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TACOMA (WA)  
BRANCH

<http://tacoma-wa.aauw.net/>

***“By Joining AAUW, you belong to a community that breaks through economic and educational barriers so that all women have a fair chance.”***

**January 2019**

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### Events and News

**Date:** Saturday, January 19, 2019

**Time:** 10 am - 12 pm

**Location:** Eastside Community Center - 1721 E 56th St., Tacoma, WA 98404

## Leading with Purpose

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Desiree Wilkins-Finch is the Pierce County Manager for FUSE Washington. She sits on the board for The Krista Foundation for Global Citizenship, Citizens for a Healthy Bay, Tacoma Roots, and Planned Parenthood Votes.



**Bio:** Desiree was originally born and raised in Chicago, Illinois. As a graduate from The Ohio State University, she earned a BA in Liberal Arts and Sciences with a focus on West African Studies. During her stay at OSU, she developed a love for travel and for community. She firmly believes that we have all been given the task of caring for each other; we should open our hands to our brothers and sisters, to those

in need and to the poor. As a firm believer in the collectivism of faith and community, Desiree has spent 15 years as an organizer spreading a message of hope, action and change. This set of beliefs led Desiree to pursue a MA in Leadership with an emphasis in Marriage and Family Therapy. Desiree is dedicated to helping communities transform as they access their own strength, converting it into power and taking action. Her coaching is centered on the idea that leaders drive values, values drive behaviors and behaviors drive a community. Only then are communities strengthened to take action; which is power.

In her spare time, Desiree is a flautist and enjoys spending time with her husband and son.



Festive Feminists Frolic and Feast together at the 2018 AAUW Tacoma Branch Holiday Luncheon

## President's Corner



President Susan Hesselgrave is pleased to share her editorial space this month to bring you important information about AAUW's 2019 Strategic Plan. Read on for information about a valuable new tool: **Work Smart**.

*- Members and advocates are the heart of AAUW. As we move forward with our new strategic focus — to help women and girls achieve economic security, better educational opportunities, and access to more leadership roles — we need your assistance to achieve our goals.*

In 2019, we will prioritize one of the most pressing issues of the day: improving the economic security of all women, no matter their location, age, ethnicity or background. These 10 resolutions for the year ahead will keep you and your branch aligned with this new direction:

1. Take our new [Work Smart Online](#) course.

This free, one-hour class is focused on teaching women to secure higher salaries or hourly wages, but it can also help you become a better overall leader and communicator — not to mention an ambassador for the course.

2. Encourage the women in your life to access Work Smart.

Set a goal to ask at least 20 women, whether they be daughters, granddaughters, colleagues or fellow college alumnae, to register for the online course. Reach out via email, social media, or at your next book club meeting.

3. Make sure everyone in your AAUW branch takes the course.

Set aside time at your next branch meeting for people to register for Work Smart Online and get familiar with it. One of the great things about the tool is that it saves your progress and lets you come back as many times as you need to before finishing up.

4. Help us learn about your community.

You know your communities better than we do here in Washington, so help us identify relevant local activities and partners that support our overarching goals. Start by taking an inventory of the resources available in your area. In January, the national office will provide tools to assist you in collecting helpful information, and we encourage you to make this a project for your spring 2019 meetings.

5. Support a fundraising drive.

Work with your branch members to drum up financial support for our economic security efforts. When you make a contribution to AAUW, specify that you'd like it to be used for that purpose.

6. Be part of a national conversation on pay equity.

Build equity into the agenda of your state convention or leadership conference. AAUW National will offer resources in the next month or so to help you do this. Plan to incorporate economic security themes into your convention programming, invite speakers with expertise in that area, and guide facilitated discussions about salary negotiation, perhaps inviting attendees to share their own stories. You can also create talking points using the new strategic plan and [\*The Simple Truth about the Gender Pay Gap\*](#) research report. Then submit a summary of your discussions to become part of AAUW's national archives.

7. Develop your branch and state strategic plans to complement the national plan.

Set quantifiable goals and objectives specific to your communities. Maybe you will strive to train 1,000 women in salary negotiation? Or put two more lobby days together?

## AAUW Tacoma Branch Board of Directors

### 2018-2019

- President: Susan Hesselgrave
- Program Vice Presidents: Phyllis Izant and Margaret Dempsey
- Membership Vice President: Carol Rikerd
- Communications Co-Chairs: Mary Letterman and LesLee Eicher
- Recording Secretary: Dolora Neumaier
- Finance Officer: Diane Palmquist
- Chair, Governance and Development Committee: Dana Holt



## 8. Become a “Two-Minute Activist.”

Urge others in your community to do the same. AAUW’s [online advocacy tool](#) makes it easy to reach out to elected officials and encourage them to support policies that promote women’s economic security.

