

December 2019



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

American Association of University Women

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

President's Comments

Happy holiday season, everyone! I hope you had a good Thanksgiving – I hosted for the first time this year in my new apartment, and it was exhausting but ultimately a great evening.

In spite of cold weather, we had a great turnout for our November event, “Challenges in the Workplace,” presented by our North Dakota Membership Chair Bethany Reinhardt, including lots of new faces.

We’re looking forward to more great events highlighting the fight for women’s equality at work, including a Work Smart program and a pay equity event in April.

On the heels of recent climate protests in our community, our December action event by Dr.

Tess Varner is “Climate Changers: Women and Girls Changing the Narrative about Climate Change.” Dr. Varner is an assistant professor of philosophy at Concordia College, specializing in environmental ethics and feminist philosophy. This event will be happening on the fifth floor of NDSU’s Renaissance Hall in the Flakoll Gallery. Doors will open for networking at 6:30 PM, and the activity will run from 7-8:30 p.m.. We hope you’ll join us for this event

Our other monthly event, Book Club, will resume in January with *Doing Harm* by Maya Dusenbery – check back for more details in next month’s newsletter.

I look forward to seeing all of you soon,

Amanda Savitt

President-elect



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Minnesota News

The November issue of the Minnesota Pine is available at [The Pine - November 2019](#) This month's issue has information concerning AAUW National. This from Minnesota President Lisa West's column:

"...AAUW National has been making major changes to return the organization to a position of fiscal sustainability. The new Strategic Plan is a guiding force in focusing on AAUW activities. A significant reduction was made in annual expenses (\$24M to \$16M) and staff (107 to 40). AAUW leadership is increasing transparency to ensure that members know and understand the changes being made. Stronger revenue pipelines are being developed that are based on realistic goals and expectations for the organization. And, AAUW is increasing its public/external face through high-level presence at conferences, initiatives, and media, thus increasing awareness and support of AAUW and its mission...."

F-M AAUW Affiliate Board Agenda

December 19, 2019 – 12:00-1:00 PM
Call (701) 551-1000 | Participant Code: 898-6721

AAUW Mission Statement: 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)

President's Comments:

Approval of Minutes: Secretary Amanda Savitt (as printed)

Financial Report: Finance Officer Deborah Nelson (as printed)

Continuing Business:

Nominating Committee – Secretary & Webmaster/Social Media

Program Planning

MN AAUW Grants

2020 State Convention

Scholarship distribution

MN AAUW fundraising

New Business:

Membership: Kathleen Nelson & Bethany Reinhardt

Membership Folders – Alexa

Public Policy: Sandy Sidler

Bylaws: Verlaine Gullickson

Pay Equity: Evelyn Quigley

Announcements:

Adjournment

December Program

Climate Changers: Women and Girls Changing the Narrative about Climate Change.

On Monday, December 9, Dr. Tess Varner will be facilitating an interactive discussion on the role of women in climate change. The program will be in room 216, Renaissance Hall, downtown Fargo. There will be networking from 6:30-7:00 p.m. and the activity from 7:00-8:30 p.m.

Dr. Varner is Assistant Professor of Philosophy at Concordia College. She earned her Ph.D. in 2016 from the University of Georgia. Her areas of specialization are environmental ethics and feminist philosophy (particularly ecofeminism) and classical American pragmatism. She teaches courses on environmental philosophy, race/class/gender, culture and dialogue, and—her favorite—a month long camping course out West focusing on the relationship between nature and culture through American nature writing and immersive experiences in public lands.



