



AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

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PRESIDENT'S MESSAGE

CONFERENCE-CALL PLANNING

Your state leaders have been phone conferencing with our State Organizer, Katherine Yelle, to plan approaches for new initiatives. Planned public policy and Tennessee legislative events are being held in February and March by the Maryville Branch with invitations to the Knoxville and Oak Ridge Branches and in Nashville with the Murfreesboro Branch assisting. UT-Chattanooga has received for the second year the Elect Her Award. A re-established branch in Chattanooga may be a possibility in the near future. Taylor Emery and Anne Loy are busy signing up new college/university partners. Ruth Smiley and Charlotte Crawford have almost reached their goal of selling an adequate number of their book, *Tennessee Women of Vision and Courage*, to enable them to place the book in every Tennessee high school library. For the over two hundred AAUW-TN Members-at-Large (MAL's) developing a virtual branch is being considered.

These are exciting times for AAUW-TN! Many AAUW members are volunteering to increase our efforts to accomplish our Mission Statement to advance equity for women and girls through advocacy, education, philanthropy, and research. The Nashville Open House occurred at Maggiano's Little Italy, Donnici Room on February 18. Sixteen attended and joined in our efforts to re-establish a Nashville Branch. Public Policy Chairperson Dia Cirillo spoke briefly about our 2014-15 public policy emphasis-- Equal Pay for Equal Work. A Public Policy Tool Kit for branches has been developed, reviewed, and disseminated.

The Martin and Memphis Branches are planning our annual State Convention at Natchez State Park on April 11-12. Sue Byrd and Ann Indingaro are in charge. Please see the attachment following page 6 for the Registration Form and Lodging Information. Return the Registration Form and make your lodging reservations as soon as possible, but definitely by March 20. A unique feature of this State Convention is the large number of students who will be in attendance. They will have their own agenda on Friday evening and then will join us on Saturday. Our thanks go to AAUW Martin Branch Members, Teresa Collard and Lisa LeBleu, who will be in charge of the Friday evening session. Come and encourage our young Tennessee students to work together with us in accomplishing our AAUW Mission.

NEW STATE ORGANIZER

Our new State Organizer is Katherine Yelle. Katherine covers the states of Nevada and Colorado, as well as Tennessee. She helped to prepare the Equal Pay for Equal Work tool kit along with our AAUW-TN Public Policy Chairperson and the Association's Grassroots Advocacy Manager. She traveled to Nashville in mid-February for our AAUW-TN Open House. Katherine plans to come to our April State Meeting at Natchez Trace State Park. We welcome Katherine with her good ideas and active completion efforts. Come to our State Meeting to welcome Katherine. Branches may wish to call on her to work on specific, designated projects.

--Mayme Roberson Crowell, President

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www.aauw.org

aauw-tn.aauw.net

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aauw.tn

AAUW of TENNESSEE Annual Meeting

Traces of the Past, Visions of the Future

Natchez Trace State Park - Natchez Room

April 11 and 12, 2014, CDT

AGENDAS

6:00 Dinner in the Dining room (on your own)

BOARD MEETING FRIDAY, APRIL 11, 2014, 7:00 PM CDT

- 7:00 Mission Statement in Unison: ***AAUW advances equity for women and girls through advocacy, education, philanthropy and research.***
Welcome and All-Round Introductions - President: Mayme Roberson Crowell
Appointment of Minutes Taker
Minutes of October 2013 Board Meeting – Peggy Emmett
Finance Report – Samantha Cantrell
Membership Report – Letha Granberry
Webmaster Report – Connie Malarkey
Development and NCCWSL Funding Report – Anne Loy
Report of College/University Relations – Taylor Emery
Public Policy Report – Dia Cirillo
State Organizer Report – Katherine Yelle
Nominating Committee Report – Anne Loy
Review of Goals – Mayme Crowell
Discussion:
1) How can AAUW-TN better serve the branches?
2) How best use our State Organizer’s services?
3) Consider 2015 Annual Meeting location
Announcements:
1) October Board Meeting in Connection with TN Women’s Economic Summit in Nashville
2) National Convention in San Diego in June 2015.
- 8:30 Adjournment

