

March 2014

Celebrating 90 Years of AAUW in Monmouth!

President's Report

Marilyn Van Ausdall

Title IX, the federal law that required equal opportunity in education for all students from kindergarten through graduate school regardless of sex, will mark its 42nd anniversary in June. Our program March 19 at Monmouth College on Title IX would be a really good one to bring guests to. It would be especially beneficial for young college women to hear about the history of Title IX, what it was like for girls before Title IX, how its implementation has made a tremendous difference in the lives of countless females, and how important it is for Title IX to remain strong for future generations of young women. Please help spread the word about this important meeting.

Our last regular meeting of the year in April will also be at Monmouth College, with the topic being Pay Equity. Since our April newsletter will come out after Equal Pay Day, I wanted to touch on that topic in this month's newsletter. Equal Pay Day, this year April 8, is the symbolic day when women's pay catches up to men's from the year before. This year the day is even more special because it falls between the *fifth* anniversary of the Lilly Ledbetter Fair Pay Act (January 29) and the 50th anniversary of the Civil Rights Act (July 2.) I'm personally excited to finally be able to attend the Equal Pay Day Rally in Daley Plaza in Chicago for the first time! The event will be held April 8 from noon – 1 PM. I'd welcome any other branch members who are able to join me. I'm hoping at our March 19 meeting to be able to talk about some ideas for bringing awareness about pay equity to our own communities, too. Please notice the Facts and Figures about Pay Equity later in this newsletter.

Important: According to our Branch Bylaws, I need to appoint 3 members to a nominating committee. Since this is an even year, we need to select a president-elect, a program vice president, and a treasurer. Membership vice president and secretary were

supposed to be elected last year. Since that wasn't done, it would be nice to have those positions filled, too, for the second year of my presidency. Volunteers would be greatly appreciated (for nominating committee member or officer.) None of the jobs are that difficult or time consuming. I'd be glad to give more information about any of the positions to anyone who's interested in helping out. Our branch celebrates 90 years in November. Please help in continuing the strong AAUW tradition set forth by our predecessors. Thank you!



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AAUW March 19, 2014 Program

Lila Blum

Women's Sports Before Title IX: Memories, Regrets, and Victories

Monmouth College Stockdale Student Center,
Highlander Room, 7:00 p.m.

Speakers: Kathy Wagoner, Associate Director of
Student Life, Monmouth College

Peggy Kulczewski, Retired Elementary Teacher,
Title IX Advocate

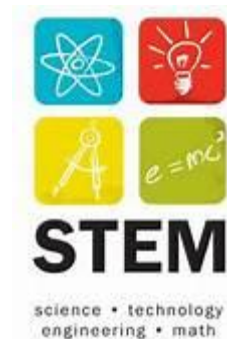
As part of Women's History Month, we will join with the Monmouth College History Department for a program on Title IX, the Federal Statute established in 1972 to ensure equity in education for women and girls. The history of Title IX and the issue of compliance with the statute in our schools will be addressed by our speakers, both of whom loved sports as they grew up, but faced limited opportunities to participate on girls' teams.

Kathy Wagoner began coaching at Monmouth College in 1979 when women's sports were governed by the AIAW and women played in their own separate conferences. During her career at Monmouth College and Knox College, she witnessed the absorption of women's sports by the NCAA. Kathy was the first woman inducted to the Hall of Fame at her alma mater, Northwest Missouri State University, where she earned a B.S. degree in 1975 and a M.S. degree in 1980. She had been a friend of our AAUW branch over the years and served as a featured speaker on Title IX in April 2010.

Peggy Kulczewski grew up in rural Monmouth and graduated with a bachelor's degree in 1971 and a master's degree in 1972 in physical education from the University of Illinois. For 25 years she taught in the elementary schools in Monmouth. After receiving a Mathematics and Middle School Endorsement from Western Illinois University, she taught a course, "Teaching Math in the Elementary Classroom" at Monmouth College for 15 years. Since her retirement in 2012, she works part time as a lay minister for the

United Methodist Churches in Smithshire and in Kirkwood. In her spare time she creates stained glass pieces for her new home. Peggy is also known to our branch as a former member and former president from 1987 – 1989.

Please join us on Wednesday, March 19th as we join the Monmouth College community in hearing Kathy and Peggy's stories of being female athletes in the pre-Title IX era and subsequently renew our commitment to the ongoing effort to provide equal opportunities in sports and in education for female as well as male students.



Public Policy

Jan DeYoung

Why Is STEM an Important AAUW Public Policy Issue?

I hope you have read the Public Policy section of our wonderful [Illinois Link](#), edited by our own Marilyn Van Ausdall. Great job, Marilyn!

I do not plan to repeat here what Marcia Wherry and Diane Balin, AAUW-IL Public Policy Co-chairs, wrote in their articles. Instead, I want to take a deeper look at one of the three initiatives on which AAUW-IL is focusing.

