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University Woman Texas

Volume 67 | Issue 4 | Summer 2016

Our Mission

The American Association of University Women advances equity for women and girls through advocacy, education, philanthropy, and research.



Time flies quickly when we are “**Stepping into Action with AAUW.**” The 2014-2016 Biennium has come to a close. And your 2014-2016 AAUW Texas Board members accepted the leadership challenge of ‘SteppingN2Action’ head-on. Across the state each board member has been ‘AAUW’s boots on the ground,’ demonstrating that AAUW is alive, viable and moving forward in our efforts to improve the lives of millions of women and their families.

Our goal during this past biennium was to lay a broader groundwork for AAUW Texas' future, not just to rest on past accomplishments or to continue as usual and keep the status quo. We've learned from each other, shared ideas and met the challenge of making AAUW a leading voice for women in the state of Texas. We examined important questions: "What can the State Board of Directors do to make a critical difference within our branches and our identity within the state? What needs to be re-thought to be successful in accomplishing our goals? Where do we as an organization want to be at the end of the 2014-2016 biennium? What will we set into motion to meet our objectives?"

During the past two years, with the assistance and support of our AAUW Field Representative **Melodia Gutiérrez**, we became 'leaders-in-training,' learning how to more effectively work with branch officers to reinvigorate their members, grow their membership, become more flexible, try new approaches, reach out within the community, form coalitions and become more tech savvy and social media informed. We began and continue to grow the AAUW Texas presence on [Facebook](#) with not just one, but two [Facebook](#) pages and fostered branches to establish a Facebook presence. We supported our College/University Partners by engaging in their efforts to bring AAUW Mission-based programs to their campuses, such as Elect Her and Tech Savvy. Along with the assistance of local branches we hosted "AAUW Women's Power Summits" opened to all women in the community. We were on college/university campuses holding Tabling Events to inform students about the goals of AAUW and supporting Equal Pay, Voter Registration, enlisting e-student affiliate members and encouraging the formation of campus AAUW groups. We actively supported the establishment of the Younger Women's Task Force (YWTF) and growing our leaders of tomorrow.

AAUW Texas applied for and received two AAUW Impact Grants focusing on Public Policy. We were joined by several branches across Texas in our lobby efforts with the Texas Legislature on the necessity of establishing a broader Equal Pay Bill for Women in the state of Texas. We experienced the need to form coalitions on a state level with other organizations to increase the effect of our voice on issues about which we are passionate.

The 2014-2016 State Board members worked very hard. We planted seeds, we began the journey...AAUW Texas has new leadership which begins this month. How will we as individual branches and members support their vision and initiatives? Each of us must remember AAUW Texas relies on the passion of our members and their commitment to volunteer. Our elected board members need your support so they in turn can support you, Texas branches and members. How will you ensure that AAUW Texas continues to "Step into Action" during 2016 – 2018?

Jeannie Best
2014-16 AAUW Texas President
ph.: 325.232.3116

To the Members of the 2014 -2016 AAUW Texas State Board

Jan Domaracki, Ginny Phoenix, Martha Matthews, Inés Garcia, Susan Roehrig,
Gloria Long, Kay Zilliox, Judy Reinhart, Elka Jaross, Kathy Anthon, Margo
Johnson, Malinda Gaul, Pris Mowinkel, Margie Poole, Dixie Christian, Freda
Bryson, Robin Bellerby, Janani Janakiraman, Betty McClure and Melodia Gutierrez

Thank You
For an Amazing Biennium
For your many hours of dedication,
For your willingness to volunteer and serve,
For your support,
For the honor of working with you,
For your friendship...
With Overwhelming Gratitude,

~Jeannie Best



It has been a genuine pleasure to serve you and AAUW these past three years. Because of your belief and willingness to work together, women and girls in Texas are advancing in STEM fields, AAUW is a leader in state Equal Pay efforts and struggling branches have a renewed vitality in their local mission-based activities.

May 27, 2016 is scheduled to be my last day of employment at AAUW. After that date, the phone number and email associated with the Regional Field Representative position will no longer be accessible.

To ensure a smooth transition forward, below is a list of AAUW National contacts that will serve as your points of contact.

