

AAUW MAUI BRANCH

Advancing Equity for Women and Girls

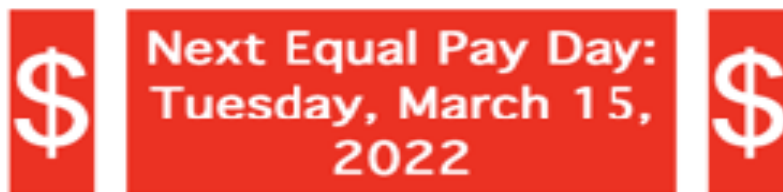
March 15, 2022 is Equal Pay Day

The date, March 15 symbolizes how far into the year women must work to earn what men earned in the previous year. It comes in the middle of Women's History Month!

March 15th, mark your calendars. This year Equal Pay Day will be March 15th. **Please wear red to symbolize the significance of this date.** "Equal Pay Day was originated by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. (It was originally called "National Pay Inequity Awareness Day" and changed to Equal Pay Day in 1998.)

Because women earn less, on average than men, they must work longer for the same amount of pay. In the United States, the average wage gap for women also varies by demographic so there can be different dates to demonstrate how far into a year, for example, an average woman of color needs to work to earn what the average man earned in the previous year without taking into account job type, education, and other factors.

The NCPE website has additional information: <https://www.pay-equity.org/day.html>



Dates To Remember:

Speaker Meeting Saturday, March 26, online using Zoom. Social time at 10:00 a.m., business meeting at 10:30 a.m., followed by a program at 11:00 a.m. (See pg. 3)

Book Group Saturday, March 5, at noon, online using Zoom. (See pg. 4)

Taste and Talk Thursday, March 17, at 6:00 p.m., Marlow's Restaurant. (See pg. 4)

Lunch Bunch: Tuesday, March 8 Seascape Restaurant. (See pg. .3)

Great Decisions: Friday, March 25, at 1:00.p.m. via Zoom. (See pg. 7)

President's Message

Aloha e kākou!

The Taste and Talk Whale Watch was a great success. The weather was perfect, the whales put on an exciting show, and the boat captain made sure that we saw an epic sunset. I didn't take an exact head count, but with friends and family included we had about 30 AAUW-related people on board. We should be sure to make this an annual event, just for fun. Lots of pictures of the event are on the last page of this newsletter.



The AAUW State Board will need a treasurer starting July 1, 2022. In lieu of a nominating committee, State AAUW tasked the local branch presidents to ask if anyone is interested in being nominated from their branch. Under the State Bylaws, "the treasurer shall assume responsibility for the collection of all State dues and other money due to the State and shall serve as the custodian of all funds and securities." Since most (if not all) memberships are processed online, the State dues go to the State bank account automatically, so this is not as onerous as it may sound. The term is 2 years. The treasurer also attends the State Board meetings (on Zoom). If anyone is interested or would like more information, please send me an email at pagotschalk@gmail.com and I will forward the names to the State board president. Mahalo.

As noted in the opening article in this Newsletter, Equal Pay Day is an important reminder of the ongoing wage disparity between women and men. The Maui Branch, through Joyce Yamada, is making arrangements for Mayor Victorino to sign an Equal Pay Day proclamation in March. AAUW branches across the state are taking similar steps in their counties. Alicia Hetman made a great suggestion that we should arrange a Chocolate Tasting event next year on Equal Pay Day to raise awareness (and some funds). *I'm going to look for a volunteer to help make this happen!* Also, as you will see from several articles in this newsletter, there will be many opportunities in 2022 to celebrate the 50th Anniversary of Title IX, renamed by Congress after the local hero who made it happen as **the Patsy T. Mink Equal Opportunity in Education Act**.

Best wishes to all!

Pat

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.

Speaker Meeting March 26 Karin Phaneuf and Connie Gouveia

The March speakers will be Karin Phaneuf and Connie Gouveia.



Karin is an Administrative Officer in the Department of Planning for Maui County. Her government HR experience includes five years with Public Works and three years with Parks and Recreation. While at the County, she has worked to help achieve pay equity for the clerical classes in state and County employment. She has been vocal about the disparity between pay for the mostly female clerks at Maui County and the fact that wage equity for women in Hawaii government is an ongoing and unresolved issue. Karin holds a Master of Science in Technical Management from Embry-Riddle Aeronautical University and a Bachelor of Arts in Communication from Montana State University.



Connie Gouveia has worked as a Clerk III with the Department of Public Works, Makawao Garage for the past nine years. Since 2013, she has been active in the fight for pay equity for the clerks of the County of Maui. Her current position entails working closely with blue collar workers whose starting pay begins at almost \$5.00 more per hour than most entry level clerical workers. Though some strides have been made, no specific course of action has been taken by the mayoral administration, county council, or HGEA labor union. Connie holds a Bachelor's of Science in Interior Design from The Art Institute of California - San Diego.

