

**AAUW** advances equity for women and girls through research, education, and advocacy. AAUW, founded in 1881, is open to all graduates who hold an associate or higher degree from a regionally accredited college or university.

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status.

### In This Issue

2019 State Conference	1
Co-Presidents' Message	2
Bylaws/Resolutions Report	3
Membership	4
Honoring Cee Cee Tucker	4
Correction	4
Public Policy	5
AAUW Funds	5
Diversity Statement	6
A New Year for Advocacy	7
Voter Guide	8-9
Legacy Circle	10
AAUW 2018 Year in Review	10
In Memoriam: Nancy Thompson	10
LAF Dr. Spencer	11
Easy Ways to Contribute	11
Branches in Action	12
2019 State Conference	17-23
Mug Sale	Back Cover

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AAUW of Virginia

Vol. 95 No. 2

## AAUW of Virginia

### 2019 Conference



**Saturday, April 6, 2019**

*With optional activities Friday evening April 5*

*Roanoke Valley*

**M**ake plans to attend the 2019 State Conference at the Vinton War Memorial in Vinton in the Roanoke Valley. The **Roanoke Valley Branch** and the **Southwest District** invite ALL MEMBERS. Attendance is sure to open your eyes to the work of AAUW beyond the branch level and increase your awareness of diversity in and out of AAUW.



**Vinton War Memorial**, located at 814 Washington Ave., Vinton Va. The Vinton War Memorial, a highly coveted landmark and event venue in the heart of Virginia's Blue Ridge, sits atop a picturesque 11.5-acre park. The Memorial is fully accessible, meets ADA standards and has convenient, on-site parking. The venue is a short drive from downtown Roanoke and easily accessible via I-81, I-581 and the Blue Ridge Parkway.

**For those who wish to spend Friday night before the conference  
join us at the Hampton Inn & Suites Roanoke Airport  
for special activities.**

**5033 Valley View Blvd. North, Roanoke, Virginia 24012**

**Detailed Conference Information starts on page 17**

## AAUW of Virginia Elected Officers

### Co-Presidents

Carol Stephens  
[carterstephens69@icloud.com](mailto:carterstephens69@icloud.com)  
Leslie Tourigny  
[ltourigny@gmail.com](mailto:ltourigny@gmail.com)

### Co-Vice Presidents for Program

Sandy Lawrence  
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Cheryl Spohnholtz  
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### Vice President for Membership and Branch Development

Cyndi Shanahan  
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### Vice President for Finance

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### Co-Vice Presidents for Public Policy

Susan Burk  
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### Vice President for Communications and Public Information

Patsy Quick  
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### Recording Secretary

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## From your Co-Presidents

### “Remember the Ladies” in 2019

By now, most of us have heard about **Abigail Adams’** famous letter to her husband, John, written almost 243 years ago:

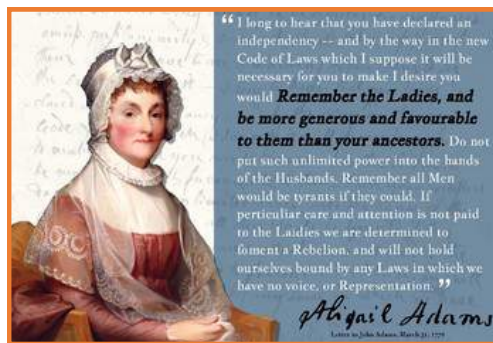
“I long to hear that you have declared an independency. And, by the way, in the new code of laws which I suppose it will be necessary for you to make, I desire you would **remember the ladies** and be more generous and favorable to them than your ancestors. Do not put such unlimited power

into the hands of the husbands. Remember, all men would be tyrants if they could. If particular care and attention is not paid to the ladies, we are determined to foment a rebellion, and will not hold ourselves

bound by any laws in which we have no voice or representation.” (SOURCE: *History.com Editors*, “1776-*Abigail Adams Urges Husband to ‘Remember the Ladies,’*” October 22, 2009, updated December 13, 2018)

By now, most of us know two more things: that the Founding Fathers did not include equal rights for women in the U.S. Constitution, and that Abigail correctly predicted that a women’s rights “rebellion” would be “fomented.”

One hundred years ago this year, the U.S. Congress passed the 19<sup>th</sup> Amendment to the U.S. Constitution: “The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of sex,” and sent it



to the states for ratification. By 1920, 35 of the 36 states needed to ratify the amendment voted in the affirmative, and attention focused on Tennessee. Suffragists were certain that ratification would go down to defeat in Tennessee. **Harry Burn**, who at 24 years old was the youngest member of the Tennessee legislature, was firmly against the amendment until his mother urged him to vote for it—and he did. Lawmaker Burn acknowledged that “I know that a mother’s advice is always safest for her boy to follow and my mother wanted me to vote for ratification.” On August 18, 1920, the 19<sup>th</sup> Amendment was

ratified. (SOURCE: *Jennie Cohen, History.com*, “*The Mother Who Saved Suffrage: Passing the 19<sup>th</sup> Amendment*,” August 16, 2010)

Although we celebrate the 19<sup>th</sup> Amendment, history shows that

“More than a dozen states had already granted millions of women voting rights before ratification, and millions of other women—particularly African-Americans in the Jim Crow South—remained shut out of the polls for decades afterward.” (SOURCE: *Brent Staples*, “*When the Suffrage Movement Sold Out to White Supremacy*,” *The New York Times*, February 2, 2019)

Suffrage was hardly the end of the rebellion that **Abigail Adams** predicted. As AAUW of Virginia members know only too well, the majority of Americans *erroneously* believe that under the U.S. Constitution women and men have equal rights. (SOURCE: *ERA Coalition*. (2016). “*Why We Need an Equal*

(Continued on page 3)

## District Representatives

### Northern

Sara Anderson  
[sfpaaauw6382@aol.com](mailto:sfpaaauw6382@aol.com)  
Kate MacLeod  
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### Northwest

Mary Froehlich  
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Marsha Gochenour  
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### Southeast

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### Southwest

Vacant

## From your Co-Presidents (Continued from page 2)

Rights Amendment, <http://www.eracoalition.org/files/whyweneedtheERA.pdf>.) Therefore, the only way to ensure that all men and women are truly equal under the law is by ratifying the Equal Rights Amendment (ERA).

The ERA was first introduced in Congress in 1923 and was reintroduced every year until its passage in 1972. AAUW members around the country and in Virginia have been involved in ratification efforts since passage. With Nevada and Illinois ratifying the ERA in the past two years, national attention has focused on Virginia to become the next and last state to ratify.

Kudos to AAUW-VA Co-Vice Presidents for Public Policy, **Susan Burk** and **Sylvia Rogers**; AAUW-VA Vice President for Communications, **Patsy Quick**, and **Bianca Daugherty**, *Vision* Layout Editor; Greater Richmond Branch members **Trish Wallace** and **Jane Newell**; and to our more than 1,000 members in 25 branches around the state for being tireless advocates for ERA. Here's just a fraction of what AAUW-VA members have done: sent letters, emails, and postcards to and met with lawmakers; wrote Letters to the Editor and op-eds; rode on the ERA bus; made presentations; spoke before City Councils urging pro-ERA resolu-

tions; and wrote an amazing ERA document, *Unfinished Business*, which was disseminated online to countless organizations and individuals and personally delivered to lawmakers on January 16, 2019, during a special AAUW-Virginia ERA Lobby Day.

As we head to press, we do not know the final outcome of the ERA ratification process. We do know that on January 15, 2019, the Senate passed, on a bipartisan basis, ERA ratification bill SJ284, but that none of the ERA bills were passed out of committee in the House. With a recent poll by the Wason Center for Public Policy at Christopher Newport University showing 81% of registered voters in Virginia want the General Assembly to ratify ERA, there is a tremendous effort by AAUW-Virginia and countless other organizations and individuals to urge Speaker Kirk Cox to allow a floor vote on ERA ratification. Democracy demands such a vote!

We close by asking the question: Did Virginia *Remember the Ladies* in 2019, and make history—or “herstory”—as the case may be? We surely hope so.

