

AAUW of Virginia
Board of Directors Strategic Plan
July 1, 2025 to June 30, 2027

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 Plan¹ 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 champions gender equity by directly funding and empowering pathways to higher education; furthers economic security through fair employment practices and leadership training; and defends civil rights to ensure that all women can participate in society; 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 up to eight elected officers, up to seven appointed officers, and representatives serving on behalf of members from each of 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 increasing challenges to the AAUW's prior achievements and continued ability to advance its mission, vision and core values. In particular, we recommit our efforts to eliminate the systemic racism embedded in the fabric of our society and policies that lessen opportunities for higher education, protections in the workplace, disenfranchise voting and other personal rights and protections embodied in the United States Constitution to our organization and society at-

¹ See, <https://www.aauw.org/about/strategic-plan-2025/>. See also, *Explore the Issues* at <https://www.aauw.org/issues/>.

large. We will continue to respond to these growing challenges by advocating for and implementing meaningful and lasting positive change and protecting the rights of all individuals that are inherent in the United States Constitution.

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

- Carry out AAUW's Strategic plan by coordinating with AAUW in supporting and mentoring branches and members to carry out AAUW's mission, vision and values and advance AAUW's Strategic Plan priorities to fund education beginning with local funding for STEM, K-12 and undergraduate education
- Serve as a pro-active liaison on important issues between national AAUW, Virginia branches, and individual members in order to, among other things, remove barriers to success in acquiring higher education through salary negotiation training and addressing student debt;
- Focus national and state goals for branches and state by continuing to expand the available ideas and resources that will help branches and the state to work towards achieving the AAUW strategic plan ; 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 28th Amendment to the U.S. Constitution. This has included, but was 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.
- 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.
- Advocate to retain and broaden Virginia laws and enact federal legislation that protect women's reproductive rights and access to needed healthcare and protect women, physicians and other individuals from the application of criminal and other laws intended to deny women reproductive healthcare.
- Promote Work Smart Online and other AAUW salary negotiation training.

- Continue to 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.
- Support Title IX and all other civil rights laws pertaining to freedom from campus sexual violence and discrimination in education programs and activities, as well as the enforcement of such laws to the extent consistent with the AAUW Mission.
- 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.
- 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.
- Maximize opportunities to collaborate with other non-political organizations with diverse memberships who support similar issues and initiatives as AAUW-VA.
- 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.
- Participate and promote participation by Virginia AAUW branches in any recognition program that is established by AAUW in order to promote the effective coordination of branches with the state and AAUW strategic plans.