

Public Policy & Advocacy

Local & State Initiatives

Although AAUW is a strictly nonpartisan organization, there is much we can do to promote voter registration and to provide information on issues key to women's equity. AAUW of VA has three main areas of focus for public policy: ratifying the ERA in Virginia, Pay Equity, and Human Trafficking. We are still working for Virginia to become the 38th and last state needed to ratify the ERA. We hope you will continue to check the VAratifyERA website and Facebook page.

AAUW VA Summer Leadership Meeting - July 27, 2019, Harrisonburg, VA



Dr. Heather Coltman, Provost and Senior Vice President of Academic Affairs at JMU, delivered the Keynote Address. JMU began as a female institution to train teachers, “Industrial & Agriculture Normal School”. Dr. Coltman, a pianist, quoted Shirley Chisholm, referencing her professional

activities supporting women's equity.

Our new Diversity and Inclusion Chair **Cyndi Shanahan**, discussed what diversity and inclusion means to AAUW of VA and how branches can contribute to our goals. She reminded us that our members value an active and exclusive engagement while sharing a vibrant message and, “Equity is not complete without communication.” The statistic that only 7.5% of AAUW members are under 60 years old, prompted this editor to check our current data- 30% of our branch members are 😊.



Caroline Pickens, our AAUW Funds Chair, interviewed **Dr. Besi Muhonja**, an Associate Professor at JMU and 2017 AAUW International Fellow. Dr. Besi shared, “I am because we are; therefore, we are because I am” – prompting thoughtful reflection on what it means to be human. {Susan brought duplicate posters from the SUCCESS! Conference's 29 years, which Dr. Besi will use with her Women's Studies course and other branches will display at branch events.}

Suzanne Rothwell, By-Laws & Resolutions Chair, gave an excellent, detailed accounting (pun intended) of “AAUW's Actions for a Secure Financial Future” validating the need for donating to the “greatest need fund”, as included in the “5-Star Recognition Program” which was then presented by **Cheryl Spohnholtz**, VP for Membership, literally “hot off the presses”.

Leslie Tourigny emphasized how meaningful and necessary the AAUW “Work Smart” program is for **all- regardless of age or work status**. {Please check it out! <https://salary.aauw.org/work-smart/> It provides ideas for your participation in community groups and on organization boards.}

Patsy Quick described ways that branches can utilize their websites to attract new members and shared other means of enhancing branch communication. Another session covered aspects of our public policy led by Co-VP of Public Policy, **Sylvia Rogers**. **Elizabeth Hendrix and Diane Schrier** shared what the Alexandria Branch is doing to combat human trafficking and how branches can partner with them. {Sandy and Susan represented our branch among the 52 attendees from 19/25 of the state's branches.}

National

Five-Star program - AAUW recently re-launched its Five-Star Recognition Program to acknowledge the work of states, branches and other affiliates in the five mission areas: advancement, communications, programs, public policy and research, and governance and sustainability. Your board has endorsed participating in this program. See chart on page 8 with more details.

The VA AAUW Federal Lobby Corps day is tentatively scheduled for October 17th. We will let you know when it is confirmed. Consider joining this advocacy group.

We know the public education space is full of incredible women who work day in and day out to meet the needs of the students they love so much. As educators and as women, our students are counting on us to stand up for what we know is right—equality, safety, and access to a high-quality public education. **And, that's why we must make our voices heard in the 2020 election.** {From the National Education Association, 8.18.2019}

Sandy Lawrence, Public Policy Chair

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{With input from AAUW, members, and other news outlets}

Fall Luncheon – September 22nd @ 12:30 pm

On the day before the autumnal equinox, we will have our “Fall Luncheon” at Susan’s home in Manassas. Another of our Science Fair winners, Lexi, will be sharing her project. Our SUCCESS! and June 1st “Women in STEM” presenter, Mulala will be presenting a brief insight into the “T” of STEM with her work at Micron Technology in Manassas. Please bring a “dish to share” – your choice of entrée, side, or dessert. We encourage donations to AAUW’s “greatest need” fund. If you choose, you can bring a door prize gift (value of \$10 or less) and/or purchase door prize tickets. The email in which this newsletter is attached, will have the information to RSVP.



