



American Association of University Women



Gig Harbor Branch

NOVEMBER -
DECEMBER 2017

WEBSITE

<http://gigharbor-wa.aauw.net/>

Gig Harbor Executive Board

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Barbara Schmit
253-549-0814

Past President

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253-509-0781

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253-213-9573

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Finance VP

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Secretary

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Scholarships

Liz Svigals
253-530-3456

Tech Trek/STEM

Claudia Thompson
253-514-6017

Public Policy

Karen Drum
253-983-9114

Newsletter Editor

Martha Shellenberger
253-851-7464
marthashellen
@comcast.net

AAUW Gig Harbor Branch Meeting MEET THE FABULOUS TECH TREK CAMPERS

Saturday, November 18, 2017 10:00 a.m.

NOTE CHANGE of LOCATION!

Henderson Bay High School
8402 Skansie Avenue
Gig Harbor, WA 98332

(on Skansie between the Boys and Girls Club and Century Tel)



Guaranteed to be uplifting and inspiring, you will not want to miss this one!

Come to meet our Gig Harbor Tech Trek 2017 campers. You will see and hear all about the camp and how this experience, supported by our Branch, changed the thinking and future planning of these young women.

Upcoming Events-Mark your Calendar!

November 4, 2017-8:00-10:00 am-Flapjack Fundraiser, Applebees' Restaurant 4827 Pt. Fosdick Dr. NW, Gig Harbor

December 9, 2017-11:30 am-Pre-Pageant Luncheon, Il Lucano Restaurant, 3119 Judson St, Gig Harbor; 2:00 pm-The Best Christmas Pageant Ever, Paradise Theater, 3114 Judson St., Gig Harbor.

January 20, 2018 10:00 am-Branch Meeting, Peninsula Library

January 29, 2018 8:30 am-Lobby Day in Olympia

April 27-29, 2018-State Convention, Spokane (Davenport Hotel)



Gig Harbor Branch-Presidents' Message

Presidents' message

AAUW's Mission: Advancing equity for women and girls through advocacy, education, philanthropy, and research.

The American Association of University Women (AAUW) is the nation's leading voice promoting equity and education for women and girls. Since our founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political. Highlights of several issues currently being addressed by AAUW follow.

There has been much news lately about sexual harassment. AAUW has been actively working to prevent sexual harassment for many years by helping to educate women and girls about sexual harassment and by supporting Legal Advocacy cases involving sexual harassment.



Barb Schmit & Julie Buffington, Co-Presidents
Photo By: Martha Shellenberger 2017

Know Your Rights: Workplace Sexual Harassment



Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964. Very generally, "sexual harassment" describes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Title VII is a federal law that prohibits discrimination in employment on the basis of sex, race, color, national origin, and religion, and it applies to employers with 15 or more

employees, including federal, state, and local governments.

Even with Title VII's protections, many people across the country still face sexual harassment in their workplaces. This page (see URL below) offers basic information about sexual harassment and guidelines for next steps if you believe you may be experiencing sexual harassment at work.

Articles

Protecting Women's Rights at Work Is Harder than We Hoped

Federal Court Rules on AAUW-Supported Sexual Harassment Case: *Harris v. Mayor and City Council of Baltimore*

Two Good Rulings from the Court

Other Materials

Finding Legal Help

LAF Case: *Lisa Simpson, et al. v. University of Colorado*

LAF Case: *Sokol v. St. Louis Community College*

The above statements were adapted from the AAUW National website. For additional information, see <http://www.aauw.org/what-we-do/legal-resources/know-your-rights-at-work/workplace-sexual-harassment/>

Julie and Barb

IN CASE YOU MISSED IT



Colleen Speer, Executive Director
Communities in Schools
Photo: Martha Shellenberger 2017

At the October Branch meeting, October 21, 2017, Colleen Speer, informed us about her organization, Communities in Schools (CSI). Community in Schools is a national organization located in twenty-five (25) states and Washington D.C. CIS has twelve (12) affiliates in Washington state, four (4) are in Pierce County, and one (1) is in the Peninsula School District. Although they are not part of the school district, ninety (90) percent of Community in Schools Peninsula (CSIP) staff work in school district buildings. They are an independent 501c3 charitable organization.

CSIPs mission is to surround students with a community of support, empowering them to stay in school and achieve in life. They provide a one-on-one relationship with a caring adult to provide positive role models, offer encouragement and create expectations for success. They place a site coordinator in a school to assess needs, make a plan, and coordinate intensive interventions for the kids most at risk for dropping out, along with

services geared to the entire school. The site coordinator works with local community service partners, such as social service agencies, businesses, health care providers and volunteers to connect students with needed resources.

Their focus has been primarily on the Key Peninsula where they provide mentors, reading and math tutors and other resources. In 2016 they served over 3600 students.

