



Newsletter of the

Kirkwood-Webster Groves Branch

Founded April 1971 ~ Celebrating 45 Years!

2016-2017, No. 6

"AAUW advances equity for women and girls through advocacy, education, philanthropy and research"

AAUW is open to graduates who hold the associate, baccalaureate, or higher degree from a qualified college or university.

Who we are...

The Kirkwood-Webster Groves Branch of AAUW supports the full range of the AAUW mission through its monthly program meetings, special interest study groups, and public outreach events, by engaging in political action, collaborating with local organizations and educational institutions regarding AAUW topics, and by supporting area young women and girls directly. We are one of six branches in the St. Louis, MO, area that comprise the AAUW Metro Saint Louis Interbranch Council (IBC).

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K-WG: <http://kwg-mo.aauw.net>

IBC: <http://stlouis-ibc.aauw.net>

State: www.aauwmo.org

National: www.aauw.org

You are cordially invited to KWG's February program . . .

Loving a Person with Mental Illness **Speaker Joyce Johnston** **National Alliance on Mental Illness (NAMI)**

Thursday, February 23

Social 6:30—Program 7:00

Oak Bend Branch - St. Louis County Library
842 S. Holmes Avenue 63122

NAMI St. Louis' mission is to improve the quality of life of persons with severe and persistent mental illness and their families, and promote and provide community support, education, advocacy, and understanding.

NAMI's goal is to advocate at the county, state, and national levels for non-discriminatory access to quality healthcare, housing, education and employment for people with mental illness.

- Educate the public about mental illness.
- Work to eliminate the stigma of mental illness.
- Advocate for increased funding for research into the causes and treatment of mental illness.

Joyce Johnston is Director of Programs, St. Charles Office Manager, and St. Charles CCRB Contract Manager for the St. Louis office of the National Alliance on Mental Illness.

Spring Fling Luncheon

The annual Spring Fling luncheon is the primary fundraiser for IBC. Money raised is used to send college students to AAUW's National Conference for College Women Student Leaders (NCCWSL) in Washington, D.C. Last year we sent two students. Plan to attend and participate in the gift basket raffles!

Where: Glen Echo Country Club
When: 11:30 am Saturday, March 25
Program: Court Watch
Speaker: Jessica Woolbright, Children's Program Coordinator at St. Martha's Hall, Chair of St. Louis Ending Violence Against Women Network (SLEVAWN)
Cost: \$28

Look for the registration form at the end of this newsletter.

AAUW Kirkwood-Webster Groves

Belated Happy Birthday to our January Birthdays!

1—Phyllis Foster

15—Jeannie Webdell

Monthly Meeting Date Changes

Due to scheduling conflicts at Oak Bend Library, the February and April meetings have been rescheduled to the last Thursdays--February 23 and April 27.

Bring a Guest

Do you know a potential AAUW member? Ask our membership officers to contact them. They will send a newsletter and links to helpful AAUW information. Then invite them to a meeting and ask them to join! Our member form is at the end of this newsletter.

Pecans

KWG will continue to sell pecans until they have all been sold. Contact Carol Davis McDonald at 636-227-0511 or davis-mcdonald@outlook.com to purchase.

National Conference for College Women Student Leaders (NCCWSL)

Those of you who attended our November branch meeting were energized by the young women who joined us. One of them, Liz Koenig, from Webster University, attended the Conference in June as a recipient of one of the two IBC NCCWSL scholarships awarded this year. She brought along her friend, Lydia Richardson, who attends UMSL. Both women were extremely receptive to AAUW ideas and issues and blew us away with their enthusiasm and fresh ideas. Our membership was given a concrete reason to support this wonderful leadership conference and see the impact of AAUW working with colleges and universities. With money already in the IBC budget targeted for NCCWSL and the addition of the Barnes and Noble gift-wrapping tips, we're less than a couple hundred dollars away from being able to send two students to NCCWSL this year. Funding comes from branches and money raised at Spring Fling.

Here is where you can help: Several small donations from individuals will put us over the top, and after meeting these young women, I doubt anyone will deny it would be money well spent. If you choose to make this a priority, please send a check to Carol Davis McDonald made out to Metro St. Louis IBC with a notation it is for NCCWSL. AAUW has many, many programs that need our support, so don't feel this is any

kind of obligation, but it sure is a good place to do something for our local students. Other branches will be given the same opportunity.

