

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, or socioeconomic status.

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Summer Leadership Meeting

July 27, 2019
Pre-Meeting Activities July 26

Harrisonburg, VA

- **If you are new to your leadership role in your branch, this workshop is meant for you!!**
- **If you are new to AAUW or just newly retired and looking for a way to make a difference, this Summer Leadership Meeting (SLM) is meant for you!!**
- **If you just want to explore a new area of Virginia and combine a "mini" vacation with good fellowship and stimulating conversation and ideas, this workshop is meant for you!!**

We hope that each branch will be represented by at least one member, but there is no limit on the number of members that can be sent from one branch. Remember that AAUW leadership can be contributed in our community in many ways.

We had such a positive experience at Hotel Madison last year we wanted to return this year and we hope you will **Set Your Sails** and join us at the Summer Leadership Meeting (SLM) on July 27! A full day of workshop activity is scheduled for Saturday, July 27. For those who prefer to spend the night in Harrisonburg on Friday, we have arranged for **Sue Gier**, a certified naturalist and member of the Harrisonburg Branch, to conduct a walking tour of the Edith J. Carrier Arboretum beginning at 7:15 pm. For those wishing to start the evening activities later, we are offering a social gathering from 8:30 - 10:00 pm in the Hotel Madison Lobby Bar (cash)

Dr. Heather Coltman, Provost and Senior Vice President for Academic Affairs at JMU, will deliver the Keynote Address! This will be followed by six sessions for all attendees. Our new Diversity and Inclusion Chair **Cyndi Shanahan** will discuss what diversity and inclusion mean to AAUW of VA and how branches can contribute to our goals. **Caroline Pickens**, our AAUW Funds Chair, will interview **Dr. Besi Muhonja, an Associate Professor at JMU and former AAUW International Fellow**. **Patsy Quick** will lend her expertise to show a variety of ways that branches can utilize their websites to attract new members and discuss other means of enhancing branch communication. Another session will

(Continued on page 8)

AAUW of Virginia Elected Officers

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From your Co-Presidents

Whew!! We are trying to catch our breath as you are probably doing also. By the time you get this newsletter in June, you will be starting to breathe easy for a brief time.

Our theme at the Summer Leadership Meeting last summer was **Harness the Energy!** You have all done a wonderful job of that this year. At our spring board meeting as we reviewed the reports from the board liaisons to your branches, it was evident that most every branch has been doing something meaningful in each of their communities to improve the lives of women and girls. Although the total amount of our contribution to AAUW Funds declined this year, we did have every branch contribute toward our over \$80,000 contribution!

Our Public Policy Co-VPs, **Sylvia Rogers** and **Susan Burk**, were the energizer bunnies!! **ERA** consumed so much of our time across the state; but they were the catalysts. We even had two state **Lobby Days** in January and February. **Sylvia Rogers** and **Patsy Quick** also harnessed their energy, research skills and incredible creativity in the creation of our booklet on ERA, **Unfinished Business**. We want you to know that **VARatifyERA** has been singing our praises as a stalwart group that could be counted upon across Virginia to get the word out and use our powers of persuasion! **Kudos to you all!**

One of our presidents' goals starting last year was to do what we could to bring about more diversity and inclusion to our branches. Our board concurred and agreed that our spring conference in Roanoke

Valley should center on diversity and inclusion. We had wonderful speakers and break-out sessions with our very own talented members as the leaders. The board agreed to create an appointed board position, **diversity and inclusion chair**, and approved our selection of **Cyndi Shanahan** to fill this position. Be looking to hear from **Cyndi** in the months ahead as she develops plans. If you are interested in working with **Cyndi**, cyndi9817@gmail.com, please let her know!

We have now come full circle and are ready to break out our next **Summer Leadership Meeting for 2019-2020 on July 27 in Harrisonburg**. We are planning a myriad of activities and learning experiences and sharing activities for the coming year. We hope that every branch in the state can send at least one leader or potential leader this summer. Remember - everyone is a branch leader - not just those who have titles after their names. Look for program and registration information in this *Vision!* Plan now and **Set Your Sails!** See you in July in Harrisonburg!



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V a c a n t

Bylaws/Resolutions Report

Non-Substantive/Editorial Changes to the AAUW of Virginia Bylaws

AAUW previously held a biennial national convention in odd-numbered years and, therefore, the AAUW of Virginia Bylaws required that a state conference be held in even-numbered years. AAUW's most recent information is that it intends, instead, to hold virtual events across the country commencing in 2020. See, <https://www.aauw.org/convention/>

As a result of these changes, at the April 5 AAUW of Virginia board meeting, the board approved revisions to Article XVIII of the Bylaws and to several parts of the Board of Directors Handbook to

1. no longer mandate a state conference in even-numbered years by giving the AAUW of Virginia Board flexibility as to arranging the state conference;
2. conform Handbook provisions to reflect the revised meeting arrangements;
3. make more consistent the use of certain terms throughout the Handbook; and
4. otherwise make some needed updates to Handbook provisions.

None of these changes required a vote of the membership because they are editorial in nature. The revised Bylaws and Handbook are posted to the AAUW of Virginia [website](#).

Required Submission of IRS Form 990-N Information to AAUW

All branches are required to submit IRS Form 990-N information to AAUW through the Member Services Database by July 15. Some branches are required to also submit the Form 990-N directly to the IRS. I sent an email in mid-April to branch presidents and treasurers that contained step-by-step guidance on how to make the required entry on the AAUW website. Contact me if you need another copy of that email.

