

**Vol 48, Number 1 ~ Woodbridge, VA Branch Newsletter ~ September, 2020**

**Calendar of Events**

<b>October 8<sup>th</sup> Thursday</b>	<b>AAUW Webinar including Sandy &amp; Susan- 5-Star Branches During COVID's restrictions</b>	<b>3:30 pm</b>
<b>October 17<sup>th</sup> Saturday</b>	<b>Northern District Meeting Virtual Session "What's My Privilege - Identifying and Using Various Privileges for Good"</b>	<b>10 am-2 pm</b>
<b>October 28<sup>th</sup> Wednesday</b>	<b>"Chasing the American Dream" Lorie Brush, Author (See inside for details.)</b>	<b>7 pm Zoom</b>

**President's Message**

Hot off the wire- our branch is one of just eleven in the US to earn all **5-Stars!!**

Although we are “staying home” in the midst of this historic pandemic, we are staying connected by phone, through email, and the miracle of “Zoom” technology. Thanks to all who participated in AAUW-VA’s State Business Meeting on April 18, 2020. During that very full meeting, we emphasized the importance AAUW-VA would be putting on Getting Out the Vote (GOTV) during the coming months. Your constitutional rights are not paused during a national crisis, but the constraints imposed by the pandemic will be a factor during the upcoming state and national elections. As a result, voter access to the polls is receiving heightened attention.



***Recent Statement from California's Secretary of State: "Voting is the oxygen of our democracy."***

I will admit I am not a fan of fall. Shorter daylight hours, colder temperatures and don't get me started about all the leaves that will need raking. But after this spring and summer, I have to admit I am looking forward to fall, hoping that things get better. AAUW leaders are positive and have been planning for the upcoming year, in the face of an unknown future.

I hope you had an opportunity to attend at least one session of the Summer Leadership Meeting. Each day had a distinct topic and the speakers and information presented was great. You can get meeting notes and resources at <https://aauw-va.aauw.net/summer-leadership-meeting/>. At the same time, the state board met to plan for the upcoming year. Board members are planning activities, as both in-person and virtual events, to continue to forward the AAUW Mission.

I hope that you will be able to attend the Northern District Zoom meeting October 17<sup>th</sup> from 10 am to 2 pm. Stay safe, continue to practice social districting, and get that rake out.

**Sandy Lawrence**

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

## Public Policy & Advocacy

### State



Governor's Mansion when the ERA was ratified by Virginia on January 15, 2020- we're still celebrating our part of history!

We are preparing a separate branch newsletter for the ongoing celebration of the Centennial of the 19<sup>th</sup> Amendment which will include more news and items. There will be programs and events, so keep your purple, white, and gold banners and sashes handy.

### National

**AAUW supports vote by mail; on-line registration; early voting; no excuse absentee voting; and in-person voting with proper health precautions – anything to make voting easier and more accessible.**

Many AAUW-VA branches have made important contributions to getting out the vote in the past.

Facilitating Virginia voters' access to the polls was a particular focus of the recently concluded Virginia legislative session. As a result, Virginia's state legislators passed, and Governor Northam signed a number of major legislative measures to expand voter access, measures that look especially prescient in light of the current health crisis. These measures will take effect July 1, 2020 (except where indicated) and include:

- ~ No-excuse absentee voting and no-excuse early voting 45 days prior to an election;
- ~ Elimination of the requirement for a picture ID at the polls;
- ~ Designating election day as a Virginia state holiday;
- ~ Implementing automatic voter registration for individuals accessing service at a DMV office or DMV website; and
- ~ Same day registration (not effective until Oct. 1, 2022).

### **DATES TO REMEMBER FOR 2020 ELECTION DAY**

**November General Election: November 3, 2020**

**Early walk-in voting (no excuse) begins\*: September 19, 2020**

**Deadline to register to vote: October 13, 2020**

**Deadline to request absentee ballot by mail: October 27, 2020**

**Early walk-in voting ends: October 31, 2020**

\*You will need to determine the early voting locations in your district, as they will vary from district to district.

<https://www.elections.virginia.gov>.

