



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

March 2019

American Association of University Women

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

President's Comments

We're another month closer to spring!

March marks the beginning of our Equal Pay Days. March 5th is Asian Women's Equal Pay Day and April 2nd marks All Women's Equal Pay Day. These days measure how far into 2019 women would have to work to make the same as white men made in 2018 when comparing full-time worker's median salary. You can see more of these on our calendar.

Last month we met to make a plan to mark the occasion. We started with a discussion about our own experiences. Some of us at the meeting had experienced pay discrepancies at past jobs. Then we split into three groups to focus on media coverage, politicians and proclamations, and salary negotiation training. We are looking for people who would be willing to share a recent story about salary negotiation or a pay gap. Reach out to us at farmoor.aauw@gmail.com.



This month we have Cory Steiner, Northern Cass Superintendent, coming to speak about innovations in education. Northern Cass is wrapping up year two of a three-year pilot program to abolish grade levels. Students in grades 8-12 will plan their own courses up until graduation. Instead of traditional teaching where students are taught at a uniform pace, they are taught competency-based education. The hope is that it will encourage students to follow their passions, be more engaged in their learning, and have a better idea of what they want to do after high school. To help with the last goal, the flexible schedule allows more opportunities for job shadows and internships.

Book club is back in full swing. Last week the discussion revolved around *Sister Secrets: A Brother's Reveal* by Matthew Valan. This month book club will be held on Monday, March 25th and we will be reading *Educated: A Memoir*, by Tara Westover. Tara Westover was born in the mountains of Idaho to survivalists opposed to hospitals and public education. She was seventeen the first time she set foot in a classroom and spent the next decade learning. She graduated magna cum laude with a BA from Brigham Young University in 2008, a MPhil from Trinity College, Cambridge in 2009, and a PhD in history from Cambridge in 2014. *Educated* is an account of her journey. The book can be picked up at a discount at Zandbroz.

Make sure you check out the full list of events for the year on page 10. It's also on our website. We have switched up our monthly board meetings to be conference calls over lunch on the last Thursday of the month rather than the 10:00 a.m. on the first Saturday as it has been. Board meetings are always open to all members. You can catch the next one on March 28.

I'll see you soon.

Alexa Ducioame

President



March Program

Innovations in Schools: Transforming a Generation

March 11, 2019 – 7:00 p.m.

Barry Hall Room 120



Dr. Cory Steiner has been the Superintendent of Schools at Northern Cass for the past four years. He has also worked for the state as a Data Steward and served as an administrator at both West Fargo High School and Des-Lacs-Burlington High School. He believes in a system of education which values every learner as an individual. He and his wife Jessica have been married for five years. He has two daughters, DelRae who is 16 and Kelsa who is 14.

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AAUW F-M Affiliate Meeting Minutes

Date: February 11, 2019

Present: 11 members and guests

President Alexa Ducioame welcomed all and presented a slide show about AAUW.

The agenda was approved as written.

The minutes of the January meeting were approved as printed.

Financial Report: We covered our meals for the January brunch and made approximately \$37 in profit. Our ending balance for the month is \$2,286.58, and \$1,500 will be donated to scholarships, leaving us with approximately \$700.

Continuing Business:

Women's March: Alexa presented an update on the Women's March. We agreed to participate in future Women's Marches. Evelyn suggested inviting the organizers of the Women's March to a meeting to discuss their experiences.

Strategic Plan Survey Results: Amanda presented the findings of the strategic plan survey. Amanda, Evelyn Quigley and Susan Helgeland will work on developing the strategic plan.

New business:

Book Sale proceeds scholarship distribution: Sara Lindberg presented a discussion of the history of the scholarships AAUW Fargo-Moorhead has contributed to using book sale proceeds. Proceeds are 20% to each scholarship, 10% to affiliate's operating expenses, and 50% to AAUW National. We will include an amendment to the distribution of book sale proceeds in the strategic plan. We also discussed funding and planning for BrainSTEM.

Fundraising: We discussed filing for 501(c)3 status. There would be advantages for grant writing and donations, but the filing fee is substantial, and the paperwork could be challenging to maintain. We also discussed how to capitalize on local scholarships, and whether we should continue providing scholarships given the small amount we give. This conversation will continue as part of our strategic planning process.

ND State AAUW Convention 2020: We will be hosting next year's state convention. This year we are piggybacking on the WeRise event in March and will meet on Sunday evening. We hope to take advantage of the opportunity to speak with legislators at that event. We will need to have a committee to plan this event.

