



**Saturday, May 19—9:30am**

**Mary Lou Sanelli - Writer**  
**"Among Friends"**

**Best Western Plus Executive Inn**

**200 Taylor Ave North**

**Seattle, WA 98109**

Mary Lou Sanelli has earned a solid reputation in the literary and public-speaking community through a steady commitment to writing and through twenty years of successful public readings and presentations. She has published seven collections of poetry and three works of non-fiction, *Among Friends*, now in its third printing, *Falling Awake*, and her newest title, *A Woman Writing*.

Her regular columns appear in Seattle's *City Living* magazine, *Art Access* magazine, as well as the *Peninsula Daily News & Lilipoh* magazine. She has written for the *Seattle Times*, *Seattle Metropolitan Magazine*, *Morning Edition*, National Public Radio, Seattle's NPR affiliate station KUOW FM, and many other publications and radio stations.

Her book *Among Friends* is a memoir. Mary Lou is unsparing as she explores the subject of friendship in women's lives. This is a book of self-discovery...dauntless, smart, funny, beautifully written. She examines, deeply and sincerely, what friendship means, and what it costs. She pulls no punches. Through contemplation and through personal anecdotes, both her own and others, she crawls through this morass of conflicts and emerges with a strong sense of self and a much clearer idea of closeness.

**Come Join Us!**

**May is also our Annual Meeting and we will be voting on candidates for Finance Vice President and Membership Vice President (see page 2 for details).**

**Due to its success in March, we will have another Book Exchange at the May meeting. Bring a book to pass along and/or take a book to enjoy.**

**Location:** Best Western Plus Executive Inn, 200 Taylor Ave North, Seattle, WA

**Cost:** \$15 inclusive - No charge for students with ID (reservations required)

**Menu:** Buffet with scrambled eggs with cheese, bacon, potatoes, breakfast breads, fruit juice, freshly brewed coffee, decaffeinated coffee, and tea.

**Parking:** Free in hotel garage. Members who park in the garage or hotel lot can sign the book at the front desk and give their name and license plate number. 10-hour curbside pay stations on Taylor and on Thomas at \$1.50 per hour. Bus: #8 on Denny. **Reservations required by Sunday, May 13, 2018.** To reserve your place, send an email to: [RSVP@aauw-seattle.org](mailto:RSVP@aauw-seattle.org) or check our web site at [www.aauw-seattle.org](http://www.aauw-seattle.org) to pay in advance via PayPal.

## **Enjoy Your Summer!**

Stay tuned for details of our  
next Branch Meeting in  
September

**Free if you renew  
membership by  
July 1, 2018**

## Leadership Corner—Pam Forsha

Putting together programs for the monthly branch meetings reminds me that the AAUW mission is growing and thriving in all corners of our communities and I am grateful for those in our branch who are sparking change. I am driven by a desire to build a better, sustainable Seattle branch for all women and I'm proud to work with passionate individuals to shine a light on the many challenges women face and showcase solutions.



Over the course of our September 2017 through May 2018 branch meeting year, we have entertained conversations with a professor and associate director of the Jackson School of International Studies at the University of Washington, a King County League member, an executive director of The Mockingbird Society; been educated in diversifying the engineering workforce; had a crash course on the history of intersectionality; held an interactive session discussing where we are now and how to move forward; and recognized 32 young women scholars from 12 area high schools in science, mathematics, and technology. We've volunteered at Dress for Success, celebrated the holiday season together with the Endolyne Children's Choir, attended Lobby Day, and sponsored a table at the University of Washington's Women's Center Annual Gala. Whew! What an incredible year!

Are you wondering what the September 2018 through May 2019 branch program meeting year will bring? The program committee is working hard now and will continue working through the summer months to bring you even better branch programs. We are looking at some new locations, different days, various times, and different formats to leave space for more diverse, engaging, and timely topics facing all women and girls today. You can keep AAUW strong by engaging with us to amplify the voices pushing on in the fight for civil rights, education, and economic security. What branch

programs and topics would you like to see next year? Come join the program committee! Can't join the committee? No problem, we would love to hear from you. Contact either Pam Forsha or Sam Montgomery at [programs@aauw-seattle.org](mailto:programs@aauw-seattle.org).