Carol Stephens/Leslie Tourigny  
Co-Presidents

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[ltourigny@gmail.com](mailto:ltourigny@gmail.com)

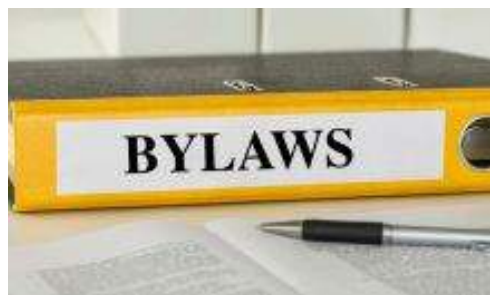
## Bylaws/Resolutions Report

### **Member Submission of Proposed Bylaw Amendments and Resolutions**

A call for the submission of proposed AAUW of Virginia Bylaw amendments and resolutions to be considered at the AAUW of Virginia Annual Business Meeting in April 2019 was published in the Fall AAUW of Virginia *Vision*, with a deadline of December 1, 2018. No submissions were received.

### **Branch Bylaw Changes**

At this time, there are no changes required to state or branch bylaws as a result of any change to the AAUW national bylaws. It is important that branches contact me to discuss proposed changes to their bylaws so that I have an opportunity to review and provide advice on such changes prior to approval by the branch board or adoption by branch members.



### **Annual IRS Form 990-N Information**

I am pleased to report that all Virginia branches appear to have submitted the IRS Form 990-N information to AAUW through the Member Services Database.

### **Governance Gurus and Governance Question Forum**

National's focus on branch understanding of compliance issues continues. National's Governance Committee has established an AAUW Governance Question Forum on the AAUW website to provide a public dialogue about governance questions between the membership and the Governance Committee. The committee advised that National intends to present amendment proposals annually, regardless of whether there is an annual conference. Further, the Committee clarified that it was legal to reintroduce a bylaws amendment that failed to be approved previously. See: <https://www.aauw.org/resource/aauw-governance-question-forum/>

Suzanne Rothwell  
Bylaws/Resolutions Chair  
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## Membership



**W**e continue to do a great job of retention and recruiting within our branches. As of early January, we have only 51 fewer members across the state than we did in February of last year. Branch recruiting is still active with many members joining across the state even during the busy month of December.

Please remember that January through March 15 there is no longer half-price national dues for the remainder of the fiscal year. However, new members who join during branch events qualify for **Shape the Future** half-price national membership. Also, during this period, the state

dues are half-price for new members. Beginning March 16, membership at the national and state level includes the remainder of this fiscal year as well as next fiscal year!

AAUW is focused on **diversity and inclusion** within our organization and we can be leaders in this area of focus. The diversity statement for AAUW is available on the national website and on page 6. For our branches, this means we will strive to encourage the membership in our branch to be diverse in the same way and to the same extent as our local community. There are many ways to encourage diversity in our branches. We will be providing your branch president and VP for membership with ideas on this important topic. We encourage you to share your success stories via the *Vision* and with me so that I can share them with others throughout the state.

Cyndi Shanahan  
VP for Membership  
[cyndi0915@aol.com](mailto:cyndi0915@aol.com)

## Congratulations to the Norfolk Branch's own Cecelia Tucker!

### She was an honoree for the Diversity in Search of Unity Lead Like King Gala Awards Ceremony

In celebration of Martin Luther King, Jr. Day, the Urban Renewal Center (URC) hosted the 3rd Annual Lead Like King Gala on January 25. The semi-formal dinner and gala were held at the First Presbyterian Church of Norfolk. The 2019 Lead Like King Gala commemorated the legacy of hard-working slaves who, against their will, were brought to America for the first time in 1619. Yet, they withstood the test of time amid the harshness of slave brutality, often in inhumane conditions. At this celebration of Dr. King's legacy, it was appropriate to connect the dots between King's legacy and black ancestors who carved the heritage that fueled the fire that spawned King's relentless protest for social justice. The gala consisted of a classy evening with a southern comfort dinner, live entertainment including spirituals, civil rights songs, soul music, and an awards ceremony.

**Thanks to Cee Cee Tucker for all she does for our branch as vice president for programs and her gracious support. We're so proud of her!!**



Wilma Robinson  
President Norfolk Branch  
[wrobinson7@cox.net](mailto:wrobinson7@cox.net)

## Correction to the 2018-2019 Branch Leader Roster

**Harrisonburg – Laura Zarrugh**  
Email address: [zarrugh@gmail.com](mailto:zarrugh@gmail.com)

## Public Policy

### The Energy Is Harnessed – AAUW of Virginia Winter Quarter 2019 Public Policy Report

Happy New Year to all of you! We have been following your branch activities on public policy issues statewide. You have been engaged on every front, including **pay equity, voter education, human trafficking, STEM, Title IX, redistricting, immigration and refugee issues, violence against women, and racial diversity in education. BRAVO!**



At the legislative level, pay equity has taken a back seat to ratification of the ERA. Although several pay equity bills were filed, none got out of committee. We will be focusing on the need for measures to close the gender pay gap in the coming year.

AAUW has been working on ratification of the ERA under the umbrella of the VAratifyERA campaign ([varatifyera.org](http://varatifyera.org)). The momentum is building thanks to all you are doing locally. This includes screenings of *Iron Jawed Angels*, *Equal Means Equal*, and *Legalize Equality*, postcard writing parties, meetings with local legislators, writing opinion pieces and LTEs, coordinating the visits of the ERA tour bus to college and university campuses, and tabling at Rep. Don Beyer's and Sen. Mark Warner's 2018 women's conferences.

Some branches successfully petitioned support for the ERA by city councils and county boards of supervisors. Congratulations!

We sent letters to last year's 76 non-supportive legislators urging a "yes" vote this year. Sylvia made presentations at the Northwest, Northern, and Southeast district meetings. Susan addressed the Fairfax League of Women Voters (LWV). Both reported AAUW legislative activities at the LWV Pre-Session Roundtable in Richmond on December 5, 2018. Sylvia presented programs on the ERA at JMU on January 14 and to the Working Women's Forum on February 14.



With the support of GRAAUW members, AAUW of Virginia hosted a reception for women legislators on February 6, 2019, and had a successful Lobby Day on February 7.

Crowning it all: AAUW's *Unfinished Business* - a compilation of facts and figures about the ERA! Bound copies were presented to legislators in Richmond on January 16, 2019.

Keep up the energy and excellent work! Thank you for everything you do.

Susan Burk/Sylvia Rogers  
Co-Vice Presidents for Public Policy  
[burksu@aol.com](mailto:burksu@aol.com)/[srogers1nm@aol.com](mailto:srogers1nm@aol.com)

## AAUW Funds Report

### Congratulations to you!

**Every branch** in Virginia made contributions in 2018 to AAUW Funds! I bet there aren't many states in AAUW who can say that. We should be very proud of our commitment to AAUW. The total contributed in Virginia for 2018 was \$80,879.65. The top five branches were:

- McLean Area--\$25,787.00
- Falls Church Area--\$9,306.75
- Alexandria--\$5,113.50
- Springfield-Annandale--\$4,601.00
- Roanoke Valley--\$4,025.69

(Continued on page 6)



It is notable that three of the top five have big book sales: **McLean Area, Falls Church Area, and Roanoke Valley**. Clearly book sales make the most money. **Alexandria** also benefits not only from their joint fundraiser at a theater performance with **Mt. Vernon**, but also from a member who has set up a monthly contribution online to AAUW Funds. Four other branches also have members who make automatic monthly online contributions, which enhance their branches' contributions (**Mt. Vernon, Portsmouth, Reston-Herndon Area, and McLean Area**). This is something we should all think about as an easy way to support AAUW Funds and programs. Can you spare \$10 a month for AAUW's work? Just click on "Donate" at [www.aauw.org](http://www.aauw.org) and set up this painless way to give.



AAUW's primary focus right now is **Economic Security**, so contributions to that Fund are especially encouraged. **Greatest Needs Fund** contributions are also encouraged since that Fund really gives AAUW the flexibility and ability to steer money where there is immediate need or when an unexpected opportunity arises.



Caroline Pickens  
AAUW Funds Chair  
[carolineaauw@gmail.com](mailto:carolineaauw@gmail.com)

## Timely Reminder!



According to the AAUW of VA Handbook, AAUW's Diversity Statement, revised in 2018 by the AAUW Board of Directors, should be in all state and branch publications, going forward in 2019. The AAUW Diversity Statement is as follows, and can be found here: <https://www.aauw.org/resource/diversity-policy/>

### DIVERSITY STATEMENT

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status.

