

AAUW advances gender 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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***Celebrating Visionary Women
 1920-2020***

Mark your calendars for the **2020 AAUW of Virginia State Conference** at the Holiday Inn Hotel & Suites Alexandria-Old Town, April 17-19, where we will begin our celebration of 100 years of women's suffrage in the United States. A number of events are being planned that will allow us all to ponder and again celebrate what the courageous women of a century ago accomplished for women for decades to come.

However, we will not lose sight of the totality of women's suffrage history, i.e., that it took nearly half a century after the Constitution was amended before women of color could cast their ballots. Our celebration will also recognize the 55th anniversary of the groundbreaking Voting Rights Act of 1965, which prohibited racial discrimination in voting.

We encourage all of you who plan to attend to consider using this opportunity and location for a short vacation. The hotel will be honoring our special rate two days before and two days after the conference. Hopefully, the cherry blossoms will be in bloom!

Complete conference information begins on page 8.



AAUW of Virginia Elected Officers

- ◆ Co-Presidents
Carol Stephens
Leslie Tourigny
- ◆ Vice President for Program
Sandy Lawrence
- ◆ Vice President for Membership and Branch Development
Cheryl Spohnholtz
- ◆ Vice President for Finance
Marsha Melkonian
- ◆ Co-Vice Presidents for Public Policy
Susan Burk
Sylvia Rogers
- ◆ Vice President for Communications
Patsy Quick
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VIRGINIA VISION

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From your Co-Presidents



2020!!

We are starting a new decade and what an exciting start with Virginia becoming the 38th and final state to

ratify the ERA to the U.S. Constitution. Granted, it will be another long road ahead with court battles and legislation to extend the deadline being debated before it becomes a reality. A huge hurdle has been met! Thanks to all who have spent many hours writing your delegates and senators, helping with the ERA bus tour, helping with the ice cream truck, and many more activities to raise awareness, build support, and secure the votes needed in the General Assembly for ratification. We have come a long way in a relatively short period of time these past four years! It could not have happened without the moral and financial support of many women across the United States as well. Sisterhood is an amazing thing!

Speaking of sisterhood, to celebrate the 100 years of suffrage, a group of female sky divers from Chicago are going across the United States and presenting sky diving events! We were treated to three of these divers landing in Ginter Botanical Gardens on Jan. 7th to usher in the impending vote on ERA ratification. A female band from LA created the ERA song and came to Richmond to play and sing with us in celebration on January 8th. These examples of sisterhood all came within a few short months of the unveiling of the Virginia Women's Monument: *Voices from The Garden* on the Capitol grounds in October. Women inside and outside of AAUW have

contributed over these many years to celebrate women and to fight for equality.



2020 is an important year for commemorating women's suffrage in the United States. AAUW CEO Kim Churches framed it well in a recent webinar when she said: "...we also have a fresh opportunity to learn from the past. As we mark the 100th anniversary of the 19th amendment and the 55th anniversary of the Voting Rights Act—two milestones that gave women the right to vote—we remember that it took nearly half a century after the Constitution was amended before women of color could cast their ballots."

We are excited about the involvement of AAUW-VA and our branches in so many of the events planned this year to celebrate women's suffrage. Just visit our AAUW-VA website to see what's happening across the state. Add your branch's activities to the list! Foremost among the activities is our state conference in Alexandria, April 17-19, 2020, where we will be *Celebrating Visionary Women, 1920-2020*. Look for the detailed conference information in this edition of the *Vision*.

We also ended the last decade and started this new decade with a new wave of women legislators, both statewide and in federal offices. We

District Representatives

Northern

Sara Anderson
Kate MacLeod

Northwest

Mary Froehlich
Marsha Gochenour

Southeast

Barbara Woodlee
Tammie Mullins-Rice

Southwest

DebraLee Hovey

now have three women members of Congress from Virginia, 30 women in the state House of Delegates, and 11 women in the State Senate. The speaker of the Virginia House is now a woman, and so is the president *pro tempore* of the Virginia Senate.

What will this new decade bring? During this last decade we have seen a backlash against the progress women have made in many areas, but in one area, the MeToo movement, a message that the old ways of doing things is no longer the accepted norm. What old way of doing things will be changed this new decade? Will we see a major thrust toward pay equity and more glass ceilings being broken? Virginia has seen a new wave of women legislators both statewide and in federal offices. Will we see our legislature be closer to 50% women by the end of this decade? These are exciting times - - step up and be part of this new decade!

Carol Stephens/Leslie Tourigny
AAUW-VA Co-Presidents

AAUW-VA 2019-20 Mini-Grant Awards

This fall the Mini-Grant Committee received four applications from three branches and awarded grants to all.

Smith Mountain Branch proposed funding for a Science Camp for Girls which will enable two girls from Franklin County and two girls from Bedford County elementary schools to attend the annual STEM camp in July 2020 and pay for transportation there and back (\$500.00).

Smith Mountain Branch also requested support for the *Can I Join Your Club?* project scheduled for February 2020. One hundred and five copies of *Can I Join Your Club?* will be distributed to 2nd grade classes in the three counties surrounding Smith Mountain Lake. AAUW volunteers will read the book to the students and coordinate discussions about its diversity and inclusion themes (\$500.00).

For its 30th SUCCESS! Conference in March 2020, **Woodbridge Branch** requested funding for shipping resources from national AAUW for the participants about STEM, pay equity, ERA policies, and strategies for preventing bullying and sexual violence (\$200.00).

In support of the 2020 annual James Madison University STEM Conference in March, **Harrisonburg Branch**, as a university partner and co-sponsor of the event, requested funds that will be directed toward workshop supplies for the middle school-age girls from Virginia and other states who will be in attendance (\$100.00).

Please join the Mini-Grant Committee in congratulating the three branches and everyone involved in organizing and conducting these worthwhile projects.

Susan Burk, Sandy Lawrence, Marsha Melkonian,
and Sylvia Rogers
Mini-Grant Committee

Membership

Membership Means Discounts!



Don't you love a bargain? Membership in AAUW can save you money! Here are some examples:

- Making copies of flyers or branch newsletters? Remember to use your Office Depot discount card! If you can't find your card – no problem! Simply Text AAUWSPC to 555-888 and save your free store discount card on your phone.
- Tired of overpaying for prescriptions? AAUW members can receive a FREE card to start saving up to 55% on prescription drugs today! This card has no fees, it will never expire, and one card covers the entire household, including pets. For more information, call toll free: 1-800-931-8872 or visit <https://www.uspharmacycard.com/aauw/>
- Looking for insurance – car, long term care, pet? AAUW offers discounts on all of these!
- Love to travel? AAUW has arranged discounts on hotels, cruises, rental cars, and packaged tours.

Be sure to check out these and other discounts at

<https://www.aauw.org/membership/benefits/>

Cheryl Spohnholtz
Vice President for Membership

SUMMER LEADERSHIP MEETING 2020

will be held at

Sweet Briar College
134 Chapel Road,
Sweet Briar, VA
24595

July 25, 2020



Public Policy



AAUW –VA members
with Governor Northam
on Lobby Day, January 15,
2020.

January 15, 2020 - a **red-letter** day in Richmond! A new day, a new month, a new year, a new decade, a new ERA! Virginia's House of Delegates and Senate voted to ratify the ERA, making Virginia the 38th and last state needed to ratify the amendment to the U. S. Constitution. AAUW of Virginia was proudly present. Nearly 40 volunteers from 13 branches gathered in Richmond for our first 2020 State Lobby Day. Little did we know when we scheduled this first Lobby Day of this General Assembly session that our visit would coincide with Virginia's approval of the ERA!

Months of preparations for this year's State Lobby Day included congratulatory letters to all new and returning state legislators, research on legislators' positions and proposed bills, and production of an AAUW-VA trifold pamphlet with key facts about the gender pay gap. The night before Lobby Day, AAUW-VA hosted a reception in honor of Virginia's women legislators. The Greater Richmond Branch provided a bountiful table of hors d'oeuvres for attendees among whom were seasoned, as well as freshmen legislators from both parties, and Lobby Day participants.

Earlier that day, AAUW-VA met with Governor Ralph Northam for a substantive conversation on pay equity and his legislative agenda that includes passage of the ERA, raising the minimum wage, sensible gun safety, and support for teachers in pre-school and higher education. We invited the governor to issue a proclamation to the Commonwealth on Equal Pay Day, March 31, 2020, which he accepted.

Members then visited the offices of nearly 70 delegates and senators and left folders with AAUW information about the gender pay gap. The *pièce de résistance* was the opportunity to watch the historic ERA vote in the House and Senate galleries and overflow rooms. It was a joyous occasion!

Members returned to Richmond for a second Lobby Day on February 12th. We continued to engage with legislators on AAUW's public policy priorities and made our voices heard yet again.



