



IOWA INITIATIVE

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OUR MISSION: ADVANCING EQUITY FOR WOMEN AND GIRLS
THROUGH RESEARCH, EDUCATION, AND ADVOCACY.



Anne Stansbury Johnson, AAUW Iowa 2018-20 President

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From the President

I hope you’ve all had wonderful and relaxing holiday seasons with family and friends!

There’s a lot going on in women’s lives right now.

Some is really good – more women in Congress than ever before – including 3 from Iowa, (some) men being held accountable for their behavior, more women willing to actively pursue their own interests.

Some is not so good. While we’re distracted by a government shut-down and efforts to build a wall on the Mexican border, many of the protections women have had in the past are disappearing.

The Violence Against Women Act has been allowed to expire. Other than some interest from NPR little has been said by the mainstream press. In the wake of the #me too movement this strikes me as more than backsliding and very concerning. Ann Gale is addressing this later in this issue of the *Initiative*.

Title IX protections are under attack as Education Secretary Betsy DeVos loosens rape response requirements for colleges and universities. Gender Equity board chair, Dev Kiedaisch, is addressing this.

AAUW has researched very good information on the disparity in the way student loan debt affects women and income inequity. I’ve written a short article summarizing the “Deeper in Debt, Women and Student Loans” report (and where you can get a copy), also later in this *Initiative*.

Public Policy Chair, Maureen White, will address issues in Iowa as well as invite you to our annual visit to the Iowa Statehouse on February 13.

Kathie Farris, Nominations Chair, is looking for a lot of good women to fill positions on the Iowa board. Speaking from our local experience in Palo Alto, there are branches anxious to provide you with invaluable leadership experience as well.

Elaine Kresse, Membership Vice President, has been working hard to help all of us recruit new members to continue the work of AAUW.

The annual Spring Conference information is picking up. Pat Higby and Ann Henninger-Trax are sharing more information so you can plan ahead for a great day on April 27.

After several months of worrying over it and the pro bono services of a wonderful Emmetsburg attorney, Iowa AAUW is finally an incorporated charitable organization in the state of Iowa. It’s bizarre to me that both the state and federal governments are perfectly willing to issue EINs so we can pay/not pay taxes but don’t care whether we are an actual organization. Oh well. It’s done. There have been a few branches incorporate the last few years, but Palo Alto has not, and I’m sure many others have not. If it’s something you need to do, please contact me. It became an issue for AAUW-Iowa when we tried to change banks.

May the new year bring you joy and opportunity!

February 13 Lobby Day

Public Policy—Maureen White, AAUW Iowa Public Policy Director

Join your fellow AAUW members on Wednesday, February 13 for our yearly Lobby Day.

- We'll gather at 9:30 in Room 304 in the Capitol and wrap-up around 1:30.
- To get to Room 304, use the south entrance and go through security, then walk straight ahead toward the Capitol Tours/information desk and keep walking toward the end of the hall.
- The elevator that will take you to the third floor where Room 304 is located is on the right before you get to the end of the hall.
- We will provide information about issues, review strategies for communicating with legislators, legislature protocol, and of course meet with legislators.
- We recommend that you let legislators you want to meet with know that you will be at the Capitol and schedule a time to meet with them on the 13th.
- Lunch will be on your own (a good time to meet with legislators).
- Information about parking, maps of the grounds and building, logistical information, etc. will be on our AAUW Iowa website aauw-ia.aauw.net



If planning to attend, please let us know so that we can prepare sufficient materials for everyone. Bring others with you! Please contact Maureen White at mwhite@cfu.net to help us with a number count.

Equal Pay Day

Public Policy—Maureen White, AAUW Iowa Public Policy Director

The annual Equal Pay Day is a symbolic date on which the average pay of women finally catches up to what men, overall, were paid the previous year. In addition to the Tuesday in April recognizing all women, there are additional Equal Pay Day recognitions throughout the year.

