



Vol 49, Number 1 ~ Woodbridge, VA Branch Newsletter ~ Summer into Autumn, 2021

Calendar of Events

August 28 & 29, 2021 **"Fieldtrip" to the Turning Point Suffragist Memorial, Lucy Burns Museum, & Art Studios {See Inside!}**

October 9th **Northern District Meeting** **10 – noon**
Saturday *Five Members joined 60 more from the 11 branches* **on zoom**

October 11th **International Day of the Girl - *The world is home to more than 1.1 billion girls under age 18, who are poised to become the largest generation of female leaders, entrepreneurs and changemakers the world has ever seen.***

November 14th **Third Annual American Education Week-** **3 pm**
Sunday **"Honoring Our Educators" Program** **on zoom**

Presidents' Message

It's time to reconnect, continue meeting through zooming, and stay cool! Your board held its first meeting on August 28th at the Brickmaker's Café on the site of the Turning Point Suffragist Memorial to plan as a team for our branch. Here's to an exciting 2021-22 year!

We've been checking in with so many of our branch members and learned that perseverance and resilience are even more challenging conditions to work toward, given the pandemic and life-changing events. For several of us- with health issues and/or job & career changed environments over the last twenty-one months- frustration is not always finding solace. Yet, support from family and friends, and your branch colleagues, should be there for you. Please know that will continue to champion for you.

Our state board liaison, Cheryl Spohnholtz (VA-AAUW Membership VP), zoomed with us on 10.11 and offered proactive steps for us – including "impromptu meet-ups" in safe and comfortable venues for a few members to discuss a book or movie, eat at an outdoor dining locale, and/or attend a performance or gallery space. Our membership VP, Susan @ smbaauw@gmail.com is prepared to receive your suggestions to share. Please contact her if you would like to be part of this outreach- with no strings attached, just a reply if you would like to attend. (Yes, she admits this is different than the RSVPs she requests for branch programs. 😊)



Irene Cromer & Colleen Hauser,
Branch Co-Presidents



Public Policy & Advocacy

Local

Our branch has led the way to seeking the Equal Pay Dates and adds to the calendar each year as more data is revealed. (Please refer to the last page of the newsletter for 2021's) We hope to seek support from the Prince William Board of County Supervisors for an equal pay resolution. We've been advocating for this for many years, endured scorn and misogynist statements at citizens' time presentations, and maintained and nurtured connections each year. Let's be confident that 2021-22 is the time! **Joyce, Eileen, Barbara B., Elaine,** and **Mary King** would like to add your voice to theirs. **Sandy** lives in Springfield, and as our Public Policy Chair, champions advocacy- so contact her if you have a contact with a BOCS in your magisterial district. **Susan B.** lives in Manassas City and prepares her statements based on the goal of the SUCCESS! Conference (for all our regional students) to ensure gender equity- which includes pay equity, too!



Working parents, flexibility and job quality: what are the trade-offs? *Global Institute for Women's Leadership* is sponsoring a free workshop with discussions relevant to "equal pay". Please note it starts @ 6am EST on Tuesday morning, Election Day, November 2nd. If you wish to join Susan, we can set our alarms for OJ/coffee wake-up!

Elizabeth, you can tune in on your lunchtime? ☺ Here is the link to register:

https://us02web.zoom.us/webinar/register/WN_AxUr2bYhRROiMvaKtlbRdw {Note, the link may have autofilled Susan's info, be sure to change fields to yours.}

State "Save the Date" Saturday, March 26th for VA AAUW State Meeting, Harrisonburg

National

From AAUW: How to Tidy Your Digital Footprint: Social media can be a job applicant's best friend—or worst enemy. Fortunately, you have a large degree of control over your online presence. So before you start sending out resumes, applying for jobs or asking for informational interviews, take a few hours to clean up your digital footprint. "Recruiters are leveraging social media, in addition to employee referrals, when it comes to sourcing candidates," says Susan Vitale, CMO at iCIMS, a recruiting software company. Here is a link on AAUW's website with six tips for making sure the Internet reflects the self you want potential employers to see. <https://www.aauw.org/resources/career/boost-your-career/6-tips-for-tidying-your-digital-footprint/?emci=adf6bcc5-c72d-ec11-981f-c896653b9208&emdi=99b52a88-1730-ec11-981f-c896653b9208&ceid=1046213>