Sylvia Rogers, left; Governor Northam, center,
Susan Burk, in red and Leslie Tourigny. Sylvia
presented the Equal Pay Day Proclamation.

Susan Burk/Sylvia Rogers
Co-Vice Presidents for Public Policy

Bylaws/Resolutions Committee

Call for Proposed State Bylaws Amendments and Proposed Resolutions

A call for the submission of proposed AAUW of Virginia Bylaws amendments and resolutions to be considered at the AAUW of Virginia Annual Business Meeting on April 18, 2020, was published in the fall issue of the Virginia *Vision*, with a deadline of December 1, 2019. No submissions were received.

AAUW of Virginia Board Proposed Amendment to the Bylaws

The AAUW of Virginia Board at its July 28, 2019, meeting approved a proposed amendment to the AAUW of Virginia Bylaws that is being presented at the AAUW Annual Business Meeting on April 18, 2020, which would delete Virginia's half-price dues discount for new members joining a branch between January 1st and March 15th. The proposed amendment will be voted on under the One Member, One Vote procedure.

Annual IRS Form 990-N Information

All AAUW branches and the state organization submitted the Form 990-N information to AAUW for filing with the Internal Revenue Service.

Suzanne Rothwell
Bylaws/Resolutions Chair



It is easy to contact state board leaders via the state website and on individual branch websites and pages.

Here's how to contact state board members:

- On the state website <https://aauw-va.aauw.net/> click "Contact Us" on the menu bar.
- Here is the direct link on the state website contact page <https://aauw-va.aauw.net/contact-us/>

Here is how to contact branch leaders:

Visit individual branch websites or branch pages on

the state website. Branch websites are all different and contact information may be found in several places:

- On the Menu Bar: "Contact Us" or "About Us"
- On the Side Bar
- At the bottom of the Homepage

To reach branch websites and branch pages from the state website, go to <https://aauw-va.aauw.net/> and on the menu bar, click on "Branches," then "Virginia Branches & Leaders." Clicking on the branch name at that page, will take you to the branch website or branch page.

Direct link to Branches and Leaders: <https://aauw-va.aauw.net/branches/>

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 local women's 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
Vice President for Program



Friend & long-time AAUW Lobby Corps member, **Kitty Richardson**, passed away on January 22. Kitty

was a dedicated leader of Falls Church Area AAUW for 40 years, and she once served on the state board as Public Policy VP. She was known for her wit and kindness. Her passing is truly a great loss for all of us.

Virginia Dedicates Women's Monument



Kathy Batkin, Carol Stephens, Sandy Lawrence, Cheryl Spohnholtz, Kathy Kelley, Dulce Lawrence, Barb Strohman, Suzanne Rothwell, Anne Sterling

Several AAUW of Virginia members attended the dedication of the first monument honoring women in Virginia at the State Capitol in Richmond on October 14th.

Governor Ralph Northam welcomed the crowd: "Today, we come together to honor the vital role that women have played in Virginia's history. This monument is...the first monument in the nation to celebrate both the individual and collective accomplishments of women over four centuries."



Officially titled "Virginia Women's Monument:

Voices from the Garden" the monument consists of a Wall of Honor inscribed with the names of 230 prominent Virginia women, surrounding 12 statues of Virginia women who have made significant (but previously unrecognized) contributions to the state.

Seven statues were unveiled at the dedication: Adèle Clark, suffragist and artist; Cockacoeske, Pamunkey chieftain; Laura Copenhagen, entrepreneur in the textile industry; Mary Draper Ingles, frontierswoman; Elizabeth Keckly, seamstress and confidante to Mary Todd Lincoln; Anne Burras Laydon, Jamestown colonist; and Virginia Randolph, educator. The remaining five statues will be placed as funding becomes available. To see the biographies of these women, go to this link:

<http://womensmonumentcom.virginia.gov/thetwelve.html>.

Sandy Lawrence, Cheryl Spohnholtz, and Suzanne Rothwell with statue of suffragist Adele Clark

I Love a Parade!



AAUW of Virginia has been invited to partner with William & Mary's Society of 1918 to celebrate the 100th anniversary of women getting the vote. The Society of 1918, an organization which promotes engagement, leadership, and philanthropy of William & Mary (W&M) alumnae, was founded in celebration of the 100th anniversary of W&M's admitting women to its student body.

This is the plan: Members of AAUW of Virginia will march in the homecoming parade along with members of the Society of 1918. While marching with Society members, AAUW of Virginia will have its own banner. Let us wear 1920s style garb -- long skirts, long-sleeved blouses or jackets, black or white, depending on the temperature, and big hats. Because it will be October, let's wear black. I have noticed in recent photos that some women are in long pants and they seem to blend with the group.

The parade will be on Friday, October 16, 2020, beginning at 4:30 p.m. Its distance is about one mile; it occurs on Richmond Road in Williamsburg, beginning at Boundary and ending at W&M Hall. Most participants bow out after the judges' stand which is near the Alumni House. **We are extending a special invitation to AAUW of Virginia members who are W&M alumnae, but this parade is for all of us who value our right to vote and want to honor those who helped make that possible.**

The state board has given its nod to this which makes it a state event. Please join us. We are partnering with the W&M Society to have a large group of marchers and a crowd lining the parade route. Successful parades involve many people. Will you please talk it up in your branches and encourage each other to be a part of this? By July and August, I would like to know who plans to come. I will tell you where we are to assemble. Please keep me informed, and feel free to ask questions.

I love a parade; and I hope you do too!

Neola Waller
Historian



Significant Branch Anniversaries in 2020

Lynchburg (October 20, 1920)	100 years
Portsmouth (May 3, 1940)	80 years
Alexandria (July 5, 1945)	75 years
Falls Church Area (April 6, 1950)	70 years
Springfield-Annandale (Sept. 27, 1955)	65 years
Greater Manassas (October 14, 1975)	45 years
Smith Mountain (January 12, 2000)	20 years

Why Shift My Gift?

Why Shift My Gift to AAUW's Greatest Needs Fund?

Many members have asked why giving to the AAUW Greatest Needs Fund is so critical. Here are two reasons:

- * **First**, many of our other funds and programs, including the Legal Advocacy Fund and Fellowships & Grants, are already fully supported well into the future.
- * **Second**, the Greatest Needs Fund allows AAUW to secure national coverage of our work in the New York Times, Washington Post, CNN and other major news outlets, and it finances our advocacy work. Without it, we're silenced and cannot respond to critical events in real time, such as the #MeToo crisis or attacks on Title IX. This unrestricted support gives us the most flexibility to tackle the challenges that women face today. [Excerpted from AAUW Membership Matters, December 2019]

Women's Achieve Summit



L to R: Nancy Warren, Denise Murden, Carol Stephens, Dulce Lawrence, Cheryl Spohnholtz, & Jane Newell, AAUW of VA attendees

Many of us have attended Senator Mark Warner's Women's Conference over the past several years in different parts of the state. It has always been a stellar event! The 2019 conference was extraordinary. It was held in Richmond on October 15th, in conjunction with American Evolution 2019, and "honored 400 years of women's achievements and...the diversity and talent of the 1619 commemorative cultures: African, English and Virginia Indians."

Queen Latifah inspired and energized all in attendance as she hosted this day-long conference. We were treated to remarks by many, including Wendy Lawrence, a former NASA astronaut; a panel discussion, "Breaking the Glass Ceiling," with four women trailblazers; First Ladies Pam Northam and Susan Allen; and a rousing address by Senator Mark Warner. The final keynote address featured Mika Brzezinski of *Morning Joe*, who spoke about wage inequality. A very talented all-female band entertained between the various presenters.

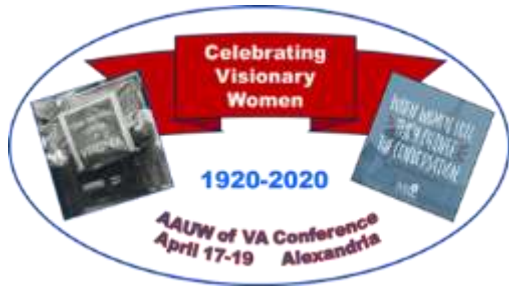
Stay tuned for information on next year's Virginia Women's Conference!

Thank You for Standing with Us

After AAUW announced its largest-ever board matching gift — \$68,800 — our members and supporters made history of their own. With your support for Giving Tuesday alone, AAUW national brought in 250% of donations from the same time last year. And we far exceeded our matching gift challenge as well! AAUW is so very grateful for your generosity and your commitment to equity for all.

Caroline Pickens, AAUW Funds Chair





2020 AAUW of Virginia Conference Program

April 17 - 19, 2020

**Celebrating Visionary Women
1920-2020**

Friday, April 17

Pre-Conference Optional Tour of the Alexandria Black History Museum (2:30 p.m.)

- Registration (3:00-7:00 p.m.)
- Evening get together (cash bar) (6:30-9:30 p.m.)
- Presentation by the ladies from the Turning Point Suffragist Memorial

Saturday, April 18

Optional morning walk (6:45-7:15 a.m.)

