

President's Message

Joanne Walen, Co-President



Here I sit, contemplating what to say in my first message as your AAUW of Arizona Co-President. After a thrilling four days at the national convention in Washington DC, I'm still both excited and hesitant about taking on this position. But then I remind myself that I'm not doing it alone.

Deb Dillon will work with me this year as Co-President. First of all, Deb really "stepped up to the plate" in organizing our successful (if tiring) Lobby Day Arizona group on Capitol Hill. Without her leadership, we would have been milling around like truly lost sheep. She is also organizing Fall Forum, with the help of Harriet Young and Jeanne Clarke, since it will be held in Prescott this year on November 4. In addition, we are an organization of very skilled and talented women, so I should never feel as if I'm "going it alone."

The National Convention was both illuminating and validating. I sat in various workshops and dialogue sessions, listening to projects from other states and branches, and yes, I got new ideas, but mostly I felt

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very proud of what we are already doing in Arizona to change the climate for women and girls.

I won't know the answers to all your questions as we work together during the next two years, and I certainly will stumble along the way. Please know that I welcome advice and suggestions; they do not hurt my feelings or insult me, as I know I have much to learn. I look forward to the journey with you as my companions.

On page 2 of this newsletter, please take a look at the *Save the Date* insert. It outlines meetings and conferences for this year. Times and places may change, but not the dates.

As we finalize details, we'll let you know.

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Keep Your Emails Updated!

Submitted by Mary Rea, VP Membership



The last election of our AAUW-AZ officers highlighted a growing problem we have with how well the state organization is kept up-to-date regarding members' contact information. We're asking each branch to do a better job of

keeping its members' email and mailing addresses current. When we don't, it costs all of us!

Our address lists are sent to us from the national AAUW database. Election Buddy, the company we use to run the online election, assesses its pricing on the number of emailed ballots we send. One hundred and twenty-three emailed ballots bounced back! Additionally, thirty-eight paper ballots were returned as undeliverable. **Aside from the cost we incurred from incorrect addresses, 161 members were NOT able to cast their votes this year!**

Additionally, those same 161 members would not have been able to vote in the election for national officers if corrections were not updated. That's more than 10% of our state membership, a distressing figure.

Please, make it a goal for this new year to keep member information up-to-date with AAUW-National so every member has the opportunity to vote in local, state and national elections. That said, our quarterly state newsletter is sent by email (some via 'snail mail') and we want every one of our members to receive the quarterly Arizona Sun so all our members can stay informed.



Help Wanted for Fall Forum!

Members Needed to Plan for the AAUW-AZ Fall Forum

Submitted by Jeanne Clarke and Deb Dillon

We are excited to announce that this year's Fall Forum will be held Saturday, Nov. 4, in Prescott. **Members are needed now** to help with planning this special event. Jeanne Clarke, Vice President of Programs, and Public Policy Chair Harriet Young need a Program Committee to assist in planning an exciting and interesting meeting.

Topics currently under consideration are Affordable Health Care, Title IX and Campus Sexual Assault, and Civil Discourse and Reconciliation. These are only initial ideas, however. Please volunteer to be on the Planning Committee to help us plan another important event.

Contact Jeanne Clarke at jnclarke@email.arizona.edu or Harriet Young at young.harriet3@gmail.com to come on board!

Thank you in advance for your support.

Tentative plans are also being made for a spring Leadership Training meeting in Tucson.

Save the Dates!	
8/15/17	Submissions due for Fall Edition of Sun
9/22/17	BOD Meeting, TBD: Anthem Outlet?
9/1/17	Fall Edition of Sun Published
11/4/17	Fall Forum in Prescott
11/15/17	Submissions due for Winter Edition of Sun
12/1/17	Winter Edition of Sun
1/19/18	BOD Meeting, TBD Scottsdale Community College?
April 2018	BOD Meeting and Leadership Conference

AAUW Sponsors NCCWSL Attendees

By Ann Mitchell

The National Conference for College Women Student Leaders (NCCWSL) is an annual event sponsored by AAUW-National, with nearly 1,000 students participating this year alone. AAUW-AZ funded one student each from Northern Arizona University, the University of Arizona, and Paradise Valley Community College.

AAUW-Arizona joined forces with Maricopa Community Colleges so that a total of sixteen students and three Women Rising advisors were sent to the conference in all. NCCWSL was held at the University of Maryland from May 31 to June 3.

