



Saturday, October 20—9:30am

**Cindy Black, Executive Director of Fix Democracy First
“Alternative Voting Systems: Creating More
Representative Government For All”**

Best Western Plus Executive Inn

200 Taylor Ave North

Seattle, WA 98109

Most Americans agree that our democracy is broken. Big money dominating elections, low voter turnout, and overall apathy are all symptoms of a democracy in trouble. How can we turn this around and build a functioning, thriving, healthy democracy, that truly represents the people? Learn about some solutions to tackling these problems, like adopting alternative voting systems using ranked choice voting and multi-member districts to establish more proportional representation, giving more voice to the people and establishing a true democracy for all.

FairVote (<https://www.fairvote.org/>) is a national, nonpartisan, 501(c)(3) non-profit organization that “seeks to make democracy fair, functional, and more representative.” FairVote Washington is a separate organization that works in alliance with FairVote as part of a network of state-based organizations to promote voting reform across the country. We are a non-partisan, grassroots group supporting ranked choice voting initiatives. FairVote Washington is currently a project of **Fix Democracy First** (<https://www.fixdemocracyfirst.org>).

Book Exchange at the October Meeting!
Bring a book to pass along and/or take a book to enjoy.

Come Join Us!

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

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

Menu: Hot breakfast buffet including 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, October 14, 2018

To reserve your place, send an email to: RSVP@aauw-seattle.org.

And Next Month...

Dr. Anu Taranath
**“Not Just for Kids: Inspiring
Bold Conversations about
Children’s Books”**

**Saturday, November 10, 2018
10:00am**

**Third Place Books
17171 Bothell Way
Lake Forest Park, WA**

Leadership Corner—CJ Nash

Our branch is going to try new things this year. We need your help to succeed. Born of last year's strategic plan, the marketing and communications team has pressed ahead to increase AAUW-Seattle's visibility and engagement in our community. As leaders of the initiative, Tonna Kutner and I found Allison Carney, a local



Allison Carney

marketing consultant, whom the board contracted with last spring. Over the summer, she worked with us to complete a strategic marketing plan, which is now ready to share.

Some of that seven-page plan builds on long-standing ideas; some of it is brand new. Here's a quick summary of the highlights.



CJ Nash

*This newsletter is a publication
of the
Seattle Branch of the AAUW*

Mission Statement

To advance gender equity for women and girls through research, education, advocacy.

Vision

Equity for all.

Values

Nonpartisan. Fact-based.
Integrity. Inclusion and
Intersectionality.

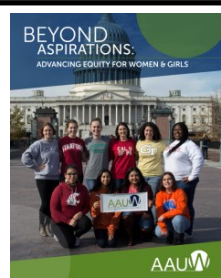
- Tell compelling stories about the young women in Tech Trek, Scholar Recognition, and our new college scholarship program and get those stories into local news outlets, small and - we hope - large. One or two Tech Trek stories brought tears to my eyes when I heard them; we need to get those stories out!
- Conduct a Facebook ad campaign, something we've never tried before and a great way to reach our target audience of college-educated women, age 45-65. With Allison Carney's help, we'll create one great image ad based on demographics, and we'll also experiment with using Facebook ads for a few of our programs.
- Continue to place occasional ads in the Stranger, promoting either a specific program like this month's FairVote, or the benefits AAUW offers young women, like our branch's new scholarship for community college grads who are moving on to four-year schools.
- Streamline our online presence and convert *The Catalyst* to a completely digitally based publication, not one limited by the size of this page.
- Create a marketing process that will be easy for everyone to use, with easy access to brand guidelines and logos as well as a "who ya gonna call" list for the most common marketing questions. We will create a relatively meeting-free committee to get this done, and could definitely use more people.

We welcome your help with any of this, but there are two additional items where we really need it.

One is to help us increase the number of actively engaged members - people who come to monthly meetings, participate in interest groups, volunteer for task teams like voter registration or even join the board of directors. We intend to create a pipeline to encourage new thoughts and ideas at all levels, and of course we need your ideas to do that.

