



University Woman Texas
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Pay Equity

SAVE THE DATE: LEGISLATIVE DAY - APRIL 23, 2019 - AUSTIN

AAUW Working for Pay Equity

On January 30, 2019, AAUW was part of the coalition that worked with lawmakers to reintroduce the Paycheck Fairness Act, a measure intended to strengthen equal pay protections for women.

The proposed bill will add protections to the Equal Pay Act and the Fair Labor Standards Act in an attempt to close the gender wage gap. It will ban salary secrecy, increase penalties for employers who retaliate against workers who share wage information, and allow workers to sue for damages for pay discrimination. The bill will also provide more training for employers on collecting pay gap information and eliminating pay disparities.

The goal is for President Trump to sign the bill by April 2, which is Equal Pay Day.

The bill's reintroduction marks the 10th anniversary of President Obama signing the Lilly Ledbetter Fair Pay Act, which overturned a Supreme Court decision that limited the time period in which employees could file an equal pay lawsuit related to pay discrimination.

President's Message

On January 12, 2019, your AAUW Board together with Texas Business Women (TBW) conducted the first of many Work Smart workshops at the North Richland Hills Library. Attendees from AAUW, TBW, and the community participated in the salary negotiation workshop facilitated by TBW President Doris Slay-Barber, AAUW Texas Program Vice President Melodia Gutierrez, and AAUW Texas President Malinda Gaul. Attendees learned strategies for negotiating starting salaries as well as promotions and raises, before practicing their newly learned skills with other attendees. After the session, participants networked at a reception hosted by AARP. AAUW Texas and TBW are planning additional Work Smart workshops around Texas, to compliment the on-line Work Smart training available on the AAUW website. We also know of branches planning to conduct Start Smart workshops at local colleges, including the Georgetown Branch at Southwestern University. If your branch is planning to host a Work Smart or Start Smart workshop, please let the AAUW Texas Board know, so your branch can be recognized. One of the ways to close the pay gap is to train women to negotiate their worth. AAUW plans to train 10 million women in salary negotiations by 2022 and AAUW Texas plans to train 1000 women by 2020.

AAUW Texas President
Malinda Gaul



Conference Calls Schedule

Call 641.715.0634

Pin 622745#

HOW TO: Dial the phone number at the time designated for the call and when prompted dial the pin number ending with #. During the call, please MUTE your phone to avoid background noise. Unmute only when you want to speak. Facebook reminders will be sent in advance with the agendas for the calls. And the information is on the AAUW Texas website.

Calls will take place in:

October - December - February - April - June

Second Tuesday, 5:00 p.m. - Membership with Gloria Long

Second Thursday, 5:00 p.m. - Public Policy with Crystal Garcia

Third Tuesday, 4:00 p.m. - AAUW Funds/Fundraising with Jean Dodds

Third Thursday, 4:00 p.m. - Program with Melodia Gutierrez

AAUW Funds

AAUW's new strategic plan lays out a bold vision for the future and because of that AAUW has created 5 different fund categories. Each of these is associated with a number. If you login to aaauw.org and want to donate, these are the funds that are available.

1. AAUW Greatest Needs Fund (9110)

This fund ensures the strength, relevance, and viability of AAUW into the future.

2. Economic Security for Women Fund (4449)

START\$SMART, WORK\$SMART, WORK\$SMART online, and Legal Advocacy Fund fall under this umbrella.

3. Education and Training Fund (4450)

STEM, Title IX, Fellowships and Grants, and Public Policy fall under this umbrella.

4. Leadership Fund (4452)

NCCWSL falls under this umbrella.

5. Governance and Sustainability Fund (4451)

Upgrading and maintaining the AAUW Website falls under this umbrella.

Jean Dodds
AAUW Texas Funds Chair



There are many of us in AAUW Texas and National who knew, loved and were in awe of Georgia Kidwell who passed away recently. Georgia founded AAUW Northeast Tarrant County branch (formerly Hurst branch) in 1969 and was its first president.

We, at the Northeast Tarrant County branch of AAUW, are sad Georgia will not be with us to celebrate the 50th anniversary of the branch she founded. In Georgia's honor, the branch has established the Georgia Kidwell Remembrance Fund which will be used for educational scholarships. For those of you who knew Georgia, education was her passion. If you wish to remember Georgia, you can donate to:

The Georgia Kidwell Remembrance Fund
Northeast Tarrant County Branch
c/o Ilze Kalnajs
3208 Shady Brook Drive
Bedford, TX 76021

We Need Your Help

AAUW is one of the world's oldest leading supporters of graduate women's education, having awarded more than \$115 million in fellowships, grants, and awards to 13,000 women and projects from more than 145 countries since 1888. AAUW Texas members and the state Board of Directors recently completed the Ann Richards American Fellowship, leaving only one unendowed fellowship from the state.

