



HIGHLIGHTS

IN EQUITY

AAUW Heights-Hillcrest-Lyndhurst, Ohio Branch

A newsletter for members and friends who support gender fairness
November/December 2019, Volume 2019-2020, Issue 3

Let's Help Promote Be Wise Stem Camp for Middle School Girls



AAUW HHL will meet 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 Be Wise Stem Camp*



Emily Hasasneh

for Middle School Girls. Guest speakers will include Emily Hasasneh, a math teacher at Hawken School and former counselor/teacher at Be Wise Camp; and Zoe Robinson, a former camper who attended Be Wise for two years. Both will share their experiences at Be Wise Camp. BeWise Camp is held at Kenyon College in Gambier Ohio each June. It is for 7th and 8th grade girls and focuses on math and science.

Kay Rasmusen will also talk to us about AAUW's very successful salary negotiation programs, *\$tart \$mart* and *Work \$mart Online*. There is a chance to partner with Medina County Branch on these workshops.

Kay



December Holiday activity Sunday December 8th, 2019

Join us to celebrate the holidays on Sunday, December 8 at 3 pm. We will meet at my childhood home, 1800 E. 225 St., Euclid 44117 (off of Chardon Road, at the very end of the street, up the hill from Euclid Avenue).

We will enjoy food, fellowship, music, and maybe a couple of games. Wear your favorite holiday outfit. Please bring a favorite side dish or dessert from your family or your cultural background to share. We will provide honey-baked ham as the main course. We would like to celebrate our diversity this year.

Husbands, partners, and other friends are most welcome. Please RSVP to me that you are coming and are bringing a friend(s). Maybe we can even play some games and share stories from our backgrounds or trips to various countries or even favorite holiday traditions. My phone, 216-316-0596 or 216-692-1539; email is krasmusen@hotmail.com.

We can also share what AAUW has meant to us and what we would like to see in the new year coming up.

Kay

Wednesday, November 20, 2019, 6:45 pm
Beachwood Branch Library, Room B
25501 Shaker Blvd.
Beachwood, Ohio 44122
216-831-6868.
Be Wise Camp

Sunday, December 8, 2019, 3 pm
1800 E. 225 Street
Euclid, Ohio 44117
216-316-0596
Holiday Party

Inside . . .

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President's Column—Julie Donaldson



The #ME TOO MOVEMENT continues...

We remember that activist Tarana Burke first coined the phrase Me Too in 2006 to raise awareness of pervasive sexual abuse and assault.

In October 2017 “#Me Too” gained traction by American actress Alyssa Milano, who shared her story of sexual assault by Harvey Weinstein.

Most recently, McDonald's top executive since 2015 was let go for violating company code of conduct—having an affair with another McDonald's employee. His base salary was \$1.5 million.

We as women are still faced with a gender pay gap. The EEOC plans to stop collecting data that could help us keep pace on pay discrimination. The advocacy of AAUW has an online course for women, *Work \$mart Online* to help with salary negotiation.

Since 1881, AAUW has been a catalyst for positive change, boosting young women's access to education, shaping public policy and producing groundbreaking research on gender equality. Today AAUW is guided by a bold, new vision to ensure equity for all by focusing on the three critical areas where we can make the biggest difference in the lives of women and girls—education and training, economic security and leadership.

At AAUW we're committed to training 10 million women to negotiate fair and equitable salaries and benefits by 2022, and to ending the gender pay gap by 2030. AAUW is working nationally and locally to enhance policies and laws, working with employers to improve practices, and training women in effective salary negotiation.

This is who we are—members, supporters and friends. As we come to the close of 2019 and new beginnings in 2020, let us reflect on our past and future advocacy and contribution to improving the lives of others.

Happy Thanksgiving and Happy Holidays!

Julie

Julie Donaldson

judon121@hotmail.com

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Grapevine

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



Are you aware that since 1948, December 10 has been celebrated as Human Rights Day?

