

#20percentcounts

CF businesses, students standing up for equal pay

On average, women are paid 20 percent less than men. In other words, for every dollar a man makes, a woman makes 80 cents. African-American women are paid 37 percent less and Hispanic women, 46 percent less.

The #20percentcounts movement started in Atlanta and moved all the way to Cedar Falls. Many businesses, local and across the country, did various things to support Equal Pay Day, which occurred on April 4 of this year. Talk Me Technologies let female employees out 96 minutes early, approximately 20 percent of a typical work day. In addition, Talk To Me Technologies donated \$20 for each female employee (\$700 dollars total) to the Iowa Women's Foundation — a statewide organization that gives out grants to support women and girls in Iowa.

"I don't have any idea what impact this will make. All I know is that I feel good that we found an easy way to acknowledge the wonderful women on our staff and the incredible teams — men and women — who support them at TTMT. Hopefully they already knew we neither pay nor promote based on sex, but knowing the statistics I heard that morning, it seemed important to highlight and also inform so that they could go home and share with someone else — spread awareness of this issue," said Kate Dunning, co-owner of Talk To Me Technologies.

Talk To Me Technologies is a local Cedar Falls business founded by Kate and Matt Dunning and Marty Gallagher. TTMT manufactures speech devices and trains people on how to use them, supporting them along the way with any questions they have.

Kate came up with the idea of donating and supporting the equal pay movement the morning of Equal Pay Day. "I got the idea when I was listening to NPR (National Public Radio). I learned it was Equal Pay Day, which I felt guilty for not knowing. I felt that if I didn't know this as an employer then it would probably be a good idea to do something to spread awareness, as I learned that nationwide, women earn 20 percent less than men for equal work. On NPR [National Public Radio], they said many retailers were offering 20 percent off that day to men and women, and I wondered what we could do at TTMT. We aren't a retailer, so I had to get a bit creative. Roughly 75 percent of our staff are women, and 75



In America on average, for every dollar that a male worker earns, a female worker can expect to earn 80 cents.

percent of our directors, VPs and owners are also women. I felt it would be nice for people to leave the work day early — men and women — to raise awareness internally. As far as externally, because I didn't know about Equal Pay day, until the morning of, we wanted to make a statement by donating to an organization that would best spread the word — present and future, and since we know what the IWF does to directly impact women and girls, we felt a donation in that direction would be the most impactful," Dunning said.

The equal pay issue usually focuses on the wage gap where a man and a woman do the same job but the woman is paid less. That does happen in many places in our society, but there are many other factors contributing to unequal pay. Not only do women sometimes earn less, but one may see less women in higher paying positions, or may see less women receiving promotions because of certain characteristics they possess.

A study done by Leanin.org was conducted in 2016 about Women in the Workplace, and it revealed that for every 100 women that are promoted to manager, 130 men are promoted. Some women are also experiencing oppression as the study opened up

that a woman who is negotiating for a promotion or compensation increase is 30 percent more likely to receive feedback that they are too "bossy," "aggressive" or "intimidating," than men who negotiate.

Former Cedar Falls student Gabbie Holtzman has witnessed and experienced her own workplace male dominance. "I think at my job in Target (Starbucks barista), some co-workers or higher-ups see the women as less competent. I have some female workers who have been trampled on because management knows that they are too shy, too young and too much of a 'girl' to say anything about receiving a promotion with no pay. That's taking advantage of a person, not only because she is a woman, but also for the traits that she possesses that may make her seem more 'submissive' or the way some of society believes that women should act," Holtzman said.

Other factors contributing to the wage gap relate to the fact that less women are in line for higher paying jobs and are less apt to get in line for those jobs. According to the 2016 Women in the Workplace Study, by the time women reach the SVP level (amount of time needed to learn techniques, acquire the information and develop the facility for

average performance in a specific job worker situation), they only hold 20 percent of the line roles, and these roles lead directly to the C-Suite (corporations most important senior executives.) The study also revealed that women get less access to senior leaders, which are the road to success, yet the women reported less interactions with the senior sponsorship.

