# March is Women's History Month

- AAUW-NYS Convention celebrating the Buffalo Branch's 125th Anniversary at Byblos Niagara Resort and Spa, Grand Island April 17-19 See page 6
- Women in STEM Summit at UB April 23 See page 8
- □ AAUW Buffalo Branch Annual Meeting at Buffalo Yacht Club on May 16
- AAUW Buffalo Branch Booksale Books and Boxes Needed! May 27-31 See page 7





March 2015
http://aauw.buffalo.edu

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The deadline for each issue of the Advocate is the 10th of the previous month.

Send articles to Laurie Eikemeyer via email: laurie.eikemeyer@gmail.com.

Please be sure to put "AAUW Buffalo Advocate" in the subject line and cc Betty Preble: betty.preble@gmail.com.

Something you'd like to see in the newsletter? Let us know—send a message to those same two people!

### **MARCH EVENTS**

**Sunday, March 8th** we will celebrate International Women's Day with a special presentation "Declaring Equality: Renewing a Legacy." See details on page 4. Register by February 28th.





Saturday, March 14th we celebrate Tech Savvy's 10th Year: Tech Savvy Girls: Brilliant and Resilient.

For more details, see page 5.

The 18th Sister to Sister Summit will be held at Buffalo State College on Saturday, March 28th at Buffalo State College. For information visit http://sister2sisterbuffalo.org/



### PLANNING FOR 2015-16 PROGRAM

Planning for the 2015-16 Branch Program is underway. If you have ideas or wish to host a program, please write to Betty Krist (<a href="mailto:kristbj@verizon.net">kristbj@verizon.net</a>)

We need a site and chair for the September "pot luck" and in October we will be hosting the District Meeting.

Our most successful programs have focused on our mission. Let's get creative!



# President's Perspective

"One thing I believe profoundly: We make our own *history*. The course of history is directed

by the choices we make and our choices grow out of the ideas, the beliefs, the values, the dreams of the people. It is not so much the powerful leaders that determine our destiny as the much more powerful influence of the combined voices of the people themselves."

Eleanor Roosevelt

"Our lives begin to end the day we become silent about things that matter."

Martin Luther King, Jr.

What is Women's History Month all about? Women's History Month in the United States grew out of a weeklong celebration of women's contributions to culture, history, and society organized by the school district of Sonoma, California, in 1978. It's about WOM-EN, not one WOMAN, not one famous person, but many women throughout the centuries. This year's theme, "Weaving the Stories of Women's Lives," is especially appropriate in helping us re-

that we, and our mothers and grandmothers, are all part of the history of tomorrow.

The world is beginning to finally recognize the contributions of the female half of the population. What are we doing to add to these contributions? AAUW's mission is clear: "advancing equity for women and girls." How does this translate into our everyday lives? Most of us aren't going to be famous or household names, or, to be honest, even remembered as individuals 100 years from now. However, that doesn't mean that we can't accomplish great things. We need to remember not to be silent when we see injustice, whether in our workplace or on campuses or just chatting with friends. If we all work together we can collectively make the world a better place. This month's program features two women who weren't and aren't being silent about things that matter. After last month's program which gave us hope for the future, this continued inspiration will encourage us to push for a society of equal opportunity for all. I'm really looking forward to it, and I hope you are as well. Bring your friends!

**Betty Preble** 

### THE BUFFALO BRANCH ADVOCATE is published monthly September-June as a bulletin of events for members and as an update on AAUW issues and programs.



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President: **Betty Preble** Publisher/Editor: Laurie Eikemeyer

Assistant Editors: Judy Weidemann, Barbara Carier,

**Betty Preble** 

For prospective or new member questions, contact:

Membership Recruitment VP, Diane O'Brien,

obnfam@roadrunner.com.

