



empowering women since 1881  
**Fargo-Moorhead (F-M) Affiliate**

January 2019

## American Association of University Women

Mission: To advance gender equity for women and girls through research, education, and advocacy.

### President's Comments

Happy New Year!

We're kicking off 2019 with our annual brunch on Saturday, January 12<sup>th</sup> at 10AM at the MSUM Memorial Union. This year we have Danyel Moe & Laura Caroon, the co-founders of Ladybosses of Fargo-Moorhead, coming to speak to us. Their group was built to support and empower women in the Red River Valley. If you want to join us, you can get your tickets online now for \$16, or pay \$20 at the door.

Sign up here: <https://tinyurl.com/yaa2dkjn>

The book club took a break in December and will be meeting again on January 28<sup>th</sup> 7PM at the Moorhead Public Library. Jan Jackson will be leading a discussion on *Lincoln & Whitman: Parallel Lives in Civil War Washington* by Daniel Epstein.

I want to thank everyone who volunteered at the Great Plains Food Bank (GPFB) for our December meeting. Twelve of us bagged pallets full of potatoes for distribution. It was a great way to get to know each other better while giving back to the community. The GPFB supports all of North Dakota as well as Clay County, Minnesota. Our December newsletter had an infographic about their services as a follow up from our November speaker, Ryan Taylor, who spoke about Food Insecurity in North Dakota.

Make sure you check out the full list of events for the year on page 10. It's also on our website. The list has been updated with the 2019 Equal Pay Days.

I'll see you soon.

Alexa Ducioame

**President**



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## 66<sup>th</sup> Legislative Assembly – North Dakota

The 66<sup>th</sup> Legislative Assembly began their work on January 3, 2019. This is the [location](#) for information about your Legislators, bills that have been filed and hearings that have been scheduled.

Once again, the North Dakota Women’s Network is sponsoring WE Rise March 3 – 4 in Bismarck. This is an opportunity to get engaged with the legislative process. WE Rise: Women Empowered will offer behind the scenes insights to the legislative process through meetings with local lawmakers, legislative briefings and trainings on how to lobby



# January Brunch

## Women in Leadership – Ladybosses of Fargo- Moorhead

The AAUW January brunch will feature Laura Caroon and Danyel Moe, the co-founders of Ladybosses of Fargo-Moorhead, an organization built to support and empower women in the Red River Valley. Ladybosses of FM hosts a yearly summit, monthly events, and supports a growing group of women in their online community.

