

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.

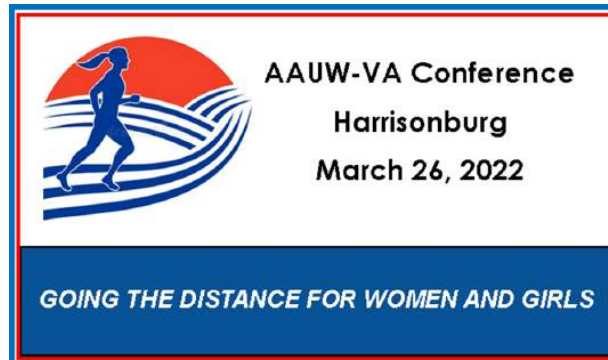
In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin,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

In This Issue

2022 AAUW-VA Conference	1
Co-Presidents' Message	2
Five-Star Program	3
Bylaws	4
Public Policy	5
Diversity, Equity and Inclusion	5
Membership	6
Mini-Grants	6
In Memoriam	6
Woman of Achievement Award	7
Status of ERA	8
Start Smart Kudos	8
Voter Guide	9-14
C/U Partners	15
Branch Anniversary	15
Capstone Student	16
Legacy Circle	16
Branches in Action	17-22
2022 AAUW-VA Conference	23-27
Connect2AAUW	Back Cover

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Join us for the 2022 annual AAUW of Virginia State Conference



You are invited to join us for the 2022 annual AAUW of Virginia State Conference, which will be held in two parts on March 26 and April 30.

Part 1 of the conference will be held on March 26 at the Hotel Madison and Shenandoah Valley Conference Center in Harrisonburg, VA from 9:30 a.m. to 5:00 p.m., with a buffet lunch from 12:30 p.m. to 1:30 p.m. The final event for March 26 is a meeting of district members to elect their representative to serve on the state board from 2022-2024. For those who arrive Friday, March 25, there will be a special social event with your AAUW friends at 7:30 p.m. to *Reacquaint! Restore! Renew!*



Charlotte Harris memorial marker ceremony



Welcoming entrance to the Quilt Museum



Spring in the JMU Edith Carrier Arboretum

We encourage all of you who plan to attend to use this opportunity and location for a short vacation to visit Harrisonburg's historic center, the Virginia Quilt Museum and other museums, the Edith J. Carrier Arboretum and Botanical Gardens, Harrisonburg's Hillandale Park, the Shenandoah National Park, and many wineries.

Complete Harrisonburg conference registration and hotel reservation information begins on page 23.

(Continued on page 8)

AAUW of Virginia Elected Officers

- ◆ **Co-Presidents**
Suzanne Rothwell
Leslie Tourigny
- ◆ **Vice President
for Program**
Nadine James
- ◆ **Vice President
for Membership and
Branch Development**
Cheryl Spohnholtz
- ◆ **Vice President
for Finance**
Marsha Melkonian
- ◆ **Co-Vice Presidents for
Public Policy**
Susan Burk
Denise Murden
- ◆ **Vice President for
Communications**
Patsy Quick
- ◆ **Recording Secretary**
Sherry Warren

[https://aauw-va.aauw.net/
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<http://aauw-va.aauw.net/>

VIRGINIA VISION

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From your Co-Presidents



The final months of 2021 filled us with great hope that the pandemic would finally subside to where we would increasingly return to a normal life. Why wouldn't we think this? Over 60% of our population was fully vaccinated. Children as young as five could be vaccinated. Boosters were readily available for great swaths of the population. Medicine to treat the infection was available. Our children were back in school. We were slowly beginning to enjoy pre-pandemic activities we had avoided since March 2020, albeit more carefully. The last couple of weeks of December knocked us from our euphoria. Even non-baseball aficionados could be heard muttering that famous quote by the late baseball great Yogi Berra, "It's like déjà vu all over again."

We are at a different place than in 2020 both medically and in terms of the pandemic's impact on our lives and AAUW activities. There has been medical progress in vaccinations, home-testing, and treatment medications so that fully-vaccinated and boosted people who nonetheless contract the omicron variant are either asymptomatic or have only mild symptoms and recover quickly at home. Our daily events and school operations continue to improve, though more slowly than anticipated. Moreover, we should be particularly pleased with our successes since 2020 in advancing the important AAUW priorities that we wrote about in the summer 2020 *Vision*:

The challenges that we are facing now, with the covid-19 virus and the long-overdue demands for addressing racism in our society, have placed us all in uncharted territory, while also providing opportunities for serious conversation and much-needed change.

We are particularly impressed with how quickly and thoroughly our board and branches initiated serious conversations about racism and diversity, equity, and inclusion in branch programs and activities. We learned about the issues and became more committed to addressing the many causes of systemic racism and disparate treatment of various people in our society.

In the face of the challenges resulting from our inability to meet in person, members persevered and learned to use virtual technology to bring members together from all corners of the Commonwealth for statewide and shared branch meetings as well as brainstorming sessions between the AAUW-VA board and branch members that have enhanced our progress in many areas. We could not have done this without the challenging work of our members, so thank you all.

For the past 11 months, **VP for Program Nadine James, 2022 Conference Chair Sylvia Rogers**, and the **Northwest District Conference Committee** have been planning **Part 1** of
(Continued on page 3)

District Representatives

Northern

Sara Anderson
Sandy Lawrence

Northwest

Sylvia Rogers

Southeast

Tammie Mullins-
Rice

Southwest

Anita Aymer

(Continued from page 2)

our 2022 in-person, one-day state conference in **Harrisonburg on March 26, 2022**, as a special celebration of our ability to reconnect personally. Because of the impact of the omicron variant, we are certain that you, as are we, are once again concerned about attending an in-person conference. We are carefully monitoring the situation day by day because the health and safety of our members are paramount. We have all experienced over the past two years how quickly the covid situation changes—from good to bad and bad to good. Therefore, we do not want to act prematurely and cancel our in-person conference and miss the opportunity to reconnect with one another in person after such a long time, unless necessary. Further, by canceling the in-person conference we may be assessed substantial financial penalties by the conference hotel, which is another reason we want to avoid taking any extreme action unless circumstances require such.

Please look at all the exciting conference information on the cover page and pages 23-27 and go ahead and register for the conference. Because of AAUW-VA's reduced expenses these past two years due to the pandemic, we are offering for the conference a reduced



registration fee of \$25 until March 4, which includes morning beverages and lunch. By registering, you will help us determine if we can meet our contractual obligations to the hotel for the number of attendees.

If the covid situation necessitates that we change the in-person conference to a virtual event, we will advise members of the alternate plans.

Part 2 of the conference will be our **Annual Business Meeting, which will be held virtually on April 30, 2022**, at a time to be determined.

Attending the Business Meeting will be free but will require registration so that you can receive the Zoom log-in information.

Kudos to **Chair Anita Aymer** and the other members of the nominating committee for assembling a slate of extremely well-qualified candidates for five different offices on the state board of directors to be voted on by our members at the spring election. See pages 9-14 for the **Voter Guide** introducing these candidates and explaining bylaws amendments and proposed public policy priorities to be discussed and voted on by our members.

Stay safe, and let's have a great year.

*Suzanne and Leslie
Co-Presidents*

THE AAUW 5 STAR PROGRAM

The 2021 – 2023 AAUW Five-Star Recognition Program

Congratulations to our first star-winning branch under the new program: Virginia Beach has been awarded two stars for advancement and communications/external relations!

The new AAUW Five-Star Recognition Program commenced on July 1, 2021, and will run through June 30, 2023. As with the previous program, there are five areas of focus: advancement, public policy and research, governance and sustainability, programs, and communications/external relations. Some criteria for areas are different and easier to meet than the prior program.

Branches are encouraged to follow the advice of star-winning branches by creating a chart listing the criteria to record their achievements after July 1, 2021. The branch should submit its application to AAUW for each area as all criteria are met. Except for the 140th-anniversary donation criteria under the advancement area that must be satisfied during July 1, 2021-June 30, 2022, branches that apply in 2023 can rely on achievements from July 1, 2021, to obtain one or more stars by June 30, 2023. For more information, go to <https://www.aauw.org/resources/member/initiatives/5-star-program/>

*Suzanne Rothwell
Co-President*

Bylaws

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 30, 2022, was published in the fall *Vision*, with a deadline of December 1. No submissions were received.



AAUW of Virginia Board Proposed Amendment to the Bylaws

The AAUW of Virginia Board of Directors, at its August 2021 meeting, approved a proposed amendment to the AAUW of Virginia Bylaws to be presented at the Annual Business Meeting on April 30, 2022, which would eliminate the requirement that the Annual Business Meeting be held during the state conference. This would allow greater flexibility in the scheduling, location, and manner of participation in these two statewide meetings. The requirement to hold the Annual Business Meeting by May 15 is retained so that there is sufficient time following the meeting for members to vote to elect officers, amend the bylaws, and adopt public policy priorities. No deadline is proposed for the holding of a State Conference because it is an optional statewide meeting. ^{*1)}

This change requires a vote of the membership. If this bylaws change is approved, it will apply to the Annual Business Meeting in 2023.

Editorial Amendments to the Bylaws

As in most years, issues of interpretation and clarity of the Bylaws became known. At a December 2021 Special Meeting of the Board of Directors, an additional appointed board position for an administrator was approved. The Bylaws permit the Board of Directors to appoint non-elected board members without member approval and

the Bylaws were amended to reflect the newly appointed position.

At the August 2021, November 2021, and January 2022 meetings, the Board of Directors approved editorial revisions to the Bylaws to increase their clarity, accuracy, and usefulness as a resource for guidance. The revisions are considered editorial because they do not change the substantive meaning of the Bylaws but reflect current practices of the Board, clarify confusing or insufficiently detailed provisions, and address inconsistencies between provisions.

