



# APRIL PIPELINE

## RIVERSIDE/SAN GORGONIO/MORENO VALLEY

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research

### MEETINGS

**Board Meeting**—Monday, April 4 at 10:00 at Jo Turner’s

**Book Group**—Thursday, April 7 at 1:00pm at Stella Fife’s—*My Mantlepiece* by Carolyn Goodman

**EQUAL PAY DAY**—Tuesday, April 12

**Start Smart**—Thursday, April 13 at 11:00am

**EUNJUNG CHO**—Wednesday, April 13 at Habitat for Humanity

**Book Group**—Thursday, April 14 at 7:00pm at Marilyn Puckett’s—*Torched* by Carol Stayed.

**CALIFORNIA STATE CONVENTION**  
**APRIL 15—17 IN SAN MATEO, CA**

**Pot Luck**—Wednesday, April 20—at 5:30pm at Ruthann Milcoch’s

**Great Decisions**—Thursday, April 21 at 7:00pm at Jo Turner’s—*Climate Geopolitics: The Road to Paris and beyond.*

**Current Affairs**—Monday, April 25 at 1:00pm at Marilyn Dunagan’s

**SEIBC Meeting**—Saturday, Apr.30 at 9:30am at Habitat For Humanity.

### EUNJUNG CHO



A Korean wife and mother with two teenage boys who will share her family’s story on their multi-step journey to become American citizens. Her husband was a music symphony conductor in Korea and Eunjung has a MA in musical Instruments of Korea. Music is one of the reasons the family originally came to the United States.

The school opportunities for her two sons is vastly different as the oldest boy was born in Korea and her youngest in America.

She will share some of her musical talent on typical Korean instruments and provide a small taste of Korean Food.

**10:00 AM refreshments**

**10:30 Program**

**Wednesday, April 13**

**Habitat for Humanity**

### BOARD MEMBERS

President	Barbara Ryon
Administrative VP	Ruthann Milcoch
AAUW Funds VP	Cynthia Sprague
Secretary	Barbara Purvis
Treasurer	Jennifer Binkley
Membership VP	Carlease Chandler
Communications	Taffy Geith
Public Policy	Carole Nagengast
International Affairs	Carrie Garrett
Parliamentarian	Barbara Purvis
Tech Trek Co-Chairs	Christine Morgando
	Cynthia Sprague






### INTEREST GROUPS & OTHERS

Book Group—1st Thursday at 1 pm	Stella Fife
Book Group—2nd Thursday at 1 pm	Lisa Newhall
Great Decisions—3rd Tuesday at 7 pm	Jo Turner
Healthy Hearts—3rd Friday at Noon	Marilyn Dunagan
Current Affairs—4th Monday at 1:00 pm	Marilyn Dunagan
Out & About—dates and times vary	Jo Turner
Bridge Group—4th Monday at 7:00 pm	Muriel Berger
UCR Coordinators	Carole Nagengast
	Luisa Tassan



# April 2016



Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3  <b>Jean Lewis</b>	4 <b>Board Meeting</b> 10:00am Jo Turner's	5	6	7 <b>Book Group</b> 1:00pm Stella Fife's	8	9  <b>David Hansen</b>
10	11  <b>Kelly Lopatynski</b>	12 <b>Equal Pay Day</b>	13 <b>EUNJUNG CHO</b>  <b>10:00 AM</b> <b>Habitat for Humanity</b>	14 <b>Book Group</b> 7:00pm Carole Nagengast's	15  <b>CA STATE</b>	16  <b>CONVENTION</b>
17  <b>CA STATE CONVENTION</b>	18	19	20  <b>Pot Luck</b> 5:30pm Ruthann Mlcoch	21  <b>Great Decisions</b> 7:00pm Jo Turner's	22	23  
24  <b>Ruthann Mlcoch</b>	25 <b>Current Affairs</b> 1:00 pm Stella Fife's Co-host— Beth Miller		27	28  <b>Jo Turner</b>	29  	30 <b>SEIBC MEETING</b>  9:30 AM Habitat for Humanity

**President Barb Ryon** is out of town on a personal emergency so there is no "President's Corner" this month.

From the California Online Branch by Cathy Foxhoven, head of the Speech Trek program, "California Online's 1st place winner, Sabrina Fleming, was awarded an honorable mention and placed 5th in the recent Speech Trek State competition, where the speech topic was "Gender Bias and Inequality."

Our other competitor, Valentina Escobar, was such an amazing speaker but she was disqualified because her speech ran short of the 5 minute requirement. This is what Valentina wrote:

'I had to take the time to thank you for involving me in this competition. I've grown rather attached to this particular speech, as it reminds me so much of the mother I lost. I know she'd be happy to see me working with such amazing women as yourself and those in AAUW. I can't put into words how overly excited I am to speak. I hope to advance in the competition so I can meet you personally and thank you more. I'm very grateful for your training and your help.'

