



Legal Advocacy Fund (LAF)

Below are updates on just some of the cases that AAUW has supported using contributions to the Legal Advocacy Fund (LAF): At least three of the plaintiffs have presented at AAUW MN State Conventions

NORTHWOODS NEWS: October, 2017

For a .pdf or paper copy of this newsletter, please contact tkswagen@gmail.com.

NCCWSL Recipient, Ruby Walsberg, Expresses Her Thanks!



Dear AAUW,

I would like to thank you for choosing me to attend the National Conference of College Women Student Leaders. It was an unforgettable experience that I believe will be beneficial to the rest of my life. I was able to network with other women from around the country with a variety of interesting backgrounds. I, along with the other attendees got to hear motivational speakers, attend the Women of Distinction Awards Ceremony, participate in a variety of skill-building workshops, and enjoy some of the add-on activities. I will tell you a little bit about my trip and what it meant to me.

The experience was not exactly easy, and definitely out of my comfort zone, but great things never happen inside my comfort zone. The scariest part was getting dropped off at my home airport in Duluth, MN, and getting on a plane by *myself*. I had never traveled alone before. As a person who can't get her head out of the clouds, I thought I would get lost in the airports. I soon realized that I didn't give myself enough credit, because I was able to navigate through the airport with minimal help. That was a big step up in my confidence and independence. Once I arrived at the University of Maryland, I soon connected with a group of other women. I decided I was going to make the most of this trip and get to know as many other attendees as



Rizo vs Fresno
County Office of
Education
Adopted 2015

Aileen Rizo is a math consultant for the Fresno County Office of Education (FCOE) in Fresno, California. She filed suit against the FCOE under equal pay and gender discrimination laws after discovering she was paid less than her male colleague who had less experience and seniority. Knowing that the use of salary history is one underlying factor of the gender wage gap, Rizo challenged the FCOE's practice of basing pay exclusively on an employee's salary history. On April 27, 2017, the U.S. Court of Appeals for the Ninth Circuit handed down an unfavorable decision in Rizo's case. AAUW joined

possible. I still have several of them on social media.

I had the opportunity to listen to countless speakers, and learn about women in the workforce, as well as how women in the past stood up for their rights to get us all where we are today. Although women's rights are on track, it is proven that we are still not keeping up with men on jobs and paychecks, but women around the world are working together to be officially equal.

The Women of Distinction Awards was the most exciting part for me. The women were very empowering speakers, especially Danielle Feinberg, who said "We will not hear others tell our stories for us. We will write our own." She was the speaker who stood out to me the most, because I could relate to her. She talked about how she was the only girl in her lawn mower engine shop class, and how she ended up being the only one with a running engine at the end. This reminded me of myself, because in 9th grade my best friend and I were the only girls in the welding class. We took it just for the heck of it, but I soon realized that I was better at welding than most of the boys in the class. They were actually impressed that they got showed up by a girl, and my dad was very proud of me. Both Danielle and I realized that we can surprise ourselves when we leave our comfort zones. I also got my picture taken with her after the ceremony.

There were a number of workshops to choose from. I went to one that was supposed to build our skills in self defense. It was motivating, empowering, eye opening, and loads of fun. We went through fake scenarios where we might feel uncomfortable, and got to practice how to handle these scenarios. For example, if someone keeps bugging you or getting in your face you have to be assertive for them to leave you alone. Being passive doesn't get the point across. I took a lot out of this because I am more of a passive person, so I really enjoyed practicing my assertiveness.

The add on activity that I chose was a trip to the Newseum, a museum on all things "news"! It was overwhelmingly awesome to see a piece of the Berlin Wall, and a piece of the Twin Towers, as well as thousands of newspapers with significant moments in history. I got to see a newspaper from each country. The one I thought was the coolest was the Japanese newspaper because it was the most unique, and I love Japanese culture. The most amazing part of the whole trip had to have been the night in DC. I would say that out of all my great experiences on the trip, going to DC was the most memorable and impactful one. Taking a bus to the city, and being set free for the night with all my new friends was honestly the most independent and free I have ever felt. For the first time in my life, I felt like a woman instead of a girl. I was in a group of wonderful women, who I got very close with by the end of the night. The two girls I will never forget are Dannie, my roommate for the trip and Tessa, who was one of the most interesting people I have ever spoken with. The DC night happened to be on Tessa's birthday. We walked to all the monumnets. I was extremely excited to see the white house, which we finally got to see at 10:00 at night. It was amazing to think of all the presidents living there and knowing that I was standing right in front of it.

