



# Elmhurst Area Branch News

Volume 82, No. 6 • January 2021

## AAUW Monthly Meeting

Wednesday - January 13 - 7:00 pm  
Zoom Meeting

### ***Mindfulness, Meditation and COVID-19: How to Navigate Through Stress and Uncertainty and Move Toward Inner Peace***

In this experiential talk Jacqueline McCarty, Certified Meditation and Mindfulness Teacher, will tell us about daily practices that build awareness, create resilience, and empower us to live from the place of center. We will learn simple tools that positively affect our minds and bodies, creating a stronger sense of focus and peace.



A ZOOM invitation will be emailed to each member about a week before the program. If you are new to ZOOM and need assistance, log in around 6:45 pm. Someone will help you get started.

## THANK YOU, TEAM ELMHURST

Our project to collect bras for Free the Girls doubled our expectations! Our goal was to collect 100 bras.

200 bras have been donated by our branch, AND by friends,

AND by the AAUW Lombard branch.

It was truly a team effort.

It was a positive project in the midst of 2020!

The bras are going to El Salvador and Mozambique. Free the Girls thanked us for the quality of the donations!

THANK YOU AGAIN.

Hope this brings a smile to you.

-Betty Laliberte



### **Board of Directors**

No meeting in January

### **Branch Meeting**

January 13 • 7:00 pm  
Zoom Meeting

*“Mindfulness, Meditation and COVID-19: How to Navigate Through Stress and Uncertainty and Move Toward Inner Peace*

### **Half the Sky**

January 26 • 7:00 pm  
Zoom Meeting

Guest Speaker: Former Branch member Connie Baker will share her experiences hosting a Guatemalan family in her Arizona home.

### **Book Group**

January 28 • 1:00 pm  
*The Resisters* by Gish Jen  
Zoom Meeting  
Discussion Leader:  
Elaine Davison

*Links for Zoom meetings will be sent in advance by email*



**AAUW Hotline 1-800-326-2289**  
**Email: info@aauwelmhurst.org**

**Mission**

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

**Values**

Nonpartisan. Fact-based Integrity. Inclusion and Intersectionality.

**Vision**

Equity for all.

**Membership**

The American Association of University Women is open to any graduate holding an associate or equivalent, baccalaureate, or higher degree from a regionally accredited institution.

**AAUW FUNDS**

The AAUW Funds support educational fellowships and grants, legal advocacy, public policy, leadership programs and research reports.

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**FINANCIAL REPORT**

**November 30, 2020**

*Moira Murray*

*Director of Finance*

Fund Raiser Fund	\$ 10,909.35
Conferences Fund	2,634.01
General Fund:	<u>7,476.15</u>
Total	\$21,019.51

**Pay Equity in 2021** - by Jane Jegerski, Public Policy

As I was looking back on 2020, I came across my notes from the informative and interesting presentation on pay equity by Sharmili Majmudar from our November meeting. Here are my notes for those who missed that meeting or for those who might want to review them to guide our thinking and work in 2021.

Sharmili Majmudar works for Women Employed - a non-profit organization that pursues equity in the workplace and supports the idea that “When women thrive, we all do.”

**WOMEN EMPLOYED HAS FOUR PRIORITIES:**

1) Advancing gender equity in the workplace whether the worker is a barista or a CEO. This includes no sexual harassment, pay equity, no pregnancy discrimination (no federal mandate yet), and mandated annual training.

2) Paid sick days for all workers which slows the spread of infectious diseases. Many workers have to choose between wellness and a paycheck.

3) Education and training (especially for adult learners who do not want to waste time or money; they want to stack credentials asap)

4) College: accessible, affordable, and equitable. For example, protect student loan borrowers, know that women hold the majority of loans, close racial gaps, focus on drop rates at two-year colleges.

**IMPORTANT PAY EQUITY RESEARCH FINDINGS:**

- “Equal pay for equal work” - Illinois is far from this
- All racial groups of women make less than white males (particularly Latinas).
- Black women make \$200 for every \$2800 that white males make. This gap is experienced generationally.
- Can’t ask any more for past salary in Illinois and this is helping close the gender gap. The gender gap starts in childhood and gets larger and larger. Boys get 20% more for chores like lawn mowing; girls perform household/childcare chores so earn less.
- B.A. first jobs: men get 6% more than women; the older the woman, the larger the gap. And women live longer and have more health problems...
- COVID has exacerbated pay inequity. One third of black women work in front line jobs so more at risk for COVID.
- More men believe that when jobs are scarce, men have more rights to jobs; men get fatherhood bonus.
- Women are not seen as bread winners; mothers have penalty - they are paid less than non-mothers.
- Latinx and black women have \$200 in savings.

**MAJOR FACTORS FOR GENDER PAY INEQUITY:**

- Pervasive gender discrimination
- Women overrepresented in low-paid jobs, underrepresented in high-paid jobs.
- Women bear the brunt of home and care giving responsibilities.

**WOMEN EMPLOYED WANTS TO:**

- Eliminate salary history (done in Illinois)
- Secure formalization of informal economy (e.g. child care)
- Increase minimum wage (though some still earn sub-minimum wage, e.g. tips)
- Secure proactive pay equity laws and check regularly for backsliding
- Support organized groups (unionized women have less pay inequity).

## President's Message - January 2021

As 2020 comes to a close, we're receiving good news that the incoming Biden administration will more closely mirror the population of America in its diversity, including many female appointees. Although most of these nominees will need to be confirmed by Congress, it's clearly a step in the right direction. Below is a list of some of the high-level cabinet positions designated so far. Along with Kamala Harris as Vice President, many of these will be first women to serve in these roles:

- Rep. (NM) Deb Haaland – Dept. of Interior (would be first Native American Cabinet Secretary)
- Former MI Governor Jennifer Granholm – Dept. of Energy
- Rep. (OH) Marcia Fudge – Dept. of Housing and Urban Development
- Former Federal Reserve Chair Janet Yellen – Dept. of Treasury
- Neera Tanden – Director of Office of Management and Budget
- Avril Haines – Director of National Intelligence
- Linda Thomas-Greenfield – US Ambassador to the United Nations

AAUW National has announced that we've received a second \$500,000 grant from the Coke Foundation that will allow the creation of The Equity Network, a pilot program that targets recent graduates and young professionals. AAUW will also continue efforts on Work Smart, with an emphasis on Historic Black Colleges and Universities (HBCUs).

I hope to see you for our next branch program on January 13 at 7 pm via Zoom. It looks to be a very timely program: Mindfulness, Meditation, and COVID-19 by Jacqueline McCarty. As we begin a new year, I am grateful for the fact that both my husband and I are in professions in which we can easily work from home, limiting our exposure to others and still maintaining our jobs. I realize that many others are not so fortunate.

Vaccines are now being given, with plans developing for the priority order in which all Americans who want a vaccine can receive one during 2021 (though vaccine testing for children still needs to be completed). I'm feeling optimistic that things will be moving back toward 'normal' at some point later in the year. That and the incoming administration in Washington have me feeling very hopeful as I turn the page on 2020 (a year that I hope won't ever be repeated!) and look forward to 2021.

Respectfully,

Jennifer Jordan, Co-President