



1881 - 2018

# TULSA VOICE

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**Equal Pay Day\* April 10**  
**.....because equity is still an issue!**

*You are invited  
to join us in observing*  
**EQUAL PAY DAY**  
*Tuesday, April 10, 6:30 P.M.*  
**El Guapo's**  
*81st and S Harvard.*  
**(It's Taco Tuesday—\$1 tacos!)**

**Also, a  
Twitter storm is planned  
at 1 p.m. (CT) on Equal Pay Day.**

**\*Equal Pay Day is the approximate day the typical woman must work into the new year to make what the typical man made at the end of the previous year.**

**Based on Census data, the 2018 wage gap is 80% between men and women. It is far wider for women of color.**

**Progress has stalled in recent years;  
at the rate of change since 2001,**

**WOMEN WILL NOT REACH PAY EQUITY WITH MEN  
UNTIL**

**2119!**

**—Source: AAUW research paper  
The Simple Truth about the Gender Pay Gap**

**Note: This event replaces our April General Membership Meeting.**



## President's Corner

**Hello, everyone!**

Equal Pay Day 2018, on April 10th, symbolizes how far into 2018 women must work to bring home the same pay as men did in just 2017 alone. This is a powerful way to raise awareness about the fight for fair pay — and that's why we need to make others aware of our cause.

**Hope to see you** at the special dinner we have arranged. It should be a fun time for food and fellowship!

**Spring/Summer** can't come soon enough!!

*Pam McDonald*  
President, AAUW Tulsa Branch

**Join AAUW on April 10**  
**in a national Day of Action**  
**to close the gender pay gap**  
**by texting the word PLEDGE to**  
**phone number 21333 on your cell phone.**

On Equal Pay Day (April 10), AAUW will send you a reminder text with a toll-free phone number to reach your state legislators and demand pay equity. When you use our toll-free phone line, you'll hear a simple call script before being connected directly to the office of your state legislator.

**Let us know you're committed to fighting for fair pay —**  
**Text PLEDGE to phone number 21333 now!**

## Tulsa Branch Notes

**THE PROGRAM SCHEDULE** for 2018:

April 10	Pay Equity
May 12	Visit by AAUW-OK President-Elect



## Free STEM Summer Camps from TRSA

In 2018, the Tulsa Regional STEM Alliance (TRSA) is again offering "The Summer Academy," a series of camps designed to engage, educate, and inspire students by using their interests to teach STEM concepts. Tulsa Branch AAUW is looking forward to helping with scholarships.

### T-Square Architecture Camp —

June 11-15, 2018, 8 a.m.-3 p.m.  
For middle & high school students  
At the AIA Eastern Oklahoma office & locations around Tulsa

### Summer <BR>, Girls Coding Camp

June 18-22, 2018, 8 a.m.-3 p.m.  
For middle & high school girls  
At The University of Tulsa

### Global Gardens

June 18-22  
4th-6th grade students  
At Global Gardens

### SK Plymouth Engineering Camp

July 9-13 from 8 a.m.-5 p.m.  
For middle & high school students  
TTC-Lemley Campus

### Exploration Station Summer Camp

July 25-27 from 9 a.m.-noon  
For 4th-6th grade students  
Central Library

### Difference Makers Engineering Camp

July 30-August 3, 8:30 a.m.-12:30 p.m.  
Friday, 8:30 a.m.-1:30 p.m.  
For middle & high school students  
Fab Lab Tulsa

### Conquer Youth Summer Camp

August 6-10  
Session 1: 4th-6th grade students  
9 a.m.—noon  
Session 2: 7th-8th grade students  
1 p.m.—4 p.m.  
At Conquer Fitness



## Interest Groups

### ADELANTE READING GROUP

April is Sexual Assault Awareness Month, so we are reading The Kindness of Strangers, a novel by Katrina Kittle. A young widow raising two boys, Sarah Laden is struggling to keep her family together. But when a shocking revelation rips apart the family of her closest friend, Sarah finds herself welcoming yet another troubled young boy into her already tumultuous life.