Overall, my experience on the NCCWSL trip was unforgettable, and I know it has positively impacted me as a person. I cannot thank you enough, AAUW, for all the memories and lesson I have taken out of this trip. It has sparked my desire to get out of my comfort zone and to put myself out into the world and have more experiences like this in the future.

an amicus brief in support of Rizo's petition for rehearing en banc — in front of all the judges of a court rather than only a selected panel — and urged the Ninth Circuit to reconsider, and on August 29 the Ninth Circuit Court granted a petition for rehearing en banc.



Thein v. Feather River Community College
Adopted 2007

Paul Thein, Laurel Wartluft, and Michelle Henley (previously known as Michelle Jaureguito) are former employees of Feather River Community College in California. In 2006, they filed whistle-blower lawsuits against Feather River, alleging that the college violated Title IX by retaliating against them for complaining about sex discrimination,

Upcoming Events

Ely Branch Meeting and Program
Tuesday, October 10, 6:45 pm Social, 7:00 pm Meeting
VCC, CL 124.
Entrepreneur Sarah Guy Levar's Foray into Art

Herberger's Community Days Booklet Sales Continue

Our One and Only Fall Fundraising Event is November 8-11

We continue to sell booklets - \$5 each - with all money going directly to our branch.

We now need to sell 100 booklets, and we have pre-sale days to sell booklets in the Herberger's store:

Friday, November 3rd from 12:00-2:00 pm North door
Saturday, November 4th from 10:00-12:00 North door and West door

Also, we need volunteers for sale days - Wednesday, November 8; Thursday, November 9; Friday, November 10; Saturday, November 11

Consider:

- ~signing up to help sell booklets in the store (It's fun to go with another member and have lunch)
- ~purchasing at a minimum 2 or 3 booklets-\$10-\$15
- ~selling at least 2 booklets to others
- ~making a donation if you don't or can't use the booklets
- ~making a donation directly to our scholarship funds

To sign-up to sell booklets or to get booklets, contact Marge at ttmlarge@yahoo.com 218-235-3851 at the October AAUW meeting

Our GOAL is to raise enough money to fund all of our scholarships and educational programs for this year.
VCC SCHOLARSHIP ~ STEM EVENT ~ STEM CAMP ~ NCCWSL ~ EQUITY PAY DAY

Submitted by Marge Forsberg, VP AAUW Funds

Equal Pay Day Team Meeting

The Equal Pay Day Team will be meeting in October to outline plans for our April events. We had a great time last year planning and providing the events throughout the day. We would love to have you join the team for our 2018 events. Please email or call Mary Setterholm if interested
mary.setterholm@gmail.com or 612-741-8761

Recent

Ely Branch Members Attend AAUW Northland Gathering

Events

among other claims. The plaintiffs won an important victory in 2014 when a California State Personnel Board judgment in their favor was upheld. Henley and Wartluft settled their lawsuits in fall 2015. Their settlement was finalized in May 2017 for \$2 million.



Baldwin et al. v. Department of Defense
Adopted 2014

Servicewomen Celina Baldwin, Alyssa Rodriguez, Jennifer Smith, and Carmelita Swain were forced to endure sexual assault or rape while on active duty in the U.S. military, some during deployments. Although each plaintiff tried to seek justice through the military's system, they claim that the military failed to provide fair hearings or



Ely Branch members, Lucy Diesslin, Phyllis Olson, Marge Forsberg, and Darlene Nemanich, joined members from the Duluth, Grand Rapids, Hibbing, and Virginia Branches, at the annual Northland Gathering in Hibbing on September 7. This year's gathering was hosted by the Hibbing Branch. The group toured Hibbing High School and heard the history of the school built in 1921. The school is on the National Historical Registry. A program was presented on the history of mining on the Vermilion and Mesabi Range, focusing on the mining history in Hibbing.

Next year's Northland Gathering will be hosted by the Grand Rapids Branch.

