

**AAUW of Virginia  
Board of Directors Strategic Plan  
2023 to 2025**

**General Statement of AAUW-VA Strategic Objectives:** AAUW of Virginia (AAUW-VA) is a welcoming and inclusive organization that is a significant resource and powerful advocate in the Commonwealth of Virginia in advancing the AAUW Strategic Plan<sup>1</sup> in order to achieve equity for all.

In aligning with the AAUW Strategic Plan, the AAUW-VA Board of Directors is dedicated to a strategic planning and measurement process, which furthers Education & Training; Economic Security; Leadership; and Governance & Sustainability; as well as AAUW's mission, vision, and values:

- **AAUW Mission:** To advance gender equity for women and girls through research, education, and advocacy
- **AAUW Vision:** Equity for all
- **AAUW Values:** Non-partisan, fact-based, integrity, inclusion, and intersectionality

In addition, the AAUW-VA Board of Directors will devote its resources to promote diversity, equity, inclusion, belonging and awareness for all members to create an equitable, sustainable and inclusive membership reflective of today's world in order to advance opportunities for all members of the community..

**Resources:** The AAUW-VA Board of Directors is composed of eight elected officers, five appointed officers, and representatives from the four AAUW-VA Districts. Up to seven non-board members assist the board on the conduct of the organization's elections, production of the newsletter, and management of the website and social media pages.

**Special Challenges and Opportunities:** The AAUW-VA Board of Directors recognizes the challenges of the continuing impact of the health pandemic, the many aspects of systemic racism embedded in the fabric of our society, and efforts to disenfranchise voting and other Constitutional and personal rights to our organization and society at-large, but we will continue to respond to these as catalysts to implement meaningful and lasting change.

**Methods:** The AAUW-VA Board of Directors will utilize the following methods in implementing this Strategic Plan:

- Support and mentor branches and members to carry out AAUW's mission, vision and values and advance AAUW's Strategic Plan;

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<sup>1</sup> See, <https://www.aauw.org/strategic-plan-2-0/> See also, *Explore the Issues* at <https://www.aauw.org/issues/>

- Serve as a pro-active liaison on important issues between national AAUW, Virginia branches, and individual members;
- Focus national and state goals for branches, providing ideas and resources to help branches work towards those goals safely during the COVID-19 pandemic; and
- Provide local, state, and national leadership on the progress and achievement of diversity, equity, inclusion, and intersectionality in order to eliminate systemic racism.

### **Strategic Goals:**

- Support additional actions, as required, so that the ERA becomes the 28<sup>th</sup> Amendment to the U.S. Constitution. This includes, but is not limited to, participating in: (1) an *amicus curia* brief to the United States Circuit Court of Appeals for the District of Columbia in the case: *Commonwealth of Virginia, State of Nevada and State of Illinois vs. David S. Ferriero*, in his official capacity as Archivist of the United States; and (2) an audit of Virginia's laws, rules and regulations to identify gender-related issues, conduct analysis and make recommendations for any necessary legislation (Economic Security; Governance & Sustainability; Foundational Rights).
- Support measures to ensure economic security for women and families, including equal pay for equal work, paid leave, protections against harassment in employment, raising the minimum wage, closing the retirement gap, protecting pregnant workers, and providing access to quality and affordable health care. (Economic Security; Foundational Rights)
- Advocate to retain Virginia laws and enact federal legislation that protect women's reproductive rights and access to needed healthcare.
- Promote Work Smart Online and other AAUW salary negotiation training. (Economic Security)
- Provide Virginia AAUW branches with programming, resources and leadership on diversity, equity, inclusion and belonging; and collaborate with Virginia AAUW branches, college/university member representatives, other AAUW state organizations and with national staff to listen, learn and take actions that make a difference in community efforts to end systemic racism. (Education & Training; Economic Security; Leadership; Governance & Sustainability)
- Support Title IX and all other civil rights laws pertaining to education and the enforcement of such laws. (Education & Training; Economic Security)
- Support national and state legislation for equitable funding for quality public education for all students, for measures to reduce student debt, for STEM education, and for affordable higher education for disadvantaged populations. (Education; Education & Training; Economic Security)

- Conduct robust Get Out the Vote activities that promote and facilitate voter education and registration and support state executive orders and legislation prohibiting voting discrimination and suppression and protecting voter safety. (Foundational Rights)
- Maximize opportunities to collaborate with other organizations with diverse memberships who support similar issues and initiatives as AAUW-VA. (Governance & Sustainability)
- Provide advice to Virginia AAUW branches on best practices in non-profit structure and compliance with AAUW, AAUW-VA and branch bylaws and with AAUW Board of Directors' Policies. (Governance & Sustainability)
- Participate and promote participation by Virginia AAUW branches in any recognition program that is established by AAUW. (Governance & Sustainability)