



# NEWSLETTER

## August 2018

Milwaukee (WI) Branch  
making a difference since 1894

### Annual Meeting Saturday September 8, 2018

At the  
Italian Conference Center  
631 E Chicago St.

11 am — Social  
11:30 — Lunch &  
Program

Cost \$25

Please make your reservations by

Noon Friday,  
August 31 2018

Phone: 414-276-6820

Email:  
aauw.milwaukee@gmail.com

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Summer Board Meeting  
Saturday, August 18,  
9:30 am Astor Suite

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September Board Meeting  
Saturday, September 8  
9:30 am - 10:45 am ICC

**A** AUW was started in 1881 by 17 women college graduates who joined together to find greater opportunities to use their education and to open the door for other women to pursue higher education. The members represented a handful of women with college degrees at a time when their first efforts were devoted to things like countering then-perpetuated myths that a college education harms women's health and results in infertility. In 2018, AAUW now stands at 170,000 members and supporters strong, with branches in every congressional district, state, and U.S. territory. AAUW has established a legacy over 137 years across a range of issues that have all advanced equity for women and girls. Our 2018 strategic plan focuses on moving forward, building on our work in three of our historical priority areas — **education and training, economic security, and leadership.**

**EDUCATION AND TRAINING** • Since 1888, AAUW's fellowships and grants program has awarded more than \$115 million to more than 13,000 women and nonprofit organizations in more than 140 countries — making it a leading source of funding exclusively for graduate women. • Support for education has ranged from helping to raise funds to buy a gram of radium for Marie Curie's research, to establishing the Coretta Scott King Fund following the assassination of Martin Luther King Jr., to promoting civil rights and the study of racial understanding and peace. • Since the 1880s, AAUW has been improving education for women. AAUW held colleges and universities accountable for admitting and advancing women at a time when few had the opportunity to pursue higher education. Our survey Campus 1970: Where Do Women Stand? Helped lead to the creation of Title IX. Now that women graduates outnumber men, we tackle ongoing barriers, bias, and harassment women face on campus; the fact that women lack professional and leadership opportunities; and that women still incur two-thirds of the nation's student debt and graduate to a gender pay gap.

**ECONOMIC SECURITY** • Starting 122 years ago, AAUW has published reports documenting the gender pay gap and has fought for fair pay and professional advancement opportunities for women. • The organization was at the forefront of pushing for equal pay policies — including the landmark Women's Equal Pay Act of 1945, the Equal Pay Act of 1963, Title VII of the Civil Rights Act, the Family Medical Leave Act in 1993, the Lilly Ledbetter Equal Pay Act of 2009, and other policies and practices that support the ability of women to thrive in the

workplace. AAUW is still leading the fight to pass legislation across the states and for the federal Paycheck Fairness Act to close remaining loopholes and the gender pay gap. • In 1962, AAUW established the College Faculty Program to support women college graduates to retrain for positions as university faculty and administrators. AAUW continues to support programs for women at different phases of their careers, including those returning to the workforce in all fields and making career changes. • In 2018, we launched an initiative to train 10 million women in salary negotiations by 2022, and to continue to advocate for fair pay laws and changes in employer practices to aim to achieve pay equity by 2030.

**LEADERSHIP** • In 1945, AAUW sent delegates to represent women's interests at the UN Conference on International Organization in San Francisco resulting in the establishment of the United Nations. In 2008, AAUW received Special Consultative Status with the United Nations Economic and Social Council to provide our well-respected expertise and guidance to advocate for UN policies that advance the economic, political and educational development of girls and women globally. • During World War II, AAUW was the first women's organization in the US to urge the government to repeal the Neutrality Act and come to the aid of the Allies, and the organization worked with the International Federation of University Women (IFUW) and British Federation of University Women (BFUW) to help support research opportunities for female scholars displaced by the Nazi-led occupation. • AAUW was instrumental in the creation of the women's units of the armed forces and advocated for the women who served to receive equal pay and rank. • AAUW's Legal Advocacy Fund has supported women in their legal battles against discrimination since 1981 — including most recently supporting plaintiff Aileen Rizo in a legal battle for fair pay, winning a Ninth Circuit court victory in April 2018. • AAUW is committed to supporting the next generation of advocates to advance women — including through our annual National Conference for College Student Leaders.

Kim Churches  
AAUW National CEO



# President's UPDATE

Lyn Hildenbrand



Happy August one and all! Summer has flown by-I can hardly believe that our next meeting is in just in just 3 short weeks. Your board has been busy this summer, planning for the up and coming program year and participating in our branch strategic planning process to keep us in line with our national office.