Many of the females at Cedar Falls High School have jobs in the Cedar Valley. Though most of them are not experiencing unequal pay, they have a strong opinion on the wage gap that is affecting the older working class.

Senior Miranda Simpson works at Panera Bread and Bakery, where the starting wage is \$9 an hour, and increases as employees get promotions and skills increase. There is no wage gap at Panera, but the senior describes a small but evident difference in treatment.

"I feel the male managers are more kind to the girls because the girls can be more emotional, but there is not like a huge difference," Simpson said.

Holtzman who has a lot of experience about this issue while working at Brown Bottle, Miss Wonderful and Target's Starbucks, also has a firm grip on the wage gap. "I do believe that there is still a gap in wages be-

tween men and women. Sometimes, it can be hard to recognize the gap because no one likes to talk about money. It's a sensitive subject to some. I'm not sure if the gap is as prominent in part-time jobs. The large scale companies that employ part-time workers at minimum wage want to pay the absolute lowest that they can while still maintaining employee morale and profit. It becomes difficult when there are young families trying to survive off of minimum wage, experiencing the gap in wages, and inflation. Also, studies have shown that men are offered raises or promotions in a shorter amount of time than a woman for the same work. I believe this gap exists because as people grow older and society starts to see young men take on the role of a father, they believe that men should be primary 'breadwinners' of families and could 'justify' a gap in wage for that very reason," Holtzman said.

As Holtzman said, the opportunities differ for men and women. Senior Anna Chestnut works at Orchard Hill Church, and she said she also sees the wage gap discrepancy. "I haven't noticed significant differences in the treatment of employees of different genders, although occasionally the more physically-involved jobs get assigned to men rather than women," Chestnut said.

Although Chestnut has strong negative feelings for the wage gap, she has hope. "I do believe that the wage gap is a serious problem in American society. Many studies have shown that women make less for the same jobs, and it is really disappointing. There has been a lot of progress in women's issues over the past few years though, and it is important to continue discussions on creating equal pay in more workplaces."

Positives mindsets such as Chestnut's are why we have the progress we do now. The positivity about women in the working class and working toward equal pay is why we have people like Dunning working to support equal pay and spread awareness. The courage that Holtzman and Simpson have to speak out about discrepancies on treatment and promotions of men and women is how we know as Americans we need to make a change, and to end the wage gap.

By Staff Writer Sophia
SCHILLINGER

Our View *Making a Difference* Impact of science teacher extends beyond classroom

"I don't know, I just work here," is an eighth/ninth grade science teacher Jennifer Schultz catchphrase, but if you asked around Peet Junior High, many students would tell you that Schultz's impact goes far beyond just punching in for another day at work.

Schultz is known for being really laid back and her wonderful teaching ethic, but don't underestimate her. She can and will bring the hammer down.

She says that her teaching style was inspired from her own Junior High science teacher. "He always made me feel included and not awkward. He had a great sense of humor, and I really didn't want to disappoint him, so I studied hard," she said.

She said her favorite part about her job is that every day is different. "I love that I don't go to work and expect the same thing."

And she said she loves her students, even if they are wild, and her fellow co-workers make her experience even better.

Her plan wasn't always to be a teacher. Her first dream was to be a chiropractor. Her plan was to take over the family business, but that changed when she took a class in education.

Recently, the female population of Peet Junior High got together and had their own women's movement. Sadly, Schultz, who is an avid feminist, couldn't participate that day, but to make up for it, she wrote each of her female students an individual heartfelt message saying how much she appreciated her girls and how proud she was of them.

This definitely struck a chord among her students. Freshmen Jillian Gaines said, "I thought it was very sweet and kind, and I appreciate how she goes out of her way to let each one of us know we're loved and that she cares about us."

Freshman Natalie Huffman also said, "I think what Schultz did had a big impact on a lot of her students, not just this one time, but overall. That was something that hit me in a really hard way, and I was extremely thoughtful of her to take time out her day to do this. It was really empowering."

It's so amazing what one woman can have an effect on an entire school. Schultz has been teaching for 21 years, and we hope that she can teach 21 more.