**Sandy Lawrence**, Public Policy Chair

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

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## AMERICAN ASSOCIATION OF UNIVERSITY WOMEN'S HISTORY

AAUW was started in 1881 by 17 women college graduates who joined together to find greater opportunities to use their education and to open the door for other women to pursue higher education. The members represented a handful of women with college degrees at a time when their first efforts were devoted to things like countering then-perpetuated myths that a college education harms women's health and results in infertility. In 2018, AAUW had 170,000 members and supporters strong, with branches in every congressional district, state, and U.S. territory. AAUW has established a legacy over 137 years across a range of issues that have all advanced equity for women and girls.

Since 1888, AAUW's fellowships and grants program has awarded more than \$115 million to more than 13,000 women and nonprofit organizations in more than 140 countries — making it a leading source of funding exclusively for graduate women. Support for education has ranged from helping to raise funds to buy a gram of radium for Marie Curie's research, to establishing the Coretta Scott King Fund following the assassination of Martin Luther King Jr., to promoting civil rights and the study of racial understanding and peace. Since the

1880s, **AAUW** has been improving education for women. **AAUW** held colleges and universities accountable for admitting and advancing women at a time when few had the opportunity to pursue higher education. Our survey *Campus 1970: Where Do Women Stand?* helped lead to the creation of Title IX. Now that women graduates outnumber men, we tackle ongoing barriers, bias, and harassment women face on campus; the fact that women lack professional and leadership opportunities; and that women still incur two-thirds of the nation's student debt and graduate to a gender pay gap.

In 1945, **AAUW** sent delegates to represent women's interests at the UN Conference on International Organization in San Francisco resulting in the establishment of the United Nations. In 2008, **AAUW** received Special Consultative Status with the United Nations Economic and Social Council to provide our well-respected expertise and guidance to advocate for UN policies that advance the economic, political and educational development of girls and women globally. During World War II, **AAUW** was the first women's organization in the US to urge the government to repeal the Neutrality Act and come to the aid of the Allies, and the organization worked with the International Federation of University Women (IFUW) and British Federation of University Women (BFUW) to help support research opportunities for female scholars displaced by the Nazi-led occupation.

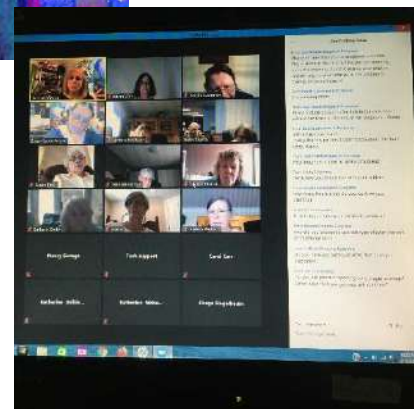
**SOME NOTABLE AAUW MEMBERS** First Ladies Eleanor Roosevelt, Claudia Alta "Lady Bird" Johnson, Lou Henry Hoover, and Grace Coolidge. Nobel Prize Winner and Hull House founder Jane Addams. Suffragists Carrie Chapman Catt and May Wright Sewall. Cabinet Secretaries Frances Perkins (Labor), Juanita Kreps, Ph.D (Commerce, and AAUW Achievement Awardee), Patricia Roberts Harris, J.D. (Housing and Urban Development; Health and Human Services), and Attorney General Janet Reno, J.D. Congresswomen Edith Green (D-OR, and AAUW Achievement Awardee), Patsy Mink (D-HI), and Constance Morella (R-MD). First woman elected to the National Academy of Sciences and AAUW Achievement Awardee Florence Sabin, Ph.D. President of the National Council of Negro Women, Alpha Kappa Alpha President, and Obstetrician Dorothy Boulding Ferebee, M.D. Anthropologist and AAUW Achievement Awardee Margaret Mead, Ph.D. *And, most importantly, all of you!* ☺

## First Branch Zoom Program Brings Members & Alumnae Together from Woodbridge to Oklahoma



Saturday morning, September 12<sup>th</sup>, at 11 am EST, artist Julie Dzikiewicz of the Workhouse Arts Center prepared a wonderful program. Thirteen members

joined us from Oklahoma- **Karen**, Ohio- **Marlene**, and northern Virginia- **Sandy, Susan, Andrea, Barbara & John, Eileen, Katherine, Barb B., Irene, Nancy**, and **Joyce/Doug/Ross**; alumna **Jeanne** joined us from South Carolina; new member **Colleen** joined us from Pennsylvania; and three of Julie's artist colleagues tuned in, too. There was great discussion and new learning, too! Julie is working on creating cards and t-shirts with her intriguing artwork. Here is the link to Julie's website: <https://gallerydz.com/> We are planning a fieldtrip to the Workhouse next year. Julie is preparing a virtual presentation for the "SUCCESS! Class of 2020's Virtual Program".



