



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

April 2019

## American Association of University Women

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

### President's Comments

April showers bring...flooding? Other parts of the Midwest have seen devastating floods this year. So far it is melting nice and slow with little to no precipitation in Fargo-Moorhead, reducing the flood forecast.

April 2<sup>nd</sup> marks All Women's Equal Pay Day and April 19<sup>th</sup> is White 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.

To "celebrate" the occasion, we are working on a few projects. Thanks to the efforts of ND AAUW president, Theresa Leiphon, Governor Burgum signed an Equal Pay Day Proclamation this year! Susan Larson and I are working on an Op-Ed to submit to the Forum, along with some help from some women who responded to a post in the Ladybosses Facebook group. And lastly, we are hosting a FREE salary negotiation training workshop intro at our meeting on April 8<sup>th</sup>. Please RSVP on our Eventbrite page so we can get an estimate of attendees. Note that we will be upstairs in Barry Hall this time in Room 272. [Register here.](#)

Last week the book club discussion revolved around *Educated: A Memoir*, by Tara Westover. This month our group will be reading the last book of the year: *Quiet Until the Thaw, A novel*, by Alexandra Fuller. The story takes place in the Lakota Oglala Sioux Nation in South Dakota. Two cousins find themselves pitted against each other as their tribe is divided and infighting. Rick Overlooking Horse chooses the path of peace, while You Choose Watson chooses violence and leaves. You Choose returns to the reservation after decades behind bars, disrupting the lives of those who stayed. Fuller wrote "The belief that we can be done with our past is a myth. The past is nudging at us constantly."

Make sure you check out the full list of events for the year on page 10. It's also on our website. I'll see you soon.

Alexa Ducioame

**President**



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## April Program

### *Salary Negotiation Training & Networking Event*

April 8, 2019 – 7:00 p.m.  
Barry Hall, Room 272

A strategic goal of AAUW is to achieve pay equity and eliminate the gender pay gap by 2030. This ambitious, important goal is crucial for women’s economic security and the FM AAUW branch is committed to contributing to this goal. Our April program will offer an introduction to the AAUW



program, *Work Smart*. Participants will be introduced to and get a chance to register for AAUW’s free on-line *Work Smart* course designed to give participants tools needed to successfully negotiate and close the pay

gap. The meeting will also provide an opportunity for women to network and discuss strategies for obtaining equity in pay.

This event is for all women interested in gaining skills in negotiating salary and benefits and in meeting and learning from other accomplished women. Whether entering the workforce for the first time, returning to the workforce, look for a new job, or seeking professional advancement, or just looking to meet other women, we hope to see you there!

FM AAUW offers thanks to Heather Nesemeier, MSUM’s Office of Online Learning, for facilitating this event. RSVPs requested but not required. [Register here.](#)

# AAUW F-M Affiliate Meeting Minutes

Date: March 11, 2019

Present: 13 members, guests and speakers

President Alexa Ducioame welcomed all and we passed around a basket to contribute money and share personal news. Alexa gave a short presentation on AAUW and our affiliate's activities.

Dr. Cory Steiner, the superintendent of the Northern Cass School District presented a program, Innovation in Education.

Northern Cass is a rural school district located 25 miles northwest of Fargo. The school district is the first rural school district to have a Teacher Leadership Academy. They have had a 1:1 technology initiative since 2006. They have many advanced placement courses and hope to offer up to two years of advanced placement in the future. They have therapists on campus, and as a result other school districts in the region have also hired licensed therapists.

"We believe every child can change the world; therefore, we must provide a world class education" – this is Northern Cass's why statement.

Northern Cass has created a system designed to provide learners with skills rather than knowledge. NC's portrait of a graduate includes the following skills: organization, critical thinking, accountability, growth mindset, self-reflection, collaboration, leadership and communication.

Why? How long does it take to create knowledge? Took 15 centuries to double knowledge, then 250 to double again, then 150 to double again, and now it takes one to two years to double our knowledge. In addition, students want the opportunity to do what they do best every day. Only 25 percent of workers indicate that their previous coursework was relevant to their current position. There is a major gap between the skills businesses and colleges believe college graduates have.

Northern Cass believes learners deserve to be surprised, be able to explore their passion areas, and reveal their genius. Learners are unique and have unique needs, but they are forced to operate within the same structure. Schools tend to operate within a system based on adult preferences instead of learner needs.

