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AAUW-Orange, Durham, Chatham Branch

From the President: Mary Monroe Kolek, Ph.D.

Equal Means Equal: Doing Our Part to Close the Gap

Are you, your daughters or granddaughters willing to wait until 2059 to achieve equity in pay? Hard to imagine anything would make the typical wait for the women's room line seem short but given the current "progress", 41 years is actual amount of time experts estimate it will take for women and men to achieve pay parity.

As noted on the AAUW website, U.S. women working full time are typically paid 80 percent of what men are paid. For some groups that number drops further, at 54 cents for Hispanic and Latina women, 63 cents for African American women, and 58 cents for American Indian and Alaska Native women.

The gender pay gap also varies by state: An April 2017 bulletin, *North Carolina Women and the Wage Gap*, prepared by the National Partnership for Women and Families, notes that, on average, North Carolina women

who are employed full time are paid 86 cents on the dollar compared to men; and the pattern for specific populations is worse and reflects that of national statistics. North Carolina women lose a combined total of nearly \$21 billion every year due to the wage gap or on average are paid almost \$6000 a year less than their male counterparts. Obviously this injustice has huge economic and social implications not only for women but their families, community and our nation.

The NPWF bulletin cites a number of policies that would help to address this unconscionable situation including:

- protections that help identify and challenge discriminatory pay and employment practices and address gender-based occupational segregation;
- minimum wage increases;
- family friendly workplace supports like paid family and medical leave and paid sick days;
- affordable child care;
- and access to comprehensive reproductive

health care

I will add one more, one that we, as members of AAUW ODC, can immediately enact: *Providing targeted training for women in issues related to salary and benefit negotiation*. Developing the right mindset and skill set have direct, immediate and long lasting implications for pay parity. That, in a nutshell, is the AAUW **Work Smart** program.

Thanks to a grant provided by the LUNA Company (makers of LUNA bars) and in partnership with Central Carolina Community College, the ODC affiliate will be hosting a free **Work Smart** Seminar on February 24 at CCCC Pittsboro Campus. The exciting news is that our instructor is Dorrie Sieburg the national AAUW Salary Negotiation Program Manager. Even better news is that the session fees are being paid by a grant from LUNA Company, maker of Luna Bars, and as a result we are also able to offer, an in person training for any members, or university staff, who wish to become certified as Work Smart

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AAUW Fellows Meeting, February 17, 2018. Chapel Hill Library, Room A, 10:30 AM (Social Meet & Greet); 11:00 AM (Meeting Begins)

Mark Your Calendar

March 17, 2018,
10:30 AM, Chapel Hill Library,

Topic: Bringing a Sense of Home to Community Shelters

Speaker: Charlotta (Lotta) Sjoelin, Founder and Director , A Lotta Love

Donna Wilson, Vice President

Advocacy and Social Change: Realization, Resources and Resilience

One of the highlights for AAUW-ODC schedule of speakers and topics is the annual Fellows Meeting for all members to meet Triangle area grant recipients, and learn about their research, community outreach and leadership.

During 2017-2018 AAUW awarded more than \$3.7 million in funding for fellows and grantees. This exceptional group of recipients will pursue academic work and lead innovative community projects to empower women and girls. For more than 125 years, AAUW has been a leading source of funding for graduate women, providing more than \$100 million in fellowships and grants to more than 12,000 women and nonprofit organizations in the United States and around the world.

The State of North Carolina was well represented during the 2017-2018

award year, in which eleven (11) women were honored with fellowships and grants. This year, our branch is fortunate to host four (4) Fellows from the Triangle:

Mariama O. Ashcroft – M. S. Student, North Carolina State University. Career Development Grant

Mariama’s experience focuses on situating the family at the center of public policy. Her research interests include: the impact of social policies on women, children and families.

E. Gale Greenlee, Ph.D. candidate, English Literature, University of North Carolina, Chapel Hill. American Fellowship for the Dissertation.

Gale’s experience, research and interests focus on Black and Latina Literature and Culture. She has published or presented power and privilege and global perspectives.

Cara J. Person, Ph.D. candidate, Public Health, University of

North Carolina, Chapel Hill. American Fellowship for the Dissertation.

With a background in Public Health initiatives, Cara’s research concentration includes women’s health, health of vulnerable populations, control of infectious diseases and domestic violence.

Allyson Lockwood Spencer, M.S. Social Work, North Carolina State University. Career Development Grant.