Send address changes to:

Freddie Cheek, 406 Maynard Drive, Amherst, NY 14226-2929 (fscheek@verizon.net)

### Happenings...



Coming events which may interest you:

Until Mar 8 - The Buddy Holly Story at MusicalFare

Mar 6-8 - The Illusionists at Shea's

Mar 6-7 - Garth Brooks with Patricia Yearwood at First Niagara Center

Mar 9 - Sister Act at Center for the Arts

Mar 12-15 - Shrine Circus at Hamburg Fairgrounds

Mar 18-29 - The Phantom of the Opera at Shea's

Mar 21-22 & 27-28 - Beethoven Festival at Kleinhans

Mar 24-25 - Reba at Fallsview Casino Resort

Apr 10 – The Lennon Sisters at Riviera Theater

Apr 21-26 - Kinky Boots at Shea's

June 2-14 - Book of Mormon at Shea's

### Theater Contact Information:

710 Main Theater (formerly Studio Arena, now affiliated with Shea's), Main St. at Tupper, 829-1154, www.sheas.org

Amherst Symphony – 633-4606 www.amherstsymphony.com

Artpark - Lewiston 754-4375, www.artpark.net

Fallsview Casino - Niagara Falls, Ontario www.fallsviewcasinoresort.com

Irish Classical Theatre - Andrews Theatre, 625 Main St., 853-4282, www.irishclassicaltheatre.com

Kleinhans Music Hall - Buffalo Philharmonic Orchestra, 885-5000, www.bpo.org

Nickel City Opera (at Riviera Theatre) -67 Webster St., North Tonawanda www.nickelcityoperaco.com, 692-2413 www.RivieraTheatre.org

**Shaw Festival** – Niagara-on-the-Lake, Ont. 800-511-SHAW, www.shawfest.com

Shea's Performing Arts Center – 646 Main St., 847-0850, www.sheas.org

The Center for the Arts at UB – 645-ARTS, www.UBCFA.org

Barbara Carier

### **Buffalo Branch March Study/Interest Groups**

### MONTHLY DINNER GROUP

When: Wednesday, March 11 at 6 pm

What: A monthly gathering of members

and guests who want to try new restaurants and enjoy each other's company. Current events and getting to know each other are always topics of dis-

cussion.

Where: BOSS Steakhouse, 1735 Hertel Ave., Buffalo,

551-6499 www.bossbuffalo.com

Facilitator: Maria Coppola

Contact: 289-8149 or <a href="marcoppola@gmail.com">marcoppola@gmail.com</a>

### **KNITTING & CROCHET GROUP**

When: Wednesday, March 11 from 2-4 pm.

(Regular schedule in effect)

Where: Barnes & Noble Cafe on Transit near

Main St. in Amherst

What: Bring your knitting and/or crochet project or ques-

tions

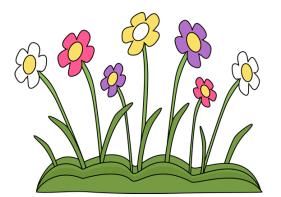
Contact: Karen Howard 480-3652 (cell) or kkhow-

ard@roadunner.com

The Knitting & Crochet group is asking for donations of handmade items of any kind to be donated to the Cornerstone Manor for homeless women and children throughout the calendar year. Thanks for your homemade donations to the knitting & crochet group for such a good cause. Any member of the Knitting group would gladly accept your donation.

### FOR GENERAL QUESTIONS

Marilyn Carmichael, mcarmichael45@aol.com or 228-8626 (cell)



### **SUNDAY BOOK CLUB**

When: Sunday, March 15 from 4-6 pm

(note change in the schedule)

Where: Sweetness 7 Café on Parkside,

across from the zoo, on-street parking available

Book: PLEASE LOOK AFTER MOM by Kyung-Sook Shin

Contact: Karen Huffman-Kelly at 839-4754 or

kshk152@yahoo.com for questions or more information.

### **DINNER BY THE BOOK**

When: Wednesday, March 18, 2015 at 5:30 pm for din-

ner before the book review

Where: **Bob Evans Restaurant Mtg.** 

Room, 1925 Niagara Falls Blvd, Amherst

Book: Me BEFORE YOU by Jojo Moyes

Discussion Leader: Diane O'Brien

Facilitator: Fran Witnauer

Reservations: Fran Witnauer 688-5708 or

Grandmafran44@yahoo.com

### **CLUELESS MYSTERY BOOK CLUB**

When: Wednesday, March 25 at 5:30 pm.

