



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

February 2019

## American Association of University Women

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

### President's Comments

We kicked off our year with women's leadership and community. Our annual brunch on January 12<sup>th</sup> featured Danyel Moe and Laura Caroon, the co-founders of Ladybosses of Fargo-Moorhead. They spoke about their work in the community and had a lively discussion about what women in our community need and the qualities of women we admire. You can read more about it in Amanda's minutes on page 4.

The next weekend a group of us gathered at the Women's March at the Fargo Civic Center organized by Indivisible FM. Over 700 people showed up for the event despite the bitter cold. We had a booth during the tabling event and several leaders in our community spoke about missing and murdered indigenous women, intersectionality, refugees, and running for office.

I chose to create a poster to celebrate the record number of women in Congress this year. Ruth Anna Buffalo was sworn into the 66<sup>th</sup> North Dakota Legislative Assembly wearing traditional Mandan, Hidatsa, and Arikara regalia and raised her fist to her family in the balcony. This moment was captured in a photo that I cartooned. Our representatives should come from all different backgrounds to bring diverse ideas to the table. Ruth has introduced two bills to



require law enforcement training and data collection to fight the epidemic of missing and murdered indigenous people.

In response to our discussions about empowering women, we would like to host a salary negotiation training event. Our next meeting on Monday, February 11<sup>th</sup> 7:00 PM will be to begin brainstorming solutions to pay equity issues and work on planning the event. We would love for you to



join us and share your ideas! Please note that this month we will be in Barry Hall room 118, across the hall from 120 where we've been before.

Book club is back in full swing. Last week the discussion revolved around *Lincoln & Whitman: Parallel Lives in Civil War Washington*, by Daniel Epstein. If you'd like to join in this month, February 25 at 7:00PM at the Moorhead Public Library, you can pick up the next book: *Sister Secrets: A Brother's Reveal* by Matthew Valan for a discount at Zandbroz. It's set on a farm in the Red River Valley and tells the story of two sisters diagnosed with bipolar disorder too late, the stigma of mental illness, family disfunction, and abuse.

Make sure you check out the full list of events for the year on page 11. It's also on our website. All the equal pay days for 2018 have been added.

I'll see you soon.

Alexa Ducioame

**President**

## FM AAUW Affiliate Business Agenda

February 11, 2019 – 7:00 to 8:30 PM

Barry Hall Room 118

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

**Call to Order and Welcome:** President Alexa Ducioame

**Approval of Agenda** (additions, deletions, changes)

**Approval of Oct Minutes:** Secretary Amanda Savitt (as printed)

**Financial Report:** Finance Officer Deb Nelson (as printed)

**Continuing Business:**

Women's March

Strategic Plan Survey Results

**New Business:**

Book Sale proceeds scholarship distribution

History from Sara Lindberg

Fundraising

**Membership:** Kathleen Nelson (MN) & Bethany Reinhardt (ND)

**Public Policy:** Sandy Sidler

**Pay Equity:** Evelyn Quigley

**Announcements:**

Book Club, Sara Lindberg

NDWN We Rise March 3&4

**Adjourn**

## Table of Contents

<b>FM AAUW Affiliate Business Agenda .....</b>	<b>2</b>
<b>AAUW F-M Affiliate Meeting Minutes .....</b>	<b>4</b>
<b>How Should Book Sale Receipts Be Allocated? .....</b>	<b>5</b>
<b>2018-19 Program Schedule .....</b>	<b>6</b>
<b>AAUW Start Smart .....</b>	<b>6</b>
<b>FM AAUW Strategic Plan Survey Responses.....</b>	<b>7</b>
<b>Membership News .....</b>	<b>9</b>
<b>Minnesota News .....</b>	<b>9</b>
<b>AAUW Book Club 2018-19 .....</b>	<b>9</b>
<b>Paycheck Fairness Act .....</b>	<b>10</b>
<b>From the AAUW Archives .....</b>	<b>10</b>
<b>AAUW F-M 2018-19.....</b>	<b>11</b>
<b>Program Overview and Dates to Remember .....</b>	<b>11</b>
<b>Contact us!.....</b>	<b>12</b>

## AAUW F-M Affiliate Meeting Minutes

Date: January 12, 2019

Present: 28 members, guests and speakers

President Alexa Ducioame welcomed all, presented the door prize to one of our attendees, and read the mission statement. Alexa also presented a slide show about AAUW's activities nationally and locally.