*These other statements are also important to know:*

### MISSION

To advance gender equity for women and girls through research, education, and advocacy.  
(Note that philanthropy has been removed.)

### VISION

Equity for all.

### VALUES

Nonpartisan.

Fact-based.

Integrity.

Inclusion and Intersectionality \*).

\*) *Intersectionality: This word was added to the Merriam Webster Dictionary in April 2017.*

It's been around since the late 1980's but intersectionality is a word that's new to many of us. It's used to refer to the complex and cumulative way that the effects of different forms of discrimination (such as racism, sexism, and classism) combine, overlap, and yes, intersect—especially in the experiences of marginalized people or groups. <https://www.merriam-webster.com/words-at-play/intersectionality-meaning>

Patsy Quick  
VP for Communications  
[pnquick@cox.net](mailto:pnquick@cox.net)



## Public Policy

### A New Year for Advocacy

2019 promises to be an exciting year with opportunities for advocacy and making AAUW of VA's voice heard on ERA ratification, pay equity, human trafficking, and other priorities. Your active involvement helps magnify our voice and strengthen our efforts to change the climate for women and girls – and families.



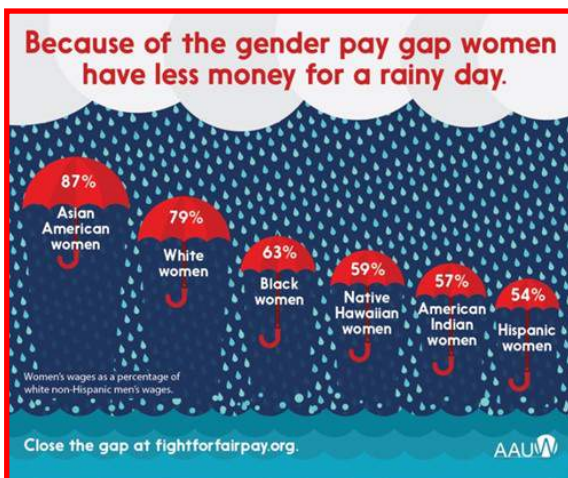
**ERA.** We had a great turnout on January 16 for our **ERA Lobby Day** in Richmond. Twenty members from seven branches hand-delivered copies of AAUW of VA's ERA booklet, *Unfinished Business* to every delegate and senator – 139 offices in all. Thanks to all our members who have sent post-cards and letters or made phone calls to urge our elected officials to make Virginia the 38<sup>th</sup> state and put ERA over the top.



Sandy Lawrence and Cheryl Spohnholtz with House Democratic Caucus Leader, Delegate Eileen Filler-Corn

Our annual **State Lobby Day in Richmond on February 7** was a success, despite this year's challenges. Although we were not able to meet with the governor and lieutenant governor this time, 22 members used this time to visit almost 50 delegates, senators, and staff to advocate for ERA and closing the gender pay gap. AAUW of VA also hosted its second annual reception to honor Virginia's women legislators—another great opportunity to discuss AAUW's priorities with state decision makers

**Achieving pay equity remains high on our public policy agenda.**



"The good news: The global gender gap has improved, slightly. The reality: Differences in economic opportunity, including pay between men and women, are so vast it'll take 202 years to fully bridge them, according to the World Economic Forum." ("Women are on Track to Earn the Same as Men – in 202 Years," [www.bloomberg.com/news/articles/2018-12-17](http://www.bloomberg.com/news/articles/2018-12-17)).

**April 2nd is Equal Pay Day** for Women overall v. Men overall -- \$0.80 to \$1.00. Think 80 cents is bad? The pay gap is even worse for women of color. AAUW also observes Equal Pay Days throughout the year focusing on Asian American, African American, Native American, and Latina women. For ideas on how to "celebrate" Equal Pay Day, go [www.aauw.org/resource/how-to-equal-pay-day/](http://www.aauw.org/resource/how-to-equal-pay-day/)

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# VOTER GUIDE 2019

## One Member / One Vote

Online voting for AAUW of Virginia's One Member/One Vote process for the **election of state officers will begin April 13**. It is very important that you **cast your online vote by the deadline of May 4** because **we need a quorum of seven (7) percent of the membership for the election**. If we don't have a quorum, the new state officers cannot take office on July 1, 2019. **The branch with the highest percentage of members voting in the election will earn a special reward!!**

**Please take the time to vote as a responsible AAUW of Virginia member.**

### **Schedule of 2019 voting**

- **February 15–March 23:** Verify that your email address is accurate in the [AAUW Member Services Database](#) (MSD), AAUW National Profile (instructions below).
- **April 13:** Online voting opens
- **May 4:** Online voting closes at 11:59 p.m.

### **Save this copy of *Virginia Vision*.**

This is the Voter Guide for the 2019 AAUW of Virginia state election. This year you will be voting only for candidates for state office. Information about the candidates is contained in this Voter Guide. You will also have the opportunity to meet nominees for state officer positions at the AAUW of Virginia business meeting at the State Conference in Vinton, Virginia, on April 6. After this initial publication of the Voter Guide, there may be updates and, if there are, we will notify you and post the updated Voter Guide on the state website (<https://aauw-va.aauw.net/>).

According to the AAUW of Virginia Bylaws, the board can accept additional nominations for any of the three positions being filled so long as any nomination is submitted in writing (which includes email); has the written consent of the nominee; and is made to the Nominating Committee Chair Sandy Lawrence at [sandyaauw@juno.com](mailto:sandyaauw@juno.com) within 30 days of this Voter Guide being distributed in the Winter/Spring 2019 edition of the *Vision*.

### **Verify your email address in your AAUW national profile in MSD.**

Go to the [AAUW Member Services Database](#) on the AAUW website. Use your member number and your password to log-in. If you do not know your member number, follow the directions you receive when clicking on MSD to obtain it. It takes only seconds. Your branch treasurer can also give you your member number. If you do not have a password, follow the instructions to create a password. Complete this task now, or at the latest, by March 23. While updating your email address, also update any other information that needs updating.

### **Voting will be made available online to all AAUW of Virginia members with email addresses.**

The email address that AAUW has in your profile in MSD will be the address used to notify you to vote. New members who have joined **by April 1** will be eligible to vote in the 2019 election.

### **Watch for your voting instructions in emails sent between March and May 2019.**

**Do not ignore emails from AAUW of Virginia in March, April, and May! These will contain instructions and reminders about voting. This year is the first year that we will be using software from an outside vendor, ElectionBuddy, to conduct our election and to tally the results. Therefore, individual votes cannot be seen by AAUW of Virginia members. We will let you know when the link to the electronic ballot is emailed to members so that, in case you do not receive the email, you can check your email "Junk" or "Spam" files.**

Questions concerning nominations, candidates, and the election can be directed to **Leslie Tourigny** ([ltourigny@gmail.com](mailto:ltourigny@gmail.com)) or **Sandy Lawrence** ([sandyaauw@juno.com](mailto:sandyaauw@juno.com)).

(Continued on page 9)



(Continued from page 8)

## Meet Your Candidates.

The Nominating Committee is pleased to announce the slate of officers for 2019-2021:

**Vice President for Finance-Marsha Melkonian; Vice President for Membership and Branch Development-Cheryl Spohnholtz; and Recording Secretary-Deborah Dodd.**

Nominating Committee  
Sandy Lawrence, Chair  
Sara Anderson, Mary Froehlich, Marsha Gochenour,  
Kate MacLeod, and Barbara Woodlee

## Candidates for State Office

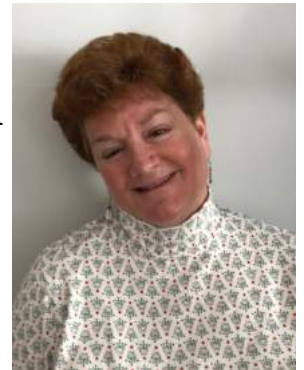
### ◆ Vice President for Finance Marsha Melkonian



Since 2016, Marsha has been a member of the Smith Mountain Branch, where she serves as the publicity chair. She is retired from the Internal Revenue Service, where she worked for 33 years as a computer programmer and training branch chief. Marsha graduated from the University of Maryland with a BS degree in marketing, and from George Washington University with an MA degree in American history. Before her retirement, Marsha lived in Warrenton, Virginia, where she belonged to the Fauquier Business and Professional Women's Club and was an active volunteer with other community organizations. Marsha is married and the mother of two adult sons. Her hobbies include quilting, crocheting, scrapbooking, and cardmaking.

