

✦ ***From the President...***

Ann Sauberman, Co-President

Each fall, I look forward to the diversity of colors both in Northern Virginia and on drives westward toward the mountains. This weekend, my husband and I went to Middleburg with a friend and loved the bright oranges, yellows, reds, and even various shades of green. The leaves of all sizes and shapes gleamed as the sun hit their new hues. We really enjoyed the drive as well as looking at all the colors in our own backyards and neighborhoods. But this year was different for me. I realized that as nature was showing off its diversity and people were so enthralled with its effects, many citizens were questioning the diversity in communities, cities, states and even nations. DEI is something that we all treasure in nature, but not always in our daily life with our fellow citizens and neighbors. Why is this true? Why has DEI become a negative concept in our federal government? Why do some federal and state agencies and even private companies have to disband DEI offices and change their hiring or training programs?



I decided to research the history of DEI. Not many of us would want autumn's canvas of colors to be entirely orange, or red, or yellow. We enjoy variety in color, size, and shape. So what has happened to the concept of diversity in local communities and nationwide? The history of DEI in the United States had its roots in post-Civil War Reconstruction. In high school, we all studied the efforts to help the former slaves by northerners in establishing the Freedman's Bureau and the 13th, 14th, and 15th Amendments. In only seven years, when northern troops left the South, the Freedmen's Bureau disappeared, and then Jim Crow laws aimed to segregate were passed in many states. The Supreme Court, in Plessy v. Ferguson, even supported these segregation laws. Jumping ahead in history, under President Lyndon Baines Johnson, the Civil Rights Act of 1964 banned discrimination in employment, due to religion, sex, or national origin. Then, in 1965, President Johnson signed Executive Order 11246, which required Federal contracts to take affirmative action to increase minority representation. By the early 1970s, Affirmative Action was expanded to gender equality, and in the 1980s, ethnic, religious, and LGBTQ+ equality were added. Many felt that Affirmative Action would help diminish discrimination, but gradually, many white males and others felt they were the ones discriminated against in jobs and in admission to higher education due to a quota system.

**AAUW National Website:** <https://www.aauw.org/>

**AAUW-VA Website:** <https://aauw-va.aauw.net/>

**Springfield-Annandale Branch Website:** <https://sprann-va.aauw.net/>

**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.*

## From the President...

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This was demonstrated in the Bakke Supreme Court case. In 1978, the University of Southern California v. Bakke, the Supreme Court ruled that race could only be one factor that college admissions could consider. Affirmative Action was linked to a quota system. By the 1990s and into the 21st century, organizations began to hire professionals dedicated to the concept of diversity, equity, and inclusion in employment, education, and government. DEI seemed popular and helpful in dealing with discrimination but there were many who felt that the concept of DEI and affirmative action itself was discriminatory.

On May 25, 2023, there was a pivotal moment when DEI became even more unpopular. George Floyd was murdered by the Minneapolis Police, and the movement of Black Lives Matter began in many US cities. There was a summer of racial unrest with violent protests. Shaun Harper, a leader in the University of Southern California Race and Equity Center, stated in an interview on NPR that the George Floyd murder led to extreme polarization and movements to question DEI and attack affirmative action. DEI was made the scapegoat. In 1923, the Supreme Court banned affirmative action in college admissions. Movements to limit immigration in the last 6 months have also increased anti-DEI sentiment. Some government agencies, both state and federal, have been ordered to remove professionals who were hired to promote DEI. These professionals were among the first to be fired in the movement to shrink the federal government. Private companies like Amazon have dropped their anti-discrimination programs. School systems like Fairfax County have been urged to remove DEI, but when they refuse, federal funds are threatened. As a result, court cases are popping up in states and local jurisdictions to judge whether the government's actions are Constitutional. It is important to note that in CNN and other national polls, the majority of citizens support diversity, equity, and inclusion. Still, many organizations and governments are limiting or ending DEI actions. This has resulted in people searching to find different titles for their programs.

This is an important issue for AAUW branches, state, and national boards. Although I only mentioned a few of the historical events both for and against DEI, we need to be aware and decide how to go forward. DEI is not just a slogan, but it is the core of AAUW and is the basis of many of our programs and legislative actions. Political polarization cannot keep us from our main objectives. Diversity cannot only be welcomed in nature each fall but also must be fought for in our communities and in AAUW. I hope that we can unite in future meetings and discuss this important topic. Our future depends on how we act to promote DEI.

## 2000-2025 History Documentation - Seeking Information

Judy Titterton, Acting Historian

I am still seeking the information on the Newsletters as listed in the September UPDATES and Board Meeting Minutes as shared in the October UPDATES.

