

Melbourne (FL) Branch

EMPOWERING WOMEN SINCE 1881



LETTER FROM THE PRESIDENT

As 2020 approaches, I am anxious as I face new beginnings and new challenges in my life for the upcoming year. I can't describe the excitement I feel as I reenter the workforce. I have taken a position with Thermo Fisher Scientific as their South Florida Sales Representative for Genetic Instruments. This is a change from my career as a bench scientist to now selling instruments, I have used, to scientists across the state. It is a remote position, so I will be working out of my home 50% of the time and traveling to either the Tampa or Miami area the other 50%. It is going to be a big change and a new schedule that I will need some time to adjust. I do not foresee myself unable to continue my role as AAUW Melbourne Branch President, but I will need your support, understanding and help.

This year we have four remaining general meetings during which we will celebrate ourselves, the 100th anniversary of the passage of the 19th Amendment that granted women the right to vote, winners of the Brevard Regional Science Fair and ending the year with induction of officers. February's meeting is going to be a little different than what you might be used to, so I hope you will come with me on a little journey to explore some interesting concepts. I believe this will help us think of new AAUW events.

I am appreciative of members coming to me with their thoughts, feedback and new ideas. Though I might not have a solution or a response right away, please know that I always keep it in mind. I hope that you find some time to come to our "Coffee Talk" in January. I never feel general meetings give me enough time to have 1-1 talks with everyone. I hope that this coffee meeting helps.

Please take some time to read the well written and highly researched article written by Kathy Ebersberger on the "Matilda Effect". This is a fascinating topic Kathy shared with me last month. It is a **MUST** read!

I want to wish you all a very Happy New Year!

Natalie C. Twine





AAUW Treasure Coast Regional Luncheon

Please join us to celebrate the value of Mentoring.

Saturday, January 18, 2020

11:00 AM—1:00 PM

Pietro's On The River

Island Dunes Country Club

8735 S. Ocean Drive

Jensen Beach, FL 34957

Please RSVP by January 6, 2020 to:

Helga Galli

2980 SW Lauren Way

Palm City, FL 34990

Tel: 772-228-1153

\$30 per person



AAUW Melbourne Branch Board Meeting

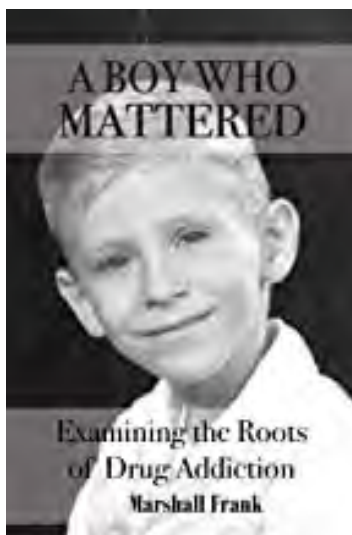
Thursday, January 16, 2020 @ 5:30 PM

Joann Jacobs

410 Thrush Drive, Satellite Beach



A BOY WHO MATTERED



ISBN-13: 978-1080157594

“EXAMINING THE ROOTS OF DRUG ADDICTION”

ANNOUNCING: A new book release published by Frankly Speaking Enterprises.

Books are available via [amazon.com](https://www.amazon.com) for \$14.95 plus shipping. Signed books can be obtained from the author, for \$15 and no shipping costs. Just e-mail: MLF283@aol.com or send check to: P.O. Box 411841, Melbourne, Fl. 32941.

In "A Boy Who Mattered" author Marshall Frank draws the reader into the pathetic life of his firstborn son, Bennett, who entered the drug world before his teens, turned on by a family member. This ultimately opened the doors of dependency sickness, failure and homelessness that profoundly affected many others, friends and family, for forty years. This particular saga focuses on the root causes of dependency and what could be done about it. Hopefully, this story will guide abusers and loved ones on options of how to combat this dreaded disease. If but one human being is saved, Bennett's struggle will not have been in vain.

Author Marshall Frank is a 30-year veteran of the Miami-Dade Police Department, retired captain with 16 years as homicide investigator and commander. Now a prolific author/writer. More about his articles and 15 published books, fiction and non-fiction, can be accessed via his web site: www.marshallfrank.com

"A sad tale of a child lost to mental illness, drug abuse and a difficult family."

Dr. Valerie Allen, counseling psychologist.

