

Vol 44, Number 2 ~~ Woodbridge, VA Branch Newsletter ~~ October, 2016

UPCOMING EVENTS

October 5 <i>Wednesday</i>	Book Club Uno (moved up a week for members who will be travelling) Panera's at the Glen, Lake Ridge	2 pm
October 9 <i>Sunday</i>	Debate Night Snacks and Bingo Ali's Home, 4287 Newbold Court, Woodbridge, 22192	8 – 10:30 pm
October 20 <i>Thursday</i>	George Mason University's Speakers Bureau Karen Bune "Queen Bee Syndrome" McCoart Building, Cedar Creek Room	7 pm
October 22 <i>Saturday</i>	Northern Virginia District Meeting "Gender Bias in Politics – Is It Real?" Kings Park Library, Burke	2 pm

President's Message ~~ STEP UP TO THE PLATE



October brings the baseball World Series. In these games, shown all over the world, players step up to the plate in critical situations for their team

I am asking Woodbridge branch members to step up to the plate. Not to hit a baseball, but to run for a board position. Both John (Secretary) and I (President) have reached our term limits.

My time as president has been fun, rewarding, and sometimes sad. I'm proud to be your president these past 4 years. I have been president by myself, but there can be co-presidents, or an administrator, or any other leadership structure. As president,

you delegate, manage, and lead. The members of the board do a great job so there is no need to do it yourself!

I know it is early, but I hope each of you thinks about running for either position. Or perhaps do something else, like be the AAUW Funds Chair or organize a Gourmet out event or recommend an event in the community to the members. It doesn't look like my Yankees will be stepping up to the playoff plate this year, but I hope you do. I know you will hit a home run.

Sandy Lawrence sandyaauw@juno.com

Fall Programs for 2016-2017

Greetings! Fall has arrived and many look forward to this beautiful time of the year. There are so many exciting activities to enjoy. This past weekend I traveled to Pittsburgh and the leaves are already turning on the PA Turnpike and they were beautiful.

The October Monthly Meeting and Program will be held on Thursday, October 20, 2016, at 7:00 pm at the McCoart Building, Cedar Creek Room. George Mason University Adjunct Professor Karen Bune will present the “The Queen Bee Syndrome”. It is often said that women help women in the workplace. However, in many cases that becomes only a myth when the Queen Bee Syndrome evolves. Possible hostile and destructive behavior may occur when supervisor and those in leadership positions become insecure, envious, and intimidated by accomplishments and positions of those with whom they work and/or supervise. Lasting undesirable consequences may occur and cause profound victimization.

Adjunct Professor Karen L. Bune teaches victimology in the criminal justice department at GMU. Ms. Bune serves as a consultant for the Office for Victims of Crime, U.S. Department of Justice, and she is a nationally recognized public speaker and trainer. Ms. Bune is Board Certified in traumatic stress and domestic violence. She has received Diplomate status by the American Academy of Traumatic Stress Experts and the National Center for Crisis Management—a designation of specialization in one’s field. She serves on the Institutional Review Board of the Police Foundation. Ms. Bune has worked in public service for 36 years and has been recognized with numerous awards. This is a program that you surely do not want to miss! We are very lucky to have her speak to us.

Please RSVP to breeze053@aol.com by Monday, October 17th if you plan to attend the “Queen Bee” event.

The November Monthly Meeting and Program will be held on Thursday, November 17, 2016, beginning at 7:00 pm at the McCoart Building. This Program will feature Dr. Angela Hattery and her spouse and co-author, Professor Earl Smith. They have several new book projects that they will speak about, including a book on Gender, Power and Violence which is due out late this year, and a new book that will come out next year, Policing the Black Body. Dr. Hattery is Professor and Director of Women and Gender Studies at George Mason University.

Don’t forget to mark your calendars for our Holiday Dinner Party on Tuesday, December 6, 2016, at the Occoquan Inn beginning at 6:30 pm!

