



March 2020

American Association of University Women

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

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

President's Comments

Hello everyone!

March is here, and for the first time, Equal Pay Day will be this month (albeit, on the last day of the month). Equal Pay Day symbolizes how farther into the year the average woman must work to in order to earn as much as men did in the previous year. We're making progress, but there's still a long way to go, especially for many women of color: Equal Pay Day for Black women is August 13, for Native American women is October 1, and for Latina women is November 2.

This month, we will be participating in the rescheduled Women's March, to be held on March 7 at NDSU. Keep an eye on our [Facebook page](#) for details about the event as we learn them. Also keep an eye out for the pussy hats crafters in our organization made at the march!

Our affiliate doesn't have any programming scheduled for March, but we are spending the month gearing up for some exciting events to round out our 2019-2020 year. We're hoping to finalize plans for our April pay equity event at MSUM, and the North Dakota state convention that we will be hosting in May.

Book Club this month will be reading and discussing *Inheritance* by Dani Shapiro. Our Book Club meets March 23 at the Moorhead Public Library at 7 PM.

I look forward to seeing all of you soon,

Amanda Savitt

President-elect



Table of Contents

President’s Comments 1

F-M AAUW Book Club 2020 2

February Program Minutes 3

2020 Program Schedule 4

F-M AAUW Affiliate Board Agenda 5

Minnesota News 6

AAUW – MN “ERA CALL TO ACTION PLAN” 6

F-M AAUW Board Meeting Minutes 8

F-M AAUW Branch Financial Report 9

2020 NEW Leadership Development Institute..... 10

From the Archives 10

FM AAUW Honors Janet Reed Miller 11

Program Overview and Dates to Remember 11

Contact us! 12

F-M AAUW Book Club 2020

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 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

February Program Minutes

Date: February 10, 2020

Present: 16 members, guests, and speakers

“Human Trafficking in North Dakota” was presented by Amy Jacobson and Bethany Leadbetter, human trafficking navigators for Youthworks.

Amy Jacobson is a licensed social worker. The human trafficking program is funded by a statewide human trafficking program. Most prostitutes are not willing participants; they see themselves as criminals rather than victims. Until recently, children could be adjudicated as delinquent for prostitution in North Dakota. Human trafficking can be prosecuted at a federal, state and tribal level. All participants in human trafficking may be prosecuted criminally in some cases.

There are three elements of trafficking: process, means and end. For children, means do not need to be established.

North Dakota laws on human trafficking became more stringent in 2015. For example, pimping went from an A misdemeanor to a C felony. Other strategies include demand reduction, additional funding for services, victim ID protection, and expungement.

Many stereotypes of prostitution are inaccurate, including that all pimps are male, sexually exploited people don't leave because they like the commercial sex industry, they like to have lots of sex, commercial sex is a victimless crime, they choose to enter the sex trade, they take advantage of unsuspecting men, they commercial sex industry is a chosen field of work, and they make a lot of money in the commercial sex industry.

Who is involved in the sale of a human?

- Trafficker (Romeo Pimp, family member, rescuer, sack pimping)
- Sex buyer (trick, date, john, perpetrator, offender)
- Victim-offender/bottom bitch (victims now working for and with the trafficker to recruit new victims)

Here human trafficking looks like prostitution, homelessness/survival sex, alcohol/drug charges, mental illness, poverty, and theft/credit card fraud. In youth, it includes survival sex and couch hopping, older adults grooming and forming relationships, boyfriend pimps, involvement with other criminal activity, peer to peer exploitation, and more.

Sextortion is defined as threats to expose a sexual image in order to make a person do something or for other reasons, such as humiliation and revenge.

The dynamics of pimping require dehumanization and trauma bonding. Trauma bonding is created through cycles of abuse and reward.

Life terror tactics include creating dependencies, removal from familiarity and support structures, document confiscation, and forced sexual education.

