

**Vol 47, Number 6 ~ Woodbridge, VA Branch Newsletter ~ April, 2020**

**Calendar of Events**

<b>April 18<sup>th</sup></b>	<b>VA AAUW Virtual Business Meeting</b> See article inside for more details	<b>1 pm</b>
<b>May 7<sup>th</sup></b>	<b>Circle Drive-In for Required In-Person Branch Voting</b> <i>Stadium Parking Lot, Mc Coart Complex on PW Parkway</i>	<b>2 pm</b>
<b>Summer, 2020</b>	<b>Bruncheon @ Susan's Home in Manassas</b> <i>Looking forward to celebrating and reconvening ☺</i>	<b>12:30 pm</b>
<b>August 26<sup>th</sup></b>	<b>Women's Equality Day ~ 100<sup>th</sup> Anniversary of 19<sup>th</sup> Amendment</b>	

**President's Message: Next Steps on Full Speed Ahead...**

Our branch has had the greatest membership growth in both the last three years and in the last year when compared to the rest of Virginia branches. This is a credit to all of us – alumnae, rejoining members, new members, life members, and long-standing members! Next month we'll begin the renewal process; meanwhile...

In my last President's article, I ended with: Yes, there is a lot coming up, FULL SPEED AHEAD! That was before the corona virus pandemic hit. It is a life changer that affects every person. Some changes are inconvenient, like closing golf courses. Many are significant changes- such as being laid off or unable to visit relatives in hospitals or nursing homes; social distancing is the new "normal".

AAUW at all levels is working hard to protect its staff and members while still supporting the mission:

- AAUW staff is working from home and using conference capabilities, like Zoom, to stay connected with each other and members. See more at <https://www.aauw.org/event/2020/03/aauw-and-the-impact-of-the-coronavirus/>.
- Since AAUW of VA requires an Annual Business meeting, there will be a Virtual meeting on April 18, starting at 1pm. See article below for more information. I hope all of you can participate.
- The AAUW of VA elections will continue as scheduled, as it is done electronically via email. Look for more information in the future.
- The main thing is for you and your family to stay safe. Remember that we are in this together and we are here to help each other. If you need someone to get you groceries or a prescription, please reach out. And, if you just need to talk, we are also here for that. Perhaps, we can have a virtual happy hour or afternoon dessert break where we can see each other from the comfort and safety of our home. Let me know your ideas.

**Sandy Lawrence**

[sandyaauw@juno.com](mailto:sandyaauw@juno.com)

## **Public Policy & Advocacy**

### **Local**

Thanks to Joyce, Barbara B, Sandy, and others- our newest members of the Prince William Board of County Supervisors have the "Equal Pay" resolution generated by VA AAUW to share. It was hoped that the resolution would be presented prior to our governor's executive order concerning COVID-19. Through many other venues prior to March, our branch members have connected with Margaret Franklin, Victor Angry, Kenny Boddye, and others- that's how the good word will spread. Please share with our branch board members any other connections to the PW BOCS that will help ensure that the resolution is addressed at the next available time frame.

### **State**

#### **Virtual AAUW-VA Annual Business Meeting To Be Held April 18, 1pm**

Because of the cancellation of our 2020 state conference, we will be holding the required Annual Business Meeting on April 18 beginning at 1:00 p.m. It will be a virtual meeting using the Zoom remote conferencing program. We anticipate that the meeting will not last more than an hour and a half, and of course, it may be shorter, depending on how quickly we complete the required business. Also, **we will be producing an online program book** which we will distribute before the meeting. It will contain the agenda, all the reports submitted by branches, districts and state board officers, plus the very creative ads that many of the branches, state board, and members submitted. Thanks one and all! We are excited that we may have a wider audience for the program book than we would have had during the conference.

**Please register for the Annual Business Meeting using this link:**

<https://www.signupgenius.com/go/20f0d4eaba828a3f58-aauw>

As soon as all the arrangements are finalized for the Annual Business Meeting, we will be emailing information to those who have registered in advance, as well as to the branch presidents to pass on to other branch members. **Stay tuned for more information.** In the meanwhile, please stay safe and be well.

