

Boulder AAUW's 2019



Expanding Your Horizons

February 23, 10 a.m.-2 p.m.

CU Engineering Center



A scientist is not the person who gives the right answers; [s]he is the person who asks the right questions.

Claude Levi Strauss



EYH, AAUW Boulder Branch's community project, is a hands-on workshop for Middle School girls, providing them the opportunity to explore many and varied careers available in STEM fields (Science, Technology, Engineering, and Mathematics)

We need YOU to volunteer to help

Please contact Coordinator Mary Hassler at maryh2@ix.netcom.com or 303-598-9169

*** **

Please Sponsor a Student for Expanding Your Horizon

About one-third of the girls are on scholarship. Many of the girls have never been on a college campus and would love to attend EYH, but do not have the funds. You can support this effort by sponsoring a Middle School girl for EYH for a cost of \$40 per girl. If you would like to sponsor a girl, please complete this form, make your check payable to Boulder AAUW, write "EYH Sponsor" in the memo line, and send them to: Mary Hassler, 4230 Corriente Place, Boulder 80301.

My name as I would like it to appear in the EYH Program (or in honor of) _____

I would like to support EYH 2017 by sponsoring _____ girl(s) at \$40 each for a total of \$_____, or \$_____ other amount

Please check this box if you do not want your name listed in the program.

A Message from Marilyn by Boulder AAUW President Marilyn Thomas Leist, EdD

Colorado Senate Bill 19-085

“Equal Pay for Equal Work Act” introduced

(It pays to attend Public Policy Day to get the latest legislative scoop!)

AAUW tracks progress in each state (at aauw.org) on the implementation of important conditions for ensuring pay equity. As you can see below there are 6 categories of compliance. Colorado is compliant with 33% of the provisions. **Tell your Senator to support the Colorado Equal Pay for Equal Work Act—Senate Bill 19-085.** You can find the text of the Bill at: http://leg.colorado.gov/sites/default/files/documents/2019A/bills/2019A_085_01.pdf



The Fight for Pay Equity: Colorado’s Status

In 2017, median annual earnings for men in Colorado were \$54,869 compared to \$44,733 for women — an earnings ratio of just 82 percent, or 21st out of all states and the District of Columbia, according to the most recent census data. The gap is worse for most women of color and working mothers. With Congressional gridlock at the federal level, states are working to enact their own legislation. Check out which provisions Colorado still needs to pass to help close the gap (those in red). SB 19-085 addresses those two with ***

➤ Protections

- Include equal pay or employment discrimination provision
- Cover all or most employees
- Include protected classes in addition to sex Prohibit retaliation/discrimination for taking legal action to secure equal pay
- Prohibit retaliation/discrimination for discussing/disclosing wages
- **Prohibit using salary history in hiring*****
- **Make salary range available****
- **Prohibit job tracking based on sex**
- **Prohibit reducing another employee’s pay to comply with law**

➤ Occupational Segregation

- **Include comparable work/substantially similar standard**
- **Include mechanism to guide and enforce pay adjustments**

➤ Defenses/Rebuttals

- **Narrow reasons employers can use to justify pay differences**
- **Require consideration of less discriminatory practices**
- **Prohibit agreement to a lesser wage as a defense**

➤ Remedies

- Require liable employer to pay employee’s damages
- **Require liable employer to pay additional penalties for multiple violations**
- Require liable employer to pay employee’s costs and attorney’s fees

➤ Procedures

- Permit class action lawsuits or joined claims
- **Explicitly reset statute of limitations if continuing violation**
- Include private right of action

➤ Preventative Measures

- **Require employers to keep records of wages**
- **Require employers to collect data on pay gap**
- **Create state advisory committee on pay equity**
- **Sponsor state education and training programs, such as salary negotiation**

Wednesdays, Wine, and Women's Issues



Boulder AAUW's

Happy Hour

February 13, 2019 – 5 p.m.

St. Julien Hotel, 900 Walnut Street, Boulder 80302

Enjoy the stimulating conversation at the beautiful St. Julien Hotel. Bring your friends!

