

MAY|JUNE 2019



CURRENTS

PART 1

President's Message Joanne Johnson

This year is quickly drawing to a close. It has been a year of transition for our group. We have changed our major fund raiser from a book sale to a series of smaller events throughout the year. Some have been very successful, others not so much. Your Board and the Funds Committee worked hard to put these events together. I would like to give special recognition to several people for their efforts: Barbra Tecos for all of her movie nights and her management of the bake sales; Kathy Conlan for the wonderful pre-tour party in December as well as director's chat prior to the Thursday night performance of *Arsenic and Old Lace*, last November; to Marge Alff and Mary Ellen Burke for our wonderful Christmas Party at Assumption and for our upcoming annual meeting at Lochmoor on June 8th.

June 8 will be an interesting morning. Our speaker for that event will be Deb Kennedy, our AAUW of Michigan President. The details and title of her talk are listed in this issue along with her biography, so I will say no more here about her, except to urge everyone who can to please attend that event. You may also wish to stop by and view the very interesting and unique item that those who attended the Pewabic event on April 10 created just for our annual meeting.

There are a number of people I wish to thank at this time for making this year move so smoothly. Those people are our co Vice Presidents—Marge Alff, and Mary Ellen Burke, Sandy Stanley, our Secretary, and Judy Florian, our Director of Finance. Thanks also to Vicki Granger, Membership Chair; Marie DeLuca, Public Policy Chair; Rhea Carey, Bylaws Chair; Carolyn Barth, Funds Chair; Bonnie Woods, Interest Group Chair; Barb Tecos, our baker, movie night and bake sale organizer, and Antoinette Gurney, our Website chair. Please accept my thanks for all your hard work. Please accept my apologies in advance if there is anyone that I have missed.

AAUWGP Annual Meeting

June 8, 2019

10:00 AM at Lochmoor Club



Guest Speaker

Deb Kennedy, President, AAUW Michigan
Presentation: **AAUW: Focus, Relevance, Impact**

We are pleased to have Deb Kennedy, President of AAUW Michigan, as our guest speaker at our annual meeting. Deb will speak about AAUW strategy, gender equity and how AAUWMI has worked with and supports branches.

Deb Kennedy is a native of northern Michigan. She has a psychology/sociology degree from Central Michigan University.

While serving three years on the local Board of Education, Deb was recruited, campaigned and elected to the Michigan House of Representatives. She was proud to host AAUW and other groups for Pay Equity Day at the Capitol. Pay equity and salary negotiation training are at the top of her vision for AAUW of Michigan. She is currently working with AAUW and the Governor's office to develop a State-wide pay equity initiative.

An avid activist, Deb's volunteer community service has included neighborhood and women's organizations, church, environmental, and educational involvements. Joining AAUW in 2008, she served Wyandotte-Downriver, Michigan branch in various roles including President for five years. She is currently a member of AAUW Big Rapids.

Prior to being elected AAUW of Michigan's President-elect in 2017, Deb was state board Secretary and Membership Vice President. Her AAUW experiences and her entrepreneurship, political activism and community involvement led to her appointment on AAUW's national membership committee in 2018.

A feminist from birth, Deb is committed and passionate about AAUW's mission. Deb's strength lies in recruiting, engaging and empowering others through passion and talent identification, education and enlightenment. She loves supporting AAUWMI branches in fulfilling our mission in local communities.

A graphic with the words "THANK YOU" in a bold, blue, sans-serif font. The text is arched over a blue, wavy line that resembles a stylized ribbon or a wave.



PUBLIC POLICY – SPRING 2019

Marie DeLuca

There is still no word about the final decision of the Title IX changes by the Department of Education. Thank you to all who made their voices heard about the attack on Title IX.

I hope you all had a chance to read and vote on the 2019-2021 AAUW Public Policy Priorities. As always, AAUW's mission is to advance gender equity for women and girls through research, education and advocacy. To accomplish this, AAUW builds on responsible public participation and the priority to provide a basis for AAUW member's action at the local, state, national and international levels.

At the forefront of priorities is the Fight for Pay Equity. In 2017, the median annual earnings in the US for men and women, working full time year around, were \$52,146 for men, compared to \$41,977 for women. The Paycheck Fairness Act passed the House of Representatives with bipartisan support. Thank you for phoning your state representative to have your voice heard. The bill went to the Senate.

The Paycheck Fairness Act will protect workers by updating and strengthening the Equal Pay act of 1963. The gender gap exists across all demographics. It tends to be higher for women of color. District 14, represented by Congresswoman Brenda Lawrence, is 3rd highest disparity in the state. In 2017 men earned \$51,512 and women earned \$41,601, with an earnings ratio of 80.8%.

