



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

Website: <http://marquette-mi.aauw.net> Facebook: [AAUW Marquette Branch](https://www.facebook.com/AAUW-Marquette-Branch)

## Convener's Corner



### Happy February to All

I write this before Ground Hog's Day, but somehow I know what he'll predict!

Meanwhile, I look forward to seeing you in person at our upcoming Branch Meeting. Leslie has another stimulating, informative program planned for us; see her article for details.

It is time for each of us to consider how we'll contribute to the Book Sale in April. Renee Leow and her committee have determined that we gave the Peter White/AAUW book sale pairing a 2-year try, and it is now best to resume our Spring Book Sale on our own. Renee will be looking for tireless volunteers to help with donation pick-up and publicity beginning March 1, 2023. Let's all do our bit to make this major scholarship fundraiser the best ever.

A reminder: the board voted unanimously to apply the \$500 from the award-based Martha Griffiths fund to our need-based scholarship fund, now focusing on non-traditional women at NMU. We will continue to find ways in which the Marquette Branch can continue to honor Martha Griffiths and her legacy.

*Meg Goodrich*  
November/January Convener

### Tadych's MarketPlace Receipts

**Please Remember:** Receipts dated prior to December 6, 2021, will no longer be accepted, and receipts must be turned in within 2 years of the purchase date. Please bring eligible receipts to any in-person meeting you can attend, or you can mail or drop them off to me at 617 W Hampton St, Marquette 49855.

*Meredith Kulisheck*

### NEXT MEETING:

THURSDAY, FEBRUARY 9, 7PM

## Women and Girls in STEM



AAUW is committed to expanding opportunities for women in Science, Technology, Engineering and Math (STEM) fields. These professions, which tend to pay better than many others, tend to be disproportionately male. AAUW notes that this underrepresentation can feed itself.

Still girls have fewer role models [in the STEM fields](#) and fewer examples in [media](#) and [popular culture](#). This reinforces stereotypes of these specialties as [masculine](#). [One study](#) estimates that if girls had the same number of women inventor role models that boys have of male inventors, the gender gap in innovation could be cut in half.

[\(https://www.aauw.org/issues/education/stem/\)](https://www.aauw.org/issues/education/stem/)

### *In person at the*

## WOMEN'S FEDERATED CLUBHOUSE

Thursday, February 9, at 7:00 pm

Join us at the for a discussion of women and girls in STEM. We'll explore the changes that we're seeing in different age and educational levels. We'll also discuss the potential impact of these changes.

Our panelists include:

- **Ellen Koski**, NMU Institutional Researcher and Strategic Plan Coordinator (and AAUW Marquette member!)
- **Chris Standerford**, [MiSTEM Network](#) Regional Director

*Leslie Warren*  
Program Vice President



## Public Policy News

AAUW public policy

priorities are up for evaluation. **Every two years members vote on which federal action issues AAUW will focus their advocacy.** We have a chance to suggest edits until February 3 at [aauw.org](http://aauw.org). From the comments submitted, there will be refinement, specificity and little substantive change from the 2021-2023 list. Members will vote on the proposed public policy priorities this Spring. AAUW Michigan public policy priorities are developed by the AAUW public policy committee and aligned with those of National. They are approved by the AAUW Michigan Board. Mary Pollock suggested she and Virtual Lobby Corps assign a **hierarchy**: **1. Low** = follow and report on status for information only. **2. Medium** = follow, report on status and with the approval of the President and Public Policy Director approval indicate support or opposition if there is a hearing or request for AAUW's position. **3. High** = follow, report on status, with President and Public Policy

Director's approval actively engage with bill sponsor, and advocates, prepare written and oral testimony. Urge AAUW members to contact committee members or their own legislator.

**AAUW is celebrating passage of the Pregnant Workers Fairness Act (PWFA).** The Senate passed it December 22, and President Biden signed it into law December 29, 2022. It is to be included in the upcoming Budget bill. PWFA requires employers to provide accommodations allowing pregnant workers to keep working and follow their doctor's orders. This significant legislation took AAUW members and their allies 10 years to accomplish.