Nomination Committee: We need a secretary and a president to be nominated and are hoping to find a webmaster/social media chair. Susan Helgeland, as immediate past president, will be on the committee, as will Bethany Reinhardt, and possibly Arlette Preston.

Membership: Kathleen Nelson presented the membership update. We are now at 38 members. Kathleen and Bethany will prepare a Shape the Future membership event for March. Memberships will be available at half price for 15 months in March.

Public policy: Sandy Sidler presented the public policy update. AAUW supports a bill which would raise minimum wage, and the Johnson Amendment. The Supreme Court temporarily blocked an abortion restriction law from going into effect in Louisiana.

Ethics Measure: Evelyn presented an update on the implementation of the ethics measure. A bill was introduced by Senator Tim Mathern from District 11, which follows the intentions of the

measure as it was voted on, including a study. (See sheet Evelyn passed out) We, as an affiliate, supported Measure 1. Evelyn recommended that we endorse Senate bill 2148, and that a member of AAUW put forward their name to be a commissioner on the ethics commission.

Announcements:

Book club chair Sara Lindberg notified the group that book club for February 25 will be Sister Secrets.

The North Dakota convention will take place at NDWN's WeRise event March 3 and 4. The Minnesota convention will be in Grand Rapids in April.

The meeting was adjourned.

Amanda Savitt

Secretary

Pay Equity Action Planning – February Program

Alexa presented some facts about pay equity. The average income for a woman working full time is 80 percent of a man's average income. Even controlling for many possible explanatory factors, there is still a 7 percent gap between men and women one year after graduation, and the pay gap increases over time.

Equal Pay Day is when women's earnings "catch up" to men's earnings from the previous year. This year, Equal Pay Day is April 2. This differs significantly by ethnicity, though. There are a number of AAUW resources, including research, guides, and salary negotiation training (including Start Smart and Work Smart).

In small groups, we discussed our experiences with pay equity and inequity. As a whole group, we discussed transparency about salary, the role of HR, the role of women on boards, and our personal experiences.

Minnesota has a state pay equity committee to assess back pay when it has been determined that pay was unequal.

For our goals, we want our goals to be SMART: specific, measurable, achievable, relevant, and time-bound. Alexa presented an "Is It News?" flowchart to help us determine how we should promote whatever event we decide to coordinate. She also presented an infographic on the differences between tactics, strategies and goals. We also need to address who should tell the story, and what the story should be.

In terms of possible actions, we are considering: newspaper coverage, political advocacy, and salary negotiation training.

Amanda Savitt

Secretary

2018-19 Program Schedule

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: Bright Skies Apartment
Community Room

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

March 25 Book: *Educated: A Memoir*, Tara Westover

Leader: Marjorie Walsh

April 22 Book: *Quiet Until the Thaw: A Novel*, Alexandra Fuller

Leader: Verlaine Gullickson

May 20 Book Selection for next year

Ledbetter on Leading Better in Negotiation

If you're not clear on why negotiating matters, renowned equity activist Lilly Ledbetter sums it up brilliantly. "A lot of people think 'Well, I'll take that job. They promised me that raise in six months,'" says Ledbetter, who visited AAUW's offices after helping us advocate for the Paycheck Fairness Act. But even if the raise comes through, she says, "that money you've lost those first six months, it's gone." That's why "you need to negotiate upfront and make sure you're being compensated ... for your education, your skills and the enthusiasm you bring to the workforce." AAUW's [Work Smart](#) is a free tool that teaches negotiation.

Women's History Month

Minnesota State University Moorhead 2019

WOMEN'S HISTORY MONTH

Celebrating Women in the Arts

"Invisible Reality" – A Conversation about Colorism

March 14th @3:00-4:00pm (Art Annex in the CA)

An original photography/interview project by students Talyne Nganansou Gnanassa and Ritu Pandey on beauty, race and colorism. View the photographs and hear students speak about what drove them to start this important conversation. Light refreshments served.

"Out of Storage" – Women Artists in the Plains Art Museum Collection

March 19th @3:30-5:00pm (CMU 203)

A panel discussion about the student-centered project led by Prof. Anna Arnar on select women artists from the Plains Art Museum and current efforts to curate an exhibition of women artists, including 25 Native American women, at the Plains Art Museum this June.

Mariposa Mosaic Unveiling

March 20th @11:45am-12:15pm (Intercultural Center, CMU 121)

See the beautiful collaborative mosaic triptych created by MSUM students, faculty and staff and local artist Magda Seitz to commemorate a service-learning, study abroad to the Mariposa Center for girls and women in the Dominican Republic. Light refreshments served.

