

**Vol 48, Number 6 ~ Woodbridge, VA Branch Newsletter ~ March, 2021**

**Calendar of Events**

- March 8<sup>th</sup>**      **INTERNATIONAL WOMEN'S DAY-**  
*The first gathering to celebrate in 1911 drew over a million people! See inside for an event on Monday.*
- March 13-15**      **VA-AAUW State Conference**      See details inside newsletter.
- March 17<sup>th</sup>**      **Enjoy the luck of the Irish. Let Colleen or Susan know if you would like to have be part of a "Erin Go Bragh" zoom, donning green!**
- March 25<sup>th</sup>**      **Women's History Month Zoom Program**      **6:30 pm**  
*Thursday*      *"Finish the Fight" Part Three! More details inside...*



**President's Message**

**March is Roaring In**

It seemed that winter was over and then March comes roaring in. Some of the things occurring in March include St. Patrick's Day, Passover, the official start of Spring, and the always, to me, unwelcome Daylight Savings Time- spring forward clock setting.

And, VA-AAUW is also roaring in March. The State Conference is March 13-15. While it is virtual, it is roaring with great speakers, the Women of Achievement award winners (two this year, a new first). Also, branch and state Named Honorees will be presented and you don't want to miss the Woodbridge branch winners! So, sign up today. I look forward to many of who are able to join the special branch meeting with Kim Churches, the CEO of AAUW. This is an opportunity to ask her questions, find out where AAUW is heading in the future, and whatever else we want to discuss. We have this planned event from earning status as a 5-Star Branch. I have met with Kim several times and she definitely wants to hear your opinions and ideas.

What are you roaring to do in March? Let Susan or me know and we will publish in the next newsletter. I'm roaring to get a few rounds on the golf course myself.



**Sandy Lawrence**

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

## Public Policy & Advocacy

### Local



Our branch has already begun preparing for the announcement of AAUW's 2021 Equal Pay Dates (see the last page of the newsletter for 2020's) to seek support from the Prince William Board of County Supervisors for an equal pay resolution. We've been advocating for this for many years, endured scorn and misogynist statements at citizens' time presentations, and maintained and nurtured connections each year. Let's be confident that 2021 is the time!

**Joyce, Eileen, Barbara B., Elaine, and Mary King** would like to add your voice to theirs.

**Sandy** lives in Springfield, and as our Public Policy Chair, champions advocacy- so contact her if you have a contact with a BOCS in your magisterial district. **Susan B.** lives in Manassas City and prepares her statements based on the goal of the SUCCESS! Conference (for all our regional students) to ensure gender equity- which includes pay equity, too!

### State

Denise Murden and Susan Burk, AAUW of VA VPs for Public Policy, presented an AAUW-VA Lobby Days Review. Highlights include:

- **Paid Sick Leave for Essential Workers:** HB 2137 (Del. Guzman) – The original bill covering all “essential workers,” passed in the House but was amended in the Senate to limit coverage to home health care workers serving patients enrolled in Medicaid. Under this bill, about 30,000 workers will receive up to five paid sick days/year starting July 1. Guzman has noted that these jobs are overwhelmingly held by women, particularly women of color. This is an important step forward and the Coalition for Paid Sick Leave (AAUW-VA is a member) intends to continue its advocacy for paid sick leave for all workers. The Governor has supported the concept and will review the bill.
- **Paid Family and Medical Leave:** SB 1330 (Sen. Boysko) and HB 2016 (Del Ayala). These identical bills required the Virginia Employment Commission to establish a paid family and medical leave program in Virginia.  
SB 1330 was “passed by indefinitely” (Senate Commerce and Labor Committee), which resulted in no action on the bill.  
HB 2016 was “Left in Appropriations” (House Appropriations Committee) on 2/5/21. The Appropriations Committee approved a \$300k actuarial study of the issue to help determine costs and fees for employees and employers. According to Del. Ayala’s staff, the study is to be reported out in the fall and should provide reinforcement for a further run at this issue in 2022.
- **Equal Pay Act:** VA S 1228 (Sen. Boysko) - Prohibit public and private employers from discriminating between employees in the payment of wages or other compensation, including benefits. The bill was “passed by indefinitely.” (Senate Commerce and Labor Committee).

