



April 2019

Editors:

Kathy Chavez
Nedda Altschuld

Please submit
items for the
Newsletter by the
25th of the month.

**April 17, 2019
6:00 PM**

**Philip S. Miller
Library**

**Freedom to
Expand our
Horizons**

**HS STEM
Awards**



© Can Stock Photo

Freedom to be Informed

Douglas County Coroner, Jill Romann

Submitted by Doris MacDougall



Our March AAUW Program was everything we hoped for – informative , interesting and educational as we listened to our Douglas County Coroner, Jill Romann, talk about her background, training and responsibilities in the Forensics area. She received her education from the University of Minnesota School of Medicine and her training as a medicolegal death investigator in Minneapolis. She moved through the ranks to Lead Investigator and then Senior Investigator for the Minnesota Regional Coroner's Office to the Regional Medical Examiner's Office which covered a population area of 850,000 in eight urban, suburban and rural counties. Ms. Romann is a forensic fellow with the American Board of Medicolegal Death Investigators, one of less than 200 in the nation. She has assisted with thousands of autopsies, and trained under the highest regarded forensic pathologists in the country, Jill came to Douglas County to serve as Chief Deputy in the Coroner's office , was elected Coroner in 2014 and re-elected in 2018. During this time under her service, Douglas County has been distinguished by Donor Alliance and the Lion's Eye Bank as the most proactive donation agency in Colorado.

During Ms. Romann's talk, she showed slides demonstrating the many ways death does occur and how to interpret and determine whether they are by natural causes, accidental, suicides, murders, homicides, etc., allowing our audience to make "educated" suggestions. She also spoke about autopsies , when and why they are or are not performed. Jill Romann is a wonderful speaker, knows all phases of her profession very well and the hour just flew by. We thank her for her service to Douglas County and for her time to share this information with us.

AAUW Minutes

March 20, 2019

Submitted by Ruth Lundgren



The Douglas County AAUW meeting was called to order by Bobbie VanHorn at 7:55 p.m.

Marcia Miller and Marsha Johnson presented an explanation of the new King Soopers fundraising program. A person only needs to register your King Soopers Loyalty Card and when you use it, our AAUW will get a percentage of your expenditure. (Please refer to instructions that were sent to all members via email)

Marsha Johnson reported that she has transferred Douglas County AAUW funds to U.S.Bank. National membership starts in early April. Marsha will send emails to all members. To renew online, click on the link, choose your payment preference and submit. There was a check for \$281.45 from Safeway.

Diane Norten reminded us that Colorado State Convention is April 26-27. Please try to attend.

Doris MacDougall reported for Suzanne Kroepsch that the STEM Awards will be presented at the April meeting at the library.

We had three visitors at our meeting. They were introduced.

Ruth Lundgren and Kathy Chavez have been working on a new Douglas County AAUW brochure that can be given/sent to prospective members and visitors.

It was discussed that we need board members and new members. A suggestion was made to have a "Think Tank" to discuss our branch priorities and how we will achieve them. It was suggested by Diane Norten to invite our State President to this meeting.

The meeting was adjourned at 8:50 p.m.

Douglas County AAUW Budget Report - March 25, 2019



Marsha Johnson, Treasurer

Our transfer of funds - all 3 accounts - have now been consolidated into one account at US BANK. Each month I will be giving you one total of our current funds instead of three different amounts.

We recently earned \$347 from our King Soopers fundraising. This continues to be one of our most important fundraising events. Reminder that they are changing how we earned free money via our King Soopers Card. It will be so much easier to simply make purchases using cash, credit or debit without having to pre-load a gift card. Please contact either Marcia Miller or me with questions.

IT IS IMPORTANT TO LOAD YOUR GIFT CARD BEFORE APRIL 1 WITH FUNDS TO BE USED AFTER APRIL 1. When that deposit to your gift card is spent, you will no longer need the gift card. You will just need the alternate ID that you set up when you registered with King Soopers for the benefit of our club. (An email with the instructions was sent via email earlier this month.) By loading the gift card with say \$500 **before** April 1, that money will earn twice the income for our club until it is spent.

Our current club funds have a balance of \$12,006.65.

