

### *Conference Highlights, continued*



Ms. Liz Charles, Executive Director of the Oklahoma Women's Coalition, gave an inspiring update about their initiatives and victories in the Oklahoma legislature. She ended her talk with the goal to ratify the Equal Rights Amendment in Oklahoma. AAUW/OK is proud to be a Coalition Partner and Founding Member. Follow OWC by liking their Facebook page, and check out events and other resources on their website <https://www.okwc.org/>.

Upcoming events: August 21 powHERful Luncheon; September 17 Legislative Summit; October 17 OneVoice Luncheon honoring the Coalition's Founders: Donna Lawrence, Jan Peery, Pat Potts, and Dr. Jean Warner. They will be recognized for their contributions and ongoing commitment to improving the quality of life for women and girls in Oklahoma. Contact Ms. Charles at [director@okwc.org](mailto:director@okwc.org).



### AAUW Work Smart

Ms. Shannon Schwaebler, Director of Career Services at Northeastern State University, led this AAUW workshop for conference attendees. As you may know, pay parity is one of the main focuses of the National AAUW to empower women and girls. The average pay gap in 2016 was 20% -- that is, women were paid 80% of what men were paid for doing the same job. In addition, there is an unexplained 7% gender pay gap one year out of college, suggesting some innate gender bias. This gap can decrease the day-to-day economic security and well-being of women and their families, and the negative impacts accumulate over a lifetime. Therefore, pay negotiation is vital for women, whether applying for a new job, or for a new position or raise within their current place of employment.

Ms. Schwaebler led members through a scenario of a woman applying for a job to demonstrate the four steps to take in job negotiation – these include: Know your value; know your target salary and benefits; know your strategy; and practice, practice, practice. She encouraged AAUW/OK members and student members to become certified to conduct workshops on pay negotiation in their local areas. In addition, the online AAUW Work Smart training can be completed for free. Contact Ms. Schwaebler at [schwaebler@nsuok.edu](mailto:schwaebler@nsuok.edu) or see <https://salary.aauw.org/> for more information.

### Keynote Speaker

Dr. Krystal Brue, Associate Professor of Management and Chair of the Department of Business at Cameron University, presented the topic of "Finding Work-Life Harmony as Women Leaders." She discussed how work and home lives are currently more likely to be integrated versus segregated, especially with the 24-hour connectivity provided by cell phones, laptops, and social media. As a result, this may lead to work-family conflict and negative behaviors (at home and/or at work) due to the finite amount of time and energy to do both. While often perceived as being damaging, spillover can have positive outcomes – for example, what is learned at home can be employed at work and vice versa. Dr. Brue went on to define the facets of social support needed to obtain work-life harmony. These include emotional (empathy), instrumental (supplies/services), appraisal (feedback), and informational (advice). The latter is seen as the most lacking in most women's lives – that is, the ability to find mentors (women or men) and to be able to discuss ideas / failures / successes in a safe space.

To improve harmony, Dr. Brue ended with words of hope. She encouraged members to: (1) Be consciously aware of their current work-life harmony and to assess if they are where they want to be; (2) Set purposeful boundaries, which may include behaviors such as physically isolating oneself while working or going home by a certain time each evening no matter what; and (3) Actively seek out the social support needed to succeed at work and at home. While there will be

## ***Conference Highlights, continued***

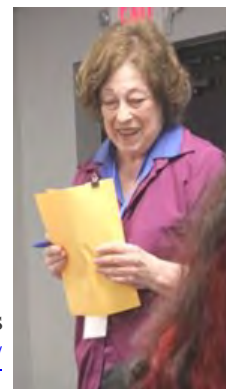
### **AAUW National and State Updates**

Ms. Julia Brown, AAUW Board Chair and Ms. Kimberly Churches, AAUW CEO, highlighted the priorities of the National AAUW over the next year via a letter from Ms. Brown and via a video <https://www.aauw.org/resource/2019-state-convention-presentation/>. To summarize, the National AAUW's major focus is Economic security – whether achieved via advocacy at state and national levels, the WorkSmart program, defending Title IX, etc.

Ms. Shirley Breeze, AAUW National Leadership Corps Representative, provided a handout with related information. She also emphasized the importance of the WorkSmart program.