Failure of a branch to timely file a Form 990-N with the IRS in any year will result in an inquiry by the IRS, with the opportunity to submit the delinquent filing. Failure to file the Form 990-N for three consecutive years will result in the branch losing its IRS non-profit exemption. Please complete your filing as soon as possible because AAUW staff need to process each branch's submission to the IRS, which takes several weeks for the more than 1,000 AAUW branches. I hope to avoid having to contact any delinquent branches as the IRS filing deadline draws near.

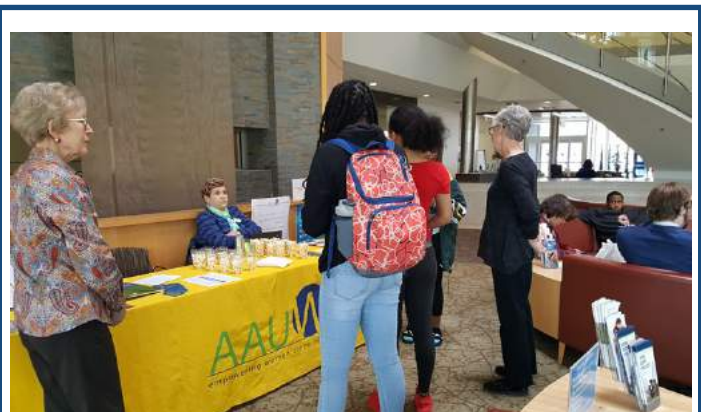
Branch Bylaw Changes

It is important that branches continue to contact me to discuss any proposed changes to their branch bylaws prior to approval by the branch board or adoption by branch members. The Bylaws/Resolutions Chair must review and provide advice on all such changes. Contact me if I can be of assistance in any other way, such as answering a question about the meaning of a bylaw provision.

Suzanne Rothwell
Bylaws/Resolutions Chair
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Mini-Grants for AAUW of Virginia Branches 2019-2020

Just in time for planning your programs and projects for the coming year: the state board has approved **\$1,500** for mini-grants to support outstanding branch public policy activities for 2019-2020. **To be considered for a mini-grant, a branch must submit an application by October 1.** Go to the AAUW of Virginia website at <https://aauw-va.aauw.net/>. Click on the Branch Mini-Grants link on the dashboard and follow directions for opening the link to review the revised criteria for applying for a mini-grant and to submit an online application. Alternatively, you can print the application, complete it, and mail it to **Sylvia Rogers** (2353 Massanetta Springs Road, Harrisonburg, VA 22801). Awards will be announced by mid-November.



Members of **Portsmouth** branch share Equal Pay Day information with Tidewater Community College students on April 2.

Public Policy - Wrap-Up and Looking Ahead

“Nevertheless, she persisted.” And we will! AAUW of VA conducted an intense effort, as part of a statewide campaign, to achieve ERA ratification by the Virginia General Assembly. Although the effort fell one vote short this year, ratification inspired citizens throughout the Commonwealth to educate themselves on the issue. We will continue to actively support ERA ratification in the coming year with a solid understanding of the fault lines that prevented ratification this year. As part of this effort, AAUW of VA members made their voices heard in the General Assembly, lobbying elected officials on the ERA in January and on pay equity in February. We also sponsored a reception for women

Important Public Policy Dates

- All State Senate/House seats are up for election in 2019
- VA General Election Registration Deadline: **October 15, 2019**
- VA General Election: **November 5, 2019**
- AAUW Federal Lobby Day: **September 26, 2019** (Tentative)
- AAUW State Lobby Days: **January 15, 2020** (To be confirmed); **February 12, 2020** (To be confirmed)

legislators the evening before our February Lobby Day, engaging them in animated discussion of our public policy agenda, and the many resources we can offer them from our state and national organizations. On April 30, a subcommittee of the U.S. House Judiciary Committee held a hearing on the ERA, the first in nearly 40 years, to consider, among other things, extending the deadline for ratification. Looking ahead, we want to intensify our efforts to close the gender pay gap. State legislators who have supported pay equity legislation in the past will be hearing from us so we can get a running start for the 2020 General Assembly. We also will reach out to other local and state organizations with a common interest in economic security and pay equity to magnify our message in Richmond. The recent passage of the Paycheck Fairness Act with a bipartisan vote in the U.S. House of Representatives has helped to highlight this issue at a national level.

Throughout Virginia, our branches are continuing their support and advocacy for programs that break through barriers to women and girls in STEM fields; enforcement of Title IX and

other laws pertaining to equality in education; and prevention of bullying, sexual harassment, and human trafficking. We would love to hear from branches about the public policy issues you are interested in and/or actively supporting. AAUW of VA has an ambitious agenda to change the climate for women and girls. Through your efforts, we are making a difference on many, many issues.

Susan Burk/Sylvia Rogers
Co-Vice Presidents for Public Policy
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In Memoriam - Ercell Binns

Ercell passed away April 2, 2019, at the age of 91. Ercell served as state convention co-chair in 2004, and later as the Northern District representative. A teacher by training, Ercell earned her bachelor's degree in English and Spanish from William Jewell College and her Master of Arts in Education Administration/Elementary Education from George Mason University. She was a long-time member of the Springfield-Annandale Branch. In the branch, she was a founding member of the Diversity Committee, now known as the Inclusion Committee, which awards recognition to high school juniors for programs and projects that bring diverse persons together for a more inclusive world. Condolences should be sent to her daughter: Margaret Binns, 1800 Maryland Avenue, Gaithersburg, MD 20877.