SPECIAL NOTE: Membership renewal will soon be upon us. DO NOT, I repeat, DO NOT go to the national website to renew. I will receive an instruction to send all members a mass email regarding renewal. Simply click on the link in your email, correct any info such as address, phone, email if needed, enter credit card unless same as last year and DONE!

You will also have an opportunity to make a donation to national. This does not go to our club. If you prefer to send ME a check for your dues, you are welcome to. Make your check payable to DC AAUW - most of you will have a fee of \$80. I can then take care of renewal on my end with a club debit card.

If any of you make a correction on your information, please let me know so we can have corrected info for next year's directory.



Program Calendar

LET FREEDOM RING 2018-2019

BE SURE TO WATCH THE NEWSLETTER FOR UPDATES AND CHANGES!!!

April 17th - 6:00 p.m. PS Miller Library
Freedom to Expand Our Horizons ---
High School STEM Awards

May 15th - Time & Location PS Miller Library
Freedom to Congregate --- Annual Meeting



DCAAUW Membership...Your help is needed!

The DCAAUW Board is putting together a nominating committee to line up candidates for the upcoming season. Please consider volunteering to serve as one of the AAUW officers. We are in need of a co-president, secretary, treasurer, as well as a VP of membership and a VP of programs. WE NEED YOUR SUPPORT AND HELP.





QUICK FACTS

Gender Pay Gap June 2018

(article suggested by Diane Norten)
www.aauw.org

The American Association of University Women believes that pay equity and equal employment 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.

Job creation and economic opportunity are critical issues for women, many of whom continue to struggle with economic insecurity and wage discrimination.

Despite civil rights laws and advancements in women's economic status, workplace discrimination still persists. Typically, women who work full time take home about 80 cents for every dollar a full-time male worker earns.¹ Over a career (47 years), women's total estimated earnings loss compared with men is \$700,000 for a high school graduate, \$1.2 million for a college graduate, and \$2 million for a professional school graduate.²

AAUW's report *Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation* found an unexplainable 7 percent difference in the earnings of male and female college graduates one year after graduation, even after accounting for many factors, including college major, occupation, industry, sector, hours worked, workplace flexibility, experience, educational attainment, enrollment status, GPA, college selectivity, age, race/ethnicity, region, marital status, and motherhood.³ The wage gap exists and starts right away even when controlling for all of these factors. It then compounds and widens over time.

The wage gap persists across all racial and ethnic groups, and it is found in every state and virtually every occupation. The most recent edition of AAUW's *The Simple Truth about the Gender Pay Gap* found that among full-time workers in 2016, Hispanic, American Indian, African American, and Native Hawaiian women had lower median annual earnings compared with non-Hispanic white and Asian American women.⁴ The pay gap was largest for Latina women, who were paid only 54 percent of what white men were paid in 2016.

Real Consequences

Pay inequality isn't just a women's issue; it is a family issue. Recent research has found that 42 percent of mothers with children under the age of 18 are their families' primary or sole breadwinners.⁵ Pay equity is not just a matter of fairness but the key to families making ends meet. Wage discrimination also limits women's choices and has real consequences. It impairs their ability to buy homes and pay for a college education and limits their total lifetime earnings, thereby reducing their retirement savings and benefits.

Closing the Gap

Between 2014 and 2016, the executive branch took action to provide new tools to fight the pay gap.⁶ Because of these actions, federal contractors are now prohibited from retaliating against employees who talk about their salary with their coworkers. But other protections for workers, like a federal pay data collection designed to identify trends in wage discrimination based on gender, race, and ethnicity, have been paused or ended by the current administration.⁷ To continue to close the gender pay gap, protections must be advanced, not stopped, and the executive branch should take additional action to ensure adequate enforcement of all civil rights laws through sufficient funding and staffing of civil rights enforcement agencies.

In order to ensure these types of protections, and others, reach the entire workforce and are codified into law, Congress must take action.

PLEASE CHECK THE AAUW WEBSITE FOR FOOTNOTE INFORMATION

Paycheck Fairness Act: This important bill updates and strengthens the Equal Pay Act of 1963 to ensure that it will provide effective protection against sex-based pay discrimination in a 21st century workplace. The Paycheck Fairness Act bars retaliation against workers who voluntarily discuss or disclose their wages. It closes loopholes that have allowed employers to pay women less than men for the same work without a business necessity that is related to the job. It also ensures women can receive the same robust remedies for sex-based pay discrimination that are currently available to those subjected to discrimination based on race and ethnicity. This bill prohibits employers from relying on salary history in determining future pay, so that pay discrimination doesn't follow workers from job to job. And it also provides much needed training and technical assistance as well as wage data collection and research.

