



HIGHLIGHTS

IN EQUITY

AAUW Heights-Hillcrest-Lyndhurst, Ohio Branch

A newsletter for members and friends who support gender fairness
October 2019, Volume 2019-2020, Issue 2

October is Breast Cancer Awareness Month and Bullying Prevention Awareness Month

Joint Meeting with Northeast Branch a Spirited Discussion—

On October 1, members of HHL branch and Northeast branch met together for dinner at Applebee's Restaurant in Willoughby, and a spirited presentation by education blogger, Jan Resseger. She challenged the sober topic, *What if Ohio Helped, Instead of Punishing its Poorest School Districts?* She asserted that the blame for poorly performing school districts may well lie with legislators who cut funding. She backed up her claim with data that showed a strong correlation between school districts with high poverty rates and those with low test scores. Poorly performing districts need more money, not less. She left us with much food for thought as we figure out how to "fix" this problem.



Jan Resseger and Jackie Evangelista



The National Breast Cancer Foundation reports that a woman is diagnosed with breast cancer every two minutes. Innovations in research, surgical options and clinical trials give women many more options. With early detection, a woman's survival rate goes up. That's why breast self exams are an important way for women to give their "girls" a fighting chance, especially during Breast Cancer Awareness Month in October 2019.

During National Breast Cancer Awareness Month, our Nation honors the courage and strength of the over 3.4 million Americans who are battling this terrible disease and remembers loved ones whose lives have been affected by breast cancer.



National Bullying Prevention Month is an annual campaign held during the month of October. It's always important to talk about the dangers of bullying and the trauma it can bring to its victims, but this month, use your

voice to speak up extra loud. Take a stand against bullying. Spread the word about the negative effects bullying can and has caused. Use #BullyingPreventionMonth to post on social media. If you want to do what's best for your community, here are some great steps you can take to help stop bullying.

- Learn more about the issue. .
- Practice what you preach.
- Talk to your kids.
- Monitor what your child does online.
- Form a group in your community or school system that stands for bullying prevention.



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President's Column—Julie Donaldson



October is Breast Cancer Month

Recently, I learned worldwide, breast cancer is the leading type of cancer in women, accounting for 25% of all cases. In 2018 it resulted in 2 million new cases and 627,000 deaths.

Some symptoms are lump in breast, change in breast shape, fluid coming from the nipple, a newly inverted nipple, red scaly patch of skin.

What are the risk factors? Female, obesity, lack of exercise, alcohol, hormone replacement therapy during menopause, ionizing radiation, early age at first menstruation, having children late or not at all, older age, prior breast cancer, family history, Klinefelter syndrome.

How are you diagnosed? Tissue biopsy...About 5-10 % of breast cancer cases are due to genes inherited from a person's parents, including BRCA 1 and BRCA2.

How is breast cancer treated? Surgery, radiation therapy, chemotherapy, hormonal therapy, targeted therapy.

Breast cancer most commonly develops in cells from the lining of milk ducts and the lobules that supply the ducts with milk. In addition there are more than 18 other sub-types of breast cancer.—Wikipedia

It is advised to seek mammographic screening 40-70 years of age. Also, every two years in women 50-74 years of age.

I hesitated in 2009 to get a mammogram... God only knows if I had not gotten one. I am a breast cancer survivor.

This month we want to celebrate the survivors, keep in remembrance the ones that fought the fight and have transitioned.

Take care of your health, educate and promote healthy living to your daughters, mothers, and friends and, yes, to men as well.

Please wear your pink ribbons and pin one on a friend or stranger.

Julie

Julie Donaldson, President

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Check out our branch website
for the latest branch information
<https://hhl-oh.aauw.net>

and our blog: <https://aauwahl.wordpress.com>
and find us and like us on Facebook:
<https://www.facebook.com/AAUWHHLOH>

Grapevine



Branch president Julie Donaldson tells me she is proud, and rightfully so. Son, Ron, Jr. a basketball coach at Shaw High was inducted into the West Virginia State University Sports Hall of Fame. And, daughter

Edith Donaldson-Wheeler, owner of Bangs Salon in Lyndhurst, will be opening an interior design and home décor studio next door to the salon. And daughter Monique Donaldson will be at the Parma Snow Library to promote her book, *In Too Deep*. Congratulations!!

NOTE: If you have an item or know of an item for the Grapevine, be sure to let Jan Bowden know.