### **Calendar of Important Dates for AAUW Members during Fall 2019:**

- |               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| July 1        | AAUW Fiscal Year Begins                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| July 25       | Review of Supreme Court 2019 Session – Link to previous years' reviews:<br>– see: <a href="https://www.aauw.org/event/2018/07/supreme-court-review-call/">https://www.aauw.org/event/2018/07/supreme-court-review-call/</a>                                                                                                                                                                                                                                                                        |
| August 1      | Campus Action Project Grant Applications open – AAUW awards campus teams of students, faculty, and staff up to \$5,000 to implement initiatives that promote women's leadership – see: <a href="https://www.aauw.org/what-we-do/campus-programs/campus-action-projects/">https://www.aauw.org/what-we-do/campus-programs/campus-action-projects/</a>                                                                                                                                               |
| August 26     | Women's Equality Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| September 11  | National Day of Service and Remembrance                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| September 13  | 25 <sup>th</sup> Anniversary of the Violence Against Women Act                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| September 21  | International Day of Peace                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| September 24  | National Voter Registration Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| September 30  | Deadline for Membership Renewal                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| November 1    | Application Deadline for American Fellowships – these fellowships support women scholars who are completing dissertations, planning research leave from accredited institutions, or preparing research for publication – see: <a href="https://www.aauw.org/what-we-do/educational-funding-and-awards/american-fellowships/">https://www.aauw.org/what-we-do/educational-funding-and-awards/american-fellowships/</a>                                                                              |
| November 5    | Election Day                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| November 15   | Application Deadline for Career Development Grants – these provide funding to women who hold a bachelor's degree and are preparing to advance or change careers or reenter the workforce – see: <a href="https://www.aauw.org/what-we-do/educational-funding-and-awards/career-development-grants/">https://www.aauw.org/what-we-do/educational-funding-and-awards/career-development-grants/</a>                                                                                                  |
| November 28   | AAUW's Birthday (founded in 1881)                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| December 1    | Application Deadline for Community Action Grants – these grants provide funds that address issues related to the needs of women and girls or that provide information to educate and benefit the public on those issues – see: <a href="https://www.aauw.org/what-we-do/educational-funding-and-awards/community-action-grants/community-action-grant-application/">https://www.aauw.org/what-we-do/educational-funding-and-awards/community-action-grants/community-action-grant-application/</a> |
| December 4-10 | Computer Science Education Week                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |



AAUW National Leadership Corps Representative, Shirley Breeze

### **Here's How to Open the Hyperlinks Shown on This Newsletter:**

On your electronic device, right click on the link, if a dropdown list appears, click "open hyperlink". This should take you to the pertinent information on the AAUW website. The links are not already open since due to this making the newsletter size too big for emailing to members.

## ***Conference Highlights, continued***

### **AAUW Student Member Updates**

Ms. Vi Kinsman, AAUW@SWOSU, and Ms. Caitlyn Mooneyham, AAUW@NSU, shared their experiences from the 2019 National Conference for College Women Student Leaders (NCCWSL) in Washington, D.C. This was Ms. Mooneyham's first time attend, and it included the first time experience of riding an Uber. She challenged conference participants with the question presented to them at the conference, "Are you a feminist?" While this was Ms. Kinsman's second year to attend, she felt like she got even more out of the experience. Ms. Kinsman appreciated the insight provided by NCCWSL's quality speakers, and that there was a variety from which to choose and customize her experience. Both were inspired by being in an environment conducive to new ideas and change.

Besides being supported by AAUW National scholarships and their universities, AAUW/OK student members received funding AAUW/OK and a generous donation made by the AAUW/Tulsa branch. Four Oklahoma student members attended the 2019 NCCWSL – besides Ms. Kinsman and Ms. Mooneyham, this included Ms. Andi Hopper, AAUW@SWOSU, and Ms. Connie Hammond, University of Oklahoma. See the article by Ms. Connie Hammond on pages 6-7 telling about her NCCWSL Experience.