Sandy presented information about proposed changes to Title IX and the open comment period. We took a vote on writing a letter to the editor as a branch regarding these proposed changes. Nancy moved to write a letter to the editor and Sandy seconded the motion, and the motion carried.

Danyel Moe and Laura Caroon presented a program about Ladyboss of Fargo Moorhead.

Danyel and Laura worked together in marketing at Concordia. They decided they wanted to create a project together that gave them the ability to empower women. It started with the idea to do a conference, and they started a Facebook group which has created a sizeable (1,800+) community of women in the area. They also started holding events for members of the group.

The group is focused on empowerment and advocacy for women. They currently hold monthly gatherings to connect women in Fargo-Moorhead. These events focus on connecting women and networking, although they are designed to feel like hang-outs.

In June, 60 women attended a conference with presentations on a variety of topics. There was also an event in the fall of 2018 for women political candidates.

Ladyboss is a women's only organization. This is so that women have a safe space to network and work together.

We also had discussions at each table about the needs of women in our community and the qualities of women we admire.

Ladyboss has a book club meeting this Thursday and are having an all-women's dance party on Friday. They are on Facebook, Twitter and Instagram: [facebook.com/groups/ladybossfm/](https://www.facebook.com/groups/ladybossfm/) and [@ladybossfm](https://www.instagram.com/ladybossfm).

Danyel and Laura took some questions about the organization and their experiences leading this group.

The meeting was adjourned.

Amanda Savitt

**Secretary**

# How Should Book Sale Receipts Be Allocated?

## Vote at the February 11, 2019, Meeting

The Fargo Branch has contributed receipts from the book sale to AAUW's Fellowship Fund since 1958. At the beginning the whole amount was sent; later the amount was adjusted to 80 percent, with 20 percent going to the Grace Hudson Scholarship. When the Fargo and Moorhead Branches merged, another 20 percent was given to the Dorothy Dodds Scholarship, and 10 percent is currently kept for Branch operating expenses, resulting in 50 percent of book sale receipts presently going to the AAUW Fellowship Fund.

The allocation of future annual book sale receipts will be determined at the February meeting with a proposed motion by a branch member specifying percentages and recipients. A majority vote on that motion or any subsequent motions will then determine dispersal of the funds.

Below is a brief description of the choices for donation of the book sale funds.

### American Association of University Women Fellowships

The national organization of AAUW provides \$3.9 million for fellowships and grants to 250 women and non-profit organizations in the following areas:

- **American Fellowships** range from \$6,000 to \$30,000 in several categories: Dissertation, Postdoctoral Research Leave, Short Term Research and Publication Grants. Preference is given to applicants who hold an advanced degree and whose work supports the mission of AAUW.
- **International Project Grants** range from \$5,000 to \$7,000; the purpose is to improve conditions for women and girls in the applicant's home country.
- **Research Publication Grants in Engineering, Medicine and Science** range from \$10,000-\$35,000 for applicants pursuing a doctorate.
- **Selected Professions Fellowships** range from \$5000-\$18,000 for full-time study in master's or professional degree programs in women's underrepresented areas, including STEM, law, medicine, architecture and computer/information sciences.

More information about AAUW Fellowships can be found at the website: [aauw.org](http://aauw.org), click on Education and Training, then Educational Funding.

### FM AAUW Fellowships

**Grace Hudson**, long-time member of Fargo AAUW died in 1985, leaving \$1,000 to NDSU to start an AAUW scholarship fund. NDSU required that \$10,000 be donated to establish an endowment. That amount was reached in 2002.

