



American Association of University Women
 Lake/Sumter Branch, Inc.
 Learn – Connect – Support

November 2024

Presidents' Message



Greetings Everyone,

With the month of November, we think of the autumn harvest. Harvest has traditionally referred to the gathering of crops. For Lake/Sumter AAUW

it is time to begin a selection of new leaders. The nominating committee will begin the process of receiving nominations and contacting members to serve on the 2025-2026 AAUW board. If you are contacted by the nominating committee, please consider serving. Remember, for our branch to continue moving forward and provide the opportunities we offer, your involvement matters and makes a difference.

Special thanks to the AAUW members and spouses who worked on Election Day through the Adopt-a-Precinct Program. Your hard work earned \$2,500 for our branch and provided valuable service to the Sumter County community.

We will be returning to the Allamanda Recreation Center for our November 23 General Meeting. This month, local historian Beverly Steele will be sharing information about the rich history of the nearby community of Royal.

December 7 is our Holiday Luncheon. Be sure to reserve your seat to enjoy the delicious food and fun

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times to kick off the holiday season. See the flyer on page 15.

We look forward to seeing everyone at Allamanda. Be sure to buy your tickets for the drawing for the lovely bracelet donated by Gold in Art.

Wishing you all a very happy Thanksgiving!

Bonnie Weaver and Jennifer Thompson
Co-Presidents
Lake/Sumter AAUW
Learn – Connect – Support

501(c)(3) and You

As the end of the year nears and you decide on your charitable contributions, please keep AAUW Tech Trek and Scholarship on the list.

Beth Hicks
501(c)(3) Implementation Co Chair



LEARN

Meetings and Programs

November General Meeting

**Saturday, November 23, 2024
Allamanda Recreation Center**

Doors open at 9:30 a.m. for coffee and conversation
Program starts at 10:00 a.m.



The community of Royal is located near Wildwood, FL, and is one of Florida's oldest African American communities. In 1998, Beverly Steele, Royal historian and activist, founded Young Performing Artists, Inc. (YPA), a not-for-profit statewide corporation based in Royal that supports youth involved in performing and visual arts.

Ms. Steele was raised in Royal and will talk about its history, the YPA, and efforts at preserving this historic community.

Ms. Steele is the recipient of numerous awards including the Sumter County Community Hero Award. She currently resides in Royal with her husband Cliff Hughes.

December Holiday Luncheon

Please see the flyer on page 15 of this newsletter and get your reservation in for this fun annual event.

Public Policy



Recent data show a growing gender pay gap. AAUW's latest analysis of gender pay gap data from the Current Population Survey found that women working full-time, year-round earned 83% of what men earned in 2023, a *decline* from the previous year's 84%!

Although there were increases in real earnings for both men (3%) and women (1.5%), the gender pay gap has widened, even more for women who are not working full-time. Even as our country experiences job growth, women, especially women of color, continue to be pushed into lower wage jobs.

“This is more than a lingering frustration,” notes Gloria L. Blackwell, CEO of AAUW. “The persistence of the pay gap as the economic recovery unfolds shows how deeply entrenched these inequities are.”

AAUW's broader analysis of women's earnings, including part-time and seasonal workers, revealed an even wider gap: Women overall were paid just 75% of men's wages in 2023, down from 78% the previous year. This disparity disproportionately affects women of color, as AAUW's breakdown highlights. For every dollar paid to white, non-Hispanic men,

- Latina women earned only 51 cents.
- Black women earned only 64 cents.
- White women earned only 73 cents.
- Asian American women earned only 83 cents.

These data underscore a grim reality: Women still face a pay gap that has, at best, stagnated over the past several years, and now is showing signs of getting worse. The gender pay gap means that a full-time working woman loses out on an average of \$11,550 annually — money that could be used for education, savings, childcare or retirement. For some women, particularly those who work part-time, or women of color, the financial disparity is even worse.

“These inequities are not perpetuated due to individual women's choices,” said Blackwell. “They stem from policies that fail to support working women, including the lack of paid leave, affordable childcare, and comprehensive pay equity laws and practices. It's time we have a serious conversation about how to fix this.”

“We cannot allow these disparities to continue unchecked,” Ms. Blackwell said. “AAUW recognizes this is a systemic problem, and we won’t stop fighting until all women are paid fairly and have the support they need to build secure, equitable futures for themselves and their families.”

P. S. Let’s remember that the gender pay gap lives on in retirement with that pay based on annual earnings.

Elizabeth White & Susan Laluk
Public Policy Co-Chairs

Diversity, Equity, and Inclusion



The DEI Committee is pleased to announce planned programs for this year. Great Reads, Banned Books and Movie discussions will continue. These three programs, along with the March 2025 General Meeting, will be unified under a single theme: Communicating Across Cultures. The theme emerged from the responses to the survey conducted last month. Our intent is to create an atmosphere where our members are comfortable with diversity as our branch works toward diversifying the membership.