STUDENT AGENDA, APRIL 11, 2014, 7:00 P.M. CDT

Conference Room

- 7:00-8:30 Students Meet in Conference Room –
Instructors: Teresa Collard and Lisa LeBleu,
Martin Branch

ANNUAL MEETING, SATURDAY, APRIL 12, 2014, 8:30 AM CDT

- 8:00 Registration, Continental Breakfast (included in Registration fee)
9:00 Mission Statement and Welcome - President Mayme Roberson Crowell
9:15 Equal Pay Day Commemoration
9:30 National Updates - Rosalynd Homer, AAUW Finance Vice President
10:15 Panel of Association Guests - Claudia Richardson, Membership, and Melissa Jackowski, Grassroots Advocacy Manager
10:45 Break and Used Book SALES, CD, DVD sale for NCCWSL (National Conference of College Women Student Leaders)
11:00 Introduction of NCCSWL Scholarship winner - Taylor Emery
11:10 Elizabeth Katy Staten Portrayal and Conversation - Teresa Collard, UT Martin
12:10 Buffet Luncheon, Dining Room (included on Registration fee)
1:10 “What Works?” A Sharing and Branch Celebration Time - President-Elect Sue Byrd
1:30 AAUW-TN Public Policy Initiative Update and Public Policy Training Session - Public Policy Chairperson Dia Cirillo and State Organizer Katherine Yelle

BUSINESS MEETING, SATURDAY, APRIL 12, 2:30 PM CDT

- 2:30 Roll call
October Minutes
Finance Report - Samantha Cantrell
Committee Reports - Nominations, Development, Public Policy, Others
Election - President, Sue Byrd; Finance Officer, Samantha Cantrell; President-Elect
Installation of Officers
Report from NCCWSL Used Book Sale - Anne Loy
“We Listen” - Survey of Members/Branch/State desires, goals, objectives
Announcements
Adjournment
- 3:30 **Going forth to accomplish our Mission...**

Congratulations, UT-Chattanooga!

For the second year UT-Chattanooga has received an AAUW Elect Her Award. Congratulations go to Cassandra Nice and her young women who hosted their special event on February 1.

UT-Chattanooga is one of 50 colleges from across the nation and Jamaica that hosted *Elect Her—Campus Women Win*, a unique campus-based program that teaches



women how to run for elective office. Elect Her—Campus Women Win, a collaboration of AAUW and Running Start, addresses the disparity between the high percentage of women in colleges and universities and their low representation in student government by encouraging women to run for campus leadership positions.

Potential Nashville Branch

The Nashville Open House identified several potential members for a re-established Nashville Branch. Rachael Wright and Julia High are spearheading this process, along with your state organization, the Association, and our State Organizer. Over fifty (50) individuals have expressed interest in possibly joining a newly organized AAUW Nashville Branch.

Rachael Wright is arranging the next meeting of Nashville-area, AAUW-interested individuals on Thursday, March 27, 6-8 p.m. Katherine Yelle, State Organizer, will present a program on AAUW, mainly for those who are new to our organization. Dia Cirillo, AAUW-TN Public Policy Chairperson, will present our current major emphasis on Equal

Pay for Equal Work. This event will be an opportunity for becoming acquainted with others who believe in the AAUW Mission. Perhaps those who were unable to attend the February 18th Tuesday evening Nashville Open House will be able to attend this Thursday evening event.

When a nucleus of individuals decide they wish to form a branch, the state and Claudia Richards, AAUW Branch Organizer, will assist the group. At that time the group will decide about its programs, public policy issues, and dues and will produce its bylaws and policies. Let's wish this Nashville group "Good Beginnings" and welcome them to the AAUW family.