AAUW Fund—Marilyn Kornowski, Chair



Please give a lot of thought to who will be our named grant recipient for 2019? For several years we've designated (on paper only) someone who has worked toward one of our goals, someone who collaborates to get 'her' AAUW project done for us, or maybe someone who is working (or has worked)

for the good of us all. Read pages 3 thru 6 in our branch directory which tells us what we should all be doing or what we individually can work toward.

Every gift to AAUW has an impact—but your dollars go furthest when they support funds critical to our mission. A donation to the Greatest Needs Fund will help us expand our highly successful, community-based, mission-driven programs, such as Start \$mart and Work \$mart and the National Conference for College Women Student Leaders, conduct groundbreaking research, and launch innovative initiatives to help women and girls thrive.

We send money (AAUW Funds) to National each December and indicate how we would like to have our donations used, on what type of scholarship or fellowship to give to some deserving woman in the US, and we like to honor someone I described in the first paragraph.

We will vote at our November meeting.

Marilyn



October:
None

November:
19 Donna Black-Brown



More News; AAUW Ohio—Nancy; Around the NE District; Looking Ahead

AAUW Ohio—President, Nancy Stellhorn



Fall Summit Inspired Members

Kendra Davis, AAUW senior vice president for advancement and partnerships, pointed the way to women's economic security as she talked with members at the AAUW Ohio Fall Summit, Saturday, September 28 in Worthington. She celebrated AAUW's 2019 successes:

states passing fair pay laws, a new city partnership to train 10,000 women to negotiate, high attendance at NCCWSL, 1,200 media articles that reached more than 14 million people, and the big one—training 102,000 to negotiate by August 2019 to meet the Coca Cola challenge. Her input throughout the day helped attendees and inspired them to AAUW action.

AAUW's new 5 Star Recognition Program will help coordinate branch work with AAUW's pillars for change: Education, Economic Security, and Leadership. Similar to Ohio's Starz program, but more extensive, branches can learn more online and log in to record their progress as they work to earn stars. [Read more](#) online. The program ends June 2020, so it's something to do now. Kendra showed us how to get off to an easy start and then work on what fits our branch best.

AAUW's Greatest Needs Fund is now the fund of choice for your donations. Kendra explained why.

The afternoon session featured six short topics of the future. Speakers provoked thinking about Recruitment in Your Branch, Men as Collaborative Allies, ways to keep your board young and renewing, Diversity and Inclusion vs Equity and Inclusion, and What is Gender Equity Today?

Jan, Marilyn, Sarah and Nancy attended the full day and Kay was there for the afternoon. Ask one of them about the Summit.

Plan now—save a little each month for convention when you can learn more and talk with more people from other branches. News to come next month.—*Nancy*

Looking Ahead:

Our October meeting was a joint meeting with Northeast Branch on October 1.

We will meet next on Wednesday, November 20, 2019 at 6:45 pm at the Beachwood Branch, Cuyahoga County Public Library, Room B. Our program will be *Let's Help Promote BeWise Stem Camp for Middle School Girls*; guest speakers will include a student and teacher from the camp.



We are delighted to welcome back Donna Black-Brown.



Around the Northeast District—

Northeast Ohio Branch co-sponsored a meeting with HHL Branch on Tuesday, October 1 at which Jan Resseger spoke to: *What if Ohio Helped Instead of Punishing its Poorest School Districts.*



They will meet on Tuesday, November 12 at 6 pm at Molinari's Restaurant in Mentor. The program: *Aging in Place: Are all your Ducks in a Row?* with Pat Covell, Covell Financial Services.

Mentor County Branch will meet on Thursday, October 24 at noon at the AI Root Company Room in Medina for a *Celebration of Women's Right to Vote.*



It costs you nothing to do this. Your help is needed to provide mammograms for those who cannot afford one.

Attention: HHL Branch members—

By now you should have received your mint green 2019-2020 Program Booklet and Directory. If you haven't yet gotten your copy, please contact Ranelle Gamble and she'll see that you do get one.

Since its publication, we have a couple of additions:
Add to program listings:

Wednesday, November 20, 2019, 6:45 pm

At: At Beachwood Library, Meeting Room B
25501 Shaker Blvd.
Beachwood, Ohio 44122
(216)831-6868

Program: "Let's Help Promote Be Wise Stem Camp for Middle School Girls, guest speakers, student and teacher from the camp.

AND

Wednesday, March 25, 2020, 6:45 pm

At: tba
Program: "Euclid City Schools' Fab Lab" The Fab Lab teaches preschool students STEM skills. Representatives from Euclid Schools and the Early Learning Center will present.