Membership



Wow, you did it! As a state, our branch membership is the same as our official count for last year. **Congratulations and thank you for your year-round recruiting and retention activities.** For 2019/2020, AAUW national is again challenging us to recruit or retain members equal to 90% of our branch membership from the 2018/19 annual official report by September 30. We did a great job this year meeting that goal, and with your focus on membership, each branch will make this goal again.

Branches can earn one free membership for every two new members recruited through **Shape the Future**, up to three memberships annually. These memberships must be used by June 30. There are many innovative ways to use the free national memberships. One branch provides them to new members who then recruit additional new

members; another provides them to individuals who take leadership roles for the first time. Think about how you can use these free national memberships in a way that works for your branch.

Don't forget your graduates this year. Provide them a **free national e-membership**.

We are leaders in **diversity and inclusion**, which is an area of AAUW focus. The diversity statement for AAUW is available on the national website. 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. Ideas on this important topic are available on the state website. 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



Smith Mountain AAUW Member Wins!

Cindie Kollman, a member of the Smith Mountain Branch, submitted one of the six winning paintings, *Little Ballerinas*, to be featured on AAUW notecards! For the past 10 years, AAUW has sponsored an annual art contest to give women artists the attention they deserve. Only 30% of artists represented by commercial galleries are women; and women working in arts professions are paid almost \$20,000 less per year than men.

Cindie has witnessed many social and cultural changes that have provided paths of opportunity for women and girls. Her mother served as a role model graduating with a B.S. in speech pathology over a 10-year span of attending college. **Cindie** struggled financially, after the death of her father, to make it

through the University of Michigan with a double major. **Cindie** completed her M.S. in special education, raised two sons, and began her 23-year teaching career that spanned over five states.

In 1995, **Cindie** had the opportunity to live in England where she was able to take a week-long intensive course in botanical illustration at the Royal Horticultural Garden in Wisely, UK. On returning to the States, **Cindie** began teaching botanical illustration at the Lewis Ginter Botanical Garden and over her 10-year tenure helped to expand the art program into other areas as well.

Painting has allowed **Cindie** to express the joy she feels while involved in her granddaughters' activities. The photos of her American-Filipino granddaughter at her Richmond Ballet classes inspired **Cindie** to promote the advancement of inclusion of children of all backgrounds in fine arts. **Cindie** stated, "Within the painting, unity and movement are created through alignment, size, texture, and color of the geometric shapes of the background space against which the figures of the children wearing purple leotards and white tights perform similar, graceful gestures." Our lives take many turns, but AAUW sustains and encourages all our efforts. **Kudos to Cindie.**

Carol Stephens
Co-President
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Results are in!

Thank you to the 226 AAUW of Virginia members who voted in the recent **One Member One Vote Election** of state officers; that is 20% of our membership which meets the quorum we needed.

Each candidate was elected with 99% or more of the vote. AAUW of Virginia 2019-21 officers for the following positions are:

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

Congratulations and thank you to these members!! We look forward to working with you.

Sandy Lawrence
Voting and Elections Chair
sandyaauw@juno.com

Political Versus Nonpartisan

Be Careful in Election Season Not to Be Partisan in AAUW Activities!!

This year is shaping up to be an important election year. All 140 seats in our General Assembly are up for election, as well as many local offices. While we are often reminded that AAUW is a nonpartisan organization, it sounds contradictory when we also hear that our work has always been political.

[Political vs. Partisan: A Guide to Your AAUW Advocacy Actions](#) provides an excellent delineation of what is political and what is partisan, and how to stay on the nonpartisan side of the divide. Political work can be characterized by shared values, working toward a common goal, and a result that is best for the community as a whole. Put simply, being political is a way to influence legislation and regulation through government or public affairs, while partisan activities have a firm adherence to a party, faction, or person.

This means that we can work on issues that are consistent with our values and mission and which are in line with our public policy priorities, engage equally with candidates and elected officials from different political parties, and participate in voter registration and education regardless of individuals' political party identification. What we cannot do is endorse or strongly advocate for candidates in partisan races, encourage voter registration with a particular party, fundraise for partisan candidates, or coordinate with partisan campaigns or political parties.

Leslie Tourigny
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GETTING OUT THE VOTE IN TWO EASY STEPS



#1 All organizations requesting 25 or more voter registration applications from the Department of Elections (ELECT) must register and complete certified training (online or in person) which will provide valuable information regarding responsibilities while conducting voter registration drives in the Commonwealth of Virginia. The group (or individual representing the group) will receive a certificate stating that the required training for conducting voter registration drives has been completed. Certification is valid until June 30th each year. Training must be taken again in order to renew the certification. Use this link to sign in for the course: <https://www.elections.virginia.gov/registration/registration-drives/training-video.html>

#2 Election activities carried out in AAUW's name must be conducted within the guidelines set out in AAUW policies and must not advocate the election or defeat of any clearly identified partisan candidate or political party nor be coordinated with any candidate or political party. Go to this link to review the "do's & don'ts" of third party registration on behalf of AAUW: <https://www.aauw.org/resource/aauw-election-dos-and-donts>.

2019 AAUW of Virginia State Conference

The 2019 state conference was held April 6 at the Vinton War Memorial outside of Roanoke, Virginia. The theme was **“Where Women are Strong and Diversity is Valued.”** The conference agenda focused on answering the question “How do we break down barriers of race, gender, age, and ethnicity and welcome a wider variety of people into our membership?” The state board responded to that question by voting to add a new position, Diversity and Inclusion Chair. **Cyndi Shanahan**, outgoing VP for Membership and Branch Development, will assume this new position July 1.