Submitted by Darlene Nemanich

Fall 2017 Adopt-a-Highway Litter Pickup

We had only 4 branch members who met for breakfast at 9 am at the Taste of Ely on Friday, September 29, but what a mighty crew!! After a quick – but delicious – breakfast, we headed out to our two-mile stretch of Highway 169 by 9:45 am. In spite of the forecast for “clouds giving way to sun” – it clouded up and started a light rain about an hour later, but fortunately we were almost

protect them from retaliation. They filed suit under civilian laws and under the U.S. Constitution, fighting to reform the military justice system and prevent service members who were themselves accused of sexual harassment or assault from serving as convening authorities in charge of sexual misconduct investigations.



Gosset v. Lasch Cooper, Alfred E, Mann Institute for Biomedical Engineering, University of Southern California. A Sexual Harassment Case
Adopted
September 2016

Title VII of the Civil Rights Act of 1964 protects employees from sexual

done by them. We actually finished right at 11 am. We did choose to only pick up from areas within reach of the top of the road because of the overnight rain, so we had to pass by a few pieces that where down into some deep ditches, but we still filled 3 bags with trash and made the road a lot cleaner. Thanks bunches to Cecelia Mahl, Teresa Sagen, Barb Soderberg and Jeanne Tomlinson for participating in the cleanup.

Submitted by Jeanne Tomlinson

Public Policy

Taking one section of the AAUW Action Priorities each month, I will summarize the AAUW research and policy, then share related pending legislation. I will also describe AAUW National initiatives related to the priority, and finally our branch initiatives related to the priority along with suggestions for considering expansion of our work.

Mary Setterholm, VP Public Policy

AAUW on Affordable Higher Education

'Deeper in Debt' is a research paper recently published by AAUW completed to understand the current situation and provide direction to assure support of a strong system of public education that promotes gender fairness, equity, and diversity. This report makes clear the need for increased support for and access to affordable higher education for women and disadvantaged populations.

Women earn 57 percent of all bachelor's degrees in our country. Racial and ethnic minorities represent more than 42 percent of college enrollment. Those are welcome statistics until you consider that median household incomes have barely risen since 1976 but college costs have doubled. This gap has been filled by student loans. Forty four percent of women (compared to 39 percent of males) take on debt to pay for college, and in any given year, women's debt will be 14 percent higher. Black women average more college debt than any other group. Because of the gender pay gap there is less money to pay back that debt. Today, women hold two-thirds of the outstanding student debt in this country. If the student doesn't complete the degree, there is a much greater likelihood that the loans will not be repaid.

AAUW outlines five specific areas of advocacy to address these needs:

- Safeguarding and expanding Pell Grants
- Providing non-traditional students with needed supports to complete their degrees, such as on-site childcare
- Supporting income-driven repayment approaches that reflect the borrower's realities
- Passing the Paycheck Fairness Act and the Pay Equity for All Act

A review of related pending legislation indicates very little action on affordable higher education.

On a **Minnesota state level**, the next session will begin a new biennium requiring any pending legislation to be resubmitted beginning February 2018. However Governor Mark Dayton has stated he intends to further support and funding for education in the next session. On a **National level**, the only bill that has passed committee that isn't a simple re-authorization of

harassment and forbids employers from retaliating against their employees for filing a charge of harassment or speaking out against harassment. Nathalie Gosset, the plaintiff in Gosset v. Lasch, Cooper, Alfred E. Mann Institute for Biomedical Engineering, University of Southern California, alleges that she experienced sexual harassment by her employer and was terminated after she reported the behavior. Sexual harassment is a form of sex discrimination that violates Title VII, and retaliation against employees who report harassment is alarmingly widespread.

AAUW Mission:
AAUW Advances equity for women and girls through advocacy, education, philanthropy, and research.

Value Promise: By joining AAUW, we

existing programs without significant changes is S458: NEST Act. This bill amends the Higher Education Act of 1965 to establish scholarships, loan forgiveness plans, and training programs for educators who commit to teaching in Native American or Bureau of Indian Education schools.

