



Vol 49, Number 4 ~ Woodbridge, VA Branch Newsletter ~ February 2022

**Calendar of Events** *🌸 FEBRUARY is BLACK HISTORY MONTH 🌸*

- February 24<sup>th</sup>**      **Introduce a Girl to Engineering Day #IAGTE Day**  
*Celebrate outreach of Pink Space Theory & Its Projects!*
- March 5**              **Next "Starting Difficult Conversations" (Equity & Inclusion Grant)**  
*Saturday*              **White Fragility, by Robin Diangelo**                      **10 am zoom**
- March 5-12<sup>th</sup>**      **PW-Manassas Regional Science Fair Virtual Judging**  
*More Information & Contacts in newsletter*
- March 26<sup>th</sup>**              **AAUW-VA State Conference in Harrisonburg**  
*Saturday*              **Program & Registration information flyer attached to email**

**Presidents' Message**

We have both delighted in getting outside and while attending virtual meetings and webinars sponsored by AAUW-VA and branches/districts across the state. Our branch was able to have eight members meet for brunch in Occoquan and there are plans to have more meet-ups, including outside and with tours. Both of us are avid readers and welcomed our branch's first installment on our "Starting Difficult Conversations" project. Please send us ideas for books you would like to discuss or other formats for including books in our activities!

Colleen enjoyed the Alexandria branch's "Four Authors" virtual program on February 13<sup>th</sup>. (See report in newsletter. →) In recognition of Black History Month "I would like to commend Gladys West. As you know I am a docent at the Dahlgren Naval Museum. A "West" exhibit is going in shortly. Gladys is a retiree from Dahlgren Naval Station; she developed and is responsible for creating GPS! Of course, it takes a woman to find her way around! LOL.

Irene enjoyed connecting with a Southeast District's program and shared ideas with the Norfolk branch after their excellent VCU speaker. See her report in the newsletter. →

We understand that attending an in-person conference may not be for some of us as of yet; however, we encourage you to attend at least part (if not all) of the **AAUW-VA** state conference: one day "drive-in" in Harrisonburg on **March 26<sup>th</sup>** with excellent sessions and/or the virtual business meeting with keynote speaker and awards on April 30<sup>th</sup>. The information and registration flyer/form is attached to the email with this newsletter.

Our eight-person Prince William-Manassas Regional Science Fair judging team is continuing our branch's long-standing tradition of recognizing middle school females' outstanding efforts. We look forward to sharing the results later in the spring at our program meetings with the awardees!

**Irene Cromer & Colleen Hauser, Branch Co-Presidents**  
**[irenecromer1@verizon.net](mailto:irenecromer1@verizon.net) & [colhauser13@gmail.com](mailto:colhauser13@gmail.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. We seek support from the Prince William Board of County Supervisors for an equal pay resolution and **also for ratification of the ERA** since the new VA Attorney General has removed Virginia from the suit which Mark Herring had begun.

Advocating for many years, we endured scorn and misogynist statements at citizens' time- however maintaining and nurturing connections each year. Let's be confident that 2021-22 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

Our AAUW-VA co-vice presidents of Public Policy, Susan Burk and Denise Murden, are simply amazing as they coordinate the reporting of bills and keeping up with the activities of the General Assembly. We appreciate the eleven branch members who have opted in to receive "AAUW-VA Action Alerts". If you haven't contacted Sandy about being on our distribution list for these, please do- it's not too late (and we can update you on what already has been forwarded). Our branch members have contributed to the awareness and outreach, by sharing bills which include STEM and gender equity resources (high on our priority list) and actions by our state's top officials- e.g. Attorney General Miyares' withdrawal of Virginia's suit to have Virginia's important passing to ratify the ERA applied to add this amendment to the US Constitution... Meanwhile, what can you do?

