




OF SOUTH
CAROLINA

Palmetto Leaf

Volume 65, No.1 - February 2019

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Message from Your President from Laura Burcin



As I was thinking about what to write for the newsletter I realized how many of the issues that AAUW is focused on are actively in front of our state legislature this year.

There are bills about K-12 education and Title IX, pay equity, women's health and the Equal Rights Amendment.

There are so many ways to to be active. The AAUW two minute activist makes it easy to respond quickly to your state or US representatives. Sign up by texting "AAUW" to phone number 21333. You can talk to your representatives at town halls or in their offices. You can write post cards and make phone calls and participate in local or national marches. I admit, that sometimes I feel tired just thinking about everything I want to do.

If you feel like that, remember "Great things are done by a series of small things brought together", Vincent Van Gogh. We just need to pick one issue that we are most passionate about and take action. You will find it easier to take the next step after that.

One of these issues I would like to highlight is Pay Equity. Recently, AAUW joined Lilly Ledbetter on Capitol Hill to celebrate the 10th anniversary of the Lilly Ledbetter Fair Pay Act, as well as the introduction of the Paycheck Fairness Act. AAUW has a goal of training 10 million women in salary

Annual State Meeting

Tuesday, April 2

Agenda Items:
ERA
Work Smart
Equal Pay

[Click here for the registration form](#)

[Click here to PAY ON-LINE](#)

Please register by March 26.

This meeting is open to members and friends of AAUW.



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negotiation by 2022 to support Pay Equity.

AAUW Work Smart Online is a new version of AAUW's successful Work Smart salary negotiation workshops. I am asking each of you to sign up for and take the AAUW Work Smart Online course. It's free, easy and fun, and when you finish invite your friends, relatives and neighbors to take it as well.

SC AAUW STATE MEETING

Tuesday, April 2, 2019

The Carriage House
1616 Blanding Street
Columbia, SC 29201

9:30 am registration 10:00 am - 3:00 pm
conference

Registration fee \$30
Please respond by March 26th

Program: We hope this will be an inspiring day full of speakers, networking, strategy and fun. In the morning we will have inspirational speakers who will discuss our primary strategy of Economic Security and Education. After lunch we will work as small teams to set goals and actions for our branches. We will also discuss resource mapping and the new Work Smart Online program. I have included our state strategy in this newsletter for your review.

After our program, Toby Jenkins will lead a tour of the USC Museum of Education for those that can attend.

Most of all, we will focus on bringing out the best in our leadership teams and branches. Look out South Carolina, here we come!

Lunch will be provided.

[President's Message](#)

[AAUW of SC Annual Meeting](#)

[Update on Advocacy](#)

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[State Goals](#)

State Leadership

Click on their title to reach them via email

Laura Burcin
[President](#)

Carol Tempel
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Programs
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SC AAUW Websites
and
Facebook

[AAUW of South Carolina](#)

[Facebook](#)

[Its New... Young Women in SC](#)

Facebook Pages

[AAUW Action Fund](#)

[Beaufort Branch](#)
[Charleston Branch](#)

Please register at AAUW Donate (link: <https://aauw-sc.aauw.net/donate/>)

Public Policy by Carol Tempel

2019 gives AAUW-SC an opportunity to advocate for bills that meet our mission.

This year we will focus on the following issues:

1. Ratification of the ERA, H 3340 and H 3392.

Equal Rights Advocates have fought for gender justice for over 40 years. So far 37 states have signed on to ratify the amendment and we need one more state to ratify it. Now is the time to advocate for equality and justice.

The amendment says:
Equality of Rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

TASK for AAUW Members. Please host a post card writing party to ask your representatives and senators to sign on as a sponsor of the bill and support it's passage.

CLICK here: [Find your SC Legislator](#)

There are several groups across the nation working for equality.

CLICK here: [Equal Rights Action Team.](#)

Facebook keeps us up to date.