Mark Your Calendar

AAUW Boulder EYH Meeting **February 7**, 3 pm-150 S. 34th St, Boulder 80305

AAUW Boulder-Planning Meeting-**March 2**, 10:05 am-12:45 pm-Meadows Library

International Women's Day Celebration-**March 8**, 5:30 pm-View of the World Gallery, Boulder

AAUW Boulder-Annual Meeting-**April 6**, 10:30 am-Meadows Library

AAUW Boulder – Start Smart Workshop-**April 7 and 8**

AAUW Colorado State Convention – Longmont, CO – **April 26-27**

Your Board invites **ALL BOULDER AAUW MEMBERS**
to a *Playdate*



“Building on Progress—Creating Sustainable Momentum for Our Future”

Saturday, March 2, 2019

Meadows Branch Meeting Room, 10:05-12:45

4800 Baseline Rd, Boulder 80303

Whoever thought that Strategic Planning could be fun AND productive?

Marilyn promises that we will have fun and create results. Imagine a comfortable setting, illuminated with lots of light, snacks, and a Spirit Kit, where members engage in 15-minute, small group idea-generating conversations about Boulder AAUW's three 2019-2021 Strategic Priorities—**Sustainability, Visibility, and Education & Advocacy**. The results of the conversations will contribute to our continued success. Now that we have grown, help us determine how we can capitalize on that momentum and move forward with gusto!

Check out the Boulder AAUW Website: <http://boulder-co.aauw.net/>

Come Celebrate International Women's Day 2019



Women's Collaborative of Boulder County
invites **YOU** to the
2019 International Women's Day Celebration

5:30 p.m. - March 8, 2019

to honor **Leslie Smith & Christine Berg**
Environmental Champions

View of the World Gallery, 1930 Central Avenue,
Suite A, Boulder 80301

AAUW Boulder Officers

| | | |
|---------------------|------------------------|--|
| Marilyn Leist | President | marilynleist42@gmail.com |
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| Linda LaGanga | Chamber Representative | laganga@colorado.edu |
| Heidi Heineke Magri | Marketing | heidiheineke@comcast.net |

Upcoming Events

- **An EYH Meeting will be held Thursday, February 7 at 3 p.m. at the home of Hope Steffens-Nett, 150 South 34th Street, Boulder 80305. Questions? Contact Mary Hassler, maryh2@ix.netcom.com.**
- **April 6 will be Boulder AAUW's Annual Meeting to be held at Meadows Library at 10:30 a.m.**
- **AAUW Start Smart Salary Negotiation Workshops will be held April 7 and 8.** Start Smart is designed to teach women how to negotiate salaries, promotions, and raises for individuals entering the workplace. Seven members are trained to conduct the sessions. If you know of a student interested in taking the workshop, please contact Kathy Olivier, katolivier@gmail.com.

AAUW Colorado Public Policy Day Linda LaGanga and Betty Flaten, Public Policy Co-chairs

Boulder AAUW members attending Public Policy Day were: Marilyn Leist; Kathy Olivier, Mary Hassler, Linda Groth, Betty Flaten, and Barbara O'Connor.

The theme of the 2019 AAUW Colorado Public Policy Day, held at the Lakewood Holiday Inn, on February 2, was “Diversity, Equity, and Inclusion.” Keynote speaker, Dr. Nita Mosby Tyler, informed us about “Equity Basics” and the misconceptions we might have about achieving equity. A panel consisting of Linda Childears, the Daniels Fund, Dr. Jandell Allen-Davis, President and CEO, Craig Hospital, and Dr. Kristen Water, principal, George Washington High School spoke about their roles in achieve equity in their respective institutions and individual careers.

The Honorable Betty Boyd, AAUW lobbyist, presented the legislative update and Call to Action which was contacting legislators in support of SB 19-007 Prevent Sexual Misconduct in Higher Education.



AAUW Public Policy Update on 2019 General Assembly

The Colorado General Assembly convened January 4, 2019 and will adjourn on May 3, 2019. Bills of interest to AAUW members will soon be placed on the Boulder AAUW website (see Marilyn’s message for equal pay bill.) When the state Public Policy chairs ask members to contact their representatives and senators about a specific bill, we will notify you and give some talking points to use. Please refer to the list below when making those contacts. Additional information on the status of bills, legislative hearings, and upcoming votes will also be put on the website.

These Representatives and Senators represent portions of or the whole of Boulder County. (Keep the following list as reference when contacted by the branch to lobby legislators about a particular bill.)

