



# UPDATES

Volume 64

April 2024

Issue 08

## President’s Message

Cathleen Boivin, Co-President

According to the AAUW National Website, one of AAUW’s priority issues is:  
**A** Fighting for Fair Pay and Economic Equity – Close the pay gap.  
The work world should embrace diversity, equity, and inclusion. ([www.aauw.org/](http://www.aauw.org/))

I just sent out the most recent legislative update from Janine Greenwood and Denise M. Murden, Co-VPs for Public Policy, AAUW of Virginia. They are doing a great job keeping us abreast of ongoing key bills efforts in Richmond. We know that there remains much work to do at the local, state, and national level to effect change. What can you do as an AAUW member? I joined AAUW to support initiatives to assist women and minorities to expand their opportunities to achieve and ensure a better future for themselves and their families. You, my fellow members, can make and change policy. We cannot effect change if we cannot make our voices heard. Do consider making your opinions known. You can “Become a Two Minute Activist.” Follow this link for how to do this. ([www.aauw.org/act/two-minute-activist/](http://www.aauw.org/act/two-minute-activist/)). What drew you to AAUW?



As we know, achieving equality with men has been a long and difficult journey for women. In the past, many women were illiterate so we are not privy to their thoughts or opinions. Early efforts to give women the right to vote failed because the powers that be assumed that women would just vote the same way their

**President’s Message** *continues on page 2.*

AAUW National Website: <https://www.aauw.org/>  
AAUW-VA Website: <https://aauw-va.aauw.net/>

Springfield-Annandale Website: <https://sprann-va.aauw.net/>  
Like us on Facebook. Search *Springfield-Annandale AAUW*

### AAUW Mission Statement

*To advance gender equity for women and girls through research, education and advocacy. Vision: Equity for all. Values: Non-partisan. Fact based.*

### AAUW Diversity Statement

*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 socio-economic status.*

## President's Message *continued from page 1*

husbands did. To many, women were only useful at cleaning, cooking, or tending to children and didn't have the brain capacity to make informed decisions. The lack of enfranchisement was also about control. Women couldn't own property, obtain bank loans in their own names, retain custody of their children in the event of a divorce, etc. Astonishingly, it wasn't till the Equal Opportunity Credit Act was passed in 1974 that women could get a credit card in their own names. Fortunately, many of these issues have been resolved. However, women have still not achieved parity with men. I'm amazed that in the late first quarter of the 21st century, there is still a sizeable wage gap between men and women. I have never been able to understand why so many legislators are opposed to the idea of equal pay for equal work.

Typically, women earn only 84 cents for every dollar paid to men and this figure is even lower for women of color or disabilities. This is true for 90 percent of the occupations in the United States. ([www.whitehouse.gov/](http://www.whitehouse.gov/)). Some years ago, I worked for a company that paid women less than men because "men are heads of households and are supporting families." This kind of faulty reasoning leaves women behind and hinders our economy. According to AAUW, at this rate women won't achieve pay equality until 2088.

These gendered divisions persist in other areas as well. Our March speaker, Mary Stutts, is a 30-year experienced Chief Executive Officer in the women's global health field. She gave us a short orientation on women's medical challenges worldwide, including the U.S., then a question-and-answer session followed. Sadly, the needs of many women are not being addressed. Almost all medical studies use men as test subjects despite the fact that men and women present very different symptoms to diseases and responses to medications. Medical professionals don't always take women seriously when they report health issues. "In many societies, women are disadvantaged by discrimination rooted in sociocultural factors." (World Health Organization) Women in health-related fields tend to be underpaid and undervalued although they are 67 percent of the health care workforce that cares for 5 billion people. ([www.who.int/](http://www.who.int/)). Gender equity in health services is necessary as we work towards caring for all the earth's people.

**Did you know that since 2004, April has been recognized as Celebrate Diversity Month?**

Every April, our branch recognizes young people who have initiated projects at their schools or in their communities to foster diversity. We offer a small scholarship to celebrate their efforts. Plan to attend our Inclusion Awards meeting on **April 18**, 7:00 P.M., at Pohick Regional Library. Details on [page 3](#).

AAUW aims to promote diversity, inclusion, and equity in its membership. This is what today's world looks like. We may not look alike, we may not have the same religious or political beliefs, we may have different perspectives on how our communities' function, etc., but I think we can also agree that we women are more alike than we are different.