International



UK legislation aimed at tackling the gender pay gap "has no teeth" and is focused on monitoring the problem but not actually fixing it. That's one of the conclusions of our latest report, published ahead of tomorrow's deadline for companies to submit their pay gaps this year. Produced with the Fawcett Society, the study analyzed gender pay gap reporting systems in the UK and five other countries: Australia, France, Spain, Sweden and South Africa. It found the UK ranks joint-last among these nations for the strength of its system, in part because it doesn't mandate that employers with pay gaps take steps to address them. Based on more than 80 interviews with key stakeholders, our recommendations provide a clear blueprint to improve gender pay gap reporting around the world. {Editor's Note- this is the organization that has provided many interesting & dynamic panelists over the last year virtually- Madeline Albright, Hillary Rodham Clinton, and more.} The report was covered by the **Today programme, CNN, Bloomberg, HuffPost, Times Radio** and others. Our colleagues at GIWL ANU also drew on this research to produce **a report** on Australia's gender pay gap situation. You can read about it in the **Sydney Morning Herald**, the **Conversation** and the **Canberra Times**.

Please exercise your right to vote in our state & local elections this Election Day - doing so is an integral part of our responsibilities as citizens.

Sandy Lawrence, Public Policy Chair sandyaauw@juno.com
{with contributions from members and other "partner" organizations}

DIVERSITY, EQUITY, & INCLUSION

One of the northern district VA-AAUW branches included this link in its report to the state's DEI Committee zoom meeting on September 9th. When our mini-grant was written in 2020 on "Starting Difficult Conversations" with our book discussion groups, for me- much of what was brought forth was through a new perspective and looking through another lens. The survey has intense questions on sensitive subject matter, to say the least. <https://www.buzzfeed.com/regajha/how-privileged-are-you> And, it's from 2014!

October 9, 10 am-12 noon: Northern District Meeting **“How to make Diversity an Action and not just a Thought”**

We had a virtual Northern District meeting. Thank you to members, Sandy (Northern District co-rep), Susan, Monica, Karen, and Irene- for attending and representing our branch. Thank you, also, to those who RSVPed with regrets. **Meg Tuccillo** of the Arlington Branch presented a video from **Jada Pinkett Smith's "Red Table Talk" program** on relations between women of color and white women. In the talk were actress/musician/producer/multi! Jada; her mom, Adrienne Banfield Norris; and Jada's daughter, Willow Smith. Joining the discussion were Jada's show producer, Annie, a white woman, and Jane Elliott- who had some eye-opening revelations for the audience. We are including the link for you to watch if you so choose *{Note that this is uncut and includes adult content, both language and visuals.}*

<https://www.facebook.com/redtabletalk/videos/343064719835818/>

After the video, there were ten break-out rooms with facilitated discussion based on these questions: *What is your reaction to the video? What is your reaction to Jane Elliott's comments about race? About the human race? Do you have personal experiences regarding relationships between women of color and white women? What might you do /how might you think, differently as a result of this video and discussion?* After 15 minutes of productive sharing the 65 participants came back together in the zoom main room to discuss the impact of the video and conversations in the breakout "rooms".

VA AAUW board members shared quite informative items- including upcoming Diversity, Equity, & Inclusion events; "Shape the Future" program initiatives (our branch has had five new members join us with this program!); 5-Star Program updates and ideas; Legacy Circle (Sandy can share with you about this!); and branch contributions to AAUW's Greatest Need Funds.

Turning Point Suffragist Memorial Unveiled!