We encourage branches to begin planning for Equal Pay day events, displays in libraries or other public places, letter writing campaigns, etc. not only for April 2, but for all of the other significant days throughout 2019. Resources and ideas are or will be available at aauw.org.

AAUW Iowa is planning a tabling event at the Iowa Capitol from 2-4 PM for the April 2 Equal Pay Day, staffed primarily by the members of the Des Moines branch. We'll also provide information to each legislator as we've done the past several years.

Equal Pay Dates 2019—AAUW

- Tuesday, April 2—**all women's Equal Pay Day** (women overall v. men overall - \$0.80)
- Tuesday, March 5—**Asian American Women's Equal Pay Day** (Asian women v. white, non-Hispanic men - \$0.85)
- Friday, April 19—**white women's equal pay day** (white, non-Hispanic women v. white, non-Hispanic men - \$0.77)
- Thursday, August 22—**Black Women's Equal Pay Day** (Black women v. white, non-Hispanic men - \$0.61)
- Monday, September 23—**Native Women's Equal Pay Day** (Native Women v. white, non-Hispanic men - \$0.58)
- Wednesday, November 20—**Latinas' Equal Pay Day** (Latinas v. white, non-Hispanic men - \$0.53)
- **Moms Equal Pay Day**—TBD

Violence Against Women Act Expired December 21, 2018

Ann Gale, President AAUW Des Moines

The Violence Against Women Act was passed on a bipartisan basis and signed into law in 1994. AAUW was one of the original supporters of this law. The law allots federal money to programs and organizations that serve women across the country who have been subjected to violence.

The law was reauthorized in 2000, 2005, and 2013. It was set to expire on September 30, 2018, but was extended until December 7, and extended again until December 21. Amid the budget impasse between President Donald Trump and congress, lawmakers failed to reauthorize VAWA. As the shutdown drags on, non-profit programs that are run on a shoestring basis could potentially run out of funds. Women who are survivors of domestic violence, stalking, rape, or other forms of sexual violence could be affected.

The VAWA is consistent with AAUW's public policy. Members are encouraged to contact your senators and congressmen and ask for their support in reauthorizing VAWA.

Systematic Effort to Dismantle Title IX Protections

Dev Kiedaisch, AAUW Iowa Gender Equity Director

In 1972 AAUW was at the forefront of advocating for passage of Title IX of the Education Amendments, the federal statute prohibiting sex discrimination in education programs and activities that receive federal financial assistance, which includes all public K-12 schools and virtually all colleges and universities. With the passage of Title IX fairness became institutional policy.

AAUW believes in and supports Title IX to such an extent that in the fall of 2017 AAUW branches across the country, including in Iowa, took materials to Title IX coordinators to be certain they are aware of all of the resources available to them.

Also, in September of 2017 the Department of Education rescinded critical guidance documents, the Dear Colleague Letter on Sexual Violence and a 2014 Q & A on Title IX and Sexual Violence. Both of these documents provided much needed clarification about what Title IX requires schools to do to prevent and address sex discrimination in educational programs.

Dramatic progress has been made since the passage and implementation of Title IX 46 years ago:

- Women now make up 56% of America's college students
- Women hold nearly half (48%) of all tenure-track positions
- Since the passage of Title IX the number of female athletes climbed more than tenfold to 3 million or 42% of all high school athletes

But nearly a half century later, we still live in a world where

- One in five women will experience sexual assault on campus
- Nearly half of all students in grades 7-12 report facing sexual harassment

The Department of Education has now announced a plan to make major changes in Title IX regulations. These changes will have significant implications for students' civil rights and for federal enforcement of Title IX.

