

### Calendar of Events

- March 5-12<sup>th</sup> PW-Manassas Regional Science Fair Virtual Judging ~ **8 AWARDEES**
- March 26<sup>th</sup> AAUW-VA State Conference in Harrisonburg ~ **IRENE, SANDY, SUSAN**
- April 30<sup>th</sup> AAUW-VA Business Meeting Virtual ~ **IRENE, SANDY, SUSAN**
- May 25<sup>th</sup> **CELEBRATING FUTURE STEAMM LEADERS! Program** 6:30 pm  
*Wednesday Emily's Scholarship Winner, 2018 Awardees, 2022 Awardees zoom*



### Juneteenth 2022 From Girls Who Code

### Presidents' Message

With spring has come, planting gardens & fresh bouquets of flowers, camping & RVing, and for us two co-presidents-joining virtual meetings with AAUW-VA members across the state. As some of our members' lives still endure health concerns and challenges, we are both hopeful that soon we will be able to support each other in person. For now, greens from the garden and quality time with family is crucial.



Sadly, Betsy Reid, one of our judging team for Emily Rishell's scholarship winner in 2021, passed after a brief illness in May. She was a retired educator for students who were English Language Learners in Manassas and community advocate.



Thank you to our Science Fair judging team! At our May 25<sup>th</sup> program, we enjoyed hearing from five of this year's eight awardees; meeting Emily's scholarship winner, Sarah, who shared about her first year of college; and also getting an update from our 2018 awardees Aditi and Anika. Thank you and congratulations to Shelly-Ann as our new VP of Programs and Karen for continuing as Finance Officer!

**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

#### **2022 AAUW-VA Woman of Achievement Award Presented to Delegate Eileen Filler-Corn**

One highlight of our state conferences has always been our presentation of the AAUW of Virginia biennial Woman of Achievement Award. The award honors the best of the best--women who have made a difference. These women have stood on the shoulders of those before them and then made outstanding educational, civic, and cultural contributions of their own; demonstrated excellent leadership skills; and contributed to the advancement of women with a positive impact in our state. They have become the shoulders for other women to stand on. Virginia Delegate Eileen Filler-Corn was recognized on April 30, 2022, as our 2022 Woman of Achievement awardee. The award presentation headlined Part 2 of our 2022 State Conference, the virtual Annual Business Meeting.

Co-President Leslie Tourigny explained why Delegate Filler-Corn was selected to receive our prestigious award: "The Virginia State Legislature dates to 1619 and is considered the oldest continuous law-making body in the Western Hemisphere. "In 1776, when it became the Virginia General Assembly, Edmund Pendleton of Caroline County became the first speaker. Fifty-four other speakers followed Speaker Pendleton who shared one notable trait with him--they were all men! "On January 8, 2020, Delegate Eileen Filler-Corn was sworn in as the 56th Speaker of the Virginia House of Delegates, becoming the first woman and first Jewish person to lead the House of Delegates in its then 400-year history. "In 2010, Delegate Filler-Corn was first elected to the Virginia House to represent the 41st District, which includes parts of Fairfax, Fairfax Station, and West Springfield. When she became speaker only a decade later, she achieved another historic first: she had served the shortest amount of time as delegate before becoming speaker compared with any previous speaker."

### National

From **National Coalition of Girls Schools** Newsletter 06.17- When a young woman aspires to enter the political arena, she faces an array of challenges—from societal bias to the discouragement of family and friends. **According to statistics maintained by the United Nations, as of September 2021, there are a mere 26 women serving as heads of state or government in nations around the world.** Even more astounding, there are still 27 countries in which women account for less than 10% of parliamentarians.