## 9. Organize branch members to join in your advocacy efforts.

Those who want to take fast action can use the two-minute tool, while others can participate in lobby days and other activities.

## 10. Create a plan for your branch to recognize Equal Pay Day on April 10, 2019.

Activities might include advocacy, rallies, letters to the editor and blogs, social media storms, and talking up Work Smart Online. AAUW’s national policy and advocacy team will support your efforts. Check your calendar for other Equal Pay Days, such as Black Women’s Equal Pay Day and Latina Equal Pay Day, and organize activities around those as well.

By tackling these to-dos for 2019, you’ll be elevating your AAUW membership — which is already so valued — to the next level of support. Year-by-year, we’ll work together to close the gender pay gap by 2030.

## Can you think of a better toast to bring in the New Year?

(<https://www.aauw.org/article/new-years-resolutions-to-support-aauw-strategic-plan/>)

~ AAUW National

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## Membership

January 28, 2019 will be AAUW Lobby Day in Olympia. The details are in the [Evergreen Leader](#).

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Did you know we have Branch Members who are state legislators?

- Mari Leavitt has been elected to District 28 in position 1.
- Laurie Jenkins will return to the Legislature in District 27 position 1.
- Christine Kilduff (former member) will return to the Legislature in District 28 position 2.

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Did you know AAUW's [Work Smart](#) program on salary negotiation is now available as an online course? The program is explained in the [Outlook](#) online edition, as well as in the President's Corner, immediately preceding this article.

I just tested the course, without logging in as a member. I created a Jane Doe profile on the registration page, answered "are you a member" with no, and the system let me in to start the course. ***Any woman you know who is working or looking at changing jobs should register and take this class.***

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## **Pay Equity is an issue getting attention**

From the AAUW November 13 blog:

During the 2018 legislative session, six states enacted new laws designed to close the gender pay gap. AAUW members were fundamental to each of these successes, advocating throughout the legislative process to get these bills across the finish line. California, Connecticut, Hawaii, and Vermont passed bills primarily focused on banning the use of salary history in the hiring process. Relying on prior salary to set future pay can carry forward prior discrimination in earlier salary setting because it assumes past compensation decisions were made fairly and without bias. Unfortunately, that's not always true. Eliminating this practice can go a long way toward eliminating one source of the gender pay gap.

The laws passed in Washington and New Jersey take a comprehensive approach to closing the gender pay gap. The Washington Equal Pay Opportunity Act updates existing state law by ensuring that workers can discuss their salaries without the fear of retaliation and protects their ability to take legal action to secure equal pay. The law also closes loopholes and requires robust remedies for workers who have experienced pay discrimination. Finally, the law seeks to prevent discrimination in providing career advancement opportunities based on gender.

Similarly, the Diane B. Allen Equal Pay Act adds several provisions to New Jersey's state code. Like Washington, New Jersey now prohibits discrimination against workers who discuss their wages and clarifies the reasons employers can use to justify a pay difference. Additionally, the new law establishes some of the strongest remedies in the country, seeking to ensure that employees who have been wronged recover their lost wages and that employers who have violated the law are deterred from doing so again. Finally, the new law requires that

employers with a contract with the state government report compensation data in an effort to proactively identify gender and race pay gaps.

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## Members

We gained two renewing members at our December lunch, Mari Leavitt and Linda Farmer. Welcome back! We also hope visitor Carol-Ann Sage will be joining at the great mid-March join / renew festival.

~ Carol Rikerd

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## Tech Trek

Tech Trek 2019 is ramping up! Want to be inspired? Watch this [video](#) of our student councilors from 2018 sharing their plans and advice to the Western Washington campers. They are an inspiring group.

Want to donate funds? [Go here](#) and be sure to select Tech Trek – Washington Tacoma.



## Seeking Diversity with Chief Leschi Schools

In working to open our diversity doors wider, the Tacoma Branch was fortunate in being invited by the Chief Leschi Schools (Puyallup Tribe of Indians), to speak about Tech Trek and what it can do for the Chief Leschi/Puyallup Tribal Community.

Chief Leschi Schools is the largest Bureau of Indian Affairs School system, with an estimated 600 students attending Pre-K thru12 in a modern campus. It applies

traditional values to "...give our students a safe and caring environment to learn in." The School system seeks "... a culturally and academically rich environment that prepares our students for future success."

Our contact, Kathryn Yates, (Early Childhood Education), organized the December school wide parent coffee hour. As parents and other community members worked on crafting Christmas ornaments we addressed the Tech Trek process for providing an extra STEM education option for its girls presently in 7th grade.