Kay Rasmusen
Membership Vice President

Diversity—Cindy Goldberg, Co-Chair



The Many Roads to Greatness—

Maya Angelou, a gifted and highly recognized author and poet, had a challenging road to greatness. Given her life challenges how many of us would have imagined her to become a talented and highly acclaimed author. Hers was not a story of early success and recognition, leading to social and economic security. Her story was one of a challenge, hurt, trauma and the finding of redemption in writing. Please read below an excerpt of her biography. Imagine yourself going through her travail. How would you have been affected? Would you have shut down, withdrawn or lashed out? Clearly none of us know the answers to how we might have responded to Maya Angelou's challenges. What we see in her is her strength and ability to overcome adversity while recognizing that her trauma left a mark, but could be shared with others to let them know that trauma does not inevitably lead to the destruction of self but can lead to an enhanced awareness of life with all its richness and sorrow.



From Wikipedia—

Maya Angelou born Marguerite Annie Johnson; April 4, 1928–May 28, 2014) was an American poet, singer, memoirist, and civil rights activist. She published seven autobiographies, three books of essays, several books of poetry, and is credited with a list of plays, movies, and television shows spanning over 50 years. She received dozens of awards and more than 50 honorary degrees. Angelou is best known for her series of seven autobiographies, which focus on her childhood and early adult experiences. The first, *I Know Why the Caged Bird Sings* (1969), tells of her life up to the age of 17 and brought her international recognition and acclaim.

She became a poet and writer after a series of occupations as a young adult, including fry cook, sex worker, nightclub dancer and performer, cast member of the opera *Porgy and Bess*, coordinator for the Southern Christian Leadership Conference, and journalist in Egypt and Ghana during the decolonization of Africa. She was an actress, writer, director, and producer of plays, movies, and public television programs. In 1982, she was named the first Reynolds Professor of American Studies at Wake Forest University in Winston-Salem, North Carolina. She was active in the Civil Rights Movement and worked with Martin Luther King Jr. and Malcolm X. Beginning in the 1990s, she made around 80 appearances a year on the lecture circuit, something she continued into her eighties. In 1993, Angelou recited her poem "On the Pulse of Morning" (1993) at the first inauguration of Bill Clinton, making her the first poet to make an inaugural recitation since Robert Frost at the inauguration of John F. Kennedy in 1961.

With the publication of *I Know Why the Caged Bird Sings*, Angelou publicly discussed aspects of her personal life. She was respected as a spokesperson for black people and women, and her works have been considered a defense of black culture. Her works are widely used in schools and universities worldwide, although attempts have been made to ban her books from some US libraries. Angelou's most

celebrated works have been labeled as autobiographical fiction, but many critics consider them to be autobiographies. She made a deliberate attempt to challenge the common structure of the autobiography by critiquing, changing and expanding the genre. Her books center on themes such as racism, identity, family and travel.

Marguerite Annie Johnson was born in St. Louis, Missouri, on April 4, 1928, the second child of Bailey Johnson, a doorman and navy dietitian, and Vivian (Baxter) Johnson, a nurse and card dealer, Angelou's older brother, Bailey Jr., nicknamed Marguerite "Maya", derived from "My" or "Mya Sister". When Angelou was three and her brother four, their parents' "calamitous marriage" ended, and their father sent them to Stamps, Arkansas, alone by train, to live with their paternal grandmother, Annie Henderson. In "an astonishing exception" to the harsh economics of African Americans of the time, Angelou's grandmother prospered financially during the Great Depression and World War II because the general store she owned sold needed basic commodities and because "she made wise and honest investments"

Four years later, the children's father "came to Stamps without warning" and returned them to their mother's care in St. Louis. At the age of eight, while living with her mother, Angelou was sexually abused and raped by her mother's boyfriend, a man named Freeman. She told her brother, who told the rest of their family. Freeman was found guilty but was jailed for only one day. Four days after his release, he was murdered, probably by Angelou's uncles. Angelou became mute for almost five years, believing, as she stated, "I thought, my voice killed him; I killed that man, because I told his name. And then I thought I would never speak again, because my voice would kill anyone." According to Marcia Ann Gillespie and her colleagues, who wrote a biography about Angelou, it was during this period of silence when Angelou developed her extraordinary memory, her love for books and literature, and her ability to listen and observe the world around her.