**Carol Stephens and Leslie Tourigny, AAUW-VA Co-Presidents**

### **National**

**(NEWSER, 3.24.2020)** – If a commission's recommendation is accepted, young women will have to register for the draft when they turn 18, just like their male counterparts. After a three-year study into whether women should be eligible for the draft, the panel has decided they should, reports Politico. The outlet got the first look at the commission's report to the Pentagon. "This is a necessary and fair step, making it possible to draw on the talent of a unified Nation in a time of national emergency," the 11 commissioners write. It next goes to the White House and to congressional staffers, and it would be up to lawmakers to change the law if they wish.

Forced conscription was abolished in 1973, notes the Military Times, but men are still required to register. In addition to the commission's report, the matter is being addressed in the courts as well. A federal appeals court is currently weighing whether a male-only draft registration is constitutional. About 224,000 women currently serve in the armed forces, notes Politico. And thanks to a Pentagon move five years ago, they can serve in combat roles. (The Green Berets will soon have its first female member.)

**Sandy Lawrence, Public Policy Chair**

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

## Checking in with Our Members & Friends

We have grandbaby photos to share from **Barb B.** Our Richmond VCU Master's grad **Lyndsay** has honor being accepted in the Army's intelligence program and will begin training in Missouri soon. packed her 2011 periwinkle blue SUCCESS! shirt weeks. **Lucy, Andrea, Tammy, and Chalet** are



their students through learning. **Susan's** and yards have celebrated



and **Martha.** received an training She just to go in 3 supporting virtual **Irene's** spring with



**Susan F.** and her husband have sold their house & building a new one in Alexandria - now sheltering in place with SUCCESS! presenter and physical therapist daughter **Lindsay's** family. Our favorite fitness trainer, **Michelle** and her husband celebrated their business' members on Pi Day- she continues to share the great relationship and learning from our branch members and programs. **Sandy** is joining with district rep, Sara, to be a co-director for the new term when we vote on the 18<sup>th</sup>. **Lillian G** is in the next stage of recuperation from the awful car accident she and John endured the week after our holiday dinner- she can put weight on her rebuilt knee as of last week. **Toni's** "hanging in there" and sent us the early spring weather from Florida. ☺ Kristina's son has been working on the Micron binary beads birthday bracelets (hmm, B to the fourth!) for his service project and for the VA AAUW state conference and SUCCESS! Birthday twins for the day this newsletter reaches your inbox- **Dorothy & Susan B** – are looking forward to when we can celebrate for real! **Paige and Pam** are working on their graduate studies with distance learning and are both planning their SUCCESS! Conference presentations. **Cassidy** stayed in Radford as a nanny as she completes her Master's courses, where she is in an area that has one case of VOVID 19.

**Karen** became her own personal travel guide throughout the state of Oklahoma as she prepare her dad's homestead to be passed to a new family. Her photos are so awesome, both taken near sunset!

Please share with me what you have been up to & how you and yours are dealing with our new normal, even just to check in to let us know where you are sheltering. Photos are fun, too!



**Susan Bardenhagen**

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### *National Women's History Alliance*

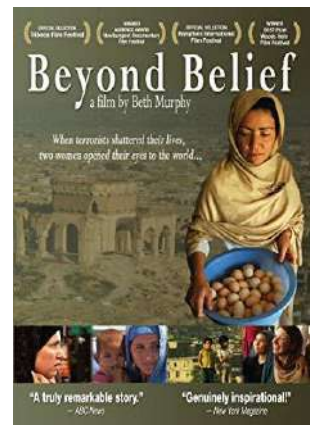


*National Women's  
History Alliance*

One more organization that is providing virtual opportunities is the *National Women's History Alliance*, formerly *The National Women's History Project*, a long-time provider of SUCCESS! Conference materials. In addition to on-line book forums, check out the website: <https://nationalwomenshistoryalliance.org/>

## Our January Program: “Experiencing Another Culture- Living among Muslim Women”

On Sunday, January 12<sup>th</sup>, “Joyce’s Home Theater” hosted us in Woodbridge for a two-part program. Irene, her friend Tula, Susan B., Kristina, Sandy, Susan F.- joined Joyce and author, Lorie Brush. First, we viewed “Beyond Belief”. *Susan Retik and Patti Quigley, two women who were widowed by the September 11<sup>th</sup> attacks were pregnant at the time of their husbands’ deaths and became close friends in the aftermath of their tragedies. Rather than turning inwards, grief compels these women to focus on the country where the terrorists who took their husbands’ lives were trained. Inspired by the outpouring of support they had each received from friends, family and strangers, the two women decided to they wanted to help widows in Afghanistan rebuild their lives after decades of war and oppression. In May 2006, Retik and Quigley traveled to Kabul to meet the women they had been supporting in person.* The film recounts the journey of the American and Afghani women.