On its 75th anniversary, the Tyler branch began a \$100,000 American fellowship. With only a few years left to complete the endowment, the branch is asking for help. Members who would like to help Tyler complete their named endowment may make online donations to Fund #4268 or send checks in any amount made payable to AAUW with Fund #4268 on the memo line to:

Tyler Funds Chair Jackie Littleton
818 Ashford Court
Tyler, Texas 75703.

American Fellowships are awarded to help with dissertation completion, research leave from accredited universities, and preparation of research for publication. Candidates are evaluated on the basis of scholarly excellence, quality and originality of project design, and active commitment to helping women and girls through service in their communities, professions, or fields of research.

AAUW fellowship funding helps women manage the growing burden of student debt, an issue that disproportionately affects women. Unique to AAUW's program, funding may also be used to pay for expenses outside of those traditionally associated with academic study, including child care and transportation — necessities that can help recipients' continue, return to, and successfully complete graduate programs. AAUW prides itself on providing fellowships and grants for women returning to either extend or complete their academic goals.

AAUW Legacy Circle

What does AAUW mean to you? How long have you been a member of your branch? 10 years? 20 years? 30 years? 40 years or more?

For those of you who do not know what the AAUW Legacy Circle is, it is a group of people who have decided that AAUW was so important to them in their lives, that they want to leave something to AAUW in their will so their legacy continues.

When I graduated from University in 1964 with a Bachelor of Science degree in Math, the computer world was just opening up. I went on interviews to find that I was at most offered 90% of what a male graduate was offered with EXACTLY the same degree I had. I was even offered 2/3 of the male's salary by an Engineering company. To say I was incensed is putting it mildly. Since then, equal pay for women has been something I have fought for.

My Legacy gift to AAUW will provide money to continue the fight for equal pay.

What do you feel strongly about? Education for women and girls? Public Policy?

What do you feel strongly about? Education for women and girls? Public Policy?
STEM? NCCWSL? Will YOU consider including AAUW in your estate plans?

The Northeast Tarrant County Branch has just added 3 new members to their current
12 Legacy Circle Members and Jackie Littleton, AAUW Texas Legacy Circle

Representative welcomed them to Legacy Circle. This makes 15 Legacy Circle
Members in the NETC Branch.

Jean Dodds
AAUW Texas Funds Chair



New Northeast Tarrant County Branch Legacy Circle Members: Martha
Ragsdale, Pat Cheong and Polly Post with AAUW Texas Legacy Circle
Representative Jackie Littleton.





Northeast Tarrant County Branch Legacy Circle Members

Cheri Butler, Martha Ragsdale, Anna Holzer, Pat Lucas, Meg Sprenkle, Ginny Phoenix, Jean Dodds, MaryAnn Goetz, Gloria Long, Pat Cheong, Dixie Christian, Polly Post and Lynn Doyle.
Not pictured Lynn Millner and Martha Matthews.

AAUW TEXAS GOALS 2018-2020

Education & Training – Addressing the barriers and implicit biases that hinder advancement of women.

Goal A: Train 1000 Texas women using WorkSmart or StartSmart curriculum by 2020.

Goal B: Establish recurring program activities that support the AAUW mission.

Goal C: Every branch applies for the MAP award.

Economic Security – Ensuring livelihoods for women.

Goal A: Every branch engages in a pay equity activity annually.

Goal B: Provide written or oral testimony on state legislation related to women's economic security.

Leadership – Closing the gender gap in leadership opportunities.

Goal A: Create a Lobby Corp.

Goal B: Identify organizations that train women to be appointed to governing and advisory boards.

Governance & Sustainability – Ensuring the strength, relevance, and viability of AAUW well into the future.

Goal A: Enhance communication between AAUW Texas and all members in Texas.

Goal B: Build the pipeline of future leaders to sustain the organization.

2018-2020 AAUW Texas Board



Elected Officers

Malinda Gaul	President
Melodia Gutierrez	Program VP
Gloria Long	Membership VP
Jean Dodds	AAUW Funds VP
Pam Wolfe	Finance Officer
Susan Roehrig	Secretary

Elected District Representatives

Brenda Moss	South District
Marina Rivers	Central District
Barbara Cager	North District
Dixie Christian	North District
Lucy Barrington	West District

Standing Committees

Ann Berkeley	Bulow
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Amy Derasiey
Crystal Garcia

Dyraws
Public Policy

Communications Team

Ginny Phoenix
Janani Janakiraman

Chair
Website

Contact at: <https://aauw-tx.aauw.net/about/leadership/>

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