There are many, many ways we can interpret that. For instance, we all have the right to keep on learning (and I hope we do just that!) There

are others that need to go to college to learn as much as possible about their “to-be” profession, and will need some help financially. This is our way of helping—by contributing to the AAUW Fund. Know someone will receive money for a fellowship so they might continue their learning.

There are several of you who wait until the end of the year to contribute. Please make your check payable to “AAUW” and on the memo line write “HHL Branch, OH.” They have asked that I send them all in together, SO watch the date you put on the check. I will be sending them in around December 14. Please make sure yours is given or sent to me by December 10. Thanks. We will collect change and bills at our November 20 meeting and that will be included in our annual giving.

Last month I asked you to think of someone who could be the recipient of our “named gift award” (on paper only.) That person will be chosen at our November meeting.

Marilyn

November:

19 Donna Black-Brown

December:

17 Betty Slick

23 Kathe Mayer



Check out our branch website
for the latest branch information
<https://hhl-oh.aauw.net>
and our blog: <https://aauwhhl.wordpress.com>
and find us and like us on Facebook:
<https://www.facebook.com/AAUWHHLOH>

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

AAUW Ohio—President, Nancy Stellhorn



News and Views from AAUW Ohio The Importance of Serving

Please include our group leaders in your Thanksgiving thoughts this year. Serving an organization or a community is so very important.

Where would we be without those who help pique our interest and urge us on to change things we can improve? Quite simply the world would sink to a lower level of justice, equity, and engagement. So, thanks to our officers, committee chairs, and to our newsletter editor.

Who might you urge to be part of the State Board for 2020-2022? Could it be you? I hope you can think of two people from HHL and that you will suggest to them that they could be part of serving women of Ohio. Nomination forms are available in the AAUW Ohio Branch Corner. Click [here](#) to find the page.

Save the Date for Convention

AAUW Ohio Convention 2020 will meet in the Columbus area April 18. Initial news will go to branch presidents via email, a phone call, and possibly a postcard before the end of November. Leaders are still planning the conference, but I expect it to be quite affordable, tailored to members' needs and packed with new ideas, and discussions.

You will be able to find the conference schedule on the AAUW Ohio website by the end of January. If you have requests or ideas you want to learn about or speakers you want to hear, now is the time to send an email to president.aauwoh@gmail.com or give me a call so I can relay your thoughts to the State Board at its November meeting.

An update on the last joint meeting of NE and HHL Jan Resseger's talk and her supporting data are posted on the front page of the HHL website and the AAUW Ohio website. If you want to delve more deeply into the question, "What if Ohio helped instead of punished Ohio's poorest schools?" read this material. Jackie Evangelista, who organized the joint program with Jan, also sent Jan's newest blog post, [Fourteen Years Later, Andrea Gabor Examines the Meaning of the 2005 Seizure of New Orleans' Public Schools](#)

And her follow-on re-post of Steve Dyer's Innovation Ohio report on Ohio's FY 202-2021 state budget.

Equity Express Updated Ohio's Wage Gap—Do Something

Ohio ranks 31 of 50 states. That's shameful; that's injustice; we could help change it.

How? AAUW's strength is the sharing of our research with policymakers, local press, and on social media.

How could HHL begin? You can do it alone or we could call a task force to narrow the focus to something workable for our

Around the Northeast District—



Northeast Branch meets Tuesday, November 12 at Molinari's in Mentor. The subject: *Aging in Place: Are All Your Ducks in a Row?* with Pat Covell, Covell Financial Services.

Northeast Branch meets Thursday, December 5 at 11 am at the Lake County History Center for a tour and lunch of its *Home for the Holidays* displays.

Medina County Branch meets Tuesday, December 10 at 6 pm at member Alanna Arnold's home for a *Holiday Diversity Potluck Dinner*.



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

Looking Ahead:



Join us on Saturday, January 29 from 1 to 3 pm at Beachwood Branch Library for a discussion of *A Colored Woman in a White World*, autobiography of Mary Church Terrell, a prominent suffragette.



power. We don't have to invent anything; we just have to get rolling. Look at the section [Share State and Congressional Resources](#) on the national website. Find Ohio's Policy Guide. There's lots here for a public policy initiative. Let's pick one or two.