Meet 'n Geek Kickoff!

A new technology group is forming! The purpose of this group will be to help each other learn better ways to use new technologies--Iphones, tablets, I pads, Google Docs, email, Microsoft Office, etc.

At this kickoff session we will draft our purpose and mission and brainstorm topics for future meetings. No experience required. Join us and learn!

Where: TBD – Will announce in March newsletter

When: Friday, March 10, 1-3 pm

Contact: Marsha Koch, 636-256-3746 or

mkwkoch@outlook.com

St. Louis Metro AAUW Interbranch Council (IBC)

The Interbranch Council consists of representatives from each of the St. Louis AAUW branches. KWG representatives are Kay Meyer, Chris Nobbe, Jeannie Webdell, and Marsha Koch. All members are invited to attend meetings and participate in IBC activities.

Where: St. Louis County Library Headquarters
1640 South Lindbergh, St. Louis, MO 63131
Meeting Room A

When: 7:00 pm Tuesday, February 28

7:00 pm Tuesday, May 30

Contact: Kay Meyer at 314-962-7487 or

kicmeyer51@gmail.com

¡Adelante! Book Group

This group, started in 1996 as a component of AAUW's diversity outreach program, meets in September, October, and January through May to discuss books written from diverse perspectives. AAUW members from all St. Louis area branches are welcome.

Where: Barnes & Noble, Chesterfield Oaks Shopping Center, 1600 Clarkson Road

When: 1:30 pm the 4th Thursday of the month

Contact: Teri Brecht, tebrecht@yahoo.com

Jan 26 Becoming Nicole by Emily Ellis Nutt

Reviewer: Lorna Anderson

Feb 23 Re Jane by Patricia Park

Reviewer: Janice Rumfelt

- Mar 23 Sisters in Law: How Sandra Day O'Connor and Ruth Bader Ginsburg Went to the Supreme Court and Changed the World by Linda Hirshman
Reviewer: Lynne Roney
- Apr 27 The Sacrifice by Joyce Carol Oates
Reviewer: Debbie McWard
- May 25 Poisoned Table by Diane Michael Cantor
Reviewer: Linda Roberson
- Sep 28 "Flo" Kennedy: The Life of a Black Feminist Radical by Sherie M. Randolph
Reviewer: Betty Takahashi

Downtown Lunch Group

You are invited to meet and lunch with area AAUW members for good conversation at interesting restaurants! This group meets the third Tuesday of each month. Please RSVP to Kay Meyer.

Where: Varies each month
When: 11:45 am the 3rd Tuesday each month
Contact: Kay Meyer at 314-962-7487 or kicmeyer@yahoo.com

Feb 21 Three Kings Public House
11925 Manchester Road
Des Peres 63131 314-858-1067

Mar 21 Peacemaker Lobster & Crab
1831 Sidney Street
St. Louis 63104 314-722-8858

Apr 18 The London Tea Room
3128 Morganford Road
St. Louis 63116 314-241-6556

May 16 The Garden on Grand
2245 South Grand Boulevard
St. Louis 63104 314-898-3788

Jun 20 LuLu Seafood & Dim Sum
8224 Olive Boulevard
University City 63132 314-997-3108

Gift Wrap Fundraiser

Thanks to our members who wrapped gifts for Barnes & Noble's customers the weekend of December 16. AAUW earned a little over \$300 in tips that will be used to support sending two university students to NCCWSL.

International Relations Series

Each year the St. Louis AAUW branches partner with the [Tuesday Women's Association of the Ethical Society](#) (TWA) to present four free lectures on aspects of international relations to the community. Each program is followed by lunch (bring your own bag lunch) and further discussion of the topic.

Where: The Ethical Society, 9001 Clayton Road
St. Louis, MO 63117

When: 10:00 am the 2nd Tuesday Jan through Apr
Contact: Kay Meyer

Feb 14 Russia Today

Dr. Ellen Carnaghan, Professor of Political Science and department chair at St. Louis University, teaches and conducts research in Russian politics, the politics of post-communism and political change in many aspects, including democratization and social movements. Her recent book, *Out of Order: Russian Political Values in an Imperfect World* examines how the political values of Russian citizens have been shaped by the disorderly conditions that followed the collapse of communism. She is currently working on a new book, *Constructing Citizens: Mass Protest in Autocratic Regimes*, which explores methods of overcoming obstacles to democratization in post-communist regimes that has involved field research in Georgia, Ukraine, and Russia.



