

Empowering Voters.
Protecting Democracy.

Newsletter for May-June 2022

REACHING LWVCM

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Teacher Retention and Support Crisis Needs Immediate Member Advocacy

Whether or not you participated in the Education Action Team's recent webinar on Teacher Retention and Support, you are urged to join LWVCM's advocacy effort to get North Carolina closer to educational equity. We are determined to keep advocating to ensure every child in North Carolina is given the education they are constitutionally owed.

We look forward to all members joining in that effort.

Reach out to your friends, other organizations to which you belong and your legislators to educate them about the urgency of taking steps to solve the teacher retention problem.

Tell them about the **Comprehensive Remedial Plan** which provides a road map for tackling the issue. Funding the plan would add instructional support staff, teacher assistants and textbooks--all desperately needed in classrooms across the state and, along with pay raises, would help keep teachers in the profession.

If funded, the plan would provide another \$278 million to Mecklenburg alone through 2028. That money would fund 826 instructional support positions, increase textbooks and supplies by 140%, would increase teacher assistants by 762%, add 24 community schools coordinators and add 2,610 pre-kindergarten slots. JUST IN MECKLENBURG COUNTY.

Webinar participants heard Garinger history teacher **Greg Ascianto**, Idlewild Principal **Larenda B. Denien**, Garinger student **Abbie Hancock** and parent **Ana Mariam Carpio** describe what it is like in the schools to have a string of substitutes in the classroom, to have to use lunch time to watch a class without a teacher, to experience high teacher turnover and to be unable to get substitutes. Teachers need support for their trauma arising from the pandemic as well as to be able to help support students experiencing trauma.

Teachers need to know they are respected and trusted.

LWVCM Action team has set out these next steps for action:

● Get informed

Watch the webinar [here](#).

Go to www.everychildnc.org for information about the Comprehensive Remedial Plan and Leandro lawsuit.

● Share your own perspective to raise awareness of the problem.

● Engage with your legislators.

Make phone calls, write letters, attend meetings, invite them to visit school.

● Collaborate with others on advocacy efforts.

● Vote. The primary is May 17.

Go to the League's Vote411.org and see how your candidates answered these two questions:

1) What are your views on how education policy and funding should be addressed in the coming year?

Continued p. 4

In This Issue:

- Page 2 Coming Events
- Page 3 Gender Pay Equity
- Page 4 League Action
- Page 5 New Members
- Page 6 League News
- Page 7 Earth Day
- Page 8 Map to new office

Find updates at goleaguego.org

Vote May 17

Early voting is underway at 16 sites around the county for the May 17 primary election and ends 5/14.

Get election information, check your registration, learn about candidates on your customized ballot.

Go to [Vote 411.0rg](http://Vote411.org)

Mark your Calendar for LWVCM Annual Meeting June 16—IN PERSON

Coming Events

League Talk May 24 Looks at Systematic Racism in Meck. County

League Talk, changed from May 17 to **May 24**, will feature a discussion of "Systematic Racism in Mecklenburg County Government," presented by QC Family Tree, a neighborhood-based community organization, rooted in the Enderly Park in West Charlotte. The virtual meeting on zoom will begin at 7 pm.



The program is based on the 2021 report by the Mecklenburg County Library and was commissioned by the Mecklenburg County Commissioners to research and report on the historically racist policies and practices in our county. The report outlines the deep harm caused, ways the past still affects us today, and ways we can correct these wrongs. You can read the entire report [here](#).

Those attending will participate in identifying restorative measures for restoration and repair. Ultimately, the Coalition for Truth and Reconciliation, which presented to the League in January, and other interested groups will make recommendations to the city and county based on these findings.

QC Family Tree uses cultural organizing to build community for the common good, according to its Facebook page. The neighbors are working at the "intersection of faith, culture and social change."

Look for an evite coming soon to register for the meeting or here at this [link](#).

Combatting Misinformation in Political News June 16

Cheryl Spainhour, a Senior Lecturer in the Department of Communication Studies at UNC Charlotte, will address the LWVCM Annual Meeting June 16 on the timely topic of misinformation in the news. More information about the League's annual business meeting will be in a newsletter sent May 16. This will be League's first in person meeting since our 100th anniversary gala Feb 29, 2020.

