Salary Negotiation Training

Thanks to a $500,000 grant from The Coca-Cola Foundation, the largest corporate gift in AAUW history, we trained more than 102,000 women in salary negotiation skills in 2019 with our Work Smart and Start Smart programs.

The Coca-Cola Foundation grant—along with support from LUNA and the Mooneen Lecce Giving Circle—funded the development and launch of our AAUW Work Smart Online salary negotiation tool, which made the program free to any woman interested in honing her negotiation skills.

Additionally, we partnered with a growing list of localities to bring in-person workshops to women across the country. For example, we launched the “Ask for More” program with the New York City Economic Development Corporation (NYCEDC) and women.nyc to offer AAUW Work Smart salary negotiation training to 10,000 women around the city. Our other city/state partners include Boston, Massachusetts, Pennsylvania, Tempe, Wichita and Washington, D.C. We also teamed up with the Starbucks Global Academy at Arizona State University, which has made the online training program available to its employees worldwide.

“We’re delighted that we’ve been able to help so many women learn to articulate their value and negotiate a more solid financial future,” said Gloria Blackwell, AAUW’s senior vice president of fellowships and programs.

Training women in salary negotiation is one of the many ways AAUW is working to close the stubborn gender pay gap. Women learn how to research pay ranges in their fields and target a realistic and justifiable salary. They’re also taught the best language to use when talking about pay. In surveys taken after the course, participants consistently report that it’s helped them gain confidence and feel comfortable negotiating.

“Obviously this alone won’t close the gender pay gap,” said Blackwell. “But it certainly is helpful for women to push to earn as much as they possibly can based on their qualifications and market value.”
Research

Our studies and reports have long been a cornerstone of AAUW’s work. Aimed at reaching policy makers, opinion leaders and the general public, our research gives us a voice in the national conversation on equity issues.

This year, we updated our hallmark study, *The Simple Truth about the Gender Pay Gap*, with new census data showing that women still only get about 82 cents for every dollar paid to a man. We also updated *Deeper in Debt*, our research examining how student debt disproportionately impacts women.

In November, we released our new report, *Limiting Our Livelihoods: The Cumulative Impact of Sexual Harassment on Women’s Careers*, which is based on data from the Equal Employment Opportunity Commission, a review of academic studies and an exclusive survey of AAUW members and their networks.

In the News

AAUW’s work in 2019 was covered by more than 140 media outlets, including *The New York Times*, *The Washington Post*, National Public Radio, MSNBC, *Time*, *Newsweek*, *Money*, *Fortune*, *The Oprah Magazine* and more. We also raised our profile on social media platforms, garnering over 5 million impressions on Facebook, Instagram, LinkedIn and Twitter. Our popular campaigns included #5WomenYouKnow, designed to promote Work Smart; #AAUWAsks, which solicited helpful career advice; and #FacesofAAUW, promoting our scholars and members.

College Leaders’ Conference

A feeling of positive energy swept through the large auditorium, where more than 800 young women gathered to hear AAUW CEO Kim Churches’ welcome remarks at the annual National Conference for College Women Student Leaders (NCCWSL).

“You represent the most diverse generation of Americans, and I have high hopes for the great things you will accomplish in the years ahead,” Churches said to a roaring round of applause.

The annual conference, which began in 1983, drew students from 307 colleges and universities around the country this year. The crowd came for a series of workshops and presentations from experts in various fields and disciplines. Speakers included Dr. Tererai Trent, a 2001–02 AAUW International Fellow who is now a world-renowned scholar, humanitarian and educator recognized as Oprah Winfrey’s favorite guest. Best-selling author and feminist Roxane Gay delivered the keynote address.

A highlight was the Women of Distinction (WOD) ceremony, which honored AAUW fellowship alumna Jane Marie Chen, co-founder of Embrace Innovations, a social enterprise startup that helps premature and low birth-weight babies; Sandra Kim, founder of the popular websites *Everyday Feminism* and *Re-Becoming Human Together*; Ashley Nell Tipton, fashion designer for plus-size women; and Lauren Simmons, who distinguished herself by becoming the youngest full-time female trader at the New York Stock Exchange. AAUW Maryland sponsored the ceremony and presented a Maryland Woman of Distinction award to Judy Carbone, AAUW Garrett Branch President.

Participants even had time for a bit of recreation: There was an early morning yoga session, and on the second night of the conference, students headed out for a night in nearby Washington, D.C.