- Membership: Claudia Richards | richardsc@aauw.org | 202.728.7614
- C/U Outreach: Kristin Lang | langk@aauw.org | 202.728.3308
- Student Groups: Paige Robnett | robnettp@aauw.org | 202.785.7737
- Grassroots Advocacy: Elizabeth Holden | holdenk@aauw.org | 202.785.7763
- Assoc. Field Director: Katie Simon | simonk@aauw.org | 202.785.7786
- Development: Jenn Barton | bartonj@aauw.org | 202.728.7631
- Branch Relations: branchrelations@aauw.org
- General Questions or Information: connect@aauw.org

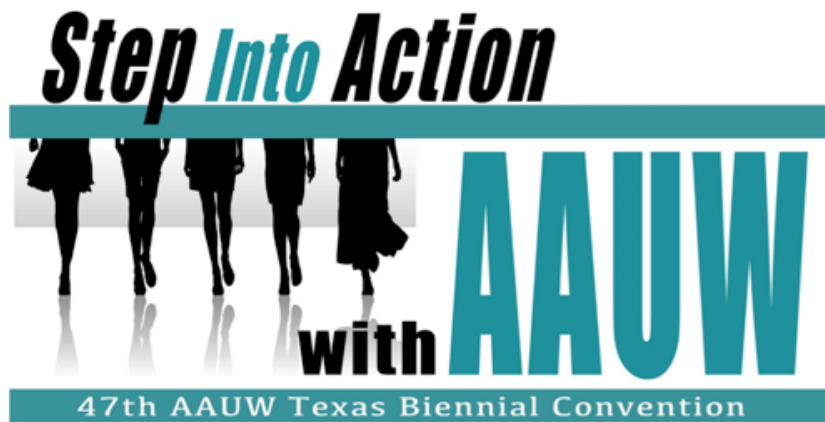
I look at our time together with a grateful heart. Each of you have positively impacted my life. While my relationship with AAUW ends as an employee, I'm delighted to continue my relationship as an AAUW member and state volunteer. If you would like to stay connected after May 27, please use the contact information in my signature block.

Many sincere thanks for your endeavors to empower the women and girls in Texas and for your support that has helped me grow both professionally and personally.

Melodía Gutiérrez

ph.: 801.918.6832

email: mellowdia1@gmail.com



47th Biennial AAUW Texas State Convention a Great Success!

If you didn't attend the **47th Biennial Texas Convention**, you missed your chance to Step into Action with AAUW. Here are just two of the comments made about the event: "Enjoyed myself immensely, feel very inspired about AAUW mission" and "Well-organized and run, a lot of thought went into the weekend, excellent job."

From the opening welcome by **San Antonio Mayor Ivy Taylor** to the closing remarks by San Antonio businesswomen **Leti Andrade** and **Hope Andrade**, the convention was quite a success! The program kept attendees interested and engaged. Workshops were mission-based and timely, addressing such

varied topics as domestic human trafficking, diversity in higher education, immigration reform, and equal pay, as well as using social media, fundraising, and reinventing your branch. And more than twenty vendors displayed a variety of wares and contributed door prizes.

Keynote speakers were leaders in government, science and business. A panel of women elected to the Texas judiciary or the legislature, **Chief Justice Sandee Bryan Marion** and **Texas House Representatives Sarah Davis and Ina Minajarez**, offered insights on their political careers and “Why So Few Women in Politics?”. **Ginger Kerrick**, NASA’s first female and first Hispanic flight director spoke of the difficulties and rewards of the path she took to her position in America’s space agency. She is a great example of the benefits of a STEM education. The convention ended on a high note with an example of servant leadership and its bottom-up style of decision-making personified in **Leticia Andrade**, Executive Director of Human Resources for CST Brands.

The board members for AAUW of Texas and the Co-chairs of the Local Arrangements San Antonio Branch are grateful to all the volunteers who did so much work to make the convention a success. Our many thanks to each of the members representing 22 branches from all over Texas who attended the convention. Continue to Step into Action with AAUW by sharing your convention experiences with your branch.

See you at the next state convention in 2018!