The Work Smart Program is designed to help women negotiate for a new job, a raise, and/or promotion. The two-hour workshop focuses on negotiation style through facilitated discussion and role-play. AAUW also works with many city governments to offer AAUW Work Smart workshops in their communities. There was a workshop available in Michigan on April 9 at Bay College West in Iron Mountain. This was a closed workshop, not opened to the public. I was unable to find any other workshops in Michigan as of this writing. The Work Smart Program is

always available on line. There are also opportunities to facilitate a Workshop. To become a Facilitator, follow these steps.

1. Take the Work Smart on line.
2. Register for a training course on line.
3. Once you are a Facilitator, complete an on line refresher every year.

AAUW has partnered with TRI Delta to offer AAUW Start Smart workshops to their chapter members. Contact AAUW to partner with AAUW Start Smart.



AAUW MEMBERSHIP FOR 2019-2020

Vicki Granger

Membership Renewal Information

National, state, and branch dues remain the same for 2019-2020.

National Dues are \$49, State Dues are \$12, Branch Dues are \$15 – Total \$76.

Each member will receive a pre-printed form at the June 8 Annual Meeting, and you can make payment at that time via check. Those unable to attend the meeting will receive the membership renewal form via mail.

Contributions to Branch vs. National

As we prepare for our annual membership dues renewal process, we thought it would be helpful to inform our members of the differences between contributing to our local AAUWGP branch vs. National AAUW. Judy Florian, Director of Finance, prepared the following:

Contributions sent directly to our branch are used to support:

- **Local scholarships:** Scholarships for post-secondary education study at Macomb Community College or other schools/organizations as designated by the AAUWGP Funds Committee.
- **STEM Project:** Projects by our STEM Dynamic Girlz Team at Defer Elementary School, including summer camps and competitions.

Contributions sent directly to AAUW National do not come back to the branch but stay at the National level and are used for one of the following purposes.

- **AAUW Greatest Needs Fund:** Allows AAUW the flexibility to respond rapidly to new and emerging challenges facing women and girls and to utilize your gift where it's needed most. This fund ensures the strength, relevance, and viability of AAUW into the future.
- **Education and Training Fund:** Addresses the barriers and implicit biases that hinder the advancement of women by championing equal access to education and ensuring that education at every level is free from sex discrimination.
- **Economic Security Fund:** Ensures livelihoods for women through achieving pay equity for women, providing training in salary negotiation, and deepening women's retirement security and quality of life.
- **Leadership Fund:** Supports the effort to close the gender gap in leadership opportunities by bolstering the participation of and increasing the number of girls and women in leadership roles, particularly in education and nonprofit organizations.
- **Legal Advocacy Fund:** Works to challenge sex discrimination in higher education and the workplace. Our resources range from community outreach programs to backing of major legal cases.

Data Change? Let Us Know!

It is extremely important we have accurate contact information for each member for national, state, and of course, our own local purposes.

If you have had a change in address, phone number, or email, please contact me ASAP with the corrected information. This information will be printed on your renewal form, and of course appears in the branch directory.

grangergpw@aol.com

313.460.5250



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63RD SESSION - UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

Mary Ellen Burke

Economic Security, Women and Work: Global Solutions for Equity

Sponsored by American Association of University Women (AAUW)

Kimberly Churches, Chief Executive Officer of AAUW, began the panel discussion. AAUW is providing accountability through metrics and is tracking data that affects change. Laws do not guarantee change. The Equal Pay Act of 1963 is stagnated. The gender gap still exists. Women earn only \$.80 to men's \$1.00. In the AAUW Gender Equity game plan, facts matter, and research is important. Currently, student debt is also higher for women. In 2019, parents were funding more boys' education over girls. The AAUW has a three-pronged approach: policy (laws), employers (practices), and employees (train women in negotiation skills). Women negotiate less than men. Women need to create men allies. The current online salary negotiation program, Work Smart (www.salary.aauw.org) has four key components: know your value, know how to target salary and benefits, know your strategy, and practice, practice, practice. Women need to work on economic security for their families, which includes both boys and girls.

Estelle Kone, Ph.D., Vice President, Controllers Modeling, at Goldman Sachs had clear advice concerning gender equality. Girls should choose to take more mathematics courses in high school. Women should surround themselves with a good network. Women should make their goals known in their company.

Mabel Abraham, Ph.D., Assistant Professor of Management, at Columbia University discussed the gender bias issues prevalent in all social classes. In her research she discovered that men have fewer barriers to entrepreneurship than women due to patriarchy. In the hiring process,

evaluation systems are not effective. Quality is hard to access and there is much ambiguity in analytical skills. When a hiring manager is uncertain, usually a man is hired. There are double standards, and women who excel usually get evaluated as less. A woman has to be a super star in order to get recognition for her success. Women need to overcome these obstacles by networking. They usually do not find a high-power network but choose peers and family. They need to develop the right contacts for business advice and funding. Women need resources. They need to create business relationships.