The Matilda Effect

By: Kathy Ebersberger

The Matilda effect is the name given to the systematic denial of credit for the contributions to science of women scientists and the attribution of their achievements to their male collaborators or husbands. After suffering through a Ph.D. program at Yale in the late 1960's in which women's contributions to science were completely denied, Professor Emerita Margaret W. Rossiter documented women's contributions to science in America throughout its history in 3 groundbreaking volumes entitled Women Scientists in America.

Women Capable of Doing Science

Dr. Rossiter's work illustrated that women were capable of doing science and had done so in the past. In "The Matthew Matilda Effect in Science," *Social Studies of Science*, (SAGE, London, Newbury Park and New Delhi), Vol. 23 (1993), pp. 325-41, Dr. Rossiter postulated that the "systematic undervaluing of women's contributions to science as well as literature (and history and medicine)" should be named to "remind and help current and future scholars to write a more equitable and comprehensive history and sociology of science that not only does not leave all the 'Matildas' out, but calls attention to still more of them." (Rossiter, p. 337).



Dr. Rossiter named the phenomenon the Matilda effect after Matilda J. Gage, a suffragist who worked closely with Elizabeth Cady Stanton and Susan B. Anthony, and who in 1870 identified and denounced the systematic failure to credit women's contributions to technology. "Gage noticed that the more woman worked the more the men around her profited and the less credit she got." Susan Savion, *The Matilda Effect: Women Scientists Sidelined*, <https://quotingmatilda.com/2019/10/02/the-matilda-effect-women-scientists-sidelined/>

Londa Schiebinger, of Stanford University stated that Dr. Rossiter's work sparked the National Science Foundation's "funding efforts to increase the representation and advancement of women in engineering and academic science degrees." "The phrase--the Matilda Effect--has been cited in hundreds of subsequent papers, ... including a 2013 study that found that 'both men and women judged research papers by men to be stronger than those by women, and both men and women showed preference for the male authors as future collaborators.'" (Susan Dominus, "Sidelined," *Smithsonian Magazine*, October 2019, pp. 45-46).

Women's Contributions Ignored by Major Prize Committees

An illustration of the Matilda effect cited by Dr. Rossiter was Rosalind Franklin, whose work was instrumental in the discovery of DNA, yet her work was attributed to her colleagues when they were awarded the Nobel Prize. Rossiter notes that her "essential contribution was then further minimized in the survivors' distorted autobiographical account of 'their' discovery." (Rossiter, p. 329).

What Rossiter deems "the most notorious theft of Nobel credit," however, "is the case of Dr. Lise Meitner, ... who, in 1939, realized that" her work with Otto Hahn, who was awarded the Nobel Prize for the discovery, "was in fact nuclear fission." Otto Hahn stated that he was puzzled that Dr. Meitner was upset at being excluded from the award as "for her achievements Lise Meitner had been given a number of honorary degrees in the U.S.A. and had even been declared the 'woman of the year.'" (Rossiter, p. 330).

Rossiter notes that "those awards were often created as a kind of 'compensatory recognition' for the women who had been overlooked by the mainstream prize committees. [Dr. Meitner] would not have considered a 'WOTY,' here awarded by the National Women's Press Club of Washington, D.C., itself the product of exclusion from the regular Press Club, anywhere near the equivalent of a major award from a scientific society, let alone the Nobelstiftung." (Rossiter, p. 330).



Women's Contributions Denied in the Aggregate

Historically, women's contributions to science were not just ignored at the individual level, but were also ignored in the aggregate. Rossiter cites to the first twelve editions of *American Men in Science*, which from 1906 until 1971 included the contributions of thousands of women notwithstanding the title of the publication. McGraw-Hill *Modern Men of Science*, published in 1968, named 420 leading scientists and included only 2 women. Thus, as Rossiter points out, women were excluded from both the title and the text of the publication. "Even the *Dictionary of Scientific Biography* (1970-80), with about 2000 entries of scientists and others, included just 25 women." (Rossiter, p. 331).

What Has Held Women Back?