### **AAUW-VA also provided lobbying support to the following bills:**

- **Virginia Freedom of Information Act:** HB 1931 (Del. Levine). Del. Levine’s staff contacted AAUW-VA seeking our support for this bill that authorizes a public body to conduct electronic meetings, and eases restrictions on the number of meetings a participant can attend virtually. The House and Senate passed the bill and it was approved by the Governor.
- **Comprehensive review of computer science standards, courses, and pathways in public schools:** HB 1885 (Del. Simonds). The review will produce a description of opportunities for enhanced collaboration with relevant computer science stakeholders to expand computer science education opportunities for all students in the Commonwealth and for relevant professional development for teachers. The House and Senate passed the bill and it was approved by the Governor.

The meeting recording can be found at:

[https://us02web.zoom.us/rec/share/qlWCRGZjzqx9LAK3zeREnfdBlqHen09tPa639yEtTNA6wwFUN\\_XnrkQN\\_ZPvrYaTv.mycBu-yifvSUXDIP](https://us02web.zoom.us/rec/share/qlWCRGZjzqx9LAK3zeREnfdBlqHen09tPa639yEtTNA6wwFUN_XnrkQN_ZPvrYaTv.mycBu-yifvSUXDIP) Passcode: 239BF!%.

## National

The AAUW Action Fund Lobby Corp met with AAUW Staff in February. Per Kate Nielson, the earliest in-person lobbying could begin is September. This is because many Hill staffers are either not yet vaccinated, or not taking in-person appointments. Also, most of the AAUW staff is not expected to be vaccinated until summer. Meanwhile, Kate asks AAUW members to become a Two-Minute Activist. This involves sending emails and texts to your legislators on equal pay, family leave, stopping sexual harassment, equality in education, and more. AAUW provides all the tools you need to call or send messages to your members of Congress. To learn more and sign up, go to: <https://www.aauw.org/act/> *This opportunity is open to all- if you are one of our branch alumnae or friends of our branch and are interested, please contact me!*

**Paycheck Fairness Act:** AAUW has worked for decades to pass this landmark legislation to advance pay equity. The House of Representatives passed the legislation with bipartisan support during the 116th Congress, but it stalled in the Senate. The bill has already been reintroduced in the 117th Congress with broad support, but quick action is needed to get this critical bill to President Biden's desk so he can sign it into law. Take action with the [AAUW Paycheck Fairness Act advocacy tool kit today](#).

**Sandy Lawrence**, Public Policy Chair [sandyaauw@juno.com](mailto:sandyaauw@juno.com)



## PRINCE WILLIAM-MANASSAS REGIONAL SCIENCE FAIR

This year's fair will be judged virtually during March 13-20<sup>th</sup>. We need at least five judges who will review the projects for middle school females online through a platform that will have students' abstracts and more by categories. Similar to previous in-person judging, each judge will narrow the projects for consideration to 2-3 per category through a virtual online platform with students' projects. Then, all five judges will review the ones identified by each other and select the top ten.

A zoom meeting will be scheduled for one hour to choose our first, second, third, and possible honorable mention awardees. Please contact Susan [smbaaauw@gmail.com](mailto:smbaaauw@gmail.com) or Suzanne [Harvey.suzanneL@gmail.com](mailto:Harvey.suzanneL@gmail.com) if you interested in joining the team. The review process is at your convenience from the 13-17<sup>th</sup>. *We have three members who have volunteered already, please reply by March 10<sup>th</sup>.*

## Scholarship for Emily Jean Rishell

**Update:** We established a scholarship in our member Jeanette's daughter's honor in November. It is a \$1000 scholarship for a Manassas Park High School senior who will be attending a 2-year or 4-year college/university, a business or technical school, to major in business or information technology. The applicants will submit an essay addressing specific criteria, judged by a panel including the Woodbridge Branch members, educators, and community leaders. The awardee will be honored at Manassas Park High School's 2021 graduation ceremony. The funds will be forwarded to the registrar of the school the scholarship awardee attends.

**As of the printing of this newsletter, we are pleased to announce that the goal amount has been reached!** Thank you for your support. Our next step is to have a team of branch members, teachers, and community leaders to judge the applications received to select the graduating senior who earned the scholarship. If you are interested in being one of the virtual judges, please contact Susan, [smbaaauw@gmail.com](mailto:smbaaauw@gmail.com).





## VIRGINIA AAUW - 2021 STATE CONFERENCE

### *Conference Schedule and Registration Information*

Please join us virtually for the annual AAUW of Virginia State Conference, which also includes our 96<sup>th</sup> Annual Business Meeting. In addition to conducting important business of our organization, over the course of three days, you'll hear from and be able to question an exciting variety of speakers on the AAUW mission-related topics described below.