F-M AAUW Book Club 2019-20

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 27	Book: <i>Doing Harm: The Truth About How Bad Medicine and Lazy Science Leave Women Misdiagnosed and Sick</i> , Maya Dusenbery Discussion Leader: Verlaine Gullickson
February 24	Book: <i>Cherokee Rose</i> , Tiya Miles Discussion Leader: Lois Altenburg
March 23	Book: <i>The Inheritance: A Memoir of Genealogy, Paternity and Love</i> , Dani Shapiro Discussion Leader: Sandy Sidler
April 27	Book: <i>The Library Book</i> , Susan Orlean Discussion Leader: Noell Reinhiller
May 18	Selection of books for next year

2019-20 Program Schedule

December 9, 2019

Action: Climate Change
 Speaker: Tess Varner
 Time: 6:30 p.m. - networking
 7:00 p.m. - activity
 Location: Renaissance Hall, Room 216
 650 NP Ave, Fargo, ND 58102

January 25, 2020

Brunch: Women as Political Actors and
 Changemakers
 Speakers: Deb White
 Time: 10:00 a.m. to 11:30 a.m.
 Location: MSUM, Comstock Memorial
 Student Union, Room 205,
 615 14th St S, Moorhead, MN
 56563

February 10, 2020

Learn and Plan:
 Missing and Murdered Indigenous
 Women
 Speaker: Anne LaFrinier-Ritchie
 Time: 6:30 p.m. - networking
 7:00 p.m. - program
 Location: Renaissance Hall
 650 NP Ave, Fargo, ND 58102

March 9, 2020

Action: Missing and Murdered Indigenous
 Women Event
 Time: 7:00 p.m.
 Location: Renaissance Hall
 650 NP Ave, Fargo, ND 58102

April 13, 2020

Action: Pay Equity Event
 Time: 7:00 p.m.
 Location: Renaissance Hall
 650 NP Ave, Fargo, ND 58102

May 2019

ND AAUW Annual Convention
 Location: Fargo

Member News

FM-AAUW welcomes new member Sara Nimis, associated with Concordia College. Please welcome Sara when you see her at our meetings.

November Program Overview

Date: November 12, 2019

Present: 20 members, speakers and guests

President Alexa Ducioame and President-elect Amanda Savitt introduced AAUW.

Bethany Reinhardt presented on Challenges for Women in the Workplace.



Bethany had members and guests fill out a worksheet, "Top 5 Challenges for Women in the Workplace"

Members and guests suggested some challenges that women face:

- Juggling work and children
- Maternity leave
- Gender equality
- Salary negotiation

We also discussed challenges women face when seeking promotions, including advocacy for yourself, and how men are more likely to seek out a promotion. Challenges also included:

1. Unequal pay, including the Time's Up movement.
 - a. On average, American women are more educated than men, but they still earn less than their male counterparts. Statistics suggest women are paid between 49 and 80% of what men are paid.
2. Sexual harassment
 - a. 38% of women have experienced sexual harassment at work, 80% of women have experienced sexual harassment in their lifetime.
3. Racism
 - a. Average earnings vary by race.
 - b. Tim Peterson is hosting an event on diversity in the workplace.
4. Women are promoted less often than men
 - a. Need for more female role models
5. Fear of asking to be paid what we are worth
 - a. Negotiating for pay can be viewed as being greedy or desperate
 - b. 70% of women negotiated their salary, whereas only 52% of men did.
 - c. "Know your worth and then add tax"

We watched a video made by Jeffrey Tobias Halter about gender in the workplace. Women are underrepresented in leadership positions in corporations. Twenty-five percent of Americans think we will colonize Mars before half of Fortune 500 CEOs are women. Men think women have made more progress toward gender equality than we have. Adding women to a board of directors

returns higher returns on equity, sales, and invested capital. Women influence 80% of health/medical services, 91% of house purchases, 70% of car purchases, 80% of DIY projects, 83% of all consumer purchases are made by women. Women buy more men's underwear than



men do. He suggested: asking men to listen to women's experiences, learn from women, set an example, have the will by asking tough questions.

It is important to seek men's help in advocating for women. Corporate leaders can perform wage audits, support pay transparency, evaluate systems for gender bias, thoroughly investigate alleged wrongdoing, among other things.

Women can negotiate salaries, time off, bonus structures, and more. If you see something, say something. Check biases at the door. Ask for promotions. Be a role model and find a role model. Know your worth and add tax. Start having the conversation about gender in the workplace. Become a member of AAUW.