Next, local author **Lorelei Brush**, shared her novel, Uncovering. Since 1996, Dr. Brush has worked in international education, spending 2006 to 2008 managing a large USAID-funded education project in the northwest Pakistan. Its purpose was to train 10,000 teachers from Grade 1 through high school in state-of-the-art teaching methods for English, math and science. During these years abroad, she directed a staff of about two hundred seventy and completed her Doctor of Ministry degree, which included an intensive study of Islam. The Pakistani women with whom she worked

inspired her first novel, Uncovering, a tale of a group of Pakistani women confronted with the severe restrictions of fundamentalist Islam.

For our branch program, Lorie shared her shawls with the audience and taught us how these are worn in liberal, conservative, and fundamentalist families. Sandy and Kristina shared personal experiences related to the program. Lorie read special passages from her book and several attendees purchased a copy.



## **30<sup>th</sup> Annual “SUCCESS!” STEAM Careers Conference – POSTPONED to later in 2020**

The 30<sup>th</sup> “Girls + Math + Science = SUCCESS!” STEAM Careers Conference will be held at Marsteller Middle School in Bristow. In celebration of the 100<sup>th</sup> anniversary of women’s suffrage, this year’s women’s style shirts will be purple with the front text in gold and the sponsors’ logos in white on the back - like the suffragists’ colors. We are inviting our alumni presenters, representatives of our longtime sponsors and organizations, and welcoming students in grades 5-12 and the adults (parents & teachers) in their lives to participate.

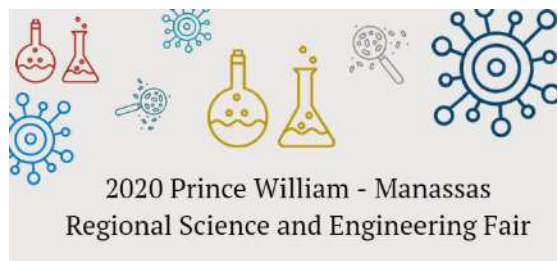
Delta Sigma Theta Sorority, Prince William Alumnae Chapter will be coordinating their mentoring program and academy to coincide with the program and volunteering at the conference. Micron, Lockheed Martin, NOVEC, ProChain Solutions/Washington Spirit, and NOVA SySTEMic will continue as major corporate/t-shirt sponsors. An additional major sponsor that we are SO pleased to have rejoining us from 2004, is *Soroptimists International of Manassas*. Their mission statement aligns closely with AAUW’s and the conference’s goals.

When schools can reopen, we will reschedule the conference- perhaps in August near the 100<sup>th</sup> anniversary date of women’s suffrage or in the fall. I have received reassuring and supportive emails from our presenters and registrants. Also, with this large amount of time, I have been organizing and filing the 30 years of notes and

presenter information- reconnecting with so many people! There are 600 on the roster of presenters, special speakers, and keynote speakers (from the 1990s); at least half are still in our contacts list! You know how I love validation for what we're doing. Several of the *GMU's National Society of Collegiate Scholars* who presented panel workshops for students and parents about deciding on a major and attending college, have gone on to become dentists, directors of non-profits supporting equity and communities, and working on dissertations...

**Susan Bardenhagen**

**[successSTEAMconference@gmail.com](mailto:successSTEAMconference@gmail.com)**



### **Prince William-Manassas Regional Science & Engineering Fair**

On Saturday, March 7<sup>th</sup>, five branch members interviewed the presenters of 96 projects of students in grades 6-8 at the PWCPS Kelly Leadership Center. **Suzanne, Susan, Andrea, Barbara O, and Joyce** then narrowed the group to seven projects to consider

for our awards. 1<sup>st</sup>, 2<sup>nd</sup>, and 3<sup>rd</sup> places were chosen with four honorable mention awards given as well.