1. Engage with your representatives at all levels of governments. Request a meeting, send emails, make phone calls. Our legislators want to hear from us.
2. Track bills with the Virginia Legislative Information System (LIS). You can access LIS and much more information at <https://viriniageneralassembly.gov/>
3. Sign up for the 2 Minute Activist at <https://www.aauw.org/act/two-minute-activist/>

Engage with your legislators often throughout the session by email and phone. When you contact your legislator, please let Susan Burk or Denise Murden know. The easiest way to contact them is to use the online contact form at: <https://forms.gle/qG18czsHb1D4pdZq6>

Has Your District Changed? With the court's approval of latest redistricting effort, your district may have changed. To find your district: <https://www.vpap.org/redistricting/voter-impact/?date=2021-12-29&emci=b50fdd6d-276c-ec11-94f6-0003ffc5857e&emdi=a3204f70-9d6c-ec11-94f6-0003ffc5857e&ceid=2905913>

### National

Our items in this newsletter are all inter-connected this month. Here is a link from Denise Murden & Susan Burk, our AAUW-VA co-public policy vice chairs about the ERA- local and state to national! <https://eracoalition.blog/2022/02/18/era-coalition-responds-to-virginia-ag-ending-support-for-the-equal-rights-amendment/>

**Please continue to check your inbox for updates from AAUW's national network.**

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

## REPORTS on AAUW-VA Events, STEM Webinars, & Forums

AAUW-VA President Nominee for 2022-2024: Lane Stone

Saturday, February 12<sup>th</sup> from 2:30-4 pm

Lane is an active and contributing member of her Alexandria Branch, serving as past Co-President and current newsletter editor. Also, she was a former College/University Chair for AAUW VA. She is a prolific writer and published author of several mystery novels. This was a fun program with attendees, across 17 branches of AAUW-VA's 24 and 3 members of our branch. We shared our favorite mystery writers and favorite sleuth characters.

**CNN Citizen from 2.2.2022** <https://www.youtube.com/watch?v=u7uxKFi-s7A> It's ok to skip ads. =)

**Norfolk Branch AAUW Program** (offered to Southeast district & all other VA branches) meeting, Tuesday, February 8, 2022, at 7 pm. **Dr. Teresa Kissel**, ODU professor of philosophy & religious studies, teaches mathematics & logic, and winner of a national AAUW Fellowship. Part of her award came from the Norfolk Branch Mary Wright Thrasher American Fellowship (*similar to previous newsletter's noting our Susan Nathanson Fairey's endowment supporting a 21-22 Community Action Grant*).

Dr. Kissel used the AAUW Fellowship to take the past summer off to study Susan Stebbing, the first woman in the UK to be appointed to a full professorship in philosophy (at Bedford College in 1933). Stebbing ("Thinking to Some Purpose," 1939) strived to make philosophy understandable to lay people. "She believed an abstract idea can hinder debate," Dr. Kissel stated, and Stebbing distinguished between well-reasoned (critical) thinking and analytical (unconscious bias) thinking particularly in regard to politics. She proposed a test, to translate the word to reach agreement so discussion can take place. "Critical thinking is not the same as analytical reasoning," said Dr. Kissel. Dr. Kissel received a grant from the National Endowment for the Humanities to continue studying Susan Stebbing full time for the next year. She will apply Stebbing's philosophical tools to politics of today and her paper will be published when completed. *Irene: This was a great opportunity to learn about a female philosopher who is not widely known.*

**"Four Authors Panel Program- Alexandria Branch Program, Sunday, February 13<sup>th</sup> at 3 pm on zoom:**  
*From Colleen: "It was a VERY INTERESTING one hour program that featured Lane Stone, Dorothy Spruzen, Solveig Eggerz and Cathrine Hughes- all authors and members of the Alexandria AAUW branch. What talent! Lane Stone writes mystery series. Solzeig Eggerz is the author of several historical fiction books set in her native Iceland. Dorothy Spruzen writes WWII mysteries including "Blitz Business" based on her growing up in England in the 40's. Catherine Hughes spent a number of years at National Geographic as a researcher and writes childhood nonfiction based on her research in science. The authors invited a number of questions RE: character development, inspiration, point of view, what voice they selected to "narrate", and why, even down to selecting covers for their books. The authors were such a pleasure to listen to!"*

**There will be meet-ups for meals by "neighborhoods" – Lake Ridge & Mid-County at Ruby Tuesday's, Manassas in Old Town at Okra's, Western County/Warrenton at Blue Ridge Seafood, Montclair/Dumfries/Triangle at the Great American Steak House off 234 that Dorothy and Eileen recommend, north & western residents at the Amphora Diner (now in Herndon), and others based on at least two of us getting together. Leah, Marlene, Ali, Dorothy, Susan, and Suzanne have been planning to meet for lunch at different spots since the summer- it's time to set dates!**

### FROM OUR FRIENDS @ THE NATIONAL WOMEN'S HISTORY ALLIANCE

Women have long advocated for the compassionate treatments and new directions in public health and in women's mental and physical health. Women have also historically led the way in mending divisions, healing wounds, and finding peaceful solutions. This timeless work, in so many ways and in addition to so many other tasks, has helped countless individuals in our communities recover and follow their dreams.