The average buyers in North Dakota are not oil workers – even at the height of the oil boom, there were more buyers on the eastern side of the state than the western side. The average buyer is 39, but first bought sex when 21, the majority had at least one child, 84% identified as straight, 11% as bisexual, and 5% as homosexual.

About half of buyers purchase sex in order to participate in sex acts they felt uncomfortable asking their partners to perform. Almost half said that if the man pays for sex, she should do anything he asks. Twenty-two percent felt guilty and/or shameful. Eighty-seven percent thought that women freely choose to enter prostitution.

Victims have historical trauma. A huge percentage of victims have experienced childhood sexual assault. Victims do not self-identify as victims. They have been failed by the system and have had bad experiences with law enforcement.

There are a number of reasons women don't leave prostitution, but perhaps the largest is the trauma bond.

They need a safe place, access to appropriate mental health services, peer support, immediate access to drug and alcohol treatment, long term trauma focused therapy, legal assistance, job training.

Ultimately, human trafficking work is all about trauma.

Amy and Bethany answered questions about sex work, and labor trafficking, among others.

Amanda Savitt,
Secretary

2020 Program Schedule

March 7, 2020

Action: Women's March
Time: 12:00 p.m. – 2:30 p.m.
Location: NDSU Memorial Union
1401 Administration Ave
Fargo, ND 58105

May 1-2, 2019

ND AAUW Annual Convention
Location: Fargo

April 25, 2020

Action: Salary Negotiation Event
Time: Saturday morning or afternoon sessions
Location: TBD



Thank you sincerely for your support for NEW Leadership Northern Lights on Giving Hearts Day! This year we were able to raise **\$12,175**, which will allow us to fully fund the participation of **over 20** of this year's institute cohort and will support our public keynote address in honor of Moorhead pioneering leader, Diane Meyer. In addition, matching gifts were donated to Minnesota State University Moorhead to provide student scholarships. Thank you for your generosity. Your support is what makes it possible for us to continue to change lives and build leadership capacity among women!

Warm Regards,
Deb White, Coordinator
NEW Leadership Northern Lights

F-M AAUW Affiliate Board Agenda

March 26, 2020 – 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, Finance, Membership, & Webmaster/Social Media

FM Women's March recap

April Pay Equity event at MSUM

Shape the Future

2020 State Convention

Used book sale update

MN ERA Action Plan

New Business:

Membership:

Kathleen Nelson & Bethany Reinhardt

Membership Folders – Alexa

Membership info for students & faculty (joining the local branches)

High school student membership

Public Policy: Sandy Sidler

Bylaws: Verlaine Gullickson

Pay Equity: Evelyn Quigley

Announcements:

Adjournment

Minnesota News

At the 2019 state convention a resolution submitted by the Ely branch concerning the ERA was passed. The Ely branch has completed an action plan for this resolution which is detailed below. Ely is requesting that members read, review and complete the action plan. AAUW MN Legislative Day is mid-April and responses to the plan are requested prior to April.

Minnesota will be having its state convention in late April and branches are being encouraged to submit resolution prior to that time. If anyone is interested, please contact Kathleen Nelson.

AAUW – MN “ERA CALL TO ACTION PLAN”

March – July 2020

This “ERA CALL TO ACTION PLAN” is the outgrowth of the Resolution passed at last year’s AAUW State Convention. The Resolution stated that AAUW MN Branches “will actively support and advocate for the passage of the Equal Rights Amendment within Minnesota and nationally.” To put this resolution into action, the AAUW Ely Branch will be initiating this “ERA CALL TO ACTION PLAN” together with the power of AAUW members in all 29 Minnesota Branches of the American Association of University Women.
Dated: February 2020

PROCESS:

1. Initial Communication with AAUW MN Branches:
 - A. Jan Carey (AAUW MN Vice President of Public Policy) will make an initial email contact to all Branch Public Policy Chairs, copying the President of AAUW MN, Mary Setterholm and Pam Ransom.
 - B. In Jan Carey’s initial email, the Branch Public Policy Chairs will be asked to identify one to two members from their Branch to be “ERA Action Leaders” who will take the lead on AAUW ERA Passage activities for their geographic area.
 - C. Once each AAUW Branch “ERA Action Leader” has been identified, the Branch Public Policy Chair will “**RESPOND ALL**” to Jan Carey’s initial email. This will

enable Branches to see how things are proceeding initially and it will provide Mary Setterholm and Pam Ransom with the contact information for “ERA Action Leaders” in each Branch.

