

January 2023

Vol. 81, No. 4

**Meeting at 10:00 AM on
Saturday, January 28, 2023**



2022-2023 MEETINGS
THIS YEAR'S PROGRAM THEME:
**Gender and Racial Equity:
Are We Making Progress?**



Nia Wilder, Waterloo Councilwoman
and Entrepreneur of ShinDigg

A Journey in Business and Politics

January 28, 2023

YWCA, 425 Lafayette St., Waterloo, IA
Gather 10:00, Brunch 10:15, Program 10:30

Bring cash or check for the monthly
scholarship fundraiser, "Notable Women"



To reserve a brunch (\$17.00), catered by Dee,
egg bake (hash browns, onion, mushrooms, cheese),
fruit salad, muffin, coffee, and orange juice,
RSVP by Friday, Jan. 20, to Mary Ellen Beckman at
319-269-1893 or AAUW.CFW.RSVP@gmail.com

Mission: AAUW advances gender equity for women and girls through research, education, and advocacy.

Vision: Equity for all.

Diversity Statement: AAUW values and seeks a diverse membership. There shall be no barriers to full participation in the organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Board of Directors:

Co-Presidents

Linda Morgan & Pauline Harding

President Elect - *open*

Co-Vice Presidents for Program

Maria Murphy & Lori Schneider

Co-Vice Presidents for Membership

Shelia Bullock & Beeks Downing

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Co-Past-Presidents

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Nancy Hasenwinkel

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Public Policy Director

Maureen White

Diversity Director

Sharon Silva

Leadership Development Director

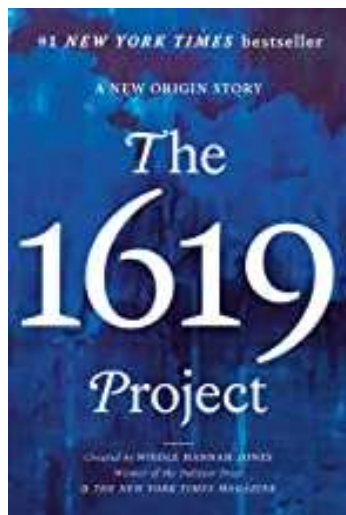
Maureen White

Newsletter Editors

Karen Agee & Ardelle Brown

Cedar Valley Discuss and Discover Diversity (CV3D)

Judy Beckman and Mary Dove



On **Monday, January 9, 4:30-6:00 PM**, CV3D will gather to discuss *The 1619 Project*, created by Nikole Hannah-Jones. The discussion will be held in person at the conference room of the Cedar Falls Public Library.

The 1619 Project, originally published in 2019, has produced lively debates, lengthy essays, awards, and state and federal bills aimed to prohibit the project's teaching in schools. Hannah-Jones was awarded the 2020 Pulitzer Prize for Commentary for the *1619 Project*. What ideas in *The 1619 Project* have sparked this culture-war? I guess you will just have to read the book to find out. Or perhaps join our discussion.

As chairs of CV3D, we hope that our book selections push your thinking. We look forward to hearing if this book did. Join us on January 9 for the discussion of *The 1619 Project*. If you don't have time to read the book, give a listen to the 1619 podcast.

We would like to thank Kathryn Rogers for leading our November discussion Gina Wilkinson's *When the Apricots Bloom*. A good discussion of the book was enjoyed by the nine persons who attended.

For further information, contact CV3D co-chairs Judy Beckman at drjudy.beckman@cfu.net or Mary Dove at elybound1982@gmail.com

Scholarship Fundraising

Pat Higby, Treasurer

Happy New Year! This seems like a good time to update our membership on our financial position. Our budget was based on membership dues from 70 members at \$11 each. We are a little short at \$715 in dues thus far. We committed \$6,000 to three young women for scholarships, based on a full year of fundraising in which we expected to obtain \$2,050. Because of our Arts & Crafts online sale and the generosity of our members, I'm happy to report we have raised a little over \$1,900 thus far, and our spring garden sale has yet to be held! We should have no trouble covering the \$3,000 for scholarships due before the end of January.

I hope all of you received the Arts & Crafts items (aka thank you gifts for your generosity) you desired, and will help us this spring with our garden sale. We will need to put more money in the bank for next year's scholars!