Carol Campbell breeze053@aol.com
V.P. Programs

Membership – Dues Are Due ☺

Our finance officer, Karen, continues to post this year’s dues payments. Remember, you can easily pay on line or mail Karen a check. The amount for national, state, and branch is \$76. If you are a member-at-large, the total is \$27. If you need assistance with paying on-line or sending Karen a check, please contact either one of us.

Karen Wolf kleewolf@verizon.net

Susan Bardenhagen susanmbec@juno.com

**SAVE THE DATE! ~~ Northern District Meeting
October 22 at 2:00 pm ~~ King's Park Library**

“Gender Bias in Politics—Is It Real?” Most of us would say “Yes,” but you might be surprised at the how and when and even the “no.” It’s a timely subject and also fits with AAUW’s latest research on “Bias and Barriers.” We will feature **Melissa Richmond**, vice president of Running Start (a non-partisan organization that trains young women to run for office), and **Melissa Jackowski**, campaign services manager for TargetSmart Communications (which provides data-driven solutions to campaigns) and former AAUW Grassroots Advocacy Manager. Both women have incredible backgrounds in politics and electoral campaigns. Watch for more details in early October—and put October 22 on your calendar.

Susan Burk and Caroline Pickens burksu@aol.com carolineaauw@gmail.com
Northern District Co-Representatives

GET A GROUP TOGETHER & SAVE & SUPPORT EF

From the Hylton Performing Arts Center Newsletter:

Bring a group and save! Did you know? **Groups start at only 10 people, and they save up to 20% off the cost of single tickets!** When you bring a group to the Center, we bring the savings and the service. A group sales representative will personally assist you in getting the best available seating and accommodating your specific needs. For more details, call 703-993-8600, email cfatix@gmu.edu, or visit cfa.gmu.edu/groups.

Does the title intrigue you? We’ve done this as branch many times over the years. When Macy’s would offer discount cards to organizations for a day’s percentage off on purchases, we’d offer them for \$5 and donate the money to AAUW’s Education Foundation. The Castaways Repertory Theatre has offered a group discount- Patty McCoart is a longtime drama lady and a part of this group- we would get the tickets at the group discount and donate the extra funds to AAUW EF. Many members believe this would again be an excellent way to get together and support the arts. The discussions at book club, attending restaurants, and socializing brings our diverse group of members together and helps to make connections for bringing new members.

In addition to the Castaways, the Hylton Performing Arts Center, on George Mason University’s Science & Technology Campus in Manassas, offers a similar discount for groups. In addition to Patty, we have Katherine as the director of the New Dominion Choraliers, Susan is the vice-chair of the Prince William Arts Council and a violinist with the Old Bridge Chamber Orchestra and Manassas Symphony Orchestra, other members have season tickets to the ballet and symphony, and others attend their children’s and grandchildren’s performances. Former member Ruth reminded me that members used to go to Arena Stage in DC.

AAUW Headquarters has a new location. We could take a fieldtrip on one of the nights that National Academy of Science has its cultural arts and science events. The opportunities are endless!

We’re going to put together a regular email “blast” offering of a variety of performances with “WB Branch Group Performance Options” in the subject line. You can choose to open the email or delete it. The minimum of ten attendees can include family members and friends, so as I’ve found in the past, we can get the minimum easily. If you find out about other possible group outings, send them to me so I can include them.