2. Ely AAUW Branch members, Mary Setterholm and Pam Ransom, will be the primary contacts for Branch “ERA Action Leaders”. All Branch “ERA Action Leaders” will be contacted by Mary and Pam via email. An initial introductory phone call will be set up to talk about the AAUW MN ERA Action Plan, process, resource tools, learn more about the Branch and their geographic area, and answer any questions.
3. Mary and Pam will send monthly emails to Branch “ERA Action Leaders” that will include: Monthly Action item(s) for Branches’ members, and Resources to empower Branch members to be successful, “frequently asked ERA questions, motivational article, etc. Branches will communicate with Mary/Pam re their ERA activities / outcomes via email. These statistics will be reported to AAUW MN Public Policy Vice President Jan Carey, and to ERAMN and to AAUW national.

ACTION ITEMS / STRATEGY:

MARCH: Letter writing (Goal: 4 letters per member with an additional branch)

MN Legislators (primarily focus on Senate)

- All Branch members will be asked to write to their Senator asking for their support for ERA passage (SF200).
- In addition to all Branch members writing their Senator, for those Branches whose legislative members are **not** on the Senate Judiciary Committee (first committee that must hear SF200), one letter will be written from the Branch, representing AAUW, to any of the Judiciary Committee members presently not supporting the ERA, asking for their support for ERA passage (SF200). (See member and branch resources)

U.S. Congress (Senate) – All Branch members will be asked to write to their two U.S. Senators asking for support to pass the Senate Resolution 6 to remove the ERA amendment deadline.

APRIL: Telephone calls and AAUW state legislative day in St. Paul

- **MN Legislators (Senate)** - All Branch members will be asked to call their Senator asking for their support for MN ERA passage (SF200). (See member resources)
- **U.S. Congress (Senate)** – All Branch members will be asked to call their Senator to ask for their support for passage of the resolution to remove the ERA amendment deadline (SF Res 6). (See member resources)
- **AAUW STATE LEGISLATIVE DAY:** Those AAUW members who are able will also meet with their state legislators, asking for his/her support of ERA passage.

MAY: Letters to the Editor and/or city or county ERA resolutions

- **Letters to the Editor** - Each Branch will be asked to send a “Letter to the Editor” to its local/regional newspaper each week during the month of April (4 letters). When a “Letter to the Editor” is printed in your local newspaper, you’ll want to send a copy to your legislators. (See member resources)
- **City or County ERA Resolutions** - Each AAUW Branch will be asked to work together with its members to get their City Councils and/or County Boards to sign a resolution supporting passage of the ERA. When your City or County adopts a Resolution supporting ERA Passage, you’ll want to send documentation of that resolution to your legislators. (See member resources)

JUNE: Visit legislative members in local offices

- Each AAUW Branch will be asked to complete a visit with their MN Senator, their U.S. Representative, and their U.S. Senators, asking them for their support of the ERA. (See member resources)

Resource Tools for dissemination to AAUW MN chapters, to include but not be limited to:

1. Action Plan / Tree
2. Sample letter for state and federal legislative members
3. Call Script
4. Letter to the Editor Sample
5. Sample City / County Resolution
6. Etiquette / process for meeting Legislators
7. “Why is ERA passage important?”
8. List of MN Reps and Senators and Congressional House and Senate members

F-M AAUW Board Meeting Minutes

Date: January 30, 2020

Members present: Alexa Ducioame, Bethany Reinhardt, Kathleen Nelson, Verlaine Gullickson, Evelyn Quigley, Deb Nelson, Amanda Savitt, Nancy Johnson

President Alexa Ducioame called the meeting to order.