Literature Group

Joan Bunkofske

Literature group will meet on **Monday, January 16, at 1:15 PM** at the home of Joan Bunkofske. Everyone will share books. All are welcome to attend.

Great Decisions Study Group Will Meet

Gloria Tollefson

Great Decisions Study Group will meet at **7:00 PM on Tuesday, January 17**, in the conference room of the Cedar Falls Public Library. We will first view a 30-minute DVD on President Biden's foreign policy in the age of strategic competition and then discuss the world of turmoil the U.S. faces in 2023.

Our 2023 books have arrived, so we will spend time previewing our 2023 topics, which include energy geopolitics, war crimes, China and the US, economic warfare, politics in Latin America, global famine, Iran at a crossroads, and climate migration. I have an extra book available.

Bridge for Education

Ardelle Brown

We will play bridge on **Thursday, January 19, 12:30-3:00**, in the second-floor library at Prairie Wind Western Home Communities, 5313 Caraway Lane, Cedar Falls. No food, but bring your own drink and \$2.00 to contribute to the scholarship fund. Come and play!

Legislative Public Forum

Maureen White

AAUW Cedar Falls-Waterloo is one of 25+ sponsors of the Legislative Public Forum. Please mark your calendar for these dates and topics:

January 20 – Education

March 24 – Mental Health

February 17 – Budget Priorities

April 14 – Environment

March 3 – Health Care

All forums will be held at the Hawkeye College Van G. Miller Adult Learning Center, 120 Jefferson St., Waterloo. All forums are scheduled to meet at **4:30 - 6:30 PM**.

Fourth Fridays With Friends

Ardelle Brown and Linda Morgan

Fourth Fridays with Friends will meet this month at the College Square HyVee at **10:00 on Friday, January 27th**, near the coffee area. Let's hope the weather will favor us. We always learn something new. Come and join the conversation.

Scholarship News

Marilyn Drury, Scholarship Chair

Our branch is preparing to offer its annual tuition scholarship opportunities. The tuition scholarship, awarded in late May or early June, provides a \$2,000 award to a woman attending Allen College, Hawkeye Community College, or the University of Northern Iowa. The scholarship application for 2023-2024 should be posted on our website and available to applicants in February.

Our current scholarship committee consists of Marilyn Drury, Mary Dove, Nancy Henderson, and Linda Morgan. The Chair attempts to stay in contact with scholarship recipients throughout the year, providing any additional support possible. Scholarship funds and contact throughout the year are greatly appreciated by the recipients.

Presidents' Note

Co-President Pauline Harding

Happy New Year to all of you! Linda and I hope that your holiday season went well and that your new year is off to a good start. Looking forward to what is going on this month, we really want to emphasize our brunch meeting on Saturday, January 28, 2023, at 10:00 AM at the YWCA in Waterloo. We hope our fellow AAUW members from Waverly can join us. We are encouraging as many of you as possible to come to this event. If you need a ride, please let me know (at 319-277-3997).

UN International Human Rights Day Commemorated Dec 10



Branch members Ruth Walker, Maureen White, Karen Agee, and Pam Hays. Not pictured is Sharon Silva.

The United Nation's International Human Rights Day was commemorated on December 10, 2022, at the Jubilee UMC Freedom Center in Waterloo.

Sponsors of the event were the Cedar Valley United Nations Association, the Waterloo Human Rights Commission, and our AAUW Cedar Falls-Waterloo Branch.

Maureen White gave the annual address on the Declaration of Human Rights. Rebecca Johnson, a local human rights specialist, gave the keynote for this "year of the woman, year of change." Rev. Abraham L. Funchess, Jr., director of the Waterloo Human Rights Commission, presented a special award to Dr. Belinda Creighton-Smith, UNI professor and pastor of Faith Temple Baptist Church.

A WIN . . . And Still More to Do

Maureen White, Public Policy Director

AAUW Cedar Falls-Waterloo branch public policy director Maureen White and past co-president Karen Agee met with Matt Rector, regional director for Senator Grassley, on December 5, 2022, to advocate for several AAUW priorities: the **Pregnant Worker Fairness Act (PWFA) H.R. 1065 / S. 1486**, the **Campus Accountability And Safety Act (CASA) (H.R.9316/S.5047)** and the **Paycheck Fairness Act H.R. 7 – 117th Congress (2021-2022)**.