The Great Reads book for November will be *Where Colors Meet: A Tapestry of Black and White: Stories of Courage, Connection, and Transformation* by The SISTers of Seeking Insights for Solutions. (See below for more information about this book.) The same book will be used for a Banned Books discussion in January. In February, we will host a Movie discussion with viewings of selected videos focused on navigating uncomfortable conversations.

The SIS group will be the program presenters for the March General Meeting. This presentation will be the culmination of our themed programming as the SISTers will help us learn ways to bring diverse people together for thoughtful, respectful discussion. After this presentation we will see if there is any interest in forming a group to pursue the skills discussed.

Watch the website and future newsletters for more information about these programs.



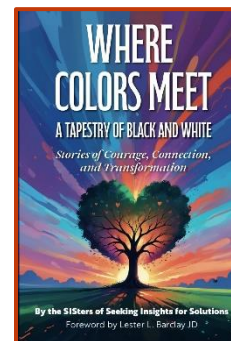
November is National American Indian Heritage Month. This year is the 100th anniversary of the Indian Citizenship Act of 1924. This important legislation granted citizenship and the right to vote to Native Americans regardless of tribal affiliation.

Great Reads from DEI

Where Colors Meet: A Tapestry of Black & White: Stories of Courage, Connection & Transformation (published September 19, 2024)

By SISTers of Seeking Insights for Solutions

This compelling anthology delves deep into the complex themes of race relations, equality, and social justice. Created by Seeking Insights for Solutions (SIS), a group of women united by a shared mission of fostering understanding and respect across racial lines, this collection brings together personal stories that explore both our differences and our shared humanity. Through the diverse voices of SIS members, this book invites readers to ignite empathy, spark meaningful discussions, and inspire lasting change in their communities.



Twenty-six of the SIS members contributed their stories to this anthology. They reside in Florida, but most are from other parts of the U.S. and beyond, including Africa, Canada, Central America, and the Caribbean. With careers in journalism, social work, psychology, business, education, medicine, government, technology, and art, they have brought a variety of experiences to bear as they seek insights for solutions.

Praise for *Where Colors Meet*:

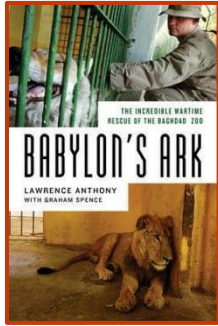
- "SIS is trying to create bridges, not only to each other, but hopefully to our society."
- "The stories will both break your heart and fill you with hope for the future."
- "This book will foster an environment for a healthy discussion on a sensitive topic."
- "What truly stands out is the book's ability to gently push each reader to embrace kindness, empathy, and respect for everyone they encounter."

Jacquie Latzer, Co-chair, Diversity Committee, Lake/Sumter Branch AAUW said, "It is the common threads among us that bind us. SIS is a spark that will light the fire toward change, uniting us all. *Where Colors Meet* is sure to inspire others to adopt and implement the SIS model."

Book Summary courtesy of Amazon.com
Paperback available from Amazon.com at \$12.99

Get a head start on reading it now in preparation for the DEI Committee's Banned Books Reading Group discussion in January 2025.

Book Club



The Book Club will meet on Wednesday, November 20 with a discussion of *Babylon's Ark* by Lawrence Anthony.

The club will meet at 10:30 a.m. in the conference room at the Sheriff's Office Annex located at the corner of 466 and Morse Boulevard. All members are welcome to attend.

2024-2025 Book Club Selections			
<i>Date</i>	<i>Book</i>	<i>Author</i>	<i>Discussion Leader</i>
11/20/95	<i>Babylon's Ark</i>	Lawrence Anthony	Kate Manion
12/11/24	<i>Holiday Luncheon</i>		
1/15/25	<i>Tom Lake</i>	Ann Patchett	Anne Wilkens
2/19/25	<i>The Girl Who Wrote in Silk</i>	Kelli Ester	Judy Reinhardt
3/19/25	<i>The Latehomecomer: A Hmong Family Memoir</i>	Kao Kalie Yang	Linda Carpenter
4/16/25	<i>An Unfinished Love Story</i>	Doris Kearns Goodwin	Katie Haviland
5/15/25	<i>Remarkably Bright Creatures</i>	Shelby Van Pelt	Marge McQuestion

Great Decisions

We are planning to hold the *Great Decisions* discussion group again this year. This is an activity prepared every year by the Foreign Policy Association in New York, a non-partisan association which analyzes issues from a geo-political and historical perspective. We use their prepared text and read one chapter per week.

