

President's Message

Jane Adrian

Opportunity, that combination of circumstances favorable for a particular purpose at a specific time and space, sits like a bump on a log until someone recognizes the connection and takes action – someone like an AAUW member.



Over the past weeks AAUW Arizona members have leaped from log to log down a rushing stream of multiple opportunities to take action on many fronts.

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Education by Joye Kohl, Pay Advocacy by Jean Johnson, Human Trafficking by Beth Jacobs and Women's Health Issues by Jody Liggett, and provided the context for member pre-appointed meetings with legislators. Thank you Dr. Anne

Schneider for reminding us that legislators are people too!

Past AAUW of Arizona President Claudette Haney offered the prayer in the Senate. Senator Andrea Dalessandro in the Senate and Representatives, including Virginia Steele, recognized members from the floor.

Surprise Opportunities

Sometimes opportunity surfaces when special interests set in motion a cascade of events that are contrary to advancing AAUW positions, such as the individual right to determine "one's reproductive life." **SB1318** would change current law so that women purchasing insurance through the health marketplace are no longer able to choose to purchase the optional insurance rider for abortion coverage.

Through the Action Alert more than 225 AAUW of Arizona members and supporters seized the opportunity by asking Arizona state senators to vote against SB1318 through the National Salsa Labs e-mail blast. Of the 30 Arizona Senators, 26 heard from us. Even though SB1318 passed by a party-line-vote and now moves to the House, members remain attuned to additional opportunities to be heard on this important issue. Other times, opportunity presents that which is right up the AAUW alley, such as the equal pay amendments to the Phoenix City Ordinances to ensure equal pay for equal work. After a year of research, Councilwoman Kate Gallego, who chairs the Equal Pay Committee that includes Equal Pay Advocate Jean Johnson and Jodi Liggett, Chair of the Phoenix Women's Commission, asked if AAUW could work to bring **Lilly Ledbetter to Arizona for Equal Pay Day**, April 14. We could, we did, and we are. Find the registration form for the Lilly Ledbetter Equal Pay Day and, as opportunity would have it,

President's Message, cont.

a **Happy Birthday** celebration on April 14 in this edition of the SUN. Note the registration form includes a private reception for AAUW members the evening of April 13 at the home of former Arizona Superintendent of Public Instruction, Dr. Carolyn Warner.

Opportunities Abound for AAUW San Diego Convention 2015

Congratulations to the 28 scholarship winners who are among the now nearly 40 AAUW of Arizona members who are registered for the meeting in June! Thank you to the branch leaders who are supporting additional Arizona members to attend. The convention offers unparalleled opportunities for professional and personal growth. When interviewed by National about what I expected from the convention for Arizona members, I said, "Fairy Dust – members energized and eager to step into leadership positions at all levels."

Opportunity is like a seed in a protective packet, dormant and hidden in dark shadows, until someone, like an observant AAUW member, breaks the seal and plants the promise by taking action.

Carpe Diem – Seize the Day (Homer, *Odes* – book 1, number 1; 23 BC)

State Treasurer's Report is located on the last 3 pages of this Newsletter. Please take a look to get a better understanding of our State finances.

AAUW-AZ Membership Vital, Meaningful, and On The Move

by Sharon Groves, AAUW-AZ Membership VP

AAUW branches are groups of local AAUW members working together in their communities for the greater good of women and girls. This network of nearly 1,000 branches across the US, including Alaska, Hawaii, Guam, and Puerto Rico, are the heart of the organization.

As a member you are part of a group that champions persons of diverse cultures, backgrounds, perspectives and professions. As an AAUW member, you can be proud to know you belong to a nationwide group of people who value education and equal rights, who are contributing to a more promising future for all women and girls, and who together provide a powerful voice for women and girls — a voice that cannot and will not be ignored.

AAUW-AZ currently has thirteen branches with over 1200 members including 37 dual members, 30 lifetime members and 33 honorary lifetime members. We have 9 College/University Partners whose students are eligible to join AAUW for free as undergraduates and can hone important life and career skills with AAUW leadership programs and other resources. There are also over 580 National members (or Members-at-large) living in AZ. These members do not belong to a local branch.

For more than 130 years, AAUW has facilitated members to continue chasing their dreams and/or happily living them. Your interaction with other members promotes developing relationships that stimulate a lifetime of personal and professional growth. We are proud leaders in our community and should encourage all our non-member friends to join our successful organization.