Such editorial revisions to the AAUW-VA Bylaws approved by the Board of Directors do not require membership approval. The changes are reflected in the restatement of the Bylaws on January 11, 2022, which may be found at: <https://aauw-va.aauw.net/library/>.

Changes to the Board of Directors Handbook

At the November 2021 Board of Directors meeting, language was added to the AAUW Funds chair job description to include the Virginia state named honorees committee and to add the job description for the vice president for diversity, equity and inclusion. The latter reflects the vote of the membership in 2021 to add this position to the Board of Directors. At the January 2022 Board of Directors meeting, a job description was approved for addition to the "Board of Directors Handbook" for the administrator position.

Branch Bylaws Changes

Branches must contact me to discuss any proposed changes to their bylaws so that I have an opportunity to review and provide advice on such changes before approval by the branch board or adoption by branch members. I look forward to collaborating with you on such changes or with other questions or issues regarding bylaws.

*Carol Dabbs
Bylaws/Resolutions Chair*

**1) By tying the Annual Business Meeting to the State Conference, the State Conference has usually been held in March or April. Eliminating the nexus between the State Conference and Business Meeting will provide the opportunity to consider a different schedule for the State Conference.*

November 2021 Virginia elections brought new state delegates to the General Assembly as well as a new administration, so AAUW-VA emailed congratulatory letters and its public policy agenda to every re-elected and newly elected member of the House of Delegates. We also sent a letter to the newly-elected Lieutenant Governor **Winsome Sears**, the first female elected to this office in Virginia. In the interest of safety, we canceled our in-person lobbying activities in Richmond but are prepared to **lobby virtually** again this year throughout the session that ends on March 12. With a focus on advancing our economic security agenda, members have already reached out to, or held meetings with, their elected representatives. We encourage frequent contacts and ask that you document your contacts in our form found at <https://forms.gle/bzGQdYoAd8xAtasw6>. If you need any help or advice, please reach out to one of us or check AAUW's and AAUW-VA's websites for advocacy guides, policy positions, and background information. We will provide information and talking points about specific legislation we are supporting throughout the session through your branch presidents and public



policy chairs. We invite all members to join in our public policy Zoom calls where we share resources for advocacy, brief our members on critical issues and legislation, and discuss ideas for maximizing our voices.

Meanwhile, we are looking ahead to the **May 3** municipal elections in Virginia and the **November 8** election when all members of the U.S. House of Representatives are up for election as well as additional municipal elective offices. We all know that every election is important, so hold on to any left-over **Reclaim Our Vote** postcards and get your colored pens ready because we plan to ask our members again to send out postcards that provide non-partisan registration and voting information prior to the November election. AAUW-VA will again budget funds for this project. If we want to break last year's record of 1,500 cards, branches may want to consider this as an item in their budgets too. More details to follow.

Let's continue to work to advance equity for women and girls!

*Susan Burk/Denise Murden
Co-Vice Presidents for Public Policy*

Diversity, Equity, and Inclusion Continue in Importance

As we enter 2022, diversity, equity, and inclusion (DEI) continue to be concepts that are important not only to us individually, as AAUW branch and national members, but also as community members!

I continue to be encouraged about the quality and quantity of DEI learning experiences of which we can take advantage. I sent information to branch DEI points of contact for different and important webinars that were available in January. Branches are all getting involved with experiences and offerings to branch members. Each branch is focused on the aspects of DEI that most impact its members and communities. The collaborations with other organizations within your communities are extremely exciting and will amplify the work that your branch is doing!

I am also thrilled about the AAUW National webinars scheduled every other month focused on helping branches leverage the DEI toolkit. These webinars along with the plug and play toolkit accelerate our learning and actions. I know many branches are looking forward to using the toolkit for programming this year and can also

leverage it in the 2022-23 programming year. Let's be sure we are using it to the hilt!

Webinars in 2022 include:

- **Allyship, January 27**
- **Intersectionality, March 24**
- **Social Justice, May 26**

Webinars are recorded and posted to the AAUW website shortly after each program.

Do not forget that DEI is strongly represented in the Five-Star program this year. Much of what we have done over the past few years directly addresses the DEI components of the Five-Star program. I am immensely proud of the work that AAUW-VA is doing within the DEI program, which results in our continued ability to sew the fabric of our community into a closer and more empathetic place to be.

*Cyndi Shanahan
Diversity, Equity and Inclusion Chair*

Membership

Congratulations to our Branches



Happy New Year! AAUW of Virginia started 2022 with 1,000 members statewide and an overall membership renewal rate of 95%. **Congratulations to the branches that grew in 2021: Greater Manassas, Hampton, Vienna Area, Virginia Beach, Winchester, and Woodbridge.** Great job! Additionally, many branches have achieved a **95% or greater renewal rate: Alexandria, Harrisonburg, Mt. Vernon, Newport News, Norfolk, Portsmouth, Roanoke Valley, and Smith Mountain.** Branches with a renewal rate of **90-94% include Arlington, Lynchburg, McLean Area, Reston-Herndon Area, Springfield-Annandale, and Wytheville.**

AAUW-VA also recruited 36 new members since September!

Are you using your **membership benefits**? I used my Office Depot discount in December to print my annual Christmas letter and saved over \$10! Remember to use these benefits. For information on the latest discounts available, go to <https://www.aauw.org/resources/member/why-join/discounts-and-perks/>.

*Cheryl Spohnholtz
Vice President for Membership*

2021-22 Mini-Grants

Tried and True and Bold and New

Mini-grant proposals for 2021-22 reflected exciting and creative activities and programs, both tried and true and bold and new, with DEI as a dominant theme. All applications were funded at some level using a budget of \$2,000. Congratulations to the following branches who received mini-grant awards: **Alexandria** – to support the development of a human trafficking app (\$350); **Reston-Herndon Area** – to support a high school essay contest where students will write about inclusion initiatives they have developed for their school or community (\$250); **Smith Mountain** - to support attendance by four local girls at a summer Science Camp for Girls and support AAUW's STEM agenda (\$300); **Springfield-Annandale** – to support a Student Inclusion Award for a local high school junior whose essay on DEI is selected by a branch reading committee (\$300); **Woodbridge/Greater Manassas** – to

expose local Girl Scout troops to women's history through interaction with AAUW members (\$400); and **Wytheville** - to support a STEM event for middle school girls with workshops and speakers (\$400). All branches awarded mini-grants must provide a short report after their activity and must submit all receipts for reimbursement by July 15, 2022. Thanks to all the branches who took the time to develop and support excellent projects that advance equity for women and girls and to support AAUW's DEI goals. It's not too early to start thinking about a branch project for the coming year. We will be soliciting proposals again this summer.

*Susan Burk, Nadine James,
Marsha Melkonian, Denise Murden
AAUW-VA Mini-Grant Committee*

In Memoriam - Nancy Beverly Hutchins Morgan



AAUW-VA expresses sadness upon the death of former state board member **Nancy Beverly Hutchins Morgan**. **Nancy** passed away on New Year's Day at the age of 88 in Falls Church. **Nancy** grew up in Georgia and Tennessee and lived most of her adult life in St. Louis, Missouri, and

Arlington, Virginia. **Nancy** earned bachelor's and master's degrees in computer science in the 1960s. Profes-

sionally, she worked in the computer industry for more than 30 years, blazing a trail for other women to follow. As a strong proponent for women in technology, she traveled extensively in Virginia, supporting and urging women to enter the tech fields. **Nancy** was a long-time member of the Arlington Branch. She was communications chair and then vice president for communications on the AAUW-VA board 2006-2010 and served as editor for the *Vision* for several years. Over the years, **Nancy** also became a talented exhibitor of her nature photos, an expert genealogist, and a runner in her 40's winning several races in her age groups.



Announcing AAUW of Virginia's 2022 Woman of Achievement

AAUW of Virginia biennially presents our prestigious **Woman of Achievement Award** to a Virginia woman who has made outstanding educational, civic, and cultural contributions; demonstrated excellent leadership skills; and contributed to the advancement of women with a positive impact in our state and/or nation.

We are pleased to announce that the AAUW of Virginia Board of Directors has selected Virginia State Delegate Eileen Filler-Corn as the 2022 Woman of Achievement.



Delegate Eileen Filler-Corn is one of Virginia's most influential state delegates. When she was sworn in as the 56th Speaker of the Virginia House of Delegates on January 8, 2020, she became the first woman and first Jewish person to lead the Virginia House of Delegates in its then 400-year history. Also historic is that she only served as a delegate for a decade before rising to this position, which is the shortest amount of time for any previous delegate to ascend to Speaker. Since 2010, Speaker Filler-Corn has represented the 41st House of Delegates District, which is within Fairfax County and includes parts of Springfield, Burke, Fairfax Station, and Fairfax City. She is currently House Minority Leader.

During **Delegate Filler-Corn's** tenure as Speaker, she amassed a laudable record of accomplishment and championed legislation that supports AAUW's public policy priorities. One of her first acts as Speaker in January 2020 was

to preside over the House of Delegates when Virginia became the 38th and last state to ratify the Equal Rights Amendment.

Under **Delegate Filler-Corn's** leadership when Speaker, the House of Delegates passed legislation to implement important gun violence prevention measures, dramatically expand voting rights, support small businesses, improve the lives of working families in the Commonwealth, increase the minimum wage, enhance pay transparency, provide for paid sick leave for health care workers, combat climate change, make our criminal justice system fairer, establish a STEM Education Advisory Board, and target discrimination.