Ms. Spainhour teaches undergraduate journalism courses at UNC Charlotte, where she has been since 1998. Her courses include Advanced News Reporting and Writing, Feature Writing, and Introduction to Journalism, as well as Special Topics courses. In 2017 she led a Study Abroad course to London, titled "British Media and Culture," and students created a multimedia website chronicling their visit.

In the fall of 2014, she taught a special topics journalism course, "Covering Poverty in America," and the multimedia website produced by the students won a 2014 **Regional Mark of Excellence Award** from the Society of Professional Journalists.

Spainhour previously worked as a newspaper and radio journalist, and she has also freelanced for various publications. She continues her own journalism education and studies under Pulitzer Prize-winning journalists through the Poynter Institute and is currently studying Digital Journalism with an Emmy award-winning journalist through the Knight Foundation. She also is the editor of the Department's annual EZine and is a member of the Society of Professional Journalists.

Spainhour was the featured speaker in the Civics 101 session on the media.



Coming Up in May, June, July and August

- **May 7, 9-11:30 am - Adopt a Stream Cleanup.** Meet at the lower end of Randolph Road Park, lower fields at 3115 Randolph Rd. Bring water bottle, hiking shoes, insect repellent work gloves. Waders and litter grabbers provided. Parking and restroom on location. **Snacks and laughs guaranteed!** Questions: environment@goleaguego.org
- **May 31, 7 pm via Zoom - LWVCM book club** talking about Being Heumann: An Unrepentant Memoir of a Disability Rights Activist by Judith Heumann. Watch for evite to rsvp.
- **June 16, 5:30 pm—ANNUAL MEETING** in person at new office 1900 Providence Rd., Suite A
- **July 26, 7 pm via zoom—LWVCM book club** discussing Charlotte Walsh Likes to Win by Jo Piazza. (Books read by the LWVCM Book Club are discounted at Park Road Books if you ask for it.)
- **Aug. 21—Charlotte Pride Parade.** There will be a vehicle, and volunteers are needed to march. Leave a message at 704-556-4600 to volunteer.

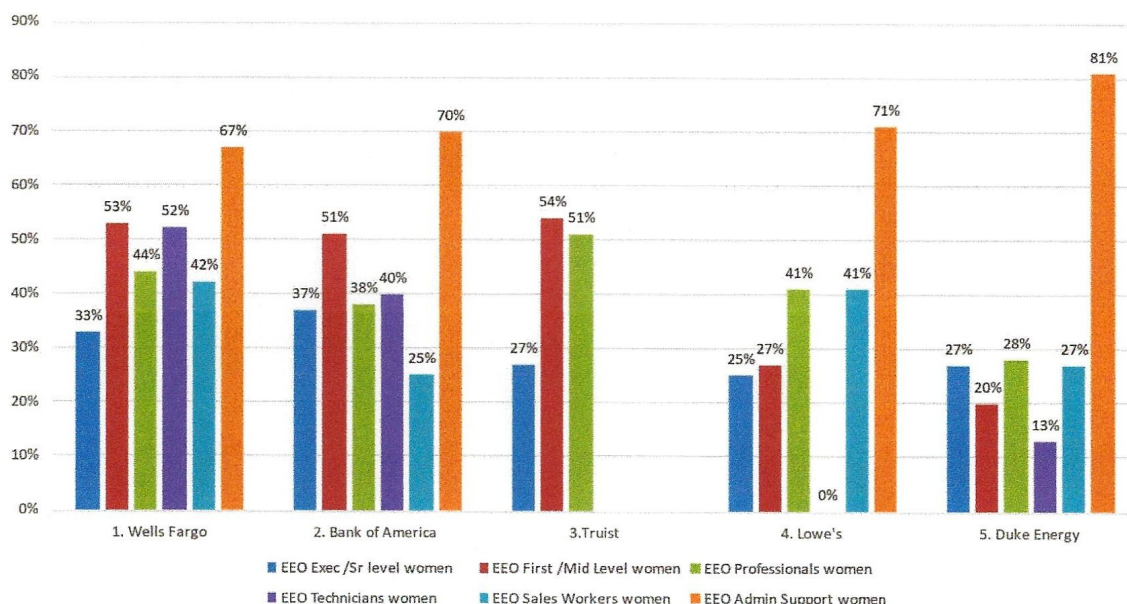
Pay Equity Scorecard Released by Pay Equity Coalition

After two years studying the differences in earnings between men and women at seven of the largest employers in Charlotte and related occupational segregation by sex, the Coalition for Pay Equity (CPE), has published its findings. CPE was spearheaded by LWVCM Women's Issues Action Team led by **Cate Stadelman**. The full Scorecard report and accompanying appendix can be accessed [here](#) on the League website.

