

Notes from the Presidents: Cathy Lovell & Nancy Adalian

Happy Spring! What a beautiful time of year. As we enjoy the evidence of Mother Nature's renewal in the form of blooms and baby birds, we should renew our commitment to gender equity issues. April 4 is Equal Pay Day – the day that the average working woman finally earns the same amount as her male counterpart did in 2016. The gap is much wider for women of color with Hispanic women working until October before they earn the same amount. Check out the clever March Madness brackets in this newsletter that summarize how schools around the country fair regarding pay gap issues for their graduates.

We learned at our March meeting that food insecurity is an issue for some college students, including those attending COS. Cynthia Norvall is the school nurse for COS Health Services and the most enthusiastic manager of the Giant Food Pantry. They provide food to an average of 80 students per month. The Pantry stocks mostly non-perishable foods plus eggs and bread. If you would like to donate or find out more about this program, please contact Cynthia at 737-6241 or cynthian@cos.edu.

Kudos once more to all our dedicated book sorters and Book Sale committee members. Their months of hard work will soon be on display as we gear up for our semi-annual Book Sale. This opening day, April 19, will be very special as we host a public ribbon cutting to celebrate our joining the Chamber of

APRIL AAUW Meeting

- **DATE:** April 12, 2017
- **TIME:** 11:30 am – 1:00 pm
- **Sue Sa's Creative Catering**
720 West Main Street
- **Topic:** Jenny Zeeb and art
- **PRICE:** \$18.00
- **Orders need to be received by**
Saturday, April 5th

MAIL CHECK TO Susan Mathews, 3933 W Woodside Ct., Visalia, CA 93291

PHONE RESERVATIONS: 559.739.1449 or 559.731.8074

EMAIL: smathews18@gmail.com

I am excited to invite you to our April 12th luncheon. Our guest speaker is Jenny Zeeb. Jenny is an artist who is well known in our community. Everything Jenny does she does with energy! If you haven't been to Garden Street Art Studio you are in for a treat. Jenny established this local gem several years ago and it is everyone's "Happy Place."

Jenny's infectious enthusiasm and love for assisting others comes through in all she does. Join us on the 12th and explore your artistic side. We guarantee a GREAT time for all!

P.S. Please **RSVP today** so we can plan attendance accordingly. Thanks.

Commerce. Join us at noon for the brief ceremony and stay for refreshments. We want to have a large turnout to publicize our organization as well as the sale. Please call Susan Cunningham ASAP to sign up to work a shift or two. Book sorters work all year round so the rest of our membership needs to step up and work at the sale. It's fun and the money supports all our various scholarship programs.

Our next program should be lots of fun. Jenny Zeeb will share ways to spark creativity. This would be a good program to bring a friend.

Reminder: Anyone who joins AAUW now, pays the annual \$85 but is a paid member for the next 15 months instead of just 12. A special welcome to our two newest members, Cynthia Thorburn and Julia Honer. We look forward to getting to know you both.

Book Sale Is Coming!

Ladies – Our annual Book Sale is right around the corner!



Our book sorters have worked tirelessly to get our books ready and now we need you. Please sign up for a shift or two when Susan Cunningham contacts you. Dates are –

**Wednesday, April 19
– Monday, April 24 –**
during regular mall hours.

Also, on Wednesday, April 19, we will be cutting a

ATTENTION!

April 19th - Noon at the Book Sale Chamber of Commerce / AAUW Ribbon Cutting



The Visalia/Sequoia branch of AAUW is beginning a partnership with the Visalia Chamber of Commerce. Please join us at the book sale on Wednesday, April 19th at noon for our ribbon cutting ceremony. It will be a wonderful opportunity to network with young professionals that are not aware of the incredible contributions we make to support education in our area. The goal of this partnership is to increase awareness of AAUW in our community and increase our membership.

ribbon signifying our new membership in the Visalia Chamber of Commerce. Join us for this important event at noon at the Book Sale. See information above.

Finally, the Scholarship Committee has chosen 7 outstanding young women and men as recipients of our scholarships. Each student exhibited excellent scholarship, community engagement and commitment to higher education during the interviews. This is what our Book Drive is all about so, again, please sign up to work when you can. I look forward to seeing you all there!

Jan Johnson

2016 AAUW Programs

- April 19th – 24th Book Sale Sequoia Mall
- Apr 12th, 11:30 am, Lunch – Sue Sa's Clubhouse, Speaker: Jenny Zeeb, topic, The Power of Creativity
- May 13th Saturday, 11:30 Potluck Lunch, 1039 South Chinowth – **NEW LOCATION** – CONGREGATION B'NAI DAVID



The March meeting was on an important topic – hunger among college students. Cynthia Norvall, the COS nurse, also serves as the manager for the Giants Pantry. Students may utilize the Pantry to obtain non-perishable food items to sustain them when their funds run low. The COS Foundation helped establish the Pantry. It continues with the help of community support, grants, and private donations.