### ◆ Vice President for Membership and Branch Development Cheryl Spohnholtz

Cheryl has been a member of the Mt. Vernon Branch since she joined AAUW in March 2013. In March 2017 she developed a women's leadership panel program for the branch. Since July 2018, she has been a Co-Vice President for Program for AAUW of Virginia, and from 2016-2018 she was the AAUW of Virginia Funds Chair. Cheryl is retired as a senior project leader for the Aerospace Corporation, supporting the development and acquisition of future space systems. She is also a retired Navy captain with over 24 years of service. Cheryl was a member of the first class of women to attend the U.S. Naval Academy, where she graduated from in 1980 with a BS in political science. She also holds a master's degree from the Naval Postgraduate School in Systems Technology (Space Operations) and an MBA from Liberty University. Her military career included tours in computers, intelligence, communications, and space systems. Cheryl enjoys traveling, reading, and supporting AAUW activities. She is a single mother of one son and has lived in Virginia since 2000.



### ◆ Recording Secretary Deborah Dodd



Deborah has been an active member of the Springfield-Annandale Branch since joining AAUW in 2009. She served on the board as secretary for three years and as co-president for four years. She edited the Springfield-Annandale monthly newsletter for seven years. Deborah was on the STEMtastics planning committee. Currently, she publishes and updates the branch membership directory. AAUW has given her the opportunity to lobby in Richmond and on Capitol Hill with other dedicated AAUW members from around the state for causes that are important to her.

Deborah has a BS in elementary education from George Mason University. She is retired from the Fairfax County Public School System where she taught kindergarten and assisted in special education classrooms. Deborah is that most unusual individual – a native Virginian. She is active in the LWV and volunteers at her local elementary school. Deborah enjoys traveling far and wide and belongs to two AAUW-sponsored book groups.



## An Opportunity to Join the Legacy Circle

By making a planned gift to AAUW national, you become a member of the **AAUW Legacy Circle** and affirm your commitment to women and girls. These gifts ensure the strength, relevance, and viability of AAUW well into the future.

It's easy to make a planned gift to AAUW! You can include AAUW in your will or trust, name AAUW as a beneficiary in your insurance policy or retirement account, establish a charitable gift annuity, or select from among a range of deferred gift options.

Just complete the enrollment form and mail it to AAUW. The form does not ask for the amount of your legacy gift. As you make your plans, we hope you will consider the importance of AAUW's work and the significance of AAUW in your life. We ask that you be as generous as possible.

Seize the opportunity today! The link to the enrollment form is:  
<https://www.aauw.org/resource/legacy-circle-enrollment-form/>  
For answers to your questions, please contact me.

Neola Waller  
AAUW Legacy Circle Team Member  
[Wallerwn1@gmail.com](mailto:Wallerwn1@gmail.com)  
Tel: 757/217-2356



## Read AAUW's 2018 Year in Review!

[click on the link.]

This is a great overview of what AAUW has accomplished and what is planned.



### In Memoriam:

### Nancy Thompson

**Nancy Thompson**, longtime member of the Reston-Herndon Area Branch and branch treasurer for many years, died at the age of 77 on November 21--just three weeks after being diagnosed with pancreatic cancer.

**Nancy's** dedication to AAUW went far beyond her branch and continues after her death because she was a Legacy Circle member. She served as AAUW of Virginia's Vice President for Finance from 2011-15, as well as the Northern District treasurer for many years.



**Nancy** graduated from the University of Michigan with a bachelor's degree in chemistry and took some graduate level courses at Tufts University. As a pioneer woman in the computer science and database administration field for 30 years, she worked for several prestigious companies, while raising two sons as a single mother.

**Nancy** loved to travel! As a dedicated cyclist, she went on annual bicycle trips to Europe and Canada. She also traveled with non-biking friends to such places as Russia, China, Vietnam, Peru, Turkey, Israel, Costa Rica, and Cuba.

**Nancy** was a wonderful person who lived a life of service and adventure, setting an example for others through her dedication to AAUW and other organizations. She will be greatly missed.

Marilyn Silvey  
Reston-Herndon Area Branch

## LAF Money at Work in Virginia

Many of you who attended our spring convention in Portsmouth had the treat of hearing **Dr. Zoe Spencer** explain to us the ordeal she has undergone to try to secure pay equity at Virginia State University (VSU) in Petersburg. She spoke eloquently and passionately. Oral arguments for her case alleging wage discrimination and retaliation under the Equal Pay Act of 1963 and Title VII of the Civil Rights Act of 1964 were heard on



Support for Dr. Spencer (center) from AAUW members, LWV-RMA and Women Matter

Oct. 31 in the U.S. Court of Appeals for the Fourth Circuit in Richmond, VA. The courtroom was packed with some of her students, with her family members, and with members of Greater Richmond Branch, LWV-Richmond Metro Area (LWV-RMA), and Women Matter. **Carol Stephens** represented AAUW of VA. LAF Program Manager **Ebonee Avery-Washington** came from DC to represent AAUW national. A three-judge panel listened to arguments from VSU as well as from Dr. Spencer's attorney. They ruled unanimously against her and declined to allow the case to go forward.

As difficult as that decision must have been for **Dr. Spencer**, she took the high ground, as Michelle Obama urges us to do. Outside on the courthouse steps, **Dr. Spencer** spoke with her students about the case and the decision and told them this should serve as a learning experience for them. It was obvious from her remarks and the responses of her students that

she is an extremely well respected and admired professor. We have much work left to be done to gain equal pay for equal work. The fight has been long and hard, but we are proud and grateful to those who are willing to fight the good fight so that others may continue to see the arc of the moral universe bend toward justice.

**Thank you, Dr. Zoe Spencer!**

Carol Stephens  
Co-President

[carterstephens69@icloud.com](mailto:carterstephens69@icloud.com)

### Easy Ways to Contribute to AAUW Funds

The easiest way to make an individual contribution to AAUW Funds is to go to [www.aauw.org](http://www.aauw.org) and click on "Donate" or <https://ww2.aauw.org/donate-gift-new/>. The very simplest choice is to make an automatic monthly contribution on that site. Many of our members are contributing \$5-10-\$25 a month that way. It's painless and once done, you don't need to do anything the rest of the year.

All funds are now grouped under four pillars, which match the Strategic Plan. When you contribute to one of these, the contribution is used for the activities within that pillar. This gives AAUW flexibility to steer the money to the activities that need funding. The four groups are as follows:

- **Economic Security** (4449, includes Work Start/Start Smart, Legal Advocacy Fund, and women's economic security activities through retirement)
- **Leadership Initiatives** (4452, includes the National Conference for College Women Student Leaders—NCCWSL)
- **Education & Training** (4450, STEM, Title IX, Research, the traditional fellowships and grants)
- **Greatest Needs Fund** (9110, allows AAUW to use the money where it is needed most)

One thing to note is that certain funds are fully funded and don't require more money at this time. They are the Legal Advocacy Fund (LAF), the Eleanor Roosevelt Fund, and fellowships & grants.

Caroline Pickens  
AAUW Funds Chair  
[carolineaauw@gmail.com](mailto:carolineaauw@gmail.com)



# Branches in Action



Dr. Elizabeth Hendrix giving presentation

On November 17, **Dr. Elizabeth Hendrix, Alexandria Branch** public policy chair, spoke at the public hearing of the Alexandria City Council concerning the proposed City Legislative Package for the 2019 Virginia General Assembly session. She closed her remarks by saying: "Thanks to the City Council for joining with AAUW and other organizations and citizens throughout the Commonwealth in letting our lawmakers in Richmond know that Virginia can make history by becoming the 38<sup>th</sup>, and last state needed, to ratify the ERA. AAUW of Virginia also asks that the City Council join other localities and pass a resolution in support of ERA ratification by the Virginia General Assembly." The City Council went ahead and passed such a resolution.