Unequal pay shortchanges women hundreds of thousands of dollars over the course of their working life. Further, economists estimate closing the gap would bolster the U.S. economy by more than \$500 billion a year (IWPR Briefing Paper).

Wells Fargo, Bank of America, Truist, Lowe's, Duke Energy, Atrium and Novant were chosen to participate in the survey. Some, even though the firm agreed to take part, provided few responses to such questions as the median base pay for all male employees, for all female employees and the annual median base pay of all male managerial employees, of female managerial employees, of non-managerial male employees, etc.

EEO Data Compared



Companies with more than 100 employees must furnish the Equal Employment Commission data about employees' job categories, ethnicity, race and gender. See a fuller explanation at goleaguego.org.

Cate Stadelman tabulated the responses received and developed the final Scorecard that ranked Wells Fargo number one and the others in the order as listed above. No response put firms at the bottom of the list.

The Coalition, comprised of six other non-profit organizations working on women's issues, set out to expose inequities in pay and work status that lead to the appalling national statistics that **women of all races make 83 cents for every dollar a man earns**. When part-time employees are included, that number plummets to 73 cents. For women of color alone, the figure can drop to 49 cents.

By publicizing the disparities at particular companies, the Coalition hopes to motivate those employers to fix the inequities (they all say they want to) and encourage other companies to do the same. Study after study has shown that disclosing data about pay according to gender almost always results in higher pay for women, not only at the individual company level, but also in wider circles of similar workplaces. A company's reporting of pay by gender forces its leaders to look at their practices and decide if discrepancies are intentional and whether there are remedies that need to be applied. When other companies are aware of competitors' rankings and pay levels, that information can be impetus to consider their own status.

"Measures to improve the quality of jobs held mainly by women, tackle occupational segregation, enforce equal pay and equal employment opportunities, and improve work family benefits for all workers will help the incomes of women and their families grow and strengthen the economy," according to a report of the Institute for Women's Policy Research. ([IWPR](#))

Join the Women's Issues action Team to continue the conversation, participate in events and stay connected on this important work. Contact Cate at Women's Issues [here](#).

League in Action



Spotlight on Jeanne Smith

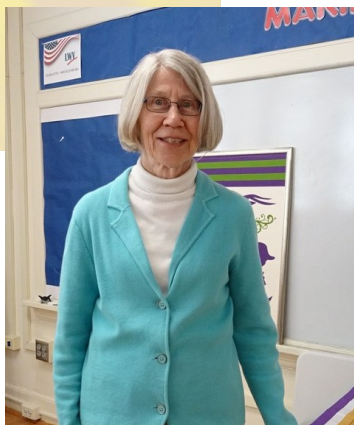
Jeanne Smith is one of the League's unsung heroes who, as a retired educator, has worked tirelessly on education issues for LWVCM since she joined in 2017. Two years later she became co-chair of the Education Action Team with **John Lee**.

She didn't start out teaching but did a lateral transfer to teach biotechnology and facilitate the health sciences at Olympic High School for 13 years before retiring from her second career.

Before that, she worked at Hoechst Celanese until retirement age where she had been a chemical engineer working on developing new products and marketing.

Jeanne was very active in the action team's study of private schools in Mecklenburg County receiving opportunity scholarships and advocacy for legislative accountability and transparency of the funds. As chair, she has been at the forefront of advocacy for full funding of the Comprehensive Remedial Plan developed as a result of the Leandro ruling. The committee is partnering with EveryChildNC to educate the public about the growing problem of teacher support and retention and advocate for legislative action.

While League takes an enormous amount of Jeanne's time, she has a second unpaid responsibility for the Central Fine Arts Academy at Central Steele Creek Presbyterian Church which she co-founded and supervises. The Academy offers free private music and arts lessons to children in the Steele Creek community.



Teacher Retention

(continued from p. 1)

2) What are your views about the tax policies in NC?