Tuesday, April 17, we will gather at 6:00 p.m. at my home (5820 S Evanston Ct.). Bring a dish for a light meal.

For more information, phone or text Rose at 918-688-7128.

### MYSTERY BOOK GROUP

Our next meeting will be **Wednesday, May 23, 7:00 p.m.** at Barnes and Noble Café at 41st and Yale. Everyone at our March meeting voted for “free read” again. Read whatever mystery you choose, and we’ll share our suspicions!



Questions?

Call Linda Brooks, 918-664-9914, or [ishbrooks@yahoo.net](mailto:ishbrooks@yahoo.net)

### GOURMET GROUP



Our next gathering for the Gourmet Group will be May 19th. Theme is yet to be determined, but the dinner will be hosted by Christy Johnson in her home. More details in the May newsletter.

You can contact Kay Witt at 918-633-5217 for more information.

## MEMBERSHIP MATTERS

### BRANCH MEMBERSHIP IN AAUW

**AAUW branches** are groups of local AAUW members working together in their communities for the greater good of women and girls. This network of nearly 1,000 branches across the U.S., including Alaska, Hawaii, Guam, and Puerto Rico, are the heart of the organization.

### WHAT DO BRANCH MEMBERS DO?

In addition to national opportunities offered to all AAUW members, branch members enjoy networking at the local level, serving in local and state leadership roles, sponsoring community action projects, and lobbying on AAUW priority issues. If you enjoy this level of activism and engagement, then branch membership is the right choice for you!

### JOIN AND RENEW ONLINE!

- ➔ **Join the Tulsa branch of AAUW:** Our branch participates in the membership payment program on the national website—[www.aauw.org](http://www.aauw.org). You can join online right away! Or, you can mail us the form below.
- ➔ **Renew your Tulsa branch membership:** If you are a continuing branch member from last year, you can log in and renew your membership in the Member Services Database (MSD) or, again, contact our Membership Vice President as listed below.

### MEMBERSHIP DUES

Dues for National Members are \$59.00; National Student Affiliate/Graduate Students dues are \$18.81 [AAUW was founded in 1881]. Branch dues are \$14, State dues are \$10, so a full membership is now \$83.00.

Rose Unterschuetz, Membership Vice-President  
[tulsarose@sbcglobal.net](mailto:tulsarose@sbcglobal.net), 918-747-5516

### PROSPECTIVE MEMBER

Prospect's Name \_\_\_\_\_

Address \_\_\_\_\_

Phone # (w) \_\_\_\_\_ (H) \_\_\_\_\_

AAUW Contact \_\_\_\_\_  
 (Return to: Rose Unterschuetz, 5820 S. Evanston Ct., Tulsa, OK 74105)

### TULSA VOICE

Monthly newsletter of American Association of University Women, Tulsa Branch, 5219 S Joplin Ave, Tulsa, OK 74135

Web Site: <http://tulsa-ok.aauw.net/>

President: Pam McDonald, 918-627-1823

Editor: Gwen Hampton, 918-742-6485;

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The **AAUW National Board of Directors** has voted to put three proposals for bylaws amendments before the membership for a vote this spring. **The proposed amendments** address creating three-year staggered board terms, opening board service to those outside of the AAUW membership, and eliminating the degree requirement for membership.

### Key Dates for AAUW's 2018 bylaws amendment vote

April 16	Opening date to request paper ballots
Mid-April 2018	Bylaws proposals published in the spring <i>AAUW Outlook</i> ; voter PINS emailed to members and mailed to others
April 25	Voting begins online
May 7	Deadline for AAUW to receive request for paper ballot
May 21	Deadline for mailing paper ballot, must be postmarked by 11:59 p.m. ET
June 9	Online voting ends at 9 p.m. ET
June 10, 2018	Vote results announced online

### Student Debt Problematic for Women

AAUW's 2017 report *Deeper in Debt: Women and Student Loans* highlighted how student debt uniquely impacts women. Because of the gender pay gap women have less disposable income with which to repay their loans after graduation, requiring more time to pay back their student debt than men.