Bethany encouraged members and guests to commit to making change for women in the workplace, and to understand what motivated them.

Amanda Savitt, Secretary

F-M AAUW Board Meeting Minutes

Date: November 21, 2019

Members present: Alexa Ducioame, Nancy Johnson, Bethany Reinhardt, Alice Christianson, Susan Helgeland, Evelyn Quigley, Amanda Savitt

President Alexa Ducioame called the meeting to order.

The agenda was approved.

The October board minutes were approved.

Financial Report: Deborah Nelson was not present.

Continuing Business

Nominating Committee: There were no updates on the nominating committee.

Program planning: Susan Larson sent Alexa information about the December event. We have a title for the climate change event: Women and Girls Changing the Narrative about Climate Change. We liked the fifth floor room we used last month, but we will need to have the doors unlocked earlier. The January brunch event is set up on Facebook, and we will need to set up the EventBrite for tickets. Evelyn recommended we discuss the April event. Evelyn has met with Heather at MSUM to discuss the Start Smart program, and we need to check in with Tri-College. Deb and Kathleen's financial information should be incorporated into planning for the next board meeting.

Recap for 61st Annual Book Sale: Alice and the committee met yesterday to discuss the Book Sale. We brought in about \$2,400 and expenses were about \$150. If the book sale goes forward, the committee has recommendations, but there were significant challenges with lack of volunteers which might make the book sale unfeasible going forward. If we can join with the Fargo Public Library, we may be able to expand the success of the book sale into the future. Robbie Harnish and Sara Lindberg will meet with the board of the Friends of the Public Library. If this is unsuccessful, we will not go forward with the book sale next year. This proposal would require AAUW to split revenue with the Fargo Public Library. Hopefully we will have more information by the next board meeting. Alexa suggested we seek out student involvement for volunteering.

Minutes Continued

BrainSTEM recap: Alexa still has not received photos or survey from the school.

MN AAUW Grants: Alexa has not heard back about grants. There was apparently an issue with the website for grants which has seemingly caused delays.

2020 State Convention: There are likely no minimum requirements, but each branch will pay a fee, as will participants. We have still received no response from Theresa. We need to do some planning and settle on a venue, but it seems likely that there are few requirements we will need to observe for the convention. Evelyn mentioned that last year the state coordinated with Governor Burgum to sign a proclamation, and recommended that we pursue that again this year, as well as proclamations from the mayors.

Scholarship Distribution: There was no updated about the scholarship distribution.

New Business

MN AAUW fundraising: There will be no silent auction, and no raffle. The state organization has asked each branch to donate a certain amount. They were in communication with Deb about this.

Membership: There were several people who attended the last event who we will make sure to invite to our next event.

Public Policy: Sandy was not present.

Bylaws: Verlaine was not present.

Pay Equity: We discussed how HR managers perceive pay inequity. We have the ability to spark interest in nonmembers in a unique way due to our emphasis on improving women's pay equity.

Announcements: Susan reminded the board about the League of Women Voters dinner on December 1.

The meeting was adjourned.

Amanda Savitt, Secretary

F-M AAUW Board Meeting Minutes

Date: October 31, 2019

Members present: Alexa Ducioame, Kathleen Nelson, Deb Nelson, Sandy Sidler, Nancy Johnson, Bethany Reinhardt, Amanda Savitt

President Alexa Ducioame called the meeting to order.

The agenda was approved.

The September board minutes were approved.

Financial Report: Deborah Nelson presented the financial report. She never received a check from Microsoft or another sponsor of BrainSTEM. The financial report has been filed.

Continuing Business

Nominating Committee: There were no updates on the nominating committee.

