

Boulder AAUW Branch Bulletin

November 2019



Let the Women Vote: How Colorado Women Won Suffrage 1876-1893

Tuesday, November 19 – 6 - 8 p.m.

Meadows Library

4800 Baseline Road, #C112, Boulder 80303



Dr. Marcia Goldstein, Women's Historian, Speaker. Dr. Goldstein's passion is Women's Political History, especially the early suffrage campaign in Colorado, when women united to win full voting rights – in local, state, and national elections. With their newly won freedom to vote, Colorado women began running for office and passing laws that would benefit women.



Marcia Goldstein will speak on a subject that impacts each of us! Invite your friends!



Boulder AAUW's Holiday Party

Sunday, December 8, 4-6 p.m.

\$35/ person

At the Beautiful Home of Leigh Perreault

3785 Longwood Avenue, Boulder 80305

Bring your spouse or significant other and join us for conversation, hors d'oeuvres, and drinks



Pay online at <https://www.eventbrite.com/e/boulder-aauw-holiday-party-tickets-79584041009> or make check to Boulder AAUW and send to Ann Smith, 857 Hoover Avenue, Louisville 80027

A Message from Kathy by Boulder AAUW President Kathy Olivier

At the current rate, the gender pay gap will not close until 2106. **In 2018, AAUW Boulder pledged to train 500 women in salary negotiation. We are working to empower women nation-wide with skills to effectively negotiate their salaries and benefits and to become agents of change in their communities.** In the past two years we have been trying to reach this goal. **In the past six month we have put a dent in that goal.** In June, we put on a Smart Start Workshop for 25 young women in WISE (Women in Science and Engineering). They were an impressive group of young women and it was a pleasure to speak to them. In September, we put on a combination Work Smart/Start Smart Workshop for 25 young MBA students in the CU school of Leads. Leigh Perreault, who serves as a trainer, coached one of the young participants, who was able to negotiated a \$10,000 increase to her base salary and a \$5,000 bump to her bonus. Then, in early October, we put on a Smart Start Workshop for 25 young women in Women in Business at the CU School of Leads, a vibrant group of women who enthusiastically took part in the workshop. Boulder AAUW is fortunate to have **Leigh Perreault**, who has been instrumental in finding these groups of young women. A big thank you to Leigh.



As President of Boulder AAUW, I am grateful for our energetic membership. We have a big agenda for this year and we have many super women to help us achieve our goals. **Carrie Nolting, Brenda Moore, and Teresa Scrivano** will head Boulder AAUW's 26th annual Expanding Your Horizons (EYH) program. We are lucky to have **Angela Bryan**, co-director of CUChange and a CU Professor of Psychology and Neuroscience in the Social Psychology Program, who has made it her priority to get rooms at CU for both Start Smart and EYH. **Barbara O'Connor, Betty Flaten, and Marilyn Leist** are working hard on our "Get Out The Vote" program. **Jamie Salvadore** is busy setting up interesting programs and a great Holiday Party. New member **Kelly Darrow Finch** is excited to work on heading up our Scholarships programs. Thanks to **Linda Groth**, who puts out this newsletter, and **Ann Smith**, who keeps our finances in order. There are many other women who work hard to keep this organization going. We are so fortunate to have this energy in our great organization.



Voter Registration Drive (VRD) Training

January 25, 2020 – Save the Date

9:30 to 11:00 a.m.

Boulder AAUW will work with the League of Women Voters of Boulder County by volunteering at VRD events arranged by LWVBC members.

Jeanine Pow, the lead Voter Registration Trainer for the League of Women Voters, will train Boulder AAUW members on the requirements for volunteering in Voter Registration Drives with the LWV.

You must be registered to participate in the VRDs. Go to lwvbc.org in December or January and look for the link to the Voter Registration Training. You will be reminded again in the next two months. Please save the date on your calendar if you are planning to participate.

Jeanine's tag line is, "**Vote Like Your Life Depends on It!**" She is passionate about making sure every eligible person has the information needed to register to vote and she is steeped in the Colorado State process volunteers must follow to enable residents to register to vote.

This is an opportunity for Boulder AAUW members to work directly with the LWV to encourage participation in our single-most important democratic process—the right for everyone to VOTE for candidates and issues of their personal choosing. Voter Registration is a non-partisan activity. It is also part of the mission of the American Association of University Women, Boulder County

Barbara O'Connor, Chair and Marilyn Thomas Leist, Immediate Past President

Wednesdays, Wine, and Women's Issues

Boulder AAUW's Happy Hour



December 18, 2019

4:30-6:30 p.m.

**St. Julien Hotel, 900 Walnut Street
Boulder 80302**

(Ask the doorman for the location of our group)

**Enjoy the stimulating conversation,
Bring your friends!**

Please note: There will be NO Happy Hour in November.

Boulder County's Gender Pay Gap Worse Than State's and Nation's

from Boulder Community Foundation Trends Report 2019-20/ Our Economy and Housing

It was at the company Christmas party when Sharon Procopio first began to think about the gender pay gap at the engineering firm where she worked. All the workers who had been promoted took the stage, and they all had something in common: Each and every one was a man.