Where: **Bob Evans Restaurant Meeting** 

Room, 1925 Niagara Falls Blvd., Amherst

Book: CITY OF WHISPERS by Marcia Muller

Facilitator: Karen Howard

For further information and questions, please contact Suzanne Grossman at 837.8769 or Fran Witnauer at 688-

5708

### VELMA COBB SCHOLARSHIP WINNERS

lease join members choosing our Velma Cobb scholarship winners on Thursday, March 19 at 2 pm in the Hearth Room of Ebenezer UCC, 630 Main St., West Seneca.

It is always inspirational to read the amazing applications and imagine what these young women will become. The whole process should be completed by 4:30. Refreshments will be provided.

Please RSVP to <a href="mailto:kristbj@verizon.net">kristbj@verizon.net</a>. It's sure to be a rewarding experience.



### International Women's Day





### AAUW Buffalo Branch Celebrates: International Women's Day - March 8, 2015

"Declaring Equality: Renewing a Legacy"

#### Adam's Mark Buffalo Hotel & Event Center

120 Church Street, Buffalo NY 14202

Registration, networking, cash bar at noon

Lunch served at 12:30; Program at 1:30 pm

The Public is Welcome!



Photo by Dave Duprey on (Dr. Melinda Grube) offer a

Attorney Nadia Shahram and Elizabeth Cady Stanton (Dr. Melinda Grube) offer a unique conversation.

Join us on Sunday March 8, for luncheon and reenactment of Buffalo attorney Nadia Shahram, and Dr. Melinda Grube representing Elizabeth Cady Stanton, a convenor of the first women's rights movement.

Nadia Shahram is an author, activist, Moslem women's rights advocate, and president of The Coalition for the Advancement of Moslem Women, a not-for-profit organization to help women with issues such as domestic violence. **Dr. Melinda Grube**, is a historian and adjunct professor who has studied Stanton's works and life extensively. She uses her knowledge to bring Stanton to life. This remarkable discussion, entitled "**Declaring Equality: Renewing a Legacy**," crosses religious traditions (Moslem and Christian,) cultures (Iranian and American,) and even centuries (19th – 21st.)

Plated luncheon includes vegetable soup, assorted rolls and butter, coffee & tea service, and served dessert. \$26.

Parking in the adjacent ramp is free with ticket to be provided. Please choose from:

- Pan-Seared Chilean Sea Bass drizzled with passion fruit sauce, served with mint pesto risotto with asparagus, or
- Vegetable stuffed Portobello mushrooms with port butter glaze

Direct all questions to Betty Krist <a href="mailto:kristbj@verizon.net">kristbj@verizon.net</a>. If you'd like to distribute materials, we'll try to accommodate your needs.

# International Women's Day "Declaring Equality: Renewing a Legacy" Reservation form

# Name\_\_\_\_\_\_Phone\_\_\_\_\_\_ Entrée selection: \_\_\_\_Sea Bass or \_\_\_\_ Portobello @\$26 Name\_\_\_\_\_\_\_Sea Bass or \_\_\_\_ Portobello @\$26 Entrée selection: \_\_\_\_Sea Bass or \_\_\_\_ Portobello @\$26 Total \$\_\_\_\_\_ Please make check payable to AAUW Buffalo Branch Phone\_\_\_\_\_\_ Send reservations by February 28 to: Judy Weidemann 21 Nye Hill Road East Aurora NY 14052

### TECH SAVVY CONFERENCE: SATURDAY, MARCH 14, 2015

It's ALMOST here... Tech Savvy Girls are Brilliant and Resilient!

**Less than one month away.... the tenth anniversary!** On Saturday, March 14, we will welcome about 500 girls in  $6^{th} - 9^{th}$  grade for the middle school program and approximately 100  $10^{th}$ - $12^{th}$  graders in the *Tech Savvy Girls on a Roll* program. We are also expecting up to 200 parents and teachers, all in the name of encouraging STEM for girls.