After 13 years of sweat, tears, and fundraising, the virtual dedication of the Turning Point Suffragist Memorial, in Lorton in Fairfax County's Occoquan Regional Park, was held on May 16. The memorial will provide an overview of the entire movement, including African American suffragists who are often left out of the history books. More than a century after millions of women succeeded in their efforts to see the 19th Amendment passed, they are finally getting the recognition they deserve in America's only suffragist memorial to fully commemorate their accomplishment. On loan from the National Park Service is a length of the fence from in front of the White House where the "iron-jawed angels" protested and were then arrested.

Barbara O., Eileen, Irene, John, Joyce, Sandy, Suhani, and Susan met on Saturday, August 28th @ 10 am to make an inaugural visit to the completed memorial. Receiving purple/gold/white pins with ribbons, we made our own





tour, vowing to return with family, friends, and other branch members. We took a photo of the one Oklahoma suffragist to send to **Karen** to expand her (and now our) research on "everything Oklahoma". A poignant remembrance is standing posed in front of THE portion of the fence in front of the White House in 1917. *{Any actual photos from 1917 are licensed, so we made our own.}*

Suhani offers a link to her photos from our day:

https://photos.google.com/share/AF1QipNcjrBjExs3mJVPDn8-XYveNSlcbUSDXmQHtXheLD6_Fm019FkzX0bCGXoCG4Slwg?key=aVI3elNNc2RjWE1Cbzk5ZEh0MWFrVYYyaVE1NUJR

Announcement on October 12th: Saying goodbye is never easy, but after 13 years of work, the Turning Point Suffragist Memorial Association is dissolving. The purpose of the organization was to build the first *national* memorial to honor the millions who fought for a woman's right to have a voice in her own government. Thanks to the collaborative effort of thousands, the goal has been achieved!!!

The Turning Point Suffragist Memorial is now in the able hands of NOVA Parks which will maintain the site. Please take time to visit the memorial in **Occoquan Regional Park, 9751 Ox Road, Lorton, VA. 22079**. It is open the same hours as the park. You can take a self-guided tour any time at your leisure. **We would like to visit many more times. Let a board member know if you'd like to join us!**



HISPANIC HERITAGE MONTH 09.15 – 10.15

There are many celebrations occurring during the month, including a Festival in old town Manassas on October 9th and one in Manassas Park on 10.23. Just as every culture should be celebrated 24/7/365 +, we hope to be inclusive, too. My daily inbox includes updates from

"Education Week" - I get the headlines and a brief paragraph compared to the 1980s and 1990s when I received its newspaper every other week. (I still have some of them in a box in my teacher's workshop downstairs!)

Today, there is a brief video you can view about Sylvia Mendez whose parents believed in her right to receive an equal education. Please use this link: https://www.edweek.org/leadership/sylvia-mendez-and-californias-school-desegregation-story/2014/05?utm_source=nl&utm_medium=eml&utm_campaign=eu&M=63584139&U=&UID=46f3b3aae2781cf3a3f400b507fde91a

Today, there is a brief video you can view about Sylvia Mendez whose parents believed in her right to receive an equal education. Please use this link: https://www.edweek.org/leadership/sylvia-mendez-and-californias-school-desegregation-story/2014/05?utm_source=nl&utm_medium=eml&utm_campaign=eu&M=63584139&U=&UID=46f3b3aae2781cf3a3f400b507fde91a

There are two members signed up for reading and discussing Sabrina & Corina: Stories, by Kali Fajardo-Anstine. We chose this book to connect with both Latina and Native American cultures. Please let me know if you would like to join this virtual discussion group, too. Our VA-AAUW mini-grant gave us six copies of the book- so we have four more spots! We are inviting Raye Zaragoza, a nationally-recognized singer and songwriter, who debuted virtually on the Kennedy Center's Millennium stage, with similar "roots" to the author to join us, too. 🎵🎵 <https://www.rayezaragoza.com/>

Smithsonian's Editor's Note, October 14, 2021: Officials in Mexico City will replace a statue of Christopher Columbus with a monumental replica of The Young Woman of Amajac, a pre-Hispanic limestone sculpture discovered in Mexico's Huasteca region earlier this year, reports David Agren for the Guardian. The announcement follows widespread criticism of a previously proposed replacement sculpted by artist Pedro Reyes. A pedestal in the center of Mexico City that once hosted a statue of Christopher Columbus has stood empty since last October. Now, reports Johnny Diaz for the New York Times, a sculpture of an Indigenous woman is set to replace the controversial explorer's likeness. Mayor Claudia Sheinbaum announced plans for the new statue last Sunday, on Mexico's Day of the Indigenous Woman.