The stipend has been awarded annually except for one year since 2002. The current stipend is \$640.

The scholarship recipient must be a re-entry woman who graduated from high school at least 10 years ago and is able to state definite career goals, attend NDSU at least half-time and maintain a minimum 3.25 GPA.

The Fargo Branch has been giving 20 percent of its book sale receipts to the Grace Hudson Scholarship Fund since it was created. This action was taken by vote of the membership.

**Dorothy Dodds** was a long-time Moorhead AAUW member and professor at Moorhead State University. She died in 2012. MSUM established the endowed Dorothy Dodds Early Education Scholarship. It began awarding the \$500 scholarship in 2006, with 13 recipients to date.

The Fargo-Moorhead combined AAUW Branch has been contributing 20 percent of the book sale receipts to the Dorothy Dodds Scholarship Fund since the two groups merged. This action was taken by vote of the joint membership.

It's unknown if before the merger with Fargo, the Moorhead Branch specifically raised funds for the Dorothy Dodds Scholarship or if members personally contributed to it, or if the University was the sole source of the funds.

More information about the two local scholarships may be found at [fargo-nd.aauw.net/programs](http://fargo-nd.aauw.net/programs)

## 2018-19 Program Schedule

### February 11, 2019

Action: Pay Equity planning

Location: 7:00 p.m.

NDSU Barry Hall Room 118  
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

### 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

### May 13, 2019

Annual Meeting and Potluck

Location: To be announced

## AAUW Start Smart

AAUW Start Smart is specifically designed to teach you how to negotiate salaries for a new job. In every two-hour workshop you'll gain confidence in your negotiation style through facilitated discussion and role-play and learn

- How to identify and articulate your personal value
- How to develop an arsenal of persuasive responses and other strategies to use when negotiating
- How to conduct objective market research to benchmark a target salary and benefits
- About the pay gap, including its long-term consequences

Why is negotiation so important? AAUW's research on the gender pay gap shows that, one year out of college, women are already paid significantly less than men — in 2009, women one year out of college who were working full time were paid, on average, just 82 percent of what their male peers were paid. And those lost potential earnings add up over a lifetime.

Women who negotiate increase their potential to earn higher salaries and better benefits packages. By negotiating fair and equitable salaries, you'll be better able to pay off loans, buy the things you want and need, and even save (though it may seem like it's far away) for retirement.

## FM AAUW Strategic Plan Survey Responses

There were 19 responses to the survey. All but two of the respondents have attended programming in the past 3-5 years. Of those that had not, one respondent reported having recently rejoined the organization after a hiatus, and another reported being curious about our survey and strategic planning process. Eleven of the 19 respondents reported having attended board meetings, and eight reported having served in a leadership role.

Respondents reported the following advantages to being a member of the F-M branch of AAUW:

- Meeting like-minded women, supporting community causes that are important to me, attending interesting programs
- Connection with other like-minded people, information about community issues from program speakers, opportunities to participate in events concerning women's issues
- Networking with like-minded women who support the vision and mission of AAUW. Programming that is inspiring and timely. Appreciate belonging to an organization that has a natural linkage.
- Networking, Information gathering, increased awareness of issues, support of women in higher education
- Support of women and girls, promoting education, and providing opportunities for leadership.
- Meeting women from the community with like values in seeing others succeed.
- Education on current topics that impact women; fellowship with interesting & diverse group of women
- Connection to others in the community; learning about issues relevant in the community.
- I like interacting with like-minded women and advocating for women's rights.
- Connecting with like-minded people
- A chance to spread the word about our national goals and our work with Congress.
- An organization that has a mission I believe in. National recognition, friendship.
- Advocacy for causes and issues with which I agree. Fellowship with other women. Being active in my community and the FM-AAUW organization.
- Networking, education, establishing friendships, contributions to the community
- Part of national/international AAUW, e.g. to advocate for just public policy; promote justice; scholarships for women; receive national journal; friends; continue AAUW used book sale
- Support of and attention to needs of women
- Intellectual discussion on topics of broad interest. Action items to take the discussion to fruition.
- Knowledge of women, local and national events and issues