The 2022 theme for Women's History month (March) proudly honors those who, in both public and private life, provide healing and promote hope for the betterment of all. Instead of selecting national honorees,

we are encouraging groups throughout the country to use the theme to recognize and honor women in their own communities, organizations, or agencies. The Alliance will continue to focus on being the clearinghouse for women's history information and will continue to network with the many organizations and independent efforts that celebrate women's achievements and contribute to writing women back into history.

For our branch, let's put together this year's gallery with women from our lives and our communities that represent the theme. Send Susan your "nominations" for our special program celebrating our branch's 50<sup>th</sup> anniversary this summer. [smbaauw@gmail.com](mailto:smbaauw@gmail.com)

## MEMBER NEWS & UPDATES

01.18.2022 **Eileen Thrall** was appointed to the Prince William County Board of Zoning Appeals in 2002. The zoning board reviews appeals, and requests for variances to provisions. Additionally, the zoning board decides the merits of the case of an appeal based on county ordinances and state requirements. The Prince William Board of County Supervisors recently recognized Thrall for her service to the zoning board and the trust she gained over her four, consecutive five-year terms.

In her years on the board, Thrall acted as a mentor and imparted wisdom, knowledge, inspiration, and compassionate understanding to people seeking impartial, fair rulings from the zoning board. She also brought “respect, honor, and integrity to Prince William County and the Board of Zoning Appeals by consistently demonstrating the highest level of ethics and moral character,” according to the proclamation.

The commendation showed that Thrall acted with honesty, integrity and was willing to take on and understand complicated case facts, and responded impartially and objectively in all the cases brought before the zoning appeals board. The board thanked Thrall for her “legacy of dedication, enthusiasm, and outstanding public service to the Greater Prince William community.”

On February 1<sup>st</sup>, the BOCS appointed Eileen to the PW Commission on Aging, representing the Potomac District.

We had our first (of many!) book discussion groups on "Starting Difficult Conversations" with the 2016 [Hillbilly Elegy](#), by J.D. Vance. Prior to covid moving us to virtual discussions, **John** had shared his interest in the book with our monthly *Book Club Uno* meetings at the Panera's in The Glen, in Lake Ridge. Other branch members suggested that we include it in our 2020-2021 AAUW-VA mini-grant "library" request. Last summer at our "field trip" to the Turning Point Suffragist Memorial in Lorton, Joyce's husband, Doug, mentioned he'd read it and agreed to put together talking points for the discussion group. Given the current status of Vance's presence on the airwaves, it was agreed upon by our discussion group- **Barbara B., Colleen, Doug, Irene, John, Joyce, Karen, and Susan**- on Saturday morning, February 19<sup>th</sup> @ 10 am on zoom, that it is difficult to not question how the book and the author's explanation and future impact (just 5 years later!) may not be the best example. John recommends: "[White Trash: the 400-year untold history of class in America](#) by Nancy Iseberg. I talked with her when she was at *Politics & Prose*."

**Special Note to Current Branch Members: We all received an email February 16<sup>th</sup> from AAUW and Katrina Breese outlining how the updated new membership portal can be updated to check your profile. Please do this as soon as possible to assist and support the system. It has merged your history with AAUW- if you are not a brand-new member to our branch, it may list you with the first membership you had. It may suggest you renew- this is not necessary because we are all members in good standing through June 30, 2022; some of us longer or for life! Any questions, please contact me.**