AAUW MO

Public Policy: Gender Pay Gap Activity

The AAUW MO Impact Grant that we received requires each Missouri branch to complete one gender pay gap activity. Two items have been provided by our state Public Policy Chairs, Pat Shores and Karen Francis, to help us meet our goal:

1. A sample Letter to the Editor. Submit a letter to your local paper about the gender pay gap. The letter appears at the end of this newsletter. Use it as is or use your own name which might give the letter a better chance of being published locally. Remember that you must include local contact information when you send the letter to the newspaper so they can contact for verification or questions.

2. Information about how to contact your MO House and Senate representatives. This also appears at the end of this newsletter including what to say to them, every week, about supporting the bills concerning the gender pay gap. Three bills have been filed so far relating to equal pay. These bills have been vetted by the national staff for us to support:

House: H518, Sponsor Ellinger
H 375, Sponsor Newman
Senate: S 205, Sponsor Sifton

Pat and Karen want to know which activities our branch completes; be sure to let one of them, Marsha Koch, or Kay Meyer know about any activities you do.

Public Policy: Impact Grant—MO Lobby Corps

Goal three of the AAUW Impact Grant awarded to AAUW MO is the formation of an AAUW MO Lobby Corps. The MO Lobby Corps will be based on the model used by AAUW's National Lobby Corps in Washington D.C. and trained by national staff. Members will travel to Jefferson City in teams of two with specific talking points about our AAUW issues. Corps members will make a commitment to be in Jefferson City on either Tuesday or Wednesday from 9:30 a.m. to 2 p.m., for the Legislative session from January through April. With a potential Lobby Corps of 18 people, an individual's commitment would be going to Jeff City two or three times during the 18 days that the legislature is in session. Volunteer now to be part of this very special group that will have one-on-one conversations with Missouri legislators. If you are interested in being a part of this important new advocacy in action group, contact Karen Francis, Public Policy Co-Chair for AAUW MO at karenbitzafrancis@yahoo.com.

Public Policy: Court Watch Training

The St. Louis Ending Violence Against Women Network (SLEVAWN) Court Watch Project recently trained AAUW volunteers to observe courtrooms where civil domestic violence cases are being heard and monitor the proceedings in an effort to research any problem patterns and issues with in the court system. The monitoring is being done in both St. Louis City and St. Louis County. This project is funded by the United States Department of Justice. The duties of a court watcher are:

- Attend a 4-hour volunteer orientation
- Sign up to monitor 1 docket a month for 6 months (more monitors could reduce this)

- Go to the courtroom on scheduled date and monitor the proceeding
- Dress appropriately for courtroom
- Follow Court Watch guidelines while in courthouse
- Submit completed forms to Court Watch coordinator

To volunteer for this program and sign up for the next training session, contact Karen Francis, Public Policy Co-Chair for AAUW MO at karenbitzafrancis@yahoo.com.

Contact Nina Balsam, Court Watch coordinator, at ninab@sbcglobal.net for more information.

AAUW

Public Policy

Learn about all the AAUW public policy issues at the [AAUW Public Policy](http://www.aauw.org/public-policy) website. You can also sign up to be a Two-Minute Activist, which means you will receive urgent email notices to contact your representatives in Congress. The email addresses and messages are supplied; all you need to do is click! You can also opt in to receive weekly digests of the AAUW Action Network!

National Convention

Registration for the National Convention, June 14-17, 2017, opened October 1.

Charting the Course

The \$1 million dollar fundraising effort has been met! Thanks to all donors for their leadership.

¡Adelante!

AAUW ¡Adelante! holds **free** online discussions with authors, and the next ones will be:

Feb 9 *Florynce "Flo" Kennedy: The Life of a Black Feminist Radical* by Sherie M. Randolph

Mar 28 *Sisters in Law: How Sandra Day O'Connor and Ruth Bader Ginsburg Went to the Supreme Court and Changed the World* by Linda Hirshman

Register by clicking on the "Register" button at <http://www.aauw.org/resource/adelante-book-of-the-month-club/#events>.

Online discussions of previously reviewed books can also be accessed at this site.