*From 05.19.2022 email from AAUW's Gloria L. Blackwell, Chief Executive Officer: Indeed, we must keep fighting for justice and stand firm in our solidarity against sexism and racism. As sorrow becomes anger, let anger become activism. In the words of the great Dr. Maya Angelou, "You should be angry. You must not be bitter." Because during dark times, it's up to us to light the way forward.*

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)

## 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.

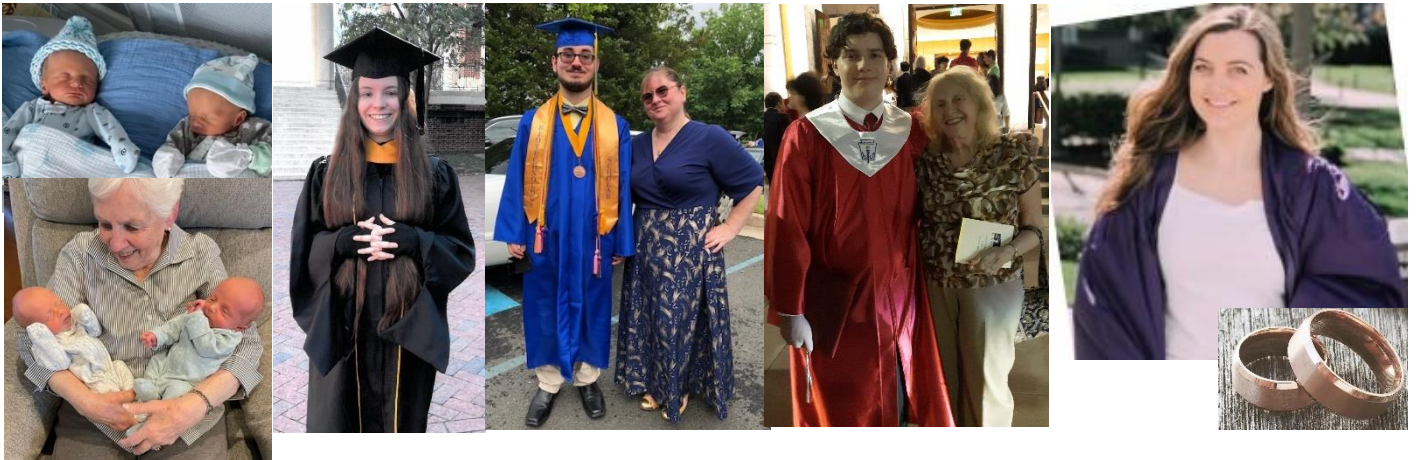
The 2022 theme for Women's History month (March) proudly honors those who, in both public and private life, provide healing and promote hope for the betterment of all. Instead of selecting national honorees, we are encouraging groups throughout the country to use the theme to recognize and honor women 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

We have lots of news for this spring- babies, weddings, graduations, and more!

Dorothy's granddaughter brought twins to her great-children roster. Paige earned her Master of Science degree in Biomedical Engineering in May from Johns Hopkins University in Baltimore. Kristina's son, Tucker, and Susan's symphony violinist buddy graduated from OPHS in June; he will be attending Mary Baldwin in the fall to major in Music. Barbara Ondo's grandson graduated from high school in Houston and will be attending the University of Texas at Austin to major in engineering. Ashley's and Joey's wedding is this Friday, the 24<sup>th</sup>!