Senators:

SD15, Senator Kevin Lundberg, (D) Boulder
303-866-4853, kevin@kevinlundberg.com

SD16, Senator Tammy Story, (D) Boulder
303-866-4873, tammy.story.senate@state.co.us

SD17, Senator Mike Foote, (D) Louisville
303-866-5291, mike.foote.senate@state.co.us

SD18, Senator Stephen Fenberg, (D) Boulder
303-866-4872, stephen.fenberg.senate@state.co.us

SD23, Senator Vicki Marble, (R) Fort Collins
303-866-4876, vicki.marble.senate@state.co.us

Representatives

HD10, Rep. Edie Hooton, (D) Boulder
303-866-2915, edie.hooton.house@state.co.us

HD11, Rep. Jonathan Singer, (D) Longmont
303-866-2780, jonathan.singer.house@state.co.us

HD12, Rep. Sonia Jaquez Lewis, (D) Boulder
303-866-2920,
sonia.jaquez.lewis.house@state.co.us

HD13, Rep. K. C. Becker, (D) Boulder
303-866-2578, kcbecker.house@state.co.us

HD33, Rep. Matt Gray, (D) Broomfield
303-866-4667, matt@mathewgray.us

HD49, Rep. Perry Buck, (R) Windsor
303-866-2907, perrybuck49@gmail.com

HD63, Rep. Lori Saine, (R) Firestone
303-866-2906, lori.saine.house@state.co.us

Even if you have been receiving the Two Minute Activist you need to sign up again for 2019. Go to www.aauw.org, sign in with **your member number** and **password**, In the **Member Center**, click on **What We Do**, go to Public Policy, click **Two Minute Activist** and register.

Boulder AAUW Interest Groups & Contact Persons 2018-19

To belong to an interest group, except Great Decisions, individuals need to be a member of AAUW Boulder

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|---|---|
| <p>Great Decisions Diane Edes dianeE229@gmail.com, 303-465-3272 Arlene Blewitt arleneblewitt@hotmail.com, 303-570-8804</p> | <p>Meets January-April, 2019, at the George Reynolds Library, 3595 Table Mesa Dr, Boulder 80305, every other Tuesday at 10 a.m.</p> <p><i>2/5/19-Nuclear Negotiations: Back to the Future?</i> <i>2/19/19-The Rise of Populism in Europe</i> <i>3/5/19-Decoding U.S.-China Trade</i></p> |
| <p>La Cuisine Joyce Spencer jjandbobs@msn.com, 303-325-5394</p> | <p>Meets the third Saturday of the month at 5:30 p.m. in members' homes.</p> |
| <p>Third Tuesday Women's Bridge Joan Schroeder srjoan@comcast.net, 303-449-4181</p> | <p>Meets the third Tuesday of the month from 11 a.m. – 2 p.m. at the Carillon for lunch and bridge.</p> |
| <p>Mahjong Eileen Koch es.koch@comcast.net, 720-238-0006</p> | <p>Meets in members' homes at 7 p.m. on dates chosen by members. Contact Eileen for the schedule.</p> |
| <p>Playgoers Jennie Grisham jennig43@q.com, 303-443-6194 Georgeanne Beck gebeck112@gmail.com, 303-469-3187</p> | <p>Group attends the operas at CU and other local plays on Sunday afternoons during the year. Dinners following at local restaurants are optional.</p> |
| <p>Wednesday "Bookies" Group Mary McKeever mckeever7868@gmail.com, 303-823-6604</p> | <p>Meets the third Wednesday of the month at 7 p.m. in members' homes. Upcoming book selections are:</p> <p><i>2/20/18-Pachinko</i> by Min Jin Lee <i>3/20/19-Before We Were Yours</i> by Lisa Winegate</p> |
| <p>Daytime Non-Fiction & Conversation Helen Holden heleninco@comcast.net, 303-828-3016</p> | <p>Meets the first Wednesday of the month at 1 p.m. in members' homes. Upcoming book selection is:</p> <p><i>2/6/19- Wilderness Essays</i> by John Muir <i>3/6/19- The Long Haul: A Trucker's Tales of Life on the Road</i> by Finn Murphy</p> |

AAUW: Mission, Vision, and Values



Mission: *To advance equity for women and girls through research, education, and advocacy.*

Vision: *Equity for all.*

Values: *Nonpartisan. Fact-based. Integrity. Inclusion and Intersectionality.*