

Learn why Start Smart is so important for college grads Join us and invite the young women in your life



Start Smart Virtual Workshop for Boulder AAUW Branch

“Doing Our Part to Close the Pay Gap”

April 13, 2021 – 6 p.m.

Kathy Olivier, Presenter

Three years ago, Boulder AAUW purchased the rights to conduct Start Smart Workshops. President Kathy Olivier has been presenting the Start Smart Workshops to University of Colorado graduate and undergraduate students. Although our focus is women students, all students are welcome.

Why Start Smart?

AAUW Start Smart is specifically designed to teach young women how to negotiate salaries for their first job.

Negotiating increases their potential to earn more — and can make the difference for paying off loans, supporting their family, buying what they want and need, and saving for the future.

- [One year out of college](#), women are already paid significantly less than men.
- The gap grows larger over time during a woman’s career.
- Women who work full time take home about [82 cents](#) for every dollar a full-time male worker is paid, and that ratio is much worse for women of color.
- Unless things change, the pay gap will not close until 2106 — that’s why AAUW is empowering women nation-wide with salary negotiation skills — and working to [change policies and employer culture](#).

And that pay gap extends to older women:

The gender wage gap results in a wealth gap.

Women are less likely to work in jobs that offer retirement benefits.

Caregiving affects women’s work patterns.

This all adds up to a smaller Social Security check.

Women have a longer life expectancy.

Start Smart Zoom

Join Zoom Meeting on **April 13 at 6 p.m.**

<https://us02web.zoom.us/j/2198216663?pwd=dW5vNjJQSk1ER1ZRQlh0K0pUNkl0Zz09>

Meeting ID: 219 821 6663

Passcode: 8Y5pfN

A Message from Kathy by Boulder AAUW President Kathy Olivier

This year is flying by quickly. Your board has been busy working on aligning our branch's work with the AAUW strategic plan initiatives that foster the organization's mission of advancing gender equity for women and girls. We have been doing this by working on the AAUW's FIVE-STAR PROGRAM INITIATIVES. Below are the 5 Strategic areas of focus and highlighted in yellow is what we have achieved so far. We still have a way to go and we will need our members help to achieve these goals.



Area of Focus	Work
Programs (Note: All required to obtain a star)	Host 2-4 strategic plan - related programs that are open to the public in FY2021 (e.g., Forum on economic security, Operation Equity: Reading for Results participation, panel on women and leadership). Virtual and digital meetings will also count towards this goal. <ul style="list-style-type: none"> Start Smart/Work Smart Training Programs
Advancement (Note: 2 required to obtain a star)	<ul style="list-style-type: none"> \$30 per capita (member) gift raised for greatest needs. Increase your Greatest Needs giving in the last calendar year by 25% Retain 90% or more of your branch membership and submit annual dues by September 30. Increase the Legacy Circle Members in your branch by 10%
Communications & External Relations (Note: All required to obtain a star)	<ul style="list-style-type: none"> All existing websites and social media presences include an Economic Security Focus and AAUW Work Smart Online. (Note: Monthly posts are required for social media; Work Smart Online must be included on the website home page.) Include an Economic Security Focus on the Website
Public Policy & Research (Note: All required to obtain a star)	<ul style="list-style-type: none"> Conduct an annual meeting with U.S. Representative(s) and/or state legislators around a strategic plan area of focus (a meeting with their staff also fulfills this objective). An alternative elected official is acceptable if circumstances warrant. Ensure a branch public policy chair is appointed who collaborates with the state public policy chair. Host at least one event where Action Network sign-ups are collected or promote the Action Network on your website.
Governance & Sustainability (Note: All required to obtain a star)	<ul style="list-style-type: none"> Detail on your website how your branch's programs align with AAUW national's strategic plan areas. • Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership. Your branch can use the template in Helpful Resource Links as a guide or your own existing plan

I am sorry to report I have had no luck find any volunteers for a nominating committee. We have the following Board positions (listed below) open that need to be filled by July 1st. I hope some of our great members will be willing to step up and join our board.

- President
- Program Co Chairs
- Helping the treasurer
- Participating in Expanding Your Horizons
- Participating in Public Policy

We understand that this is an uncertain time and we thank you for your flexibility. Please reach out with questions, suggestions, and concerns. Most importantly, please stay safe and healthy and take care of yourselves, your family, and your friends

Kathy

Women Trailblazers: History in the Making

A Celebration of Women's History Month hosted by
the Women's Collaborative of Boulder County



JOIN US FOR

Women Trailblazers: History in the Making

A CELEBRATION OF WOMEN'S HISTORY MONTH

WEDNESDAY, MARCH 31 FROM 5:00-6:00PM

Join a celebration of trailblazing women in our community who are paving the way to a more equitable future for all women.

