

AAUW Mission

Statement: AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

AAUW Unifying Focus

Statement: Breaking through Barriers

AAUW Value

Statement:

As a member of AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

AAUW-NM Focus

Statement: Empowering women to take charge of their lives.



Co-Presidents' Message

Is climate change man made or an oceanic phenomenon? The Northwestern states are burning and the intensity of the fall hurricanes is increasing. AAUW-NM goals are sustainable and within reach, unlike climate change, but we must stay current and relevant. We have a newly chartered Branch in Gallup and two new student affiliate groups are forming—we believe as a result of outreach efforts in recruiting and interviewing AAUW Tech Trek NM girls and staff. Further, Socorro will NOT be disbanding; Socorro Branch has revitalized with new officers and some new members. With new officers in place in Gallup and Socorro, we will do Officer trainings through online Go-to-Meetings in the very near future.

Our new AAUW CEO, Kimberly Churches says we can expect to see many changes as AAUW streamlines its activities to four areas of focus: Pay Equity, including pay negotiation programs StartSmart and WorkSmart; College/University partnerships and programs; Research reports; and STEM (promotion of Science, Technology, Engineering, and Mathematics fields for women). AAUW-NM is active in all of these areas.

We believe New Mexico has better new member retention than the national average, but we need branch data to support this belief. Nationally 23 percent of new members do not renew.

Congratulations to Deanise Marta, Las Cruces Branch member and past Roadrunner Editor, for being named a Woman of Distinction by the Girl Scouts of the Desert

Southwest.

We hope to see many of you at our second joint Fall Workshop with NNWSE (New Mexico Network for Women in Science and Engineering) at the Murray Hotel in Silver City, NM October 20-21, 2017. (More detail later in the Roadrunner.)

Has your branch updated your officer list and programming on your free web site? Social media and our presence on the web is critical for action and organizational growth. How can you attract new members if the most current item on your web site is the spring tea in 2015? Does your branch use other social media such as Facebook, Instagram, or Twitter to announce events? AAUW-New Mexico Facebook page now has 221 likes. We can use social media to reach out in our communities, advertise our meetings and projects, and build “mighty” branches. See <http://www.aauw.org/resource/how-to-use-social-media-for-advocacy/> for more information.

Starting with the summer 2017 issue, *AAUW Outlook* is digital. You will still get the same insight about the issues that affect women and girls the most, but with more content. Check your information at www.aauw.org in the Member Database for your personal profile to be sure your e-mail address and mailing address are current and look for Outlook in your inbox! (using the mail is no longer sustainable; AAUW must balance income with expenses. Too many magazines were returned because members did not update their address when they moved.)

Helena Whyte and Sylvia Fink, Co-Presidents

**AAUW of New Mexico
Elected Officers**

Co-Presidents

Helena Whyte
mozden08@aol.com
Sylvia Fink
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**Program Co-Vice
Presidents**

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Vice President

Membership
Claudia Poglitsch
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Academic Chair

Maryjane Giesler
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AAUW Funds Chair

** VACANT **

Public Policy Co-Chairs

Sonya Berg
bergsonya42@gmail.com

Co-Chair

** VACANT **

Immediate Past President

Karyl Lyne
Karyloz5051@gmail.com

Nominations Chair

Natalie Markin
natalie@lanb.com

Branch Projects Grants

Branch Project Grant Proposals are due to Karyl Lyne, Branch Project Grants Chair, at karyloz505@gmail.com by **Monday, October 2, 2017**. Please indicate the amount requested, how the requested amount will be used and how this request supports the mission of AAUW. \$600 is allotted in the AAUW-NM budget for these grants and the grants typically are \$100 each and cannot exceed \$200, depending on the number and amounts requested.

Karyl Lyne, Branch Projects Grants Chair

SAVE THESE DATES!

Oct. 20-21, 2017	Fall Leadership Team Meeting (LTM) in Silver City, NM
Jan.-Feb. 2018	Lobby Days in Santa Fe, NM
April 20-22, 2018	State Convention in Carlsbad, NM
June 22-24, 2018	Biennial Rocky Mountain Regional Conference in Salt Lake City, Utah

AAUW Responds to Rescinding of DACA Program

September 05, 2017



Signs At The May Day Immigration Rights Rally. Photo by takomabibelot on Flickr

WASHINGTON — American Association of University Women Chief Executive Officer Kimberly Churches released the following statement on the Trump Administration's decision to rescind the **Deferred Action for Childhood Arrivals (DACA)** program.

"AAUW is proud to **be part of a community that fights for the civil rights** of all Americans, including immigrants. We stand, and will continue to stand, with the nearly 800,000 Dreamers and DACA recipients. This action by the Trump administration is a firm rejection of one of America's founding principles: that with hard work

and education anyone can achieve their own version of the American dream.

At AAUW we understand the impact that education exerts on the lives of students and on the nation's overall prosperity and strength. We remain committed to increasing opportunities in education for all women and girls. One quarter of DACA recipients are enrolled in postsecondary education and another third of the recipients are high school students weighing options to further their education upon graduation. With the rescinding of DACA that American dream will be shattered, effectively slamming the door to opportunity for these students. Congress now has the opportunity to emerge as a moral leader on this issue by passing the bipartisan, bicameral Dream Act, which would offer much-needed relief and protection for DACA recipients.