CLICK here: [Equal Means ERA.](#)

2. The Act to Establish Pay Equity, H 3615 and S 372.

Pay equity bills are filed by Rep. Wendy Brawley D-Richland and Sen. Katrina Shealy, R-Lexington. This pay equity law would require employees to be paid on factors including skill, effort and responsibility, and would ban the use of salary history.

'Research shows that asking for prior wage history can lead to an employee with equal or superior qualifications making less than a co-worker doing the same job, simply because they happened to make less in their prior position,' Ann Warner, WREN Chief Executive.

Our own AAUW research shows that women nationally and in SC earn less.

[Due West Branch](#)
[Greater Columbia Branch](#)
[Greenville Branch](#)
[Hilton Head Branch](#)
[Rock Hill Branch](#)

[SC AAUW](#)

Branch Websites

[Aiken](#)
[Beaufort](#)
[Charleston](#)
[Denmark](#)
[Due West](#)
[Gaffney](#)
[Greater Columbia](#)
[Greenville](#)
[Hilton Head](#)
[Rock Hill](#)


**branches in green have web sites.*

State Leadership Opportunities

Let us know your interests and talents.

Proud of our AAUW women and activities

News for Young Women

 Like us on Facebook

YOUNGER WOMEN'S TASK FORCE
powered by AAUW

Does your branch have members in their 20s and 30s? "Like" our new SC page for Young Women

Encourage your younger members to sign up for the AAUW **Younger Women's Task Force** newsletter to learn about opportunities

[CLICK](#) here: [Gender Pay Gap Roadmaps by State and Congressional District.](#)

As Representative Wendy Brawley states: *"It's time for this legislation. It's more than time, women more often are the bread-earners in their families ... and for them not to be compensated at the level that their male counterparts are, it's unacceptable. ... This is an issue of fundamental fairness"*

TASK for AAUW Members. Please ask your representative and senator to sign on as sponsor for the bill and support it's passage.

[CLICK](#) here: [Find your SC Legislator](#)

TASK for AAUW Members. Support the Paycheck Fairness Act at the Federal level.

[CLICK](#) here: [Two Minute Activist Alert](#)

Read more: [HERE](#)

Read more: use the pdf attached in email.

3. Education Reform, H 3759. The recent articles on education by the Post and Courier has ignited the conversation in SC that education in SC cannot be minimally adequate. There have been meetings around the state to focus on education and now the bill is being reviewed.

[CLICK](#) here: [Minimal Adequate Series.](#)

TASK for AAUW Members. It would be helpful to have members volunteer to read through at least 10 pages and identify key points.

[CLICK](#) here: [AAUW Education Position Papers.](#)

4. Title IX. This federal law prohibits sex discrimination in education.

TASK for AAUW Members. There are threats underway and we need to stay alert.

[CLICK](#) here: [Become an AAUW two minute activist.](#)

For more information contact me at:
carol_tempel@bellsouth.net

From Doris McLallen
AAUW Funds Chair

I have had several occasions to be bursting with pride over the last week, to include:

1) A visit to Canandaigua, NY, and the Ontario County Courthouse. Yes, THAT courthouse, the one where Susan B. Anthony was tried in federal court for

that are tailored to young working professionals, like professional development webinars.

[Click Here.](#)

SC AAUW
College and University
Partners, 2016-17

Aiken Technical College
Clafin University
Clemson University
Coastal Carolina University
College of Charleston
Erskine College
Limestone College
Presbyterian College
The Citadel
University of SC Aiken
University of SC Columbia
Winthrop University

[Link to all AAUW
Partner Schools](#)

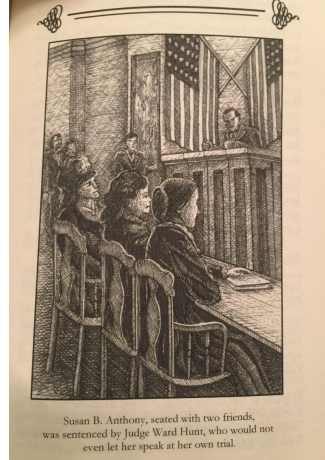
Aiken Technical College
Clafin University
Clemson University
Coastal Carolina University
College of Charleston
Erskine College
Limestone College
Presbyterian College
The Citadel
University of SC Aiken
University of SC Columbia
Winthrop University

[Link to all AAUW
Partner Schools](#)

Join one of our
Branches in
SC.

