



Vol 48, Number 7 ~ Woodbridge, VA Branch Newsletter ~ April, 2021

Calendar of Events

April is National Poetry Month

From the VA-AAUW State Conference Finale – Zahria Ford's "Colors"

<https://www.youtube.com/watch?v=AMOmOQoER5I>

April 22, 2021 **51st Annual Earth Day-** *How many women environmental leaders can you name? After all, it is called "Mother Earth".*
Judging Team met for Emily Jean Rishell's Memorial Scholarship to determine awardee

April 24, 2021 **VA AAUW Workshop for Membership, Program, Finance, & Funds Chairs with Presidents for support, led by Susan B!**

May 9, 2021 *Mother's Day- We wish all of our moms, grandmothers, & great-grandmothers in our branch and our friends a beautiful day!*

May 26, 2021 **Annual Meeting & Program** **7:00 pm**
Wednesday **Elections, Special Guests including** **on zoom**
Our Science Fair Awardees...



President's Message
SPRING IS HERE!

Spring is my favorite time of the year. Plants are blooming, birds are singing, and everything seems fresh and new. There is even more to celebrate this spring as we are turning the tide on the pandemic. More shots are available every day and more people are getting vaccinated as we close in on herd immunity. I urge you to get vaccinated, if you have not already. I hate needles, but my two shots were painless and no side effects.

As always, I hope to see you at our next program- virtually and soon, in person. Meanwhile- please stay safe, but get outside and enjoy the nice weather. Soon we will be complaining it is too hot! LOL

Sandy Lawrence

sandyaauw@juno.com



Public Policy & Advocacy

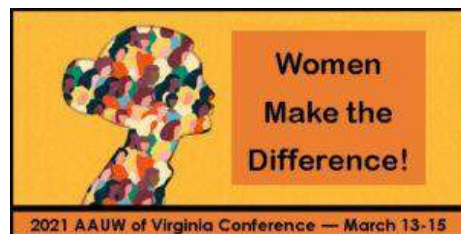
Local



Our branch has led the way to seeking the Equal Pay Dates and adds to the calendar each year as more data is revealed. (see the last page of the newsletter for 2020's) We hope 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

The 2021 VA-AAUW State Conference was wonderfully memorable- speakers and presenters who enlightened and informed us! According to the roll call at the business meeting, there were six Woodbridge branch members in attendance.



Get ready for AAUW of Virginia elections online voting will open on **April 12 and close on May 3 at 11:45 pm.** You should have received a separate notification with the link to the online ballot already. In case you do not receive it, you can check your email accounts “Junk” or “Spam” files. We are voting on the **following three officer positions for two-year terms beginning July 1, 2021: VP for Finance, VP for Membership and Branch Development, and Recording Secretary**, as well as on a proposed AAUW-VA bylaws amendment.

National

In your inbox on April 7th, you should have received an email with your unique link to vote in AAUW's 2021 elections. This year, members' voices will determine our path forward as an organization. We're asking you to weigh in on amendments to our Public Policy Priorities and bylaws, including a proposal to eliminate AAUW's longstanding membership degree requirement. You'll also vote on four candidates to join AAUW's 15-person board of directors. Before you vote, please carefully review our [National Election page](#), which includes key deadlines, helpful context on the proposed changes, and the board candidates' bios.

AAUW has published a new report *Factory Flaw: The Attrition and Retention of Women in Manufacturing*, which explores the challenges women face in male-dominated industries and the barriers that hinder their success. The study outlines how employers can build a more competitive workforce by addressing these issues and creating more pathways for women in manufacturing — especially as we begin to rebuild our economy after the pandemic. Read more about the findings and download the report at <https://www.aauw.org/resources/research/factory-flaw/>

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!***

For example, last newsletter I asked you to support the: Paycheck Fairness Act: AAUW has worked for decades to pass this landmark legislation to advance pay equity. **The House of Representatives has passed the legislation with bipartisan support!** During the 116th Congress, it stalled in the Senate. 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

ANNUAL BRANCH MEETING – MAY 26th @ 7:00 pm!

On Wednesday, May 26th at 7:00 pm, we will virtually hold our annual meeting and include a congratulations and sharing of our Science Fair winners, plus some guests and special presentations. At the end of the meeting, we will have a short business meeting to elect our officers for the 2021-2023 terms. Your board is planning another unique fund-raising idea for door prizes... Stay tuned, and yes- please RSVP that you will be able to join us!