## Checking in with Our Members & Friends

A new member to us, transfer from Bethlehem, PA- **Colleen**, is headed south to King George this week to move close to her adult children in Fredericksburg. Two previous members have rejoined our roster- **Louise**, decided she missed the branch members and has rejoined- she looks forward to participating in programs! **Elizabeth** Blindauer is part of the University of Maryland's Distance Learning project and currently in the Middle East. Alumna member **Sharon** continues to support our branch by donating to the Greatest Need Fund in honor of our branch.



Member **Dorothy** and family celebrated her first great-grandchild, Leo, on June 11<sup>th</sup>. Her granddaughter, Leo's mom, officially completed her 3-year Residency and has been hired at the same hospital in Myrtle Beach.

**Karen** is in Oklahoma until mid-October, visiting so many interesting places (see her photo of the pumpjacks) and getting her father's home ready- she found this photo in her college annual at the age of 21.



**Tara** has both frontline and essential roles, as she is taking far more hospital calls to cover for colleagues with risk factors. **Irene** worked as a census worker, driving to many rural parts of Loudoun County.

The Prince William County School Board unanimously approved a recommendation to name the "13th High

School" Gainesville High School. The new school will open in August 2021. School Board Chairman Dr. Babur Lateef *{our member, Tara's husband}* shared that naming the school Gainesville recognizes a historic and growing area of Prince William County. The School Board unanimously approved naming



Gainesville High School's student services center after **Lillian** Orlich, esteemed school counselor and one of Prince William County Public Schools' longest-serving employees. Orlich retired from PWCS in 2017, after serving for 67 years as teacher then school counselor, at Osbourn High School in Manassas and then moving to Osbourn Park High School when the school opened in 1975. "I am excited that the student services center at the new Gainesville High School will be named after a remarkable educator and counselor, Ms. Orlich... She is the kind of educator who will change lives for generations to come. Her kindness, love for her students, and commitment to



service are characteristics we should all aspire to have," shared Gainesville School Board Representative Adele Jackson. *(Lillian downsized to an apartment and made sure that treasured items went to good homes- see member Kristina's son Tucker, a junior at OPHS with his school's blanket from Lillian!)*

**Lyndsay** has finished the first stage of her Army intelligence training at Ft. Leavenworth, beginning mid-April. Now she is in Ft. Jackson, in coastal Georgia 45 miles from Savannah, for training. While in quarantine after the travel, she shared a photo of her dog, Eleanor, and was looking forward to going outside. She will return to Missouri to complete training for five months. Lyndsay is hoping to be able to zoom with us, and is pleased to be part of our branch.

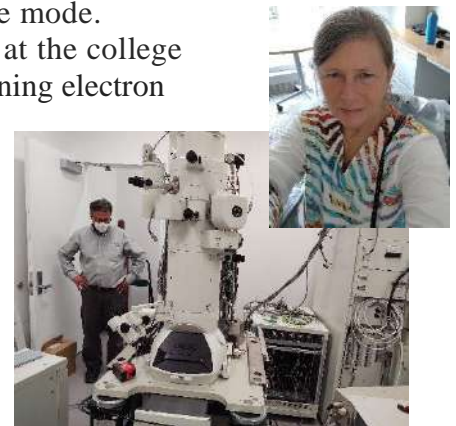




**Cassidy** graduated with her Master's in Education from Radford in May. Here she is in early summer celebrating getting her first teaching job which she began in Chesterfield County outside Richmond a few weeks ago. Her mom, **Tammy**, is teaching 5<sup>th</sup> grade Math & Social Studies in PWC- for both, virtual teaching from their homes is the mode.

