



May 2019

Web Address: tampa-fl.aauw.net/
Facebook: https://www.facebook.com/tampafll

Tampa AAUW: Making A Difference for over 100 years

The Tiempo



From the President's Desk:

Colors Day: Celebrating Our Camaraderie

Tampa AAUW has designated the third Saturday in May as Colors Day. It is a day when we proudly wear our colors in celebration of our camaraderie. This year, the date falls on **May 18th**. Officer Installations and Reconfirmations will be held the same day. Tampa has come together in a "big way" to increase our affiliate membership to a current count of 54- up from 36 three years ago. A strong roster of members is needed to support Tampa AAUW's goals as well as AAUW's national goals. Therefore, in addition to creating policies and activities to reflect goal attainment and succession planning, one of our major local goals must be policies and activities to support member retention. Research has shown fun activities create bonding and support retention.

So, for this last general meeting of the year, may I ask you to rummage around in your closet to find clothes with the colors: "leaf green and admirable blue". Come dressed picture perfect for the judging and the group photos. There will be prizes for the best expressed dressing.

Join us as we celebrate our shared trust, like-mindedness, friendships, and common goals.

*Berthenya Dunbar, PhD, ARNP, NEA-BC
President 2016-2020*

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Tampa Branch Highlights



AAUW
Tampa Branch



LEE SCHMOLL



Recognition for being our Long-Term Historian



"Guest" Speakers.....
Our Very Own



Scottie Fingar & Catherine Clark Martin



Marjorie Fontalvo



Membership Matters



Director of Membership, Shella Miller
shellamiller078@gmail.com

Our chapter should be very proud! AAUW Tampa was one of few branches that received congratulatory certificate at the AAUW Florida Leadership Conference on April 6. Our work does not go unnoticed and it sure does not stop here! Membership is the lifeblood for our organization. I challenge all members to continue to be Ambassadors for Membership. I think a good theme for next year would be "Excite and Invite". If we are excited about inviting and show our passion and energy to others when sharing the gift of AAUW, they will want to join hands with us. Next year, I want to see us double our new members from this year! I believe that we can do it! Here are some reminders:

- 1. It is Membership Renewal time! This year's membership expires on June 30th. AAUW doesn't want paper checks for renewals.** AAUW has informed Directors for Finance that they should not send in any paper checks. We prefer members utilize the online payment option. Please contact Shella Miller at shellamiller078@gmail.com if you need assistance with this.
- 2. Members SHOULD NOT send a renewal check to AAUW. If you have extenuating circumstances please notify Tampa Chapter Director of Membership and we can problem solve an alternative.**
- 3. Join hands with us and complete Work Smart at salary.aauw.org and ask family, friends, and acquaintances to do the same! AAUW needs the numbers to increase to prove that we are worthy of another grant! Members Mobilize a Million Salary Negotiation training social media and other info <https://www.aauw.org/resource/mobilize-a-million-social-media/>**
- 4. NEW MEMBERS JOINING AFTER MARCH 16th RECEIVE 1 YEAR AND 3 ½ MONTHS OF MEMBERSHIP:** New members will have membership from March (or April or May or June 2019, when they join) all the way until June 30, 2020, that's 15 ½ months from March.
- 5. Correct emails: You can correct your contact info, especially email addresses on the Membership Services Database (MSD) at aauw.org.**



Members are the heart and the backbone of our organization. As we begin this new column, we welcome members who joined as of the fiscal year 2018-2019. In subsequent columns, new members will be recognized each month. We welcome you. We thank you for your commitment. If you have any membership questions, please contact Shella Miller: ShellaMiller078gmail.com

Kemi Akintewe
Margaret Anke
Valeria Bembry
Phoebe Penny Crenshaw
Marjorie Fontalvo
Elizabeth Gutierrez
Smithie Johnson
Heather Stockwell
Shalah Thomas
Diane Veenstra
Franca Washington
Yvette Williams

Meet the New Director of Finance



Yvette M. Williams, MSN, RN-BC stepped up to the challenge to become Tampa AAUW's next Director of Finances. Showing her courage, Yvette nominated herself from the floor; her nomination was **unanimously** accepted. Ms. Williams received a BSN and MSN from Georgia Southern University -Armstrong. She is currently a Registered Nurse working at the Department of Veterans Affairs as the Clinical Coordinator for James A Haley Veterans Hospital's Chronic Headache Management Program. Yvette is a dually certified RN, holding board certifications as an Orthopedic Nurse and as a Pain Management Resource Nurse.