I am now seeking electronic (preferred) or paper copies of **Approved Budgets** for years 2000 to 2016.

Thank you in advance for your help on this project.

## Inclusion Committee Updates

Irene McGhee and Ann Sauberman, Co-Coordinators

The Inclusion Committee, now made up of nine dedicated members, met via Zoom on October 15 at 7 p.m. to continue refining the enhanced Inclusion Award process for this year.

The meeting began with exciting news — **our branch has been awarded a \$500 mini-grant from the state** to support the 2026 Inclusion Awards!

Members also discussed updates to the award process and evaluation criteria. Based on that conversation, revised criteria and communications are now being drafted and will be reviewed at the next meeting, which will be held in-person on **November 8 at 10:30 a.m.** at Ann Sauberman's home.

## ★ Program 2025-26: *Women Breaking Boundaries*

Amy Crolius and Beth Boivin, Co-Vice Presidents of Program

### October 29 at 7 p.m.: Hybrid - Pohick Regional Library and Virtual\*

**Kate McDonald** represents clients across the healthcare industry on complex regulatory matters and high-stakes mergers, acquisitions, affiliations, and other investments. As partner-in-charge of McDermott's healthcare practice in Washington, DC, she provides strategic counsel on federal and state laws affecting health insurers and HMOs, with particular focus on downstream impacts for provider organizations, vendors, and reimbursement under federal healthcare programs. She has extensive experience navigating Medicare Advantage, Medicare Part D, and Medicaid managed care programs, partnering with health plans, providers, technology start-ups, private equity funds, and retailers to benchmark risks, solve regulatory challenges, and structure transactions involving federal and state programs. Kate also advises on state risk-bearing regulations, complex reimbursement arrangements, investments in highly regulated healthcare sectors, and DC certificate of need (CON) laws. A contributing author to key healthcare law publications, she is a frequent speaker at leading industry forums and was the inaugural recipient of the McDermott Will & Emery Client Service Award in 2019.



\*An email will be sent to all branch members before the program with the Microsoft Teams link and instructions for joining online. If you can't attend in person, we hope you'll join us virtually!

### December 6, 11:30 a.m. - 2 p.m.: Holiday Luncheon at PJ Skidoos



We're delighted to announce that our Holiday Luncheon will be held at PJ Skidoos in Fairfax! We'll gather in a section of the main-level dining room to ensure easy access for members and guests with limited mobility. The cost will be similar to previous holiday luncheons.

More details—including menu selections and registration information—will be shared the first week of November, so stay tuned and get ready to share in some holiday cheer!

### Spring Fling Update - Silent Auction Chair Needed!!

Mark your calendars — our 2026 Spring Fling will take place on **Saturday, March 21**, at the Springfield Golf and Country Club. This year, we're adding a delightful twist making the event a brunch!

We're especially thrilled to welcome our guest, **Olivia Campbell**, New York Times bestselling author of *Women in White Coats: How the First Women Doctors Changed the World of Medicine* and *Sisters in Science: How Four Women Physicists Escaped Nazi Germany and Made Scientific History*.

This special annual event also includes our popular Silent Auction, which helps fund branch programs and scholarships. We're **seeking a Silent Auction Chair** to work with event co-chairs Beth Boivin and Ann Sauberman—if you're interested or want to learn more, please reach out to Beth or Ann.

#### Remaining Program Dates for 2025-26:

January 21, 7 p.m. (Zoom) - Program  
February 25, 7 p.m. (Zoom) - Program  
March 21, 9:30 a.m. - 1 p.m. - Spring Fling  
April 22, 7 p.m. (Hybrid) - Program  
May 30, 12 p.m. - Picnic



## AAUW - Northern District Updates

The Northern District meeting will be held on **November 1 at 12:00 p.m.** at Pohick Regional Library. Shirley Marshall, author of *A Radical Suffragist in Washington D.C.* will be the guest speaker, followed by a business meeting to talk about upcoming events. **This meeting will be in lieu of a branch program for the month of November.** See the flyer at the end of this newsletter for more information.

## AAUW-Virginia Updates

### 2026 AAUW Virginia State Conference April 18, 2026

The Northwest District is hosting the next AAUW-VA State Conference—the first conference of our second century. They have secured the venue so please Save This Date—**Saturday, April 18, 2026**, at the Drury Plaza Hotel Richmond in Glen Allen, VA 23060. There will also be pre-conference activities on Friday, April 17, 2026. Further information will be distributed as it is available on the [AAUW Virginia webpage](#).