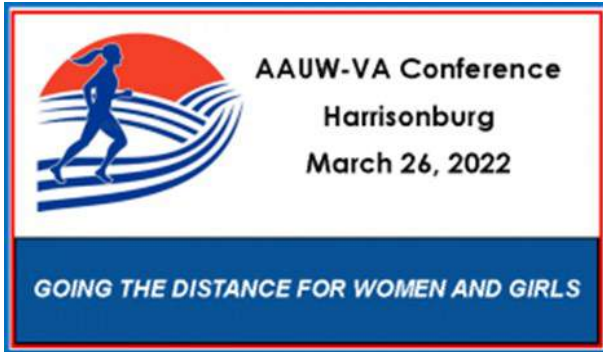
When **Delegate Filler-Corn** was Speaker, she appointed a diverse leadership team of committee chairs. Initially, she chose as the chairs of the four most powerful House of Delegates committees—Appropriations, Finance, Commerce and Labor, and Education—three African Americans, three women, and two delegates from outside of Northern Virginia.

Delegate Filler-Corn's record of accomplishments as Speaker is particularly laudable given the fact that she led the House of Delegates during the height of the covid-19 public health and economic crisis. The House passed critical legislation to keep Virginians safe and put the Commonwealth's economy on the path to a strong recovery.

Delegate Filler-Corn's dedication to public service began before her election to the Virginia House of Delegates. She was an original organizer of the Million Mom March, acting as the vice president and chair of the Northern Virginia chapter in 2001. Previously, she served as director of intergovernmental affairs for **Senators Mark Warner** and **Tim Kaine** when each was governor of Virginia. **Delegate Filler-Corn** is a graduate of Ithaca College (BA, politics) and the American University Washington College of Law (Juris Doctor).

AAUW-VA will present **Delegate Filler-Corn** with the Woman of Achievement Award at a virtual ceremony in the spring at a date and time to be determined.

(Continued from page 1) AAUW-VA State Conference



Part 2 of the state conference will be the 97th AAUW of Virginia Annual Business Meeting, to be held via Zoom.

The starting time is TBD, attendance is free, and registration instructions will be sent to members in early April. **Please hold the April 30 date for this important event to hear state board member reports and from the nominees for elected state officer positions, as well as to consider a bylaws amendment and the proposed 2022-2024 public policy priorities.**

*Suzanne Rothwell/ Nadine James/
Sylvia Rogers*

Status of the Equal Rights Amendment (ERA)

None of us can forget the jubilation we all felt during our State Lobby Day on January 15, 2020, when we witnessed in person the Virginia General Assembly vote to ratify the ERA. Virginia made history by becoming the 38th and final state needed to ensure that after decades of advocacy, the ERA would become the 28th Amendment to the United States Constitution. Or so we thought.

Unfortunately, our celebration was short-lived because the United States Archivist declined to add the ERA to the Constitution at the direction of the U.S. Department of Justice. The Attorneys General of Virginia, Illinois, and Nevada—the last three states to ratify—filed suit on January 30, 2020, in the U.S. District Court of the District of Columbia demanding that ERA be added to the Constitution. AAUW of Virginia and the Greater Richmond Branch signed onto an *amicus curiae* (friend of the court) brief supporting the lawsuit, along with other organizations, including AAUW of Illinois and AAUW of Nevada. Regretfully, on March 5, 2021, the District Court dismissed the lawsuit ruling that the deadline for ratification had expired before the three states ratified and that the three states lacked standing to sue.

On May 3, 2021, the Attorneys General of Virginia, Illinois, and Nevada appealed the decision to the U.S. Court of Appeals for the DC Circuit. Once again, AAUW of Virginia signed onto an *amicus* brief. Women still wait for equal rights!

*Leslie Tourigny
Co-President*



Big kudos to **Tammie Mullins-Rice, Carmina Sanchez, Felicia Blow, and Sally Sledge** for the splendid work they did introducing **Start Smart** to two Historically Black Colleges and Universities (HBCUs) in Virginia!

AAUW has had a grant from Coca-Cola for the past few years to help introduce **Start Smart** to colleges and universities. **Leslie Tourigny** noticed that one of the goals this year had to do with the introduction of this program at HBCUs and all-women's colleges. Did you know that Virginia has five HBCUs and three all-women's colleges? We have great contacts at two of those colleges, and with the help of the women listed above, we made on-campus **Start Smart** happen in 2021 at **Hampton University** and **Norfolk State University**. This introduction helped AAUW toward the goals outlined in the Coca-Cola grant.

Thanks go to each person who was instrumental in making this happen, and our hopes are for productive salary negotiations for the students who were able to take advantage of the program and those who will continue to do so!

*Cyndi Shanahan
DEI Chair*

Online Voting for AAUW of Virginia's One Member/One Vote Voter Guide

THE VOTING PROCESS FOR THE ELECTION OF STATE OFFICERS AND APPROVAL OF A BYLAWS AMENDMENT AND PUBLIC POLICY PRIORITIES FOR 2022-2024 WILL BEGIN MAY 6. Please cast your online vote by the deadline of **May 29** because we need a quorum of seven (7) percent of the membership for the election. If there is no quorum, the new state officers cannot take office on July 1, 2022. Please take the time to vote as a responsible AAUW of Virginia member.

HERE IS THE SCHEDULE OF THE 2022 VOTING.

- **February 10–April 15:** Verify that your email address is accurate in the **AAUW member database** (instructions below).
- **May 6:** Online voting opens.
- **May 29:** Online voting closes at 11:45 pm.

→ SAVE THIS COPY OF VIRGINIA VISION.

This is the Voter Guide for the 2022 AAUW-VA state elections. This year, you will be voting for candidates for five state offices, a bylaws amendment, and the 2022-2024 AAUW-VA public policy priorities. All are described in this Voter Guide. On April 30, 2022, at the virtual Annual Business Meeting, Part 2 of the State Conference, you will have the opportunity to discuss and amend the bylaws amendment and the proposed public policy priorities. If there are any changes to the 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 five 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 Anita Aymer** at alaymer2010@gmail.com within 30 days of this Voter Guide being distributed in the Winter/Spring 2022 *Vision*.

→ VERIFY YOUR EMAIL ADDRESS IN THE AAUW MEMBER DATABASE.

At the time this *Vision* “went to press,” AAUW was completing a major upgrade to its data systems, which will include a robust member database that members can easily access and update. Stay tuned for further information, and when you are able to access the new database, please verify your email address by April 15.

→ VOTING WILL BE MADE AVAILABLE ONLINE TO ALL AAUW OF VIRGINIA MEMBERS WITH EMAIL ADDRESSES.

The email address AAUW will have in the new member database for you will be the address used to notify you to vote. New members who have joined by April 15 will be eligible to vote in the 2022 election.

→ WATCH FOR YOUR VOTING INSTRUCTIONS IN EMAILS SENT BETWEEN MARCH AND MAY 2022.

Do not ignore emails from AAUW-VA in March, April, and May! These will contain instructions and reminders about voting. This year we will be using software again from an outside vendor, ElectionBuddy, to conduct our election and to tally the results. AAUW-VA members cannot see individual votes. 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 **Sandy Lawrence, Voting and Elections Chair**, at sandyaauw+juno.com.

MEET YOUR CANDIDATES

The Nominating Committee has a complete slate of officers for 2022-2024. They are as follows:

President—Lane Stone; Vice President for Program—Nadine James; Vice President for Communications—Dianne Mero; Co-Vice Presidents for Public Policy—Janine Greenwood and Denise Murden; and Co-Vice Presidents for Diversity, Equity and Inclusion—Krysta Jones and Meg Tuccillo.

Read about the candidates below.

*Anita Aymer
Nominating Committee Chair*



President

Lane Stone has been associated with AAUW for 20+ years—first as a national member and then as a member and officer of the Alexandria Branch. She is the immediate past co-president of the branch (2017-2021) and currently

serves as the newsletter editor. She was the branch's college/university chair for several years and served on the AAUW of Virginia State Board as the C/U chair.

Under Lane's leadership, the Alexandria Branch achieved four stars in the 5-Star Program. She fostered close collaboration between the branch and the Women's Center at Northern Virginia Community College (NOVA) and served on the Center's External Advisory Board. The branch pursued a robust voter registration schedule on the NOVA Alexandria campus and offered multiple sessions of Elect Her, AAUW's training for college students on how to run for public office, as well as underwriting two students per

year to attend NCCWSL. The branch also supported the "Women Helping Women" program run by First Lady Jill Biden, who teaches at the college. Lane is a founding committee member of the branch's landmark project, developing a Human Trafficking Rescue app, in conjunction with the Alexandria Police Department.

Lane is a prolific, published mystery writer. Her first series was the "Tiara Investigation Mysteries," followed by the "Pet Palace Mysteries." Her art thriller trilogy, "The Big Picture," will be available in May 2022, with the publication of "The Collector." The first book in the "Old Town Antique Mystery" series, "Dead Men Don't Decorate," will be published in November 2022, written under the pseudonym, Cordy Abbott.

When not writing, Lane enjoys traveling (next stop Antarctica) and volunteering for worthy causes. She serves on the Board of Directors of the Delaware River & Bay Lighthouse Foundation. Lane, a graduate of Georgia State University, serves on the political science department advisory board and has an antiquities theft and art crime post-graduate certificate. She lives in Alexandria with her husband, Larry Korb, and dog Cordy.

Vice President for Program



Nadine M. James is currently the vice president for program for AAUW-VA and is seeking a second term. Since 2007, she has been a member of the Vienna Area Branch where she has served as co-president, co-vice president for membership, AAUW Funds chair, and DEI

chair. Nadine recently added her membership to the Reston-Herndon Area Branch.

She is a retired Fairfax County Public Schools reading specialist and continues to serve part-time in the school system. Her interest in student achievement has not

waned in retirement. She continues to collaborate with teachers and students while sharing her experience and knowledge supporting students returning to school after the prolonged absence.

Nadine is a member of Delta Kappa Gamma (DKG), an international society of women educators, and serves on the Iota VA State Board where she chairs the scholarship committee. She continues to speak at DKG conferences on the craft and skill of memoir. The co-author of "Memoir Your Way: Tell Your Story Through Writing, Quilts, Recipes, Graphic Novels, and More" knows from experience that women are the storytellers and story keepers of our history and legacy.