January 1 - March 15 New Member Dues Discounts

Branch Members	Full-Year Dues Mar. 16–Dec. 31	Half-Year Dues Jan. 1–Mar. 15	Shape the Future Campaign	Give a Grad a Gift Campaign
Annual Branch Member	\$49	\$24.50	\$24.50 (3/16–12/31) \$12.25 (1/1–3/15)	\$0
Student Affiliates	\$17	\$8.50	\$8.50 (3/16–12/31) \$4.25 (1/1–3/15)	n/a
College/University Partner Member (*new members only)	*\$125	n/a	n/a	n/a
Graduate Student (*new members only)	*\$18.81	n/a	n/a	n/a

AAUW-TN welcomes new state organizer

Katherine Yelle is the new state organizer for AAUW of Tennessee. Katherine has undergraduate degrees in philosophy and women's studies from Northern Arizona University. She began her assignment to Tennessee in January. Katherine has been working with State Public Policy



Chair Dia Cirillo, State President Mayme Crowell, and the AAUW policy department to develop the Equal Pay Toolkit. She has also been helping with the revitalization of the Nashville branch. Katherine is married to Steve Bondurant; they have two children: Evert, age 8, and Lucas, age 6.

Equal Pay Day is Almost Here

Equal Pay Day is coming up on Tuesday, April 8. AAUW describes it as "the symbolic day when women's earnings finally catch up to men's earnings from the previous year. Due to the gender pay gap, it takes women an extra three months of wages to make up that 23% difference."

Branches are planning activities to mark this day. How about having your local city council or county commission issue an Equal Pay Day Proclamation? How about preparing letters to the editor as private citizens and submitting them to your local newspapers?

This is the Equal Pay Act's 50th Anniversary. We need a Paycheck Fairness Act birthday. The AAUW web site has many resources to help you plan meaningful activities.



Pay Equity in Tennessee

December 2013

Despite civil rights laws and advancements in women's economic status, workplace discrimination persists. The wage gap is found across all racial and ethnic groups and in every state. On average in Tennessee, women working full-time earn **77 cents for every dollar** a full-time male worker earns. In some areas, earnings dropped as low as 72 cents for every dollar a full-time male worker earns.¹

The Gender Pay Gap has Real Consequences for the Local Economy

- Forty percent of households with children include a mother who is the sole or primary earner for her family.² Thus, pay equity is not just a matter of fairness, but the key to families making ends meet.
- Women also play a key role in making purchasing decisions for their households, so when women's paychecks suffer due to wage discrimination, the local economy suffers. In a 2011 survey, nearly 75 percent of women described themselves as the primary shoppers for their households, and it is estimated that women "control \$12 trillion of the overall \$18.4 trillion in global consumer spending."³
- At a time when the economy is still struggling, the gender pay gap could be dragging the recovery even more.

Existing Federal Legislation is Not Enough

Congress enacted the Equal Pay Act in 1963, but the persistence of wage discrimination 50 years later is attributable in part to the Equal Pay Act's limited scope.

- Not only does it fail to cover wage discrimination based on race (although Title VII of the 1964 Civil Rights Act does), it also fails to provide equal pay for jobs that are comparable but not identical.
- Further, it excludes part-time or contingent workers, does not allow groups of workers to file class-action suits, and lacks protections for employees who ask about employers' wage practices or share their salary information.

The U.S. Supreme Court set us back even further in May 2007 when it issued a decision in *Ledbetter v. Goodyear* that severely limited the ability of victims of pay discrimination to seek remedies under Title VII.

- Fortunately the 110th Congress quickly introduced legislation to correct the Supreme Court's misstep, and this legislation became law on January 29, 2009.
- The Lilly Ledbetter Fair Pay Act restored the long-standing interpretation of federal laws and policies that allow employees to challenge any discriminatory paycheck they receive – **but we're still back at square one, with the outdated Equal Pay Act of 1963.**

Closing the Gap: Action Needed in Tennessee

A combination of state and federal action is needed to enable women to bring home the pay they have rightfully earned. With the current gridlock at the federal level, it is even more important for Tennessee lawmakers to act **now**.