The three college student branches in attendance shared updates. The AAUW@SWOSU will have a busy year and is going strong. The AAUW@NSU is in a year of renewal. And, AAUW@OCCC is just starting out. Note that AAUW/OK covered the registration costs for the 7 college students who attended the Leadership Conference and spoke to the AAUW members.



#### **Student Branch Members from SWOSU, NSU, and OCCC.**

(l to r) Vi Kinsman, Southwestern Oklahoma State University and Caitlyn Mooneyham, Northeastern State University, make everyone excited about NCCWSL and wish they could attend! Members of the Student Branch at Oklahoma City Community College were sporting their black blazers and AAUW tee shirts.

### **Open AAUW/OK Positions for 2019 to 2020:**

Do you want to work with AAUW at the state level? The AAUW/OK Board meets three to four times per year (in person or remotely), and mileage is paid. The AAUW/OK is looking to fill the following positions in time for the Fall Board Meeting:

- ◆ **State Membership VP** will help guide branches on membership rules and with ideas for increasing membership.
- ◆ **State Programs VP** helps plan and execute the AAUW/OK State meeting in Spring 2020.
- ◆ **State Communications Chair** helps share national, state, and branch news and activities via social media, as well as to regulate other postings.

Please contact Lisa Appeddu ([lappeddu@gmail.com](mailto:lappeddu@gmail.com)) if you are interested or have any questions. In addition, elections will be held for AAUW Oklahoma State Board Members and Chairs in Spring 2020. We need you!!

## **Empowered Women Empower Women: My Experience at the National Conference for College Women Student Leaders 2019**

**By Connie Hammond**

**Master of Public Administration Student, University of Oklahoma**

It was truly a pleasure, privilege, and honor to attend the National Conference for College Women Student Leaders (NCCWSL) at the University of Maryland, College Park with the AAUW. I have dreamed of attending this conference since I started college and am glad that I stepped out to take a chance on myself and pursue this incredible learning opportunity. I am abundantly thankful for the financial assistance of the Oklahoma Chapter of the AAUW and truly look forward to helping other young women attend conferences like this in the future. This conference provided me with many practical leadership skills, strengthened my confidence level as a rising woman leader, encouraged me to pursue the wildest of dreams, and exposed me to brilliant women to fellowship with, encourage one another, and do life with.

Of the many highlights of my NCCWSL experience, my favorite part of NCCWSL was meeting Lauren Simmons, the youngest, only female full-time stockbroker and second African American woman ever to work the floor of the New York Stock Exchange. After reading an article about Lauren last fall, I desired to meet her and learn more about her journey and any success tips she has. When I heard that she would be at NCCWSL, I was overjoyed and looked forward to attending her session. Lauren was named one of AAUW's *2019 National Women of Distinction* at the Awards Reception and it was a true pleasure to witness her accept the award and provide encouragement to the women in attendance.



Connie Hammond and Lauren Simmons at NCCWSL, June 2019.

Other highlights of my NCCWSL experience were the practical sessions about landing a job after college that you enjoy, resume and cover letter skills, and LinkedIn skills. The breakout session entitled “Job Application Do’s and Preventing Post-Grad Blues” was especially beneficial to me since I am entering my final year of graduate school. As someone who has gone through the job search process before, the job search and professional tips that were discussed resonated with me and encouraged me in my upcoming job search. The women who led the breakout session also genuinely offered to review our resumes, cover letters, and LinkedIn profiles, which I appreciated and considered very thoughtful.

I also enjoyed the “Leadership Gap Panel”, which emphasized the importance of seeing people who look like us doing what we want to do. Since I have a passion for women’s involvement in politics and running for public office, this panel meant a lot to me and encouraged me in my dream to run for elected office one day. I also learned more about the concept of intentional networking in this panel, which is something I enjoy practicing in my everyday life. This panel also emphasized the importance of mentorship, which is dear to my heart. I desire to both serve as a mentor and be mentored throughout my life.

The “Working in Washington Panel” also gave me direction on how to land a job in Washington, DC after graduation, which is an option that I am considering. This panel talked about the importance of informational interviews, setting goals for yourself, how to approach others, and steps to build meaningful relationships and connections. This panel also mentioned that it is important to not limit yourself, make quality decisions, and know what you bring to the table. Furthermore, the ladies on the panel emphasized the importance of taking care of yourself in the workplace, including exercise, sleep, and water.