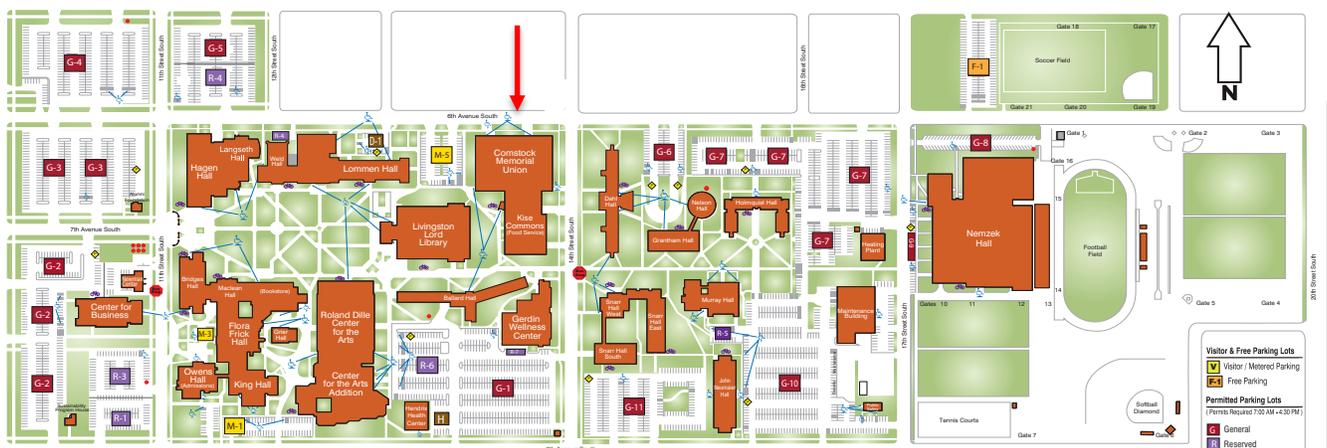


Laura also works in marketing for her alma mater, Concordia College, Moorhead, Minn., where she crafts and curates messaging for prospective students, alumni and donors.

Danyel has spent the beginning of her marketing career working in an agency setting and in higher education. She recently started a new job as an Ecommerce Marketing Manager in the hospitality and travel industry.

The brunch will be held from 10:00 a.m. to 11:30 a.m. at MSUM, Comstock Memorial Student Union, Room 205, 615 14<sup>th</sup> St S, Moorhead, MN 56563. Parking is free. Tickets are \$16 in advance for a guaranteed seat and \$20 at the door. Purchase your tickets at [Eventbrite](#).

## Campus Map Minnesota State University Moorhead



# AAUW F-M Affiliate Meeting Minutes

Date: December 11, 2018

Present: 11 members, guests and speakers

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

The agenda was approved as written.

The minutes of the November meeting were approved as printed.

## **Continuing Business:**

The Get Out the Vote event was successful. Evelyn will submit expenses to be reimbursed.

North Dakota Measure 1, which AAUW Fargo-Moorhead endorsed, passed in the mid-term election. Work monitoring legislative activities is beginning.

Finance Officer Deb Nelson presented the Financial Report.

- The beginning balance was \$2,884.25. Total income in November was \$164, and total expenses were \$986, resulting in an ending balance of \$2,062.43.
- The Financial Report also included a report on the book sale. Total sales for the book sale were \$2,023.50, and total expenses were \$357.82, resulting in total income of \$1665.68.
- Distribution of book sale profits were discussed, including where the \$500 donation for NEW Leadership should come from. It was proposed that we have a discussion about how funds are spent in February, to include information about how funds were spent in the past. It was also proposed that we have a presentation on the student scholarships, including how much the students receive, who recipients are, and other information.

Brain STEM: Because there was no technology available, we could not look at pictures from the event. Moore Engineering sponsored Brain STEM this year, but it was a large expense, and next year we must determine which venue the event will be held at and look into estimating expenses. We also discussed the fact that in the past only Ben Franklin Middle School has been invited to participate, but that in the future other schools may be able to participate.

## **New business:**

Fundraising: We need a way to get more in-depth with fundraising. It will be important to focus on membership.

Membership: Kathleen Nelson presented the membership report. We have 36 members currently, and we have lost several older members. Deb has sent 10 electronic contacts about renewals and received three responses. January brunch would be a good time to encourage more people to join. Membership should be pitched at every meeting. The question of who has been a previous member was raised, and we were encouraged to invite people to join. Sandy mentioned that we used to have a tea for new members, and we discussed having tea or wine events in the future.

Public policy: Sandy presented an update on public policy. Equal pay days for different groups of people have been determined and announced for 2019.

Book club chair Sara Lindberg notified the group that book club for January will meet on the 22<sup>nd</sup> at the Moorhead Public Library at 7 PM to discuss the book *Lincoln & Whitman: Parallel Lives in Civil War Washington*. Meet a Member has ended.

Announcements: The annual meeting of Minnesota AAUW is meeting in Grand Rapids.

Susan will have Alexa send the news release to the Forum because she will be traveling. She still needs to add a bio and a description.

The meeting was adjourned.