AAUW will continue to stand by immigrant students and strongly defend their right to an education. The future of our nation depends on it."

Public Policy

AAUW of New Mexico Appointed Officers

Awards Chair

Sheila Portillo
ssport53@gmail.com

Branch Project Grants Chair

Karyl Lyne
karyloz505@gmail.com

Bylaws Co-Chair

Shelley Rossbach
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College/Univ. Chair

Cassie Marrs
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Diversity Chair

Julia Brown
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Historian

Bonnie Rutherford
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International Interest Chair

Nancy Scheer
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Media Relations Chair

Bonnie Schranz
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Newsletter Editor

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Parliamentarian

**** VACANT ****

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Welcome to the 2017-2018 Public Policy advocacy year. I am very sorry that Nina Thayer will no longer be my Co-Chair. I am hoping that someone steps up and takes this important position

The 2018 legislative session is a 30-day session and would be a good time for someone to get their feet wet. The 2019 session will last 60 days and is much more demanding. I was only planning to serve in this position for 2 years, but here I am going into my final term; in 2020, I will term limit out and be unable to serve again. Thank goodness!

I will be continuing the weekly Go-to-Meeting calls leading up to and during the 2018 session. I want to make sure that each member has the opportunity to sign up for the Lobby Corps. I will get a form posted on the website that can be downloaded, completed, and sent to me. I want to build on the successes that we had last year, but I do need help.

The 2018 Legislative session begins January 16 and ends February 15. Most bills will address budget issues. Only the Governor can add others bills to the calendar, and we can expect to see many of the yearly favorites. The LTM is scheduled for January 28 in Santa Fe. Further details will be available at a later date. The AAUW Lobby Day will be January 29, 2018, at the Roundhouse, 8:30 am to 3:00 pm. The meeting room has not been assigned so stay tuned.

AAUW is currently working to oppose the PED's proposed update to New Mexico STEM-Ready Science Standards. New Mexico science standards are overdue for an update. However, the newly proposed 6.29.10 NMAC standards include changes and omissions that are politicized; do not align with the overwhelming consensus of the scientific community; and have not been adequately evaluated.

The PED is looking for PUBLIC INPUT on NEXT SCIENCE STANDARDS

<http://www.ped.state.nm.us/ped/PublicNotices.html>

Input will be accepted from September 12, 2017 to October 12, 2017 at 5 p.m. for 6.29.10 NMAC, New Mexico Stem-Ready Science Standards.

Public Hearing is October 16, 2017 from 9:00 a.m. to 12:00 p.m. (MDT), Santa Fe.

AAUW NM is encouraging members to submit comments, write letters to the editor, Op-ed pieces, and attend the Public Hearing. If you need any help with this, don't hesitate to contact me at 505 425-6680 or berg.sonya42@gmail.com

*In solidarity,
Sonya Berg
AAUW NM Public Policy Co-Chair*

July 2017 - June 2018 Calendar AAUW-New Mexico

Oct. 2	Branch Project Grant applications due to Branch Project Grants Chair
Oct. 20-21	Joint AAUW-NM and NMWSE Fall Workshop & AAUW NM Leadership Team Meeting, Silver City, NM
Nov. 15	American Fellowships applications due
Nov. 30	Deadline: for Winter <u>Roadrunner</u>
Dec. 1	International Fellowships applications due
Dec. 15	Deadline: nominations for AAUW-NM officers to Nominating Committee Chair
Dec. 15	Career Development Grants applications due
Dec. 31	Postmark deadline for AAUW Funds contributions for year 2017
Jan. 1, 2018	Half-year dues are accepted Community Action Grants, International Project Grants, Selected Professions Fellowships applications due
Jan. 28	Winter Leadership Team Meeting – Santa Fe
Jan. 29	Lobby Day Meetings in Albuquerque/Santa Fe Deadline: proposed AAUW-NM Public Policy amendments Co-PP Chairs
Jan. 29	Legislative Day at the Roundhouse - Santa Fe
Jan. TBA	Choice Rally at the Roundhouse – Santa Fe
Feb. 15	Deadline for Spring <u>Roadrunner</u>
March	Women’s History Month
March 1	AAUW-NM NCCWSL Scholarship Application Deadline
March 8	International Women’s Day
March TBA	Women’s History Day at the Roundhouse - Santa Fe
April 1	Annual Reports due from State Officers & Branch Presidents to Carlsbad
April 10	Equal Pay Day
April 20-22	State Convention, Carlsbad (Files & handbooks updated by officers for successors)
May 30	Deadline for entering new state & branch officers to national MDB
TBA	National Conference for College Women Student Leaders (NCCWSL)
June 22-24	Rocky Mountain Regional Convention, Salt Lake City, UT
June 30	Deadline for Summer <u>Roadrunner</u>
June TBA	Tech Trek NM 2017, New Mexico Tech
June 30	Deadline for membership dues for 2018-2019 year
July TBA	Summer AAUW-NM Leadership Team Go-to-Meeting

AAUW-NM Wants You!