Finally, possibly our most important initiative for the long haul is to grow our diversity by developing relationships with at least two nonprofits who share AAUW's mission, and are led by individuals from the diverse communities they serve.

Getting to know possible partners is the first step of any diversity outreach, and we need additional members to help with this process. With the help of our consultant, who specializes in nonprofits, we have the names of several organizations we might work with. Now we need AAUW members who will help us meet these organizations and identify what we can work on together. We already have one volunteer, but need at least a couple more. As I learned in searching for a marketing consultant, even for an introvert going new places and meeting new people can be fun. Interested? Just going to an extra meeting would help, but if you might like to do more, please email me at cjnash@aauw-seattle.org. These are just some of the things we'll tackle this year. We had a full year last year, but this coming year promises to be even more lively.



New AAUW National Strategic Plan

In August, AAUW National released its latest strategic plan, *Beyond Aspirations: Advancing Equity for Women and Girls*. As you'll see above, the Mission Statement, Vision, and Values have all been updated a bit. The new plan primarily focuses on Education & Training, Economic Security, and Leadership. Check it out at: <https://www.aauw.org/who-we-are/strategic-plan/>.

Strategic Planning update: STP#8 (Interest and Smaller Groups) - Gay Armsden

The STP#8 committee, Gay Armsden, Ann Dennis and Beverly Fogle was tasked with finding ways to help members get to know each other and to help engage new members. Eleven new members attended the New-Member Social on September 9th at President Barbara Sando's home. They were welcomed by six board members and had a chance to learn a lot about Seattle Branch. Attendees were given welcome packets created by the STP#8 committee, consisting of information about our branch history and activities, national programs, lists of various member resources, national brochures, and samples of recent newsletters. Going forward, these packets will be given to each new member when they join the Branch.

The committee also proposed creating small social gatherings for members in areas close to their homes, intended to help us get to know each other and have some fun. Such groups can meet over coffee or wine, at a cafe or home - anywhere people want to gather. One such group is already planning to get together. You, too, can get one started

by looking at the carpool directory at the end of our latest member directory and finding members in your area. Lastly, Beverly Fogle has started a new interest group called Stage Presence, for outings to performing arts events. Check this newsletter for the first outing!



Off to a Great Start - September Branch Meeting a 'double header' - Barbara Sando



Seattle Branch programs for 2018-2019 are off to a great start! On Saturday, September 8th, not only did we have a great dialog with DeLancey Lane, AAUW Washington State College & University Liaison, about how to engage with college age women, we also had a chance to hear our AAUW Washington State Lobbyist, Pam Crone, talk about the upcoming legislative session. We are especially fortunate to have both DeLancey and Pam as members of

Seattle Branch. There were about 22 members in total at the meeting, including some of our newest members. In keeping with our new tradition, we also had a book exchange.



Pay gap stuck at 20 cents—women still make just 80 cents on the dollar compared to men. For action ideas go to:

<https://www.aauw.org/article/its-timeto-close-the-gender-pay-gap/>.

Native Women's Equal Pay Day—September 27

Native women work 9 extra months to make the same salary as white men did last year. For more go to:

<https://www.aauw.org/2015/09/03/native-women-gender-pay-gap/>



September Branch Board Meeting Summary - Marianne North

The Board conducted its first meeting of the new year on September 17th at the Langston Hughes Performing Arts Center. The Board approved updates to several Branch Policies, approved the budget for 2018-19, reviewed the implementation of the Strategic Plan for Marketing, received an outline of the Branch Programs for the coming year, heard plans for the implementation of the new community college scholarship, and made plans to begin fundraising for LAF (Legal Advocacy Fund).

