



AAUW supports and advances gender equity for all women and girls through advocacy, education, and research.

Dear AAUW Friends,

The new strategic plan launched by national AAUW last fall stipulates training 10 million women to negotiate their salary by 2022 in order to achieve pay equity by 2030. This is a big audacious goal, which may give some organizations and individuals pause. However, after reviewing all the branch activities in this newsletter, I am confident that the branches have the capacity to tackle a large goal.

So, I ask you: How many women (college students and professionals) should AAUW-TN commit to train in three years? Just send me an email with the number that you think is feasible to achieve among all of the branches working together across the state.

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Be sure to let me know how you see us achieving that number. I'll report on this feedback at the leadership summit on June 15.

Spring at AAUW-TN fills with initiatives to expand our influence across the state. Take a moment to consider the following:

- This year, **membership renewals** must occur by June 30, 2019 for the 2019-20 fiscal year. Heed Ayne Cantrell's great advice on renewal. Let's join AAUW Columbia and McMinnville and strive for 100% renewal!
- Congratulate Peggy Swann, AAUW-TN Public Policy Chair for leading the **Day on the Hill** on February 26! Peggy has been leading a weekly conference call preparing for the lobby day for several months. Her hard work has paid off.
- We have two fundraising opportunities to **support the work of AAUW-TN** this spring. Donations can be made on behalf of AAUW-TN's Birthday Circle at \$93 or at a dollar value of your most recent birthday. Under High Five for the State, branches can elect to raise \$5 per member to support the state. Individuals can make Birthday Circle donations at the state leadership meeting on June 15th.
- Mark your calendar for the **state leadership summit**, which takes place on Saturday, June 15, 2019 in Murfreesboro at MTSU from 10:30 am – 2:30 pm. (The state convention will take place spring 2020 in Knoxville to celebrate the centennial!) Registration information is forthcoming.

The work of AAUW-TN would not be possible but for the commitment of the state board. Connie Malarkey, webmaster extraordinaire of many years, is stepping down due to health reasons. Thank you, Connie, for all of your work in building and maintaining the website. We will do our best to make you proud. You are very much in our hearts and thoughts.

Wishing all the branches a spring full of great programming!

Yours in AAUW,
Dia Cirillo



AAUW-TN Attends Day on the Hill in Support of Equal Pay for Women

The AAUW-TN Public Policy Committee continues its work to advance pay equity for Tennesseans in the Tennessee General Assembly. Our focus is to continue the momentum for equal pay through advocacy of current equal pay bills in the Tennessee State legislature, as well as City and/or County Ordinances. We must have additional laws to cover the loopholes in the Equal Pay Act of 1963. It's true that fifty-six years late we still do not have equal pay in Tennessee. This **AAUW fact sheet** identifies Tennessee as having "weak" policies on equal pay.

The Day on the Hill is an annual policy and action day where women across the state meet in Nashville to speak directly with their representatives. For AAUW of Tennessee, the Day on the Hill is the culmination of work done by the Advocacy Campaign to transform the Equal Pay initiative into law. On Tuesday, February 26, AAUW-TN led a delegation of eleven (11) women from four branches statewide:

Martin: Harriette Spiegel

Murfreesboro: Kelly Hill, Nancy James, Hannah Rose, Barbara Scales,
Lee Anne Carmack, Peggy Swann

Knoxville: Phyllis Driver, Anne Loy

Nashville: Holly Czuba, Sherry Elrod

In advance of the Day on the Hill, AAUW-TN Member Virginia Jones, AAUW-Oakridge wrote Letters to the Editor to the Oakridger, **"A Better Way Out of Poverty,"** and the Knoxville Sentinel laying out the economic benefits (as well as reducing poverty) of passing equal pay bills.

The AAUW-TN delegation advocated for the Compensation History bill (Rep. Jacob Potts H0B56 & Sen. Brenda Gilmore SB1006), which makes employers requiring salary history from potential employees a misdemeanor.

The delegation met with several members of the House Employee Affairs Subcommittee, and AAUW-Murfreesboro Public Policy Chair Nancy James presented our case. Ally Elizabeth Gedmark, Senior Staff Attorney/Director of the Southern Office of A Better Balance: The Work & Family Legal Center and AAUW-Murfreesboro member Lee Anne Carmack also attended the hearing in support of the bill.

While we regret that the Compensation History bill did not move out of the House Employee Affairs Subcommittee with a vote of 4-2, we are proud of all of the hard work in its support of the AAUW-TN Public Policy Committee members.