REQUEST for MEMBERS TO SERVE ON THE AAUW-NM BOARD
From Natalie Markin

Many of you know me from my previous positions on the AAUW – NM Board. In the past I have served in a variety of jobs including Program Chair and Co-Membership Chair. This year I am serving as the Nominating Chair. If you would like to join me as a nominating task force member (formerly called nominating committee member), please contact me using the information below. Shila Marek, from the Albuquerque branch, and formerly from the Carlsbad branch has agreed to be on this task force. I would like to have at least 1 or 2 more members, preferably from different parts of the state.

AAUW-NM Wants You! (continued)

The positions that we currently need to fill are as follows:

- **Historian**
- **AAUW Funds Chair**
- **Diversity Chair**
- **Co-Public Policy Chair**

If you are interested in any of these positions or if you know someone in your branch who might be interested please get in touch with me – the sooner the better. I will be able to give you the job description, and answer your questions.

I am asking the membership chairs of each branch to please send me their membership lists for the 2017-2018 year, as well as the list of the officers for their branch. Please e-mail it to me at the e-mail address below, or alternatively snail mail it to my home address which is; 505 Oppenheimer Dr. # 419; Los Alamos, NM 87544.

From my many years of experience as a board member I can say that serving on the AAUW – NM board is not only a privilege, but also very rewarding. I have made friends in many corners of this state that I would otherwise not have had the opportunity to meet, and I have helped to advance the priorities of AAUW. I encourage you to contact me with any suggestions or questions.

*Thank you,
Natalie Markin
natalie @ lanb.com (work)
505-662-9399 (home)
505-663-6874 (work)*

2017 AAUW-NM Fall LTM Schedule

**AAUW LTM Meeting October 20-21, 2017 Murray Hotel, Silver City, NM
Schedule for October 20-21, 2017**

Friday October 20, 2017

3 p.m. – 9 p.m. Registration in Lobby 3-9
6 p.m. – 9 p.m. Ice Breaker

Saturday October 21, 2017

9:00 a.m. Ballroom business meeting
10:30 a.m. Break
12:00 p.m. Lunch in Ballroom - AAUW with NMNWSE
1:30 p.m. Presentation Helena
2:30 p.m. Presentation Judy
4:00 p.m. Networking, Poster Sessions
Dinner on your own

2017 AAUW-NM Fall LTM Registration Form MAIL-IN

Friday, October 20 – Saturday, October 21, 2017
Silver City

Name: _____ Email: _____
Address: _____ Phone (Home) _____
City _____ State: _____ Zip Code: _____
Phone (Work): _____ Phone (Cell): _____
Branch: _____ Delegates check one: State _____ or Branch _____
Current Positions: Branch _____ State _____
Association _____
Special Needs: _____

Registration Fee:

Workshop (includes facility /luncheon/tax/gratuity /snacks) \$45.00	\$ _____
Friday P.M. Reception only \$10.00	\$ _____
TOTAL enclosed	\$ _____

Send your registration form and check made payable to AAUW-New Mexico (no credit cards) to:

AAUW-New Mexico
Bonnie Frey
PO Box 62
Socorro, NM 87801

PLEASE WRITE: 2017 AAUW-NM Fall LTM Workshop on the memo line of your check

If you have any questions, please contact Bonnie at 505-228-4656 or Mikki at 575-654-5816

The official **hotel is The Murray Hotel**, 200 West Broadway Street, Silver City, NM 88061. Please call the desk at 575-956-9400 and ask for the special AAUW convention rate for the rooms (\$89. 00 + tax for 1 or 2 queen size beds, with continental breakfast included). Please let them know your newsletter editor sent out the newsletter later than anticipated!!



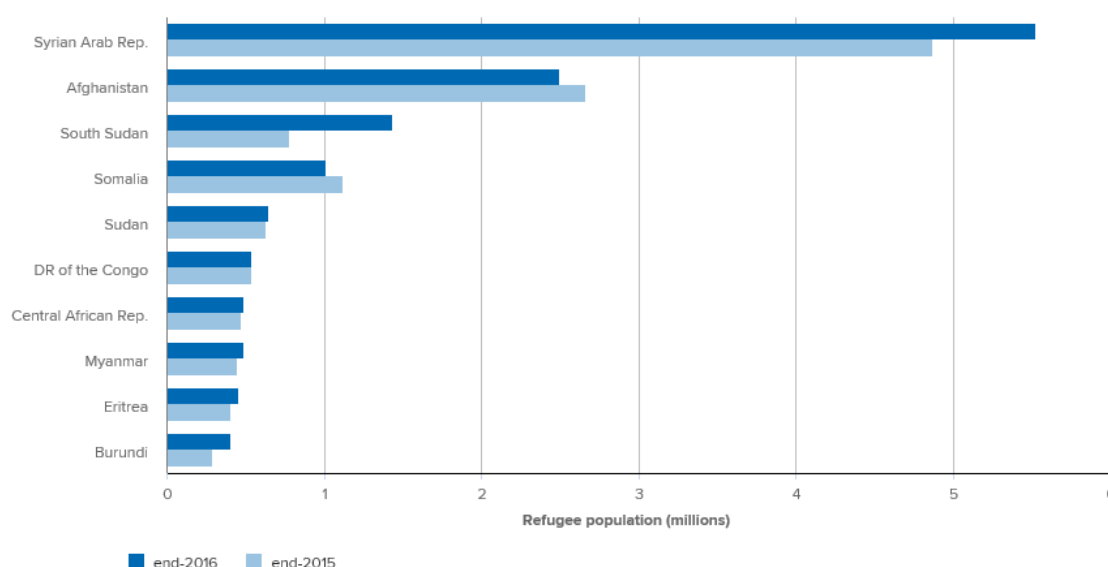
DIRECTIONS: Google maps shows the total driving distance from Albuquerque to Silver City as 245 miles and the time is 4 hours 10minutes. Take HWY I-25 South to Las Cruces. In Las Cruces take I-10 West to Deming. At Deming take a right at exit 82B to HWY 180 to Silver City (about an hour). In Silver City, at the HWY 90 intersection (watch this it's goofy) at the signal, take a left down HWY 90 to the signal at Broadway. Take a right onto Broadway, drive under the Town of Silver City arch. Be aware the speed limit in down town is **15 MPH**. Continue down Broadway through the flashing red signal, past N Texas St, and the hotel is on your right. If you come to N Arizona St. you have passed the hotel. You can take a right on N Arizona to W Kelly St, turn right onto N Texas St and right again at Broadway to go to the Murray again. Watch out for one-way streets downtown. Almost every intersection is a four way stop, and the speed limit in town is 15 MPH, so you are officially in the slow lane here. Call Mikki at 575-654-5816 if you have questions.