*This newsletter is a publication of the*

### **Seattle Branch of the AAUW**

#### **Mission Statement**

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

#### **Value Promise**

By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

#### **Diversity Statement**

In principle and in practice, AAUW values and seeks a diverse membership.

There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin or disability.

## **AAUW Seattle Branch Elections in May - Gay Armsden**

Per Seattle Branch bylaws, this is the year we elect Membership Vice President and Finance Vice President. The Nominating Committee (Gay Armsden, Ann Dennis and Fiona Goodchild) is pleased to present the following slate of candidates for election.

**Beverly Fogle** has agreed run for **Finance Vice President**. Bev is a 50-year Life Member of AAUW, with experience in five other branches before moving to Seattle about two years ago. Bev served as President of the Vancouver, WA branch. She has also been active in State AAUW legislative efforts. Bev is a retired Certified Financial Planner, and has worked at several other professions, including being a professional pilot.

**Judy Waring** will ably continue as **Membership Vice President**. Judy is currently completing her third year serving in this position. She joined AAUW in Atlanta in 1990 and has been a member of Seattle Branch since 1993, serving as Secretary, Public Policy Chair, President, web master, previously as Membership Vice President, and has served as Reproductive Rights representative on the state public policy team. Judy is a graduate of the UW School of Nursing.

Nominations will also be taken from the floor prior to the vote at our Annual Branch Meeting on May 19<sup>th</sup>.

## Strategy Steering Team Meets Again - *Barbara Sando*

On April 3<sup>rd</sup>, the Strategy Steering Team met for the second time, to review progress on each of the Situation-Target-Proposal (STP) plans. It had been a year since our smaller team had first met with our facilitator, and 11 months since the larger team had kicked off to embark on collecting data from our members about Seattle Branch - where we were and where we need to head to ensure a strong and stable future. The **Publicity & Marketing team** has made excellent progress in identifying a firm with which we can work to effectively get the word out on AAUW, we hope as soon as this fall. The **Diversity & Inclusion team** met in late March to brainstorm what diversity means to Seattle Branch. We received a debrief on that session and then discussed. That tied in nicely with the **Collaboration team** exploring options for other organizations we could partner with. The **College & University Partnerships team** is focusing on establishing contacts with Seattle Community Colleges, which dovetails with the feasibility study being explored about creating a Branch scholarship program. There were also discussions about various new Interest and Smaller Group functions, as well as exploring different times, days and venues for larger Branch Programs in the future. All of these get-togethers are key to engaging more of our existing membership and attracting new members, too. Finally, there was discussion about Branch Leadership, with a focus on being more inclusive and documenting the jobs that need to be done and streamlining them so that they're less daunting for members to agree to do. The **Steering Team** will meet again in August. At that time, the budget for 2018-2019 will also be developed and reviewed so that strategic initiatives which require funds can be included. No one said our strategic endeavors would be easy, and they're not. But, we're making progress and that is very encouraging. If you'd like to be involved in any of the areas listed above, please contact me at [president@aauw-seattle.org](mailto:president@aauw-seattle.org).



## April Board Meeting Summary - *Marianne North*

The Board met via teleconference on April 9<sup>th</sup>. Marianne North was appointed to be Secretary through June 30, 2019. Ann Dennis will attend the AAUW-WA Convention in April. The Board is considering a sponsorship of the Team Awesome Basketball Leadership Academy in July. The book exchange was very successful at the March meeting and we will continue with it when practicable. The Vice President of Finance Lynn Dissinger is looking for someone to do the financial review of our books before the new VP of Finance assumes her duties. The nominating committee is proposing Bev Fogle as Vice President of Finance and Judy Waring has agreed to serve one more term as Vice President of Membership; Robin Hendricks has offered to assist the Membership committee. Robin Hendricks also will be helping Renée Agatsuma with the C/U Relations duties at the UW. A committee chaired by Gay Armsden is proposing the branch provide a scholarship for a community college student transferring to a four-year college. The Branch is co-sponsoring two Start Smart workshops at the UW Women's Center in April and will also co-sponsor the UW Alene Morris Leadership training on June 20<sup>th</sup>. A New Member Reception is planned for September. The Strategic Steering Team met April 3 and summarized its plans for the upcoming year. Potential marketing consultants have been identified and are being interviewed and one should be selected by June.