MEMBER NEWS & UPDATES



We are happy to report three new members since our last newsletter! **Tara** introduced us to **Rose**. Rose is the Assistant Vice President for Survey Research at the National Association of Home Builders. Her responsibilities include planning and conducting industry surveys, specifically in the areas of builder sentiment, remodeling, housing affordability, and AD&C financing issues. Ms. Quint is also responsible for special research projects, such as studies on builders' profitability, consumer preferences, construction costs, and membership census. She joined NAHB in 1999. Ms. Quint holds an M.A. in Economics from Virginia Polytechnic Institute.

Connections are just wonderful! When I went to our branch's bank office in Manassas over two years ago, I was greeted with, "Hi, Ms. Bardenhagen!" - and the rest is history. From Ashley's proud mom, the assistant branch manager, Kelli, I was able to update on my former fourth grade student's college endeavors and learned she was in a 5-year Master's program at James Madison University, preparing to be a teacher. Forward to summer of 2021- **Ashley** began her first year teaching sixth grade in Fairfax County where 6th is the top of elementary school; she is teaching Virginia History and Language Arts in a departmentalized program. *{Her former teacher, me, has shared both resources & materials, and two large dragon mascots, to pass the torch to the next generation.}* She became engaged last fall, earned her Master's in May, and is getting married in June of 2022. **Kelli** earned her Bachelor's in English and Psychology from Boston College. She lives in Manassas and is the proud mom of both Ashley and her son, who is in college. We now have four pairs of mother-daughter members in our branch!



We wish the best to former member, **Cari**, who returned to upstate New York for a new position in the office of student engagement at Hobart & William Smith Colleges. She was previously a student life advisor at the NVCC-Manassas campus.

Susan F., having moved to Alexandria during the pandemic, has transferred to the Mt. Vernon branch with Patsy and many others with whom our branch is familiar. Susan attended the special program on August 29th at the Workhouse, see here with **Julie** (who is working on a new piece in her studio!) and **Susan B.**



Our educator branch members- **Lucy, Ashley, Elizabeth, Andrea, Chalet, Tara, Molly, Cassidy, Tammy, Diane, Katherine, and Alison** – have returned to in person teaching and still face the challenges of ensuring they and their students are safe and thriving. Those educators who have retired among us – **Susan, Elaine, Betty, Joyce, Pam, Suzanne, Colleen, Mary, Sandy, Marion, Patty, Louise, Lillian O., Dorothy, and Nancy So.** - have offered their emotional support as we understand the challenges.

Susan, Cassidy, Tammy, Karen, and Colleen are keeping vigil and checking in on Jeopardy! Here's a link we use to hone our skills and memories with the J6! Extra clue for each category per episode: <https://www.jeopardy.com/games-more/j6> You get to hear Alex's voice, too. Let us know if you are a fan also!

Our graduate students- **Paige, Pam, and Chalet** – are working toward advanced degrees and are relieved to be able to back in spaces and not totally depending on online studying, especially **Paige** who is in the labs at Johns Hopkins and also working there.

Many members have been able to visit with family and/or travel. **Karen** and her husband Kevin made a sightseeing journey to and around Oklahoma and back. **Barbara B** and her husband Denis have traveled a few times to Texas to visit with grandchildren. **Dorothy, Barbara O & John, and Elaine** continue to enjoy time with nearby children and grandchildren. **Leah** is meeting up with her sons' families from Ohio and Japan, in Florida. **Susan** finally was able to visit with her 95 year-old father in upstate NY for his birthday. **Tammy** with her husband Fred, **and Cassidy** went to Nashville to celebrate son/brother Nicholas' 21st birthday this summer. **Julie's** daughter is getting married in November, so she's got mom of the bride responsibilities!