**The Michigan Senate moved bills to end child marriage in Michigan out of committee** to raise the minimum age for marriage to 18. However, these bills were not taken up by the full Senate. The bills will have to be reintroduced in this current

legislature starting the process over again. What is the minimum age for marriage in Michigan? With a judge's approval, there is no age limit. I think the youngest of recent record was 14. These bills had bipartisan support. We can hope this 102<sup>nd</sup> Michigan Legislature will be more efficient. Among the bills introduced the first day of their legislative session January 11 were HB 4006 of 2023 which **repeals the penalty for administering with intent to procure miscarriage**, SB 0003 of 2023 which **increases Earned Income Tax Credit**, HB4003 of 2023 which includes under the **Elliott Larsen Civil Rights Act sexual orientation and gender identity or expression** as categories.

Governor Gretchen Whitmer's State of the State address gave us good reason to hope. Her proposals roll back retirement tax, boost working families tax credit, offer preschool for every 4-year-old. She proposed repealing laws which ban access to reproductive health care. She promised to address gun violence. As Governor Whitmer said herself, "Let's get it done!"

*Karlyn Rapport  
Public Policy Representative*



## Attention Book Lovers!!!

The AAUW Book Group will meet two more times before taking a summer break. Books for March and April are *The Agitators* by Dorothy Wickenden (March 2nd) and *The Handmaid's Tale* by Margaret Atwood (April 6). Meetings begin at 12:30 p.m. (location varies), and we always have a Zoom option. Please contact Karen Rudisill for details if interested. Please join us! We'd love to see a few new faces!

*Karen Rudisill, Book Club Chair  
[karen.rudisill@gmail.com](mailto:karen.rudisill@gmail.com)*



**AAUW's  
NMU  
SCHOLARSHIP  
CAMPAIGN**

*Thank You!*

That gratitude is extended to all who contributed to our NMU Scholarship Campaign. We have exceeded our fundraising goal! Your generosity and your commitment to our mission is outstanding. Your contributions will provide financial support to women in need seeking a future fueled by higher education.

Who knows what stories our recipients will tell of their challenges, goals, and future accomplishments. We do know that in this chapter of their lives, we have given a gift toward happy endings. And that thank you? They will be sending it back with resounding volume.

**P.S. It is never too late to contribute.** Donations are accepted throughout the year. Write your check to AAUW–Marquette Branch and mail to: Ruth Ziel, 734 Lakewood Lane, Marquette, MI 49855  
Memo: Scholarship

*Les Bek  
NMU Scholarship  
Campaign Co-Chair*



**Marquette County Resource Guide  
to Support Diversity, Equity,  
Inclusion, and Belonging**

Northern Michigan University is creating and embracing a university-wide culture of inclusion and belonging for all members of the NMU community. We recognize that diversity, equity, inclusion and belonging (DEIB) do not simply exist with a statement but rather must be sewn into the fabric of our university culture and values and must be

interconnected with the larger communities surrounding our campus.

To further support and enhance this work, we are in the process of compiling an inventory of community-based resources that will better support current and new NMU students, faculty and staff members (and their loved ones)-- along with ALL members of the Marquette County community-- to make connections, get involved, and nurture our community.

**We could really use your help by sharing local resources you know of that support diversity, equity, inclusion and belonging using this form:**

<https://forms.gle/dG9gaMf78Hhqc6M86>. These could be events, educational programs, networks and social groups, or other supports available within the City of Marquette and/or throughout Marquette County. There are no wrong answers, and these will all be vetted and organized before going public-- any information you provide will be valuable to us.

Once the resource guide is compiled, we will email you a link to the website where the guide will be maintained and encourage you to use it and share widely.

Thank you, *Ellen Koski*  
[ellkoski@nmu.edu](mailto:ellkoski@nmu.edu), (906) 227-2376



**Calling all  
AAUW members!**

It's time to begin asking family and friends for their gently read books, games, puzzles, CDs, DVDs  
**for the April book sale!**

**And so it begins...**



*Renee Leow  
Book Sale Coordinator*

## Important changes to our NMU Scholarships and the Martha Griffiths Award

On December 12 the AAUW Board of Directors met to discuss the future of our AAUW need-based NMU scholarship and Martha Griffiths award. ***The scholarship committee presented the Board of Directors with two recommendations: eliminate the Martha Griffiths Award and change the focus of the NMU need-based scholarship to non-traditional students.***

The Martha Griffiths Award has been presented to an outstanding senior at NMU *since 1982*. The award amount has changed over the years, ranging from \$75–\$500. While this award was created to honor the work of Martha Griffiths *it has become unwieldy to execute*. In the past two years the scholarship committee began to question if the honoring Martha Griffiths was sufficiently in-keeping with the mission of AAUW, or if those dollars would be more appropriately used if they were funneled into the need-based scholarship that our chapter also funds.