She is honored to serve and assist in the planning of our state conferences and looks forward to continuing working with branches to promote AAUW's mission.

MEET YOUR CANDIDATES

Vice President for Communications



Dianne Mero joined AAUW's Reston-Herndon Area Branch in 2015 and served as branch president from 2017-2019. She remains active on the board, is a member of the education committee, and has held the position of branch website coordinator for the last five years.

Dianne was born in northern Illinois and earned her undergraduate degree in biology from Illinois State University, a master's degree in educational administration from UNC-Chapel Hill, and her Ph.D. in educational leadership from

American University.

Following a 35-year career as a classroom teacher and public-school administrator, in retirement she established Mero Associates, an education-consulting group; worked as an analyst for the National Association of Secondary School Administrators, among other nationally recognized educational leaders; taught at George Mason University and Trinity Washington University; and used her flexible schedule to volunteer as a bone marrow courier with the National Marrow Donor Program.

Dianne and her husband, Jim, also retired, live in Oakton, and enjoy frequent visits with their three adult children and three grandchildren on the west coast. Dianne enjoys numerous leisure-time activities - from reading to tai chi - but is especially looking forward to using precious retirement time to safely travel again.

Chapel Hill, and her Ph.D. in educational leadership from

Co-Vice Presidents for Public Policy

Janine Greenwood joined AAUW in 2013 as a member of the Reston-Herndon Area Branch and was branch president from 2019-2021. Under her leadership, the branch became one of the first branches in Virginia to achieve 5-Star status. She has been a member of the AAUW Lobby Corps since 2016 and was recently appointed to the AAUW Governance Committee.

Janine has a BA from the University of Pittsburgh, an MSJ from Columbia University in journalism, and a JD from Columbia University Law. Throughout her career she has taught at City University of New York, Columbia University, and Emerson College; served as counsel to Westinghouse Broadcasting and Metromedia Television in various cities, interrupted by a year as a television news producer; and retired in 2016 as chief legal officer of the National Student Clearinghouse, the data hub of U.S. higher education, where she created and executed the organization's government relations strategy. Before her move to Northern Virginia, Janine served on the Massachusetts Governor's Commission for Higher Education and chaired the Community Advisory Board for WGBH--the Boston public television and radio organization that produces Masterpiece, among other shows.

Janine is a member of the Board of Directors of Friends of Reston and a member of the League of Women Voters. She has taught courses at the Osher Lifelong Learning Institute at George Mason on various issues, including economic inequity for women.



Denise Murden has enjoyed serving and learning as co-vice president for public policy since July 2020 so much so that she is seeking another term to help lead our members in advocacy of our public policy priorities. She joined AAUW in 2018 and has since served as the Suffolk Branch's program co-chair and is currently the president.

She retired from federal civil service in 2016 with more than 40 years of public administration and non-profit work experience. She served as a public affairs officer, management analyst, and internal performance consultant, working assignments both in the United States and Europe for seven different federal agencies. She was a recipient of the Department of Homeland Security Secretary's Award for her leading role in helping to improve



MEET YOUR CANDIDATES

diversity and equity in the Coast Guard and the U.S. Coast Guard's Distinguished Career Service Award. She 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.

Denise is a patron member of The Muse Writers Center in Norfolk and has continued to participate in their workshops throughout the pandemic. She enjoys writing opinions, essays, and memoirs, and is often published in the *Virginian-Pilot* and the *SuffolkNews Herald*. In her free time, Denise enjoys genealogical research, photo organizing, cooking, reading, gardening, and bird feeding and watching. She is available for her friends and family, including her husband Mike, daughter Sonia, 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.

Co-Vice Presidents for Diversity, Equity and Inclusion



Krysta Jones has committed her life to public service, developing leaders, and changing lives.

Krysta is a member of the Arlington Branch and organized a successful session in 2021 focused on practical ways that the branch could implement Diversity, Equity, Inclusion, and Belonging (DEIB) in their work. In 2021, she helped organize the Leadership Center for Excellence racial equity listening sessions and statewide summit designed to highlight successful programming and strategize about how to achieve racial equity in Virginia.

Krysta successfully represented two associations for eight years as a registered lobbyist, advocating for women's and socio-economic status issues, and served as the Director of Outreach for two Members of Congress. While serving in the Peace Corps in Paraguay from 2000-2002, Krysta helped create student governments, procured funding, and provided training for a community radio station. She has served in leadership roles for local, state, and national organizations.

Krysta was also recently named a Library of Virginia "Strong Woman in Virginia History" and has previously been featured in *Ebony* magazine as a "Hero Next Door." She is a graduate of the Sorensen Institute of Political Leadership, Leadership Arlington, and the Women's Campaign School at Yale.

Meg Tuccillo has been a member of the Arlington Branch since 2010. During this time, she has served three terms as branch co-president, three terms as vice president for program, and chair of the scholarship committee since 2014.

She retired in 2012 as assistant superintendent for Arlington Public Schools, where she had previously served as an elementary school principal. In her work as assistant superintendent, she also served as the school system's Title IX coordinator and provided diversity training for school administrators. Meg received her BA in Education from Molloy College in New York and her Master's in Special Education from George Mason University.

In addition to her professional career, Meg is also a founder of the Arlington Partnership for Children, Youth, and Families, and continues as a board member of its Second Chance Program for youth involved in drugs or alcohol. She has also served for 25 years on the board of A-SPAN (now known as PathForward), a non-profit focused on the needs of those experiencing homelessness, and currently serves as chair of its Emeritus Council. Meg also serves as chair of the Arlington Community Foundation Workforce Development Committee, providing STEM summer fellowships to Arlington teachers, and as a member of the Chamber of Commerce Workforce Development Council. Meg is excited about the prospect of working together with Krysta Jones on the valued issues of diversity, equity, and inclusion as part of AAUW's mission.



AAUW of Virginia Proposed Bylaws Amendment

Shall the AAUW of Virginia Bylaws be Amended to Eliminate the Requirement that the Annual Business Meeting be held during the State Conference?

The AAUW of Virginia Board periodically reviews 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 eliminate the requirement that the Annual Business Meeting be held during the State Conference.

Rationale for Proposed Amendment

At its meeting in August 2021, the AAUW of Virginia Board recommended a change to the bylaws to eliminate the requirement that the Annual Business Meeting be held during the State Conference. This will allow greater flexibility in the scheduling, location, and manner of participation in these two different statewide meetings. The requirement to hold the Annual Business Meeting by May 15 is being retained so that there is sufficient time following the meeting for members to vote to elect officers, amend the bylaws, and adopt public policy priorities. No deadline is proposed for the holding of a State Conference because it is an optional statewide meeting.*¹⁾

This change requires a vote of the membership. If this bylaws change is approved, it will apply to the Annual Business Meeting in 2023.

CURRENT TEXT

ARTICLE XVII. MEETINGS OF THE MEMBERSHIP

Section 1. Annual Business Meeting. The state Affiliate shall have at least one regular business meeting each year to be known as the AAUW of Virginia Annual Business Meeting (“Annual Business Meeting”). The purpose of the Affiliate’s Annual Business Meeting shall be to conduct the business of the Affiliate, which shall include the annual financial report.

a. In years when an AAUW of Virginia Conference (“State Conference”) is held, as provided in Section 2 below, the Annual Business Meeting will be held during the State Conference. In years when a State Conference is not held, the Annual Business Meeting will be held by May 15th in the manner determined by the Board of Directors in accordance with provision b.

b. The date and place or the means of remote communication of the Annual Business Meeting shall be determined by the Board of Directors.

c. All state Affiliate meetings, including meetings of the Board of Directors, shall be open and may be attended by any Individual Member of the state Affiliate.

d. If circumstances prevent the holding of the Annual Business Meeting by any means, the board of directors shall provide for the conduct of necessary business.

Section 2. State Conference. A conference of the Individual Members of the state Affiliate may be held on the date and at such place or using remote communication as designated by the Board of Directors, to be known as the AAUW of Virginia Conference.

PROPOSED AMENDED TEXT (Text to be deleted has a line through it, and added text is underlined.)

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b. The date and place or the means of remote communication of the Annual Business Meeting shall be determined by the Board of Directors.

c. All state Affiliate meetings, including meetings of the Board of Directors, shall be open and may be attended by any Individual Member of the State Affiliate.

*1) By tying the Annual Business Meeting to the State Conference, the State Conference has usually been held in March or April. Eliminating the nexus between the State Conference and Business Meeting will provide the opportunity to consider a different schedule for the State Conference.

d. If circumstances prevent the holding of the Annual Business Meeting by any means, the board of directors shall provide for the conduct of necessary business.

Section 2. State Conference. An AAUW of Virginia State Conference (“State Conference”) of the

Individual Members of the state Affiliate may be held on the date and at such place or using remote communication as designated by the Board of Directors. ~~to be known as the AAUW of Virginia Conference.~~

AAUW of Virginia Proposed 2022-2024 AAUW-VA Public Policy Priorities

The AAUW of Virginia State Board recommends approval of the proposed Public Policy Priorities for 2022-2024 as stated below. The format of the priorities aligns with the key issue areas outlined in the AAUW Strategic Plan, particularly those that address equality, individual rights, social justice; economic security; and education. They are not rank-ordered. The proposal includes a new introductory paragraph to reflect the current major forces impacting our public policy priorities.

There will be an opportunity for discussion and amendment of the proposed priorities at the virtual annual business meeting (Part 2 of the 2022 state conference) on April 30, 2022, before being placed on the ballot for members’ votes.

2022-2024 AAUW-VA Public Policy Priorities

The covid-19 pandemic laid bare the inequities of our nation and took a disproportionate toll on women, most notably women of color, thereby compounding the historic economic disadvantages that they have faced. These inequities will persist for years to come without policies and legislation that resolve them. The following priorities provide a basis for AAUW of Virginia members’ actions at the local and state levels.