## Tech Trek - *Tonna Kutner*

Thanks to all the women who have helped interview the girls for Tech Trek: Fiona Goodchild, Judy Waring, Ann Dennis, and Pamela Bradburn. It was a fun job requiring a bit of flexibility, but it was very rewarding to read the nominations, applications, and essays and get to talk to the girls and ask questions. Between Ann and me, we interviewed all the parents as well. Seattle Branch will be sponsoring nine girls this year, though we had hoped to have more. However, it has proven difficult to get nominations. If anyone has any contacts in Seattle middle schools, especially 7<sup>th</sup> grade math and science teachers or middle school principals, please let Tonna Kutner ([techtrek@aauw-seattle.org](mailto:techtrek@aauw-seattle.org)) know so we can develop more relationships for next year. Visitor Days at Tech Trek are on July 12<sup>th</sup> and July 19<sup>th</sup> at Pacific Lutheran University. Thanks again to all those who participated in Tech Trek this year.

## AAUW Dues and Membership Renewal 2018-2019 - Judy Waring

It's time to pay your dues for the July 1, 2018 to June 30, 2019 membership year. We have begun e-mailing invoices with a personalized link so that you can easily renew your membership using a credit card, no login or password required! National dues have increased from \$49 to \$59—so with state dues of \$10 and branch dues of \$16, the total is now \$85 for Seattle Branch membership. **All who have paid their dues by July 1st can attend the September meeting free of charge.** I am encouraging you to renew sooner rather than me “bugging you” at the end of summer. Please renew your membership when you receive your personal e-mail. If you prefer to pay with a check, there's information on where to mail the check in the e-mail or you can pay at our May 19<sup>th</sup> meeting.

If new members join at a meeting, they can save half on national dues through the Shape the Future membership campaign. To get this \$55.50 rate, payment with a check or cash is necessary. You will find a Membership Form on our website:

<https://seattle-wa.aauw.net/files/2018/03/AAUW-membership-form-2018-2019.pdf>.

We plan to publish our next directory in September and want to include any corrections or changes since the last directory was printed in October 2017. Please let me know of any changes in your information. Any questions, contact Judy Waring at [membership@auw-seattle.org](mailto:membership@auw-seattle.org).

## What's New about the Gender Pay Gap? - Gay Armsden

First, what's *not* new? The pay gap has hardly budged in a decade and continues to be larger for most minority groups and other marginalized women. Currently, men out earn women in 116 of 120 occupations. Women who return to work after having children experience a pay penalty of 4% per child that's not explained by other factors. Even at entry level, women are 18% less likely to get a promotion than men. So, what is new?

**Legislation:** Pay discrimination is often hidden with policies of secrecy. WA's Equal Pay Opportunity Act, which finally became law in March, bans pay secrecy policies, and also requires any gender pay disparity to be explained with legitimate job-related factors, allows workplace discussion of pay, and prohibits retaliation for seeking equal pay. A recent decision of the 9<sup>th</sup> Circuit Court (an AAUW-supported case) ruled that employers can't legally use prior salary amounts to justify paying men more than women. In this past WA legislative session, bills that would have prohibited an employer from seeking an applicant's salary history did not make it out of committee. Lobby for them next year!

**Research:** Although recent, rigorous studies differ somewhat in their findings on how much of the pay gap is likely due to plain gender bias (i.e., gender differences remaining after all other factors have been considered), these studies are reporting on new identifiable factors contributing to the pay differences. For example, one Seattle study found that, compared to women, men are much more likely to engage in overtime work, widening the gender pay gap by an estimated 10%. [<https://goo.gl/DhY1u7>]

**Knowledge:** Women are more aware of the fact they are less likely than men to negotiate their starting salary or pay raises. Thanks to AAUW and other organizations, there are more salary negotiation workshops for women. More press is being given to strategies to use in asking for pay raises. Although it is still harder for women to climb the corporate ladder, more women are now fully aware when they start out that they will face challenges related to their being female.

