



**AAUW of Virginia
Annual State Conference
Friday to Sunday, April 15 to 17
Hyatt Regency Dulles
Herndon, Virginia**

The AAUW of Virginia annual state conference will take place in Herndon on April 15 to 17. More than 120 members from Virginia are expected to attend.

AAUW of Virginia is honored to present Kathryn C. Thornton its 2016 Woman of Achievement Award on April 16. Dr. Thornton is a former astronaut and now University of Virginia professor of aerospace engineering.

A “Women Breaking Through” panel on April 17 will feature Allyson Hamlin, the quarterback of the D.C. Divas who is also a homicide detective, and Sheriff Stacey Ann Kincaid, the first woman to lead the Fairfax County Sheriff’s Office in its 273-year history. The third panelist is Rear Adm. Sandy Daniels, a naval aviator who flew specially configured research P-3 Orions worldwide for the Oceanographic Research Squadron 8.

Workshops cover the many ways women are leading in fundraising, on campus, and through the Legal Advocacy Fund for equitable treatment. Speakers and workshop presenters include Angela J. Hattery, professor and director of Women and Gender Studies at George Mason University; and Christopher Ulrich, who has a multidisciplinary approach to educating

audiences about body language and building rapport and trust. AAUW speakers and presenters are Ryan Burwinkel, AAUW’s public relations manager; Mollie Lam, AAUW’s Legal Advocacy Fund senior manager; and AAUW Board of Directors member Rebecca Norlander, whose goal is to change the world for the better through technology.

Learn more about the conference at <http://aauw-va.aauw.net/>.

In this issue:

Help Needed	2
Silent Auction Basket	2
Annual Banquet	2
Nominating Committee	2
Renewal Time	2
STEMtastics.....	3
Rape Kit Backlog	5
Gender Pay Gap	6
Interest Groups.....	7
Calendar.....	7

Help Needed

Branch members will be stuffing welcome bags for the state conference on April 13 at noon at Gale's house. All materials will be provided to us, so it will be a fun time to fill the estimated 150 bags. Bring a bag lunch and Gale will provide beverages. Because parking is limited, car pool if you can (the Giant down the hill is closed and you could meet there to car pool if you would rather have access to your car after we finish). Kindly let Gale know if you are coming (gale.rogers@denkifuro.com).

Silent Auction Basket

Thank you to everyone who contributed to our feed-the-birds-themed basket for the silent auction at the upcoming state conference. You were all very creative and generous, and we have a basket that the Fairfax branch will be very proud of. Be sure to stop by at the conference to take a look at it!

Annual Banquet: A Time to Celebrate

Celebrate what? The hugely successful STEMtastics conference for one thing. A profitable and enjoyable Book & Author Lunch for another. Getting to know each other better as we explore our common interests and concerns for a third.

For our program, we'll hear about the lives of six women who were either the first women in their fields or who made outstanding contributions. Our own members will be relating the stories of these remarkable women. Don't miss this final meeting of the year, our annual banquet on Wednesday, May 18, at noon at the Springfield Golf & Country Club. Menu and payment details will be in the May Focus. See you all then.

Nominating Committee

The nominating committee, consisting of Dianne Blais, Kelly Espy, and Jan Humphrey, is pleased to

announce that the following individuals have agreed to serve on the board for a two-year term:

- Vice Presidents for Programs: Kitty Lou Smith and Dianne Blais
- Secretary: Anita Light

These names will be presented at our May banquet. We are still waiting for a person with an interest in public policy to step forward for that position. This job requires keeping people informed through articles in the *Focus* on issues of interest to members. If you normally keep up with current events, this could be an easy way to contribute to the branch.

Renewal Time!

It's that time again. Dottie Joslin will be happy to take your renewal checks. Or use your credit card and renew online at www.aauw.org. You may want to get those bonus points from using your credit card. If you send a check to Dottie, you do not need to fill out the membership application. Dues remain at \$82. If your address, phone number, or other information has changed, we do need to know that. Joan Dimengo is always happy to take any change in information and make the appropriate official change on our roster. Please renew by June 30.

We have 52 members and two student affiliates as well as a new member who joined us at STEMtastics. Welcome to Fozia Ibrahim. We all hope to meet you soon.