Equality, Individual Rights, and Social Justice

- Support actions to make the ERA the 28th Amendment to the U.S. Constitution
- Support full access to civil and constitutional rights, including affirmative action and voting rights, and an amendment to Virginia’s Constitution that affirms the right to vote
- Support measures to ensure fair, nonpartisan redistricting, and transparency in government
- Support self-determination of women’s health decisions, including reproductive rights

- Advocate for 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 and promote support for quality, affordable health care, and childcare; paid family and medical leave and paid sick days; family planning services; and senior care and services
- Support a livable minimum wage standard and policies and programs to eliminate food and housing insecurities

Education

- Support Title IX and all other civil rights laws pertaining to education and the enforcement of such laws
- Support adequate and equitable funding for quality public education for all students to reduce educational disparities and ensure students have equitable access to distance learning and school meals
- Oppose the 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
- Support increased access to affordable higher education for women and disadvantaged populations

College and University Partners

Progress has been made in reconnecting with higher education institutions following the initial covid-19 outbreak. According to the AAUW website, Virginia now has 15 partners as compared with 10 last year. The partners are as follows:

George Mason University	Sweet Briar College
James Madison University	The University of Virginia at Wise
Mary Baldwin University	Thomas Nelson Community College
Northern Virginia Community College	University of Mary Washington
Old Dominion University	University of Richmond
Randolph College	Virginia State University
Roanoke College	Washington and Lee University
Shenandoah University	

Institutions receive benefits from AAUW membership. Undergraduates or degree-seeking graduates enrolled in full-time or part-time programs may join AAUW and renew at no cost, through graduation. AAUW defines other benefits as follows:

- Priority for educational project grants and leadership development opportunities for students
- Institutional visibility on the list of college/university members
- Up to two free AAUW national memberships for faculty or administrators
- Advocacy for federal public policy that supports education
- Cost-saving discounts
- Ability to list employment opportunities in the AAUW career center
- Access to AAUW student internships in Washington, DC
- Opportunities for faculty to participate in national selection panels for prestigious awards
- Access for staff and faculty to use AAUW Programs in a Box to supplement teaching and programming



Additionally, branches share programming and other activities with students at partner colleges and universities. We are working to expand these important relationships with neighboring institutions.

*Barbara Woodlee
C/U Chair*

Celebrate! Celebrate! Celebrate!

Congratulations to the **Woodbridge Branch**—a Five Star Branch—that will be celebrating half a century of advancing equity for women and girls on June 27, 2022.
Let the celebration begin!!



For a Third Year, AAUW-VA Serves as Client for a UVA Master's Degree Capstone Project



Marisa Lemma is a second-year master's degree candidate at the UVA Frank Batten School of Leadership and Public Policy. She is a 2020 graduate of William & Mary with a BA in government and a minor in economics. Her policy

interests include social welfare, equity, and elections.

Marisa is currently in the research phase of her thesis. She is examining the structural issues that have been and continue to be barriers for low-wage earning women to return to the workforce. In addition to her coursework, **Marisa** is the UVA's Virginia Policy Review (VPR) editor-in-chief. She is also a data fellow at the UVA Equity Center where she is helping to create

mapping tools for the Center's climate justice project. On her web page, **Marisa** says that "writing, researching, and leadership are at the heart of everything I do, and I have a desire to solve public policy problems and create change." Her well-reviewed book, "The Marching Women: Inspiring Stories from Young Women in Public Policy," was inspired by the 2017 Women's March in Washington, DC (New Degree Press, July 2020). You may read her VPR article about the abolition of the death penalty in Virginia here: <https://www.virginiapolicyreview.org/the-third-rail/a-brief-history-of-the-death-penalty-and-the-implications-of-abolition>.

Sylvia Rogers, Ph.D.
AAUW-VA Liaison



YOU AND AAUW

You are invited to join the **AAUW Legacy Circle**, a wonderful community of like-minded supporters who have made equity a central part of their legacies through planned giving. Planned gifts, also known as legacy gifts, offer innovative and meaningful ways to give back and ensure a better future for women, girls, and

their communities. Affirm your commitment to AAUW through a planned gift to AAUW National today. Together, we're making a lasting impact to ensure a better future for girls and women!

Benefits of Planned Giving

- * Planned gifts, also known as legacy gifts or bequests, allow you the flexibility to provide for your family and support AAUW at the same time.
- * Planned gifts need not affect your cash flow during your lifetime; legacy gifts are designed to also give back, providing a steady income for you and your loved ones for life.
- * Certain planned gifts may reduce or even eliminate estate or capital gains taxes.
- * There is no minimum gift amount, and every gift can be tailored to suit your needs.

Or request a brochure or ask us a question by contacting **Heather Miller**, Director of Advancement, at 202-785-7766 or millerhataauw.org.

Kristin Moyer of the AAUW Legacy Circle Team is also available to assist you and may be reached by email, at kcmoyer65atgmail.com.

- * Become a visionary member of the AAUW Legacy Circle! To learn more, please visit www.aauw.org/Legacy.

Kristin Moyer
National Legacy Circle Team

Branches in Action

Because of the work **Alexandria Branch** had done on DEI, National AAUW invited the branch to participate in a panel for an online seminar entitled "Creating Inclusive Spaces," presented on December 2. **Bonnie Hershberg's** role in the webinar—whose audience numbered over 150—was to speak about Alexandria's initiative, begun in early 2019 "**Strangers No More: Women Building Cross-Cultural Friendships.**"



Bonnie is in the top left.

She spoke briefly about each of the three public programs and their success, highlighted lessons learned, including the importance of providing an accessible venue for people of varying abilities, advertising, and outreach, and consulting early with members of the communities the branch was trying to attract. (Here is the [link](#). Time hack: Her presentation begins at:20.)

The branch's collaboration with the Alexandria Public Library system, which has a long-standing reputation for welcoming a diverse community, was highlighted.

*Lane Stone
Newsletter Editor*

Arlington Branch's fall programs on Zoom focused on diversity, equity, and inclusion. The branch began in September by learning more about a non-profit STEM Rosie Riveters program for girls ages four to middle school. In October, ArlFiber, a community group, gave a presentation on Equitable Internet Access for All Arlingtonians. The November program, Women Veterans Since the American Revolution, highlighted the challenges women veterans face. In December, the branch had an in-person holiday luncheon about how to help refugees in Arlington.

The Arlington Branch continues to partner with Arlington Mill High School's principal and school counselor to offer

a monthly lunch bunch. The theme this year, "Discovering the Five C's: Profile of a Virginia Graduate," provided mentorship via monthly speakers that catered to the interests of non-traditional, English learner students. Members infuse opportunities for career awareness, self-discovery, goal setting, and resilience awareness into the lunch bunch discussions.

*Terry Bratt/Karen Darner
Co-Presidents*

Hampton Branch members attended the virtual fall Southeast District meeting in October. In November, members met at Northampton Branch Library with **Tammie Mullins-Rice** who shared pertinent and informative information for branch programs. In December, members attended the Hampton Roads Philharmonic Winter program at the Fort Monroe Theatre.

In honor of Black History Month, the branch will co-sponsor a virtual film screening and conversation with **Representative Barbara Lee** and film director **Abby Ginzberg**. In March, the branch will discuss the book, "The Three Mothers" by Anna Malaika Tubbs. The branch will also co-sponsor a hybrid event featuring Daughters of the Movement (daughters of Black leaders).

*Joan Jenkins
President*

The **Harrisonburg Branch** offered a program in October about the Gemeinschaft Home for Women in Harrisonburg. Individual members donated needed clothes and supplies for the residents. This new residence is for women who have been charged with and/or convicted of nonviolent offenses or are homeless. With enough money raised in the 2020 Vision for the Future Campaign, along with partnerships with local public agencies, Gemeinschaft Home settled on a location to establish a residential program for women in Harrisonburg. There had been no residential services available to women under community supervision or probation in the local area, such as the men's re-entry program already offered at Gemeinschaft Home. The residential program will offer an alternative to incarceration for women in the local community charged with and/or convicted of non-violent offenses and are facing housing instability or are homeless.

In December, **Ashley Robinson** spoke about "Open Doors," and the needs of the homeless. In January, the

Branches in Action

Zoom program was about the work of the Wildlife Center of Virginia and how it rescues, treats, and releases wild animals.

The Great Decisions discussion and the diversity book groups continue to meet monthly via Zoom. Casual Lunches meet regularly in local restaurants for members to get better acquainted and to invite guests who may become potential members.

*Rosemarie Palmer
Membership Co-Chair & Publicity Chair*

The **McLean Area Branch** continues its ReThinking, ReImagining, and ReCommitting effort. The branch is changing its criteria for awarding scholarships to better reflect AAUW's mission. A DEI award for high school students modeled on that of the **Springfield-Annandale Branch** has been added and the branch is identifying organizations to partner with to expand the branch's scope and impact in the community.

*Susan Christie
Co-President*

The **Newport News Branch** attended a performance of Dickens' "A Christmas Carol" on December 18 after having lunch together.

*Marilyn Riddle
President*

After **Norfolk Branch's** September Zoom gathering to catch up with each other and make organizational plans, the branch had excellent speakers at each monthly meeting. In October, **Dr. Jean McClellan-Holt**, Assistant Director, Old Dominion University Recreation & Wellness Department, spoke on the assets to both students and the community at the university. **Ms. Thaler McCormick**, Chief Executive Officer for the ForKids service organization, presented an excellent PowerPoint show of the new facilities in the area. Members of other branches joined those meetings. For December, the branch had an informal Meet and Greet, also through Zoom, that took the place of the usual holiday tea and was a successful way to connect with members. Two new members joined the branch this year. The book group had a successful meeting in November and discussed "The Harlem Shuffle." In January, the group discussed "The Color of Water."

