

President's Report

Donna Sproston

AAUW Members Who Left Their Mark

Martha Griffiths of Michigan was the first woman elected to Congress from that state, the first woman to serve on the House Ways and Means Committee, and the first woman to be elected Lt. governor of Michigan. Her most significant accomplishment, however, was sponsoring House Joint Resolution No. 208, the Equal Rights Amendment as written by Alice Paul. Adopted by the House 354-24 on October 12, 1971, and by the Senate 84-8 on March 22, 1972, it was signed by President Carter and sent on to the states for ratification. We are still waiting 44 years later.

AAUW Member Patsy Mink's contribution to the passage of Title IX is so well documented that in 2002, Congress renamed it the Patsy T. Mink Equal Opportunity in Education Act. She was aided by another AAUW member, Edith Green of Oregon. Green served in Congress for 20 years and held the Subcommittee Hearings on Higher Education in which the idea of Title IX was first proposed. She worked with Mink and Senator Birch Bayh to achieve the law's passage in 1972.

Current AAUW member Aileen Rizo is awaiting a decision in her own gender pay discrimination lawsuit against the Fresno County Office of Education in California. Hired in 2009 as a math consultant, she discovered that her male counterpart was earning more for the same work. While the case awaits a verdict, she has continued her advocacy, testifying for the California Fair Pay Act, the toughest equal pay act in the country, which was passed and signed in 2015 and took effect in January, 2016.

National AAUW continues to advocate for all of us. On March 23, Lisa Maatz, AAUW vice-president for government relations, testified before the U.S. Equal Employment Opportunity commission in support of proposed changes to the employer information report form. AAUW's goal is to expand the data collected to

give transparency to the wage gap. As Maatz testified, "it is not myth, it is math."

We can leave our mark by responding to the ongoing requests from AAUW to contact our elected officials. In March we received a message asking us to thank President Obama for moving forward on the nomination process for the Supreme Court vacancy and asking us to contact our Senators and urge them to consider the nominee in accordance with the Constitution.



Martha Griffiths

Treasurer's Report

Shirley Daddona

Checking Account Balance \$1013.11 - 100 = \$913.11
Savings \$153.60 - 100 = \$53.60
CD has a balance of \$801.60 No change as of 3/30/2016

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AAUW April 7, 2016 Program

Lila Blum

International Student Panel

Our April meeting will feature three international students, Bota Yergaliyeva (Kazakhstan), Farida Mohammed (Ghana), and Angham Jaradat (Palestine) who will share their stories and talk about women's issues in their countries. We'll meet in **Room 278** in the **Monmouth College Center for Science and Business on April 7 at 7:00 p.m.** Room 278 is on the first floor of CSB. Upon entering the CSB from the Broadway main entrance, turn right. Room 278 will be the first classroom on the right. Please join us on April 7 and learn more about our international student friends and the issues that concern them.

Public Policy

Jan DeYoung

Equal Pay Day, 2016

Equal Pay Day is April 12. That is the day a woman will "catch up" with a man's wages for the previous year—over three months! 22%! Over a lifetime that deficit adds up to almost half a million dollars. (In one year, a woman earns \$5000 less; in a decade, \$48,000 less; over a lifetime of work, \$413,000 less.) Wage gap? I call it a chasm!

Most of us know that a white woman in the United States is paid 78 cents for every dollar a man makes, doing the same or an equal job, with similar qualifications and experience. That means that women are working 22 percent of the time for free! That's a different perspective on this statistic!

Mothers earn between 7 and 14 percent less than their childfree female colleagues, the "Mommy Track," it's sometimes called, even though the productivity of mothers in the workplace is higher than that of their sisters who have children. Mom's Equal Pay Day is June 4. Put another way, moms work almost six months more to earn what dads earn in one year.

Statistics for minority women are even more shocking. For African American women, the wage gap is far greater. For African American women, Equal Pay Day is July 28 (when their pay is compared to non-Hispanic men's wages). That's 64 cents on the dollar. And for Latinas, it's October 15th. Latinas have to work 10 months into the year to catch up with men's earnings from the previous year. That's 54 cents on the dollar! Asian American women fare best, earning 90 percent of a male's salary in a comparable position. (Most of this information comes from the AAUW website and from women's issues on about.com.)

There is some good news. In 2014, according to the Pew Report, millennial women's median wage was 84 percent of men's wages, compared with 64% in 1980. And female workers aged 25 to 34 in 2012 were making 93% as much as their male peers. Still, at the current rate of growth, it could take until 2056 to reach parity—that's when today's young workers are ready for retirement! Another analysis has equal pay a reality in 124 years, or in 2140!