AAUW-TN Branch Members, Anne Loy and Phyllis Driver (Knoxville); Holly Czuba (Nashville); Lee Anne Carmack (Murfreesboro); Harriette Spiegel (Martin), and Peggy Swann (Murfreesboro) at the 2019 Women's Day on the Hill.

AAUW-TN Public Policy committee members will continue to sharpen our talking points, along with debate practice, to make a stronger case with conservative legislators who vote with the National Federation of Independent Businesses (NFIB), who object to costs of pay equity measures to small businesses.

We will also support and advocate for other bills that champion women's rights.

Not every legislator will be convinced and we will work on connecting legislators' inaction on pay equity to electoral consequences; let's remind them and voters during the next election cycle that they turned their backs on Tennessee's working women and so should pay the price.

Go the AAUW-TN website for quotable data from the summary of AAUW's **"The Simple Truth About the Gender Pay Gap."**

AAUW-Murfreesboro member Lee Anne Carmack recommends this great article about **Compensation History**. Please contact our Public Policy Chair, Peggy Swann to join the AAUW-TN Advocacy Campaign for equal pay.

AAUW Tennessee Membership Goal:

100% Member Renewal by June 30

Tennessee AAUW Branches will begin accepting Membership Renewals for 2019-2020 on March 16, 2019, with the goal of having 100% membership renewals by June 30, 2019. Of course, new members will be accepted, too!

Why are we encouraging members to renew as early as March 16? The new fiscal year 2019-2020 begins July 1, 2019, and it is in July that AAUW-TN and its branches must finalize budgets and programming for the next fiscal year. The earlier we know our membership numbers, the better we can make these plans. Also, beginning in 2019, AAUW members will have a short grace period to maintain their memberships. National will drop members who have not renewed by September 30 from the national database.

As you look ahead to renewing your AAUW membership, you can take pride in the work you have made possible, including expanding AAUW Work Smart to reach millions of women; sending 270,000 messages to lawmakers supporting stronger, safer laws for women and girls; funding research on women's issues (such as the pay gap); and standing with survivors in the critical #MeToo movement. As a member of AAUW, you inspire others in your community and in our state to speak up and act for women and girls.

Please help your branch reach the goal of having 100% membership renewals by June 30. Renew online at <https://www.aauw.org/> or at a branch meeting. If you renew on line, don't forget to sign up for branch membership, too!

Yours in AAUW,
B. Ayne Cantrell, Chair
AAUW-TN Membership

News from the Branches

Martin

Marti Herndon, President

AAUW Martin Branch conducted an "Eating for You" Workshop for area Girl Scouts, introducing them to STEM concepts in Nutrition and Good Health with UT Martin Dietetic students taking the lead, and Energy production, featuring UT Martin's Mobile Energy Classroom. The branch also collected and shared books about the lives of many girls and women, their stories and achievements. The books were donated to the local housing authority's library. This year's monthly programs are featuring women and their achievements and have included local women in politics, in WWI and WWII including Frances Reed Elliott, the first American Red Cross, African American nurse.



Left: Martin Branch members show the books they shared and donated to the local housing authority.



Right: Girl Scouts learning to make nutritious smoothies.

Maryville

Jennifer Spirko, President

AAUW-Maryville Branch and the Women's Equity Foundation are celebrating Women's History Month with a special event this year. Each of our four community high schools have been invited to select young women to perform readings they have chosen from the works of great female American authors, poets, teachers and public servants. With both current and historical selections, this program will not only honor the words of great American women, but also 12 of our young women right here in Blount County.

Students, their families, teachers, friends, and the general public are invited to attend. The event will be held at Vienna Coffee House in downtown Maryville, on Thursday, March 28, beginning at 7 p.m. Join us!

Oak Ridge

*Mayme Roberson Crowell and Fay Martin,
Co-Presidents*

On February 25 the Oak Ridge Branch will have its fourth program of the 2018-2019 year. Mary Bell and Brent Hannah will speak on "How the University of Tennessee Medical Center Transplant Center Saves Lives." At the December Holiday Green Tea featuring the Oak Ridge High School Resonance Choral Group, a total of \$205 was received in donations.

Two Roane State Community College scholarships were awarded in January. Several members participated in the January 19 Human Rights Rally/Walk. A book group and a luncheon group continue their activities. Consideration is being given to producing a 2020 AAUW history picture calendar as a fundraising project.

Knoxville

Sherry B. Scott, President

AAUW-Knoxville College/University Colleague Participates in Diversity Event

"The Rock" at University of Tennessee Knoxville

Our College/University colleague Dr. Rachel Chen, Chair of the Commission for Women, recently participated in a Diversity event on the campus of University of Tennessee at Knoxville.

