



Breaking through Barriers for Women and Girls • <http://richmond-va.aauw.net>

President's Greeting Letter

I hope all GRAAUW members had a wonderful Thanksgiving Holiday with family and friends.

I would like to congratulate all those who have been working and writing cards to our House of Delegates members about the Ratification of the ERA. Specifically some of the members on the Board who actively participated in the Bus Drive around the state visiting Colleges. Congratulations to Patricia Wallace, Jane Newell and Carol Stephens particularly for riding the bus and talking to students during this ERA event.

Please continue to contact your Delegates and State Senators and encourage them to Ratify The ERA in the 2019 sessions. Also I encourage our members to attend some of the events coming up in December, January and February.

The Wine Tasting Event was again very successful thanks to the member participation, but a special thanks to the committee chaired by Connie Sorrell who did a superb job. Also to Marsha Carter, Randi Edwards, Laura Wimmer, Lesin Dippold, Jane Newell, Katie Garnett and Diane Reale. It was like always a lovely night, enjoyed by all. I appreciate your hard work.

Thanks also to Marcia Phillips for agreeing to help DeAnn and Carol with the newsletter a few times a year. We have so many gifted members. The newsletter is an important asset to our communication within the Association. Please go to the Website, which Suzanne Conrad so beautifully prepares for our GRAAUW community.

I hope to see you all at the **Great Expectations Potluck on Friday December 14th at Reynolds Community College Parham Campus. Please contact Laura Wimmer** to see how you can contribute to this wonderful event sponsored by our Branch.

I also want to thank the members of the Board that so diligently put their effort and enthusiasm so that GRAAUW has good programs and events that allow us to offer important information to the community.

I really appreciate such wonderful participation in the different groups that contribute to the enjoyment of a group of women who have so much in common. Whether you attend the Lunch Bunch, the Book Group, the Bridge Group, the Sip & Dip, the Gourmet Group or work on the passing of the ERA, you are enriching your lives and those of other women in the community.

Thank you,
Dulce Lawrence, GRAAUW President

GRAAUW WINS PUBLIC POLICY MINI GRANT from AAUW of VA! see article page 3

LWV PreSession Round Table
Wed. Dec. 5th 9:00 AM John Marshall Ballrooms Registration 8:30 AM
101 N. 5th St. Richmond, 23219

Joint Effort of LWV - RMA and GRAAUW and Delta Sigma Theta Dec.13th 3- 5 pm Kindred Spirit Brewery
see article p. 5

Great Expectations Student Luncheon



**Friday December 14th 1:30 pm
J. Sargent Reynolds Comm. College
Parham Road Campus**

As decided several years ago by the board and branch membership, our usual holiday tea has been replaced by this luncheon we are providing for the students in the Great Expectations program. These are kids that have aged out of the foster care program and now are being mentored for their college education. We are hoping that all members will be able to participate in some way and if you can, attend the event to get to know some of the students better.

We are providing a hot lunch for 25 students and five faculty/staff mentors and our volunteer branch members. They are used to only having sandwiches and chips so we are pleased to be able to provide a healthy and hot alternative! The room on campus in the Workforce Alliance building is large and has plenty of tables, tablecloths and chairs, but there is no kitchen facility. There is plenty of free parking adjacent to the building.

Laura Wimmer is coordinating the food so please let her know what dish(es) you can provide. Suggestions include meatloaf or a crock pot of beef stew that would make a warm meal and some veggies and potatoes to go with that. Also looking for a fruit/dip, veggie/dip and cheese/cracker trays. We will have containers so the kids can take all the leftovers. Contact Laura at lwimmeraauw@aol.com or phone 496-6124.

We are also providing as many \$10 gift cards as we can – Target, Family Dollar, Walmart, Kroger or Food Lion (stores on the bus line are good, since many students do not have reliable transportation) or movie tickets. **If you wish to provide funding, but cannot buy the gift cards yourself please, feel free to send a check to Laura at 11485 Otter Run Drive, Ashland VA 23005. Please make checks out to Laura, not the branch.**

Georgiana Ball is willing to coordinate the **homemade cookie bags** – we just need to know that you can have them available by that day!

We understand that some of our members are working and not able to be there in person that day – **please contact Laura if you have food to contribute so we can arrange pickup or drop off.** We can set up at noon (the lunch is at 2 p.m.) and will need a clean up crew for after the event.

*Please let Laura know no later than **Wednesday, December 5th** how you can help with this very worthwhile project. lwimmeraauw@aol.com or call 804-496-6124 h*

ERA Amendment Update

Countdown to Ratification of ERA

Beginning on November 9, 2018, the VAratifyERA campaign launched its 10-day statewide tour, logging more than 1,500 miles and over 20 stops from Woodstock to Virginia Beach, from Northern Virginia to Blacksburg. Numerous legislators joined the tour and spoke at colleges and universities along the way. And yes, people did honk to express their love of equality!