Contact Us

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Columns and letters do not necessarily reflect the opinions of the Hi-Line staff or Cedar Falls Schools. The Hi-Line editorial is presented weekly in the editorial labeled Our View, and it is the view of the majority of the editors listed below. Reader opinions on any topic are welcome and should be sent to The Tiger Hi-Line staff or delivered to room 208. All letters must be signed. Letters must be submitted by 3 p.m. on Monday for publication in the following Friday edition. Letters may not exceed 300 words and may be edited to meet space limitations. Writers should include their contact information for verification.

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"Clean coal sounds like an oxymoron ... so does President Trump."

—Stephen Colbert, host of *The Late Show*

Trump misguided in steps to save coal

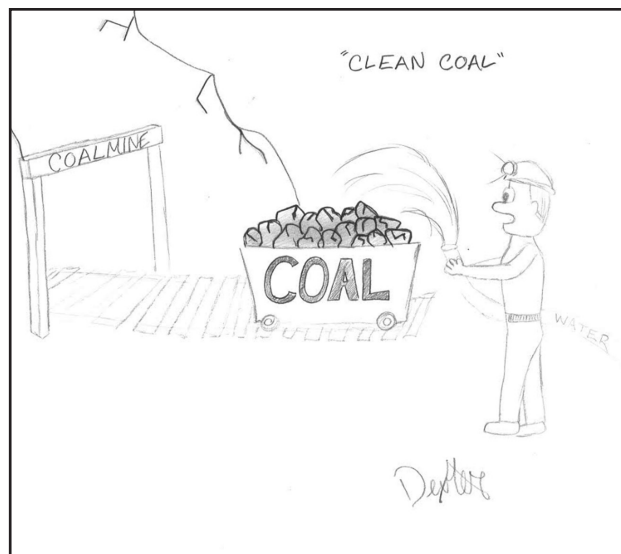
President Trump has recently repealed the "Stream Protection Rule," which was an act created by the Obama administration, and that prevented coal companies from dumping wastes into streams and rivers. His supporters have been praising him for repealing the act and bringing back coal mining jobs. Trump has also talked about "clean coal." What do these things even mean? Let's dig.

Coal companies obviously hated the Stream Protection Rule and they would claim that it would kill jobs, but Industrial Economics, Inc. did an analysis on the repeal of the act and found that it would hardly affect jobs at all. Repealing it would create 124 jobs. That's it.

The number of jobs in the mining industry have been going down for decades and repealing this would do nothing to stop it. President Trump has been promising so many people jobs in mining, but those jobs aren't there; they're mostly done by robots and artificial intelligence.

"Clean coal," President Trump says. On *The Late Show* with Stephen Colbert, he said, "Clean coal sounds like an oxymoron ... so does President Trump."

There is no such thing as clean coal. Nothing about it is good for the environment, and it's polluting our earth as shown



Mia Dexter Cartoon

by 5.5 million people who die prematurely every year from the pollution that comes from power plants, factories and the burning of coal and wood, and in China, coal burning is the number one source of pollution. In China, coal alone is causing 360,000 deaths every year.

The Obama administration had made environmental rules that make it more expensive for coal plants to operate, so many utility companies switched to natural gas and renewables. Trump has promised to get rid of these rules, but he also talked about expanding fracking (which would actually hurt the coal industry.)

Another oxymoron.

He also talks about repealing the Clean Power Plan, which made companies cut their CO2 emissions, but that wouldn't make much of a difference to the production of coal. If he did do this, the Energy Information Association estimated that coal production would rise a little bit, but sink again.

Coal mining is an industry that will never thrive again. It's dangerous and unethical. This industry will keep losing jobs to automation. Trump can make all of the promises he wants, coal is never coming back.

By Staff Writer Mia
DEXTER

As time demands increase, save moments for yourself

As the school year begins to come to an end, the motivation to stay focused is extremely tough. Trust me, I know. But self care does a lot to improve motivation. If you feel good on the inside, you have the ability to do anything.

Sometimes in the midst of life we forget to take time for ourselves. If we don't take care of ourselves correctly, we won't be able to do our best in school or work. We all get caught up in so much, and we all forget to take care of ourselves.