Susan Bardenhagen susanmbec@juno.com
Vice-President for Membership

Book Club Uno and Beyond to *One More Page!*

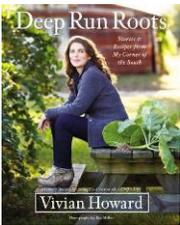
The Woodbridge Branch's Book Club Uno began in the 1990s, in the 2000s we met at Border's Books near Potomac Mills. Our format remains the same in the 2010s- read what you love and share that passion for your material with a group of readers. Members read fiction, science, history, biographies, travel... you name it. Every number from the Dewey Decimal System has been represented. Tania Iwanowski, our member who retired to Silver Spring, MD, this summer kept it active and Karen Wolf has been passed the torch. ☺

Previously, we met in the evenings; since interested members are retired we have moved the time to afternoons. We typically meet on the second Wednesday of the month at 2 pm at Panera Bread in the Glen shopping center, at the intersection of Prince William Parkway and Old Bridge Road, behind the McDonalds on the corner.

Martha Langer and John Starsiak are continuing with Karen Wolf, carrying the torch; Lee Vannett and Susan Bardenhagen joined the group last spring. In addition to this monthly meeting, Susan regularly visits an independent bookstore in Falls Church – *One More Page* – and will include events our branch members might find interesting.

NEXT BOOK CLUB MEETING, WEDNESDAY, NOVEMBER 9th @ 2 pm

**One More Page Books, 2200 N. Westmoreland Street, @101, Falls Church, VA 22213
703-300-9746; Hours: Monday-Saturday 10 am-8 pm, Sunday noon until 5 pm**



SPECIAL EVENT! To celebrate the release of **DEEP RUN ROOTS, VIVIAN HOWARD**, star co-creator of **PBS's A Chef's Life**, is undertaking a **Food Truck Tour!** Vivian's Food Truck Tour pulls up to One More Page on Sunday, Nov 13 at 2 pm for an afternoon of fine food and a book signing. This is a ticketed event - tickets are \$50 and include a signed, first edition of DEEP RUN ROOTS (\$40 list price) and a specially prepared meal from the food truck. [Click here](#) to purchase a ticket for this fantastic event!

Public Policy ~ Local, State, & National

You're Invited: AAUW's Supreme Court Preview Call

[Join us on October 13](#) for a members only call to discuss important issues pending before the U.S. Supreme Court as it begins its 2016-2017 term. Federal courts are sometimes the last, best hope for victims of discrimination in education, employment, or health care. Yet this Supreme Court enters its second term without a full complement of justices. How could this historic vacancy impact the Supreme Court and its docket? What cases should AAUW members pay particular attention to in this historic term?

Join Lisa Maatz, Vice President for Government Relations and Advocacy and Erin Prangle, Associate Director for Public Policy for a discussion about the high court's most important cases related to AAUW's Public Policy Program.

AAUW Legal Advocacy Fund Supreme Court Preview Call

Date: Thursday, October 13, 2016

Time: 7 - 8 p.m.

Online registration is open — reserve your spot now!

RSVP TODAY!

AAUW

1310 L St. NW, Suite 1000
Washington, DC 20005

Ali Cohen, Public Policy Chair ali.cohen@verizon.net

Well, you know what is said about the best laid plans... My attempts to get a voter registration table up and running for the September 27th Voter Registration Day at the Woodbridge campus of NOVA were tabled until Spring. Two other groups beat me to the punch... The good news, though, is that we get a second chance. 😊 Below is an article of interest for all who like to see a young person fighting for women's rights not just in her native England, but also here in North America. (from [Jaleesa M. Jones](#), USA TODAY 2:49 p.m. EDT September 21, 2016)

Emma Watson to U.N.: Women and minorities' safety is 'a right and not a privilege

Emma Watson isn't here for the PR version of campus life. She's here for the facts. And on Tuesday, the actress, UN Goodwill Ambassador and HeForShe founder presented them. During the 71st United Nations General Assembly, Watson shared the first-ever HeForShe university parity report, which [listed 10 universities](#) that have pledged to improve gender equality on campus, including Georgetown University in Washington and Stony Brook University in Stony Brook, N.Y. The report compiled data on women's representation on campus and outlined three key areas the participating universities need to address, including "the ratio of men to women represented in university faculty and senior administrative positions the fields of study selected by young women versus young men; and the number of female students at universities compared to their equal access to academic and professional career tracks."

