



empowering women since 1881

Milwaukee (WI) Branch  
making a difference since 1894

# NEWSLETTER

## November 2018

# The Gender Pay Gap

## Saturday December 1

### *Holiday Auction* *for the* *Cathedral* *Center*

**Board Meeting**  
**9:30-10:45**

### *Meeting*

**11 am — Social**  
**11:30 — Lunch & Program**

**Lake Park Bistro**  
**3133 E Newberry Blvd**  
**Milwaukee, WI 53211**

**Cost \$15**

*Please make your reservations*  
*by November 28th*

**Phone: 414-276-6820**

*Email:*  
**[aauw.milwaukee@gmail.com](mailto:aauw.milwaukee@gmail.com)**



**H**ow would you like to have your paycheck cut in half? Or feel double the strain when paying for groceries, gas, college tuition, doctor appointments, you name it? That's the case for many Hispanic and Latina women in the United States.

Thanks to the gender pay gap, Latinas were paid 53 percent of what non-Hispanic white men were paid in 2017. That means it takes Latinas almost an entire extra year of full-time, year-round work in order to be paid what the average white man took home by December 31. Think about how that adds up over a lifetime, and we're talking about losing a substantial chunk of change — change that could have greatly aided Latinas and their families. November 1, 2018 was Latina Equal Pay Day.

As AAUW's research shows, women of every race and ethnicity experience a gender pay gap. All these groups are paid only a portion of white, non-Hispanic men's earnings: Asian women (85%); white, non-Hispanic women (77%); black women (61%); Native Hawaiian and other Pacific Islander women (59%); and American Indian and Alaska Native women (57%). Altogether, women working full time, year-round in the United States in 2017 were paid an average of only 80% of what white non-Hispanic men were paid.

Choices around occupation help us understand some of the pay gap, but not all of it. In 2014, Latina and Hispanic women made up about one-third of the U.S. service industry, a sector in which workers are often paid by the hour and usually at the lower end of the pay scale. Research shows that women are

underpaid compared to men in nearly every job in food service, even after accounting for tips. Hispanic women and men also account for 15% of sales and office occupations and 37 % of building and grounds cleaning and maintenance occupations, all of which are low-paying. In addition to being overrepresented at the low-paying end of the spectrum, Hispanic women are underrepresented at the top. Hispanic women make up just 1% of jobs in engineering and computing, the two highest-paying STEM fields.

Education is another factor in the gender pay gap. According to the U.S. Department of Labor, Hispanic and Latino workers are much less likely to have a college degree than are either white or black workers. However, while more education helps increase women's earnings, it still doesn't close the gender pay gap. Hispanic women are paid less than white and Asian women are, even when they have the same educational credentials.

As part of the nation's largest ethnic or racial minority, Latinas are an increasingly influential constituency in the United States. Already accounting for 17 percent of the U.S. population, Hispanic women and men are expected to make up nearly one-third of the country by 2060 — an increasingly powerful and fast-growing voting bloc.

It's no surprise that recent political candidates have been vying for the Latino vote. Our advice to politicians is twofold: Work on those equal pay platforms, and get pushing for the Paycheck Fairness Act. After all, how would they feel if they were given only 54 percent of their campaign donations?

# President's UPDATE

Lyn Hildenbrand



It is with a sincere heart that I wish each and everyone of you a 'Happy Thanksgiving' hoping that you are surrounded by good friends and family, enjoying time together sharing and reminiscing. Additionally, I'd like to thank each one of you for your friendship, support and participation in our branch activities thus far this year. It has been my honor to serve as your president and I do look forward to sharing even more time with all of you.

And, I'd like to wish all of you a Happy Membership Appreciation Week, you the members are the lifeblood of our branch and the future of AAUW!!! So, to reiterate, I applaud and appreciate each one of you for all you do!