Idella Glenn

On Friday evening, the members of the Roanoke Valley Branch presented an excellent session on Cartoons and Stereotypes to discern subtle messages that are being sent to our children and grandchildren through cartoons. On Saturday, we were fortunate to have branch members lead discussions. **Idella Glenn** (Roanoke Valley Branch), Special Advisor on Inclusivity and Diversity at Hollins University and a Certified Diversity Professional, explained the ways in which Hollins has worked to attract a more diverse student body; and more importantly, the work they've done to make students feel valued and welcome--that's the inclusivity part. **Cyndi** spoke about a process for branches to increase their diversity. **Denise Murden** (Suffolk Branch), a retired federal civil service employee recognized for her expertise in leadership, diversity, and organizational effectiveness, spoke on unconscious bias and enlightened an audience predisposed to want to be unbiased, but often unaware of how unconscious associations affect their behavior toward others. She recommended the Harvard unconscious bias test, available at <https://implicit.harvard.edu/implicit/takeatest.html>. Try it!



Cyndi Shanahan

There were three breakout sessions in the remainder of the afternoon: Silent Interviews (what you assume/know about someone when you first meet), DIE + K-- Responding vs. Reacting (studying a series of New Yorker Magazine covers for assumptions), and Unearned Privilege Exercise (how a group's socioeconomic privilege or disadvantage can affect life experiences). The conference was well received by all.



Local Arrangements Committee

A special thanks to the Southwest District, especially **HelenRuth Burch** and the local arrangements committee, for a fabulous event!

Cheryl Spohnholtz
Co-VP for Program
Sponzie80@cox.net

(Continued from page 1)

cover aspects of our public policy led by our Co-VP for Public Policy, **Sylvia Rogers**. **Elizabeth Hendrix** and **Diane Schrier** will share what the Alexandria Branch is doing to combat human trafficking and how branches can partner with them. There are many changes and initiatives happening at AAUW national. **Suzanne Rothwell** will discuss these and answer any questions you may have. Let's not forget that we are looking forward to a yummy Italian buffet for lunch.

Register for the SLM by July 15. A block of rooms has been reserved **until July 5** at Hotel Madison for those wanting to stay on July 26 and 27 for \$119 plus tax per night. You can make room reservations using this [link](#).

Also, you can call 540-564-0200 and say you are making reservations for the **AAUW Virginia Board Meeting and Annual Summer Leadership Meeting**.

Register for the conference **online at:** <https://aauw-va.aauw.net/summer-leadership-meeting/> or print and mail your registration with your check **by July 15 to:**

**Carol Stephens,
4050 Forest Hill Ave. #19,
Richmond VA 23225.**

Details of the meeting locations etc. will be sent to those who have registered.



Summer Leadership Meeting

The Hotel Madison and Shenandoah Valley Conference Center opened in May 2018! It is situated on the edge of the JMU Campus and a five-minute walk from downtown Harrisonburg. Rooms are equipped with mini refrigerators, Keurig coffee makers and in-room safes as well as complimentary wireless internet service. The hotel boasts a farm-to-table restaurant, indoor pool, fitness center, and coffee and wine bar.

THE PERFECT DESTINATION IN THE HEART OF THE SHENANDOAH VALLEY

At the corner of Main Street and Martin Luther King Jr. Way (historic Cantrell Ave.).

Easily accessible from I-81 and the Shenandoah Valley Regional Airport.

Convenient on-site garage and valet parking is available.



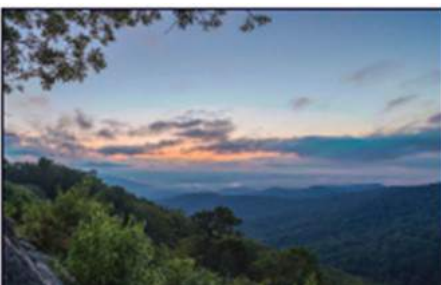
Downtown Harrisonburg

A recent winner of the Great American Main Street Award and touted by National Geographic as one of America's Top 10 Mountain Bike Towns, Harrisonburg offers numerous dining, shopping, entertainment, and recreation options.



James Madison University

James Madison University's sprawling 785-acre campus is home to one of the most well-known colleges in Virginia, currently educating over 21,000 students each year. Featuring an arboretum and the Forbes Center for the Performing Arts, JMU's scenic grounds continue to be the site of innovative thinking and engaged learning since 1908. As the official hotel of James Madison University, Hotel Madison is conveniently located on campus next to Madison Hall, site of undergraduate admissions.



Shenandoah National Park & Skyline Drive

Beautiful year-round and home to stunning vistas, cascading waterfalls, and the legendary Skyline Drive, Shenandoah National Park covers over 200,000 acres of protected wilderness. The park extends along the Blue Ridge Mountains and includes a vast array of trails, including a section of the renowned Appalachian Trail.

AAUW CONVENING 2020



AAUW is excited to announce plans for a series of virtual events in 2020 that will mark the 100th anniversary of women's right to vote, inform our members and supporters in a critical presidential election year, and move us all closer to a fully fair future for women and girls.

