



AAUW advances equity for women and girls through research, education and advocacy.



Celebrate the New Year with the Midland Branch Coffee & More 2020 Style



January 16, 2020, 10:30 am GAD Library Community Room

You are invited to meet and greet Kate Hessling, the new editor of the Midland Daily News. Kate's guiding philosophy is that a newspaper's role in the community is to inform and to connect. This philosophy is shared by her team at the Daily News. She states that a community where small businesses thrive is one with a strong and vibrant future. The past decade has proven that communities with daily newspapers are stronger at attracting and retaining business. This in turn drives community development. She also states that the paper's content cannot merely recount the day's events. The Midland Daily News is the community's voice, and that voice should be used to inform and connect.

Branch members are encouraged to attend and bring a guest(s) to the meeting to hear about the direction the newspaper is going to take and to voice your opinion. Plan to visit over coffee and a variety of pastries.

President's Message *Pauline Pittsley, Co-President*

A New Year's tradition is to focus on the opportunity to grow. I am challenging Branch members to consider stepping up to "grow" our branch. AAUW is growing - see Jane Wirth's report on page 2 of this issue. Our Branch has a proud history and continues to grow. There is a lot of talent in our Branch. We have a very organized board and highly organized book sale team. The Membership Committee took a bold step last fall, and we gained 10 valuable new members. Also in the past year, the Nominating Committee updated job descriptions for all Board and committee positions, restructuring some to make the job more manageable.

Please think about how you can contribute to keep our Branch a vital force for women and girls. The structure is in place; now a few new faces would be welcomed to help us grow. The Nominating Committee is in the process of filling Board and committee positions. Please say "How can I help?" if you are called.

AAUW to Award Stars for Branch Activity

The Five Star National Recognition Program rewards affiliates (states, branches, other organizations) for aligning their work with the AAUW Strategic Plan and other initiatives that foster the organization's mission of advancing gender equity for women and girls.

There are five categories, each having actions that will qualify a branch to achieve a star. Categories include: Program (branch programs that relate to National's strategic plan); Advancement (membership retention and per capita giving); Communications & External Relations (branch website content); Public Policy (branch activity promoting national's strategic plan) and Governance & Sustainability.

The Midland Branch Executive Committee met to review these requirements and is quite confident that we can achieve some of the stars, if not all. The Board will work toward achieving as many Stars as we can. We will call on members to help us in this endeavor as we identify areas to pursue.

AAUW CEO Communicates Via Webinars

Jane Wirth, Co-President

Kim Churches, AAUW's CEO, spoke directly to AAUW members through webinars in 2019. She has presented three. The live webinars are directed to state and branch leaders with a recording posted shortly thereafter on the AAUW website so it's available to any member. The next webinar is scheduled for January 28, 2020.



Kim Churches

Churches and the AAUW Board have had to make some tough decisions regarding the operating budget and headquarters staff. The headquarters staff has been reduced from 107 to 45 and as a consequence services have been reduced as well. BUT, AAUW's basic interests regarding equal pay, Title IX, empowerment of women and more are being met.

Since branch members are no longer getting a journal or periodic newsletter, I suggest that you take a half-hour for each to learn more about the road ahead. The webinars mentioned above can be accessed at aauw.org. (You may need to copy the URL and paste it into the URL window.)

May: <https://www.aauw.org/kim-churches-leader-webinar-presentation-for-5-21/>

October: <https://www.aauw.org/event/2019/10/our-path-forward/>

December: <https://www.aauw.org/event/2019/12/together-in-2020/>

Elect Her — A Valuable AAUW Initiative — Came to SVSU

Jane Wirth, Co-President

Elect Her is meant to help female college students step up to leadership positions in student government. Research has shown that about half the women elected to state legislatures and Congress have had experience as student leaders on their college campuses. AAUW has recognized that helping female college students have the confidence to run for elected office on their campuses would be an effective way to spur future participation in elective office. Thus—**Elect Her** was developed and workshops have been presented since the beginning of this decade. I was curious about what a workshop might offer, but that was about the extent of my involvement.



When I served as the branch college/university liaison, I reviewed applications for students hoping to attend the National Conference for College Women Student Leaders (NCCWSL). I met several students who were involved in student government and after attending the NCCWSL were elected to leadership positions. AAUW has recently joined forces with Running Start, a nonpartisan nonprofit that trains young women to run for office and **Elect Her** is now under this umbrella.