Election of Officers for 2015-16

by Sara Wolters

Our online election – one member one vote – for the open positions on the State Board of Directors will be held soon. Watch for an Electionbuddy email. It will contain your ballot. You should submit your vote as soon as possible, as the voting will close on April 12th. Open positions are Membership Vice President and Recording Secretary. There are no bylaw changes to be considered this year. The following members have agreed to stand for office.

Membership VP: Paulette Schutte, Southeast Valley

Recording Secretary: Margaret Noser, Southeast Valley.

If there are members who do not use email, we can send paper ballots, but in order to do this, names and addresses will need to be sent to Sara Wolters, 7083 E. Scenic Vista, Prescott Valley, AZ 86315 by March 25.

Paulette Schutes



Paulette was raised in California and moved to Tempe, Arizona, in the fall of 1973. She earned her BA in Communication from ASU and additionally holds certificates in FMLA, HIPAA, OSHA, and Workman's Compensation compliance. She

worked as the Assistant Director of Patient's Business for Tempe Community Hospital and in 1982 began her career with the Chandler Unified School District where she held various positions in human resources. She ended her years there in 2006 as the Employee Benefits Specialist and began her position as the Health Services Coordinator for Valley Schools Employee Benefits Trust, a group of 9 valley school districts who joined together to create a self funded medical insurance plan. She retired in 2008. During her career she was a member of Soroptimist International of the San Tans and The Arizona Association of School Business Officials. She served on the Institutional Review Board for Chandler Regional Hospital and the Desert Cancer Foundation of Arizona Board where she served as Secretary, Corresponding Secretary, and co-chaired the annual wine tasting fund raiser. Paulette joined AAUW in 2008 and has served on scholarships, as president elect, and is in her second year as co-president. Hobbies include grandchildren, reading, traveling, wine tasting, and currently zip-lining.

Margaret Noser



Education/Professional: Margaret is a graduate of the University of Minnesota in child psychology with post graduate work in special education and Montessori education. She has taught in a number of Montessori

schools from the inner city projects of St. Paul, MN to the shores of Lake Michigan in the small town of Manitowoc, WI. For nine years Margaret was head teacher of the Montessori Lab School at the College of St. Catherine, St. Paul, MN, and has acted as instructor of special education student teaching at the University of Minnesota. Additionally, she was a perceptual-motor therapist with N.C. Kephart in Fort Collins, CO. Along with her husband, Margaret owned a small AZ business for 10 years.

AAUW Experience: Margaret joined AAUW in 1985 in Wisconsin and has served as branch newsletter editor, membership directory editor, educational equity initiative chair, program vice president, and president (two terms) as well as chair of various interest groups. She also served on the Wisconsin state board as state newsletter editor for four years. After retirement, she served on the Southeast Valley (AZ) Branch as co-president, public policy chair, college/university chair, advisor, nominating chair, and website manager.

Legislative Day An Eye-Opener

by Nancee Noel

As an AAUW “new-bee”, this was my first experience going to the capital to meet with my legislators. To say I was a little apprehensive is an understatement. However, experienced members shepherded me and made a great deal of difference.

First, I was impressed by how busy the place is – inside and out. Tents were set up on the lawn for various organizations, and groups of visitors milled around. Three other AAUW members and I met with two of my legislators and one from another district for 20 minutes each. We asked questions and heard their responses. My concerns quickly melted away. The legislators were approachable and willing to answer our questions to the best of their knowledge and expound on their areas of interest. These meetings helped me better understand the thinking of each legislator on issues of my interest.

As if that were not exciting enough, we were invited to be in the gallery of the House or Senate. I chose the House. We were introduced as a group and welcomed by the applause of the representatives. My day there gave me a window into how the legislature physically operates and the sense that our representatives really do care what their constituents think. We may not have changed their minds, but they were willing to listen. And maybe, just maybe, what we said may help them make a decision about a bill they were pondering. I will attend next year and continue contacting my representatives.

Equal Pay Day Special Event!

An additional **Equal Pay Day** activity has recently been added with a **Work Smart Workshop** scheduled for city of Phoenix employees. To be held April 14, 2015, from 6:00 - 8:00 p.m., the event is hosted by AAUW, Phoenix Women's Commission, and Arizona YMCA Metropolitan Phoenix. The location has yet to be announced. For more information contact payequity@aauwscottsdale.org

Let's Not Forget: The 1965 Voting Rights Act At Fifty

By Jeanne Nienaber Clarke,

AAUW Tucson Branch

The 1964 Civil Rights Act and the 1965 Voting Rights Act were among the most important laws passed by Congress to ensure political equality in America. We have made great progress since then, but much remains to be done. Several states have passed laws restricting the freedom to vote, and the US Supreme Court recently invalidated a section of the 1965 Act, telling Congress that it is outdated and needs to be re-written to reflect present circumstances. Also, the turn-out of eligible voters in the US is abysmal; we probably have the lowest turn-out rate of all democracies—only about 50% of eligible voters bother to vote! What an embarrassment for us.

