



American Association of University Women

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

Fargo-Moorhead (F-M) Branch

President's Comments

Happy Spring!

This will be a busy month for us.

April 10th is Equal Pay Day!

When we compare the salaries of women and men who work full time, year-round in all career fields, women's median earnings are *only 80% of men's median earnings*. This means that women need to work until April 10th, an extra 100 days, before they catch up with what men made in 2017. These numbers are worse when you break them down by race and ethnicity.

In response to that, we usually request that the local mayors sign an Equal Pay Day Proclamation. This year, Susan Helgeland took the task a step further and invited the mayors to speak at our meeting. Two of them will be in Washington DC on April 10th, so we moved our meeting to fit their schedules.

I am excited to announce that the mayors will be discussing pay equity followed by Q&A on **Tuesday, April 3rd**. The meeting will be 5-8pm at the Biltmore on Main and dinner is now only \$15. The first 5 students to RSVP will get a reduced price of \$5. Please RSVP to farmoor.aauw@gmail.com by March 11th.

Our next book club meeting is April 23rd at the Moorhead Public Library at 7PM. This month's book is *My Life on the Road*, by Gloria Steinem.

We also have both ND & MN state conventions this month. North Dakota's will be April 13-14 in Jamestown, while Minnesota's will be April 27-28 in Faribault. See page 13 of the newsletter for details & registration info. I will be driving to the April 14th ND meeting if anyone wants to carpool. I cannot attend MN this year, but Kathleen Nelson will be there.

Alexa Ducioame
President

April Program

Pay Equity Panel with FM Area Mayors



Chad Olson, Mayor of Dilworth

Olson was a high school social studies teacher and small-business owner before he was elected mayor at age 35. He had served as a City Council member prior to his election.

Del Rae Williams, Mayor of Moorhead

Williams is a retired CPA who spent her career in public accounting and active in a number of local organizations before becoming the first female mayor in Moorhead, MN.

Tim Mahoney, Mayor of Fargo

Mahoney is a general and vascular surgeon at Internal Medicine Associates in Fargo and Lake Region Healthcare in Fergus Falls, MN. He served as a Fargo City Commissioner for ten years prior to being elected mayor.

Rich Mattern, Mayor of West Fargo (Unable to attend)

Mattern spent most of his career in broadcasting or print journalism at KXJB-TV and NDSU. He chaired the Fargo-Moorhead Metropolitan Council of Governments and was a member of the Greater Fargo-Moorhead Economic Development Corporation.



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F-M AAUW Affiliate Business Agenda

April 3rd 2018 – 6:30 to 7:00 PM
Biltmore on Main

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

Call to Order and Welcome: President Alexa Ducioame

Approval of Agenda (additions, deletions, changes)

President's Comments: State conventions are coming up this month. MN registration deadline has passed; ND early bird is due by this Friday the 6th.

Approval of May Minutes: Secretary Amanda Savitt (as printed)

Financial Report: Finance Officer Liz Cambron (as printed)

Continuing Business:

Strategic Plan

Nominating Committee-Announce nominations

New Business:

ND Ethics Commission

Membership: Kathleen Nelson

Public Policy: Sandy Sidler

Fundraising: Liz Cambron

Pay Equity: Evelyn Quigley

Announcements:

Book Club & Meet a Member, Sara Lindberg

MSUM AAUW Open House April 6th 10:30-noon at the Faculty Development Center

Adjourn.

AAUW Affiliate Meeting Minutes

AAUW Affiliate Meeting Minutes March 12, 2018

Business Meeting

Present: 15 members, guests, speaker

President Alexa Ducioame welcomed all and the mission statement was read.

The agenda was approved.

The April meeting has been moved to April 3 so that all the mayors can attend.

The minutes of the February meeting were approved as printed.

Finance Officer Liz Cambron was not present.

Continuing business:

Strategic Plan: Surveys are available in hard copy and as a link in the newsletter. The surveys will be used to understand the membership's priorities for development of the strategic plan.

Nominating committee: The committee is still seeking a president-elect, a membership chair for North Dakota, and a used book sale chair.

St. Patrick's Day Parade: AAUW members who want to participate in the parade can email Liz Cambron. She will provide a meeting place and time.

New Business:

MSUM AAUW Open House: On Friday April 6, from 10:30 to noon, the affiliate has been invited to participate in the open house to encourage MSUM students to consider membership.