Program planning: Our November meeting is coming up. We must develop advertising for this weekend and start spreading that on Facebook. Bethany will be the speaker for the November event. We decided not to have refreshments for this event. December's event is ready. The January brunch will take place from 10:00 - 11:30 a.m. Dana would like to start advertising for the event, but we still need some information from Deb White. We need to determine what the cost of tickets

to that event will be. Last year we charged \$16 on Eventbrite and more at the door. Kathleen will coordinate with MSUM's catering staff to determine what the cost of the meals will be. The MMIW event planning is in the works with Anne LaFrinier-Ritchie February 10. We have decided not to pursue hosting the Jeanette Rankin One Woman Show. March is still open. We have not heard back from MN AAUW about their grant so we should assume we will not receive a grant for the Work Smart program, but we would like to do that program in April. In order to conduct the program without the grant, we will need to raise the funds in another way. We discussed whether charging for registration might be another option, as well as the possibility of partnering with a university career center.

Recap of the 61st Annual Book Sale: \$2,448 were raised, but expenses have not been totaled yet. We did not pay the same amount for custodians because we did not receive as much help as last year. There were better donations than last year, but sales were slower. Removal of books was largely done by Kathleen. The committee next year should be formed in the summer. It should not necessarily be hosted at the same time as BrainSTEM, although few AAUW members volunteered at both. Clean-up needs to be rethought somewhat. We discussed the needs for volunteers (especially for clean-up) and potential future requirements for donations. Kathleen recommended that there be a follow-up meeting to discuss the book sale. We also discussed the need to increase prices. There has been discussion about whether we should continue to host the book sale in future years, but we will table this discussion until there has been a more formal meeting.

BrainSTEM recap: Everything went well. There were a couple of hiccups, including an issue with nametags. KVRR and PBS covered the event. Alexa is anticipating receiving photos from a teacher at the event.

MN AAUW Grants: We have not heard about the Work Smart grant, but we were informed that they are still seeking more applicants. We received the grant for BrainSTEM, but we will not get money from them for this event in the future. Hopefully we will have as much as \$3,000 left over for next year's event.

2020 State Convention: We need to hear more from ND AAUW before we can proceed in a meaningful way with planning. Alexa will email the president again. Sandy has not heard anything from the state board recently.

Scholarship Distribution: We have been invited to the MSUM Scholarship Luncheon. The committee has talked about a third scholarship. Noelle has recommended we suspend that discussion until a decision on the fundraiser has been reached. We may also want to send some of our money from the book sale to MN AAUW, because they are not doing their fundraising raffle. This should be discussed further.

New Business

Membership: Bethany has contacted former members who have not renewed and will nudge them again. She is also inviting some prospects to our November event. Additional names will be sent to her.

Public Policy: Sandy reminded the board that there is an election in Moorhead coming up. A student at Moorhead High School is registering 18-year old students so they can vote in this election.

Bylaws: Verlaine was not present.

Pay Equity: Evelyn was not present.

The meeting was adjourned.

Amanda Savitt, Secretary

2019 AAUW Used Book Sale

Recommendations for Future Sales Made

Submitted by Alice Christianson, Chair

Publicity Committee Chair: Amanda Savitt

The following publicity sources were utilized:

- Posters and cards printed and dispersed to AAUW members to put up
- Social media, (including on a link from a well-known financial advisor who deals with college debt)
- City Briefs
- one ad in the Forum
- a notice in the High Plains Reader
- notices to a few local event calendars
- KFGO aired an interview

Cost of publicity: approximately \$50 for the posters/cards and \$100 for the Forum ad.

Recommendations: print more flyers and consider how to promote more awareness of the event.

Sorting Committee Chairs: Sara Lindberg and Roberta Harnisch. The group set up the 35 tables, signs on the tables and posters on Saturday, a day in advance of donation drop-offs. Custodians brought the tables to the room but didn't assist in unloading them or setting them up. Twelve 2-hour shifts were set up, with a list of workers which included email and cell phone numbers and calls were made to remind volunteers. However, only a core of workers did most of the sorting. A flatbed cart was essential in assisting unloading of boxes of donated books. Daily removal of unwanted books (text books, old and damaged books, inappropriate books, etc) was essential to the order and appearance of the room. There was a large volume of donated books this year. Since there was only so much room on the tables for books, additional books were stored in boxes under the tables. When books were later sold, those books were added to the tables.