For a perspective on what conditions were like in 1966, I wrote a memoir about my summer spent in Sumter, South Carolina. It was a black voter registration project sponsored by the American Friends Service Committee. Fifteen of us young people from all over the country spent two months registering black people who had never voted before. What I and the other members experienced was alarming: A real eye-opener for a young woman from northern California who had never been to the South. We were young, idealistic, and naive about the danger we were in. We literally put our lives on the line that summer.

If you are interested in learning more, please visit my website. It contains my memoir, that of another member, and numerous photos of conditions in Sumter fifty years ago. Go to: www.civilrightssummer.com/those-who-came.html Again, let's not forget that we have much more work to do to ensure voting rights in America....and in Arizona!



AAUW K-12 Public Education Initiative: Correcting the Narrative *by Joye Kohl*

The purpose of the **AAUW K-12 Public Education Initiative** is to collect narrative accounts highlighting some of the very good instructional programs available throughout the public schools of Arizona. Our public schools have success stories which need to be told and teachers, support staff, and administrators deeply committed to providing high quality education who need to be acknowledged and supported.

Some of you have mentioned conducting some of your interviews and beginning to assemble your narrative reports. We hope others will join the project. If you have questions or need additional information, please don't hesitate to email or call. Your narratives can be submitted at any time to Joye Kohl. If you need a copy of the interview questions or directions, all the information is on our state website. Click on [AAUW K-12 Initiative](#) for more information.

We will want to include programs from diverse districts and schools -- rural/suburban/metro locations, diverse economic population areas and all levels of students (i.e., primary, upper elementary, middle, upper middle and high school students).

The education of Arizona youth is an everybody (non-partisan) issue; thus, it is important to highlight school programs and not engage in political rhetoric for this project. We believe our project can be a very positive experience for each person involved: the interviewers, advisory committee, school personnel, and students or parents.

Happy interviewing!

Do you have a photo to share of a branch meeting or a fun get-together? Send them to the Sun and get it published!



Public Policy: AAUW In An Era Of Change *By Beverly Weiss***

On March 1, 1987, a Congressional Resolution designated March as Women's History Month. Let's take this opportunity to reflect on AAUW's place in women's history. Over the years since its founding in 1881, AAUW has been remarkably consistent in asserting the equality of women and men, maintaining a focus on education, and believing in the efficacy of women working together to benefit society. Today AAUW remains a vibrant and effective organization because it has been able to change with the changing times, seeking new ways to deal with old problems still with us.

During the 1950s many college-educated women did not work outside their homes, but as the feminist movement began to revive in the 1960s and 1970s, more educated women entered the workforce bringing about many life-style changes. Blanche Hinman Dow assumed the Association presidency in 1963. She was concerned that AAUW, long considered an elitist organization, would incur a loss in membership as women were attracted to more militant organizations. Under her leadership, AAUW dropped the requirement that members have a liberal arts degree and opened membership to graduates in home economics, nursing, and education. The Association also restructured committees to reflect areas of interest: education, community problems, world problems, and cultural interests rather than academic disciplines.

AAUW rejected militant feminism, believing that acceptance would come as women demonstrated their competence. Through the branches, it encouraged discussion of current issues, such as interracial conflict, and supported collaborative projects. Most significantly, AAUW's study of pay discrimination in executive positions provided data used by women's groups lobbying

Public Policy cont.

federal legislators to pass the Equal Pay Act of 1963. AAUW's longtime pay equity goal was realized in this legislation.

The 1970s was also the period when AAUW joined with other women's organizations in their fruitless efforts to pass the Equal Rights Amendment (ERA). The result for the Association, as articulated by General Director Helen Wolfe at the 1977 convention, was a reorientation toward political action to achieve "the equality of women and the full role of women in society."

The Eleanor Roosevelt Fund was established in 1988, signaling the Association's interest in girls' education from kindergarten through high school. *Shortchanging girls, Shortchanging America*, the first of a series of research publications, grabbed the nation's attention when it appeared in 1991. Since then AAUW's research has called attention to gender inequity in schools that has led to curriculum reform

Yes, our Association has a prominent role in the historical account of women's social, economic and educational achievements. Let's carry on with pride in our heritage!