Following a comprehensive discussion, the board members in attendance voted unanimously to eliminate the Martha Griffiths award and donate \$500 from operating funds instead to our need-based NMU scholarship. The board then discussed

ways in which the AAUW of Marquette could continue honoring Martha Griffiths and her legacy.

The scholarship committee also recommended changing the focus of the need-based scholarship to non-traditional women. In 2022, the committee received 35 applicants for this scholarship. Past practices of the board in choosing which applicant would be awarded the scholarship, included taking into consideration extenuating circumstances such as divorce, dependent children, eldercare, etc.

The scholarship committee realized that any applicant who applied as a non-traditional student ended up ranking higher than those who were traditional students. The Board of Directors expressed support for this idea and discussed at length the meaning of the term non-traditional student. This scholarship is for non-traditional women at NMU, therefore the board decided to link the definition used in our AAUW scholarship to the one used at NMU <https://nmu.edu/dso/CommuterHome>.

The Board voted unanimously to make this change to the scholarship focus. The scholarship committee will continue to revise and improve the application process leading up to 2023 application period.

*Andrea Ingmire*  
Scholarship Committee

Anyone with ideas on how  
the AAUW Marquette Branch  
can continue to honor Martha Griffiths  
should bring their ideas to Meg Goodrich.





## Time Management

In case you haven't developed any New Year's resolutions yet, here are some procrastination habit breakers you can use to work faster (smarter) in 2023 and beyond.

### Divide and Conquer.

Break big projects into small pieces and do one every day. Say you have to write a report: Day 1, pull the files; Day 2, make an outline; Day 3, draft the introduction; Day 4, draft the conclusion, and so on.

### Give It Ten.

Set a timer for ten minutes-then give your full attention to a project you've been dreading. Give yourself full permission to stop when the alarm sounds. At least ninety percent of the time you won't want to stop because you will already be involved.

### Punch Holes in It.

Pick *any* aspect of a task and do it. Then set everything aside and try another aspect later. (Computers are ideal for "punching holes" in a big writing project. Can't figure out how to start? Write the conclusion first, or copy in all the quotes you plan to use, or type in all the chapter and section heads you think you'll need.)

### Find the Handles.

Start by organizing the project mentally. Think through what tools you'll need, who you'll need to contact, how much time you'll need and take notes. You'll be more ready to tackle the project intelligently.

### Remove the Reward.

Don't let procrastination be a pleasant experience. If you usually stall by socializing or drinking coffee, cut it out. If you must procrastinate, do it in unpleasant conditions. Figuratively lock yourself into your space. No coffee. No visitors. On the other hand, *do* promise yourself a reward for completing a task you find unpleasant.

### Make Commitments.

Set a firm deadline for finishing your project and tell others what it is. If you have to find volunteers for an upcoming event and you're avoiding calling potential workers because you don't think you're good at it, call a friend and ask them to set up a list for you with two calls scheduled each day for the next four days. You are more likely to be spurred to action by a target date if others are involved.

### Jog Your Memory.

We often "forget" things we're avoiding. Put "do first" papers in a red folder on your desk. Star the most important items on your "to do" list. Clear your desk of everything but the one thing you *must* do. Use any gimmick that works to keep you on track.

### Develop a Routine.

Confirmed procrastinators usually work in a "feast or famine" pattern. Combat this tendency by scheduling frequent tasks for regular times. Do writing tasks between 9:00 and 10:00. Return phone calls between 11:00 and 12:00. Do a sorting/cleaning task on Tuesday afternoons.

Adapted from "Management: Taking Charge of Time." *Human Resources and Aging Newsletter* (Brookdale Center on Aging of Hunter College/CUNY) 3 (Summer 1994): 13-15.

*Marge Forslin*  
Board Member and Newsletter Editor