The women of JVA, Inc., banded together and approached the top brass to request an analysis of inequity in hiring, promoting and pay. To Procopio's surprise and delight, management took them seriously. A consultant was hired and the numbers run. Sure enough, there was a pattern of hiring more experienced women for junior roles and of those women staying in those roles for longer, and earning less than their male counterparts.

"It was tough," Procopio said. It took a lot of "uncomfortable" conversations, but "our management team dove right into it. We did the right thing."

JVA went to work immediately to correct the imbalance and, today, women at the company are slightly out-earning men for the first time.

The rest of Boulder County has yet to catch up. The county has the largest gender-based wage gap of any of its closest neighbors and lags Colorado and the U.S. as a whole in gender pay equity. Women working full-time earn, on average, 74 cents for every \$1 a full-time working man does in Boulder County.

The gap increases with education: The average Boulder County male with a graduate or professional degree earned \$96,199 in 2017. A woman with the same education was paid \$55,585.

"Women straight out of college are offered lower salaries, so immediately you're starting with a lower pay scale," said Darcy Juday with the local chapter of the American Association of University Women (AAUW), a nonprofit advocating for gender equality. "You're starting with lower wages, so bonuses are lower. "If you get a smaller raise every year than the guy you started out against, wages diverge quite a lot over the course of a career."

Where Procopio and Juday agree on a solution is more training and mentorship for female workers. The AAUW conducts two training courses, Start Smart and Work Smart, to teach women how to negotiate salary and promotions.

Boulder County's extremely low unemployment presents the perfect opportunity to introduce some equity to the economy. Companies are desperate to hang onto workers, Procopio said.

"This is the perfect time for us to narrow the gap." by Shay Castle (reprinted with permission, emphasis added)

Women's Median Earnings by Educational Attainment 2017

	Boulder County	U.S.
Less than high school graduate	\$24,063	\$17,391
High school graduate	\$26,548	\$24,159
Some college or associate's degree	\$29,109	\$30,512
Bachelor's degree	\$42,422	\$45,233
Graduate or professional degree	\$55,585	\$60,691

Men's Median Earnings by Educational Attainment 2017

	Boulder County	U.S.
Less than high school graduate	\$30,699	\$27,219
High school graduate	\$35,451	\$36,134
Some college or associate's degree	\$41,613	\$43,685
Bachelor's degree	\$76,407	\$65,700
Graduate or professional degree	\$96,199	\$85,708

Source: American Community Survey, 1-year data

Mark Your Calendar

**Boulder AAUW – Let the Women Vote: How Colorado Women Won Suffrage –
November 19, 2019, 6-8 p.m. Meadows Library**

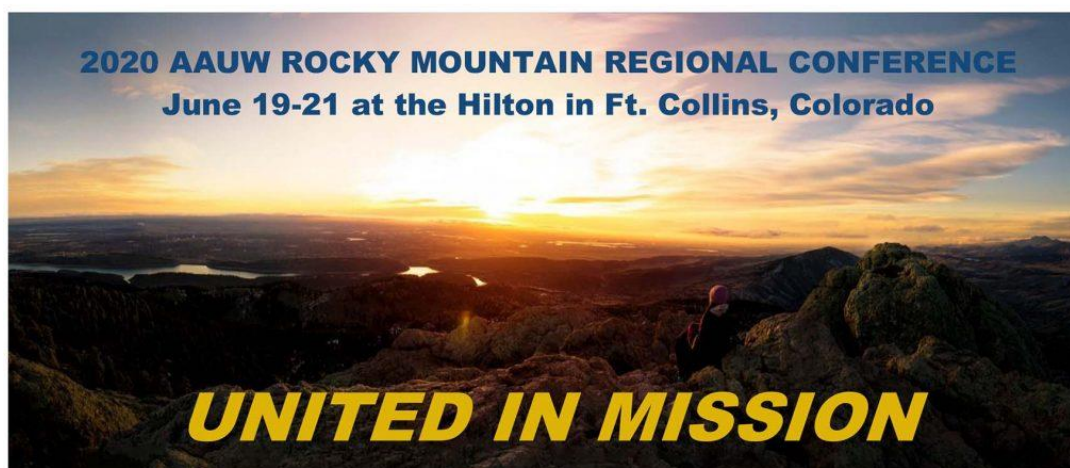
Boulder AAUW Holiday Party – Home of Member Leigh Perreault - December 8, 2019

AAUW Colorado Public Policy Day – Holiday Inn, Lakewood, CO – February 1, 2020

Boulder AAUW EYH, Hellems Arts and Science Building, CU Campus – February 22, 2020

AAUW Colorado State & Regional Convention – Hilton, Fort Collins, CO – June 13-14, 2020

SAVE THE DATE



Arizona-Colorado-New Mexico-Nevada-Utah-Wyoming

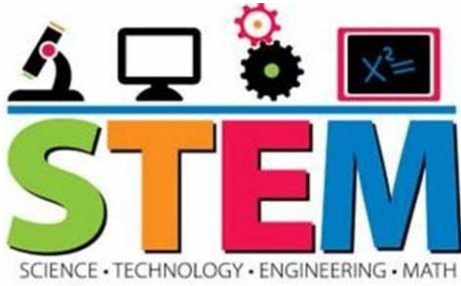
Hotel Accommodations for the Rocky Mountain Regional Conference

Hotel reservations at the Fort Collins Hilton can be made by calling 970-482-2626 and requesting American Association of University Women conference room block. The guest code is AUW. The reservation deadline for the discounted rate: May 19, 2020.