Amanda Savitt

**Secretary**

## Community Action at Great Plains Food Bank



*Following the December affiliate meeting, 12 AAUW members and guests volunteered with the Great Plains Food Bank, preparing bags of potatoes for distribution to families during the holiday season. We also received a tour of the facilities and learned about the work the Great Plains Food Bank does, which includes sorting, packaging and distributing food across North Dakota and Clay County, Minnesota.*



## 2018-19 Program Schedule

### January 12, 2019

Brunch: Women's Leadership

Speakers: Laura Caroon and Danyel Moe, co-founders, Ladybosses of Fargo-Moorhead

Location: 10:00 a.m. to 11:30 a.m.  
MSUM, Comstock Memorial Student Union, Room 205  
615 14<sup>th</sup> St S, Moorhead  
Parking is free.

Tickets: \$16 in advance for a guaranteed seat, \$20 at the door. Purchase tickets at [Eventbrite](#)

### February 11, 2019

Action: Pay Equity planning

Location: 7:00 p.m.  
NDSU Barry Hall Room 118  
811 2nd Ave N, Fargo

### March 11, 2019

Learn and Plan:

Innovation in Schools:  
Transforming a Generation

Speaker: Cory Steiner, Superintendent  
Northern Cass Public Schools

Location: 7:00 p.m.  
NDSU Barry Hall, Room 120  
811 2nd Ave N, Fargo

### April 8, 2019

Action: Pay Equity Activity

Location: 7:00 p.m.  
NDSU Barry Hall, Room 118  
811 2nd Ave N, Fargo

### May 13, 2019

Annual Meeting and Potluck

Location: To be announced

## AAUW Book Club 2018-19

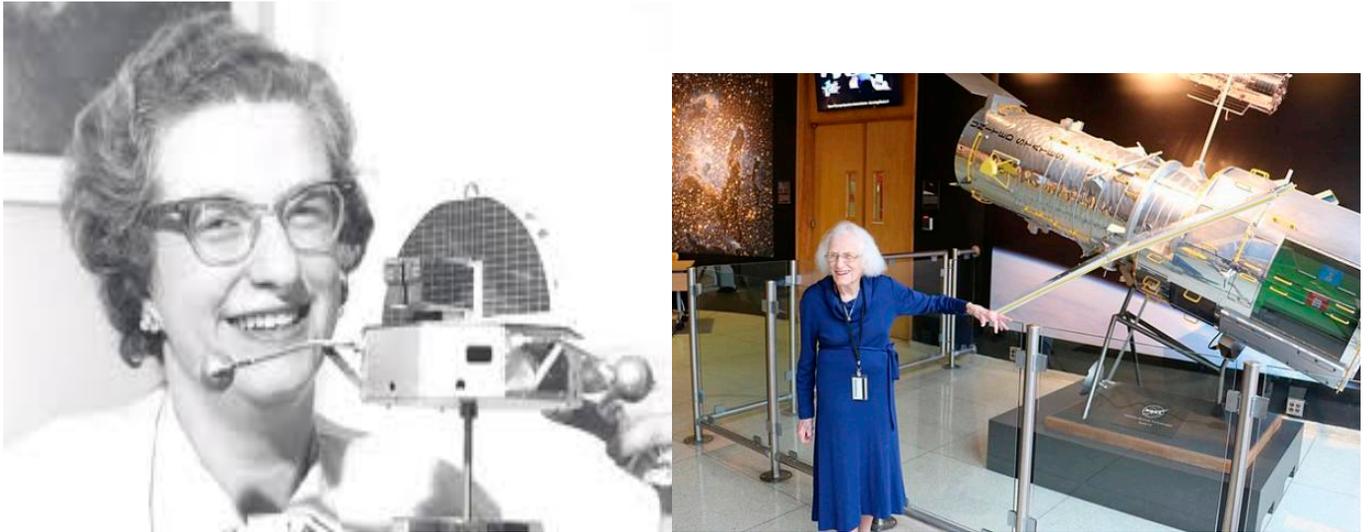
All meetings are held at 7:00 p.m. at the Moorhead Public Library  
Books will be available for purchase at a discount at Zandbroz, downtown Fargo