Allyson’s experience in the mental health field includes a current focus on client needs and developing a discharge plan for transition, access services for those clients/patients in transition (food pantries, library services, resource access) and interagency collaboration plans.

Please join us on February 17th for engaging presentations from Mariama, Gale, Cara and Allyson, who are leading the way and making a difference in our world through leadership, connections and inspiration.

— Donna M. Wilson, Vice President, Programs



A Special Evening featuring Ava Duvernay’s Documentary: 13th

“There’s the history that you’re taught, but there’s the history that actually happened.” M.K. Asante as reported by Professor Toon on *The State of Things*

What: Showing of the film, 13th by Ava Duvernay, followed by panel presentation and discussion of the 13th amendment in the context

of the contemporary American judicial system.
Where: Hitchcock Multi-purpose Room, UNC Sonja Hayes Stone Center

When: Feb. 13, at 6 p.m.
Parking free after 5 in the Bell Tower Deck.



President's message (continued)

Trainers. This free training session will be held the same day from 1:00-3:00 in the same location. Those wishing to become Work Smart trainers should plan to attend both the morning and afternoon sessions. We hope many of you will take advantage of this opportunity. In addition to being able to provide Work Smart sessions for women in the work force you will also be prepared to offer Start Smart, a similar salary negotiation program targeted at college students just entering the workforce. Registration links are in the box below. Copy and paste them into your browser. Live links will be sent in another email later in the week.

Finally, I want to thank Dr. Mark Hall Provost and Chatham County Coordinator, C-STEP, Central Carolina Community College and Jonathan Spoon, Small Business Centers Director, Central Carolina Community College for their support and willingness to provide a training site at Central Carolina Community College, conveniently located in Pittsboro. In addition, our access to this grant funded opportunity was provided by NC AAUW Co-Presidents, Cheryl Wheaton and Jane Terwilliger.

The **Work Smart** initiative, along with such activities as the February 13

showing of the movie 13th, and the second annual Women of Worth Conference are examples of the Board's commitment to developing partnerships with local organizations who share and support our mission and goals. Such outreach action is directly linked to our Future Planning goals.

We hope members will become involved as participants, volunteers, audience members and leads. We also need you to spread the word about the Work Smart and trainer of trainers sessions. There is much work to be done and many opportunities to do good and do well!

Work Smart Session Registration Links

Eventbrite link to register as a participant: <https://www.eventbrite.com/e/aauw-work-smart-at-central-carolina-community-college-sponsored-by-luna-tickets-42726783961>

Eventbrite link to register for training of trainers: <https://www.eventbrite.com/e/aauw-salary-negotiation-facilitator-training-at-central-carolina-community-college-tickets-42800475374>

Ava Duvernay's Documentary (continued)

The American Association of University Women of Orange, Durham, Chatham (AAUW-ODC) is joining forces with the Carolina Women's Center, the Stone Center, the Chapel Hill Carrboro NAACP, the Women's International League for Peace and Freedom, and UNC's Human Development and Family Studies in the School of

Education to sponsor a showing of Ava Duvernay's powerful documentary **13th**, followed by a panel discussion which will include noted Civil Rights lawyers and activists Irving Joyner, Mark Dorosin, Mica Walker, Kathryn Williams and Tim Tyson. We are indebted to two of our members, Dr. Gloria Thomas, Director of the

Women's Center, for organizing the event and procuring the space and to both Margaret Herring and Gloria for contacting panel members.

— Bea Keller

The American Association of University Women ODC

invites you to a
FREE Salary Negotiation Workshop

Feb. 24, 9:30-11:30

CCCC, Pittsboro

Additional detail and registration site will be available on our website in early February

Whether you have just entered the workforce or are looking to advance, **Work Smart**, a 2 hour seminar will help you to develop the mind set and skill set needed to negotiate an equitable salary and benefits.

If we can close the wage gap between women and men in NC it means, on average, women would earn \$6,000 more per year. *

**North Carolina Women and the Wage Gap, April 2017*

Public Policy Items

Treasurer's Report

Schwenning Scholarship-

The Schwenning Scholarship is **fully funded** for the 2018-2019 school year thanks to the 14 members who donated to this great cause. Congratulations to all!

Balances:

Checking	\$1436.63
MM Savings	\$1,004.68
CD	\$4,889.42

Karen Piplani, Treasurer

Save the Date!