Join us for our Speaker Meeting on Saturday, March 26, 2022 online using Zoom. The social time starts at 10:00 a.m., followed by a business meeting at 10:30 a.m and the speaker at 11:00 a.m.

Lunch Bunch, March 8

Lunch Bunch will be held on **Tuesday, March 8 at Seascapes Restaurant at Ma'alaia Harbor at 12:30 pm.** The lunch menu can be found here: <https://mauiocenter.com/dine/>

All seating at the restaurant is outdoors. Please note that you must now pay \$1.00/hour for parking at the Maui Ocean Center. If you are a member of the Ocean Center (and have downloaded your information) parking is free. Here is information about parking: <https://mauiocenter.com/faqs/>

Parking is also free if you have a handicap placard. Please contact Pat Gotschalk at:

pagotschalk@gmail.com or 808-707-2001 (phone or text) by Sunday March 6, to RSVP. You do not have to pre-order. We hope you will join us! Any questions, please contact Pat.

Book Group, March 5

The next AAUW Book Group meeting will be held on **Saturday, March 5th, at noon, via Zoom**. Please RSVP to Dorothy Tolliver so you can be included in the Zoom Book Group meeting. Email Dorothy at 2425047@gmail.com. The book for March is *The Water Dancer*, by Ta-Nehisi

For April, the book is *Save Me the Plums*, by Ruth Reichl.

When Condé Nast offered Ruth Reichl the top position at America's oldest epicurean magazine, she declined. She was a writer, not a manager, and had no inclination to be anyone's boss. Yet Reichl had been reading *Gourmet* since she was eight; it had inspired her career. How could she say no? This is the story of a former Berkeley hippie entering the corporate world and worrying about losing her soul. The personal journey of a woman coming to terms with being in charge and making a mark, following a passion and holding on to her dreams--even when she ends up in a place she never expected to be.

Taste and Talk, March 17

Please join us for Taste and Talk on **Thursday, March 17, at 6:00 p.m at Marlow Restaurant in Pukalani**. To RSVP please call, text or email Heather Mueller by Monday, March 14 and she will make a reservation accordingly (808-446-3545, Cell (808) 430-0120, email heathermaymueller@yahoo.com Let's all wear something green for St. Patrick's Day (even though the restaurant has Italian-style food). The address is 30 Kupaoa Street, Pukalani (*in the Kulamalu Town Center behind Long's Drug*).

You can view the menu here: <https://www.restaurantmarlow.com/menu>

University of Hawai'i Title IX Events

For information on an ongoing series of events honoring the 50th anniversary of Title IX, please bookmark <https://www.law.hawaii.edu/patsymink> on your computer. More information to come.

Public Policy

Alicia Hetman, the Maui Branch Public Policy Chair, shared the following learning opportunity from her dual branch in Santa Clara County, California. **To join in, go to [Eventbrite.com](https://www.eventbrite.com) and the search word is Title IX 50th Anniversary Celebration.**

Title IX 50th Anniversary Celebration What you do not know CAN hurt you! Celebrate--Learn--Act

American Association of University Women of Santa Clara County will host an event (Hybrid) on **March 19, 2022, at 9:00 a.m. (Maui time). Save the date!**

Celebrate 50 years of Title IX of the Educational Amendments Act passed in June of 1972. Our event will describe how each gender was given equal rights to educational programs, activities, and financial assistance where federal aid is accepted.

Learn how Title IX has evolved over the last 50 years, including LGBTQ students, and what is still a “work in progress”. Event includes discussions of sexual harassment, violence, and coercion as well as equality in Athletics.

Act using resources and strategies that direct you on how to recognize sex-based discrimination in educational centers especially in STEM (Science, Technology, Engineering and Math) based programs. We will describe who is the correct resource to consult for help.



A powerful group of participants will be at the event, including:

Danielle Slaton, who was an American professional soccer player and is currently a television soccer analyst for the San Jose Earthquakes, on NBC, and on Fox Sports. She is on the staff at Santa Clara University and serves on the Board of Directors for both the U.S. Soccer Foundation and BAWSI (Bay Area Women's Sports Initiative)."

Marlene Bjornsrud is a leader and advocate for equal opportunity for women in sports. Her advocacy journey has led her to testifying before Congress about the importance of Title IX, serving as Executive Director of the Alliance of Women Coaches and co-founding the Bay Area Women's Sports Initiative, earning her numerous awards.

Lucy Jane Bledsoe is an award-winning novelist who puts compelling, determined women at the heart of her stories to encourage this generation to find its voice and speak up for social justice. A high school and college basketball player herself, Lucy's latest novel, "No Stopping Us Now," draws on her own true experience of bringing the Portland Public Schools into compliance with Title IX.

Jess Eagle is a passionate social justice advocate working to make the world a better place for women, girls, and nonbinary individuals. Jess currently works at Equal Rights Advocates where she is involved in media relations, grassroots organizing, and digital advocacy. Previously she was the Development Director at Family Violence Appellate Project, a California nonprofit that helps domestic violence survivors.