The Action Team also is working with LWVNC and leaders of NC PTA to produce a coordinated letter writing campaign to legislators concerning these main points:

- (1) Fully fund Leandro,
- (2) Keep our teachers: they need support to be successful,
- (3) Education equity needed in rural, suburban, and urban districts

In the letter, we will share our concerns and ask the legislators to respond with what actions they will be taking. The urgency is to influence the NCGA leadership and legislators immediately while they are preparing for the Short Session which begins May 18.

Help LWVCM take action now.

Contact Co-chair Jeanne Smith [here](#).

Vote411.org is live

Get election and candidate information at this one-stop site for voters.



Civics 101 team members, from left, Leta Bosc, Connor Choka, Kelly Hofstatter, Shanda Martin, Sara Baysinger, Shannon Mullaly, Stacey Jenkins, Jane Hoffmann and Regan Aduddell

Civics 101 Wraps Up with Media panel

Civics 101 leader **Jane Hoffmann** reported a successful return for the long-running program to educate citizens about local government. Next for the volunteers will be editing sessions of the recorded programs and planning for the fall session that will be both in person and on zoom.

League News

Welcome to New League Members

Bernadine Ford	Carlos Ford
Jane Hicks	Virginia (Jinny) Sullivan
Mary Kelly	Peter Kelly

Transferring from LWV of Union County

Kathleen McKain	Kate Antrim
Sarah Palmer	Charles Palmer
Hayne White	Loretta Melancon
Kay Edwards	Amelie Schoel
Linda Askew	Alphonse Askew
Lisa Walker	Virginia Bjorlin
Bernadette Parker	John Parker
JoAnn Jablonski	Linda Oelschaeger

Thank you very much

To **Sarah and Charles Palmer, Ashby McDonald and Alyssa Lavine** for their generous contributions to the League.

In April LWVCM welcomed 16 members transferring from the former Union County League which has merged with LWVCM. A lunch was held in their honor with **LWVNC President Jo Nicholas** in attendance. Shown are, from left, President **Suzanne Elsberry, Jo Nicholas and former Union President Sarah Parker.**



Co-President Regan Aduddell Resigns; Appointed to Position on LWVNC Board

Regan Aduddell, who has served the past year as co-president of LWVCM, has resigned to concentrate on her position as Voter Services Action Team chair.

Regan was first elected to the LWVCM board in 2019 when she began heading Voter Services. Since then she has worked with numerous other organizations to provide voter information throughout the county, especially to underserved communities, along with ➡

Editor's Swan Song

This edition of the Voter, bimonthly newsletter for LWVCM, is packed with the kind of news and information that has made me so proud to be a League member for so long. Voter Services routinely carry out a dizzying array of activities in addition to registering new citizens to vote. Women's Issues team completed and published a gender pay gap scorecard. The Education Team widened its advocacy for public schools.

These are just a few examples of the significant work being done by League members and committed leaders who are taking action to fulfill the League's mission: **EMPOWERING VOTERS, PROTECTING DEMOCRACY**. If you don't see a specific contact in these pages to get involved, call 704-556-



4600 or go to goleaguego.org to indicate your interest. **Every member** is needed to share ideas and spread the workload.

While the League may not yet be a household name, it is recognized and respected in the chambers of local government and among non-partisan organizations throughout the area, and I feel privileged to have been a part of those efforts.

The Annual Edition Voter to be sent in two weeks with the information you need to participate in the June 16 annual meeting will be my last as Voter editor this time around. I began my latest stretch of writing the newsletter in 2016, learning yet another word processing program. I believe it was my third Voter series for this League, interspersed among other positions while serving on the board. It has been produced in a pdf format so that printed versions could be mailed to our elected officials. I look forward to inevitable changes that will come to the Voter as League migrates to the Club Express technology platform, and I wish the new editor every success.

Lucille Howard

Please note: Membership Renewal Notices for FY 2023 (for members whose memberships expire as of June 30, 2022) will be going out in early June, 2022.

continuing the time-consuming voter registration activities for new citizens. She also headed the CPCC project to produce a program and video on the 19th amendment and was asked to serve as LWVCM representative on the international cohort **Cities for Fortifying Democracy** as the pillar for voting and elections.

As a state board member, Regan will be working with other Leagues in North Carolina.

League News

LWVCM Represented at LWVNC Council

LWVCM was represented at the biennial NC League Council in Morehead City by Co-presidents **Suzanne Elsberry and Regan Aduddell** and member **Pam Liebman**.