The Tacoma Tech Trek Committee is engaging with the Puyallup Valley Branch Tech Trek Committee to support an enlarged recruitment effort within the Chief Leschi Schools. We have confirmed the Schools' Tech Trek contact and will serve on the Chief Leschi interview team with Puyallup Valley members.

The goal is to increase Chief Leschi participation with Tacoma Branch providing sponsorship for one additional girl. We are thankful to Ms. Yates for seeking us



Kathryn Yates facilitates community attendance by arranging daycare during these parent/community coffee sessions. Yes, some of the little ones heard the presentation too!

out and improving our ability to work with this school system.

You are invited to learn more about Chief Leschi at their [website](#).



Attendees work on ornaments that support the tribal cultural heritage, such as small paper canoes and finely beaded badges.



## Can You Be Available During March 2019 for Interviews?

It is not too soon to make yourself available to accompany Tech Trek Committee members in Tech Trek applicant interviews. Two AAUW members are required for each.

While exact interview dates are not yet scheduled, interviews will likely be held at: Tacoma Schools (10), University Place (2), Clover Park (5), Bethel (3) and Chief Leschi.

You can serve as an "at-large" substitute or interview within a District that is convenient to your location and schedule. A Committee member will be a lead. Actual dates will be scheduled in early March, with interviews held throughout the month. Typically these occur at the end of a school day.

If you can help, please contact our Committee chair, Marisa Peloquin, at [misapelican@gmail.com](mailto:misapelican@gmail.com). *And thank you.*

~ Judy Cichowicz



## Interest Groups (MeetUps)

### Genealogy and Family History

Lunch! **Friday January 18 at noon**, at Harbor Lights in Tacoma. **RSVP to Dorothy by January 16.**

We selected this place because it is one of the oldest restaurants in Tacoma *and* it's near the place where Top of the Ocean was located. We'll share memories and information about the ill-fated supper club built on pilings next

to the Old Town Dock.



After lunch we'll carpool (or walk) 3 blocks to view the small monument to the famous restaurant and club on the waterfront. In the meantime, check out the story of the place by clicking [Part I](#) and [Part II](#).

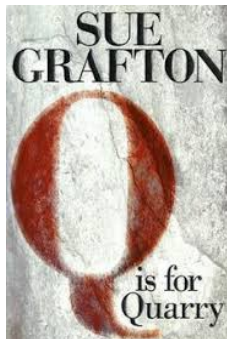
## Papercrafters

To start the new year all of us seem to have paperwork of all kinds, not to mention our paper hobbies.

Come to Papercrafters on January 10 at 10:00 a.m. - 2:00 p.m. for sorting, cutting, cropping or organizing.

We meet at the Lakewood Presbyterian Church at 8601 104th Street S.W. in Lakewood. There is room for everyone to work at their own table, but close enough to visit with each other.

Bring your own lunch or snack. Coffee and tea are available. Call Connie at 565-7518 for more information or directions to the church.



## Daytime Book Group

The Daytime Book will meet on Wednesday, January 23 at 10 am to discuss *Q is for Quarry* by Sue Grafton. Jane will review and Marilee will hostess.

## Evening Book Group

On Monday, January 28, the Evening Book Group will meet at 6:30 pm to talk about *Dead Feminists: Historic Heroines in Living Color* by Chandler O'Leary and Jessica Spring.

**IMPORTANT!** The location of the meeting is at the illustrator's --Jessica Spring's --studio, which is at 818 **North** Yakima Ave., Tacoma 98403. You can park on the street, knock on the front door, and Jessica will lead you through the house to her shop.

Mary Letterman will review. But the really cool thing (!) [*editor's note*: you are cool, too, Mary!] is that Jessica will be talking about the process of creating this beautiful book.



Courtesy: The News Tribune, 2016

While Jessica will do most of the talking, it might be fun if you can share your favorite feminist from the book. Here is the list:

|                        |                     |                              |
|------------------------|---------------------|------------------------------|
| Adina De Zavala        | Gwendolyn Brooks    | Sappho                       |
| Alice Paul             | Harriet Tubman      | Sarojini Naidu               |
| Annie Oakley           | Imogen Cunningham   | Shirley Chisholm             |
| Babe Zaharias          | Jane Mecom          | Thea Foss                    |
| Eleanor Roosevelt      | Marie Curie         | Virginia Woolf               |
| Elizabeth Cady Stanton | Queen Lili'uokalani | Washington State Suffragists |
| Elizabeth Zimmerman    | Rachel Carson       |                              |
| Emma Goldman           | Rywka Lipszyc       |                              |
| Fatima al-Fihri        | Sadako Sasaki       |                              |

Want a preview? Check this out. [Dead Feminist Blog](#)



The book is only available as a hardback. It is available online and also the ever-wonderful King's Books has it in stock. Here is the owner of King's Books, Sweet Pea Flaherty, holding up a copy to show us!

