

AAUW has made the gender pay gap a focus for our organization since its founding in 1881. Below, you can find a graph depicting the difference of wage compensation when compared to the wages of white men. As an organization, we make it our mission to close this gap. But, in order to close this gap there must be true solidarity between and amongst women.



photo credit: AAUW National

So what does true solidarity mean? Often, we see women fighting for equal pay generally. However, the beneficiaries of this fight are often not Black, Native, or Hispanic women who remain far behind their White and Asian counterparts. Why is there division when we are all fighting for the same cause? True solidarity means we are speaking up for each and every woman – lifting those far behind to 79%. Then lifting those still behind to 87% and then all of us climbing to 100% equity.

October 21 is Latina Equal Pay Day and there will be a coalition-wide Twitterstorm at 2 pm ET in effort to have the conversation trend. Follow this link for the coalition tool kit: <http://bit.ly/LEPD2021>. If you do not have twitter, start the conversation with friends, social media, elected officials and your community today!

True solidarity will lead and change the conversation. Without unity around prioritizing efforts to raise pay for those women that lag behind, there will always be disparity and divisions amongst us. This is a call to join together and look out for one another in order to achieve equal pay for all. When women are united, there is no limit to what we can achieve together. Let us join forces and win efforts to close the pay gap together!

by Marielis Cruz, Comm. Intern

In this issue:

Meet Our New State Policy Chair - 2

C&U Parnters -2

C&U Partners Cont... -3

CT AAUW Book Discussion Group - 3

Bridgeport Fall 2021 Update - 4

Voting and Abortion Bills in Texas - 4

Voting and Abortion Bills in Texas

Cont... - 5

Scholarship Meeting Key Notes - 5

Mentorship Program - 6

Bridgeport's 90th Anniversary - 6

“I raise up my voice- not so I can shout, but so that those without a voice can be heard... we cannot succeed when half of us are held back.”

-Malala Yousafzai



Meet Our New State Policy Chair

Deborah DeHertogh

Deborah DeHertogh received a Bachelor of Science as well as an MD degree from Brown University. She did her residency in Internal Medicine at Rush University and an Infectious Diseases Fellowship at University of Chicago. She then became Associate Professor of Medicine at University Of Connecticut in Farmington and practiced clinical medicine and at the Mount Sinai Hospital in Hartford for 20 years. She also was director of antiviral drug development at Bristol Myers Squibb for 13 years. She is currently living in Old Saybrook, CT and is serving as Vice-President of the Lower CT Valley Chapter of AAUW. We are thrilled to have you on board as our new State Policy Chair.

*Equality
FOR WOMEN*

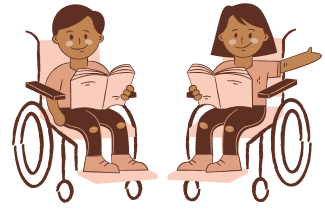
C&U Partners

Sara Cerruto, LEAD Program Director, The Women's Advancement/University of Hartford

Sara facilitates and delivers programming for students and directs efforts for continuous improvement in LEAD (Leadership, Education, and Development) programming to support recruitment, participation, and learning outcomes and goals. She mentors students, provides opportunity and resilience coaching, coordinates professional women facilitators to teach sessions, designs, manages, and promotes on and off campus events for students, and assists with student-led fundraisers. She previously served as Assistant Director of Transfer Admission and University Evaluator at the University of Hartford and as a Teacher's Assistant at Cobb Montessori School. She holds a master of science in business management from the University of Hartford and a bachelor of science in communication disorders from the University of Connecticut. Amy and Sara have been very helpful in identifying NCCWSL candidates from UHart.



C&U Partners Cont...



Amy Jaffe Barzach, Executive Director of
The Women's Advancement/University of Hartford



The Women's Advancement Initiative (WAI) positions women for success through education and leadership programs, research and scholarship opportunities, and career connections and experiences. Inspired by the way students at HCW were challenged, empowered, and supported, under Amy's leadership, WAI launched its innovative LEAD (Leadership, Education, and Development) program; designed to respond to the opportunities, challenges, and transitions female students experience in college. Amy teaches Adult Journey and Leadership in UHart's Interdisciplinary Studies Program. Prior to joining UHart, after a career in marketing and community relations, Amy was the founder and executive director of Boundless Playgrounds (BP), the first national nonprofit dedicated to helping communities create inclusive

playgrounds. BP defined a gold standard and partnered with 135 communities in 25 states to develop inclusive playgrounds at schools, parks, and hospitals – where children, with and without disabilities, could play, learn, and celebrate life together. The first Boundless playground, Jonathan's Dream, was developed in memory of Amy and Peter Barzach's son, Jonathan, who would have been 25 years old in 2019. Jonathan's Dream was built in 1996 and rebuilt in 2017 by hundreds of volunteers including dozens from UHart. Amy earned a B.S. in Economics from the University of Albany, and her MBA from RPI.