Learners tend not to have authentic opportunities to explore their passions. Educators are highly skilled but work in a broken system. A personalized learning system was deemed to be necessary and has been instituted.

Why personalize? There is a moral imperative to change the system in order to improve equity. A personalized system creates ownership over the education system for learners, which is an active process that affords them choices. Learners advocate for themselves and are met "where they're at." It's more about skills than knowledge. Connections are built within and among staff throughout the building. Authentic learning opportunities are provided.

Personalized learning has been largely supported by the state. Schools can submit waivers for requirements if the school district deems them unnecessary or inappropriate. For example, Northern Cass asked for waivers of seat time requirements, for 8<sup>th</sup> grade students to be able to earn high school credit, and for credit to be earned outside the school walls. Learners have opportunities to do what they are passionate about.

System-wide, priority standards have been identified, a common language has been developed, behaviors that support learning have been identified. They use Empower for flexible curriculum and grading, standards-based grading, site visits, and elementary cohorts (1-3 and 4-5).

There are some misconceptions about personalized learning: screen time, social mismatches, less teacher interaction/work, and struggling students are left behind. Instead, personalization provides equity through multiple-ability curricula, specific instructional strategies that teach collaboration skills and norms between students, agency and autonomy, and humanization of technology.

Questions from membership and visitors included: *what has been pushback from the state?* Dr. Steiner answered that there hasn't been pushback from the state, but there has been pushback from the community.

*What do transcripts look like?*

Dr. Steiner answered that they are longer than traditional transcripts but include a summary.

*How does personalization impact educators?*

Dr. Steiner responded that it's hard now but anticipates it will get easier and it's more enjoyable.

*How many learners is an educator responsible for?*

Educators teach more students than in traditional schools, but all the educators have been departmentalized, even at the elementary level.

*How should educators be prepared to teach in this system?*

There will be more student teaching.

*How are job shadowing arrangements made?*

Dr. Steiner explained that counselors are responsible for making these arrangements.

*Bigger districts are talking about this and thinking about doing it. How do you do this in larger school districts with multiple schools?*

Dr. Steiner responded that this would require some staffing forethought.

The meeting was adjourned.

Amanda Savitt

**Secretary**

## From the AAUW Archives

The Moorhead AAUW Branch files reveal a fascinating look at the conditions and issues of 60 years ago.

In 1932 a three-course dinner was offered at 60 cents a plate.

In 1934 dues were \$3.00. In 1935 the program was titled: "The Cinema: Its Influence on Children and Young People."

A survey of members in 1938 was taken to determine how many women were employed outside the home. The results showed 92% were teachers.

The Moorhead AAUW Branch in the 1930s was engaged in discussing important topics on the International scene. Some of the programs featured were Fascism in Italy, The World Bank, Turkey and the Balkans, Disarmament and Peace Relations, and the Jewish Situation in Europe.

In 1938 Moorhead invited the Fargo AAUW branch and the public to hear Dr. David Bryne-Jones discuss "International Goodwill." One hundred fifty people attended.

## 2018-19 Program Schedule

### April 8, 2019

Action: Pay Equity Workshop  
*Work Smart*  
[Register here.](#)  
 Time: 7:00 p.m.  
 Location: NDSU Barry Hall, Room 272  
 811 2<sup>nd</sup> Ave N, Fargo

### May 13, 2019

Annual Meeting and Potluck  
 Time: 7:00 p.m.  
 Location: Bright Sky Apartment  
 Community Room  
 3305 3<sup>rd</sup> Ave N  
 Moorhead

## AAUW National Election

### *Vote 2019*

Your voice and your vote are vital to AAUW's future. That's why it is so important for you to participate in the 2019 AAUW National Election to elect members to the board of directors and set AAUW's Public Policy Priorities. Online voting is now open and will close on May 14 at 6:00 p.m. ET. This year, you'll also be voting on amendments to the 2019–21 Public Policy Priorities, providing the framework for the advocacy work at the local, state and national levels.

If you vote online, your ballot will be received and counted immediately. The deadline to request paper ballots is April 12, and all paper ballots must be postmarked by April 26. You can find more information about the [candidates for the AAUW Board of Directors](#) and the [2019–2021 Public Policy Priorities](#) on the AAUW website.

If you have questions, feel free to contact AAUW at [connect@aauw.org](mailto:connect@aauw.org) or 800.326.2289, Monday–Friday, from 10 a.m. to 5 p.m. ET.