The various virtual programs will spotlight the work you and others are doing on behalf of AAUW to ensure women and girls everywhere have equal opportunities to learn, lead, and earn the salaries they deserve. In January, we'll launch "A 2020 Vision for Equity," which will bring together a panel with leaders from politics, business and beyond to share their insights about the progress we've made in women's equity and the future of our movement. **Although there will be no in-person national convention or major convening in 2020, we understand the importance of bringing women together to network and support AAUW and its mission—and our outreach will be designed with those goals in mind.**

For example, we will engage members across the country — through livestreams, webinars, social media chats and other communications — to participate in important initiatives and events, such as recognizing Equal Pay Day to advocate for better laws and employer pay practices, rallying around landmark court cases for women, and

launching research to continue the push for greater equity. Because 2020 is an election year, we'll ensure women exercise the right to vote that so many fought so hard for a century ago. Our efforts will include a range of activities to support voter registration and get out the vote. As states and branches participate in myriad 19th Amendment commemorative activities, we'll be working to galvanize the movement on a national scale and attract new generations and supporters for the future.

Your state and regional events and conferences are included in our 2020 plans, and we encourage you to work with us to promote your events to a larger audience. If your state or regional leaders need information about holding a regional convention, please reach out to the Connect team at connect@aauw.org.

AAUW's decision to focus on virtual events in lieu of an in-person convening was guided by the AAUW National Convening Task Force and approved by the board of directors. The task force conducted a rigorous review of conventions, conferences and other events on gender equity taking place around the nation, with the goal of finding options that would:

- **Ensure that more members can participate.** Less than one percent (734) of AAUW members attended the last national convention in 2017. While these gatherings are a rich part of our legacy and a unique opportunity for networking, the Task Force evaluated ways to convene that could engage many more members and supporters in our mission to achieve gender equity.
- **Enable financial sustainability.** All four of the most recent AAUW national conventions have operated at a financial loss, and the deficits from the 2015 and 2017 meetings were substantial. The Task Force evaluated ways to convene members that would not pull resources away from our core work of creating lasting change for women and girls.

It's not too soon...It's next year in 2020. **Put July 25 on your calendar for the 2020 Summer Leadership Meeting**, which will be on the beautiful campus of **Sweet Briar College**. Consider coming for the weekend to spend time in that beautiful area of Virginia and historical Lynchburg.

Sweet Briar has a special connection to AAUW. In 1925, when AAUW of Virginia was formed, the small committee of AAUW members who organized it included a professor from Sweet Briar. (AAUW had branches before it had state AAUWs.) Furthermore, two of its presidents were also AAUW national presidents: **Dr. Meta Glass** (1933-37) and **Dr. Anne Pannell Taylor** (1967-71). Both were highly educated and accomplished women in their fields. **Meta Glass** was from a well-known Virginia family, whose brother, **Carter Glass**, served in both houses of Congress and as Secretary of the Treasury.



Caroline Pickens
carolineaauw@gmail.com

Branches in Action



On July 11, **Alexandria Branch** member **Monique Miles** will be celebrated by the Alexandria Chamber of Commerce as one of the 40 Under 40 awardees for 2019. According to the Chamber, this event is a celebration of incredible individuals, their successes in various industries, and their impact on the thriving Alexandria community.

Monique is an attorney and the founding principal and managing shareholder of Old Towne Associates, P.C. Her practice focuses on employment, labor, non-profit law, and general civil litigation. She is an active member of the Alexandria Branch and an active member on many boards. In addition to the Chamber of Commerce award, she has received many other prestigious awards. In 2018, the National Black Lawyers also honored her with a Top 40 Under 40 recognition. Once again, congratulations to **Monique!**

Leslie Tourigny
ltourigny@gmail.com

Alexandria Branch Women Building Cross-Cultural Friendships



The inaugural event in March of Alexandria Branch's multi-phased initiative, Strangers No More—Women Building Cross-Cultural Friendships truly lived up to its name. Some 52 women participated in the program, co-sponsored by the city's central library. The diversity of this highly energetic and enthusiastic group was remarkable. It included women of all ages from 30+ different cultural backgrounds—married, single, divorced, and widowed, representing a wide variety of lifestyles. Despite their differences, all appeared to find some common ground. Patterned on speed dating, participants enjoyed rich conversations about their cultural backgrounds and friendships—current and future, getting to know at least four

new women during the activity. In addition, tasty treats from a variety of ethnic cuisines helped spark conversation. Participants unanimously described their experience as positive, saying it was joyous, exciting, amazing, interesting, informative, powerful, and worthwhile

Eugenia Burkes
aauwnewsltr.ed@gmail.com

The **Arlington Branch** programs for our members and the public focus on the strategic goals of AAUW.

In March, at a joint program with Arlington League of Women Voters, **Julia Tanner**, founder of the Virginia Equal Rights Coalition, reviewed ERA progress in the Virginia legislature this year. In April, we heard from **Cathy Turner**, Director of Health Promotion and Senior Health at Virginia Hospital Center on brain health. At the awards program in May, the branch presented scholarships to **LaKyla Thomas**, of Yorktown High School, an exemplary artist, student leader and mentor; to **Kiery Argueta**, a Lunch Bunch student who will attend Nova Community College to become a teacher; and an award honoring teacher **Tim Cotman** of Thomas Jefferson Middle School for his work organizing student leadership conferences, arranging college tours, and creating the first Lego League Robotics Team specifically for girls of color and immigrants.

Details of our activities can be found on our website,
<https://arlington-va.aauw.net/>.

Carol J. Dabbs
Co-President
carol_dabbs@yahoo.com

On January 26, the **Hampton Branch** celebrated 70 years with a luncheon at Schlesinger's Restaurant in Newport News. **Neola Waller** gave reflections about the current activities and history of AAUW and information about the AAUW Legacy Circle. Hampton Branch member **Lona Ross** shared reflections about the history of the branch. A big thank you to **Carolyn Stewart** who coordinated the wonderful luncheon.