**Sheila**, in Microbiology “H2Eww, The the Bacteria Growth”. Our fair coordinator, cards, thumb drives, and books – for all of

First place, **Chiara**, in Computer Science “How Easily Can You Get Hacked?”, from Pennington Traditional School- also earned honorable mention in her category. Second place, **Alexia** Sawwa, (one of our 2019 awardees) in Animal Sciences, in which she received first place, “279 Ways to Regenerate” from Reagan Middle School. Third place, team of **Jai & Urjita**, in Plant Sciences “Factors that Affect Seed Growth” also from Reagan MS. The judging team selected four honorable



mention winners- **Melat**, in Rust!” from Porter Traditional awardee), in Medicine & Health Worms! The Effect of Artificial Regeneration” from Benton Middle School- she category; **Kimiya**, in Biochemistry “The Effect Degree of Whiteness” from Reagan MS; and Effect of Different Drinking Water Types on Suzanne, had a great variety of prizes- gift our 2020 recipients!



### **SLATE of NOMINEES for OUR BOARD for 2020-2022**

Our nominating committee, chaired by Susan B., puts forth the following for our branch board's officer positions. Both are incumbents and wish to serve another term: Program Vice-President- **Susan Bardenhagen** and Finance Officer (Treasurer) – **Karen Wolf**. Thank you to Andrea, Suzanne, and Irene for helping with the nominations committee.

We need to update our by-laws to be able vote by email as VA AAUW and AAUW currently do. That being said, our voting needs to happen in person. A few of us thought it might be fun and full of fresh air to have a circling of our wagons with nine members- our quorum and one less than the ten too many for a group- in the stadium parking lot behind the McCoart building at **2 pm on Thursday, May 7<sup>th</sup>**. Please reply to the email that includes this newsletter if you would like to a member of the “Branch 9”. ☺

## STEM & STEAM from Susan & Susan

**Become an Olympic Skateboarder or MIT Architect? Alexis Sablone Chose Both ~ The seven-time X Games medalist has a master's degree in architecture, designed a public sculpture in Sweden, and has her sights on the Tokyo Olympics- now, also postponed to Summer, 2021.**



**March 19, 2020, 8:30 AM - 4:45 PM**

**National Academy of Sciences, Kavli Auditorium  
2101 Constitution Avenue NW, Washington, DC 20418**

This symposium shared the key messages and findings of a soon-to-be released National Academies report focused on addressing the underrepresentation of women in science, engineering, and medicine, which was made possible by the sponsorship of the National Institutes of Health, the National Science Foundation, and L'Oréal USA. Among the key issues

the report addresses are:

- How women's participation and leadership varies across scientific, engineering, and medical disciplines
- How the intersection of race and gender affects women of color in science, engineering, and medicine
- Which interventions can produce sustained improvements in the representation and leadership of women in science, engineering, and medicine
- Why effective interventions haven't been scaled up or adopted at more institutions

Thank you all for participating in our recent symposium focused on addressing the underrepresentation of women. We are excited to share that the recording of the event is now posted on the event page here: <https://www.nationalacademies.org/event/03-19-2020/symposium-on-addressing-the-underrepresentation-of-women-in-stemm>. Please feel free to share widely with your networks!

If you are interested in reading the report that provided the foundation for this event, you can download it for free at: <https://www.nap.edu/catalog/25585/promising-practices-for-addressing-the-underrepresentation-of-women-in-science-engineering-and-medicine>.

If you enjoyed this event, you may be interested in our next virtual workshop, on April 7-8 focused on addressing the underrepresentation of women of color in tech. More information can be found on the registration for that event here: <https://www.eventbrite.com/e/addressing-the-underrepresentation-of-women-of-color-in-tech-day-1-tickets-97787698639>.

Lastly, if you would like to keep up to date with the future work of the Committee on Women in Science, Engineering, and Medicine, please subscribe to our email: <https://www.nationalacademies.org/cwsem/committee-on-women-in-science-engineering-and-medicine>.

Thank you all again for sticking with us, event with the last minute switch to a virtual format. We look forward to sharing the key messages of the report in the months ahead, so please don't hesitate to reach out if you would like someone involved with the report to speak at your organization or institution!

Warmly, Alex Helman and **Ashley Bear** *{keynote speaker at local STEAM 5.0, Karen, Andrea, Susan attended}*

**THE AVERAGE "EQUAL PAY" DAY FOR THE AMERICAN WOMAN IN 2020 IS MARCH 31<sup>ST</sup>. PLEASE REFER TO THE LAST PAGE FOR THE TIMELINE.**

(NEWSER) – Women carry out a lot of unpaid jobs, from housework to child care and beyond. Just how unpaid is it? For International Women's Day, coming up Sunday, Gus Wezerek and Kristen R. Ghodsee looked at an Oxfam analysis that calculated how much women would have made had they been paid minimum wage for all the work they do that's typically "invisible" to economists. The results? Last year in the US, they would have earned \$1.5 trillion, the authors write in the *New York Times*. Around the globe, they would have made \$10.9 trillion—that's more than the world's 50 biggest companies made, put together, in 2018. They also note that "although the gender gap in unpaid labor has narrowed, women still perform a disproportionate amount of unpaid work—and on top of their full-time jobs."