Susan Bardenhagen smbaauw@gmail.com



{03.07.2020 photo from last year}



PRINCE WILLIAM-MANASSAS REGIONAL SCIENCE FAIR!

This year's fair was judged virtually during March 13-20th. We had a GREAT team of five judges this year, with three longstanding science fair judging members and two new members: **Molly, Suhani, John, Barbara O., and Susan B.** They reviewed the projects' entry materials, usually including a powerpoint slide and a video, for 33 middle school females online through a virtual platform, each judge screening projects in one or two categories. Similar to previous in-person judging, each judge narrowed the projects for consideration to 1-2 per category and presented the team their notes and suggestions for top picks. All five judges reviewed the eleven semi-finalists. We had a zoom consensus meeting to determine the awardees. Our board approved budgeting cash checks for these awards since we couldn't award the usual collection of books and gifts that Suzanne gathers- \$30 for first place, \$25 for second place, and \$20 for third place. The first through third places will receive checks and all of the winners will receive special certificates and invitations to attend our virtual May meeting to share their projects.

First place: Emma, "The Effect of Coffee Grounds on Plant Seed Growth" in the Plant Sciences category from Benton Middle School, 7th Grade. **Second Place: Rania**, "Coping with Covid: How has the Pandemic has Impacted Student Mental Health, Screen Time, and Sleep Habits?" in the Behavioral Sciences category from Benton Middle School, 8th Grade **and Sakski**, "The Effect of Parabolic Reflectors on Wi-Fi Speed" in the Physics category from Reagan Middle School, 7th Grade. **Third Place: Claudia**, "Oceans of Acid- How Temperature Affects the Absorption of Carbon Dioxide" in the Environmental Sciences category from The Nokesville School, 8th Grade **and Livia**, "The Effect of Different Materials on the Volume of Sound" in the Physics category from Reagan Middle School, 7th Grade. **Honorable Mention: Ranu**, "Which Intake Design Can Help Score the Most Points?" in the Engineering category from St. Francis of Assisi School, 8th Grade; **Victoria**, "The Effect of Price of Water Filter on How Effective It Is" in the category of Environmental Sciences category from St. Francis of Assisi School, 8th Grade; **Alina**, "The Effect of Different Types of Masks on Airborne Particles" in the Materials Science category from Reagan Middle School, 8th Grade; and **Julienne**, "What's in Your French Fries? The Effect of Preservatives on Mold Growth" in the category of Microbiology from Porter Traditional School, 7th Grade.

Good Reads!

As a global thought-leader in girls' education, *National Coalition of Girls Schools* annually curates **Books of Interest** to help inspire your school's reading selections for students. Our 2021 book lists for girls are now available with heartfelt thanks to the collaborative efforts of the faculty and staff at Alverno Heights Academy for curating this year's diversity of suggestions.

[K-5th Grade Students: Picture Books](#) [4th-6th Grade Students: Chapter Books](#) [6th-8th Grade Students](#) [9th-12th Grade Students](#)

In addition to books for students, NCGS provides suggested titles for educators and parents, including over 50 books dedicated to anti-racism and social justice. Books of Interest along with our Films of Interest, which contains nearly 90 documentaries and educational short films focused on women and girls, serve both as **classroom resources and faculty/staff professional development materials**.