Shortly after Freeman's murder, Angelou and her brother were sent back to their grandmother. Angelou credits a teacher and friend of her family, Mrs. Bertha Flowers, with helping her speak again. Flowers introduced her to authors such as Charles Dickens, William Shakespeare, Edgar Allan Poe, Douglas Johnson, and James Weldon Johnson, authors who would affect her life and career, as well as black female artists like Frances Harper, Anne Spencer, and Jessie Fauset.

When Angelou was 14, she and her brother moved in with their mother once again, who had since moved to Oakland, California. During World War II, Angelou attended the California Labor School. At the age of 16, she became the first black female cable car conductor in San Francisco. She wanted the job badly, admiring the uniforms of the operators—so much so that her mother referred to it as her "dream job." Her mother encouraged her to pursue the position, but warned her that she would need to arrive early and work harder than others. In 2014, Angelou received a lifetime achievement award from the Conference of

Continued on page 6



Heights-Hillcrest-Lyndhurst AAUW, October 2019

Forum Page--It's About Justice—Meryl



It's About Justice—
Meryl Johnson



“There is no Constitutional issue here. The command of the Constitution is plain. There is no moral issue. It is wrong—deadly wrong—to deny any of your fellow Americans the right to vote in this country. There is no issue of States’ rights or National rights. There is only the struggle for human rights.”—President Lyndon B. Johnson, Address to a Joint Session of Congress on Voting Legislation, delivered March 15, 1965, Washington, D.C.

Meryl

itsaboutjustice@gmail.com

Listen to Meryl every Saturday on “It’s About Justice”,
1:00-2:00 pm, WRUW 91.1FM

Did you know that “Ohio law allows the cancellation of registrations for voters who have not cast a ballot for six years if they do not respond to a confirmation notice after the first two years or take other action”? (*Columbus Dispatch* 9/6/19)

It’s unfortunate that when you turned 18, no one told you that if you didn’t vote enough, you’d lose your right to vote. That is so unfair. But, this case went to the Supreme Court, and, in a 5-4 decision, the ruling declared that voter purging is just fine. In Cuyahoga County, 28,940 voters were removed from the voter registry. But since **voting is our super power**, that means that we can fight back against this voter suppression and other forms of voter suppression that are alive and ugly in this country and have been for hundreds of years. We fight back by being informed, and then voting.

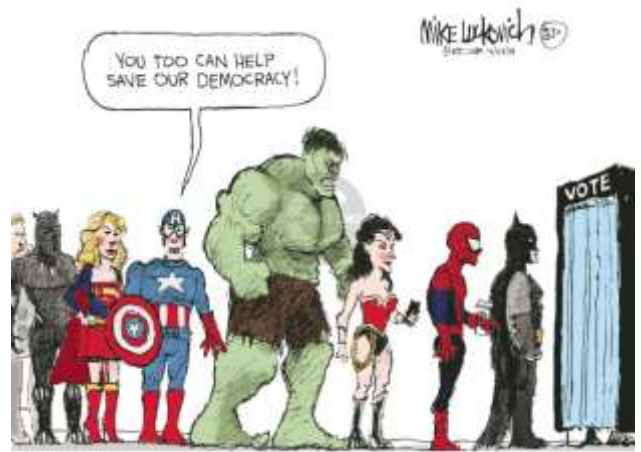
But the news is not all bad. Voters who were purged still will be able to cast provisional ballots and have their registrations restored after Secretary of State Frank LaRose’s office settled the remaining portion of a 2016 lawsuit challenging whether state notices satisfied federal law. The lawsuit was filed by the A. Philip Randolph organization. Therefore, this opportunity to be counted is being called the “APRI Exception.” (*Columbus Dispatch* 9/6/19)

Early voting hours in Cuyahoga County for the November 5th General Election are as follows:

- Weekdays Oct. 8-25 (closed Oct. 14) 8am-5pm
- Weekdays Oct. 28-Nov. 1 8am-7pm
- Saturday Nov. 2 8am-4pm
- Sunday Nov. 3 1pm-5pm
- Monday Nov. 4 8am-2pm

You may vote early at the Board of Elections located at 2925 Euclid Avenue.

I recently attended a Voting Rights workshop at the Congressional Black Legislative Caucus Conference in Washington, DC. There I watched a must-see documentary entitled *Rigged: The Voter Suppression Playbook*. It is narrated by actor Jeffrey Wright and is available on Amazon Prime. If you want to know how to fight voter suppression, this is a great tool to use with groups of people who are ready to join the battle for our voting rights.