In addition to being a military veteran, Ms. Williams is a member of the American Nurses Association, the National Nurses in Business Association, and the National Black Nurses Association. Please plan to attend the May 18th general meeting when Yvette will be installed as an officer. When you see her, please congratulate her and please don't forget to say,

"Thank You!"

May Luncheon

Women on the Move, Places on the Move

Sarah Combs and Jaree Evans



In our community as in all communities we have areas that need improvement in the way of community services for our children, elders, education, housing and other needs. Today we will have pleasure to meet, the women of an organization which is accomplishing this feat. University Area Community Development is the place. Recently this Community Area Development was given a grant and featured on one of the local T.V. channels. This center has received a 2019 top working place by the Tampa Bay Times. Green Living features community gardens, steps for success program, affordable housing, and a program called Prodigy cultural Arts Program. The list is ongoing. The two women involved with the management are Sarah Combs and Jaree Evans.



Sarah holds a Bachelors degree in Sociology with an emphasis in Criminal Justice and a Minor in Legal Studies from the University of Northern Colorado. Sarah is an active member and volunteer in the Tampa Bay community serving on the following boards: Safe & Sound Hillsborough, Innovation Place, Mort Elementary Community School, Florida Alliance of CDC's and Tampa Bay Community Reinvestment Association. Sarah is a Leadership Tampa 2012 graduate and has been awarded the 2016 TBBJ Business People to Watch, 2010 Tampa Bay Bucs Community Quarterback Award, the 2009 South Tampa Chamber of Commerce Support Services Provider of the Year Award, the 2009 South Tampa Young Leaders Executive Non-Profit Young Professional of the Year Award.



Jaree Evans, Director of Development is responsible for overseeing daily operations of the development department, developing short and long-term goals with the CEO, reporting to the board of directors and working with the internal operations of the business. Fostering a culture of philanthropy within the organization through grant writing and fundraising efforts.

Jaree holds a Masters of Philanthropic Studies and is certified in Fund Raising Management from the Indiana University Lilly Family School of Philanthropy. She is certified in Nonprofit Management from the Indiana University School of Public and Environmental Affairs. Additionally, she is certified nationally through the Nonprofit Leadership Alliance as a Certified Nonprofit Professional (CNP).

On Equal Pay Day, New Poll Finds Majority of Americans Believe Pay Gap Is Due to Bias

WASHINGTON — The majority of Americans — almost 60 percent — think the gender pay gap is due to biases in the workplace. Women are more likely than men to blame bias: 65 percent of women say bias accounts for the pay gap, compared to 53 percent of men. Only 23 percent of Americans say the gap is the result of choices women make.

Those are the key findings of a [new poll](#) released by The American Association of University Women (AAUW) to coincide with Equal Pay Day (April 2), when women symbolically “catch up” to men’s average earnings from the previous year.

“People of all ages, across all demographics, are well aware that women still face barriers and biases in the workplace,” says Kim Churches, chief executive officer of AAUW. “Most Americans find this unacceptable, and that’s why there is so much momentum toward policies and practices to close the gender pay gap. Given the national dialogue on equity issues in the workplace, I’m confident that we’re seeing a significant culture shift and that before too long, Equal Pay Day will be history.”

Poll explores attitudes, behavior

Despite attitudes about what’s to blame for the pay gap, the poll found that most people are unaware of the extent of it: Only 22 percent of Americans believe that men’s pay increases when they become fathers and only 32 percent believe women’s pay decreases once they become mothers, despite U.S. Census labor data showing a “motherhood penalty,” in which mothers experience drop in earnings, and a “fatherhood bonus,” where men get a bump in pay when they become dads. Mothers are paid 71 cents for every dollar paid to fathers.