## AAUW News

### *Paycheck Fairness Act Passes House*

In March, the House of Representatives voted 242 to 187 to pass the Paycheck Fairness Act (PFA) with bipartisan support. The bill is sponsored by Rep. Rosa DeLauro (D-CT) and Sen. Patty Murray (D-WA). We're one step closer to ensuring every woman can take home the pay she rightfully earns. Now it's up to the Senate to act.

#### **What It Will Do**

The Paycheck Fairness Act would:

- Prohibit employers from using salary history which ensures that salaries are not based on prior pay disparities that can follow workers from job to job.
- Ensure equal pay for equal work, requiring employers to prove that any pay disparities that exist between men and women are a business necessity and job-related.

- Protect against retaliation for discussing pay with colleagues, including stopping employers from being able to fire employees for sharing information. Greater transparency about salary is key to helping identify disparities.
- Equalize discrimination claims based on gender, race, and ethnicity, so plaintiffs who file claims under the Equal Pay Act have the same robust remedies as those who make claims under other laws.
- Support employers and employees to achieve fair pay practices, including providing technical assistance to employers, requiring wage data collection, and offering salary negotiation training programs to give women the tools to advocate for higher wages.

### Why It's Needed

Women working full time are paid, on average, only 80 cents for every dollar paid to a man—a figure that has changed by less than a nickel during the 21st century, [according to AAUW's Simple Truth about the Gender Pay Gap report](#).

- The gender pay gap exists across all demographics, in every part of the country, and in nearly every line of work — including female-dominated professions like teaching and nursing.
- The pay gap tends to be larger for women of color: Black women are paid just 61 cents for every dollar paid to white men. American Indian/Alaskan native women are paid 58 cents for every dollar paid to white men. Latinas are paid just 53 cents for every dollar paid to white men.
- The gap exists across all age groups: Women ages 20 to 24 are paid 90 percent as much as men in the same age range; and the gap grows from there with women ages 25 to 34 receiving 88 percent as much as men, 35 to 44 year old women taking home 81 percent as much as men, and women 45 to 65 being paid 78 percent as much as men.
- The pay gap hurts women in retirement because it expands and compounds over a lifetime. Women are less able to pay off debt and receive less in Social Security and pensions. Men over 65 make \$1,016 per week, while women in the same age range make only \$782.
- The poverty rate for working single mothers would be cut in half if the pay gap were closed, and 2.5 million children would be lifted out of poverty, [according to the Institute for Women's Policy Research](#).

### State and Local Equal Pay Initiatives

In recent years, there has been strong momentum at the state and local level to close the gender pay gap: More than 40 pay equity bills were introduced in states last year alone and at least five states have passed a law in each of the last four years. Despite this progress, the federal Paycheck Fairness Act is still essential to ensure that all Americans benefit from the same strong policies and protections.

#### AAUW Analysis: State Equal Pay Laws, by Strength

(Detailed breakdown of types of equal pay state policies can be found [here](#).)

**Strong:** California, Illinois, Maryland, Massachusetts, New Jersey, Oregon, Washington

**Moderate:** Alaska, Arkansas, Colorado, Connecticut, Delaware, DC, Hawaii, Idaho, Iowa, Maine, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, New Mexico, New York, **North Dakota**, Ohio, Oklahoma, Rhode Island, South Dakota, Vermont, Wisconsin, Wyoming

**Weak:** Arizona, Florida, Georgia, Indiana, Kansas, Kentucky, Louisiana, Missouri, Montana, North Carolina, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia

**None:** Alabama, Mississippi





— State of —  
**North Dakota**

*Office of the Governor*

**Doug Burgum**  
*Governor*

PROCLAMATION  
**EQUAL PAY DAY**  
 APRIL 2, 2019

**WHEREAS**, all citizens deserve equal pay for equal work; and

**WHEREAS**, the Equal Pay Act was passed by the United States Congress on June 10, 1963, and prohibits compensation discrimination on the basis of sex by employers for equal work in the same establishment; and

**WHEREAS**, the North Dakota Equal Pay Law and the North Dakota Human Rights Law prohibit compensation discrimination on the basis of sex by employers for equal work in the same establishment in the state of North Dakota; and

**WHEREAS**, in 1963, women comprised 34.4 percent of the United States workforce; today, women comprise nearly 47 percent of the United States workforce and nearly 46 percent of the North Dakota workforce is female, according to the U.S. Census Bureau; and

**WHEREAS**, inequity in pay for equal work leads to less income to save for retirement and less income counted in a Social Security or pension benefit formula and creates challenges for aging citizens; and

**WHEREAS**, equal pay for equal work strengthens the security of families today and eases future retirement costs while enhancing the economy; and

**WHEREAS**, women and men work alongside one another in the workplace and at home providing for self and family, and their economic security contributes to the strength of our state and nation.