[Click Here for
Information on Who
Can Join AAUW.](#)

voting in the 1872 elections in violation of state laws that allowed only men to vote. The trial where Judge Ward Hunt did not allow the jurors to discuss the case but instead DIRECTED THEM to find Anthony guilty. That was his first mistake (appeals went all the way to the Supreme Court (1895)). His second was asking Miss Anthony if she had anything to say... (ecssba.rutgers.edu) I stood where she stood and was filled with pride.



2) I tuned in to the State of the Union Address to see many of the 116 women in Congress dressed in suffragette white --- a visual tribute to the U.S. suffragists of the past as well as an indication that we continue to build a movement and that any single woman's achievements does not stand alone. And I felt pride.



3) AAUW-SC 4th Quarter Report of giving for 2018 covering state and branch giving from January 1 to December 31= \$12,549!! And I was prouder still! REMINDERS HAVE BEEN SENT TO BRANCHES TO PLEASE SUBMIT NAMED GIFT HONOREES, ONE PER \$500 RAISED TO ME BY MARCH 1.)

4) I am in Exeter, NH, awaiting the imminent birth of my first grandchild, a baby boy, 12 days overdue. My daughter-in-law has been in labor going on 36 hours while my son sustains a good supply of ice chips. And, yes, I am bursting with pride!

Please give to AAUW Funds. Give what you can, when you can. We ARE making a difference. We ARE changing the climate for women and girls in South Carolina, the United States and around the world. ONWARD... WITH PRIDE!

Beaufort Branch Update

By
Celeste DiCarlo Nalwasky, Ph.D.
President, AAUW, Beaufort Branch

Membership became a priority for the Beaufort Branch at the start of the 2017 - 2018 membership year. Strides were made to increase the size of the Branch by the end of that year. The goal was achieved, with new memberships to prove it. However, at the start of the 2018 - 2019 year, our numbers had once again dwindled to twenty-five. Inspired by a presentation at our South Carolina State meeting before the start of that new membership year, our slogan became, "Women Learn! Women Do!" This year we continued efforts and have grown our branch to our present 41 active members. New members need to become involved quickly we were told at our meeting in Charleston, and then all those who learn must have opportunities to "do." Our program for each meeting drew from our community to advertise programs that were rich in learning and designed with many interests in mind. Chapter members learned, and brought other potential members to learn with them. Our branch membership is on the rise, as the opportunities for each member to become involved grow with it.

The success of the STEM program at Beaufort Branch, not only grew a South

Carolina STEM Chair, but morphed into a South Carolina State President of AAUW through Beaufort Branch's, Laura Burcin. With her co-chair, Dr. Beth Hammond, work is underway to bring a third STEM workshop to the young women of Beaufort County. All the while Laura is moving to grow STEM programming throughout South Carolina. A fundraiser involving the surrounding community has been created involving cooperation of two other entities to create a win/win/win for all three. Much to the delight of Beaufort Branch financial officer and now, too, South Carolina financial officer, Michele Lami, AAUW, Beaufort Branch will build funds for its annual scholarship for a non-traditional student at the institutions of higher education in the Beaufort Area. The Dataw Island Club offered its catering service to provide a venue at this private club as it flowed into the greater community of Beaufort. Lastly, the Sometimes Later Band, needed a place to perform their music in a concert format. The first event will take place on March 2, 2019 in the hopes that it will become an annual event for other local bands. All partnerships will help AAUW shape the future of a student whose life will be enhanced as a result of gaining our annual scholarship. "Mighty things from small beginnings grow," wrote poet, John Dryden, in Annus Mirabilis.