What sets Communities In Schools apart is the way they coordinate a comprehensive range of services to support all the needs of these students—academic and non-academic—so they come to school ready to learn.

Proven Effective

Locally, CSIP tracks outcomes against rigorous total quality standards. Nationally, independent studies confirm that Communities In Schools offers a cost-effective, evidence-based model for dropout prevention.

An economic impact study found that for every \$1 invested in Communities In Schools, \$11.60 comes back to the community. A five-year evaluation showed that of all organizations working toward student achievement, only Communities In Schools is proven to decrease dropout rates AND boost on-time graduation rates.

To volunteer or learn how you can help go to: www.peninsula.ciswa.org



Gig Harbor Branch-Announcements

Newsletter Deadline: December 20, 2017 for the January 2018 newsletter. Please send your articles and pictures by the deadline to marthashellen@comcast.net. Remember to include last names, locations, dates and times for the information you send.



Member Directory Changes and Additions

New address & phone: Catherine Sleavin
5340 N Bristol Street
Tacoma, WA 98407
(253) 756-6208

New address: Phyllis Davis
University House #318
22975 SE Black Nugget Road
Issaquah, WA 98029

2017-2018 MEMBER DIRECTORIES

New Member Directories were distributed at Interest Group meetings in September. Contact Nancy Williams at nkw1012@earthlink.net or 253-779-4666 if you did not receive your directory.

Happy Birthday to members celebrating November/December birthdays.

Julie Buffington	11-03	Carla Seaquist	12-01
Mary Lou Panks	11-06	Betty Matthias	12-04
Marlene Buffington	11-12	Kimberly Myers	12-07
Phyllis Davis	11-14	Gloria Steel	12-10
Karen Drum	11-14	Maren K. Johnson	12-17
Patricia Gwin	11-17	Kathleen Larson	12-19
Patty Nelson	11-17	Lois Hartwig	12-28
Linda Schmitt Strand	11-17		
Shirley Dearth	11-20		
Wendy Cushner	11-23		
Mary Lou Zimmer	11-25		



Happy Thanksgiving

AAUW GH Calendar November 2017

Board Meetings are held on the second Wednesday of the month from 2:30 – 4:30 pm in the meeting room of Cutters Point Coffee in the Fred Meyer shopping center in Gig Harbor. The next meeting is scheduled for **November 8, 2017**.

Bon Appetit-November 21, 2017. 6:00 p.m. SAGE hosts THYME at Sue's house, co-host Patricia. PARSLEY hosts ROSEMARY at Karen A's house, co-host Rose. Call Sue Engen 253-265-1677 to join the group and for additional information.

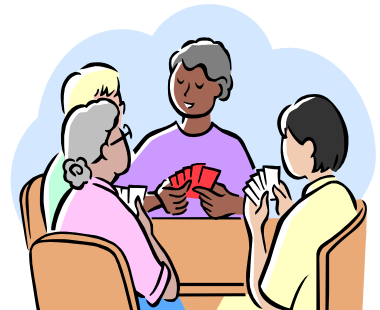


Evening Book Group-Monday, Nov. 27th at the Peninsula Library. 7:00 pm Refreshments & Meeting Time. Our book selection for November is *The Wright Brothers* by David McCullough. Julie Buffington will lead the discussion. Marlene Buffington and Diane Edison will provide refreshments. **We will not be able to get into the room until 6:45 this month due to another group which has the room reserved until that time.** For more information please phone Sue Hines, 253-761-5080 or Salli Montgomery, 253-857-8057.

Who Done It (Mystery Book Group) meets the second Tuesday of the month at 10:30 a.m. In November we will read the author **Ann Cleeves**. For further information call Carol Robinson 253-265-6141.

Bridge-Day—We meet on the **third Tuesday of each month** in a member's home for an afternoon of bridge. Please call Barb Schmit 253-549-0814 for more information.

Bridge-Evening— We meet on the **4th (or last) Thursday evening** of the month, 6:30 p.m., outside the Garden Room in the restaurant area at St. Anthony's Hospital (lower level). Please call or e-mail Mary Williams, 253-213-9573 or melwest10@comcast.net, if you would like to join us.



Lunch Bunch—The Lunch Bunch meets at **12:30pm every second**

Wednesday of the month. Harvester Restaurant, 5601 Soundview Dr., Gig Harbor 98335. Everyone is invited. No need to call ahead.



Catch a Movie-In an effort to find a date that doesn't conflict with other Interest Groups, we will meet on **the first Monday or Tuesday of the month, depending on the movies showing at the two theaters. We will meet November 6th or 7th**, in Tacoma, and will attend a movie at the Grand Theater or the Cinemark Theater at Point Ruston. Call or email Martha Shellenberger if you are interested, 253-851-7464 or marthashellen@comcast.net

Genealogy-If you are interested in your family history and would like to work with other GH Branch members, call or email Karen Anderson 253-509-0781 or karena@u.arizona.edu.