2019-2020 Boulder AAUW Officers

Kathy Olivier	President	katolivier@msn.com
Jamie Salvadore	Program Development VP	jamie.salvadore@gmail.com
Marcia Sprague	Chair of Membership Engagement	aphoenix2@comcast.net
Carrie Nolting	Membership VP	carrienolting@gmail.com
Darla Schueth	Secretary	dschueth13@gmail.com
Marilyn Leist	Past President	marilynleist42@gmail.com
Ann Smith	Finance Officer	smithannh@aol.com
Betty Flaten	Public Policy Co-VP	bflaten@rimail.net
Barbara O'Connor	Public Policy Co-VP	occonnorb50@gmail.com
Linda LaGanga	Chamber Representative	laganga@colorado.edu
Kelly Darrow Finch	BRU Scholarships	kelly.darrow@gmail.com
Jeane Lindeke	Auditor	jeanelindeke@comcast.net
Linda Groth	AAUW Boulder Bulletin	lkg.reads@comcast.net

Boulder AAUW's 26th Expanding Your Horizons (EYH)



Saturday, February 22, 2020

10 a.m. - 2 p.m.

Hellems Arts and Sciences Building
University of Colorado Boulder Campus
1550 Central Campus Mall, Boulder, CO 80309

AAUW Boulder is proud to be hosting our 26th STEM EYH Program at CU. We are excited to provide the hands-on workshop to over 200 Colorado Middle School girls and their parents/accompanying adults to meet with women who work in STEM fields for a day of science, math, engineering and technology activities. We had great feedback from the 2019 attendees - this program changes lives!

Carrie Nolting, Membership VP, has agreed to chair the EYH program this year. EYH is one of Boulder AAUW's signature programs. She will be assisted by new members Brenda Moore and Teresa Scrivano, who volunteered to help coordinate this event. Thanks also to Angela Bryan for assisting with securing the classroom space. **Even though EYH is four months away, many jobs are required and we ask now for your response to help.** This a limited time-commitment with most of the help needed two weeks before the event.

There are many ways for our members to get involved with EYH. **Please sign up to help with one or more of the following jobs:**

- | | |
|--------------------|--|
| Name tags | Coffee |
| Printing bulletin | Pizza lunch |
| Signage | Scheduling students after sign-up |
| Back pack stuffing | Class guide (will work with WISE students) |
| Set up – clean up | Parent/Accompanying Adult Program |

(Please note that CU's Engineering Building, which is where EYH has been held in the past, is under renovation, therefore, the location for 2020 has been changed to the Hellems Arts and Science Building.)

Questions? Please contact Carrie, carrienolting@gmail.com, and let her know where you would like to volunteer to work on the 2020 EYH program



Check out our website: boulder-co.aauw.net

Boulder AAUW Interest Groups & Contact Persons 2019-20

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

<p>Great Decisions Linda Groth lkg.reads@comcast.net, 303-449-0713 Arlene Blewitt arleneblewitt@hotmail.com, 303-570-8804</p>	<p>Will meet January-April, 2020, at the George Reynolds Library, 3595 Table Mesa Dr, Boulder 80305, every other Tuesday at 10 a.m. 1/14/20-Climate Change and the Global Order 1/28/20-India and Pakistan 2/11/20-Red Sea Security 2/25/20-Modern Slavery and Human Trafficking 3/10/20-U.S. Relations with the Northern Triangle 3/24/20-China's Road into Latin America 4/14/20-The Philippines and the U.S. 4/28/20-Artificial Intelligence and Data</p>
<p>La Cuisine Joyce Spencer jjandbobs@msn.com, 303-325-5394</p>	<p>Usually meets the third Saturday of the month at 5:30 p.m. in members' homes.</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>Attend 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: 11/20/19-<i>An American Marriage</i> by Tayari Jones 12/11/19-Holiday Book Exchange and Book Recommendations 1/15/20-<i>The Heart's Invisible Furies</i> by John Boyle</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 selections are: 11/6/19-<i>Five Presidents: My Extraordinary Journey with Eisenhower, Kennedy, Johnson, Nixon and Ford</i> by Clint Hill 12/4/19-<i>Save Me the Plums</i> by Ruth Reichl 1/8/20-<i>The Soul of an Octopus: A Surprising Exploration into the Wonder of Consciousness</i> by Sy Montgomery</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.