Prior to the conference, a meeting was held to prepare the NCCWSL students. On hand was Michelle Traveler, coordinator for Women Rising, Maricopa County Community College District, who outlined the travel plans to the conference, the schedule of conference events, the workshops being offered, and their obligations to their colleges and AAUW once they returned.

A support organization for young adult females called **Achieving My Purpose** provided lunch and a gift bag of travel-size toiletries. When the orientation was over, students visited a **Fresh Start** 'closet' and selected two professional outfits including a blazer, skirt, dress, blouse, shoes, and

jewelry, all for FREE. The Arizona group aimed to look sharp!

In addition to conference orientation, Michelle Traveler gave a workshop entitled *The Importance of Online Identity Management*, with the objective of enhancing the students' professional development.

This organizational meeting made me proud to be a member of AAUW.



Jenesis from South Mountain Community College and Leslie and Andrea from Glendale Community College with their new professional clothes.



NCCWSL Attendees



From left to right: Ann Mitchell (AAUW), Susan Berman (President/CEO, *Fresh Start*), Linda Walton (President/CEO, *Achieving My Purpose*) and Michelle Traveler (Women Rising Coordinator, Maricopa County Community)

NW Valley Branch Joins Forces to Highlight the Gender Pay Gap

Submitted by Joye Kohl

The AAUW Northwest Valley Branch of Arizona partnered with Glendale Community College (GCC), the GCC Women Rising chapter and the Maricopa County Community College District (MCCCD) staff on April 5 to discuss [AAUW National's call for an \(Un\)Happy Hour](#), an event that highlights the pay equity issue for women.

Headlining the event was AAUW-Arizona's past president Shirley Talley. Ms. Talley addressed the problems associated with pay deficit for women and the work of AAUW in research, publicity, and advocacy in this area. She described AAUW's *Work Smart* program and the importance of learning how to approach and negotiate salary. Telling the story of Lilly Ledbetter, Talley described the pay discrimination Ledbetter had been subjected to during the course of her nearly twenty years of working for the Goodyear Tire and Rubber Company. She went on to explain Ledbetter's subsequent lawsuit, which ultimately resulted in the 2009 Lilly Ledbetter Equal Pay Act, designed to help women fight for equal pay. The [U.S. Supreme Court](#) decision dictated that the statute of limitations for presenting an equal-pay lawsuit begins on the date that the employer makes the initial discriminatory wage decision, *not at the date of the most recent paycheck*.

In addition to Talley, speakers at the event included Dr. Teresa Leyba-Ruiz, Interim GCC President; Linda DuVal d'Adrian, AZ Business and Professional Women President; Michelle Traveler, MCCCD Women Rising Coordinator; and Andrea Lucio, President of the GCC Women Rising Student Chapter. Each of the speakers discussed the lack of equal pay for equal work which still pervades our society, and the impact it continues to have on women. Guests included Joanne Walen, AAUW Arizona Co-President; Monica Castaneda, interim GCC Vice President for Student Affairs; Laura Dodrill, Interim GCC Dean for Student Life, and

members of the GCC Student Council. Participants were given a wage-gap fact sheet that compared women's and men's pay in equitable fields. It highlighted how payrolls varied depending on geographic locations, age, educational status, and race or ethnicity.

Although student turnout for this event was lower than expected, small group discussions were spirited in addressing a series of questions posed for the groups. Each participant received a copy of AAUW's 2016 report, *The Simple Truth About the Gender Pay Gap*. In addition, many students won door prizes and received a copy of *Grace and Grit* by Lilly Ledbetter.



Tempe Hosts Work Smart Workshops

Work Smart workshops in Tempe kicked off on December 7, 2016, with AAUW interim CEO Mark Hopkins, AAUW AZ Co-President Shirley Talley and AAUW AZ Liaison to the City of Tempe Jean Johnson joining City of Tempe officials.

The following is based on pre- and post-workshop surveys after only (4) classes at the BRIC (Business Resource and Information Center) in Tempe Public Library from December 7 to February 7.

There are seven workshops scheduled. An additional workshop was held for Tempe Public High School students.

A full report by the City of Tempe will be completed after the last May 30 Work Smart workshop. Classes will start again in the fall of 2017.