Membership Updates & Member News

It’s exciting to have almost all of our branch members renewed. **Paige** is now a graduate student e-member at Johns Hopkins in Baltimore and has kept her branch membership, too. As her mom, member **Pam**, continues her PhD studies, she is looking forward to seeing us at events.

We have a new member, **Marlene**, who was previously a member in Ohio. She has made Lake Ridge her home base as she travels to the west coast and Alabama to spend time with her family and in a warmer climate in the winter. Her Bachelor’s is in Finance and her Master’s in Accounting. Word is that she is an avid bridge player and was in contact with the Manassas branch’s regulars who were in need of a fourth. ☺

Beville business teacher, Lucy, who helped with the SUCCESS! group, spoke at our June 1st “Women in STEM” program, and will be presenting at SUCCESS! next year- has joined our branch, too! Lucy has her Bachelor’s degree in Business Administration and two Master’s degrees- one in Human Relations and the other in Education.

There are a few others who are considering becoming members; plus, please consider inviting colleagues and friends to our branch events. Please recall that AAUW sponsors two programs: “Gift a Grad” and “Shape the Future”. The link for the first explains how you can give a free national membership

<https://www.aauw.org/resource/give-a-grad-a-gift/> - I’ve used it several times. The second is when a new member can join with ½ price national dues <https://www.aauw.org/resource/shape-the-future-membership-campaign/>. Let me know if you need more information on either. Several of our members have joined this way.



At the April 6th State meeting, we were honored with a certificate for “meeting or exceeding 90% of 2017-2018 membership by February, 2019”. In 2018, we received a certificate for increasing our membership.

Let's continue to share the value of our AAUW membership; we've already earned this goal which will count to the "5 Star Branch Program". Thank you.

Many of you know of our member Karen's regular visits to Oklahoma to spend time with her father. After a brief illness, Karl Wolf passed in early August. Karen's obituary honoring her dad who was 94, is at this link: <http://obituaries.normantranscript.com/obituary/karl-wolf-1076452325> . It's heartwarming.

Susan Bardenhagen, Membership & Program

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GENDER EQUITY

The Pioneering Female Botanist Who Sweetened a Nation and Saved a Valley - One of India's finest plant scientists, Janaki Ammal spurred her country to protect its rich tropical diversity { Leila McNeill, July 31, 2019; Smithsonian.com }

In 1970, the Indian government planned to flood 8.3 square kilometers of pristine evergreen tropical forest by building a hydroelectric plant to provide power and jobs to the state of Kerala. And they would have succeeded—if it weren't for a burgeoning people's science movement, buttressed by a pioneering female botanist. At 80 years old, Janaki Ammal used her status as a valued national scientist to call for the preservation of this rich hub of biodiversity. Today Silent Valley National Park in Kerala, India, stands as one of the last undisturbed swaths of forest in the country, bursting with lion-tailed macaques, endangered orchids and nearly 1,000 species of endemic flowering plants. Sometimes called "the first Indian woman botanist," Ammal leaves her mark in the pages of history as a talented plant scientist who developed several hybrid crop species still grown today, including varieties of sweet sugarcane that India could grow on its own lands instead of importing from abroad. Her memory is preserved in the delicate white magnolias named after her, and a newly developed, yellow-petaled rose hybrid that now blooms in her name. In her later years, she became a forceful advocate for the preservation of India's native plants, earning recognition as a pioneer of indigenous approaches to the environment.