Thursday, Sept. 30, 2021, marked the dedication of the 13th high school in Prince William County, Gainesville High School... In addition to the school's ribbon-cutting ceremony, the school's Student Services Center was dedicated to long-time teacher and school counselor **Lillian M. Orlich**. Former mayor of Manassas and student of Ms. Orlich, Harry J. Parrish II (Hal), attended the reception and ceremony and extolled on the

life and vast accomplishments of 'Miss O's' 67-year career. "She, Miss O, came to teach. And teach she did. So many have benefitted from this young teacher over so many years, over so many decades, I know that I have. I recall Miss O being a tough social studies teacher, setting expectations high for her students. Miss O, I am thankful for having you as a teacher, with your demand for excellence, we all worked hard," said Parrish. *{from Prince William Living's Editorial Team, October 8, 2021}*

Dr. Molly, provost of NVCC-Manassas campus served as the moderator for two Virginia delegate district forums - #13 and #50- virtually on 10.14.2021. The event was presented by the Prince William Committee of 100 with their questions committee offering ones from which Molly could choose to ask the candidates.

Our alumnae have been updating me with their news. Ali's son is getting married this month, so she has lots of wedding planning- photo in next newsletter!



Noni's been even more active with golf regionally and loving it! Jeanne and husband Roger send us all wishes for good health from Beaufort, SC- with a photo of their yard, "Fall in Low Country". Sharon and her husband, Barry, have been keeping me posted on space launches from their Florida home in Merritt Island. As we celebrated William Shatner's milestone as Capt. Kirk headed to space with Blue Origin last week, Barry offered this photo of his winning costume as "Q" on a Star Trek cruise in 2020.



Susan Bardenhagen, Membership/Program VP smbaauw@gmail.com

BRANCH PROJECTS

PINK SPACE THEORY and AAUW COMMUNITY ACTION GRANT

In the April newsletter, **Monica Nichols, of Pink Space Theory**, reported that the community action grant from AAUW was awarded, for **G.R.E.A.T. Math Minds**. We can now happily report that we have a school, principal, and teacher on board to support the project- Neabsco Elementary School in Dale City! The program will be after school from October through April, three days after school for 1 ½ hours. Monica, Sandy, and Susan B. have been regularly meeting to plan and coordinate.



The program officially began October 4th and will continue each school day on Mondays, Wednesdays, and Fridays from October through April. The first and last months will be in-person and from November through March it will be virtual. Monica, her team, and Susan B.- will be securing STEM speakers who will incorporate themes of Math and Engineering into their presentations and activities for each Friday session. These photos



are from our first Friday speaker day with a veterinarian, Dr. Rachel.



Our second speaker brought a 2018 spring luncheon guest @ Joyce's home, Julie. Here's Monica's photo file to see more:



https://photos.google.com/share/AF1QipNT2acB0dfeqX4Xn-i-qR2Lc2dKw6x2I4nbcw1bEHx0_SKEpADzY36S88Nvv3lwpq?key=cHpCOWw3WWJfSjdkdlFCajdRZVBlbUE4NGZTMW1n

AMERICAN EDUCATION WEEK – Honoring Our Educators 2021



We will present our third annual program virtually, on Sunday afternoon, **November 14th @ 3 pm**, as a zoom webinar. For our inaugural program, in 2019 we honored over 60 people and included tributes to those honored at the **SUCCESS! Conference** since 1991. In 2020, under the pandemic restrictions, we presented a virtual webinar and honored eleven people, four in memoriam including branch member, Toni Hill. Eleven educators/educators @heart will be honored this year- two in memoriam including Shirley Vasy, Woodbridge branch member and 25-year PWCPS teacher. Shirley transferred to the Harrisonburg branch in 2010. Their members will be assisting with the tribute also; Shirley died in October of 2019. In addition to support from the **Greater Manassas Branch**, we have community leaders of our branch and the three jurisdictions, current educators, **SUCCESS! Conference** sponsors, and more to help us honor another "class" of worthy people. For now, please reserve time on your calendar, for this special event. As soon as the scripts and presenters have been coordinated, we will send out an RSVP and announcement of the eleven honorees.