Recommendations from the sorting committee: Don't provide a tip to custodians unless they go above and beyond their duties, and this year a decision was made to not give them a tip. Begin meeting in the summer with finding a

chair/chairs for the book sale, and committee chairs, and outline responsibilities of each committee and create timelines. The chair should attend board meetings (call-ins) up to the time of the sale to keep everyone informed of progress and needs. Have a list of current members and their contact information and actively recruit workers. Do not have other branch activities scheduled for the same weekend, such as BrainSTEM. Be flexible about when the book sale should occur. Consider not holding the book sale due to lack of volunteers.

Sales and Treasurer Chair: Deb Nelson The book sale raised \$2,438 which included a cash donation. Pre-sales: \$111. Friday: 9-11 \$881, 11-3 \$729, 3-7 \$202, 7-9 \$110. Saturday: 9-12 \$150, 12-3 \$243, 3-5 \$72. This year a change had been made to the schedule. In previous years, the book sale was held Friday, Saturday and Sunday. This year the sale days were reduced to Friday (adding additional hours in the evening that matched mall hours), Saturday with the bag sale from 3-5 p.m., and not having the sale on Sunday.

Recommendations from the sales committee: The bag sale was awkward. Consider selling a bag of paperbacks for \$5 and a box of hardcover or mixed books for \$8. Boxes, perhaps bank boxes, could be provided for the hardcover books. (This may add to expense; a pack of bank boxes sells for \$36 at OfficeMax, light duty pack of 12 on Amazon is \$23.59 and heavy duty pack of 12 is \$47.99. However, that cost would be added into the cost of the box of books).

Clean up committee Chair: Sandy Sidler Cleanup is the least liked and least attractive activity to volunteer for. It requires heavy lifting at times. Cleanup tasks involve discarding books daily during the sorting stage and at the end of the sale. It involves boxing up all of the remaining books (which was a large amount this year) and hauling them away to various places, including thrift stores, libraries, and distant drop-offs like Valley City and St. Paul. Sandy and her husband carted numerous boxes of discarded books to their garage for storage, as well as multiple

flatbed carts full of boxes to thrift stores, while Kathleen Nelson did the major job of hauling boxes away for discard and to donate boxes to distant spots. Sara and her family took two carloads to Savers. Alice and a friend hauled full SUV carloads to the Fargo Public Libraries. That left a large number of boxes that had to be hauled to the back room of the mall, which hadn't been approved of or planned on. Kathleen Nelson came later to pick up and disperse those books.

Recommendations from the Cleanup

Committee: There should be two chairs—one for finding workers for discarded books daily, another for donating remaining books at the end of the sale. Volunteers need to help with all aspects of the used book sale, including cleanup. If there aren't enough workers to assist with cleanup, then we should consider not holding the book sale.

Additional consideration: This year, there wasn't a membership table that had someone sitting at during the sale. Given the overall lack of volunteers, maybe this isn't important. There was a membership table the previous year.

Alice invited the committee chairs to her home on Nov. 20th to discuss the book sale. Kathleen Nelson, Sara Lindberg, Deb Nelson, Robbie Harnisch and Alice were present. After reviewing the process of the sale and recommendations, our committee agreed that Sara and Robbie would attempt to meet with the president of Friends of the Fargo Public Libraries, to determine if they would be willing to work together on a 2020 used book sale, to be held at the Fargo main library, to share in the volunteer work of a sale, the storage and discarding of books, and to split the profits. If they aren't able or willing to join together for such a sale, then it is this committee's recommendation that we not hold a used book sale next year. There just are not enough volunteers to do the work of a sale.

We also discussed the declining membership of our branch of AAUW and attempted to look at increasing social networking and finding what would appeal to younger university women students and graduates.