Continued from page 4

Minority Transportation Officials as part of a session billed "Women Who Move the Nation."

Three weeks after completing school, at the age of 17, she gave birth to her son, Clyde (who later changed his name to Guy Johnson)

Angelou met novelist John Oliver Killens in 1959 and, at his urging, moved to New York to concentrate on her writing career. She joined the Harlem Writers Guild, where she met several major African American authors, including John Henrik Clarke, Rosa Guy, Paule Marshall, and Julian Mayfield, and was published for the first time. In 1960, after meeting civil rights leader Martin Luther King Jr. and hearing him speak, she and Killens organized "the legendary"¹ *Cabaret for Freedom* to benefit the Southern Christian Leadership Conference (SCLC), and she was named SCLC's Northern Coordinator. According to scholar Lyman B. Hagen, her contributions to civil rights as a fundraiser and SCLC organizer were successful and "eminently effective." Angelou also began her pro-Castro and anti-apartheid activism during this time.

In 1968, Martin Luther King Jr. asked Angelou to organize a march. She agrees, but "postpones again", and in what Gillespie calls "a macabre twist of fate", he was assassinated on her 40th birthday (April 4). Devastated again, she was encouraged out of her depression by her friend James Baldwin. As Gillespie states, "If 1968 was a year of great pain, loss, and sadness, it was also the year when America first witnessed the breadth and depth of Maya Angelou's spirit and creative genius". Despite having almost no experience, she wrote, produced, and narrated *Blacks, Blues, Black!*, a ten-part series of documentaries about the connection between blues music and black Americans' African heritage, and what Angelou called the "Africanisms still current in the US" for National Educational Television, the precursor of PBS. Also in 1968, inspired at a dinner party she attended with Baldwin, cartoonist Jules Feiffer, and his wife Judy, and challenged by Random House editor Robert Loomis, she wrote her first autobiography, *I Know Why the Caged Bird Sings*, published in 1969. This brought her international recognition and acclaim.

In 1977, Angelou appeared in a supporting role in the television mini-series *Roots*. She was given a multitude of awards during this period, including over thirty honorary degrees from colleges and universities from all over the world. In the late 1970s, Angelou met Oprah Winfrey when Winfrey was a TV anchor in Baltimore, Maryland; Angelou would later become Winfrey's close friend and mentor. In 1981, Angelou and du Feu divorced.

She returned to the southern United States in 1981 because she felt she had to come to terms with her past there and, despite having no bachelor's degree, accepted the lifetime Reynolds Professorship of American Studies at Wake Forest University in Winston-Salem, North Carolina, where she was one of a few full-time African American professors. From that point on, she considered herself "a teacher who writes." Angelou taught a variety of subjects that reflected her interests, including philosophy, ethics, theology, science, theater, and writing.

In late 2010, Angelou donated her personal papers and career memorabilia to the Schomburg Center for Research in Black Culture in Harlem. They consisted of more than 340 boxes of documents that featured her handwritten notes on yellow legal pads for *I Know Why the Caged Bird Sings*, about, even traumatic experiences such as her rape in *Caged Bird*, in order to "tell the human truth" about her life. Angelou stated that she played cards in order to get to that place of a 1982 telegram from Coretta Scott King, fan mail, and personal and

professional correspondence from colleagues such as her editor Robert Loomis. In 2011, Angelou served as a consultant for the Martin Luther King, Jr. Memorial in Washington, DC. She spoke out in opposition to a paraphrase of a quotation by King that appeared on the memorial, saying, "The quote makes Dr. Martin Luther King look like an arrogant twit," and demanded that it be changed. Eventually, the paraphrase was removed.

In 2013, at the age of 85, Angelou published the seventh volume of autobiography in her series, titled *Mom & Me & Mom*, which focuses on her relationship with her mother.

Beginning with *I Know Why the Caged Bird Sings*, Angelou used the same "writing ritual" for many years. She would wake early in the morning and check into a hotel room, where the staff was instructed to remove any pictures from the walls. She would write on legal pads while lying on the bed, with only a bottle of sherry, a deck of cards to play solitaire, *Roget's Thesaurus*, and the *Bible*, and would leave by the early afternoon. She would average 10–12 pages of written material a day, which she edited down to three or four pages in the evening. She went through this process to "enchant" herself, and as she said in a 1989 interview with the British Broadcasting Corporation, "relive the agony, the anguish, the *Sturm und Drang*." She placed herself back in the time she wrote enchantment and in order to access her memories more effectively. She said, "It may take an hour to get into it, but once I'm in it—ha! It's so delicious!" She did not find the process cathartic; rather, she found relief in "telling the truth."