Edavaleth Kakkat Janaki Ammal was born in 1897, tenth in a blended family of 19 brothers and sisters in the Indian state of Kerala. Her father, a judge in a subordinate court system in Tellicherry, kept a garden in their home and wrote two books on birds in the North Malabar region of India. It was in this environment that Ammal found her affinity for the natural sciences. As she grew up, Ammal watched as many of her sisters wed through arranged marriages; when her turn came, she embarked on a life of scholarship over one of matrimony, obtaining a bachelor's degree from Queen Mary's College and a degree in botany from the Presidency College. It was rare for women to choose this route since women and girls were discouraged from higher education, both in India and internationally. In 1913, literacy among women in India was less than one percent, and fewer than 1,000 women in total were enrolled in school above tenth grade, writes historian of science Vinita Damodaran, Ammal's distant relative, in her article "Gender, Race, and Science in Twentieth-Century India."

After graduating, Ammal taught for three years at the Women's Christian College in Madras before receiving a unique opportunity: to study abroad for free through the Barbour Scholarship, established at the University of Michigan by philanthropist Levi Barbour in 1917 for Asian women to study in the U.S. She joined the botany department as Barbour Scholar at Michigan in 1924. Despite coming to America on a prestigious scholarship, Ammal, like other travelers from the East, was detained in Ellis Island until her immigration status was cleared. But mistaken for an Indian princess with her long dark hair and traditional dress of Indian silks, she was let through. When asked if she was in fact a princess, "I did not deny it," she said.



The ‘Glass Ceiling’ Is Tired. Women Are ‘Reinventing the Game.’



When Christine Lagarde was nominated by the European Council to be the next president of the European Central Bank, the first woman to hold the position, critics wondered if the move was indicative of the “glass cliff” — the phenomenon in which women seem more likely to be put in charge of an organization at a crisis point. (The E.C.B. is grappling with a sluggish eurozone economy.)

And when Senator Elizabeth Warren, who is running for president, was asked in a town hall recently if she was worried about being “Hillary’d” — apparent shorthand for the sexism Hillary Clinton faced in the 2016 election —

Warren respond that she would “persist.”

Remember when the blanket term for gender bias was simply “glass ceiling”? As my colleague Jessica Bennett wrote in a front-page story this week, that term - ever-present in Clinton’s campaigns - seems to be a relic of a different era, replaced by a variety of more nuanced expressions to describe the barriers of race and gender.

Alexandria Ocasio-Cortez, the 29-year-old Congresswoman from New York, prefers to “break the table” and “build our own house.” Ayanna S. Pressley, the first black woman elected to Congress from Massachusetts, has noted that women of color candidates face not simply a “glass ceiling” but a “concrete” one — struggling to overcome both racial and gender biases. “Double jeopardy” is another term to describe the double whammy of discrimination black women face. (The term “bamboo ceiling” has been used to refer to the unique challenges Asian-Americans face.)

There is also the “likability trap” to talk about the challenges female leaders face by having to prove they are tough and likable at once. Similarly, a “double-bind” is when women are disliked for being direct and decisive, but are not seen as leaders when nice and nurturing. And there’s the “motherhood penalty,” for the disadvantages, financial and otherwise, specific to mothers who work outside the home (as relative to their childless peers).

Why is this generation of influential women seeking different language to express themselves?

“Words have their moments, especially colloquialisms,” Robin Lakoff, whose 1975 book, “Language and Woman’s Place,” helped create the field of gender linguistics, told Bennett. “Often, after a word or phrase gets a lot of use, people simply stop using it — because we like to sound original and this one seems tired.”

But perhaps it’s about more than words seeming tired. It’s about a new breed of women choosing terms that better capture the complexity of their experiences. Recently, Bennett told me she saw Oprah Winfrey speak at a conference about women’s empowerment. “Glass ceiling” was nowhere to be heard, but Winfrey did use phrases like “rock the boat,” “scrap the rules” and “reinventing the game.”

In a political period like no other — with more women in power than ever and a record-breaking number of women seeking the presidency — the game is indeed being reinvented, stride by stride and word by word.

