



**Fairfax Branch AAUW Holiday Party**  
**December 10, 1–4 p.m.**  
**Home of Dianne and Gerard Blais**  
**5211 Gunpowder Road, Fairfax**

Join us for holiday merriment and good fellowship at our annual December get-together. All members are invited to attend and partake of delicious food (check the last *Focus* for details) prepared by food maven Kelly Espy. There is no agenda, but we promise a heavy assortment of lively discussions, holiday cheer of both liquid and personal varieties, and glorious entertainment supplied by members. Bring a friend or significant other or come as a single to enjoy the festivities!

Please send your check made out to Kelly Espy to her at 5814 Spruce Grove Court, Haymarket, VA 20166, by **December 2**. The cost is \$20 per person.

**An Insider's View of the National African American Museum of Art and Culture**  
**Dr. Johari Rashad**  
**Saturday, January 20, 1 p.m.**  
**Kings Park Library**  
**9000 Burke Lake Road, Burke**

The Fairfax City and Springfield-Annandale branches of AAUW will jointly sponsor a meeting on January 20 focused on the newest national museum on the Mall, The National Museum of African-American History and Culture (NMAAHC).

The meeting will feature docent and museum and history expert, Dr. Johari Rashad and is open to the public. Dr. Rashad will discuss the purpose of the museum, its design, the training of docents, the process of raising money and collecting artifacts, the museum's impact on visitors, its ongoing value and purpose, and her memorable experiences as docent. Our speaker earned her Ph.D. from Howard University in Organizational Communications and has spent her career working in career



development and employee training. Dr. Rashad's presentation will present a unique experience for those of us living in the D.C. area: we who have visited NMAAHC will be able to place our experiences in context. And those who have yet to secure tickets to the museum will have added incentive to do so. You are encouraged to bring friends and neighbors to take advantage of this unique opportunity.

### From the Branch President

We have an urgent need for leadership in the following areas:

- Vice President for Programs
- Secretary
- Book & Author Luncheon for next year's event
- STEMtastics for next year's program



Can you help with one of these? Co-chairs are welcome. We can't continue to operate as we have been without the support of more members taking on these leadership roles. The Board is meeting to discuss other options to present to the membership if we don't get leadership help. Please consider whether you would be willing to do more for AAUW Fairfax City Branch.

—Gale Rogers

### Book & Author Luncheon, Volume XXVI

On a bright, sunny October Saturday morning, the branch held its 26th annual Book & Author Luncheon, which serves as its major scholarship fund raiser. A mesmerized crowd of enthusiastic guests swarmed around tables of spectacular Silent Auction baskets and other items, assembled by energetic AAUW wrappers. The Silent Auction crew did an amazing job putting together not only an attractive presentation but also a financially very successful part of the event.

The guests clearly enjoyed hearing from our five authors, each of whom expressed pleasure at having been invited to come to the luncheon. We sold 38 books, which the authors inscribed. We were especially pleased to have our very own past president, Myrna Brown, who traveled from her North Carolina home to be with us. Members were happy to get caught up on her new writing career.

Gale Roger warmly welcomed everyone and announced that Barbara Klementz would be stepping down from a job she enjoyed for many years. Gale had calculated that in those years, over \$40,000 had been given out in scholarships. Our reservations crew, led by Sonia Esteve, did an outstanding job making this part of the luncheon run smoothly and professionally. What a magnificent job AAUW Fairfax City branch has done in encouraging women who are completing their education. It show how committed we are to supporting women's education and in promoting AAUW values. Many thanks and congratulations for all the hard work done and for another successful and enjoyable fund raiser.