AAUW GH Calendar December 2017

Board Meetings are held on the second Wednesday of the month from 2:30 – 4:30 pm in the meeting room of Cutters Point Coffee in the Fred Meyer shopping center in Gig Harbor. The next meeting is scheduled for **December 13, 2017**.

Bon Appetit-December 19, 2017. 6:00 p.m. ROSEMARY hosts PARSLEY and SAGE at Barb Schmit's house, co-host THYME. Call Sue Engen, 253) 265-1677 to join the group and for additional information.



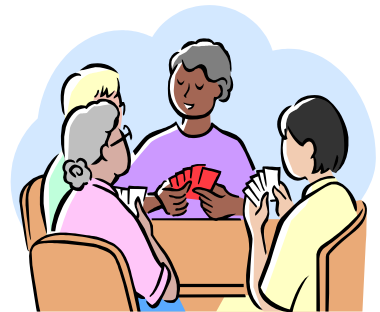
(Evening Book Group Xmas Potluck-Monday, Dec. 11th 5:00 p.m. at Julie Buffington's house, 502 S. Sheridan Avenue, Tacoma, WA 98405. Bring a dish to share and a gently used, gift-wrapped book that we have not discussed as a group for our gift exchange. For more information please phone Sue Hines, 253-761-5080 or Salli Montgomery, 253-857-8057.

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Catch a Movie-We will not meet in December and will resume **January 2nd**. We will attend a movie at either the Grand Theater or the Cinemark Theater at Point Ruston. Call or email Martha Shellenberger if you are interested, 253-851-7464 or marthashellen@comcast.net

Genealogy-If you are interested in your family history and would like to work with other GH Branch members, call or email Karen Anderson 253-509-0781 or karena@u.arizona.edu.

Annual Holiday Gathering-Join your AAUW friends **Saturday, December 9th, 2:00 p.m.**, at the Paradise Theater, 3114 Judson St., Gig Harbor 98335 (near the Post Office) to see The Best Christmas Pageant Ever! **A pre-theater party is planned at 11:30 a.m.** at Il Lucano Ristorante, 3119 Judson St. Gig Harbor. Adult ticket prices are \$15-\$22; Senior ticket prices are \$13-\$20. Contact Mary Williams 253-509-0524 or 253-213-9573 or by email at melwest10@comcast.net if you would like to join the group.



Gig Harbor Branch-Public Policy

Submitted by Karen Drum

Equal Pay Victories in 2017

In 2017 a whopping 42 states, plus Puerto Rico and Washington, D.C., offered legislative solutions to the gender pay gap. While not all of these bills passed, this growing activity shows that **red, blue, and purple states realize that the pay gap is real** and that something needs to be done about it.

In 2017, California, Colorado, Delaware, Nevada, Oregon, and Puerto Rico enacted legislation designed to close the gender pay gap through various strategies. California, Delaware, Oregon, and Puerto Rico passed bills to prohibit employers from using a job applicant's salary history during the hiring process. Dozens of other states introduced (though did not pass) similar legislation, and Gov. Andrew Cuomo (D-NY) issued a statewide executive order addressing the issue for state government employees in New York.

Employers asking applicants about past wages can have major repercussions on future pay: Relying on salary history to set future salary assumes that prior pay was fairly established in the first place. But **for a worker who was underpaid (and thus lost wages) at her last job, using that salary to determine her next paycheck only sustains that pay gap**. Questions about salary history can therefore inadvertently introduce bias and discrimination into the recruitment process of a company earnestly trying to avoid it. The work of states to curtail this practice will go a long way in our fight for pay equity.

Another way **lawmakers can level the playing field is by ensuring that employees have access to information to identify if they are being paid unfairly**. Many states already protect workers who inquire about or share their salary information, but this year Colorado, Nevada, and Puerto Rico enacted or expanded those protections.

Two states also expanded the remedies available to victims of discrimination. New laws in Oregon and Puerto Rico increase penalties or damages to help wronged employees. Three states passed laws designed to stop pay discrimination before it starts and encourage good employer practices. The Oregon law clarifies what reasons employers may use for paying workers differently and allows employers who are undertaking a valid equal pay assessment to avoid paying damages in a wage discrimination case. Nevada enacted an employer certification program that incentivizes businesses to examine and, if necessary, correct their pay practices. Finally, Delaware created the Office of Women's Advancement and Advocacy to work on issues of pay inequality.

Until a federal law like the Paycheck Fairness Act is passed, each state will continue operating under antiquated regulations and piecemeal laws to combat unequal pay.

Four States Halted Progress

Despite some exciting wins, the governors of four states vetoed bills that their legislatures had approved, halting equal pay progress.