The conference is designed to inspire middle school girls to pursue STEM careers (science, technology, engineering, and math)—and to provide the adults in their lives with relevant information. *Tech Savvy* features 22 workshops for the girls plus four savvy skills workshops, introducing critical life success skills such as advocacy, negotiating, interview preparation, and ethical decision making. Since *Tech Savvy* is not just

for students, adults will enjoy fun and enlightening sessions that include the best ways to build resilience within the girls in their lives.

Our keynote speaker for the adult session is Linda Cureton, former Chief Information Officer for NASA and CEO of Muse Technologies. And, of course, we blend inspiration with research: Our special guest for the adult session is Stacie Gregory, who is completing her doctoral studies in engineering education. A budding expert in stereotype threat, Ms. Gregory will detail some new research

around stereotype threat among women in STEM.

In this special 10<sup>th</sup> anniversary program, we are welcoming back some of your favorite speakers from the past nine years! Several of our keynote speakers are returning to celebrate with us, including Sonya Summerour Clemmons, Dr. Anne Roby, and Camille Alleyne. AAUW national's Erin Prangley will join us. And, look forward to hearing from one of our former Tech Savvy Girls!

### Ready for Resilience?

TS10 continues a three-year focus on some of the critical aspects we can encourage for long term STEM – and overall – success: persistence, confidence, and resilience. From research, we know that women in STEM often face stereotypes—and they react to these stereotypes in various ways. We want girls to be prepared and to develop the brilliant and resilient exterior to withstand the pressure and shine! Like pearls, Tech Savvy girls are brilliant and resilient!

You can participate in *Tech Savvy* in several ways:

**See Next Page for Upcoming Planning Dates** 

- ♦ Volunteer and help with Tote Bag Stuffing on Friday, February 27, starting at 3 pm at the United Way in Buffalo (Delaware Avenue) See next page for Registration information.
- Join us for the reception on Friday, March 13, at 6 pm at the Buffalo Niagara Marriott on Millersport – Meet the keynote speaker and other volunteers.
- Join us for the adult activities on Saturday, March 14
  - Hear Stacie Gregory talk about the latest research in stereotype threat
  - ♦ Stay to hear Linda Cureton's keynote address
  - ♦ See some of our Tech Savvy girls who are NOW women in STEM
  - On March 14, VOLUNTEER for all or part of the day! (We need more than <u>50</u> volunteers for the day between 7 am and 5 pm!!!)

About our Keynote Speaker: Linda Cureton, former Chief Information Officer, NASA

Linda Cureton is the former Chief Information Officer (CIO) of the National Aeronautics and Space Administration

(NASA.) Now Linda is the CEO of Muse Technologies, Incorporated. She is also the author of <u>The Leadership Muse</u>, an educational and inspirational book that outlines lessons for today's heroic leadership journey.

Linda Cureton was born and raised in Washington, DC and went to DC public schools, attending Duke Ellington School of the Arts studying trumpet, French horn, and piano. In 1980, she graduated from Howard University with a BS in Mathe-

matics. She later received a Master of Science degree and post-Masters advanced certificate in Applied Mathematics at Johns Hopkins University.

Linda is a leader in her community and serves on a number of advisory boards and works within a number of organizations. She has received recognition for many of her efforts, including mentoring in technology areas. In addition to her other work, Linda enjoys her love of music through a small home-based business that provides piano lessons where she teaches with her mother. She lives in Maryland with her mother, her husband of 21 years, and his grandson.

### 2015 AAUW New York State Convention

WHEN: April 17th-19th, 2015

WHERE: Byblos Niagara Resort and Spa, Grand Island, NY

Special Recognition:

A celebration of the 125th Anniversary of the Buffalo Branch AAUW

Workshops will address topics such as:

- 21st Education Issues and Challenges
- Voting Rights: "Women and the Vote: Past, Present, Future" - Note: CLE Accredited!
- Cultivating Women Candidates
- Domestic Violence and Women's Self-Empowerment
- <u>Eleanor Roosevelt and Leadership</u> "Eleanor's Alphabet Soup"

There will also be keynote speeches, a panel of women municipal leaders, a talk by an LAF litigant, opportunities for networking with other AAUW members from around the state AND MORE! This year there is also a "student track", to which

all the nearby campus women have been invited.