Eugenia Burkes  
Alexandria Newsletter Editor  
[aaunewsltr.ed@gmail.com](mailto:aaunewsltr.ed@gmail.com)

The **Arlington Branch** continues a tradition of lively, varied programming keyed to the strategic goals of AAUW.

In September, we co-hosted an Arlington County School Board candidate debate with the Arlington LWV. In October, we learned from **Catherine Steinmetz** about Arlington Public Schools' innovative project-based learning at Arlington Technical High School, where the participation of girls is being deliberately fostered. In November, we explored becoming American with staff from Catholic Charities Migration and Refugee Services, including information about refugees and special visa holders. In December, our program was presented by **Ebonee Avery-Washington**, AAUW Legal Advocacy Fund Program Manager, covering current cases and prior accomplishments.

Our programs planned for the rest of the program year also reflect AAUW's priority actions. Details can be found on our website, <https://arlington-va.aauw.net/>.

- 02/11, **Karen Bate** and **Evelyn Powers** from Awesome Women Entrepreneurs in Arlington informed us about their recently-founded organization's work in Arlington;
- 03/16, **Julia Tanner** will review the progress of the ERA in the Virginia legislature in a joint program with Arlington LWV, preceded by our annual business meeting;

04/15, we are planning a program centered on Ruth Bader Ginsberg's contributions; and

- 05/20, we will celebrate achievements in education and the arts in Arlington at our Awards Ceremony.

Marjorie Tuccillo  
Co-President  
[mtuccillo4@comcast.net](mailto:mtuccillo4@comcast.net)

The **Bedford County Branch** enjoyed a surprise celebration for **Eileen Garbarini**, who has been a member of our branch for 50 years. Her daughter and daughters-in-law came to help us celebrate.



Eileen graduated from Seton Hill College in 1949. She moved to Bedford with her family in 1968, and immediately joined AAUW after being invited by a friend. Eileen has been, and still is, very active in AAUW. She has had many roles, including past president. She's now an active member of our scholarship committee. One of

her favorite memories is of the branch doing an art show for the community.

She has participated in several other community organizations. She was a charter member of Friends of the Library in Bedford. She was very active with the local hospital auxiliary for 40 years. She started the gift shop at the hospital to raise money for that organization. Eileen is an inspiration to all of us!

Charlotte Duis  
President  
[cpduis@gmail.com](mailto:cpduis@gmail.com)

**Hampton Branch** met on December 15 at the Embassy Suites Hotel in Hampton for the holiday luncheon which was an opportunity to welcome new members **Laura Greenfield, Anjanette Sheppard, and Janice Williams**. Branch members are working with eight third-grade girls on Friday mornings at the Discovery STEM Academy in Newport News. **Carolyn Stewart** is leading this STEM

(Continued on page 13)

# Branches in Action

(Continued from page 12)

activity which includes basing the activities around the female NASA scientists in the elementary book version of Hidden Figures by Margot Lee Shetterly: **Katherine Johnson, Dorothy Vaughan, Mary Jackson, and Christine Darden**. The activities include making paper airplanes, rocket ships, and using fans to learn about wind tunnels.



December branch meeting;

Front row left to right: Joan Aaron; Joan Jenkins; and Carolyn Stewart; Second row left to right: Carmina Sanchez Del -Valle; Anjanette Sheppard; Laura Greenfield, Gwen Lee Lomax; Janice Williams; and Lona Ross

On January 26, the Hampton Branch celebrated 70 years with a luncheon and reflections from Historian **Neola Waller** and branch member **Lona Ross**. April 27, the branch will hold a STEM workshop for girls in grades 3-8 with help from architecture students from Hampton University and members of the Society of Women Engineers.

Joan E. Jenkins  
President

[jjenkins57@cox.net](mailto:jjenkins57@cox.net)

The **Harrisonburg Branch** has had a whirlwind 2018 fall schedule. Beginning with our August wine and cheese reception and concluding with our annual holiday tea fundraiser in December, we balanced an agenda of strong program topics, such as local immigration issues and mentoring of at-risk young women, with casual lunches, book club offerings, and Great Decisions discussions.

We worked with James Madison University to bring the ERA tour bus to campus. We also contributed to the

VARatifyERA campaign by hosting card writing events and screenings of *Legalize Equality*.



Sylvia Rogers  
Co-President

[srogers1nm@aol.com](mailto:srogers1nm@aol.com)

**Lynchburg Branch President Rosemary Witcombe**, Program Co-Vice President **Sue Piepho**, and a former branch president were invited to speak at the Lynchburg ERA Ratification Rally, organized by **Martha Cousins** and



**Women's Rally in Lynchburg January 19, 2019**

Rosemary Witcombe and Sue Piepho

(Continued on page 14)



# Branches in Action

(Continued from page 13)

**Donna St Clair**, volunteers for Bedford Indivisible and Indivisible Lynchburg. (Indivisible is a national progressive organization.) It was just days before the rally, and I thought it best to contact **Susan Burk**, Co-VP for Public Policy, requesting a speaker or a statement that we could present at the rally from our state organization. Susan responded immediately; this was on January 15 and the rally was January 19. Susan was leaving for Richmond in an hour! She copied the request to our AAUW of VA co-presidents and responded, "Ok. Will see what we can do." On January 17, **Sylvia Rogers**, Co-VP for Public Policy, emailed they were working on a statement for us. Sylvia emailed me the statement from our Co-Presidents, **Carol Stephens** and **Leslie Tourigny**, the day before the rally. Their statement of support was exactly what we needed. The success of our presentation was based on the quick response and efforts of our state officers and the resources they provided for us. I read the letter, and Sue read the list of misconceptions about the ERA from page 11, of the **Unfinished Business** booklet, downloaded from the AAUW of Virginia online site, and shared at the rally. Thanks to all who contributed.

Rosemary Witcombe  
President  
[rwitcombe@sbc.edu](mailto:rwitcombe@sbc.edu)

The **McLean Area Branch** raised \$42, 891.00 at its annual book sale. Our new STEM initiative is a STEM essay contest for seventh and eighth grade students in the McLean area schools. Our goal is to challenge middle school girls and boys to discover and publicize women who made a difference in STEM fields. Four prizes will be awarded: First (\$100), Second (\$50), and Honorable Mention (two prizes, \$25 each). The theme for our programs is Women in Advocacy: we have branch speakers who were elected to the Virginia House of Delegates, Title IX co-coordinators, and experts on domestic violence. We have enjoyed getting to know our new 22 members at small dinners in members' homes.

Myrtle Hendricks Corrales  
Co-President  
[myrtlehencor@gmail.com](mailto:myrtlehencor@gmail.com)

The **Mount Vernon Branch** enjoyed an ERA postcard write-athon in January before the Virginia General Assembly convened. This was an impromptu event, outside our regular calendar.



Hosted by Co-President Cathy Krebs, Mt. Vernon, about 15 branch members gather, on January 6, to write postcards urging the ratification of the ERA.

Members had info from *Unfinished Business*, addresses of legislators, postcards, stamps, and passion to get the job done!



In addition to camaraderie, we were rewarded with the opportunity to express our positions that the ERA needs to get to the floor for a vote, that all the women of Virginia deserve equal protection under the law, and that Virginia, with its prominent role in our nation's history, should be the 38<sup>th</sup> and final state to ratify the ERA as the 28<sup>th</sup> Amendment to the U. S. Constitution.

Member **Shannon Dubicki** commented: "I was so happy to see so many enthusiastic ERA supporters frantically writing away!"

Our November program featured AAUW Historian/Archivist **Suzanne Gould**, who delivered a very interesting, well-illustrated talk, "AAUW Then and Now." Our first ERA postcard writing session followed her talk. Combining the two sessions, Mount Vernon Branch sent out about 80 ERA postcards.

Catherine Krebs  
Co-President  
[catherinekkrebs@yahoo.com](mailto:catherinekkrebs@yahoo.com)



# Branches in Action

Ten members of the **Norfolk Branch** attended the Vote Smart's FACTS MATTER program by the **Portsmouth Branch** in Virginia Beach in October. The newest member of the Norfolk City Council, **Courtney Doyle**, was our speaker in November and our annual holiday tea was enjoyed in December. The February 23 Southeast District meeting will be held at our meeting place, Algonquin House Party Room. Other programs will include speakers from Norfolk Botanical Gardens Origins, the new Old Dominion University (ODU) Barry Art Museum, Planned Parenthood, and our book group.

