



THE SAGE HEN

A NEWSLETTER FOR
THE NEVADA STATE AAUW



SPRING
2017

Mission: AAUW has dedicated more than 120 years to the advancement of education. To this day, AAUW continues to break through barriers to improve educational opportunities for women and girls.

A Note from Your President Kay Lehr (Tahoe-Nevada)

Based on the findings from the Survey Monkey survey, your State Board is finalizing the NV AAUW Strategic Plan. Your priorities were: pay equity, STEM, and leadership for women, and we have developed action plans for each priority. The good news is that Nevada's priorities match the priorities developed over two years by the National Board. Nevada AAUW members, give yourselves a pat on the back for your vision and insights. We are awaiting the budget that National is developing based on the new priorities and I plan to share it all with you at your branch in March 2017. Also, in the last *Sage Hen*, I challenged each of you to bring in a new member. Nevada will be stronger with more members, and we have much work to do so that women and girls can have the same opportunities that have made our lives full and interesting. Best to you and I look forward to meeting you at your branch.

Who's Who

You're getting a newsletter from the Nevada AAUW State Council, but do you know who the members of that council are? By way of introduction, here are brief biographies of most of the council members.

Kay Lehr, President/Administrator (Tahoe-Nevada)

My mother often said I was born with wheels, and my life until now has confirmed her observation! I grew up in the Midwest and attended U of Wisconsin Madison majoring in nursing. Early in my career I worked in the ER, in Coronary Care, and in Pediatric Intensive Care. When I married, we lived in Illinois, Wisconsin, Texas, Colorado and Germany. After I

had four children, clinical work became a challenge, and I decided to work for schools, which enabled me to coach soccer and take my children on month-long trips in the summer. Over the years, we visited every state in this great USA. Eventually, I earned a MBA in finance to prepare for the next phase of my career.

When my children were in college, I went to work for Maternal Child Health (MCH) in a local county and in the California state capitol. After being elected President of MCH in California, I flew between Sacramento and Washington DC where I focused on health care policy for children. It was rewarding to use my years of experience to make important changes in the delivery of children's health care. Since retirement I have lived in California, Nevada and Maine and so my "life with wheels" continues!

Peggy Poindexter, Co-Finance and Secretary (Tahoe-Nevada)

I'm originally from Pennsylvania, grew up in Arlington, Virginia, and graduated from Muhlenberg College in Allentown, PA with an AB degree in Social Sciences (emphasis in Political Science). After several false starts at grad school and short term jobs, I moved to Los Angeles, CA where I began working for the US Air Force in a 3 year financial management development program. I learned every aspect of financial management from budgeting, cost analysis, accounting & finance, cost estimating, cost & schedule control, etc. Turned out I loved this and essentially stayed in the financial/business management career field for the remainder of my working days. I received my Masters in Public Administration from Cal State Long Beach.

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I married my husband, Jeff Poindexter who was a career Air Force Officer, moved to Washington, DC, had 2 daughters, and moved up in the federal work force. I had a 10 year career in private industry with aerospace/intelligence companies and returned to the federal government for the last 10 years of my career, retiring as a Senior Executive in the Defense/Intelligence field. My last assignment was with the National Geospatial Intelligence Agency as their Director of Information Technology Portfolio Management. My husband and I retired to Incline Village, NV in 2011 where I joined AAUW. I am passionate about AAUW's initiatives in STEM education for girls and women and look forward to implementing a Tech Trek summer camp program in our state in 2018.

Doris Dowden, Co-Finance and Webmaster/Online Branch (Reno)

Doris Dowden is retired from a challenging and exciting 38-year career in software engineering and Information Technology (IT), creating an environment with technologies that have had a vast impact on people's lives. During an era of rapidly changing technology, she built and managed a state-of-the-art technological facility and organization that provided all IT services for the 1200 engineers and support staff at the NASA Dryden Flight Research Center (renamed in 2014 to Armstrong Flight Research Center) in southern California. Under her leadership, the organization quickly bridged two very different eras—the old in which only highly skilled experts had ready access to the building-size computers. and the new in which everyone had a desktop computer, networks, internet and email.

