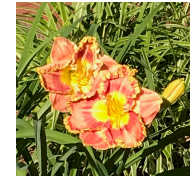




Breaking through Barriers for Women and Girls

• <http://richmond-va.aauw.net>

April - May 2021



President's Letter

Hello and Happy Spring to all GRAAUW members,

Hope this finds all healthy and well with you and yours. I know everyone is happy that spring is here but not-so-happy with the pollen season that is here too!! Vaccinations are taking place rapidly now - over 50,000 in Virginia every day and our positivity rate is back down to under 6% which is a wonderful thing.

The virtual state conference was a smashing success! You missed some really good speakers if you could not attend. However some of them are posted on our state website. Our very own Trish Wallace received one of the first annual Named Honoree awards given by our state board - there were 8 excellent nominations submitted and only 3 nominees selected. Our six branch named gift honorees were recognized and are in the program if you have not had a chance to review it.

Since we were not able to meet in person for our annual wine tasting event last fall our "No wine - Wine Tasting " is taking place right now!! If you have not yet had a chance to contribute to our annual fundraising event for scholarships for young women I encourage you to do so. You can also include a donation when you send in your dues renewal check in the next month or so.

We voted on by-law changes at our Annual Business Meeting this month and will be voting on needed edits to our branch Standing Rules at our April meeting. REMINDER - voting for Virginia AAUW starts soon and voting for or against the proposed National By-Laws changes to membership requirements starts in April - watch your email closely so you don't miss the deadlines!! We are a "one member, one vote" organization so your vote definitely counts!! Hope to see you for our exciting program on Restorative Justice on WEDNESDAY April 14th. As always, please contact myself or one of your other branch board members if we can answer questions or if you need anything during these challenging times.

Laura

April Program - NOT on TUESDAY

Our speaker, Sylvia Clute, is unable to speak to us on Tues, so our program will be **WEDNESDAY April 14th at 7:00 pm** on Zoom! Public is invited so please share this Eventbrite link with family and friends for their free ticket! <https://www.eventbrite.com/e/working-towards-unity-justice-tickets-144767159471>

Be sure to sign yourself up for your ticket!

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Programs

WEDNESDAY April 14, 7:00 pm via Zoom

“Working Towards Unitive Justice” with Speaker Sylvia Clute, JD, MPA

Unitive justice is a system for creating a parallel model of justice based on love, not retribution or revenge. Unitive Justice is grounded on certain principles that emphasize community strength and self-empowerment, consensual participation, equality/inclusiveness, trust, honesty, discernment, lovingkindness and achieving mutually beneficial outcomes. Ms. Clute was a trial attorney for 28 years and now teaches restorative justice at the university level. She holds master’s degrees in public administration from the Univ. of Cal./Berkeley and the Harvard Kennedy School of Government and her JD is from Boston University School of Law. Be sure to invite friends and family to join us. Eventbrite link for free registration is <https://www.eventbrite.com/e/working-towards-unitive-justice-tickets-144767159471>

Annual Spring Banquet - TBD

Last year we had to cancel our plans for a spring banquet. This year we are discussing whether enough of us will be vaccinated by June to hold a luncheon somewhere. If you have ideas about this, please contact one of the board members. Otherwise we know enough now that we could hold something virtually over Zoom, but....

EQUAL PAY DAY not in April this year!

Do you remember when Equal Pay Day was just around TAX DAY April 15th? Then a few years ago it was April 7th and this year it WAS March 24th! That shows we are making progress, or are we? Please be sure to go further in our newsletter to read Trish Wallace’s article on Equal Pay Day and at the end of the newsletter read how the pandemic has impacted female workers.

SURVEY COMING

Kathy Kelley and Lisa Scott are currently putting together a survey about programs and meetings. It will be coming to you soon. Please take time to complete and return it.

Membership Dues are due!

Please remember to renew your membership dues **by July 1st!** Total remains \$95. You can renew online at aauw.org, using your credit card or by mailing your check to Jane Newell.

Checks should be made out to GRAAUW.

Jane Newell
509 S. Cherry St.
Richmond, VA 23220
Phone: 804-305-4378

Named Honorees for GRAAUW

Congratulations to the following folks who have contributed so much to our branch over the years or just in the last year or so! Certificates will be given to you in person (hopefully) at our Annual Spring Banquet! **DeAnn Lineberry, Janet Schwarz, Dottie Vye, Connie Sorrell, Hortense Mitchell Liberti, and Lisa Scott.**

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Book Group

Continuing a 45-year tradition, our Book Groups meet on the third Thursday of each 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 or call 804-233-5352.