The following is a quote from the AAUW article *The Attack on Title IX*:

Make no mistake — the Department of Education's actions amount to a blatant rollback of strong and necessary protections for students, and particularly for student survivors of sexual assault. Specifically, the November 2018 Notice of Proposed Rulemaking (NPRM) would weaken Title IX's protections by narrowing the definition of sexual harassment to potentially exclude much of the abuse students experience and altering when schools will respond to reports of sexual harassment and violence. In addition, the rule would put in place school processes that make it harder for students to come forward and receive the support they need when they experience sexual harassment or assault. Title IX protects all students from discrimination — students of all genders, from kindergarten through college — and these expansive changes would put those protections at risk.

The changes proposed by the Department of Education would:

- **Exclude many students' experiences by narrowing the definition of sexual harassment, in turn limiting whether schools respond to much of the abuse students experience.** Students would be forced to put up with escalating levels of sexual harassment without being able

to ask their schools for help. Many incidents of sexual harassment and violence would no longer "count" as severe and pervasive enough and schools would have to ignore these students. For many students, this may mean that by the time their school has to act they will have missed out on critical educational opportunities, if they were even able to stay in school.

- **Reduce which employees are required to respond to reports of sexual harassment and violence.** This means that students will have to understand a confusing set of rules just to find the right person to tell to ensure that the school takes action on their report. That's because some officials won't be required to do something after learning of sexual harassment or violence. This limits the ability of students to get the help they need, especially from someone they trust.
- **Require schools to ignore harassment that occurs outside of a school activity, including most off-campus and online harassment.** Schools would only have to respond to sexual harassment and violence that occurs at the school or in a school program, instead of all sexual harassment and violence that impacts a student's education. For students, this may mean having to see their harasser in class every day or continuing to endure sexual harassment by other students outside classroom doors.
- **Allow schools to use processes that make it harder for students to come forward and receive the support they need when they experience sexual harassment or assault.** Schools use a standard in their disciplinary proceedings to guide how to weigh all the information they gather related to an incident. Under the proposed rule, all schools would be allowed and, in certain situations, required, to use a less equitable standard, discouraging students from coming forward. Most schools have long used the preponderance of the evidence standard, which treats both sides equally and is consistent with Title IX's requirement that grievance procedures be "equitable." It is also the standard of proof used by federal courts in all civil rights cases, including all Title IX cases. Under the NPRM, institutions of higher education especially would be encouraged to use a hostile and confrontational hearing process designed to deter survivors from coming forward.

Taking Action

- Go to the 2-Minute Activist at http://salsa4.salsalabs.com/o/50796/p/dia/action4/common/public/?action_KEY=25579 to object to these rule changes
- Write a letter to the editor to let others know about this dismantling of Title IX.
- From now until January 28, we have the opportunity to weigh in with the Department of Education on their proposed changes. It's crucial that advocates speak up and fight back against attacks on Title IX that diminish students' protections. Go to advocacy@aauw.org to author and submit technical comments to the Notice of Proposed Rulemaking.

AAUW CEO is Guest Presenter at eNetwork Branch Meeting

Jan Mitchell, Iowa eNetwork Branch Co-President

AAUW CEO, Kim Churches, met with AAUW-Iowa eNetwork branch members and guests in their web-based branch meeting on November 29, 2018.

A big takeaway from the session was information about an online training program which builds salary negotiation strategies. Work Smart is available at <https://salary.aauw.org/>. Kim Churches urged all of us to take Work Smart online, to get 20 friends to take Work Smart online, to organize group activism, and to plan for Equal Pay Day. (Iowa's wage gap is 41st in the nation, with Iowa women making only 77% of men's average income.)

As she shared National AAUW's aspirations, new goals for economic security were highlighted:

Goal A: Achieve pay equity by 2030. This goal would be achieved by championing pay equity federally and in all U.S. States and territories and leading the nation in providing salary negotiation programs for employees and employers. Related to this is the hope that AAUW can train 10 million women in salary negotiations by 2022.

Goal B: Create inclusive career pathways for women, free of systemic barriers and biases, to attain economic security. To accomplish this goal, AAUW plans to develop a blueprint for women to access careers, especially in high-paying fields. AAUW also plans to support employers in advancing higher wage pathways for all women and to protect and expand compliance with Title VII and other federal civil rights statutes.