The [AAUW poll](#) also explored factors related to the pay gap:

- Salary transparency is a key to closing the gap, and 57 percent of Americans reported they have or would discuss their pay with co-workers.
- Millennials and Gen Zers are more likely to talk about their salary with co-workers than other generations (68 percent, compared to 55 percent of Generation X and 49 percent of Baby Boomers).
- In terms of advocating for higher pay, 75 percent of Americans say men and women are treated differently when it comes to pay negotiations.
- More than half of Americans have negotiated for higher pay (51 percent), with men negotiating more than women (54 percent compared to 47 percent).
- Men are more confident in negotiating for salaries (61 percent) compared to women (53 percent).
- 52 percent of Americans believe men are given better access than women to the training, information and resources needed to negotiate their pay successfully.

AAUW Virtual Convening

AAUW is excited to announce plans for a series of virtual events in 2020 that will mark the 100th anniversary of women's right to vote, inform our members and supporters in a critical presidential election year, and move us all closer to a fully fair future for women and girls.

The various virtual programs will spotlight the work you and others are doing on behalf of AAUW to ensure women and girls everywhere have equal opportunities to learn, lead and earn the salaries they deserve. In January, we'll launch "A 2020 Vision for Equity," which will bring together a panel with leaders from politics, business and beyond to share their insights about the progress we've made in women's equity and the future of our movement. **Although there will be no in-person national convention or major convening in 2020, we understand the importance of bringing women together to network and support AAUW and its mission—and our outreach will be designed with those goals in mind.**

For example, we will engage members across the country — through livestreams, webinars, social media chats and other communications — to participate in important initiatives and events, such as recognizing [Equal Pay Day](#) to advocate for better laws and employer pay practices, rallying around [landmark court cases](#) for women, and launching [research](#) to continue the push for greater equity. Also, because 2020 is an election year, we'll ensure women exercise the right to vote that so many fought so hard for a century ago. Our efforts will include a range of activities to [support voter registration](#) and get out the vote. As states and branches participate in myriad 19th Amendment commemorative activities, we'll be working to galvanize the movement on a national scale and attract new generations and supporters for the future.

Your state and regional events and conferences are included in our 2020 plans, and we encourage you to work with us to promote your events to a larger audience. If your state or regional leaders need information about holding a regional convention, please reach out to the Connect team at connect@aauw.org.

AAUW's decision to focus on virtual events in lieu of an in-person convening was guided by the AAUW National Convening Task Force and approved by the board of directors. The task force conducted a rigorous review of conventions, conferences and other events on gender equity taking place around the nation, with the goal of finding options that would:

- **Ensure that more members can participate.** Less than 1 percent (734) of AAUW members attended our last National Convention in 2017. While these gatherings are a rich part of our legacy and a unique opportunity for networking, the Task Force evaluated ways to convene that could engage many more members and supporters in our mission to achieve gender equity.
- **Enable financial sustainability.** All four of the most recent AAUW National Conventions have operated at a financial loss, and the deficits from the 2015 and 2017 meetings were substantial. The Task Force evaluated ways to convene members that would not pull resources away from our core work of creating lasting change for women and girls.

We are looking forward to celebrating our progress in 2020 and working with you to ensure a future of equity for all.



***General Meeting
Women on the Move
May 18, 2019***

11 a.m.—1:00 p.m.

Menu Options

*Chicken Piccata, Salmon w/
Citrus Blanc, or*

Pasta Primavera/Salad

Cost \$20.00

R.S.V.P. By May 15th

*(Even if you are not staying for the meal,
please let Irene know to allow for the ap-
propriate room size)*

Temple Terrace

Golf & Country Club

200 Inverness Avenue

Temple Terrace, FL 33617

**General Meeting/Event
Dates**

May 18 *Women on the Move,
Installation of Officers /Colors
Day*

April 1—May 14 *AAUW National
Elections*

June 15 *Board Meeting*

Birthday Greetings



Scottie Fingar 1
Karlene Kunz 31