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April is Sexual Assault Awareness Monthbecause equity still matters!

April General Membership Meeting

Date: Saturday, April 13

Time: 11:00 a.m.—Meeting
1:15 p.m. — Lunch

Place: Nathan Hale Library*
6308 E. 23rd St., Tulsa

Program: Recovering from Domestic or
Sexual Violence

Guest Speaker: Donna Mathews
DVIS Chief Operating Officer

Lunch: Binh Le Vietnamese Restaurant
5903 E. 31st St.

RSVP: Please contact **Pam McDonald** at AdamsFamily9857@aol.com
or leave a message at **918-627-1823** by **Thursday, April 11.**



Domestic or sexual violence — the statistics are staggering. One in four women will be victims of domestic violence during their lifetime. Twenty percent of women in the United States have been raped.

How does one recover from such an assault? Donna Mathews, COO of Domestic Violence Intervention Services (DVIS), will explore those topics on Saturday, April 13, 2019, 11 a.m. at Nathan Hale Library.

Trauma-informed care can help people reduce their trauma symptoms and regain a feeling of safety and security in the world. The initial response someone receives when they first reveal they have been a victim of abuse — makes a big difference in the ease of their recovery.

*This event is not affiliated in any way with the Tulsa City-County Library. The Library neither sponsors nor endorses this event, the speaker(s) or the organization.





President's Corner

We are heading to the last two meetings before summer break. And they promise to be very exciting, informative, and uplifting! Meanwhile, let's discuss gender pay equity.

In a Tulsa World article dated March 30, Oklahoma ranks among the worst states in the country in terms of pay differences based on gender, according to a report released by AAUW national! We rank 43rd in gender pay equity; women in Oklahoma are paid 77 cents on the dollar compared to men.

While Oklahoma has laws providing moderate protections for workers, there are two bills pending in the state House that would help narrow the gap. As you can see, we have a lot of work to do!

A recent AAUW poll says 60% of Americans believe the gender pay gap is due to biases in the workplace.

Gender Pay Gap Rankings —

1. California
2. District of Columbia
3. New York
4. Florida
5. Delaware
43. Oklahoma
48. Alabama
49. Indiana
50. Utah
51. Louisiana

—*Pam McDonald*
President, AAUW Tulsa Branch

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/>

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BRANCH NOTES

Election of officers:

We will be electing officers for the 2019-2021 term this month. Nominations will be accepted for President, Ways & Means Vice-President, and Secretary. Installation of officers will be at our May General Membership Meeting.

Portion of Dues Tax Deductible

The National part of our \$83 annual membership dues is \$59, of which \$56 is tax deductible as a charitable contribution. The remaining \$3 is not tax deductible as it supports the AAUW Action Fund's section 501(c)(4) Capitol Hill Lobby Corps and get-out-the-vote activities.

Student dues are \$18.81, of which \$16.81 is tax deductible.

AAUW national life membership is \$1,180 and is fully tax deductible.

State (\$10) and branch dues (\$14) are not tax deductible.

Our programs for 2018-19:

- | | |
|------------|--|
| April 13 — | Sexual Assault Awareness |
| May 11 — | AAUW/OK President Elect,
Installation of Officers |

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"Only people who die very young learn all they  
really need to know in kindergarten."  
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—Wendy Kaminer, comic

AAUW National Election Voting has Begun

Online voting is now open in the AAUW National Election; we are electing members to our board of directors and setting AAUW's Public Policy Priorities. Online voting will close on May 14 at 6:00 p.m. ET.

You can request a paper ballot through April 12, and it must be postmarked by April 26 in returning it.

More information about the candidates for the AAUW Board of Directors and the 2019-2021 Public Policy Priorities is on the AAUW website.

You will receive an email with your Member ID and Vote PIN, which you will need to cast your vote. **VOTE NOW!**

Interest Groups

ADELANTE READING GROUP



Adelante Book Group will meet Tuesday, April 30th, 6:30 p.m. at Zoe's Kitchen, 6044 S. Yale. The group will discuss The Only Woman in the Room by Marie Benedict. Please join us for what promises to be a fun and educational evening. Spoiler: she was not just a pretty face!. For more info phone Rose Unterschuetz at **918-688-7128**.

MYSTERY BOOK GROUP

The next meeting of our group is April 17th (we meet every other month). This time we are reading any mystery by Charles Todd. Among others, he has written the Ian Rutledge series.

Come to Barnes & Noble on 41st St. at 7:00 p.m.



Questions?