An article in the Washington Post suggests that employers should focus on deterring discrimination. Rewarding high-quality work instead of long hours, allowing employees more flexibility in order to improve the work/life balance, and increasing family leave (Google went from three to five months of fully paid leave) and saw the number of women who quit their jobs cut in half, for example). Making the workplace more family-friendly has been shown to boost morale, productivity, and loyalty, in addition to decreasing the pay gap.

I notice that four AAUW branches in the Chicago area are co-sponsors of the Equal Pay Day Rally in Daley Plaza on April 12. Even though we won't be there, perhaps each one of us can speak out in some way to encourage employers to begin closing the gap, or to urge our daughters and granddaughters to learn the skills of negotiating for better salaries and benefits in their jobs. (If they're in college, they can learn these skills by attending a \$tart \$mart workshop, sponsored by AAUW, or if they're already working, they can attend a workshop for women who are already in the work force.)

Public Policy II

Donna Sproston

Legacy Circle

By making a planned gift to AAUW National, members join Legacy Circle. These planned gifts may be designated to the general fund or directed to a preferred program. Planned giving opportunities include a charitable gift annuity or naming AAUW as a beneficiary in a will, trust, insurance policy, or IRA. Members who have joined Legacy Circle are presented with a crystal wreath pin recognizing their generosity and commitment to the future of women and girls. More information and an enrollment form are available on the AAUW website.

Wearing and Seeing Red for Equal Pay

This year we recognize the gender wage gap on Tuesday, April 12. Wear red and let your friends and colleagues know why. According to the Census Bureau, the wage gap is now 79%. Pew Research believes it is now 86%. Those figures represent the difference between what a man and a woman earn doing the same job.

First observed in 1996, the National Committee on Pay Equity established this annual observance to promote public awareness of the gap between men's and women's wages. Although annual figures do not come out until late summer, April was chosen because in many professions women must work at least three months into the next year to make the same wages as a man. The observance is always held on a Tuesday, another significant choice. To equal what the males earned by the end of the day on Friday of the previous week, the women must work into the next Tuesday to catch up. And of course they never catch up. In the last decade the gap has hardly narrowed. The Institute for Women Policy Research estimates that at the current rate, it could take until 2056 to reach parity.

The gap varies by age, race, geographical area and career choice. Some argue that the wage gap can be explained by women choosing professions that pay less, opting to work shorter hours, taking time off for child rearing, and failing to negotiate higher wages. Even

considering these questionable explanations, recent research shows that there is a 6% adjusted gap among all professions that simply cannot be justified or explained away. This adjusted gap is significantly higher in 15 professions, including a 28% gap for dentists, computer programmers, and chefs, a 22% gap for pharmacists, and an 18% gap for physicians.

Public Policy III

Marilyn Van Ausdall

New AAUW Research to be Released

AAUW's newest research report, *Barriers and Bias: The Status of Women in Leadership* was released March 30. It explores the question of why there are so few women paid leaders, drawing from scholarly research and paying special attention to stereotypes and bias. The report provides recommendations for individuals and those in the education, corporate, and political sectors to contribute to an environment in which gender is no longer a barrier to leadership. Members are encouraged to download the report (and other AAUW research reports) at <http://www.aauw.org/what-we-do/research/>.

Why is the above study important?

Women have been leaders throughout history, and today the tradition of volunteer female leadership continues to flourish. Yet in terms of paid leadership, women's elevation to top positions is relatively rare.

Women make up about 50 percent of the U.S. workforce but only 4 percent of chief executive officers at Standard & Poor's 500 index companies, 19 percent of S&P 500 board seats, and only about 26 percent of college and university presidents. In politics, women represent 19 percent of the U.S. Congress and a smaller fraction of governors. Why do men still vastly outnumber women in leadership positions?

Corinne Moss-Racusin, a social psychologist at Skidmore College, conducted research on gender bias among STEM faculty, including an experiment that had scientists evaluate identical resumes of a candidate named either "Jennifer" or "John."

Moss-Racusin and her colleagues created a fictitious resume of an applicant for a lab manager position. Two versions of the resume were produced that varied in only one, very significant, detail: the name at the top. One applicant was named Jennifer and the other John. Moss-Racusin and her colleagues then asked STEM professors from across the country to assess the resume. Over one hundred biologists, chemists, and physicists at academic institutions agreed to do so. Each scientist was randomly assigned to review either Jennifer or John's resume.