The following opportunities for AAUW to be a leader on campuses or in the broader F-M community were reported:

- Encouraging membership from younger women would improve visibility and bring in new ideas; we could do more to network with other affiliates and the state organization, and be present for political and community decisions that affect women
- In programs like Smart Start, working for women's equality in all fields
- Branch has affiliation in both ND and MN and can benefit from the strengths of both; Community has a richness in colleges and universities; Numerous community groups to collaborate with to accomplish common goals of AAUW; Be involved in public policy to advance our mission and vision; Advance our visibility by being involved in community; Nominate women to be recognized through YWCA Women of the Year, Commission on the Status of Women, etc.; Opportunity for Business women and students from colleges/universities to be mentored
- Pay equity, STEM -- support of younger students participating in Science, Technology, Engineering and Math; Mentoring younger adults to become strong leaders.
- Mentorship for women in our community
- I have become involved with our annual Book Sale
- I think there are good opportunities on college campuses. Developing student orgs on campus might be a good approach.
- Making our goals known in the community.

- I have served in leadership roles in the past at all levels. I can now assume a supporter role by participating in two affiliates at a different level and also as a financial support.
- Since we are lucky to have 5 higher education campuses in our community we certainly want to connect with those campuses and share the mission of AAUW with the faculty and students. These are also places to share AAUW research and the new access to programs like Start Smart. We cannot forget about the broader community because I believe it offers individuals who will be potential members in ways that college campuses will not. With Work Smart and issue advocacy, we have something to offer in the broader community too. Both educational community and the broader community offer a wealth of potential programming too.
- Almost everywhere; to collaborate with other organizations
- Pay equity focus; voter registration, STEM
- To be attentive to any issues that affect women and girls

Based on averages of priority rankings, the respondents ranked the importance of issues AAUW is active on in the following way:

1. Gender pay equity
2. Opportunities for women in STEM
3. Sexual harassment
4. Support for higher education
5. The lack of quality childcare options
6. Other

Three respondents listed “other” issues:

- Collaboration with colleges/university and other like-minded groups
- Membership recruitment – not an issue but important
- Whatever the board thinks could plausibly be effective; eldercare; respite care

The majority of respondents identified the state level as the most effective level for policy efforts (14 respondents). One respondent each identified campus, federal and city as the most effective level.

The majority of respondents (11 respondents) are community members not associated with a university. Five respondents are affiliated with NDSU. One respondent is affiliated with Concordia College.

Most of the respondents (11 respondents) report being 65 and over. Five respondents report being between 35 and 64. One respondent reported being under 35.

Respondents were also asked if there was anything additionally they wanted the strategic planning committee to be aware of as we prepare the strategic plan. Responses to this question were:

- I think a change in venue for the meetings should be considered and perhaps eliminating or changing the meal. The attendance has been so low this year that I believe some changes are necessary, in the time, the place, the format or all of these in order to attract more participation.
- I think a change in venue for the meetings should be considered and perhaps eliminating or changing the meal. The attendance has been so low this year that I believe some changes are necessary, in the time, the place, the format or all of these in order to attract more participation.
- Creating a strategic plan will prioritize our work and identify key tactics. Additionally, having a plan will help establish the organizational structure to do the work -- for example -- having relationships with colleges/universities calls for defining how the affiliate relates to these members. A plan drives a finance plan which gives direction to the fundraising committee. Clarity of goals promotes energy and participation. I would support addressing the structure of the meeting. Believe the length of meeting is too long. May have an impact on participation.
- I believe membership recruitment is a high priority.
- What can we do to increase our membership & generate more income?
- I think campus and city level might both be possibilities for a good focus.
- Fund raising or budgeting needs to be a part of this plan.
- How can we become more involved in/on local college and university campuses? 2. How do we continue to encourage more younger women to become members?
- How are we coordinating with national strategic plan?



