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PRESIDENT'S MESSAGE

Dear Fellow AAUW Tennessee Members and AAUW Friends,

It's been a pleasure and an honor to serve as the President of AAUW of Tennessee this past year. We've had a productive year thanks to the dedication of our members—so many of whom have devoted countless volunteer hours to our initiatives. Here are some highlights of our accomplishments:

1. A fundraising campaign that marked our 90th anniversary garnered nearly \$1,500 in donations.
2. For Women's Day on the Hill in Nashville on March 8, our delegation of 21 was the largest one among participating organizations.
3. With our 3rd consecutive Impact Grant, we were a leading voice on the issue of Equal Pay in Tennessee. Our activities included:

- Registering voters at events across the state
- Sponsoring a candidate training on equal pay
- Publishing a voting/legislative guide
- about the pay gap and the insurance gap in Tennessee
- Participating in a teach-in following the Women's March in Nashville
- Providing testimony in the General Assembly on equal pay legislation
- Issuing action alerts on the equal

- pay legislation here in Tennessee
- Launching a petition to Take the Pledge to Close the Gap with five co-sponsoring organizations
- Educating the public about the issue of equal pay during forums and town halls
- Hosting advocacy training across the state, organized by individual branches

4. We expanded electronic alternatives for members, including accepting online registrations for the state convention and adding PayPal as a payment option.
5. A delegation of eight members visited our Senators and Representatives in DC to discuss the importance of Title IX and also to discuss AAUW's recent research about how student debt affects women disproportionately.

As we close out this year, we should not think of this as an ending, but just a pause to catch our breath. We are making headway—establishing ourselves as the leading organization addressing equal pay in Tennessee. As our next year begins, this momentum will propel us forward as we continue to make our state a better place for women and girls to work and learn.

Sincerely,
Dr. Samantha Cantrell
AAUW Tennessee President, 2016-2017

AAUW TENNESSEE DUES INCREASE

State members voted at the 2017 annual business meeting to increase state dues by \$2.00, making yearly dues \$12.00, beginning 2017-2018.

AAUW-TN 2017 NCCWSL SCHOLARSHIP AWARDS

Once again, the Women's Equity Foundation, a 501(c)3 supporting organization of AAUW Maryville, has donated \$1,000 to the AAUW Tennessee Scholarship Fund to send students to the National Conference for College Women Student Leaders (NCCWSL). The Foundation's continuing generosity made it possible to award three \$500 scholarships this year. **THANK YOU Women's Equity Foundation!**

Scholarships to attend the 2017 conference held at the University of Maryland, College Park, were awarded to Bonnie Carroll, a freshman majoring in Psychology at Middle Tennessee State University; Gaye Coleman, a senior majoring in family and consumer sciences with a concentration in Gerontology, at the University of Tennessee at Martin; and Amela Gjishiti, a junior majoring in Computer Science at Tennessee Tech University.

LOBBYING OUR LEGISLATORS AT THE 2017 AAUW NATIONAL CONVENTION

The AAUW Tennessee delegation to the national convention kicked off our convention activities on June 14th at an afternoon Lobby Day Briefing for delegates attending Capitol Hill Lobby Day on the 15th.

At the briefing, we learned tips on etiquette for meeting with our Congressional House Representatives and Senators and how to best relay AAUW's position to them on two main issues: (1) the importance of Title IX for both girls and boys and protecting it with strong enforcement through increased funding of the Department of Education's Office of Civil Rights; and (2) the disproportionate burden that student loan debt imposes on women that can be alleviated through need-based grant aid to students and income-driven repayment options. We also learned how to make our issues more meaningful to our legislative audience by using personal constituent stories.

Armed with our tips and tricks of the trade, and led by Delegation Chair Samantha Cantrell, the entire delegation began our trek on Thursday morning to the Senate Office Buildings for meetings with aides and staff in the offices of Senators Corker and Alexander. We were warmly welcomed

by Senator Corker's Legislative Assistant, John Haley, and Legislative Consultant, Holt Edwards. We had a pleasant interchange of ideas and agreement on some issues and felt the meeting was productive. We then proceeded to Senator Alexander's office for a relative brief meeting with Lauren Davies, his Education Policy Advisor. Our conversation there was more rushed. Ms. Davies was more guarded in her responses to our issues, and she told us that "There was no bipartisan appetite for reopening Title IX." Following lunch in the Senate cafeteria, the delegates broke up into groups of two or three to visit offices of our House Representatives during the afternoon. Delegates met with Representatives Duncan, Des Jarlais, Blackburn, Fleischmann, and Kustoff. Again, the meetings were with staff and not with the representatives themselves but seemed to be successful by most accounts, and the staffs were willing to pose for photo ops with us.

At the end of the afternoon, we all felt like Lobby Day was a success, and the only casualties seemed to a lot of tired, sore feet from our trek up The Hill.

Submitted by Sherry Elrod,
Nashville Branch



Members of AAUW Tennessee delegation visit with two Senator Corker's staffers. Back row L to R Dia Cirillo, ? Front: Letha Granberry Sherry Elrod, Anne Loy, Samantha Cantrell, Peggy Emmett, and Karen Coleman.