R.E.A.P. Winners Recognized at Convention Banquet



Recipients: Abilene, Arlington, Austin, Farmers Branch- Carrollton, Dallas, Fort Bend County, Georgetown, Lubbock-Betty Anderson, Nacogdoches, North Harris, North East Tarrant, Plano/Collin County, San Antonio, Tarrant County, Tyler, West Harris County

This year’s San Antonio convention was highlighted by the recognition of 18 Texas

branches who took home R.E.A.P. (Research, Education, Advocacy and Philanthropy Recognition) Awards.

The R.E.A.P. Program was designed to spotlight branch efforts to level the playing field for women and girls around the state. Branches can promote and display AAUW goals and objectives through programs and endeavors tailored to their specific communities.

Branches received their awards Saturday night, April 30, 2016 during the evening's gala banquet. Several brought scrapbooks, posters, flyers, and other items illustrating their projects.

Branch recipients included: Abilene, Arlington, Austin, Dallas, El Paso, Farmers Branch–Carrollton, Fort Bend, Georgetown, Lubbock, Nacogdoches, North Harris County, Northeast Tarrant County, Plano/Collin County, Polk County, San Antonio, Tarrant County, Tyler and West Harris County.

The following are just a few examples of the fruits of their labors.

- Plano/Collin County not only co-sponsored candidate forums with the League of Women Voters, but also held a program to educate members and guests on the Texas Constitutional elections and the state's voting process.
- Tyler sponsored "Let's Read Math" benefitting first and second graders. The branch provided funds for course materials and branch members served as volunteers.
- Nacogdoches members wrote letters to elected officials at all levels. Their advocacy for a local school bond election included getting individuals appointed to the bond planning committee, letters to the editor and social media advocacy.
- Fort Bend had a program on how new opportunities for women in all walks of society paralleled the progress of the women's suffrage movements in Europe and the United States.

Additionally, the branch sent several volunteers to the West Harris County Expanding Your Horizons event, where they served as facilitators.

R.E.A.P. entries will be posted on the state website by summer's end.

AAUW Texas Legacy Circle Members



L to R: AAUW CEO Linda Hallman, Jean Dodds, Lynn Doyle, Malinda Gaul, Mynda McGuire, Anita Knight, Marsha Endahl Kramer, Gloria Long, Martha Matthews, Ginny Phoenix, Pam Wolfe, Karen Reichensperger

AAUW Funds Awards Top Ten Branch Donations & Top Ten Individual Branch Members Donations



L to R: Tyler, West Harris County, North East Tarrant County, San Antonio, Austin, Tarrant, Dallas, North Harris County, Fort Bend County, Georgetown, South East Harris County, Houston, Farmers Branch-Carrollton

2016-18 AAUW Texas State Board



Back Row: Traci Jensen AAUW Funds, Ginny Phoenix VP Membership, Brenda Moss South District Representative, Barbara Cager North District Representative

Front Row: Gayna Dupont Finance Officer, Freda Bryson C/U Partner Chair, Gloria Long North District Representative, Pam Wolfe President, Dixie Christian VP Program, Kinta Parker Public Policy Chair Not Pictured: Deborah Ashley South District Representative, Susan Roehrig Secretary, Marina Rivers Central District Representative, Kathleen Darcey West District Representative

Congratulations 2016 – 2018 AAUW Texas State Board Members

Pam Wolfe, President
Dixie Christian, VP Programs
Ginny Phoenix, VP Membership
Traci Jensen, VP Funds
Gayna Dupont, Financial Officer
Susan Roehrig, Secretary

District Representatives
Gloria Long, North District
Barbara Cager, North District
Marina Rivers, Central District
Brenda Moss, South District
Deborah Ashley, South District
Kathleen Darcey, West District

Appointed Chairs
Freda Bryson, College/University
Kinta Parker, Public Policy
Ann Berasley, Bylaws
Melinda Gaul, Branch Services
Melodia Gutierrez, Communications



NEW BYLAWS

AAUW Texas Membership Passes One Member One Vote

At the AAUW Texas 2016 Convention, the delegates voted to change representation in AAUW Texas from a delegate system where voting is done only at conventions, to a system where every AAUW Texas member has a vote. Future votes on officers, bylaws, and resolutions will allow every member of AAUW Texas to vote electronically, by mail, or in person, similar to the way national AAUW conducts votes. The AAUW Texas bylaws have been updated with this change, the mandatory national AAUW changes, and the other changes passed by the AAUW Texas delegates at the Convention. The current bylaws are available on the AAUW Texas website.