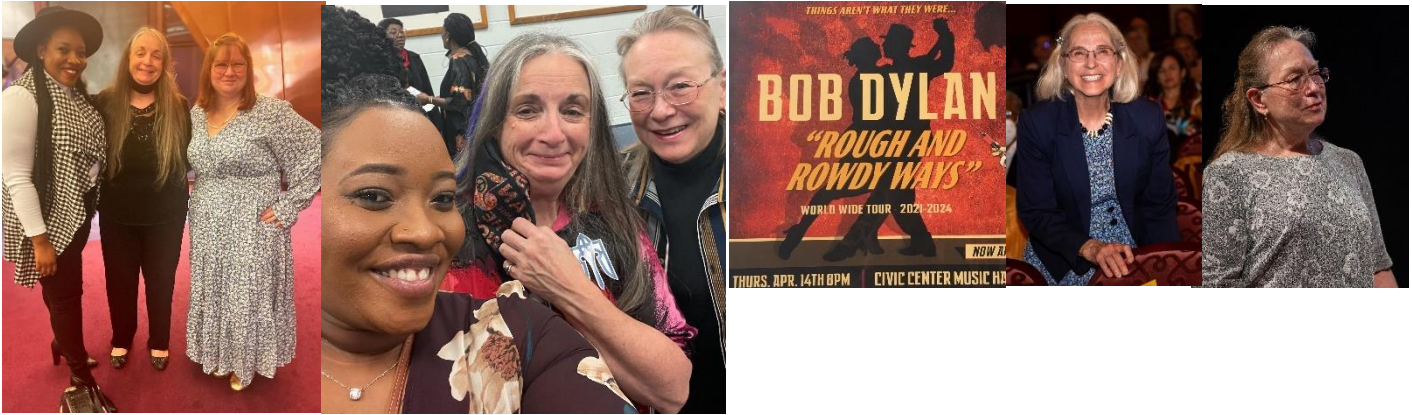


Sandy has adopted Bea, a rescue cat, who seems to be acclimating just fine. Irene's mare is enjoying spring. Kelli's pair of new doggies have made her home theirs!

Many of our members have been "in the house" for a variety of arts performances this spring! Barbara, John, Shelly-Ann, and Kristina attended the Manassas Symphony's March & May performances. Katherine, Shelly-Ann, and Susan attended Tema Choir USA's Easter Readings at Hampton Middle School. Eileen and Susan enjoyed the Manassas Chorale's March Voices



United with AEW 2021's honoree Illana Naylor singing. Karen enjoyed her first Bob Dylan concert in Oklahoma. Irene & Katherine participated in the 2022 Kathleen K. Seefeldt Awards for Arts Excellence.



I plan to publish a summer edition of our newsletter. News and photos are encouraged, please! ☺

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

## *EQUITY, & INCLUSION*

### **Title IX at 50**

In commemoration of the 50th anniversary of Title IX, the National Coalition for Women and Girls in Education (NCWGE) is proud to share a new report, *Title IX At 50*. Co-authored by SWE's very own, Dr. Roberta Rincon, the report celebrates the significant progress made toward ending sex discrimination in schools while recognizing that much work remains to be done. The full report contains 9 issue briefs, each of which includes background on the issue, developments since 1972, and recommendations for federal, state, and school policymakers:

- Sexual Harassment
- Discriminatory Discipline Based on Sex and Race
- LGBTQI+ Students
- Pregnant and Parenting Students
- Athletics
- Gender- and Race-Conscious Programs
- Sex-Segregated Education
- Science, Technology, Engineering, and Mathematics (STEM) & Career and Technical Education (CTE)
- Title IX Coordinators

The co-authors of this report are: National Women's Law Center, American Civil Liberties Union, Athlete Ally, California Women's Law Center, Feminist Majority Foundation, GLSEN, The Inclusion Playbook, Legal Aid At Work, Legal Momentum, National Alliance for Partnerships in Equity, and ***Society of Women Engineers***.

## Society of Women Engineer's Founders Day!

On the weekend of May 27–28, 1950, 61 women met for the first national meeting at The Cooper Union's Green Engineering Camp in northern New Jersey to form what is now, today, SWE, a 41,000+ global member network for women in engineering and technology. One founder was **Admiral Grace Murray Hopper**. Known as “Amazing Grace,” Grace taught at Vassar College and received her Ph.D. in mathematics from Yale in 1934. During World War II, she joined the U.S. Navy WAVES.



She is distinctly remembered as the co-developer of the COBOL programming language and a rear admiral in the US Navy. Grace was awarded the Achievement Award, the Society's highest honor, in 1964.

*{In this photo are Admiral Hopper, our Sandy Lawrence, and Sandy's mom!}*

In 1950, 61 women plus a few male allies set the foundation for today's Society of Women Engineers. Founders Day is a celebration that each of us has helped to advance the pioneering vision expressed by the



founders decades ago on May 27th. Today, we feature SWE's first president, **Dr. Beatrice Hicks**, SWE Achievement Award recipient (1963), National Inventor's Hall of Fame, and National Women's Hall of Fame. Dr. Hicks invented the gas density switch. She pioneered the design, development, and manufacture of pressure and gas density controls for aircraft and missiles. When she told people in the 1930s that she wanted to become an engineer, teachers and classmates quickly proclaimed it was no place for a woman. She, and the founders of SWE, persevered to

achieve their ambitions and for future generations to come. She proudly proclaimed, “I am convinced we are going to grow into a large and powerful organization.” Indeed, over 70 years later, SWE has grown to more than 41,000 members globally, continuing the work and mission to be a catalyst and champion for the success of women in engineering and technology. *{The Society of Women Engineers shares its mission statements with those of AAUW. Our branch included SWE in its community outreach for our 5-Star application in 2019-2021.}*