Continued, page 7

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Dr. Terarai Trent, a keynote speaker at NCCWSL, was also a highlight of my NCCWSL experience. She is passionate about women’s empowerment in Africa and has a connection to Oklahoma as well since she attended Oklahoma State University. Dr. Trent emphasized that “dreams in your life will have greater meaning when they are tied to the betterment of your community.” When a woman believes in her own dreams, she helps others believe in their dreams. I have found this to be true in my own life and appreciated the encouraging message from Dr. Trent.

Meeting the AAUW CEO, Kim Churches, was also an experience at the conference that I will cherish for many years to come. Kim has a passion for empowering women of all ages to accomplish their dreams. It is evident that she truly cares for each woman and is overjoyed to speak words of encouragement, wisdom, and guidance over each one in attendance. I had the honor of meeting Kim during the conference and even got a photo with her. I am forever thankful for women like Kim, the broader AAUW community, and the AAUW Oklahoma chapter for making NCCWSL possible for me. I look forward to helping other women attend events like this in the future and paying forward the investment they have made in my life.

Thank you, AAUW Oklahoma!



Kimberly Churches, AAUW CEO, visits with University of Oklahoma graduate student Connie Hammon, at NCCWSL in June 2019 at the University of Maryland, College Park.



**Silent Auction Results by Faye Henson, Finance Officer:**

Total funds raised = \$349.00 Thank you to the attendees at the 2019 AAUW/OK Leadership Conference for a spirited amount of bidding on the items provided by branches and individuals.

**Groups Benefiting from Monies Raised:**

- \$209.00 AAUW – Fund 9110 – Greatest Need Fund
- \$110.00 SAGE STEAM camp at SWOSU
- \$ 30.00 Donation to Edmond Branch
- \$349.00

**11 Baskets/Items were Donated by Branches and Individuals:**  
 Alva, Duncan, Edmond, Tahlequah, Weatherford, Nora Pugh-Seemster, and Shirley Breeze

Clarification was received regarding the donor’s intent for the Afghan. Those funds will be sent to AAUW as an AAUW/OK contribution to Fund 9110 on behalf of the donor. The donor indicated that the item was intended to serve as a way that AAUW/OK could generate donated funds for AAUW.

Branches and Individuals will receive a donation credit for the value that their donated items. The bid winners should exercise caution in counting their checks as a charitable contribution unless they get a receipt from the organization that received your donation. Since your bid on the basket was for a certain value, before you can take the full income deduction for the bid amount, you have to subtract the value of what you received from the amount you paid for your bid. In many cases your bids were less that the value of the items you received, so the taxable deduction is zero. Any donation receipt you receive will clearly state that “no goods or services were received for this gift” or “the claimed amount is above the stated value of the goods and services received.” Thank you to all who participated.

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**Legal Advocacy Funds**

*Open*

**Conference Highlights, continued**

Dr. Lisa Appeddu, AAUW/OK State President, shared the activities of the AAUW Oklahoma State Board Members and Chairs. The AAUW/OK hosts a table and visits representatives at the OWC Oklahoma Women's Day at the Capitol, as well as represents AAUW at other meetings and events over the year. New ideas for a state-wide Membership Directory and "Teen Voices," a contest to commemorate the passage of women's suffrage, will be continued over the next year. The AAUW/OK will plan the State Convention for next April or May 2020 (location TBD), at which new AAUW Oklahoma State Board Members and Chairs will be inducted.

As part of her presidency, Dr. Appeddu visited the AAUW/Durant branch during their play fundraiser (see [The Leader](#) – Volume 32, Issue 1), and would like to visit other Oklahoma branches. In addition, she would like to institute more communication more between AAUW/OK and branch members. Note: As you can see in this issue, *The Leader* shares and archives state and branch news in Oklahoma. Please continue to send your branch photos and stories to Newsletter Editor, Ms. Shelli Wasson.