Registration (7:45-10:00 a.m.)

CONFERENCE BEGINS 8:30 a.m.

- Keynote Speaker - Janice E. Ruth, Library of Congress
- Business Meeting
- Workshops (Choice of 1 morning & 1 afternoon session)
- Luncheon with Alexandria City Public Schools Superintendent Dr. Gregory C. Hutchings, Jr., Speaker
- AAUW: 20/20 Vision—Kendra Davis, AAUW Senior Vice President for Advancement and Partnerships
- Panel Discussion
- First Timers/New Member Reception
- **7:00 p.m.** Conference Banquet Honoring Woman of Achievement Awardees
Senator Janet Howell and Scientist Ana Humphrey

Sunday, April 19

Optional morning walk (6:45-7:15 a.m.)

- Branch Diversity and Inclusion Points-of-Contact Meeting (8:00 a.m.)
- District Meetings (8:30 a.m.)
- Basket Drawings
- Panel Discussions
- Business Meeting – adjourned by 12 noon

Post-Conference Optional Activity (12:45 p.m.) Women's History Walking Tour given by Elisabeth Johnson, PhD

AAUW of Virginia 2020 Women of Achievement



Senator Janet Howell exemplifies the word “achievement.” As a volunteer, she first became a community leader: PTA president, Reston Community Association president, chair of the State Board of Social Services. In 1992 her leadership abilities and expertise led her to the Virginia Senate. In her eighth term and second in seniority in

the Senate, she is now the first woman to chair the Finance and Appropriations Committee, one of the most powerful positions in the Senate. She also serves on Education and Health, Privileges and Elections, and the Rules standing committees.

Senator Howell is one of Virginia’s most influential senators. Her priorities have been education, children and families, and equal rights for women, including reproductive choice and the ERA. She is also credited with major legal reforms. She headed the overhaul of Virginia’s family violence laws and spearheaded mental health law reform following the VA Tech tragedy.

Her outstanding career has resulted in numerous awards: National Child Advocate of the Year (American Academy of Pediatrics), several times “Senator of the Year” (Virginia Sheriffs), “Legislator of the Year” (both Virginia Housing Coalition and Victims and Witnesses of Crime organizations), “Lifetime Achievement Honoree” (Northern Virginia Technology Council), “Distinguished Leadership Award” (Northern Virginia Transportation Alliance), and “Champion of Justice” (Commonwealth Attorneys Association), among others.

Adding to her achievements, last year Senator Howell authored a children’s book, *Leading the Way: Women in Power*. She wanted girls to learn about women who ignored obstacles to lead the way to improve our political system. It features 50 American women who stood up and blazed trails and even includes a guide for budding activists. A panel at Book Expo in New York with Susan Rice and Samantha Power highlighted the book.

A graduate of Oberlin College (BA government) and the University of Pennsylvania (MA international relations), Senator Howell has been a trail blazer herself during a life of achievement.

The Women of Achievement will be honored
at the Conference banquet on Saturday,
April 18, 2020, 7:00 p.m..



Ana Humphrey began dreaming about doing scientific research when she was in the 6th grade and met the girl who won the first-place prize in the Intel Science Talent Search. The Talent Search, a program of the Society for Science & the Public, begun in 1942 as the Westinghouse Science Talent Search, is considered “the na-

tion’s oldest and most prestigious science and mathematics competition for high school seniors.” When Ana embarked on her own scientific research, she began receiving prestigious national and international awards. One of her research projects, ColiFind, a digital image analysis application that identifies E. coli colonies in water quality tests, was the Virginia State Winner and Grand Prize runner-up at the 2017 U.S. Stockholm Junior Water Prize, and took first place in the category of Math and Computer Science at the 2017 National Junior Science and Humanities Symposium. Her research on exoplanets outside of our solar system won Best of Category in Physics and Astronomy at the 2018 Intel International Science and Engineering Fair.

In 2018, Ana also received a Virginia Governor’s STEM Phenom Award, which is awarded to a student “who applied STEM principles for exceptional ends to make the world a better place.” The award recognized Ana’s Colifind app and her work as founder and president of the *Watershed Warriors Initiative*. The Initiative is an organization that writes and teaches hands-on environmental STEM lessons to elementary school students from mostly low-income and minority communities. She is passionate about sharing her love of space with students and has taught multiple classes on astrophysics and exoplanets at a local elementary school. By 2019, Ana was a National Merit Scholar, high school senior, and valedictorian at T.C. Williams High School, the public high school in Alexandria. Her scientific research on exoplanets earned her the first place \$250,000 prize in what is now the Regeneron Science Talent Search, surpassing more than 2000 other student competitors. She is the first Latina to win the competition in 20 years, and one of 26 women who have won first-place in the competition since its inception.

Ana serves on the Board of Directors of Earth Force, a national nonprofit that engages students in project-based learning focused on environmental science and civics. She currently attends Harvard College and plans to joint concentrate in astrophysics and physics and continue researching exoplanets.

Conference Presenters

KEYNOTE ADDRESS – *Shall Not Be Denied: Women Fight for the Vote*, Janice E. Ruth, Curator, Library of Congress



Photo by Shawn Miller, LOC

Janice E. Ruth, chief of the Library of Congress (LOC) Manuscript Division, where she previously held positions as the assistant chief, manuscript specialist in American women’s history, writer-editor, reference librarian, and processing technician, is the curator of the LOC exhibition *Shall Not Be Denied: Women Fight for the Vote*. She is one of the authors of *American Women: A Library of Congress Guide for the Study of Women’s History and Culture in the United States* (2001), *Women Who Dare: Women of the Suffrage Movement* (2006), and several Library of Congress websites relating to women’s history, including *Women of Protest: Photographs from the Records of the National Woman’s Party*. Ms. Ruth writes and speaks frequently on women’s history and archival topics. She is a Fellow of the Society of American Archivists (SAA) and served on their committees that developed the *Encoded Archival Description* (EAD) standard for electronic finding aids and authored the *EAD Tag Library* and *EAD Application Guidelines*. She holds an M.L.S. and an M.A. in American history from the University of Maryland.

Enjoy Lunch with Dr. Gregory C. Hutchings, Jr., EdD, Superintendent of Schools, Alexandria City Public Schools



“...high-quality public education is the foundation of a democratic society and the key to improving economic prosperity and gender equality.” (2019-2021 AAUW Public Policy Priorities)

It is not news to any AAUW member how integral equity in education is to our mission and our Public Policy Priorities. **Dr. Gregory C. Hutchings, Jr.**, Superintendent of the Alexandria City Public Schools (ACPS), will join us for lunch to talk about these concepts as they are practiced in the real-world laboratory of a public school system. Tasked with a mission to ensure that “every student succeeds,” the ACPS serves 15,000 plus students who come from more than 114 countries and speak 119 languages.

Dr. Hutchings graduated from T.C. Williams High School, the public high school in Alexandria, Virginia, in 1995, and returned to Alexandria 23 years later in July 2018 as ACPS Superintendent of Schools. Between 2013 and 2018, he was Superintendent of Schools for Shaker Heights Schools, located in a suburb of Cleveland, Ohio.

An experienced educator and administrator, Dr. Hutchings has served as a teacher, assistant principal and principal at the middle and high school levels. He began his teaching career in Manassas at Prince William County Public Schools and has worked in Chesterfield County Public Schools, near Richmond, and Nashville Public Schools in Tennessee - where he was named Tennessee Middle School Principal of the Year. He was previously a director of pre-K--12 initiatives and director of middle school programs with ACPS.

Dr. Hutchings holds a bachelor’s degree in interdisciplinary studies from Old Dominion University; a master’s in educational leadership from George Mason University; and a doctorate in educational policy, planning and leadership from the College of William and Mary. In 2018, he was named Superintendent of the Year by the National Alliance of Black School Educators. He and his wife Cheryl have two school-age children who attend ACPS.

Conference Presenters

AAUW: 20/20 Vision

There have been many changes at AAUW in the last two years. Hear from one of AAUW's senior leaders about what we have done and why, and what the vision for this year and beyond is.

Presenter: [Kendra Davis](#), AAUW Senior Vice President for Advancement and Partnerships



Kendra joined AAUW in February 2018 after serving as Vice President for External Relations at Refugees International (RI). Under her leadership, the organization garnered its largest individual gift and experienced its most successful year of revenue generation in its 38-year history. Before she joined RI, Kendra

was Director of the International Donor Advised Giving Program at United Way Worldwide, where she oversaw 700 grant projects annually and was responsible for \$7 million in program expansion. At the U.S. State Department, she was head of the Bureau of Democracy, Human Rights and Labor's program division where she was responsible for the grant evaluation and awards process for \$500 million in Congressionally-appropriated funds. Prior to that, she served as a program officer in the State Department's Bureau of Educational and Cultural Affairs. She received two Superior Honor Awards, two Benjamin Franklin Awards and the Foreign Service Institute's Adjunct Faculty Award for her work at the State Department. Before her tenure at the State Department, Kendra was a program manager at the League of Women Voters' International Division where she managed women's empowerment initiatives in Russia and Eastern Europe. Kendra holds a BA in Slavic Languages and Literatures from Princeton University and an MA in Russian and East European Studies from the University of Michigan.