****This article is based in large part on *Degrees of Equality: The American Association of University Women and the Challenge of Twentieth-Century Feminism* by Susan Levine. Save-the-Dates**

**East Mesa Branch of AAUW
AUTHOR'S LUNCHEON/SILENT
AUCTION
SCHOLARSHIP FUNDRAISER
Saturday, April 4, 2015
10:30 am Rec II Leisure World
Mesa Arizona
\$40.00 per person**

Guest author: Rhys Bowen

All are cordially invited to attend our sixth annual event to raise funds to enable Mesa women to attend college at Arizona colleges and universities. The event includes a silent auction, a raffle, lunch, a paperback copy of one of the Ms Bowen's books and the opportunity to hear the well-known author speak. There will also be the opportunity to purchase books written by the author and provided by the Poisoned Pen independent bookstore.

For more information on author Rhys Brown visit



Save the Dates!

2015

April 4

East Mesa Author Luncheon

April 11

Arizona Women's Conference Scottsdale Community College

April 13

Lilly Ledbetter Private Reception

April 14

Pay Equity Da Luncheon with Lilly Ledbetter

April 17

AAUW of Arizona Board of Directors' Meeting

May 1

SUN Summer Edition Deadline for submission of articles

June 16-18

AAUW National Convention— San Diego



Phoenix Women's Commission



Fair Pay Act of 2009



EQUAL PAY DAY
and
BIRTHDAY CELEBRATION

Honoring

Lilly Ledbetter

Luncheon

Tuesday April 14, 2015

11:30 A.M.

Renaissance Phoenix Downtown

50 E. Adams

Pueblo Jr. Ballroom

Valet parking \$10 per vehicle

(Mention Lilly Ledbetter)

◇Name: _____ Email: _____

Address: _____

Street City State Zip

Phone: _____ Mobile: _____

Guests

◇Name: _____ Email: _____

◇Name: _____ Email: _____

◇Name: _____ Email: _____

First Course

Strawberry Gazpacho Soup with Guanciale and edible flowers

Entrée Course

Chicken Cobb Salad with bacon, avocado, tomato, green onion,
cave aged white cheddar and selection of house ranch or vinaigrette

Dessert

Vanilla Citrus Crème Brule

Lunch: \$100.00 **Please Check** ◇ *for vegetarian option*

Number of Lunches Ordered ___ Check Amount _____

Mail Registration Form and Check payable to **AAUW of Arizona**

Peggy Owen: 6520 N. 81st Place,

Scottsdale, Arizona 85250-5656 (480) 483-6143

Deadline: April 8, 2015 Limited Attendance

Questions: Jane Adrian President AAUW of Arizona

jadrian@cox.net

480-275-4040

<http://www.aauw.org/>

AAUW Members Private Reception

CHECK ONE: ◇ Will Attend ◇ Will Not Attend

Monday April 13, 2015 5:00-8:00 PM

Location: Dr. Carolyn Warner's Home

5635 E. Lincoln Drive

Scottsdale, Arizona 85260

Cindy Hartel: 970-270-5577

Mobile: 480-710-0353

<http://www.aauwarizona.org/>



Branch Reports



East Mesa Offers Invitation to Their Author's Luncheon



by Rhysa Davis

The East Mesa AZ Branch is currently in the process of preparing for our Sixth Annual Author's Luncheon and Silent Auction which will be held on Saturday, April 4, 2015, at Leisure World, 908 South Power Road, Mesa, AZ in Rec 2 Hopi/Pima Rooms. Doors open at 10:30 a.m. and will feature background piano music performed by Sharon Oien as guests have the opportunity to bid on fabulous gift baskets and silent auction items donated for this fundraising activity to enable women students to attend AZ colleges and universities. Tickets are now available for this popular event which features the award winning author and AAUW member, Rhys Bowen. Tickets are available for purchase by contacting Kay Steckleberg. Price of the ticket is \$40.00 and includes lunch and a paperback. The author's latest book, *The Edge of Dreams*, will also be available for purchase by the Poisoned Pen independent bookstore. *Edge of Dreams* features Molly Murphy, an Irish immigrant detective, in New York City in the 1900s.

The Annual Meeting of the branch will include the Election of Officers for the 2015-2017 program years, raising the local portion of our branch dues, and hearing brief reports from members on the Board of Directors. New officers will be installed at the April general meeting along with a brief ceremony honoring the outgoing branch president and welcoming Joanne Walen as the incoming branch president, who will assume office on July 1, 2015.

Looking for a fun game for your branch meeting? Try out the Equal Pay Day Bingo Game located in this issue!