A New Dakota Datebook Series

Prairie Public is debuting a new Dakota Datebook series to celebrate 100 Years of Women Voting — in partnership with the North Dakota Women's Suffrage Centennial Committee. Susan Wefald and Sarah Walker were in the Prairie Public radio studio to kick it all off and to sing suffragette songs! [Listen →](#)



From the AAUW Archives

Sarah Tighman Hughes, an AAUW Regional Vice President and Chair of the Committee on the Economic and Legal Status of Women 1943-47, was appointed by President John Kennedy as Texas' first female judge in 1961.

On November 22, 1963, she became the only woman in U.S. history to administer the Presidential oath of office when she swore in Lyndon Baines Johnson on Air Force One following Kennedy's assassination.

Born in 1896 in Baltimore, Hughes graduated from George Washington University Law School, attending classes at night and working days as a police officer. She patrolled streets in an effort to prevent crimes among women and girls with the aim of rehabilitation instead of punishment.



After moving to Dallas, Hughes became active in politics. She was elected to three terms in the Texas House of Representatives where she spearheaded a successful effort to secure the right of women to serve on juries in 1954.

Hughes was a member of the three-judge panel that first heard the *Roe v. Wade* case, subsequently affirmed by the U. S. Supreme Court.

She retired from the federal bench in 1975 and died in 1985.



AAUW News and Notes

New Pay Gap Facts

In November, AAUW released some [updated highlights](#) of the signature report *The Simple Truth about the Gender Pay Gap*. The analysis indicates that women do not make less money simply because they choose different careers than men or decide to become mothers. Rather, the undervaluing of women's work, implicit bias against working mothers and direct race and gender bias diminish women's salaries.

AAUW Reacts to EEOC Announcement on Pay Data Collection

Kim Churches, CEO of the American Association of University Women, issued this statement in response to today's announcement by the Equal Employment Opportunity Commission (EEOC) of its intent to stop collecting pay data from employers after meeting the court-ordered requirement that it do so this year.

"It is enormously disappointing, but sadly unsurprising, to learn the EEOC plans to stop collecting data that could help shed light on pay discrimination. We need to do more, not less, to close the gender pay gap, and this data collection was a significant step in the right direction. AAUW will be watching the EEOC to see that the data currently required gets properly collected and sufficiently analyzed. And we will do everything we can to try to reverse this action to ensure the EEOC stays true to its mission of creating a fair and equitable workplace for all."

Program Overview and Dates to Remember

AAUW F-M 2019-20

Location and Time Details on our website calendar or Facebook events

December	9	Action: Climate Change
	19	Board Meeting Conference Call
January	?	FM Women's March
	25	Brunch speaker: 100-year anniversary of 19 th amendment
	27	Book Club: <i>Doing Harm: The Truth About How Bad Medicine and Lazy Science Leave Women Misdiagnosed and Sick</i> , Maya Dusenbery
	30	Board Meeting Conference Call
February	10	Speaker: Missing and Murdered Indigenous Women
	24	Book Club: <i>Cherokee Rose</i> , Tiya Miles
	27	Board Meeting Conference Call
March	1	Dorothy Dodds (MSUM) & Grace Hudson (NDSU) Scholarship applications due
	9	Action: MMIW
	23	Book Club: <i>The Inheritance: A Memoir of Genealogy, Paternity, and Love</i> , Dani Shapiro
	26	Board Meeting Conference Call
April	13	Action: Pay Equity
	27	Book Club: <i>The Library Book</i> , Susan Orlean
	30	Board Meeting Conference Call
May	?	ND AAUW Annual Convention in Fargo
	18	Book Club: book selection for next year

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

President-elect



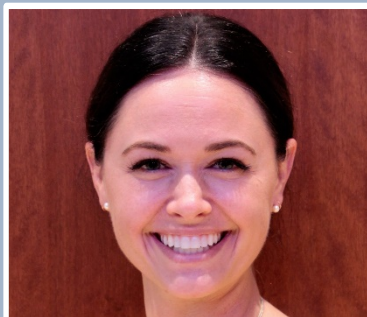
Deborah Nelson

Finance Officer



Kathleen Nelson

MN Membership



Bethany Reinhardt

ND Membership

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