Watson [maintained](#) that "a good university is like a tiny utopia. It's a miniature model of how the whole of society could look." That model should also include freedom from "all forms of violence," Watson said. "That's why, we believe, that students should leave university believing in, striving for, and expecting societies of true equality in every sense and that universities have the power to be a vital catalyst for change."

"The university experience must make it clear that the safety of women, minorities and anyone who may be vulnerable, is a right and not a privilege," she added. "A right that will be respected by a community that supports and respects survivors, and recognizes that when one person's safety is violated, the safety of everyone should feel violated."

September 15 was Native American women's [equal pay day](#).

Where does our state rank on the gender pay gap?

The U.S. Census Bureau recently released new data, showing that the gender pay gap still exists in every state across the country. Wondering how different states fare in the gender pay gap? What about your state – or even your congressional district? **AAUW has released a fantastic new resource to tell you just that.** This resource shows in black and white that **the gender pay gap is still a problem in every state**, with women on average taking home only 80% of what the average American man makes in a calendar year. But don't despair, these guides also provide a roadmap to pay equity that includes essential state and federal policy solutions. (from September, 2016 email link to AAUW)

Susan, our SUCCESS! Conference coordinator for the Woodbridge Branch, has analyzed the data for our state. Virginia is listed as a "state with poor equal pay protections" with only 3 of 23 indicators with laws enacted- 13 other states are in this category while two have no protections or laws enacted- Mississippi and Alabama. Only six states have strong equal pay protections. The remaining 29 states and Washington, DC have moderate protections. Highlighted in [aqua](#) are our two of 23 indicators strongly protected, the one in [yellow](#) has the disclaimer in parentheses. The ratios listed identify the number of states with strong protection out of the 51 states + DC.

Equal pay or employment discrimination law 49/51

All or most employees covered (No coverage if federal FLSA law applies) 39/51

PROTECTIONS

No retaliation/discrimination for involvement in legal proceedings 39/51

No discrimination/retaliation for discussing wages 17/51

State contractors must comply with non-discrimination laws 3/51

Can't reduce another employee's pay to comply with law 23/51

Pay Discrimination hotline 3/51

No salary history required 1/51

Employment listings must include salary range 0/51

Can't provide less favorable opportunities or tracking based on sex 1/51

DEFENSES

Clarified employer defenses for pay differences 5/51

Consider alternative employment practices to avoid pay disparity 3/51

Agreement to a lesser wage is not a defense 21/51

While these depictions of wage-protection laws look overwhelming, all these regulations are necessary for the state's women to have a chance at equal pay. Some states have more laws, some less, and some states have no equal pay laws at all. Adding to the confusion, many counties and cities throughout the country have additional regulations, separate from both state and federal laws. But regardless of a state's legal framework, it is a daunting task for women to secure their basic legal right to fair pay. No matter where your state falls along the spectrum of equal pay laws, the bottom line is this: All 50 states can make improvements so that fair pay is an accessible reality for everyone.

For the whole chart on the AAUW website, use this link: <http://www.aauw.org/resource/state-equal-pay-laws/>

The Big Number: 80 Percent {from The Simple Truth about the Gender Pay Gap (Fall 2016)}

Did you know that in 2015, women working full time in the United States typically were paid just 80 percent of what men were paid, a gap of 20 percent? While the number has gone up one percentage point from 2014, the change isn't statistically significant — because the increase is so small, mere tenths of a percent, it doesn't amount to perceptible change. According to the U.S. Census Bureau, the earnings ratio hasn't had significant annual change since 2007. The gap has narrowed since the 1970s, due largely to women's progress in education and workforce participation and to men's wages rising at a slower rate. Still, the pay gap does not appear likely to go away on its own. At the rate of change between 1960 and 2015, women are expected to reach pay equity with men in 2059. But even that slow progress has stalled in recent years. If change continues at the slower rate seen since 2001, women will not reach pay equity with men until 2152.