The agenda was approved.

The December board minutes were approved.

Financial Report: Deb Nelson presented the attached finance report. We have \$1,000 in working monies. Book sale and BrainSTEM accounts are separated at the bottom of the report. We will need to make a payout for food from the January brunch, but our income will cover these costs. Funds for scholarships, including NEW Leadership, will come out of the book sale accounts. We completed our audit in November. A few recommendations were made by Bonnie following this audit. Verlaine confirmed that we can publish the audit in the newsletter, and Nancy will publish it upon receipt.

Continuing Business:

Nominating Committee: Alexa is preparing a job description for a volunteer social media/webmaster position, likely for a MSUM student. We discussed what other information should be included. We also discussed how to recruit students to volunteer for this position/positions.

January brunch recap: We had a total of 30 attendees, with between \$100 and \$250 in profits, depending on how much we are charged. Many attendees are new and we hope to recruit some new members.

Program planning: Our February and March events were planned to be MMIW events. Our February event will be Human Trafficking 101 and 201. These events will be coordinated by YouthWorks speakers. We are seeking new opportunities to engage in MMIW issues in March. With respect to the April Pay Equity event, several people have talked to Heather at MSUM, but there are no firm plans at the moment. Our partners at MSUM are enthusiastic about the conducting an April pay equity program. We will need more information about who will be eligible to participate in the program, but we will need to bring everyone up to speed about funding for the event after receiving the Minnesota grant. Amanda will write a formal thank you note to MSUM in gratitude for their willingness to work closely with our organization.

MN AAUW grants: 2020 State Convention: May 1-2 is our anticipated date for our state convention. We have information about what typically occurs at the convention, but there is likely flexibility in how much we will do. We will plan to send a survey regarding how much time people would like to be in Fargo for, to determine whether to host a social on Friday evening. Deb will organize a meeting to coordinate the planning for the convention.

Used book sale update: No updates about used book sales or working with the Fargo Public Library.

FM Women's March rescheduled: The Women's March has been rescheduled to March 7. We will continue to fundraise for Minnesota via the sale of hats.

New Business:

Reform Fargo: Amanda will be point person to coordinate with Reform Fargo on their educational efforts for approval voting in future Fargo elections. They are hoping to table at future events.

Days for Girls: Engagement in this program was discussed, but we will likely not pursue it until next year, if at all.

Membership: We have a new member but Bethany cannot locate her yet. She will call her. There was interest in membership at the brunch, and Bethany has followed up or will follow up with them. Evelyn brought up our goal of developing stronger relationships with the university communities, including potentially starting student chapters of AAUW in the fall. We discussed the administrative challenges associated with officially engaging with the universities. We also discussed additional membership challenges, including the inability to officially have non-college graduates as members. Further discussion on this can occur at the state convention. Fargo is now down to 25 members and Moorhead has 8. We will likely not need additional folders.

Public Policy: Sandy Sidler was not on the call. Kathy Hogan is working on pay equity legislation. Sandy participated in a policy webinar.

Bylaws: Verlaine had no bylaws update.

Pay equity: no action

Announcements: Evelyn noted that Arlette Preston is running for Fargo City Commission. The meeting was adjourned.

Amanda Savitt

Secretary

F-M AAUW Branch Financial Report

January 2020

Submitted by Deborah Nelson February 25, 2020

BEGINNING BALANCE:		\$8,106.76
INCOME:		
Membership:	Julie Grommesh	\$6.50
	Bonnie Bernardy	\$23.00
Eventbrite – January Brunch		\$230.08
TOTAL INCOME:		\$259.58
EXPENSES:		
Membership dues		\$138.00
TOTAL EXPENSES:		\$138.00
ENDING BALANCE:		\$8,228.34
Minus Booksale		\$2,480.00
Minus BrainSTEM		\$4,559.00
	Available funds	\$1,189.34

2020 NEW Leadership Development Institute

May 27-31, Minnesota State University Moorhead

Applications will be accepted until March 16th

This intensive 5-day residential program is designed to provide leadership training, inspiration, and support for women in the upper Midwest who do not have extensive leadership experience. There is particular emphasis on recruiting women from groups that have been underrepresented voices in the political process.