During the pandemic, we have been meeting via Zoom, thanks to Nora Narum who sets up our gatherings. Though it's not the same as meeting in person, we enjoy our virtual get togethers and discussions. Many thanks to Nora who makes it possible!! Be sure to let DeAnn know if you want the Zoom link. Phone: 804-233-5352 (her email is not working)

April 15th 2:00 pm Zoom

BOOK: *Women Talking*, by Miriam Toews. Eight Mennonite women meet in secret. For past two years, each of them plus over 100 others in their group have been violated by demons in the night. Now they have learned that in fact they were drugged and attacked by men from their own community. They are determined to protect themselves and their daughters from further harm.

Thursday, Mary 20th 2:00 pm Zoom

BOOK: *On the Clock: What Low-Wage Work Did to Me and How It Drives America Insane*, by Emily Guendelsberger. The biting funny, eye-opening story of a college-educated young professional who finds work in the automated time-starved world of hourly labor.

Lunch Bunch

SAVE THE DATE! May 13th

We are going to finally test the waters and meet for lunch outside on the patio at Mexico Restaurant on Forest Hill Ave. near Chippenham Pkwy at 1:15. If you are interested in joining us, please contact Carol Stephens at carterstephens69@icloud.com to reserve your spot!

No - Wine Tasting fundraiser a success!

So far we have had 30 people donate to our fundraising effort for local scholarships and AAUW Funds for a total of \$3,277.24! Thank you! Thank you! We now know that we can fund 2 local scholarships at \$1000 each and still have funds to donate to AAUW Funds.

Birthday Corner

We would like to recognize the folks who will be celebrating their birthdays in April and May. Please let them know you are thinking of them on their special day!

April

Laurie Coulter - 4/1
Dulce Lawrence - 4/7
Laura Wimmer - 4/22
Rita Schalk - 4/26
Katie Garnett - 4/28

May

Andrea Sarate - 5/2
Isata Turay 5/6
Musua WaKabongo - 5/22



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Equal Pay Day March 24, 2021: Decline of the Gender Pay Gap Conceals Something Ominous

Equal Pay Day marks how far women have had to work into 2021 to achieve the same earnings of men in 2020. In 2019, when this year's Equal Pay Day was set, women working full-time were paid 82 cents for every dollar earned by their male counterparts. As the chart below shows, the numbers are far worse for non-Asian women of color and Latina or Hispanic women.

Women's wages as a percentage of white non-Hispanic men's wages			
	2020	2019	2018
Asian women	87	89	90
White non-Hispanic women	79	-	79
Black women	63	63	62
Native Hawaiian or other Pacific Islander women	63	61	-
American Indian or Alaska Native women	60	57	57
Latina or Hispanic women	55	55	54

Foreboding Statistics

At the beginning of 2020, women earned 81 cents for every dollar earned by men. By the end of the year, women were up to 84 cents. But this reduction in the gender pay gap belies an ominous reality: in 2020, women, much more than men, were forced out of their jobs. Women more than men left work to take care of children or the elderly. Women more than men lost jobs because the industries employing them, such as the hospitality industry, were hardest hit by the COVID pandemic. The economic effects of the pandemic will snowball for these women as their retirement contributions have diminished or disappeared and their indebtedness has increased. Further, women's contribution of caregiving has afforded them no social security credit or tax deduction.

On the bright side, the annual Presidential Proclamation of Equal Pay Day marked the first time the Administration included a woman's name. Across the White House's website, the Administration is referred to as the Biden-Harris Administration, reflecting Kamala Harris's ascendancy beyond a long impenetrable glass ceiling.

Mark your calendars!

June 4	Mother's Equal Pay Day
August 3	Black Women's Equal Pay Day
September 8	Native American's Equal Pay Day
October 21	Latina's Equal Pay Day

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Who's Who in GRAAUW

Meet your New Officers

The Branch nominating committee of Marian Siegla, Dulce Lawrence, and Marcia Phillips presented its slate of officers for the next biennium. The positions we were tasked to fill are Membership Chair and Finance Officer. The election was held at the annual business meeting on March 16, and two new members of the Branch are stepping into these leadership positions.