This esteemed panel of trailblazing leaders will reflect on the barriers and challenges they have confronted and discuss their vision for a future with women in leadership.



Josie Heath
Community Leader
The first woman to run for the US Senate in Colorado



Annette James
President, NAACP, Boulder County
advocate, educator



Jamie Harkins
Mayor Lafayette, CO
First openly gay mayor of Lafayette



Carla Fredericks
CEO, Christensen Fund
First Native American woman to lead a \$300M+ Private Foundation

Learn more at
<https://womenscollaborativeboulder.org/>

The Women's Collaborative of Boulder County is a non-partisan, non-sectarian coalition of organizations and individual members working together to foster the well-being of Colorado women and families.

This is an online event that is free to attend. Please join us!

[Register here](https://www.eventbrite.com/e/144707970435) - <https://www.eventbrite.com/e/144707970435>

AAUW of Colorado State Convention

AAUW of Colorado Virtual Annual Convention “Women as Catalysts for Change”

Saturday, April 24, 2021

9:00 am - 12:30 pm

[Register For Webinar](#)

Keynote Speaker
“Why is Diversity, Equity, and
Inclusion So Important Now?”



Drew L. Houston
Exec. Director Citizens Project

“Embodying
Equity”



Kimberly Churches
CEO AAUW

“Diversity Officer How-to: Resources for Success”



Melissa Ingram
AAUW I&E Toolkit
Subcommittee
Chair



Jesse Ohrenberger
AAUW Inclusion &
Equity Committee

Diversity Officer
Panel Q&A:
Moderated by
Susan Brodie



Cyndi Shanahan
Virginia



Suzanne Young-
Mercer
New York



Kay Brocato
Mississippi



Linda Carpenter
Florida



“Turning Your World Around After the
Pandemic”

Dr. Laurie Weiss
Psychotherapist, Coach, & Author

Plan to join us and register for the State Convention:

https://us02web.zoom.us/webinar/register/WN_bpY39RI9T4KOwXVbwJLlCg

Wednesdays, Wine, & Women's Issues



Boulder AAUW's

ZOOM Happy Hour

March 24, 2021 – 5 p.m.

Questions? Contact Carrie Nolting,
carrienolting@gmail.com

Happy Hour Zoom

Join Zoom Meeting

<https://us02web.zoom.us/j/89741613096?pwd=dTdrMWRDUIY2MFladFRRUUnQwVExsZz09>

Meeting ID: 897 4161 3096

Passcode: 100839

Invite your friends to enjoy the stimulating conversation!

Mark Your Calendar

Boulder AAUW Virtual Happy Hour-March 24-5 p.m.

Women's Collaborative of Blder County Women's History Month Virtual Event- March 31-5 p.m.

AAUW Colorado Virtual State Convention – April 24-9 a.m.

Boulder AAUW Virtual Meeting-Sustainable Responsible Impact Investing – May 11-5 p.m.

Every Voice Matters

This spring, AAUW members will vote on a long-standing membership requirement, which creates a barrier to women who do not hold a college degree. By eliminating this requirement, AAUW can become a more diverse and inclusive organization, better aligned with the needs of women today.

“Proposals to eliminate the degree requirement for membership have come before the membership for vote a number of times. The Board feels very strongly that while the degree requirement made perfect sense at AAUW's inception, this requirement is now counter to our mission, and limits our ability to build the capacity needed to increase our impact as an organization.

“Members can comment on the proposed amendment from January 11, 2021 through February 5, 2021 5:00 PM ET. Voting will open on April 7, 2021 and close May 17, 2021 5:00 PM ET.”

We encourage respectful debate that has always been a hallmark of the AAUW community. Please send any [comments](#) to let the Board know of your thoughts on this proposal and exercise our vote this spring.