**Andrea** is also doing virtual teaching at the college level. She oversaw the installation of a scanning electron microscope and a transmission electron microscope. Both have elemental analysis capabilities. *Check out this article citing Andrea's work:*

<https://www.american.edu/cas/news/catalyst/benefits-of-microscopy-for-the-use-of-research-experimentation.cfm>



**Susan Bardenhagen**

**smbaauw@gmail.com**

### **Lorelie Brush Returns for our Branch Program October 29<sup>th</sup>**

In January, Lorelie shared her novel, Uncovering, for our program “Experiencing Another Culture- Living among Muslim Women”. She returns to share her new novel, Chasing the American Dream. After writing hundreds of government reports, she has stepped into the glorious freedom of fiction. Chasing the American Dream rolled from her pen following a six-month stint in the National Archives researching the role of her father in the Office of Strategic Services in World War II. He’d told his children exciting stories of his feats as a spy behind enemy lines, all of which turned out to be lies. She had to write about his quest to be a hero and how, when the war had not provided the opportunity, he might have used the 1950s to achieve his goal.

This new novel captures the quest of one man—David Svehla— for justice against those whom he knew to have committed crimes against humanity during World War II. To his horror, his mission transforms into a fight with the U.S. Government which threatens his own American Dream. A central theme of the book is the question in when the government is justified in suppressing information from the public and when it has a moral responsibility to release the information. Think: the coronavirus, the Patriot Act, and back after the war, the bringing of over 1,000 Nazi scientists to the U.S. when they were known to have supervised labor camps. Lorie asks, **“When is it appropriate for the U.S. Government to lie to us?”**

**This will be a zoom meeting; you will receive an invitation in a separate email to register to join us at 7 pm on Wednesday, 10.28.**

### **DIVERSITY, EQUITY, INCLUSION**

**“It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent.”  
- Madeleine Albright**



Our branch welcomes **Marlo Thomas Watson** as our Diversity co-chair. Joyce introduced us to Marlo in 2017 and Susan benefited from Marlo's talents at a Prince William County Arts Council workshop that same year. 😊 Marlo has assisted the branch with a VA-AAUW mini-grant application for programs on DEI. VA-AAUW initiated a state-wide committee made up of members from each branch that regularly share and discusses plans, programs, articles, and more.

**On June 1, 2020, AAUW CEO Kim Churches issued an inspiring call to our organization to take action against racism, "On behalf of our 170,000 members and supporters, we commit to fighting for justice, long-term and lasting change, and we stand in solidarity against racism. We also acknowledge that as an organization we have our own work to do."**

### **First Woman Joins Green Berets After Graduating from Special Forces Training**

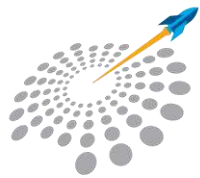
New York Times, by Thomas Gibbons-Neff

**July 9, 2020** WASHINGTON — A female National Guard soldier graduated from Army Special Forces training on Thursday and earned the title of Green Beret, the first woman to do so since the Pentagon opened all combat jobs, including those in the Special Operations community, to women in 2016. The woman, an enlisted soldier, was on track to graduate in April, but was forced to repeat part of the training before continuing to the final portion, known as Robin Sage, which tests the candidates on a range of skills considered essential to becoming a Green Beret, according to military officials. The New York Times first reported the woman's ascension through the roughly yearlong course in February. The soldier's name and other biographical information have been withheld by the Army for personal and operational security reasons as she enters the secretive Special Operations community. But her socially distant graduation, during which she received her Special Forces tab and donned her Green Beret alongside her classmates, is a landmark moment, as the Green Berets were one of the last assignments in the Army without any women. In February, there was at least one other woman, a medical sergeant, going through Special Forces training.

In recent years, the Army and the Marines have slowly filled previously restricted roles with women. Though more than 700 women in the Army are in previously restricted jobs, a position in the Special Operations forces, which have crushingly high physical standards, had long been considered by some as unattainable for them. Roughly 70,000 of the approximately 470,000 troops in the Army are women. In 2017, a woman was accepted into the Army's 75th Ranger Regiment, an elite light infantry unit under the Joint Special Operations Command. More than a dozen women have graduated from the Army's grueling Ranger school in Georgia.

In 1981, before all combat jobs were open to women, Capt. Kate Wilder officially graduated from Special Forces training. She was forced out by her superiors in the final days of her course, even though she had passed it in its entirety. The Army investigated the episode in the following months and subsequently sent her a graduation certificate dated for Aug. 21, 1980. But Captain Wilder never joined the Green Berets, and she left the Army in 2003 as a lieutenant colonel.