**NOW, THEREFORE**, as Governor of the State of North Dakota, I do hereby proclaim April 2, 2019, **EQUAL PAY DAY** in the State of North Dakota.

  
 \_\_\_\_\_  
 Doug Burgum  
 Governor

ATTEST:

  
 \_\_\_\_\_  
 Alvin A. Jaeger  
 Secretary of State

# Legislative Update

Bill / Res	Author	Intro	1 <sup>st</sup> Comm.	1 <sup>st</sup> Chamb	2 <sup>nd</sup> Comm	2 <sup>nd</sup> Chamb	Adopted
<b>North Dakota</b>							
<a href="#">ND HCR 3037</a>	Damschen (R-010)		Failed: 23Y 24N				
Clarifies the 1975 ratification of the Equal Rights Amendment was only valid through 3/22/79							
<a href="#">ND HCR 3056</a>	Buffalo (D-027)		Signed by President 3/29				
Directs Legislative Management to consider studying issues and data reporting challenges related to missing and murdered indigenous people and human trafficking cases.							
<a href="#">ND S 2003</a>	S Approp. Comm.						
Human trafficking victims grant program							
<a href="#">ND HB 1393</a>	Heinert (R-032)		Returned to House 3/15				
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.							
<a href="#">ND S 2356</a>	Oban (D-035)		Failed: 42Y 44N				
Legislative Management to consider studying processes for absentee voting and voting by mail.							
<a href="#">ND HCR 3029</a>	Steiner (R-037)		Filed with Secretary of State 3/19				
Urges Congress to pass a federal prohibition on abortions performed after 20 weeks							
<a href="#">ND SB 2155</a>	Anderson (R-008)		Signed by Governor 3/20				
Allows a registered nurse working in a Title X clinic to dispense contraceptive pills, patches, and vaginal rings.							
<a href="#">ND SB 2148</a>	Mathern (D-011)						
Related to 2018 Measure 1 regarding the creation of an ethics commission, disclosures of expenditures, and restrictions on contributions							
<a href="#">ND HB 1330</a>	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							
<a href="#">ND HB 1509</a>	Hanson (D-044)		Failed: 17Y 75N				
Proposed a paid family medical leave program and appropriation							
<a href="#">ND SB 2303</a>	Bakke (D-043)		Failed: 20Y 27N				
<a href="#">ND HB 1441</a>	M.Johnson (R-045)		Failed: 22Y 70N				
Proposed to reenact sections of the NDCC relating to discrimination on the basis of sexual orientation							
<b>Minnesota</b>							
<a href="#">MN H 1414</a>	Lippert (DFL-20B)						
Relates to sexual health education curriculum							
<a href="#">MN H 1298</a>	Considine (DFL-19B)						
Relates to human services; provides a minimum wage for providers of personal care services							
<a href="#">MN S 1146</a>	Pappas (DFL-065)						
Prohibits discrimination based on status as a living organ donor; paid and unpaid leave benefits							
<a href="#">MN S 1597</a>	Pappas (DFL-065)						
<a href="#">MN H 11</a>	Lesch (DFL-66B)						
Provides for earned sick and safe time; authorizes rulemaking; imposes civil penalties							
<a href="#">MN H 40</a>	Dehn (DFL-59B)						
<a href="#">MN S 856</a>	Champion (DFL-59)						
Restores the civil right to vote of an individual upon release from incarceration							
<a href="#">MN H 1488</a>	Franson (R-08B)						
<a href="#">MN S 1471</a>	Ruud (R-10)						
Requires health care facilities performing abortions to provide access to "Women's right to know" information on the facility's website							
<a href="#">MN H 1514</a>	Kotyza-Witthuhn						
<a href="#">MN S 397</a>	Simonson (DFL-07)						
Requires certain businesses to affirm implementation of sexual harassment prevention policies							
<a href="#">MN H 1532</a>	Becker-Finn (DF-42B)						