In light of recent incidents on the UTK campus, several offices gathered on December 5th to stand with all communities. Representatives included: the Interim Chancellor; Provost; Hillel group; Commissions for Blacks, LGBT People, and Women; Council for Diversity and Interculturalism; Faculty Senate; Student Government Association; fraternities' groups; faculty; staff; and students.

Students, faculty, staff, and supporters displayed solidarity by painting 100+ butterflies on the Rock.

Memphis

Dr. Sharon Webb, President

On January 14, AAUW-Memphis launched the 'Memphis Sheroges' campaign. The people of Memphis will nominate a woman who deserves to be recognized for contributing to the Memphis community. The nominees will be given the spotlight on our Facebook Page. In recognition of Women's History Month, we will feature one nominee each day throughout the month of March.

AAUW Elections

The polls for the 2019 AAUW National Election are now open! This election is for the AAUW Board of Directors, which is made up of 15 AAUW members. Three of these board members are appointed by the board and the other 12 are elected by the AAUW membership. This year, our own state president, **Dia Cirillo**, is on the docket. If you have not already voted, please look for an email from AAUW sent on April 1 containing your ID and PIN, then visit <https://www.aauw.org/resource/national-election/> to review candidates and vote. If you cannot find the email, give Connect a call at 800-326-2289.

Voting ends at 6:00PM EST on Tuesday, May 14, 2019.

National Committees and Task Forces

Applications are open for 2019-2021 National Committee and Task Force vacancies. The committees are Audit, Finance, Governance, Investment, Nominating, Advancement, Inclusion & Equity, Legal Advocacy and Public Policy. Positions have a variety of time commitments and responsibilities. You can read more about the committees and apply for up to two positions here: <https://www.aauw.org/resource/committee-task-force-volunteer-application/>

Applications close at 6:00PM EST on Friday, May 3, 2019

NCCWSL Scholarship 2019

Recipients Announced

AAUW of Tennessee is proud to announce the 2019 recipients of the NCCWSL Scholarships offered by the state.

The recipients are:

- Kirksey Croft, Sophomore, Political Science and Spanish major at Maryville College (Nominated by Maryville Branch).
- Megan Henley, Junior, Sociology (Criminology) major at The University of Tennessee, Knoxville (Nominated by UTK C/U Partner).
- Amanda Steele, Junior Dietetics major at The University of Tennessee, Martin (Nominated by Martin Branch).

There were so many outstanding applications, that the AAUW-TN approved the awarding of an additional (3rd) scholarship. One of the scholarships is supported by the Tennessee Women Project using proceeds from the sale of the Book: Tennessee Women of Vision and Courage. We deeply appreciate the Tennessee Women Project's continued support of women's leadership development over the years through support of scholarships to NCCWSL.

The following pages contain what each has to say about how participating in NCCWSL which will be held May 29-June 1, 2019, at the University of Maryland, College Park, will benefit them. (NCCWSL is a two-and-a-half day conference designed to enhance the leadership skills of college women students and to promote effectiveness in their work on campus and in the community.)

Kirksey Croft

Sophomore, Political Science and Spanish major at Maryville College (Nominated by Maryville Branch)



In her own words:

I hope that by attending NCCWSL, I can learn strategies for bettering my own leadership and extracurricular experiences in a way that can reach other people in my community. I strive to learn how to invest my own leadership qualities in a way that inspires and engages the young women in my community to look beyond the barriers that they face and see their full potential as leader in the workforce, governmental institutions, organizations and more.

Megan Henley

Junior, Sociology (Criminology) major at The University of Tennessee, Knoxville (Nominated by UTK C/U Partner)



In her own words:

I hope that by attending NCCWSL I can share my experience as a female student leader on campus and learn from other women that have faced obstacles in their time as student leaders. As women in positions of leadership, we have a unique perspective of our campuses reflective of the roles that women must occupy in our society. I look forward to learning about how to effectively lead fellow students and growing together and bringing that back to leadership positions I will occupy on campus in the future.

Amanda Steele

*Junior Dietetics major at The University of Tennessee, Martin
(Nominated by Martin Branch)*



In her own words:

I want nothing more than to continue to experience things that will encourage my pursuit of knowledge and growth. I believe this experience [NCCWSL] will push me out of my comfort zone facilitating the skill of embracing change. It will provide the opportunity to surround myself with like-minded women and to network with empowering and inspiring women who also want to change the world by eliminating labels, leveling the playing field, and making it a better place.