Calendar

January 2017

- 28 MO Board Meeting—Conference Call
- 31 Deadline for Revised Bylaws

February 2017

- 14 International Relations Series—The Ethical Society
Russia Today
- 21 Downtown Lunch Group—Three Kings Public
House
- 23 KWG Meeting—Loving a Person with Mental
Illness

March 2017

- 10 *NEW* Meet 'n Geek
- 11 Deadline for Spring Fling Luncheon registration
- 14 International Relations Series—The Ethical Society
Immigrants and Refugees from a Global
Perspective
- 21 Downtown Lunch Group—Peacemaker Lobster &
Crab
- 25 IBC Spring Fling Luncheon—Court Watch—at Glen
Echo Country Club

April 2017

- 1 Early Registration for NCCWSL Ends
- 4 MO Equity Day Rally—Jefferson City
- 11 International Relations Series—The Ethical Society
The Trans Pacific Partnership (trade agreement)
- 11 Equal Pay Day
or 12
- 18 Downtown Lunch Group—The London Tea Room
- 27 KWG Meeting—AAUW Fellow Dr. Rachel E. B.
Reid

May 2017

- 31- NCCWSL—University of Maryland at College Park
Jun 3
- 5 MO Board Meeting—Columbia
- 6 MO State Conference—Columbia
- 16 Downtown Lunch Group—The Garden on Grand
- 20 KWG Spring Banquet—Program TBA

June 2017

- 14-17 National Convention—Washington DC
- 20 Downton Lunch Group—LuLu Seafood & Dim Sum

*Share your news! Send articles for the
newsletter to Marsha Koch
mkwkoch@outlook.com
636-256-3746*

AAUW . . . empowering women since 1881 . . .

- promotes equity for women and girls, because that makes the world a better place for everyone
- awards \$4 Million **annually** in grants and fellowships
- supports research on social, economic, and education issues such as bullying, equal pay, safe campuses, and STEM opportunities
- is the leading nonpartisan voice for issues that affect women and girls, which affects families
- levels the playing field for women and girls

AAUW St. Louis Metro Interbranch Council
2017 Spring Fling

Saturday, March 25, 2017 11 a.m.-2:30 p.m.
Glen Echo Country Club, East Room
3401 Lucas and Hunt Road, St. Louis, MO 63121

Program: Jessica Woolbright, Children's Program Coordinator at St. Martha's Hall and Chair of St. Louis Ending Violence Against Women Network (SLEVAWN)

Jessica is a licensed clinical social worker who did her undergraduate work at UMSL and received her master's in social work from St. Louis University.

As stated in AAUW's Public Policy Program, 2015-2017, Public Policy Principles for Action: "We advocate equitable climates free of harassment, bullying, and sexual assault....AAUW believes in the right to privacy and freedom from violence." Learn from one of St. Louis's experts about the facts on domestic violence and sexual assault, their impact on families and children, and what is being done in St. Louis to assist survivors. Hear about the Court Watch Project, "Support of Families in the Justice System."

11 a.m. - Registration, Ticket Raffle for Baskets, Cash Bar
12 Noon - Welcome, Luncheon, Awards Presentation, and Program
Raffle Baskets from the branches support IBC.

Menu: Choice of Chef Salad or Chicken Glen Echo (breast of chicken stuffed with cheese, spinach, and tomatoes, topped with sauce). Luncheon cost is \$28. Guests are welcome.

Directions: Take I-170 to St. Charles Rock Road exit. Turn right on St. Charles Rock Road; go about 3 miles to Lucas and Hunt Road, then left on Lucas and Hunt. Go about 1 mile. Turn left into country club entrance gate in wall, which is *not* well marked. This is about 0.2 mile before the Natural Bridge intersection. Or take I-70 to Lucas and Hunt exit. Go south on Lucas and Hunt 0.2 mile past Natural Bridge. Turn right into country club grounds. You can also enter through St. Mary's Lane off Natural Bridge. Turn at Value Village building with blue awning.

Registration deadline March 11. Mail form and check payable to AAUW Metro St. Louis IBC.
Send to: Carol Davis McDonald, 827 Bergquist Dr., Manchester, MO 63011-0511

-----Please cut here and send the form below with your check-----

Print Name _____ Branch _____
Address _____
Phone _____ E-mail _____

Circle one entrée choice: Chef Salad Chicken Glen Echo

Number of people at \$28* _____

Check total enclosed _____

*(*If paying for guests, please write their names and entrée choice on the back of this form.)*

Please list any dietary restrictions here:



AAUW – Kirkwood-Webster Groves Branch

New Member Form – 2016-2017



Make check payable to: AAUW Kirkwood-Webster Groves Branch. (*According to the IRS, \$46 of AAUW membership dues are a charitable contribution. Suggestion: Make a note for your tax folder.)