All branches are reminded to submit their current bylaws to the AAUW Texas Bylaws Chair and to national AAUW through the MSD.

AAUW Texas Membership Passes a Dues Increase

The delegates at the AAUW Texas 2016 Convention passed the first dues increase in almost two decades. The AAUW Texas dues will increase by \$3 beginning with the 2017-2018 year. When your branch starts collecting dues after March 15, 2017, the AAUW Texas dues will be: \$13 for regular members, \$1 for student affiliates, and \$0 for Honorary Life Members.

Malinda Gaul
AAUW Texas, Parliamentarian/Bylaws



Dear AAUW member leaders,

You asked for a more structured resource section on the AAUW website to help you better find the resources that you need, and we are excited to share the revamped site with you.

Last year we introduced you to [Leader Essentials](#), which are organized into nine core skill areas: the critical abilities that will help you be effective and achieve success in any AAUW leadership role. Today we're excited to expand the Leader Essentials program to include 80 resources across the

organization that can help you strengthen your core skills and those of other AAUW members.

In expanding this program we have also incorporated feedback on how to more effectively organize the hundreds of resources on the AAUW website that can help you in your work. We have reorganized resources into two categories: Leader Essentials, which are the how-to guides that help you build skills, and Tools and References, which include the forms, reports, brochures, and tool kits that you need to support your work.

[Learn more](#) about Leader Essentials and the new resource section, or explore [Leader Essentials](#) or [Tools and References](#).

Erica Stout
AAUW Training and Program Manager



Get Out the Vote Do's and Don'ts

A successful get-out-the-vote campaign must be a compliant one! Election activities carried out in AAUW's name must be conducted within the guidelines set out in [AAUW policies](#). Activities must also be allowable under regulations established by the [Internal Revenue Service](#) and the [Federal Election Commission](#).^{*} To help you be compliant in your campaign activities, we've put together this list of basic election do's and don'ts.

Do

- **Register eligible voters in your community.** [Notify the public](#) using signs and handouts that all registration information is available to individuals without regard to their political preference. See state rules about registration requirements. More information can be found on the [National Association of State Election Directors](#) and [U.S. Election Assistance Commission](#) websites.

- **Work in coalition.** Identify particular groups in the community (e.g., women, [students](#), people of color, people with disabilities) to be part of coalition efforts or to receive election materials. Decisions about groups with which to work closely should be based on factors such as the desire to build a broad-based coalition, not on whether an anticipated coalition partner can affect the outcome of an election. Any political action committee or organization that has endorsed a candidate cannot be asked to be a part of AAUW voter education efforts.
- **Inform people of their right to vote,** or tell them when and where to vote on Election Day. Urge voters by phone, door-to-door canvassing, e-mail, or public service announcements to remember to vote on Election Day
- **Distribute material educating voters about the issues at stake in the election.** Focus issue education messages and get-out-the-vote activities on the impact that the election results will have on AAUW priority issues. For example, a branch or state can publish a “vote pro-choice” message. The message **cannot** appear, however, in a publication that gives candidates’ views on [reproductive choice](#).
- **Determine and publicize the positions of candidates.** Encourage voters to support *unspecified* candidates who agree with AAUW’s position on specific issues.
- **Host a candidate forum.** Invite **all** major-party candidates running for a particular office to [attend a candidate forum](#) or debate to discuss their views and answer questions posed by members of the community. A major-party candidate may be invited to speak at an AAUW branch event as long as you extend the same invitation to **all** other major-party candidates in the race.
- **Produce and distribute unbiased candidate questionnaires covering a range of AAUW issues.** **All** candidates running for the offices that are covered in the questionnaire must have the opportunity to participate. Questions must be phrased as neutrally possible; language must not favor or disfavor a particular candidate. All responses received must be printed in their entirety in any publication of responses to the questionnaire. The publication of responses should include the names of all candidates to whom the questionnaire was sent.
- **Publish voter guides that include the position of major-party candidates on specific issues.** The information in [the voter guides](#) must be available from public sources, such as prior votes cast by candidates, position papers, or public statements made by the candidate.
- **Publish voting records for the state’s congressional delegation, state**

legislature, or other body. The [voting record](#) must include all incumbents within the district or geographic area. Its content (e.g., the votes to be included) and distribution must not be coordinated with candidates.