## Membership Updates

Deborah Dodd and Debbie Gilligan, Co-Vice Presidents of Membership

The Springfield-Annandale Branch of AAUW is delighted to share that our membership has grown to **62 members!** Our branch offers many wonderful opportunities to connect, socialize, and engage with the vital issues that AAUW champions.

We encourage all members to stay active and involved—join us for the outstanding programs and activities planned by our Program Vice Presidents this year. We look forward to learning, sharing, and celebrating together!

## Public Policy Updates

Susan Burk, Public Policy Chair

On October 18, AAUW members joined communities nationwide to show the power of people working together for education, economic opportunity, civil rights, and a healthy democracy. AAUW formally endorsed the No Kings Day protests and encouraged members to participate. I met up with members of the Falls Church Branch to show the flag, or rather a banner that said Defend Democracy. Note, too, that the League of Women Voters also formally associated itself with No Kings Day. These were bold and courageous moves by non-profit organizations dedicated to agendas that are currently under attack.



### WHY THIS MATTERS:

Across the country, coordinated efforts are undermining inclusive public education, weakening civil-rights protections, limiting access to affordable higher education, and narrowing participation in our democracy. These shifts widen racial and gender gaps and put burdens on women, first-generation students, and students of color.

AAUW members are not bystanders — we are change-makers. October 18 was an invitation to show up together and defend the guardrails that help people learn, work, and thrive.

### AAUW STANDS FOR:

- Higher education as a pathway to economic security and upward mobility for women and girls.
- Equitable access to higher education that is diverse, inclusive, and free from harassment and discrimination.



## Public Policy Updates

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- Women's economic security at work — pay equity; paid family, medical, sick, and safe leave; quality, affordable dependent care; harassment-free workplaces; and access to a full range of reproductive health care services.
- The opportunity for women to pursue and thrive in any career they choose, including leadership roles.
- Learning environments that safeguard civil rights, including strong Title IX enforcement and policies that protect students.
- The dignity and equitable participation of all women — across backgrounds and identities — in education, the workforce, and policy decisions.

Because this year's rollbacks to Title IX, voucher expansions, campus censorship, and bans on diversity, equity, and inclusion aim to limit who gets to learn and who gets to lead, we're raising our voices to protect access, equity, and opportunity.

- Higher Ed Access & Affordability
- Policy choices are pushing college out of reach — especially for women, first-gen students, and students of color. We need debt-reducing policies and supports for student-parents so talent isn't priced out.
- Civil Rights Enforcement
- Students deserve learning environments free from discrimination, backed by a fully functioning U.S. Department of Education Office for Civil Rights and, when needed, the DOJ. Fund and enforce Title IX so rights are real in every classroom and on every campus.
- Public Ed / No Vouchers
- Public dollars must strengthen public schools, not subsidize private vouchers that drain resources and fuel censorship. Invest in teachers, students, and inclusive, evidence-based learning.
- Economic Security & Reproductive Freedom
- Women's economic security depends on policies that let them learn, work, and care for their families. Protect paid leave, affordable child care, and reproductive freedom so women can stay in school, advance at work, and lead.
- Voting Rights
- Our voices matter — and our votes must count. Protect and expand access so every community can shape its future.

### Key Dates/Webinars

October 23: Disabled Women's Equal Pay Day

October 28: [Defending Equity in Education: Equity Rollbacks and Curriculum Bans](#)

November: National Higher Education Month

November 5: [AAUW Work Smart: Know Your Value and Get Paid](#)

November 6: [Working in Coalition: Building Power Through Partnerships](#)

November 10: Veterans Day observation (AAUW National Closed)

November 11: Veterans Day (AAUW National Closed)

November 13: [AAUW Money Smart: Future](#)

November 18: Native Women's Equal Pay Day

November 19: [AAUW Member Recruitment Best Practices](#)

November 20: [AAUW Alumnae Recognition Award](#)

## ✦ Other Branch Activities

### Movies at Midweek

All branch members are invited to Cinema Arts theatre the **third Wednesday of the month** to see a film, followed by lunch at nearby First Watch. This month the movie date is **October 15**. Details of the selected film are sent via email to all branch members by the Friday of the previous week.

### Book Groups

All members are invited to join the branch book groups! The **evening book group meets via Zoom at 7 p.m. the first Thursday of the month** and the **morning book group meets in-person at 10 a.m. the second Thursday of the month**. Full selections and schedules for the year can be found in the Membership Directory.

#### Evening Book Group

The Evening Book Group will meet on **Thursday, November 6** to discuss *The Thursday Murder Club* by Richard Osman. Susan Burk will be the reviewer.