THE 2017 AAUW-TN CONVENTION: FROM THE EYES OF A FIRST-TIME ATTENDEE

As an advocate for anything, one of the most important first steps is the one you take outside your bubble.

Signing up for the state convention, I had no idea what to expect. Not only have I never been to a state convention, but I've also only been a member of AAUW for a few months. Despite my slight fear of stepping out, I felt that going to the convention would be a really good idea to help me with that first step in becoming a better advocate.

Meeting people who have the same main goal is interesting, but what is more enlightening, and dare I say empowering, is meeting other women with whom you may have little else in common. Many of us come from very different areas, both geographically and philosophically. We have joined for different satellite reasons, yet we have one larger goal in mind.

The best thing about the state convention was just that: the intersection of so many intelligent and wonderful women. Without such conversations, AAUW would not even exist. Experiencing and learning from this made me not only more aware of the importance our work but also more passionate about diving in and continuing to step outside of my bubble in the hopes of making a difference for women and girls.

Mandy Johnson, AAUW Murfreesboro



NEWS FROM THE BRANCHES

KNOXVILLE: Branch President Anne Loy reports highlights of the branch's traditional May Luncheon meeting:

- Guest speaker Rachel May Golden, Ph.D. (Chair of the newly re-organized UT Women, Sexuality, and Gender Department) explained that the reorganization of the program took two years and offers majors and minors, expanding upon and updating the previous Women's Studies with a wide variety of courses. Branch members were interested in what Dr. Golden had to say, and there were several questions, the first of which was "Are girls safe on the campus?" She told of the ways that the university is trying to be sure of that.
- The group discussed the fact that attendance at Branch meetings seems to be better if food is involved, and the decision was made to ask the Program Planning Committee to alternate the bi-monthly meetings between an earlier brunch time and a mid-day lunch time, perhaps alternating restaurants also.
- Several Study Groups had a brief report of their activities.
- Finance Officer Barbara Mintz commended the branch for its annual scholarship for a non-traditional female student at Pellissippi State Community College, and noted that a recent PSCC publication recognized the scholarship recipient as an "exceptional scholar."
- Peggy Emmett pointed out that the Knoxville Branch, organized in 1903, is the oldest branch in the state—older, even, than the state affiliate!

MURFREESBORO: Branch Communications Officer Rachel Schultz reports recent branch activities:

- We met with our legislators in our home district to build relationships and discuss how to move pay equity bills forward.
- We were featured on local news for our Equal Pay Day table at MTSU.
- Our inaugural Equal-TEA high tea fundraising event was a roaring success, having generated over \$5,800 for our scholarship fund!
- For our April program, we put on a panel entitled "Rape Culture: Let's Talk About It," which was well attended by MTSU students.
- We celebrated all this year's accomplishments and recognized outstanding members at our May Celebration.
- Already at our May Celebration, 6 new members joined for 2017-2018. We are off to a great start!



Above: AAUW Murfreesboro Program VP Bethany Wrye distributes materials on the pay gap, MTSU 2017 Equal Pay Day

Left: AAUW Murfreesboro (Hats Optional) Equal-TEA (L to R): Event Co-chair Barbara Scales, guest Linda Randle, MTSU First Lady Liz McPhee, Branch President Dia Cirillo



CONGRATULATIONS TO THE NEWLY ELECTED AAUW-TN OFFICERS, 2017-2018



Past President Ayne Cantrell installs newly elected state officers at the 2017 Convention: L to R are Anne Loy, (standing in for Financial Officer Phyllis Driver), President Letha Granberry, Cantrell, President Elect Dia Cirillo. The new officers assumed their duties on July 1, 2017.

NEW GOOGLE GROUP FOR AAUW-TN

In an effort to clean up the AAUW-TN distribution list for state members, a new google group has been created. All branch members with an e-mail address as of June 2017 should have received a "welcome" e-mail from AAUW-of-Tennessee with the Subject "You have been added to AAUW-of-Tennessee." The previous email address "AAUW-Tennessee-State" will be removed. If you have not received a "welcome" message and wish to be on the AAUW-TN distribution list please send an e-mail to malarkeych@comcast.net requesting to be added.

To ensure that the new list stays current, branch presidents or membership chairs should notify Connie Malarkey (malarkeych@comcast.net) of new members and those who do not renew.



WOMEN'S LEADERSHIP - A COMMON THEME FOR AAUW TENNESSEE MEETINGS

Memphis is well known for its southern hospitality, and AAUW Memphis was the place to be in April 2017 for the **AAUW TENNESSEE ANNUAL CONVENTION**. Two invited speakers addressed the convention theme of "Navigating the Future: Women in Leadership."

Traci Jensen (National AAUW Board of Directors) outlined AAUW's newest research [Barriers and Bias: The Status of Women in Leadership](#). "The leadership gap is pervasive," noted Jensen. Women make up over half of the population but under 30% of executives. Only 25% of state elected officials are women, only 19% in Congress. Causes for the gap range from blatant sex discrimination to negative stereotypes of women leaders. Strategies for narrowing the leadership gap include learning about our own subconscious biases by taking [AAUW's Implicit Association Test on Gender and Leadership](#) at www.aauw.org, and by supporting current legislation and regulations like the Paycheck Fairness Act, the Family and Medical Insurance Leave Act, and salary transparency.