### How Do We Fund Scholarships?

Almost since the founding of the Fairfax City Branch of AAUW, we have raised funds to support local scholarships and AAUW national programs. In the early years, we sold hot dogs and brownies at the annual Fairfax City arts and crafts festival. Then, for several years we held a used book sale. For over 25 years our fundraiser has been our entertaining and informative annual Book & Author (B&A) event. In recent years we have increased our proceeds from the luncheon by adding the Silent Auction, with its many gorgeous baskets and intriguing items. Many members contribute their time and energy toward our fundraisers, and luncheon guests generously support our efforts. We all have a great time at this event, conversing with friends, hearing authors' stories, and having authors autograph the books we buy.

We award much more now to recipients of our Beverly Anderson Scholarship than we did in the early years. The recipients, selected by our scholarship committee, are remarkable women who are completing their undergraduate degree at George Mason University after a break in their education.

The branch donates part of the funds we raise to the AAUW Fund. This national unrestricted fund supports AAUW's programs. They include legal advocacy, research, salary negotiation workshops, leadership training, STEM program support, college programs, and other initiatives.

How did we do this year? Sonja Palomaki reported that net proceeds from the Silent Auction are an amazing \$4,300. To date, overall net proceeds, including the silent auction, are about \$6,900. However, significant expenses are still outstanding. After paying these bills, we still will be able to meet our goals to donate to the AAUW Fund and offer a generous scholarship.

— Dottie Joslin



### Hail to the Queen!

Barbara Klementz, known to our branch as the Queen of the Book & Author Luncheon, is abdicating. After 23 years at the helm of our major fund raising event, Barbara will turn over this job to someone else. She has maintained this event as an entertaining and profitable occasion, able to raise goodly sums for scholarships and donations to the national association. Under Barbara's leadership, the luncheon (formerly a brunch) has always had a certain amount of class and a lively spirit. She has the gratitude of the membership for a job well done for almost as long as we can remember.

What will happen now? Will someone (maybe *you*) step forward to lead the planning? Will a committee divide up the necessary tasks? Will the event take a different form or continue on with minor changes? Will we be able to keep it going? These are all unknowns at the present, but we will need answers soon if there is to be a 27th Book & Author event next year.



### Gender Pay Gap in Academia for Physicists

Men in physics in higher education earn about 18 percent more than women. When you eliminate disparities due to employment sector, postdoctoral experience, and age, 7 percent of the gap is due to gender, according to a survey by the Statistical Research Center at the American Institute of Physics.

Several factors can affect the occurrence of the gap.

- Women don't negotiate for their salaries as aggressively as men do. Professional skills training in pay negotiations would help. For example, saying "I want more money" is not as effective as "This will benefit my project." In addition, the obnoxiousness threshold is different for men and women. One female faculty member says that assertive men are seen to be demonstrating their self-worth, while women are perceived as "bossy."
- Pay raises happen at several points in an academic career, such as at hiring, with promotions, with tenure, with prestigious awards, and accompanying leadership positions and outside offers. A small pay difference at hiring becomes greater at each point. The old boys' network tends to reward men with these advancements.
- Salaries are often increased when an offer from another university or laboratory is matched by the current employer in order to retain the physicist. Women are less likely to apply for these job changes, in part because of the time and effort involved. Their partners may also be in academia, which makes a job change more complicated. So women sometimes lose out on these pay raises.

Studies such as this can help to pin down the roots of the gender gap in a variety of employment areas. There is doubtless overlap with other areas both in and out of academia. What they don't do is provide solutions to help women entering the job market to at least start with a level playing field.

Source: Toni Feder, "Salaries for female physics faculty trail those for male colleagues," *Physics Today*, 11,24 (2017); <https://doi.org/10.1063/PT.3.3760>.

### Virginia Women's Equality Regional Summit

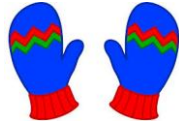
On Saturday, December 9, 2017, from 9:30 a.m. to 4 p.m., the Virginia Women's Equality Coalition is sponsoring the Virginia Women's Equality Regional Summit at the DoubleTree Midlothian in Richmond (1021 Koger Central Blvd., Richmond). The summit will provide a space for Virginians to learn how to use the momentum from November's election to affect actual policy changes in the General Assembly. There will be guest speakers, interactive panel discussions, workshops, and trainings. The Summit is a fantastic opportunity to network and learn more about the status of women across the region. General Admission tickets are \$15, and student tickets are \$7.50. Here is the link to register: <https://progressva.actionkit.com/donate/WEC-summit-2017/>. Scholarships are available by contacting Gina Baldwin at [Gina@ProgressVA.org](mailto:Gina@ProgressVA.org).