Conference Panels

Celebrating Virginia Local Women's Commissions – Visionary, Vital, Valuable and Very Rare



Lisa Sales

Did you know there are only FIVE women's commissions in Virginia! Learn what women's commissions do, how they interact with their respective local governments, and how you can help establish a commission in your community.

Presenters: Alexandria Commission for Women Chair - [Maribel E. Ramos](#); Fairfax County Commission for Women - [Lisa Sales](#), Chair; and [Kayla Rothstein](#), Student Representative



Maribel Ramos



Kayla Rothstein

Combating Domestic and Sexual Violence



How is the battle against domestic and sexual violence going? What does the future look like and how can you help fight this violence that primarily affects women and children?

Presenters: [Dr. Angela J. Hattery, PhD](#), Director of the Women & Gender Studies Program at George Mason University, and [Dr. Earl Smith, PhD](#), Professor Emeritus of Sociology and the Rubin Distinguished Professor of American Ethnic Studies at Wake Forest University



Celebrating Visionary Women: Virginia Women Elected Officials



Phyllis Randall

More and more women have been elected to serve at all levels of government in Virginia. Hear what they have to say about what motivated them to seek elective office, important issues facing their constituents, challenges and successes, and advice for those following in their footsteps.

Presenters: [Phyllis Randall](#), Loudoun County Board of Supervisors Chair At-Large; [Jacinta Greene](#), member of the Alexandria City School board.



Jacinta Greene

Conference Workshops

Visionary Women Don't Fear Robert's Rules: How to Run an Effective Meeting

Robert's Rules can be daunting and scary, but they are important in order to run an efficient meeting. Let a professional impart her knowledge of parliamentary procedure in a fun and non-threatening way.

Presenter: [Dr. Debra A. Henry, MD](#), Professional Registered Parliamentarian (PRP)



Combining the Finance Nuts & Bolts of AAUW Membership Opportunities with Programming that Supports Recruitment and Retention

AAUW provides finance and membership officers with guidelines and membership options to share with branch members. Branch programs, projects, and membership recruitment can go hand-in-hand when planning the year to help ensure that both new and longtime members renew. Inclusive events can celebrate the diversity of a branch's membership. The presenter will provide examples of programs and projects that can be tailored to your branch's portrait.

Presenter: [Susan Bardenhagen](#), AAUW, Woodbridge Branch



Celebrating Visionary Women Who Were and Are "Over There": Then and Now

Women were in the military and "over there" in WWI. What were their roles and how did that impact women getting the vote? How have women's roles in the military changed, and what are they doing in 2020?

Presenter: [LTC Marilla Giberson Cushman](#), USA, Ret. Public Relations Coordinator for the Women In Military Service For America Memorial



The Changing Nature of Virginia Politics: Reviewing the Pivotal 2019 Election, the 2020 Legislative Session and the First Year of Madam Speaker

By the time we get together in Alexandria, the 2019 Virginia election, the 2020 legislative session, and the first months of Speaker Eileen Filler-Corn's tenure will be history. What will it all mean for AAUW's nonpartisan public policy priorities? A seasoned professional will guide us through recent events and cast a look at the future.

Presenter: [Dr. Stephen Farnsworth](#), PhD, Professor and Director, Center for Leadership and Media Studies, University of Mary Washington



Social Equity and Inclusion in 2020

Social Equity and Inclusion is an essential component of our community in 2020 and beyond. The first ever appointed Race and Social Equity Officer for the City of Alexandria will enlighten us on these critical issues.

Presenter: [Jaqueline N. Tucker](#), City of Alexandria, Race and Social Equity Officer



"The day will come when men will recognize woman as his peer, not only at the fireside, but in councils of the nation. Then, and not until then, will there be the perfect comradeship, the ideal union between the sexes that shall result in the highest development of the race."

– Susan B. Anthony

We hope your branch participates

AAUW GREATEST NEEDS FUND BASKETS FUNDRAISER GUIDELINES

This fundraiser has become a fun tradition at the conference providing a social venue, friendly competition, and an opportunity to raise funds to further AAUW's Mission of promoting equity for women and girls. Baskets will be raffled with winners announced on Sunday. A branch may submit one or more themed baskets for the raffle.



The rules to participate are simple:

- Prior registration is necessary for entry. Provide number of baskets to be entered and their titles or themes. Please use the following link to register your basket information by the deadline: **FRIDAY MARCH 30, 2020.**

[Register baskets here!](#)

- A 4"x6" card should be attached to each basket giving the title, a brief description, the name of the contributing branch.
- All items must be in the Baskets Display Room by 7:00 p.m., Friday, April 17, 2020.

Raffle tickets for the baskets will be available at a cost of \$5 for 1 ticket, \$10 for 3 tickets or \$20 for 7 tickets. The winners will pick up their items during the Sunday business meeting, April 19, 2020.

We look forward to your entries, and to a fun event! To enter and for questions please contact: Sandy Lawrence, Woodbridge Branch Email: sandyaauw+juno.com

CONFERENCE PROGRAM BOOK ADVERTISEMENTS

This is your invitation to advertise in the 2020 Conference Program Book.

Why should you consider advertising in the Conference Program Book?

- Your branch is celebrating a special anniversary.
- You want to call attention to an accomplishment of your branch.
- You are honoring or recognizing a special member. You want to honor a deceased member.
- You own a business or know of a business that wants to be known by AAUW members

FORMAT

Please send ad text/artwork in JPEG format only. To save a file in JPEG, click on "File," then click on "Save As." From there, find JPEG in the menu for "Save as type." Please send in black-and white unless you are buying one of the two available front or back full-page color ads. (Do not send Word Document.)

Please email your layout, print ready, to: Mary Anne Graham at maryannegraham+comcast.net by **Friday, February 28, 2020**. Assistance with ads and ad copy is available to any branch that seeks assistance. Contact Mary Anne Graham at 540-338-7738 or email at maryannegraham+comcast.net.

Payment: Make checks payable to AAUW of Virginia State Conference and mail to: Tammie Rice, 1010 Barnacle Court, Virginia Beach, VA 23451

Please respond quickly so your branch will be represented in the Conference Program Book!

The branch rates for the ads are:

Full-page	\$75
Half-page	\$55
Quarter-page	\$35

Commercial rates:

Back Cover (color)	\$250.00
Front inside cover (color)	\$200.00
Full -page	\$150.00
Half-page	\$60.00
Quarter-page	\$40.00

CONFERENCE HOTEL INFORMATION



CELEBRATING VISIONARY WOMEN

1920-2020

AAUW of Virginia Conference

Holiday Inn Hotel & Suites Alexandria - Old Town

625 First Street, Alexandria, VA

April 17 – 19, 2020

AAUW-VA Guest Room Rate: \$129.00 plus tax. Rate also available 2 days before/after the conference

Use this link: [American Association of University Women of Virginia](#) to book your guest room for AAUW of Virginia State Conference or

Call Central Reservations at (877) 504-0047, and give them our group code of AAU.

Last day for \$129.00 room rate: March 17, 2020

You can also take advantage of an optional breakfast if you want in Bistro on First, the hotel restaurant, for \$12.50 plus tax per day.

Parking – Self (special \$8-a-day rate at the hotel)

(Entrance to the hotel parking lot is on Second Street.)

There is also limited on-street parking in the streets surrounding the hotel.

Conference Registration at a Glance

Early-Bird registration must be received by March 20- \$95

Regular registration begins March 21-\$110

Conference Online Registration Deadline: **April 8**

Mail-in registration form and instructions on the last page of this brochure. Must be **postmarked by April 3.**

Student registration \$50

No refunds after April 3

Guest lunches-\$36

Banquet Dinner \$46 each for members & guests

Make sure to designate any dietary restrictions.

Come Early and Stay Around for Special Conference Treats!

Advance Registration Required

Friday, April 17, 2:30 p.m. (Pre-Conference)

Visit the Alexandria Black History Museum



IF YOU CAN MAKE IT INTO TOWN JUST A LITTLE EARLY, you not only will miss some rush hour traffic, but you will also be able to join a small group of other AAUW-VA conference attendees who visit the museum at 902 Wythe Street. It is fairly close to the conference hotel so you can either walk over or drive and look for limited on-street parking.