AAUW was founded in November of 1881. There have been

many remarkable achievements by AAUW members over the years, and I am certain that the future will bring even more extraordinary accomplishments. I am thankful to be a part of an organization that has over 170,000 members, supporters, and volunteers who work tirelessly to empower women and girls.

Last month's speaker was both inspirational and educational. I know that I learned a lot and I will continue to be the voice for the voiceless, while working towards equity, and voting in every election. You too can support those who need our help by contacting your elected officials to share your thoughts, and by participating as a 2-minute activist through AAUW.

I hope all of you were able to meet the challenge that I posed to you at last meeting, by reaching out to 5 friends to ensure that they

got to the polls. Our work has not gone unnoticed, these elections were record breaking, and inspirational. **We've only just begun.**

I love the fact that so many women have been elected to Congress, and other positions around the country creating a more diverse and representative government. A new, 'Year of the Woman' to say the least. I remember in 1992 all the hoopla of the Year of the Woman, and here we are again, bigger and better than ever! It has been a slow and steady road, that we as women have been traveling. I feel that this year is a turning point for the hopes and dreams of women everywhere.

We cannot be placid, we need to continue to have our voices heard, we can't rest on our laurels! The election outcomes are merely the inauguration of our new frontier... our AAUW programs will keep us on the cutting edge for issues associated with women and girls. You don't want to miss our January and February meetings. Our speakers are gonna knock your socks off.

Please mark your calendars for our 125 Anniversary celebration which will be held on March 2nd at Villa Filomena-our former building. The Heritage Committee is working hard to make this day spectacular.

*All Hands on Deck—*  
2019 AAUW Wisconsin State Convention



Save the date...

April 26—27

Lake Lawn  
Resort  
Delavan, WI





2018 – 2019

*Celebrating the 125<sup>th</sup> Anniversary of the Milwaukee Branch*

## **Annual Holiday Celebration & Silent Auction**

With the Holiday Season already upon us your Membership Committee is again planning the Annual Holiday Celebration and Silent Auction Fundraiser being held during our holiday party. You are all invited, along with your family, friends and/or colleagues! **Join Us** in the celebration of the Holiday Season with a delicious lunch in Milwaukee's historic pavilion, **Bartolotta's Lake Park Bistro**, adorned with a warm French kitchen, nested on a bluff overlooking Lake Michigan. We will be enjoying live and joyful music by the **Caribbean Eclipse**. We will be auctioning jewelry, hats, stuffed animals, vases, scarfs and whatever the members donate. Come and have fun with a bid here and there. Who knows what kind of surprise you'll be taking home with you! Perhaps you'll find just the right holiday gift for yourself or a loved one. We are looking forward to seeing everyone at our Milwaukee Branch celebration!

We are happy to announce that because of your generosity last year at the auction, we raised \$1,000.00. Thank You! Thank You! Thank You! We proudly donated to the Cathedral Center for Homeless Women and their families. We have made a four-year commitment to the Cathedral Center, therefore all proceeds raised at the auction will be donated to them.

### **DONATIONS NEEDED**

If you would like to donate an item for the auction it would be totally wonderful! Maybe you would like to donate a homemade meal for two at your house, or tickets for a show, or a handmade article. If you do donate something, please bring your donated item to the office where we will need to get them ready for the silent auction. **When bringing your donations to the Astor Suite Office, please call or email ahead of time to make arrangements for drop off. Donations will be accepted until November 28th.**

Astor Suite #202 (414) 276-6820 or [aauw.milwaukee@gmail.com](mailto:aauw.milwaukee@gmail.com)

**"Your kindness and generosity will help many people in need" Unknown**



### **College & University Relations**

At last month's AAUW Milwaukee board meeting, the Executive Committee voted to sponsor *The Status of Girls in Wisconsin 2018 Report* at the Project Partner level (\$1,000).