AAUW advocates safeguarding and expanding Pell Grants for low-income students, as well as providing nontraditional students the resources they need — on-campus child care, for example — to successfully complete college degrees.

Solutions should also include supporting income-driven repayment approaches. Support for students should address the additional costs they face beyond tuition. At the end of the day, AAUW wants to improve the financial outcomes for all students.

### Skill-Training Webinars for Members

There will be no skill-training webinars in April to allow states to hold their conventions, and National officers to visit those conventions.

The next webinar is **May 8, 2018: *Writing to Engage***. You can find out how to make the most of your websites, brochures, newsletters, and emails.

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***“Women and girls aren’t just on the agenda, they are the agenda.”***

—Melinda Gates, high-profile philanthropist  
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### Notes from AAUW in the STATEHOUSE

**AAUW is proud** to have supported the March for Our Lives in Washington, D.C., and other cities.

**AAUW's Public Policy** states “**AAUW recognizes that gun violence is a public health crisis**” and that we advocate “**freedom from violence and fear of violence, including hate crimes, in homes, schools, workplaces, and communities.**”

**In Michigan** a branch recently issued a call to action urging legislators to actively support sensible gun safety legislation.

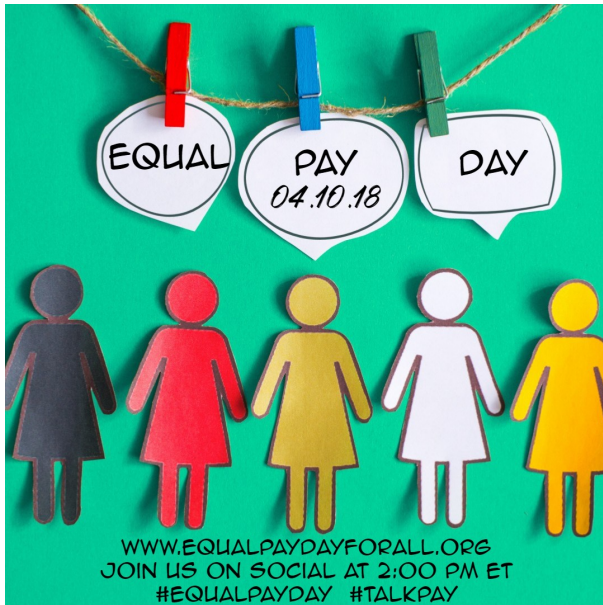
**Pennsylvania** members are advocating against legislation that would allow for “campus carry,” members in Florida weighed in on bills that would invest in school safety, and Oregon members supported legislation to establish stricter requirements around access to guns for those with a history of domestic violence.

**States are launching efforts** to help students with student debt. In Illinois AAUW members helped pass a bill to create a Student Loan Bill of Rights; Washington members supported a similar bill that passed. Virginia and Maryland are waiting on the passing of legislation creating an ombudsman to oversee the student loan process.

**The Trump administration** is taking steps to shield the student loan industry from state action.

**Paid family leave laws** are increasingly being passed by states and localities. But 38 states lack a leave law altogether.





**The gender pay gap** is a primary issue for AAUW and one that we have been working on for years. As early as 1922, AAUW's legislative program called for a reclassification of the U.S. Civil Service and repeal of salary restrictions in the Women's Bureau. Congress finally enacted the Equal Pay Act in 1963.

**Despite the Equal Pay Act**, the gender pay gap persists; women are typically paid just 80 cents for every dollar paid to men. Think 80 cents is bad? The gap is even worse for some women of color. AAUW also observes equal pay days throughout the year focusing on Asian American, African American, Native American, and Latina women.

**AAUW's research**, *The Simple Truth about the Gender Pay Gap*, digs deeper beyond the 80 percent statistic. The report explains the pay gap in the U.S.; how it affects women of all ages, races, and education levels; and what you can do to close it. In 2016 the report was updated with information on disability status, sexual orientation, and gender identity.