GRAAUW luminaries Carol Stephens and Jane Newell spent a day working the tour as the bus navigated the greater Richmond area. When the bus was late from Norfolk State, Trish Wallace enjoyed talking about the ERA with a small crowd of students at VSU. That night a World War II veteran who had worked decades at VSU closed the evening with thrilling words about equality and his support for the ERA.

Next up is the fabulous holiday card campaign. As VAratifyERA says: “’Tis the Season to Spread the Word! Give the gift that keeps on giving: Constitutional Equality!” All are encouraged to send their legislators and friends holiday cards signaling the need for ratification of the ERA in 2019. For this purpose, VAratifyERA is distributing 35,000 cards at hubs around the state. GRAAUW’s Jane Newell is acting as a distribution hub for the Richmond area. Look for holiday card signing parties or host one yourself! For more details, go to varatifyera.org/holiday-cards/.

The New Year begins with the General Assembly’s 400th session convening on January 9, 2019. VAratifyERA is organizing a welcome-back party to remind legislatures to support ratification. From January 10 through ratification, teams of constituents will meet with their legislators to advocate support for the Equal Rights Amendment. AAUW VA will formally be part of this wave of advocacy with its Lobby Day scheduled for February 7, 2019, at the State Capitol.

GRAAUW Wins Mini-Grant

On November 15, AAUW of Virginia mini-grant selection committee partially granted our branch’s application for funds to support distribution of ERA signage to neighborhoods and small businesses in the Greater Richmond area. The grant, which will be supplemented by funds from GRAAUW, will be used to purchase yard signs for members to distribute, personally, to neighbors and small businesses.

GRAAUW’s yard sign campaign hopes to generate neighborhood excitement about the ERA and advance the campaign for the Virginia General Assembly to ratify the amendment.

Equally important, the campaign gives us an opportunity to talk with neighbors and business owners about AAUW and its mission. One sign of success will be cultivating new members for GRAAUW. Ultimately, of course, will be ratification of the ERA!

The Public Policy Committee and Board are working out details for purchasing and distributing the signs, which should be available in December.

Women’s Equality Coalition (WEC) Summit December 8

The Women’s Equality Coalition is holding the 2018 Women’s Equality Summit on December 8, at the Virginia Crossings Hotel, 1000 Virginia Center Parkway, Glen Allen.

This year the WEC is partnering with the Service Employees International Union (SEIU) and has announced it is “focusing on the intersection of the feminist and labor movements.” The Summit’s topics include healthcare access, economic justice, and democratic participation. The program will also include a joint SEIU-WEC grassroots panel. AAUW VA will host an Equal Pay and ERA information table. Tickets for the summit are available through <http://bit.ly/SummitAAUW>.

Equity for Women & Girls? ... Some Outside News from the Last Quarter

Outside news stories are not the usual fare for our newsletter, but the following reports bring home why our mission to advance equity for women and girls is so important.

Secretary of Defense on Women in Combat

On September 25, Secretary of Defense James M. Mattis spoke at VMI. In response to a student's question about women in combat, the Secretary discussed whether including women in combat affected combat effectiveness.

Secretary Mattis said: "[Women in combat] is a very, very tough issue because it goes from some people's perspective of what kind of society do we want ... ?

"In the event of trouble, you're sleeping at night in your family home and you're the dad, mom, whatever. And you hear glass break downstairs, who grabs a baseball bat and gets between the kids' door and whoever broke in, and who reaches for the phone to call 911? In other words, it goes to the most almost primitive needs of a society to look out for its most vulnerable.

"This is an issue right now that we have Army, Navy, Marine[s] all looking at as we speak, and that is the close quarters fight being what it is. You know, is it a strength or a weakness to have women in that circumstance?"

Concluding his answer, the Secretary reflected on the environment of combat soldiers: "How did the infantry get its name? Infant soldier. Young soldier. Very young soldier. They're cocky, they're rambunctious, they're necessarily macho and it's the most primitive -- I would say even evil environment. You can't even explain it."

Federal Judge on Female Genital Mutilation

On November 21, U.S. District Court judge Bernard Friedman ruled that a decades-old federal statute barring female genital mutilation violated the U.S. Constitution. The judge concluded that Congress lacked the authority to enact the statute under the Commerce Clause because "the activity being regulated has absolutely no effect on interstate commerce." The judge did recognize that Congress could legislate in the area of healthcare, but he said that female genital mutilation is "a form of physical assault," not a healthcare service.

The judge rejected the prosecutor's argument that Congress had the authority to act in accordance with a treaty promising protection of children from sex discrimination. The judge said: "As laudable as the prohibition of a particular type of abuse of girls may be, it does not logically further the goal of protecting children on a nondiscriminatory basis."

January Program - January 12 10:30 a.m. Location TBD

Tierra Ragland is the director of the Virginia Engagement Center of Virginia. This is a Leadership Project that trains under-represented persons to run for office. The center provides Training Support to include Public Speaking Training is at no cost to the individual. **There are 52 graduates from the program who have run for and were elected to offices throughout Virginia.**

Come learn more about this program as we continue to elect more women to office from both parties!