Rebecca Sheff is a Program Coordinator at Equal Rights Advocate and in that role she works on restorative justice, community organizing, trauma-informed advocacy and more. She has worked on behalf of at-risk youth for many years now including time spent at Restorative Justice for Oakland Youth -- working in the Oakland Unified School District and the Alameda Juvenile Justice System -- and at the United Way of Santa Cruz with their Youth Violence Prevention Taskforce.

Dr. Akilah Carter-Francique is an Associate Professor in the Department of African American Studies at San JOse State University, and is the Executive Director for the school's Institute for the Study of Sport, Society, and Social Change. Akilah earned her doctorate in sports studies at the University of Georgia and has researched and written extensively on education and sports, primarily as it has impacted African American women.

Maha Ibrahim comes from Equal Rights Advocates where she is a staff attorney representing women who are pursuing Title IX complaints. Her success has led to settlements that include multi-year programmatic monitoring, policy reforms, and yes, cold hard cash. Maha is a graduate of UCLA School of Law, she's a one-time board member to various bay area women's political groups, and a parent who very much wants to make the world a better and fairer place.

[Submitted by Alicia Hetman]

Diversity and Inclusion

March is Women's History Month where our foremothers and current women are honored for their vital contributions to our nation. The [National Women's History Alliance](#) designates a yearly theme for Women's History Month. The 2022 theme is "Women Providing Healing, Promoting Hope." This theme is "both a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history."

Here is a movie recommendation on a little known event that supports Black History Month and Women's History Month! The movie is **Summer of Soul (...or, When The Revolution Could Not Be Televised.)** In the summer of 1969 there was a music festival called Woodstock that everyone of a certain age knows all about. However, there was another music festival at about the same time in 1969 that few have heard of, perhaps because Woodstock dominated the conversation, called the Harlem Cultural Festival. More than 300,000 people attended this six-week festival in Mount Morris Park in Harlem. Then, the video footage from the festival sat in a basement for over fifty years.

From the perspective of an AAUW member, this film provides a segue between Black History Month and Women's History Month, because it features many remarkable Black women including Mahalia Jackson, Nina Simone, Marilyn McCoo, Gladys Knight, and Rose Stone, as well as commentary by former NPR newscaster Charlayne Hunter-Gault. It is available on streaming services such as Amazon Prime.

New Member Profile

Introducing a new member, **Carol Allen**, to the AAUW Maui Branch:



Born and raised in California, Carol earned her BA in Sociology, and was on the Dean's List at University of California at Long Beach. She graduated with honors from Abraham Lincoln High School in San Jose, California; Class of 1967.

After graduation from college Carol traveled extensively in Europe before taking a position at Buffum's Department Store Chain in their management training program. During her almost 20 years of tenure, she held the following positions: Assistant Buyer, Buyer-Trainer for International Buying, and Divisional Merchandising Manager.

In her second work chapter Carol pivoted to Retail Sales and became a Vice President and Sales Manager for two companies concurrently. One imported Gift items and sold domestically and internationally, while the other represented multiple gift lines in the Western United States. Both of these companies gave her the opportunity to travel all over the US.

In Carol's third chapter the focus was on buying and Product Development for much larger US wide chains including: Thrifty Drug Store, Natural Wonders, Ghirardelli Chocolate Company, and San Francisco Music Box Company.

Finally with a dream of being in charge of her own destiny, Carol became a Real Estate Broker in the San Francisco Bay Area and partnered with her husband, Jim, resulting in achieving the level of top 3% sales in the S.F. East Bay, California.

Now successively retired, 7 years ago to Maui, she lives full time in North Kihei. Some of her pastimes include: volunteering for A Cup of Cold Water (an outreach program for the homeless), bridge, Chinese Mahjong, working out, walks, the arts, dining out, travel, movies, and enjoying ocean activities

Carol is looking forward to meeting new friends with similar interests and goals at AAUW.



Great Decisions, March 25

The topic for March is *Outer Space Policy*

The Space domain has changed rapidly during the first two decades of the 21st century, with the rise of new national powers and the entry of commercial companies shaking up what has long been a static environment. Whereas the 20th century saw the dawn of the space age, will the 21st century see its maturity? What will this maturity look like for the United States and the world?

The March meeting will be on Friday, March 25, 1:00 p.m. via ZOOM.

To join the group and order your book for 2022, please contact:

Diane Pure (808) 793-2661

dpure@hawaii.rr.com

Birthdays

A VERY HAPPY BIRTHDAY TO.....



March 4th..... Johanna “Jan” Moore

March 7th..... Nai’a Newlight

March 10th.....Rich Serbin

March 24th..... Terry Rosenstock

March 24th..... Maggie Simpson

Whale Watch Pictures AAUW Maui Members with Friends And Family





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<https://maui-hi.aauw.net/>

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