<a href="#">MN S 1605</a>	Latz (DFL-046)		
Prohibits persons from interfering with access to reproductive health services and facilities			
<a href="#">MN H 1659</a>	Schultz (DFL-07A)		
Appropriates money for shelter and services for sexually exploited youth & youth at risk			
<a href="#">MN S 1609</a>	Benson (R-031)		
<a href="#">MN H 1312</a>	Scott (R-35B)		
Prohibits abortions after a certain period unless exceptions apply; provides civil & criminal penalties			

## Membership News

It is that time of year again! Spring brings membership renewal for AAUW. You will be receiving an email shortly asking you to renew your membership for 2019/20. You may respond to that with a credit card. This is a valid request coming from the AAUW site. DO NOT go to the site and renew your membership – just respond to the email request.

You may also renew by check as you may have done in the past and giving that check to any

Board member. The total amounts for membership are:

Students - ND \$23 and MN \$22

Lifetime Members - ND \$23 or MN \$22.

ND Members - \$82 or MN Members - \$81.

If you have questions contact Deborah Nelson, Finance Officer [deborahnelson86@gmail.com](mailto:deborahnelson86@gmail.com)

Or contact Bethany at [Bethany.petry@gmail.com](mailto:Bethany.petry@gmail.com) or Kathleen at [sween1948@yahoo.com](mailto:sween1948@yahoo.com)

## Minnesota News

**Save the Date!** [Minnesota NOW](#) is hosting NOW's 2019 National Conference in Bloomington, MN! No plane fares necessary to attend and all feminists are welcome! Scheduled for **July 19 - 21**, it will be at the Hilton Minneapolis/St. Paul Airport Mall of America, 3800 American Blvd E, Bloomington. Conference registration is open at [12.info@mnnow.org](mailto:12.info@mnnow.org)

The Nineteenth Amendment will be a century old in 2020. A good way to celebrate would be a trip to St. Paul to visit the Minnesota Woman Suffrage Memorial on the Minnesota State Capitol Grounds.

From the booklet *Minnesota Woman Suffrage Memorial*:

The Minnesota Woman Suffrage Memorial commemorates a social movement based in non-violent demonstration and political action. This memorial, unlike many others, does not remember lives lost to a cause, but rather lives dedicated to a cause. Here are a few of the landmarks, setbacks and victories marked by the thousands of Minnesota women who worked for their right to vote.

**1867:** A petition calling for a constitutional amendment to extend the right of suffrage to women is greeted with laughter on the House floor and quickly tabled.

**1879:** Resolutions asking Congress to submit a constitutional amendment "prohibiting the disenfranchisement of women" and proposing suffrage for tax-paying women are introduced in the Legislature. Both fail.

**1913:** A state suffrage amendment passes in the House by forty-three votes but loses in the Senate by three votes.

**1917:** National Woman's Party is formed. The group, including several Minnesota women, hold peaceful demonstrations at the White House gates.

**1920:** The Nineteenth Amendment to the United States Constitution becomes law on August 26.

# AAUW F-M 2018-19

## Program Overview and Dates to Remember

Location and Time Details on our website calendar or Facebook events

<b>April</b>	<b>2</b>	All Women's Equal Pay Day
	<b>8</b>	<b>Pay Equity Activity &amp; Affiliate meeting</b>
	<b>19</b>	White Women's Equal Pay Day
	<b>22</b>	<b>Book Club: Quiet Until the Thaw: A Novel, Alexandra Fuller</b>
	<b>25</b>	<b>Board Meeting</b>
	<b>26-27</b>	MN AAUW State Convention in Grand Rapids
<b>May</b>	<b>13</b>	Annual Meeting & Potluck
	<b>20</b>	<b>Book Club: book selection for next year</b>
<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



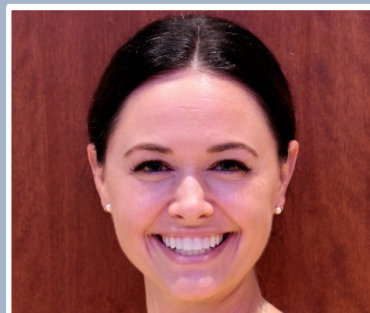
Deborah Nelson

Finance Officer



Kathleen Nelson

MN Membership



Bethany Reinhardt

ND Membership

**WEB SITES**

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[www.facebook.com/FMAAUW](https://www.facebook.com/FMAAUW)  
[www.aauw.org](http://www.aauw.org)

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