Ethics Committee and Public Policy: Public policy chair Sandy Sidler presented the public policy report and a report on the proposed ethics commission. North Dakotans for Public Integrity are putting together an initiative to go on the ballot for the fall to develop an ethics committee for North Dakota. LLWV of the Red River Valley had a presentation about the initiative. The organization is waiting to hear back from the Secretary of State to see if signatures can begin to be collected. National AAUW has told us that once the language has been confirmed our affiliate will likely be allowed to collect petitions. California governor Jerry Brown has signed legislation to automatically register voters, which will add approximately 200,000 voters to the rolls.

Membership chair Kathleen Nelson was not present, but AAUW brochures are now available to go to the universities.

Pay Equity chair Evelyn Quigley presented the pay equity report. The April event with the mayors will be a good opportunity for press. Everyone is encouraged to get the word out. The chair of North Dakota AAUW has submitted a proclamation to the governor's office for his signature. Evelyn will contact the chair of the North Dakota Commission on the Status of Women to encourage them to take action. Evelyn has continued to work with Kathleen, and there are now three university memberships. Tri-College may be able to put on the Start Smart event.

Book club: *Hidden Figures* is the book for this month, about women who were working at the precursor to NASA. Book club will be at Moorhead Public Library last Monday of the month.

Verlaine announced national bylaw changes. The first proposed change is staggered terms for members of the national board. Second, there is a proposed change to a 15-member board, and 5 members can be non-AAUW members. Finally, proposed changes to the membership requirement would remove the degree requirement. These are the same initiatives that were voted on last year. There is a comment period open until the end of March regarding the potential changes.

Dana at MSUM emailed Alexa regarding Title IX events. There is a Women's History Film Festival March 20-22 at MSUM. A film about Patsy Bank, the "mother of Title IX" will be shown on April 3 from 4-6. Both are at the Center for Business at MSUM.

Pat asked about dates for state board meetings. The North Dakota meeting will be April 13-14, and the Minnesota meeting will be April 27-28.

Alexa has been awarded ASCE award and will be honored in Washington DC this week.

The meeting was adjourned.



Program

Program: Title IX Coordinator's Perspective, Ashley Atteberry, MSUM Title IX Coordinator

Ms. Atteberry began her presentation with a brief history of Title IX. In 1963, Congresswoman Edith Green made sure women were included in the Equal Pay Act, but only hourly wage workers were included. In 1964, Title XII was passed. In 1971, Congress approved an amendment that included Title IX. This passed the Senate in 1972, and compliance with Title IX was anticipated by 1978. Intentional violations of Title IX were illegal, and lawsuits, including *Cohen v. Brown University*, were brought regarding discrimination in athletics. In 1996 and 1998 clarification letters were issued, and in 2001 guidance on sexual harassment was revised.

At colleges, Title IX is maintained through self-regulation. On campus, colleges must respond promptly and effectively, and they are not excused from pursuing action even when criminal investigations are taking place. Colleges must have Title IX policies in place, and must have at least one employee responsible for coordinating compliance.

The role of Title IX Coordinator at colleges includes: creating and implementing policies and procedures; ensuring a timely investigation resolution process; tracking patterns, preventing incidents, recurrence; surveying campus community members, assessing campus climate; providing training for rights and obligations under Title IX for employees and students; and providing specific assistance to: admissions, scholarships, athletics, pregnant and parenting students, single sex classes or extracurricular activities.

At MSUM, Ms. Atteberry is the chair for the gender equity in athletics committee, the co-chair of the president's sexual violence prevention committee, and the designated officer for the sexual harassment and sexual violence resolution procedure. MSUM also participates in a program called Personal Empowerment Through Self Awareness.

With respect to the current political climate, during the Obama Administration, Dear Colleague Letters were issued, and laws like the Violence Against Women Act/Campus SAVE Act supported the mission of Title IX by required investigator training and a trauma-informed perspective. The Trump Administration has rescinded letters, archived information and removed resources related to Title IX.

Ms. Atteberry summarized her discussion of Title IX by emphasizing the importance of having clear policies and procedures, following stated policies and procedures including procedural due process, and providing a timely process and communicating on a regular basis with all parties. She also noted that compliance with Title IX can be thought of as a floor or a ceiling, and it is best to consider the institutional context when deciding how to approach compliance.

Ms. Atteberry addressed questions related to the elimination of women's athletic teams and compliance with Title IX for athletics; changes to reporting requirements; and high school athletics.

Amanda Savitt
Secretary

F-M AAUW Membership News

Just a reminder that dues for FY2019 are payable now. Dues are \$82.00 for North Dakota members and \$81.00 for Minnesota members. New members that sign up at an affiliate meeting are eligible for a discount on their dues. Graduate and undergraduate students attending a C/U partner school are eligible for a FREE membership!