AAUW develops women leaders by strengthening their sense of empowerment.



Don't miss this exciting opportunity! Keep checking the state website (<a href="http://www.aauw-nys.org/convention.htm">http://www.aauw-nys.org/convention.htm</a>) for updates!

If you are interested in being a voting delegate at the Saturday morning business meeting, please let Betty Preble know as soon as possible. We have a limited number of delegates and will be making the decision at the March 4 business meeting.

### **Upcoming Planning Dates for Tech Savvy 10**

- Friday, February 27, starting at 3 pm and continuing through the evening: Tote Bag Stuffing (Lots of Help Needed!) at the United Way (Dress comfortably; pizza served.)
- ♦ Friday, March 13: Reception at Ramada Inn and Conference Center (on North Forest) at 6 pm
- ♦ Saturday, March 14: Tech Savvy at UB's North Campus (Meet at Student Union... Ample Parking in Furnas Lot.)

,	
Tech Savvy 10 Participation — Registration Form  Questions about Tech Savvy? Call Tamara Brown at 716-949-2413.  Conference Information website: http://aauw-nys.org/techsavvybuffalo/	
Name	
Phone	Email Address
Helping with Bag Stuffing on Friday, February 27 (3pm – 7pm)	
Planning to attend Tech Savvy Reception at 6:00 pm on Friday, March 13, at the Ramada on North Forest – No cost to attend	
Planning to Volunteer at Tech Savvy (Saturday, March 14) – Shift times will be confirmed.	
	☐ Afternoon shift (noon – 5pm)
☐ All day (7am – 5 pm)	Available other times:
For those <u>NOT volunteering</u> on Saturday, March 14:	
Attending <i>Tech Savvy</i> adult session, including morning refreshments, lunch, tote bag and materials - Please include \$5 payable to AAUW Buffalo Branch. You may also register online by Feb 14 at the website above.	
Please send this form to: Yvonne Curry, 172 Hamlin Road, Buffalo, NY 14208 (von104@roadrunner.com) or call 553-3925	

### **BOOK SALE REPORT**

this month. As sorters struggle to keep pace with donations and leaders continue the search for a suitable site they are thinking ahead to all the tasks that accompany this project. This is a labor-intensive production and requires the participation of as many members as can spare a few hours for a worthy cause. You may hear from Judy Huber, who will be looking for people to take responsibility for one of the many tables, Sue Oliver, who is hoping to sign up shift worker's supervisors during the sale preparation period (that begins in late March or early April) and Judy Weidemann who will be looking for workers for the sale week, May 27-May 31. Block out as much time as you can during those periods. The success of the sale depends heavily on you.

Meanwhile, books are piling up at the sale site and there is a need for many, many boxes. If you have access to good quality boxes with lids or liquor boxes, please drop them off at 995 Kensington Ave. If you can stay and sort awhile, that would be appreciated.



Finally, the crew that has been managing the sale for the past three years is looking for a sabbatical. If you would like a really good job (it isn't all blood, sweat, and tears) the hours aren't bad and the pay (in feel-good terms) is great. It is collaborative work at its best, and so much of what Buffalo AAUW does, depends on book sale proceeds.