Mail your check and this completed form to: *Carol Davis McDonald, 827 Bergquist Drive, Manchester, MO 63011-4215*
(314-623-1847 or davis-mcdonald@outlook.com)

The AAUW year is July 1 – June 30. Please select from one of the dues categories and fees as follows:

- Branch Member dues (submitted March 16-December 31): Association \$49 + State \$10 + Branch \$15 = \$74 \$ _____
- Dual Member, *Primary Branch in Another State*: Association \$0* + State \$10 + Branch \$15 = \$25 \$ _____
My primary branch/state/membership #: _____
- Dual Member, *Primary Branch in Missouri*: Association \$0* + State \$0* + Branch \$15 = \$15 \$ _____
My primary branch/membership #: _____
- Member-at-Large transferring to branch/state membership, if national dues are current: State \$10 + Branch \$15 = \$25 \$ _____
- Student Affiliate (Undergraduate level, currently enrolled): Association \$17 + State \$3 + Branch \$8.50 = \$28.50 \$ _____
- Half-year Student Affiliate (submitted January 1-March 15): Association \$8.50 + State \$3 + Branch \$4.25 = \$15.75 \$ _____
- Give-a-Grad-a-Gift Campaign (submitted anytime): Association \$0 + State \$0** + Branch \$15 = \$15.00 \$ _____
- College-University Representative Branch Member: Association \$0* + State \$10 + Branch \$15 = \$25.00 \$ _____
(*Association dues covered by C-U partner dues) (**State dues are waived for membership within Missouri)

Please provide your personal information for inclusion in the Kirkwood-Webster Groves Branch membership directory. This information will help us to know each other and to recognize some of the accomplishments of our members.

Name: _____ Date of Birth: _____

Marital Status: ☐ Single ☐ Married/Partnered (Spouse's name: _____)

Address: _____

(Street)

(City)

Zip Code

Home phone: _____ Cell phone _____ E-Mail Address: _____

Would you prefer receiving your branch and state newsletters via: E-Mail_____, USPS_____, or both_____

☐ Employed F/T ☐ Employed P/T ☐ Retired (Title/Job/Retired from _____)

Company Name/ Address: _____ Work phone: _____

Self-employed: full time ☐ part time ☐ (Business _____) Homemaker ☐ Unemployed ☐

Volunteer at: _____

(organizations)

Degrees Held

Area of Study

College or University

Year

Remarks, AAUW Interests, Awards, Achievements, Hobbies, Interests, Special Skills, Etc. (continue on reverse):

From: Pat Shores and Karen Francis, AAUW MO Public Policy Co-Chairs
Re: Sample Letter to the Editor About the Gender Pay Gap
Sent: January 22, 2017

IT IS TIME TO CLOSE THE GENDER PAY GAP

Where is the justice when two people with equal education in the same area of concentration, employment experience, and enthusiasm for productivity on the job receive unequal compensation due to gender? As unfair as it seems, and though this may sound like a policy from long ago where men earned more than their female counterparts, this scenario is still being played out today in our workforce. Examine the important and lamentable statistics:

- 1) On average, women who work full-time earn about 80 cents for every dollar a full-time male worker earns.
- 2) Over a lifetime (47 years), the total estimated loss of earnings of women compared to men are \$700,000 for a high school graduate, \$1.2 million for a college graduate, and \$2 million for a professional school graduate.
- 3) 40% of households with children include a mother who is either the sole or primary earner for her family.
- 4) Retirement savings and benefits are significantly less due to salary discrepancy.

As a member of the American Association of University Women (AAUW) Missouri branch, we advocate for strong pay equity legislation, regulation, and enforcement to protect employees and assist employers. We also educate the public about this persistent problem and its effect on working families. These efforts are critical elements as we work to close the gender pay gap. Legislation to guarantee and protect pay equity is long overdue.

Karen Francis, AAUW MO Public Policy Co-Chair
Dr. A. Patricia Shores, AAUW MO Public Policy Co-Chair

From: Pat Shores and Karen Francis, AAUW MO Public Policy Co-Chairs

HOW DO YOU FIND YOUR LEGISLATOR'S INFORMATION?