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), was our second "Starting Difficult Conversations" book discussion item. On the zoom call were: Irene, Susan, Colleen, Barbara, Karen,

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/plug-play-dei-programming/>

## STEM & STEAM from Suhani & Susan

The 2022 Prince William-Manassas Regional Science Fair judging was a virtual event again this year, with online judging taking place between March 5<sup>th</sup> and 12<sup>th</sup>. Our team of judges- Susan Bardenhagen, Barb & Denis Blindauer, Suzanne Harvey, Colleen Hauser, Sandy Lawrence, Barbara Ondo, and Suhani Pant- reviewed abstracts, students' video presentations, recorded their notes, and met on zoom to determine awardees. For over 24 years our branch's involvement in this project, has selected projects from across categories.

Our awardees for 2022 are: two first place projects - Environmental Science, “Worms for the Win,” Linda from Gainesville MS and Physics, “Does the Perpetual Water Wheel Really Exist?” Lucy from Reagan MS; second place project- Physics, “Flying Tees,” Evelyn from All Saints Catholic School; third place project- Microbiology, “Effect of Water Stagnation on Bacterial Growth,” Isabel from St. Francis of Assisi School; and Honorable Mention projects- Plant Sciences, “Sugar & Vinegar for Flower Power,” Natalie from Graham Park MS; Earth & Space Sciences, “Effect of Filters on Exoplanet Data,”

**Madeleine from Saunders MS; Materials Science, “Effect of Different Rust Inhibitors on the Amount of Rust on Steel Nails,” Ava from Gainesville MS; and Animal Sciences, “Musical Eggs,” Anne from All Saints Catholic School.**

*Input from our judges:* Our second place winner was “Flying Tees”. The student’s hypothesis was that using short tees would result in longer drives. Golfers are equipment geeks and every golfer seems to have one type, of the many for sale, of tee that they will only use. Just search for tees on Amazon and see the wide variety. Excellent presentation of data and statistical vocabulary. Good references and procedure. She also had ideas to improve the experiment. A unique and well-done project. Oh, and longer tees resulted in longer drives.

**Suzanne [Harvey.suzanneL@gmail.com](mailto:Harvey.suzanneL@gmail.com) or Susan [smbaauw@gmail.com](mailto:smbaauw@gmail.com)**

*On June 16, 1963, 26-year-old Valentina Tereshkova - 1st woman in space - rocketed into space solo aboard a Soviet spacecraft. Twenty years later, on June 18, 1983, physicist Sally Ride became the 1st American woman - and 3rd woman of all time - to go to space.*

### **Edith Eva Keating**

In 1920, 12 women held pilot’s licenses in the United States. Ten years later, that number had risen to more than 300. As female aviators took to the skies, performing daredevil stunts and smashing speed records, journalist Harry Goldberg heralded the start of a “feminine invasion” in aviation. “A new world of endeavor beckons to womankind,” he wrote in an article syndicated in various newspapers on August 21, 1927. But when Edith Eva Keating answered its call, she wasn’t piloting a plane; she was steering a camera.



A tourist standing on Broadway in Manhattan in the late 1920s couldn’t have seen her high-wing monoplane 16,500 feet up—much less the name of her employer, Fairchild Aerial Surveys, painted on the fuselage. Fairchild by then was well established as an aerial photography firm, making photographic maps for clients from real estate scion Vincent Astor to the United States Department of War, and Keating served a dual role at the company: an executive saleswoman and a path-breaking photographer.

Up in the sky, flight goggles framed her bright blue eyes as she clutched a 50-pound camera to her chest, pointing it over the side of the aircraft. While the pilot banked the plane, Keating fired the shutter, capturing skyscrapers glittering in the sunlight, boats zipping through inky waters and Central Park stretching out like a ping-pong table. One such image, printed in *NEA* magazine in 1929 and currently housed in the Air Photo Archives at the University of California, Los Angeles, is the earliest known aerial of the city credited to a woman and taken from anywhere near that height. *June 3<sup>rd</sup> Smithsonianmag.com daily newsletter excerpt, by Laura Mallonee*

### **PINK SPACE THEORY’S GREAT MATH MINDS PROGRAM GRADUATION**



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

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. Let us know if you have met the person, studied them, or were in attendance at an AAUW National Convention when they were honored.