#### **Status of Girls in Wisconsin 2018-19**

Since it was first published in 2007, The Status of Girls in Wisconsin serves as the most comprehensive source of

information about the issues facing girls in our state. The report led to the founding of the Research Center for Women and Girls at Alverno and to its continued research and curriculum development on important issues impacting the lives of women and girls. The Status of Girls in Wisconsin serves as a critical tool for schools, policy makers, government officials, agencies, and organizations whose services benefit girls across our state. Alverno's report has had a national impact as well, sparking similar work in other

states including the Status of Women and Girls in California report which continues to receive significant national attention. Since our last report in 2014, changes in the political, economic, educational, health care, technological and social climate have impacted our state heavily. It is time to once again return to key indicators to understand how girls are faring in Wisconsin and how our changing environment has influenced where we've come **and where we need to go!**

*Submitted by: Jessica May CU Coordinator*





### From the Mid-Term Elections:

A record number of women ran for office during this week's Mid-Term elections. As of the morning of November 8<sup>th</sup> - CNN projected that 98 would win seats in the House of Representatives, 33 of which would be new, the rest incumbents. On the Senate side, 2 new members have been elected for a total of 12.

Also projected to win seats are Sharice Davids and Deb Haaland will be the first Native American women elected to Congress. Plus, Ilhan Omar from Minnesota and Rashida Tlaib from Michigan are projected to be the first female members of Congress who are Muslim.

The above information was found on CNN's *Politics* web page written by Eli Watkins early on the morning of November 7, 2018. It will be interesting in the coming days and weeks to see if women's voices will be heard.

### \*\*\*AAUW Public Policy Priorities:

*Every two years, AAUW members vote on our public policy priorities. The voting period is open now through January 11, 2019. You may comment on the recommended changes to the policy by going to the AAUW web site and login. In the Search box, type in public policy comments. The proposed priorities are listed along with a place to ask questions or make comments.*

### Future public policy events:

- March - Women's History Month
- April - Equal Pay Day

### Women's History:

- November 28, 1881 First organizational meeting of the predecessor of what would become AAUW.
- November 8, 1910 State of Washington passes an amendment allowing women suffrage.



## DATES to remember

Saturday

December 1, 2018

Annual Holiday Auction  
Lake Park Bistro

3133 E Newberry Blvd

Milwaukee, WI 53211

11 am - 2 pm

~~~

Saturday

January 5, 2019

S.T.E.M. - Gul Afshan PhD  
MSOE

~~~

Saturday

February 2, 2019

Status of Girls in Wisconsin  
Alverno College

~~~

Saturday

March 2, 2019

125th Anniversary

Celebration

at Villa Filomena

(The Marshall House)

~~~

Saturday

April 6, 2019

Sexual Assault Awareness

~~~

Saturday

May 4, 2019

Annual Scholarship Award

~~~

June-Road trip to Chicago

### Book Group



**Tuesday, November 27th, at 1:00 p.m. in Suite 202.**

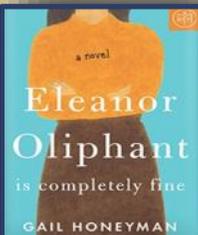
Everyone is invited to attend the monthly Book Club Discussions, which are normally held on the fourth Tuesday of each month at 1:00 p.m. at the Astor Hotel in Suite 202.

On Tuesday, November 27, the Book Club will discuss "Eleanor Oliphant is Completely Fine" by Eleanor Oliphant. Ellie Moseley will be the Discussion Leader.

Soon to be a major motion picture produced by Reese Witherspoon, *Eleanor Oliphant Is Completely Fine* is the smart, warm, and uplifting story of an out-of-the-ordinary heroine whose deadpan weirdness makes for an irresistible journey as she realizes that the only way to survive is to open your heart.

The book stars Eleanor, a lonely 30-year-old who spends her weekends nursing a bottle of vodka and a pop-star obsession. Throughout the novel we see Eleanor slowly widen her circle of interactions, both intentionally and unintentionally. However, the author didn't want Eleanor to be portrayed as a victim, and the result is a humorous, yet thought-provoking.

Submitted by Mary Fiedler, Book Club Coordinator



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