**Policies:** A much higher percentage of companies consider it a priority to hire and retain women. Jobs are being structured and remunerated in new ways that make flexible work schedules more possible.

**Numbers:** Women now comprise almost 50% of the labor force. More women are also working in positions and fields that have been traditionally occupied by men.

**Backwards movement:** Large corporations are no longer required to report pay data by race and gender to the Equal Employment Opportunity Commission. The #MeToo movement might have produced a backlash - there are reports of male employers avoiding hiring women in certain jobs to avoid "issues."



## Seattle Branch Scholar Recognition - *Barbara Sando*



Our 18<sup>th</sup> annual Scholar Recognition event was, as usual, inspiring, fun and very well attended. Thirty-two scholars from 12 schools were honored this year for their achievements in math, science and technology - all but two of them present at the event with parents, grandparents, siblings, and others who have supported their academic and personal journeys thus far. Over 100 scholars, guests and members were there to celebrate the students' achievements and be part of our program.

This year's reception was emceed by Renee Agatsuma, and began with Tonna Kutner sharing some great information about AAUW's mission, history and current projects. Tonna also spoke about Equal Pay Day, sharing the story of Aileen Rizo, an LAF plaintiff from California who claimed that using prior salary data alone, or in combination with other factors,

cannot justify a wage differential under the Equal Pay Act. After an initial unfavorable ruling in April 2017, the Ninth Circuit ruled in her favor on April 9, 2018 - a much needed victory.



Keynote speaker, UW Professor Dr. Saadia Pekkanen, was introduced by Renee, and she was great. Dr. Pekkanen spoke about "The Prospects of Peace in Outer Space," citing this unique moment in history when both commercialization and militarization of space are being pursued. She talked about the dramatic changes that have occurred in our own area in the past ten years, with Seattle now being a "Space Hub." By sharing information about technical challenges

such as dealing with "orbital debris," Dr. Pekkanen inspired the students about various ways they could use their STEM education and skills, also emphasizing just how important the associated ethical decisions will be as they do so.

After a short break, Renee presented the Certificates of Excellence and scholarship checks to the students, who each had a chance to briefly tell us something about themselves and their future plans. Wow! These young women will be doing amazing things in the years ahead, many of them in the STEM fields. All in all, it was another great Scholar's night for Seattle Branch. Thanks to all who made it happen!



## Meet Seattle Branch's New Secretary - *Barbara Sando*

Thank you to Marianne North for agreeing to serve as Seattle Branch Secretary! Following the resignation of Secretary Fiona Goodchild in March, Marianne was appointed by the Board in April to complete the remainder of Fiona's elected term, which runs through June 30, 2019. Marianne is a longtime member of AAUW, having joined in Wyoming in 1981. She served as Wyoming State Program VP and President. Marianne was awarded three AAUW research and project grants while teaching English at Casper Community College. She also was a grant writer for the Wyoming Girl Scouts and the Community Health Centers. Marianne moved to Seattle in 2011 to be near her grandchildren and immediately joined the Seattle Branch where she is a member of the Writer's Group, the Book Group, and the Strategic Planning Team.



## Voting is now open and closes on June 9<sup>th</sup> at 6 pm PDT

Remember to vote and let your voice be heard! Voting on the three proposals put forward by the AAUW National Board of Directors as part of its own strategic planning is now open. If adopted, each one of these bylaws revisions would impact a significant change in how AAUW does business, from eliminating the degree requirement for membership, to allowing non-members to serve on the National Board. For more details, see the AAUW National website, <https://www.aauw.org/resource/national-election/>.





## Interest Group Corner

The Seattle Branch has three very active interest groups and hopes to add new ones in the near future, stay tuned. Check this space each month to learn what's happening with each interest group and consider joining one or more.