I want to hear from you. What phrases, newer or older, do you rely on to describe the challenges of your identity? Email me at dearmaya@nytimes.com. {Editor’s note, please email me, too. ☺}

You’re reading *In Her Words* (NYTimes.com; 7.26.2019), where women rule the headlines: *Maya Salam*

{*Burjuman glass ceiling, newsletter editor’s choice to represent ground to “sky” view*}



STEM and STEAM from Susan & Susan



Rosa Parks and Sally Ride Are Getting Their Very Own Barbies - Mattel Toys, Inc. announced on Monday (8.26) that the two iconic women are the newest additions to Barbie's Inspiring Women series. Parks, a famed civil rights activist, and Ride, the first American woman and youngest American to travel to space, will each come with educational information about their historic contributions so that children can learn while playing. The Inspiring Women series, which debuted on International Women's Day last year, includes dolls based on

other legendary figures, including artist Frida Kahlo, aviator Amelia Earhart and NASA mathematician Katherine Johnson. [{WOMEN 08/26/2019}](#) **On August 1, 1818, Maria Mitchell, the first American woman to become a professional astronomer and discover a comet, was born- 201 years ago!**

Girl Scouts Emphasize STEM Education: With women still underrepresented in STEM fields, experts hope that new Girl Scout badges and other efforts will propel girls to study and enter science and related areas. The new badges include the Space Science Researcher, aimed to help 6th–8th graders understand the properties of light and use that knowledge to better understand the Sun, stars, and other celestial objects. The Space Science Expert badge teaches 9th and 10th graders more about light and understanding the universe and humanity's place in it. The Space Science Master, for 11th and 12th graders, goes deeper into exploring, observing, designing, and communicating space science discoveries. The space science badges join three others introduced in July 2018 for younger children, who have already earned nearly 68,000 Space Science Explorer, Adventurer, and Investigator badges. *{from Earth & Space Science News, August 12, 2019}*



Margaret Hamilton Led the NASA Software Team That Landed Astronauts on the Moon - Apollo's successful computing software was optimized to deal with unknown problems and to interrupt one task to take on a more important one *{Alice George Smithsonian.com March 14, 2019; excerpted here in the 50th anniversary year of Apollo XI}*



On July 20, 1969, as the lunar module, *Eagle*, was approaching the moon's surface, its computers began flashing warning messages. For a moment Mission Control faced a "go / no-go" decision, but with high confidence in the software developed by computer scientist Margaret Hamilton and her team, they told the astronauts to proceed. The software, which allowed the computer to recognize error messages and ignore low-priority tasks, continued to guide astronauts Neil Armstrong and Buzz Aldrin over the crater-pocked, dusty crust of the moon to their landing. "It quickly became clear," she later said, "that [the] software was not only informing everyone that there was a hardware-related problem, but that the software was compensating for it." An

investigation would show that the astronauts' checklist was at fault, telling them to set the rendezvous radar hardware switch incorrectly. "Fortunately, the people at Mission Control trusted our software," Hamilton said. And with only enough fuel for 30 more seconds of flight, Neil Armstrong reported, "The *Eagle* has landed." *{editor's photo of 2008 eclipse}*

The achievement was a monumental task at a time when computer technology was in its infancy- the astronauts had access to only 72 kilobytes of computer memory (a 64-gigabyte cell phone today carries almost a million times more storage space). Programmers had to use paper punch cards to feed information into room-sized computers with no screen interface. As the landing occurred, Hamilton, then 32, was hooked up to Mission Control from MIT. "I was not

concentrating on the mission, per se,” Hamilton confessed. “I was concentrating on the software.” After everything worked properly, the weight of the moment hit her. “My God. Look what happened. We did it. It worked. It was exciting.”