Some may write off this unpaid labor due to "traditional expectations that caring for children, the elderly, and the infirm should be done gratis within the family," the authors write, but one must only look to "the long Friday" to see how much of an impact women's largely silent work has. That was the day in 1975 that 90% of Icelandic women refused to do any housework or child care, including cooking, leading men to bring their kids to work and flood restaurants. A year after that, the country passed a bill guaranteeing equal pay for women, and Iceland today has one of the highest rates of female participation in the labor force. "What the example of Iceland shows us is that women provide a huge unacknowledged subsidy to the smooth functioning of our economies, which would grind to a halt if women stopped doing this work," the authors write.

**For Only 2nd Time, Women Have Done This in the Workforce - Not since 2010 have women held more jobs than the guys**

By Jenn Gidman, Newser Staff, Posted Jan 11, 2020 6:30 AM CST

(NEWSER) – In what the *Wall Street Journal* says could be a sign of the "future of the American workforce," Labor Department data released Friday revealed who's taken hold of the most jobs in the US—and it's the ladies. Not counting the self-employed and farmworkers, women held 50.04% of all jobs in December, with 109,000 more women on payrolls than men. Of the 145,000 jobs added last month, women nabbed 139,000 of them, per Labor Department stats. The *Washington Post* notes it's only the second time women have outnumbered the guys: The last time women took the majority like this was during a 10-month stretch between June 2009 and April 2010, right after the Great Recession, when men had trouble keeping jobs in typically male-dominated industries such as construction and manufacturing.

As we look toward the presidential election this year- in the months ahead, AAUW will be watching closely to see where candidates stand on these five issues:

- **Equal Pay for Equal Work.** To close the stubborn wage gap, we need leaders who will pass the federal Paycheck Fairness Act and advocate for laws and policies that ensure women are not discriminated against at work.
- **Investing in Education.** Education is the pathway for women and girls, but too many of our schools are falling short. We need to raise teacher pay, invest in STEM education, protect Title IX and make education a top national priority.
- **Reducing Student Debt.** Women hold two-thirds of the nation's \$1.46 trillion educational debt. Policymakers should protect grant programs, champion tuition- and debt-free options and expand loan forgiveness programs.
- **Strengthening Social Security.** Because of lower wages and time off from work, women collect about \$320 a month less than men do in Social Security benefits. Our lawmakers need to address the retirement wage gap women face.
- **Implementing Paid Leave.** The U.S. is the only developed country without paid family and sick leave. Let's adopt policies to give workers paid time off for illness and caregiving.

On March 12<sup>th</sup> in 1912, **Juliette Gordon Low** brought 18 girls in Savannah, Georgia, together to form the first **Girl Scout** troop. Now the largest educational organization for girls, with over 2.5 million members, the group still maintains Low's vision of helping girls develop courage, confidence and character.

Stacey Bousho of Michigan is the winner of the #IHeartWater photo contest. She explains that the photo was taken at the **Girl Scouts** of Southeastern Michigan first annual Girl Scout Camporee, in August 2019: The Girl Scout's AMAZING Outdoor Education Specialist Liz Bruen planned and implemented the entire weekend. This picture was taken at one of the stations she had set up for the girls to learn about water and conservation efforts. *{from the Project WET Newsletter, 2.27.2020 Contest Results. Susan & Susan have taken the Project WET courses.}*



## **THE DEFIANCE OF FLORENCE NIGHTINGALE ~ Scholars are finding there's much more to the "lady with the lamp" than her famous exploits as a nurse in the Crimean War**

BY JOSHUA HAMMER; PHOTOGRAPHS BY TINA HILLIER, SMITHSONIAN MAGAZINE | March 2020

She's the "avenging angel," the "ministering angel," the "lady with the lamp"—the brave woman whose name would become synonymous with selflessness and compassion. Yet as Britain prepares to celebrate Florence Nightingale's 200th birthday on May 12—with a wreath-laying at Waterloo Place, a special version of the annual Procession of the Lamp at Westminster Abbey, a two-day conference on nursing and global health sponsored by the Florence Nightingale Foundation, and tours of her summer home in Derbyshire—scholars are debating her reputation and accomplishments.