Members have enjoyed participating in national AAUW webinars, other area branch programs, and look forward

to 2022 with enthusiasm with an excellent lineup of speakers for each month.

*Wilma S. Robinson
President*

The **Northern District** program was held on October 9 as a Zoom meeting. There were 66 attendees from all 11 Northern District branches. The program was "How to Make Diversity an Action and Not Just a Thought" and was presented by **Meg Tuccillo** of the **Arlington Branch**. Participants watched a short video from Jada Pinkett Smith's "Red Table Talk" program on relations between women of color and white women. Break-out room discussions followed, and everyone got back together to wrap up the discussion. The meeting also included AAUW-VA updates from **Cyndi Shanahan, Suzanne Rothwell, Leslie Tourigny, Caroline Pickens, and Tammie Mullins-Rice.**

*Sandy Lawrence/Sara Anderson
Northern District Co-Representatives*

The **Northwest District**, which includes the Harrisonburg, Greater Richmond, and Winchester branches, has been enjoying opportunities to collaborate on several undertakings this year. For the September 25 fall district meeting, members, along with members from the Board and other branches, met virtually to meet **Catalina Perez**, for whom AAUW-VA served as a client in 2020-2021 for her master's project at UVA's Frank Batten School of Public Policy and Leadership. Her research topic was "Covid-19's Disparate Economic Impact on Women of Color." She shared her findings that women of color experienced significant economic setbacks because of loss of income and lack of assets. The guest speaker on January 29 for the virtual district meeting was **Darlene Baugh**, a **Harrisonburg Branch** member who served for 35 years as an officer in the Iowa Department of Corrections and, most recently, as a certified federal auditor to ensure the standards of the 2014 Prison Rape Elimination Act (PREA) in women's penal institutions. The district has also been working for the better part of the past year as host for the 2022 AAUW-VA Conference, which will be at JMU's Hotel Madison on March 25-26. It promises to be a stellar event, with strong and inspiring presentations by speakers highly qualified to address topics central to AAUW's mission, each supporting the conference theme of "Going the Distance for Women and Girls."

*Sylvia Rogers
Northwest District Representative*

Branches in Action

The **Portsmouth Branch** has continued meeting via Zoom this year. **Melvlyn Scott** of the Tidewater Community College Student Resource Committee spoke in November about the services and resources available to students through this program. The branch plans a follow-up activity in 2022 with a visit to the Student Food and Career Connection Center in Norfolk as soon as the current covid surge has diminished. The annual social was held virtually in January. The branch meeting in March will feature a speaker representing the LGBTQ programs in the area. The book group has continued to meet monthly for lively discussions and fun social interaction, either via Zoom or hybrid.

*Phyllis Shannon
President*

In line with **Reston-Herndon Area Branch's** focus on member relationships and connections through this difficult pandemic, members held small group coffees at Silver Diner in Reston and Loudoun County with members who are comfortable being in person. It was an opportunity to meet new members whom we may have never met in person in the last almost two years and reconnect with existing members.

The branch is continuing to urge members to participate in virtual branch programs in addition to webinars from National on AAUW priorities, virtual meetings, and briefings from AAUW-VA relating to the upcoming legislative session, programs from other branches, and the local community. Links to these programs are communicated weekly.

In the upcoming months, the branch plans to

- Participate in Reclaim Our Vote. Members sent out postcards in the fall and plan to continue this effort. Voting access is a critical public policy priority.
- Promote and attend the state-wide DEI "Creating Inclusive Spaces" Program.
- Complete the succession plan to ensure an effective leadership transition.
- Provide financial support to NCCWSL.
- Update the branch's strategic plan.

*Judi Polizzotti/Cyndi Shanahan
Co-Administrators*

The **Roanoke Valley Branch** has been busy preparing for its book sale (Feb 4-6). Thanks to the **Smith Mountain Branch** for its support. In the fall, the branch

hosted the Roanoke City Council member Joe Cobb's doctoral presentation, "Honoring Their Breaths," which looked at the history of Big Lick Cemetery, racism, and what happened to make room for I-581. Members also enjoyed the Southwest District virtual program from the Turning Point Suffragist Museum.

The winter social was held at Richfield Retirement Community and included great food, fellowship, and rousing games of bingo (including prizes!). Being together is such a blessing!



Members **Sandy Sandige** and **Helen Ruth Burch** enjoying the social.

The diversity group continues its monthly virtual meetings and has been delving into various aspects of the indigenous experience in America. The next program will be a discussion of the video-taped program through the Salem Museum on the Toter people who lived in the Roanoke area.

Although making connections has been tough lately, the branch is excited to report that in the last six months, it has grown by three members not previously affiliated with AAUW and three members who have had a long lapse in membership. The branch misses members who are still housebound because of covid concerns, but it is making every effort to include them virtually and through cards and calls.

*Cacky Wright
President*

After a year's break due to the pandemic, the **Smith Mountain Branch** held its annual fundraiser on November 17 at the Waterfront Country Club. One hundred sixty women enjoyed a memorable meal; a silent auction with items and gift cards donated by members, friends of the branch, and local merchants; and a fashion show staged by Chico's of Lynchburg. The fundraiser raised over \$12,000. Two \$4,000 scholarships will be awarded to local women in the surrounding Franklin, Bedford, and Pittsylvania counties. Scholarships for four elementary girls to attend the Science Camp in June 2022 at the Science Museum of Western Virginia in Roanoke are also supported. The remaining funds will be used for

Branches in Action

ongoing community-related projects benefitting local scouts and schools as well as projects still on the drawing board. The branch is lucky to have so many creative and industrious members and a supportive business community, enabling the branch to help the local area of Southwest Virginia.

Because of concern about the rapid transmission of the omicron variant, the branch returned to Zoom for the January branch meeting. Continuing to highlight local women as speakers with "Women at the Lake: Taking Care of Others and Ourselves," the speaker was **Karen DeBord Phillips**, a retired university professor of human development, local civic leader, successful entrepreneur, and now published author. She will discuss her book "Sweetness Begets Sweetness" based on her mother's experience with Alzheimer's disease. Karen's presentation, "Loving Decision and Memory Loss," will address the prevention and management of the disease and decision points along the way.

*Ann Johnson/Margee Kauffman
Newsletter Co-Chairs*

Southwest District Branches are coming back to pre-pandemic activity levels. Most branches have been able to combine both in-person and Zoom programming. In October, the Executive Director **Pat Wirth** of the Turning Point Suffragist Memorial gave an enlightening presentation for the Southwest District meeting. Wirth shared the history of the memorial and the celebration of its grand opening in May 2021. The Zoom program was open to all state branches and was well attended.

In February, the Southwest District meeting introduced State Board President nominee **Lane Stone** to the membership. Since it was another Zoom meeting, it was open to all state branches.

Roanoke Valley was able to conduct its annual book sale fundraiser this year and Smith Mountain Branch held a successful in-person silent auction, fashion show, and luncheon. Several thousand dollars were raised for their scholarship fund. **Lynchburg celebrated its 100th anniversary this year with a fall luncheon.** Wytheville is once again sponsoring their STEM event for middle school girls at Wytheville Community College campus.

All are looking forward to being together again at the March State Conference in Harrisonburg.

*Anita Aymer
Southwest District Representative*

Springfield-Annandale Branch Program Chairs **Irene McGhee** and **Ann Sauberman** are planning a special program for February 17 featuring representatives from the League of Women Voters. Registrar **Adina van Breda** and Co-President **Pat Fege** will present information on "Navigating Voter Registration and What's New?" locally and in the state.

The branch's Spring Fling event was changed from March 12, 2022, to May 17, 2022, at the Springfield Golf and Country Club with speaker **Coline Jenkins**, the great, great-granddaughter of **Elizabeth Cady Stanton**. She is responsible for the placement of the first statuary of women in Central Park in New York City. She will certainly be a wonderfully informative speaker. The branch is optimistic about resuming this annual fundraiser to enjoy a lovely lunch, camaraderie, and a silent auction along with this dynamic speaker. You are invited to join the branch for these inspirational programs.

Remember: "Women belong in all places where decisions are being made. It shouldn't be that women are the exception." - Ruth Bader Ginsburg

*Cathleen Boivin
Co-President*

Like many branches, the **Vienna Area Branch** enjoys a strong relationship with the local library branch. Vienna's Patrick Henry Library is special! When the winter's first major snowstorm closed northern Virginia on the evening of the planned January program with local legislators, Assistant Branch Manager **Deb Smith-Cohen** hosted the Zoom meeting from home.



Vienna Area Branch President Laurie Cole moderated the community discussion with local Delegates Ken Plum (left) and Mark Keam (right).

Branches in Action

Months of organization and preparation were saved! Fifty attendees—AAUW members and other area residents—tuned in to hear Delegates **Ken Plum** and **Mark Keam** discuss the upcoming legislative session.

The branch continues to adjust to changing circumstances. After having to cancel the annual December luncheon, the branch quickly organized a Come as You Are—or Want to Be! Zoom social gathering. The ingenuity, flexibility, and resilience of members are uplifting.

*Laurie Cole
President*

The **Virginia Beach Branch** keeps going even with covid keeping members on Zoom. Early fall was the time to concentrate on voting. Members not only staffed seven voter registration tables at two local colleges, but the branch invited all the Virginia Beach candidates running for the House of Delegates to speak at the October meeting. Six accepted and members were able to learn a little more about their interests.

The branch renewed its interest in STEM activities in November and had a Virginia Wesleyan University professor speak about how the college promotes STEM activities not only within its student body but also within the community.

In December, branch members had fun at the second annual Zoom holiday party. Members dressed up, played games, and won fabulous prizes! The branch worked on the AAUW theme of diversity by having questions about different winter holidays.