During our meetings, we discuss the reading and watch a video on the topic which expands on the readings. Members of the group in past years have found the experience very worthwhile and often a real stretch from how we thought of the issues in the past.



We will have two groups on different days. Our schedule will be 9:00 a.m. to 10:30 a.m. on either Monday or Tuesday (your choice) for 8 weeks. Our meetings will begin on

Monday, January 20 (yes, I know that's MLK day) and Tuesday, January 21. The meetings will continue for 8 weeks and end on March 10 and 11.

Our meeting place will be The Sumter Country Villages Annex Conference Room at 8033 East CR 466 near the corner of Morse Blvd.

Here are the *Great Decisions* 2025 topics:

- American Foreign Policy at a Crossroads
- U.S. Changing Leadership of the World Economy
- U.S.-China Relations
- International Cooperation on Climate Change
- The Future of NATO and European Security
- AI and American National Security
- India: Between China, the West, and the Global South
- After Gaza: American Policy in the Middle East

We had a very active group last year, and we would like to have even more participants this year. Please encourage your friends and significant others, both in and out of the AAUW group, to join us.

I have already ordered the books at the bulk rate. If you were not able to register in time for the bulk-rate order, you may still participate, however, you will need to order the book online from the Foreign Policy Association yourself.

AAUW members can still join the group without charge (other than buying the book), but an extra participation fee of \$20 will be charged for non-AAUW members who would like to join us.

If you have not registered yet but would like to participate, please email me with your name, contact information, and your choice of Monday or Tuesday. And if you are a non-member, then please mail me your check. Please email me with any questions or to enroll at kurusu99@hotmail.com!

See you there.

Christine Loken-Kim
Great Decisions Coordinator

CONNECT

Membership

New Members

Please welcome the following new members and add their contact information to your (newly printed) Membership Directory.

- **Vicki Bealman**
3027 Dafoe Terrace, The Villages, FL 32162
(352) 571-04232
Liberty University, MS, EdS, PhD
Dana
Gilchrist
Dr.Vicki@FABOWSoftwareSolutions.org

- **Karen Berger**
1948 Ladyfish Avenue, The Villages, FL 32162
(703) 568-7736
University of Maryland, Far East Division, BA
Pennecamp
kmberger47@gmail.com

Membership Directory

To accommodate member requests, we have printed the 2024-25 Membership Directory. It is available for \$5.00; contact Membership Co-Directors Leslie Flanders or Terri Slotterback to get yours. The printed directory is current as of October 14, 2024, and will not be re-printed this year.

Our online directory is updated regularly as we welcome new and renewing members to our branch. Please check your entry in the directory, located in the Members' Pages of our website (www.lakesumteraauw.org), to make sure your information is correct and complete. If you need the password for the Members' Pages, email Linda Carpenter to request it.

Members can also send a photo to go with their entry. The photo should be a headshot in .jpeg format; it can be sent as an email attachment. Email Linda with any changes to your entry.

Downloading the Directory and Saving to your Desktop

Once you have the password, you can access the Members' Pages of our website and download the current directory to your computer's desktop. Instructions for downloading the directory are posted in the Members' Pages.

Website

Our Branch website (<https://www.lakesumteraauw.org>) has been updated, with particular emphasis on the Members Pages. You will find resources for current branch

administration as well as branch archival documents. But members who are contemplating more active participation will want to visit our Leadership Resources. This information provides after-action reports on past fundraisers, position descriptions, and marketing materials among other resources for branch leaders.

We will add to these materials as new programs and events are planned and implemented. Our intent is to provide readily accessible resources so future leaders won't have to start their work from scratch.

Work will now begin on our digital scrapbook. If you would like to work on this project or have suggestions about digital scrapbooking, please contact me...I'd love to hear from you.

Linda Carpenter
Webmaster

Social Interest Groups

Bridge

Please contact Barbara Fidler if you are interested in joining the bridge group.

SUPPORT

Fundraising

Once again Ritchie Kluesener, owner of Gold in Art, has donated a beautiful piece of jewelry to support our branch fundraising efforts. Please support the scholarship committee by asking your friends and neighbors to participate in our drawing. See the picture below of the beautiful 18 karat yellow gold bracelet consisting of 9 1/4" rope textured circles within 9 highly polished circles. The retail value of the bracelet is \$3,200.00.



The end of this newsletter on page 13 has your personal flyer and donation form to support our scholarship fund by selling tickets to friends and neighbors.