Food Pantry at COS



Co-presidents, Cathy & Nancy, unveil the new banner to be used at various public events.



Membership Dues Update from the AAUW Board Chair

The AAUW Board of Directors is currently considering a motion to increase AAUW's annual national membership dues from \$49 to \$59. If approved, the increase would go into effect starting July 1, 2018.

This increase, the organization's first since 2008, is necessary to maintain AAUW's ability to react to current challenges and deliver the services and programs that are a vital part of our mission. Donations are, and have long been, an important part of AAUW's DNA. Our recent [Charting the Course campaign](#) demonstrates yet again how generous and committed our members can be.

It is, however, impossible to budget effectively based on what support *might* come in. Annual dues are a more stable source of income.

They provide the framework for AAUW's mission and programs. Indeed, a combination of both dues and donations is critical to supporting AAUW's [salary negotiation workshops](#), groundbreaking [research](#), [advocacy](#) efforts, [campus leadership programs](#), and so much more. Even fully funded programs, such as the Legal Advocacy Fund and fellowships and grants, require an ongoing financial infrastructure to work effectively.

Another factor in the decision is how prices have changed since AAUW's last dues increase, in 2008. It would be difficult to name even one item that has not increased significantly in price during that time period. That means we've been paying more and more to keep our programs running. AAUW's proposed increase comes out to only about

83 cents per month. Just think of the return that investment brings to the lives of countless women and girls.

Once a vote on dues has taken place in June, additional information regarding implementation, lifetime membership, and other details will be made available to members and leaders. In the meantime, should you have any questions, please do not hesitate to contact connect@aauw.org.

Thank you again for your commitment to this wonderful organization. We are a membership who believes we can do great things together. I know we are all equally committed to ensuring that AAUW thrives and continues to empower women and girls well into the future.

ATTENTION PLEASE:

The May 13th Scholarship luncheon has been changed to a new address:

1039 South Chinowth
Visalia, CA 93277

- It is just north of Veva Blunt Elementary School, between Tulare Avenue and Noble Avenue
- There is plenty of parking.
- Potluck salads should not include any pork products nor shellfish, such as shrimp, clams, lobster, bacon.

Refresher Bridge meets Wednesday, April 12, at the home of Phyllis Ogden.

**Have you signed up to be a
2-minute activist?**

[Click Here](#)

Coffee and California Concerns: March Meeting - We had a lively, wide-ranging, and illuminating discussion with Kaweah Delta C.E.O. Lindsay Mann. Thanks to Phyllis Coring for making that happen! Also, thanks go out to Rosemary Jackson for hosting, and to Joanne Dudley for bringing goodies.



C&CC gals engage Kaweah Delta Health Care District C.E.O. Lindsay Mann (center) in a lively discussion of a range of issues related to health care in Visalia and Tulare County.

Next meeting of Coffee and California Concerns:

Monday, April 3, 10:15 a.m.

Topic: Domestic Violence
Guest speaker: Family Services
Team: Cyndy McBee & Betsy Gaudette-Cross
Venue: Cyndy's home, 4918 Lakewood Dr. (in Chardonnay development)

Monday, April 17, 10:15 am

Topic: Crime and Punishment
Guest speaker: Michael Cross Attorney
Team Betsy Gaudette-Cross & Cyndy McBee
Venue: Betsy's house, 5941 W Buena Vista Ct, (N. of the lakes in Marseille development)

Monday, May 1, 10:15 am

Topic: Human Trafficking
Guest speaker: Lindy Gligorijevic, DA's office
Team Cyndy McBee & Sue McCallister
Venue: Cyndy's home, 4918 Lakewood Dr., (in Chardonnay development)



C&CC's March 20 meeting featured Kaweah Delta Health Care District C.E.O. Lindsay Mann (left). (Second from left to right) Phyllis Coring arranged the program; former KDHCD Board member Sue McCallister enhanced the discourse; and Rosemary Jackson hosted the session.

NEW DATE: Are you interested in learning how to take better photographs of your family or of your travels?

Join a one-time class called
"Photography For the Novice"

Thursday, April 13th, 2017
10:00 – 11:45 am

Betsy Gaudette-Cross
5941 W. Buena Vista, Visalia
559.786.5340

betsygc@me.com

Please RSVP by April 11th.



Here's Who Would Win March Madness Based on Schools' Gender Pay Gaps

March 14, 2017

March Madness, the annual NCAA basketball tournament, kicks off this week. But to us, the real madness is that women and people of color still don't have equal pay in 2017! If you've followed March Madness with AAUW for the past few years, you've seen our brackets that display the gender pay gap between schools' **male and female coaches** and between their **male and female graduates**.