**Women in every state** experience the pay gap, but in some states it's worse than others. Oklahoma is 47th on the list, with a gap of 74%. New York has the smallest pay gap, 89%. Compared with salary information for white male workers, Asian women's salaries show the smallest gender pay gap, at 87 percent of white men's earnings. The gap was largest for Hispanic women, who were paid only 54 percent of what white men were paid in 2016.

**Earnings for both female** and male full-time workers tend to increase with age, though earnings increase more slowly after age 45 and even decrease after age 55. In 2016 women ages 20-24 were paid 96 percent of what men were paid, decreasing to 78-89 percent from age 26 to age 54. By the time workers reach 55-64 years old, women are paid only 74 percent of what men are paid.



**Education is not an effective pay gap solution.** While earnings increase as years of education increase for both men and women, at every level of academic achievement, women's median earnings are less than men's median earnings. Sometimes the gender pay gap is larger at higher levels of education.

**Since the pay gap persists** across educational levels, as a result women who complete college degrees are less able to pay off their student loans promptly, leaving them paying more and for a longer time than men. AAUW's research estimates that women hold nearly two-thirds of outstanding student debt in the United States. In addition, less pay also means less pension funds or Social Security funds for women in their later years, sometimes leading to poverty.

#### Changes that can help close the wage gap:

**For companies:** AAUW urges companies to conduct salary audits to proactively monitor and address gender-based pay differences. It's just good business.

**For individuals:** Women can learn strategies to negotiate for equal pay. AAUW's salary negotiation workshops help empower women to advocate for themselves when it comes to salary, benefits, promotions.

**For policy makers:** The Paycheck Fairness Act would improve the scope of the Equal Pay Act, which hasn't been updated since 1963.



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

AAUW, founded in 1881, is open to all graduates  
who hold the associate's, baccalaureate or higher degree  
from a regionally accredited college or university.

*In principle and in practice, AAUW values and seeks a diverse membership.  
There shall be no barriers to full participation in this organization  
on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.*

**Our Value Promise:**

*"As a member of AAUW,  
you belong to a community  
that breaks through  
educational and  
economic barriers  
so that all women  
have a fair chance."*

**Websites:** Tulsa Branch—<http://Tulsa-ok.aauw.net/>  
Oklahoma AAUW—[www.aauwoklahoma.org](http://www.aauwoklahoma.org)  
National AAUW—[www.aauw.org](http://www.aauw.org)

**Tulsa Branch to host  
Oklahoma's Biennial State Convention  
National CEO Kimberly Churches is keynote speaker  
June 29-30, 2018 — PostOak Lodge in Tulsa**

**Save the date for our State Convention.**

The PostOak Lodge & Retreat sits on 1,000 acres just 10 minutes from downtown Tulsa. The Gilcrease Expressway provides a clear, beautiful drive to POSTOAK. The Osage Hills' woodlands, valleys and sparkling ponds drew the attention of adventurous pioneers.

Eventually the serenity of the gorgeous site caught the attention of the Catholic Diocese, and in 1983, Our Lady of Osage Hills was built on part of the acreage as a retreat and summer camp. Private investors acquired the property in 2003 and named it POSTOAK Lodge & Retreat, as a nod to the Persimmon Ridge — the band of timber running from Kansas down to Texas right through the property.

***"Patriarchy means women get paid less for the same work and also they  
have to read the time off much smaller wrist watches."***

**—Nadia Kamil**



**April, 2018 Calendar**

- April 10** Equal Pay Day See Page 1.  
**April 17** Adelante Book Group See Page 3  
**April 20** Deadline for May, 2018 TULSA VOICE.  
**April 25** Bylaws voting begins See Page 4.

**Looking Ahead . . .**

- May 8** Skill-Training Webinar See P. 4.  
**May 19** Gourmet Group Dinner See Page 3.  
**May 23** Mystery Book Group See Page 3.  
**May 30-June 2** NCCWSL  
**June 29-July 1, 2018** AAUW/OK State Convention