It doesn't take much to give ourselves a boost, so why not take one

night to care for ourselves? It's important to take care of your mental health, and stressing through school does nothing but cause anxiety.

Treat yourself- Go out and get your nails done, buy some good food or buy some clothes.

Take a bath- It does wonders to your skin and relieves stress.

Go for a run- It helps clear your mind.

Write- Replacing the clutter in your mind onto a piece of paper takes the weight off your shoulders.

Hug a family member- Their love and support will push you to finish the

school year on a good note.

Go on an adventure- Take one weekend and go camping or road trip. It gets your mind off of the stress of school, and you come back feeling refreshed.

Rearrange your room- For me, change gives me motivation to do more good in my life.

Eat fresh fruit- It just makes you feel good overall.

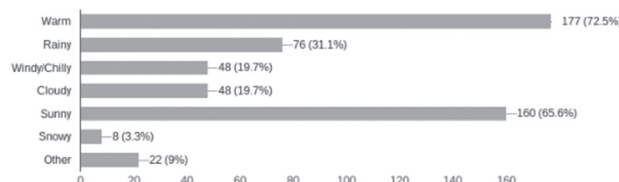
Volunteer- It's fulfilling helping out people and/or communities.

By Staff Writer Lexi
SHEELEY

Hi-Line Poll of the Week

Staff Writer Kyandra Gillum
conducted the poll of Holmes,
Peet and high school students.

What's your favorite kind of Spring Weather? (244 responses)



Obama's 'red line' finally enforced by President Trump

At 3:45 a.m. local time on April 6, a barrage of 59 Tomahawk cruise missiles blasted off from their homes aboard the USS Porter and the USS Ross and headed toward their target near Homs, Syria. The target was a Syrian government controlled airport that was used as the launching base for a horrible chemical weapons attack that killed at least 86 civilians, including 28 children.

The missile strikes, approved by President Trump, have drawn both support and criticism from across party lines. Critics say that the president should have gotten congressional approval for the strikes, while other critics say President Trump should refrain from using military action against a foreign government. They also think that the quick switch-up on his previous policy of no regime change in Syria was too quick and should have been thought out more.

Supporters of the strikes say that military action was necessary after seven years of weakness and the failed "red line" under the Obama administration in order to keep the murderous Bashar al-Assad regime in check.

The people calling for congressional approval seem to forget about the Obama administration's little venture into Libya in 2011 to topple the Gaddafi regime. President Obama never consulted Congress before launching strikes against that foreign government, and yet no liberals were crying then about getting



Tomahawk missiles blasted off the decks of the USS Porter and USS Ross warships based in the Mediterranean Sea.



a declaration of war, the only reason they are whining now is because Donald Trump is president. The president was simply enforcing International Law, something the United Nations hasn't done for a long time.

Of course, there was agitation among liberals about "dropping

bombs on Syria, to prevent a guy from dropping bombs on Syria." These people act like we haven't been flying sorties in Syria since September of 2014. Critics are whining about bombing a foreign country, but again they seem to forget that seven different countries were

bombed under the Obama administration. But yet again, no outcry during his presidency.

The only reason these strikes are being attacked is because Donald Trump is our president, and anything he does is either "fascist" or "Hitleresque" according to liberals.

It absolutely baffles me that liberals are so quick to defend a man who kills children with chemical weapons. Of course they claim that conservatives are no better because we don't want to bring in more Syrian refugees.

Well, there's only one problem there. It's because we have a better solution. Part of President Trump's policy is to set up safe zones in Syria, obviously guarded by coalition forces, in which the refugees can wait out the horrifying civil war. Humanitarian aid programs would be a crucial piece of this puzzle.

There are several reasons why Tomahawk cruise missiles were the best tool of diplomacy with this ruthless regime. In 2012, former President Obama drew his "line in the sand," vowing to no longer tolerate the use of chemical weapons by the Assad government, otherwise there'd be American military intervention.

Well, in August of 2013, Assad dropped chemical weapons on rebel held areas near and around Damascus. It wounded more than 1,500 civilians. The red line had been crossed, and yet a few days later, the president punted and let Assad get

away with it.