Thank you to Jo Turner and the Riverside branch for providing an audience and filming Valentina." And I would say a big thank you to Luisa Tassan spending two sessions to get her speech taped.

**COMING EVENTS**

April 12 **Equal Pay Day**  
 April 13 **Eunjung Cho**  
 April 15th-17th **AAUW CA Convention**  
 April 30 **SEIBC Meeting**  
 May 18 **Jennifer McDowell, Fire Chief**  
 July 30 **SEIBC Leadership Day**

**CALIFORNIA STATE CONVENTION**

**April 15, 16, 17**

If you can possibly see fit to come to the **San Mateo Marriott Hotel** I can guarantee that you will have an unforgettable experience. For questions, call Jo Turner.

**PROPOSED LIST OF OFFICERS**

Co-President	Luisa Tassan
Co-President	Barb Ryon
Program Vice President	Ruthann Mlcoch
Secretary	Barbara Purvis
Treasurer	Jennifer Binkley
Membership Vice President	Carlease Chandler
Public Policy	Carole Nagengast
International Affairs	Carrie Garret

We will be voting on Officers for 2016-2017 at our April meeting on

**GREAT DECISIONS**

**Thursday, April 21st**  
**7:00 PM**  
**Jo Turner's**

The topic will be *Climate geopolitics: The road to Paris and beyond.*

**POTLUCK**

We are specially inviting our new members, but **all members** are urged to bring food. Call Jo Turner at 786-3966 to RSVP.  
**5:30 PM at Ruthann Mlcoch's**

**NEW MEMBER**

**Esmeralda Trejo (Agustin Velazquez) 909-965-8121**  
 2800 E. Riverside Dr. #85                      etrejo13@cmc.edu  
 BA Biochemistry                      Claremont McKenna College  
 She's already working on the Tech Trek Committee !

### TECH TREK NEWS

The votes are in! This year the Tech Trek committee reviewed 44 applications from 7<sup>th</sup> grade girls and had the tough task of narrowing applicants down by half to interview 22 girls from the Riverside and Moreno Valley school districts. Girls to be interviewed have been notified and interviews will be held shortly.

A big welcome to our newest Tech Trek Committee member Esmeralda Trejo!

### SEIBC MEETING

(South East Inter  
Branch Council)

**Saturday, April 30th**

**Cacilia Kim**

**will talk to us**

**About Title IX**

**9:30 AM**

### ANDY MELENDREZ MEETING

*By Taffy Geith*

The Riverside Branch of AAUW met on March 10, at 10:00 o'clock at the Community Room of Habitat for Humanity 2180 Iowa Ave., Riverside. Meeting started at 10:25 AM.

President, Barb Ryon, welcomed members and special guests, Arcelli Ruiz, Assistant to Supervisor Kevin Jeffries, and Paul Davis, Councilman, Ward 4, currently running for Mayor of Riverside.

Ruthann Mlcoch, Program VP, introduced our speaker, Andy Melendrez, Councilman, Ward 2, since 2009, well known for his innovative and creative service to his ward and to his community.

Councilman Melendrez thanked us for inviting him and for the opportunity to share his family heritage as well as the history of events in his ward. His family has been here in Casablanca since 1885 (great-grandfather) and all were agriculture workers in the citrus industry. His mother has picked grapes up and down California, worked in a packing house, and did gift wrapping at Harris Department Store. His father worked at the Mira Loma Airport, then served in the US Army in Europe for three years, beached during the Normandy invasion, was active and returned with the Silver Star and a Purple Heart. His parents spoke to him in English but to one another in Spanglish. He was named Andrew for his father, but due to influence of Mexican customs about names, he was called "Bundy" growing up.

Casablanca during the 50's was surrounded by orange groves, smudge pot aromas, big dirt side-walks, unpaved streets, and a house that was the Library. The population was about 90% Mexican American and 10% African American. There were a lot of big fights. Casablanca had 13 gangs -- mostly with Spanish names on their jackets.

He attended Casablanca Elementary School where the same teachers who taught his parents were there to teach his generation. In 1958 a big controversy developed over integration in the schools. His second grade class at Casablanca was moved to Palm School where the class was kept separate. The only integration was at recess. This caused some trauma and hostility that continued for a long time. Also, some children did not meet competencies -- they missed months of school to work in the fields. He returned to Casablanca for grades 3 and 4, and finished grade 6 at Victoria. There were no Latinos or Asians at Victoria -- cultural shock! The way of implementing this policy split the neighborhood. Some hated and became enemies, some came friends. Mr. Melendrez considers it an interesting experience and he learned much about socialization. He became aware at an early age.