Our speaker for **February will be Patricia Wallace.** Trish will discuss the relationship between the aging brain and investment decision-making and explain two rules recently promulgated by the Financial Industry Regulatory Authority (FINRA) to protect senior investors. The goal of the talk is to provoke consideration of our decision-making processes as well as to identify resources that can help us and our families.

ERA Holiday Card Party!

Thursday, December 13th, from 3:00-5:00, GRAAUW is joining forces with LWV-RM and members of Delta Sigma Theta Sorority to celebrate the holiday season at the Kindred Spirit Brewery 12830 West Creek Parkway 23238.

Holiday cards featuring an Equal Rights Amendment design, pens, scripts, and good cheer will be provided. The brewery features all types of beer, and popcorn is free. Chips and salsa may be purchased. After we send a card to our respective Delegate and Senator, we'll send cards to those friends of ours who live in Virginia - asking them to contact their legislators and sign the petition on the VAratifyERA website. Bring your friends, your address books, and your holiday "Let's Make History" spirit.

Lunch Bunch

GRAAUW's Lunch Bunch gathers on the second Thursday each month at 1:30 p.m. in restaurants around RVA. **Lunch Bunch** began a few years ago as a way for members to meet for informal socializing. For information about the group, contact DeAnn Lineberry at deann.lineberry@yahoo.com.

On December 13, we'll gather at the Hanover Tavern, 13181 Hanover Courthouse Road, (US Rt. 301), Hanover, VA 23069.

Call Pat Geerdes at 658-3565 if you would like to attend.

Join us if you can for great food, good fellowship, and celebrating the festive holiday season.

On January 10, we'll gather at Kitchen 64 3336 N Boulevard, Richmond, VA 23227 (near 95 overpass). Call Carol Stephens 804-658-3565 if you want to join us. <https://www.kitchen64.com>

Book Groups

Continuing a 45-year tradition, our Book Groups meet on the **third Thursday of each month**. We have two groups: Daytime Book Group, meeting at 1 PM, and Evening Group meeting at 7 PM. Both groups read the same books, enabling members to attend whichever time is more convenient month-to-month. **All GRAAUW members and their guests are welcome.** Join us any time our book interests you OR come every month. For more information, please contact DeAnn Lineberry:

deann.lineberry@yahoo.com
804-233-5352.

Thursday, December 20

7:00 pm both day and evening group

All members meet together for annual Holiday party. We'll follow our December tradition of **sharing poetry** we each enjoy. We'll also **exchange gifts of books** we have enjoyed individually through the year.

We will meet at Cathy Learnard's condo, 1350 Westwood Ave, Unit 606, Richmond, VA 23227. **Please let DeAnn Lineberry know if you will be attending.** Depending on Cathy's rehab, we may need to relocate to Kathy Kelley's home. We want to be sure to let you know if there is a change in location. **Bring a holiday treat or beverage to share or bring paper products.**

Thursday, January 17

Evening Group will meet at Cathy Learnard's Ginter Place condo, 1350 Westwood Avenue

Daytime Group will meet at our standing location, **Ginter Park Library**, 1200 Westbrook Avenue.

BOOK: *Lysistrata* by Aristophanes.

Something different for us – a Greek play about women going on a sex strike to end the Peloponnesian War. A shorter, lighter read post-holidays; should generate good and lively discussion!



**Launches Work Smart
SALARY NEGOTIATION WORK-
SHOP
ONLINE FREE**

<https://salary.aauw.org/>

AAUW Work Smart is free online for anyone looking to learn how to negotiate a salary increase or promotion. Share with everyone you know!

Work Smart is designed to show you

- How to identify and articulate your personal value
- How to develop an arsenal of persuasive responses and other negotiation strategies, including how to get a raise or promotion
- How to conduct objective market research to benchmark a target salary and benefits
- About the wage gap, including its long-term consequences

Why is negotiation so important?

AAUW's research on the gender pay gap shows that, one year out of college, women are already paid significantly less than men. Women who work full time take home 80 cents for every dollar a full-time male worker is paid. And over a lifetime, those lost potential earnings add up.

Women who negotiate increase their potential to earn higher salaries and better benefits packages. By negotiating fair and equitable salaries, you'll be better able to pay off loans, buy the things you want and need, and even save for retirement.

The Work Smart program has already trained more than 30,000 women, and nearly all participants report increased knowledge, skills, and confidence in negotiating.



AAUW is working with partners across communities, cities and states to offer free salary negotiation workshops—and eliminate the gender pay gap for good!
Learn more: <https://www.aauw.org/>

ERA Booklet written by AAUW of VA
see next page for flyer

share with friends

go to AAUW of VA website to download it!



Unfinished Business

EQUAL RIGHTS AMENDMENT

"Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex."

A Compilation of Information on the Equal Rights Amendment

Reported by the

American Association of University Women (AAUW) of Virginia

For the Virginia General Assembly 2019 Session

Go to: <https://aauw-va.aauw.net>
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