Nancy



Diversity—Cindy Goldberg, Co-Chair



Kwanzaa a Joyful Light in the Holiday Season—

As we look forward to celebrating the holiday season each in our own way we can look at a newer holiday tradition in one that may not be as familiar to us. That tradition is Kwanzaa and the following excerpt from Wikipedia article tells us more about this fascinating winter holiday.

From *Wikipedia*—

“**Kwanzaa** (/ˈkwɑːn.zə/) is a week-long annual celebration held in the United States and other nations of the African diaspora in the Americas to honor African heritage in African-American culture. It is observed from December 26 to January 1, culminating in gift-giving and a feast.

Kwanzaa has seven core principles (*Nguzo Saba*). It was created by Maulana Karenga and was first celebrated in 1966–67.

History and etymology—

American Black Power activist and secular humanist Maulana Karenga, also known as Ronald McKinley Everett, created Kwanzaa in 1966, as a specifically African American holiday, in a spirit comparable to Juneteenth. According to Karenga, the name Kwanzaa derives from the Swahili phrase *matunda ya kwanza*, meaning "first fruits of the harvest." A more conventional translation would simply be "first fruits." The choice of Swahili, an East African language, reflects its status as a symbol of Pan Africanism, especially in the 1960s, although most of the Atlantic slave trade that brought African people to America originated in West Africa.

First fruits festivals exist in Southern Africa, celebrated in December/January with the southern solstice, and Karenga was partly inspired by an account he read of the Zulu festival Umkhosi Wokweshwama. It was decided to spell the holiday's name with an additional "a" so that it would have a symbolic seven letters.

Kwanzaa is a celebration with its roots in the black nationalist movement of the 1960s. Karenga established it to help African Americans reconnect with their African cultural and historical heritage by uniting in meditation and study of African traditions and *Nguzo Saba*, the "seven principles of African Heritage," which Karenga said "is a communitarian African philosophy." For Karenga, a major figure in the Black Power movement of the 1960s and 1970s, the creation of such holidays also underscored an essential premise, "you must have a cultural revolution before the violent revolution. The cultural revolution gives identity, purpose and direction."

During the early years of Kwanzaa, Karenga said it was meant to be an alternative to Christmas. He believed Jesus was psychotic and Christianity was a "white" religion that black people should shun. As Kwanzaa gained mainstream adherents, Karenga altered his position so practicing Christians would not be alienated, then stating in the 1997 *Kwanzaa: A Celebration of Family, Community, and Culture*, "Kwanzaa was not created to give people an alternative to their own religion or religious holiday." Many African Americans who celebrate Kwanzaa do so in addition to observing Christmas.



Principles and symbols—

Kwanzaa celebrates what its founder called the seven principles of Kwanzaa, or *Nguzo Saba* (originally *Nguzo Saba*—the seven principles of African Heritage), which Karenga said "is a communitarian African philosophy," consisting of what Karenga called "the best of African thought and practice in constant exchange with the world." They were developed in 1965, a year before Kwanzaa itself. These seven principles comprise *Kawaida*, a Swahili word meaning "common." Each of the seven days of Kwanzaa is dedicated to one of the following principles, as follows:

- *Umoja* (Unity): To strive for and to maintain unity in the family, community, nation, and race
- *Kujichagulia* (Self-Determination): To define and name ourselves, as well as to create and speak for ourselves
- *Ujima* (Collective Work and Responsibility): To build and maintain our community together and make our brothers' and sisters' problems our problems and to solve them together
- *Ujamaa* (Cooperative Economics): To build and maintain our own stores, shops, and other businesses and to profit from them together
- *Nia* (Purpose): To make our collective vocation the building and developing of our community in order to restore our people to their traditional greatness
- *Kuumba* (Creativity): To do always as much as we can, in the way we can, in order to leave our community more beautiful and beneficial than we inherited it
- *Imani* (Faith): To believe with all our hearts in our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle

Kwanzaa celebratory symbols include a mat (Mkeka) on which other symbols are placed: a *Kinara* (candle holder), *Mishumaa Saba* (seven candles), *mazao* (crops), *Mahindi* (corn), a *Kikombe cha Umoja* (unity cup) for commemorating and giving shukrani (thanks) to African Ancestors, and *Zawadi* (gifts). Supplemental representations include a *Nguzo Saba* poster, the black, red, and green *bendera* (flag), and African books and artworks—all to represent values and concepts reflective of African culture and contribution to community building and reinforcement. Ears of corn represent the children celebrating and corn may be part of the holiday meal."

In conclusion let us enjoy our holidays, our homes, our families and friends knowing that none of us are alone in our celebrations. We recognize the diversity in joy of the season. We learn from one another and can imagine the common roots that we share. The darkness of winter is dispelled by lighting up the season each in our own way. Wishing you all a joyous holiday season.

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

Feel free to comment on this article at our Diversity Blog, <https://aauwhhl.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 class.

Heights-Hillcrest-Lyndhurst AAUW, November/December 2019



It's About Justice— Meryl Johnson



Meryl

itsaboutjustice@gmail.com

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

HEIGHTS OBSERVER

News and Views from Cleveland Heights and University Heights

CH-UH district loses 34 percent of state money to vouchers in 2019—by Fred D'Ambrosi

The Cleveland Heights-University Heights City School District estimates that, by 2025, it will be losing about \$13.5 million a year in state money to school vouchers. This year, vouchers received more than \$7.3 million in state funding, 34 percent of the district's allocation.

Speakers at the March 14 League of Women Voters (LWV) forum on the local effects of Ohio's school voucher programs had a consistent message: vouchers are draining state money from public schools based on an unfair testing system and laws increasing voucher eligibility.

Most of the audience of about 45 people at the Lee Road Library listened politely and applauded at times. All questions were submitted in writing. There were no pro-voucher panelists.

Panelist Susie Kaeser, who researched the issue as a LWV Education Lobby Corps member and co-convenor of the Heights Coalition on Public Education, explained the four voucher programs under state law.

Vouchers allow public funds to be transferred to existing private and parochial schools. Vouchers cannot be used to attend charter schools because charters are free to students. However, the state deducts money from a district's allocation for each student attending a charter school.

Two voucher programs provide money for children with special needs; one generally, and one specifically for children with autism. Of the four programs, the most used is Educational Choice (EdChoice), followed by Peterson scholarships for special needs students, and EdChoice Expansion. EdChoice offers vouchers to students who otherwise would be required to attend a state-designated low-performing public school. The CH-UH district has seven, including Cleveland Heights High School. The Expansion program grants vouchers to students in families at or below 200 percent of the poverty level.

Kaeser used statistics from the Ohio Department of Education (ODE) District Foundation Settlement Report of Feb 22, 2019, to present her case. This year, the state allocated about \$21.3 million for 6,637 students in the CH-UH school district, an average of \$3,209 per student. Of those, 5,162 attend public schools; the rest are voucher and charter students. Kaeser said the state legislature sets the funding levels for vouchers, and that money is paid out of the district's allocation. The public schools receive what's left.

Using averages, Kaeser said 880 EdChoice voucher students receive \$4,755 each, while 244 special ed voucher students get \$12,985 each, and 351 charter school students receive \$7,396 each. That leaves public school students with \$2,191 each. Public school students are 78 percent of the total group, but receive 54 percent of the money.

CH-UH School Board Chief Financial Officer and Treasurer Scott Gainer was on the forum panel. In response to a follow-up e-mail question, he said the district spends \$20,523 per public school

student. (He cited the 2018 ODE Cupp Report.) Gainer said the difference between that per-student total and the per-student state funding is made up with local property tax money.

CH-UH School Board Vice President James Posch, another panelist, said what the district raised with its last levy (about \$5.8 million in 2016) "is less than the \$7.3 million we pay for Choice."