In January, the branch replaced the usual meeting to Zoom into AAUW-VA's "Creating Inclusive Spaces" program.

*Sally Daniel
Program Vice President*

The **Winchester Branch** has continued to remain active using a mix of virtual, in-person, and hybrid activities. Monthly meetings included a presentation on "Quaker Quilts of the Shenandoah Valley" by **Mary Holton Robere**, and a program on racial identity development by **Tara Hewan**, an author and education specialist with Fairfax County Public Schools. At the urging of local health officials, the biennial candidate's forum in October was canceled. Co-Presidents **Mary Froehlich** and **Pat Kadel** wrote an Open Forum article for the *Winchester*

Star newspaper announcing the cancellation and urging people to do their part to help keep our community safe and healthy. 2021 marked the 90th anniversary of the Winchester Branch and members did not want to miss an opportunity to celebrate. The December meeting included special guest, **Dr. Nancy Larrick Crosby**, as portrayed by **Laurie Gaulke**, actor, storyteller, and historian. Dr. Crosby's mother, **Nancy Nulton Larrick**, was a founding member and first president of the branch in 1931. **Dr. Crosby** lived the experiences and successes that AAUW sets forth for all women as a highly regarded educator, author, and philanthropist.

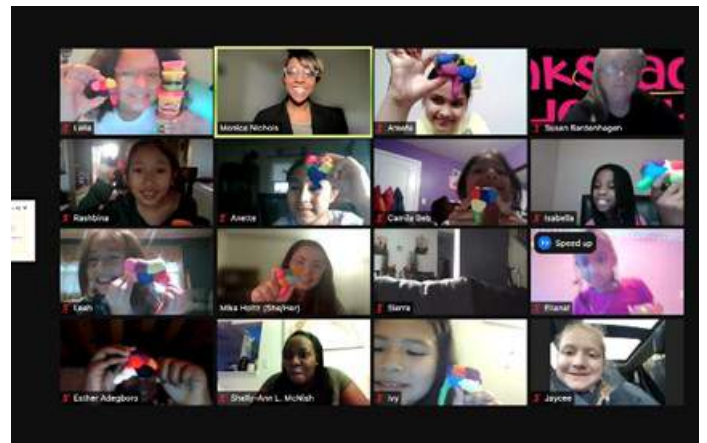
*Patricia Kadel
Co-President*

Woodbridge Branch members **Sandy Lawrence** and **Susan Bardenhagen** assisted future branch member **Monica Nichols** with the application process for a community action grant awarded for the 2021-22 cycle. Pink



Space Theory's GREAT Math Minds program targets third-grade girls from Title I schools in Prince William County. GREAT= Girls who are Responsible for

their thoughts, Excited about learning new things, not afraid to Ask questions, and Take risks. The program goals are to increase math skills and build math self-confidence, spark students' interest, and expose the students to women in careers in engineering and physical sciences to build a pipeline for their careers.



Branches in Action

Extensive planning, debriefing, and collaborating resulted in a fully functioning project. The planning phase began with two school principals in spring 2021 bringing in two teachers who had worked with a similar Pink Space Theory project in 2020-21 to support the curriculum materials and plan the format. The commitment of the administrators and the extensive planning with the teacher who would lead the instruction was excellent. Because of class and grade level sizes and the school district coming out of pandemic restrictions, the group garnered support for 17 student participants from two schools, using both in-person and virtual platforms.

Teacher, **Shelly-Ann McNish**, eagerly joined the branch after participating in the project and getting to know other members. Each Friday session has welcomed a female presenter in a STEM career field. The Pink Space Theory volunteers and the Woodbridge Branch volunteers have been continually meeting for touchpoint planning and check-ins, coordinating materials collection and drop-offs at the two schools, with the retired educator supporting each session. A Micron Technology event is planned for the spring Family Math night event. The branch's SUCCESS! Conference's contacts, including another branch member, **Lucy Adwoa Afful**, have also represented the STEAM professions as presenters. In addition, two MITRE Corporation staff (one also a branch member, **Suhani Pant**) present one Friday session per month, working with code.org to teach the students programming skills—a bonus.

*Susan Bardenhagen
Co-STEM Liaison*

After many Zoom meetings, the **Wytheville Branch** was eager to meet in person for the August meeting. Members celebrated dinner outside at Graze on Main



Co-Presidents:
**Maureen Baxter
and
Alma Watson**

and enjoyed the in-person get together and great food.

As fall approached, the branch conducted a drive-through voter registration in conjunction with the Reclaim the Vote initiative. Registration was held at Wytheville Community College for two days as well as two days in the Curves parking lot, a major intersection in Wytheville. Members addressed postcards while staffing the registration tables.

Julie Kause, Anita Aymer, Maureen Baxter, Janie Hardin, Lindsey Woodyard & Patricia BeCraft at the AAUW Suffragist Celebration display at the public library. **Kathy Laster** brought the posters home from a trip to Washington DC.



The branch started the new year with a very stimulating Zoom book club meeting. The wide range of books discussed will surely add to members' reading lists.

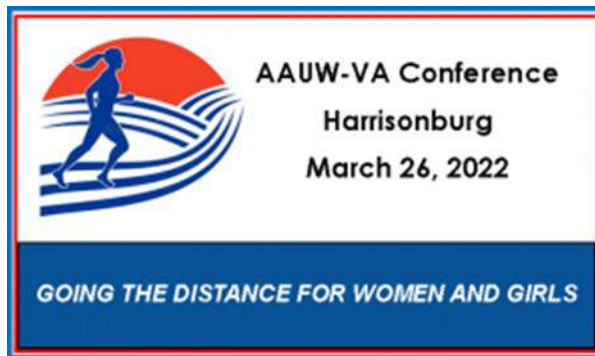
The branch received approval for a grant request for funding the branch's STEM Event for Middle School Girls to be held on April 2, 2022, at Wytheville Community College. This is the sixth annual event after a hiatus of two years due to covid.

The branch will work in conjunction with the Town of Wytheville to create a memorial for all the covid losses Wytheville has suffered. Members will meet with a town representative to create the memorial.

In late spring, the branch looks forward to an international dinner, highlighting the food and culture of Antarctica, presented by **Carolyn Dankowski**.

Members will round out the year with a combined 50th Wytheville Branch anniversary and the 100th anniversary of the suffragist movement.

*Maureen Baxter
Co-President*



2022 AAUW of Virginia State Conference Information

**PLEASE JOIN US FOR THE 2022 AAUW OF VIRGINIA STATE CONFERENCE,
WHICH WILL BE CONVENED IN TWO PARTS.**

Part 1 will be held on Saturday, March 26, 2022, 9:30 a.m. to 5:00 p.m., as an in-person event at the Hotel Madison and Shenandoah Valley Conference Center on the James Madison University campus in Harrisonburg. You will hear from and be able to question informed and inspiring speakers on AAUW mission-related topics that support the theme of *Going the Distance for Women and Girls*. The conclusion of the program will provide an opportunity for the four state Districts to convene and elect representatives to the State Board for 2022-2024.

Part 2 of the conference, the **AAUW-VA Annual Business Meeting**, will be held **virtually via Zoom on Saturday, April 30th** – the starting time TBD.

Registration Information

Part 1 The AAUW-VA State Board is pleased to announce that because operating budget costs were lower between March 2020 and now, due to the pandemic, we are returning some of the unspent funds to members in the form of a **lower conference registration fee, which includes morning beverages and lunch. The registration deadline is March 11.**

AAUW of Virginia Members	\$25.00 until March 4 (\$30 March 5 - 11)
Students	\$30.00*
Other Non-AAUW of Virginia Attendees	\$35.00

*Branches may consider sponsoring the attendance of students from college/university partners they interface with.

REGISTER ONLINE [HERE](#) FOR PART 1

**For those who want to register using “snail mail,”
please use the form following the Harrisonburg tourism information in this conference brochure.**

PLEASE NOTE that for this in-person event our policy is that attendees must be fully vaccinated and masks will be required. All health precautions are being taken at the Hotel Madison. Read more [HERE](#). Because of the impact of the omicron variant, we are certain that many of you, as are we, are once again concerned about attending an in-person conference. You can be assured that we are carefully monitoring the situation day-by-day because the health and safety of our members are paramount, and if we need to make alternate plans, we will. However, because AAUW-VA stands to be assessed financial penalties for canceling the in-person conference, we do not want to cancel unless absolutely necessary. We have seen that the covid situation can change very rapidly from good to bad and bad to good.



Part 2 AAW of Virginia Annual Business Meeting

Although there is no registration fee for the virtual Annual Business Meeting on April 30, registration will be required at a later date.

Part 1 Conference Schedule and Presentations

Morning Session

9:30 a.m. to 12:30 p.m.

Lunch

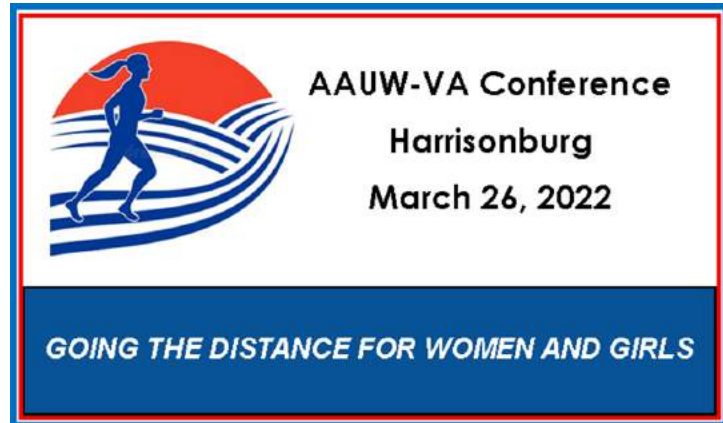
12:30 p.m. – 1:30 p.m.

Afternoon Session

1:30 p.m. – 4:30 p.m.