Don't

- **Target any voter registration efforts at either Democrats or Republicans.** Notify the public on signs and any handouts that all registration information is available to individuals without regard to their political preference or support for AAUW issues. See state rules about registration requirements. Information can be found on the [National Association of State Election Directors](#) and [U.S. Election Assistance Commission](#) websites.
- **Endorse candidates in any partisan election**, including local, state, congressional, gubernatorial, or presidential elections. Do not make oral or written statements supporting or opposing a political candidate, party, or Political Action Committee (PAC).
- **Distribute advocacy materials as part of voter registration or in conjunction with any event designed to highlight an incumbent's or candidate's position.** Voter registration materials can be made available on a separate table from issue advocacy materials at events.
- **Tell individuals, communities, or voters which candidates they should vote for.** A branch or state can publish a "vote pro-choice" message. The message cannot appear, however, in a publication that gives candidates' views on [reproductive choice](#).
- **Invite or permit only selected candidates to address your members at events or meetings.** All candidates must be given an equal opportunity.
- **Coordinate with a political candidate, party, or PAC** in planning or carrying out nonpartisan voter registration, education, or turnout activity. Do not provide membership lists to be used in fundraising or other efforts as an in-kind gift to any political campaign. This includes AAUW e-mail lists.

*Note: AAUW is a 501(c)(3) nonprofit organization, and the AAUW Action Fund is a 501(c)(4) nonprofit organization. Any branch or state that has not filed to be separately incorporated as a 501(c)(3) organization falls under AAUW's 501(c)(4) status. Certain AAUW policies prohibit 501(c)(3) organizations from undertaking some activities that are legally permissible for 501(c)(4) organizations. Election activity guidelines for state and local races sometimes differ from those found in federal regulations. To determine state and local regulations for partisan and nonpartisan races, including school boards, check with your state elections division.

Relevant AAUW Policies

Use of Name and Logo ([AAUW Policy 113](#))

Collaborations with Other Organizations ([AAUW Policy 600](#))

Candidates for Public Office ([AAUW Policy 301](#))

Join AAUW's Book Discussion with the Author of "Soldier Girls: The Battles of Three Women at Home and at War"

soldier girls AUTHOR



July 28, 2016

Time: 7:30 p.m. ET

Location: Online

[Registration required.](#)

Cost: Free

Event Description:

[Calling all ¡Adelante! Book of the Month](#)

[Club members!](#) Join AAUW for an

online book discussion on July 28. We'll

talk with Helen Thorpe, author of *Soldier Girls: The Battles of Three Women at Home and at War*.

Many U.S. soldiers sent overseas since 2001 have been women. Surrounded and far outnumbered by men, women soldiers have a decidedly different experience of war. Thorpe follows the lives of three women over 12 years on their paths to the military, overseas to combat, and back home. Throughout the book, readers get to see these women work extremely hard while they deal with the attentions of men on base and in war zones. Thorpe also shows the women's struggle to stay connected with their families back home. Carefully reported, beautifully written, and powerfully moving, *Soldier Girls* is an innovative work.

Have a burning question for the author? Submit it with your registration form, and we'll cover it in the session or follow up with you directly.



2016 Voter Issue Guide

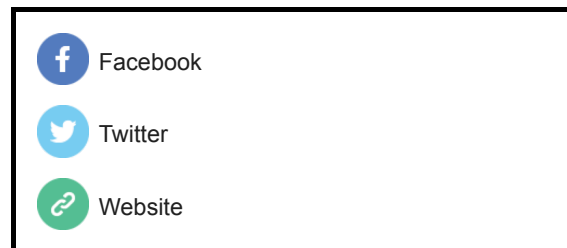
What's at stake in this election? Find out using the AAUW and AAUW Action Fund's 2016 Voter Issue Guide. This helpful handout provides concise information about key policy issues in the 2016 election, including the gender pay gap, family leave and paid sick days, college affordability, campus sexual violence, and reproductive rights. Use it when you table on campus, attend a town hall, or host a candidate forum. The guide even includes topical buzzwords and questions to ask candidates.