The museum is housed in the former segregated Robert H. Robinson library. Audrey Davis, museum director, raised the museum's visibility by serving as a historical consultant for the PBS drama *Mercy Street*, which was set in Alexandria during the Civil War. **Admission is \$2, payable on the day of the museum visit.**

Because space is limited, advance registration is required no later than April 8th. [SIGN UP HERE](#)

Sunday, April 19, 12:45 p.m. (Post-Conference)

Join Elisabeth Johnson, PhD, for a

Women's History Walking Tour of Alexandria

Did You Know...



- that Alexandria was founded in 1749 and that the first individual to own the 700-acre tract north of Great Hunting Creek, now the site of Alexandria, **was a woman?** Did you know that this woman was the **first female lawyer in the "New World"** and that there is a national award given in her honor?
- that Alexandria has its own **unique connection to Susan B. Anthony and the National Women's Suffrage Convention?**

IF YOU CAN STAY IN TOWN JUST A LITTLE LONGER, and take this 90-minute walk that covers 12 sites, you'll know **much more** about the amazing women in Alexandria's history!

The tour is offered at no cost. However, because space is limited, advance registration is required. [SIGN UP HERE](#)

Elisabeth Johnson, PhD

A fifth-generation American, Dr. Johnson relishes researching the role of women in America's history. She is a Commissioner on the Alexandria Commission for Women, serves on the Honorary Board of the Turning Point Suffragist Memorial Association, and is a member of the Alpha Kappa Alpha Sorority, Incorporated, as well as Rotary International.

Dr. Johnson is an Epidemiologist who received her PhD in Psychoanalytic Sociology from The Catholic University of America, Washington, DC, with concentrations in Gerontology and Gender Role Socialization. She has completed postdoctoral studies in Epidemiology and Aging at the Johns Hopkins University, Baltimore, MD, where she is presently in the accreditation program for Aging Specialists. Currently, an independent contractor, Dr. Johnson conducts multivariate analyses for federal and state governments, as well as civilian entities.



Thank you to the Virginia Museum of History and Culture for permission to use this photo in the conference logo.

ALEXANDRIA HAPPENINGS FOR YOUR FREE TIME

If you arrive early on Friday, April 17, (hotel check-in is at 3:00 p.m.) you will be free to take advantage of the city's amenities. **Please note that dinner that night is on your own** and you will discover a plethora of excellent restaurants. Whether you're spending a long weekend or making a day trip from Washington, D.C., you're in for an unforgettable experience in Alexandria, Virginia, named the #1 Best Value U.S. Travel Destination 2018 by Money magazine and a Top 3 Best Small City in the U.S. 2019 by the Condé Nast Traveler Readers' Choice Awards. At the heart of it all is bustling King Street, a walkable mile recognized as one of the "Great Streets" of America. Check out some ideas below, from Alexandria City's [Visit Alexandria](http://www.visitalexandria.org) website.



The Lee-Fendall House Museum and Gardens (703) 548-1789 The Lee-Fendall House, 614 Oronoco Street, is a family home in Old Town Alexandria, Virginia. The historic home is listed on the National Register of Historic Places for state significance and the Virginia Landmarks Register, and is a documented contributing feature to the National Historic Landmark District of Alexandria, Virginia. Website: <http://www.leefendallhouse.org/>

Museum Hours: Wednesday – Saturday: 10:00 a.m to 4:00 p.m.



Torpedo Factory Art Center 105 N. Union Street (703) 746-4570 Founded in 1974 in an old munitions plant, the Torpedo Factory Art Center is home to the nation's largest number of publicly accessible working artist studios under one roof. Website: <http://torpedofactory.org/> Open daily 10 a.m. to 6 p.m. Thursdays 10 a.m. to 9 p.m.

Alexandria Black History Museum 902 Wythe Street Phone: (703) 746-4356 The museum is located close to the conference hotel in the Parker-Gray Historic District of the City. This district is named in honor of the Parker-Gray High School, the only high school African Americans could attend in Alexandria until 1965. The museum features a short movie and a very interesting collection of exhibits. Museum Hours: Tuesday to Saturday: 10 a.m. to 4 p.m. Sunday and Monday: Closed \$3 admission

Alexandria History Museum at The Lyceum 201 S. Washington Street Phone: (703)746-4994 This museum is located in a historic building dating back to 1839 that has served many purposes, including as a Civil War hospital ward, a private residence, the Chamber of Commerce, and the Nation's first Bicentennial Visitor's Center. Today, as the Alexandria History Museum at The Lyceum, the site offers exhibitions, including a small exhibit on women's suffrage. Museum Hours: Monday – Saturday, 10 a.m. to 5 p.m. Sunday, 1 to 5 p.m. Suggested donation: \$2



Freedom House Museum 1315 Duke Street (703) 836-2858 The Freedom House Museum was once part of the headquarters for the largest domestic slave trading firm in the United States, Franklin and Armfield. Enslaved people were brought from the Chesapeake Bay area and forced to the slave markets in Natchez, Mississippi, and New Orleans either by foot or ship. This museum is a powerful historic reminder of slavery.

Museum Hours: Friday and Saturday, 1-5 p.m. \$5 admission



Celebrating Visionary Women
1920-2020

AAUW of Virginia Conference
Holiday Inn Hotel & Suites Alexandria - Old Town

April 17-19, 2020

[Online Registration Available Here](#)

[Or Mail This Form](#)

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 ___ None of the above ___

CONFERENCE REGISTRATION (includes Saturday lunch & snack)

Early-Bird by March 20, 2020: **\$95** Regular Registration Begins March 21, 2020 **\$110** \$ _____

Registration Deadlines: Online registrations due by April 8, 2020; Paper registrations must be postmarked by April 3, 2020. **No refunds after April 3, 2020**

CONFERENCE REGISTRATION: STUDENT (includes Sat. lunch & snack) \$50 \$ _____

List your 2 or 4 year college/university: _____

MEALS:

Guest Saturday Lunch: \$36 x number of guests \$ _____

Name of Guest _____ Name of Guest _____

Please specify Lunch Dietary Restrictions (Allergies, Vegan, Vegetarian or Gluten Free):

Saturday Banquet w/ Cash Bar: \$46 x number of registered members & guests \$ _____

Name of Member _____ Name of Guest _____

TOTAL \$ _____

FOOD SELECTION (Indicate Choice (s) below)

Member

___ Baked Cod w/ Lemon Dill Butter Sauce
___ Citrus & Herb Pan Roasted Chicken Breast
___ Other: Please List Dietary Restrictions

Guest

___ Baked Cod w/ Lemon Dill Butter Sauce
___ Citrus & Herb Pan Roasted Chicken Breast
___ Other: Please List Dietary Restrictions

Please specify Dinner Dietary Restrictions (Allergies, Vegan, Vegetarian or Gluten Free):

Mail check payable to AAUW-VA to: Ms. Tammie Mullins-Rice, 1010 Barnacle Court,
Virginia Beach, VA 23451 ATTN: AAUW Conference

Branches in Action

Alexandria Branch On 13 January 2020, Women Building Cross-Cultural Friendships celebrated the arrival of Alexandria Branch's diversity book group, which grew out of the three successful public events sponsored by the branch during 2019. Drawing from branch members, attendees from one or more of these events, as well as others who heard about the initiative, the first meeting drew 13 participants. Several others were unable to join but plan to be regular members. The group will gather on the second Monday of every month from 7pm to 8:30pm. Meetings are held at the Ellen Coolidge Burke Branch Library, 4701 Seminary Road, Alexandria, VA.

Eugenia Burkes
Newsletter Editor

The **Arlington Branch** had a presentation on the importance of the 2020 Census with Bryna Helfer, Co-Director of Arlington Complete Count Committee, and Carol Dabbs. The March 21st annual meeting will have guest, Ann Summerson, CFP, CDFA, Director, The Wise Investor Group on Women's Financial Security. The April 27th meeting will be – Recognition of female Arlington Public Schools Science Fair winners, and presentation by a speaker from NASA. May 18th will be the annual awards celebration – Scholarship Awards in the Arts for female high school seniors and Educator of the Year Award.

The fall included programs on: AAUW's Work Smart, by Chioma Eni, a trained AAUW facilitator and member of the branch; women's leadership by Betsy Franz, founder of True North, about finding and living your passion, former president of the Virginia Hospital Center Foundation and founding President/CEO of Leadership Center for Excellence (formerly Leadership Arlington); sexual assault/harassment and programs to combat and respond to them by Abby Raphael and Candace Lopez of Arlington County's Project Peace; and Title IX in Arlington County Schools by Dr. Jeanette Allen, Acting Assistant Superintendent for Administrative Services at our Annual Holiday Luncheon.