Pat Swift MacClennan

### **WOMEN'S HISTORY MONTH**

# Announcing the 2015 Women's History Month Theme: "Weaving the Stories of Women's Lives"

"Weaving the Stories of Women's Lives" is the theme for National Women's History Month 2015. The theme presents the opportunity to weave women's stories - individually and collectively - into the essential fabric of our nation's history. Accounts of the lives of individual women are critically important because they reveal exceptionally strong role models who share a more expansive vision of what a woman can do. The stories of women's lives, and the choices they made, encourage girls and young women to think larger and bolder, and give boys and men a fuller understanding of the female experience. Knowing women's achievements challenges stereotypes and upends social assumptions about who women are and what women can accomplish today. There is a real power in hearing women's stories, both personally and in a larger context. Remembering and recounting tales of our ancestors' talents, sacrifices, and commitments inspires today's generations and opens the way to the future. 2015 is also the 35th anniversary of the Women's History Movement and the National Women's History Project. We are proud that, after decades of dedicated research and technological advances, the stories of American women from all cultures and classes are accessible and visible as never before. Numerous scholars and activists helped shape the Women's History Movement, and also provided the research and energy which created and sustains the National Women's History Project. During 2015, we recognize and celebrate the many ways that women's history has become woven into the fabric of our national story.

National Women's History Project, 730 Second Street #469 Santa Rosa, CA 95402 <a href="http://www.nwhp.org">http://www.nwhp.org</a> (707) 636-2888 <a href="mailto:nwhp@nwhp.org">nwhp@nwhp.org</a>



### Images of the Suffrage March on Washington— National Archives Pinterest Board

March 3rd marks 100 years since suffragists marched on Washington. The "National Policy of Nagging" Pinterest board, created by the National Archives, honors this anniversary. Suffragists faced a difficult road in their march towards equality. Even some women opposed giving women the right to vote. One letter called it "an endorsement of nagging as a national policy."

### **GRASSROOTS GRANTS PROGRAM**

The Buffalo Branch announces the open application period for its Grassroots Grant Program. Five to eight grants are available in amounts up to \$1500 each, in three categories:

- 1. Individual Projects
- 2. Community Organizations and Neighborhood Enrichment Programs
- 3. High School Leadership Projects

The goal of the grants program is the promotion of equity, gender awareness, and lifelong learning for women and girls in the Buffalo Niagara Region.

Details, criteria, and applications can be found at http://aauw.buffalo.edu/grassrtgrant.htm.

Deadline for applications is April 15, 2015.

Carol Golyski, Grassroots Grants Chair

### **WOMEN IN STEM SUMMIT**

**The University at Buffalo** is excited to host their inaugural

### Women in STEM Summit

Thursday, April 23, 2015 • 8:30 am - 12 Student Union • UB's North Campus

This half-day seminar will:

- Celebrate accomplishments of women in STEM
- Increase participation and develop potential of women in STEM
- Build relationships and share experiences among women in STEM

For more information visit their website at: http://www.pss.buffalo.edu/womeninstem/

### FEBRUARY PROGRAM PHOTOS: TASTE OF EBENEZER AND AAUW

Below: Liz Grady and Betty Preble



Left: Judy Weidemann and Sue Oliver

Right: Lillis McLean and the BEST Lemon Meringue Pie



Above: Barb Carier "womaning" the soup station

### **PUBLIC POLICY**

### AAUW believes that pay equity and equal opportunity are a matter of simple fairness.

By now we should all know that it takes women about 15 months to earn what men earn in 12, thanks to the gender pay gap. Every April, a day known as Equal Pay Day, is the symbolic day when women's earnings finally catch up to men's earnings from the previous year. Equal Pay Day 2015 will fall on Tuesday, April 14, so mark your calendar!

On average, women who work full-time still earn about 78 cents for every dollar a full-time male worker earns. Over a lifetime of work (47 years,) the total estimated loss of earnings of women compared with men is \$700,000 for a high school graduate, \$1.2 million for a college graduate, and

school graduate.

The pay gap persists across all racial and ethnic groups, and it is

\$2 million for a professional

found in every state. AAUW's report, *The Simple Truth About the Gender Wage Gap*, found that among full-time workers in 2013, Hispanic, American Indian, African American, and Native Hawaiian women had lower median annual earnings compared with non-Hispanic white and Asian American women. The wage gap was largest for Hispanic and Latina women, who were paid only 54 percent of what white men were paid in 2013.