The newly graduated soldier, who is now an engineer sergeant, was one of only a handful of women to have passed the initial 24-day assessment program that acts as a screening process. The regimen tests candidates on fundamental military skills, including land navigation and marching with heavy combat gear, before they are evaluated by Special Forces supervisors.



MILLION GIRLS MOONSHOT

<https://milliongirlsmoonshot.org/>  
is an inspiring program. Check it out!

**Susan (your newsletter editor and Co-Diversity Chair) just received word that I have been appointed by the Manassas City Council as a member to the newly-formed "Equity & Inclusion Task Force". There will be fifteen members. I'm humbled to be part of this.**



## STEM & STEAM

### News on a Branch Science Fair Winner

**Alumna!** 09/21/2020

Forest Park High School and Governor's School @ Innovation Park student Eleanor Sigrest won the 2020 Design/Build/Launch competition held by the American Institute of Aeronautics and Astronautics in partnership with Blue Origins. The competition provides a high school student or team with the opportunity to send an experiment into space on Blue Origin's New Shepard Rocket in 2021. Sigrest's project will be the first AIAA-sponsored payload to go into space.



Sigrest created a proposal which outlined the value of her research on improving fluid management through a novel microgravity slosh mitigation technique. "The proposal effort was comprehensive and required an experimental design, as well as the justification for suborbital flight, schedule, cost sharing, and budget," shared Sigrest. The competition has helped Sigrest network professionally with engineers at NASA, as she continues to research her proposal to increase its Technology Readiness Level, which is a measurement of its readiness for an actual space mission. "I have planned additional experiments to increase the TRL and continue to bring this new method to practice. I've submitted a proposal to NASA for additional parabolic flights to collect data elements with different variables," Sigrest said of her future plans. She dreams of one day becoming the first person on Mars, and feels this win puts her one step closer to that goal. If Sigrest's experiment is successful, it could simplify space travel, increase payload capacity, and save the space industry billions of dollars. To her fellow classmates she says to "be bold, be inspired by a real-world problem. We may be in high school and may not have PhD's yet, but we see things differently, which is the perfect ingredient for innovation."

### **Astronaut Kathy Sullivan Becomes First Woman to Reach Deepest Part of the Ocean –**

Smithsonianmag.com 06.10.2020, by Nora McGreever

*Kathy Sullivan, left, and Victor Vescovo, right*

*(Photograph by Enrique Alvarez, courtesy of EYOS Expeditions)*

In 1984, NASA astronaut **Kathy Sullivan** made history as the first American woman to walk in space. Now, 36 years later, Sullivan has made history again as the first woman to travel to the deepest part of the ocean floor. After completing her trip Monday, Sullivan is now the first person ever to both walk in space and make the 35,810-foot descent to Challenger Deep, the lowest part of the Marianas Trench, as Heather Murphy reports for the *New York Times*. According to a statement from EYOS Expeditions, the company who operates the submersible Sullivan traveled in, she has become just the eighth person ever to travel to Challenger Deep. The 68-year-old former astronaut descended with explorer Victor Vescovo, who funded the expedition, in a submersible named Limiting Factor. The specially designed submersible can withstand 2,425 tons of pressure on its titanium hull. Limiting Factor is the first vehicle that has repeatedly gone to the bottom of the ocean, according to EYOS. Sullivan, who completed three shuttle missions to space, has also conducted multiple oceanographic expeditions, served as the administrator of the National Oceanic & Atmospheric Administration, and was inducted into the Astronaut Hall of Fame in 2004. *{She was a keynote presenter at Sally Ride's Camp for Girls at George Mason, a keynote speaker at the science fair winners for AIAA, on the advisory board for the Federation of Galaxy Explorers, and most recently a speaker at a National Audubon Society's nature webinar describing how birds of prey inspired her to want to fly in space. There's more, but these are connections Susan- our STEM chair- has with Kathy... 😊}*



On 9.21.1981, the U.S. Senate unanimously approved Sandra Day O'Connor as the nation's first female justice on the Supreme Court. While she was considered conservative, O'Connor was often a swing vote over the course of her over two decade-long tenure. She cast the deciding vote in *Bush v. Gore* and *Planned Parenthood v. Casey*. O'Connor would remain the only women on the highest court for more than a decade, when the late Ruth Bader Ginsburg joined her...