Doris became member of AAUW in 1994 and has been an active volunteer ever since. She has held various AAUW leadership positions (Treasurer, President, Membership VP, Program VP) in California (Antelope Valley) and Nevada (Reno and the state organization). She now serves as the communications officer for AAUW Nevada and the database administrator and communications officer for AAUW Reno.

Caroline Panches, Membership (Capitol)

Caroline Panches is completing her second year as Membership Chair of AAUW Nevada. She is also a member of the AAUW Member Trainers

and has presented workshops at the Southern and Northern AAUW State meetings.

Caroline is currently the President of the AAUW Capital (NV) Branch and actively participates in the Evening Book Discussions, Great Decisions and Gourmet interest groups.

In addition to her commitment to AAUW, Caroline serves on the Board of Directors for Nevada Rural Counties RSVP Program. She is also the Executive Director of Lyon County CASA (Court Appointed Special Advocates) and a CASA volunteer.

Nancy Stiles, Program (Capitol)

Nancy Stiles has had a lengthy career as an educator and an educational leader: she has taught grades 2-7, and has served as a talented & gifted resource specialist, a literacy specialist, a team leader, a coordinator, a professional development presenter, and chair for numerous committees. She spent most of her career years in Texas, but her last ten years have been in Douglas County as a gifted specialist, and then as a teacher trainer-consultant with Thinking Maps, Inc. She continues to do presentations for various groups on various subjects, including leadership skills for general audiences and educational trainings for teachers.

She has trained under notable trainers on a variety of subject matters, including leadership skills and educational topics. She has applied her training expertise in a number of leadership positions, and presently holds the position of president of the Douglas County Democratic Women, Public Policy Chair for Capital Branch AAUW, Educational chair in the Delta Chapter of Delta Kappa Gamma, Program Chair for the Nevada State Council of AAUW as well as serving on several committees in various organizations.

Bonnie Barber, Public Policy (Reno)

While she always voted, Bonnie Barber really became interested in political action when she moved to Fairbanks, Alaska in 1978 and became a building rep from North Pole Jr.-Sr. High school, where she worked as a counselor, to the Fairbanks Education Association (FEA). She quickly learned how political decisions impacted student education and teachers' working conditions. From 1978 to 2000 she was active in FEA serving two years as president, chair of its political action committee for education (PACE) and six years as a member of the state association (continued, p. 3)

PACE and Board of Directors. She volunteered in political campaigns, lobbied the North Star Borough Assembly for school funding and also lobbied on behalf of education at the legislature in Juneau at an annual FLY-In (You cannot drive to Juneau, Alaska.). Upon retiring and taking a year off, Bonnie became the Executive Director of the Professional Teaching Practices Commission for the state of Alaska investigating allegations of educator misconduct and presenting cases for sanctions for misconduct to the Commission for reprimand, suspension or revocation of teaching licenses. In 2006 she retired from her position with the Commission and she and her husband, Will, moved to Reno where for the first time she joined AAUW and learned of its important work advocating for woman and families. She has been a member of the Reno branch of AAUW since 2007 and on the branch council from 2007 to 2014 in the role of public policy chair and presiding officer and is currently public policy chair on the state council.

Linda Sekiguchi, International Affairs (Capitol)

Linda Hiebert Sekiguchi is a member of three AAUW branches: Captial NV, South Lake Tahoe, CA and San Jose, CA. She has served as president of San Jose branch and as co-president of Capital branch. In California AAUW, she worked on numerous committees and task forces. Nationally, she was elected to serve as the International Affairs Committee chair and served from 2004-2007. She has represented AAUW at the U.N. Commission on the Status of Women (CSW).