Reasons to Volunteer

1. To be energized and stay young.
2. To demonstrate commitment to a cause or belief.
3. For recognition. (We all need that from time to time.)

All of us have volunteered in many activities during our lives. There's no reason to stop now!

Introducing STEMtastics

We all know what a difficult time middle school is. Many students are confused; unsure; and feeling awkward, unsmart, and unattractive. Yet they managed to show up in droves at NOVA Annandale Campus for a wonderful morning of STEM career exploration on a Saturday morning in March.



Co-Chairs Judy and Suzanne

They and their parents heard Dr. Karen Bushaw-Newton, a biology professor at NOVA talk, about what it's like for her to teach and parent, getting both her students and her children excited about doing outdoor things related to biology. She referred to her childhood and playing with both Barbies and TinkerToys and bringing animals she had found into the house. She encouraged the girls to make "why" one of their favorite words.

Swetha Prabakaran, a junior at Thomas Jefferson High School for Science and Technology and founder of Everybody Code Now!, gave the keynote address. Her theme was "If you can't see it, you can't be it." Young women need to see more females as role models in technical fields. Instead of always using photos of men and boys at computers, we need to see women and girls. While Bill Gates and Steven Jobs are instantly recognizable, people should know about Rear Admiral Grace Hopper, who played an important role in developing early computers,

and Megan Smith, Chief Technology Officer of the U.S. and a former vice president at Google.

While there will be an enormous need for people in tech fields in the future, women are leaving these areas and aren't inclined to choose them in college. Hopeful news for the future, Swetha pointed out, is that the grand prize winners at four of the last five international Google Science Fairs have been young women. Swetha herself makes a terrific role model for what girls can accomplish in STEM fields before they finish high school!

STEMtastics 2016: *Inspiring Middle School Girls to Pursue STEM Careers*

Keynote speaker Swetha Prabakaran, a junior at Thomas Jefferson High School for Science and Technology, spoke to a capacity crowd of 500 middle school girls and parents attending STEMtastics 2016 at NOVA-Annandale Ernst Center auditorium on Saturday, March 12.

Here are some statistics about the girls attending:

- FCPS provided the addresses for parents of 13,799 FCPS middle school girls.
- We reached 11,928 of those by email.
- Amazingly, almost half of those receiving the email opened it.
- Registrations were received from 36 different schools.
- We cut off registrations at 374 more than two weeks before STEMtastics.
- 75% of those registered (284) attended.
- 200 parents attended.

Each student was scheduled for her top three picks of workshop categories:

- We recruited presenters for 22 workshops in four categories: science (7 workshops), technology (5), engineering (6), and math (4).
- 45% of students made science their top choice and 92% attended a science workshop.

- Only 1 in 6 made math their first choice and just over half attended a math workshop.
- Technology (22%) was a more popular first choice than engineering (16%). About 75% of the girls attended both technology and engineering workshops.

The presentations and workshops were immensely popular with attendees.

- Parent workshops were highly rated, especially the keynote speaker and panel of undergrads, which received over 90% good or excellent ratings.
- Student workshops had averages of more than 4 out of 5 points on three questions.
 - Q1: Overall, I would rate the presenter(s) as excellent.
 - Q2: The presentation increased my interest in STEM.
 - Q3: I would recommend this workshop to other students.

Joan Dimengo, Membership Table

It was an honor to represent our branch at the membership table at STEMtastics. Mostly I loved getting to meet so many parents who came to talk to us before, at breaks, and at the end of the morning. We received many thanks for being among the hosts of STEMtastics. Women shared stories of how limited their choices seemed to be when they considered careers.

It was wonderful to have so many fathers come and talk to us about what AAUW does and what our mission is. These were very interested and engaged dads. How wonderful, too, to have daughters know that their dads are supporting them.

I loved seeing all the girls pour out of the auditorium as they headed to their sessions. Their bright, smiling faces reminded me why I

loved teaching middle school!