### ***New Movie Group Forming!***

Do you love movies? So do we! We are starting a new interest group named ***Second Saturday at the Cinema***. Our first movie will be the first showing of the movie "[On the Basis of Sex](#)" at the Grand Cinema on January 12th. This is the story of Ruth Bader Ginsburg. Please email Robin at [laro32@gmail.com](mailto:laro32@gmail.com) to confirm that you will be meeting us. As the date gets closer, she will let you know the exact time.

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### **Stay Connected with AAUW!**

Check your email for the latest copy of the AAUW-WA *Evergreen Leader*, or get it here: <http://aauw-wa.aauw.net/>. Remember that the password for the Washington State website (for all of us) is “evergreen.”

**The AAUW Tacoma Website** is the place to go to learn about our branch. There is an officers list with contact information, a summary of the interest groups (including the reading lists for both book groups), our mission statement, community involvement and branch goals and a members’ center with a newsletter archive, branch bylaws, forms, and membership benefits.

<http://tacoma-wa.aauw.net/>

**AAUW Tacoma Facebook** has daily updates of AAUW and other community events, as well as other items of interest. Feel free to add items of interest, as well as comment and ‘like’. Check it out at

<https://www.facebook.com/AAUW.Tacoma/>.

**AAUW Tacoma MeetUp.** The goal of MeetUp is to help “people find others who share their *interest* or *cause*, and form *lasting, influential, local community groups* that regularly meet *face-to-face*.” AAUW Tacoma uses this tool for community outreach and many of our newer members have found us this way. It is also a wonderful way to see all of our upcoming meetings in one place and to receive reminders. <http://www.meetup.com/AAUW-Tacoma/>

**AAUW Washington Pinterest.** Do you “pin”? Have you ever wondered what other Washington Branches are reading in their book groups or what other types of interest groups are out there? Check out AAUW Washington State’s Pinterest Page at <http://www.pinterest.com/AAUWWA/>

### **Useful links**

AAUW Washington State Website <http://aauw-wa.aauw.net/>

AAUW Washington State Facebook <https://www.facebook.com/aauw.washington>

AAUW Washington State Tech Trek <http://techtrek-wa.aauw.net/>

AAUW National Website <http://www.aauw.org/>

AAUW National Facebook <https://www.facebook.com/AAUW.National>

AAUW Tech Trek Facebook <https://www.facebook.com/AAUWTechTrek>

### *Communications Team Note*

We welcome your ideas for interest groups, activities, priorities, recruitment, and anything else! Our goal is to attract new members by expanding our social media presence ([Facebook](#) and [Website](#)). We'd like to use our [MeetUp Tool](#) to reach out to other Tacoma-area groups.

### *Editors' Note*

Please send notices of events and news to the newsletter team at [aauwtaconewsletter@gmail.com](mailto:aauwtaconewsletter@gmail.com). You can send photos as well. Please send by the **16<sup>th</sup> of the month** unless otherwise noted. We reserve the right to edit as we see fit.

~Mary Letterman and LesLee Eicher, AAUW WA Communications Co-Chairs

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# January 2019



| Sun | Mon  | Tue | Wed   | Thu   | Fri  | Sat  |
|-----|--|-----|---|---|--|--|
|     |  | 1   | 2   | 3   | 4 <b>Board Meeting</b><br>4:30-6:00 pm<br>UP Library<br>UP Meeting Room      | 5  |
| 6   | 7  | 8   | 9   | 10 <b>Papercrafters</b><br>10 am – 12 pm<br>Lakewood Presbyterian | 11   | 12 <b>Second Saturday at the Cinema</b><br>Time TBD<br><i>On the Basis of Sex</i>  |
| 13  | 14   | 15  | 16  | 17  | 18 <b>Genealogy</b><br>12 pm, Lunch<br>Harbor Lights<br><b>RSVP by 1/16!</b> | 19 <b>AAUW Tacoma Branch Meeting</b><br>10 am – 12 pm<br>Eastside Community Center |
| 20  | 21   | 22  | 23 <b>Daytime Book Group</b><br>10 am<br><i>Q is for Quarry</i> | 24  | 25   | 26   |
| 27  | 28 <b>Evening Book Group</b><br>6:30 pm<br><i>Dead Feminists</i><br>At Jessica Spring's Studio | 29  | 30  | 31  |  |  |