Glendale Branch Small, but Active

by Pat Zajicek

The Glendale Branch continues to survive and thrive. We have 17 members, 12 active. Monthly, after a short business meeting and updates on what other branches and state are doing, we enjoy lunch together. Terry Brown and Margaret Dow have been great finding restaurants with private or semiprivate meeting areas. Glendale has also maintained contact with Doves, a shelter for abused women over 50. Glendale members joined them for ornament making at Christmas, and members personally donated over \$300 to the Dove program. Line dancing classes and another event are planned for the spring. The branch also continues to contribute to EF and LAF. Glendale supports events sponsored by other branches or allies when possible. Eileen Birin and Pat Zajicek attended the League's Education Forum in Surprise recently. We have a full roster of candidates for next year and look forward to continuation of the branch.



Flagstaff Reports In

by Harriet Young

The year got off to a bang with our January luncheon guest, Dr. Rita Cheng, new president of NAU. We were happy to learn she has long been involved with AAUW back home in Wisconsin and Illinois and that she has joined our branch here. We welcome new VP for Programming Victoria Haviland and new Treasurer Lanny Morrison. We've begun to have our monthly meetings at a new location near NAU campus and the location, price, and quality of food attracted a full house at our most recent meeting. Four members attended AAUW Legislative Day, and all felt it was informative and motivational. We are planning our annual Public Policy Lunch for August, and Karan English and Mary McKell are lining up high profile women to discuss Women in Arizona: Are we Moving Forward or Backward?

Scottsdale Branch Initiates a Ripple Effect

by Peggy Owen



Since 1962, the Scottsdale Branch has connected a strong and determined group of women with a city, a mission, and other like-minded women. As Branch members, we belong to something larger than ourselves. Our Branch and our State are strengthened by our commitment to the “whole”: AAUW. Similarly, our Branch impacts the people and organizations with which we collaborate for our projects, programs and events, which benefit and advocate for women, so our involvement in the “greater good” has a ripple effect.

For 2014-2015, our Scottsdale Branch began its work last August with Branch members on campus at Scottsdale Community College (SCC), our C/U partner, providing material about National’s E-Affiliate Program and the NCCWSL Leadership Program; presenting Branch Pay Equity and Wage Gap Programs; and extending an invitation to attend our general meetings. We also provide scholarships annually to two SCC women. In September, our Branch hosted a Running & Winning Program at Scottsdale’s Coronado High School. It brought together 16 female elected officials from around the Valley, 94 Coronado girls, and 30 facilitators from our Branch, the League of Women Voters, and SCC students. We also shared our mission with school district administrators and Coronado teachers and administrators. This connection led our Branch to providing a wage gap presentation to students in Coronado’s Jobs for Arizona Graduates (JAG) program. Further, once we learned that JAG students were in need of interview clothing, we

began a clothing program to fill their needs. Our September meeting was a tour of SCC’s “Simulation Lab” for health science students. Our work with SCC students, the tour, and our new C/U liaison all serve to strengthen the warm relationship between our Branch and SCC.

This year our Branch membership has increased to 137 members; we offer 14 active SIGs. Also new are a redesigned *Vision* Newsletter providing revenue through advertising and an event sponsorship program. December was the debut of our newest SIG, Women of the Workforce, which now has 25 active members who share our mission beyond our Branch. Our November “Sexual Assault Education and Prevention” presentation reunited Branch members with SCC students. In January, Carolyn Warner, former AZ Superintendent of Public Instruction, provided an inspiring lead-up to our February involvement in Legislative Day, where we focused our attention on making a difference by speaking up about human trafficking and education issues. Further, this year our Branch celebrates the 12th year of the Adopt-a-Book Program and will be donating 420 books for students in pre-K to 4th grade at a Title I school in Scottsdale.

Continuing our call to action, many Branch members are spreading our AAUW mission by their involvement in a variety of projects as Valley leaders in women’s health issues, human trafficking, pay equity, InterClub Council of AZ, and the AZ Women’s Conference to name a few. In May, our Branch will host a Native American Cultural Perspectives Presentation, celebrating inclusion and diversity. We expect it to serve as yet another *ripple* for our Branch to continue advocating for women and taking action for the “greater good” to improve our community!

Do you have an iconic photo or graphic we can display next to your branch report? The newsletter team would love to use it!

Branch Reports Continued

Southeast Valley in Celebratory State of Mind

by Paulette Schutes



Our **International Dinner** on February 16 featuring Italy and chaired by Judy Bauer was a resounding success. Sounds of Italian concertina music greeted us as we entered the ballroom.