The results showed that the decision makers did not evaluate the resume purely on its merits. **Despite having the exact same qualifications and experience as John, Jennifer was perceived as significantly less competent.** As a result, Jennifer experienced a number of disadvantages that would have hindered her career advancement if she were a real applicant. Because they perceived the female candidate as less competent, the scientists in the study were less willing to mentor Jennifer or to hire her as a lab manager. **They also recommended paying her a lower salary. Jennifer was offered, on average, \$4,000 per year (13%) less than John.**

Do you think you're not biased against women leaders? Take this online test to find out:
<http://www.aauw.org/article/implicit-association-test/>.
Your results will help further AAUW's research.



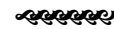
¡Adelante! Book Group *Jan DeYoung*

Big Read Book, "Sun, Stone, and Shadows: 20 Great Mexican Short Stories." The official discussion will be held at Warren County Library on Thursday, April 14th, 6:30. Copies of the book are available at the library.



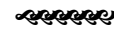
Film Group *Nancy Buban*

Film group will gather at 207 S. 8th on Monday April 25th to view a 2007 film, Four Last Songs, which was written and directed by Francesca Joseph. It is a comedy set on a Mediterranean island and stars Stanley Tucci. After the heartbreak of watching Still Alice, I thought we should view a comedy. The corn will be popped and ready to munch at 6:30.



Membership *Marilyn Van Ausdall*

Memberships can be renewed for next year at any time now. Renew online with a credit card by going to the Member Services Database at aauw.org. Just log in with your membership number (I can give it to you if you can't find it) and password. And click on Renew My Membership down on the left-hand side. You can also just send a check for \$68 to Shirley Daddona at 453½ N. Pleasant Ave., Galesburg 61401. Thanks for continuing to support women and girls!



AAUW Minutes *March 3, 2016*

The meeting was called to order [at 7 pm](#) in the Pattee Auditorium at the Center for Science and Business at Monmouth College. There were 15 people present for the program, including 3 guests. WIU Professor Virginia Boynton's program about the women's suffrage movement in the 1910's, particularly in Illinois, was very interesting and informative.

Co-president Donna Sproston presided over the meeting. She mentioned that Shirley Daddona has agreed to continue as treasurer for 2 more years, but

would like to have an assistant. Someone to replace Marilyn Van Ausdall as co-membership vice president with Sue Van Kirk would also be appreciated. Lila Blum would like to have a co-program vice president who would then take over in a year as program VP.

Jan DeYoung spoke briefly about some public policy issues. She encouraged us to check the voting records of our representatives to see how they have stood on issues important to AAUW, and then to make sure we vote in the [March 15](#) primary (or before at the Court House.)

Equal Pay Day this year is [April 12](#). There will be a gathering again in Daley Plaza in Chicago on that day [from 12:00-1:00](#). AAUW members are encouraged to attend since AAUW is one of the sponsors of the event.

State Convention will be in Schaumburg on [April 29-30](#). Friday's activities will take place at the Hyatt Regency. Saturday's sessions will be at the nearby Roosevelt University Schaumburg Campus.

Branch member Kathy Rickey was recently voted sorority housemother of the year at the University of Illinois, Urbana/ Champaign campus.

Member Joyce Hageman's sister recently passed away. Our condolences go out to her in her loss.

It was announced that book group will meet [at 1:00 on Thursday, March 24](#), at the home of Donna Sproston to discuss Anne Tyler's A Spool of Blue Thread. Film group will meet [at 6:30 on Monday, March 28](#), at Nancy Cuban's to view the movie Still Alice.

The next branch meeting will be [on Thursday, April 7, at 7 pm](#) in room 207 in the Center for Science and Business at Monmouth College. Our speakers will be the three international students who were introduced to us at our Christmas Brunch.

Marilyn Van Ausdall

AAUW State Convention
Marilyn Van Ausdall

Donna, Jan, Shirley, and I would love it if more of you could join us at state convention. If you've never attended convention before, you can even have your registration waved through the TRIO program. AAUW-IL will pay your \$50 registration fee, our branch will contribute \$50 toward your room (should you decide to spend Friday night at the Hyatt) or toward your mileage, and the new attendee also contributes (hence the name TRIO.) Only one member per branch is able to receive the TRIO award, so first come first served! Call or email me if you would like more information about TRIO.

Before becoming a member of the state board, I always just attended the Saturday events. I enjoyed the car rides to convention and back just getting to know fellow branch members better. An overnight stay isn't a necessity (but it is fun!) Convention activities will be Friday at the Hyatt Regency in Schaumburg, and Saturday at the nearby Roosevelt University Schaumburg campus. Several interesting speakers and breakout sessions have been planned. Much more can be learned about AAUW by attending convention than can be learned through a handful of monthly meetings through the program year - not to mention all the wonderful, strong women that you will begin to look forward to greeting as friends from year to year (or maybe even board meeting to board meeting.)