We conveyed thanks to Senator Grassley, one of thirteen cosponsors in the Senate, and asked that the Senator work to get a vote scheduled on the bill prior to the end of 2022.

Since our meeting, AAUW notified members that on December 22, the U.S. Senate voted 73 to 24 to pass the Pregnant Workers Fairness Act (PWFA). With bipartisan support, the PWFA passed as an amendment to the omnibus bill and will soon become law, allowing millions of pregnant people to finally provide for their families without compromising their health or pregnancies.

AAUW members kept up pressure on Congress to pass the PWFA, which will:

- Give pregnant workers access to basic, reasonable accommodations (similar to those in the Americans With Disabilities Act) to protect the health of pregnant workers.
- Most accommodations can be provided at low or no cost to the employer and would lessen the need for a worker to choose between her health and a paycheck. Examples of accommodations:
 - Allow worker to carry a water bottle.
 - Provide a stool or chair for workers who usually stand for long periods.
 - Temporarily reassign a pregnant worker to light duty.
 - Allow for extra bathroom breaks.
 - Accommodate necessary doctor appointments.
 - Modify schedules as needed to account for morning sickness.
 - Modify lifting requirements or provide assistance with heavy lifting tasks.
- Clarify that it is unlawful to discriminate against pregnant workers by forcing them out of their jobs unnecessarily or denying them reasonable accommodations.
- Prohibit employers from retaliating against pregnant workers who request accommodations.

As of April 2022, the National Partnership for Women and Families reported that 31 states have passed legislation requiring reasonable accommodations, including our neighboring states Nebraska, Minnesota, North Dakota and Illinois. Iowa Legislative leaders have been unwilling to take up similar legislation in the past seven or more years, so it's even more crucial for Iowa's working women that this law was approved at the federal level. Thank you to all of our members who contacted our Congressional representatives about the PWFA.

Campus Accountability and Safety Act (CASA)

According to latest available data from the U.S. Department of Education, college campuses reported over 5,000 forcible sex offenses in 2013 – but a recent study shows that the actual number of offenses is estimated to be at least six times that number. Despite evidence of the problem, 41 percent of colleges and universities recently surveyed have not conducted a single investigation of sexual violence on their campus in the last five years. (Sen. Kirsten Gillibrand). This is unacceptable!

AAUW is one of over 30 organizations that endorsed reintroducing the bipartisan Campus Accountability and Safety Act (CASA) to combat sexual violence on college campuses, provide resources for survivors, and more.

- It was introduced in the House on 10-4-22, with Rep. Axne (IA) as one of 33 cosponsors, and referred to the House Committee on Education and Labor.
- It was introduced in the Senate on 9-29-22, where Senators Ernst and Grassley were two of nine cosponsors.

We conveyed thanks to Senator Grassley for cosponsoring the bill and asked that he work with committee and Senate leadership for its swift passage.

The Campus Accountability and Safety Act (CASA) would:

- Increase transparency and reporting required under the Jeanne Clery Disclosure Act.
- Create a campus safety website that would give students information on each institution's title IX coordinator and similar officials and how to file a complaint and include relevant data reported by institutions.
- Establish new campus resources and support services for survivors of campus sexual assault, including Sexual and Interpersonal Violence Coordinators to provide information and coordinate support services.
- Establish a uniform process to adjudicate sexual assault cases and ensure on-campus personnel receive proper training.
- Create a competitive grant program to address and prevent domestic violence, dating violence, sexual assault, sexual harassment, and stalking on college campuses.

Paycheck Fairness Act H.R. 7 – 117th Congress (2021-2022)

The Paycheck Fairness Act is one component of a number of reforms needed to improve the economic wellbeing of American women and thereby their families. On average, women working full-time are paid only 83 cents for every dollar earned by men. Lower lifetime earnings mean women receive less in Social Security and pensions, and in terms of overall retirement income, women have only 70% of what men do. This bill addresses wage discrimination on the basis of sex, which is defined to include pregnancy, sexual orientation, gender identity, and sex characteristics.

Specifically, it limits an employer's defense that a pay differential is based on a factor other than sex to only bona fide job-related factors in wage discrimination claims, enhances non-retaliation prohibitions, and makes it unlawful to require an employee to sign a contract or waiver prohibiting the employee from disclosing information about the employee's wages. The bill also increases civil penalties for violations of equal pay provisions.