Branch Policies were updated to clarify that any time we financially support another organization's activities, there must be active Branch member participation / collaboration in the activity. The Board also voted to not charge first time guests for the meal (students still are treated to the meal). The Scholar Recognition Program will continue only if we have a leader for this committee, and a potential chair has been identified. In discussing updates to the Scholar Recognition policy, a conflict surfaced between our existing privacy policy (which precludes us publishing student photographs) and our new marketing plan (which encourages us to publish compelling stories, including pictures, on branch projects). Further discussion will be required to resolve this issue. The Branch investments continue to do well, and Treasurer Bev Fogle presented a budget that reflected the requests of the branch members through the Strategic Planning Committee. An outside financial review is currently being conducted. We have not had such a review before, but it is recommended being done periodically considering the amount of and complexity of the funds we have available. The Marketing Plan is implemented, and a Marketing Consultant has been contracted. More on-line ads will be utilized to increase Branch visibility, the Branch website will be re-designed to make it easier for people to fund us on the Internet, and the Catalyst will become more electronic. A Nominating Committee will be formed by November 1 to select candidates for the positions of President, Program Vice President, and Secretary.

Our Public Voices - Gay Armsden

AAUW members politically speak out and we often speak truth to power. In 2017, AAUW members and supporters sent 270,000 messages to lawmakers and submitted more than 10,000 comments to the U.S. Department of Education in support of strengthening and protecting Title IX. While our mission is to advance equity for women and girls our vision is Equity for *all*. "Women's issues are often about human issues that can improve everyone's lives if addressed", wrote Jennifer Mankoff, UW Professor of Computer Science and Engineering, recently in the *Seattle Times*, <https://bit.ly/2x02Qff>.



We protest. AAUW has opposed Judge Kavanaugh's confirmation due to concerns that he will do grave harm by undermining positions central to AAUW's mission, including upending employment and labor rights, curtailing reproductive rights and access to health care, entangling public education and religion, and restricting voting rights. In August, Edity Byington, Judy Waring, Elisabeth Hurley and Gay Armsden protested the nomination at a rally in downtown Seattle (see photos).

We encourage people to vote. The research on what gets people to vote says that conveying that the election is urgent or a race is competitive increases motivation to vote. We can, for example, tell Millennial women that the wage gap will cost them \$1 Million over their careers <https://bit.ly/2rPrGLY> or that the wage gap hasn't improved and has gotten wider for women of color. There is also some evidence that appealing to self-identity by asking about *becoming a voter* may inspire voting. While 71 percent of Americans over 65 voted in the 2016 presidential election, only 46 percent 18- to 29-year-olds voted according to U.S. Census Bureau data <https://bit.ly/2MPFQ8e>. In September, Seattle Branch members are asking college students if they want to become a voter. In October, we will be assisting seniors in filling out their ballots. If you would like to be a part of this project, contact Gay at publicpolicy@aauw-seattle.org.

We write. AAUW's Two Minute Activist sets you right up to write a letter to the editor in your area (salsa4.salsalabs.com/o/50796/letter/) and lets you email your Congresspersons quickly and directly regarding legislation and issues in Washington, D.C. - www.aauw.org/what-we-do/public-policy/two-minute-activist/. Tell Congress to support strong, effective legislation to close the gender pay gap by passing the **Paycheck Fairness Act** (S. 819/H.R. 1869)! Do personalize AAUW's™ draft letter before submitting. Tell Congress to pass the **Family And Medical Insurance Leave (FAMILY) Act** (S. 337/H.R. 947), which would create a national insurance program, affordable to employers, to help ensure people with serious personal or medical needs and new parents can take the time off work they need <https://bit.ly/1j0baAG>. Members interested in public policy issues can receive regular updates by subscribing to AAUW's Action Network - www.aauw.org/actionnetwork. We talk to our representatives. We go to Olympia at the end of January for Lobby Day. Sign up for legislative reports from our lobbyist Pam Crone next session: <https://app.e2ma.net/app2/audience/signup/52914/31230.25412094/>. And meet her at Lobby Day!



Tech Trek: Reflection on 2018 & Looking Ahead to 2019 — Tonna Kutner

Tech Trek is a week-long summer science camp for girls between 7th and 8th grade. The teachers are all women scientists and the camp is designed to keep girls enthusiastic and engaged in science and math. AAUW Washington manages the camp and AAUW branches throughout the state sponsor girls so they can attend regardless of their financial status.