Angelou died on the morning of May 28, 2014.

In conclusion when we read of Maya Angelou overcoming her great struggles and also her being aware of their mark on her, we realize that all human beings have tremendous capacities to endure and overcome life's challenges, but those capacities must be nurtured either from within the individual through their own strength and courage and also through the support of those around them. The role the larger society plays in either supporting or traumatizing the individual, or an entire gender or culture cannot be underestimated. Here we might give thought to how we treat one another and in what ways on a daily basis we affirm or deny the humanity that all of us share.

Fondly submitted by *Cindy*, for the diversity committee.

Feel free to comment on this article at our Diversity Blog, <https://aauwhl.wordpress.com>.

AAUW Diversity Policy: AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of sex, gender identity, race, creed, age, sexual orientation, national origin, disability, or



More Branch News—Public Policy—Kathe; LAF Express; Operation Equity

Public Policy—Kathe Mayer, Chairman



We have again been invited to assist the Hillcrest Chapter of the League of Women Voters of Greater Cleveland with their Candidates' Nights. If you can help, please let me know and I will forward the specific details to you.

- Thursday, October 10, set up begins at 6:30, the forum is at 7 o'clock at Beachwood High School, 25100 Fairmount Blvd., Beachwood.
- Thursday, October 17, 7 o'clock at Bedford High School, 475 Northfield Road, Bedford (Bedford, Bedford Heights, Oakwood Village and Walton Hills). Set up is at 6:30.
- Wednesday, October 23 at 7 o'clock at Brush High School, 4875 Glenlyn Road, Lyndhurst, (South Euclid-Lyndhurst). Set up begins at 6:30.

Also in the planning, date to be confirmed shortly, a candidates' night in Euclid for the Euclid community and Euclid School District.

Kathe



LAF Supported Case, *Portz v. St. Cloud State University*.
Decided in favor of female student athletes.

In early August, a judge in the US District Court in the District of Minnesota found in favor of a class of female student athletes at St. Cloud State University (SCSU) who alleged gender discrimination in violation of Title IX.

In March 2016, the SCSU Athletic Department announced plans to cut six teams from its athletic program, including both the women's tennis and Nordic skiing teams. At the same time, the school also unveiled a roster management plan—a way to cap participation on men's teams and paid participation on women's teams—designed to achieve Title IX compliance. Plaintiffs who are, or recently were, members of SCSU's women's tennis and Nordic ski teams, allege that SCSU violated Title IX. They represent a class of all present, prospective, and future female students at SCSU harmed by sex discrimination in the allocation of athletic opportunities and benefits.

The case went to trial in December 2016. In August, the judge issued an opinion agreeing with the plaintiffs and finding that SCSU did not meet any of the three prongs of the test to determine compliance with Title IX's anti-discrimination provisions, meaning SCSU must maintain the women's tennis and Nordic skiing teams, improve the facilities of women's sports teams to create equity with the men's teams, and take other relevant steps to provide female students with equitable athletic opportunities. He stated that, while mindful of financial difficulties faced by public universities, the school can implement

a cost-savings plan that does not result in discrimination against women.

AAUW is proud to support the students in their lawsuit.

Transgender Student Rights Upheld in Virginia Case—On August 9, US District Court in the Eastern District of Virginia sided with transgender student Gavin Grimm, ruling that his former high school's refusal to let him use the bathroom that aligned with his gender identity constituted discrimination under Title IX, and violated his rights under the 14th Amendment to the US Constitution.

Originally filed in 2015, Grimm's case made its way to the US Supreme Court. However, the case was sent back to the lower courts to be reconsidered after the Trump administration rescinded previous guidance pertaining to the rights of transgender students under Title IX.

AAUW signed onto an amicus brief supporting Grimm at an earlier stage in the case.

UPDATE: New Briefs Ordered in Aileen Rizo's Pay Equity Case—On August 9, the US Court of Appeals for the Ninth Circuit ordered the parties in *Rizo v. Yovino* to file additional briefs for the court to address the issues raised in the US Supreme Court's February opinion. Long-time readers of *LAF Express* will recall that the Supreme Court's opinion vacated the Ninth Circuit's earlier decision, remanding it back down to the lower court to address a procedural issue. In other words, the Supreme Court did not review the merits of the Equal Pay Act case, but rather focused solely on the issue of whether a federal court can count the vote of a judge who dies before the decision is issued. This was relevant because Judge Reinhardt, who authored the Ninth Circuit's positive decision, died on March 29, 2016, although he had voted and issued his opinion prior to his death.