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Mr. Melendrez continued at Poly High -- a lineman on the football team for three years (only Latino). Riverside Community College was a challenge, but he ended up with many units. Next, UCR, but he transferred to Cal State San Bernardino, and worked in Vocational Education for five years. He was still active in his community and started his own business. He was asked to run for Councilman, but felt he needed time to think. While visiting a daughter in Law School, he went to the Metropolitan Museum of Art in New York and picked up a pamphlet called the "Art of the Barrio". He went to see it -- it was an acknowledgment of the changes in Spanish Harlem. He referred to Jonathan Kozol, author of a book on inequality in American schools, then he and his wife visited St. Anne's Catholic School. He was blown away by the experience. He felt that this emphasis on the arts could be done on University Ave. This would give the kids something positive to do to keep them going in the right direction. This is how he decided to become a Councilman.

He ran, he won -- but where to start? He was interested in crime, prostitution, and youth opportunities. One of the first endeavors was to knock down the liquor store on the corner of Ottawa and University -- the worst corner in Riverside. People were happy to see this change! He focused on services -- two Charter schools "Come Back Kids"-- learn music, and art. "Youth Opportunity Center"-- photography, art, short story writing, and poetry. He feels we have to provide these programs to make our community better. These have grown into other parts of Riverside.

There was a short time for Questions and Answers.

President Ryon, gave Mr. Melendrez a brief summary of our Tech Trek summer camp program for girls going into eighth grade. AAUW provides funding for this and since we're sending thirteen girls this year, we are eager for all donations. Mr. Melendrez seemed to understand this request.

A gift of our AAUW mug was given to Mr. Melendrez at a later time. President Ryon thanked him for coming and for his very interesting presentation. His work as Councilman has brought positive changes that has affected the lives of many in his district and the greater community as well.

A short business session was called by President Ryon. She said that out of 81 nominees for the Tech Trek camp, 29 have responded from Riverside Unified. Moreno Valley have 15 that have been returned. The letters to the 22 prospective students to be interviewed will be sent out soon. Meeting was adjourned at 11:30 AM.



Speaker Andy Melendrez



Ariceli Ruiz

Assistant to Supervisor Kevin Jeffries



Paul Davis

Guest from Ward 4

## PUBLIC POLICY

**By Carol Nagengast**

Dear friends, I was going to write a column about Start Smart, our program to teach university and college women to negotiate starting salaries commensurate with that of men for the same positions when I saw the below article in today's New York Times, Business Section, March 20, 2016, 1,5. I was sure you would want to read and so have copied it below, especially since we have scheduled another Start Smart Workshop at UCR in April.

### **Why Women Still Get the Short End of the Stick: Claire Cain Miller**

Women's median annual earnings stubbornly remain about 20 percent below men's. Why is progress stalling? It may come down to this troubling reality, new research suggests: Work done by women simply isn't valued as highly.

That sounds like a truism, but the academic work behind it helps explain the pay gap's persistence even as the factors long thought to cause it have disappeared. Women, for example, are now better educated than men, have nearly as much work experience and are equally likely to pursue many high-paying careers. No longer can the gap be dismissed with pat observations that women outnumber men in lower-paying jobs like teaching and social work.

A new study from researchers at Cornell University found that the difference between the occupations and industries in which men and women work has recently become the single largest cause of the gender pay gap, accounting for more than half of it. In fact, another study shows, when women enter fields in greater numbers, pay declines — for the very same jobs that more men were doing before.

Consider the discrepancies in jobs requiring similar education and responsibility, or similar skills, but divided by gender. The median earnings of information technology managers (mostly men) are 27 percent higher than human resources managers (mostly women), according to Bureau of Labor Statistics data. At the other end of the wage spectrum, janitors (usually men) earn 22 percent more than maids and housecleaners (usually women).

Once women start doing a job, "It just doesn't look like it's as important to the bottom line or requires as much skill," said [Paula England](#), a sociology professor at New York University. "Gender bias sneaks into those decisions." She is a co-author of one of the most [comprehensive studies](#) of the phenomenon, using United States census data from 1950 to 2000, when the share of women increased in many jobs. The study ... found that when women moved into occupations in large numbers, those jobs began paying less even after controlling for education, work experience, skills, race and geography.

And there was substantial evidence that employers placed a lower value on work done by women. "It's not that women are always picking lesser things in terms of skill and importance," [the author] said. "It's just that the employers are deciding to pay it less."

A striking example is to be found in the field of recreation — working in parks or leading camps — which went from predominantly male to female from 1950 to 2000. Median hourly wages in this field declined 57 percentage points, accounting for the change in the value of the dollar, according to a complex formula used by [the authors]. The job of ticket agent also went from mainly male to female during this period, and wages dropped 43 percentage points.