- **Pass anti-retaliation laws:** Right now, employers can retaliate – or even fire! – employees who ask about or share wage information. Tennessee should fix this by passing an updated equal pay law that bans retaliation.
- **Pass local pay equity laws:** Albuquerque, NM, recently passed legislation encouraging equal wages for equal work by giving a bidding advantage to contractors who promote equal pay in their companies. This law can also be passed at the state level to affect all contractors in the state, instead of only those in a particular city.

¹ U.S. Census Bureau. (September 2012). Current Population Reports. Income, Poverty, and Health Insurance Coverage in the United States: 2012. Retrieved June 6, 2013, from www.census.gov/prod/2012pubs/p60-243.pdf

² The New York Times. (May 29, 2013). U.S. Women on the Rise as Family Breadwinner. Retrieved June 6, 2013, from www.nytimes.com/2013/05/30/business/economy/women-as-family-breadwinner-on-the-rise-study-says.html

³ Catalyst. Catalyst Quick Take: Buying Power. New York: Catalyst, 2013. Retrieved December 17, 2013, from <http://www.catalyst.org/knowledge/buying-power>

Learn more at www.aauw.org | advocacy@aaup.org | [@AAUWPolicy](https://twitter.com/AAUWPolicy)

NEWS FROM THE BRANCHES

Martin

AAUW Martin Branch, at its March meeting, featured guest speaker Maxey Whitney Trotter who spoke on Domestic Human Trafficking. The session was sponsored by the UTM Women's Center and hosted by the UTM Department of Family and Consumer Sciences and AAUW members. The meeting, held on the UTM campus, drew in several students and faculty not connected with AAUW.

Trotter works at the Memphis Regional Medical Center as the HIV Dietitian and the Memphis/ Shelby County Rape Crisis Center. She volunteers for Restore Corps (www.restorecorps.org/) which is the anti- trafficking non-profit. Know the facts and find out what where sex trafficking is happening in Tennessee: www.endslaverytn.org/the-problem/real-here-growing/ and <https://estn.crowdmap.com/>.



Pictured left to right: Teresa Collard, AAUW member and Director Women's Center; Whitney Maxey Trotter; Sue Byrd, president of the Martin AAUW; and Lisa LeBleu, AAUW member and Assistant Director Women's Center.

Maryville

At its February meeting AAUW Maryville welcomed District 13 State Rep. Gloria Johnson from Knoxville. During an informative hour of conversation Gloria addressed the question "What's happening in the legislature this year and how will it affect women & children?" She said that the two most important areas affecting women are low wages and healthcare. She advocates increasing the minimum wage and expanding Medicaid. In order to have more legislative attention to women & children's needs she said we need more women legislators. She strongly encouraged women to run for elective office.

Maryville Branch will be collaborating with Maryville College to celebrate Woman's History Month. On Monday, March 31 an event in Lawson Auditorium, Fayerweather Hall on Campus will be held to explain to the students the effect of unequal pay. Wendy Pitts Reeves, Chair of the East Tennessee Women's Leadership Council, Katherine Yelle, AAUW State Organizer, and Kathy Bull, women's college tennis coach who experienced pay discrimination, will speak. The event will begin at 6:45. The event will round out a week of activities planned by a women's group on campus.

April 8, Equal Pay Day, will be the remembered at Pellissippi Community College, Maryville. Branch members will be handing out cookies with a bite out of them to community college students in the main rotunda of the building and educating them on the reason for Equal Pay Day.

Smart \$tart is coming to Maryville College. The workshop will be introduced at the March 31 event and will be held the end of April. If you wish to be trained as a facilitator the cost is \$100. For further information contact Karen Coleman, wvcoleman.k@gmail.com.