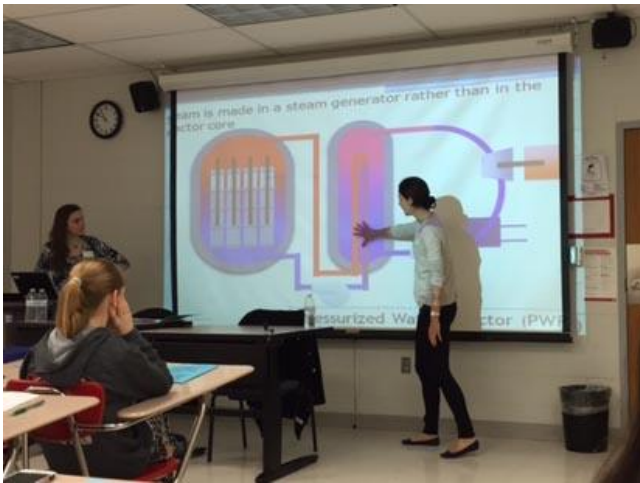
Working the Membership Table

Kelly Espy, Lunch Manager

We provided lunch for the presenters and volunteers after the workshops were completed. It was a good opportunity to sit down and share a meal with folks who have similar interests and agree on goals for our next generation of working women. I am glad we ordered extra lunches so the presenters who had children with them were able to eat lunch together. Folks seemed to like the idea of being able to have a salad or sandwich for lunch and also liked the idea of a box lunch. Lemonade was all gone by the end so that was a big hit.

Jan Humphrey, Student Workshop Aide

I was lucky enough to be assigned to a workshop led by Laurene Dobrowolski and Christina Hamm, a mechanical engineer and a nuclear engineer, who work for a consulting company on a variety of projects primarily dealing with generating electric power. This is not a career that readily lends itself to hands-on activity! But the women had a good PowerPoint presentation, were personable and approachable, and interacted with the students during their explanation of power generation.



Engineering Workshop

I couldn't tell for certain what the girls were thinking; perhaps being cool is not letting your enthusiasm show. But they seemed very focused and attentive. In each group, three or four students seemed very much on top of the topic and the issues. And they are still in middle school!

Judy Weltz, Grandmother of Parent Session Panelist



Judy

I was very proud to have my granddaughter Lauren Schwartz participate in the panel at

STEMtastics. Lauren is an accomplished engineering student at Virginia Tech. She was able to bring the perspective of a female as well as that of a successful graduate of Fairfax County Public schools to the discussion.

I enjoyed hearing her speak to the importance of parents' assistance and participation in their daughters' STEM activities. I was personally touched by Lauren's "shout out" to my own daughter and son-in-law for helping to nurture her interest in STEM. Lauren said she would be honored to participate in future STEM activities with AAUW.

Ending the Rape Kit Backlog

The U.S. Department of Justice recently made available \$45 million in grant money to help communities end the backlog of untested rape kits that exists in many jurisdictions across the country. Imagine an assault survivor's reaction after she has been victimized, undergone an emotional procedure to collect physical evidence and provide a statement, and then been ignored by law enforcement as though no crime had been committed. These women deserve a chance to obtain justice for what they have endured.

The Sexual Assault Kit Initiative (SAKI) has been providing funds for several years and has a record of starting proceedings in thousands of sexual assault cases. In Detroit, for example, many cases had been closed before the kits were tested, sometimes with "blame-the-victim" reasoning (victims were prostitutes or they hung out with the wrong kind of people). With the test results from 10,000 kits in hand, law enforcement agents were able to make more than 2,000 DNA matches, identify 729 possible serial rapists, and have 26 convictions so far. The evidence is linked to crimes committed in 40 states. A program in New York City has had similar success.

SAKI's goals encompass more than law enforcement, fortunately. They include training in responding to assault survivors' needs and advocacy as well as understanding the nature and extent of sexual assault.