In the Ninth Circuit's August order, the court also asked for information on any other developments since the case was previously considered by the full court in April 2018. AAUW will continue to support Aileen Rizo through our legal case support program and to advocate for pay equity and fairness in compensation and benefits as a means to achieve economic self-sufficiency for women.

Operation Equity: Reading for Results

Some reading suggestions for August-October 2019:

- *The Only Woman in the Room: Why Science is Still a Boys' Club* by Eileen Pollack.
- *Title IX: The Transformation of Sex Discrimination in Education* by Elizabeth Kaufer Busch and William E. Thro.
- *Geek Girl Rising: Inside the Sisterhood Shaking Up Tech* by Heather Cabot and Samantha Parent Walravens.
- *Venture Girls: Raising Girls to be Tomorrow's Leaders* by Crista Glangchai.
- *Women in Tech: Take Your Career to the Next Level with Practical Advice and Inspiring Stories* by Tarah Wheder.
- *The Transformation of Title IX: Regulating Gender Equality in Education* by R. Shep Melnick.

Branch Calendar; AAUW Ohio Call to Advocacy

AAUW Ohio Call to Advocacy—Karen Rainey, AAUW Ohio Public Policy Co-Chair



AAUW OHIO LEGISLATION TO WATCH Ohio General Assembly 133rd Session

Economic Issues

House Bill 304, Equal Pay Act: Introduced on June 26 and referred to the House Commerce and Labor Committee, it is intended to eliminate sex-based wage disparities. No hearings have been scheduled to date.

Primary sponsors are Reps. Clites and Howse.

Senate Bill 91, Family and Medical Leave: Introduced on March 7 and referred to the Senate Insurance and Financial Institutions Committee, it is intended to establish family and medical leave benefits. Its first hearing was September 25. Its sponsor is Sen. Maharath.

House Bill 19, Pink Tax Exemption: Introduced on February 12, this bill has had four hearings. It would exempt from sales tax the sale of tampons and other feminine hygiene products. It is being heard in the House Ways and Means Committee but no hearings have been held since May; its primary sponsor is Rep. Antani.

Human Trafficking

Senate Bill 13, Human Trafficking, Juveniles: This bill would treat 16- and 17-year-olds the same as younger victims, and bring Ohio law into accord with federal law on this point. It passed the Senate 31-0, and is now in the House Criminal Justice Committee, but no hearings have been scheduled to date. AAUW has supported similar bills in previous sessions and this time it appears that the bill will pass when the House acts. The primary sponsor is Sen. Fedor.

Education

House Bill 305, School Financing: Introduced on June 26, and referred to the House Finance Committee, this is the much-lauded school funding reform plan prepared by Reps. Cupp and Patterson, prime sponsors. It has been modified from the original proposal, and is just beginning its trek through the legislature. No hearings are scheduled yet.

Gun Control

Governor DeWine's 17-point proposal has yet to be introduced as legislation, but several other gun bills are beginning to be heard. These include:

Senate Bill 62, Prohibit Trigger Cranks, Bump Stocks

Senate Bill 63, Firearm Transfers

Senate Bill 64, Raise Minimum Age--Firearm Purchases

Senate Bill 65, Firearm Transfers—Gun Shows

All of these had their first hearing on September 17 in the Senate Government Oversight and Reform Committee, and all are sponsored by Sen. C. Thomas. On the House side, gun control bills have been introduced but not heard. These include:

House Bill 316, Red Flag Protection Orders (referred to House Health Committee September 24)

House Bill 317, Firearm Transfers (referred to House State and Local Government Committee September 24)

House Bill 349, Large Capacity Magazines (introduced September 24, not yet referred to a committee)

Karen

Calendar

October—Breast Cancer Awareness Month

- 1 Joint meeting with Northeast Ohio Branch—Applebee's in Willoughby
- 8 Yom Kippur
- 10 Candidates' Forum—Beachwood
- 14 Columbus Day
- 14 Indigenous People's Day
- 17 Candidates' Forum—Bedford
- 23 Candidates' Forum—Brush
- 31 Halloween



November—Native American Appreciation Month

- 1 All Soul's Day
- 5 Election Day
- 11 Veterans Day
- 20 Branch Meeting—Beachwood Library
- 28 Thanksgiving Day
- 29 Black Friday



AAUW In The Statehouse; equity express; Mission & Action



AAUW members make a difference in statehouses across the United States. With chapters and branches in all 50 states; Washington DC; Puerto Rico; and Guam, our members are able to exert significant influence over policy.