It's no secret that the **gender pay gap exists immediately** after women and men graduate from college. The unfortunate reality is that this pay gap grows even larger as they continue in their careers. This year, AAUW's pay gap playoff brackets will take a deeper dive into how much the gender pay gap grows or shrinks over time.

We're rooting for the teams whose graduates see a narrower gender pay gap over time—and we hope you'll join us! We calculated the pay gap for each competing school's female and male students six years and ten years after entering college. In each matchup, the school whose gender pay gap grows more during those four years is knocked out of the tournament! For example, if School A's pay gap grows by eight percentage points, while School B's pay gap grows by just two percentage points, School B would advance to the next round. **Root for the teams with the smaller percentages!** Check out our brackets below to see which schools' gender pay gaps grow over the years. Your alma mater might be our pay gap playoffs champion!

Men's Tournament Bracket

Winner: Princeton University



The Princeton Tigers take home the trophy because their graduates actually see their gender pay gap shrink over time. Six years after entry to Princeton, women graduates are paid just 56 percent of what their male counterparts are paid. Ten years after entry, however, women with Princeton degrees are paid 81 percent of what men with Princeton degrees are paid — a narrowing of the pay gap by 25 percentage points. We applaud this unusual example of the gender pay gap narrowing for a group of graduates!

Women's Tournament Bracket Winner: University of California

The Cal Bears are the winners of our women's bracket with a gender pay gap that shrinks by 6.8 percentage points over time. This victory in particular caught our eye because the University of California hosts **AAUW salary**

Continued on next page



negotiation workshops on campus. Good salary negotiation knowledge can play a key role in closing the gender pay gap, a trend demonstrated by the university.

Another noteworthy finding is that several of the schools with lower pay gap growth are historically black colleges and universities (HBCUs), such as Hampton University and North Carolina Central University. Research shows that the **pay gap is worse for women of color**, but African American men also face a racial pay gap when compared with the earnings of white men. This racial pay gap is one reason the earnings ratios between men and women of color are generally narrower, and it may explain one reason why several HBCUs see lower growth in the gender pay gap.

While the instances of California and Princeton are bright spots in this analysis of the gender pay gap, they don't tell the full story of the pay gap for graduates nationwide. As AAUW's **research shows**, the pay gap "grows with age, and differences among older workers are considerably larger than gaps among younger workers. Women typically earn about 90 percent of what men are paid until they hit 35. After that median earnings for women are typically 74–82 percent of what men are paid."

The bottom line: The gender pay gap exists immediately after graduating college and continues to grow wider over time in most cases. Of the schools in our women's bracket 56 out of the 64 teams see their gender pay gaps grow larger over time, which is consistent with the findings in AAUW's research. Our brackets serve as a fun way to cheer for equal pay as March Madness begins, but they're also a good reminder that we still have more work to do to close the gender pay gap.

More about Our Method

All earnings data for colleges and universities used are available through the **U.S.**

Department of Education's College Scorecard.

The Department of Education collects this earnings data from the **IRS**. Because this information is available only for Title IV recipients or students who received federal grants and loans, our analysis uses the post-college mean earnings data of women and men who received federal aid. Per the Department of Education, "**Earnings are defined** as the sum of wages and deferred compensation from all W-2 forms received for each individual, plus self-employment earnings." We divided the mean earnings of female graduates by the mean earnings of male graduates at the same school to determine earnings ratios. Then, we measured the difference between the six-year ratio and ten-year ratio to determine the percentages you see on the brackets.


For more information about our local AAUW group, please click on the link below.

[Visalia Sequoia AAUW](http://visaliasequoia-ca.aauw.net)

or type in:

<http://visaliasequoia-ca.aauw.net>

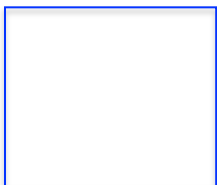
Knitwit section members met recently to honor the memory of Sally Childers. Her husband, Brian, donated all her knitting supplies, patterns, and unfinished projects to distribute among the group. Left to right: Carol Sonier, Linda Brown, Rovena Forest, Carol Seastrom, Nancy Adalian, and Cathy Lovell.



We were saddened to learn of the recent passing of Hilda Ortiz at the age of 96. Hilda taught Spanish at Redwood High School for 33 years. She was a longtime member of AAUW. A memorial service will be held at St. Paul's Anglican Church, 120 N. Hall St., on Friday, April 7 at 10:30 a.m.

"We are struggling for a uniting word, but the good news is that we have a uniting movement."

~ Emma Watson




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