

REAL WOMEN RUN

AAUW UTAH REPORT 2015

Real Women Run is an organized group of women (about 15) who are working to promote the ideas of women being involved in a political campaign and possibly choosing to run for an office or seeking a committee position with a government/community entity.

The percentage of women in the legislature has been shrinking. We need to make sure that the 50% of the population who are women have a voice in our governments.

The workshop in March was for women who had decided to run to positions such as county commissioner, city councils, etc. The women who were choosing to be supporter for a candidate were also welcomed to the event.

The topics included:

- Media and Messaging
- Campaign and Field Organization
- Fund Raising
- Research and Demographics (who are your prospective voters?)

RWR would like to start a group in St George.

Dr. Susan Madsen is an active member of our committee and brings wonderful information to us. Most of the committee members are current or past politicians. The chair of the state League of Women Voters is also a member. Our group is nonpartisan and the events that are organized have about 50% speakers from each party. The events provide a wonderful opportunity for the women to network with women who have a similar goal.

We are now seeing that some of the women who came to the training are filing to run for office in coming municipal elections, which is the goal of Real Women Run and AAUW of Utah.



AWE+SUM CAMP Forecast, 2015

- by Sue Nissen, STEM Chair and
AWE+SUM Camp Volunteer Coordinator

AWE+SUM Camp Begins a New Decade

AWE+SUM Camp will begin a new decade this summer for 70 eager campers from widely diverse areas of Utah who will enter 8th grade next fall. In the past ten years, over 800 girls have benefitted from their science/math/tech camp experience, and many of them are now in colleges or universities, a few of them actually at Westminster College in SLC. (The journey from AWE+SUM to college requires six years.)



2005 camper & Westminster grad is a counselor in 2014

AAUW has been fortunate to partner with an institution with so many female faculty in the STEM fields. Since its inception, all camp workshops are presented by these gender role models. Westminster students in math, science, and technology fields are recruited as counselors for both day and night shifts. The camp budget includes stipends for faculty and students.

The Spring, 2015 issue of "Westminster Review" featured "Westminster Women Lead the Way in Tech Education." A portion of that feature article gave AWE+SUM Camp Director Dr. Carolyn Connell an opportunity to highlight the camp and the partnership with AAUW. She was quoted as follows: "AWE+SUM offers girls a week of workshops designed to ignite their interest in math and science." What a great acknowledgment of our program!



Dr. Carolyn Connell leads Math Mobiles workshop



In chemistry lab campers test bacteria growth

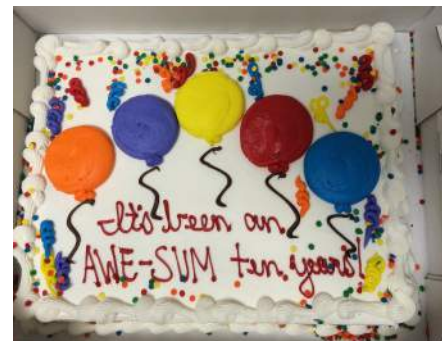
AAUW's STEM leadership circulated a survey recently, which I completed for AAUW of Utah's STEM project – which IS AWE+SUM Camp. We can be very proud of our efforts for STEM education in Utah, both of AWE+SUM Camp in the north and the St. George Branch sponsored eSmart camps and Tech Savvy project.

AWE+SUM Camp dates for 2015 are June 17-20. Application information is available on the Westminster College website, www.westminstercollege.edu.



2014 AWE+SUM campers

Volunteer helpers with registration, workshops, closing events, and check-out procedures are currently signing up from both Wasatch and Salt Lake City branches. I will be delighted to add more names to the list.



2014 10th anniversary cake



**\$tart \$mart
Workshop
University of Utah
March 11, 2015**

As part of Women's Week, the Eccles School's Women in Business group co-hosted a \$mart \$tart workshop to teach how to set a personal budget, determine salary benchmarks and negotiate for a first salary out of college.

The gender wage gap — which in Utah means a woman makes 70 cents for every dollar a man makes — is often immediate, meaning women often start at a smaller salary than their equally qualified male peers. That gap continues to grow as bonuses, raises and benefits are often determined by a percentage of current salary. Over a lifetime of working, women make about \$1 million less than their male counterparts.

The \$tart \$mart workshop encouraged women to get the best starting salary they could because it affects their raises and bonuses for a lifetime.

The three-hour workshop, facilitated by Sally Hoffelmeyer-Katz of the American Association of University Women, detailed the tools and tips necessary for women to get the salary they deserve. Here are some of the take-home messages:

Before you apply for a job

Benchmark your salary. Before you begin applying for jobs, know how much you should expect to get paid. Use resources such as wageproject.salary.com to see how much people with your desired job title make in your area. Do market research to know a reasonable salary expectation.

Determine your personal budget needs. List out all of your expenses to determine how much money you need to make to pay your bills. Visit paycheckcity.com to determine how much your take-home pay will be based on a gross salary.

The negotiating process

After you have been given a job offer — and only after — should you discuss salary. Follow the Three T's for the best results:

Tone. Be positive, persuasive and flexible. Salary is a discussion about your qualifications and the employer's needs. Don't make it an argument.

Tactics. Never be the first to name a salary figure. Let your future employer do it, and then you can counteroffer. Always emphasize your value to the company. Don't use personal reasons for why you deserve a certain wage. Show what you can provide to the company.

Tips. Be yourself; anticipate objections; don't get personal. Remember, salary is based on four things: assessment of your capabilities, employer's budget, market rates for the job and your ability to negotiate