20 PEOPLE WERE NEWLY DISPLACED EVERY MINUTE OF THE DAY

A **refugee** is someone who has been forced to flee his or her country because of persecution, war, or violence. A **refugee** has a well-founded fear of persecution for reasons of race, religion, nationality, political opinion or membership of a particular social group. Refugees are recognized under various international agreements. Some are recognized as a group or on a 'prima facie' basis. Some undergo an individual investigation before being given refugee status:

Major source countries of refugees

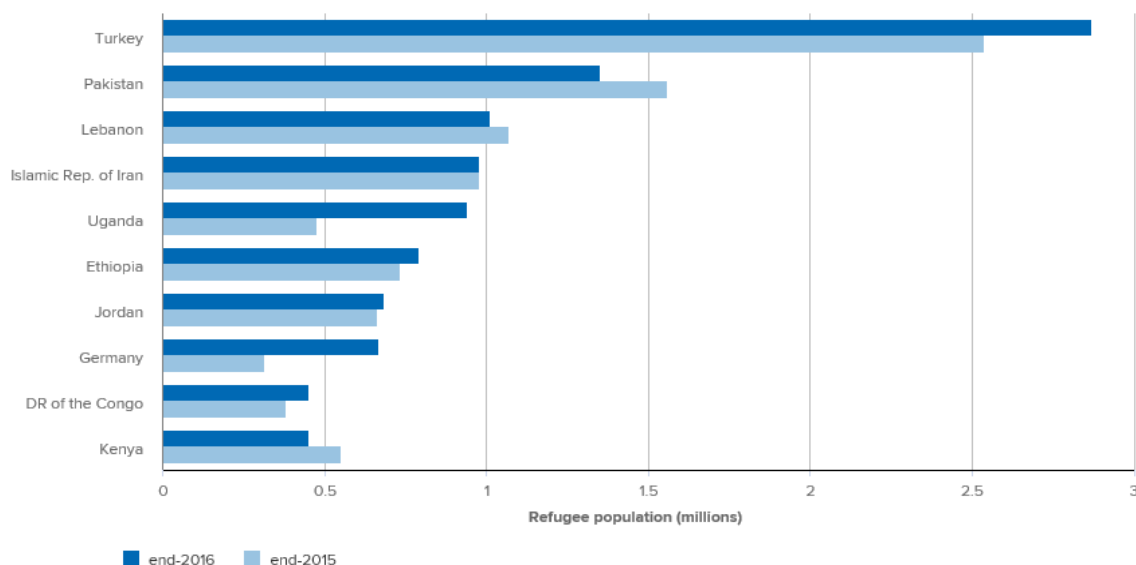


- 22.5 million people were refugees at the end of 2016
- 10.3 million people newly displaced by conflict or persecution; includes 6.9 million displaced within the borders of their own countries
- 51% of those displaced were children and youth below the age of 18
- Turkey (2.9 million), Pakistan (1.4 million) & Lebanon (1 million) received the largest numbers of refugees in 2016
- 1 in 6 people in Lebanon was a refugee, 1 in 11 in Jordan, 1 in 28 in Turkey
- 75,000 unaccompanied or separated children applied for asylum in 70 countries ; Germany received 35,900 such applications
- 37 countries admitted 189,300 refugees for official resettlement; the U.S. had the highest number at 96,900

Refugees need comprehensive and long-lasting solutions to rebuild shattered lives and live in dignity and peace. Such durable solutions are at the heart of the UN Refugee Agency's work, in addition to providing international protection.

International Report (continued)

Major refugee-hosting countries



Nancy Scheer, International Interest Chair

Around the State: Las Cruces Branch

We welcomed the 2017-18 AAUW Las Cruces year on September 9 with our kick off meeting preceded by a continental brunch. Beverly Chambers, Co-president, presided over the meeting and introduced branch leaders of our activities and programs.