#### Morning Book Group

The Morning Book Group will meet on **Thursday, November 6** to discuss *The Art Thief* by Michael Finkel. Helen Cassidy will be the hostess and Jo Domingues will be the reviewer.

### White House Ornament Sale

Thanks to the wonderful support of our members, we sold our first 100 ornaments in record time and ordered 25 more to meet additional requests. We still have about 20 ornaments left. Ornaments will be available for purchase at our branch meeting on Wednesday, October 29, and any remaining will be sold at the District Meeting on November 1. If you'd like to reserve one (or a few!) before they're gone, please email Susan Burk or Ann Sauberman. Ornaments are \$24 and make wonderful gifts. ([See the flyer attached.](#)) Don't forget to bring cash or a check to the meeting so you can take yours home that day!

## ✦ Branch Calendar: November 2025

November 1, 12 p.m.	Northern District Meeting at Pohick Library - In-person ( <a href="#">page 4</a> )
November 6, 10 a.m.	Morning Book Group - In-person
November 6, 7 p.m.	Evening Book Group - Zoom
November 8, 10:30 a.m.	Inclusion Committee Meeting at Ann Sauberman's house ( <a href="#">page 2</a> )
November 18, 7 p.m.	Board Meeting - Zoom
November 19	Movies at Midweek
November 24	UPDATES Articles Due for December Issue

**UPDATES Articles for December  
due November 24**





# 2025 White House Christmas Ornament Sale

Celebrating the 150th anniversary of State Dinners at the Executive Mansion

All proceeds go to the AAUW Greatest Needs Fund which provides immediate funding for emerging challenges and opportunities

**\$24**

Features two of the sixteen State Services of White House China.

**Contact  
Susan Burk or  
Sharon Draper  
to order.\***

Each ornament has its own exclusive serial number that can be registered and authenticated.

Hand assembled, the ornament design is cut from delicate brass, etched, and printed with enamel ink and finished with 24-karat gold for the ultimate holiday shine.



Includes an illustrated booklet detailing 150 years of White House State Dinners and the history of White House State China Services.

Adorned with a red and gold twist cording for elegant hanging on your tree, it comes packaged in a beautiful keepsake gift box.

***Made in the USA - Designed, crafted, and packaged entirely in the United States.***



\*After order is confirmed, send a check made out to  
**Springfield-Annandale AAUW to:**  
**Sharon Draper**  
**6913 Pacific Lane**  
**Annandale, VA 22003**



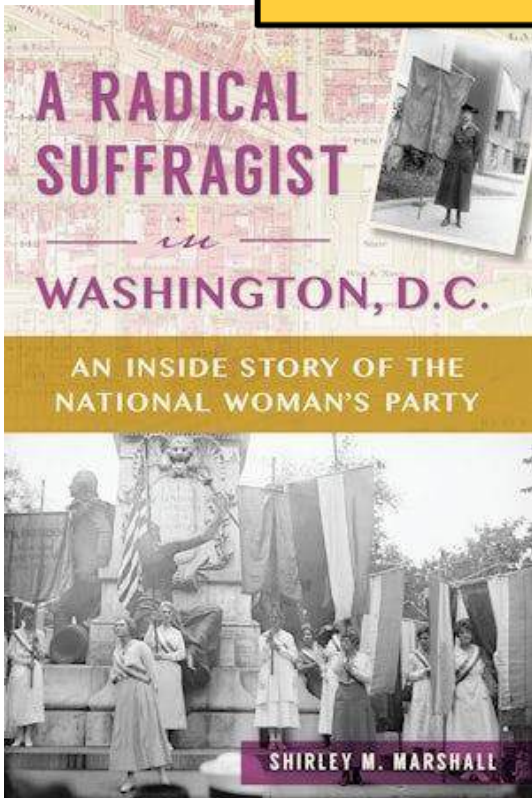
CO-Sponsors:



Pohick Regional Library

***AAUW-VA Northern District Meeting***  
**November 1, 2025, 12:00 p.m.**

**Pohick Regional Library**  
**6450 Sydenstricker Rd, Burke, VA**



**Shirley Marshall** will be talking about her book, *A Radical Suffragist in Washington D.C.* The book features letters from Elizabeth Kalb Green who worked and lived at the National Woman's Party Headquarters from 1918 to 1921. Her book will be available for purchase.

After Shirley's talk, we will have a short break and then a business meeting where branches can talk about upcoming events.

**Set up/Meet and Greet: 12-12:30 p.m. Program starts at 12:30 p.m.**

**Open to the public. Bring your family and friends!**