In November, SVSU, with support from Consumers Energy, Delta College and the Great Lakes Bay Region YWCA, offered an **Elect Her** workshop. I decided to go. There were about 30 women of a wide range of ages in attendance plus five women who hold elective office in the area who spoke about their experiences. A trained **Elect Her** facilitator led the activities of the afternoon.

Women left with a good idea of what is necessary to run a campaign for elective office including the positions that are helpful for an elective campaign, how to compose and deliver an elevator speech, messaging basics and developing a campaign strategy.

While this was developed for college students, I think it would be valuable to offer **Elect Her** frequently to help girls and women take the step into any elective office. We are needed where decisions are being made!

How the Wage Gap Hurts Women in Retirement

AAUW, November 04, 2019

The gender pay gap, which begins as soon women enter the workforce and grows throughout their working life, continues to disadvantage women during their retirement years, according to a new analysis by the American Association of University Women. The analysis is included in the 2019 update to AAUW's annual report, *The Simple Truth About the Gender Pay Gap*, which found:

- Women collect only about 80 percent of what men do in Social Security benefits, a result of the fact that women have earned less than men throughout their life, and therefore have paid less into the Social Security system.
- Women's pension income is only 76 percent of that collected by men.
- Women's overall retirement income, which includes Social Security, pension, interest and dividend income and other sources of income, is only 70 percent of men's retirement income.

"The gender pay gap leaves women economically insecure at a most vulnerable time in life," said Kim Churches, AAUW's Chief Executive Officer. "A wage gap is unacceptable at any stage of life, but in retirement, it feels particularly egregious. We need to double down on our efforts to close that gap to ensure that women can be as economically secure as their male counterparts, no matter what their age."

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AAUW is taking a multi-pronged approach to closing the gender pay gap. On a federal level, AAUW is advocating for the House of Representatives-approved Paycheck Fairness Act. And at the state and local levels, it is working to strengthen and pass new laws promoting equal pay. AAUW is also working with employers to improve practices and to proactively seek out ways to close the gender pay gap, including increasing salary transparency.

Additionally, AAUW works directly with women, training them in leadership and negotiation skills so they can maximize their earning potential. AAUW has teamed up with major cities, including New York, Boston, San Francisco and others, to offer in-person salary negotiation trainings. It also offers Work Smart Online a **free one-hour course** designed to train women in salary negotiation. AAUW has set the bold goals of training 10 million women in salary negotiation by 2022 and closing the wage gap.

Branch Officers and Committee Chairs Sought

Barb Galloway, Nominations Officer

The Nominations Committee is recruiting members for election as Branch officers for terms beginning July 1, 2020. They will be elected at the Branch Annual Meeting, March 2020. The following offices need to be filled:

President or Co-presidents (2020-21); **Membership Vice President** (2020-22); and **Delegate-at-Large** (2020-21). Various committee positions will need to be filled as well.

Please consider becoming an officer if you are contacted by a committee member.

Branch Offers \$1,500 Scholarships to Attend 2020 National Conference for College Women Student Leaders

Carol Hoerneman Plaush ~ College /University Liaison

The female leaders of tomorrow are being shaped right now. Do you know a college woman who would benefit from attending the National Conference for College Women Student Leaders (NCCWSL) in 2020? The conference dates are May 27—May 30, 2020 at the University of Maryland, College Park, Maryland.

Our Midland Branch must be ever vigilant to notice and encourage today's young college women to dream big and take advantage of this NCCWSL Leadership Scholarship. Deadline to apply for the scholarship is January 29, 2020. All the information for this scholarship is on the application form found on the Midland AAUW website <https://midland-mi.aauw.net>. Then click on "scholarships" tab.

Mark Your Calendar

January 23	Thursday, 10:00 am, General Meeting, GAD Library Community Room
January 29	Deadline to apply for NCCWSL scholarship
March 1	Deadline for Branch scholarships
March 19	Thursday, 6:30 pm, Annual Meeting
April 24-26	Spring Used Book Sale
May 15-16	AAUW MI State Convention at the H Hotel
June 4	Thursday, 11:30 am, Spring Luncheon

Co-Presidents: Jane Wirth & Pauline Pittsley ~ 1st VP Program: Chris Ferrando
2nd VP Membership: Lu Ellen DeLine ~ The Twig Editor: Pauline Pittsley

Web sites: <https://midland-mi.aauw.net> <https://aauwmi.org/> **E-mail:** aauwmidland@gmail.com