**Art Smart**—Ann Dennis—[ad@aauw-seattle.org](mailto:ad@aauw-seattle.org)

On April 19<sup>th</sup> the Art Smart interest group visited SAM's current exhibit, "Figuring History: Robert Colescott, Kerry James Marshall, Mickalene Thomas," which features for the first time three contemporary American artists, who through their vivid paintings captured Black perspectives on Western art, which generally underrepresents people of color. The exhibit challenged the audience to view art

history through a different set of lenses. Afterwards, the group went downstairs to the Taste restaurant for lunch and to continue discussing the exhibit.

In May, the Art Smart group will catch the ferry to Vashon Island to visit the Vashon Heritage Museum to see the exhibit "Joy and Heartache," a multimedia community collaboration, which captures some of the experiences of the Japanese Americans living on Vashon from their early immigration to the island during the 1900's to the present day. More details of this trip will be sent by email. If you would like to be on the Art Smart email list, contact Ann Dennis.



**Book Group**—Bev Fogle—[books@aauw-seattle.org](mailto:books@aauw-seattle.org)

The book group will meet on May 22 at 1pm at the Lake Forest Park Towne Center, 17171 Bothell Way NE, in the Stadler Room, upper level, near Third Place Books to discuss *Little Soldier: An American Boy, a Chinese School and the Global Race to Achieve*, by Lenora Chu. June 26<sup>th</sup> we'll be discussing *Reset*, by Ellen Pao, which examines the very-timely topic of discrimination against women in the Tech industry. There will be no meeting in July or August. Looking ahead, we'll be continuing our non-fiction streak with our September 25<sup>th</sup> with *Evicted: Poverty and Profit in the American City*, by Mathew Drummond, followed with a return to fiction in October with *The Round House* by Louise Erdrich.

**Writer's Group**—Tonna Kutner—[TechTrek@aauw-seattle.org](mailto:TechTrek@aauw-seattle.org)

Writer's Group is a small group of women interested in writing. Besides our regular meeting, we took a field trip to Benaroya Hall to see writer Anne Lamott in April. The next Writer's Group is on June 27<sup>th</sup> at 11:30 am. Contact Tonna for location or other information.

**NEW Drama Queens** - Bev Fogle- [books@aauw-seattle.org](mailto:books@aauw-seattle.org)

A new interest group for attending performing arts events (theater, music, dance) is forming. Contact Bev for info.

### Give Every Grad You Know the Gift of AAUW Membership at No Cost! - Heather Dohan

Do you know a woman graduating college? Did you know you as an AAUW member you can gift a one year national membership to as many recent college graduates as you like at no cost to them or you? Well you can! I did last year for the first time. This is a great way to introduce the AAUW to our members of the future. Anyone who has completed an undergraduate degree in the past two years can receive a free membership. You need some basic information from the graduate, and then enter the information online. It is that easy. For more information and the form visit: <https://www.aauw.org/resource/give-a-grad-a-gift/>.



**Scholarship Program** The next meeting of the Scholarship Program committee will be on June 12<sup>th</sup>. If you would like to attend, contact Gay Armsden at [publicpolicy@aauw-seattle.org](mailto:publicpolicy@aauw-seattle.org).



## Member News:

In early March **Fiona Goodchild** travelled to Calgary, Alberta, to see her granddaughter, junior Kate Pexman, play for the University of Calgary Dinos Women's Volleyball Team in the finals of the Canadian Western Conference League. The Dinos defeated the University of British Columbia and Kate was named as the MVP for the League for the 2017-18 season. The team then traveled to Quebec to play in the National Finals Tournament on March 16-18. Fiona was able to watch the finals on her computer. With one win and two losses for the Dinos, they finished without another big victory but are looking forward to next year.