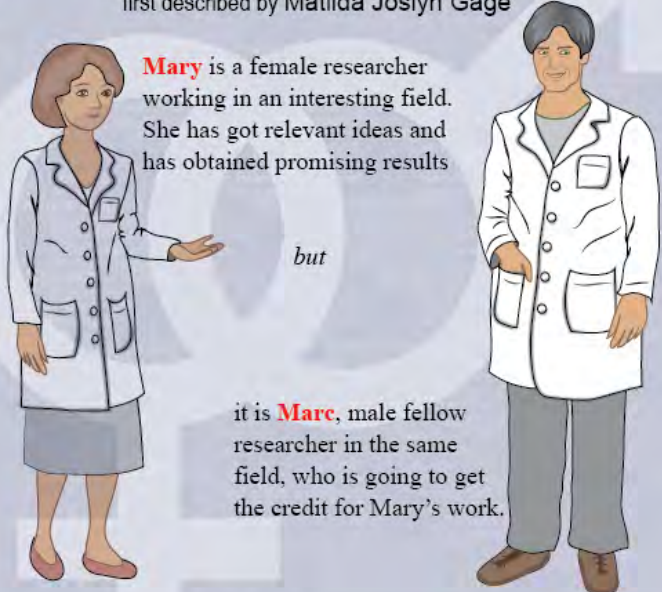
For decades, Dr. Rossiter studied "what biases are holding women back? Where are their numbers lowest, and why? Why do they receive less funding than men?" Dominus, p. 53. She scoured archives and wrote 1,200 pages about women in science. She found "ventings about pay and overt biases and self-justifying rationales; she cross-referenced job trends with hiring patterns, the professionalization of a field with college graduation rates." (Dominus, p. 80). But "until recently, ... she had not considered just how powerful a role harassment or assault must have played in the history of women in science. 'It explains the dropout rate,' she said." (Dominus, p. 53).

"'Nobody mentioned anything,' said Rossiter. 'Those women likely just disappeared from the field.' M. Susan Lindee, the science historian from the University of Pennsylvania, said ... 'there was no infrastructure, no way for it to show up in administrative records.'" As Dominus states, "archivists were discouraged from acquiring papers that were too personal. ... [Rossiter said she] 'never saw a love letter, any financial materials, nothing on health, hardly anything about children. What I did was a kind of preliminary mapping.'" (Dominus, p. 80).

Other reasons for the underrepresentation of women in science include "a lack of female role models; the perception among young women that science is a competitive, isolating, and/or masculine endeavor focused on objects rather than people; the persistence of negative gender and racial stereotypes; the often unconscious bias against women; and the unsupportive 'daily campus climates' experienced by women in science" (citations omitted). Amy Fisher and Katie Henningsen, "Women in Science through an Archival Lens," *Transformations: The Journal of Inclusive Scholarship and Pedagogy*, Vol. 27, No. 2, *Transformations* (2017), pp. 158-159.

Matilda Effect

Denial of the contribution of women scientists in research
first described by Matilda Joslyn Gage






Mary is a female researcher working in an interesting field. She has got relevant ideas and has obtained promising results

but

it is **Marc**, male fellow researcher in the same field, who is going to get the credit for Mary's work.

It happened to the work of such extraordinary female scientists as:

Lise Meitner	Rosalind Franklin	Marietta Blau
		

IlluScientia



AAUW's Study on Women in Science

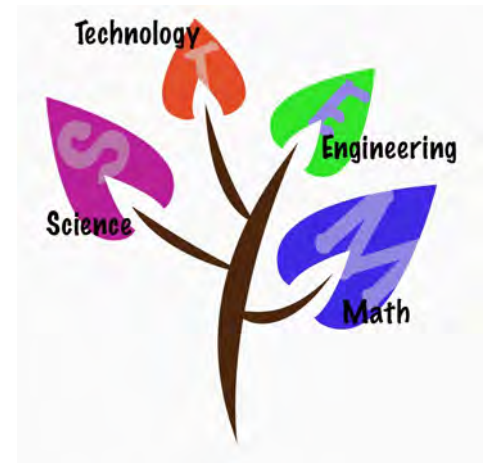
In 2010, AAUW reported on the underrepresentation of women in scientific fields and made the following recommendations for increasing women's representation in science and engineering:

Cultivating Girls' Achievement and Interest in Science and Engineering

- ◆ Spread the word about girls' and women's achievements in math and science.
- ◆ Teach girls that intellectual skills, including spatial skills, are acquired.
- ◆ Teach students about stereotype threat and promote a growth-mindset environment.
- ◆ Talented and gifted programs should send the message that they value growth and learning.
- ◆ Encourage children to develop their special skills.
- ◆ Help girls recognize their career-relevant skills.
- ◆ Encourage high school girls to take calculus, physics, chemistry, computer science, and engineering classes when available.
- ◆ Make performance standards and expectations clear.