January 28	Book: <i>Lincoln &amp; Whitman: Parallel Lives in Civil War Washington</i> , Daniel Mark Epstein Leader: Jan Jackson
February 25	Book: <i>Sister Secrets: A Brother's Reveal</i> , Matthew Valan Leader: Susan Helgeland
March 25	Book: <i>Educated: A Memoir</i> , Tara Westover Leader: Marjorie Walsh
April 29	Book: <i>Quiet Until the Thaw: A Novel</i> , Alexandra Fuller Leader: Verlaine Gullickson
May 20	Book Selection for next year

## From the AAUW Archives

### Remembering Nancy Grace Roman, Astronomer 1925-2018

Contributed by Yvonne Condell



In 2015, AAUW invited 10 AAUW members to the Conference for College Women Leaders, a conference held each year at the University of Maryland in College Park. Nancy Grace was one of the 10 AAUW leaders, as was I, invited to the Conference.

I had an opportunity to spend time with Nancy Grace when several of the members of the group went on a tour of the city. Nancy Grace and I decided to forgo the tour. We talked almost two hours about her career as NASA's first Chief of Astronomy and the first woman in a leadership position at the Space Agency. She oversaw the early planning for the Hubble Space Telescope which was launched in April, 1990. She was named "Mother of the Hubble Telescope."

I am pleased that I passed up the opportunity to go on a tour when I chose to spend time with one of the greatest astronomers of our era.

Here is an [obituary](#) of Nancy Grace, who recently passed on. This [segment](#) recently aired on the Today Show – A Life Well Lived.

## AAUW Work Smart

### Aims to Train 10 Million in Salary Negotiation by 2022

By Mary Hickey, AAUW

The downstairs meeting room at Penn Social, a popular venue in Washington D.C., was filled to near capacity on a recent November evening. The crowd — mostly professional women in their 20s and 30s — were gathered for a night of learning and networking.

As the light dimmed to signal the start of the presentation, all eyes focused on the facilitator at the front of the room. “How



*Participants role-play to learn how to negotiate salary at the Work Smart workshop in Washington, D.C.*

many of you have ever felt nervous talking to an employer about money?” he called from the stage. Nearly every hand in the room shot up.

“Well tonight, we’re going to learn how to confidently and effectively negotiate salary,” he continued, as the crowd cheered with approval. And with that, the evening’s Work Smart training was off to an energetic start.

#### Program expands to online offering

AAUW has been ramping up its [Work Smart initiative](#) by expanding workshops in communities, cities, and states across the U.S. Now, with the recent launch of [Work Smart Online](#), the program is poised to accelerate toward its ambitious goal of training 10 million women in salary negotiation by 2022.

“[Work Smart](#) and [Start Smart](#) (the version for college students), are key components of our multipronged effort to chip away at the gender wage gap,” explains Gloria Blackwell, AAUW senior vice president of fellowships and programs. She says that, obviously, negotiating salary alone won’t put women on par with men in terms of wages. AAUW works with lawmakers and also employers to change policies, practices, and workplace cultures around pay discrimination.

“But we also know that women are less likely than men to negotiate for salaries and raises. In fact, men are four times more likely to negotiate,” Blackwell continues. “So, training people to do so is another way to move the needle on closing the gender pay gap.”

AAUW’s [Work Smart](#) curriculum is based on the best research on how to best navigate the complexity of job offers and promotions. Through presentations and interactive exercises, participants learn to research fair and equitable salaries and benefits in their fields (and geographic areas) and to clearly tout the skills and experience they bring to the table. Participants

also learn the precise words and tactics to use when negotiating, all of which helps build the necessary confidence to negotiate a fair salary or promotion.

At the D.C. workshop, for example, the audience was instructed to pair up with a partner for a role-playing exercise in which a prospective employer asks a job candidate about salary history. The women had been taught to deflect the question since basing compensation on previous pay has been shown to perpetuate lower wages for women.

“What’s your current salary?” the woman playing the hiring manager asked.