Tech Trek



The Tech Trek Florida Summer Camps are a wonderful opportunity for girls entering 8th grade who have expressed a strong interest in STEM fields. The girls participate in a variety of core classes and workshops which focus on various STEM careers. They also attend a STEM women's dinner at the camp where they interact with professional women in STEM careers.

The Lake/Sumter Branch was able to provide the funds necessary to send 13 girls to the 2024 Tech Trek Summer Camps. Our branch sent more girls this past summer than any other Florida branch!

To send girls to the Summer Camps, your help is needed. Consider being involved in this important endeavor by either volunteering to be a member of the Tech Trek Committee and/or donating to specifically support Tech Trek.

Contact Sue Hanson-Otis, Tech Trek Coordinator, if you are interested in being a member of the Tech Trek Committee.

Scholarship

Lake/Sumter AAUW currently is helping seven deserving women complete their education.

- Allyson Ricketts is attending the University of Florida on line and is studying design.
- Evelyn Oyabdel has three semesters left to complete her nursing degree at Lake Sumter State College.
- Victoria Vasquez is attending Beacon College and hopes to be a school social worker.
- Fiona Clifford is also attending Beacon College and is hoping to work in behavioral technology with special education students.
- Kelli-Ann Wallace will graduate in May 2025 from Lake Sumter State College with a bachelor's degree in business. She may go on to graduate school.
- Charity Bishop will also graduate in May 2025 from Lake Sumter State College with a degree in Organizational Management.
- Kayla Stryker will begin her studies in January.

As you can see, we are making a difference in these women's lives.

In the Spring we will begin the process again of selecting our next group of scholarship winners. What we can offer them and how many women we can help will be determined by the success of our fundraising. Please send in your drawing ticket names and funds as soon as possible. Remember they make good Christmas gifts.



**American Association of University Women
Lake/Sumter Branch, Inc**

Learn – Connect – Support

Welcome back! Let's gear up and make this a special AAUW year. There will be a place for everyone. Come to a meeting and get involved!

Editor: Beth Hicks
aauwsnews@gmail.com

AAUW Websites

Local: <https://lakesumteraauw.org>
State: <https://aauw-fl.aauw.net>
National: <https://www.aauw.org>



American Association of University Women
Lake/Sumter Branch

Lake/Sumter AAUW Scholarship Fund

Help worthy young women complete their college education with AAUW scholarships, while giving yourself and your friends a chance to receive this stunning 18k gold bracelet.



Past recipients of Lake/Sumter AAUW Scholarships have had this to say about their awards:

- “Being awarded the AAUW Scholarship has opened more doors for me and broadened my mindset...” Kelli-Ann W.
- Evelyn O. is originally from Chile and is the first in her family to attend college.
- “All my accomplishments have been made possible because ...the American Association of University Women has given me the opportunity to pursue my goals through their generous support. I am beyond grateful for this inspiring group...” Jordan T.

Someone will be gifted with this beautiful piece of jewelry, valued at \$3,200, which has been donated by **Gold in Art Jewelers**. Why shouldn't it be you? Or one of your friends, a family member, or a neighbor?

Using the attached form, clearly write the name of each donor (including yourself if you are donating), the amount of the donation, and the donor's email address. For each \$10 donated, a card with the donor's name on it will be entered into a chance drawing.

If the donation is made by check, also write the check number on the form. Donors should make checks payable to **AAUW Lake/Sumter**. Mail the form with the donation(s) to: Susan Gold, 3022 Dafoe Terrace, The Villages, FL 32163-2597

Visit our website www.lakesumteraauw.org for additional forms.



Donation Form

Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				
Name:	Amount		Check #	Email:
Phone:				

<i>For Administrative Use Only</i>					
Form #		Total		Date Received	Date Confirmed
_____		_____		_____	_____

AAUW Holiday Luncheon

Francesco's Restaurant

16770 S US Hwy 441 Summerfield, FL

Saturday, December 7, 2024

11:30 am - 1:30 pm

\$22 per person

Salad, Entree, soft drink, tax, gratuities

TORTELLINI DELLA NONNA

Tri-colored tortellini, red meat sauce, mozzarella cheese

LINGUINI PORTOFINO

Baby shrimp, scallops, portobello mushrooms, sauteed w/garlic
in white wine, light marinara sauce & linguini

CHEESE RAVIOLI

Jumbo cheese ravioli w/ marinara or Alfredo sauce

CHICKEN or FISH PICCATA

Chicken breast or fish w/ capers in lemon butter sauce & capellini

EGGPLANT PARMIGIANA

Breaded eggplant, mozzarella baked w/ marinara sauce & spaghetti

Send check **before 12/1/14** to:

Kathy Howe
1391 Eagle Ridge Dr.
The Villages, FL 32162