On **Saturday, March 13**, there will be morning and afternoon sessions, while on **Sunday, March 14, and Monday, March 15**, there will only be afternoon programs.

**The conference and business meeting are free, but please register in advance** for each day you want to "attend" by using the registration links below. You will be sent Zoom links for each day. **Even though there will be two sessions on March 13<sup>th</sup>, there will only be one Zoom link for that day.**

### [SCHEDULE, LINKS, AND DETAILS HERE](#)

[REGISTER NOW FOR DAY 1](#)

[REGISTER NOW FOR DAY 2](#)

[REGISTER NOW FOR DAY 3](#)



The Winter-Spring 2021 Virginia Vision (in your inbox on February 9<sup>th</sup>) has lots of information about the conference, too. Contact us at [AAUWofVA@gmail.com](mailto:AAUWofVA@gmail.com) if you have any questions or problems with the links.

*Several of our branch members have already registered. Share with Sandy or Susan B. when you have, too.*

## MARCH 8<sup>th</sup> – INTERNATIONAL WOMEN'S DAY!



The Embassies of France and Mexico are proud to host 4 incredible women to celebrate International Women's Day! **Alice Albright**, CEO Global Partnership for Education; **Janet Murguia**, President & CEO UnidosUS; **Cecile Richards**, Activist and Co-founder of Supermajority, and **Teresa Romero**, President United Farm Workers will share their testimonies in a discussion led by **Steve Clemons** from the Hill. **Tune in on March 8 at 11AM** to hear from these leaders on how to promote inclusivity, diversity, and visibility in the workplace in the U.S. and abroad.

The event will be held on Shindig so if you wish to get involved in the Q&A, please register.

[https://www.eventbrite.com/e/french-series-2021-gender-](https://www.eventbrite.com/e/french-series-2021-gender-equality-testimonies-from-women-in-leadership-tickets-143394610139)

[equality-testimonies-from-women-in-leadership-tickets-143394610139](https://www.eventbrite.com/e/french-series-2021-gender-equality-testimonies-from-women-in-leadership-tickets-143394610139)

The password to the live online event will be sent 48h before its start time. Thank you. Susan B. has registered. Join her!

## MARCH 27<sup>th</sup> PROGRAM for WOMEN'S HISTORY MONTH & FINISH THE FIGHT- Part Three

Thursday evening, March 27<sup>th</sup> @ 6:30 pm, please plan to zoom in with our branch members and friends for what's morphed into a continuing pursuit by us to "finish the fight" theme of unveiling women who were champions in the pursuit of equity and role models in STEAM fields. On the roster are two Nobel laureates



who are not well-known, a teacher important to local history, and more. You've seen the diversity of women presented in January and now February; please consider your calendar and contribute your entry for our gallery. Since we are enriching the herstory of women, we will play the Wonder Women of History BINGO game, too. And, of course, there will be door prizes! Please RSVP to Susan with your person and a photo, if

you have one, by Tuesday, March 25<sup>th</sup>.

### BRANCH PROJECTS

Marketing Math & Science for Girls Letter Writing At our January 23<sup>rd</sup> branch program/meeting, Paige gave us an update on one of our AAUW Woodbridge branch projects, called *Marketing Math and Science for Girls*. Paige has drafted letters to organizations and companies and shared the text with us. Several members contacted her with both positive examples and ones which needed addressing. At the recent meeting we decided that those whose signature hand is ready to affix your "Lady or John Hancock" to the letters would receive each letter's contents and addressee from Paige and we would reply with our affirmation, that more signatures on one letter would have more impact than many letters to one address. NEXT STEP, please email Paige to receive the letter(s) on the docket to send, for your confirmation to be included in the list of our signatures. THEN, provide Paige with your contact information and she will add this to her letter.



Please continue to view ads, commercials, and other items for equitable or inequitable advertisements, and forward ideas to Paige- [pepler@jhmi.edu](mailto:pepler@jhmi.edu) and Mom Assistant, Pam- [pcoan@gmu.edu](mailto:pcoan@gmu.edu) . Thank you!