**Susan Bardenhagen, Membership/Program VP [smbaauw@gmail.com](mailto:smbaauw@gmail.com)**



## EQUITY, & INCLUSION

On Saturday morning, March 5<sup>th</sup> @ 10 am- White Fragility, Why It's So Hard for White People to Talk about Racism, by Robin DiAngelo (2018), is our next "Starting Difficult Conversations" book discussion item. The forward to her book was written by Michael Eric Dyson, a Black educator, minister, and professor. This book of just 154 pages, was suggested by two Black members of our branch in 2020 when we applied for the Diversity/Equity/ Inclusion AAUW-VA mini-grant. From the book jacket: "In this groundbreaking and timely book, antiracist educator Robin DiAngelo deftly illuminates the phenomenon of white fragility. Referring to the defensive moves that white people make when challenged racially is characterized by emotions such as anger, fear, and guilt, and by behaviors including argumentation and silence. These behaviors, in turn, function to reinstate white racial equilibrium and prevent any meaningful cross-racial dialog. In this in-depth examination, DiAngelo explores how white fragility develops, how it protects racial inequality, and what we can do to engage more constructively." I have more copies to lend from our "library", seeded by the mini-grant. We've received some points and questions for the discussion; we can entertain more. Contact Susan by Friday, March 4<sup>th</sup>, if you plan to join us and I will send the zoom link with discussion ideas; contact earlier if you need a copy of the book or have ?s to add. [smbaauw@gmail.com](mailto:smbaauw@gmail.com)

AAUW has a DEI Toolkit and Videos of Webinars that are both informative and useful for individuals and groups wishing to effect a change to "Inclusive Spaces". This link will connect you to access: <https://www.aauw.org/resources/member/governance-tools/dei-toolkit/plugin-play-dei-programming/>

**Constance Baker Motley:** *The pathbreaking lawyer and "Civil Rights Queen"*  
*the first Black woman to argue before the US Supreme Court*

In the spring of 1963, Constance Baker Motley watched the protests in Birmingham, Alabama, with hope—and concern. The nation’s most segregated city, Birmingham had become the center of the struggle for Black equality. Previous demonstrations there led by the Rev. Dr. Martin Luther King Jr., whom she considered “an American hero,” had produced “no results,” Motley wrote in her memoir. Consequently, King and other leaders began planning more dramatic action, including the Children’s Crusade. “Civil disobedience was not working; massive resistance was,” she wrote. Indeed, the zeal of the protesters in April and May of that year led to a climactic legal battle. Motley’s heroic role in it would help lay the groundwork for the Civil Rights Act of 1964, as public outrage over the violent white response to peaceful protests spurred Congress to action. {Tomiko Brown-Nagin, *Smithsonianmag.com*, for March 2022 issue}

For all of its national holiday status, Super Bowl Sunday can be a complicated matter, especially when you consider the NFL’s tumultuous record surrounding issues of race...But the NFL made the right call for Super Bowl LVI when it invited **Mickey Guyton** — a Black country music singer — to perform the national anthem. Introduced by the SoFi Stadium announcer as having “the voice of an angel,” Guyton certainly lived up to the description. Dressed in vibrant blue and backed by a diverse 10-person choir wearing all white, Guyton showed off her massive range in the rendition — starting the song high, and soaring ever higher as her accompaniment filled in. The choir’s gospel-influenced backing harmonies in this arrangement also allowed Guyton the freedom to add some soulful embellishments during the song’s big, sustained notes. {*RollingStone.com*, Jon Freeman, 02.13.2022}



*From the Smithsonian:* [https://www.smithsonianmag.com/smithsonian-institution/how-smithsonian-is-honoring-remarkable-american-women-180979563/?utm\\_source=smithsoniandaily&utm\\_medium=email&utm\\_campaign=20220224-daily-responsive&spMailingID=46452164&spUserID=NzOwNDUIMTE5OTASI&spJobID=2182778392&spReportId=MjE4Mjc3ODM5MgS2](https://www.smithsonianmag.com/smithsonian-institution/how-smithsonian-is-honoring-remarkable-american-women-180979563/?utm_source=smithsoniandaily&utm_medium=email&utm_campaign=20220224-daily-responsive&spMailingID=46452164&spUserID=NzOwNDUIMTE5OTASI&spJobID=2182778392&spReportId=MjE4Mjc3ODM5MgS2)