Gov. Bruce Rauner (R-IL) vetoed an equal pay bill in Illinois, which was sponsored by AAUW member Rep. Anna Moeller (D). AAUW of Illinois and coalition partners are engaging in a campaign to encourage their legislators to override the governor's veto during the special session in late October.

Govs. Paul LePage (R-ME) and Chris Christie (R-NJ) also vetoed equal pay bills in Maine and New Jersey, respectively. This marks the second year in a row that Christie took a red pen to an equal pay bill that elected officials deemed necessary. And in Nevada, Gov. Brian Sandoval (R) vetoed a popular bill that was the most comprehensive equal pay legislation proposed during the 2017 Nevada session.

While we would have loved to celebrate victories in every state, we're heartened to see that **equal pay is clearly on the minds of elected officials and their constituents**. We anticipate passing exciting legislative solutions to the gender pay gap in the years ahead, led by the hard work of AAUW advocates across the country.

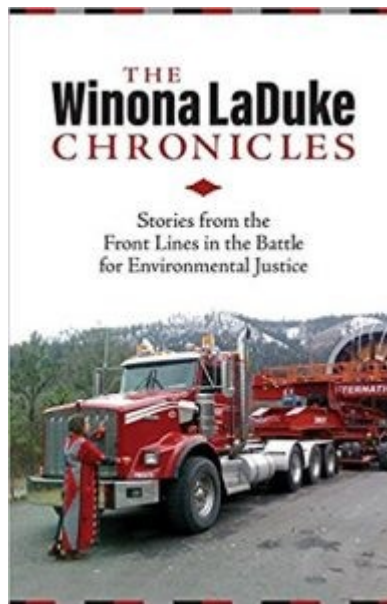


AAUW's ¡Adelante! Book Recommendations

¡Adelante! books help to open dialogues on women, diversity, and change.

AAUW's ¡Adelante! Books for November and December 2017
¡Adelante! books help to open dialogues on women, diversity, and change.

November 2017 Native American Heritage Month



The Winona LaDuke Chronicles: Stories from the Front Lines in the Battle for Environmental Justice
Winona LaDuke ([@WinonaLaduke](#))

Chronicles is a collection of timely, persuasive, and inspiring stories of indigenous communities from the Canadian subarctic to the heart of the Navajo Nation. It is a collective account of Winona LaDuke's personal journey to recovery, beginning with her home burning down in 2008. It is also a story of strength and resilience — not just LaDuke's own, but that of all tribal and First Nations communities in the North American first world who struggle just to survive.

Recommended by Peggy Woods-Clark, AAUW National Member

Available in print and Kindle formats

You can register for a free webinar discussion of this book on November 9 at

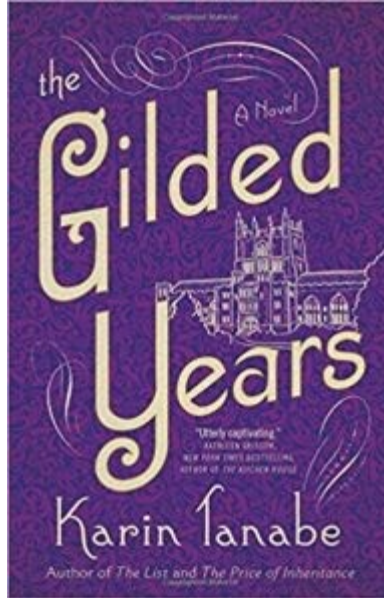
<http://www.aauw.org/event/2017/11/adelante-winona-laduke/>



AAUW's ¡Adelante! Book Recommendations

¡Adelante! books help to open dialogues on women, diversity, and change.

December 2017



The Gilded Years: A Novel

Karin Tanabe ([@karintanabe](https://twitter.com/karintanabe))

From an early age Anita Hemmings longed to attend Vassar College. But she is hiding a secret, and it's one that may compromise her dream: She is African-American. With her light skin, Anita succeeds in passing as white and matriculating at Vassar, where she finds herself living with Lottie Taylor, the daughter of one of New York's most prominent families. Pulling a reclusive Anita out of her shell, Lottie inadvertently puts her friend's greatest secret at risk. A fictionalized account of the life of the first African American woman to graduate from Vassar College, ***The Gilded Years*** is a moving story of how one woman risked it all for the chance at a better life.

Recommended by Debra DeBose, AAUW Birmingham (MI) Branch

Available in print, Kindle, Nook, and audiobook formats

AAUW Newsletter
Gig Harbor Branch
P.O. Box 2705
Gig Harbor, WA 98335

Address Service Requested

Dated Material

AAUW DIVERSITY STATEMENT: In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.

Show your thanks by supporting the following businesses that help support the newsletter and member directory:

Bella Kitchen and Home
Uptown & Downtown GH

Morso
Eat and drink at the head of the bay

Nice Girl Jewelry