### **New Nominee for Office for Civil Rights in Education Department**

The nominee for the head of the Office for Civil Rights in the Department of Education is Kenneth L. Marcus. If confirmed, he will replace Candice Jackson, who has served in an acting capacity. Mr. Marcus's current position is "president and director of the Louis D. Brandeis Center for Human Rights Under Law and a visiting professor at Baruch College of the City University of New York." From 2003 to 2004 he was assistant secretary of education for civil rights under President George W. Bush. He has particular expertise in anti-Semitism in higher education.

Source: Catherine Morris, "Trump Nominates Kenneth Marcus to Lead Office for Civil Rights," *Diverse Issues in Education*, October 26, 2017.



### **Why Should We Give to AAUW Funds?**

A question that arises, especially among newer members, is, "What is AAUW Funds and why do we give to them?" McLean Area Branch member Nancy Richardson, who has 36 years of experience with McLean's book sales (serving many times as chair, as well as twice branch president and as state president in the '90s), recently replied to that question with as good an answer as we've ever read. Here's Nancy's response:

Dear Virginia,

I may not be the best person to answer your question, but I have strong feelings when it comes to our funds allocation. When I first joined the branch, we chose to give 80 percent of our book sale net to AAUW's Educational Foundation. Not long thereafter, interest in local college scholarships arose. In response, the branch set aside money for these scholarships and began giving AAUW's Educational Foundation only 66 percent. As interest in the local scholarships grew, the branch again responded, agreeing that at least 50 percent of our net would be used to support AAUW Funds (new name for Educational Foundation), with much of the rest designated for local giving.

Many members think local scholarships and awards provide more visible community outreach, give the branch more control over use of the money we earn, inspire young girls, and give women in need the financial support that enables them to return to college to complete their degrees.

Others point out that Virginia AAUW and our branches have contributed more than most at the national level. We've supported AAUW research into learning and have built multiple AAUW endowments that support, and will continue to support, postgraduate education for women. It's long been felt that AAUW's support for postgraduate education is a strong driver of systemic change because the women selected to receive this money are among the best and the brightest, women whose future work may well affect millions of people.

Another AAUW iron in the fire includes support for female college educators justifiably seeking but denied tenure, redress for discrimination, and justice in sexual harassment cases. Often women are not able to stand up alone against a college or university's money and power. Recently AAUW expanded this support to women in the work place. Virginia AAUW has regularly contributed funds for this work as well.

Most recently, AAUW launched a series of far-reaching projects aimed at young women, projects focusing on STEM education, landing a good job, negotiating fair pay, learning how to run for campus office, and more. What a boost for this population!

What I've written thus far may not cover all that entire AAUW Funds do, but what is certain is that we are branches of AAUW, not independent clubs. We subscribe to AAUW's mission, goals, and efforts to support women and girls. Without AAUW we'd simply be another gaggle of women, a small group with relatively small clout, and likely a group destined for the dust heap. Through its extensive network, trusted national reputation (especially on Capitol Hill), and multiple diverse efforts to support women and girls, AAUW gives us life, and a highly respected life at that.

Bottom line, let's continue to support the many talented women and girls who've come before our branches and wowed us with their determination and accomplishments, but let's never forget the true source of our widest reach and greatest success for women, AAUW.