Call Linda Brooks, 918-664-9914, or lshbrooks@yahoo.net

GOURMET GROUP



Friday, April 12 is the next Gourmet Group meeting. Come to the home of Gisele McDaniel, 1702 West Young St., by 12:30 p.m. for lunch. Then we will carpool to the Tulsa Botanic Garden. Flowers are blooming and will be vibrant by next week.

Contact Gisele at giselemcdaniel@gmail.com to let her know what dish you will bring, or to be assigned a dish.

*"Nothing is impossible,
the word itself says 'I'm possible!'"*

— Audrey Hepburn

Work Smart Online

<https://salary.aauw.org/work-smart>

MEMBERSHIP MATTERS

You can now renew your AAUW membership for fiscal year 2020. Go online at www.aauw.org, choose Membership. The membership year runs from July 1, 2019, to June 30, 2020. If you are just now joining AAUW, your dues will cover from now through July, 2020.

The total fee of \$83.00 includes \$59.00 for national, \$10 for the state (AAUW/OK), and \$14 for local (Tulsa branch) dues.



Give-A-Grad-A-Gift is a great idea that National AAUW provides. For **zero** dollars, you can sign up a college graduate for National AAUW membership! If you are feeling generous, you can also pay the state and local dues for the graduate, so they can become affiliated with a local branch. If they relocate to another city or state, you can learn about the branch in their location through our website, aauw.org.

WELCOME NEW MEMBER!

Doris Piatak

dorispatak34@gmail.com

Doris has just moved to Oklahoma Methodist Manor from Arizona, where she is a member of AAUW. More information later. Come to our April General Membership Meeting to get acquainted with Doris.

Rose Unterschuetz,
Vice-President of Membership
tulsarose@sbcglobal.net

PROSPECTIVE MEMBER

Prospect's Name _____

Address _____

Phone # (w) _____ (H) _____

AAUW Contact _____

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

AAUW News 'n Notes

Pay Inequity in the Spotlight

Pass the Paycheck Fairness Act!

This is the message we need to send to Congress. On March 27, the House passed the Paycheck Fairness Act, but it is unlikely that we'll see movement in the GOP-controlled Senate. Contact your Senators and urge their support.

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Why the Paycheck Fairness Act is Needed

Women working full time are paid, on average, only 80 cents for every dollar paid to a man — a figure that has changed by less than a nickel during the 21st century, according to AAUW's "Simple Truth about the Gender Pay Gap" report.

- **The gender pay gap exists across all demographics**, in every part of the country, and in nearly every line of work — including female-dominated professions like teaching and nursing.
- **The pay gap tends to be larger for women of color**: Black women are paid just 61 cents for every dollar paid to white men. American Indian/Alaskan native women are paid 58 cents. Latinas are paid just 53 cents!
- **The gap exists across all age groups**: Women ages 20 to 24 are paid 90 percent as much as men in the same age range; and the gap grows from there with women ages 25 to 34 receiving 88% as much as men, 35 to 44 years taking home 81%, and women 45 to 65 being paid 78% as much as men.
- **The pay gap hurts women in retirement** because the gap expands and compounds over a lifetime. Women are less able to pay off debt and receive less in Social Security and pensions. Men over 65 make \$1,016 per week, while women in the age range make only \$782.
- **The poverty rate for working single mothers** would be cut in half if the pay gap were closed, and 2.5 million children would be lifted out of poverty, according to the Institute for Women's Policy Research.

—by Mary Hickey, Advocacy, AAUW

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What the Paycheck Fairness Act Will Do

The Paycheck Fairness Act would:

- **Prohibit employers from using salary history** which ensures that salaries are not based on prior pay disparities that can follow workers from job to job.
- **Protect against retaliation for discussing pay**

with colleagues, including stopping employers from being able to fire employees for sharing information.

- **Ensure equal pay for equal work**, requiring employers to prove that any pay disparities that exist between men and women are a business necessity and job-related.
- **Equalize discrimination claims based on gender, race, and ethnicity**, so plaintiffs who file claims under the Equal Pay Act have the same robust remedies as those who make claims under other laws.
- **Support employers and employees to achieve fair pay practices**, including providing technical assistance to employers, requiring wage data collection, and offering salary negotiation training programs to give women the tools to advocate for higher wages.

—by Mary Hickey, Advocacy, AAUW

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2019 EQUAL PAY DAYS

March 5 — Asian American women

April 2 — All women

April 19 — White women

June 10 — Moms

August 22 -Black women

Sept. 23 — Native women

Nov. 20 — Latina women

More AAUW News 'n Notes

Make Time for Action on Equal Pay

If you have...