Wilma Robinson  
President

[wrobinson7@cox.net](mailto:wrobinson7@cox.net)

**Smith Mountain Branch** did it again! On November 14, 160 women shared a fabulous day of food, fun, fashions, and friendship. This year's fundraiser, which included a silent auction, raised nearly \$8K—a record amount—to support local women and girls in various educational endeavors. In 2019, the branch will award two \$3K scholarships, provide tuition for four girls from two local elementary schools to attend summer science camp, and continue mentorship activities for girls from a local high school. Member **Cindy Decker** received the "Lion of the Year" award from the Smith Mountain Lake Lion's Club for exemplary volunteerism. Six new members have joined in the past several months. To kick off the new year, the January 19 meeting featured **Chloe Johnson**, site director for the Middle School Academy, speaking on the mentorship program and developing young women as leaders. Members will continue to mentor the high school girls by participating in various field trips and activities and strive to promote AAUW through publicity and community outreach initiatives. Member **Marsha Melkonian** is running as the candidate for AAUW of Virginia Vice President for Finance for 2019-2021.

Susan McSarrow  
Member

[mcslarrows@gmail.com](mailto:mcslarrows@gmail.com)

**Springfield/Annandale Branch** welcomed new members and helped all members get to know each other better at a get-together on January 26 at Milano's Restaurant. Eleven new members have joined since July and more are expected. Members are invited on the last Wednesday of each month to meet at Cinema Arts Movie

Theatre to take advantage of the early movie's reduced ticket price and see a movie of interest. Lunch and discussion follow at a restaurant in the same shopping center. The February branch general meeting will also be a movie showing "One Woman, One Vote," narrated by Susan Sarandon, which highlights the battle for women's suffrage.

Judy Baldwin  
Co-President

[rjbald@verizon.net](mailto:rjbald@verizon.net)

The **Vienna Area Branch** will celebrate its 40<sup>th</sup> Anniversary on July 10. The branch:

- submitted a letter to the Vienna Town Council requesting that the Council endorse ratification of the ERA by the Virginia legislature;
- submitted a comment letter to the Washington Post on an article about ERA ratification;
- held a successful fundraising dinner for AAUW Funds, which will increase this year's annual donation over prior years; and
- donated much appreciated gift cards to the residents of Artemis House.

The branch's educational programs are AAUW mission-based, promote diversity, and are all co-sponsored with the Patrick Henry Library. January: **Dr. Dwandalyn Reece**, Curator, Music and Performing Arts, National Museum of African American Culture and History; February: **Sylvia Taylor** and **Gloria Runyon** on African American Presence and Contributions in Vienna; March: Getting the Vote: Women's History, with **Leigh Kitcher** of Historic Vienna, Inc.; and April: Serving Women for 40 Years, **Shirley Clark**, Executive Director of The Women's Center.

Suzanne Rothwell  
Co-President

[aauwvabylaws@cox.net](mailto:aauwvabylaws@cox.net)

The January program of the **Virginia Beach Branch** featured **Kati Hornung**, campaign coordinator for VARatifyERA, as guest speaker. She was joined by **Shene' Owens**, Delta Sigma Theta social action co-chair and VARatifyERA site coordinator for College of William & Mary and Hampton University. Hornung's topic was "Virginia, let's make history! Constitutional gender

(Continued on page 16)

# Branches in Action

(Continued from page 15)



Sally Daniel, Kati Hornung, Shene' Owens, and Neola Waller

equality and how Virginians can make it happen.” Both speakers gave updates and overviews of state-wide efforts to gain passage of the ERA in Virginia and also gave some lobbying training. We have critical work to do locally in the coming week. The meeting, held at public radio/television station WHRO, was followed by a potluck salad luncheon.

Neola Waller  
President  
[Wallerwn1@gmail.com](mailto:Wallerwn1@gmail.com)

The **Winchester Branch** began the year with a theater fundraiser to support our local scholarships. To fill the house and make the most of our opportunity we partnered with the local Parkinson’s Support Group. We ended the month of September by hosting the Northwest District meeting which included a tour of Belle Grove National Historical Park. In November, we heard author

**Nadine James** talk about *Memoir Your Way*. **Nadine**, a member of the Vienna Branch, was one of six authors who collaborated on this book explaining how to tell family stories through writing,



Cheryl Reames, Nadine James, Rosemary Green at the November meeting.

recipes, quilts, graphic novels, and more. Our holiday social in December raised \$55 for LAF with raffle bags.

Mary Froehlich  
President  
[froeh@comcast.net](mailto:froeh@comcast.net)

The **Wytheville Branch** had a productive fall. Members registered 34 Wytheville Community College students to vote. Member Suzanne Molloy hosted a dinner for prospective members at her home in September. In October, Carol Stephens, our state’s co-president, gave us an update with an emphasis on advocacy for the passage of the ERA. In November, our branch hosted a successful self-defense program for the community as part of our ongoing S.A.F.E. Program (Seeking Affirmative Female Empowerment). In December, our group decorated the public library’s Christmas tree and showcase. Our Christmas project was gift cards for the residents of the



Family Resource Center. The highlight of our fall events was the STEM visits to our three middle schools by Virginia Tech professors. We’re looking forward to our spring events, including an international dinner.

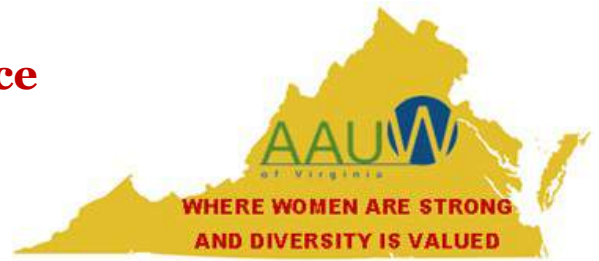
Patricia BeCraft  
Co-President  
[p.becraft@yahoo.com](mailto:p.becraft@yahoo.com)

The **Northern District spring meeting** will take place on Saturday, April 13, at the Fairfax Regional Branch of the Fairfax County Library. The meeting will begin at 1:00 pm. This will be a gathering for branch presidents, and program and membership VPs. It will be a workshop/discussion of what’s been working well in your branch, and a chance to share ideas with other branches. Please mark your calendars now. More information will be coming as the date gets closer.

Kate MacLeod  
Northern District Co-Representative  
[bobmacleod@verizon.net](mailto:bobmacleod@verizon.net)

# AAUW of Virginia 2019 Conference

## Overview of Program



### FRIDAY EVENING, APRIL 5, 7:30 PM to 9:00 PM

#### Activities at The Hampton Inn & Suites Roanoke Airport

Cartoons and Stereotypes: Enjoy an evening of cartoons and other videos with a look at what subtle or not so subtle messages are being sent to our children and grandchildren about stereotypes.

Snacks and conversation with other AAUW members. Pick up your conference packet and name tag for Saturday.

### SATURDAY, APRIL 6 – Vinton War Memorial

Conference Registration begins at 8:30 AM at the Vinton War Memorial.

Coffee and pastries available during registration.

Conference begins at 9:00 AM

- Opening Speaker - **Idella Glenn**, Special Advisor on Inclusivity and Diversity, Hollins University
- Business Meeting

Buffet Lunch

- Presentation on Unconscious Bias - **Denise Murden**
- Diversity Activities
  - a. Silent Interviews—**Barbara Craig**
  - b. DIE + K –Responding vs. Reacting—**Terri Steffen and Laura Lee Whitten**
  - c. Unearned Privilege Exercise—**Idella Glenn and Marj Easterling**

Conference Closes at 4:10 PM

#### Buffet Lunch

- Honey Barbecue Chicken Breast
- Parsley Buttered Potatoes
- House Salad (with fresh greens, candied pecans, Craisins, feta cheese and house-made balsamic vinaigrette)
- Mixed Steamed Veggies
- Dinner Rolls
- Dessert Petit Fours
- Sweet Tea, Lemonade



**For those with food allergies or special food requests please indicate them on the registration form. Be specific so that the caterer can fulfill your needs.**



## Conference Details at a Glance

### CONFERENCE REGISTRATION

Includes Saturday morning coffee/tea/Danish and lunch.