The same thing happened when women in large numbers became designers (wages fell 34 percentage points), housekeepers (wages fell 21 percentage points) and biologists (wages fell 18 percentage points). The reverse was true when a job attracted more men. Computer programming, for instance, used to be a relatively menial role done by women. But when male programmers began to outnumber female ones, the job began [paying more and gained prestige](#).

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While the pay gap has been closing, it remains wide. Over all, in fields where men are the majority, the median pay is \$962 a week — 21 percent higher than in occupations with a majority of women, according to another new study, [published Friday](#) by [Third Way](#), a research group that aims to advance centrist policy ideas.

Today, differences in the type of work men and women do account for 51 percent of the pay gap, a larger portion than in 1980, [according to definitive new research](#) by Francine D. Blau and Lawrence M. Kahn, economists at Cornell.

Women have moved into historically male jobs much more in white-collar fields than in blue-collar ones. Yet the gender pay gap is largest in higher-paying white-collar jobs, Ms. Blau and Mr. Kahn found. One reason for this may be that these jobs demand [longer and less flexible hours](#), and [research has shown](#) that workers are disproportionately penalized for wanting flexibility.

Of the 30 highest-paying jobs, including chief executive, architect and computer engineer, 26 are male-dominated, according to Labor Department [data analyzed](#) by Emily Liner, the author of the Third Way report. Of the 30 lowest-paying ones, including food server, housekeeper and child-care worker, 23 are female dominated.

Many differences that contributed to the pay gap have diminished or disappeared since the 1980s, of course. Women over all now obtain more education than men and have almost as much work experience. Women moved from clerical to managerial jobs and became slightly more likely than men to be union members. Both of these changes helped improve wage parity, Ms. Blau's and Mr. Kahn's research said.

Yes, women sometimes voluntarily choose lower-paying occupations because they are drawn to work that happens to pay less, like care giving or nonprofit jobs, or because they want less demanding jobs because they have more family responsibilities outside of work. But many social scientists say there are other factors that are often hard to quantify, like gender bias and social pressure, that bring down wages for women's work.

Ms. England, [in other research](#), has found that any occupation that involves care giving, like nursing or preschool teaching, pays less, even after controlling for the disproportionate share of female workers.

After sifting through the data, Ms. Blau and Mr. Kahn concluded that pure discrimination may account for 9 percent of the gender pay gap. Discrimination could also indirectly cause an even larger portion of the pay gap, they said, for instance, by discouraging women from pursuing high-paying, male-dominated careers in the first place.

“Some of it undoubtedly does represent the preferences of women, either for particular job types or some flexibility, but there could be barriers to entry for women and these could be very subtle,” Ms. Blau said. “It could be because the very culture and male dominance of the occupation acts as a deterrent.”

For example, social factors may be inducing more women than men to choose lower-paying but geographically flexible jobs, she and Mr. Kahn found. Even though [dual-career marriages](#) are now the norm, couples are more likely to choose their location based on the man's job, since men earn more. This factor is both a response to and a cause of the gender pay gap.

Some explanations for the pay gap cut both ways. One intriguing issue is the gender difference in noncognitive skills. Men are often said to be more competitive and self-confident than women, and according to this logic, they might be more inclined to pursue highly competitive jobs.

But Ms. Blau warned that it is impossible to separate nature from nurture. And there is [evidence that noncognitive skills](#), like collaboration and openness to compromise, are benefiting women in today's labor market. Occupations that require such skills have expanded much more than others since 1980, according to [research](#) by David J. Deming at Harvard University. And women seem to have taken more advantage of these job opportunities than men.

# RIVERSIDE PIPELINE

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Still, even when women join men in the same fields, the pay gap remains. Men and women are paid differently not just when they do different jobs but also when they do the same work. Research by Claudia Goldin, a Harvard economist, has found that a pay gap persists within occupations. Female physicians, for instance, earn 71 percent of what male physicians earn, and lawyers earn 82 percent.

It happens across professions: This month, the union that represents Dow Jones journalists announced that its female members working full time at Dow Jones publications made 87 cents for every dollar earned by their full-time male colleagues.

Colleen Schwartz, a Dow Jones spokeswoman said, “We remain absolutely committed to fostering an inclusive work environment.”

Certain policies have been found to help close the remaining occupational pay gap, including raising the minimum wage, since more women work at the lowest end of the pay scale. Paid family leave helps, too.

Another idea, Ms. Liner of Third Way said, is to give priority to people’s talents and interests when choosing careers, even if it means going outside gender norms, for instance encouraging girls to be engineers and boys to be teachers. “There’s nothing stopping men and women from switching roles and being a maid versus a janitor except for social constructs,” she said.