### **Mini-Grant from VA AAUW- "Starting Conversations to Address Differences with Books & Voices"**

Marlo and I selected the book titles, we plan to offer audio options in addition to the print copies, and we hope to include both our branch members as discussion leaders and invite our NVCC student affiliate members to join in the conversations. The four books we have included: [Hillbilly Elegy](#), [I Know Why the Caged Bird Sings](#), [Sabrina & Corina](#), and [White Fragility](#). If you have any of these texts and would like to participate, please let us know. Six copies of each book are ordered to share with members to join us, as a branch library lending. Participants can join any combination of the groups; zoom meetings can be once after reading book or in sections; and the discussion leaders will offer discussion questions and ideas. Like the plan for 1.23's program on "Finish the Fight", our plan is to include media and input from artists of a similar background. **We have volunteers to co-lead for three of the books. Please contact me with which group(s) you would like to join and if you would like to co-lead. Depending on the group's consensus- the whole book can be read ahead of time or multiple sessions can be planned to read 1/3 at a time.**

Susan Bardenhagen [smbaauw@gmail.com](mailto:smbaauw@gmail.com) &  
Marlo Thomas Watson [marlo@themarlocompany.com](mailto:marlo@themarlocompany.com)

## SHARING OUR PASSION & LOVEs on VALENTINE'S DAY @2:14 pm

Our bylaws gave us a reason for a February meeting- for many years it's when we had our "Looking Toward Spring" Luncheon in Occoquan. It is when we elect members to the nominating committee. As has been our theme for a while now, we made **pink** lemonade with the continued need to be virtual and celebrate our loves and **passions**- from our families, grandchildren, children, students, colleagues, friends, **careers, hobbies, community service, issues, creations.**



For National Library Book Lovers' Month, we shared titles and notes of the following: Dutch Girl by Robert Matzen about his sister Audrey Hepburn {Colleen's pick}, Eleanor & Franklin by Joseph Lash {Eileen's pick} & No Ordinary Time by Doris Kearns Goodwin {added by Colleen}, Harry Potter series by J.K. Rowling {Karen's pick}, Brunelleschi's Dome about the Italian architect by Ross King {Irene's pick}, Mansfield Park by Jane Austen {Kristina's pick}, The Bonfire of the Vanities by Tom Wolfe {Patty's pick}, The Story of Edgar Sawtelle by David Wroblewski {Nancy So's pick}, Dutch House by Ann Patchett {Julie's pick}, 500 Hats of Bartholomew Cubbins and The Lorax by Dr. Seuss {Susan's picks for upcoming "Read Across America 3.02}, Murder with Peacocks by Donna Andrews {Sandy's pick}- we had such a wonderful discussion, found that others also enjoyed the same books, and learned about new people/events. {Please email Susan the title of your library book pick to add to our branch "library" catalog.}



For the virtual hugs on Valentine's Day, we shared wistful thoughts of family & friends of whom we have treasured memories, family & friends with whom we patiently long to hug when it's safe to do so, and offered virtual hugs and smiles to each other.



**Part Two of our branch's "Finish the Fight" bios of those about whom ALL should know was the next part of our program.** Part One in January gave us women to begin our gallery, part Three will be later this month of Women's History, on Thursday evening, March 25<sup>th</sup>. I've already received ideas from members, please consider your entries.



Our February Gallery:



Viola Jackson Jones

Audrey Hepburn

Hortense Bo Boutell; her art

Clara Luper, 1955: Lunch Counter Sit-In, OK

<https://www.washingtonpost.com/archive/local/2006/08/02/hortense-m-boutell/8cc7e54b-5797-40aa-8e26-79068b9fbd6c/>

Three members who could not attend who shared their valentine wishes- and, the winner for that **door prize** is **Kristina!** She received a color-changing thermo water jug/straw.

Next, we played Bingo again to raise more \$\$ for AAUW Funds- with door prizes. **Lucy, Sandy, and Irene** won color-changing thermo water jugs/straws, too! Those who were unable to attend this or January's BINGO and wished to donate- had their names placed in a door prize drawing. **Mary** won a "strong women" haiku coffee mug!

**Susan Bardenhagen**, [smbaauw@gmail.com](mailto:smbaauw@gmail.com) & **Colleen Hauser**, Social Committee, [colhauser13@gmail.com](mailto:colhauser13@gmail.com)



## BRANCH ELECTIONS for 2021-2023 TERMS

At the February 14<sup>th</sup> meeting, we had hoped to have a nine-member quorum. However, with only seven members in attendance, we couldn't officially conduct business- but, we had two volunteers to join our Board's appointee, **Susan B.** for the nominating committee. Thank you to **Colleen** and **Irene**. **Joyce**, our parliamentarian, gave guidance prior to the meeting that we could offer the names to the membership in this newsletter to determine if anyone would else would like to volunteer. With your blessing, Colleen, Irene, and Susan

B. will prepare a slate of nominees for the offices of **President**, **VP-Membership**, and **Secretary** – each two-year terms. Let one of them know, if you are interested! Thank you.