## Branch Program Meeting – Global Health Equity – March 14

Irene McGhee, Amy Crolus, Co-Vice Presidents for Programs

Our March 14 Branch Program meeting via Zoom featured Mary Stutts, CEO of the Healthcare Businesswomen's Association, the global leader in gender equity, advancing women into positions of influence and decision-making to improve health equity and outcomes. She shared data on women's health in the U.S. and globally, and highlighted the gender bias women face across the healthcare ecosystem from doctors, research, clinical trials, and more – and that those biases are exacerbated globally for women of color.

Ms. Stutts said that a women’s economic status was the number one social determinant of health – and options for care. She emphasized the need for women to be decision makers in all levels of healthcare and that diversity matters. Disease affects genders and ethnicities differently, so patients need to make themselves heard when discussing symptoms with doctors.

She encouraged us to ensure we are asking about all the options and to make sure we find doctors that will listen and not dismiss. As a women’s organization, she implored us to continue sounding the alarm on the disparities for women in the healthcare industry globally, and to partner with like organizations and other community partners to ensure the industry hears the alarm and puts programs in place to address. She was a dynamic speaker and our members eagerly engaged with her asking questions and sharing their own stories clearly highlighting how much work we still need to do.

To contact Ms. Stutts for follow up questions, or to request her for other speaking engagements, you can reach her at [maryestutts@hbanet.org](mailto:maryestutts@hbanet.org).

## Branch Program Meeting – Inclusion Awards – April 18

Cathleen Boivin, Co-President

Celebrate Diversity Month with us at Pohick Regional Library, 6450 Sydenstricker Road, Burke, at 7:00 P.M. on Thursday, **April 18**. We are enthusiastic about greeting our Springfield-Annandale AAUW Branch members in person for the first time since our tea party in December. The meeting features our recognition of the Inclusion Award winner, plus a visual presentation on expanding our membership criteria to make us more inclusive, a discussion on civility, and how to increase diversity. A brief question and answer session follows. Light refreshments will be served, and there will be a drawing for a door prize, but you must be present to win. Plan to join us for this very special evening.

## Branch Program Meeting – Branch Picnic – June 8

Irene McGhee, Amy Crolus, Co-Vice Presidents for Programs

We have Pavilion #2 at Occoquan Regional Park, 9751 Ox Rd, Lorton, same as last year. Time is 12:00 P.M., date is **June 8**. Installation of officers for next year will be announced at the picnic.

Reservation orders for your choice of picnic food will be requested this month. Watch your email for upcoming details. Bring a friend.



## Open Membership Pros and Cons

Judy Baldwin

The AAUW Board of Directors and Governance Committee have proposed a Bylaws amendment to eliminate the degree requirement for membership in AAUW. Their belief is that this change will align our membership practices with our purpose of advancing equity for women and girls and help us to include a more diverse membership.

Voting opens **April 3** and closes **May 15**. You will receive an email from AAUW with information on how to vote online. We do not vote by branches. Every member has a vote and it is important that you use yours.

The Springfield-Annandale AAUW Board asks you to consider the following pros and cons before you vote.

## Pro

The mission of AAUW, equity for women and girls through education, advocacy, and research is more important than the requirement to join (to have a college degree or an associate degree).

Opening membership would fulfil our mission of Diversity, Inclusion, and Equity and eliminate a barrier for all to full participation in the organization.

Many women have leadership, technical skills, and life experience that promote our mission although they do not have a degree. We are missing out on these women.

Gender equity should reflect inclusivity of all women.

It would add members and expand our reach. There is power in more numbers.

Life has changed and women do not just need college to succeed.

Corporations and foundations have denied contributions and sponsorships to AAUW because they found membership requirements to be exclusionary.

The National Board has supported this amendment for several years and continues to propose it.

## Con

Historically, AAUW began as an organization for college educated women at a time when most women did not attend college. Women still take pride in achieving a college degree. Would this change undermine the importance of women who have worked hard for their degrees? Members feel a special pride in their education and joining AAUW.

Non-college educated members may have different missions.

It would require a name change since we would no longer be “university women.”

Removing the college degree can lead some people to believe that we no longer value education.

This will not necessarily increase membership.

## Comments

Other organizations such as the NAACP have been using just their initials and no longer their previous name.

Would there have to be an age requirement?

Irene McGhee will send reminders urging Springfield-Annandale members to vote. Only 25 percent of nationwide members voted on it last time it came up.

## Public Policy

Susan Burk, Public Policy Chair

Title IX—the federal law that prohibits sex discrimination in education – is once again in the news. What follows is a message from Meghan Kissell, Senior Director, Policy and Member Advocacy, AAUW, and a call for action.