Recent research has found that 40 percent of households with children include a mother who is either the sole or primary earner for her family. Pay discrimination limits women's life choices and has real short- and long-term consequences. It impairs the ability of women and families to buy homes and pay for college educations, and it limits their total lifetime earnings, savings, and benefits, which makes women much more vulnerable to poverty in retirement.

### How can we close the gap?

On Equal Pay Day 2014, President Barack Obama signed two executive orders in-

tended to provide new tools for employees of federal contractors to fight the pay gap. One executive order prohibits retaliation against contractor employees who talk about their salary with their coworkers, while the other directs the U.S. Department of Labor to collect wage data, including the race and sex of employees, from federal contractors. In July 2014, Obama signed another executive order requiring prospective federal contractors to disclose labor law violations within the last three years. AAUW



strongly supports implementation of these orders, not only to advance equal pay but also to ensure that the taxpayer dollars funding the almost \$700 billion of annual contracts are not used to underwrite discrimination.

These executive actions will have a real impact. According to the Department of Labor, nearly 1 in 4 American workers is employed by the more than 200,000 businesses that receive federal funds for contracted work. The executive orders will benefit these employees, but they won't help the millions of other workers facing discrimination and cannot address all the factors that contribute to pay disparity. That's why we still need congressional action on the following legislation:

Paycheck Fairness Act: The PFA would improve the scope of the Equal Pay Act, which hasn't been updated since 1963, with stronger incentives for employers to follow the law, enhance federal enforcement efforts, and prohibit retaliation against workers asking about wage practices.

**Fair Pay Act:** The Fair Pay Act would require employ-

ers to provide equal pay for work of equal value, whether or not the jobs are the same. This legislation addresses equal pay for women working in female-dominated jobs equivalent to jobs traditionally dominated by men. The legislation would ban retaliation, require employers to file wage information with the Equal Employment Opportunity Commission, eliminate the gag rule on wage disclosure, and prohibit employers from

reducing wages to comply with pay equity requirements. \*

All this information, and more, is available on the AAUW website — aauw.org. When you're armed with substantial data, you can be very persuasive in drawing attention to the simple fairness of pay equity and equal opportunity.

\* Women comprise 52% of Erie County's total population, 48.7% of its labor force, 61% of senior citizens, and 54% of the county's registered voters. In Erie County, median weekly earnings for a woman working full-time are \$638, while a man doing similar work earns \$798. Erie County Executive Mark C. Poloncarz signed an Executive Order requiring contractors with Erie County to submit an Erie County Equal Pay Certification indicating their compliance with federal and state Equal Pay Laws prior to entering into a contract with Erie County and subjecting the contractors to future monitoring and audits of their records to confirm compliance with Equal Pay Laws. The Executive Order went into effect on January 1, 2015, and aligns with a similar reporting requirement advocated by the County Executive for contractors with the Erie County Industrial Development Agency.

> Marian Deutschman, Public Policy Chair

### **Upcoming Dates to Remember**

Wednesday, Mar 4, 5:45 – Buffalo Branch Board Meeting – Ebenezer United Church of Christ, West Seneca



Sunday, Mar 8, noon – "International Women's Day" – Adam's Mark Hotel

Saturday, Mar 14 – Tech Savvy – University at Buffalo

Saturday, Mar 28 - Sister-to-Sister - Buffalo State

**Friday-Sunday, April 17-19** – AAUW-NYS Convention at the Byblos Resort and Spa, Grand Island

**Saturday, May 16** – AAUW-Buffalo Annual Meeting, Buffalo Yacht Club

June 18-21 - National AAUW Convention in San Diego

**July 24-26** - AAUW-NYS Summer Conference at Cazenovia College

AAUW has been empowering women as individuals and as a community since 1881. For more than 130 years, we have worked together as a national grassroots organization to improve the lives of millions of women and their families.

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

**Vision:** AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.

**Value Statement:** By joining AAUW, you belong to a community that breaks educational and economic barriers so that all women have a fair chance.

In principle and 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.

Moving? Please contact Freddie Cheek at 835-6945.

Return Service Requested

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AAUW Buffalo Branch PO Box 894 Buffalo, NY 14225-0894