Carol Dabbs
President

The **Greater Richmond Branch** has been very involved working to ratify the ERA since the Wine Tasting Event in November which gave the branch the ability to award two \$1,000 scholarships to local college women and contribute to the AAUW Funds. Connie Sorrell chaired the event and pulled together most of the membership for such a good cause. The branch met a couple of times to write cards to send

to legislators while having dinner at a restaurant encouraging members to call about not only the ERA, but also equal pay and other women's issues. Tricia Wallace, public policy chair, has really been a tremendous help keeping us abreast of issues that come up in the legislature. The branch also meets once a month for Lunch Bunch and the Book Group. The Gourmet Group met in December for a typical Cuban meal. The branch continues to increase membership by having good speakers at our meetings, thanks to Adah Parashar. I'm very proud to have served as president for two years and I can say it would have never been possible without Carol Stephens' assistance, constant support, and encouragement.

Dulce M. Lawrence
President

The **Hampton Branch** has a very busy 2019-2020 season planned by Program Chair Carolyn Stewart at the August 2019 meeting. In September, members Carolyn Stewart, Janice Williams, Margaret Bristow, and Joan Jenkins begin our third year working with third grade girls at the Discovery STEM Academy in Newport News. The group meets every Friday for an hour to share STEM activities with the girls.

Member Gwen Lee-Lomax leads a reading program every second Saturday for children at Barnes and Noble in Hampton.

Many members attended the October District meeting. The November meeting was the continued planning for the April 2020 STEM workshop. The February meeting includes a speaker about slavery in the North. March is continued planning for the STEM workshop on April 18th for girls ages 8-13 in Olin Hall at Hampton University.

Joan Jenkins
President

U.S. House Representative Jennifer Wexton was the guest speaker for the **McLean Area Branch** holiday luncheon. Congresswoman Wexton spoke about her congressional work, recent bills passed in the House, and future goals. Individual branch members contributed \$1,540 to the Turning Point Suffragist Memorial Association, which is building a national memorial to American suffragists, with a special focus on those imprisoned at Occoquan. The memorial will honor these women and provide awareness and education about the courage, methods, and commitment that led to the passing of the 19th Amendment. The branch will be recognized on the memorial donor's wall along with other branches whose members also contributed a thousand dollars or more. (cont...)

Branches in Action

(McLean Area continued from page 17)

Work has begun on the STEM essay contest for seventh and eighth grade students. Information about book collection days and the book sale is on our website.

Myrtle Hendricks-Corrales
Co-President

The crowd leaving the **Mt. Vernon Branch / Sherwood Regional Library Program** on Saturday, January 18, 2020 were raving about it: Wonderful program! I'm so glad I came! Inspiring! She's wonderful! Thanks to the Friends of the Library, Regina Mason was able to join us from California. We viewed the documentary *Gina's Journey: The Search for William Grimes*, which tells the story of Mason's ancestry search for her relative, who



traveled along the Underground Railroad to freedom, and authored the first fugitive slave narrative in U.S. history. Afterwards Gina kept us spellbound as

she answered questions, talked about her ancestor and added even more to the story beyond the film. Her reprint and documentation of William Grimes's book sold out. Our branch was proud to bring such a story to light, especially when it involved such an inspiring woman: A woman with curiosity, determination, and persistence to get a difficult job done! The photo shows **Paula Lettice, Anne Simpson, Lois Passman, Joanne Clark, Patsy Quick, and Ronnie Gunnerson** at dinner with the Masons.

Patsy Quick
President

Reston-Herndon Branch is proud to have 10 branch members regularly participating in AAUW's Lobby Corps. We are grateful to AAUW for continuing this valuable and empowering program that keeps members active-



ly engaged in forwarding our strategic goals on the national level. Our team meets at the Reston metro and travels together while we discuss that week's briefing paper. Kim

Churches has shown her support for Lobby Corps by participating in the last several events. She is shown in this picture with Reston-Herndon public policy co-chairs Judi Polizzotti and Mary Zane.

Janine Greenwood
President

The **Roanoke Valley Branch** began the 2019-2020 year with a successful three-day book sale (Aug) and a kick-off brunch (Sept) featuring an informational program about Girls Rock Roanoke which educates and empowers girls with year-round music, creativity, and collaboration programs.

In October, Rev. Kathy O'Keefe, founder of Kimoyo LTD, told the branch about her work in Ghana to promote cultural diversity through education, health, and economic issues and her Cultural Arts for Excellence after-school program in the Roanoke City Schools.

In November, a panel, moderated by Dr. Saleem Ahmed, featured Hollins College international students talking about their families, culture, perceptions, experiences, and the importance of promoting cross-cultural friendships.

December brought another book sale and the winter potluck social featuring

Deborah Hunley, owner of Great Oak Trading Company, which supplies Palestinian/Canaan Fair Trade olive oil and food products. Her program gave insight into the



(Continued next page.)

Branches in Action

(Roanoke Valley, continued from page 18)

hardships and hard work of the Palestinian people, as well as an opportunity to sample and purchase terrific products.

Pat Hales/Cathy Wright

Smith Mountain Branch is excited to announce their **COMMUNITY SERVICE PROJECT FOR 2020**. It is an undisputable fact that women struggle to attain their goals and dreams if they have not had supportive, nurturing childhood experiences where they are encouraged, challenged, and accepted for their individuality. The branch will be providing each second-grade teacher in the three counties surrounding Smith Mountain Lake with the book Can I Join Your Club, an anti-bullying themed book written by John Kelly and Steph Laberis. One hundred and five second graders will have an AAUW member read the book to them and then leave it with a handout for follow-up activities. We are committed to supporting our young girls in developing the skill set to grow into women who are confident and able to achieve their dreams. Children need to be introduced to anti-bias approaches and develop sensitivity to subtleties of early bias and its impact on self-esteem and later opportunities. We want all children to recognize bias and to be empowered to reach for the stars. It is our hope that by providing this education our girls will not be limited but will strive for roles in our schools and communities that they determine are fulfilling. For more information on this project, you can contact: DebraLee Hovey, hovey.debralee@gmail.com. For resource and pricing of book, contact Bailly Lockhart's Usborne Books & More, bailly.lockhart.ubam@gmail.com. For more information on bias and a study being done, go to <https://implicit.harvard.edu/implicit/takeatest.html>.

DebraLee Hovey
Southwest District Representative

Smith Mountain Branch is celebrating another banner year and welcoming new ways to excel in 2020! The annual luncheon, silent auction, and fashion show fundraiser held in November brought \$1,622 more than last year! Therefore, the branch will provide two \$3,000 scholarships for college-level studies, fund a scholarship reserve to help preserve the \$3,000 scholarships in the future, and send several young girls to science camp this

summer. There were 160 women in attendance who mingled and jingled their way through the Waterfront Country Club, enjoying a delicious meal, sitting at tables—complete with individual favors made by branch members—while listening to beautiful background music provided by a talented Roanoke pianist, hearing about the branch, its scholarship program, and AAUW; outbidding friends and guests in the silent auction which featured over 200 donated services and items; buying 50-50 raffle tickets and splitting \$1,390; seeing the latest fall and winter fashions from the Lynchburg Chico's moderated by the store manager and modeled by members and volunteers; hoping to receive one of the member-donated door prizes; and just having a good time together and living up to this year's theme—"Express Yourself!" The branch has welcomed two new members who liked the attractive, tri-fold color brochure unveiled and given to each attendee which will be used as a recruitment tool. We had 24 businesses sponsor this successful project, and many will have the brochures on display to disseminate to interested patrons.

Janet Potter
President

Springfield-Annandale Branch enjoyed a holiday luncheon with speaker Patti Pearson who talked about the 1,100 women aviators during World War II. These groundbreaking women ferried planes wherever needed and towed targets, freeing up male aviators for other tasks. For their



service, they were given no recognition then and are only beginning to be respected now. Patti wrote Fly Girls under the name of P. O'Connell Pearson. The photo shows Patti Pearson on left, Terry Graham on right.

January's speaker at a meet and greet newcomers dessert was our own Nancy Joyner who described her 50 years in AAUW at the local, state, and national level in several different parts of the country. Nancy is a great storyteller so this was both entertaining and informative.

Future speakers include Dr. Jane Censer (Continued...)

Branches in Action

of George Mason University and Joan Michaelson of Green Connections Radio.

Judy Baldwin
Co-President

Vienna Area Branch celebrated its 40th anniversary on July 10, 2019. At our Holiday Lunch program, Vienna Town Mayor Laurie DiRocco spoke on the resources for women in Vienna. The branch donated gift cards and needed items to

Artemis House, the Fairfax County shelter for women and children fleeing violence and sex trafficking.

Margaret Davenport had another letter published by the Washington Post on women's equity issues.

New member Diane Maroney joined Mary Dolson, Leslie Manning and Margaret Blasinsky in Lobby Corps activities. Our spring 2020 programs will feature a Vienna women entrepreneur, a woman architect and Alexandria's Civil Rights history. Our members were in Richmond in January for the legislative reception and State Lobby Day.