Pay Equity for All Act: This legislation provides important solutions to address prior discrimination in wages that might be carried forward from one job to another. The bill would protect job seekers from having to disclose their salary history in order to be interviewed, to be considered for a job offer, or as a condition of employment, and from being retaliated against for refusing to disclose their prior salary. In turn, the bill encourages employers to pay employees based on job requirements and prior experience, rather than arbitrary prior wages.

Fair Pay Act: This bill offers an additional set of solutions aimed at curbing the financial impact of occupational segregation for women and workers of color. This legislation would ban paying workers less based on their sex or race than they do workers in equivalent jobs that are predominately filled by workers of a different sex or race. The legislation would also ban discrimination for bringing or participating in a claim, require employers to file wage information with the Equal Employment Opportunity Commission, prohibit discrimination for discussing or disclosing wages, and stop employers from reducing the wages of higher earners (typically men) to comply with pay equity requirements.

States can also provide additional equal pay protections through their own legislative and executive action. While 48 states and the District of Columbia have some form of an equal pay law, they differ significantly in their scope and strength. Currently, Alabama and Mississippi are the only two states in the country without any equal pay protections.

Over the last few years, red, blue, and purple state legislatures all took action to pass important bills seeking to shrink the gender pay gap. In 2016, six states passed pay equity laws (California, Delaware, Maryland, Massachusetts, Nevada, and Utah), and in 2017, five states and Puerto Rico passed laws (California, Colorado, Delaware, Nevada, and Oregon).

AAUW continues to advocate for strong pay equity legislation, executive action, and full enforcement of our current laws to protect employees and assist employers. AAUW also educates the public about this persistent problem and its effect on working families. We also are committing to empower women to negotiate their own financial futures by training 10 million women through our Work Smart salary negotiation programs by 2022. The trainings help women identify their market value and give them the tools to advocate for higher wages. All of these efforts are critical elements as we work to close the gender pay gap.

Additional Resources :

The Simple Truth about the Gender Pay Gap AAUW www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/

"The Gender Pay Gap by State and Congressional District" AAUW www.aauw.org/resource/gender-pay-gap-by-state-and-congressional-district/

"AAUW Policy Guide to Equal Pay in the States" AAUW www.aauw.org/resource/state-equal-pay-laws

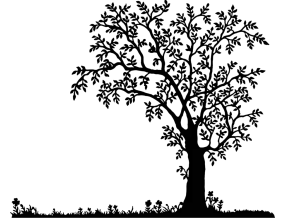
Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation
AAUW www.aauw.org/resource/graduating-to-a-pay-gap-the-earnings-of-women-and-men-one-year-after-college-graduation

PLEASE SEARCH AAUW WEBSITE FOR MORE SPECIFIC INFORMATION.



To such an extent does nature
delight and abound in variety
that among her trees there is
not one plant to be found which
is exactly like another; and not
only among the plants, but
among the boughs, the leaves
and the fruits, you will not find
one which is exactly similar to
another

Leonardo da Vinci



Dates to Remember

- *April 2, 2019, Equal Pay Day*
- *April 26-27, 2019, State Convention in Longmont*

• On Going Fundraiser...

- King Soopers and Albertsons/Safeway gift cards continue to be our biggest fundraiser.
Please continue to use those cards and to eat.
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- If you need information about this program, please contact Marcia Miller or if you need information as to how YOU can support these programs for DCAAUW, Please contact Marcia Miller.



- *FREE MONEY is wonderful!*

BOOK SHARE

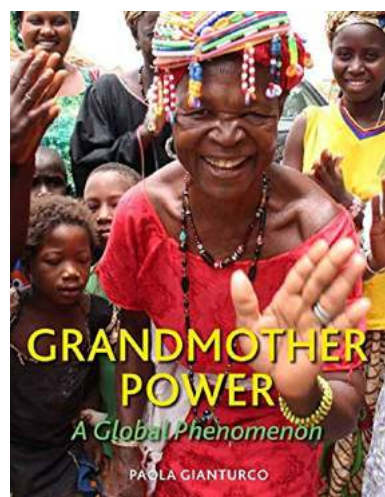


Unsheltered is the compulsively readable story of two families, in two centuries, who live at the corner of Sixth and Plum in Vineland, New Jersey, navigating what seems to be the end of the world as they know it. With history as their tantalizing canvas, these characters paint a startlingly relevant portrait of life in precarious times when the foundations of the past have failed to prepare us for the future.