“We are looking forward to the day when Equal Pay Day is no longer needed,”
– Tempe Mayor Mark Mitchell

- “The AAUW Work Smart Workshops, overall, were rated ‘good’ or ‘excellent’ by 96.4 percent of participants.
- The skills of “How to negotiate a salary and benefits package”; “How to prepare persuasive responses to use during a negotiation”, and “In a new job search, the best time to engage in salary negotiation” were increased more than 100 percent. This is auspicious as these components are some of the most critical skills taught. On average, the level of growth in skill and understanding was 80.1 percent.
- Participants’ average increase in confidence was 41.3 percent.
- Participants reported that the workshop would have a high impact on their future negotiations, as 100 percent reported that

they would implement the ideas and concepts learned and 100 percent reported that they believe the workshop will have some or high impact on their ability to negotiate a fair salary.

Quotes from participants:

- I seriously thought it was perfect!
- I am retired but I do freelance proofreading and editing for 2 companies. Now I know how to check my worth. So worthwhile. Every city needs this attitude!
- The workshop is long overdue! Life changing! My family’s future looks promising. I felt so empowered to be in a room full of professional women. Thank you!
- I was really impressed with the facilitators and commitment of the City of Tempe.



AAUW and City of Tempe equal pay advocates attend launch of City of Tempe Work Smart Workshops on December 2016. (photo courtesy of the City of Tempe)

Additionally, the women in the room brought great energy, experience and camaraderie.

Special thanks for AAUW AZ Board support and especially to those AAUW members who traveled to Tempe and observed the workshop. As AAUW Liaison to the City of Tempe, Jean Johnson attended the workshops, assisted the facilitators, handled the “meet and greet” of attendees and provided the 2016 and 2017 editions of AAUW’s ”*The Simple Truth about the Gender Wage Gap*” booklets for each attendee.

Additionally, seven businesses and the City of Tempe qualified for the designation of City of Tempe Equal Pay Business Partner. They can use this logo and designation in their marketing and hiring materials.

For more information about the City of Tempe Work Smart workshops and its Equal Pay Business Partner Initiative, visit [Tempe Equal Pay for Equal Work](#).

AAUW Websites on Pay Equity

The American Association of University Women believes that pay equity and equal opportunity are a matter of simple fairness. AAUW is a leader in the fight to end wage discrimination and open doors for women in the workplace. [AAUW Issues: Gender Pay Gap](#)

You may have noticed that the gender pay gap varies — in some cases dramatically — from state to state. But do you know why? [Hey! Why Are Women Paid Less than Men Are in My State?](#)

Download printable Quick Facts on the Gender Pay Gap here: [Quick Facts on Equal Pay Issues](#)

AAUW Thanks Donors

States, branches, and members were recognized at the recent AAUW National Convention for contributions to AAUW programs in 2016. AAUW Arizona was the sixth highest state per capita for contributions, and Tucson was the third highest branch in the nation!

The following AAUW members from Arizona were noted for their individual donations: Rowene Aguirre-Medina, Joan Donnelly, Rowena L. Hardinger, Karen Kenyon, Cathy Corbin Mannino, Margaret Noser, M. Hope Underwood, Joanne Walen, and Laurel L. Wilkening.

The following AAUW members from Arizona were recognized as Legacy Circle members: Bonnie Boyce-Wilson, Susan Gerhart, LaVerne H. Koll, and Nancy Ward.

AAUW appreciates these gifts.

Highlights from the AAUW National Convention

AAUW National Election Results

Submitted by Deb Dillon

Results of the AAUW National elections were released June 16 at the National Convention. In this election, Julia Brown of New Mexico was elected as the new Chair of the AAUW Board of Directors, succeeding Patricia Fae Ho. Peggy Ryan Williams, Vermont, will serve as the new Vice Chair.

New or re-elected board members are Joanna Amberger, Hawaii; Susan Barley, Missouri/Florida; Janet Bunger, Utah; Melody Jackson, Virginia; Melissa Cooke Johnsen, Colorado; Dot McLane, Pennsylvania; Leah Sakacs, Ohio; Cheryl Sorokin, California; Mardy Stevens, Oregon; and Mary L. Zupanc, California.

All of the Public Policy proposals and Resolutions were passed. All but two of the proposed bylaws passed. The two which did not pass were the proposal to change the quorum to 3% and the proposal to add an Advocate category of membership. A two-thirds majority is required to pass bylaws changes. The vote on the Advocate category was Yes - 5728, No - 2913. In order to pass, that proposal would have required 5761 votes, so it failed by only 33 votes out of 8641 total votes.



Lobby Day on Thursday, June 15, stood out as a day for focusing on issues and representing AAUW-Arizona.



Lunch and dinner keynote speakers were terrific: inspiring and invigorating!