Linda has been active in the Virginia Gildersleeve International Fund (VGIF) as a board member for six years and currently serves on the nominating and UN Committees. She is involved in Friendship Force International and has attended World conferences in Sao Paula, Brazil, Los Angeles, Vancouver, B.C., and in August 2016 in Marrakesh, Morocco. Currently, she serves on the program committee for Women Graduates-USA, the new American affiliate of the Graduate Women International (GWI—formerly IFUW), and has attended the last six triennial conferences, most recently the 2016 conference in Capetown, South Africa.. She is honored to know that foreign women have been studying since 1999 each year with a stipend from the AAUW Christopher Stewart and

Linda Hiebert Sekiguchi International Fellowship. Linda is a retired CA teacher.

Robbyn Tolles, College/Univ. Liason (Reno)

Robbyn Tolles has been with AAUW since 2009. She has been the College/University Relations Chair for both the Nevada State Council and the Reno Branch Council since fall of 2015. While working, she was an active member of the University of Nevada, Reno Committee on the Status of Women (CSW) beginning in 2006 where (over time) she held the positions of Co-Convener and Treasurer; she is currently the AAUW liaison to the CSW. Robbyn's interest in gender equality began in 1973 when an unidentified co-worker left a *Ms. Magazine* on her desk. Her career spanned science teaching, bench research in biochemistry, behavioral science research in stress and coping, being the curriculum director for the University of Nevada School of Medicine in Reno, meditation teaching, and a long-standing interest in the arts.

Joyce Destefanis, Past President/Advisor (Reno)

A fourth generation Californian, Joyce Destefanis began and ended her 40-plus year career in education there. She graduated from University of California in Chico with a BA and an MA from California State University in San Francisco. She taught regular elementary education before moving into special education, teaching students with learning disabilities, autism, severe emotional disturbance, and severe behavior disorders. For 25 years she served as a program manager for special education in the San Mateo County Office of Education supervising classes for autism and severe emotional disturbance. Lastly, she managed programs for infant and preschool students with all severely disabling conditions. When she retired, the Charles and Helen Schwab Learning Foundation employed her as a Learning Disabilities consultant, enabling her to continue working in the profession that she loves. Upon her move to Nevada in 2000 she immediately became involved and active in the AAUW Reno branch then in AAUW Nevada. She will forever be a staunch supporter of AAUW, its mission, goals and its wonderful members. A dedicated political activist for women and girls, she is committed to maintaining and furthering women's rights, especially in this era in which the rights of women are under attack.

Suzanne Webb, Newsletter Editor (Reno)

Sue was born in Chicago and grew up in Dayton, Ohio. After graduating from the Univ. of Denver with majors in history, English, and geology, she earned an MA in English at DU. She taught at Arvada, CO high school and at the Univ. of Idaho and earned the Ph.D. in English at Washington State Univ. She taught rhetoric, linguistics, and medieval lit at Texas Woman's University for 38 years and authored six editions of the *Harbrace College Handbook* as well as 3 other textbook titles. She retired to Incline Village where she joined the Tahoe-Nevada branch of AAUW, edited its newsletter, and became its president before moving to Reno and joining the branch there. Besides the *Sage Hen*, she edits two other newsletters and actually enjoys it—usually.

STRATEGIC PLAN FOR THE STATE OF NEVADA 2017-19

AAUW-NEVADA's strategic planning process began in October 2016 with a survey to the state membership querying support of potential initiatives. Of approximately 400 members, 73 members responded, and in November the Strategic Planning Committee began developing the plan. The committee consisted of Kay Lehr (Tahoe Nevada)—State President, Peggy Poindexter (Tahoe Nevada)—State Recording Secretary & Treasurer, Caroline Panches (Capital)—State Membership Chair, Nancy Stiles (Capital)—State Program Chair, Robbyn Tolles (Reno)—State University & College Liaison, Joyce Destefanis (Reno)—State Past President, Charlotte Curtis (Tahoe Nevada)—Tahoe Past President, Debbie Nicholas (Tahoe Nevada)—Tahoe President. The final plan was approved 3 March 2017.