## Membership News

Thank you to all the AAUW members who attended the January brunch. A special thanks to members who brought along friends or encouraged others to attend. We had 13 guests join us for brunch and participate in a excellent program presented by Lady Bosses. Thanks also to Dana Bisignani, coordinator of the Women's Center at MSUM, for her assistance in planning and coordinating our event.

## Minnesota News

The Minnesota State affiliate of AAUW has announced the dates for the state convention which will be in Grand Rapids, Minnesota on April 26-27, 2019. Activities will begin at 2:00 PM on Friday with the business agenda convening on Saturday beginning at 9:00 AM. This year the Minnesota AAUW is celebrating its 70<sup>th</sup> convention anniversary.

The Minnesota House is holding hearings on two bills related to the ERA amendment. HF 13, if passed, would send the amendment to the Minnesota voters for inclusion in the state constitution. HF 71 would extend the deadline for passing the ERA to the U.S. Constitution. The ERA is one of the public policy priorities for AAUW. Now is the time to contact your legislator about this issue.

## 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

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 22	Book: <i>Quiet Until the Thaw: A Novel</i> , Alexandra Fuller Leader: Verlaine Gullickson
May 20	Book Selection for next year

## Paycheck Fairness Act

The U.S. House of Representatives is expected to take up many AAUW priorities this coming year, including the imminent introduction of the Paycheck Fairness Act, which would strengthen the Equal Pay Act of 1963, help women challenge pay discrimination, and give employers incentives to comply with the law. [Ask your members of Congress to co-sponsor this important legislation](#)

### From the AAUW Archives

Did you know that Betty Crocker was created by a Minnesota AAUW member? Marjorie Child Husted was born in Minneapolis in 1892, studied home economics and German at the University of Minnesota and graduated in 1913 with a degree in education.



Ms. Husted began working for General Mills in 1924 teaching Gold Medal cooking classes and eventually directed an advertising and merchandising department of 40 staff members.

Husted was the voice of Betty Crocker on the radio show; she wrote all the scripts and the newspaper column and pamphlets. Visitors at General Mills were introduced to Husted as Betty Crocker.

In 1948 *Fortune* magazine declared Betty Crocker the second most popular

woman in America, behind Eleanor Roosevelt. Millions of people believed she was a real person; Betty received several hundred marriage proposals.

An active AAUW member, Husted was appointed to the national AAUW Committee on the Status Women in 1949 which emphasized the need for the empowerment of women.

In a 1951 speech to AAUW Husted said, "Management is dominated by men and there is no indication of interest on the part of employers for change." When she retired, she earned about a fourth of the salary of their top salesmen, even though General Mills executives told her she had done more for the company's sales than any other person.

Marjorie Husted died in Minneapolis in 1986, at age 94.

## AAUW F-M 2018-19

### Program Overview and Dates to Remember

Location and Time Details on our website calendar or Facebook events

<b>February</b>	<b>2</b>	Board Meeting
	<b>11</b>	Pay Equity event planning & Affiliate meeting
	<b>25</b>	Book Club: <i>Sister Secrets: A Brother's Reveal</i> , 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: <i>Educated: A Memoir</i> , 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: <i>Quiet Until the Thaw: A Novel</i> , Alexandra Fuller
	<b>26-</b>	MN AAUW State Convention in Grand Rapids
	<b>27</b>	
<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**

[www.fargo-nd.aauw.net](http://www.fargo-nd.aauw.net)  
[www.facebook.com/FMAAUW](https://www.facebook.com/FMAAUW)  
[www.aauw.org](http://www.aauw.org)

**AAUW Fargo-Moorhead Branch**

P.O. Box 10761  
Fargo, ND 58102  
farmoor.aauw@gmail.com