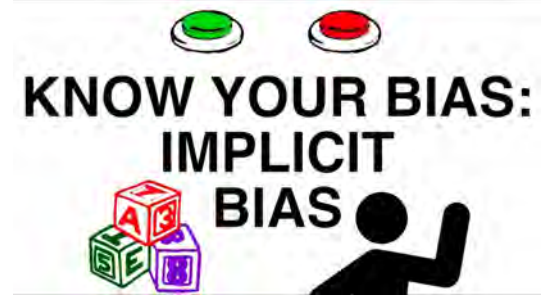
Creating College Environments that Support Women in Science and Engineering

- ◆ To attract and retain more female students
- ◆ Actively recruit women into STEM majors.
- ◆ Send an inclusive message about who makes a good science or engineering student.
- ◆ Emphasize real-life applications in early STEM courses.
- ◆ Teach professors about stereotype threat and the benefits of a growth mindset.
- ◆ Make performance standards and expectations clear in STEM courses.
- ◆ Take proactive steps to support women in STEM majors.
- ◆ Enforce Title IX in science, technology, engineering, and math.
- ◆ To attract and retain female faculty
- ◆ Conduct departmental reviews to assess the climate for female faculty.
- ◆ Ensure mentoring for all faculty.



Counteracting Bias

- ◆ Learn about your own implicit bias.
- ◆ Keep your biases in mind.
- ◆ Take steps to correct for your biases.
- ◆ Raise awareness about bias against women in STEM fields.
- ◆ Create clear criteria for success and transparency.



Catherine Hill, Christianne Corbett, and Andresse St. Rose, *Why So Few? Women in Science, Technology, Engineering and Mathematics*, Washington, D.C., AAUW, 2010, pp. 90-96.

Conclusion

AAUW does a great job of presenting girls and women with opportunities and encouragement to undertake careers in STEM fields. Indeed the Melbourne Branch of AAUW contributes to these efforts by nominating girls to Tech Trek and making awards for middle school girls' science fair projects.

It is critical for girls and women to realize that women have always been involved in science, that women's interest in science is not new, and that women have been systematically denied visibility. Too often, women and girls are given the impression that they have to be extraordinary to succeed in science and math. In reality, though, women do not need make discoveries worthy of two Nobel Prizes, such as Marie Curie, to make contributions in scientific fields.

AAUW recognizes that “stereotypes, bias, and other cultural beliefs can change; often the very act of identifying a stereotype or bias begins the process of dismantling it.” (Fisher, p. 162). By naming the systematic exclusion of women's contributions in science history the Matilda effect, Dr. Rossiter challenged the very foundation of the bias against women in science. “Making men and women more aware of how gender stereotypes have changed over time and have affected who can study and participate in science is an important step toward promoting teamwork and gender equity in science and engineering.” (Fisher, p. 163).

Read more about the Matilda Effect

Dominus, Susan, “Sidelined,” *Smithsonian Magazine*, October 2019, pp. 43-53, 80.

Reimann, Matt, *Men Always Get Credit for Women's Inventions—and There's a Term for That*, <https://timeline.com/women-science-matilda-effect-9303ea2a06af>

Rossiter, Margaret W., “The Matthew Matilda Effect in Science,” *Social Studies of Science*, (SAGE, London, Newbury Park and New Delhi), Vol. 23 (1993), pp. 325-41. <https://www.jstor.org/stable/285482>

“The Matilda Effect”: How Pioneering Women Scientists Have Been Denied Recognition and Written Out of Science History, in *Gender, History, Science*, August 2, 2018, www.openculture.com/2018/08/the-matilda-effect.html

Savion, Susan, *The Matilda Effect: Women Scientists Sidelined*, <https://quotingmatilda.com/2019/10/02/the-matilda-effect-women-scientists-sidelined>

Read more about Women in Science

Fisher, Amy and Katie Henningsen, “Women in Science through an Archival Lens,” *Transformations: The Journal of Inclusive Scholarship and Pedagogy*, Vol. 27, No. 2, *Transformations* (2017). <https://www.jstor.org/stable/pdf/10.5325/trajincschped.27.2.0158.pdf?refreqid=excelsior%3A1721d2438534217263dd92d5c4019797>

Hill, Catherine, Christianne Corbett, and Andresse St. Rose, *Why So Few? Women in Science, Technology, Engineering and Mathematics*, Washington, D.C., AAUW, 2010. <https://www.aauw.org/files/2013/02/Why-So-Few-Women-in-Science-Technology-Engineering-and-Mathematics.pdf>



You don't want to miss our AAUW Melbourne Branch General Meeting on February 15th.

It's your chance to play BINGO, learn about yourself and others, all the while discussing new ways our branch can inspire young women.

The January and February Intercom will feature articles to introduce you to the topics we are going to discuss.