Our annual Scholarship Event is the afternoon of May 9 at Extraordinary Ventures. Our very special guest is Duke Professor, Nancy MacLean, author of *Democracy In Chains*. This book was recently described in *The Nation* as the "Most Valuable Book" of 2017 and won the 2017 Lannan Foundation Cultural Freedom Award for an especially notable book of particular relevance. The book was also a finalist for the National Book Award.

Tickets go on sale soon and you will want to get yours as seating is limited! Funds go to support scholarships and grants for women pursuing scholarship, leadership and service. There is no better way to support our mission than to invest in the future.

School Vouchers: President Trump has called for allocating \$250 million for scholarships for school-choice programs. This is part of a plan to fund school choice by eventually pumping \$20 billion of federal funds for students to attend private schools. Private schools can eschew certification requirements for teachers, and are under no obligation to accept all students. Milwaukee has offered school vouchers for 3 decades. The Wall Street Journal analyzed the data which suggested "that vouchers work best when enrollment from voucher students was kept low" in an individual school. (<http://www.msn.com/en-us/news/us>) Vouchers in Milwaukee only pay \$7,323 to \$7,969 per year per student whereas the tuition for private schools can be \$12,500 or more. Therefore, schools that limit the number of voucher students in order to provide books and other necessities for those students (and still remain profitable) resulted in better scores for the voucher students. When the majority of a school's enrollment consisted of voucher students who bring in less revenue, resources were stretched thin. Overall, test results compared between students with vouchers and students in the public schools were not significantly different. Only voucher students at schools that accepted few such students seemed to

score higher than their public school peers. "The schools that have 20% to 30% voucher kids and 70% to 80% fee-paying kids, they look more like the private schools that we sort of put on a pedestal . . ." says Patrick Wolf, professor of education policy at the University of Arkansas. In those schools, the voucher students can benefit from smaller teacher to student ratio and all the enrichment programs the school offers.

Immigration: (From a MomsRising plea that so eloquently states the issue and asks us to contact our representatives) "I urge you to act immediately to protect the 200,000 immigrants from El Salvador who have been living and working in the U.S. legally for an average of 17 years under the TPS program, which provides temporary legal status for immigrants from countries that have been devastated by war, natural disaster, famine, or epidemic. The Temporary Protected Status (TPS) program embodies that spirit, providing temporary legal status for immigrants from countries that have been devastated by war, natural disaster, famine, or epidemic. Currently over 300,000 immigrants -- many from countries that Trump disparaged with profanity -- hold TPS status. TPS holders contribute in every sector of our economy. In fact, TPS holders are key contributors to

many industries. If our economy loses all of our TPS employees, it would cost the U.S. economy \$164 billion over 10 years. Further, nearly 800,000 DREAMers received critical protections and work authorization under the 2012 Deferred Action for Childhood Arrivals (DACA) program. Last year, President Trump ripped away DACA, putting at risk hundreds of thousands of young people. The DREAM Act is a strong bipartisan legislative solution that would allow young immigrants to continue living their American Dream with a path to citizenship. We can never forget that the diversity of our nation is what makes us strong, innovative and prosperous, not the opposite. As moms, dads and advocates for our families, we urge you to act now to make sure that 192,000 U.S. citizen children don't lose their parents and family members. We call on you to hold true to our pledge that when we say 'Liberty and justice for all,' we really do mean all."

—Bea Keller

Ava Duvernay's Documentary:

13th



Explores the roots of the mass incarceration of African-American men

Amendment 13: Section I

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States or any place subject to their jurisdiction.

“There’s the history that you’re taught, Amendment 13: Section I

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States or any place subject to their jurisdiction.

“There’s the history that you’re taught, but there’s the history that actually happened.”

M.K. Asante as reported by Durham rapper Professor Toon on The State of Things

Where: Hitchcock Multipurpose Room, UNC Sonja Hayes Stone Center for Black Culture and History, 150 South Rd., Feb. 13, at 6 p.m. followed by a panel discussion including **Irving Joyner, Mark Dorosin, Tim Tyson, Miera Walker, and Kathryn Williams.** Refreshments will be served.

Sponsored by: the Carolina Women’s Center & the Stone Center, AAUW-ODC, the Chapel Hill chapter of the NAACP, Women’s International League for Peace and Freedom, UNC’s Human Development and Family Studies in the School of Education