Feminist Book Club – *Thick* by Tressie McMillan Cottom

March 21st @7:00-8:00pm (Women's Center, BR 154)

Join us in the Women's Center as we discuss *Thick: And Other Essays* led by Dr. Kandace Creel Falcón. Essays by Black American feminist Dr. Tressie McMillan Cottom touch on beauty, media, money and more. Light refreshments served.

For Colored Girls Who Have Considered Suicide When the Rainbow is Enuf

March 28-29th @7:30pm (Glasrud Auditorium in Weld)

Two chances to see our all-student cast perform Ntozake Shange's revolutionary, Obie award-winning choreopoem about growing up black and female in America. Co-sponsored and co-directed by members of the Black Student Union.

"Tackling Goliath: How Students Won & Why I Archived It"

March 29th @ 11:45am-1:00pm (Women's Center, BR 154)

For this month's WGS Colloquium, Women's Center Coordinator Dana Bisignani discusses her 4-year student activist campaign, which succeeded in establishing the rape crisis center at Purdue University, and the radical potential of archives.



This year's programming co-sponsored by:

Women's & Gender Studies, the School of Art, and the Black Student Union



Member Milestones

The following AAUW members deserve recognition for significant longevity in life and dedication to AAUW. Addresses are listed if you wish to send greetings to them.

Fargo member **Barbara Sidler**, mother of Public Policy Chair Sandy Sidler, celebrated her **90th** birthday recently. She resides at

Bethany Retirement Living
Elmwood Square, Room 2210B
201 S. University Drive
Fargo, ND 58103.

Former Fargo member **Lorna Williams** is celebrating her **90th** birthday this month by cruising to Cozumel with her family. Her address is

219 25th Ave. N
Fargo, ND 58102.

Life member **Janet Miller** has moved to Eventide. Janet will celebrate her **100th** birthday on November 4, 2019. Her address is

Eventide
Room 246
3225 51st St. South
Fargo, ND 58104.

Former Fargo member and ND State President **Ruthe Johnson** marks her **91st** birthday on March 10. She lives at

10708 Blackburn Court
Las Vegas, NV 89134.

Legislative Update

Bill / Resolution	Author	Intro	1 st Comm.	1 st Chamb	2 nd Comm	2 nd Chamb	Adopted
North Dakota							
ND HCR 3037	Damschen (R-010)						
Clarifies the 1975 ratification of the Equal Rights Amendment was only valid through 3/22/79							
ND HCR 3056	Buffalo (D-027)						
Directs Legislative Management to consider studying issues and data reporting challenges related to missing and murdered indigenous people and human trafficking cases.							
ND S 2003	S Approp. Comm.						
Human trafficking victims grant program							
ND HB 1393	Heinert (R-032)						
Creates a new section in NDCC titled ‘domestic violence’ and changes the first offense of (simple assault) from a Class B to Class A misdemeanor, thus increasing the penalty.							
ND S 2356	Oban (D-035)						
Legislative Management to consider studying processes for absentee voting and voting by mail.							
ND HCR 3029	Steiner (R-037)						
Urges Congress to pass a federal prohibition on abortions performed after 20 weeks							
ND SB 2155	Anderson (R-008)						
Allows a registered nurse working in a Title X clinic to dispense contraceptive pills, patches, and vaginal rings.							
ND SB 2148	Mathern (D-011)						
Related to 2018 Measure 1 regarding the creation of an ethics commission, disclosures of expenditures, and restrictions on contributions.							
ND HB 1330	Dobervich (D-011)			Failed: 32Y 61N			
Proposed that the words “discreet and modest” were removed from the right to breastfeed and added that it is an infraction to prohibit an individual from breastfeeding							
ND HB 1509	Hanson (D-044)			Failed: 17Y 75N			
Proposed a paid family medical leave program and appropriation							
ND SB 2303	Bakke (D-043)			Failed: 20Y 27N			
ND HB 1441	M.Johnson (R-045)			Failed: 22Y 70N			
Proposed to reenact sections of the NDCC relating to discrimination on the basis of sexual orientation. 1441 excluded transgender.							