In 1993, when President Bill Clinton appointed Ruth Bader Ginsburg to the Supreme Court, O'Connor was relieved to have a second female justice, and not just because the court finally installed a women's bathroom in the robing room behind the bench. "I was so grateful to have company," O'Connor told ABC correspondent Jan Crawford Greenburg. Nervous lawyers occasionally confused their names, even though they looked nothing alike. The two women were friendly but not cozy. When it really mattered, though, they helped each other. Ginsburg was diagnosed with cancer in 1999, and O'Connor advised her to have chemotherapy on Fridays, so she could be over her nausea in time for oral argument on Monday, as O'Connor herself had done when she was treated for breast cancer ten years earlier.

Soon after arriving at the court, O'Connor wrote the court's 1982 opinion in *Mississippi University for Women v. Hogan*, an important step forward in women's rights. O'Connor's opinion was so attuned with the views of Ginsburg, then a Court of Appeals judge, that Ginsburg's husband had teasingly asked his wife "Did you write this?" In 1996, the court voted that the all-male Virginia Military Institute must accept women, and O'Connor was chosen to write the majority opinion. Generously, shrewdly, O'Connor demurred, saying, "This should be Ruth's opinion." When Ginsburg announced the result in *United States v. Virginia* on June 26, 1996, ruling that the government must have an "exceedingly persuasive justification" for discrimination based on gender—and citing O'Connor's 1982 precedent in *Mississippi University for Women v. Hogan*—the two women justices exchanged a knowing smile. O'Connor had understood that Ginsburg would be honored to open up a last male bastion while advancing the law on sex discrimination. Ginsburg told me, "Of course, I loved her for that."

#### **May Her Memory Be a Movement**

**09.19.2020 RollingStone.com, Alexis McGill Johnson:** As the country grieves the loss of [Supreme Court Justice Ruth Bader Ginsburg](#), I'm reflecting on the time before she was the Notorious RBG, before the court, before the collars. When she was just *Ruth*. She took care of a toddler, and a husband battling cancer, while in law school,



opening her books at 2 a.m. to prepare for class. At Rutgers Law School, she hid her second pregnancy so that she wouldn't lose her job as a professor. She cared for her family while building the legal strategy that would take down gender discrimination in the law. She was a quiet, patient force, and she changed everything for generations of women. So it is fitting, though heartbreaking, that Justice Ginsburg died on Rosh Hashanah, which according to Jewish tradition marks her as a *tzaddik*, a person of great righteousness.

Over the course of her life, she carried heavy loads on her small frame. In law school, she bore the weight with grace, graduating valedictorian. In her early career, she carried the weight of discrimination, facing rejection after rejection. On the Supreme Court, she carried the weight of the unheard and overlooked on her shoulders. Every single day for 27 years, through battles with cancer and the death of her beloved Marty, she carried us so well.

**Annie Oakley** was born August 13, 1860 and she died November 13, 1926. She was married to Frank Butler who died 18 days after her. *{The editor aspired to be Annie Oakley when she grew up. Her sister sent this striking photo of Annie. Annie spent time at her cousin's home in Massapequa during her life- where the editor and president Sandy grew up.... Small world?}*



**Alma Woodsey Thomas** was an African American Expressionist painter and art educator best known for her colorful abstract paintings. She lived and worked primarily in Washington, DC. *The Washington Post* described her as a force in the Washington Color School. Alma was born September 22, 1891, in [Georgia](#) and died February 24, 1978, at [Howard University Hospital, Washington, DC](#). Her work is on view at Smithsonian American Art Museum, New Orleans Museum of Art, SCAD Museum of Art, The Newark Museum of Art, and at the National Museum of Women in Art in DC. NMWA had a zoom showing on her "birthday" last week.





# AAUW Continues Branch 5-Star Recognition Program - 7.1.2019-6.30.2021

## 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

- 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. *Submitted 6.2020*

## 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.

**YES, WE ARE A 5-STAR BRANCH- on of a few in the country!!! Are you doing the "floss" dance? ☺**

## Moving Forward in 2020 to 2021

~~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. At this point, there is no way to know how the effects of addressing COVID 19 will result in a change to the above dates.*

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

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