The Beaufort Branch believes that from their program expansions, more women can learn, and opportunities will exist to do more in our county and beyond. Growing is our goal, but learning how to bring equality to women and girls our greatest outcome.

Women lawmakers lead push on pay equity in South Carolina

By Lindsay Street, Statehouse correspondent

No one opposing the Pay Equity Act really wants to talk about it. After all, who wants to be on the record for opposing a bill that would require employers to pay the same wage to all employees who work the same job and hours - regardless of their gender or race? "You're instantly going to be labeled a sexist jerk," said D.C.-based Independent Women's Forum President Carrie Lukas. The conservative think tank focused on women's policy issues opposes state pay equity laws. "It's tremendously dangerous (to oppose equity laws), and you get a lot of very vicious criticism when you question anything with women in the workplace."

State and national studies have reported wide wage gaps for women, minorities, those with disabilities and the LGBTQ community when compared with white, straight men. Advocates for the recently-introduced S.C. pay equity legislation found in H. 3615 and S. 372 appear to agree with Lukas on the political implications of opposing the bills. "That's a really unwise position to take, given that women are an economic force in our state as employees and consumers and most people are overwhelmingly in favor of equity and opportunity and realize this is an important strategy," said Ann Warner, CEO of South Carolina based and progressive Women's Rights and Empowerment Network. The House and Senate versions of the Pay Equity Act seek to mandate that all full-time employees, regardless of gender, sexual orientation, national origin, disability, race or religion, must be paid the same for the same work. Failure to do so could result in employee litigation against the employer. "It's an incredibly strong and robust piece of legislation that would both help to correct for some of the current disparities and prevent future wage discrimination," Warner said. The bills were introduced two weeks ago, and have been assigned to the Senate Labor, Commerce and Industry Committee and the House Judiciary Committee. Neither bill has been assigned a subcommittee yet.

Bipartisan support growing

Brawley Advocates for pay equity say the biggest threat to the bills in the House and Senate are a quiet death with the proposals being snuffed out in a subcommittee

before ever having a chance to make it back to the floor. A version of the proposal has been floating in the House for several years, according to lead sponsor Rep. Wendy Brawley, D-Richland. Lexington Republican Sen. Katrina Shealy introduced the Senate's version of the bill. She is supporting it because the proposal includes other protected classes such as national origin, religion, ethnicity, sexual orientation, gender identity and more. Shealy said pay equity is a policy few are talking about this session, despite the fact that the proposal could have a big impact on the state - if only it gets through committee and back to the floor. She said the House's version has the best chance, where that body has 23 women lawmakers - one fifth of the chamber - to help push the bill to a vote. Statehouse Report reached out to 10 male lawmakers for this story - eight Republicans and two Democrats. Few had anything to say. Most said they had not read the bill yet. Both versions have bipartisan support, and the House version has at least two Republican men co-sponsors: Reps. Gary Clary of Pickens and William Cogswell of Charleston. Neither responded to requests for comment. Senate LCI Chairman Thomas Alexander, R-Oconee, said he has been focused on workforce development and has not looked at the legislation in detail. He said he will read the bill once a subcommittee sends it to full committee. House Judiciary Chairman Peter McCoy, R-Charleston, did not respond to requests for comment.

'Irrational disparities'

