

Edmonds SnoKing Branch Newsletter



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- **No October Branch Program**
- **Great Decisions Discussion Group, October 11, 3pm on Zoom.** Topic: The End of Globalization? Sunny Strong facilitator. Contact Beth Wood for info.
- **AAUW-WA Women’s Health Seminar, October 12, 7pm on Zoom.** Register [here](#).
- **Diversity Book Group, October 20, 7pm, *The Widows of Malabar Hills*** by Sujata Massey. At Lori Cross’s house. Contact Cathy Draper for info.
- **The Exchange (formerly the Support Group) meets October 25.** Contact Shirley Buono for info.
- **Coffee and Conversation, October 27, 10am on Zoom.** Sponsored by the Membership Team.



President’s Message

Happy Fall everyone! I’m snuggled under a blanket as I type this message. The season has definitely changed. There is something fun about fall. It has been quite a few years since I had to buy back-to-school clothes and send kids off on the bus, but the change from summer to fall always feels like a new beginning. I am reminded that we are all life-long learners.

I want to remind you about AAUW-WA’s very informative health seminars and to consider inviting your friends and family to join in on Zoom. October 12 at 7 pm, the topic is Sexual Health Education, Reproductive Justice, and the Empowerment of Girls and Women. The cost is \$15 and you can register [here](#).

We won't be having a branch meeting in October, but please connect with one of our interest groups (Book Club, Great Decisions, Coffee and Conversation) to stay in touch with friends old and new. Be safe and take care.

—Jodi Forsell



Board Notes

This is our first month with no Branch program. There will be a Coffee and Conversation event on Zoom

this month and every month with no program.

Planning is underway already for the spring Expanding Your Horizons event.

2021-22 Program Year Begins

The program year for our branch begins in September. After the summer break, all-member meetings resume and teams begin their work.

This program year is different than previous years because we have a Board-approved 2021-2022 Program of Work. (You can find the new program of work [here](#),

How is our 2021-2022 program year different?

There will be fewer all-member meetings, usually every other month rather than monthly.

Coffee and Conversation will be held during months when there is not an all-member meeting. Interest groups, such as Great Decisions Discussion and Diversity Book Group, will continue to set their own schedule of meetings.

There are big changes to our scholarship program. All scholarships for 2022 are STEM-focused. We are partnering with [MESA](#) and [RiSE](#), the STEM student support groups at Edmonds College. Our goal is to award *five* high school scholarships (one senior from each of the five high schools in the

Edmonds School District), and one or two college scholarships. All scholarship recipients—high school and college—will be attending Edmonds College in fall 2022.

Instead of a Scholar Recognition Event for high school juniors in May, we are planning for an evening event in early June, honoring our *scholarship recipients*. Some ideas for this event include: an inspirational speaker highlighting women in STEM; invitations to parents, students, and friends; networking opportunities; and tours of [Hazel Miller Hall](#) (the new Edmonds College STEM center).

We are fortunate to have two outstanding college liaisons: Aubrey Healey, director of outreach and recruitment; and Turi Christensen, director of MESA.

Please take the time to thoughtfully read the 2021-2022 Program of Work. Your involvement will be strengthened by understanding its foundations. You can email or phone me with any questions or concerns.

—*Mary Ross, Communications team leader*

Welcome, Turi

We have an additional Edmonds College liaison and new Branch member in Turi Christensen, who is program director of the student MESA group at the college. Here is more about Turi in her own words:



“I began my career in education as a student math tutor after starting college for the first time at the age of thirty-six. There were both

challenges and joys in attending college as a first generation, non-traditional student. I built a community of peers and student support professionals who helped me to succeed. I am thrilled to be the Mathematics, Engineering, Science Achievement (MESA) Program Director at Edmonds College where I can continue my decade long career of supporting students through the journey of being an historically underrepresented student in STEM. I have empathy and passion for this often-challenging work and am excited to partner with AAUW which shares the mission of advocating for women and girls on their paths to education and careers.”

Aubrey Healey, director of outreach and recruitment, our other Edmonds College liaison, attends our Board meetings. Aubrey has replaced Michelle Platt (who was featured in our June newsletter); Michelle Platt had replaced Ann Penney. More on Aubrey next month.

What’s Coming?

Glad you asked! While there will be no branch program for October, we will have a branch meeting and program in November and January. In December, a social event is being planned. In March there will be the fundraiser. The May Scholar Recognition program is replaced by an evening STEM scholarship event, tentatively scheduled for June 2.