Legislative Update (cont'd)

Bill / Resolution	Author	Intro	1 st Comm.	1 st Chamb	2 nd Comm	2 nd Chamb	Adopted
Minnesota							
MN H 1414	Lippert (DFL-20B)						
Relates to sexual health education curriculum							
MN H 1298	Considine (DFL-19B)						
Relates to human services; provides a minimum wage for providers of personal care services							
MN S 1146	Pappas (DFL-065)						
Prohibits discrimination based on status as a living organ donor; paid and unpaid leave benefits							
MN S 1597	Pappas (DFL-065)						
MN H 11	Lesch (DFL-66B)						
Provides for earned sick and safe time; authorizes rulemaking; imposes civil penalties							
MN H 40	Dehn (DFL-59B)						
MN S 856	Champion (DFL-59)						
Restores the civil right to vote of an individual upon release from incarceration							
MN H 1488	Franson (R-08B)						
MN S 1471	Ruud (R-10)						
Requires health care facilities performing abortions to provide access to “Women’s right to know” information on the facility’s website							
MN H 1514	Kotzya-Witthuhn						
MN S 397	Simonson (DFL-07)						
Requires certain businesses to affirm implementation of sexual harassment prevention policies							
MN H 1532	Becker-Finn (DF-42B)						
MN S 1605	Latz (DFL-046)						
Prohibits persons from interfering with access to reproductive health services and facilities							
MN H 1659	Schultz (DFL-07A)						
Appropriates money for shelter and services for sexually exploited youth & youth at risk							
MN S 1609	Benson (R-031)						
MN H 1312	Scott (R-35B)						
Prohibits abortions after a certain period unless exceptions apply; provides civil & criminal penalties							

Membership News

Fargo-Moorhead AAUW is announcing a Shape the Future membership campaign in March 2019. Joining AAUW during the month of March offers new members 15 months of membership for a single year of annual dues. AAUW's mission is "To advance gender equity for women and girls through research, education and advocacy." If you believe in AAUW's mission, please consider joining 170,00 current members to promote the gender equity through AAUW.

North Dakota dues: \$52.50

Minnesota \$51.50

Contact Bethany at breinhardt@borderstates.com or Kathleen at sween1948@yahoo.com

Minnesota News

From the Women's Foundation of Minnesota's website:

"The Women's Foundation of Minnesota, in partnership with the University of Minnesota Humphrey School's Center on Women, Gender, and Public Policy, released the leading [comprehensive research](#) today on the status of women and girls in the state in economics, safety, health, and leadership.

For 35 years, the Foundation has conducted research on women and girls to raise awareness and energize the momentum to shift attitudes, institutions, systems, and policies that create pathways to economic opportunity, safety, wellness, and equal leadership for all Minnesota women and girls. The research also informs the Foundation's annual grantmaking and policy agenda and identifies areas where further research is needed."

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 p.m. on Friday with the business agenda convening on Saturday beginning at 9:00 a.m. This year the Minnesota AAUW is celebrating its 70th convention anniversary.

April 26 Activities

- A Work Smart Workshop will be offered on Friday from 12:30-2:30 p.m.
- Registration will begin Friday at 1:00 p.m. at the Timberlake Lodge and Event Center and continue on Saturday until 1:00 p.m. *Free parking is available.*
- Optional activities at being at 2:00 p.m. on Friday, which include a visit to the MN Historical Society Forest History Center, the Itasca Historical Center, or the Judy Garland Museum.
- A social hour with a cash bar will be held from 5:00 to 6:00 p.m. on Friday. The guest speaker will be **Dr. Kathy Annette, President/CEO of the Blandin Foundation.**

April 27 Highlights

- Opening Ceremonies will begin at 9:10 a.m.
- The AAUW lunch speaker will be **Karen Kirkwood, an AAUW National Director.**
- The varied and informative workshop sessions will be in the afternoon.

Contact Kathleen for details or click [here](#) for more information.

AAUW F-M 2018-19

Program Overview and Dates to Remember

Location and Time Details on our website calendar or Facebook events

March	5	Asian Women's Equal Pay Day
	11	Speaker: Innovation in Schools: Transforming a Generation, Cory Steiner
	25	Book Club: Educated: A Memoir, Tara Westover
	28	Board Meeting
April	2	All Women's Equal Pay Day
	8	Pay Equity Activity & Affiliate meeting
	19	White Women's Equal Pay Day
	22	Book Club: Quiet Until the Thaw: A Novel, Alexandra Fuller
	25	Board Meeting
	26-27	MN AAUW State Convention in Grand Rapids
May	13	Annual Meeting & Potluck
	20	Book Club: book selection for next year
August	22	Black Women's Equal Pay Day
September	23	Native Women's Equal Pay Day
November	20	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
www.facebook.com/FMAAUW
www.aauw.org

AAUW Fargo-Moorhead Branch

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