Posch said Cleveland Heights High School has been rated a "failing" school based on graduation data from the 2012–15 school years. The state has not used data for the last four years while it changes testing procedures. Posch said the most recent graduation score is C, higher than the state average. He and Kaeser posited that the system penalizes low-income schools and diverse districts.

An audience member asked if having fewer students resulted in some savings. Gainer said it was difficult to plan because voucher students were spread across grades and schools in no predictable way, allowing for little lead time to react.

Kaeser said, "The legislature is charged with providing for a thorough and efficient system of public schools, and by diverting public funds to provide a parallel system of schools . . . you're completely destroying the efficient side of it."

Panelist Meryl Johnson, a member of the Ohio State Board of Education, talked about the history of vouchers in Ohio, including her protests against them as a Cleveland public school teacher. She quoted the late Gov. George Voinovich's 1997 letter to Milwaukee Bishop Anthony Pilla, who was then president of the U.S. Catholic Conference of Bishops. The governor urged the bishop to gather Catholic leaders and "increase the support for our non-public schools throughout the country."

"I believe in history," Johnson said. "As we discuss these things, we need to know why it's here and how it got here."

Posch noted that 95 percent of CH-UH voucher money now goes to religious schools.

Kaeser said the number of EdChoice districts in Cuyahoga County is growing as the state uses new data. She said the state removed Cleveland schools from the calculation of the lowest 10 percent, which will raise the curve and include more districts in EdChoice. Shaker Heights, Parma and Bedford will be so designated in the 2019–20 school year.

Video of the March 14 LWV school voucher forum is posted on the League of Women Voters Greater Cleveland YouTube channel, <https://www.youtube.com/watch?v=WVah8roZano#action=share>.

Correction: This article has been updated to correct the fact that EdChoice Expansion is the third most-used program for vouchers in the CH-UH City School District. For the period measured, there were 880 EdChoice vouchers, 212 Peterson Scholarships for special needs students, and 150 EdChoice Expansion scholarships. EdChoice Expansion vouchers are funded by a line item in the state budget using lottery funds, and not from state school district allocations. All funding figures and statistics in the article are accurate.]

Heights-Hillcrest-Lyndhurst AAUW, November/December 2019



A More Accurate Picture of Suffrage History

“Women’s contemporary issues are what the whole next year of observance is about. It is an opportunity to look at history in order to create a sharp perspective about today.” My friend sent me this email statement that amazingly coincides with what I have written about for this newsletter issue.

One hundred years ago, Carrie Chapman Catt was masterminding the final steps to ratify the 19th Amendment. At the same time, she bought a farm, Juniper Ledge, in Westchester County, NY. She had 12 metal tree plaques made and hung to memorialize what she viewed as the giants of the women’s suffrage movement. Among the 12 were Elizabeth Cady Stanton, Francis Willard and Susan B. Anthony.

Our early suffragists had a deep sense of history. For too long, however, the history of how women won the right to vote was just like walking through Catt’s suffrage farm: only white women are commemorated.

Plaques, pictures, or other memorabilia to commemorate the thousands of African American women who actively participated in the struggle, are still not in evidence. We need to honor and recognize these women as major contributors to the suffrage movement. These women had vision that linked race, class and gender. We need to know about this wider perspective of the long struggle. For example, Maria W. Stewart, a black woman, spoke about political rights for women in 1832.

We now know that Black suffragists participated in the movement for half of the 19th century and beyond. We note among the thousands of women, leaders whose voices were heard, such as Mary Church Terrell, Sojourner Truth, Frances Ellen Watkins Harper, Fannie Barrier Williams, Ida B. Wells, and many more. Harper is quoted as saying in an 1866 speech, “We are all bound up together in one great bundle of humanity.”

We have a great opportunity to create dialogues about the roles of all who fought for women’s political rights. As we plan events for the upcoming centennial of the 19th Amendment, we must realize that there are many more stories to be told.— (Reference for this essay is *The Washington Post* article on 04/23/2019.)