- 1999 Awardee: Ruth Bader Ginsburg**- Supreme Court justice. Co-founder of the women's rights project of the ACLU. First tenured woman at Columbia University's law school. March 15, 1933-September 18, 2020
- 1968 Awardee: Eveline M. Burns**- Social economist and authority on social security. Developed alternative plans for the support of dependent families and the elderly. March 16, 1900-July 2, 1985
- 1990 Awardee: Evelyn Fox Keller**- Expert in mathematical biology, physics, and the history and philosophy of science and feminist theory. Biographer of 1947 awardee Barbara McClintock. March 20, 1936
- 2003 Awardee: Gloria Steinem**- Co-founder of *Ms.* magazine, the Ms. Foundation, the National Women's Political Caucus, Voters for Choice, and Choice USA. Author of several bestsellers. March 25, 1934
- 1988 Awardee: Sandra Day O'Connor**- First woman on the Supreme Court. Served as the majority leader of the Arizona Senate. March 26, 1930
- 1982 Awardee: Julia M. Walsh**- First woman to graduate from the advanced management program at Harvard Business School. First woman board member of the American Stock Exchange. March 29, 1923-July 2, 2003
- 1985 Awardee: Eudora Welty**- Pulitzer Prize-winning novelist and short story writer from Mississippi. April 13, 1909- July 23, 2001
- 1979 Awardee: Nancy Roeske**- Professor of psychiatry and the coordinator of medical education at Indiana University. Focused on a holistic and humanistic approach to patients, women's health issues, and the mental health problems of visually impaired children. First chair of the American Psychiatric Association Task Force on Women. April 17, 1928-April 21, 1986
- 1973 Awardee: Mamie Phipps Clark**- Psychologist. Second African American to receive a doctorate in psychology from Columbia University. Co-established the Northside Center for Child Development in Harlem. Her research on the effects of segregation and racism on the self-esteem of black children was cited in *Brown v. Board of Education*. April 18, 1917-August 11, 1983
- 1986 Awardee: Gerda Lerner**- A founder of the discipline of women's history and former president of the Organization of American Historians. April 30, 1920-January 2, 2013
- 1969 Awardee: Dorothy W. Weeks**- Spectroscopist for the solar satellite project at Harvard College Observatory. First woman to receive a doctorate in mathematics from Massachusetts Institute of Technology. May 3, 1893-June 4, 1990
- 1957 Awardee: Cecilia Payne-Gaposchkin**- Stellar astronomer specializing in spectroscopy and photometry. Chair of Harvard University's Department of Astronomy. First woman at Harvard to attain full professorship through promotion and first woman chair of any department. May 10, 1900- December 7, 1979
- 2005 Awardee: Madeleine Albright**, First woman U.S. secretary of state, Albright graduated from Wellesley College in 1959 and earned a PhD from Columbia University in 1975, writing her thesis on the Prague Spring. Born: May 15, 1937- March 23, 2022
- 1963 Awardee: Helen B. Taussig** - Founded the field of pediatric cardiology. First woman president of the American Heart Association. Studied congenital heart malformations and was responsible for significant increases in the survival rates for babies born with severe heart defects. May 24, 1898-May 20, 1896
- 1956 Awardee: Rachel Carson**- Author of *Silent Spring*, the book documenting the effects of DDT on the environment that started the contemporary battle between environmentalists and industry. May 27, 1907- April 14, 1964
- 1995 Awardee: Antonia Hernandez**- Former president and general counsel of the Mexican American Legal Defense and Education Fund. Current president and chief executive officer of the California Community Foundation. May 30, 1948
- 1964 Awardee: Mildred Campbell**- Historian and early advocate of gender studies at Vassar College with special interest in the impact of social and economic forces on the social structure. May 31, 1891-February 19, 1991
- 1959 Awardee: Chien-Shiung Wu**- Experimental physicist. Disproved the "parity law," the fundamental theory of physics, which held that objects that are mirror images of each other behave in the same way. Worked on the Manhattan Project. May 31, 1912-February 16, 1997
- 1946 Awardee: Ruth Fulton Benedict**- Anthropologist and folklorist. Used studies of human behavior patterns to argue against racial discrimination in her publications, such as *The Chrysanthemum and the Sword*. June 5, 1887-September 17, 1948
- 1987 Awardee: Marian Wright Edelman**- Founder and president of the Children's Defense Fund. First African American woman admitted to the Mississippi Bar. June 6, 1939
- 1976 Awardee: Jessie Bernard**- Sociologist and feminist scholar. Research focused on marriage, sex, motherhood, and changing family lifestyles. June 8, 1903-October 6, 1996
- 1947 Awardee: Barbara McClintock**- First woman to win an unshared Nobel Prize in Physiology or Medicine for her work in genetic transposition or "jumping genes" in 1983, 36 years after AAUW recognized McClintock for her work. June 16, 1902-September 2, 1992
- 1960 Awardee: Lily Bess Campbell**- Eminent Shakespearean authority and expert on English Renaissance literature and the history of theater. Author of seven books. June 20, 1883-February 18, 1967
- 2017 Awardee: Associate Justice Sonia Sotomayor**, an associate justice of the Supreme Court of the United States- nominated by President Barack Obama and has served since August 8, 2009. She is the third woman to hold the position. June 25, 1954 in NYC.