“The job I have now is quite different from this one so I’d love hear more about the responsibilities involved in this role before discussing pay,” said the other, parroting the language the presenter had suggested.

“That’s just perfect,” her partner responded, breaking out of her assigned role. “It sounds really clear that you don’t want to give a number.”

### **Members Mobilize a Million challenge**

The Members Mobilize a Million challenge is a cornerstone of AAUW’s plan to train 10 million women in salary negotiation by 2022. The association is urging all its members, supporters and program alumnae to reach out to professional networks, colleagues, family and friends to urge them to take AAUW’s Work Smart Online course to reach AAUW’s ambitious goal.

Thanks to funding from the Coca-Cola Foundation, LUNA Bar, and Mooneen Lecce Giving Circle, AAUW has expanded the program and launched [Work Smart Online](#) this fall, which allows women to take the training anywhere, anytime. “We saw how successful these trainings were but realized that for maximum impact we needed to increase access and outreach,” said Blackwell. “An online version of the course seems the ideal way to do that.”

Looking ahead, AAUW is encouraging all of its members, supporters, and friends to [register for Work Smart](#) and to take the program online. And to help reach the bold goal of getting 10 million women trained in salary negotiation by 2022, AAUW issued a “Members Mobilize a Million” challenge, asking everyone to share the course with at least 20 people in their network.

“It’s a great program, and we know that it works,” says Blackwell, citing surveys showing that women overwhelmingly reported high levels of satisfaction from the course. “Our priority now is to get as many people as possible to take the online course so we can meet our goal – and continue our overall mission of closing the gender wage gap — hopefully before 2030.”

# AAUW F-M 2018-19

## Program Overview and Dates to Remember

Location and Time Details on our website calendar or Facebook events

<b>January</b>	<b>5</b>	Board Meeting
	<b>12</b>	Brunch speaker: Women's Leadership, LadyBosses of Fargo-Moorhead
	<b>28</b>	Book Club: Lincoln & Whitman: Parallel Lives in Civil War Washington, Daniel Epstein
<b>February</b>	<b>2</b>	Board Meeting
	<b>11</b>	Pay Equity event planning & Affiliate meeting
	<b>25</b>	Book Club: Sister Secrets: A Brother's Reveal, Matthew Valan
<b>March</b>	<b>1</b>	Dorothy Dodds & Grace Hudson Scholarship applications due
	<b>2</b>	Board Meeting
	<b>5</b>	Asian Women's Equal Pay Day
	<b>11</b>	Speaker: Innovation in Schools: Transforming a Generation, Cory Steiner
	<b>25</b>	Book Club: Educated: A Memoir, Tara Westover
<b>April</b>	<b>2</b>	All Women's Equal Pay Day
	<b>6</b>	Board Meeting
	<b>8</b>	Pay Equity Activity & Affiliate meeting
	<b>19</b>	White Women's Equal Pay Day
	<b>22</b>	Book Club: Quiet Until the Thaw: A Novel, Alexandra Fuller
	<b>26-27</b>	MN AAUW State Convention in Grand Rapids
<b>May</b>	<b>4</b>	Board Meeting
	<b>13</b>	Annual Meeting & Potluck
	<b>20</b>	Book Club: book selection for next year
<b>August</b>	<b>22</b>	Black Women's Equal Pay Day
<b>September</b>	<b>23</b>	Native Women's Equal Pay Day
<b>November</b>	<b>20</b>	Latinas' Equal Pay Day

Purple = Board (open to all)

Green = Book club

Blue = speaker (learn & plan)

Red = Action

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

**F-M AAUW ELECTED OFFICERS**



Alexa Ducioame

President



Susan Helgeland

Immediate Past  
President



Amanda Savitt

Secretary



Deborah Nelson

Finance Officer



Kathleen Nelson

MN Membership



Bethany Reinhardt

ND Membership

**WEB SITES**

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[www.aauw.org](http://www.aauw.org)

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