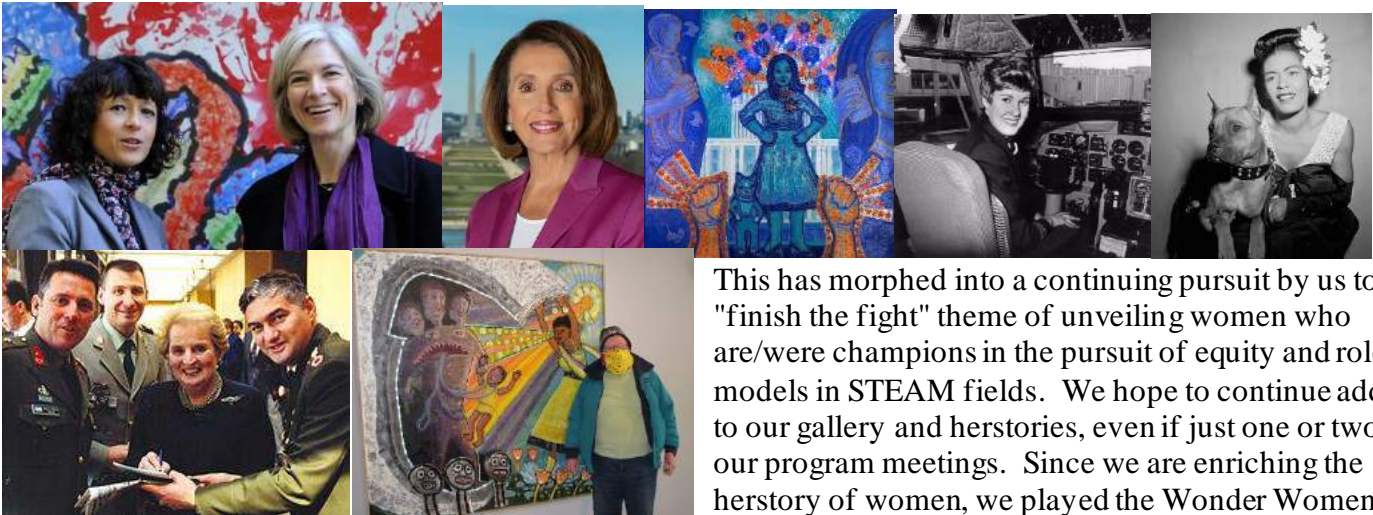
From AAUW's "Partner"- The Society of Women Engineers: <https://alltogether.swe.org/2021/04/check-out-these-engineering-books/>



MARCH 25th PROGRAM for WOMEN'S HISTORY MONTH & FINISH THE FIGHT- Part Three

Thursday evening, March 25th, ten members, a brand new branch member that day!, and a guest who has been part of two branch projects joined in the evening's events- Susan B., Sandy, Pam, Paige, Karen, Irene, Barbara O, John, Louise, Julie, and Monica of Pink Space Theory and presenter at the 2020 AEW program.

Added to our "Iconic Women" roster are the 2020 two Nobel laureates in Chemistry presented by **John-Jennifer Doudna and Emmanuelle Charpentier**; **Pam** presented interesting information on **Nancy Pelosi** and we revisited Julie's artwork of the Speaker; **Karen** shared what she learned about Emily Howell Warner; **Susan** solemnly presented Billie Holiday as the movie *United States vs Billie Holiday* hit streaming services; **Irene** gave us insight into the exciting longevity of Madeleine Albright; and **Julie** reprised her presentation of Ida B. Wells with her artwork.



This has morphed into a continuing pursuit by us to "finish the fight" theme of unveiling women who are/were champions in the pursuit of equity and role models in STEAM fields. We hope to continue adding to our gallery and herstories, even if just one or two at our program meetings. Since we are enriching the herstory of women, we played the Wonder Women of History BINGO game, too- Irene won the Women's history month wildflower seed packets & stickers!

History BINGO game, too- Irene won the Women's history month wildflower seed packets & stickers!

BRANCH PROJECTS



Marketing Math & Science for Girls Letter Writing Paige shared the final letter and roster of companies to which the letter will be sent. Those at the 01.23, 02.14, and 03.25 meetings and volunteered to have their names and email addresses included will receive a copy of the template letter and the list of the first round of companies. On behalf of Paige, thank you for your support. If you weren't able to attend any of the meetings and wish to participate add your name to the branch project roster, please contact Paige, also. Please continue to view ads, commercials, and other items for equitable or inequitable advertisements, and forward ideas to Paige- pepler@jhmi.edu and Mom Assistant, Pam- pcoan@gmu.edu. Paige's next step is to thank those who are positively marketing Math & Science to girls.

PINK SPACE THEORY AWARDED AAUW COMMUNITY ACTION GRANT!!!

You may recall Sandy and I sharing that we assisted **Monica Nichols, of Pink Space Theory**, with the application for a community action grant from AAUW. On April 15th, Monica wrote that they got the grant! Monica, Sandy, and Susan B. will be zooming Monday, April 26th to begin the planning for the project to begin the 2021-22 school year, including interaction with mentors and presenters at the 2022 SUCCESS! Conference.

Check out Monica on our regional news:

<https://drive.google.com/file/d/1WCzrLJTOShIKUyIFjdUqZUqLZolAGDWd/view>

Mini-Grant- "Starting Conversations to Address Differences with Books & Voices"

Update- John and Joyce's husband, Doug, have both participated in reviewing [Hillbilly Elegy](#)- so I'm hoping that with 2-3 more people, we can get the first Conversation started.