Carmen Sebro, MBA, Senior Associate Brand Manager for M & M, Mars Inc. spoke about her company's commitment to gender equity. Mars, Inc. is a worldwide, private, family owned business, with 100,000 employees. Their company is involved in manufacturing, the supply chain, STEM, and marketing. Currently there are gender gaps, so Mars is taking a long-term approach to change this. They have partnered with the Geena Davis Institute on Gender in the Media. Their current plan is to attract, develop, advance and retain their employees. This includes the Launch—mentorship and opportunity. Next follows Mid-Career Marathon, which includes balancing caregiving responsibilities. Finally, Executive Transition is to provide more support for leadership. Mars Inc. goals for the future are focused on creating gender equity in their company. They want to add three women to their Board, changing their culture. They are offering and expect men to take paternity leave. They are creating women centered groups to help women. Finally, they believe it is important to show children there are gender equity issues that need to be solved for the benefit of both men and women.

WOMEN TO WOMEN

Our April 8, 2019, program, ***WOMEN TO WOMEN***, was an excellent event!! There were twenty-one guests in attendance; thirteen of them are AAUW members. President, Joanne Johnson, opened the evening with an overview of AAUW and an invitation to all guests to become AAUW members. Vice President, Mary Ellen Burke, introduced each of the presenters who then gave an overview of her organization.

Represented were: Days for Girls by Sandra Mengel and Mary Garlo

Mission: To make and provide sanitary products to girls in third world countries.

HUG – Positive Images by Miaska Kenyatta

Mission: To provide housing and programming for women who are recovering addicts and their children

Vista Maria by Angela Offenburg

Mission: To provide support to children under 18 who are caught in human trafficking and victimization

Each presentation was well received. Each organization is doing work that is vital and important for women and children



Vicki Granger recently caught up with De La Salle alums (L-R) Mark Cracchiolo, Greg DeMars and Peter Cracchiolo Jr. (Photo by Kevin Fitzhenry/DLS)

VICKI GRANGER TO MAKE HISTORY AS THE FIRST FEMALE HONOREE AT DE LA SALLE'S CHRISTIAN BROTHER'S AWARDS DINNER

CONGRATULATIONS to AAUW member, Vicki Granger, as she prepares to receive the **John C. Monigold Award** on **May 16** at the **38th annual Christian Brothers' Awards Dinner** given by **De La Salle Collegiate**.

Each year, the John C. Monigold Award is given to **ONE** person who has served De La Salle and the Lasallian mission of the Brothers of the Christian Schools. Vicki is the **first woman** to be honored since the dinner began in 1982.

Vicki has worked at De La Salle for 36 years beginning as a teacher of Advanced Placement English and English Composition. She also taught Journalism and was faculty moderator of the Co-Pilot student newspaper, and the school's chapter of the National Honor Society as well as coordinator of Academic Affairs.

We, perhaps, know her better for her involvement in our AAUW branch and our community. Vicki has been a member of our branch since 1996. She has held the position of president three times, served as VP of membership, VP of Program along with membership for two years and edited CURRENTS for several years. Twice she was the Education Fund honoree.

Vicki has been on the Grosse Pointe Woods City Council since 1997, serving on several committees and chairing a couple of them.

She has been a member of the League of Women Voters since 1996, serving on the board for much of that time. She is a member of The Soroptimists, the chair of the Grosse Pointe Chapter of Dining for Women and has been on the Board of Friends of the Library for the last nine years where she has served as president, vice-president, treasurer, and is currently secretary.

In January, 2018, Vicki was named Pointer of Distinction by GP Chamber of Commerce for her various involvements in the community.

On April 16th, 2019 Vicki was given a proclamation from the City of Grosse Pointe Shores honoring her for her involvement in the Grosse Pointes and recognizing her receiving the John C. Monigold Award. Watch for an upcoming article in the Grosse Pointe News featuring Vicki.

SUMMARY OF AAUW BOARD MINUTES – 3/18/19

Sandy Stanley

We have a net profit so far of \$3,565 from our fundraising activities to date (gross income \$5,146-expenses \$1,251). The bake sales have been the most successful, but also require more effort from our members.

The state of Michigan annual meeting will be conducted via electronic media on Saturday, May 4th. Registration is at 9:30 am and the meeting begins at 10. We have 3 delegates: Mary Ellen, Judy and Joanne. Joanne is attending the regional meeting on March 21. Women's Equality Day is being scheduled for some time in August. It will be conducted in conjunction with League of Women's Voters. No date set yet.

We decided to consider applying for 501c(3) status. Judy will research the possibilities and we will discuss her findings and make a decision at our next meeting on Monday, May 6th at 1:00 at Mary Ellen Burke's house.