

February 2020

CHIPS

The monthly newsletter of the Westchester Branch of the American Association of University Women, Westchester County, New York



Westchester AAUW Has Been
Empowering Women and
Girls Since 1933



2020 EYO CONFERENCE

By Susan Appel and Lorrin Johnson

On March 14, 2020 the 17th Annual Explore Your Opportunities (EYO) conference, sponsored by the Westchester branches of AAUW and the Empire New York City will be held at the College of Mount St. Vincent in Riverdale.

This STEM event gives seventh grade girls in both regions the opportunity to explore educational and career opportunities in science, technology, engineering and math. In addition to attending two hands-on workshops, the young women will have the opportunity to meet "mystery women" scientists as well as high school students who will be presenting their science projects in a national competition.

During the workshops, the students will be involved in activities such as producing cosmetics, making artificial limbs, and tracking the spread of disease. Parents will be invited to attend their own workshops, including learning computer skills and navigating the process of financial aid.

Registration will start January 31. See our website for information.

This conference would not be possible without the help of AAUW volunteers. If you would like to volunteer on the day of the event, please email us at eyoconference@gmail.com. If you would like to make a donation please fill out the form below. For more information, please go to aauw-eyoconference.org.



NEXT BRANCH MEETING

**Wednesday
February 5
10:30 AM**

**Greenburgh
Public
Library**

**300
Tarrytown
Road
Elmsford**

**SPEAKER:
Lorrin
Johnson**

"Explore Your Opportunities - The Sky's The Limit!" Conference **Help AAUW Celebrate a Legacy of Leadership Through Service!**

Yes . . . I want to help the American Association of University Women and the College of Mount Saint Vincent interest girls in opportunities in science, technology, engineering, and mathematics (STEM) through the Explore Your Opportunities—The Sky's the Limit! Conference. Here is my tax deductible contribution for: \$ _____

Benefactor (\$500 or more)

Friend (\$25)

Supporter (\$100)

Contributor (\$50)

Other \$ _____



Donations totaling \$25 or more, received by February 11, 2020, will be included in our Conference Journal

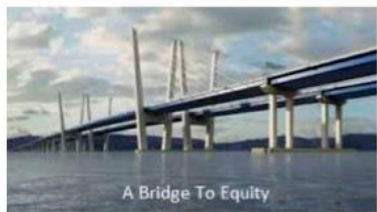
Name: _____

Address: _____

Phone: _____

Please indicate below how your name should appear in the Conference Journal

Your contribution to the EYO conference is tax deductible within the limits prescribed by law.
Please mail completed form and check payable to "AAUW Westchester Branch" with EYO on the memo line to:
Carol McMillan, 14 Lyon St., Rye Brook NY 10573
Making a Difference - AAUW in partnership with the College of Mount Saint Vincent



MISSION: To advance gender equity for women and girls through research, education, and advocacy.

VISION: Equity for All

VALUE STATEMENT: By joining AAUW you belong to a community that breaks educational and economic barriers so that all women have a fair chance. AAUW is nonpartisan, fact-based, and values integrity, inclusion and intersectionality.

2019-2020 BRANCH OFFICERS

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www.aauw.org

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The AAUW

Legal Advocacy Fund

provides funding and a support system for individuals seeking judicial redress for sex discrimination.

The AAUW Educational Opportunities Fund

provides fellowships and grants to aspiring graduate women scholars in the US and around the globe.

PLEASE JOIN US!

FEBRUARY BRANCH MEETING!

The Empowerment of African American Women

The discussion will cover pathways that have led African American women to achieve successful lives. Where do they find support to accomplish their goals? Our speaker will demonstrate the strength and weakness of having two struggles to overcome – gender and race. The talk will include several examples of women who attained a variety of careers and lifestyles that have not been historically opened to African American women.

WHEN: Wednesday, February 5, at 10:30 AM

WHERE: Greenburgh Public Library, 300 Tarrytown Rd, Elmsford

SPEAKER: Lorin Johnson



Lorin Johnson is a retired college administrator and lecturer from Barnard College. She is an advocate for girl's education in Science, Technology, Engineering, and Mathematics and has worked in several programs and, in particular, our AAUW Explore Your Opportunities Conference.