[I Know Why the Caged Bird Sings](#)- I will lead this session, so 3-5 more people are needed.

For [Sabrina & Corina](#)- I have some clips from a new singer/songwriter from NYC for whom I am a patron of her outreach that will be a great connection to participate. Please let me know if you would like to join this group.

We need a volunteer to lead the group for [White Fragility](#).

If you have any of these texts and would like to participate, please let us know. Six copies of each book are being 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.

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. *A month ago, I finished a five month weekly discussion group for Ibram Kendi's (an alumnus of Unity-Reed HS in PWC) book, [Stamped from the Beginning](#). It was truly an awesome experience with history professors, alumni, graduate students, and teachers from SUNY Cortland, as the campus works toward addressing systemic racism on campus and in the community.*

Susan Bardenhagen smbaauw@gmail.com



Scholarship for Emily Jean Rishell

We are pleased to announce that the goal amount has been reached and we have two volunteer readers/evaluators from the community, two from our branch – Joyce and Susan, and NVCC-Woodbridge Acting Dean of Business Dr. Lawrence Nightingale. We held a zoom meeting to come to consensus on the winner, on Thursday, April 22. We will be able to share more information once the awards assembly for Manassas Park's graduation has occurred, at which she will receive her award prior to graduation on June 5th.

BRANCH ELECTIONS for 2021-2023 TERMS

How often have you heard the words at a meeting where elections are being held, "Hearing none....." Your nominating team of Colleen, Irene, and Susan B. completed their work Sunday, April 25th, during a zoom session. We received no volunteers, so we asked many branch members, learning that they all already wear so many hats. This is the slate of officers we submit to you for the offices of-----



President to Co-Presidents- Irene Cromer & Colleen Hauser:



Irene Cromer has been an AAUW member since 1997 and was a member of Phi Delta Kappa, the education fraternity, when it had an active chapter in Prince William County. She served nearly 30 years as supervisor of community relations with Prince William County Public Schools- planning and executing the agendas for the School Board meetings, working with the media, and writing the press releases and articles for the county schools. Previously, Irene was director of development and community relations for a community hospital, a photojournalist, and briefly a research assistant at the American Council on Education and at George Mason University (while completing her graduate studies). She was a founding member of the Loudoun County Hotline which operated in the 1970s. She earned her BA and MA from Mason. She is currently a member of the board of directors of the PWC Employees Credit Union. Her interests include horses, gardening, reading, DIY home maintenance, and supporting the critical work of AAUW.

Colleen Hauser is originally from New Jersey where she was a teacher of the handicapped until she retired in 2013. She received her Bachelor's degree in Special Education and Language Arts from Kean University. Colleen is a New Jersey

Army National Guard, retired Staff Sergeant. In 2013, she moved to Easton, Pennsylvania for seven years, substitute taught until 2019, and joined the Bethlehem branch of AAUW in 2018. Colleen served as a docent at the Sigal Museum in Easton, PA which included both Native American and Early American heritage. In the summer of 2020, she portrayed Susan B. Anthony for the Centennial Celebration of Women's Suffrage. Colleen moved to King George, Virginia in October 2020 and transferred her AAUW membership to Woodbridge. She has supported our branch membership by helping gather information for our directory- especially birthdays ☺- and reminding about programs.



Presently, she is on call as a docent at the Belle Grove Plantation (James Madison's birthplace) in Port Conway and also at the reception and information station at the Dahlgren Naval Base. Colleen is a member of the Association of Vietnam Veterans, chapter 617, Virginia, and a volunteer for local Habitat and Global Habitat.



Vice President of Membership: Susan Bardenhagen is currently in this position, and also our VP for Program. She joined AAUW in 1991. At her April 24th VA AAUW workshop entitled, "Combining the Finance Nuts & Bolts of AAUW Membership Opportunities with Branch Programming that Supports Recruitment and Retention", she shared how the three roles intersect and synergize. Susan has coordinated the SUCCESS! Conference for first the Manassas branch, then jointly with Woodbridge, and since 2000 as our project. She has helped with both the state's DEI and C/U partners committees and looks forward to our mini-grant book discussion groups starting in June. A retired (on paper) teacher, Susan continues to be a lifelong learner and works with both the Science and Math educators regionally and nationally. With our branch members Susan has earned the branch an award from VA-AAUW for membership growth and would like to continue in this role. For a next endeavor, she is connecting with other organizations and groups to revive the coalition of women's groups and expand it to include more diversity and inclusion.