Not only is there a national pay gap statistic, but the pay gap can also be calculated for each state. In 2015 the pay gap was smallest in New York, where women working full time year-round were paid 89 percent of what men were paid. The largest gap was in Wyoming, where women were paid 64 percent of what men were paid. Virginia ranks 35th out of the 51 other states and Washington, DC. *What I found curious, is that many of the states that have a poor record for equal pay laws, listed above, are not the lowest ratio in the pay gap....}*

OUR MEMBER DIRECTORY WILL BRIDGE CENTURIES OF TECHNOLOGY

We will be updating and enhancing our branch member directory, including adding birthdays. Please be on the lookout for a request from me to update information. Paper copies of the directory will be available for those who request. On our branch website, under the password protected member section, we will also post the directory electronically for reference and for updating new member information.

REMEDIES

Employer liable for damages 35/51

Allow for a class action lawsuit or claims to be joined 16/51

Employer liable for costs and reasonable attorney's fees

Guidelines for designating jobs as dominated 33/51

Additional penalties for multiple violations 7/51

PRE-EMPTIVE ACTION

Employers must keep records of wages 12/51

State education programs on pay disparity 1/51

State collects and publishes data on pay gap from all employers 4/51

State advisory committee on pay equity 7/51

COMPARABLE WORTH

comparable worth law 5/51

Guidelines for designating jobs as dominated by one sex, race, or national origin 4/51

News and Updates from Members

Our “season opener” (keeping up with Sandy’s analogy) on September 17th at Joyce Eagles’ home was not just a great-tasting brunch. New recipes for branch activities, new members, and discussions of issues were shared, along with the tasty foods. We approved our budget, Northern District co-representative Susan Burk updated us on state and regional events and plans, several members shared STEM ideas, and we kept sharing for another hour after the business meeting adjourned. Thanks to Joyce Eagles for hosting us! Check out the photos!



Lee

Susan

Joyce

Carol

Patty

Andrea, guest



Eileen

Susan Burk

Dorothy

John

Karen

Martha

Lyndsay Wilshaw became an AAUW and Woodbridge Branch member in 2014. She sought us out, looking for an organization working for equal rights and equal pay. She helped support our outreach at the Prince William NOW event last year. Presently, Lyndsay is not at graduate school level yet, but starting to get all of her applications in order. She’s been going to school, working retail, and interning at a non-profit called OAR (Opportunity, Alliance, and Reentry) that is basically a social work hub of resources to help people who are incarcerated and who have been previously incarcerated re-enter into society. Lyndsay has one more semester left and she’s hoping her spring semester is a little lighter so she can start coming to branch events again!

Nikki B. is a college student dually enrolled at NOVA- Woodbridge and the University of Maryland University College in College Park. She is looking forward to joining us for events in between her classes and commuting! Former member, **Ruth P.**, has kept in touch with Patty McCoart since she moved to the western end of the county. Patty and I are going to lunch with her. We are also hoping she will help us get “Gourmet Night Out” back in action. Stay tuned!

Guest and Joyce’s colleague at the Service Authority, **Marlo W.**, is planning to join our branch, too. She met us all at the spring luncheon at Sara’s. Marlo has her own business and has conducted workshops for the Prince William County Arts Council and more.

October Highlights & Birthdays in US Women's History

In 1889, [Wyoming legislators wrote the first state constitution granting women the right to vote](#). It would take another three decades, however, for the 19th Amendment to the U.S. Constitution to be passed to give all women in the United States that right. [Read about the first woman to run for president in 1872.](#)

Celebrate Hispanic Heritage Month!

Hispanic Heritage Month continues through October 15. It began on September 15, the anniversary of independence for five Latin American countries: Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. In addition, Mexico declared its independence on September 16 and Chile on September 18.