1. Type in "how do I find my legislators in Missouri?" in your browser search area which takes you to <http://www.senate.mo.gov>
2. Select Legislative Lookup at the top of the page
3. Enter your street address and your city
4. You will get a list that includes your Senator's name and district, House of Representative's name and district, your U. S. House District and Congressperson's name, your statewide elected official's names and your US Senator's names
5. After you find your MO representatives, go to their website to get their phone number, email address, and where they stand on pay equity
6. *If you have a problem locating your representatives, call Pat Shores, at 636.938.3958 or email her, at apatriciashores@att.net, and she will be happy to help*

WHAT WILL YOU BE ASKING YOUR REPRESENTATIVE AND SENATOR TO DO?

We want to accomplish two things with these contacts:

1. We want our representatives to know that we want equal pay for equal work for women now.
2. We want our representatives to know that we are members of AAUW and that AAUW can be a trusted source for information on pay equity.

HOW DO YOU ADDRESS YOUR REPRESENTATIVES?

Dear Representative or Senator _____

I live in House District number or Senatorial District number. I want you to support the passage of Pay Equity in Missouri this year because (use one weekly statement below for each week or write or say your own reasons). Please support bill (give the number of the House or Senate bill).

Sincerely,

Your name

American Association of University Women (AAUW) member

Your email address

Your postal address

HERE ARE SUGGESTIONS FOR YOU TO INCLUDE IN YOUR WEEKLY CALL, EMAIL, FAX, OR TWEET TO YOUR REPRESENTATIVE AND SENATOR. USE THESE IDEAS WORD FOR WORD OR COMPOSE YOUR OWN.

WEEK ONE Session started on January 4, 2017

Pay equity and equal opportunity are a matter of simple fairness and economic justice.

Job creation and economic opportunity are critical issues for women, many of whom continue to struggle with economic insecurity and wage discrimination. Despite civil rights laws and advancements in women's economic status, workplace discrimination still persists. The pay gap is real and pervasive and it affects all women.

Since its founding in 1881, the American Association of University Women (AAUW) has been committed to promoting equity for all women. We have been working on pay equity since 1922 and we aren't giving up until women are paid the same salary as men for the same job.

- WEEK TWO** *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
Despite civil rights laws and advancements in women's economic status, workplace discrimination still persists. On average, women who work full-time earn about 80 cents for every dollar a full-time male worker earns. Source: AAUW. (September 2016). *The Fight for Pay Equity: A Federal Road Map*. Over a lifetime (47 years), the total estimated loss of earnings of women compared to men are \$700,000 for a high school graduate, \$1.2 million for a college graduate and \$2 million for a professional school graduate. Source: National Committee on Pay Equity (September 2015). *The Wage Gap Over Time: In Real Dollars, Women See a Continuing Gap*. www.pay-equity.org/info-time.html.
- WEEK THREE** *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
AAUW's report *Graduating to a Pay Gap* found an unexplainable seven percent difference in the earnings of male and female college graduates one year after graduation, even after accounting for many factors including college major, occupation, industry, sector, hours worked, workplace flexibility, experience, educational attainment, enrollment status, GPA, college selectivity, age, race/ethnicity, region, marital status, and motherhood. Source: AAUW. (2012). *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation*. www.aauw.org/files/2013/02/graduating-to-a-pay-gap-the-earnings-of-women-and-men-one-year-after-collage-graduation.pdf. Clearly, the wage gap exists.
- WEEK FOUR** *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
The wage gap persists across all racial and ethnic groups, and it is found in every state. The most recent AAUW report – *The Simple Truth About the Gender Wage Gap* – found that among full-time workers in 2013, Hispanic, American Indian, African American, and Native Hawaiian women had lower median annual earnings compared with non-Hispanic white and Asian American women. Source: AAUW. (2015). *The Simple Truth About the Gender Pay Gap*. www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap. The wage gap was largest for Hispanic and Latina women, who were paid only 54 percent of what white men were paid in 2014.
- WEEK FIVE** *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
The pay gap varies widely when compared by race and ethnicity. Hispanic or Latina women earn 54%; African American women earn 63%; Asian women earn 85%; Native Hawaiian and Other Pacific Islander women earn 60% and American Indian and Alaska Native women earn 58%. Sources: U.S. Census Bureau, Current Population Survey, *Annual Social and Economic Supplements*, Table p-38 and U.S. Census Bureau, *2015 American Community survey 1- Year Estimates*.
- WEEK SIX** *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
Pay inequality isn't just a women's issue, it is a family issue. Recent research has found that 40 percent of households with children include a mother who is either the sole or primary earner for her family. Source: Center of American Progress. (June 2014). *Breadwinning Mothers, Then and Now*. <https://cdn.americanprogress.org/wp-content/uploads/2014/06/Glynn-Breadwinners-report-FINAL.pdf>. Pay equity is not just a matter of fairness, but the key to families making ends meet. Wage discrimination also limits women's choices and has real consequences. It impairs their ability to buy homes and pay for a college education, and limits their total lifetime earnings, thereby reducing their retirement savings and benefits