On April 27, the branch presented Girls Rock! In STEM, a Workshop for Girls ages 8 to 13, held in Olin Hall at Hampton University. The same four workshops were presented in the morning and afternoon sessions.

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Branches in Action

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Hampton branch's 70th anniversary celebration
 From left, front: Lona Ross; Neola Waller, back: Carmina Sanchez Dell-Valle; Joan Aaron; Janice Williams; Joan Jenkins; Laura Greenfield; Margaret Bristow; Gwen Lee-Lomax; Nancy Jane Baine; Carolyn Stewart

Five members of the Society of Women Engineers of Hampton Roads, led by **Dr. Elizabeth Gregory**, presented the Slingshot Design Challenge. **Dr. Brenda Ferguson**, an engineer with Huntington Ingalls, presented a Bridge Building Challenge. Branch members presented: **Laura Greenfield**-Mouse Trap and **Carolyn Stewart** - the Paper Airplane Challenge.



Hampton Branch STEM Workshop at Olin Hall
 From left Sherlyn Spenceneibergjosges ,Jayne Peterson; in front Joan Jenkins; Elizabeth Gregory; Lenore Vinnie; Laura Greenfield; Gwen Lee Lomax; Brenda Ferguson; Janice Williams; Carmina Sanchez Dell-Valle; Carolyn Stewart

The student chapter of Society of Women Engineers of Hampton University worked with presenters and the 36 young girls who attended the STEM workshop. Branch members **Lona Ross**, **Dr. Joy Hendrickson**, and **Gwen Lee-Lomax** worked the registration table; **Laura Greenfield** and **Janice Williams** set up breakfast and lunch, and **Anjanette Sheppard** delivered food to Olin Hall. Thank you to **Carolyn Stewart** for an outstanding job of coordinating the STEM workshop. Thanks also to **Dr. Carmina Sanchez Del Valle** for help in setting up the workshop at Olin Hall and requesting the support of college students.

A big thank you to everyone in the branch for their hard work and support of our successful STEM workshop.

Joan E. Jenkins
 President
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The **McLean Area Branch** launched a STEM essay contest for seventh and eighth grade students in the McLean Area schools. The goal was to challenge girls and boys to discover women who made a difference in STEM fields. Students were to discuss the impact of the woman's contribution to STEM and why he or she chose that woman. Winners were invited to attend our March meeting to receive the awards. The winners of the contest were:

- * 1st Place: **Isabella Cai**, Longfellow Middle School (7th Grade)
- * 2nd Place: **Peyton Walcott**, Cooper Middle School (7th Grade)
- * Honorable Mention: **Reagan Exley**, The Potomac School (7th Grade)
- * Honorable Mention: **Anisha Talreja**, Longfellow Middle School (8th Grade)
- * Honorable Mention: **Samantha Taylormoore**, The Potomac School (8th Grade)



Attendees at the AAUW Mclean Area Branch Annual Dinner recognizing the winners of the STEM Essay Contest included, from left, Anita Banerjee, Anisha Talreja (Honorable Mention), Samantha Taylormoore (Honorable Mention), Melissa Taylormoore, Xin Li, Heather Walcott, Isabella Cai (1st Place), Peyton Walcott (2nd Place), Myrtle Hendricks-Corrales (Branch Co-President), Betsy Schroeder (Branch Co-President), and Judy Page (Branch STEM Chair).

As part of the awards ceremony, the first-place winner, **Isabella Cai**, read her essay on Rosalind Franklin, a

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Branches in Action

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pioneer in the discovery of the DNA double helix theory. Other women who were the subject of the winning essays were Chien-Shiung Wu, a nuclear physicist who contributed to the Manhattan Project; Augusta Ada King, Countess of Lovelace, the creator of the first computer program; Hedy Lamarr, film actress and inventor of spread spectrum and frequency-hopping technology; and Gladys West, a mathematician whose models were incorporated into the development of GPS.

A major event for the branch was the 50th Anniversary Celebration. Throughout the year, every newsletter and branch meeting had an article or vignette about our history, all culminating in a grand celebration on May 11.



WWII, presented by **John Long** from the National D-Day Memorial.

The branch was busy in March with plans for the state convention held at the Vinton War Memorial on April 6. The day highlighted many of our capable members as presenters and workshop leaders. We are proud of the work we did to make the convention a success and hope the attendees from around the state enjoyed the day, gained information about diversity and inclusion, and made new friends and contacts.



On May 4, the branch held its annual reception during which eight young women were awarded scholarships. The branch awarded \$1,000 scholarships to six graduating high school seniors, the \$1,500 Shifflett scholarship for study in a STEM field, presented in memory of the parents of branch member **Peggy Shifflett**, and the \$2,000 Buckles-Tickle Nursing scholarship, generously funded by the family of member **Stacey Sheppard**.



Nineteen Past Presidents of McLean Area Branch

Ninety-eight attendees enjoyed a video of branch photos from the past 50 years, a sumptuous buffet, a guitarist/singer with 1969-70 songs, proclamations from Fairfax County and AAUW of Virginia, a 1969 trivia quiz, and history of the branch's 50 years of accomplishments. Nineteen past branch presidents came from as far as New Mexico and New Jersey to help us celebrate.

Myrtle Hendricks Corrales
Co-President
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This year Roanoke Valley celebrates its 95th year!