I had the “opportunity” to go to our week-long Tech Trek camp this summer as a “Dorm Monitor” at Pacific Lutheran University in Tacoma with 64 girls. Having no children of my own, this was out of my comfort zone and I was a little worried. But looking back now, there were some highs and lows, but all-in-all it was a wonderful experience and I’m glad I volunteered.

There were ten girls in my wing of the dorm along with a student counselor who was a wonderful asset. We called our group “Apollo 4.” Very interesting and pretty well-behaved all around. There was one scary night where two girls woke up and knocked on my door. Someone had yelled and screamed outside the dorms for a few seconds and it reminded the girls of a bad experience. After a while they calmed down and got back to sleep.

There were five other wings with Dorm Monitors and Student Counselors. The girls broke up into 5 different groups called “core” groups and most mornings they went to classes in their core groups, which were Stardust Astronomy, Robotics Engineering, Bodies by Design, App Inventor, and Cyber Security. The Student Counselors went with the girls to their core classes while the Dorm Monitors reviewed the schedule for the day with our leaders. We usually had an hour or two free before it was time to meet the girls for lunch. In the afternoon, the Dorm Monitors accompanied the girls to classes and the Student Counselors had free time. There were two afternoon classes ranging from mini-versions of the other core classes to extracting their own DNA (really) and genetic studies on “ReBops” which are creatures made of marshmallows, pipe cleaners and other interesting stuff. One group had the opportunity to dissect pig hearts. They were looking for heart strings which open and close the heart valves!

Some finance activities were provided by Financial Beginnings Washington exploring budgets for clothing, housing, student debt and other expenses - it was fun and informative. The girls went on field trips. Half went to look at marine life and the other half went to the Museum of Flight, where the girls got to file flight plans, run a checklist on an airplane, do experiments on various aspects of flight and then fly (and sometimes crash) in a flight simulator.



One night was career night where 17 women scientists came and spoke to the girls and they were able to ask questions. This was a real eye-opener and a great experience for everyone. Although I was exhausted, I think I will volunteer again next year. I feel this is such a worthwhile program and makes such a positive difference for the girls who participate in camp.

The girls wrote wonderful letters of thanks to our branch. This letter just shows you how important and life changing this camp is for the girls:

“Dear AAUW Seattle Branch:



This week has been such a fantastic and eye-opening experience, and I wouldn't have been able to be at Tech Trek without your kind donations. This week I learned about what it is to be a woman in STEM. I participated in Astronomy, Biology, Coding and Technology classes. I never knew that there were so many fields of STEM, and that all of them are so interesting! This week I also made so many supportive friends who helped me to say strong even when I didn't get my first-choice of

class, and I loved it anyways! Tech Trek is so amazing and it allows girls/women to be confident in STEM and that it's ok to make mistakes because these are the things that help you progress!”

Our branch sent eight girls this year and we hope to send ten next year. We will need more help working with middle schools and interviewing girls and parents if we are going to accomplish this goal. Please offer to help if you can. Most of the work happens between January and March. Please contact Tonna Kutner at: TechTrek@aauw-seattle.org or see the directory.



Interest Group Corner

The Seattle Branch has four 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. The more members who join in, the merrier. A contact person is listed with each group below.

Art Smart—Ann Dennis—ad@aauw-seattle.org

Art Smart will be visiting an unusual exhibition: Michelangelo's Sistine Chapel in Tacoma on September 26th. The Sistine Chapel's ceiling paintings will be reproduced in their original size and colors, but viewers will be able to see them up close. It should be amazing and we will share details in the November

Catalyst. On October 17th the Art Smart will visit the new Nordic Museum in Ballard. Please contact Ann Dennis if you would like to join the Art Smarts interest group.