The AAUW *Public Policy Priorities* is driven by our members and their interests. Priorities are chosen according to the criteria of viability, critical need, strong member support, and potential for distinctive AAUW contribution or leadership. While we believe it is important to have a strong, unified voice so that it is clear what AAUW stands for, members and their branches select which of those policy priorities to advance.

The AAUW state policy team can help you identify, track, and assess current legislation where you live, while the AAUW grassroots advocacy team can help you rally your network to support and oppose proposed bills. .



Putting Allyship into Action—Black women face one of the worst gender pay gaps. On average, they are paid just 61 cents for every dollar white men make. While many white women—and men—consider themselves allies to women of color, they may not be doing all they can to translate good intentions into tangible solutions. In her new book: *The Memo, What Women of Color Need To Know To Secure A Seat At The Table*, author Minda Harts shares some advice on how to put allyship into action.

“Attend an African American Employment Resource Group or purchase career books written by women of color and educate yourself on issues that affect women of color,” Harts writes. “Then ask to participate in a conversation with us.”

Don't Be Shy about Self-Promotion—It's not your imagination. Women are often held to a double-standard in the workplace. They are more likely than men to be perceived as “pushy” when they ask for a higher salary or promotion based on their accomplishments. But when they don't, they are penalized in their pocketbooks.

It's no wonder recent research shows that 7 in 10 women would rather minimize their successes than share them with others. But hiding your value is not the answer.

While self-promotion can be tricky for women, it's also necessary. Because the silent work ethic that won us A's in school won't get us to the C-suite at work. To be recognized as leaders, we need to sing like a canary, not hide in the bushes. In the workplace, women are held to different standards than their male colleagues. Is it fair? Of course not! But don't let it stop you from showing the world all the value you bring to it.



With a lot of help from our members, AAUW hit a major milestone in our partnership with the Coca-Cola Foundation to teach women everywhere to negotiate effectively. As of August 23, we've trained 102,656 women to ask for the salary they deserve, either through Work \$mart Online or in-person workshops.

A huge thank-you to all who helped us spread the word about Work \$mart Online. For those who haven't, we still need you! Please continue to share Work Smart Online with your networks, including alumnae groups and other online communities, and helping us promote women's economic security.

Smart Partnerships to Teach Negotiation— AAUW members have been instrumental in getting more than 102,000 women registered for Work \$mart salary-negotiation training and workshops over the past year. And now we're extending our reach through strategic partnerships with The New York City Economic Development Corporation, Starbucks Global Academy, the Junior League of Wichita, the Pennsylvania Commission for Women and many others. Through your support we've engaged 500 professional organizations and state and local commissions.

The first New York workshop was attended by 50 women at the New York Public Library's Bronx Library Center on September 24, and 12 more are planned citywide through January 2020. The goal is to train 10,000 women through this initiative, which has gathered extensive media coverage from *The New York Daily News*, CNBC, Bloomberg and others.



Newly released data from the US Census Bureau shows that the gender pay gap remains unchanged. While women now typically make 82 cents on the dollar compared to men, this is because the Census Bureau adjusted its pay data methodology for the 2018 data. This doesn't represent real change in America—the gap is not statistically different from last year. Another year with no change in the pay gap is unacceptable. Contact your senators today and urge them to pass the Paycheck Fairness Act to help close the gender pay gap.

As reported earlier, the US Equal Employment Opportunity Commission (EEOC) recently announced that they plan to halt their pay data collection, which requires employers with 100 or more employees to submit pay information based on gender, race and ethnicity in their annual EEO-1 reporting to the agency. AAUW strongly opposes any rollbacks of this collection. In a House Education and Labor Committee oversight hearing in the Subcommittee on Civil Rights and Human Services, several members of Congress pressed witnesses on the pay data collection and maintaining the EEO-1. Pay data collection helps employers and enforcement agencies to better analyze and act on gender and racial pay disparities. Continuing this data collection at the federal level is critical to helping close the gender pay gap. Take action by submitting a comment to the EEOC, urging them to continue the data collection.