Carolynn Hanson, local scholarship funds chair, and other board members provided beautiful scholarship raffle baskets valued from \$50 to over \$300. Our net profit was \$1,100.00. After a wonderful dinner, our own Donna Haugland led us on a fantastic travelogue through Italy.

College/University : “Claudette Haney (past state president) will likely get her wish,” says C/ U chair Jan Bobbett. “Central Arizona College C/U reps Sherrie Soria and Elisa Juarez are taking steps to create an AAUW branch in Pinal County—something Claudette has wanted for years. Actually, it will be at the college which is near Casa Grande in Pinal County.” Jan provided National branch creation materials and offered her help should they need it. Also offering support were Sue Pervi, state C/U chair, Claudette Haney, and others at the state level.

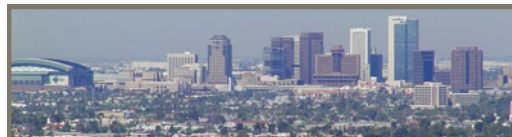
Community Action chair Sandy Shepoiser was honored recently during a celebration of volunteers who have donated over 1000 hours to an organization within the City of Chandler. Sandy’s service has been provided to the Chandler Unified School District. We are so proud of you, Sandy. Thank you for all you do and for representing our branch in the highest standard.

Legislative Day February 25, 2015, was attended by 8 of our members. Four of us met with our local Representative Jeffery Weninger and were pleased to find that while we do not agree on

every issue, he is in support of properly funding public schools and supports Equal Pay. Printed materials and a hand written note were left for Representative J.D. Mesnard.

Phoenix Branch Offers Solid Programs for General Meetings

by Barbara Pressler and Gretchen Peniska



The Phoenix Branch has been busy. We recently participated in State Legislative Day. We are looking forward to our 8th Annual Garden party for Phoenix College fund raising Saturday, April 18th, 2015, at 10:30 a.m. in the Luther Life Center, Beatitudes of Care. A buffet with chefs preparing omelets as well as entertainment and door prizes will mark the activities. Contact Mary Beth Lemons for tickets. February's general membership meeting was devoted to education with Heidie Huusko who spoke about Common Core. Heidie is a master teacher and shared her expertise in math while we actually did a geometry project. We have a new activity group called Movies, Museums, and Theater. Last month we met at the Herberger lunchtime theater to see "March" about women who influenced Civil Rights. Other ongoing activities include two book discussion groups, Great Decisions, Travelers, and Coffee and Conversation.

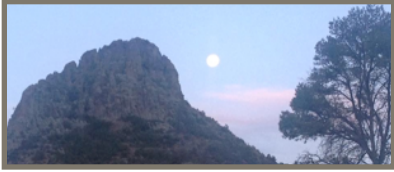
Our General meeting, Tuesday, March 17, has Sister Adele O'Sullivan, CSJ, M.D., who founded Circle the City, an organization to provide health care for the homeless in Phoenix. Our general meeting in April will feature representatives from the US Department of Labor discussing the Fair Pay act. We welcome you to any of our activities and encourage your participation!



Branch Reports Continued

Prescott AAUW Strives to be a Difference Maker!

Adapted from Prescott AAUW Thumb Sketch Newsletter



There is a growing team of AAUW Prescott members offering to participate in a summer program (June and July) at Yavapai College called “The Lead.”

The Lead, an 8- week program being implemented this summer, will help disadvantaged students transition to their first year of college. This innovative program will serve recent high school graduates who are facing challenges such as low income, minimal parental guidance, geographic isolation, and low academic self-confidence. *The Lead* will include services that provide critical college-attendance skills, connections to college resources, and supportive peer and mentor networks.

Twelve female participants will examine barriers to success and current women’s issues in symposia led by knowledgeable speakers. Adult female mentors will develop one-on-one relationship with students to provide guidance and support.

Prescott AAUW members will serve as mentors with Claudia Greenwood at the helm. This is another opportunity for our Prescott AAUW members to make a difference in our community.



Get Ready For Nationals! San Diego

Get more information at this website:
[AAUW National Convention Registration](#)



EQUAL PAY DAY BINGO

While the issue of pay equity is **NOT** a game and is to be taken seriously, the purpose of this piece is to attract attention and, perhaps, learn a few things along the way. Due to space limitations, not all words will be explained. Much more detail including resources used for BINGO information available at www.aauwaz.org, Click on Advocacy/Public Policy and then Pay Equity. Of course, feel free play to this within your branch and/or with others as a conversation starter and an educational tool.