Secretary: Suhani Pant has been connected to our Woodbridge Branch since middle school when she offered to present at the SUCCESS! Conference, becoming one of our youngest presenters and initiated what has become a regular occurrence of students hearing from their peers. Suhani continued to present at the conference each year and after graduation was a student panelist and presenter at the 2016 VAST STEAM Conference. She graduated from Virginia Tech in 2020 with a degree in Computer Science. While in college she joined the Society of Women Engineers, the Entrepreneur Club, won first place at Virginia Tech's first all-female hackathon, with her peers created a mental health ambassadors program which got accepted with the Clinton Global University Initiative Conference, and interned summers with General Electric Aviation, GE Healthcare, and Lockheed Martin. In June, she began her job with the MITRE Corporation as a software engineer. Suhani joined our branch in October and was one of the American Education Week honorees in November. As the branch's co-STEM liaison, she has contributed articles to our newsletter on Coded Bias and more.



Each are two-year terms and we will vote at the May 26th annual meeting virtually. At the meeting, nominations "from the floor" will also be considered. Thank you to all those who declined to serve, but who considered our requests thoughtfully.

Colleen colhauser13@gmail.com Irene irenecromer1@verizon.net Susan smbaauw@gmail.com

From the National Women's History Alliance

**Mother's Day
Sunday, May 9, 2021
3PM Pacific / 6PM Eastern**

**Linda Allen's
live performance of
her one woman show,
Here's to the Women!**

Link to register: https://us02web.zoom.us/meeting/register/tZUkcOitzqstGNLQLaiAMVtRAsJ_ViSeaFWZ
The link automatically puts in my information (Susan) – please change to your information before clicking register!

Female Principals Are Paid Less Than Men. That's a Big Concern, by Denisa R. Superville, 4.21.2021 - *Education Week*

Female principals make about \$1,000 less than their male colleagues annually, according to new research on principal compensation—and that gap can even persist when those women are leading similar schools, have similar evaluations, and work about the same number of hours as their male peers. But what's driving that pay disparity in school leadership isn't quite as clear. While factors that undergird salary differences in the private sector—discrimination and personal choices, for example—may explain some of the differences, they don't explain all of them, said Jason Grissom, a professor of public policy and education at Vanderbilt University. Grissom is the lead author of [“Unequal pay for equal work? Unpacking the gender gap in principal compensation.”](#) which was published this month in the journal, *Economics of Education Review*.



Pay disparity can have huge implications for the profession if not addressed and could lead to difficulty recruiting women for the top school leadership job if women feel that they are not equitably compensated, or to women leaving the profession early, Grissom said. And that kind of turnover is not good for students or staff. Previous research by Grissom and others has shown that [principal turnover negatively impacts both staff and students and has financial consequences for districts](#) that invest in principal preparation. In addition, “There’s a basic fairness issue, even when there are not policy consequences,” he said. “You have to worry about any case where it appears that workers are being treated differently, [and] their compensation is different based on a character like gender, ethnicity, race, and so forth.”

While the percentage of women in school leadership has been increasing, women still account for a smaller percentage of principals than they do in the teaching force. Women comprise nearly 80 percent of teachers, but just a little more than half of principals. “There is a representation gap, and factors like compensation might contribute to that,” Grissom said. “That could be a barrier to increasing the representation of women in the workforce.” Grissom and his colleagues—Jennifer D. Timmer, Jennifer L. Nelson, and Richard S. L. Blissett—looked at Missouri principal data from 1991 to 2016 to find out if a gender pay gap existed in the principalship; how it’s changed over time; and whether factors such as education, the type of school a principal runs, or other characteristics that may explain the salary difference. The other possibility here is that there is discrimination when districts are exercising their discretion over pay offers; that women lose.