Detractors recently have chipped away at Nightingale's role as a caregiver, pointing out that she served as a nurse for only three years. Meanwhile, perhaps surprisingly, some British nurses themselves have suggested they are tired of working in her shadow. But researchers are calling attention to her pioneering work as a statistician and as an early advocate for the modern idea that health care is a human right. Mark Bostridge, author of the biography *Florence Nightingale*, attributes much of the controversy to Nightingale's defiance of Victorian conventions. "We are very uncomfortable still with an intellectually powerful woman whose primary aim has nothing to do with men or family," Bostridge told me. "I think misogyny has a lot to do with it."

To better understand this epic figure, I not only interviewed scholars and searched the archives but went to the place where the crucible of war transformed Nightingale into perhaps the most celebrated woman of her time: Balaklava, a port on the Crimean Peninsula, where a former Russian military officer named Aleksandr Kuts, who served as my guide, summed up Nightingale as we stood on the cliff near the site of the hospital where she toiled. "Florence was a big personality," he said. "The British officers didn't want her here, but she was a very insistent lady, and she established her authority. Nobody could stand in her way."

Florence was named in honor of the Italian city where she was born on May 12, 1820. Her parents had gone there after being married. Her father, William Nightingale, had inherited at age 21 a family fortune amassed from lead smelting and cotton spinning, and lived as a country squire in a manor house called Lea Hurst in Derbyshire, set on 1,300 acres about 140 miles north of London. Tutored by their father in mathematics and the classics, and surrounded by a circle of enlightened aristocrats who campaigned for outlawing the slave trade and other reforms, Florence and her older sister, Parthenope, grew up amid intellectual ferment. But while her sister followed their mother's example, embracing Victorian convention and domestic life, Florence had greater ambitions.

On March 4, 1933, President Franklin D. Roosevelt appointed Frances Perkins to the position of Secretary of Labor, making her the first woman to serve as a member of the United States Cabinet. Perkins' progressive labor reforms were guided, in part, by her experience of witnessing the horrors of the 1911 Triangle Shirtwaist Factory fire. *{Editor's note: As I was putting pieces for newsletter this week, Ms. Perkins was the answer on Jeopardy.}*



## AAUW Re-Launches Branch 5-Star Recognition Program:

The new program is outlined below, with highlighted actions our branch has **already addressed** and **planned actions**. 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. **1-January program on Exploring Diverse Cultures of Women, 2- Science Fair Judging, 3- AEW Presentations & Testimonial**
- **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.**



### 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.**

**Two of our three remaining activities can be part of a June “Zoom” meeting. Ideas for the Action Network sign-up?**

## Moving Forward in 2020

**3.5.2019→2.11.2020: Asian American Women's Equal Pay Day**

(Asian Women v. White Men - \$0.90)

**4.2.2019→3.31.2020: All Women's Equal Pay Day**

(Women overall v. Men overall - \$0.82)

**4.19.2019→4.9.2020: White women's equal pay day**

(White Women v. White, non-Hispanic Men - \$0.80)

**6.10.2019→6.4.2020: Mom's Equal Pay Day** (Moms vs Dads - \$0.70)

**8.22.2019→8.13.2020: Black Women's Equal Pay Day**

(Black Women v. White Men - \$0.62)

**9.23.2019↓10.1.2020: Native Women's Equal Pay Day**

(Native Women v. White Men - \$0.57)

**11.20.2019→10.29.2020: Latinas' Equal Pay Day**

(Latinas v. White, non-Hispanic Men - \$0.55)

*The trend has been upward and improving from 2019, except for Native American Women.*

**Summer Brunch & Annual Meeting, 12:30 pm** @ Susan's home in Manassas. Our Science & Engineering Fair winners have been invited to share their projects.

**VA AAUW SUMMER LEADERSHIP MEETING 2020** is scheduled to be held at Sweet Briar College 134 Chapel Road, Sweet Briar, VA 24595 on July 25<sup>th</sup>.

Groundbreaking for the  
Turning Point Suffragist Memorial

*Dedication planned for Suffrage Centennial on August 26, 2020*

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](mailto:sfpaaauw6382@aol.com) and

**Kate MacLeod** [bobmacleod@verizon.net](mailto:bobmacleod@verizon.net)

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