Starting at the top, from left to right:

Pay Equity Works! – a new campaign to rebrand the media sound bite and highlight companies that are taking positive actions to reduce the wage gap. Such actions include gender pay audits; removing names from resumes; transparency; anti-retaliation against employees discussing salary, etc. If you are aware of a company, which AAUW of AZ can recognize in these areas, please send contact information to payequity@aauwscottsdale.org.

Work \$mart – Salary negotiation workshop for working women. Recently acquired by AAUW National. The re-branded version will debut at the National Convention in June in San Diego.

The Simple Truth – The updated 2015 research report, *The Simple Truth about the Gender Pay Gap*, is now available on www.aauw.org.

EDGE – (Economic Dividends for Gender Equality) The Global Business Certification Standard for Gender Equality. It assesses policies, practices and numbers across five different areas of analysis: equal pay for equivalent work, recruitment and promotion, leadership development training and mentoring, flexible working and company culture.

59 – Native American women make 59 cents to the white men's \$1.00.

54 – Hispanic and Latina women make 54 cents to the white men's \$1.00.

Salary negotiation – Lack of confidence and skills in salary negotiation is one of the reasons for the pay gap.

City of Phoenix – Phoenix City Council is scheduled on March 24th to adopt recommendations of the Equal Pay Task Force headed by Councilwoman Kate Gallego. It includes an anti-retaliation clause for discussing salary, training for human resource personnel and pay equity workshops for women to be coordinated through the Phoenix Women's Commission.

78 – White women make 78 cents to the white men's \$1.00.

\$tart \$mart – salary negotiation workshop for graduating female college students. Recently acquired by AAUW National. The re-branded version will debut at AAUW's Student Leadership Conference in late May and will also be launched at the National Convention in June in San Diego.

L'Oréal – The first USA company to receive EDGE certification

EEOC – Equal Opportunity Commission

Lilly – Lilly Ledbetter will be here in Phoenix on Equal Pay Day on April 14, 2015 (April 14th is also her birthday)

J. Johnson
payequity@aauwscottsdale.org

Equal Pay Day Bingo Buzzword Bingo!

B I N G O

Pay Equity Works!	Public Policy Chairs	Work \$mart	The Simple Truth	anti-retaliation
transparency	EDGE	59	aauwaz.org	wage gap
54	salary negotiation	FREE	City of Phoenix	78
\$tart \$mart	L'Oréal	birthday	EEOC	stereotyping
Lilly	Equal Pay Day	April 14	pay equity	bias

Copy/paste or bookmark the URL of this custom bingo card. Re-opening the URL remakes the custom bingo card anytime. Or click [NEW GAME](#) to make a new card.

Arizona AAUW Treasurer's Report- 2015

Submitted by Susanne Burgess, AAUW State Treasurer

American Association of University Women State of Arizona Bank Account Balances As of January, 2015

Bank of America Checking Account	\$ 9,962.01
B of A 9 Month Risk Free CD	\$ 18,003.17
State Farm Bank Money Market Account	\$ 19,729.87
TOTAL	<u>\$ 47,695.05</u>

RESERVE FUNDS

One Year Contingency Fund	\$ 10,703.00
President's Restricted Funds	
Association Convention 2015	\$ -
Regional Conference Albuquerque	\$ -
2014-2015 National Conventions-San Diego	\$ 1,500.00
National Convention San Diego (b)	\$ 600.00
Student Affiliate Start-Up Grants	\$ 1,000.00
NCCWSL	\$ 2,400.00
2012-2014 Branch Special Projects Outstanding	\$ 750.00
University/college Scholarships 2014-2015 (For Academic yr 2014-2015)	\$ 2,000.00

Sub-total \$ 18,953.00

Reserve Balances Carried Forward

State Convention Reserves 2009, 2010	\$ 792.80
Fall Forum reserves 2009, 2011, 2013 (a), 2014 remaining moved back to Reserves	766.13
	\$ 1,558.93