A New Slant on the Gender Pay Gap

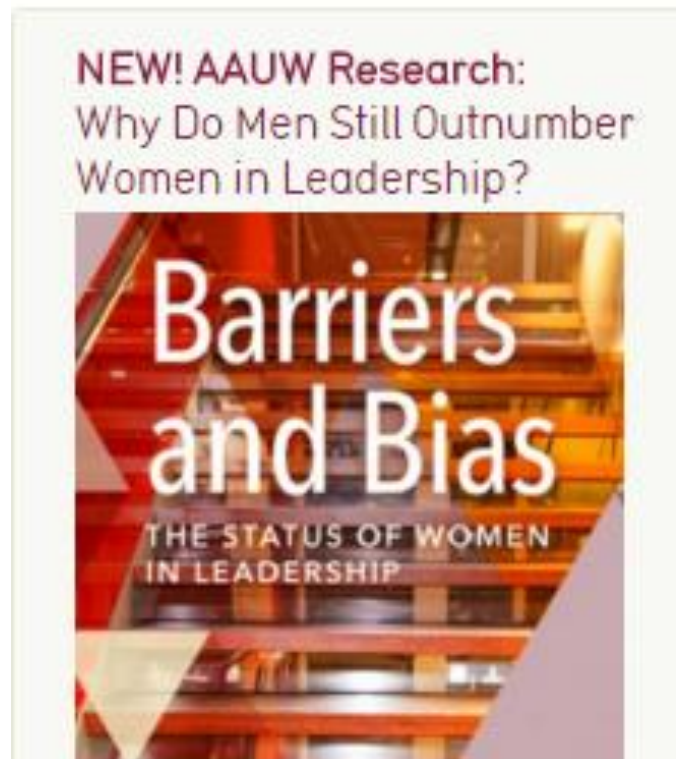
A recent *New York Times* article highlights research that provides a possible explanation for why the gender pay gap is so persistent. Using census data from 1950 to 2000, a period when the workforce gained large numbers of women, it appears that as women took jobs in an occupation, the wages of those workers decreased, even when education, work experience, skills, race, and geography were controlled for. It is as though once women began doing a particular job, the work became less valued.

Examples of this phenomenon include recreation work, which became increasingly female between 1950 and 2000, where hourly wages dropped 57 percent. Wages in biology dropped 18 percent as more women joined the field. Computer programming went from being a menial, mainly female occupation to a largely male one, and wages and status rose.

Women have increasingly moved into white collar jobs rather than blue collar occupations. But they haven't necessarily benefitted from higher wages. White collar jobs require more and less flexible hours. It is known that workers who want flexibility in their jobs are disproportionately penalized in their earnings. Of the 30 highest paying jobs, 26 are male dominated. On the other end of the spectrum, 23 of the 30 lowest paying occupations are female dominated. It is also true that if a job involves care-giving, such as nursing or preschool teaching, wages are likely to be lower, even when the high number of female workers is controlled for.

Pay Equity Day is April 12 this year. Working women will then have earned as much as their male counterparts did by December 31 last year. Take a moment to reflect.

Source: Claire Cain Miller, "As Women Take over a Male-Dominated Field, the Pay Drops," *NYTimes*, March 18, 2016.



Read it now at
[www.aauw.org/research/
barriers-and-bias/](http://www.aauw.org/research/barriers-and-bias/)

Interest Groups

Afternoon Lit

Wednesday, April 20, at 1 p.m.

Home of Prativa Prasad

9030 Scott Street, Springfield

balramprasad@gmail.com

703/866-4038

Please let Prativa know by Sunday, April 17, if you plan to attend. The group will discuss *The Girl with No Name*, by Marina Chapman.

Great Decisions–Salon Discussion Group

Friday, April 10, at 12 noon

Home of Kay Corbett

7226 Clifton Road, Clifton

Kaycorbett1@msn.com

703/222-6012

We will be discussing “The Kurds,” the third topic in the 2016 Foreign Policy Association briefing book. If you have not already ordered your book, you can obtain one on line. We will also be watching the accompanying DVD, which always gives a great summary of the material.

Please let Kay know if you will be coming to the meeting. Bring a light lunch. Drinks and dessert will be provided by the hostess.

Musical Notes

Friday, April 29, at 1 p.m.

Home of Olga Burns

10623 Timberidge Road, Fairfax Station

rubato12@aol.com

703/239-2876

We have not yet decided on which opera we will watch, but it will be another lovely production from the large library of DVDs we inherited from Sylvia Castelnovo. Please let Olga know if you can come.

Night Owls

Tuesday, April 12, at 6:30 p.m.

Home of Gale Rodgers

6010 Deep Lake Way, Burke

gale.rogers@denkifuro.com

703/938-0520

Light supper will be followed by our discussion of *The Madonnas of Leningrad* by Debra Dean, led by Joan Dimengo. Please let Gale know if you will be attending.