Julia Brown, our member and Chairperson of the Board of Directors, spoke to us about a number of issues. Among others, they included:

- Two key national issues are: inclusion and diversity, both of which are continuing challenges for our branch as well.
- We, as AAUW, are also not well known! She encouraged us to work on and expand our outreach programs that would include co-sponsorships with other organizations.
- The AAUW Work Smart program for women in the work force may also offer us an opportunity to reach women in the community and/or the university.
- We are reminded that a key issue in pay inequity begins with the student debt load that women university students and many find difficult to repay after entering the workforce.
- She also spoke about the need to designate donations to the AAUW Fund, rather than to a specific fund. This provides the necessary flexibility of moving money from the general AAUW Fund to a specific fund (i.e., LAF, Eleanor Roosevelt, etc.) as needed.
- Finally, she urged members to consider establishing their own legacy by making a provision in their estate for AAUW and becoming a member of the Legacy Circle. This can be done in your will, in a trust, through your IRA, bank and investment accounts, life insurance and retirement plans. For more information please contact Toni Johnson, VP, Major and Planned Giving. johnsont@aauw.org.”

Around the State: Las Cruces Branch (continued)

In fact, Beverly has been exploring connections for some new initiatives that include additional outreach programs in the community and potential co-sponsorships with groups that are in keeping with our AAUW goals. Beverly and Donna Rea, Co-president, are meeting with potential organizations that share the same goals.

Thirteen incoming members who bring innovative ideas and lots of energy have joined us this past 2016-17 year and several guests joined our branch at the September meeting. Our Membership Co-vice presidents, Marsha Hokkanen and Kay Williams, provided an overview of Shape the Future memberships and had us all involved in meeting and greeting each other at our kickoff meeting. They are planning a number of activities to introduce our new members to our branch during this coming year.

Our Program Co-vice-presidents, Julia Bruner and Londa Seiffert, gave an overview of an exceptionally strong, interesting and educational program series this year. Various programs include "The Challenges of Democracy" by member Christa Slaton; Immigration; Osteopathic Medicine (Burrell College); Cardiovascular Disease; and Title IX by member Kay Brilliant. There will be social occasions as well!

Kay Brilliant is heading a task force for small round table discussions for our branch. As she said, "In the life of a volunteer organization, every few years or so, it is important to find out what the members think about what is going on and to design a means to listen to them. In an effort to provide an opportunity for each member of AAUW LC branch to be heard, we have designed a method of listening to all members. In lieu of a paper survey or one on one conversations with leaders and friends, we will hold round table discussions throughout this year.

Ann McCullough, Girls Can! 2018 coordinator, encouraged participation in the program next March 10 on the Doña Ana Community College (DACC) campus, with the support of new AAUW member and DACC President, Renay Scott. The workshop leaders, many from our membership, introduce the 6th grade girls to careers that they may not have thought of for themselves. A parents' workshop is also included.

Bonnie Schranz gave an overview of Tech Trek 2018, which promises to be another tremendous success! Our branch will join AAUW-WOMEN throughout NM, sixty 8th grade girls from all over New Mexico gather on the NM Tech campus for ten days to gain experience and explore fun challenges in science, technology, engineering, and math (STEM) fields.

Our Interest Group Coordinator, Marsha Ogden, described a number of existing and new groups for consideration this year. These new groups include Southwest Studies, an Amiable Amblers and a writing group.

Susan DeMar, our NMSU liaison, updated us on our student affiliate, which is off to an excellent start this year. She is training as a facilitator for this year's Start Smart program for the students.

Our branch has several ways to communicate with you in the state, including our website (thanks to Rebecca Galves); our Organ Mountain View (OMV) newsletter (thanks to Bonnie Schranz). Please refer to them to keep posted on our activities and schedules! Read about our activities and our newsletter OMV online at <http://lascruces-nm.aauw.net/>.

We look forward to an exciting, enjoyable, productive year.

Donna Rea and Beverly Chambers, Co-Presidents

Around the State: Las Vegas Branch



The Las Vegas branch has gotten off to a busy start with an information table at the annual NMHU Faculty Breakfast in early August and followed by a Membership Recruitment drive at the annual Las Vegas People's Faire at the end of August. Several people were interested and follow-up efforts were made. We held our annual Membership Brunch in September with 19 members participating and 10 guests. Two people joined, bringing our current branch membership to 31.

Our Executive Board met as the Program Planning Committee to plan our Program for the coming year. We are looking forward to our annual Fall Used Book

Sale in October. Proceeds from the sale will help fund the scholarships we award to non-traditional women students at NMHU; educational programs such as Girls Can! and Tech Trek New Mexico; and the Public Policy Forum we will host in November.

*Respectfully submitted by
Phyllis Ludi and Donna Rivas, Co-Presidents*

Around the State: Silver City Branch

I hope this finds everyone in good health. We have several opportunities coming up next month that I'd like to share. The branch meeting October 18th will be a chance to learn more about both the New Mexico Network for Women in Science and Engineering (NMNWSE) and AAUW-NM. We are hosting both groups for a combined meeting October 20, 21 & 22 at the Murray Hotel. I was so inspired by these ladies last year, I decided to bring them down to Silver City! The AAUW-NM portion is composed of the NM State board, branch presidents, and interested members. This is a chance to meet members from all over the state, and gain the energy that comes from a shared mission. I don't have to remind anyone that our mission of empowering women is facing direct challenges. Two of those will be addressed by presentations: "Deeper in Debt" and "Title IX at 45". There will be opportunities to learn more about both the Rocky Mountain Regional meeting, and the National AAUW meeting that took place this summer. Also, close to my heart is Tech Trek, which is undergoing changes that will help it grow and can use our support.