Connecticut AAUW Book Discussion Group

by Sue Aberbach, President AAUW LCV

Many of our AAUW branches have book discussion groups; it has inspired us to create a state-wide book group to connect with each other across the state. Some of the members shared their experiences and are currently planning an AAUW Connecticut-wide book discussion event.

Modelled after the *One Book One Region* program—in which a community or region reads one book and shares its reflections and learning experiences centered around the book in a discussion format. We could select a book on a topic of interest, reflecting AAUW's mission and current issues. After members complete the reading, we could gather either in person or virtually to share our thoughts. We may invite local experts on the book's topic or even the author to join us during our discussions.

If this idea interests you or your AAUW book group, contact Sue Aberbach of the Lower Connecticut Valley branch at aberbach@aol.com. I would be happy to talk about this in further detail!



Bridgeport Fall 2021 Update

by Felicia Keeton, President AAUW Bridgeport

We had a great summer and are excited about the coming 2021-2022 fiscal year! Looking back, we are proud of the work we did in 2020-2021. Key highlights include:

- We broadened and deepened our impact by launching two additional opportunities in addition to our pre-existing 4-year mature student scholarship:
 - We made a \$5,000 commitment to the Housatonic Community College Family Economic Security Program (FESP 2.0). FESP, which was launched in partnership with Fairfield County's Community Foundation six years ago, empowers students to better manage real-life challenges, strengthen their financial literacy, and increase their persistence at school while pursuing a degree or certificate. There are 50 mothers in this program our dollars support.
 - As part of our 90th birthday celebration, we awarded a Fairfield University student, who is a Humanitarian Action Fellow, a \$3,000 tuition scholarship for her passionate work toward social justice both domestically and internationally.
- We grew membership and streamlined everyday operations:
 - We recruited 4 new members and are in process of refreshing our committees, roles and responsibilities.
 - We evaluated our current bylaws, policies and procedures and identified gaps we must address this year.
 - We budgeted for a new tool, DropBox, that will help us digitize, organize and store important documents.
 - We started developing a new member onboarding framework for a quick start.
- We completed foundational work necessary to update and refresh our plan and vision on how we will fulfill our mission:
 - Harvard Business School Community Partners completed a pro-bono Bridgeport region scholarship landscape study that'll inform us how

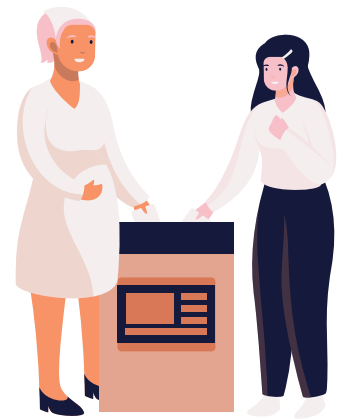
we can evolve our scholarship and grant programs to better meet today's student.

- We also completed interviews within and outside of our membership that'll provide insights and key learnings we might want to leverage.

In terms of this last area, we're launching a strategic planning process in October. The goal is to develop an updated shared vision for our organization, plus related programs and workstreams necessary for us to fulfill it. In addition, we'll continue to streamline and modernize our operations so we can do more with less resources - in a more efficient and effective manner. Finally, our schedule is being built out. We'll be sure to share highlights as we finalize our meetings and programs. We hope you also had a great summer and look forward to working with the broader Connecticut AAUW team in the coming months.

Voting and Abortion Bills in Texas

by Marielis Cruz,
Comm. Intern



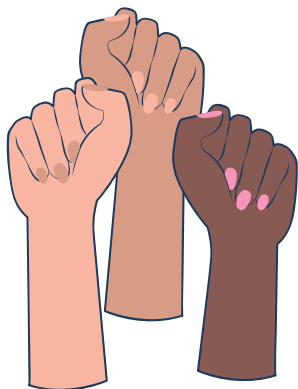
Texas Governor Abbott signed SB8 and SB1 into legislation this past September. Senate Bill 8 is an anti-abortion law where a woman is prohibited to an abortion passed six weeks. Senate Bill 1 includes seven new restrictive voting changes to who and how people can vote in the upcoming elections.

In short, Senate Bill 1 has many detrimental effects and implications to women in Texas. The bill does not have any exception to incest or sexual assault survivors. When a reporter asked, "Why force a rape or incest victim to carry a pregnancy to term?" Governor Abbott stated, "... it provides at least six weeks for a person to be able to get an abortion..."