The entire event drew rave reviews. “My favorite was seeing the fire in the eyes of young women who’ve become fearlessly empowered to be themselves,” said one student. “Me included!”
Advocacy

AAUW has been working in Washington, D.C. and in statehouses across the country to promote legislation and policy initiatives aimed at advancing gender equity. Highlights of our federal work include:

AAUW successfully led the effort to pass the Paycheck Fairness Act in the House of Representatives last spring. (The legislation offers a much-needed update to the Equal Pay Act of 1963 by providing new tools to battle the pay gap and to challenge discrimination.) In advance of the House vote on the bill, AAUW coordinated a letter of support from more than 315 federal, state and local organizations; provided technical assistance to members of Congress and their staff; and worked with Republican representatives so that when the legislation passed, it had bipartisan support. Currently, the bill is awaiting action by the U.S. Senate.

AAUW delivered testimony to Congressional committees on the Equal Rights Amendment, LGBTQ anti-discrimination protections and paid family leave. We sent letters to Congress in support of the Building Blocks of STEM Act and on ending workplace harassment. We urged the House and Senate to stop the Title X family planning rule and to support House passage of the Forced Arbitration Injustice Repeal (FAIR) Act. We also signed onto coalition letters on private school vouchers, forced arbitration and full and equal access to athletics for transgender people.

We sent a letter to the Equal Employment Opportunity Commission (EEOC) opposing its decision to stop collecting pay data from employers. Pay data collection sheds light on pay discrimination, an important first step in trying to end it.

We signed on to important amicus briefs that support our interpretations of the Equal Pay Act, including the cases of Aileen Rizo, a math consultant who claims pay discrimination by the Fresno County Office of Education; and Jennifer Freyd, a professor who is challenging the University of Oregon for alleged pay disparity.

Strengthening State Laws

From the soccer field to the U.S. House of Representatives, 2019 brought increased focus on the gender pay gap and ways to close it. This is particularly true in statehouses across the nation. Eleven states passed legislation this year. AAUW’s advocacy efforts helped to make that happen in these states:

- **Alabama**, which had been one of only two states that did not have any state-level pay equity protections, passed its first equal pay law. In addition to requiring equal pay for employees of different races or sexes who perform equal work, the Alabama law prohibits employers from retaliating against job applicants who refuse to provide their wage history.

- **Colorado** became the first state to require employers to include a compensation range in every job posting.

- **Illinois, Maine, New Jersey, New York and Washington** all updated their laws to include a ban on using salary history during the hiring process, a practice that can carry forward past pay inequities.

- **Nebraska** ensured that workers can discuss their salaries without the fear of retaliation. And three additional states—**Maryland, Nevada** and **Wyoming**—raised penalties or increased damages for violations of their existing laws.
Fellowships and Grants

AAUW remains one of the world's leading supporters exclusively for graduate women's education. Since 1888, we have given more than $115 million in fellowships, grants and awards to 13,000 recipients from 145 countries.

For the 2019-20 academic year, AAUW awarded about $4.3 million in fellowships and grants to 270 recipients to advance educational and professional opportunities for women in the United States and around the globe. AAUW members have been so generous over the years that the organization now has sufficient funding to support fellows and grantees for the next 50 years. This is a remarkable achievement and point of pride for the organization.

"AAUW has provided funding for women for 130 years," said Churches. "And we know that our fellows and grantees have contributed so much to their schools, their communities and to society at large. We are honored to provide the funding so women can excel in their academic work – and to ultimately make a difference in the world."

Kristin Dillenburger, a Marine Corps veteran pursuing a master’s degree in architecture at the University of Cincinnati, received a Selected Professions Fellowship.

Bashirah Mack, recipient of a Career Development Grant, is an independent multimedia journalist who has covered the opioid epidemic and wrongful convictions.

Elizabeth Devan-Song, Ph.D. studies human-wildlife interactions at Oregon State University. A native of Singapore, she was awarded an International Fellowship.

Women’s Leadership

AAUW's Empower program is a leadership development and networking event that helps women grow personally and professionally in the workplace. This year, AAUW hosted programs in Atlanta, Chicago, Charlotte, Boston, San Francisco and Washington, D.C. Designed to encourage women to explore their personal leadership journeys, Empower supports personal and professional growth and aims to help close the leadership gap.