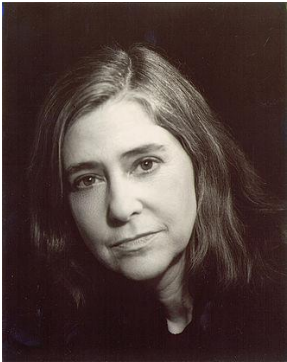
Hamilton, who popularized the term “software engineering,” took some chiding for it. Critics said it inflated her work’s importance, but today, when software engineers represent a fervently sought-after segment of the work force, no one is laughing at Margaret Hamilton. When the Apollo missions were planned, the process of writing code began on large sheets of paper. A keypunch operator would create holes in paper cards. “Not too many people know what punch cards are anymore,” says Paul Ceruzzi, a curator emeritus at the Smithsonian’s National Air and Space Museum, who has known Hamilton for the past two decades. The museum holds the Hamilton’s Apollo Flight Guidance Computer Software-archival material including printout sheets, which show results of guidance equation calculations. When the computer’s output identified no problems, software engineers would “eyeball” the listings, verifying that no issues required attention.

A math lover from an early age, Hamilton transformed that affinity, becoming an expert in software writing and engineering following her departure from college. When her husband was attending law school at Harvard in 1959, she took a job at MIT, learning to write software that would predict the weather. In 1960, she began programming systems to locate enemy aircraft.

As a working mother, she took her young daughter to the MIT Instrumentation Laboratory with her at night and on weekends. One day, her daughter decided to “play astronaut” and pushed a simulator button that made the system crash. Hamilton realized immediately that the mistake was one that an astronaut could make, so she recommended adjusting the software to address it, but she was told, “Astronauts are trained never to make a mistake.” During *Apollo 8*’s moon-orbiting

flight, astronaut Jim Lovell made the exact same error that her young daughter had, and fortunately, Hamilton’s team was able to correct the problem within hours. But for all future Apollo flights, protection was built into the software to make sure it never happened again. Over time, Hamilton began to view the whole mission as a system “Part is realized as software, part is ‘peopleware’, part is hardware.” *{photo of Hamilton from 1995. She is 83 years old.}*

Hamilton’s work may not be widely known to those outside the scientific community, though her achievements have been memorialized with the **2017 introduction of a Lego Margaret Hamilton action figure, part of the Women of NASA collection.** It portrays Hamilton as a small, big-haired, bespectacled hero whose Apollo code stacked up to be taller than she was. The National Air and Space Museum now holds the prototypes for these figures. Software engineers are not generally viewed as **courageous action figures.** ☺



GOURMET or JUST PLAIN TASTY OUTINGS

Our branch has two regular restaurants for our traditions as we enter our 47th year- The Occoquan Inn for December holiday get-together and Madigan’s in Occoquan for February Valentine’s/Presidents’/Where’s Spring? luncheon. And, we have members who volunteer their homes for the Fall Luncheon in September and the Annual Luncheon/Bruncheon in May. There are SO many other holidays or just days of the week to celebrate and enjoy a good meal and good friends! Please brainstorm or share what other groups in which you are involved do for outings.



From the *National Women’s History Alliance (formerly NWH Project)*

Smithsonian American Women’s History 100 will showcase the institution’s rich collection of art and artifacts that tell the story of women’s contributions to art, history, science, culture and education in a beautifully produced book to be published in the Fall of 2019.

To ensure you're hearing the latest announcements and updates on the Smithsonian Women’s History Initiative, you can simply get on their mailing list via <https://womenshistory.si.edu/join-the-community>.

AAUW Re-Launches Branch 5-Star Recognition Program

From the early 1990s for about 15 years, there was a state and branch program which encouraged us to earn stars to be honored at national and state conventions. The new program is outlined below, with highlighted actions our branch has already addressed. Your board will keep you apprised of continued reaching of goals.



Programs

- Host 3-5 strategic plan- related programs (e.g., Forum on economic security, Work Smart Online Training Day, Operation Equity: Reading for Results participation, panel on women and leadership) in FY20.
SUCCESS! Conference, Women in STEM follow-up
- Representative(s) from the branch complete the community resource mapping exercise.