One minute: Register for Work Smart Online.

Two minutes: Become a Two-Minute Activist.

Five minutes: Send an email to five women about Work Smart Online.

One hour or less: Write a letter to the editor.

One day or more: Host an online salary negotiation night.

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*"If people are upset about female ghostbusters, ho boy, I can only imagine how mad they'd be if a woman wanted to be president or something."*  
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—Dana Schwartz, journalist

Oklahoma Ranks 43rd Nationally in Pay Equity

Oklahoma's record in pay equity is near the bottom. Our gender pay ratio is around 77%; our Equal Pay laws are classed moderate. In comparison with other states, Oklahoma had positive reports in only 5 out of 24 markers. See the chart below:

AAUW members: our work is cut out for us!

Oklahoma: Tell your member of Congress you want fair pay!

Current Member of Congress	District	Men (2017)	Women (2017)	Earnings Ratio (2017)	Ranking in State*
Hern (R)	OK-01	\$50,121	\$37,458	74.7%	4
Mullin (R)	OK-02	\$41,437	\$30,963	74.7%	4
Lucas (R)	OK-03	\$46,125	\$35,378	76.7%	2
Cole (R)	OK-04	\$46,463	\$35,595	76.6%	3
Horn (D)	OK-05	\$46,203	\$36,207	78.4%	1

Source: U.S. Census Bureau, American Community Survey, 2017.

*The congressional districts are ranked from smallest wage gap to largest wage gap.

Court Ruling Gives A Victory for Equal Pay

A ruling by a federal district court judge in D.C. has said the government acted illegally when it stopped the Equal Employment Opportunity Commission (EEOC) from collecting pay data by gender, race and ethnicity from large companies. The U.S. District Judge for the District of Columbia ordered the government to move forward with a requirement that large employers confidentially provide pay data to EEOC by 2019.

The Trump Administration halted the pay-data collection in August of 2017. Three plaintiffs filed a lawsuit challenging the move.

A great level of transparency is necessary to know the full scope of pay inequity; it needs to be measured in order that employers and enforcement agencies can better develop solutions to close the gender pay gap.

—by Deborah J. Vagins, AAUW, Economic Security

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*"What people say, what people do, and what they say they do are entirely different things."*  
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—Margaret Mead

Connecting with Global Equity Partners

AAUW was proud to have a presence at the 63rd UN Commission on the Status of Women (CSW), March 11-22 at UN headquarters in New York.

Senior Vice President of Fellowships and Programs Gloria Blackwell developed an expert panel of AAUW fellowships alumnae that was moderated by CEO Kim Churches. Titled "Economic Security, Women and Work: Global Solutions for Equity," it was a standing-room-only event.

—from Mission and Action, AAUW's newsletter



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

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 National AAUW—www.aauw.org

From AAUW Action Network Tell Congress: Support the EMPOWER Act to fight workplace harassment

Too many barriers prevent survivors from speaking out when they experience harassment in the workplace. As a result, harassment continues to affect workers nationwide and across industries, impacting their success in the workplace, and ultimately, their economic security. Last month, Congress took the first step by introducing the EMPOWER Act.

The EMPOWER Act is a bipartisan, bicameral bill that would improve the lives of workers by reducing barriers to speaking out when harassment occurs, requiring companies to report on workplace harassment and arming workers with resources they need to address workplace harassment.

The far reaching effects of harassment on an employee's pay, advancement and well-being can't be overstated. This is particularly true for women and people of color, who are disproportionately impacted by harassment. By passing the EMPOWER Act, Congress will let survivors know: we hear you, we support you and we will stand by you.

Urge your members of Congress to support the EMPOWER Act!



April, 2019 Calendar

Now Online voting in AAUW National Election has begun See Page 2.

April 11 Deadline to RSVP for General Membership Meeting. See Page 1.

April 12 Gourmet Group See Page 3.

April 12 Deadline to request paper ballot for AAUW National Election See Page 2.

April 13 General Membership Meeting See Page 1.

April 17 Mystery Book Group See Page 3.

April 20 Deadline for May, 2019 TULSA VOICE.

April 26 Deadline to mail your paper ballot for AAUW National Election See Page 2.

April 30 Adelante Book Group See Page 3.

Looking Ahead . . .

May 11 May General Membership Meeting

May 14 Online voting in AAUW National Election ends See Page 2.

May 29-June 1, 2019 NCCWSL (National Conference for College Women Student Leaders)