What is New Mexico Network for Women in Science and Engineering? NMNWSE aka "The Network" was founded in 1979 to encourage and help women enter and succeed in non-traditional careers. The Annual Fall Meeting and Technical Symposium provides an opportunity to present technical papers in a supportive environment, and professional networking opportunities. NMNWSE is the official sponsor for EYH in New Mexico. In addition, they recognize young women through science fair awards and other events to foster ideas like, "Science is Women's Work". Many AAUW members belong to both organizations, as they serve similar goals.

Mikki Jemin, Silver City Branch

Title IX has historically garnered support from both Democrats and Republicans because the law guarantees equal rights to an education for girls and boys, and women and men.

At the Core of Compliance: Title IX Coordinators

The people responsible for making sure Title IX works in schools, colleges, and universities across the country are called coordinators. At least one Title IX coordinator is required to work in every institution nationwide that receives federal funds for education programs or activities, and information about how to contact them should be posted on each school's website.

Because of intensified efforts by students, elected officials, AAUW, and the Obama administration to deal with issues such as sexual violence, sexual harassment, LGBTQ discrimination, and equal access for women and girls to STEM programs, and to college lab space, research assistants, and other support proportionate to their male colleagues, the workload at the Title IX enforcement office exploded. Yet, at the same time, a Republican-led Congress constrained the budget of the Office for Civil Rights (OCR) at the U.S. Department of Education, which enforces the Title IX law.

The OCR received more than 16,000 civil rights complaints in 2016, more than twice the 6,364 filed in fiscal year 2009 — yet the staff is at 1980s levels. Of those cases, the Office resolved 1,346 Title IX complaints that ranged from schools' handling of athletics to sexual harassment and more. That's almost two cases every hour for the entire year.

No requirement exists that the federal government pay for Title IX coordinators, it is an unfunded mandate.

Training is Essential

The coordinators themselves need to be properly trained and valued as gender equity leaders to fully realize the law's intent, Title IX advocates say.

To that end, the AAUW launched a campaign in 2014-2016 (New Mexico participated) to recruit volunteers to distribute the Education Department's Title IX Resource Guide and other materials to Title IX coordinators so they can better understand and perform their jobs, ensuring that learning environments are free from sex discrimination.

Besides the Education Department's resource guide, where 7,000 higher education institutions display contact information on their Title IX coordinators, the AAUW has posted on its website an interactive map (<http://www.aauw.org/resource/find-your-title-ix-coordinator/>) that lets the public search by address and ZIP code the K-12 schools and institutions that should have a Title IX coordinator, complete with maps and directions. The map is one of the 10 most-clicked items on the AAUW website. A link identifying higher education Title IX coordinator sites launched in 2017.

The consequences of having no coordinator or an improperly trained one can be serious and devastating. One example is a lack of reported incidents of sexual assault on campuses.

Ideally, federal and state funding to help implement Title IX could be had by enacting a next-generation version of the 1974 Women's Educational Equity Act, as well as providing additional funding for gender equity in STEM, in career and technical education (CTE), and to prevent sex discrimination in many other areas such as sexual harassment and assault.

Title IX coordinators and everyone else concerned with educational equity also need to be concerned that charter schools and even some public schools pay special attention to integration and diversity rather than sex, race, and other types of segregation.

Title IX at 45 (continued)

In December 2014, the Office for Civil Rights issued guidance about the need for evidence-based justifications for sex-segregated classes or schools since separate is not equal, and research is showing that it generally increases sex stereotyping and sex discrimination (See www.feminist.org/education/sexsegregation.asp for links).

Four Decades of Title IX

The Title IX at 45: Advancing Opportunity Through Equity in Education published by National Coalition for Women and Girls (NCWGE) in June 2017 updates the original report, released in 2012 to celebrate the 40th anniversary of the legislation. NGWGE is chaired by former AAUW Vice President, Lisa Maatz. The report assesses where progress had been made as well as areas in which it lagged. As noted in the introduction to the executive summary:

“Despite tremendous progress, however, challenges to equality in education still exist. Women’s advancement in some areas, including computer science and engineering, has stagnated or even declined in recent years. Pregnant and parenting students are frequently subjected to unlawful policies and practices that deter them from completing their education. Nearly half of all middle and high school students report being sexually harassed or bullied in school.”

The report explains issues and recommended solutions in six areas covered by Title IX: athletics; STEM; CTE; sexual harassment and bullying; single-sex education; and the rights of pregnant and parenting students. Each chapter offers recommendations to fulfill Title IX’s goals, and the report urges increased awareness, enforcement, transparency, coordination, and funding to make Title IX’s promises a reality. Please visit:

www.ncwge.org

Gender equity advocates are opposed to voucher programs — which allow children to attend private schools — for many reasons, but especially because it has not been established that schools that accept students using public funding for vouchers are required to comply with Title IX and other federal civil rights laws.