## STEM & STEAM from Suhani & Susan

The 2022 **Prince William-Manassas Regional Science Fair** will be a virtual event again this year, with online judging taking place between March 5<sup>th</sup> and 12<sup>th</sup> when judges review abstracts, students' video presentations, record their notes, and meet on zoom to determine awardees. We have a team of eight people to review the projects for consideration for our over 24 years of involvement project- Suzanne, Susan, Colleen, Sandy, Suhani, Barb B. & husband Denis, and Barbara O. Suzanne [Harvey.suzanneL@gmail.com](mailto:Harvey.suzanneL@gmail.com) or Susan [smbaauw@gmail.com](mailto:smbaauw@gmail.com)

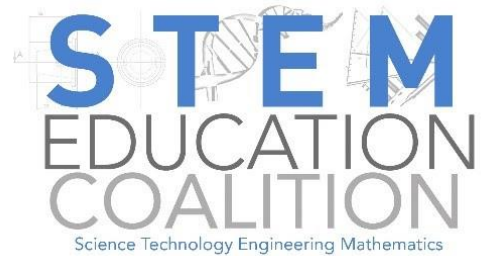


The Smithsonian will display 120 life-size neon orange statues of remarkable women in STEM — each created using 3D printing!

From March 5 to 27, the Arts + Industries Building's *FUTURES* exhibition, the National Museum of Natural History, the National Air and Space Museum, and Smithsonian Gardens will partner to host the Smithsonian debut of *#IfThenSheCan – The Exhibit*, the largest collection of statues of women ever assembled together, to be installed on and around the National Mall. The 120 life-size 3D-printed statues are of a diverse coalition of contemporary women STEM innovators and role models leading a variety of fields, from protecting wildlife, discovering galaxies, building YouTube's platform, to trying to cure cancer.

## U.S. Senators Introduce 'Strengthening STEM Ecosystems'

U.S. Senators Mark Kelly (D-AZ) and Jerry Moran (R-KS) Thursday introduced the [Strengthening STEM Ecosystems Act](#), legislation to boost STEM workforce and job training. The bill would establish a grant program within the National Science Foundation to provide funding to STEM (Science, Technology, Engineering, and Math) Ecosystems and their partners to better connect communities, share knowledge and create pathways for students to enter STEM careers. Kelly and Moran worked closely with the STEM Education Coalition, The Teaching Institute for Excellence in STEM, TIES, and leaders from the STEM Learning Ecosystems Community of Practice to understand how STEM Learning Ecosystems function, including their deep and effective cross-sector partnerships. Read more [here](#).



**From National Women's History Alliance:** The 2022 Black History Month Theme is "Black Health and Wellness," which fits nicely with our 2022 Women's History Theme, "Women Providing Healing, Promoting Hope." All year long we will be honoring women as healers and caregivers. Throughout February, we are featuring stories of some of the remarkable Black women in medicine and caregiving on our social media accounts.



Women like our dear friend and late NWA board member Dr. Patricia Bath. In addition to her tireless advocacy for improving vision health, her ground-breaking research, and her dedication to mentoring young scientists, she was a fierce supporter of women's history.

Dr. Bath's invention of the Laserphaco Probe was an important milestone in the advent of laser cataract surgery. She co-founded the American Institute for the Prevention of Blindness in 1976, committed to "protect, preserve, and restore the gift of sight." She broke ground for both women and African Americans in medicine and ophthalmology, including being the first African American woman doctor to receive a patent for a medical purpose.

*She was one of our 2013 Women's History Honorees, "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics." The SUCCESS! Conference displayed this poster in 2013, when we also honored Dr. Sally Ride in our program & on the t-shirts.*

## HERstory/THEIRstory: Writing Women & the Under-Represented into History for FEBRUARY

The AAUW Achievement Award is presented to an individual whose record of achievement in any scholarly or professional field spans 20 or more years. Through this award, AAUW publicly recognizes the highest standards of service in the public and private sectors. The award underscores the significant accomplishments of those who advance the goals of AAUW and is presented biennially at the AAUW National Convention. **A new monthly feature of our newsletter** will be highlighting those women who have been honored. The editor thanks Karen for collecting the dates for the women listed on AAUW's site. She had to use a naturalization record, a ship entry, and a Social Security to research the information I requested! The first date is the year in which the person was honored. We will continue our Women's Herstory programs in February and March, and play Women's History BINGO- adding some women from this roster each time. Let us know if you have **met the person**, studied them, or were in attendance at an AAUW National Convention when they were honored.