Tennessee Women of Vision and Courage

Convention sales to benefit NCCWSL

All proceeds from book sales during the AAUW State Convention will go to AAUW of Tennessee's scholarship fund to send Tennessee students to the National Conference for College Women Student Leaders (NCCWSL). The book sells for \$15. During the convention, you may buy three books for \$45 and get the fourth book free. These make great gifts—graduation, birthday, and holiday. Branches may wish to purchase books for speaker gifts.

Charlotte Crawford
Ruth Johnson Smiley
Editors



AAUW of Tennessee

2014 Calendar

2013-2014 Executive Committee

PRESIDENT

Mayme Crowell

PAST PRESIDENT

Anne Loy

PRESIDENT-ELECT

Sue Byrd

FINANCIAL OFFICER

Samantha Cantrell

2013-2014 Appointed Officers

NEWSLETTER EDITOR

Jamie Olson LaRose

PUBLIC POLICY

Dia Cirillo

**COLLEGE/UNIVERSITY
RELATIONS/NCWSL**

Taylor Emory

MEMBERSHIP

Letha Granberry

WEBMASTER

Connie Malarkey

BYLAWS/POLICY COMMITTEE

STATE ORGANIZER LIAISON

Peggy Emmett, Chair

DEVELOPMENT CHAIR

Anne Loy

March 2014:

Women's History Month

April 8, 2014:

Equal Pay Day

April 11-12, 2014:

State Annual Meeting, Natchez
Trace State Park

June 1, 2014:

Branch and State Officer Forms
due to Association and Mayme
Crowell, AAUW-TN President

June 5-7, 2014:

The National College Conference
for Women Student Leaders
(NCCWSL)

August 25, 2014:

Women's Equality Day

Our Mission...

AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

Our Vision...

AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy and measurable change in critical areas impacting the lives of women and girls.

The AAUW 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.

AAUW National Contacts

National President, Carolyn H. Garfein
Executive Director, Linda D. Hallman

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Washington, D. C. 20036

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800-326-AAUW (2289)

AAUW of Tennessee State Conference
TRACES OF THE PAST, VISIONS OF THE FUTURE
Friday evening and Saturday, April 11-12, 2014 (CDT)
Natchez Trace State Park

NAME: _____

ADDRESS: _____

CITY, ZIP: _____

PHONE: (_____) _____ CELL: (_____) _____

EMAIL: _____

BRANCH: _____ STATE/BRANCH OFFICE: _____

Please list any special dietary requirements you may have: _____

Registration (includes Breakfast and Lunch):

_____ \$45 AAUW Member

_____ \$30 Student

Please send your completed Registration Form with your check made payable to AAUW-TN no later than **Thursday, March 20** to Samantha Cantrell, 4258 Aurora Circle, Murfreesboro, TN 37127.

Late registration after March 20 is AAUW Member=\$50; Student=\$35. If you have any questions, please e-mail Sue Byrd, sbyrd@utm.edu.

Accommodations: **Inn at Natchez Trace State Park**: \$82.62/double room. Reservations: 731-968-3742 or 800 250-8616. A block of rooms have been reserved for our group through **March 20**. Be sure to mention AAUW-TN when registering.

EXPERIENCE NATURE AT ITS BEST AT NATCHEZ TRACE STATE PARK

Enjoy Spring wildflowers while meandering through the 13.5 miles of hiking trails, ranging from a one-half mile up to 4.5 miles and enjoy the scenic Pin Oak Lake at Natchez Trace State Park. The trails wind through the forest and fields and along the lakeshores and streams of Natchez Park. You may also take in the museum that features local and park history.

Natchez Trace State Park is located 2.2 miles south of I-40 (Exit 114) on Hwy. 114 (24845 Natchez Trace Rd, Wildersville, Tennessee), 116 miles West of Nashville; 127 miles East of Memphis.