Suzanne Rothwell
Co-President

Guest speaker for the **Winchester Branch** November meeting was author Linda Sittig who discussed her newest book, Counting Crows. Linda has spoken to our branch concerning each of her other books in the Threads of Courage Series, Cut from Strong Cloth and Last Curtain

Call. Each book is historical fiction related to a story she wove around women found in her family tree. We highly recommend the books as well as Linda as a speaker. It is easy to subscribe to her blog:

www.strongwomeninhistory.com.

Branch members enjoyed a holiday social during December at the home of one of our new members. What a treat to visit together! A raffle of holiday gift bags raised money to allow us to sponsor a student to NCCWSL this spring.

Mary Froehlich
President



Photograph by Margaret Davenport—
Suzanne Rothwell and Mayor Laurie DiRocco.

The **Northern District** fall meeting was held on October 26 at the Thomas Jefferson Branch of the Fairfax County Library. Forty-four women from 10 branches attended. Handouts on the Five Star Program and AAUW 2019 successes were distributed. State Co-President Leslie Tourigny described the status of AAUW in Virginia and plans for the upcoming year. Representatives from several other state board positions reported on what is being done regarding their priorities and responsibilities. Representatives from local branches made announcements concerning their branch activities.

All branches in the Northern District have taken on responsibilities to prepare for the state conference in Alexandria. We are grateful to everyone for helping to make this a successful event. Please encourage your branch members to attend.

We have an opening for the position of district treasurer.

This is a great opportunity for someone to contribute to the district in an important way. The main responsibility is maintaining the district checking account and collecting yearly dues from each branch. Please contact Kate or Sara if you would like to learn more about this position.

Kate MacLeod/Sara Anderson
Northern District Co-Representatives

Are You Celebrating the Anniversary of the 19th Amendment?

As your branch makes plans to celebrate the 100th anniversary of women's suffrage, please share that information across the state. Send a brief description of plans, activities or collaborations to **Patsy Quick**, Vice President for Communications. She will post it on the state webpage. If you send photos, please identify folks shown.



VOTER GUIDE

THE VOTING PROCESS FOR THE ELECTION OF STATE OFFICERS, BYLAWS AMENDMENTS AND PUBLIC POLICY PRIORITIES WILL BEGIN APRIL 26TH. It is very important that you **cast your online vote by the deadline of May 16th** 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, 2020.

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

HERE IS THE SCHEDULE OF 2020 VOTING.

- **February 10–March 22:** Verify that your email address is accurate in the [AAUW Member Services Database \(MSD\)](#) (instructions below).
- **April 26:** Online voting opens.
- **May 16:** Online voting closes at 11:45 p.m.

SAVE THIS COPY OF VIRGINIA VISION.

This is the Voter Guide for the 2020 AAUW of Virginia state election. This year you will be voting for candidates for state office, a bylaws amendment, and the 2020-2022 AAUW of Virginia public policy priorities. All of these are described in this Voter Guide. At the AAUW-VA state conference in Alexandria, April 17-19, you will have the opportunity to meet the nominees for the state officer positions and to discuss and amend the bylaws amendment and the proposed public policy priorities. If there are any changes to information in the Voter Guide after its initial publication, we will notify you and post information on the state website.

According to the AAUW of Virginia bylaws, the board can accept additional nominations for any of the state 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 Barbara Woodlee at barbarawoodlee@gmail.com within 30 days of this Voter Guide being distributed in the Winter/Spring 2020 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 22nd. 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 1st will be eligible to vote in the 2020 election.

WATCH FOR YOUR VOTING INSTRUCTIONS IN EMAILS SENT BETWEEN MARCH AND MAY 2020.

Do not ignore emails from AAUW of Virginia in March, April, and May! These will contain instructions and reminders about voting. This year again, we will be using software from an outside vendor, ElectionBuddy, to conduct our election and to tally the results. 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 the election can be directed to Leslie Tourigny (ltourigny@gmail.com)

or Sandy Lawrence (sandyaauw+juno.com).

Meet Your Candidates (Voter Guide Continued)

The Nominating Committee has a complete slate of officers for 2020-2022. They are as follows:

Co-Presidents—Leslie Tourigny and Suzanne Rothwell; Co-Vice Presidents for Public Policy—Susan Burk and Denise Murden; Vice President for Communications—Patsy Quick; and Vice President for Program—Nadine James

Read about the candidates below and on the next two pages.

Barbara Woodlee
Nominating Committee Chair

Co-President Suzanne Rothwell



Suzanne Rothwell is glad that she became a member of the Vienna Area Branch in 1995, where she has served as president, several times as branch secretary and as the AAUW Funds, educational foundation, public policy, and bylaws chairs. Suzanne has served on the state board as the bylaws/resolutions chair since 2016 and has

enjoyed helping members in her branch and on the state board on bylaws matters, as well as compliance with various AAUW policies and state and federal regulations.

Suzanne is a securities law attorney with a specialty in broker/

dealer regulation. She served for 20 years as a regulator of the securities industry with the Financial Industry Regulatory Authority and enjoyed 10 years as counsel with the law firm of Skadden, Arps, Slate, Meagher & Flom LLP— where she continues as a special consultant despite being retired. Suzanne also continues as a speaker at legal education programs and an author of legal treatises.

Suzanne graduated from George Washington University with a BBA in Marketing, an MBA in Finance and Investments and a Juris Doctor degree. She grew up in New York City and happily arrived in northern Virginia in 1976. Her enjoyments include ballet, crocheting, growing orchids and other plants, the arts, and learning about garden architecture and archaeology/history.

Co-President Leslie Tourigny

Leslie Tourigny is currently one of the co-presidents of AAUW-VA and is seeking a second term so that she can continue to work with the other amazing AAUW-VA members to advance gender equity for women and girls. Leslie joined AAUW in 2008 as a member of the Virginia Beach Branch, where she served as president-elect, president, and then newsletter editor. She relocated to Alexandria in 2014, joined the Alexandria Branch, and spent one year as branch public policy chair. She maintains dual membership in the Alexandria and Virginia Beach branches.

Leslie first served AAUW-VA as Voting and Elections Committee chair in 2013. In November 2013, as the result of vacancies, the state board appointed her to fill the unexpired term of vice president for public policy. She was then elected to this position in 2014 and 2016; and in 2018, was elected as a co-president, teaming up with Carol Stephens.

Leslie retired in 2006 from a 32-year career with the federal government, where she worked for seven different agencies, predominantly as an Equal Employment Opportunity (EEO) manager leading programs to eliminate discrimination and directing discrimination complaint processes, and as a congress-

sional liaison officer. She is a graduate of the Federal Executive Institute in Charlottesville, and during her tenure at Federal, she was selected for an assignment as an American Political Science Association Congressional Fellow. From 2006-2016 she was an EEO consultant and mediator, and for over 20 years was certified by the Commonwealth of Virginia as a general district court mediator.

She currently serves on the Alexandria Sister Cities Committee and volunteers as an usher at the Arena Stage in Washington, D.C. When Leslie is not actually traveling, she is either planning a trip or dreaming about traveling. She has visited 49 of the 50 states and would appreciate suggestions on things to do in North Dakota!!

Leslie holds a bachelor's degree from the State University of New York at Albany (now the University at Albany) in political science and a master's degree in political science from the University of Wisconsin-Milwaukee.



Meet Your Candidates (Voter Guide Continued)

Co-Vice President for Public Policy
Susan Burk



Susan Burk has been a member of AAUW since 2007, and has served as the public policy chair for the Springfield-Annandale Branch. Before joining the AAUW-VA state board, Susan served from 2015 to 2017 on a multi-branch AAUW committee supporting STEMtastics, a program of hands-on

workshops for middle school girls. In 2017, she was elected to serve as the Northern District co-representative. In 2018, Susan was elected as co-vice president for public policy, AAUW-VA. During her term, she and her co-vice president, Sylvia Rogers, have increased AAUW-VA's visibility and presence state-wide in support of ERA ratification and closing the gender pay gap, among other issues.

Susan retired from the U.S. Department of State in November 2012 after a 36-and-a-half-year career in nuclear arms control, nonproliferation, and national security policy that included senior level positions in the Office of the Secretary of Defense and the former U.S. Arms Control and Disarmament Agency. She retired after serving as the special representative of President Obama for nuclear nonproliferation, with the rank of ambassador.

In addition to her work with AAUW advocating for equity for women and girls, she currently serves on several boards of non-governmental organizations focused on national security and arms control. She has served as a mentor for next generation national security specialists. She holds a BA in political science from Trinity College, Washington, DC (now Trinity Washington University), and an MA in national security studies from Georgetown University. Susan is married and has two grown, married children and one grandchild.

Co-Vice President for Public Policy
Denise Murden

Denise Murden joined the Suffolk Branch in 2018 and before her membership was even processed, had already accepted the call to serve as the branch's program co-chair, a position she still holds. She also was a featured speaker at the 2019 AAUW-Virginia State Conference where she led participants through an interactive discussion of unconscious bias.