In keeping with our mission to advance gender equity for all women and girls, our strategic plan will be focused our mission-keeping our mission in the forefront will enable us to properly address the policy and advocacy work that is necessary for our future. Our programs need to be nonpartisan, fact-based, have integrity and be inclusive. Our operating model needs to be sustainable, so we can continue to have an impact well into the future.

WE are in the process of conducting a **SWOT** analysis asking

- ◆ **Strengths:** What does AAUW do better than the competition?
- ◆ **Weaknesses:** What does AAUW need to improve upon?
- ◆ **Opportunities:** What external trends could lead to increased success and engagement?
- ◆ **Threats:** What are the advantages competitors have over AAUW?

It is our sincere desire to have a plan by October 1, so we can step into the future on solid ground.

Our mission is bold – **to advance gender equity for women and girls through research, education, and advocacy.** Our work at AAUW has always been fiercely nonpartisan but not

values neutral. We lead with facts and data analysis, not conjecture. We arm our research results with policy recommendations and advocacy work as well as programs and training to transform cultural perceptions and practices throughout society. Our vision — equity for all — can and must be achieved. We are not satisfied to simply document and discuss the inequities women and girls face—we must work to realize equity.

AAUW on the National level aims to achieve equity through practical solutions in education, workplaces, and communities. We as a branch want to be right there with our National organization. Yet, since AAUW was founded, a growing league of respected organizations dedicated to achieving equity have emerged around the US, nearly 400 organizations are dedicated to gender equity in the United States alone. It is essential that we focus on our purpose, mission, and impact to define why AAUW matters today and how we can matter even more tomorrow.

As we embark on yet another year of advancement, we would like to ask for your assistance with program ideas, field trip ideas, scholarship ideas and leadership concepts. We want our branch to be inclusive, but we can't do that if we don't know what you are looking for.

We are going to be hosting a few new events this year; Cocktails and Convos to be held quarterly in the suite-providing an opportunity to folks to delve deeper into topics that align with our mission. We will embark on STEM

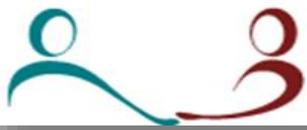
program and the Heritage Club will develop an event to celebrate our 125<sup>th</sup> Anniversary. So, as you can already see we will be busy!

Our 2018-19 year will kick off on September 7<sup>th</sup> with our Annual Meeting and a short program at the ICC, followed by our Shape the Future extravaganza in October sponsored by the Membership Committee. In November we will have a pre-election assembly, and in December we will hold our 4<sup>th</sup> annual silent auction and holiday celebration; with proceeds going to the Cathedral Center, at the beautiful Lakefront Bistro.

Please, give us your thoughts, your feedback and support. We are all in this together, and as the saying goes we are only as strong as our weakest link... I ask that each of you step up to volunteer for a committee or consider taking on one of the open positions. Service is rewarding, building friendships with a group of women from all walks of life is stimulating, learning and growing together as a team makes the work load much lighter, having a core group of members working as one for or a cause is awesome. We want and need you to step up and help out, even if it is just coming to a meeting a little early to work as a greeter, we need you! Have an open mind at our September meeting, many hands makes the work load lighter.

Thanks for your faith in me as your president, it is a task I don't take on lightly, and do know that I do value each and everyone of you for what you bring to the table – thanks for your support.

Peace, *Lyn*



Graciela Pequeno

## New Member Buddies?

Joining a new group can be awkward if you don't know anyone. Creating a new member buddy program for our AAUW branch is something that we may want to consider, as it is one way to eliminate some of that awkwardness. By pairing every new member with a current member, we would be able to provide the new member with a connection — someone they'll know in the group — who can make them feel welcome and part of their our AAUW community.

Serving as buddies for new members is a great way to be an engaged member. It's something that any member can do, by enlisting to be a buddy for new members, you will become an integral part of the growth of our branch. Remember, membership is everyone's business, it is our lifeline for sustainability!

Our National Office provides these tips to begin a mentorship program, please provide us with your feedback on this process at or prior to our September meeting.

### 1. Choose a buddy for your new member.

Hold an in-person or phone conversation or use the [new member survey](#) to learn about your new member. Find out their hometown, why they joined, where they currently live, what they're involved in, and their interests and hobbies. Use that information to match them with a current member who will serve as their buddy.

Is your new member interested in attending one of your interest groups or working on a specific project? Match them with someone who is already involved with that group or project

### 2. Contact your potential buddy and ask if they're up for the task.

Reach out either in person, over the phone, or through email. Explain the responsibilities of being a new member buddy: contacting the new member on a regular basis, reminding them of upcoming meetings, offering to carpool, and inviting the new member to programs and activities. Emphasize that it's a simple way to help retain membership.