STEM, which, as you all know, stands for Science, Technology, Engineering, and Math, is an area in our educational system which needs more emphasis, and particularly among female students. In order to equip our students with the best training and skills, and to meet the demands of the workplace in the future, it will be necessary for us to step up the curriculum in all four of these areas.

You probably recall that women in STEM jobs earn more than those in other fields. And you know that women are seriously under-represented in these jobs. For example, only 13% of engineering professionals in the United States are women! Although women represent 50% of the work force, only 25% of the jobs in STEM fields are held by women. Not only is this a pay equity issue, think of the impact on the talent pool when only one quarter of the people working in the scientific profession are women!

What can we do? I wish that we could sponsor a week-long Tech Trek Camp, as many branches and states do, or at least a one-day Tech Savvy session. Do you know that 11,000 girls in the U.S. participate in these AAUW-supported opportunities every year? Wouldn't it be wonderful if we could provide one of these workshops?

But there are things we can do as individuals. Brittany Edwards, Social Media intern at AAUW wrote a great article, "Four Ways to Introduce a Girl in Your Life to Engineering." You could broaden the scope to include the other three areas of STEM, I think. Here they are:

1. Give her a hero. Girls need to learn about women whose legacies are every bit as important as those of George Washington Carver or Neil Armstrong. (Think Grace Murray Hopper. I hope some of our Women's History essay contestants picked some of these wonderful women whose contributions have not received the recognition they deserve!)
2. Invest in her imagination. Bypass the "pink aisle" and find toys and equipment that lead to exploration and discovery.
3. Watch your language. Don't reinforce the stereotypes: Remember Barbie's "Math is Hard" scandal? Encourage her to continue to take math and science courses throughout school.
4. Get her involved with like-minded girls. Schools and communities have activities such as robotics leagues and hack-a-thons. We could talk to our local science teachers to see if such groups exist, and, if they don't, help get them started. And, of course, math and science camps provide opportunities. Maybe

Monmouth College's College for Kids will bring back the Science for Girls sessions!

Brittany points out that engineering is all about creating something. And science is often about solving problems and discovering something. These interests and skills are not skewed toward boys alone!

AAUW has received a \$250,000 grant from Alcoa to provide fun, hands-on exploration activities and training for middle-school girls in Szekesfehervar, Hungary, and Barberton, Ohio, to promote participation in STEM fields in order to begin to meet the needs in the workplace for qualified women to fill jobs that are currently being unfilled. Wouldn't it be great if we could provide some similar opportunities for girls in our area?



Reminder: Pay Equity Day this year is April 8th. This is the day that women workers begin their new earning year. Up to that time, they have been working to catch up with men's earnings as of December 31, 2013. Pay Equity Day is always on a Tuesday, because women have to work into Tuesday to catch up with men's pay from the week before.

Illinois ranks 22nd in the nation in the discrepancy between a man's average annual wage (\$51,262) and a woman's (\$40,309). The Illinois wage gap is therefore 78.6%, slightly above the national average, but still appalling!

Do you have the nerve to tell the cashier at County Market or Shopko that you will pay only 77% of your bill? Or try that on your dentist or your doctor that day! See what kind of response you get!

Or, at least wear red—to symbolize that women are always "in the red" when it comes to pay equality!



Film Group

Nancy Buban

AAUW Film Group-March 24, 2014

Please join us on Monday, March 24 at 7p.m. to view the 2012 film, *The Sessions*. It was inspired by the true story of Mark O'Brien, a poet and journalist confined to an iron lung. At 38, Mark decided he wanted to lose his virginity so a sex surrogate, played by Helen Hunt, was employed. The film evolves into a touching (no pun intended) relationship between the two characters. It is a film worth seeing with good performances by John Hawkes, William H. Macy and Hunt. Once again we will meet over popcorn at 207 S. 8th Street. See you at the movie.



¡Adelante! Book Group

Jan DeYoung

To be announced.



Membership

Marilyn Van Ausdall

Any new member who joins after March 15 is again able to receive fifteen months of membership for the price of twelve. Dues for next year will remain \$68 (\$49 for National, \$10 for State, and \$9 for Branch.) As of January 29, new members are now able to use a credit card and join a branch online through the National website. They just need to go to <http://www.aauw.org>, click on Join at the top of the homepage, and proceed from there. Anyone who would rather pay by check should be referred to me for the necessary membership application.

Current members may renew for next year after March 15, also. To use a credit card for renewal, go to <http://www.aauw.org/> and click on Login at the top of the homepage, right before Join and Give. Log in with your membership number (which can be looked up online, if necessary) and password. Scroll down and click on Join/Renew under Branch Members. On the next page, scroll down and click on Renew Now under For returning branch members. Then click on Enter Member Services Database and go from there. **You will not be able to renew until after March 15.** Those who prefer to pay by check will still be able to do so the old-fashioned way.