Arizona attendees at the AAUW National Convention included *l-r, top row*: Patricia Allen-LaFleur, Michele Higgins, Margaret Noser, Joanne Walen, Ana Nygren, Linda Alepin, and Tillie Fortner; *second row*: Barb Caswell, Gail Garrison, Marcia Wagoner, Barb Morris; *first row*: Deb Dillon, Viva Ashcroft, Cathy Mannino



AAUW Members Visit National Offices

Viva Ashcroft and Jane Adrian had a special thrill when visiting the new AAUW offices in Washington, D.C, just five blocks from Pennsylvania Avenue and the National Mall on April 24, 2017. Their report is inspiring:

Suzanne Gould, AAUW archivist and historian, met us in the open lobby with its stunning modern décor. Suzanne enthusiastically directed our attention to the display cases housing artifacts and documents from AAUW's founding in 1881 to electronic panels that catalogued and honored the past presidents of the organization. Strategically placed throughout the halls of the offices were historical photographs that recorded the activities of women and their supporters who built the organization to help others attend college and engage in professional careers. While each picture is a story in and of itself, Suzanne's knowledgeable, and at times, emotional rendition of the significance of each photo proved a special gift.

We were fortunate to join Lisa Maatz, Vice President Government Relations and her devoted staff. Elizabeth Holden, Grassroots Advocacy Manager, and Pamela Yuen certainly recognized Arizona leadership and work with issues of Fair Pay and advocacy for public education. Kate Nielson, the State Policy Analyst, was especially helpful to Harriet Young, Arizona Public Policy Chair, this past 2017 session of the Arizona Legislature. Kate and Harriet created an Action Alert to ask that Senate President Yarbrough recuse himself from voting on Empowerment Vouchers, due to his economic interests in charter schools.

We also met with Cordy Galligan, Vice President of Marketing and Communication.

The AAUW offices are beautiful and the staff were welcoming and seemed delighted we had stopped by. What a great afternoon!



Jane Adrian, Past President AAUW Arizona (2014-2016); Viva Ashcroft, President AAUW Scottsdale (2017-2018); Lisa Maatz, AAUW Vice President Government Relations



Branch Reports



Three Communities Spring into Action!



Congratulations to Casas Adobes, Prescott, and Tucson branches and their community partners!

At the spring meeting these three branches were awarded Community Action Awards to

support ongoing projects supporting young women.

Casas Adobes and Tucson have for several years joined the League of Women Voters and University of Arizona graduate students in their effort not only to celebrate women in Arizona serving in elected office but to encourage local students to engage in activities that will develop their leadership skills. AAUW-AZ is pleased to continue to support “Running and Winning” events in the hope that the young attendees might someday consider running for office.

Prescott’s relationship with Yavapai College continues to expand as the college seeks mentors to encourage students from local schools as well as first semester college students on the Prescott and Verde Valley campuses. Original programs such as Sister-to-Sister and Woman-to Woman now have complementary programs in the Summer Lead program for entering freshmen and The Reality Store for 8th graders. This evolving commitment to the Community College is the focus of the Community Action committee of Prescott’s branch.

Applications for Community Action funds are available throughout the fiscal year. The forms are on line. Certainly the need for AAUW to support local efforts to supplement public education is great. It is the hope of the AAUW-AZ board that more branches explore partnerships within their communities.

East Mesa Branch on Summer Hiatus

Submitted by Joanne Walen, President

East Mesa had its final meeting of the season on Wednesday, May 3, as a “Summer Gathering.” The excellent speaker was Chevy Humphrey, CEO of Arizona Science Center, who gave a delightful and fascinating talk on the work of the Center and invited us all to schedule a tour this fall. We would encourage any other branch to consider her as a speaker, especially promoting STEM activities.

Our Program VP is well on her way to scheduling many good programs for next season on the theme of Advocacy, including a visit from Lisa Maatz from the national AAUW office in December. Meanwhile, she and I look forward eagerly to our trip to Washington DC for the National Convention in June, where we will participate in AAUW Lobby Day on the Hill, along with many, if not all, of the other participants from Arizona.

**Apply for Community Action Funds by
March 1, 2018!**

**Contact Claudia to get informed!
Contact Claudia Greenwood
atcommunityaction@aauwarizona.org**

**Have you visited the State website?
Don’t miss this great platform for
your state news! The link can now be
seen at the top of every AZ Sun page!
Or click here:
www.aauwarizona.org**



Sun City/Peoria Doesn't Just Sit There!