STARTING DIFFICULT CONVERSATIONS- Book Discussion Groups

In 2020, our branch earned a VA AAUW mini-grant to start a library and virtual book group program entitled, "Starting Conversations to Address Differences with Books & Voices". Many national, state, and local groups have had either videos or books to spark discussions on topics of racism, oppression, sexual and domestic assault, cultural bias & cancel culture- just to name a few. We chose four books and purchased six paperback copies of: Hillbilly Elegy, White Fragility, I Know Why the Caged Bird Sings by Maya Angelou, Sabrina & Corina: Stories (mentioned earlier in this newsletter). Hillbilly Elegy had been shared by John a few years ago when our "Book Club Uno" met monthly in The Glen. Joyce's husband, Doug, participated in a discussion group for the book and has agreed to give us three conversation starter questions for this book. Four additional branch members have the book (two borrowed from our grant "library")- we have four more copies for this group to get started. We expect to host our talk after Thanksgiving. *Please let Susan know if you'd like a copy and/or would like to join us.*

STEM & STEAM from Suhani & Susan

Smithsonian Daily.com: No Nobel Prizes in Science Went to Women This Year, Widening the Awards' Gender Gap- Fewer than three percent of Nobel science winners are women, and none are women of color by **Corryn Wetzel**, Daily Correspondent on October 8, 2021

Of all 972 Nobel recipients, only 58 women have won the prize. The 118 literature awardees include 16 women, and 17 of the 135 peace prize recipients are women. The Nobel Prize in Physiology or Medicine has gone to 12 women out of the 224 total winners, and the Chemistry Prize includes 7 women of the 188 total laureates. Of the 219 laureates to receive the Nobel Prize in Physics since 1901, just four have been women. Not including this year's STEM awardees—all of whom were men—women account for three percent of science category winners, but they were almost always awarded jointly with male peers.

However... The Nobel Peace Prize has been awarded to journalists Maria Ressa and Dmitry Muratov, for their longstanding efforts to safeguard freedom of expression in the Philippines and Russia. Ressa is the CEO of Rappler, a news outlet critical of Philippine President Rodrigo Duterte's regime, while Muratov heads the independent Russian newspaper Novaya Gazeta. Both have faced legal and physical threats during their careers, as their respective governments cracked down on the rights of journalists. *{from CNN}*

HERstory/THEIRstory: Writing Women & the Under-Represented into History

August/ September/October

...**The Turning Point Suffragist Memorial-** As part of the dissolution of the association and the distribution of its assets, the website, www.suffragistmemorial.org, is now the property of the **National Women's History Alliance** {another of our branch's connections, from when it was the National Women's History Project}. It will continue to provide substantial information on suffrage history as well as information about the memorial itself. Social media platforms, including Twitter and Facebook will also be the property of the National Women's History Alliance. You'll still find timely suffrage-related stories on the platforms.

If you would like to continue receiving information about events and updates to the memorial, please click on the link below to be included on a *new* email list. [Sign Up for Future Emails](#)

Smithsonian Associates presented this look at the Roaring Twenties- quite enlightening. {Contact the newsletter editor if the link doesn't work.}: https://us02web.zoom.us/rec/play/ckqt1EBb6CXjFEo-u0SLymQgUtjOhpWnKYiH71aUK_G2iqXkNkldI2pqXovR3K6O0k1L46I32ab0_QA.FoovQHsTbIS0wYhL

On September 8th, 1921- Margaret Gorman, a 16-year-old from Washington, D.C., was crowned the first Miss America. The inaugural pageant, held in Atlantic City, New Jersey, was presided over by a man dressed like King Neptune, and Gorman won the \$5,000 (about \$76,000 today), "Golden Mermaid" trophy.