When advocates talk about pay equity, they cite the existing wage gap experienced by women, minorities and people with disabilities. These are the pennies-on-the-dollar statistics that are compared with white males. The Darla Moore School of Business released a report in 2017 that said women in South Carolina earn 73 cents for every dollar that men earn, and that black women earn 53 cents for every dollar that white men earn. WREN did not have statistics for the LGBTQ community or for those with disabilities. Some national statistics peg the gap at about 14 percent for those with disabilities. A Prudential survey showed that while homosexual men earned somewhat more than heterosexual women, most in the LGBTQ community received far less in salary when compared with heterosexual men. Warner "The wage gap has been wide for decades," Warner said. "It started to close when the federal Equal Pay Act was introduced in the 1960s but that has really stagnated in the last couple of decades ... There is a need for more intervention at the public policy level to help correct these irrational disparities that come up." Warner said that most employers are not seeking to actively discriminate against employees and that many times, they are basing salary off of an applicant's previous salary history - which can count against women and minorities as the cycle of being paid less is perpetuated. The Pay Equity Act would remove that question from applications. Opponents say the statistics are misleading. Lukas said if pay studies control for the number of hours worked, about one-third of the women's wage gap goes away. But she agreed a gap exists, just not that it's the government's role to fix it. "There are instances of abuse but I think some of the desires to try to control or make sure there is a fair process can end up inadvertently hurting those that are trying to help." She said a woman with less experience may not be hired due to an employer deciding to hire a man with more experience since they would receive the same compensation. She also said a "heightened sense" of litigation in the state could scare off economic development. Warner disagreed, saying the Pay Equity Act could actually spur economic development in the state due to sending a strong signal of valuing work from all people, and helping with some labor shortages in the state by inspiring loyalty. * In 2018, Massachusetts enacted a pay equity law. Read more about it here.

Work ahead

Republican Sen. Sandy Senn of Charleston is the only female lawmaker on the Senate LCI Committee. She said she hasn't dived into the legislation but she felt it had "a whole heck of a lot of merit." "It will be hard pressed for our male colleagues to say 'no' to that but I've seen stranger things," Senn said. "It could not come out of the desk drawer." In the House, Brawley is working to gain more support. "We will do everything we can," Brawley said. "It's hard for me to understand how anyone can be opposed to paying people fairly for the work they're doing." Warner said a vocal constituency will be needed for this bill. "We have to keep the pressure up with our legislators and our

business community to say this is good business ... This is going to help our economy grow," she said.



Brawley



Shealy



Warner

Get More out of your Book Club

Does your branch have a book club, or are you interested in starting one?

Check out AAUW's newest "Program in a Box" to learn how you can start hosting the ¡Adelante! Book of the Month Club with your branch. Have a recommendation for a book? Share your ideas with us for the next newsletter.

[Click Here for More Information.](#)

Advocating in South Carolina ..it's as easy as 1, 2, 3, 4

South Carolina has one of the best websites for state government that I have seen. Check it out. You can find almost any kind of information you need about our state government and contact government officials to solve problems, register complaints and maybe even send a thank you note. The address is very simple: www.sc.gov. You will see a picture of our governor, and a directory for your convenience.

Please voice your opinion by telephone, letter or e-mail using the following:

Step 1. <http://www.scstatehouse.gov/legislatorssearch.php>

Step 2. Type in your address and click "find legislators".

Step 3. Click on the Legislator's name

Step 4. Click on the link: "Send message to Representative or : Send message to Senator

We will have cards available for your Branch members at the annual meeting.

Take Your Branch Programming to the Next Level

Don't forget to utilize these other AAUW programming resources that will take your events on campus and in your community to the next level.

For Leaders

For Branches

How to Create a Strategic Plan for Your Branch
11 Leadership Essentials for Branch Programming

For Student Organizations

How to Create Engaging Campus Programming
AAUW Student Organization Leaders Tool Kit

AAUW Diversity and Inclusion Tool Kit
Programs in a Box Directory
Mission-based Programming
Six Steps to Diverse, Engaging Programs
How to Design an Effective Planning Meeting
How to Secure Speakers for Free

Make the Most of Your AAUW Student Organization Meetings

[CLICK HERE FOR LINKS TO ALL OF THESE PROGRAMS ON THE AAUW WEBSITE.](#)

Our South Carolina State Board Members



**Laura Burcin,
President**



Ellie Setser, Programs



**Carol Tempel,
Past President**

SC AAUW Strategies for 2019

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

VISION - Equity for all

VALUES: Nonpartisan, Fact-based, Integrity, Inclusion and Intersectionality

EDUCATION & TRAINING

- Hold Title IX programs with invitation to community to educate about the breadth of the Title IX initiatives.
- Plan STEM awareness, promotion and/or events.
- Advocate for quality public education and full funding for SC public schools.