Total Reserves \$ 20,511.93

Uncommitted funds as of January, 2015 \$ 27,183.12

- (a) Moved to Fall Forum Budget
(b) reducing reserve as checks post to account

Income/Expense Comparison by Category

7/1/2014 through 1/31/2015

2/22/2015

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Category	1/1/2015- 1/31/2015	7/1/2014- 1/31/2015	Amount Difference
INCOME			
2014-2015 Member Dues	13.50	148.50	135.00
Dues			
2014-2015 Dues	45.00	6,984.00	6,939.00
TOTAL Dues	45.00	6,984.00	6,939.00
Fall Forum	0.00	2,655.00	2,655.00
Interest Income	11.92	89.69	77.77
Transfer from Reserves	4,800.00	7,800.00	3,000.00
TOTAL INCOME	4,870.42	17,677.19	12,806.77
EXPENSES			
Uncategorized	0.00	0.00	0.00
(A) State Operating Expenses			
Bank Fees	30.00	72.00	-42.00
Fall Forum	0.00	3,148.70	-3,148.70
Insurance			
D & O Insurance	0.00	1,232.00	-1,232.00
TOTAL Insurance	0.00	1,232.00	-1,232.00
Media			
Website	0.00	195.60	-195.60
TOTAL Media	0.00	195.60	-195.60
Milage			
Board Related Milage	183.65	692.82	-509.17
TOTAL Milage	183.65	692.82	-509.17
Office Mgmt			
Printing & Reproduction	0.00	41.70	-41.70
Supplies	0.00	18.71	-18.71
TOTAL Office Mgmt	0.00	60.41	-60.41
Refreshments	0.00	47.90	-47.90
TOTAL (A) State Operating Expenses	213.65	5,449.43	-5,235.78
(B) Standing Committee Expenses			
Public Policy	0.00	24.56	-24.56
TOTAL (B) Standing Committee Expenses	0.00	24.56	-24.56
(C) Education Outreach			
College or University Partners	0.00	121.77	-121.77
TOTAL (C) Education Outreach	0.00	121.77	-121.77
(D) Project Expenses			
Special Branch Projects	0.00	500.00	-500.00
TOTAL (D) Project Expenses	0.00	500.00	-500.00
National Convention Scholarship	6,300.00	7,800.00	-1,500.00
Transfer to Checking	4,800.00	7,800.00	-3,000.00
TOTAL EXPENSES	11,313.65	21,695.76	-10,382.11
OVERALL TOTAL	-6,443.23	-4,018.57	2,424.66

Current Budget

7/1/2014 through 1/31/2015 Using AAUW 2014-2015

2/22/2015

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Category	7/1/2014 Actual	- Budget	1/31/2015 Difference
INCOME	17,528.69	12,290.00	5,238.69
Dues	6,984.00	10,000.00	-3,016.00
2014-2015 Dues	6,984.00	10,000.00	-3,016.00
Fall Forum	2,655.00	0.00	2,655.00
Interest Income	89.69	200.00	-110.31
State Convention	0.00	0.00	0.00
Transfer from Reserves	7,800.00	2,090.00	5,710.00
EXPENSES	21,695.76	7,900.00	-13,795.76
(A) State Operating Expenses	0.00	0.00	0.00
Media	0.00	0.00	0.00
Milage	0.00	0.00	0.00
(A) State Operating Expenses	5,449.43	4,300.00	-1,149.43
Bank Fees	72.00	50.00	-22.00
Fall Forum	3,148.70	0.00	-3,148.70
Insurance	1,232.00	1,500.00	268.00
D & O Insurance	1,232.00	1,200.00	-32.00
Liability Insurance	0.00	300.00	300.00
Media	195.60	450.00	254.40
AZ Sun	0.00	250.00	250.00
Website	195.60	200.00	4.40
Milage	692.82	900.00	207.18
Board Related Milage	692.82	800.00	107.18
Non-board Related Milage	0.00	100.00	100.00
Office Mgmt	60.41	600.00	539.59
Postage	0.00	50.00	50.00
Printing & Reproduction	41.70	150.00	108.30
Supplies	18.71	200.00	181.29
Telephone and Electronic ballot	0.00	200.00	200.00
Refreshments	47.90	400.00	352.10
State Convention	0.00	0.00	0.00
Venue	0.00	400.00	400.00
(B) Standing Committee Expenses	24.56	2,500.00	2,475.44
Community Action	0.00	2,000.00	2,000.00
Legislative Day	0.00	300.00	300.00
Public Policy	24.56	200.00	175.44
(C) Education Outreach	121.77	900.00	778.23
Academic Scholarships	0.00	0.00	0.00
College or University Partners	121.77	900.00	778.23
NCCWSL	0.00	0.00	0.00
(D) Project Expenses	500.00	200.00	-300.00
Mentor Program	0.00	0.00	0.00
New Branch Recruitment	0.00	200.00	200.00
Special Board Projects	0.00	0.00	0.00
Special Branch Projects	500.00	0.00	-500.00
National Convention Scholarship	7,800.00	0.00	-7,800.00
Transfer to Checking	7,800.00	0.00	-7,800.00
Net Difference:	-4,167.07	4,390.00	-8,557.07