Beverly Watts (Executive Director of the Tennessee Human Rights Commission) spoke on "Women in Leadership: Journey from Fearful to Fearless." She recognized a number of Tennessee women leaders, including suffragist Frankie Pierce and Jane Eskind, the first woman ever to win a statewide election in Tennessee. These women were collaborators. Like Dorothy in the Wizard of Oz, women leaders "study a situation and figure out what to do; they team build and develop relationships."

Twenty-five state leaders and branch members met at MTSU on June 3 for the **AAUW TENNESSEE LEADERSHIP SUMMIT** in Murfreesboro on June 3 for a discussion of "Leadership Development & Succession Planning," presented by Dr. Newtona (Tina) Johnson, Interim Vice Provost of Academic Affairs and Professor of English, MTSU. Dr. Johnson noted that effective leadership succession is nurturing, not just replacement. She outlined three strategies for succession planning, for which participants brainstormed action items: (1) Create a pool of active members who show leadership potential (ACTION: Survey members' interests and expertise), (2) Develop a leadership development initiative (ACTION: Mentor members in the pool), and (3) Provide recognition/reward (ACTION: Recognize accomplishments with certificates, publication in newsletter). Dr. Johnson concluded, "Effective leaders nurture the growth of future leaders, lifting as we climb."



2017 Leadership Summit Attendees
(Photo by Ray McDonough)



Traci Jensen, AAUW-TN Convention 2017
(Photo by Rachel Schultz)



Beverly Watts, AAUW-TN Convention 2017
(Photo by Rachel Schultz)



Leadership Summit 2017: President Samantha Cantrell (L) & Speaker Dr. Tina Johnson
(Photo by Ayne Cantrell)

AAUW of Tennessee 2017-2018 Calendar

2017

- July 31
African American Women’s Equal Pay Day (On the average African American Women earn 63% of what men earn. Although women of all races are paid \$.79 for every dollar men of all races, across all occupations are paid, the wage gaps for nearly all other major racial groups are dramatically wider. Data based on calculations using 2014 median year round, full time earnings.)
- August 26
Women’s Equality Day (Proclaimed each year by the United State President to commemorate the granting of the vote to women throughout the country. Women in the United States were granted the right to vote on August 26, 1920, when the 19th Amendment to the United States Constitution was certified as law.)
- September 25
Native American Women’s Equal Pay Day (On the average Native American Women are paid 63% for every dollar men of all races, across all occupations are paid.)
- October
NATIONAL BREAST CANCER AWARENESS MONTH
- October TBA
AAUW-TN Board Conference Call
- October 31
Publication of AAUW Tennessee Fall Newsletter
- November 1
First Call for AAUW-TN NCCWSL Scholarship Nominations
- November 1
Call for Nominations for AAUW-TN President-Elect
- November 2
Latina Women’s Equal Pay Day (On the average Latina women are paid 54% for every dollar men of all races, across all occupations are paid.)

2018

- January 5
Second Call for AAUW-TN NCCWSL Scholarship Nominations
- February 15
Deadline for Nominations for AAUW-TN NCCWSL Scholarships
- February 15
Publication of AAUW Tennessee Winter/Spring Newsletter
- March
WOMEN’S HISTORY MONTH
- March 1
Deadline for Nominees’ Applications for AAUW-TN NCCWSL Scholarships
- March TBA
Women’s Lobby DAY ON THE HILL, Nashville
- March 8
International Woman’s Day (Annually held on March 8 to celebrate women’s achievements throughout history and across nations. It is also known as the United Nations Day for Women’s Rights and International Peace.)
- March 16
Pre-convention Board Dinner Meeting, Hosted by the Murfreesboro Branch. Time and Place TBA
- March 17
AAUW Tennessee Convention & Annual Business Meeting. Hosted by the Murfreesboro Branch, Time & Place TBA
- April
SEXUAL ASSAULT AWARENESS MONTH
- April 10
Equal Pay Day & AAUW Tennessee Twitter Storm (This date symbolizes how far into the year American women of all races must work to earn what men earned in the previous year.)
- June/July
AAUW TN Leadership Summit (Date and Place TBA)
- June 30
Publication of AAUW Tennessee Summer Newsletter

2017-2018 AAUW of Tennessee Officers

Executive Committee

- PRESIDENT**— Letha Granberry
- PRESIDENT-ELECT**— Dia Cirillo
- FINANCIAL OFFICER**—Phyllis Driver
- PAST PRESIDENT**—Samantha Cantrell

State Committee Chairs

- BYLAWS/POLICY**—Sherry Elrod
- COMMUNICATIONS**—Rachel Schultz
- NCCWSL**—Sue Bird
- DEVELOPMENT**—Anne Loy
- MEMBERSHIP & UNIVERSITY RELATIONS**—Ayne Cantrell
- PUBLIC POLICY**—Peggy Swann
- STEM**—Myra Norman
- WEBMASTER**—Connie Malarkey

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