One idea suggested by a Conference participant was for AAUW to start reaching out to high school students. There are programs across Oklahoma which introduce younger students and engage college student branches in AAUW i.e., Edmond branch's "Girls' Hall of Honor" involves middle school girls, Weatherford branch's SAGE STEAM Camp involves rising 8<sup>th</sup> grade girls and college students, and Durant branch's annual play fundraiser involves grade schools and SE college students. The "Teen Voices" Contest will provide the means to reach high school and home school students across the state, and other ideas are welcome.

Another Conference participant had a question about program ideas for the next year. The national AAUW does have programs available on their website, including the WorkSmart program (<https://salary.aauw.org/>) and programs in a box (<https://www.aauw.org/resource/programs-in-a-box/>). Other ideas may be found at Campus Programs (<https://www.aauw.org/tag/campus-programs/>) and Branch Programs (<https://www.aauw.org/tag/branch-programs/page/4/>). Becoming educated about what's on the ballot, touring local businesses or non-profit programs, and inviting women leaders to speak at meetings are other's way that AAUW members can become involved and make a difference in Oklahoma. See what other branch's are doing – besides this newsletter, the AAUW/Tulsa branch publishes a newsletter of it's branch activities – link: <https://tulsa-ok.aauw.net/newsletter/>

The AAUW/OK welcomes everyone's questions and ideas. Please share yours with State President Lisa Appeddu at 580-774-3148 or [lappeddu@gmail.com](mailto:lappeddu@gmail.com).

**Message from State President**, Continued from page 1**Get Active:**

AAUW National just introduced the **Five Star National Recognition Program** – this rewards states and branches for aligning their work with the AAUW strategic plan and initiatives that foster the organization’s mission of advancing gender equity for women and girls. One star may be earned for completing the criteria for each of the following areas: Programs, Advancement, Communications & External Relations, Public Policy & Research, and Governance & Sustainability. Check it out –

<https://www.aauw.org/resource/five-star-national-recognition-program/>.

I think you will be surprised by how much your branch already does toward earning stars.

**Things to Look for During the Next Year:**

- ◆ AAUW/OK Leadership & Membership Directory
- ◆ Teen Voices Contest
- ◆ Me (Lisa) hopefully visiting your branch during a meeting or event
- ◆ AAUW/OK Board and Committee Chair elections (Spring 2020)
- ◆ AAUW/OK State Meeting (April or May 2020)
- ◆ AAUW Multi-state Regional Meeting in Moline, Illinois (June 18–19, 2020)
- ◆ Look for updates and reports in *The Leader* newsletter, on the AAUW/Oklahoma Website, AAUW Oklahoma Facebook postings, and e-mails.

**Do You Want to Get Involved in AAUW/OK?**

AAUW/OK is looking to fill the following positions in time for the Fall Board Meeting.

**State Offices that are Currently Open:**

**Membership VP** will help guide branches on membership rules and with ideas for increasing membership;

**Programs VP** helps plan and execute the AAUW/OK State meeting in Spring 2020;

**Communications Chair** to help share national, state, and branch news and activities via social media, as well as to regulate other postings.

The AAUW/OK meets three to four times per year (in person or remotely), and mileage is paid. Please contact Lisa Appeddu ([lappeddu@gmail.com](mailto:lappeddu@gmail.com)) if you have any questions and/or are interested.

As the summer Leadership Conference theme stated, “**This is YOUR Moment.**” So, enjoy a fantastic, fun-filled, active year with your branch and with the AAUW/OK!

---Lisa Appeddu, AAUW/OK President 2018 to 2020

**AAUW/OK State Board 2018-2020**

- continued

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**National website**  
**[www.aauw.org](http://www.aauw.org)**

## CALENDAR

### 2019

- August 1            Campus Action Grant Applications Open
- August 26        Women’s Equality Day
- September 11    National Day of Service and Remembrance
- September 13    25th Anniversary of the Violence Against Women Act
- September 24    National Voter Registration Day
- September 30    Deadline for Membership Renewal
- November 1       Application Deadline American Fellowships
- November 5       Election Day
- November 15     Application Deadline Career Development Grants
- November 28     AAUW’s Birthday
- December 1       Application Deadline Community Action Grants
- December 4-10   Computer Science Education Week

### 2020

- June 18-19        Regional Meeting in Moline, Illinois

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