Generally, women do not know they are pregnant at six weeks. Governor Abbott is out of touch with the realities of survivors. The bill includes private parties to disclose any beliefs of a clinic still offering abortions passed the six weeks. SB1 goes against the 1973 Roe versus Wade. Currently, the justice department for human rights is battling out the bill in court.

Senate Bill 8 has brought many lawsuits from opponents who believe it is against voter access. With these new changes to voting, disparities grow mostly in marginalized groups. The seven new changes are as follows: banning 24-hour voting, bans drive-thru voting, new vote-by-mail mandates, bans officials from mailing unsolicited mail-in ballot applications, empowers poll watchers, new requirements for assisting voters and monthly voter roll checks. These new changes are signed into law by Gov. Abbott in order to prevent voter fraud. Like many other Senates, they insist there is truth to voter fraud "Anyone who tells you there's no voter fraud in Texas is telling you a very big lie. We know it happens," Senate Bryan Hughes states. Although, there is no evidence found indicating of voter fraud in the country.

SB8 and SB1 have major implications for women and voters across Texas. Women no longer have safe and legal abortion choices provided by Roe versus Wade. And voters have limited access to voting for the upcoming elections, which will have detrimental effects for marginalized groups like the elderly, working individuals, etc. As our mission, we will continue to push rights for women and accessible voting for all.



Scholarship Meeting Key Notes

On October 1st, 2021, a few of us gathered on Zoom to discuss the potential of implementing a statewide AAUW scholarship. Our local branches have a variety of scholarships in which they aid women and girls pursuit with a high education. Stephanie Dubinsky, President of Storrs/Willimantic, led the discussion with these key points:

- A larger quantity to give will tremendously impact a woman and her educational journey. For example, a 10k scholarship would decrease the gap of debt.
- Closing the gender gap in debt; women have a larger debt balance than men after graduating.
- With a large scholarship, AAUW may announce and promote AAUW's mission across the state, gaining a larger presence.
- The scholarship will support National's and State goals

Questions to consider:

- Who are the target recipients; are they nontraditional, STEM focused, community college to university, etc?
- How much will the branches as a whole offer in the scholarship?
- Is the scholarship unrestricted or restricted to the recipient?

The timeframe was a concern raised, since the pandemic funds across the branches have been quite tight. This period has been unstable with fundraising in several branches; there is a need to revive fundraisers. Many of the scholarships and grants offered by local branches count on large events which are impacted by restrictions of COVID-19.

The discussion concluded with a rough timeframe for implementing the statewide scholarship, next year. Although, there is uncertainty about this idea, we decided to share key points to begin the conversation and outlook as a possibility for CT AAUW.

Mentorship Program

Julia Horne, President of Danbury, would like to formally invite you to participate in the Mentorship program. Julia Horne has been a mentor to her mentee for a few years. She has seen first-hand the benefits and impact in her mentee's personal and professional life. A mentor is someone who helps in anyway they can, but foremost is a friend.



The mentorship will be flexible to both the mentor and mentee schedule. The relationship you build will determine the amount of communication and interactions; it will be what you make it. There will be a small training for mentors on the proper conduct between mentor/mentee and any questions or concerns will be answered during this time.

If you are interested in forming a mentor/mentee relationship, we will be sending out a MailChimp soon with further details. The mentorship program will proceed, if there is enough interest.



Happy 90th to Our Bridgeport Branch!

Check out the AAUW Bridgeport's Newsletter, you can find it on our website under Branch Newsletter, for their synopsis on their Anniversary event!

AAUW Mission:

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

AAUW Vision:

Equity for all.

AAUW Values:

Nonpartisan. Fact-based. Integrity. Inclusion and Intersectionality.

AAUW Diversity Statement:

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, and leadership team and board of directors. There shall be no barriers to full participation on the basis of age, disability, gender, location, national origin, race, religion, or sexual orientation.

State Officers

Nana Amos, President
aauwofct@gmail.com or
nana.amos@uconn.edu

Judith Slisz, Vice President
judithslisz@gmail.com

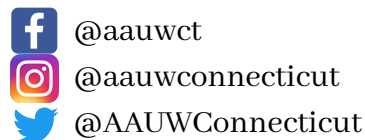
Mary Mazur, Secretary
mmmazur@hotmail.com

Shannon Smith, Treasurer
shannonnoels@yahoo.com

Jacqueline Cobbina-Boivin, Co-Chair
College/University Partnerships
cobbina-boivin@ccsu.edu

Kathleen Holgerson, Co-Chair
College/University Partnerships
Kathleen.holgerson@uconn.edu

Follow us on Social Media:



Visit our Website:

<https://aauw-ct.aauw.net>