### 3. Follow up from time to time.

If you notice that your new member isn't attending events, ask their buddy about their absence. Maybe they're ill or out of town, or maybe they're not feeling engaged with your current programming. If the latter is the case, ask their buddy for suggestions. What can the group do to bring the new member back to a meeting, program, or other event? Be proactive and open to feedback.

## National News

### **EMPOWER Act**

Bipartisan bill introduced recently

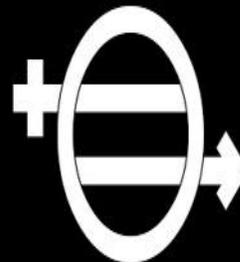
Representatives:

Lois Frankel (D-Florida), Barbara Comstock (R-Virginia), Lisa Blunt Rochester (D-Delaware) and Ted Poe (R-Texas) introduced the Ending the monopoly of Power Over Workplace Harassment through Education and Reporting (EMPOWER) Act which is aimed at preventing and addressing workplace harassment, including

sexual harassment. This bill is supported by AAUW and many of our coalition partners.

The EMPOWER Act would prohibit certain non-disclosure clauses and provide additional reporting to the Equal Employment Opportunity Commission as well as make it easier to report incidents.

Additionally, the bill would require companies to disclose harassment settlements, prohibit tax deductions related to harassment case expenses, and require additional workplace harassment training. A companion bill was introduced in the Senate as well.



**EQUAL  
MEANS  
EQUAL**



## Election!

Hard to believe but the mid-term elections will be soon upon us. Take some time to learn about each candidate's perspective on the important issues that affect women and girls, including equal pay, Title IX preservation, immigration reform and DACA, freedom from workplace harassment, student debt. Vote and remind others to vote as well. Our right to vote has been hard-won, especially by the brave women who led the fight for us to be able to do so (July 1848 saw the first public meeting that called for a women's right to vote).

**Remember - every vote does count!**

## Women in History:

**August 10, 1993** Ruth Bader Ginsburg sworn in as the first woman on the US Supreme Court and 107<sup>th</sup> justice to serve

**August 26, 1920** The 19<sup>th</sup> Amendment to the US Constitution is ratified granting women the right to vote.

## HERITAGE CLUB IS LOOKIN FOR NEW MEMBERS

In anticipation of the 125<sup>th</sup> Anniversary of the Milwaukee Branch, the newly-re-established Heritage Club is looking for members to help celebrate our 125th anniversary and to promote the rich history of our branch.

The Club will focus on a broad range of creative activities and pursuits. For example, members might share information about our branch's illustrious members, important events and interesting traditions. Or they might organize field trips, invite guest speakers, or help organize and display our historical memorabilia.

Whatever your skills and talents, if you're interested in doing history and having fun, join the Heritage Club. If you're interested, contact me at [maryfiedler00@yahoo.com](mailto:maryfiedler00@yahoo.com) or by calling 414 226 6140 and we'll set up a meeting.

Mary Fiedler - chair

## Book Group



4th  
Tuesday  
of Each  
Month  
September  
through May  
1 p.m.  
In Suite 202  
Astor Hotel

## AAUW Book Club – September 25 at 1:00 pm

On Tuesday, September 25<sup>th</sup>, the Book Club will hold its Organizational Meeting at 1:00 pm to select the books to be read and discussed in 2018-19. Everyone is invited to attend this important meeting and to recommend books for discussion.

The Book Club meets each fourth Tuesday of the month at 1:00 pm at the Astor Hotel, Suite 202. The meetings are informal and normally last no more than an hour. It's perfectly fine to attend as many or as few of the discussions as you'd like and to attend discussions even if you've not read the book but would just like to listen in.

I'm currently serving as the coordinator of the book club, and I'd be happy to answer any questions you may have. Contact me by calling 414 226 6140 or by e-mailing

[maryfiedler00@yahoo.com](mailto:maryfiedler00@yahoo.com).

Mary Fiedler - chair

## DATES to remember

Saturday

AUGUST 18, 2018

Board Meeting

9:30 am Astor Suite

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Saturday

SEPTEMBER 8, 2018

Annual Meeting -  
Get out and Vote - League  
of Woman Voters

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Saturday

OCTOBER 6, 2018

Shape the Future -  
Membership Committee

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Saturday

November 3, 2018

Be an Informed Voter -  
League of Woman Votes

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Saturday

December 1, 2018

Annual Holiday Auction at  
Lake Park Bistro \* 3133 E  
Newberry Blvd, Milwaukee,  
WI 53211