**1977: Gisela Konopka February 11, 1910 - December 9, 2003**

Professor of social work; contributed to the development of social group work and its practice with children & young adults; Konopka Institute for Best Practices in Adolescent Health at the University of Minnesota was named in her honor.

**1970: Margery W. Shaw February 15, 1923 - July 28, 2012**

Geneticist. Discovered the tools to identify and sort out human chromosomes and researched chromosome damage. Directed the Medical Genetics Center of Houston.

**1954: Marjorie H. Nicholson February 18, 1894 - March 9, 1981**

Chair of the English and comparative literature department at Columbia University and the first woman to be appointed to full professorship on the graduate faculty at Columbia. Authority on the relationship between poetry, philosophy, and science in the 17th century.

**2013: Olympia Snowe Feb 21, 1947**

U.S. Senator from Maine from 1995 to 2013. Fourth woman in history to be elected to both houses of Congress and the first woman in American history to serve in both houses of a state legislature and both houses of Congress.

**1971: Alona E. Evans February 27, 1917 - September 23, 1980**

Professor of political science at Wellesley College. First woman president of the American Society of International Law.

**On February 15, 1820, Susan B. Anthony was born. A trailblazing activist, Anthony became a pivotal figure in the burgeoning women's suffrage movement, championing for equal pay, fair labor, voting rights and other social reforms.**

### Who Am I Thinking About on Presidents' Day?

**What do these items have in common: a chicken, a race horse, baby girls, towns, a merchant marine ship, a United States Postage Stamp, a bobblehead doll, and a boutique inn?**

All of the above are namesakes of Belva Lockwood, a 19th century celebrity lawyer, educator, women's rights and peace activist, the first woman to practice before the U.S. Supreme Court, and a two-time official candidate for President of the United States. Born in 1830, Belva Lockwood was indomitable and bold. As a young widow with a small child, she refused to be dependent on anyone except herself. Managing to get educated she taught school before moving to Washington, D.C. where she married Ezekiel Lockwood, an elderly Civil War veteran and set about earning a living to support her family.

When a law school refused to bestow the law degree she had earned, Belva Lockwood got the ex officio head of the school, President Ulysses Grant, to do so in 1873. "Noting was too daring for me to attempt, she once wrote. In 1876, at the age of forty-nine years old, she was admitted to practice before the highest court in America, the U.S. Supreme Court. But first she had had to write a bill admitting women to practice and relentlessly lobby Congress for three years until the bill was passed. "I have never stopped fighting," she said. "My cause was the cause of thousands of women."

Belva Lockwood died at age of 85 in 1917, three years before the 19th Amendment enfranchising women was added to the U.S. Constitution. The heading and sub-headings in *The New York Times* (May 20, 1917), that rarely published women's obituaries, read: "BELVA LOCKWOOD, LAWYER, DIES AT 85/Only Woman Who Ran for Presidency and First to Practice In Supreme Court/A PIONEER IN SUFFRAGE/She Fought Case of Cherokee Indians Against the Government and Won \$5,000,000 Settlement."

Unlike Virginia Woodhull, who the popular culture typically credits as the first woman to run for President, but who, in fact, was too young to be on the ballot, Belva Lockwood officially ran two—1884 and 1888— full-scale presidential campaigns with her running mate Marietta L. Stow. Her goal wasn't about winning, it was about showing that women could run a campaign. She published a 15-point-position statement on foreign affairs, equal political rights, judicial appointments, and more; "If we always talk and never work we will not accomplish anything," she said.

Fewer than 5, 000 men, (women were denied the vote) voted for her in 1884 and fewer still in 1888. But that was enough because Belva Lockwood's goal was not about winning but about proving that women could run for president. And that she did—twice. So Belva Lockwood is who I am thinking about on President's Day. *By Penny Colman, Reprinted from National Women's History Alliance and Penny's blog, 02.21.2022*








## AAUW Continues Branch 5-Star Recognition Program

7.1.2021 – 06.30.2022

*Our plans are written in this color and goal swirls are highlighted to show our intent. Please help support your board's wish to maintain our 2019-2021 "Five Star" status! Thank you!*