Hope that you have our March 19 meeting on your schedule, and bring a guest if you can!



Facts and Figures about Pay Equity

(From the AAUW Pay Equity Resource Kit)

Equal pay is a priority issue for all women. Pay disparities affect women of all ages, races, and education levels—regardless of their family decisions. According to the U.S. Census Bureau, women, on average, earned 23 percent less than men did in 2012. AAUW's research report, *Graduating to a Pay Gap*, found that even one year out of college, after controlling for factors known to affect earnings such as college major and hours worked, there is a 7 percent unexplained gender pay gap.

Women of color are impacted even more. Among full-time workers in 2012, Hispanic, Latina, and African American women had lower median weekly earnings compared with white and Asian American women. The gap was largest for Hispanic and Latina women, who were paid only 53 percent of what white men were paid in 2012.

Women are still largely pigeonholed in “pink-collar” jobs. In 2010, almost 40 percent of working women were employed in traditionally female occupations, such as social work, nursing, and teaching, which tend to have lower wages.

Education and career training is crucial for women. *Graduating to a Pay Gap* found that women and men who majored in “male-dominated” subjects earn more than those who majored in “female-dominated” or “mixed-gender” fields. The female counseling major working full time earns a median salary that is four times less than the median salary for male petroleum engineering major working full time.

The wage gap has long-term effects on women’s economic security. Women are more likely than men to enter poverty in old age for several reasons:

- A lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula.
- Women’s life expectancy is nearing 86 years old, which means they outlive men by an average of three years. As a result, they will have to stretch their retirement savings—which are less to begin with—over a longer time.
- The median income of older women is almost half what it is for older men.

Pay equity is a family issue.

- One report found that “when individual women’s

losses due to the pay gap are aggregated across all working women for a generation, the results are staggering.”

College-educated women who entered the workforce between 1984 and 2004 have

lost \$1.7 trillion in income due to the pay gap.

- A 1999 study found that nationwide, working families lose \$200 billion in income annually due to the wage gap between men and women.
- If married women were paid comparably to men, they would see an almost 6 percent rise in their family’s income.
- Single working women would see the greatest increase in family income. If they earned as much as comparable men, their families would have 17 percent more income per year, and their poverty rate would be cut in half.

Pay equity is closely linked to poverty eradication. One study found that if married women were paid the same as men doing comparable work, their families’ poverty rates would fall from 2.1 to 0.8 percent. If single working mothers earned as much as men doing comparable work, their poverty rates would be cut in half.

Pay equity is essential to having a highly motivated workforce. Employers who pay women fair wages can create a positive work environment, which can help increase productivity, reduce absenteeism, and project a positive image to their customers. One survey found that business leaders consider the elimination of wage discrimination to be “good business,” and say that equal pay is necessary to remain competitive.

Examples of pay inequity - *Graduating to a Pay Gap*, compared “apples to apples” by exploring earnings

differences between men and women one year out of college working full time in the same occupations and controlling for factors known to affect earnings such as college major and hours worked. The report found that:

- Women in engineering and engineering technology earned an average salary of \$48,493 a year, compared to \$55,142 for men.
- Women in business fields earned an average salary of \$38,034 a year, compared to \$45,143 for men.
- Women in social sciences fields earned an average salary of \$31,924 a year, compared to \$38,634 for men.



Grace and Grit *Sharon Gilbert*

Most of us are very familiar with the story of Lilly Ledbetter who worked for Goodyear for 20 years, enduring sexual harassment and earning much less than male managers. She filed a suit with EEOC which she won, only to lose in the Supreme Court because her filing date for the inequity was too late to be considered. Ultimately, the law was changed and named for her.

This book gives you a chance to better know the person Lilly in flesh and bone and to hear some of the details of the discrimination she endured as well as to understand the sacrifices she made along the way to fighting for equal pay for women.

It is a quick read and Virginia Ewing owns a copy of the AAUW edition! I will be passing it on to Marilyn Van Ausdall, but you might want to get in line to read about a modern day heroine for women's rights!



“A National Policy of Nagging”

Marilyn Van Ausdall

I found the following on Pinterest and wanted to pass it along in honor of Women's History Month.

“Suffragists faced a difficult road in their march towards equality. Even women opposed giving women the right to vote. One letter from Alice H. Wadsworth, President of the National Association Opposed to Woman Suffrage, calls it ‘an endorsement of nagging as a national policy.’ [I LOVE that!] March 3 marks 100 years since suffragists marched on Washington.”

This link will take you to all kinds of “pins” regarding women's history:

<http://www.pinterest.com/usnatarchives/a-national-policy-of-nagging/>.

Mission Statement: AAUW advances equity for women and girls through advocacy, education and research.

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

Value Promise: By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

Association Web site: www.aauw.org

AAUW-Illinois Web site:

<http://aauw-il.aauw.net/>

Monmouth Branch Web site:

<http://monmoutharea-il.aauw.net/>

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