AAUW does provide direct support of this issue through grants and fellowships. Each year the application opens on August 1st, with varying submission deadlines. The grants and fellowships are:

- American Fellowships (\$6,000-\$30,000) for women pursuing full-time study to complete dissertations, conduct in postdoctoral research full-time, or preparing research for publication for eight consecutive weeks. Deadline is November 15th.
- Career Development Grants (\$2,000-\$12,000) for women pursuing a certificate or degree to advance their careers, change careers, or reenter the workforce and whose bachelor's degree was received at least 5 years before the award period. Deadline is December 15th
- International Fellowships (\$18,000-\$30,000) for women who are NOT U.S. Citizens or permanent residents pursuing full-time graduate or postdoctoral study in the United States. Deadline is December 1st.
- Selected Professions Fellowships (\$5,000-\$18,000) for women pursuing full-time study in a master's or professional degree program in which women are underrepresented such as STEM, law, business, and medicine. Deadline is January 10th.

Our Ely Branch supports students at Vermilion Community College (our partner college) through a \$500 scholarship to a non traditional woman each year. We may want to consider additional support through:

- Develop a 'tip sheet' describing the AAUW fellowships and grants described above with links to the online application listed. This could be provided at all our events with college students.
- Develop an effective method to disseminate "Take Action" messages for students when education funding bills are submitted, providing postcards and addresses along with phone scripts and phone numbers. Encouraging their voice and participation, as we clarify the role of AAUW in the community.
- Consider expanding the number or the amount of scholarships offered
- Consider exploring an AAUW Project Grant (up to \$2,000 from AAUW MN) or an AAUW Community Action Grant (one year- \$2,000-\$7,000; two year- \$5,000-\$10,000) to identify, initiate, or fund needed innovative supports for non-traditional students to complete their degrees.
- Other ideas?

Opportunities

AAUW MN Young Women for Equity Award 2018

AAUW MN is asking Branches to nominate either a high school or college woman for the Young Women for Equity Award. Recipients receive the following monetary award at the

belong to a community that breaks through educational and economic barriers to that all women have a fair chance.

2018 State Convention.

A \$500 award for a young woman in high school
A \$500 award for a young woman in college (up to age 25)

Do you know a high school or college age student who meets the criteria listed below? If so, contact an AAUW Ely Board Member with your suggestion.

The criteria for this award are:

- * A young woman may be nominated for a high school or college level (up to age 25) award
- * The project or activity specifically address women's and girls' equity issues.
- * The nominee must exhibit leadership that reflects the AAUW Mission
- * There must be evidence of the impact of the action or event.

The evidence of impact must be specific to the nominee's participation. Measureable outcomes should be shown if possible. This could include any of the following: number of girls or women served, results of the event or research as they impact women or girls, any statistical measures of success, "before or after" stories of women or girls benefitting from the action.

Nominations must include responses to the above criteria, names of both nominee and nominator and the branch name of the nominator. A panel of AAUW members will select the high school and college award winners.

The recipients of this award will be announced at the State Convention and they will be invited to our convention banquet or luncheon. Each winner will have the opportunity to speak briefly upon receiving the award. Up to two guests may accompany the winner and may attend the banquet or luncheon free of charge as our guest. Additional guests are welcomed but will need to make reservations and pay for their own meals. If a recipient is unable to attend, her nominator or a branch member may accept the award in her behalf.

PLEASE NOTE- We do not judge nominations by lengthy lists of all accomplishments, organizations, and projects an individual has been involved in. What we are looking for are projects that specifically address women and girls equity issues. We are most interested in reading about the leadership roles that the nominees have played in such projects.

Dates to Remember

Tuesday, November 14, 2017

Ely Branch Meeting - Increasing Rural Family Physicians and Vietnam War Veteran's Understanding of Agent Orange Exposure and Diabetes Mellitus Type 2 – Linda Olson Bergum, M.D., Kirsten Larson, MS4 and Kayla Schenheit, MS4, University of Minnesota Medical School
VCC, Room 124

Tuesday, December 12, 2017

Ely Branch Meeting - Dinner at Grand Ely Lodge, Holiday Family Feud

Tuesday, January 9, 2017

Ely Branch Meeting - "Hidden Figures" review/discussion (movie or book)
VCC, Room 124

April 27-28, 2018
AAUW MN State Convention
Faribault, MN



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