The Sun City/Peoria Branch of AAUW recognized its new slate of officers for 2017-2019 at the May 11 meeting. Past AAUW AZ President, Jane Adrian, presided. New officers include: President-Cathy Corbin-Mannino, Vice Presidents/Programs-Arlene Schindler and Carol Conger, Vice President/Membership-Ella Broderick, Treasurer-Mary Ellen Fosket, Recording Secretary-Deborah Hjortland, Corresponding Secretary-Jean Porter, AAUW Funds-Carol Beckett. The past President, Corina Santoro, and new President, Cathy Corbin-Mannino, co-facilitated a Power Point presentation entitled *Recapitulation and Anticipation*, providing a look back at the past two years as well as a look forward to the future with the hope of continued growth and development.

Our summer programs will have a common theme: *Don't Just Sit There.*

- ➔ **June 8**— Don't Just Sit There: Do Something!
- ➔ **July 13**— Don't Just Sit There: Go Some place!
- ➔ **August 11**— Don't Just Sit There: Read... and Share!



**Become
a Two-Minute
Activist!**
Receive urgent e-mail
notices to contact your
members of Congress
right in your inbox. [Join
the AAUW Action
Network today!](#)

Scottsdale Branch Celebrates 55 Years, Installs New Officers

Submitted by Karen Ramos

The Scottsdale Branch celebrated its 55th Anniversary in May with a celebratory brunch for members. The Branch, affiliated in April 1962, has grown to over 100 members since then. The 55th Anniversary Celebration provided opportunity to review all that the Branch has accomplished this year through the generosity and participation of the volunteer leaders and members. The celebration was also an opportunity to thank Scottsdale Community College and its President, Jan Gehler, for their support and partnership.

Some of the many accomplishments of the Branch this year were:

- ◆ We conducted our third successful **Running and Winning** workshop at Coronado High School in September 2016 in partnership with the Phoenix League of Women Voters. Nearly 100 High School juniors and seniors were able to meet with local elected and appointed officials and talk to them about public service. The students also worked in groups on a presentation addressing cybersecurity and privacy issues. Many Branch members volunteered at the event and helped make it a success!
- ◆ The Branch hosted **Bikers Against Child Abuse** in October and learned how they help advocate for and protect children who have suffered abuse. The Branch donated \$200 to help with their work with abused children.
- ◆ In December, we hosted a **Holiday Luncheon** to benefit AAUW Funds. Members participated in a silent auction and other fundraisers to help support the mission of AAUW. Along with donations made by Branch members, we were able to send AAUW National over \$4,015 to help advance equity for women and girls.

- ◆ The Branch hosted a Financial Planning seminar for women in January and attendees learned ways to be financially confident.
- ◆ In February, the Branch participated in **Legislative Day at the Capitol** and some of us visited our Legislators to talk about issues important to AAUW – education and women’s health.
- ◆ The Branch held a successful Author’s Luncheon in March to raise funds for local scholarships.
- ◆ Scottsdale Branch members heard a presentation from the **International Rescue Committee** in April. The organization works to provide support to refugees as they are placed in Arizona. We also donated \$200 to assist them in their work on behalf of the people they serve.
- ◆ In early May, the Branch donated over 600 books to **Pima Elementary School** – a book for every student and an additional 100 for the library. The books were collected by members throughout the year and students from the school wrote letters of thanks.
- ◆ The Branch also collected and donated 35 backpacks of personal items and snacks to **Veterans First**, an organization that works to prevent homelessness among women veterans. We also donated supplies to their women’s shelter **Mary Ellen’s Place**.
- ◆ During the celebration, the officers for 2017-2018 were installed by State Co-President, Joanne Walen. Officers for the coming year are Viva Ashcroft, President; Barb Morris, President-Elect; Gail Stempil, VP Finance; Cynthia Peplinski, VP Membership; Sue Jaros, VP Programs; Dianne Cobb, Recording Secretary; Karen Ramos, Corresponding Secretary.



Joanne Walen, newly installed AAUW of Arizona Co-President, conducted the installation.



Officers: from left, Karen Ramos (Corresponding Secretary), Sue Janos (VP Programs), Cynthia Peplinski (VP Membership), Viva Ashcroft (President), Gail Stempil (VP Finance), and Joanne Walen (AAUW of Arizona Co-President). Not pictured Dianne Cobb (Recording Secretary) and Barb Morris (President-elect).