**Green highlighted means we have accomplished the requirement.**

 <b>Programs</b>	<ul style="list-style-type: none"> <li>☞ Host at least 4 mission-based programs that align with the AAUW national strategic plan. <b>Continue "Finish the Fight" Programs; Support "GREAT Math Minds" +</b></li> <li>☞ At least 2 programs must have a Diversity, Equity, and Inclusion focus and at least 1 program must be in collaboration with one or more branches in your state. <b>American Education Week- "Honoring Our Educators" 2021 with Greater Manassas Branch + Book Discussion Groups</b></li> </ul>
 <b>Advancement</b> <i>(3 of 5 criteria needed for star)</i>	<ul style="list-style-type: none"> <li>☞ \$30 per capita (member) gift raised for greatest needs, during FY22 (7.1.2021-6.30.2022). <b>Gifts from 1.1.2021-6.30.2021 count toward state named gift honorees for our branch- each @ \$500.</b></li> <li>☞ Increase your Greatest Needs giving in FY21 by 25%.</li> <li>☞ <b>Retain 90% or more of your branch membership and submit annual dues by September 30. We had 93% and 95% by 10.31 Thank you!</b></li> <li>☞ Increase the Legacy Circle Members in your branch by 10%.</li> <li>☞ Make a contribution in honor of AAUW's 140<sup>th</sup> anniversary to the Greatest Needs Fund. <b>This is an approved budget item for 2021-22.</b></li> </ul>
 <b>Communications &amp; External Relations</b>	<ul style="list-style-type: none"> <li>☞ All existing websites and social media accounts use current AAUW branding and have 3-5 postings with a Diversity, Equity, &amp; Inclusion focus in FY22. (Mission statement and logo are up to date.) <b>Our branch collage photo is #1!</b></li> </ul>
 <b>Public Policy &amp; Research</b>	<ul style="list-style-type: none"> <li>☞ <b>Conduct an annual meeting with a member of Congress, Governor, or a member of their staff around a strategic plan focus. Branches in the same state can work in coalition to achieve this goal.</b></li> <li>☞ Ensure a branch public policy chair is appointed who collaborates with the state public policy chair. <b>Sandy continues her active role!</b></li> <li>☞ <b>Host at least one event where there is an opportunity to sign up for Action Network. We have two new branch members after the 11.14 AEW event- one National who transferred and one "brand new". Both for "Action"!</b></li> </ul>
 <b>Governance &amp; Sustainability</b>	<ul style="list-style-type: none"> <li>☞ <b>Branch board develops and uses strategic plan that aligns with AAUW national strategic plan.</b></li> <li>☞ 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. <b>Our 2020 plan brought three branch members to leadership. We need to do even more!</b></li> <li>☞ <b>Appoint a Diversity &amp; Inclusion officer to lead diversity an inclusion planning on behalf of the branch with the support of the board. We would like a co-officer to co-lead with Susan Bardenhagen to support equitable representation.</b></li> </ul>



## Moving Forward in 2022 – all dates are not available yet...

Dates are based on 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 2021 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))

**3.24.2021 → 03.15.2022: All Women's Equal Pay Day**

(Women overall v. Men overall - **\$0.83**)

~~4.9.2020 ↓ 4.10.2021: White women's equal pay day (White Women v. White, non-Hispanic Men – \$0.79)~~

~~6.4.2020 → 5.05.2021: Mom's Equal Pay Day (Moms vs Dads – \$0.75) – Latina mothers are paid \$0.46; Native American mothers are paid \$0.50; Black mothers are paid \$0.52; White, non-Hispanic mothers are paid \$0.71; Asian American and Pacific Islander mothers are paid \$0.90.~~

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

**8.3.2021 = 8.3.2022: 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)~~

It takes Latinas almost an entire extra year of full-time, year-round work to be paid the average annual earnings of white men. Learn the unfair truth about Latinas and the pay gap and fight for #LatinaEqualPay. <https://www.aauw.org/latinas-and-the-pay-gap/>

*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 HOPE 2021's DATES for the 2022 calendar WILL SHOW GAINS FOR ALL WOMEN.*

## **VA AAUW State Conference, Harrisonburg- 1 Day Drive-In March 26, 2022 & Part II, Virtual Business Meeting April 30, 2022**

<https://aauw-va.aauw.net/conference-2/> link to information & brochure

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>

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

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