Title IX was significantly weakened in 2020 under the previous Administration. While Betsy DeVos is no longer at the Department of Education, students have been living with Title IX regulations which forbid schools from investigating many complaints of sexual harassment, require schools to utilize unfair grievance procedures, and significantly undermine protections against sexual harassment and assault in schools.

AAUW has been advocating for strengthened rules and vigorous enforcement of Title IX and we are expecting updated Title IX rules from the Biden Administration within the next few weeks.

We expect the new rules to reestablish strong protections for students experiencing sexual harassment, strengthen supports for pregnant and parenting students, and clarify that all students, including LGBTQ+ students have the right to a safe and inclusive learning environment.

We're expecting congressional challenges when the rule is finalized, so it's important for members of Congress to understand the support for Title IX. Tell your members of Congress that you support a robust Title IX rule that supports and protects ALL students.

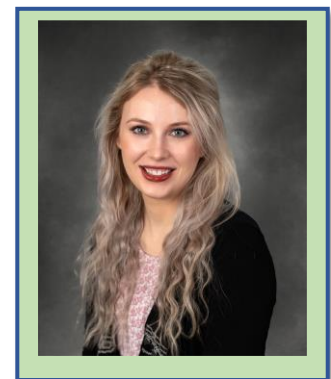
## Spring Fling

Ann Sauberman, Spring Fling Coordinator

Spring is here! The grass and flowers are growing. It is time to think of our annual Spring Fling, on Friday, **May 3**, from 11:00 A.M to 3:00 P.M. It will take place at the Springfield Golf and Country Club, 8301 Old Keene Mill Road, Springfield, VA. Invite your friends and family to join us for this wonderful event. Refer to the flyer attached at the end of this newsletter for essential details. You will note that you can submit your order either by check or Eventbrite. You need to include your choice of food, any diet constraints, and a list of those you want to sit with (table buddies).

The event starts at 11:00 A.M. You can purchase scarfs, jewelry, or other treasures directly. The Silent Auction includes gift cards, and other fabulous items. You can pay with cash, check, or credit card. The proceeds go to our National AAUW Greatest Need Fund.

After a delicious lunch, we present our guest speaker, Annie Ray. I am sure that you have heard that Ms. Ray, the Annandale High School Orchestra Teacher, and Performing Arts Department Chair, won both the 2023 Fairfax County Secondary Teacher of the Year and the 2024 GRAMMY Music Educator Award. She advocates for universal access to a quality music education and has created the Crescendo Orchestra program. This innovative class was designed to bring music and orchestra experience to High School students with severe developmental or intellectual disabilities. Another innovation, Annie Rays' parent orchestra, has given over 200 parents the opportunity to learn to play their students instruments. Join us in meeting Annie Ray and share her experiences as an acclaimed educator and supporter of Diversity, Inclusion and Equity.



Annie Ray

Send in your order and payment as soon as possible. Our team needs time to plan this special event. Our luncheon also will be advertised to the community and we want all AAUW members to be able to attend. The Springfield Country Club has a limited seating available. Remember the deadline for tickets is **April 24**. I would like to thank all of you who have already bought your tickets. This Spring Fling will be a wonderful occasion and I hope to see you all on May 3.

## Silent Auction Update

Karen Flann, Sallie Williams, Silent Auction

We are in the countdown for the Silent Auction!

We are grateful for your support in getting gift cards, the main source of income for the auction. Remember to take the business letter with you when you are out and about (see Business Letter at the end of this newsletter)

Deadline for auction item  
donations is Saturday,  
**April 20**

Donations for the auction, including gift cards, are welcome at any time. Arrangements for pick up or drop off can be made at any time. Contact Karen Flann.

Thank you for everything you do to make this event a success.

## Evening Book Group – Virtual

The Evening Book Group will meet via Zoom Thursday, **April 4**, 7:00 P.M. The topic book is *Demon Copperhead*, by Barbara Kingsolver. Susan Burk is the scheduled reviewer. This is a schedule change - note it in the Directory.

The group will meet virtually **May 2** for a discussion of *All But My Life*, by Gerda Weissmann Klein. Mussaret Sheikh is the scheduled reviewer. Contact Debbie Gilligan for more information.

## Morning Book Group – Live

The Morning Book Group will meet live **April 11**, 10:00 A.M. and review *The Japanese Lover*, by Isabelle Allende. Ginny Wells will review and Irene McGhee will host.