Phyllis Benjamin

THE AAUW 5 STAR PROGRAM



Presidents—get out your clickers. It’s time to begin submitting our accomplishments to AAUW national for an award. The September webinar about the program was a helpful resource. You can find the slides on the [national site](#).

AAUW’s 5 Star Program is a serious challenge for branches and states to align their work with the national strategic plan. Working together, speaking as one voice, we have a better chance to be heard. What does it mean to align with the strategic plan? There are five areas, each with its challenges and star award.

- **Programming Star: The branch must**

- Host 3-5 strategic plan-related programs (e.g., Forum on economic security, *Work Smart Online* Training Day, Operation Equity: Reading for Results participation, panel on women and leadership) in FY20.

- Representative(s) from the branch must complete the community resource mapping exercise.

- **Advancement Star: complete two of the following**

- Donate \$30 per capita for “greatest needs” (shifting focus from fellowships and grants and LAF to greatest needs).

- Retain 90% of membership and submit dues by September 30

- Increase Legacy Circle members

- **Communications & External Relations:**

- All branch websites and social media must

- Include an Economic Security and *Work Smart Online* presence

Next month we’ll cover the stars for Public Policy & Research and for Governance and Sustainability.

Nancy Stellhorn



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. (**Editor's Note:** the pink tax was repealed when the bill passed by Ohio House and Senate and was signed into law by Gov. DeWine on November 6, 2019.)

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

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



December

- 7 Pearl Harbor Day
- 8 Holiday party hosted by Kay
Rasmussen and Rick
- 22 First day of Hanukkah
- 24 Christmas Eve
- 25 Christmas Day
- 26 First day of Kwanzaa
- 30 Last day of Hanukkah
- 31 New Year's Eve



AAUW Mission & Action; LAF Express; Operation Equity

AAUW MISSION & ACTION

e-newsletter

AAUW members have been instrumental in getting more than 102,600 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 garnered extensive media coverage from *The New York Daily News*, CNBC, Bloomberg, and others.

What's Your Gap? Check out the pay gap in your state and congressional district. We've recently updated our statistics based on the latest available data. Then put that data into action by urging your legislators to support strong equity legislation like the Paycheck Fairness Act.

Promising STEM Legislation—The US Senate recently passed the AAUW-supported Building Blocks of STEM Act (S.737) introduced by Senator Jacky Rosen (D-Nev). The bipartisan legislation will invest in early-childhood STEM education and break down barriers for girls in computer science. The bill will now move to the US House of Representatives.

Apply for Board Election—Submit your application to be elected to AAUW's Board of Directors. It's a great opportunity to flex your leadership muscles, shape the future and advance the organization's mission of achieving gender equity for women and girls. Apply anytime through November 22.

AAUW LAF EXPRESS



A Case to Watch—In September, the AAUW Legal Advocacy Fund adopted a new pay-equity lawsuit, *Freyd v. University of Oregon*. The case challenges the pay discrimination faced by Jennifer Freyd, a professor paid substantially less than her male colleagues who hold the same positions, are junior to her, and are no more accomplished. The disparity is primarily due to retention raises, and the case will help establish whether such raises are considered a "factor other than sex" under the Equal Pay Act. AAUW also joined an amicus or "friend of the court" brief in support of Freyd's appeal.

Operation Equity: Reading for Results November-December 2019—Fundraising

Some reading options:

- *Funding Feminism: Monied Women, Philanthropy, and the Women's Movement, 1870-1967* by Joan Marie Johnson
- *Gender Differences in #GivingTuesday Participation* by the Women's Philanthropy Institute at Indiana University
- *Giving by and for Women: Understanding High-Net-Worth Donors' Support for Women and Girls* by the Women's Philanthropy Institute at Indiana University
- "The Rising Activism in Women's Philanthropy," by Marianne Schnall, *Forbes*, February 2, 2018.
- *How Women and Men Approach Impact Investing* by the Women's Philanthropy Institute at Indiana University