Research shows that a lack of information on the candidates and a lack of policy debates on issues of importance is the main reason some millennial women don't participate in the election process. Help combat the dearth of information. [Download and print the guide](#), share it online, or [order a print copy](#).

In addition, a [webinar](#) was held in January to discuss the issues and is

All AAUW members in their 20s and 30s are invited to complete the Younger Women's Task Force [e-survey](#). Your participation will help AAUW develop content that interests and affects our millennial members.

Follow us on Social Media!

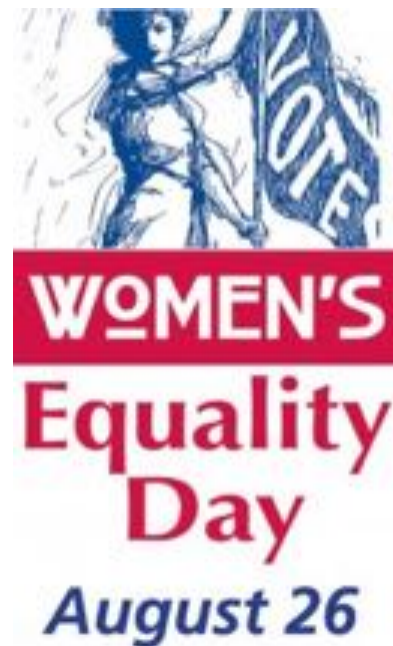


Did you know?

- The AAUW Texas Facebook page has **762 page likes**. Have you liked our page? You can also invite your Facebook friends to Like our page.
- The AAUW Twitter page has **415 followers**, and we've sent over **1,000 tweets**! Do you follow us on Twitter?
- Our virtual branch AAUW TX Lone Star Loop now has **212 members**. You can join, too!

Like us, follow us, share our posts, invite your friends, and add branch updates!

now available in the archive along
with a [Get Out The Vote toolkit](#).



**Has your branch pledged to
deliver new Title IX Resources to
the K-12 public school districts
in your area?**

Support Gender Equity In Education



Many people don't know what Title IX is really about – ending sex discrimination in schools, and not just on the playing field! Even officials who are responsible for following the law, often called Title IX coordinators, don't always understand the full scope of the law and how it can be a valuable tool to make campuses safer and more equitable for all. Title IX is more than just athletics: Title IX coordinators should be, among other things, monitoring the gender ratio in STEM courses, working to end sexual harassment and violence, and supporting pregnant and parenting students.

We need your help!

Pledge to deliver [brand new resources](#) from the U.S. Department of Education to your public & private K-12 school district's Title IX coordinator.

AAUW has published a [how-to guide](#) to help you accomplish this task. Let us know if you can deliver these Title IX resources by pledging to do so!



BRANCHES ACROSS TEXAS
Empowering Through Connections



G.E.M. PROGRAM CELEBRATES END OF YEAR

The **Farmers Branch-Carrollton** branch initiated a program in August 2015, at the request of the principal of the Early College High School (ECHS), housed at Brookhaven College. Principal Arreola recognized that his female students had a scarcity of good role models. As a result, the program involves professional women, including AAUW members, acting as mentors to help the girls navigate effective ways to continue their education and to build self-confidence.

After a year of one-on-one meetings and programs, the mentors and scholars enrolled in the **Girls Empowered by Mentoring (G.E.M) Program** celebrated the end of their first year on May 17, 2016, at Victoria's Restaurant. Eleven of the 14 young ladies were able to attend the Celebration Dinner. They received a gift bag and a certificate of completion. Also attending were the girls' mentors, ECHS Principal Michael Arreola, ECHS Counselor Niki Fisher, and the program administrators. Each scholar shared a skill she had attained or a goal she had reached over the year. The mentors commented on the diverse evidence of growth they had noticed in their scholars.

More information about the program is located on the [Farmers Branch-Carrollton website](#) under Community Outreach Programs.