WEEK SEVEN *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
After controlling for factors known to affect earnings, such as occupation, college major, and hours worked, a 7 percent pay gap persists between male and female college graduates just one year after graduation.” Source: AAUW (2012). *Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation*. www.aauw.org/research/graduating-to-a-pay-gap.

WEEK EIGHT *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
What causes the gender gap? Women and men tend to choose different majors in college and to work in different occupations after college. Women tend to work short hours and require more flexible schedules and women are more likely than men to care for children. Women experience gender bias and discrimination that are likely responsible for a significant pay gap, even after controlling for other factors. Source: *The Simple Truth about the Gender Pay Gap*, Fall 2016 Edition.

WEEK NINE *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
Schedules and parenting. Women are more likely than men to work part time or take time out of the workforce. Employers still prefer “traditional work schedules with long, continuous hours. When it comes to having children, mothers typically are paid less (the motherhood penalty) while fathers are typically paid more (the “fatherhood” bonus).

WEEK TEN *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
The gender pay gap exists in almost every congressional district according to the most recent statistics from the U. S. Census Bureau. Not only do some districts lag far behind, but some states also have large disparities between districts. In Missouri, the range is from 86.8% to 77.3%. Source: AAUW. *The Gender Pay Gap by State and Congressional District*.

WEEK ELEVEN *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
After controlling for factors known to affect earnings, such as occupation, college major, and hours worked, a 7 percent pay gap persists between male and female college graduates just one year after graduation.” Source: AAUW (2012). *Graduating to a Pay Gap: The Earnings of Women and Men One Year After College Graduation*. www.aaus.org/research/graduating-to-a-pay-gap.

WEEK TWELVE *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
Few women ascend to the highest positions of leadership, which means losing out on pay. When women start working in an industry, wages in the industry fall even for men. AAUW and other researchers have found that discrimination and bias are responsible for gender pay gaps of between 6 and 12 percent.

WEEK THIRTEEN *Pay equity and equal opportunity are a matter of simple fairness and economic justice.*
The pay gap involves more than just wages. Employees are less likely to offer health insurance, retirement savings plans, and access to paid leave to women workers. Source: *79 Examples of How Women Are Still Treated Unequally*. AAUW, 2016.

WEEK FOURTEEN

Pay equity and equal opportunity are a matter of simple fairness and economic justice.

The United States ranks 74th out of 145 countries on wage equality but has the second highest gross domestic product. Source: *79 Examples of How Women Are Still Treated Unequally*. AAUW, 2016.

WEEK FIFTEEN

Pay equity and equal opportunity are a matter of simple fairness and economic justice.

At this rate, the gender pay gap will not close for another 136 years. Source: UW analyzed the latest U. S. Census Bureau data to determine how long it will take for the gender pay gap to close. Based on the data, AAUW researchers found that women will have to wait until 2152 for the pay gap to close. Researchers also determined that U. S. women working full-time, year-round the latest pay gap number is not a significantly significant change from last year's 79 cent number, indicating that the gap is closing a glacier pace. Source: *AAUW Washington Update*.

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Pay equity and equal opportunity are a matter of simple fairness and economic justice

Yahoo and Ebay are among the 44 newest companies to sign the White House Equal Pay Pledge on December 7, 2016. President Barak Obama announced the creation of the pledge in June of 2016 and now more than 100 top companies expressing their commitment to closing the gender gap. Source: *The White House Fact Sheet: White House Announces New Commitments for the Equal Pay Pledge*. December 7, 2016.

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