To create the plan, the committee used the rankings members gave to the following: the following results of the survey to create the plan. The percentages of support for each of the top 3 initiatives were relatively close: Pay Equity (77%), STEM (71%), and Women in Leadership (63%). These top 3 Nevada initiatives were the same as the National AAUW priorities established through National's 2-year process to develop their plan.

In any strategic plan, the overriding objectives must be consistent with mission, vision, and priorities; must have goals and objectives; and must be focused. Having too many initiatives dilutes focus, and there are insufficient funds to advance a multitude of initiatives. The objectives must be action oriented

and measurable. They must answer whether we accomplished what we set out to accomplish.

The Strategic Plan for Nevada, then, is based on AAUW's mission to advance equity for women and girls through advocacy, education, philanthropy, and research; its vision which is to advance opportunities for women and girls; and its short- and long-term priorities with full knowledge that achievement of our mission, vision and goals will remain an ongoing process.

The goals established are as follows:

Goal #1 is to advocate for pay equity in the State of Nevada.

Goal #2 promotes STEM (Science, Technology, Engineering and Mathematics) education for women and girls in Nevada.

Goal #3 seeks to empower women with the tools, training, and support they need to become strong, confident leaders.

Goal 1 has two objectives. The first objective is to advocate for pay equity in Nevada 1) through activities targeting the Nevada State Legislature with the assistance of the Public Policy state and local chairs, 2) to use AAUW research reports as resources for information on pay equity, and 3) to provide AAUW members with up-to-date information and alerts relating to pay equity legislation. Next, this objective proposes 4) to instruct the membership on how to use the Nevada State Legislature website for comments on pending legislation [bills], 5) to encourage branches to host speakers who will educate the membership on the topic of pay equity, and finally, 6) to encourage participation in Grass Roots Lobby days in the Nevada state legislature (which typically occurs in March of each legislative year).

The second objective is to train women to negotiate more equitable salaries, especially 1) by advocating for the Start/Work Smart programs through the College/University Relations state and local chairs, 2) by actively recruiting AAUW members to be trained as Start/Work Smart Salary Negotiation Workshop facilitators, and 3) by conducting Start/Work Smart Salary Negotiation Workshops to train women on how to negotiate more equitable salaries.

The objective for goal 2 is to promote STEM (Science, Technology, Engineering and Mathematics) education for women and girls in Nevada. This objective can be reached by 1) compiling and reporting information on current availability of STEM education & the future need for jobs requiring STEM education in Nevada, 2) by establishing an AAUW Nevada STEM Advisory Board to guide STEM initiatives (continued on p. 5)

in Nevada, 3) by raising awareness of and advocating for STEM programs for girls and women throughout the state, and 4) by implementing a summer STEM camp program for middle school girls in Nevada.

Goal 3's first objective is to empower women with the tools and training they need to become strong, confident leaders by 1) sponsoring a bi-annual leadership conference in the state of Nevada, 2) encouraging branches to sponsor speakers on leadership at meetings, and 3) supporting college/university women to attend AAUW's NCCWSL conference each academic year

The **second objective** is to support women in their efforts to become leaders 1) by encouraging women to pursue leadership positions in the public and private sectors, and 2) by collaborating with like-minded organizations to expand leadership opportunities for women and girls.

Learn to Be a Citizen Lobbyist at Grassroots Lobby Days March 19-20, 2017

Doris Dowden, Co-Finance and Advisor

Are you concerned about how laws affect your family and want to somehow have a voice in the process? The Nevada Womens' Lobby (NWL) has an answer for that. Every legislative year, NWL provides two days of training on how private citizens can have a true impact on making laws that work for you. We call this the Grassroots Lobby Days.

This year the theme is "Equity: Bridging the Gaps." On day one, we offer a chance for like-minded folks to gather to discuss key issues and to learn basic lobbying techniques (Lobbying 101). The tabletop discussions will focus on "Equity from A to Z" including discussions on pay equity disparities, polling place issues, workforce, education, freedom from violence, gender, minorities, seniors, and how to negotiate your salary. You will have a chance to network with others and hear from professional lobbyists and legislators. The evening concludes with a cocktail hour and banquet.