In addition to the data from Missouri, the researchers relied on data from the National Center for Education Statistics’ Schools and Staffing Survey for the years 1999-2000 and 2011-2012, as well as a sample survey from the National Teacher and Principal Survey from 2015-16, when principals reported their salaries before taxes... And using national data, Grissom and colleagues found that, on average, male principals earned \$1,000 more than their female colleagues annually. Men were already paid more as assistant principals, so it was likely that they’d earn more than women when they moved into the principalship, Grissom and colleagues theorized. Men were also more likely to lead high schools, where principals generally make more than those running elementary schools. And they also tended to make more as teachers, from extra-duty pay such as coaching a sport or taking on leadership roles. A possibility was that when districts were hiring men, they were adding incentives to compensate them for the income they’d lose from having to forego coaching or other duties. But when Grissom and colleagues dug deeper, they found that those factors didn’t fully explain the difference. Even when men and women with the same level of experience were running similar schools (secondary schools, for example) the gap persisted. Normal labor market dynamics—including men being more willing to move for jobs and as a result getting raises for doing so—don’t seem to hold for principals. Neither do longer work hours, or higher education levels or quality, Grissom said. **Female school leaders tend to have higher educational attainment.**

“We can say it isn’t any of the usual suspects,” Grissom said. But the study “doesn’t tell us what it is. Certainly, lurking there is the possibility that there is discriminating in wage-setting. But there are also some possibilities that we can’t rule out, but we can’t observe.” The researchers found that the pay gap existed even when districts had salary schedules for principals. That means that districts still have a lot of discretion in offering incentives, and those tend to favor men more than women. “Even when there is a schedule, districts don’t have to follow it to the letter,” Grissom said. It could be that that men negotiate differently and secure higher salaries that way, he said. “But then the other possibility here is that there is discrimination when districts are exercising their discretion over pay offers; that women lose,” he said. “I think the first step is recognizing that these gaps exist, and then the question is what’s the right approach to address the fact that, while in percentage terms it looks like the gaps are small, ... in absolute amount, the gaps matter.” The \$1,400 disparity “is not trivial for someone’s paycheck.”

Grissom said future exploration of the factors propelling the gender pay gap, what those gaps look like in other states, and how compensation affects outcomes that are measured—like leadership turnover and job satisfaction—can lead to greater understanding of the issue.

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

On this day: 15 April 2000, from Royal Albert Hall's (London) newsletter- Founded in 1930, the Women's League of Health and Beauty (now known as The Fitness League) supported a generation of women who lost loved ones during the First World War, offering an outlet to exercise and have fun together. The League staged many high-profile mass exercise programs at the Hall over the years, and in 2000 celebrated its 70th anniversary.

4.14.1866- Happy Birthday Anne Sullivan, Helen Keller's teacher and companion. Anne Sullivan, American teacher. How humble that description seems, yet how noble and sacrificing a vocation. For Anne it was a calling, to lead the young deaf and blind Helen Keller from the darkness. On Sullivan's birthday we express gratitude to our teachers, recognizing the difficult path that they and their students are presently navigating. - Patti Smith *{one of Wonder Women BINGO bios!}*

In 1932, Keller and Sullivan were each awarded honorary fellowships from the Educational Institute of Scotland. They were also awarded honorary degrees from Temple University. In 1955, Keller was awarded an honorary degree from Harvard University, and in 1956, the director's cottage at the Perkins School was named the Keller-Macy Cottage. In 2003, Sullivan was inducted into the National Women's Hall of Fame. Sullivan had been seriously visually impaired for almost all of her life, but by 1935, she was completely blind in both eyes. On October 15, 1936, she had a coronary thrombosis, fell into a coma, and died five days later, on October 20, at the age of 70 in the Forest Hills neighborhood of Queens, New York, with Keller holding her hand. Sullivan was cremated and her ashes interred in a memorial at the National Cathedral in Washington, DC. She was the first woman to be recognized for her achievements in this way. When Keller died in 1968, her ashes were placed next to those of her teacher Sullivan's.

Our nanas, grandmoms, moms to sons, daughters, & furries; alumnae, SUCCESS!, Science Fair moms, too.