We need to monitor what Trump does with his cabinet and federal budget. AAUW believes personnel is policy. We expect Attorney General Jeff Sessions, Education Secretary Betsy DeVos, and other folks to get questions about Title IX and gender equity.

“Might a Trump administration try to tweak around the edges, de-emphasize enforcement and technological assistance, or reduce funding even more?” That’s what groups like AAUW are for — to showcase compliance.

The Society of Women Engineers (SWE) contributed to this review.

Submitted by Helena Whyte, AAUW-NM Co-President

Frequently Asked Questions about the Gender Pay Gap

September 12, 2017

<http://www.aauw.org/article/faq-about-the-gender-pay-gap/>

What is the gender pay gap?

Simply put, the gender pay gap is the gap between what women are paid and what men are paid.

There’s more...

Frequently Asked Questions about the Gender Pay Gap (continued)

The most commonly cited gender pay gap statistic in the United States compares the median annual earnings of women who work full time, year-round against the median annual earnings of men who work full time, year-round. In 2016, the most recent year for which [the federal government has released data](#), in this broad category women were paid 20 percent less than what men were paid. Or, put another way, women working full time, year-round were paid 80 cents per dollar that men working full time, year-round were paid.

There are as many ways to calculate gender pay gaps as there are ways to calculate average pay earned by workers, as long as the original data source records whether workers are men or women. Researchers can and do calculate gender pay gaps that include only full-time workers; include both full-time and part-time workers; compare average earnings over the course of a year, over the course of a week, hourly, or over the course of a career; compare workers within only a particular state or other geographical area; compare workers within a particular industry or specific occupation; look only at a particular subgroup, such as black or Hispanic workers; consider only workers with or without disabilities; look at the gender pay gap by education level; or include some combination of the above factors. Though the ratio of women's pay to men's pay varies depending on the data source and analysis, the finding that women are paid less than men is extremely consistent. (For more detail and many of these breakdowns, see AAUW's [The Simple Truth about the Gender Pay Gap](#).)



Why does the gender pay gap matter?

The statistic for the pay gap between all women working full time, year-round and all men working full time, year-round is the most commonly used gender pay gap statistic and usually receives the most attention. But research tells us there are many factors contributing to the size of the gender pay gap: reduced hours worked because of time spent on domestic work and care work; reduced job tenure resulting from breaks in labor-force participation to raise children; gender segregation by

occupation and industry; and bias against women in leadership, to name a few. All of those factors are connected to gender norms and bias. Along with overt pay discrimination these factors add up to a gap that has a big effect on women's economic status: more than \$10,000 less in pay annually for full-time working women than men are paid.

Lower pay is the reality for working women in the United States, regardless of the contributing factors. Lower pay is a reflection of less power in the workplace and jobs with less prestige, and [lower pay contributes to higher poverty rates](#) for women and their children and less money for women in retirement. The struggles facing women in our economy are complex, but the simple statistic comparing the median annual pay of women and men who work full time is an important starting point in understanding the economic status of women.

Is the pay gap a myth?

The gender pay gap is math, not myth. Women working full time, year-round take home 20 percent less pay than men working full time, year-round. This is a [government-published statistic](#) based on a large, detailed, nationally representative survey of income in the United States, the [Annual Social and Economic Supplements of the Current Population Survey](#). In 2016, the typical woman working full time, year-round was paid more than \$10,000 less than the typical man working full time, year-round. That is a very real, substantial difference in the median earnings of women and men.

[Continued...](#)

But men and women work in different jobs. Is there a pay gap if you compare apples to apples?

Yes. Government data breaking down the average pay of men and women working full time within specific occupations show that [in almost every occupation, men are paid more than women](#).

In one of the largest samples of data and ranges of occupations available from federal government data (annual income estimates from the Census Bureau's national [American Community Survey](#), 2010–15), the government tracked pay in 525 occupations. AAUW analyses revealed that in 416 of those occupations, men earned significantly more than women. In 106 occupations, the difference between men and women was not statistically significant. In 2 occupations, average pay could not be estimated for both men and women. Women were paid significantly more than men in exactly 1 occupation out of the 525 occupations that were tracked: dieticians and nutritionists.

But men and women do tend to work in different jobs, a phenomenon called occupational gender segregation. Most workers in construction, manufacturing, and transport occupations are men, and most workers in health care and education occupations are women. [The jobs that men typically work pay better than the jobs that women typically work](#), even after accounting for their skill and education requirements. [For instance](#), full-time parking lot attendants (usually men) are paid more to watch cars than full-time child care workers (usually women) are paid to care for children, even though child care workers are increasingly being pushed to earn a college credential.

Don't men work longer hours than women?

Most published pay gap estimates compare full-time workers with other full-time workers. But yes, women are more likely than men to work part time, and among full-time workers, men work longer hours on average than do women. However, [on average women do more housework and care work than men](#). Men's longer work hours are subsidized and facilitated by unpaid labor done by women, contributing to the gender pay gap.

Why don't women just choose higher-paying jobs?