**PETE SEEGER, THE KINGSTON TRIO,
JOAN BAEZ, JUDY COLLINS,
SIMON AND GARFUNKEL**



If any of those names are familiar, you may be interested in joining fellow AAUW-ers who like to sing.

We need to find a location, some guitars, even a piano and it might turn into another INTEREST GROUP.

If interested, please contact Pam Margand at Marpat142@hotmail.com

Bridge Photo from NY
StateThruway Authority



CURRENT ISSUES GROUP

The Current Issues Interest Group will meet at 10 a.m. on Friday, February 7, in The Knolls, Valhalla. The group will discuss:

1. Canada and NAFTA (USMC)
2. The Iowa Caucus Results & the US Presidential Primary system in general

For further information please contact Marie McKellar
mariemck@optonline.net.



POETRY INTEREST GROUP

The Poetry Interest Group met on Tuesday, January 21 to discuss the work of W. B. Yeats. The next meeting will be at 1:30 p.m. on Tuesday, February 18 at the home of Janice Rabinowitz.



THURSDAY MORNING LIT GROUP

The Daytime Literature Group will meet on Thursday, February 27 at 10 a.m. at the Ossining Library. The group will discuss Arctic Dreams by Barry Lopez.

TUESDAY MORNING LIT GROUP

The Tuesday Morning Lit Group will meet on February 11 at 10 a.m. in the home of Judy Walsh. We'll discuss the classic novel, It Can't Happen Here, by Sinclair Lewis. Please contact Wilma Gitchel if you'd like to join us.

EVENING LITERATURE GROUP

The Evening Literature Group will meet at Lexington Square Cafe in Mt. Kisco, at 5:30 p.m. on Wednesday, February 12. Barbara Wright will lead the discussion of Spying on the South by Tony Horowitz. Please call Ellen Eschmann if you plan to attend.

SAVE THE DATE

**OUR ANNUAL SCHOLARSHIP
LUNCH AT WESTCHESTER CC
TUESDAY, APRIL 28, 12 NOON**

JOIN AAUW WESTCHESTER BRANCH

Membership is open to anyone with an associate or equivalent, baccalaureate, or higher degree from an accredited college or university. To join, please complete this form and send a check payable to AAUW Westchester Branch to the address below. New Member Dues for 2019-20 are \$85, of which \$82 are tax deductible. When you join the Westchester Branch of AAUW, you also become a member of the AAUW New York State and National organizations. The Membership team can also provide you with more information about AAUW-Westchester's activities on our branch record form.

Name: _____

Address: _____

City:State:Zip: _____

Phone: _____

Email: _____

College/University, Degree, Graduation Year: _____

Send check and/or branch record form request to: Cynthia Plater, 9 Cleveland Dr, Croton-on-Hudson, NY 10520 or Phone 914-325-0357 or email: westchesteraauw@gmail.com

**Have
You Seen
Our Web Site?**

westchester-ny.aauw.net

Board minutes are posted on the Web Page.

AAUW GENDER EQUITY HIGHLIGHT UPDATES

- by Selena Barron

AAUW recently released Updated Highlights of its research report "The Simple Truth about the Gender Pay Gap." The analysis points out that women do not earn less money simply because they choose different careers than men or because they choose to become mothers. The persistent pay gap continues to hurt workers and the national economy. Women on average in the United States earn 82 cents for every dollar a man earns. Black women earn 62 cents on the dollar and hispanic women 54 cents. At the current rate of progress, it will take until 2093 to reach equal pay. This persistent pay gap continues to hurt both workers and the national economy.



The pay gap is largest for women ages 56 to 64. In retirement women's incomes are 70% of men's which impacts their social security and pensions, which are based on earnings. Lower pay makes it more difficult for women to pay back student loans, purchase an apartment or house, or invest in a 401K or other sources of retirement income.

Below are some factors contributing to the pay gap:

- Occupational segregation: Women and men do tend to choose different jobs and fields. Jobs associated with men do pay better than traditionally female dominated jobs. The update found that these jobs did not pay less because they required fewer skills. For example when women dominate a previously male dominated profession, wages for the occupation as a whole decrease.
- Motherhood penalty: Mothers who work full time are typically paid 69% as much as fathers even if they never left the workforce. Many workplaces are still using the belief that married women with children are not the primary earners and caretakers. The absence of adequate paid family, medical and sick leaves aggravates the problem.
- Gender and race discrimination bias: Overt discrimination and bias against women directly influences the persistence of the pay gap. Women of color are faced with both gender bias and racial discrimination which results in an even larger pay gap for them.
- Lack of pay transparency: Certain workplace practices such as failure to be transparent with salary information, retaliation for wage disclosure and the use of prior salary history all contribute to the persistence of the wage gap. The new highlights found that the pay gap is smaller where pay transparency is mandated. For example, federal government workers experience only a 13% pay gap between men and women.