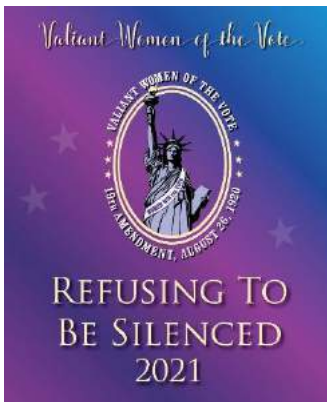
Colleen [colhauser13@gmail.com](mailto:colhauser13@gmail.com) Irene [irene Cromer1@verizon.net](mailto:irene Cromer1@verizon.net) Susan [smbaauw@gmail.com](mailto:smbaauw@gmail.com)

### STEMM from Suhani

Gitanjali Rao was the only girl to attend a coding camp and when her team was tasked to create a game, the boys decided to create one that had all male characters. It was not their intention to be exclusive, but until Gitanjali reminded them, it just did not occur to them that they can and should include all types of characters. This incident is symbolic of how our current world has vast problems that need solving, but the innovators are not diverse. Gitanjali Rao, TIME's 2020 Kid of the Year, aspires to involve more girls in STEM to tackle this challenge. The 15-year-old has many accomplishments under her belt. She invented *Tethys*, a tool that was inspired by the Flint water crisis, which allows users to test water for lead contamination. When a family friend developed an opioid addiction, she was motivated to develop *Epione*, a device that tests for opioid addiction and sends the result to an app. More recently, she developed *Kindly* with the aim to prevent cyberbullying by identifying phrases on webpages and encouraging users to type kinder language. She wishes for other girls like her to get involved in STEM as well and has identified the pressing barriers that prevent more girls from pursuing these fields is the lack of role models and the inability of educators to link technology like robotics to a worldly connection. To alleviate these barriers, she conducts workshops, which have reached over 35,000 people and encourages those pursuing STEM to find a personal connection to challenges just like she has done with her creations. Her message to anyone looking to innovate is to take risks and dream big because innovation is not an option, but a necessity.

Original interview: <https://soundcloud.com/swepodcasts/talking-with-times-kid-of-the-year>

### **The National Women's History Alliance, Women's History 2021 Theme**



The theme for 2021 National Women's History Month captures the spirit of these challenging times: Valiant Women of the Vote: Refusing to Be Silenced.

This theme celebrates the women who have fought for woman's right to vote in the United States. In recognition of the centennial of the 19th Amendment, we are honoring women from the original suffrage movement as well as 20th and 21st century women who have continued the struggle (fighting against poll taxes, literacy tests, voter roll purges, and other more contemporary forms of voter suppression) to ensure voting rights for all.

**HERstory/THEIRstory – Writing Women & the Under-Represented into History**

On Saturday, January 30<sup>th</sup>, Sandy, Karen, and Susan B. met with Julie Dzikiewicz at the Lorton Workhouse to view her gallery exhibition and have a guided tour of the Lucy Burns Museum. What an excellent opportunity to learn more about the suffragists' plight and experiences through Julie's art and the museum's artifacts.



Saxon, Suffrage Cat



Ida B. Wells



Lucy Burns



The Story of the Ham



Jail Cell

Force Feeding Tubes

*Commonwealth of Virginia, Office of Governor Ralph S. Northam: Press Release, 02.20.2021*

**Virginia's Mid-Atlantic Regional Spaceport Successfully Launches Fifteenth Resupply Mission to International Space Station**

The 15th cargo resupply mission to the International Space Station successfully launched today at 12:36 p.m. from the Mid-Atlantic Regional Spaceport Pad 0A located on Wallops Island. The mission, designated NG-15, is a partnership of the Virginia Commercial Space Flight Authority, NASA Wallops Flight Facility, and Northrop Grumman. Northrop Grumman's unmanned Cygnus spacecraft launched on the company's Antares rocket, carrying approximately 8,200 pounds of cargo that included scientific investigations, crew supplies, and hardware. A secondary payload of thirty ThinSats, which are small satellites that carry scientific experiments into space and are capable of transmitting data from low earth orbit, was integrated on the second stage of the Antares as part of a Science, Technology, Engineering, and Mathematics (STEM) student outreach program.