Pictured is the 1938-1939 yearbook, the oldest in our archives. Member **Kathy Ward** is placing one of our 15 boxes of materials in the archives which is housed at Roanoke College. We look forward to adding more pictures and materials as we move toward our 100th anniversary.

The branch celebrated March's International Women's Day with the program, The Code Girls and Women in



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Branches in Action

Smith Mountain Branch reaped the benefits of its highly successful fall fundraising efforts by awarding \$3,000 scholarships to two deserving candidates: **Morgan McPerson** (23, Physical Therapy PhD at Radford University) and **Cassidy Pruitt** (21, Accounting at Averette College). They were chosen from 19 applicants from 14 colleges. The funds raised also enabled four grade-school girls to attend science camp in Roanoke this summer. On June 2, the members and invited guests gathered for a reception at the local Ramulose Winery. Wine tasting, light refreshments, and fun were the evening's order of business. The reception was also a way for prospective members to mingle with current members and become acquainted with Smith Mountain AAUW.

We welcomed four new members since the beginning of 2019, bringing our total to 14 new members and a total membership of 69.

An *ad hoc* committee is diligently working on developing a membership directory, complete with member photographs and biographical information. The objective is to help both new and current members get to know one another by sight and name, identify areas of expertise, and make communicating within the membership easier. Our programs have been educational, entertaining, and diverse ranging from self-defense for women to an upcoming program on bias.

Our classics book group is studying the evolution of the classic mystery genre by reading six classic novels this year. The international study group will complete its comprehensive study of Australia before journeying on to Morocco.

Janet Potter
President

jkwpotter@aol.com

Springfield-Annandale Branch continues to thrive.

Membership is up to 78, in large part thanks to enthusiastic Membership Vice President **Irene McGhee**.

Participation in yearly programs is solid.

The fundraiser luncheon and silent auction featuring author Alice McDermott drew the largest attendance ever!

The branch prides itself on its Inclusion Committee (formerly known as the Diversity Committee) which recognizes high school juniors whose programs and projects advance inclusion of others. The branch recognized six women suffragettes with one of its named grants. They were not well-known names in history; but were part of the courageous women who sacrificed greatly when imprisoned in the Lorton Workhouse for picketing the White House to demand the right of women to vote. The branch

members are well represented on the AAUW Lobby Corps, and on the state level through **Susan Burk**, co-vice president for public policy, and **Deborah Dodd**, who is unopposed for state secretary.

Nancy D. Joyner/Judy Baldwin
Co-Presidents

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At the April meeting of the **Winchester Branch**, **Dr. Cee Ann Davis**, Director of Blue Ridge Community Health, Adjunct Professor at Virginia Commonwealth University, and Winchester Branch member, spoke about What Every Woman Should Know About Women's Preventive Services Initiative (WPSI). The goal of WPSI is to engage a coalition of national health professional organizations and consumer and patient advocates with expertise in women's health across the lifespan to develop, review, update, and disseminate recommendations for women's healthcare services. Approved preventive services are available to most women without a copay. **Dr. Davis** encouraged members to be their own advocates and challenged members to spread the word about WPSI and what it can do for women. More information is available at www.womenspreventivehealth.org.

Mary Froehlich
President

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The **Wytheville Branch** had a very successful year. The highlight was our STEM workshop in March at the Wytheville Community College. This was our fifth year and probably our best. The branch had a meteorologist from a local television station, our homegrown engineer, a healthcare professional, and a technology specialist who kept our middle school girls interested and happy to participate in their activities. In November, the branch invited members of the public to join in learning self-defense moves during our safety program; and in September, the annual Get Out the Vote campaign at the college. This coming year, the branch will be focusing on recruiting new members, growing its STEM event, and perhaps venturing into the diversity arena. Branch members are looking forward to summer but will be anxious to return in the fall to focus on the mission of promoting equity for all women.

Julie Kause
Co-President

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Leaving A Legacy

Each of us wants to leave a memorable legacy, and the **AAUW Legacy Circle** provides a way for your giving to make a lasting impact. You may become a member of the **AAUW Legacy Circle** by making a planned gift to AAUW national. There are many ways to make a planned gift to AAUW, such as naming AAUW as a beneficiary in your will or trust, among other options. Your gift to the **Legacy Circle** is made from your estate, not from current assets. There is no minimum amount you must give, but we do ask that you remember how important AAUW is to you.

To join, just complete the enrollment form, found at

<https://www.aauw.org/resource/legacy-circle-enrollment-form>, and mail it to the address shown on the form. When staff in the Development Office receive it, they will notify me of your joining.

Planned gifts indicate your commitment and support of AAUW and will sustain AAUW's programs for years to come. When you join the **Legacy Circle**, you will receive a beautiful Legacy Circle pin which shows your commitment to AAUW.

If you have questions, please contact **Neola Waller**.

Neola Waller
AAUW Legacy Circle Team Member
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and Washington, DC*
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AAUW'S ROLE IN WOMEN'S SUFFRAGE

It might surprise you to learn that the road to women's suffrage was not an easy one for AAUW. Why wouldn't this group of trail blazers, highly educated women jump right on the band wagon? We need to remember that in the early 1900's the pool of potential members, women with college degrees, was still pretty small. It was important to AAUW (then called the Association of Collegiate Alumnae) to focus on their original purpose: women's college education. Members didn't want to sidetrack from that into other issues.

While most ACA members supported women's suffrage, it wasn't until 1914 that ACA's leaders and members even began to discuss it. In 1914, branches were asked to take a year and study the issue. By then, members were becoming more aware that it was the civic responsibility of educated women to create a better society, and how could they do that if they couldn't vote? In 1915, the association met in San Francisco and passed a resolution 247 to 19. By then the suffrage movement was in full swing, and many members were active suffragists.