New members are always welcome! Please contact Paulette Miller for more information at 703/250-0876 or psmiller10847@verizon.net

Calendar

AAUW of Fairfax City Board Meeting

Thursday, April 7

Home of Gale Rogers

Equal Pay Day

Tuesday, April 12

AAUW of Virginia Conference

Saturday–Sunday, April 16–17

Herndon, Virginia

AAUW of Fairfax City Annual Banquet

Wednesday, May 18, at noon

Springfield Golf & Country Club

Membership Renewal Deadline

June 30



Read more at

www.aauw.org/2016/03/18/masculinity-isnt-leadership/

Our Mission

Advancing equity for women and girls through advocacy, education, philanthropy, and research.

**AAUW—FAIRFAX CITY BRANCH
MEMBERSHIP APPLICATION and RENEWAL**

Membership is open to all graduates who have a two-year, RN, four-year, or higher degree from an accredited institution. AAUW values and seeks a diverse membership.

You can join or renew online at www.aauw.org. Click on *Membership*> *Join/Renew*> *Branch Member*. Follow the prompts. We are "VA3042 Fairfax City."

Or, Complete the application below and mail it with your check to the treasurer.

Name: _____

Address: _____

City, State, Zip: _____

Phone: (H) _____ (W) _____ (C) _____

E-Mail: _____

Degree: _____ College: _____ Field: _____

Degree: _____ College: _____ Field: _____

This information will be published in our directory and newsletter, unless you indicate items to omit.

DUES: \$82 (\$49 national, \$15 state, \$18 branch) for membership through June 30, 2016.

Note: \$46 of the national dues is tax deductible.

If transferring from National Membership or another branch, submit dues to the treasurer:

If your National membership expires in 2015, remit \$82.

If your National membership expires in 2016, remit \$33.

Contact Joan Dimengo: C 703/203-2765 H 703/815-1586 or email jdimengo@gmail.com for verification of the dues amount.

AAUW ID #, if known: _____

Dues enclosed for transfer: _____ National membership expiration date: _____

Make check payable to AAUW—Fairfax City Branch.

Send this form and your check to the treasurer: **Dottie Joslin**

11110 Del Rio Dr.

Fairfax, VA 22030-5339

j.joslin@verizon.net or 703/591-9035

Would you be willing to bring someone to our meetings and events if she lives in your area? Yes or No

Do you need transportation to our meetings and events? Yes or No

Branch Website: <http://fairfaxcity-va.aauw.net/>

Officers:

President: Gale Rogers
gale.rogers@denkifuro.com

Program Vice President:
Olga Burns
rubato12@aol.com

Membership Vice President:
Joan Dimengo
jdimengo@gmail.com

Secretary: Vacant

Treasurer: Dottie Joslin
[djioslin3@verizon.net](mailto:djoslin3@verizon.net)

AAUW Funds and Scholarship:
Paulette Miller
psmiller10847@verizon.net

Communication: Leslie Vandivere
lvandivere@cox.net

Newsletter Editor: Jan Humphrey
dandjhumph@aol.com

Web Manager: Leslie Vandivere
lvandivere@cox.net

Branch Event Chairs

Book and Author Luncheon:

Barbara Klementz
brbklm5@verizon.net
Suzanne Mahoney
suzanne070946@mac.com

STEMtastics: Suzanne Mahoney
suzanne070946@mac.com

Interest Group Chairs

Afternoon Literature: Jean Arnold
arnoldjh52@aol.com

Night Owls: Paulette Miller
psmiller10847@verizon.net

Salon Discussion Group : Kay Corbett
kaycorbett1@msn.com

Musical Notes: Olga Burns
rubato12@aol.com



Penny C. Welke
ATTORNEY AT LAW

Crickenberger & Welke
Fairfax Commons, Suite 71B
3921 Old Lee Highway
Fairfax, Virginia 22030

Area Code: 703
Telephone: 691-8900
Fax: 691-1088
3921Law@vacoxmail.com



FAIRFAX CITY
(VA) BRANCH

13825 Baywood Ct.
Centreville, VA 20120