For November, we will be joining with the AAUW Seattle Branch in co-sponsoring the Humanities Washington speaker, Fern Naomi Renville,

on American Democracy’s Indigenous Roots and Future, November 13, 10:00 am on Zoom. Ms. Renville is a Sisseton Wahpeton Dakota, Omaha, and Seneca-Cayuga storyteller, theatre director, and playwright.

—Marianne North

Coffee and Conversation

Please join us for the Membership Committee’s kick-off Coffee and Conversation Zoom gathering on Saturday, October 23, 10-11 am. We will talk about



what other clubs or organizations we belong to and why. Such a fun way to get to know each other! Hope to see you there!

—Debby Smith

Watch for It

News Flash: Survey Coming . . .

Your Membership Team has been hard at work creating a Survey to find out just

what you think about how our branch is doing. This survey will probably come to you via email at the end of October or the beginning of November. Please honor us and your branch by filling it out and letting us know your thoughts. We’re aiming for at least a 75 percent return, and we promise to take your responses seriously.

—Debby Smith



Public Policy

Local Elections & the [AAUW Pay Gap Report](#)



Ballots are coming to your mailbox the week of October 14 for the November 2 general election. There is still plenty of time to get to know your candidates using an AAUW-WA election lens.

An AAUW-WA election lens reviews candidates based on their position on [AAUW-WA Public Policy Priorities](#). One long-time AAUW and AAUW-WA policy priority is Equal Pay.

AAUW’s [The Not-So-Simple Truth about the Latest Pay Gap Data](#) was just released. According to the new census data, in 2020, women were paid 83 cents for every dollar paid to a man. This data is for full-time, year-round workers only and does not capture part-time workers or the disproportional negative impact the pandemic has had on women. See the 2021 AAUW report: [The Impact of COVID-19 on Women in the Workforce](#). Share this report with your state and local policymakers!

The pay gap needs to be addressed both locally and at a state and national level.

Many cities have already passed equal pay resolutions: [Seattle](#), [Bozeman](#), [San Francisco](#), [San Diego](#). Cities can have a major impact on closing the pay gap in local communities. Resolutions and ordinances can address pay gaps in-house (e.g. city employees), in local businesses, and even in local colleges. In 2021, [Chicago](#) passed a resolution “calling on City Colleges to provide adjunct faculty equal pay for equal work.”

In 2021, AAUW national worked with the California Los Altos/Mount View Branch to have their cities [adopt equal pay resolutions](#) on

March 24th, Equal Pay Day. The resolution was to ensure pay equity standards in city government and to encourage equal pay standards in each city’s business community. Another women’s rights group in [Wheeling, Virginia](#) pushed successfully for their city to adopt an equal pay resolution.

What do these resolutions look like?

The [Wheeling, Virginia](#) resolution focused on local business and organizations encouraging them to learn more about pay inequality and how implicit bias can contribute, and to evaluate internal policies and procedures for potential areas of improvement

Other resolutions focus on city HR actions like the [San Diego’s resolution](#) that called for the city to:

- use gender-neutral language for job vacancy postings
- standardize overtime pay
- eliminate the “parenthood penalty”
- provide diversity outreach and training programs for high-paying positions
- commit to routine collection of data to identify pay gaps and inequities, create open and transparent compensation policies, and help parents—especially mothers and parents of color—to balance work with parenthood.

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There is also a growing industry of consultants who will review an organization's HR policies and procedures, and/or audit their employment records to help identify if a pay gap exists and then recommend what strategies could be implemented to resolve the pay gap.

So please consider asking local candidates about their position on equal pay either at candidate forums, or directly by an email, or if they ring your doorbell, or you see them at a local café, grocery store or dog park.

AAUW Pay Gap Questions: What is your position on equal pay, and what action will you take if elected? For example, would you support passing an equal pay resolution? Would you support an HR policy review and audit?

What other AAUW issues questions could you ask a candidate? Take a look at the [AAUW National Public Policy Priorities](#) and the [AAUW-WA State Public Policy Priorities](#) for ideas.

AAUW-ESK is a co-sponsor for the [League of Women Voters - Snohomish County](#) candidate forums again this year. The forums are virtual and recorded. Shirley Buono is our representative at the forums this year; other AAUW-ESK members have played a role, including Helen Behan. Thanks Shirley, Helen, and the other candidate forum team members!

—Sandra Distelhorst

Send submissions to Pam Canell, Editor
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