Northeast Tarrant County Members Honored

The installation dinner on May 12 was a special treat for 17 members of the **Northeast Tarrant County Branch** who were honored by the national AAUW organization for their years of continuous service on the mission to empower women and girls. Please join us in saying thank you to the following members:

- 5 years: **Sheila Kudray, Kathryn Moore**
- 10 years: **B Cauthron, Patricia Wachter**
- 20 years: **Faye Beaulieu and Cheri Butler**
- 30 years: **Betty Chang, Pat Cheong, Lynn Millner, Meg Sprenkle**
- 40 years: **Barbara Brasco, Dixie Christian, Jean Dodds, Anna Holzer, Gloria**

Long, Marilyn Mathews

Special recognition was given to **Georgia Kidwell** who has served the organization for 50 years!

NETC Plans for an October STEAM Event

FULL
STEAM
AHEAD

A Conference to Empower
HEB-USD 5th and 6th
Grade Girls to Plan
for a Bright Future

October 22, 2016
HEB-USD • Gene A. Bulinger
CTE Academy

Workshop Titles & Descriptions

Science (Biomedical) – Pam McGill, Janet Williamson, Lindsay Pickett
8th Workshop: DNA – Just Replicate It!
Description: Students will learn how to model the structure of DNA, through the process of replication and will see how that looks in the cell world under the microscope. “Replication just do it” why cells love to divide.

Science (Forensics) – Penny Barnett, Mark Goughlin
8th Workshop: Having Fun with Forensics
Description: Students will learn how your fingerprints are unique to you and how to lift them apart. Students will also learn how to lift fingerprints from various surfaces and identify them.

Engineering (Robotics/Learnerspace) – Michael Karpach, Daniel Thore
8th Workshop: Robots – How does Wall-E get around?
Description: Students will learn to program their very own Wall-E to move through a maze.

Engineering (Engineering Design) – Ray Rabe, Ken Davis
8th Workshop: MREZ!
Description: Students will use AutoCAD Inventor software to design a 3 dimensional mechanical part.

Art/Technology (Digital Arts/Animation/TV) – Fran Hoffman, Matt Brady, Lacey Moore
8th Workshop: Photoshop, Premiere and Maya COT MREZ!
Description: Learn the basics of computer generated imagery through the use of one of the following: Adobe Photoshop (still images), Adobe Premiere (video) or Maya (3D Animation).

Math (Engineering Math, Medical Math) – Margaret Russell, Jill Waldman
8th Workshop – Count Me In!
Description: Students will calculate and then create customized “pillars” to simulate calculating dosages for patients. They will be consumable and delicious! For Engineering Math, students will learn how to calculate the amount of energy required to move an object – like a student partner!

Schedule:
8:30-9:00 Registration and Breakfast
9:00-9:30 Welcome
9:30-10:30 First Workshop
10:30-11:30 Second Workshop
11:30-12:30 Third Workshop
12:30-1:15 Lunch (Door prizes)
1:15-2:00 Panel Discussion, CTE Girls
2:00-2:30 Tricia Hershline, Keynote Speaker

Parent Workshops
Workshop #1
Planning High School Classes

Workshop #2
College Opportunities

Workshop #3
Middle/High Being of Girls

Presented by: **AAUW** **CHES** **self** **receptionist** **Team Health**



On March 2, 2016, the [AAUW Plano/Collin County \(TX\) Branch](#) led a [Start Smart](#)

[workshop](#) at **University of Texas in Dallas (UTD)**. Forty women from various departments attended the event facilitated by branch member **Robin Bellerby**. The women were engaged through interactive activities and a willingness to share their personal thoughts on the wage gap. The branch will be facilitating another Start Smart workshop at Baylor University on September 15, 2016.



Start Smart workshops are specifically designed for college students about to enter the job market. According to AAUW's research, women one year out of college are [paid only 82 percent](#) of

what their male counterparts receive. By using the skills taught in this workshop, women are prepared to:

- Negotiate their starting salary and narrow the gap early,
- Improve their lifelong earning potential,
- Articulate their value,
- Build confidence in their negotiation style,
- Sharpen their budgeting skills.

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