11: K-R Branch's Annual Business Meeting. Pot-luck. Anita Rosen's home, Silver Spring, MD



## Interest Groups

### ***GREAT DECISIONS***

Marianne Jacobs  
[AAUWKenRock@gmail.com](mailto:AAUWKenRock@gmail.com)

### ***The Afternoon Literature Group***

Margaret Schweitzer  
[AAUWKenRock@gmail.com](mailto:AAUWKenRock@gmail.com)

The Literature group will discuss " Hero of the Empire" by Candace Millard on Tuesday March 19 at 1 p.m. at the home of Margaret Schweitzer. Ruth Spivack will lead the discussion.

This is a study of Winston Churchill's wit and wile as he navigates the Boer War at age 24.

### ***Le Groupe Française***

Ruth Spivack

We meet in the evening to read and discuss French literature and culture. For more information, please contact Ruth Spivack  
[AAUWKenRock@gmail.com](mailto:AAUWKenRock@gmail.com)

### ***Lunch Bunch***

Parma Holt  
[AAUWKenRock@gmail.com](mailto:AAUWKenRock@gmail.com)

### **Newsletter Editor**

Margery Sullivan

### **Circulation**

Ruth Spivack

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

**AAUW has been empowering women as individuals and as a community since 1881. For more *than 135 years, we have worked together as a national grassroots organization to improve the lives of millions of men and their families.***

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***The American Association of University Women (AAUW) advances equity for women and girls through advocacy, education, philanthropy, and research.***

***AAUW Vision Statement: AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.***

**AAUW Kensington-Rockville Branch**

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