The Assad regime and his buddies Russia and Iran have had almost free roam since that point. Obviously, the red line incident proved that Obama did not have the stomach to do what needed to be done.

This paved the way for Russian intervention into Ukraine; Iran's military forces in Iraq, Yemen and other hotspots; China's involvement in the South China Sea; and, of course, North Korea's nuclear program.

On April 6, President Trump finally enforced that red line. The strikes were far more effective symbolically than they were tactically. The Russians were warned ahead of time there was an impending strike on the Shayrat Airbase, so, obviously, Syria was warned as well, meaning not too heavy of damage, and obviously some fighter aircraft and supplies were destroyed, but the attack was not meant to do physical damage. It was directly meant as a way of telling the world that the United States is back in business.

The Tomahawk cruise missile attack was meant to be a message to both our allies and our enemies that there's a new sheriff in town, and he won't back down. The message set a new precedent, that the lawlessness that has become the new international order for the past seven years is no more.

By Opinion Editor **Brennan KOHLS**

Missile strike not best way of dealing with Syria

This past election cycle there was multitudes of hypocrisy on both sides of the political spectrum, which is to be expected, but when it comes straight from the leader of the free world himself, it's simply unacceptable. Donald Trump has been against entering conflict with Syria since 2013, and that's been cited on his Twitter since the attack on last Thursday evening.

Trump has an odd obsession and relationship with the Russian government, but even that might not save him from the retaliation Russia could perform if they are upset with our attack on Assad's regime. Secretary of State Rex Tillerson claims that communications based in Moscow discussed the attack beforehand. Whether or not this is the truth seems to remain in question, as does whether or not there were any Russian government employees in Moscow at the time who were open to communication about the strike.

While President Obama wanted to strike against Syria in 2013, he at least went to congress first and made it a priority to have their approval before he took any action. When the



The BDA photo shows the damage caused by the 59 Tomahawk cruise missiles that impacted the Shayrat Airfield.

public polls of the American people showed a lack of support, and Congress didn't support the idea, Obama withdrew his idea and did not act on it.

Trump, however, skipped the vital (though optional) step to ask for their approval or consideration. Because he didn't check with Congress, he made an irrational and hasty decision to release the Tomahawks on the Syrian

people.

Trump did not run a campaign that was based on foreign intervention. He even claimed that he wanted to work with Russia and Assad to fight against terrorism, saying that the real problem was the Islamic State rather than Assad, but immediately after seeing the aftermath of the chemical attack on the Syrian people, Trump felt

the need to throw out his long-standing foreign policy and scare the American people by changing his views at the drop of a hat — or Tomahawk.

But what's with the sudden change? For years Assad has been killing his own people with chemical attacks, bullets and bombs without the U.S. caring. So what's with Trump's sudden "change of heart" and apologetic response? As an American citizen, this is horrifying to me — that we could now be involved in a war that we should never have put our foot in. There's something to be said for Trump's recent pragmatism, but I highly doubt it's headed in a good and secure path for the United States.

Another troubling factor in the Tomahawk strike was the cost, \$50 million in missiles alone, without paying the pilots and creators of the missiles included, so we can afford to get over-involved in conflicts we don't belong in, but we can't afford to fund Meals on Wheels? Or the National Endowment for the Arts? Right, tell me how this benefits America. We cannot afford to give our children a well rounded education filled with

creative opportunities, or help out the poor with Meals on Wheels, but we can afford to drop missiles on a conflicted country we have no business with? Right.

While I'm sure a man who would attack his own people wouldn't listen to reasoning, did Trump even attempt to speak to Assad about his actions? I'm well aware that sitting down and talking diplomatically doesn't always work, but it's important to at least try and solve conflict with words and reason before we jump into weapons and war. Do we want to be known as the country who jumped the gun or the country who tried to solve things peacefully before pulling the trigger?

While Trump is legally protected and entitled to make the final decisions given to him in Article II of the Constitution, "commander in chief's inherent powers," it doesn't make his decision a good one. There's only one thing that's certain: Trump is very reflective of the people who elected him. More now than ever he remains #NotMyPresident.

By Staff Writer **Albie NICOL**