LWVCM won a \$200 "We Did It" award for a presentation on gender pay equity that was followed by reporting on the Coalition for Pay Equity Scorecard that had just been released. You can view the video [here](#).



Regan, left, with LWVNC v-p Marian Lewin



Suzanne, left, and Pam take off for Morehead City.



White House Visit

DonnaMarie and Kevan Woodson were recently feted at the White House to watch President Biden sign an Executive Order on Strengthening Access to the Affordable Care Act and Medicaid.

DonnaMarie works with a group called Protect Our Care which put her name forward to President Obama to make a video with him. As a result of the video she was invited to attend the signing of the ACA expansion.

Street Renaming

League members **Dr. Kelly Boykin-Eaves** and her mother, **Maxine Eaves**, were recently cited for pursuing the name change of East-West Hill St. near the Panthers Stadium to Good Samaritan Way in honor of Good Samaritan Hospital built in 1891. It was the first private hospital to provide services to Black residents. Dr. Boykin-Eaves is chair of the C-M Black Heritage Committee. Maxine was recently featured in [Queen City News](#) for her community activism..



Voter Services is busy as groups seek voter registration. Volunteer [here](#).

LWVCM Voter Services team is kicking off a spring round of voter registration at eight high schools, adding Queens Grant to the regular list for events.

New this year at Myers Park High School, the League will be working with AVID students who will have been trained by Generation Nation, a partner organization which is comprised of students in the school system. This collaboration is very important, and students will learn from peers, according to Voter Services chair **Regan Aduddell**.

Nine hundred new citizens were registered at Naturalization Ceremonies from July 2021 through March. **Leta Bosc**, who supervises the New Citizens events, and Regan compile voting packets for each, now including a Vote411.org bookmark.

Several voter registration drives have been conducted at UNC Charlotte. Events also are held several times each week at Crisis Assistance Ministry, along with others at apartments, breweries and neighborhood get-togethers.

The final session of **Voting Rights Under Fire** offered by the Unitarian Universalist Community of Charlotte will be held May 2, 7 pm. The class has focused on voting privileges in America and will look at North Carolina May 2. LWVCM President **Suzanne Elsberry**, left, and **Jinny Sullivan** will facilitate the session. Contact Suzanne at des-suz@bellsouth.net to register.



Earth Day Charlotte 2022



Roaming deer checks out a climate champion banner at the LWVCM exhibit.



From left, Sara Baysinger, Margaret Fritze, Sylvia Ross and Regan Aduddell greeted children and adults throughout Earth Day.

LWVCM's Environment & Sustainability Action Team joined 35 exhibitors for an educational and celebratory **Earth Day** event in First Ward Park April 23 amid roving performers, giant characters, dance performances, trash parades, jazz bands and award announcements.

The League's display featured voting (of course) on a favorite climate champion from a choice of Energy Star, Habitat Hero and Robo Recycler shown on large banners designed by Action Team chair **Margaret Fritze**. Robo Recycler edged out the others out of 74 votes cast!

At the League display, children (and adults) posed with lifesize photo-op banners presenting a platform of climate friendly solutions and lifestyle ideas.

Hardin Minor of OMIMEO Theater created and organized the Earth Day event, dedicated to Anne Springs Close and honoring women with environmental vision and action, including three Leaguers: **Nancy Carter, Jennifer Roberts** and the late **Liz Hair**. Also, **Elizabeth Clarkson and Elaine Powell**.



Nancy Carter



Jennifer Roberts

League Members Address Legislators

Members of the LWVCM Education Action Team addressed the NC Joint Legislative Committee on the Future of Education when it held a listening session in Gaston County. They talked about the many ways funding the Comprehensive Remedial Plan would improve education in the state,



such as promoting teacher retention and early childhood education. One also gave the perspective of a parent with a child with special needs.

Posing with League member and NC Rep. Rachel Hunt, left, are Regan Aduddell, Linda Traum and Sara Baysinger.

Buy a League License Plate

- To raise League awareness
- To help fund the League



Go to [LWVNC here](https://www.lwvnc.org) to start.

Don't miss the Charlotte skyline May 16-17. It will be lit up in

WHITE

&

BLUE

FOR PRIMARY ELECTION DAY