Denise serves as an adult literacy tutor for the Suffolk Literacy Council and its local Healthy Families Committee representative. Since moving to Suffolk from Virginia Beach in 2017, she has been engaged in learning more about her new home and advocating for local and state-wide issues and causes through her writing and appearances before the city council. Several of her letters to the editors of local newspapers have been published. She is also working on a memoir of her experiences in adopting her daughter from a Romanian orphanage and dealing with the resulting trauma. She is a member of The Muse, a writers' center in Norfolk, and Hampton Roads Writers. Denise was also an active participant in the #VARatifyERA campaign.

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 assign-

ments both in the United States and Europe for seven different federal agencies. In her final assignment with the U.S. Coast Guard, she served as the Atlantic Area's diversity advisor. In October 2014, she was awarded the Department of Homeland Security's Secretary's Award for Outstanding Achievement in Diversity Management and, upon retirement in January 2016, the U.S. Coast Guard Commandant's Distinguished Career Service Award.

Denise earned her undergraduate degree in writing and communications from the University of Pittsburgh in 1975 and a master's degree in management from Troy University in 2010, at which time she was also inducted into the Phi Kappa Phi Honor Society.

In her free time, Denise enjoys genealogical research, cooking, reading, dining out, raising potted plants, and spending time with her friends and family, including her husband Mike and her mother, Louise Gosma, who was her role model for combining career and family and continues to be Denise's living inspiration in working towards equity for women.



Meet Your Candidates (Voter Guide Continued)

Vice President for Program
Nadine James



Nadine James did not realize when she dropped in on a meeting of a local AAUW branch that it would impact her life for years to come. The welcoming demeanor of the members led her to join, and, as they say, the rest is history. Since Nadine joined the Vienna Area Branch, she

has served as branch co-president, membership vice president, and AAUW Funds chair. She enjoys organizing fundraising events that members enthusiastically support! While she has not served on the state board, she has had the opportunity to collaborate with members of other branches when she represented her branch on the STEMtastics Planning Committee. That multi-branch committee organized an annual conference for over 400 middle school girls and their parents.

As a retired reading specialist, Nadine continues to work at schools in Fairfax County when the reading teacher is on leave.

Nadine's career as an educator has offered her the opportunity to teach in many settings, including abroad in a Department of Defense two-teacher school and as an instructor for her university's Lab School. She has been a guest educator with the Smithsonian Institution and the U.S. National Park Service to help design and teach workshops for their summer programs.

Nadine is a member of Delta Kappa Gamma, an international society of women educators, and was just added to their list of international speakers. She graduated with a BS in special education from St. Cloud State University in Minnesota. Years later, she earned a master's degree in reading from Shenandoah University.

Nadine enjoys serving at her church as the clerk. Another role she enjoys is being a co-author of *Memoir Your Way: Tell Your Story Through Writing, Quilts, Recipes, Graphic Novels, and More*. She loves traveling and speaking to educators and schools around the country about topics related to literacy and memoir.

Vice President for Communications
Patsy Quick

Patsy Quick is a graduate of High Point College (now University) and has a master's in reading from Old Dominion University. She has been a member of AAUW since 1976, joining first in Virginia Beach. In Virginia Beach, she taught 1st and 3rd grades before becoming a reading specialist. After moving to northern Virginia with her husband in 1984, she joined the Mt. Vernon Branch. Patsy was a reading specialist and member of the instructional support team for Prince William County. She was also a Reading Recovery teacher.

As a branch member, she has been on the branch board in numerous positions. Currently, she is the Mt. Vernon Branch president. In the past, Patsy has been on the state board as Educa-

tion Foundation Chair and Membership VP. Most recently, she was VP for Communications before being state Co-President for two terms with Sandy Lawrence. During that first time as VP for Communications, Patsy focused on getting as many branches as possible to have a website with AAUW's Site-Resources. Eighteen branches responded. She is the current VP for Communications and the state web manager; and feels this is her niche. This is why she is running for one more term. Patsy hopes to be able to shine as much light on AAUW-VA as possible in this position.



"Whatever community organization, whether it's a women's organization, or fighting for racial justice ... you will get satisfaction out of doing something to give back to the community that you never get in any other way." — Ruth Bader Ginsburg

Public Policy Priorities (Voter Guide Continued)

AAUW OF VIRGINIA PROPOSED 2020–2022 PUBLIC POLICY PRIORITIES

The AAUW of Virginia Board recommends approval of the revised Public Policy Priorities for 2020-2022 as stated below. The proposed policies include those previously identified for 2016-2018 and 2018-2020 but have been expanded to include AAUW national Public Policy Priorities where we believe AAUW of Virginia can play an advocacy role in Virginia. The format of the priorities has been revised to align with the key issue areas outlined in the AAUW Strategic Plan, particularly those that address equality, economic security, and education.

While in 2020, AAUW of Virginia will continue to focus at the state level on the priorities of pay equity and ratification of the ERA, the public policy priorities we are proposing have not been rank-ordered for action. We realize that many branches in Virginia want to engage in raising awareness on other issues such as human trafficking, family medical leave, or Title IX that are relevant to their communities. The proposed priorities reflect the ongoing advocacy efforts of our membership statewide and provide a fuller latitude of opportunities for our ongoing work on behalf of women and girls.

There will be an opportunity for discussion and amendment of the proposed policies from the floor at the annual business meeting in Alexandria prior to being placed on the ballot for members' votes.

Equality, Individual Rights and Social Justice

- Support additional actions, as required, so that the Equal Rights Amendment (ERA) becomes the 28th Amendment to the U.S. Constitution
- Support access to civil and constitutional rights, including affirmative action and voting rights
- Support measures to insure fair, nonpartisan redistricting, and transparency in governmentSupport self-determination of women's health decisions, including reproductive rights
- Assure freedom from violence and fear of violence, including bullying, hate crimes, sexual harassment, and human trafficking
Advocate for diversity and inclusion as mission-based values

Economic Security

- Support adoption of measures to close the gender pay gap and promote fairness in compensation and benefits
- Support equitable access and advancement in employment and leadership opportunities for women
- Advocate for quality, affordable health care and family planning services, dependent care, and paid family, medical and sick leave
- Support a livable minimum wage standard

Education

- Enforce Title IX and all other civil rights laws pertaining to education
- Provide adequate and equitable funding for quality public education for all students
- Oppose use of public funds for nonpublic elementary and secondary schools and to charter schools that do not adhere to the civil rights and accountability standards required of other public schools
- Promote and protect programs that meet the educational needs of girls and women at all levels, including STEM fields
- Increase support for and access to affordable higher education for women and disadvantaged populations

Bylaws Amendment (Voter Guide Continued)



In addition to candidates and Public Policy Priorities, you will vote on the bylaws amendment below.

Shall the AAUW of Virginia Bylaws Be Amended to Eliminate Half-Price Dues Provision for State Dues?

The AAUW of Virginia Board reviewed the state bylaws to reflect best practices and compliance with AAUW, state, and federal standards. The board recommends approval of an amendment to the state bylaws to delete Virginia's half-price dues discount for new members joining a branch between January 1st and March 15th.

Rationale for Proposed Amendment

Commencing with the 2018-2019 dues, national AAUW eliminated its policy to grant a half-price national dues discount to new members that joined between January 1st and March 15th (Jan-March Half-Price Dues). This membership enrollment would expire on June 30th of that year. Then the new member would need to pay full dues as of July 1st for membership until June 30th of the following year.

The AAUW of Virginia Bylaws currently includes a provision granting a Jan-March Half-Price Dues discount of \$7.50 for state dues covering membership only until June 30th of the year. The board found that this discount is rarely used, and that there is a better discount for candidates for membership. If someone joins AAUW at a public event after March 15th they can take advantage of national's "Shape the Future" discount of \$29.50 and the new national, state, and branch memberships will continue until June 30th of the following year.

Current Text

Article XVII. Financial Administration

Section 5. Affiliate Dues.

a. Amount. * * *

(6) State Affiliate dues of new Members shall be paid upon joining and shall be forwarded immediately to the state Affiliate's vice president for finance. State Affiliate dues received by the vice president for finance between January 1 and March 15 shall be one half the annual dues.

Proposed Amendment [Deleted text is in red and has a line through it.]

Article XVII. Financial Administration

Section 5. Affiliate Dues.

a. Amount. * * *

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You will notice throughout this newsletter that for security reasons, email addresses are written like this:

Name+ email address.

Please know that the + sign is a stand in for the @ sign in each address.

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- viriniageneralassembly.gov



AAUW Virtual Convening

Learn More:

<https://www.aauw.org/convention/>



AAUW plans 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.

January 28 was the inaugural webinar in AAUW's 2020 convening series. It covered our equity priorities for this year at the federal, state and local levels. View it at this link:

<https://www.aauw.org/event/2020/01/2020-vision-the-gender-agenda/>

The next Convening Webinar will be April 14, 2020.

Watch for emails with details.