Advancement

- \$30 per capita (member) gift raised for greatest needs. Shift focus in branch giving from fellowships and grants/LAF to greatest needs or strategic plan focus areas by 50%.
- *Retain 90% or more of your branch membership and submit annual dues by September 30.*



Communications & External Relations

- All existing websites and social media presences include an Economic Security Focus and Work Smart Online.
- (Note: Monthly posts are required for social media; Work Smart Online must be included on the website home page.)



Public Policy & Research

(Note: States that do not have annual legislative calendars are only required to complete two activities.)

- Conduct an annual meeting with U.S. representative(s) and/or state legislators around a strategic plan area of focus.
- *Ensure a branch public policy chair is appointed who collaborates with the state public policy chair.*
- Host at least one public event where Action Network sign-ups are collected. *November joint meeting*



Governance & Sustainability

- *Align planning with state and AAUW national strategic plans.*
- Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership.

HERstory – Writing Women into History

How Annie Oakley, “Princess of the West,” Preserved Her Ladylike Reputation - Born in 1860 on August 13th, the famed female sharpshooter skillfully cultivated an image of a daredevil performer with proper Victorian morals {By [Jess Righthand](#), SMITHSONIAN.COM AUGUST 11, 2010}

“Famous Woman Crack Shot. . . Steals to Secure Cocaine.” It would have seemed in 1903, when this headline first appeared, that Annie would be the last woman behind such a despicable act. And yet it was she, the newspapers claimed, who was in a Chicago prison for stealing a man’s breeches to get her fix. This 28-year-old woman, the newspapers claimed, looked to be almost 40, her “striking beauty” entirely gone from her face. The headlines were laden with fallacies. Having retired from Buffalo Bill Cody’s Wild West Show in 1901, Oakley had been leading a quiet existence on the New Jersey shore, far from the scene of the alleged crime and had never used cocaine. Newspapers across the country got wind of the story and headlines inundated the national media. The true culprit was a burlesque performer- Maude Fontanella, “Any Oakley”. Oakley demanded that the newspapers retract their stories, but it was too late. The damage to her formerly pristine public image as the “princess of the West” inside the shooting arena and a proper Victorian lady in all other aspects of life had been done. All that was left was to seek retribution. For the next seven years she would sue 55 different newspapers for libel, the largest action of its kind in history. When her last appeal concluded in 1910, she had won or settled 54 out of 55 suits, winning the then enormous sum of \$27,500 in her suit against Hearst’s newspapers. In spite of all her legal victories, Oakley actually lost money once expenses were accounted for; **vindicating her reputation was more important.** {Editor’s note- When I was 4, I wanted to be Annie Oakley. ☺}

Marian Anderson (1897-1993) Conductor Arturo Toscanini dubbed her a once-in-a-hundred years talent, and yet music schools in her home town of Philadelphia would not entertain her as a student, and she did not find true fame until she left Jim Crow America behind and went to Europe. Even at the height of her fame, African-American contralto singer Marian Anderson encountered barriers erected solely because of the color of her skin. And yet, she kept pursuing her love, with the support of her church and community, a launch to fame via an adoring European audience, and her refusal to bow down to American segregationist policies. An **exhibition at the National Portrait Gallery traces the trajectory of Anderson’s life**, from young ingenue to European concert hall star to civil rights pioneer to cultural icon. But, Anderson “always grappled with this label - an iconic symbol.” The exhibit, “One Life: Marian Anderson” attempts to show that tension—the private and humble Anderson versus the worldwide phenom. If known at all today, Anderson may be remembered by many as a figure in the Civil Rights Movement. At her peak, however, she “was the Beyonce of her day”. Soon, Anderson will be back in the limelight and known more fully again—she is **the subject of a documentary by a Philadelphia-based filmmaker** that will make the rounds this fall, and in 2016, the U.S. Treasury Department announced that her historic performance at the Lincoln Memorial in 1939 will appear on the back of the \$5 bill starting sometime in the 2020s. {Smithsonian 8.14.2019}