The group will meet **May 9** for a discussion of *Horse*, by Gerladine Brooks. Irene McGhee will be the reviewer and Betty Sheehan will host. Contact Jo Domingues for more information.

## Movies at Midweek

Bev Wise and Helen Cassidy, Movie Mavens

The next meeting of Movies at Midweek is **April 17**. Watch your email on the Friday preceding for the movie selection.

## CALENDAR

April 3	Voting for Bylaws Amendment Begins	<a href="#">page 3</a>
April 4, 7:00 P.M.	Evening Book Group Meeting – Virtual	<a href="#">page 6</a>
April 11, 10:00 A.M.	Morning Book Group Meeting – Live	<a href="#">page 6</a>
April 17	Movies at Midweek	<a href="#">page 6</a>
April 18, 7:00 P.M.	Branch Program Meeting – Inclusion Awards	<a href="#">page 3</a>
April 20	Silent Auction items due	<a href="#">page 6</a>
May 2, 7:00 P.M.	Evening Book Group Meeting – Virtual	<a href="#">page 6</a>
May 3, 11:00 A.M.	Spring Fling	<a href="#">page 5</a>
May 9, 10:00 A.M.	Morning Book Group Meeting – Live	<a href="#">page 6</a>
May 15	Voting for Bylaws Amendment Ends	<a href="#">page 3</a>
June 8, 12:00 P.M.	Branch Picnic at Occoquan Regional Park	<a href="#">page 3</a>

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There is a special place in hell for women who don't help other women.

— Madeleine Albright

***Newsletter articles for May UPDATES due April 25***

— Judy Titterton, Editor

Springfield-Annandale Branch  
of AAUW of Virginia

presents

# Spring Fling Luncheon

Friday, May 3, 2024

11:00 A.M. - 3:00 P.M.

Springfield Golf and Country Club  
8301 Old Keene Mill Rd, Springfield 22152



Guest Speaker: Annie Ray

Annandale High School Orchestra Teacher,  
Fairfax County Public Schools 2023 Outstanding  
Secondary Teacher of the Year award, and  
winner of the Grammy Music Educator Award!

Make your reservation no later than **April 22** to:

Rose Clark [SpringflingAAUW@gmail.com](mailto:SpringflingAAUW@gmail.com)

Let Rose know of your luncheon meal choice:

- Chicken Piccata with lemon butter sauce
- Salmon Filet with citrus beurre sauce
- Vegetable Ratatouille in a puff pastry

Coffee, tea, and iced tea are included

Also include Table Buddies ("seat me with") names and email addresses

**Tickets are \$50.00**

Pay By Check

\$50 check made payable to *Springfield-Annandale AAUW*

Mail to Rose Clark, 330 S. West Street, #303, Alexandria, VA 22314-5928

Pay By Credit Card +\$5.20 charge

<https://www.eventbrite.com/e/aauw-2024-spring-fling-luncheon-and-silent-auction-tickets-848538299897>

*Silent Auction  
11:00 A.M. to 12:00 P.M.*





Spring 2024

Dear Business Owner,

The Springfield-Annandale Branch of the American Association of University Women (AAUW) is having a benefit luncheon on May 3, 2024, from 11:00 a.m. to 3:00 p.m. to raise funds to support AAUW-sponsored programs such as scholarships, leadership development, lifelong education for women and girls, and the Legal Advocacy Fund. The purpose of this letter is to request your support for this fundraising effort.

Our featured speaker will be Annie Ray, Chair of the Performing Arts Department and Orchestra Director at Annandale High School in Virginia's Fairfax County School (FCPS) system. Ms. Ray was honored with a 2024 GRAMMY Music Educator Award. Her advocacy for universal access to quality music education for students of all demographics led to an invitation to present a TEDx talk in 2022 and selection as the 2023 FCPS Outstanding Secondary Teacher of the Year.

At the luncheon, we will conduct a SILENT AUCTION and we are seeking donations of items or gift certificates for use at the auction. Companies/Businesses that donate will be acknowledged as contributors to the silent auction in the printed program.

We expect 150-200 people will attend this fundraising event, which will be held at the Springfield Golf and Country Club.

Thank you for considering our request. Responses may be addressed to ----

Sallie Williams  
Silent Auction Committee  
Springfield Annandale Chapter, AAUW  
4406 Jayson Lane, Annandale, VA 22003  
[Sallie.williams@gmail.com](mailto:Sallie.williams@gmail.com)  
703-424-6625  
<https://sprann-va.aauw.net/>  
Tax Id# 54-6058154

Bearer of Letter is: \_\_\_\_\_