On day two, attendees will put their training to use actually lobbying legislators. This may include meeting with your legislator and/or testifying on a bill of interest to you. NWL will be there to help you through the process.

AAUW Nevada and the Capital, Fallon and Reno branches are proud sponsors of this event.

Please register at www.nevadawomenslobby.org and circulate the Grassroots Lobby Days flyer in this newsletter.

Facts About Pay Equity Bonnie Barber, Public Policy

According to the Shriver Report released in 2016, women's average annual paychecks reflected only 80 cents for every \$1.00 earned by men. In Nevada, women average 84 cents to every man's dollar. Specifically for women of color, the gap is even wider: In comparison to a white, non-Hispanic man's dollar, **African American women earn only 64 cents and Latinas just 55 cents.**

For the 40% of mothers with children under 18 who are their families' sole or primary breadwinner, the gender pay gap can contribute to poor living conditions, poor nutrition and fewer opportunities for their children. For these women, closing the gender pay gap will have lasting positive consequences.

According to the Institute for Women's Policy Research (IWPR), if equal pay for women were instituted immediately, across the board, it would result in an annual [\\$447.6 billion gain](#) nationally for women and their families. Over fifteen years, a **typical woman loses \$499,101 due to pay inequity.**

Strengthening the equal pay law in Nevada is the Number 1 priority of AAUW Nevada. Several bills have been introduced that will do this. We will be closely monitoring these bills and all others that impact women and families in Nevada and sending out action alerts asking you to contact your senator and assemblyperson as the session progresses.

NEVADA WOMEN DESERVE EQUAL PAY, AND, WORKING TOGETHER, 2017 IS THE YEAR WE WILL GET IT.



Working Group on Girls

Linda Hiebert Sekiguchi, International Affairs

The Working Group on Girls, states that “Real change in women’s economic empowerment will be achieved only when girls are empowered.” World-wide, even in developed nations girls are routinely channeled into a mindset that women’s role is to provide free labor.

The Adolescent Girls Advocacy and Leadership Initiative reports that teen girls represent the most economically vulnerable group, “considerably more so than adult women or adolescent boys.” They lack access to money, education and employment training.

Consider these UNICEF statistics: more than 700 million women today were married before their 18th birthday (classified by UN as Child Marriage) and 250 million married before turning 15. UNICEF states: “Girls who marry are not only denied their childhood, they are often socially isolated – cut off from family, friends & support . . . and are often unable to effectively negotiate safer sex, leaving themselves vulnerable to sexually transmitted infections, including HIV, along with early pregnancy . . . and are also less likely to receive proper medical care while pregnant” . . . and so “the likelihood of both infant mortality and maternal mortality in the girl child” increases.

. . . . The situation is worse for the girl child forced into Trafficking, whether for labor, for transporting of drugs or weaponry, or for sex Child trafficking is on the rise with 5.5 million children . . . engaged in forced labour, with thousands subject to abuse, forced into marriage and coerced into militias. . . .

How do we begin the work to empower girls, socially and economically? Start with disaggregated data. Know the hard facts statistically as they relate to women and to girls . . . ; between the girl child and the boy . . . ; between urban and rural girls Listen to the voice of girls. We have all become enamored of the voice of Malala Yousefzai, the well-spoken young girl



who took a stance for Girls Education in her Taliban community, who was raised to fame in the aftermath of a potentially fatal gunshot by said Taliban. Malala is significant . . . , because she is representative of the voices of legions of girls across the globe who can . . . [help us] . . .

“understand the needs of the girl child in the vicinity she represents. Invite girls to the table.”

Condensed from “Working Group on Girls NGO Statement for the UN Commission on the Status of Women”

College/University Relations

Robbyn Tolles, NV State Chair

The AAUW Start Smart salary negotiation program has been active at the University of Nevada, Reno since 2009. Prior to this fall, a total of 203 students had attended a workshop. Then we began a new strategy for program recruitment by inviting individual campus groups to host a workshop. As a result, 68 students attended workshops in the fall of 2016, and three more workshops are scheduled for spring. The facilitators, are very excited to see the growth of a program that should help young women learn the ins and outs of salary negotiation.