- Received by March 15, 2019: **\$50**
- Received after March 15, 2019: **\$55**
- Students: **\$20**
- **No refunds after April 1, 2019**



### HOW TO REGISTER

- Registration can be completed **online** on the AAUW of VA website: <https://aauw-va.aauw.net/>  
Select CONFERENCE from the navigation bar at the top of homepage.
- Registration can also be done **by mail** with payment by check. Send Registration Form and check payable to AAUW-VA to: **Judy Goodwin, 3132 Clayview Circle, Salem, VA 24153 ATTN: AAUW Conference**

### DIRECTIONS

#### Hampton Inn & Suites Roanoke Airport

I-81 to Exit 143 (I- 581). Exit From I- 581 North - Take exit 3E for VA-101 E/Hershberger Rd toward Airport for 0.3 miles. Merge onto VA-101 E/Hershberger Rd NW. Take a slight right at the green highway sign reading "Shopping Center." Destination will be on the left.

#### Vinton War Memorial

I-81 to Exit 143 (I- 581 S). Take I-581 south to Route 460 East/Orange Avenue (Exit 4E). At fifth stoplight, turn right on Gus W. Nicks Boulevard. Go 1.4 miles - the Vinton War Memorial is on the left.



For those who wish to spend Friday night before the conference, join us at the

**Hampton Inn and Suites, Roanoke Airport**

**5033 Valley View Blvd. North,  
Roanoke, Virginia, 24012**

A special group rate is being offered for our conference:  
**\$109.00+ tax per room.**

**Reservations: 1-540-366-6300 or toll free at 1-800-560-7809**

***Please mention the AAUW State Conference. The last day for the group rate is March 10, 2019.***

Free parking Complimentary Hot Breakfast Buffet Complimentary newspaper 42-inch flat-panel TV.

Microwave, refrigerator and coffeemaker in every room. Free internet access in every room.

Free large fitness center and a heated indoor saline swimming pool.

Walking distance to shopping and restaurants. Hotel is located in Valley View Mall complex.

Business Center open 24 hours a day. Hilton Honors Points/Bonus Points for every dollar spent.

## ***Opening Speaker and Group Presenter***

### **IDELLA GLENN - Special Advisor on Inclusivity and Diversity, Hollins University**



Idella Glenn is a seasoned professional committed to inclusive excellence, student success, and creating welcoming campus environments for all constituents. Glenn is a collaborative leader with over 25 years of higher education experience – the last 20 years focused on leading diversity and inclusion initiatives. She is currently serving as special advisor on inclusivity and diversity at Hollins University in Roanoke, VA. Before coming to Hollins, she served as Virginia Commonwealth University’s (VCU) director for diversity education and retention initiatives within the Division of Inclusive Excellence. Prior to VCU, Glenn spent 18 years at Furman University serving as assistant vice president for student development, assistant dean for diversity and inclusion, and director of multicultural affairs. Prior to Furman, she served as the records manager (registrar) at Spartanburg Community College.

Glenn earned a bachelor’s degree in computer science/math from Furman University, and a master’s in higher education administration from the University of South Carolina. She earned a Ph.D. in educational leadership from Clemson University in 2008.

Glenn has earned designation as a Certified Diversity Professional (CDP) through the Institute for Diversity Certification and is a qualified administrator of the Intercultural Development Inventory. She is a graduate of the Riley Institute Diversity Leadership Academy, Class 2.

Glenn is a member of the National Coalition Building Institute Board of Directors. She serves on the National Advisory Council of the National Conference on Race and Ethnicity. Glenn also served as president of the South Carolina Professional Association for Access and Equity from 2002 to 2004 and is a graduate of Leadership Greenville, class 28.

**Idella is a member of the AAUW Roanoke Valley Branch.**

### **DENISE MURDEN**



Denise is a retired federal civil service employee with more than 40 years of public administration and non-profit work experience. She served as a public affairs officer, management analyst, and internal performance consultant, working assignments both in the United States and Europe. Denise holds a master’s degree in management and has been recognized for her expertise in leadership, diversity, and organizational effectiveness. She was inducted into the Phi Kappa Phi Honor Society and is a recipient of numerous Department of Defense and U.S. Coast Guard performance awards and has been widely published. In October 2014, she was awarded the Department of Homeland Security’s Secretary’s Award for Outstanding Achievement in Diversity Management and upon retirement, the U.S. Coast Guard Commandant’s Distinguished Career Service Award. She lives with her husband, Mike, in Suffolk,

VA, and enjoys writing, volunteer work and community advocacy.

**Denise is program co-chair for the AAUW Suffolk Branch.**

## Workshop Presenters



### BARBARA CRAIG

Barbara Craig retired in 2010 from a 20-year career in higher education, teaching English and linguistics in both the United States and five years at a university in Taiwan. After returning from Taiwan, Barbara spent eight years as Director of Assessment and Diversity at Georgetown University's center for teaching excellence, where she designed and facilitated faculty programs on inclusive teaching approaches and respect for student diversity. As a founding member of Georgetown's Diversity Action Council and chair of its assessment committee, she helped document and evaluate the campus climate for diversity and worked with academic departments to support and increase diversity awareness and cultural competence. A Roanoke Valley **AAUW member**, she has served as International Chair, is currently Diversity Chair, and leads the branch's Diversity Interest Group. A Baha'i for over 40 years, Barbara values the strong and enduring friendships she has made with diverse members of her faith community.



### MARJ EASTERLING

Marj Easterling is the owner of Big Lick Screen Printing LLC, a startup creative design and screen printing studio. A gifted artist with a knack for subtle sarcasm, she was one of the cover features on the 2018 women's issue of *Roanoker* magazine and a silver winner for the 2018 VA Gauntlet small business competition.

As an **AAUW member** and a SWAM (Small, Women, and Minority) certified business owner, she is focused on empowering other female entrepreneurs while she grows her family business with her two sons. With an eclectic education, extensive travel adventures and her 12 year experience as a registered dental hygienist, she brings a unique perspective to any project. In her spare time, she blogs, attends horror conventions, plays with her grand babies, and home schools her youngest son. She also trains Kempo karate, and miraculously earned her black belt in Hawaii this past September.



### TERRI STEFFEN

Terri Steffen received her B.A. in Liberal Arts (Spanish) from Arizona State University and her M.Ed. (Curriculum and Instruction) from Mississippi State University. She was a K-12 public school teacher for 38 years in Arizona, Louisiana, Mississippi, and Virginia. She also taught Spanish and English as a Second Language to adult learners in Tucson, Arizona, was the Jackson Municipal Separate School District's co-chair of the Mississippi Writing/Thinking Project, and served as the Reading Coordinator and the English Department Chair at a middle school in Roanoke, Virginia.



### LAURA LEE WHITTEN

Laura Lee Whitten is Assistant Professor for Nursing at Jefferson College of Health Sciences (JCHS)-Radford with focus on Motivational Interviewing, Psychiatric Nursing and implemented Screening, Brief Interviewing & Referral for Treatment (SBIRT) for substance abuse for nursing programs. She has been an advocate for nontraditional students, an advisor for Veterans- B.S. Nursing program and diversity inclusion in academia. Laura has a 10-year history of hospice and mental health care delivery and advocacy. She is past chair of the Virginia League for Nursing and will complete a Doctor of Nurse Practitioner (DNP) in May 2019. She moved to Virginia from Massachusetts in

2012, and is a new Roanoke Valley **AAUW member**.



## *After - Lunch Presentation*

### **Unconscious Bias** Presenter: Denise Murden

The implicit, or unconscious, bias that exists in all of us affects our understanding, actions and decisions in ways that we are unaware of. These biases have evolved from our need to sort and categorize in order to recognize what is and is not a danger but can stand in the way of developing new relationships and positively interacting with others. This presentation will allow participants to identify and define implicit bias; understand how it affects our personal perceptions, judgments and decision-making; and develop tools and methods for addressing personal biases. It includes non-threatening, interactive exercises and many examples of what implicit bias is. Participants should walk away with a fresh understanding of their own personal biases and how they can overcome them to establish relationships with people and groups different from themselves.