Book Group—Bev Fogle—books@aauw-seattle.org

The AAUW Book Group will meet on October 23rd for our discussion of *Caesar's Last Breath* by Sam Kean. This non-fiction, science-oriented book is filled with witty stories about the air we breathe and all the scientific disciplines involved in our critical air. Come and learn something you didn't know! We've changed the order of books for the next two months, to accommodate the schedules of our discussion leaders. For the November 27th discussion we will read fiction, *The Round House*, by Louise Erdrich. A boy on the Ojibwa Reservation seeks justice in this 2012 National Book Award winner. We meet on the fourth Tuesday at 1:00 p.m., in the Stadler Room at the Lake Forest Town Center, 17171 Bothell Way NE, Seattle. Feel free to come join us!

Stage Presence—Bev Fogle—books@aauw-seattle.org

Several people expressed interest and joined the mailing list at the September Branch meeting. We are currently working to coordinate preferred dates and starting to look at companies and venues. Come and join the group and add your preferences for future choices. Specific information will be distributed by email when information is finalized. Here are choices for the next few months:

November: Seattle Shakespeare Company's presentation of George Bernard Shaw's *Arms and the Man*.

December: Book-It's production of Willa Cather's *My Antonia*.

January: Seattle Rep's *Two Trains Running* by August Wilson.

Writers' Group—Tonna Kutner—TechTrek@aauw-seattle.org

The Writers' Group meets at member's homes on the first Wednesday of the month at 11:30am. We work on a variety of projects from fiction to family history. The group discusses each member's work for the month and offers our thoughts and advice. New members are welcome!

AAUW State Leadership Meeting—Judy Waring

Gay Armsden, Judy Waring, and dual member Emily Hitchens (her primary branch is Highline and she's a member of the national college/university board) attended the State Leadership meeting in Ellensburg on Saturday, August 25th. Public Policy Objectives, Mission Based Programming and Outreach, Partnering with Colleges and Universities, and Leadership Qualities that work were all covered. A speaker or panel presented and then there was discussion at each table. Then someone from each table presented ideas to the 45 or so who attended.

Many branches support Scholar Recognition and Tech Trek, give scholarships, and some sponsor Expanding Your Horizons conferences. We learned about various fundraising ideas from kitchen tours, garden tours, to breakfast events at Applebees, to boxes of lentils and beans with recipes sold by the Palouse/Garfield Branch.

My favorite panel was made up of a member from Port Townsend (largest branch in WA with 180 members and 30 interest groups), Gig Harbor (medium branch with 85 members and 9 interest groups), and Palouse-Garfield (with 10 members whose mission priority is education). All branches have challenges to get leaders and are working to simplify the process. Rebecca Norlander, past National Board Member who worked on the new National AAUW Strategic Plan shared information and was part of the State group that met the day before the Leadership Meeting to develop a new state Strategic Plan. I've attended many of these annual meetings and it was interesting and stimulating to see AAUW friends from over the years plus exchange ideas. As usual, the return trip featured a stop at the fruit stand in Thorpe to purchase a box of peaches.



Meet our New Members:

June Arnold's sister is an active AAUW member in California who has been a dorm mother for Tech Trek at Stanford and was on the selection committee in San Jose—and she encouraged June to join AAUW. June has a degree in Pulp and Paper Engineering and worked in construction engineering, technical support services, program management, sales engineering, global account management and hosting operations. Then June and her husband left the technology fields behind and moved to the San Juan Islands where they've owned the hardware store on Lopez Island and raised their son. They moved to Seattle 2 years ago so their son could attend University Prep. Now that he's off to college, she's ready to share her experience with us—which includes school board director, youth sports coach and president of a large scholarship organization. She is passionate in supporting educational and leadership roles for young women and says, "If it were not for Affirmative Action and EEO I would have never had the career or economic success I enjoy today." They still have their Lopez business so spend time in Seattle and on Lopez Island.

Rachael Foe graduated with a BS in Education/History from Northern Arizona University in Flagstaff, AZ where she was a Division I swimmer. While teaching in Flagstaff Rachael was active in AAUW, serving as Branch Membership Chairman. After moving to Seattle this summer with her husband, she interviewed for teaching jobs and was pleased that her temporary substitute job at Aki Kurose Middle School has become a permanent substitute position. Rachael is committed to education, the environment and science and technology and she plans to participate in our "Get out the vote" campaign.

