

PRESIDENT'S MESSAGE

Nancy Dietrich

Tuesday April 9th is Equal Pay Day.

Help “celebrate” Equal Pay Day on Wednesday, April 10th!

We are meeting at 6-8pm at **Buvon's Wine Bar** (located inside of the Corkscrew Wine Emporium in Urbana across the street from Schnucks). Free parking available in lots on both the north and south sides of Corkscrew.

C-U AAUW Drinks & Dialogue will be moving to Wednesday evening for the month of April only, and will be hosting an event to “celebrate” Equal Pay Day. Equal Pay Day is the date when, on average, women's wages catch up to men's wages from the previous year.

Assistant Professor Monica Bielski Boris from the School of Labor & Employment Relations and the Labor Education Program at the University of Illinois will be speaking about equal pay and gender issues, and begins a participatory discussion on pay discrepancies between women and men. We'll be discussing how to take action on this important and timely issue, and will also have time for informal mingling.

Please join us for a glass of wine (Buvon's also has several food items you can order) and enjoy a fun evening. Invite your friends! We'd like to get a large turnout, and introduce more folks to the important work that AAUW does to advance equity for women & girls.

Pay Gap Still Exists Between Women and Men

(This is a revised version of an op-ed written by Nancy Dietrich in 2012 for the AAUW Voices Project, and appeared in several Illinois newspapers).

There's no doubt that women have made great strides over the past 50 years. "Help wanted-male/Help wanted-female" ads are a thing of the past. Women can get a mortgage without having a male co-signer. More women are seeking higher degrees in nontraditional fields like medicine and law than ever before. However, one of the most visible discrepancies between men and women can be seen in wages. On average, women must work over 3 months longer to make the same wages that men make. Equal Pay Day is designated at the date when women's wages catch up to men's wages from the year before.

According to the U.S. Census Bureau, women make 77¢ for every dollar that men make. Many reasons have been cited for this disparity, including women's career choices and taking time out to raise children. However, research by AAUW shows that just one year out of college (when most women have not yet had children), women in the US working full time are already earning only 82% as much as their male colleagues. Data from the Bureau of Labor Statistics also show that women make less money in almost every occupation tracked, even in traditionally female occupations.

Double standards still exist regarding appropriate behavior in the workplace, which contributes to lower wages and fewer promotional opportunities for women. Research by Hannah Riley Bowles, associate professor at Harvard, revealed that when women asked their bosses for a raise, it was typically looked at negatively. Yet, being assertive about asking for more money is continually cited as one of the things women need to do to reduce the wage gap. Research discussed in the book *Delusions of Gender* by Cordelia Fine also shows a "Catch-22" situation: if women behave in an assertive fashion on the job, they're considered too aggressive. Yet, if women don't show qualities like confidence or ambition, they are seen to not have the right qualities for a leadership position.

In other examples of gender bias cited in Fine's book, 100 university psychologists were asked to rate the resumes of "Dr. Karen Miller" and "Dr. Brian Miller," fictional applicants for a tenure track position. Even though the resumes were identical except for the name, Brian was perceived by both male and female evaluators to have better qualifications for the position than Karen. These internal, often unconscious, biases serve to keep the glass ceiling for women in place.

So what can we do about it? Here's how to help Equal Pay Day become a thing of the past:

1. Vote. Support legislators who support equal pay for equal work policies.
2. Support salary transparency, including lifting the "gag rule" that exists in many companies (the gag rule means employees are not allowed to disclose their wages to other employees). Making all salaries public (as is the case in public institutions) would go even further to discourage wage discrimination.
3. Women--Negotiate your salary, starting from your first job. You'll be a pioneer, and as more women negotiate, it will become seen as normal (as it currently is with men).
4. Be more aware of our own attitudes about "appropriate" gender roles, and address bias when we see it in everyday matters. For example, if you perceive a woman as being too aggressive, ask yourself, "If this were a man, would I consider this behavior too aggressive?" As noted above, internal bias we're socialized with can penalize women (and men, in different situations), so we need to become aware of and change this in ourselves.

Wine, Women Song a Success

43 people attended our annual celebration held March 9 at Milo's in Urbana, and we especially appreciate Jane and her staff for making this event a success as they do every year. The group enjoyed interacting with one another and the AAUW scholarship and fellowship recipients in attendance.

Our Wine, Women and Song fundraiser generated \$707 in donations for our local scholarships, \$498 for the national AAUW's Fellowships & Grants program, and \$176 for its Legal Advocacy Fund, for a total of \$1,381. We thank our members for their generosity in supporting these programs that assist women in furthering their education and in combating sex discrimination in higher education and the workplace.