10.13.2021- Ruthie Tompson, Who Shaped Disney's Most Beloved Films, Dies at 111. She spent nearly 40 years at the company, reviewing animations and planning camera angles for classics like "Snow White" and "Dumbo". Please check out Smithsonian's article for more history on the gender bias..... https://www.smithsonianmag.com/smart-news/ruthie-tompson-who-shaped-disneys-most-beloved-films-dies-at-111-180978868/?utm_source=smithsoniandaily&utm_medium=email&utm_campaign=20211013-daily-responsive&spMailingID=45774175&spUserID=NzQwNDU1MTE5OTAS1&spJobID=2101327974&spReportId=MjEwMTMyNzk3NAS2

On October 16, 1966, the Black Panther Party for Self Defense was founded by Bobby Seale and Huey P. Newton. The group grew, in part, from a desire to address the aggressive policing of the African American community in Oakland, California. The first goal in its platform read "We want freedom; we want the power to determine the destiny of our Black community."

Husband-and-wife photojournalists, [Pirkle Jones and Ruth-Marion Baruch](#) captured the image of the women on stage in August 1968. What isn't visible is the utopian 72 degree-day or the thousands of members, neighbors and onlookers who peopled Defremery Park's sun-beamed lawns to hear the Panthers' message. When former party member [Ericka Huggins](#) looks at the photograph now, it invokes a different kind of nostalgia. "It brings to mind the memories of all of the women that I met and knew," she says, "and I wonder where those women from that photograph are now? What are they doing, who remembers them, who knows their names?"

The Smithsonian's senior curator Bill Pretzer hand-selected Jones' photo to be part of the exhibition, "[A Changing America: 1968 and Beyond](#)," now on view at the National Museum of African American History and Culture. The wall-size display confronts visitors as soon as they enter the space. "Women's participation and the issue of gender equality ebbed and flowed within the Panthers' history. It didn't simply improve or get larger, or devolve and get worse, it goes up and down," he says of the photograph's inclusion. "I think at the time and even since, the popular public image of the Black Panther Party as a super masculine group of men who were violent and fought the authorities pervades public sentiment. This image contradicts that dramatically and effectively." {from *Smithsonian Daily*, 10.16.2021}

Fall of 1920- Genara Pagán was causing a stir at the voter registration office. As a Puerto Rican and an American citizen, Pagán wanted to register now that the 19th Amendment that extended the franchise to women was ratified. Knowing that she might encounter challenges, the *sufragista* arrived to claim what she believed was rightfully hers... *Read the rest of the Smithsonian article, giving the timeline of some sufragistas finally being able to vote in 1935!* https://www.smithsonianmag.com/history/puerto-rico-women-won-vote-bittersweet-game-colonial-politics-180976181/?utm_source=smithsoniandaily&utm_medium=email&utm_campaign=20211018-daily-responsive&spMailingID=45798146&spUserID=NzQwNDU1MTE5OTAS1&spJobID=2101927913&spReportId=MjEwMTkyNzkxMwS2

AAUW Continues Branch 5-Star Recognition Program

7.1.2021 – 06.30.2022

Our plans are written in this color and goal swirls are highlighted to show our intent. Please help support your board's wish to maintain our 2019-2021 "Five Star" status! Thank you!

Green highlighted means we have already accomplished the requirement.