This month we welcome new members Caroline Bohn to our affiliate which brings our total membership to 49 members. Welcome and hope we see you at many FM-AAUW events in the months to come!

Minnesota AAUW

The winter 2018 edition of the Minnesota Pine is on the AAUW Minnesota website, <https://aauw-mn.aauw.net/files/2018/03/Updated-AAUW-Minnesota-2018-Winter-Pine-min.pdf>

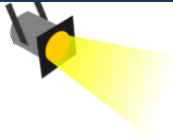
In the newsletter there is information and a registration form for the upcoming convention.

Registration deadline is March 31, 2018.

The Minnesota Women Candidate Development Coalition is encouraging AAUW and other Minnesota women to consider becoming candidates for county commissions. In a letter from Shirley Nelson, WCDC Executive Director, women have life experiences, skills and expertise that lead to effective decision making for county citizens. The need is the greatest in Greater Minnesota, 42 counties out of 87 do not have a woman or women as commissioners. Clay County has one woman commissioner whose term is up in January 2019. The WCDC will conduct full day campaign training sessions in several locations throughout Minnesota. Interested women can contact Ms Nelson at 612-724-6348 or email: wocandevcoal@yahoo.com County Commission regulate more than just roads and ditches!

Kathleen Nelson
Membership & MN Liason





Meet an AAUW F-M Member



Noel Reinhiller

Noell Reinhiller is a Moorhead resident, spending some of the winter months in Arizona. She has a B.S. degree in English and M.S. and PhD degrees in Special Education. All of her work experience has been in education; in public school as a teacher and administrator, and in college teaching at the University of Minnesota, Duluth, and Concordia College, Moorhead.

Noell has been an AAUW member for 47 years and now belongs to both the F-M and Green Valley, Arizona, branches. She believes AAUW needs to advocate for all issues that affect and/or promote women, stating, “If we follow our mission statement we will accomplish this.” She will continue to participate in the F-M book sale and hopes to be involved in the Pay Equity Task Force.

Her interests are in travel, bridge, piano, the outdoors, and reading. The best book she read last year was *The Underground Railroad* by Colson Whitehead.

If she were Queen of the World she would make certain every child had adequate nutrition and free education. If she were allowed to take one item to a deserted island it would be electricity, in order to stay connected.

Kendra Greenlee

Kendra Greenlee of Fargo earned a B.S. degree in Wildlife Conservation Biology and a PhD degree in Biology from Arizona State University. She is currently an Associate Professor in Biology at NDSU.

Kendra has been an F-M AAUW member for two years and considers pay equity the most important issue for the organization’s focus. She hopes to attend more meetings this spring and would like to help increase the membership.

The Handmaid’s Tale by Margaret Atwood is the best book she’s read this year.

When asked what she would take to a deserted island, Kendra replied, “My daughter!”

Fundraising Committee

Fundraising has come to an end for the year! Thank you to everyone who has donated items, made monetary donations, or served on the committee. I'm excited to reflect on our fundraising efforts at the May Annual Meeting.

St. Patrick's Day Parade



Thank you to members who donated money, decorations, or candy for the St. Patrick's Day Parade!

We had a wonderful time representing AAUW-FM!

(Left to right: Sara Lindberg, Deb Nelson, Monica Anderson Berdal, Liz Cambron)

Fundraiser Chair
Liz Cambron

From the AAUW Archives

In 1979 the “Women as Agents of Change” study group of the Fargo AAUW persisted in its efforts to have the wife’s given name added to the birth and obituary announcements in the Fargo Forum. The listings at the time were e.g. “Mr. and Mrs. John Doe.” Letters to the editor, signed petitions, direct appeals to the editors, and appearances on the local radio talk show Viewpoint with AAUW member Lois Altenburg as moderator, did not attain that goal.

In 1980 a half page ad was placed in the Forum asking: “What’s Your Name?” with the following: *We recognize married women as individuals with their own identities. We urge our community newspaper to join us in this recognition by using women’s first names in news stories, birth announcements and obituaries. This simple change would not only show respect for men and women as individuals but improve the accuracy of reporting.* The text was followed by a listing of approximately 800 names of people in the community, both males and females, supporting the change.

In 1981 The Fargo Forum began adding women’s names to birth announcements and later the Forum began asking local funeral directors to consult families as to how names should be printed in obituaries.