If you were unable to join us for Wine, Women and Song, the branch offers several opportunities each year for giving to the scholarship and fellowship programs: when dues are collected in the late spring/early summer, and a direct mailing in the fall that focuses on Fellowships & Grants and the Legal Advocacy Fund. And, of course, you may make a gift at any time that is convenient for you by mailing a check made payable to C-U AAUW, specifying the program you are donating to, to Phyllis Cline, Financial Officer, 104 E. Willard, Urbana, IL 61801.

JOIN US

Annual Meeting and Installation of Officers
Saturday, April 6 noon
Ko-Fusion, 1 E. Main, downtown Champaign
Speaker: AAUW-IL President Andi Danis

You won't want to miss Andi Danis discussing ways our branch can work with the state to promote AAUW and equity for women and girls. We'll also be electing and installing the new officers and discussing upcoming branch events.

Please confirm by April 3rd to Helen Miron at 344-4225 or Phyllis Cline at 344-4806. Hope to see you there!

Slate of candidates: Deborah Richie, President and Karen Retzer, Secretary

[note: this item was revised for newsletter released March 29, 2013]

BRANCH EVENT PHOTOS

WINE WOMEN & SONG



**PRESIDENT NANCY
DIETRICH**



**PARTICIPANTS ENJOYING
THEMSELVES**



**SALLIE MILLER (LEFT)
RECEIVING MARION TALBOT AWARD FROM MARGARET STEWART**

AND, 2 OF OUR BRANCH MEMBERS WERE HONORED AT THE RECENT YWCA LEADERSHIP LUNCHEON – WE ARE PROUD OF THE COMMITMENT TO SERVICE OF ALL OUR MEMBERS AND CELEBRATE YOUR ACCOMPLISHMENTS! CONGRATULATIONS TO PHYLLIS CLINE AND ESTHER PATT.



**PHYLLIS CLINE, PHILANTHROPY
AWARD**



**ESTHER PATT, ADVOCACY
AWARD**

**FOR MORE INFORMATION ON THE YWCA LEADERSHIP LUNCHEON, GO TO
[HTTP://WWW.YWCA.ORG/SITE/PP.ASP?C=BRKNIXNKF&B=63689](http://www.ywca.org/site/pp.asp?c=brknixnkf&b=63689)**

MEMBERSHIP RENEWAL

Branches collect dues during the spring and early summer and transmit them to the national and state AAUW offices. The year covers the period from July 1 - June 30. We expect the membership rate of \$70 to remain the same for the 2013-14 year. The \$70 is allocated as follows: \$49 to the national office (\$46 is tax-deductible), \$10 to the state, and \$11 to the branch. State and branch dues are not tax-deductible. The national and state offices want branches to submit all renewal dues by June 30, and we strive to achieve that goal.

You will receive a dues renewal form late in April, and we would appreciate your returning the form before June 30 if possible. We encourage all branch members to continue supporting AAUW at whatever level of involvement works. We hope you can participate in the activities, but even if that is not possible, your dues support the mission of AAUW, and we appreciate your membership.

And, encourage your colleagues and friends to join! We know that many new members join because of information shared by current members. Share the good news about AAUW!

Questions about membership can be directed to the Branch Financial Officer, Phyllis Cline at pcline@comcast.net or

MEET ANGELA INGRAM

This letter was sent to the Branch from our 2012-2013 Parkland Southwood-Van Es Scholarship winner.

I would like to take a moment to thank the members of AAUW for so generously accompanying me on my academic endeavors. Being awarded the AAUW scholarship for the 2012-2013 school year has been a true blessing. The tasks involved with being a working mother while attending full time classes has proven to be daunting at times; however, the financial and emotional support extended to me by the AAUW makes the journey more achievable. I would like to share a glimpse into my life including past, present, and future.

My name is Angela Ingram and I grew up in St. Joseph, Illinois. I always enjoyed school. I enjoyed the extra challenges of the Jr. High math team, the extra credit projects in Mrs. Fry's fourth grade, and the AP courses through high school. I graduated from St. Joseph Ogden High School in 1992. I am currently attending Parkland Community College and will graduate in May, 2013 with an Associates of Applied Science and a Certificate in Radiologic Technology. My plans include continuing my education through Parkland to obtain advanced certification in the field of radiology as well as an Associates of Science which will enable me to continue on towards my Bachelor's Degree in Hospital Administration.

Currently, I am living in Sidney, Illinois and I work at the Courier Café in Urbana. I am engaged to my best friend and am the proud parent of my thirteen year old son who attends Unity Jr. High School in Tolono.

Hoping our paths will cross soon,

Angie Ingram

BRANCH INTEREST GROUPS



ADELANTE

Meets 4th Tuesday, 2:30 p.m. at the home of Phyllis Cline, 104 E. Willard St., Urbana.