What Can We Do To Close the Gender Pay Gap?

- Urge Congress to pass the Paycheck Fairness Act to update and strengthen the Equal Pay Act of 1963; the Pay Equity for All Act which would prohibit employers from using salary history to set pay and the Fair Pay Act which would require employers to avoid occupational segregation by paying equal pay for jobs of equivalent value.
- Ask Congress to pass the Family and Medical Insurance Leave (FAMILY Act) which would create a national paid family and medical leave insurance program for all workers and the Healthy Families Act which would guarantee paid sick leave.
- Ask policymakers to protect and expand Pell grants for low-income students; tuition and debt free options for students, support income based repayment options and allow expanded public interest loan forgiveness programs.
- The Equal Employment Opportunity Commission (EEOC) should not be allowed to discontinue collecting pay data from employers which identifies trends in pay disparities based on sex, race, and ethnicity.

- Ask states to pass new and stronger pay equity laws and enforcement. As of October 2019, 42 states considered bills to help narrow the gender pay gap: 11 states passed laws. In 2018, 40 states and Washington D.C. considered pay equity legislation, and 6 states enacted new laws.
- Employers should conduct regular pay audits, post salary ranges for jobs, eliminate the use of salary history to set wages and prohibit retaliation against employees for discussing, disclosing, or inquiring about their wages.
- Individuals can help to negotiate their own financial futures by taking an AAUW Work Smart salary negotiation course in person or online.

AAUW points out that for the U.S. as a whole, the Institute for Women's Policy Research's original analysis of 2016 data states that paying women equally would have added \$512.6 billion to the national income. The IWPR also determined that closing the gender wage gap would reduce poverty in families with a working woman by half. AAUW is known as a strong advocate of equal opportunity and equal pay for women. As an AAUW member you are a woman making a difference!

IT'S AAUW'S ART CONTEST TIME!

Are you a passionate painter? A skillful sketch artist? Do you have a great eye for photography? If so, AAUW is offering the perfect opportunity for you to show off your artistic talents — by submitting to our 11th annual art contest!

The contest opens today. The rules are simple: [submit your photography or a digital image of your painting or sketch](#) through the AAUW website by January 28, 2020. All entries are accepted, but we encourage you to consider works that speak to AAUW's mission of advancing gender equity.

AAUW members can then vote for the artwork they would like to see featured on a collection of notecards we will mail this spring. The back of the cards will include the winning artist's biography, branch affiliation (if applicable) and an interesting fact about AAUW.

[Visit us online \(https://www.aauw.org/contests/\)](https://www.aauw.org/contests/) for more information or to view last year's gallery of submissions.

We hope to receive submissions from all AAUW artists this year, so please spread the word.

We look forward to seeing your work!

Kendra L. Davis,

Senior Vice President, Advancement and Partnerships



FEBRUARY 2020

2/3	Monday Bridge Group			11 a.m.
2/5	Branch Meeting	Greenburgh Library		10:30 a.m.
2/5	Board Meeting	Greenburgh Library		12 p.m.
2/7	Current Issues Discussion Group	The Knolls in Valhalla, NY		10 a.m.
2/10	Deadline for submitting for CHIPS			
2/10	Monday Bridge Group			11 a.m.
2/11	Tuesday Morning Literature Group	Judy Walsh's Home		10 a.m.
2/12	Evening Literature Group	Lexington Sq. Cafe, Mt. Kisco		5:30 p.m.
2/17	Monday Bridge Group			11 a.m.
2/18	Financial Interest Group	Diana Kent's Home		10 a.m.
2/18	Poetry Interest Group	Janice Rabinowitz's Home		1:30 p.m.
2/24	Monday Bridge Group			11 a.m.
2/27	Daytime Literature Group	Ossining Library		10 a.m.

