

## ***Winning a Landmark Case for Pay Equity***

### **Denver University's Sturm College of Law Professor to Keynote Convention**



**Lucy A. Marsh** is the University of Denver Sturm College of Law professor who started the Equal Pay litigation against the University that resulted in a Settlement Agreement which required the university to pay \$2.66 million, submit to independent monitoring for six years – and give significant pay raises to all the women law professors involved. It is important to note that Prof. Marsh, and many of the other women law professors involved are still happily teaching students. The difference is that now the women law professors are being paid equally with the male law professors.

After working on the case for several years Prof. Marsh's attorneys were able to persuade the Equal Employment Opportunity Commission, (EEOC), to take the case. The EEOC then became the lead litigator, and sent an important message to all educational institutions, nationwide, that educational institutions must comply with the Equal Pay Act – just like any other employer.

Prof. Marsh is a graduate of Smith College and the University of Michigan Law School. She has published six books and numerous articles in the legal field. Her awards include: Excellent in Teaching (2010); Lawyer of the Year, Law Week Colorado (2013); Raising the Bar Award, Colorado Women's Bar Association (2014); Colorado Supreme Court Special Award for Pro Bono Service for the Tribal Wills Project (2015); Outstanding Sustained Volunteer Award, Denver Bar Association Metropolitan Volunteer Lawyers (2016); and Faculty Career Champion (2017). She hopes to encourage other women to insist on Equal Pay for Equal Work.

## **AAUW National Update**



**Melissa Cooke Johnsen** was elected to the American Association of University Women (AAUW) National Board in 2015, where she is Audit Chair and is on the executive committee. She is serving her second board term. Melissa also established two university endowments that support young women in science, technology, engineering, and math at the University of Arizona, and the education of physicians in reproductive health and family planning at the University of California at Davis.

Melissa earned her bachelor's degree in 1979 from the University of California, Davis, in Latin American History. She has 25+ years of diverse executive IT and business management experience in a variety of industries. Melissa currently applies this experience providing pro-bono services for non-profits as an independent IT and Business consultant.

Since moving to Colorado in 2013, Melissa was appointed to the boards of a number of nonprofit organizations, and she serves in leadership positions for several of them: Board Chair of NARAL Pro-choice Colorado, Vice Chair of Planned Parenthood – Rocky Mountains, Board Secretary of Colorado Non-Profit Development Center (CNDC), and board member of Progress NOW Colorado,

Melissa is a member of Who's Who Worldwide™ - IT, AAUW Lakewood CO and Tar Heel NC and Alumni Associations for UC Davis and Alpha Phi Sorority.

# Aligning Your Money with Your Values

## Economic Security Workshop



**Wendi Strom** is a CERTIFIED FINANCIAL PLANNER™ professional at LOTUS Financial Partners. She has dedicated her professional life to helping women begin to find peace with their finances. Wendi has been in the financial services business since January of 2000 and has been a CERTIFIED FINANCIAL PLANNER™ professional since 2009. Within her practice she focuses on helping women through financial transition in areas like divorce, widowhood and encore careers. She guides her clients by offering a holistic planning process that includes areas like: cash flow planning, survivor planning, investment management, and insurance implementation. She also spends time speaking in the Denver area about protecting survivors through planning and other women's financial issues. Outside of work, Wendi is a wife, mother and active volunteer in the Jefferson County community.

**Addie McHale** is a CERTIFIED FINANCIAL PLANNER™ professional whose motto is: leave things better than you find them. It's her nature to improve things.... and she especially loves to help women create a solid financial foundation. She learned much of what she knows from working on literally thousands of financial plans for people of all walks of life from every state in the country when she worked for a Fortune 100 company. Her biggest lesson learned: it's not how much you make, but what you make of it. She honed her skills with several small planning firms in Colorado, where she learned another big lesson: there is often an emotional underbelly to money matters that can sabotage the best intentions. After a run-in with a family member's unscrupulous financial advisor, she is fiercely motivated to bring trustworthiness and integrity to the financial services industry while educating women to become financially empowered. Aligning your money with what's important to you equals your richest life!



**Susan Brodie** is a member of Littleton South Metro Branch of AAUW where she has served as Program Vice President for two years. Susan earned a BA in Sociology from Knox College, and MA degrees from the University of Denver and Bellevue University in International Studies and in Leadership. Susan worked for Nelnet, Inc. as a trainer and Director of Corporate Training and Development for 26 years. Recently retired, Susan has found a new challenge in committing to the AAUW Strategic Plan and its goals of Economic Security throughout a woman's lifetime. Susan will moderate the Economic Security Workshop Overview session.

# Sexual Harassment... What every <sup>one</sup> student needs to know



**JP Butler** is a Senior Consultant, specializing in change management strategies at Bluewolf, an IBM Company. He has an MA in Educational Psychology and Human Development and a BA in Communications. JP is Board President of the Safe Shelter of St. Vrain Valley, an organization providing programs and services to address the needs of domestic abuse victims. His concerns about bullying lead him to be the coordinator of the Safe Shelter's T.E.R.A. (Teens Against Relationship Abuse) program while in college. He is a motivational speaker and the founder of a leadership skills building program for middle and high school students.

**Paul Meese** is the long-time Executive Director of Organizational Development and Human Resources at Front Range Community College. Paul has an MA in Counseling from Michigan State and a BA in Sociology and Psychology. Before coming to Front Range, Paul was the Director of Human Resources for El Pollo Loco restaurants. He also worked as a consultant developing business management solutions for his clients. He has always been active in the communities where he lived including being the President of the Waunakee Board of Education.



**Maya Amidon** is a T.E.R.A. (Teens Ending Relationship Abuse) student leader and Senior in Silver Creek High School's Leadership Academy. Maya's capstone project focuses on bringing awareness to domestic violence and relationship abuse among teens. Upon graduation, Maya is planning to attend Colorado State University and study business.

**Kim Styles** is Lead Interventionist for the St. Vrain Valley School District. Kim has a Masters in Social Work from the University of Denver and a BA in Psychology from the University of Massachusetts, Amherst. She currently provides mental health services and resource referrals at Mead and Coal Ridge Middle Schools as well as prevention services supporting student mental health, social, and developmental needs. She has worked in similar capacities in conjunction with Boulder County Mental Health. Kim is also in private practice as a psychotherapist providing service for both adolescents and adults. When not counseling, Kim enjoys hiking and other outdoor pursuits.



**Kathy Hall** is a long-time member of AAUW Longmont and their Current Issues and Advocacy group. She has a BS degree in Marketing from the University of Denver. Kathy worked for 25 years at Eastman Kodak Co. in Windsor in distribution and manufacturing, primarily in supervisory and management positions. More recently she was the president of the St. Vrain Valley School Board and the Executive Director of the Education Foundation for the St. Vrain Valley. For the past 30 years she has been an active volunteer with community groups in the Longmont area. Kathy will moderate the Sexual Harassment Panel.