-AAUW National Board of Directors -5-

AAUW Public Policy Update Barbara O'Connor and Betty Flaten, Public Policy Co-Chairs



AAUW Colorado met virtually for an outstanding Public Policy Day February 6, 2021. Over 220 attendees participated in “The Education Equity Conversation”. **The Honorable Betty Boyd, The Honorable Su Ryden, and The Honorable Nancy Todd**, AAUW members and former Colorado state senators gave an update on accomplishments of the 2020 Colorado General Assembly and an overview of legislation for 2021. **The Honorable Angie Paccionne, Director of the Colorado Department of Higher Education** was the keynote speaker. **Dr. Stephany Spaulding, UCCS**, moderated a panel on gender equity issues. Participants were: **Karen Hester, Diversity and Inclusion Coordinator, Lockheed Martin, Dr. Michelle Haney, President of RRCC**, and **Rico Munn, Superintendent, Aurora Public Schools**. **(Go to**

<https://www.aauw.co.aauw.net> to watch videos of the complete Public Policy program.)

Legislative Updates from Public Policy Day-2020 Accomplishments Supported by AAUW:

- Paid and Family Medical Leave was passed as a ballot initiative in November.
- Supported Women’s Economic Workplace bills.
- Supported new law which abolishes Racial Hair Discrimination.
- Codified Colorado. statute for preventable health care and contraceptive coverage (in case we lose the Affordable Care Act it will still be in effect in Colorado).
- Supported college credit for work.
- Supported COLA adjustment for Colorado.
- Opposed anti-choice bills.

The May special session focused on Covid-19 issues, help for small businesses, housing assistance, and public health care.

2021 Legislative Priorities of interest to AAUW

- Attacks on the Affordable Care Act will make codifying portions into Colorado statutes imperative in case ACA goes away.
- Mental health priority-Insurers must cover one mental health visit a year.
- Changes in mobile home evictions.
- The Family Leave and Medical Act passed but the interpretation at the Department of Labor needs to be monitored:
 - Family care homes have to change to small businesses.
 - Two-year pilot program of spending millions to provide diapers for low-income families.
- Increase pay for child care providers.
- Strengthen worker protections from independent contractors.
- Education Issues:
 - Restore education funding that was lost.
 - Audit accreditation accountability.
 - Allow certification for trades while in high school.
 - Allow apprenticeships in high schools.
 - Provide a diversity of teachers in schools.

We invite you, our members, to explore the Colorado Legislative website to find your legislator, bills of interest to you and AAUW, bill status, explore the budget, and check on the Legislature’s Daily Calendar and Journal. Go to: **[Leg.Colorado.Gov](https://leg.colorado.gov)** to get started.

Comcast Channel 165 televises the daily work of the Colorado General Assembly.

DUES*DUES*DUES*DUES*DUES*DUES*DUES*DUES

Boulder AAUW Branch

2021-2022 Membership Renewal Form



For Year beginning **July 1, 2021**, Ending **June 30, 2022**

Please review your information in the 2020-21 Membership Directory. If you want to change your contact information or your interests, please write the changes here; otherwise, your information will remain the same.

Membership Status: ___ **Annual \$87** (\$62-Association, \$10-State, \$15-Branch) ___ **Association Life \$25**
(If you want your AAUW-Boulder Branch Directory mailed to you, please add \$2 to your dues)

I am enclosing a **SEPARATE** check as a tax-deductible contribution to AAUW Funds _____ (Amount)

Please make your check(s) payable to **Boulder AAUW**

Please print:

Name	_____		
	Last	First	Middle Initial (if you wish)
Address	_____		
	Street	Apt. No.	
City, State, Zip + 4	_____		
	City	State	Zip + 4
Telephone	_____		
	Area Code	Number	
Email	_____		

To renew your membership

There are two easy ways to renew your membership:

You may renew by check: Print and complete this Membership Renewal Form and make your check payable to your AAUW Boulder Branch, and mail it to: Ann Smith, 857 Hoover Avenue, Louisville, CO 80027-2294 --your branch finance officer. Please write "Dues" in the subject line.

or

You may renew online. You will receive, on or about April 1, an e-renewal message to renew online by clicking the link and renewing with your debit or credit card

You may deduct \$74 of your Annual Dues as a charitable contribution for federal income tax purposes. Contributions to the AAUW Funds are fully tax deductible.

Save the Date



May 11 – 5 p.m.

Economic Security for Women Virtual Program
SRI (Sustainable Responsible Impact) Investing
-Colleen Denzler, Speaker
Annual Meeting and Voting

Did You Know?