The Cygnus spacecraft has been named in honor of longtime Virginia resident and pioneering Black NASA mathematician Katherine Johnson and in celebration of Black History Month. Northrop Grumman traditionally names each spacecraft after an individual who has played a pivotal role in the legacy of human spaceflight. Johnson's hand-written calculations were critical to the success of America's early human spaceflight missions. She was among the group of Black women mathematicians at NASA who were celebrated in the 2016 film 'Hidden Figures,' based on the nonfiction book by Margot Lee Shetterly with the same title. The February 20 launch date also marks the 59th anniversary of the launch of Friendship 7, a mission that made John Glenn the first American astronaut to orbit Earth. Glenn asked Johnson to verify the complex orbital trajectory calculations prior to his flight.

On March 3<sup>rd</sup>, in 1887, Helen Keller met her new teacher Anne Sullivan, a 20-year-old graduate of the Perkins School for the Blind. Sullivan taught Keller, who had been deaf and blind since she was a toddler, how to read and write, and Keller eventually attended Radcliffe College before becoming an author and activist. *{from Smithsonian}*  
[Read three major myths about Keller's life.](#)





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

## Programs

- Host 2-4 strategic plan- related programs in FY21. **1- September 12<sup>th</sup> program on women's history & STEAM**
- 2- AEW Program 11.15 including testimonials on gender equity (The Sadkers), STEM, and DEI**
- 3-1.23 Finish the Fight & Iconic Women**

## Advancement

- \* 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. An alternative elected official is acceptable if circumstances warrant. ?- PWBOCS for equal pay resolution
- 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.

***WE ARE A 5-STAR BRANCH for 2019-2021. We're continuing to live up to our status, by striving to re-earn each star's goals for 2020-2021- highlighted.***

## Moving Forward in 2021

Dates are based on 2019 U.S. Census data on median earnings for full-time, year-round workers.

Because they are observances, adjustments may have been made to avoid weekends and holidays. It is expected that next year, the data from 2020 will paint a regression of gains.

**2.11.2020 ↓ 2.23.2021: Asian American Women's Equal Pay Day**

(Asian Women v. White Men - \$0.87 (from \$0.90))

**3.31.2020 → 3.24.2021: All Women's Equal Pay**

Day {Cartoon submitted by Elaine 😊}

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

**4.9.2020 ↓ 4.10.2021: White women's equal pay**

day (White Women v. White, non-Hispanic Men - \$0.79)

**6.4.2020 // 6.4.2021: Mom's Equal Pay**

Day (Moms vs Dads - \$0.70)

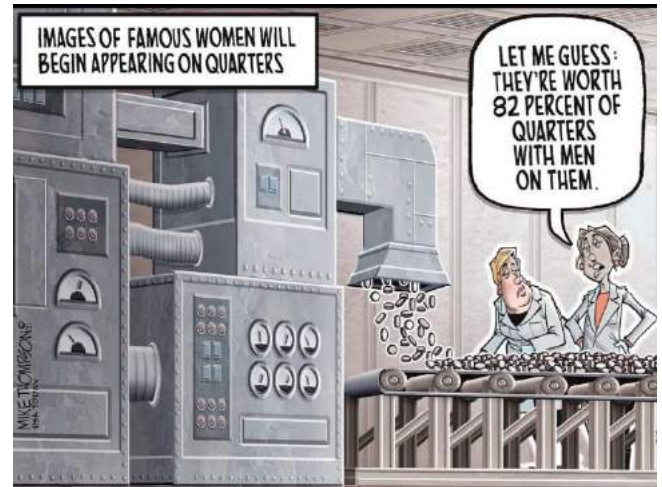
**8.13.2020 → 8.3.2021: Black Women's Equal**

Pay Day (Black Women v. White Men - \$0.63)

**10.1.2020 → 9.8.2021 !! : Native Women's Equal**

Pay Day (Native Women v. White Men - \$0.60)

**10.29.2020 → 10.21.2021 : Latinas' Equal Pay Day (Latinas v. White, non-Hispanic Men - \$0.55)**



{Mike Thompson, USA Today}

*The trend has been upward and improving from 2018, except in 2019 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.*

**WE SO HOPE NEXT YEAR'S DATES WILL SHOW GAINS FOR ALL WOMEN.**

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, or socioeconomic status.

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

AAUW homepage: <http://www.aauw.org>

Northern District Co-Representatives: Sara Anderson [sfpaaaauw6382@aol.com](mailto:sfpaaaauw6382@aol.com) and

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

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