Libraries and # of copies:

U = Urbana C = Champaign LINC = Area System UI = University of Illinois

Upcoming meeting dates

March 26 April 23 May 28 June 25

Selections

March – *Havana Real: One Woman Fights to Tell the Truth about Cuba Today*, Yoani Sanchez, 2011. The author writes “Generation Y,” an intensely personal internet blog that provides the world a unique window into the realities of daily life in Cuba and what it means to live under the Castro regime.

U – 0 C – 1 (check for more) LINC – 1 UI – 1

April – *My Father’s Paradise: A Son’s Search for His Jewish Past in Kurdish Iraq*, Ariel Sabar, 2008. The author is the son of an Iraqi Jew from Kurdistan who grew up in a corner of the world so isolated that he was raised speaking the ancient Aramaic of Jesus. Growing up in the US, Sabar was embarrassed by his father’s ancient ways, and became closer to his father as they journey together to Kurdistan to explore their family roots. What he finds in the Sephardic Jews’ millennia-long survival in Islamic lands is a story of tolerance and hope.

U – 1 C – 2 LINC – 1 UI – 1

May – *Wild Swans: Three Daughters of China*, Jung Chang (1991, 1992, 2003). The evocative story of how three generations of women in the author’s family fared in the political maelstrom of 20th century China. Born just a few decades apart, their lives overlap with the end of the warlords’ regime, violent struggles to carve up China, and the vicious cycle of purges orchestrated by Chairman Mao that crushed millions of people, including the author’s parents.

U – 1 C – 4 LINC – 1 UI – 1

DRAMA GROUP

Date: Thursday, April 4

Time: 7:30 PM

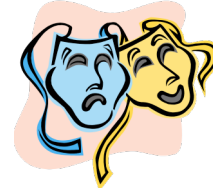
Place: Phyllis Cline's house, 104 Willard, Urbana

Program: *The Threepenny Opera*

Refreshments will be served after the program

Bertolt Brecht and Kurt Weill collaborated in the late 1920s in this theatrical work that draws on cabaret, jazz, operatic and folk music. It features the familiar song "Mack the Knife" and some characters with flexible standards of behavior. It will be performed at Krannert Center April 25 through 28.

You are welcome to attend this meeting whether or not you have attended drama group meetings before. Call Phyllis Cline at 344-4806 or email her by April 3 to let her know that you plan to come.



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Drinks & Dialogue

Drinks & Dialogue usually meets on the 2nd Tuesday of the month from 6-8pm at Wines at the Pines in southeast Urbana. This month we're meeting on Wednesday, April 10th at Buvon's Wine Bar from 6-8pm to observe Equal Pay Day (see lead article in newsletter).

Drinks & Dialogue is an opportunity to discuss current issues in the media that are relevant to women. Past topics have included: same sex education; an article entitled "The End of Men," and a response called "The Myth of Male Decline;" social security; women and humor; how Obama is perceived among women (before the elections); a transgendered person's; Sweden's de-emphasizing of gender in the classroom and in toy catalogues; gender and language; and most recently Native American women and the Violence Against Women Act. In May we'll be discussing an article entitled "Why Gender Equality Stalled," which complements our April discussion on the Pay Gap.

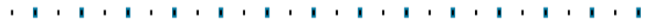
Please plan on attending our April event, as well as think about putting Drinks & Dialogue on your calendar each month afterward. We always welcome new faces – please come and bring a friend!

GREAT DECISIONS

Upcoming Meeting Topics and Discussion Coordinators

April 17. FUTURE OF THE EURO (Sharon Michalove)
May 15 CHINA IN AFRICA (Karen Retzer)

Meetings are 7:00 to 8:30 pm at Champaign Public library, 2nd floor meeting room
Call Jenny Harvey-344-5339 for info.



WRITER'S GROUP

Meets the 3rd Friday of each month at 1:30 p.m. at Barnes & Noble, 66 E. Market View Dr., Champaign. Beginning & experienced writers welcome.
Contact Barbara Scott, 352-7364

AAUW NEWS

NEW LOGO

We are proud to unveil our branch logo on this issue of the newsletter. The new logo was rolled out on February 20, 2013. For more information on the new logo, visit AAUW site at <http://www.aauw.org/2013/02/20/aauw-introduces-new-logo-tagline-and-website/>

National Conference for College Women Student Leaders Early-Bird Registration Ends April 12

Students and administrators, [register by April 12](#) for the National Conference for College Women Student Leaders Watch [this video](#), which won the first-ever NCCWSL in Action Award!

**Champaign-Urbana
Branch Illinois 4012**

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www.aauw.org
www.aauw-il.org
<http://champaignurbana-il.aauw.net>

**SAVE THESE DATES –
OTHER UPCOMING
MEETINGS**

MAY 3-5
Illinois/Missouri state
convention, St. Louis

JUNE 9-13
AAUW national convention,
New Orleans