ECONOMIC SECURITY

- Support passing the ERA Bill after its' introduction to the SC Legislature.
- Hold press conference in Columbia at the statehouse in January/February after the bill is introduced. Make this an information session and a call to action.
- Visit your legislator in their home office to lobby for their support.
- Write letters to the editor. AAUW website has a template,
- Hold a branch program about the ERA. We have slides to use.
- Visit legislators in session, call them out, to voice AAUW support and ask for their support.
- Network with other state and national organizations focused on passing the ERA.
- Support redistricting to enable expanding voting rights and ensuring equitable political participation and representation.
- Hold Equal Pay Day Events across the state.
- Train1000 (national goal is 10 million) women in salary negotiations by 2022.
- Each branch pledges to hold a program on the gender pay gap and respond with what they can do to support this training (financial, facilitator, host...)
- Work with C/U partners to find one or more who will hold a Start Smart Session.
- State board will offer a grant to branches that will hold a Work Smart Session.
- Hold an information session to show women how to take the Work Smart class

As a new membership year begins, your state leadership team has set some ambitious goals for its work this year. These goals were adopted during the Board's summer conference call:

LEADERSHIP

- Increase leadership of women in SC.

Women running for local and state offices. In the 2018 mid-term elections AAUW SC had three members running for office: Carol Tempel, Elise Fox and Carol Jackson as well as members holding significant roles on candidate campaigns. Multiple branches held panel discussions with the candidates for community awareness.

- Leadership on college campuses. Make the colleges aware of the Elect Her program supported by AAUW. <https://runningstartonline.org/programs/elect-her>
- Encourage branches to plan mission based programs throughout the year.
- Maintain state-wide communication and Palmetto Leaf newsletter via Constant Contact.
- Establish new branches in Florence, Myrtle Beach, and Spartanburg.
- Encourage state-wide membership according to the 2016 bylaws.
- Initiate a state-wide fundraising campaign to support mission-based programs and professional development (e.g. Start Smart, Work Smart, Elect Her, STEM activities, and leadership scholarships).
- Encourage/support websites and Facebook pages for every branch.
- Encourage/support participation in the MPP financial services for every branch.
- Encourage state leaders to visit branches and conference with their respective counterpart.
- Link branches with college/university partners; encourage face to face meeting with the college representatives, share a packet of information, increase the number of *e-affiliate* memberships of young women, and gather emails of students and faculty.
- Collaborate with state-wide organizations and higher education, and continue to work with United Methodist Women on annual advocacy day and other organizations with a similar mission.

AAUW of SC Calendar of Dates & Deadlines, 2019

This is the working calendar for activities and deadlines for 2014-2015. Please mark your calendar and stay involved. Branch presidents should make note of several special deadlines related to student nominations and financial reports.

[CLICK Here to print out a copy.](#)

February

1	Palmetto Leaf Deadline
11	State Board Conference Call
15	NCCWSL Early Registration Closes
16	NCCWSL Regular Registration Opens

March

1	Deadline for Branch nominations for state scholarship for NCWSSL
1	Deadline for Branches to submit Named Gift Honorees' information
25	Deadline to announce state NCCWSL Scholarship Nomination(s)

April

	2	State Convention, Columbia
	4	Equal Pay Day 2019
	TBD	State Board Conference Call, if needed
	30	NCCWSL Registration ends
May		
	TBD	Branch Elections of Officers
	TBD	State Board Conference Call, if needed
June		
		NCCWSL Conference (May 29-June 1)
	30	Deadline for 2019-2020 Dues
		State Board Conference Call, if needed

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Charleston, SC 29412