Linda Kramer Jennings, our member from Bainbridge Island, is an independent journalist and past president of the Journalism and Women Symposium. You can read Linda's recent article in YES! Magazine "Women of Color Face Significant Barriers When Running for Office. But They're Finding Support" <https://www.yesmagazine.org/people-power/women-of-color-face-significant-barriers-when-running-for-office-but-theyre-finding-support-20180731>.

Amy Klosterman practices school law, is an attorney in the U.S. Department of Education, and has an interest in Title IX, education, athletics, and equal pay. Amy has a BA from Swarthmore College and a JD from Case Western University. She appreciates AAUW's positions and advocacy on various issues and was encouraged to join by another Swarthmore grad who's active in the Lake WA Branch.

Kristin Zimmerman, a Senior Analyst at CenturyLink, saw an interview with the CEO of Salesforce on 60 Minutes last April about gender pay inequity. That led Kristin to our national AAUW website and sharing pay equity info with the CenturyLink president of HR and their resource group Women Empowered. Kristin started the conversation about pay equity in April and is interested in educated women knowing their worth and fearlessly negotiating. When Kristin joined AAUW this summer she wrote, "I'm energized by what you do."

Katherine Cleland founded Cleland Marketing in 2002 and is its president www.clelandmarketing.com. The company's focus is Profit and Growth Strategies for Small and Medium Businesses. She is a member of Zonta International, a worldwide service organization empowering Women through Service and Advocacy (30,000 members in 1800 clubs in 67 countries).

AAUW-Seattle Branch Officers 2018-2019

Elected

President:

Barbara Sando president@aauw-seattle.org

VP Finance:

Beverly Fogle—finance@aauw-seattle.org

VP Programs:

Pamela Forsha & Sam Montgomery -
programs@aauw-seattle.org

VP Membership:

Judy Waring membership@aauw-seattle.org

Secretary:

Marianne North - secretary@aauw-seattle.org

Appointed

Web Site:

Heather Dohan - website@aauw-seattle.org

Catalyst Newsletter Editor:

Heather Dohan - catalyst@aauw-seattle.org

Public Policy:

Gay Armsden - publicpolicy@aauw-seattle.org

AAUW Funds:

Barbara Sando - aauw-funds@aauw-seattle.org

College/University Relations:

Renée Agatsuma - c-u@aauw-seattle.org

Scholar Recognition:

TBD - scholars@aauw-seattle.org

Tech Trek:

Tonna Kutner - TechTrek@aauw-seattle.org

Board Members at Large

Penny Tetter—pt@aauw-seattle.org

CJ Nash—cjnash@aauw-seattle.org

2018-2019 Directories Distributed

2018-2019 Membership Directories were distributed at our September 8th meeting and are in the process of being mailed to members who weren't present at the meeting. Please let Judy Waring, Membership VP, membership@aauw-seattle.org know of any errors in your listing.

Connect with us!



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

Upcoming Events...

Date	Day	Time	Location	Program
October 8, 2018	Monday	7:00pm	Contact Secretary— (secretary@aauw-seattle.org) for teleconference information	Branch Board Meeting
October 20, 2018	Saturday	9:30am	Best Western Plus Executive Inn	Branch Meeting with FairVote WA
November 10, 2018	Saturday	10:00am	Third Place Books, Lake Forest Park	Branch Meeting with Humanities Washington speaker UW Professor Anu Taranath
November 10, 2018	Saturday	Noon	Third Place Books, Lake Forest Park	Branch Board Meeting
December 10, 2018	Monday	7:00pm	Contact Secretary— (secretary@aauw-seattle.org) for teleconference information	Branch Board Meeting
December 15, 2018	Saturday	9:30am	Seattle Yacht Club	Annual Holiday Program
January 19, 2019	Saturday	9:30am	Best Western Plus Executive Inn	Branch Meeting with AAUW Fellowship Recipients
January 28, 2019	Monday		AAUW Washington State Lobby Day	Olympia, WA