MATILDA, IMPOSTER, PAY GAP



**BIRTHDAYS
THIS MONTH**

Mary Michaud 15



2020 Women's Vote Centennial

Volunteer to Celebrate

Committee Chair: Kathy Ebersberger

Email: kathyebbersberger@yahoo.com



AAUW Melbourne Tech Trek Committee

Tech Trek Coordinator: Natalie C. Twine

Email: nctwine@gmail.com



2020 Brevard Regional Science Fair

Brevard South

Melbourne Square Mall,

Saturday, February 22, 2020 @ 9AM

Contact: Kyle Lieneck

AAUW Coffee Talk

Saturday, January 11, 2020 @ 9:30 AM

Location: 6210 Erik Court, Melbourne

Meet our members, share ideas

and have a great cup of coffee or tea!

Please **RSVP** via the EVITE invitation you received in your email or send response to nctwine@gmail.com. I will not be able to respond by phone.





AAUW JANUARY 'S BOOK SELECTION



On a cool June morning, a woman is walking her dog in the idyllic coastal village of Salten along a tidal estuary known as the Reach. Before she can stop him, the dog charges into the water to retrieve what first appears to be a wayward stick, but to her horror, turns out to be something much more sinister...

The next morning, three women in and around London—Fatima, Thea, and Isabel—receive the text they had always hoped would NEVER come, from the fourth in their formerly inseparable clique, Kate, that says only, “I need you.”

The four girls were best friends at Salten, a second rate boarding school set near the cliffs of the English Channel. Each different in their own way, the four became inseparable and were

notorious for playing the Lying Game, telling lies at every turn to both fellow boarders and faculty, with varying states of serious and flippant nature that were disturbing enough to ensure that everyone steered clear of them. The myriad and complicated rules of the game are strict: no lying to each other—ever. Bail on the lie when it becomes clear it is about to be found out. But their little game had consequences, and the girls were all expelled in their final year of school under mysterious circumstances surrounding the death of the school’s eccentric art teacher, Ambrose (who also happens to be Kate’s father).

Atmospheric, twisty, and with just the right amount of chill that will keep you wrong-footed—which has now become Ruth Ware’s signature style—*The Lying Game* is sure to be her next big bestseller. Another unputdownable thriller from the Agatha Christie of our time.



BOOK CLUB

DATE: January 8

TIME: 9:45 AM

LOCATION: Phyllis Guberman

OUT TO DINNER GROUP

Not this month

INTEREST GROUPS



BRIDGE GROUP

Coordinator: Margaret Marcotte

Contact: (321) 848-2181



BOOK GROUP

Coordinator: Janet Peller

Contact: jpelle004@yahoo.com



VICARIOUS TRAVELERS

Coordinator: Kathy Ebersberger

Contact: kathyebbersberger@yahoo.com



OUT TO DINNER GROUP

Coordinator: Andrea Shannin

Contact: shanninaj@gmail.com

BRIDGE CLUB

First Friday of Every Month

VICARIOUS TRAVELERS

DATE January 10, 2020

TIME: 11:45 AM

Please call Kathy Ebersberger

(303) 817-8314 to make a reservation

BOARD MEMBERS

2019-2020

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

The American Association of University Women (AAUW) is the nation's leading voice promoting equity and education for women and girls. Since our founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political.

Mission

To advance gender equity for women and girls through research, education, and advocacy.

Vision

Equity for all.

Values

Nonpartisan.
Fact-based.
Integrity.
Inclusion and Intersectionality.

President	Natalie C. Twine
President– Elect	
Vice President-Programs	Andrea Shannin
Vice President-Membership	Joann Jacobs
Vice President-Finance	Margaret Marcotte
Vice President-Communications	Natalie C. Twine
Recording Secretary	Patricia McDonough
Corresponding Secretary	Patricia McDonough
Immediate Past President	Kyle Lieneck
Directors By-Laws & Policies	Kyle Lieneck
Public Policy	Inge Flynn
AAUW Fellowships, Grants, & Research	Diane Baccus Horsley
Research & Projects	Diane Baccus Horsley

COMMITTEE MEMBERS

2019-2020

Membership	Joann Jacobs
Membership Roster	Natalie C Twine
Greens Sale	Joann Jacobs, Joy Cook
Hospitality	Terry Smith
Name Tags	Joy Cook
Reservations & Phones Chair	Janet Pellar
Science Fair	Kyle Lieneck
Web Master and Intercom	Natalie C. Twine
Publicity	VACANT

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