Nancy



### Latest AAUW Publication

AAUW has just published a new cutting-edge document, *Playbook on Best Practices: Gender Equity in Tech*, in collaboration with Dell. It contains strategies for increasing the number of women employed in computing and engineering professions. The strategies are grouped into three major categories: supporting an inclusive talent pipeline, building equity into job recruiting, and creating and sustaining a winning culture for all. You can download the report from the AAUW website ([www.aauw.org](http://www.aauw.org)). Check it out!

### A Postscript on Veterans Day

Did you know . . .

- More than 2 million veterans are women—about 9 percent of the total.
- Of new recruits, women make up 20 percent.
- They are 18 percent of active duty forces.
- Women's components of each branch of the armed forces were established in 1948.
- Instances of women in combat occurred as early as 1775, when Prudence Cummings Wright formed a militia in Pepperell, Massachusetts.

Source: Jerri Bell, "Female Veterans," *Washington Post*, 11-12-17.

### Membership Roster Updates

#### Kelly Espy

Delete home phone. Add (C) 703-403-0263

#### Silvia Fenton

Delete home phone. Add (C) 757-208-7012.

#### Suzanne Mahoney

1325 N Allen Pl Apt 422  
Seattle, WA 98103-7559

[suzanne070946@mac.com](mailto:suzanne070946@mac.com)

## Interest Groups

### Afternoon Lit

Tuesday, December 12, at 1 p.m.

*Note change of day to Tuesday.*

Home of Georgia Koliopoulos  
8410 Greeley Boulevard, Springfield

[Gkoliopolos1@gmail.com](mailto:Gkoliopolos1@gmail.com)

703/644-5432

The hostess will provide beverages and dessert. Please let Georgia know by Sunday, December 10, if you plan to attend. The group will discuss *February House*, by Sherill Tippins.

Wednesday, January 17, at 1 p.m.

Home of Jean Golightly

10701 Howerton Avenue, Fairfax

[jeancgo@aol.com](mailto:jeancgo@aol.com),

703/591-9363

The hostess will provide beverages and dessert. Please let Jean know by Sunday, January 14, if you plan to attend. The group will discuss *The Pigeon Tunnel*, by John Le Carré.

Looking ahead, the selection for February is *Behold the Dreamers* by Imbolo Mbue.

### Great Decisions–Salon Discussion Group

Friday, January 12, at 12 noon

Home of Kay Corbett

7226 Clifton Rd., Clifton

[Kaycorbett1@msn.com](mailto:Kaycorbett1@msn.com)

703/222-6012

We will be discussing the seventh and eighth topics in the 2017 edition of the Foreign Policy Association's briefing book for our January meeting. The topics are Afghanistan/Pakistan and Nuclear Security. All members are welcome to attend. We will listen to a 30-minute DVD on each topic followed by a discussion.

Please let the hostess know if you will be attending. She will provide dessert, drinks, and snacks.

### Lunch Bunch

Wednesday, December 6 at 11:30 a.m.

Blue Iguana, 12727 Shoppes Lane, Fairfax

Wednesday, January 3, at 11:00 a.m.

Coastal Flats, 11901 Grand Commons Avenue, Fairfax

Please email Gale Rogers ([gale.rogers63@gmail.com](mailto:gale.rogers63@gmail.com)) if you can make it.

### Musical Notes

Friday, December 1, at 1 p.m.

Home of Olga Burns

10623 Timberidge Road, Fairfax Station

[rubato12@aol.com](mailto:rubato12@aol.com)

703/239-2876

We'll gather in December to enjoy a performance of Verdi's *La Traviata*. This is probably his favorite work with memorable melodies and a heart breaking story. Bring your hankies. Please let Olga Burns know if you can make it at 1:00 for a delicious dessert.

January's opera has not yet been decided.

### Night Owls

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

Home of Gale Rogers

6010 Deep Lake Way, Burke

[gale.rogers63@gmail.com](mailto:gale.rogers63@gmail.com)

703/938-0520

A light supper will be served, followed by our discussion led by Jan Humphrey. Please let Gale know if you will be attending.