Goal C: Deepen women's retirement security and quality of life. The plan is to address inequities regarding retirement for women at every socioeconomic level and to help women in achieving their desired quality of life in preparation for possible retirement.

Churches' entire presentation showed AAUW's strong commitment to change with a vision of equity for all. A quotation from Benjamin Franklin concluded her talk: "When you're finished changing, you're finished."



Kim Churches

AAUW's New Tool for Pay Equity

Jane Nettleton, AAUW Algona Branch

For years AAUW-Iowa has supported wage equity bills that contained important provisions that would greatly help to reduce the gender pay gap in Iowa and nation-wide through our equal pay activities. Unfortunately, the political climate has prevented bills including them from getting out of committee at the state or federal level. They are still important provisions to push, and we will work on this again in 2019.

Now AAUW has given us a great additional tool at its website, AAUW Work Smart Online, a FREE short course taking an hour or so to help you build your bargaining power in a positive way! The link to this course is <https://salary.aauw.org/>.

You can take the course yourself or follow the steps at a branch meeting in a location with several computers. Your branch can even advertise an event where non-AAUW members can take the course together. The difference between the online course and your branch's holding an official Work Smart workshop is that the online course is free and is not taught by a physical person. If your branch tries out the course, your members could then be available to help guide non-members as they take it at your event.

I have completed this workshop, even though I am retired and don't plan to return to the world of paid employment. I recommend that all members of AAUW-IA branches do the same! For one thing, it is an eye-opener into the preparation that needs to be done in order to negotiate a salary, especially for those of us that worked in a field with a salary scale. Another benefit is that you can then confidently share the news about this new tool with others. Finally, I see promoting Work Smart Online as a wonderful tool for increasing branch membership. As you can see, I am high on Work Smart Online! Try it today!

An advertisement for the 'Making Resolutions?' course. The background is a photograph of a group of diverse women at a social gathering, some holding glasses and smiling. The text is overlaid on the left side of the image. At the bottom left, there is a blue button with a white arrow and the text 'Register Now'. The AAUW logo is in the bottom right corner of the image.

Making Resolutions?

Start 2019 right with a strong salary negotiation.

Register today to take our online Work Smart course to get skills you need to negotiate a raise and help close the pay gap.

Register Now

AAUW

Iowa AAUW and Leadership

Kathie Farris, Nominations Chair

There are several reasons we join AAUW. As a member of the Indianola Branch, one of mine is STEM for girls. Another is equal pay for women which seems a no brainer. Another is the strong connection we have with Simpson College and the Culver Center. There we hold our STEM program for girls and forums on subjects of interest to members and the public. A final reason is AAUW affords us a chance to meet with bright, educated women, a wonderful plus.

An organization cannot survive without members willing to lead. This year the Nomination Committee is charged with finding a member to serve as the next president. In addition, two unfilled positions essential to running our organization need to be filled. These are College and University Relations and the member representing our NE branches on the Nominations Committee. Finally, both the Membership chair and the Public Policy chair would like to finish out their terms with co-chairs.

All these leaders are on our board, a great place to find bright women. The board meets only four times during the year, once at our annual meeting, once in the summer, and the last two ZOOM computer meetings from our homes. The President-elect's term begins at our spring meeting to spend a year learning the job plus a two-year term 2020-2022. The others begin when they are accepted until the spring of 2020.

Who can fill these positions? You can. Decide what your strengths and interests are. Discuss with friends and fellow branch members. Consider co-chairing. Having leaders on the board benefits branches, too. It provides the opportunity to impact policy. Learning firsthand about what is going on is a plus. Finally, there is the knowledge that your branch is providing leadership to women around the state. At this time only 1/2 of our 24 branches have members on the board.

The next step is to contact people in the know.