Additionally, the Equal Employment Opportunity Commission (EEOC) and the Office of Federal Contract Compliance Programs must train EEOC employees and other affected parties on wage discrimination. The bill directs the Department of Labor to (1) establish and carry out a grant program to provide training in negotiation skills related to compensation and equitable working conditions, (2) conduct studies to eliminate pay disparities between men and women, and (3) make available information on wage discrimination to assist the public in understanding and addressing such discrimination.

The bill establishes the National Award for Pay Equity in the Workplace for an employer who has made a substantial effort to eliminate pay disparities between men and women. It also establishes the National Equal Pay Enforcement Task Force to address compliance, public education, and enforcement of equal pay laws.

Finally, the bill requires the EEOC to issue regulations for collecting from employers compensation and other employment data according to the sex, race, and national origin of employees for use in enforcing laws prohibiting pay discrimination.

So how did our elected representatives vote on the Paycheck Fairness Act?

In the U.S. House

- Rep. Cindy Axne was the only Iowa Representative to cosponsor and the only Iowan to vote YES on the bill, our three other Iowa Congresspersons voted NO.
- The bill passed the House on 04-15-2021 by a vote of 217 Yes – 210 No.

In the U.S. Senate

- In June, on a motion to proceed with consideration of the bill, Senators Grassley and Ernst both voted NO.
- The motion failed by a vote of 49 Yes – 50 No, with one Senator not voting, so it was not taken up by the Senate in 2022.

About Nia Wilder

I am a proud product of Waterloo and love my community. I understand that it truly takes a village. The people of Waterloo are my family and together we have achieved so much fueled by love.

After graduating from Waterloo East High School, I went on to earn my Digital Mass Media degree from Hawkeye Community College here in Waterloo. Upon graduation, like too many in our community, I found myself without a job, without a home, and without a sense of belonging. Eventually, the beauty of this community's love and acceptance of who I am, gave me the confidence to find my purpose.

I went on to start a multimedia company that produces purpose-driven art. I have been so blessed by this community that I proudly serve it today—sitting on various boards and committees focused on improving lives for those in Waterloo. From the Waterloo Police Advisory Board, Black Voices Collective at the Grout Museum District, The Summer Soul Classic Parade Committee or North End Music & Arts Board of Directors, I am honored to lend my perspective shaped by the light that Waterloo shed on my being and perspective.

I am also known as Councilwoman Wilder. Representing Ward 3 in Waterloo has given me an opportunity to extend my service in a political arena. My main goal is to provide a safe space for the community to grow into their purpose while perfecting the craft of entrepreneurship.

Taking Action Where We Are

Sharon Silva, Diversity Director



Branch members at El Patron (l-r): Joan Ogden, Maureen White, Bonnie Smith, Sharon Silva, Jane Close, Betsy Brant, Amy Hoyer, and Ruth Walker

To specifically support local, minority-owned businesses, Jane Close and Bonnie Smith, Women in Motion leaders, collaborated with Sharon Silva, Diversity Director, to plan a Dec. 6 outing to shop and eat at businesses in downtown Waterloo that our members might not be familiar with. Our original itinerary was Spark Lot specialty boutique, El Patron Mexican restaurant, and Soul Book Nook, within easy walking distance of each other.

Unfortunately, the bookstore was not open, so we seven visited Tri City, a longtime fixture in downtown Waterloo catering to traditional Black men's fashion. They welcomed us and graciously answered our questions about the merchandise, history of the store, and recent spin-off store for women and girls.

At Spark Lot, owner Nia Wilder gave us a tour of the specialty merchandise in her new downtown storefront, as well as the back room showcasing her photography studio. We shopped!

Member Amy Hoyer joined us for authentic *comida* at El Patron, where the owner, Miguel Palomares, visited our table, sharing with us not only the 10-year history of the restaurant but also his personal migration story from Mexico as a teen—first to California and then to Iowa, where he met his wife.

Several of us also visited the woman-owned business, Ivy Trellis. Not only did we have a great time shopping, eating, and learning about the people and enterprises in our community, but our four hosts also seemed to enjoy our in-depth interest in them. We definitely recommend another such outing.