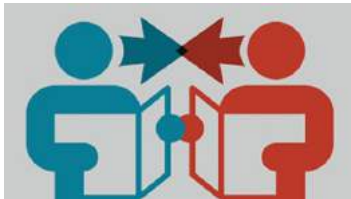
**Have you done your homework?!**

**Before the conference, take the Implicit Bias Test (see page 23)**

<https://implicit.harvard.edu/implicit/takeatest.html>

## *Description of Afternoon Diversity Activities/Workshops*

### **Silent Interviews** Presenter: Barbara Craig



This interactive pair activity raises our awareness of invisible differences and demonstrates how we can misunderstand or judge others by making assumptions about them based only on what we can see. Participants are given a list of questions to answer about their partner – but they must each write down their best guess without talking to each other.

### **DIE + K – Responding vs. Reacting** Presenters: Terri Steffen and Laura Lee Whitten

Adapted from an exercise developed by Prof. Lee Knepfkamp of Teachers College, Columbia University, this group activity highlights how the same event or action can elicit multiple, simultaneous, and often competing interpretations from those present or involved, and suggests one way to suspend judgment before we respond. Pairs of participants discuss their reactions to either paper copies of photographs, or visual images projected on a screen. The activity is then debriefed with the whole group.



### **Unearned Privilege Exercise/Privilege Walk** Presenters: Idella Glenn and Marj Easterling

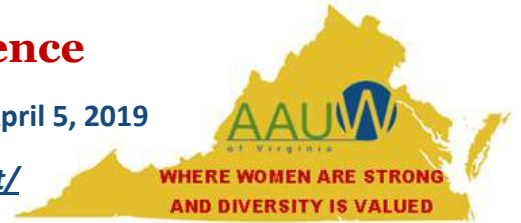


Based on the work of Peggy McIntosh (Wellesley College Centers for Women) on white privilege, this activity raises awareness of how a group's socioeconomic privilege or disadvantage can affect the life experiences of its members. This exercise can be done as an individual quiz or as a group exercise (walk), both debriefed afterwards by the whole group.

# 2019 AAUW of Virginia State Conference

Saturday, April 6, 2019 – with optional activities Friday evening, April 5, 2019

Online Registration available <https://aauw-va.aauw.net/>



NAME: \_\_\_\_\_ EMAIL: \_\_\_\_\_

First/Last Preferred Name for Badge: \_\_\_\_\_

AFFILIATION WITH AAUW: Your Branch Affiliation \_\_\_\_\_ OR

National Member \_\_\_ OR Young Women's Task Force \_\_\_ OR College/University Student \_\_\_

STREET ADDRESS: \_\_\_\_\_ City \_\_\_\_\_

State \_\_\_\_\_ Zip Code \_\_\_\_\_ PHONE: Home (\_\_\_\_) \_\_\_\_\_ Cell (\_\_\_\_) \_\_\_\_\_

CHECK ALL THAT APPLY: \_\_\_ Student \_\_\_ First time Attendee \_\_\_ Current Branch President \_\_\_ Current State Board Member  
\_\_\_ Past State President \_\_\_ Presenter \_\_\_ Branch Member \_\_\_ None of the above

CONFERENCE REGISTRATION (Includes Saturday Morning Coffee/Tea/Danish and Lunch)

Received by March 15, 2019: \$50 ..... Received after March 15, 2019: \$55 \$ \_\_\_\_\_

NO REFUNDS AFTER APRIL 1, 2019

CONFERENCE REGISTRATION: STUDENT (includes Sat. Lunch) \$20 \$ \_\_\_\_\_

List your 2 or 4 year college/university: \_\_\_\_\_

AAUW MUG ORDER: Mugs are \$10

Number of Mugs: \_\_\_\_\_ X \$10 \$ \_\_\_\_\_

TOTAL DUE: \$ \_\_\_\_\_

## FRIDAY EVENING ACTIVITIES:

\_\_\_\_\_ I plan to arrive on Friday evening and will participate in the Friday evening activities at the Hampton Inn & Suites  
Roanoke Airport, 5033 Valley View Blvd. North, Roanoke, Virginia, 24012

LUNCH MENU: Buffet with honey barbecue chicken breast, parsley buttered potatoes, house salad with fresh greens, candied pecans, Craisins, feta cheese and house made balsamic vinaigrette, mixed steamed vegetable, dinner rolls, and for dessert petit fours. Tea and Lemonade.

DIETARY AND OTHER SPECIAL NEEDS (PLEASE BE SPECIFIC): \_\_\_\_\_

## WORKSHOP CHOICES: (Choose one per session. See descriptions page 3.)

### Session 1: 2:00 to 2:45 PM (choose one):

- \_\_\_\_\_ Silent Interviews
- \_\_\_\_\_ DIE + K – Responding vs. Reacting
- \_\_\_\_\_ Unearned Privilege Exercise/Privilege Walk

### Session 2: 2:55 to 3:40 PM (choose one):

- \_\_\_\_\_ Silent Interviews
- \_\_\_\_\_ DIE + K – Responding vs. Reacting
- \_\_\_\_\_ Unearned Privilege Exercise/Privilege Walk

Send check payable to AAUW-VA to:

Judy Goodwin

3132 Clayview Circle, Salem, VA 24153

ATTN: AAUW Conference.

If you have questions or need additional information, please contact Helen Ruth Burch [hrburch@aol.com](mailto:hrburch@aol.com) or 540/797-2760.

NO REFUNDS AFTER APRIL 1, 2019



## Before You Attend: Conference Homework!

After lunch at the Conference, **Denise Murden** will speak about the **Implicit Association Test**.

The Implicit Association Test (IAT) measures attitudes and beliefs that people may be unwilling or unable to report. The IAT may be especially interesting if it shows that you have an implicit attitude that you did not know about. For example, you may believe that women and men should be equally associated with science, but your automatic associations could show that you (like many others) associate men with science more than you associate women with science. (<https://implicit.harvard.edu/implicit/education.html>)

**Denise's presentation is enhanced when participants have taken at least one Implicit Association Test**, which are available on-line (no cost) at <https://implicit.harvard.edu/implicit/takeatest.html>.

Results are completely confidential and will not be shared. It generally takes 10 minutes or so for each test. More information is provided at the link.

**DO YOUR HOMEWORK, PLEASE!**

## Donate Your Toiletries: Help Victims of Domestic Violence

If you are staying at the hotel for the conference or have a bunch of hotel toiletries at home, you can help women and children who have escaped domestic violence. George Mason University Women and Gender Studies Center collects toiletries and delivers them to a women's local shelter for domestic abuse survivors. Many of these victims leave home with nothing more than the clothes on their backs. I have been collecting toiletries at state board meetings and bringing them to the center, where they are very much appreciated. I will have a large box at the conference to collect the items. Thanks!



Sandy Lawrence  
Co-VP for Program  
[sandyaauw@juno.com](mailto:sandyaauw@juno.com)



## Celebrate! Celebrate!

### Dance to the Music! Significant Branch Anniversaries in 2019

* Greater Richmond (February 14, 1909)	110 years
* Harrisonburg (May 9, 1929)	90 years
* Arlington (February 2, 1944)	75 years
* Hampton (January 24, 1949)	70 years
* Suffolk (January 8, 1959)	60 years
* Reston-Herndon Area (February 14, 1969)	50 years
* McLean Area (May 9, 1969)	50 years
* Vienna Area (July 10, 1979)	40 years





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- 800/326-AAUW (2289)  
10:00 a.m. to 5:00 p.m.
- 202/785-7700  
8:30 a.m. to 5:00 p.m.
- Fax: 202/872-1425
- TDD: 202/785-7777

### AAUW of Virginia:

- [aauw-va.aauw.net/](http://aauw-va.aauw.net/)

### Virginia General Assembly:

- [viriniageneralassembly.gov/](http://viriniageneralassembly.gov/)



## ***MUGS FOR SALE!***

We are pleased to announce that we will have terrific looking, 16 oz. ceramic mugs (pictured here) for sale at the 2019 Conference!

The mugs make great gifts for branch members or speakers. Profits from the sale of mugs will go to the AAUW Fund.

You can pre-order mugs on your Conference Registration Form, found on page 22.