Seeking out jobs in higher-paying occupations — such as those more typically held by men — does increase women's earnings but only to a point. Women working in male-dominated occupations are paid better on average than women working in female-dominated occupations, even accounting for the typical skill or education required in those occupations. But researchers reviewing data from 1950 to 2000 found that [when occupations change from being male-dominated to female-dominated over time, the pay changes](#). Pay drops when women enter an occupation, even for the men in that occupation, and increases when men enter an occupation, even for the women in that occupation. The difference between higher-paying jobs and lower-paying jobs is partly because of skill or education requirements and other factors but also partly because our society values men's and women's work differently *solely because of gender*. Women can't entirely avoid that societal bias by choosing a career in an occupation that is higher paying or male dominated.

Aren't you exaggerating by talking about the gap if it's not caused by discrimination?

The gender pay gap is an estimate of the actual gap in pay between men and women, not an estimate of the effect of discrimination.

But legal cases and discrimination complaints are [still commonplace](#) and show that illegal pay discrimination based on gender is part of the picture. Pay discrimination is part of the story, but the whole story matters.

Researchers have estimated the proportion of the gender pay gap that is the result of gender bias or discrimination by statistically accounting for the effect of all other measurable factors such as job tenure, education level, work experience, hours worked, college major, geographical region, race and ethnicity, and other factors. The remaining "unexplained" gap between men and women is assumed to be a result of gender bias and discrimination. Different studies of different data sources have found different values for this amount, but researchers have generally concluded that between one-third and one-half of the overall gender pay gap is due to bias and discrimination. [More still...](#)

Frequently Asked Questions about the Gender Pay Gap (continued)

A [2013 AAUW study of college graduates](#) one year after graduation found an 18 percent overall gap between the earnings of women and those of men; when statistically accounting for factors other than gender, an unexplained gap of 7 percent remained. A [2016 study of the American workforce as a whole](#) found an unexplained gap of 8 percent. These estimates of the gap due to gender bias and discrimination are smaller than the overall gender pay gap, but the gap due to bias and discrimination is still substantial.

Regardless of how much of the pay gap is due to gender bias and pay discrimination, the size of the overall gap — the difference in actual pay received by women and men — is still an important indicator of the economic inequality faced by women in the United States.

Does the gender pay gap take race into account?

The most commonly cited gender pay gap statistics compare women and men regardless of race or ethnicity, but race and ethnicity have a big impact on the lives and earnings of working women in the United States. Most women of color are paid substantially less than white women, who are in turn paid substantially less than white men. The gaps between most women of color and white men are larger than that between white women and white men because of racial bias and discrimination, differing levels of educational opportunity and attainment among different groups, unequal access to career opportunities and advancement, and other factors that add to the factors affecting white women or women as an aggregate. Women of all races and ethnicities are also paid less than men in their same racial or ethnic category. (These breakdowns are all featured and explained in AAUW's [The Simple Truth about the Gender Pay Gap](#).)

When researchers and advocates break down the statistics by race and ethnicity, we usually use non-Hispanic white men as the comparison group. White men are the largest group in the American workforce, the most overrepresented in leadership positions, and the demographic category that benefits the most from both sexism and racism, so they are a natural comparison group when trying to examine the cumulative effects of those phenomena.

Why don't these statistics for the pay gaps for black, Hispanic, Asian, and white women seem to average out to the median gap for all women?

Many people notice that the gender pay gap numbers broken down by race and ethnicity don't seem like they "average out" or "add up" to the pay gap number that is most frequently used. This is because the comparison group for the numbers by race and ethnicity is usually white non-Hispanic men, not all men. The most common gender pay gap statistic comes from comparing the median annual earnings of *all* women working full time, year-round to those of *all* men working full time, year-round, including men of color. The average earnings of white men are higher than the average for all men — because men of color are paid less on average than white men — so pay gap calculations relative to the pay of white men produce lower ratios than pay gap calculations relative to the pay of all men.

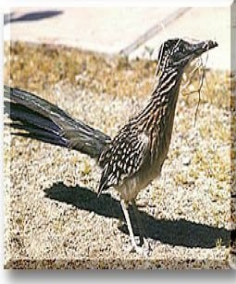
Does the gender pay gap really cost women \$1,000,000 over the course of their careers?

The gender pay gap deprives women of a great deal of money, and that amount increases over time. Research shows that the gender pay gap begins [as soon as women enter the workforce](#), and because raises and salaries in new positions are often dependent on previous salaries, initial gaps become larger over time. Men's higher likelihood of advancing to [leadership positions](#) also increases the size of the gap over time.

Because women start their careers at a monetary disadvantage, it means that they have less money to save or invest from the very beginning. Employed women are less likely to be contributing to retirement accounts four years after college graduation than similar men, probably in part due to their [greater student debt burden](#). Furthermore, Social Security benefits and employer-provided retirement or pension funds are also tied to salary. The gender pay gap follows women over the lifespan and gets worse as women get older.

Estimates of the exact amount of money that any particular woman will lose over her career or lifespan due to the gender pay gap do sometimes exceed \$1,000,000, but these estimates are uncertain and vary across demographics. For instance, the gender pay gap is even larger for most women of color than for white women. The gap is also larger at higher education levels when compared with men with the same level of education, even though those degrees lead to higher earnings for women. But as the gap hopefully continues to close over time, it may be that the lifetime gap for women will shrink as well.

That's all for now!



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