Participants attend workshops on running for office, public speaking, grant writing, anti-oppression, public policy advocacy, conflict resolution, and working with the media. They meet with over forty women leaders, including state and local officials, women in tribal government, nonprofit leaders, and community activists. All participants and some women leaders reside on campus throughout the institute, extending learning beyond the formal daytime sessions.

There is no cost to participate. Participants have the option of registering for a 3-credit summer course through Minnesota State University Moorhead in **Women's Studies (WS 499)**, **Sociology (SOC 499)**, or **Social Work (SW 499)**. Those who choose to register for course credit pay course registration expenses.

More information and the **APPLICATION** can be found at <https://www.mnstate.edu/new-leadership/>

From the Archives

Lou Henry Hoover, AAUW member and First Lady of the United States 1929-1932, was a world traveler, scholar and linguist. As a young girl she accompanied her father on camping trips, horseback riding and searching for rocks and minerals. She was the first female to earn a geology degree from Stanford University, after which she married fellow student Herbert Hoover. The couple moved to China in 1899 where they both learned Mandarin Chinese.

While living abroad, the Hoovers had two sons, Allen and Herbert, both born in London and both future graduates of Stanford.

During Hoover's Presidency 1929-33 Lou invited Jessie DePriest, the wife of the first African American Congressman elected in the 20th century, to tea in the White House. Angry attacks by Southern politicians and journalists followed, but the invitation was not withdrawn.

Lou Hoover had a substantial role in the founding of the Girl Scouts in 1912 and was a Troop Leader in Washington, D.C., and National President for two terms. And she began the famous cookie sales in 1935! She died in 1944.



FM AAUW Honors Janet Reed Miller

Submitted by Deborah Nelson

A big thank you to members of the FARGO-Moorhead Branch who donated over \$5,700 to National the past year. If we donate over \$750, we are allowed a named honoree. We are honoring Janet Reed Miller for 2019.

Janet was a longtime member and officer of AAUW. Long after her retirement and with chronic health problems she was still attending book club monthly. I feel honored to have met her. Janet passed away June 2019 at age 99.



Program Overview and Dates to Remember AAUW F-M 2019-20

Location and Time Details on our website calendar or Facebook events

March	1	Dorothy Dodds (MSUM) & Grace Hudson (NDSU) Scholarship applications due
	7	FM Women's March (organized by others)
	9	Convention planning meeting
	23	Book Club: <i>The Inheritance: A Memoir of Genealogy, Paternity, and Love</i>, Dani Shapiro
	26	Board Meeting Conference Call
	31	All women's Equal Pay Day
April	9	White women's Equal Pay Day
	25	Action: Salary Negotiation Training
	27	Book Club: <i>The Library Book</i>, Susan Orlean
	30	Board Meeting Conference Call
May	1-2	ND AAUW Annual Convention in Fargo – Theme: 100 years of Women's Suffrage
	18	Book Club: book selection for next year
June	4	Moms Equal Pay Day
August	13	Black women's Equal Pay Day
October	1	Native women's Equal Pay Day
	29	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

President-elect



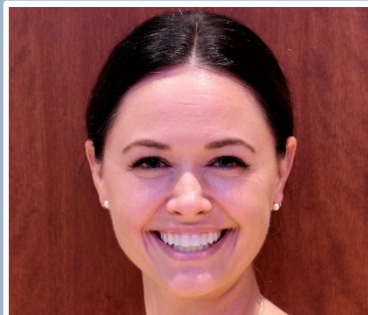
Deborah Nelson

Finance Officer



Kathleen Nelson

MN Membership



Bethany Reinhardt

ND Membership

WEB SITES

www.fargo-nd.aauw.net
www.facebook.com/FMAAUW
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