If you are interested in becoming a Start Smart/Work Smart facilitator for schools, companies or organizations in your area, you just need to attend an hour and a half webinar put on by the AAUW National Start Smart trainers. The link can be found at <http://www.aauw.org/what-we-do/salary-negotiation-workshops/facilitator/>.

I also encourage AAUW members with connections to a local college or university to speak with the faculty and administrators about becoming an AAUW C/U partner member. It only costs the school \$125.00 to join for the first year and \$175.00 thereafter. We’d like to make a good showing of our support for women’s issues here in Nevada. More information can be found at <http://www.aauw.org/membership/college-university-partner/>.

DID YOU KNOW . . . ?

As of the end of February, 2017, 421 Nevada women belonged to AAUW. That’s a great number! Let’s make it grow.

Membership Matters

Caroline J. Punches, Membership

MEMBERSHIP RENEWAL IS FAST APPROACHING! Memberships ARE current through June 30, 2017. While this seems a long way off, it will be here before we know it! April is a great time to remind members of the deadline AND to encourage renewals. The Capital Branch encourages members to renew in May and offers a small incentive to renew (or bring their checks) at the May meeting.

The Capital Branch participates in the AAUW **Membership Payment Program (MPP)** which offers a quick and easy way for members to renew. The branch membership chair is able to generate individualized email invoices for each member. Each invoice has a special link which allows for immediate renewal. Members click on the link, submit their credit card info and it is done! Membership chairs can quickly see who has paid and who has not. For those members without an email, the invoice can be printed out and mailed to the member through the regular postal service. Those who still prefer paying by check can still do so. Checks are processed by the branch and the renewal fees are processed online by the finance or membership chair.

MPP is AAUW's secure, online dues-processing program which simplifies the membership payment and renewal process. It ONLY takes 10-14 days to set up an account, so if you start now, you can use it for the 2017-18 renewals! Just log onto the national website, click on "Enter the MSD." When there, click on the box

"Enter Member Services Database." It will show your personal membership information. On the left side of the screen, click on the button "Branch MPP Opt In Program." This will give you all the information you need to know about the program.

ANOTHER IMPORTANT DEADLINE TO REMEMBER – Beginning on **March 16, 2017**, **NEW** members may join and get a 15-month membership for the price of 12!. Their membership will not expire until June 30, 2018! This is a great incentive to use with those who have been thinking about joining, and now want to sign up! Rather than waiting until the fall, they can join in mid-March and participate fully in the branch and the national activities. And they can immediately take advantage of all the AAUW membership benefits.

Speaking of benefits...if you have an Office Depot/Office MAX close by, the Office Depot discount is definitely worthwhile for copying and other services. More information can be found at <http://www.officediscounts.org/aauw> or print the flyer at http://officediscounts.org/wp-content/uploads/aauw_PYFC.pdf.

I have personally saved at least the cost of my national membership dues by using the discount card! The discount is available for any printing or copying charges, not just AAUW materials.

DID YOU KNOW . . . ?

AAUW national will vote in June regarding whether to raise national dues and how much to raise them. According to a message sent by AAUW Board Chair Patricia Fae Ho, national is considering this increase because "it is impossible to budget effectively based on" donations alone—"what *might* come in." Annual dues are the organization's stable source of income which allows AAUW to provide support for AAUW's mission and programs. Further, prices have increased considerably since AAUW's last dues increase in 2008. (One member recalls that the state has not increased state dues of \$9 in 17 years.)

Nevada State Council 2016-17

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NEVADA
WOMEN'S
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GRASSROOTS
LOBBY DAYS

March 19-20, 2017
Carson City, NV

register at: nevadawomenslobby.org

*Equity:
Bridging the Gap
In the Workplace
At Home
In Reproductive
Choice
For Millennials
and Latinas*