The Emirates Mars Mission launched a space probe which will circle Mars. It aims to provide a complete picture of the Martian atmosphere for the first time. The mission team was HEADED by women who composed 34 percent of the UAE team. (Women make up 80 percent of the United Arab Emirates program's scientific team.) The Emirates Mars Mission was launched from Japan, but the Laboratory for Astronomy and Space Physics in Boulder had a hand in building it. The launch was announced by UAE men. No women were present.



Two of the coaches for the Super Bowl winning Tampa Bay Buccaneers are women, making Tampa Bay the first NFL team with two female coaches on staff. **Lori Locust and Maral Javadifar** are the first full-time female coaches in Bucs franchise history. Locust is an assistant defensive line coach, and Javadifar is an assistant strength and conditioning coach, the team announced. Unfortunately, very little was said about the fact that there were two women coaches for the Tampa Bay Buccaneers.



Sarah Thomas, the NFL's only female official, was the first woman to officiate a [Super Bowl](#) when she worked the Chiefs vs. Buccaneers game on February 7. The 47-year old Thomas, who's been on the job in the NFL since 2015, said her daughter was watching the big game from home. She wasn't the only young girl noticing Thomas and dreaming big.



Former El Paso Electric (EPE) CEO Mary Kipp, who has since relocated to the Seattle-area, was instrumental in implementing the reliable electric utility grid that was properly winterized and able to provide electricity to its customers in west Texas and southern New Mexico throughout the freezing February 2021 storm and its aftermath. EPE did not experience the power outages that plagued much of the rest of Texas due to a lack of winterizing their power grid.

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.

Boulder AAUW Interest Groups & Contact Persons 2021-22

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

Great Decisions Linda Groth lkg.reads@comcast.net , 303-449-0713 Arlene Blewitt arleneblewitt@hotmail.com , 303-570-8804	Not meeting due to Covid-19
La Cuisine Joyce Spencer jjandbobs@msn.com , 303-325-5394	Usually meets the third Saturday of the month at 5:30 p.m. in members' homes. Getting together on Zoom.
Mahjong Eileen Koch es.koch@comcast.net , 720-238-0006	Meets in members' homes at 7 p.m. on dates chosen by members. Contact Eileen for the schedule. Getting together on Zoom.
Playgoers Jennie Grisham jennig43@q.com , 303-443-6194	Attend the operas at CU and other local plays on Sunday afternoons during the year. Dinners following at local restaurants are optional.
Wednesday "Bookies" Group Mary McKeever mckeever7868@gmail.com , 303-823-6604	Meets the third Wednesday of the month at 7 p.m. by Zoom (normally in members' homes.) Upcoming book selections are: 4/21/21- <i>American Dirt</i> A Novel by Jeanine Cummins 5/19/21- <i>The Dutch House: A Novel</i> by Ann Patchett
Daytime Non-Fiction & Conversation Helen Holden heleninco@comcast.net , 303-828-3016	Meets the first Thursday of the month by Zoom (normally in members' homes.) In process of a change in direction of the group.

2020-2021 Boulder AAUW Officers

Kathy Olivier	President	katolivier@msn.com
Kitty de Kieffer	Program Development Co-VP	kittydekieffer@gmail.com
Carrie Nolting	Membership VP	carrienolting@gmail.com
Marcia Sprague	Chair of Membership Engagement	aphoenix2@comcast.net
Darla Schueth	Secretary	dschueth13@gmail.com
Ann Smith	Finance Officer	smithannh@aol.com
Linda LaGanga	Assistant Finance Officer	lagnaga@colorado.edu
Marilyn Leist	Past President	marilynleist42@gmail.com
Betty Flaten	Public Policy Co-VP	bflaten@rimail.net
Barbara O'Connor	Public Policy Co-VP	oconnorb50@gmail.com
Linda LaGanga	Chamber Representative	laganga@colorado.edu
Bernice German	Publicity Co-Chair	bernice@mathwhisperer.com
Brenda Moore	Publicity Co-Chair	brenmoore7@yahoo.com
Kelly Darrow Finch	BRU Scholarships	kelly.darrow@gmail.com
Teresa Scrivano	EYH Chair	tmscrivano@gmail.com
Jeane Lindeke	Auditor	jeanelindeke@comcast.net
Linda Groth	Boulder AAUW Bulletin	lkg.reads@comcast.net

American Association of University Women (AAUW)

In principle and practice, AAUW values and seeks diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

"There cannot be one rule for Democrats and another for Republicans, one rule for friends and another for foes, one rule for the powerful and another for the powerless, one rule for the rich and another for the poor."

Attorney General Merrick Garland