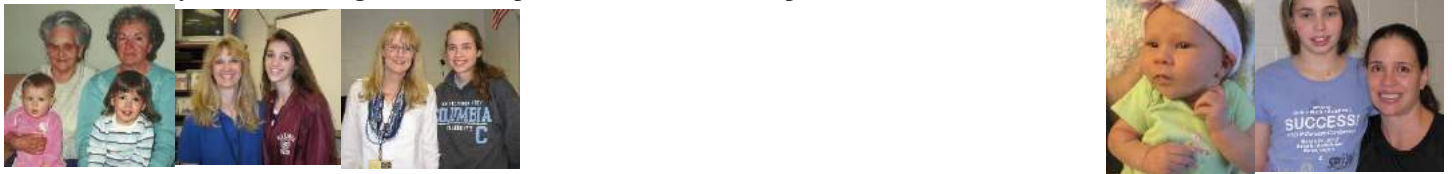


In May of 2014, President Woodrow Wilson signed the first congressional resolution and presidential proclamation calling upon all citizens to display the national flag in honor of American mothers on the second Sunday in May. But the credit for Mother's Day's popularity belongs to Anna Jarvis, who organized the first official Mother's Day services on the morning of May 10, 1908, in her hometown of Grafton, West Virginia, and later in the afternoon in her adopted hometown of Philadelphia. Thanks to Jarvis—who wrote annually to every state governor as well as to any local or national figure she believed could advance her holiday movement,



from former President Theodore Roosevelt to the humorist Mark Twain—most states already hosted a Mother's Day observance well before Wilson gave the holiday federal recognition. The holiday may have had an easy birth, but not an easy transition to maturity.

Anna Jarvis designed the Mother's Day celebration in honor of her own mother, Ann Reeves Jarvis. As a young girl, she was inspired by a prayer she once overheard her mother give. "I hope and pray that someone, sometime, will found a memorial mother's day commemorating her for the matchless service she renders to humanity in every field of life," Jarvis remembered her mother saying. "She is entitled to it." Jarvis chose the second Sunday in May to mark the anniversary of her mother's death and selected Mrs. Jarvis' favorite flower, the white carnation, as the holiday's official emblem. Jarvis' request for children to visit or write letters home on Mother's Day reflected the significance she placed on her own correspondence with her mother.








As a single woman in her 40s, Jarvis viewed motherhood simply through the eyes of a daughter. Thus she constructed a child-centered celebration of motherhood for Mother's Day: a "thank-offering" from sons and daughters and the nation "for the blessing of good homes." "This is not a celebration of maudlin sentiment. It is one of practical benefit and patriotism, emphasizing the home as the highest inspiration of our individual and national lives." *{This is from a Smithsonianmag.com article in May, 2015.}*



AAUW Continues Branch 5-Star Recognition Program
7.1.2019-6.30.2021

(Please note that the criteria have been changed/updated by AAUW.)

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)

 <p>Programs</p>	<p>Host 2-4 strategic plan- related programs in FY21.</p> <p>1-September 12th program on women's history & STEAM</p> <p>2- AEW Program 11.15 including testimonials on gender equity (The Sadkers), STEM, and DEI</p> <p>3-5-1.23, 2.14, and 3.25 "Finish the Fight & Iconic Women"</p>
 <p>Advancement <i>(2 of 4 criteria needed for star)</i></p>	<ul style="list-style-type: none"> • \$30 per capita (member) gift raised for greatest needs. • Increase your Greatest Needs giving in the last calendar year by 25%. • Retain 90% or more of your branch membership and submit annual dues by September 30. • Increase the Legacy Circle Members in your branch by 10%.
 <p>Communications & External Relations</p>	<ul style="list-style-type: none"> • All existing websites and social media presences include an Economic Security Focus and AAUW Work Smart Online. (Note: Monthly posts are required for social media; Work Smart Online must be included on the website home page.)
 <p>Public Policy & Research</p>	<ul style="list-style-type: none"> • Conduct an annual meeting with U.S. Representative(s) and/or state legislators around a strategic plan area of focus (a meeting with their staff also fulfills this objective). An alternative elected official is acceptable if circumstances warrant. <i>We are hoping to meet with our PW County Board of Supervisors on an equal pay resolution.</i> • Ensure a branch public policy chair is appointed who collaborates with the state public policy chair. • Host at least one event where Action Network sign-ups are collected or promote the Action Network on your website. <i>We do promote this in our newsletters.</i>
 <p>Governance & Sustainability</p>	<ul style="list-style-type: none"> • Detail on your website how your branch's programs align with AAUW national's strategic plan areas. <i>Our newsletters and mini-grant applications cite this, too.</i> • Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership. Your branch can use the template in Helpful Resource Links as a guide or your own existing plan.

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~~

~~(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)~~

~ 5.15.2021: Women Artists Equal Pay Day (Women Artists v. Men Artists - \$0.74)

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)

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.

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