The term *Hispanic*, as defined by the U.S. Census Bureau, refers to Spanish-speaking people in the United States of any race. More than 50 million people identified themselves as Hispanic or Latino on the 2010 Census.

Special dates:

On the 3rd we celebrate the day Mary McLeod Bethune opened her school for African-American students in Daytona Beach, Florida (1904) on the 10th, Dr. Barbara McClintock received the Nobel Prize for Medicine (1983); and on the 23rd, Blanche Stuart Scott was the first American woman pilot to make a public flight (1910).

Birthdays:

Quite a few important birthdays fall in October: Fannie Lou Hamer (6th), Eleanor Roosevelt (11th), Belva Lockwood (24th), Mahalia Jackson (26th), Hillary Clinton (26th), Maxine Hong Kingston (27th), Juliette Low (31st).

Take the Survey: Do we need a Women's History Museum?

The [***American Museum of Women's History Congressional Commission***](#) will present a report to the U.S. Congress in November 2016 addressing the threshold question of whether or not a museum dedicated to women's history in America is needed, and if so, what might be the content, where might the museum be located and how might the museum be financed, among other important questions.

The Commission will solicit ideas and input from women of all ages and walks of life, in addition to leading authorities and experts on women's history, professionals from the museum and curatorial fields, prominent American women, and influential women's organizations from across the country.

You can help by taking the survey and letting Congress know you want a museum dedicated to Women's History in the United States. [***Take the Survey!***](#)

From monthly newsletter of National Women's History Project www.nwhp.org

October's Leadership Bite

"When I dare to be powerful, to use my strength in the service of my vision, then it becomes less and less important whether I am afraid."

— Audre Lorde, feminist and activist

Advanced Planning Calendar for 2016 – 2017

November 17, 2016	Branch Monthly Meeting & Program “Gender, Power, and Violence” – Dr. Angela Hattery, GMU Cedar Creek Meeting Room, McCoart Building	7 pm
November 29 or 30 <i>Tuesday or Wednesday</i>	Gourmet Night Out ~ Ideas? Contact a Board Member!	
December 6 <i>Tuesday</i>	Holiday Dinner at the Occoquan Inn	6:30 pm
<i>Come Storm the Capitol at Convention!</i>		
<i>Registration is open for the 2017 AAUW National Convention in Washington, DC. Get the best deal by registering before January 14th</i>		
January 22, 2017 <i>Sunday</i>	“At the Movies” at Ali’s Home “Suffragettes”	afternoon
February 1, 2017 <i>Wednesday</i>	State Lobby Day in Richmond	
February 18, 2017 <i>Saturday</i>	Spring Luncheon at Madigan’s Waterfront in Occoquan	
March 11, 2017 <i>Saturday</i>	Prince William Regional Science Fair, AAUW Judging Kelly Leadership Center, Prince William County Schools	8 am
March 17, 2017 <i>Friday</i>	Set-up for SUCCESS! Conference Marsteller Middle School, Bristow	7-10 pm
March 18, 2017 <i>Saturday</i>	27th Annual “Girls + Math + Science = SUCCESS!” Conference STEAM Careers, Marsteller Middle School, Bristow	7:30 am -1 pm
March 28 or 29 <i>Tuesday or Wednesday</i>	Gourmet Night Out	
April 18 <i>Tuesday</i>	Monthly Meeting & Program <i>Update on Bullying and School Violence</i>	7 pm
May 13 <i>Saturday</i>	Spring Dessert Luncheon Location TBA	1:30 pm
May 31	Gourmet Night Out & Planning Session for 2017-2018	
June 14 – 17, 2017 <i>Wednesday thru Saturday</i>	National AAUW Convention, Washington, DC	

Woodbridge homepage: <http://woodbridge-va.aauw.net/> AAUW homepage: <http://www.aauw.org>
 AAUW of VA homepage <http://aauw-va.aauw.net>