Strategic Planning Survey

As part of AAUW Fargo-Moorhead's strategic planning efforts, we have prepared a short survey for our members. This survey will help us understand our members' priorities for the organization and give us a demographic snapshot of our membership. A link to the survey is below. The survey shouldn't take more than about five minutes to complete, and we will have paper copies available at our March affiliate meeting if you prefer. Feel free to contact Amanda Savitt (amanda.savitt@gmail.com) if you have any questions.

https://ndstate.co1.qualtrics.com/jfe/form/SV_eCE1IH4htO7KsvP

Announcements

DUES RATES AS OF MARCH 16, 2018

	Member	Member	Student	Student
	North Dakota	Minnesota	C/U Partner*	Non-C/U P
National***	\$59.00	\$59.00	\$0.00	\$18.81
State	\$10.00	\$9.00	\$0.00	\$0.00
Local	\$13.00	\$13.00	\$0.00	\$0.00
Total****	\$82.00 (\$46)	\$81.00 (\$45)	\$0.00	\$18.81

*Check www.aauw.org to see if your College/University is an AAUW Partner (NDSU, NDSCS, MSUM, & Concordia are)

**Graduate students no longer pay while they are degree seeking students

***\$56 of member dues and \$16.81 of Non-C/U Partner dues are tax deductible as a charitable contribution

****New members can qualify for a reduced price – check with our membership chair

Shape the Future: New members get 50% off national and branch dues (\$26.50 tax deductible)

1 Free membership for every 2 new members (max 3)

Life membership for \$1,180 (\$1180 tax deductible)

C/U representatives get a free National membership

Nominating Committee

The current positions open are:

Elected

President Elect
Finance Officer

Appointed

ND Membership Newsletter editor
Program chair Book Sale Chair
Bylaws chair

Voting for elected positions will take place at the May Annual Meeting. We are currently still looking for a President Elect. This individual would work under Alexa and be next for President after her. We are happy to nominate new members as well! ***If anyone is interested in self-nominating or nominating someone else, please let a committee member know: Susan Helgeland, Sara Lindberg, Liz Cambron.***

Announcements Cont'd

State Convention Information

Minnesota

2018 AAUW Minnesota State Convention Information:

We will gather on April 27-28 in Faribault. Go to the 2018 AAUW Minnesota State Convention website (listed below) for information and downloadable forms such as the 2018 AAUW Minnesota State Convention Registration Form and Convention Schedule.

<https://www.smores.com/pn7a5-2018-state-convention>

Registration deadline is March 31, 2018.

Make checks payable to Faribault AAUW and send to by March 31, 2018:

Julie Olson

2815 Village Drive

Faribault, MN 55021

North Dakota

Individuals can register online at <https://bit.ly/2GBfmbr>.

More information about convention is available on the State Website (<https://aauw-nd.aauw.net/2018-annual-meeting/>.) You will also be able find more information on the Jamestown AAUW branch Facebook Page.

Individual Registration Fee: Early Registration \$40.00, after April 6th \$45.00

Checks payable to: Jamestown AAUW (due at door) or mail to: Mary Craft, PO Box 65, Spiritwood, ND 58481.

Meet an F-M Member

To get to know our members better, we are excited to highlight our branch members in every newsletter!

Please contact Sara Lindberg to provide your info!
orchella@msn.com

F-M AAUW 2017-18 Programs & Dates to Remember

APRIL MEETING

4/3/18 Biltmore on Main

Equal Pay Day

Hosted by AAUW Pay Equity Committee

MAY MEETING

5/14/18 Moorhead Public Library

Annual Potluck Meeting

The public is welcome to attend our meetings. The format is 5-6 p.m. Social Hour; 6-6:45 p.m. Dinner; 6:45-7:15 Business Meeting; 7:15-8 p.m. Program

SAVE THE DATE!

April Program is being moved to the first Tuesday of the month, April 3rd.

AAUW Book Club 2017-18

All meetings are held at 7 p.m. at the Moorhead Public Library
Books will be available for purchase at a discount at Zandbroz, downtown Fargo

April 23	Book: My Life on the Road, Gloria Steinem Leader: Sibyl Olson
May 21	Book Selection for next year

Interested in joining or have an announcement for the newsletter? Contact us!

F-M AAUW ELECTED OFFICERS



Alexa Ducioame
President



Amanda Savitt
Secretary



Susan Helgeland
Immediate Past President



Kathleen Nelson
MN Membership Chair



Liz Cambron
*Finance Officer/Newsletter
editor*

WEB SITES

www.fargo-nd.aauw.net
www.facebook.com/FMAAUW
www.aauw.org

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