Anna Kelton Wiley, a member of the Washington DC Branch, lobbied and picketed for the vote. She was one of the women who was arrested in front of the White House and imprisoned in 1917 at the Lorton Workhouse.

Maud Wood Park, another Washington DC Branch member, was one of the few suffragists among Radcliffe College graduates. She traveled around the country with **Inez Milholland**, the lady on a white horse in famous photos of the 1913 suffragist parade in Washington. After the 19th Amendment passed, she became the first president of the new League of Women Voters.

And there was **Katharine Houghton Hepburn**, an ardent suffragist from Connecticut who spoke to the ACA convention in 1914. Her daughter, actress **Katharine Hepburn**, remembered going with her mother to suffragist demonstrations.

So AAUW came rather late to officially supporting the suffrage movement. But once finally there, the association was all in and provided some of the most ardent and involved suffragists.

Caroline Pickens
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Special Delivery

Toiletries for Domestic Violence Victims Delivered

Sandy Lawrence recently delivered the toiletries that were collected for the women and children who have escaped domestic violence to **Dr. Angela Hattery**, Director of George Mason University Women and Gender Studies Center. The center will deliver the toiletries to a women's local shelter for domestic abuse survivors. As **Dr. Hattery** said "AAUW of Virginia members are the best!" Thanks to all who contributed.

Sandy Lawrence
Co-VP for Program
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Sandy Lawrence and Dr. Angela Hattery

100K for Equal Pay

Training 10 million women in salary negotiation skills by 2022 sounds like quite an overwhelming goal. However, Chinese philosopher Lao Tzu's words from centuries ago still apply, "A journey of a thousand miles begins with a single step."

AAUW is way beyond a single step in training women in salary negotiation skills, but needs our assistance now in two ways:

1. In the fall of 2018, AAUW launched a **free, online version of Work Smart**--our signature initiative empowering women to negotiate for a raise, promotion or a new job. The course was created with the support of the **Coca-Cola Foundation, LUNA Bar, and Mooneen Lecce Giving Circle**. AAUW members were invited to take the training ourselves and recommend to others that they do the same. This has gotten us closer to the 2022 goal. However, under the terms of the Coca-Cola Foundation grant, we need to reach 100,000 women trained by August. Let's make the [training](#) go viral. **We can do it: "100K for Equal Pay."**
2. Also, in order to develop a strategy and plan to advance a city and/or statewide salary negotiation



training initiative in Virginia, AAUW needs information about potential resources in local communities. By resources AAUW means organizations, funding sources, host sites, media, participants, and facilitators that can support in-person **Work Smart** or **Start Smart** workshops.

In order to collect this resource information, AAUW has developed a quick and easy online [Community Resource Mapping Form](#) for branches and individual members to complete. A separate form must be filled out for each resource you are mapping, and multiple members of your branch can complete **Community Resource Mapping forms**. For example, you may want to complete a mapping form for the broker at a local real estate firm who is a major philanthropist for social justice activities. Or how about the library that lets community organizations, like AAUW, reserve meeting rooms for activities. By simply gathering information, you'll be assisting AAUW to identify people who can fund, host, support, facilitate or attend workshops, as well as determine the best ways to engage potential partners. Once you pass on resource information, AAUW will make any contact/s with potential resources. Please work on providing this information between now and the end of the summer.

After all, isn't it better to eliminate the gender pay gap by 2030 than some indeterminate year in the next century?

Leslie Tourigny
Co-President

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AAUW of Virginia State Conference – 2020

Celebrate spring in Alexandria! **The 2020 State Conference is being held at the Holiday Inn Hotel & Suites Alexandria - Old Town, 625 First Street in Alexandria, from April 17-19, 2020.** The Northern District is the host district. It "takes a village" to plan and implement a two-day conference so we are asking for at least one volunteer from each of the Northern District branches. At the time we are going to print, we already have some volunteers, including one person who wants to serve as one of the co-chairs. We need another co-chair. Not all the conference planning activities require living in the Northern District. Anyone who can

volunteer please let Leslie Tourigny know at ltourigny@gmail.com by July 1. Thanks. It's going to be a great conference!

A future issue of the *Vision* will contain the complete conference guide, including information on the program, lodging, registration, and local attractions. The good news is that you can go ahead and reserve guest rooms now. If you plan to stay at the hotel and reserve early, you'll help us determine if we need to add additional rooms to our block before the hotel sells out for next spring. King or double rooms are available for \$129 per night plus tax for April 17 and 18. In case you want to build a mini-vacation around the conference, the hotel will offer the same rate for two days before and after April 17. To make room reservations, use this link: [American Association of University Women of Virginia](#). The group code is AAU. If you want to park in the hotel garage, ignore any references to \$20 per day for parking. The hotel is giving us a special rate of \$8 per night.

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AAUW of Virginia is committed to **Creating a Feeling of Belonging** for all members and prospective members. The issue of **Diversity and Inclusion** was the focus of the 2019 Conference in Vinton, Virginia in April. The speakers and activities brought rave reviews and provided groundwork for delving into ways to welcome everyone to AAUW. We will continue working on this issue in the coming year.

At the state website, we have collected a huge variety of activities and resources to help you on this journey. Please check out what is there and share with your branch members!

Just click on "Diversity and Inclusion" on the menu bar at the top of the home page: <https://aauw-va.aauw.net/>