Please refer back to the spring state newsletter that you received in your email on March 11 (edited by "moi") for convention highlights and registration form. Just go to aauw-il.aauw.net and click on Spring LINK. Come to convention!

Member News

Congratulations to [Kathy Rickey](#), who was selected Outstanding House Director at the University of Illinois for her work at the Pi Beta Phi house. Way to go, Kathy!

[Susan Van Kirk's](#) novella, [The Locket](#), will be available April 10 on Kindle. You can preorder the book on Amazon.com. If you need instructions for getting the free Kindle app for your laptop or tablet, consult Sue's webpage. If you have a fairly new Kindle, it's a piece of cake to preorder for delivery on April 10. We wish you great sales, Susan!

Many of you know that Joyce Hagemann lost her sister Joann Wiele, this month. We send our condolences to you, Joyce. We know you will miss her.



Marilyn Van Ausdall

I'm production manager for the next show at Prairie Players Civic Theater, 160 S. Seminary St. in Galesburg, and branch member Vera Fornander is part of the wonderfully-talented cast. The play involves 5 Southern women whose friendships began many years ago on their college swim team. Since college, they have set aside a long weekend every August to recharge those relationships. "Free from husbands, kids and jobs, they meet at the same beach cottage on North Carolina's Outer Banks to catch up, laugh and meddle in each other's lives." *The Dixie Swim Club* focuses on four of those weekends, spanning a period of thirty-three years.

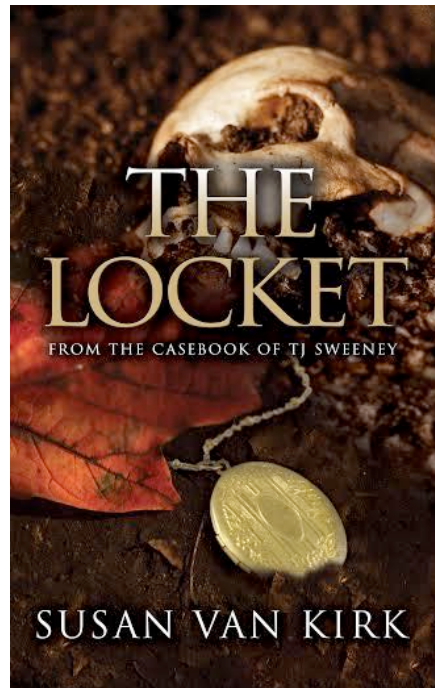
It's a hilarious heartwarming show, and I hope that many of you will be able to attend a performance. Tickets (\$12 for adults and \$8 for students) may be purchased online at prairieplayers.com, or call 309-343-7728. The play will be presented April 1, 2, 8, and 9 at 7:30 pm and April 3 & 10 at 2 pm. Only 90 seats are available for each performance, so it's best not to wait to try to purchase tickets at the door. Gather your girlfriends and come to the show!

Susan Van Kirk

New Novella Is Out from Susan Van Kirk

It's been a year and a half since *Three May Keep a Secret* came out, the first mystery about the small town of Endurance. Because *Marry in Haste* (Endurance Book # 2) will not be out until November 16, 2016, I decided to write a novella about my Endurance detective, TJ Sweeney. This short novel weighs in around 85 pages, and it concerns a cold case—a murder—that goes back to the 1940s, big band music, and World War II. To write this novella, I interviewed Ruth Pecsí, an 88-year-old lady from Galesburg, about a big band dance venue in the 1930s and 1940s called the Roof Garden. It was on top of the Weinberg arcade in downtown Galesburg, and my parents went there to dance to Tommy Dorsey and the like during the early years before the war. Ruth is an amazing woman who can still jitterbug!

This novella comes out only on Kindle from Amazon.com. If you don't have a Kindle, you can go to Amazon, type in "Kindle app," and it will take you to a page where you can download the Kindle app for \$0. You can put it on your computer, or your tablet, or your phone. The novella will cost \$2.99 and is already available as a pre-order in the Kindle store



Book Signing
April 2, 4:30
Warren County Library

Local author, Sallee Wade, will be signing her book, *The Twelve Disciples of a Wild Woman-a Journal Adventure* at the Warren County Library on April 2 at 4:30 p.m.

The cover says “*The Twelve Disciples of a Wild Woman-a Journal Adventure* offers a light hearted look into a left-wing woman’s wildish relationship with Jesus Christ, which leads her to her own twelve disciples.”

Sallee Wade is a wellness education who teaches yoga, meditation, journaling ad wellness seminars. She writes a monthly column, *Life in the Soul Lane* for the Galesburg Register Mail.

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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