District Meetings

4:30 p.m. – 5:00 p.m.



Some of our presenters will have their books available for purchase at the conference.

Keynote Address

Progress and Enduring Inequities for Women in Higher Education



Professor Kimberly Jenkins Robinson, Elizabeth D. and Richard A. Merrill Professor at the University of Virginia School of Law; Professor at both the School of Education and Human Development and the Frank Batten School of Leadership and Public Policy at the University of Virginia

As we think about the state of women in higher education, it is important to acknowledge both the historic strides that have been made as well as the enduring inequities that persist. Progress can be seen in such areas as the number of women graduating from colleges and graduate programs, participating in athletics and demanding an end to sexual harassment and assault through the Me Too movement. We should celebrate this progress, while also acknowledging enduring inequities for women in higher education, including disparities in STEM majors and careers, disparities in athletic resources and leadership positions and ongoing sexual harassment and assault. This talk will highlight where progress has been made and emphasize the need for new movements and law and policy reforms that tackle enduring inequities.



The Restorative Justice Program at the Gemeinschaft Home

Dr. Elisabeth Gumnior, Associate Professor, James Madison University; Board Member, Gemeinschaft Home

Michelle Roberts, Day Reporting Center Case Manager, Gemeinschaft Home

Organized in 1985, the Gemeinschaft Home is located just outside Harrisonburg in a large, renovated farmhouse. Board member Dr. Elisabeth Gumnior and Case Manager Michelle Roberts will describe how this residential and non-residential program gives individuals who were formerly incarcerated or diverted from incarceration an opportunity to restore a sense of wholeness in their lives by providing quality shelter, food, counseling, job coaching, and a model for daily living and responsible decisions – all of which are necessary to avoid recidivism. The presentation will focus on the special needs of women in the program.



Diversity, Equity, and Inclusion Practices at James Madison University and Within the Virginia Community College System

Carla Kimbrough, Virginia Community College System, Diversity, Equity and Inclusion Officer

Dr. Brent Lewis, Associate Vice President for Diversity, Equity and Inclusion in Student Affairs, James Madison University

College/university campuses face a special challenge to make progress in addressing diversity, equity, and inclusion to ensure all students have an equal opportunity to access educational opportunities and be free of discrimination and harassment.

Ms. Kimbrough and Dr. Lewis will discuss the procedures, initiatives, and other actions needed to implement a DEI program on a campus and their recommendations on those actions that are the most successful. The presentation will also include discussion of the intersection of race and gender and the importance of disaggregated data to examine progress or lack thereof.



Models of AAUW and C/U Partnerships

Dr. Rosemary Green, Emerita Librarian, Shenandoah University; Winchester Branch Member

Dr. Sally Sledge, Associate Professor of Management at Norfolk State University; Norfolk Branch Member

AAUW of Virginia currently has 15 college/university partners in Virginia. The faculty representatives of a c/u partner coordinate with branch members to establish student organizations. Our AAUW of Virginia members, Drs. Green and Sledge, will present practical guidance on how branches can connect with nearby colleges and universities and identify interested faculty in order to establish a partnership between the institution and AAUW. They will also discuss the role of branches in maintaining on-going relationships with c/u partners, promoting applications for AAUW grants and fellowships, supporting AAUW internships, sharing branch programming, and promoting the benefits to women college and university students of joining an AAUW branch.



A Perspective on Early African American Education In the Shenandoah Valley and the Example of Lucy F. Simms

Dale E. MacAllister, Local Historian and Author, Retired Middle School Educator and Supervisor of Student Teachers, James Madison University

Local Shenandoah Valley native and historian Dale MacAllister will examine post-Civil War education for newly freed slaves in the Shenandoah Valley. Lucy F. Simms, who was born a slave in the 1850s and went on to teach school for 47 years, will be used as an example of one who took advantage of her educational experiences and became a highly successful teacher in her hometown.



The Changing Nature of Virginia Politics: Reviewing the Pivotal 2021 Election and the Legacy of Virginia's first Madam Speaker

Dr. Stephen J. Farnsworth, Professor of Political Science and International Affairs;
Director, Center for Leadership and Media Studies, University of Mary Washington

The partisan tides come in and go out in Virginia politics, a place where there are no permanent majorities and no permanent minorities. Dr. Farnsworth will discuss Virginia's pivotal 2021 election and what it says about the future of politics and public policy in Virginia. He will also share his views about the policy legacy of Virginia's first Madam Speaker, who ran the House of Delegates during the past two years — a time of the first Democratic political trifecta in Virginia in a generation.

Guest Room Reservations for Friday, March 25 and Saturday, March 26, 2022

THE HOTEL MADISON AND SHENANDOAH VALLEY CONFERENCE CENTER



For attendees who wish to arrive on March 25 and spend the night, a **small block of hotel rooms has been reserved for \$119/night + taxes until March 4. Reservations should be made as soon as possible using either of the two methods below** because additional rooms may not be available when the block sells out.

There are also some rooms available for the night of March 26 for \$119/night + taxes, which can be reserved using the hotel telephone number below only.

There are two ways to make a reservation:

- Call the hotel's main line at 1-540-564-0200 and press 1 to make a reservation. When asked, provide the Group ID: **3217285 and AAUW**
- Reserve online at <https://reservations.travelclick.com/110365?groupID=3217285> Then click on "Select & Go to the Next Step," March 25 and 26 in the calendar and "Confirm Dates of Stay."



Donate Your Toiletries

Once again, we will be collecting toiletries at the state conference. The toiletries will go to shelters that are supporting women and children. I will have a large box at the conference to collect the items. Thanks!

*Sandy Lawrence
Northern District Co-Representative*

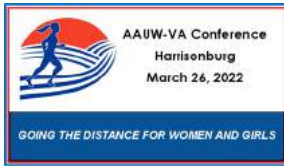
Take a "Spring Break" in Harrisonburg and Rockingham County



Hardesty Higgins Visitor Center
212 S. Main Street

This region of the Shenandoah Valley has its own vibrant energy and a reputation for beautiful scenery, a variety of cuisines, breweries, wineries, hiking and biking trails, parks, historical sites, and fine museums. Among the many choices are Downtown Historic Harrisonburg, Explore More Discovery Museum, Virginia Quilt Museum, Rocktown Historical Society Museum, Silver Lake Mill, White Oak Lavender Farm and Purple Wolf Winery, CrossKeys Vineyards, Bluestone Vineyard, Bridgewater Riverwalk, Shenandoah National Park and Skyline Drive, Hillandale Park and trails, and the Carrier Arboretum. For more inspiration explore this link: https://www.tripadvisor.com/Attractions-g57809-Activities-Harrisonburg_Virginia.html

AAUW-VA 2022 Conference Registration Form



Hotel Madison and Shenandoah Valley Conference Center
710 S. Main Street, Harrisonburg, VA, (540) 564-0200
www.hotelmadison.com

ONLINE REGISTRATION [HERE](#) OR BY COMPLETING AND MAILING THIS FORM WITH CHECK.

REGISTRATION, INCLUDING PAYMENT, MUST BE RECEIVED BY MARCH 11, 2022.

REGISTRATION FEE INCLUDES SATURDAY MORNING COFFEE/TEA & LUNCH.

NO REFUNDS AFTER MARCH 11, 2022.

First Name: _____ Last Name: _____
Street Address: _____ City: _____ State: _____
Zip Code: _____ Phone: _____ Email: _____
Branch _____

Check all that apply.

- First Time Attendee Presenter None of Above

Check all that apply and include requested information:

- AAUW-VA Branch Member Branch Non-AAUW-VA Member
 Current AAUW-VA Board Member AAUW National Member
 Current Branch President Member of Other Named State Affiliate:
 Past State Board President Student

Please check the appropriate box(es) and include requested information:

- AAUW-VA Branch Member (\$25 registration fee until March 4; \$30 March 5-11) \$ _____
 Non-AAUW-VA Member (attending whole meeting) (\$35 registration fee) \$ _____
 AAUW National Member (\$35 registration fee) \$ _____
 Member of other AAUW State Affiliate (\$35 registration fee) \$ _____
 Student (\$30 registration fee) \$ _____
 Other (\$35 registration fee) \$ _____
 Guest Lunches _____ at \$23 each (lunch only) \$ _____
Specify
Number
- Total** \$ _____

Guest Name _____ Guest Name _____

All attendees: Describe any dietary and other special needs: (Please be specific)

Friday Evening Activities:

- I plan to attend the Friday evening Social Hour at 7:30 p.m.

Send check payable to AAUW-VA to: Ms. Darlene Baugh, P.O. Box 1612, Harrisonburg, VA 22803

If you have questions or need additional information, please contact Conference Chair Sylvia Rogers at 540-434-3083 or srogers1nm@aol.com.

- Yes, my registration fee may be considered a donation to AAUW-VA to help with unrecoverable expenses if the conference is canceled.

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All mailing lists are prepared at AAUW headquarters. Please send changes or corrections directly to:

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

AAUW of Virginia:

- aauw-va.aauw.net

Virginia General Assembly:

- viriniageneralassembly.gov



AAUW Initiates Connect2AAUW Virtual Office Hours for State and Branch Leaders

To provide more AAUW staff support to state and branch leaders, AAUW has initiated a weekly one-hour virtual meeting named **Connect2AAUW Virtual Office Hours** (Office Hours) on **Thursdays at 3:30 p.m.** Leaders will be able to obtain staff advice on AAUW website navigation, resources, tools, and more. Here is the [link](#) to register for any meeting. The next meeting date is displayed, and you click a drop-down list of future meetings. You may pre-submit a question for discussion. Upon registration, you will immediately receive the log-in information for that week's Office Hours meeting. Leaders are urged to use this opportunity to obtain answers to questions on various matters and to support needs. Thanks to the AAUW staff for arranging this useful resource.



*Suzanne Rothwell
Co-President*