**Ann Dennis**, her husband John and their brother-in-law visiting from Virginia returned in March from a long driving trip from Seattle to Sedona, AZ, where they rented a house for a week. Highlights of their trip included visits to Arches National Park and Monument Valley in southern Utah, Montezuma's Castle near Sedona, and a Mariners pre-season game near Phoenix. The most exciting thing that happened though was taking a van tour of Grand Canyon and having their van break down on the side of the road during a blinding snow storm in an area with no cell phone service. Fortunately, a park ranger spotted them, called for help and had them moved to a nearby lodge where they waited in relative comfort for another van to make the two-hour drive from Sedona to rescue them. That was almost too much excitement for one day!



Seattle Branch members **Tonna Kutner**, **Judy Waring**, **CJ Nash**, **Fiona Goodchild**, **Gay Armsden**, and friends attended the Planned Parenthood Votes Northwest and Hawaii's 21st Annual Seattle Luncheon on April 5th. The keynote speaker, Charlene Carruthers, a political strategist, community leader and writer, emphasized that women activists must have our "collective best interest" in mind, and that leadership development for political office is crucial. Sens. Patty Murray and Maria Cantwell also spoke briefly.

### AAUW-Seattle Branch Officers 2017-2018

#### Elected

President:

Barbara Sando [president@aauw-seattle.org](mailto:president@aauw-seattle.org)

VP Finance:

Lynn Dissinger—[finance@aauw-seattle.org](mailto:finance@aauw-seattle.org)

VP Programs:

Pamela Forsha & Sam Montgomery -  
[programs@aauw-seattle.org](mailto:programs@aauw-seattle.org)

VP Membership:

Judy Waring [membership@aauw-seattle.org](mailto:membership@aauw-seattle.org)

Secretary:

Marianne North - [secretary@aauw-seattle.org](mailto:secretary@aauw-seattle.org)

#### Appointed

Web Site: Heather Dohan

[website@aauw-seattle.org](mailto:website@aauw-seattle.org)

Catalyst Newsletter Editor:

Heather Dohan - [catalyst@aauw-seattle.org](mailto:catalyst@aauw-seattle.org)

Public Policy:

Gay Armsden - [publicpolicy@aauw-seattle.org](mailto:publicpolicy@aauw-seattle.org)

AAUW Funds:

Barbara Sando - [aauw-funds@aauw-seattle.org](mailto:aauw-funds@aauw-seattle.org)

College/University Relations:

Renée Agatsuma - [c-u@aauw-seattle.org](mailto:c-u@aauw-seattle.org)

Scholar Recognition:

Renée Agatsuma - [scholars@aauw-seattle.org](mailto:scholars@aauw-seattle.org)

Tech Trek:

Tonna Kutner – [TechTrek@aauw-seattle.org](mailto:TechTrek@aauw-seattle.org)

#### Board Members at Large

Penny Tetter—[pt@aauw-seattle.org](mailto:pt@aauw-seattle.org)

CJ Nash—[cjnash@aauw-seattle.org](mailto:cjnash@aauw-seattle.org)

### Connect with us!



Seattle Branch AAUW  
 16921 28th Ave SW  
 Seattle, WA 98166-3207  
 Address Service Requested

### *Upcoming Events...*

Date	Day	Time	Location	Program
May 14, 2018	Monday	6:30 pm	Contact President ( <a href="mailto:president@aauw-seattle.org">president@aauw-seattle.org</a> ) for details.	Seattle Branch Board Meeting
May 19, 2018	Saturday	9:30 am	Best Western Plus Executive Inn	Mary Lou Sanelli—"Among Friends" & Annual Meeting/Elections/Book exchange
May 23, 2018	Wednesday		University of Washington	UW Women's Center Making Connec- tions Graduation
June 18-23, 2018	Monday— Saturday		University of Washington Women's Center	Alene Morris NEW Leadership AAUW-sponsored Political Day— June 20 <sup>th</sup>
July 8-14, 2018 & July 15-21, 2018			Tech Trek	Pacific Lutheran University, Tacoma, WA
July 29-August 4, 2018			Tech Trek	Eastern Washington University, Cheney, WA
September 2018			TBD	Seattle Branch Meeting
December 15, 2018	Saturday		Seattle Yacht Club	Holiday Program