Dr. Erica Brown-Meredith is our newly-elected Membership Chair. She is originally from Virginia Beach. She moved to the Richmond area to take a job as a school social worker, a position which enabled her to work while the children were in school as she also worked to complete her dissertation, a project which had been too time-consuming combined with her previous position as an executive social worker.

Erica completed her undergraduate degree in social work at Longwood and did her Master's program at the University of Michigan. Her Ph.D. program returned her to eastern Virginia; she completed that work at Norfolk State University. Her dissertation completed and defended, she now is an assistant professor of social work at Longwood University.

Erica was attracted to AAUW because of our mission. Several of her Delta Sigma Theta sorority sisters who are also members of AAUW recommended that she join. The aspect of AAUW that most interests her is the potential to develop a professional identity through collaboration

and mentorship.

Andrea Sarate will be our new Finance Officer. She moved to the Richmond area from Harrisonburg because she was in the executive MBA program at William and Mary. She was born here, but moved to Madison County at an early age. Andrea did her undergraduate work at James Madison where she earned her BA in Anthropology and Art History. She considers herself a practicing anthropologist, as she is currently employed as a workplace strategy consultant, assisting clients to develop strategies combining business and staffing goals with real estate and space considerations. Her experience in the MBA program has propelled her to look for her next career evolution, transitioning into a not-for-profit or government situation, to feed her passion for service.

Andrea has family in Chesterfield, and she and her partner Mark are anticipating fully integrating their family over the coming year.

Andrea was a member of the Harrisonburg Branch, although she took a hiatus when she committed to graduate school. She appreciates AAUW for its political and social advocacy, and looks forward to the opportunity to connect with smart, experienced, and passionate women from whom she can learn and with whom she can contribute to the community and nation. She is looking forward to the time when it will be safe for us to gather together.

Congratulations to both!

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GRAAUW Member Becomes an Assistant Attorney General

On March 25, 2021, GRAAUW member Trish Wallace became an Assistant Attorney General in the Corrections Litigation Section of Virginia's Office of the Attorney General. In this non-political position, Trish will provide a wide range of services to the Department of Corrections, the Department of Juvenile Justice, and the Virginia Parole Board.

"It might sound arcane," Trish said, "but this work focuses on one of the most—if not the most—important functions of government, how we treat those convicted of crimes." She referred to Fyodor Dostoyevsky who said, "The degree of civilization in a society is revealed by entering its prisons." Trish said that she is also excited about the position because it will immerse her in her favorite practice area, constitutional law.

Trish credits GRAAUW with launching her into to this vital and fascinating work. Making a long story very much shorter, she explains that GRAAUW introduced her to the campaign for Virginia's ratification of the Equal Rights Amendment and propelled her to learn about the impact of the ERA on women in jails and prisons. "GRAAUW impressed me from the very start," Trish says. "Carol Stephens [then president] and Patsy Quick (then AAUW-VA president) inspired me at that first meeting, and everyone I met was so very kind, welcoming, and enthusiastic. They made me want to participate."

Since her first GRAAUW meeting in 2017

and on behalf of GRAAUW, Trish became involved with the campaign for Virginia's ratification of the ERA. She ghost-wrote numerous opinion pieces, prepared position papers, testified before the Senate Privileges and Elections Committee, and co-authored an amicus brief in support of Virginia's lawsuit demanding that the National Archivist publish the Twenty-Eighth Amendment (ERA). She believes that this work will help her serve the Commonwealth in her new position.

Congratulations, Trish! We are so very proud of you!

What Has Pandemic done to women in the workforce?

Between February and April 2020, women's unemployment rate rose by 12.8%, compared to 9.9% for men.¹

Between August of 2019 to August of 2020, unemployment rose from

5.4% to 12.7% for Black women;

2.5% to 11.6% for Asian women;

4.8% to 12.5% for Latinas;

3.7% to 8.6% for white women.

Mothers of young children have lost jobs at three times the rate of fathers. Moms of children under 12 lost nearly 2.2 million jobs between February and August 2020, a 12% drop: fathers saw a 4% drop of about 870,000 jobs. In the third week of July 2020, 32.1% of unemployed women ages 25 to 44 were not working outside the home due to childcare demands, compared to only 12.1% of men in the same group. See the sources for these figures and a more in depth look at https://www.aauw.org/app/uploads/2020/12/SimpleTruth_2.1.pdf.

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