In 1940, 12-year-old **Maya Angelou** moved with her mother and brother from Stamps, Arkansas, to San Francisco, California. She studied acting and dance at the California Labor School, attended the Unity San Francisco church and, at the age of 16, got a job as a conductor on the city’s streetcars. It is likely that she was the first African-American female hired for the position. Now, **San Francisco is planning to honor the poet, author and Civil Rights activist with a sculpture that will sit outside the Main Library**, in the city’s Civic Center. The initiative is part of a larger push to lessen the gender gap- of the 87 statues that dot the city, only two honor historical women: one of Senator Dianne Feinstein, which sits outside the office where she once served as San Francisco’s mayor, and the other, located near Laguna Honda Hospital, pays tribute to Florence Nightingale. {Editor’s note: I met Maya Angelou twice among audiences of over 1000- once after she presented her keynote to educators at an ASCD conference and the second when she shared verse, song, and stories to students at a program on “Passion” at UVa’s sports arena. Her presence was awesome, as was her hug- accepting a gift from my students.}

Toni Morrison, the Nobel Laureate and author of 'The Bluest Eye' and 'Beloved,' has died at the age of 88. Morrison published 11 novels over the course of her career, along with several books of non-fiction, scattered short stories, children’s books, a couple plays, and an opera libretto- including her debut novel, *The Bluest Eye*, 1977’s *Song of Solomon*, and 1987’s *Beloved*, which is widely considered her masterpiece and won the Pulitzer Prize for Fiction. In 1993, Morrison became the first black woman from any nation to win the Nobel Prize for Literature, with “... poetic import, gives life to an essential aspect of American reality.”

Calendar for 2019 Moving Forward to 2020

~~Tuesday, March 5: Asian American Women's Equal Pay Day (Asian Women v. White, non-Hispanic Men—\$0.85)~~

~~Tuesday, April 2: All women's Equal Pay Day (Women overall v. Men overall—\$0.80)~~

~~Friday, April 19: White women's equal pay day (White, non-Hispanic Women v. White, non-Hispanic Men—\$0.77)~~

~~Monday, June 10: Moms Equal Pay Day—(\$0.69)~~

~~Thursday, August 22: Black Women's Equal Pay Day (Black Women v. White, non-Hispanic Men—\$0.61)~~ *All have passed for this year's catch-up to last year when compared to men's 2018 pay.*

~~Monday, September 23: Native Women's Equal Pay Day (Native Women v. White, non-Hispanic Men - \$0.58)~~

~~Wednesday, November 20: Latinas' Equal Pay Day (Latinas v. White, non-Hispanic Men - \$0.53)~~

December Holiday Dinner at The Occoquan Inn ~ Date TBA

January's Movie Afternoon @ Ali's Home Theater ~ Date TBA

VA AAUW State Lobby Days: January 15th and February 12th (tentative)

February 8, 2020- "Looking Forward to Spring" Luncheon at Madigan's in Occoquan

March 7, 2020- Prince William-Manassas Regional Science Fair Judging

March 28, 2020- 30th Annual SUCCESS! Conference, Marsteller Middle School

April 17 - 19, 2020: VA AAUW State Conference in Alexandria! *The Northern District branches are coordinating the event. Our branch is planning the silent auction/tickets for the baskets!*

American Association of University Women's Mission:

*To advance gender equity for women & girls through
research, education, and advocacy.*

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, and socioeconomic status.

Woodbridge homepage: <http://woodbridge-va.aauw.net/> AAUW homepage: <http://www.aauw.org>

Northern District Co-Representatives: **Sara Anderson** sfpaaauw6382@aol.com and

Kate MacLeod bobmacleod@verizon.net

AAUW of Virginia homepage <http://aauw-va.aauw.net>