Nominations Committee: Kathie Farris, 515-238-2934; Janie Montang, 515-450-2992; Jane Goldsmith, 402-350-9864; Jo Richey, 515-544-4223.

President: Anne Johnson, 712-260-9424

Past President: Ann Gale, 515-320-4404

Public Policy: Maureen White, 319-404-5301

Membership and College/University: Elaine Kresse, 563-301-3325

Finally, put yourself out there to be an Iowa AAUW leader by contacting a member of the Nomination Committee.

Iowa AAUW 2019 Spring Conference Women, Past and Present, Impacting the Future Saturday April 27, 2019 at DMACC-Newton Campus

Pat Higby and Ann Henninger Trax, Program Co-Vice Presidents

Although not all speakers have been confirmed, here is a tentative schedule of the main sessions:

- 9:00 AM Welcome
- 9:15 AM Breakout sessions on 50-50 by 2020, Iowa AAUW Public Policy issues, and Wartburg College's Leadership program
- 10:30 AM Speaker from National AAUW
- 11:30 AM Panel: "Students in Leadership Positions" – representatives from several colleges and universities
- 12:15 PM Lunch
- 1:15 PM Marian Wilson Kimber, musicologist and writer from the University of Iowa
- 2:15 PM Iowa AAUW Business Meeting
- 2:45 PM Panel of recent AAUW Grant and Fellowship recipients
- 4:00 PM Dismissal



"Brag Tables" and the Silent Auction will be available throughout the gathering, until 2:45 PM. Be sure to plan your branch's contribution to both. We especially encourage you to bring information to share about successful programming and membership practices.

We look forward to your joining us.

Women and Student Debt

Anne Stansbury Johnson

Student loan debt hasn't really been considered a 'women's' issue until recently when a total US student loan debt of \$1.4 trillion was announced and it became apparent that women held almost \$900 million of that.

Accompanying this newsletter is summary information from the AAUW report *Deeper in Debt Women and Student Loans*. The whole report and other resources are available here: <https://www.aauw.org/research/deeper-in-debt/> These resources will help you begin to understand the nearly invisible economic crisis in the US as a result of women's student loan debt.

Indianola Branch Educates Voters

To publicize facts about voting rights in Iowa the Indianola AAUW Branch created this flyer and posted copies throughout the town. They went up at the library, in coffee shops, at churches-- anywhere the public might gather.

In Case You Missed Connecting With AAUW On National Voter Registration Day...



We wanted to share with you a few facts about VOTING in Iowa:

- ✓ An ID is **not** required to vote in the 2018 election. Poll workers may ask for an ID, but voters are allowed to sign an oath verifying their identity and must be allowed to vote a regular ballot (not a provisional ballot).
- ✓ **Early voting** for the **November 6** general election starts on **October 8**.
- ✓ **Absentee ballots** for the November 6 general election may be requested between July 9 and **October 27**.
- ✓ October 27 is the last day to pre-register in person to vote on November 6.
- ✓ After October 27, a person may register to vote at the county auditor's office or at a satellite absentee voting station and vote an absentee ballot.
- ✓ Voters admitted to hospitals or nursing homes after 12 a.m. three days before the election may call to request delivery of an absentee ballot. Deadline for a telephone request is 5 p.m. on election day.
- ✓ **A person may register to vote on election day.**



Clarion Holiday Activity

Katie Greving

The Clarion branch of AAUW shared comradery and holiday spirit on December 10th, when they took a horse-drawn carriage tour of Christmas lights in Dakota City. Their trip included a stop at Merlin Fort's Hillside Christmas Spectacular, an elaborate light display that has been a feature of the area for 34 years. After the ride, members and their spouses enjoyed a prime rib dinner.

Thank You for Making this a Great Newsletter

A big thanks goes to everyone who sent me articles for this newsletter. It is interesting and informative because of you. Keep those articles coming. Send them to Ann Gale at: ann.gale9@gmail.com. Call 515-320-4404 with questions.