 Programs	<ul style="list-style-type: none"> ☞ Host at least 4 mission-based programs that align with the AAUW national strategic plan. SUCCESS! 2022; Continue "Finish the Fight"; Support "GREAT Math Minds" + ☞ At least 2 programs must have a Diversity, Equity, and Inclusion focus and at least 1 program must be in collaboration with one or more branches in your state. American Education Week- "Honoring Our Educators" 2021 with Greater Manassas Branch +
 Advancement <i>(3 of 5 criteria needed for star)</i>	<ul style="list-style-type: none"> ☞ \$30 per capita (member) gift raised for greatest needs, during FY22 (7.1.2021-6.30.2022). ☞ Increase your Greatest Needs giving in the last fiscal year by 25%. ☞ Retain 90% or more of your branch membership and submit annual dues by September 30. ☞ Increase the Legacy Circle Members in your branch by 10%. ☞ Make a contribution in honor of AAUW's 140th anniversary to the Greatest Needs Fund. This is a budget item. Let a board member know if you support this. ☺
 Communications & External Relations	<ul style="list-style-type: none"> ☞ All existing websites and social media accounts use current AAUW branding and have 3-5 postings with a Diversity, Equity, & Inclusion focus in FY22. (Mission statement and logo are up to date.)
 Public Policy & Research	<ul style="list-style-type: none"> ☞ Conduct an annual meeting with a member of Congress, Governor, or a member of their staff around a strategic plan focus. Branches in the same state can work in coalition to achieve this goal. ☞ Ensure a branch public policy chair is appointed who collaborates with the state public policy chair. Sandy continues her active role! ☞ Host at least one event where there is an opportunity to sign up for Action Network.
 Governance & Sustainability	<ul style="list-style-type: none"> ☞ Branch board develops and uses strategic plan that aligns with AAUW national strategic plan. ☞ Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership. Your branch can use the template in Helpful Resource Links as a guide or your own existing plan. Our 2020 plan brought three branch members to leadership. We need to do even more! ☞ Appoint a Diversity & Inclusion officer to lead diversity an inclusion planning on behalf of the branch with the support of the board. We would like a co-officer to co-lead with Susan Bardenhagen to support equitable representation.

Moving Forward in 2021

Dates are based on 2019 U.S. Census data on median earnings for full-time, year-round workers. Because they are observances, adjustments may have been made to avoid weekends and holidays and 2020 reports. It is expected that next year, the data from 2020 will paint a regression of gains.

~~2.11.2020 ↓ 2.23.2021: Asian American Women's Equal Pay Day~~

(Asian Women v. White Men — \$0.87 (from \$0.90))

~~3.31.2020 → 3.24.2021: All Women's Equal Pay Day~~

(Women overall v. Men overall — \$0.82)

~~4.9.2020 ↓ 4.10.2021: White women's equal pay day~~ (White Women v. White, non-Hispanic

Men — \$0.79)

~~6.4.2020 → 5.05.2021: Mom's Equal Pay Day~~ (Moms vs Dads — \$0.75)

Latina mothers are paid \$0.46; Native American mothers are paid \$0.50; Black mothers are paid \$0.52; White, non-Hispanic mothers are paid \$0.71; Asian American and Pacific Islander mothers are paid \$0.90.

~~~ 5.15.2021: Women Artists Equal Pay Day~~ (Women Artists v. Men Artists — \$0.74)

~~8.13.2020 → 8.3.2021: Black Women's Equal Pay Day~~ (Black Women v. White Men — \$0.63)

~~10.1.2020 → 9.8.2021 !! : Native Women's Equal Pay Day~~

(Native Women v. White Men — \$0.60)

~~10.29.2020 → 10.21.2021 : Latinas' Equal Pay Day~~ (Latinas v. White, non-Hispanic Men - \$0.55)

It takes Latinas almost an entire extra year of full-time, year-round work to be paid the average annual earnings of white men. Learn the unfair truth about Latinas and the pay gap and fight for #LatinaEqualPay. <https://www.aauw.org/latinas-and-the-pay-gap/>

*The trend has been upward and improving from 2018, except in 2019 for Native American Women. At this point, there is no way to know how the effects of addressing COVID 19 will result in a change to the above dates. WE HOPE NEXT YEAR'S DATES WILL SHOW GAINS FOR ALL WOMEN.*

**PROPOSED DATE for SUCCESS! Conference: March 12, 2022 @ Marsteller MS** 

VA AAUW State Conference, Harrisonburg- 1 Day Drive-In March 26, 2022

American Association of University Women's Mission:

*To advance gender equity for women & girls through  
research, education, and advocacy.*

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.

Woodbridge homepage: <http://woodbridge-va.aauw.net/> AAUW homepage: <http://www.aauw.org>

Northern District Co-Representatives: Sara Anderson [sfpaaauw6382@aol.com](mailto:sfpaaauw6382@aol.com) and

Sandy Lawrence [sandyaauw@juno.com](mailto:sandyaauw@juno.com)

AAUW of Virginia homepage <http://aauw-va.aauw.net>