The *New York Times* bestselling author of *Flight Behavior*, *The Lacuna*, and *The Poisonwood Bible* and recipient of numerous literary awards—including the National Humanities Medal, the Dayton Literary Peace Prize, and the Orange Prize—returns with a timely novel that interweaves past and present to explore the human capacity for resiliency and compassion in times of great upheaval

(review from Amazon)

(Thanks to Dorothy Nugent for the recommendation)



Whether fighting for the environment, human rights, education, health, or cultural preservation, a new generation of activist grandmothers across the world are using their strength, wisdom, and hearts to make a difference.

An unheralded grandmothers' movement is changing the world. Insurgent grandmothers are using their power to fight for a better future for grandchildren everywhere. And they are succeeding. *Grandmother Power* profiles activist grandmothers in fifteen countries on five continents who tell their compelling stories in their own words.

Gianturco's full-color images and her heroines' amazing tales make *Grandmother Power* an inspiration for everyone, and it cements the power of grandmothers worldwide. Please visit <http://globalgrandmotherpower.com/> for additional information.

(Amazon review) (Thanks to Suzanne Kroepsch for the recommendation)

CALENDAR FOR ANY MONTH

<i>1st Sunday</i>	<i>1st Monday</i>	<i>1st Tuesday</i>	<i>1st Wednesday</i>	<i>1st Thursday</i>	<i>1st Friday</i>	<i>1st Saturday</i>
			<i>Ladies Evening Bridge</i> <i>6:30-9:30 PM</i> <i>(Marsha Johnson)</i>			<i>Bridge Couples</i> <i>6:30 PM</i> <i>(Margaret Boone)</i>
<i>2nd</i>	<i>2nd</i>	<i>AM Book Club 10AM</i> <i>PS Miller Library</i> <i>(Ruth Lundgren)</i>	<i>Evening Book Club</i> <i>5:30 PM</i> <i>(Linda Washburn)</i>	<i>2nd</i>	<i>Breakfast Bunch</i> <i>8:00 AM</i> <i>Pegasus (Ginger Allspach)</i>	<i>2nd</i>
<i>3rd</i>	<i>3rd</i>	<i>Mexican Train</i> <i>1 PM</i> <i>(Natalie Weber)</i>	<i>AAUW Branch</i> <i>6:30 PM</i> <i>PS Miller Library (Usually)</i>	<i>3rd</i> <i>Colorado History/Culture Club</i> <i>AM Trips (Stephanie Fong)</i>	<i>3rd</i>	<i>3rd</i>
<i>4th</i>	<i>4th</i>	<i>Mah Jongg</i> <i>1:00 PM</i> <i>(Natalie Weber)</i>	<i>4th</i>	<i>4th</i>	<i>4th</i>	<i>4th</i>

AAUW
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of

Elected Board Members

Current (2018-2019)

Co-Presidents	Pat Proctor, Bobbie Van Horn
VP Program	Doris MacDougall
VP Membership	Ruth Lundgren
Secretary (2 Year Term)	Pat Smith
Treasurer (2 Year Term)	Marsha Johnson

Committee

2018-2019 Standing Committee Chairs are Voting Members of the Board. Vice Chairs (VC) vote in the absence of the Chair.

Public Policy/AAUW Funds	Diane Norten, Chair
By Laws	Carol Marshall, Chair
Historian	Julie Reagan, Chair
Communications (Newsletter/Directory/Website)	<i>Kathy Chavez, Chair Nedda Altschuld, VC Pat Smith, VC, Website</i>
Scholarships/Awards	Suzanne Kroepsch, Chair, HS Awards Jean Kovatovich, VC Scholarships
Social Interest Group/Hospitality	Dorothy Nugent, Chair Ginger Allspach, VC Susan Bowie, VC