Tuesday, January 9, at 6:30 p.m.

Home of Ida Portland

10810 Glen Mist Lane, Fairfax

[idaport@verizon.net](mailto:idaport@verizon.net)

703/352-0125

We will be discussing *A Man Called Ove* by Frederick Backman. A light supper will be served at 6:30 followed by the discussion of the book led by Dianne Blais.

New members are always welcome! Please contact Paulette Miller for more information (703/250-0876; [psmiller10847@verizon.net](mailto:psmiller10847@verizon.net)).

Upcoming:

February Sat. (TBD), 2018 - *Americanah*, by Chimamanda Ngozi Adichie

March 13, 2018 - *A Rose*, by Louise Erdich

April 10, 2018 - *The Tea Girl of Hummingbird Lane*, by Lisa See

May 8, 2018 - *The Story of a New Name*, by Elena Ferrante

**Warm wishes to members and their families this holiday season.**





**AAUW—FAIRFAX CITY BRANCH  
MEMBERSHIP APPLICATION**

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

You can join or renew *online* at [www.aauw.org](http://www.aauw.org). Click on *Join* (or *Membership*). Under Branch Member, click on *Join/Renew*. 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: \_\_\_\_\_

DUES: \$77 (\$49 national, \$15 state, \$13 branch) for membership through June 30, 2018.

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

TRANSFERS: If transferring from National Membership (MAL) or another branch, the dues you owe may differ. To learn the correct amount of dues, contact:

Sue Manganiello, Membership V.P., [smango54@yahoo.com](mailto:smango54@yahoo.com), 703/764-1453, or

Dottie Joslin, Treasurer, [j.joslin3@verizon.net](mailto:j.joslin3@verizon.net); 703/591-9035.

Membership expiration date: \_\_\_\_\_ AAUW ID #, if known:

\_\_\_\_\_

PAYMENT: Make check payable to *AAUW—Fairfax City Branch*.

Please send this form and your check to the branch treasurer:

Dottie Joslin  
11110 Del Rio Drive  
Fairfax, VA 22030

*AAUW promotes equity for all women and girls through advocacy, education, philanthropy, and research.*

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

**Officers:**

President: Gale Rogers  
[gale.rogers63@gmail.com](mailto:gale.rogers63@gmail.com)

Program Vice President:  
Dianne Blais  
[dianneblais@aol.com](mailto:dianneblais@aol.com)  
Kitty Lou Smith  
[kittysmith@cox.net](mailto:kittysmith@cox.net)

Membership Vice President:  
Sue Manganiello  
[smango54@yahoo.com](mailto:smango54@yahoo.com)

Secretary: Anita Light  
[anita.light95@gmail.com](mailto:anita.light95@gmail.com)

Treasurer: Dottie Joslin  
[j.joslin3@verizon.net](mailto:j.joslin3@verizon.net)

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Newsletter Editor: Jan Humphrey  
[dandjhumph@aol.com](mailto:dandjhumph@aol.com)

**Branch Event Chairs:**

Book and Author Luncheon:  
Barbara Klementz  
[brbklm5@verizon.net](mailto:brbklm5@verizon.net)

STEMtastics: Gale Rogers  
[gale.rogers63@gmail.com](mailto:gale.rogers63@gmail.com)

**Interest Group Chairs:**

Afternoon Literature: Jean Arnold  
[arnoldjh52@aol.com](mailto:arnoldjh52@aol.com)

Night Owls: Paulette Miller  
[psmiller10847@verizon.net](mailto:psmiller10847@verizon.net)

Salon Discussion Group: Kay Corbett  
[kaycorbett1@msn.com](mailto:kaycorbett1@msn.com)

Musical Notes: Olga Burns  
[rubato12@aol.com](mailto:rubato12@aol.com)

Lunch Bunch: Gale Rogers  
[gale.rogers63@gmail.com](mailto:gale.rogers63@gmail.com)



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ATTORNEY AT LAW

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