# 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.**

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|---|--|
| <br><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. August Centennial of Suffrage- Turning Point Suffrage Memorial &amp; Tour of Lucy Burns Museum, December Cultural Celebration, AEW 2021, Celebrating Future STEAMM Leaders</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. American Education Week- "Honoring Our Educators" 2021 with Greater Manassas Branch; 2 Book Discussion Groups</li> </ul>   |
| <br><b>Advancement<br/>(3 of 5 criteria needed for star)</b> | <ul style="list-style-type: none"> <li>☞ \$30 per capita (member) gift raised for greatest needs, during FY22 (7.1.2021-6.30.2022). Gifts from 1.1.2021-6.30.2021 count toward state named gift honorees for our branch- each @ \$500.</li> <li>☞ Increase your Greatest Needs giving in FY21 by 25%.</li> <li>☞ 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!</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. This is an approved budget item for 2021-22.</li> </ul> |
| <br><b>Communications<br/>&amp; External<br/>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.) Our branch collage photo is #1!</li> </ul>  |
| <br><b>Public Policy &amp;<br/>Research</b>                | <ul style="list-style-type: none"> <li>☞ 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.</li> <li>☞ Ensure a branch public policy chair is appointed who collaborates with the state public policy chair. Sandy continues her active role!</li> <li>☞ 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"!</li> </ul>   |
| <br><b>Governance &amp;<br/>Sustainability</b>             | <ul style="list-style-type: none"> <li>☞ Branch board develops and uses strategic plan that aligns with AAUW national strategic plan.</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. Our 2020 plan brought three branch members to leadership. We need to do even more!</li> <li>☞ Appoint a Diversity &amp; Inclusion officer to lead diversity an inclusion planning on behalf of the branch with the support of the board. Susan Bardenhagen</li> </ul>  |



## Moving Forward in 2022 –

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 and it did.

**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)

**2.11.2020 ↓ 2.23.2021 ↓ 5.3.2022: Asian American/Native Hawaiian Pacific Islander Women's Equal Pay Day** (Asian/Hawaiian Pacific Islander Women v. White Men - \$0.75)

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

**06.15.2022: LGBTQIA+ Equal Pay Awareness Day**

**6.4.2020 → 5.05.2021 ↓ 09.08.2022: Mom's Equal Pay Day** (Moms vs Dads - \$0.58) 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.

**8.3.2021 ↓ 09.21.2022: Black Women's Equal Pay Day** (Black Women v. White Men - \$0.58)

**10.1.2020 → 9.8.2021 ↓ 11.30.2022 : Native Women's Equal Pay Day** (Native Women v. White Men - \$0.50)

**10.29.2020 → 10.21.2021 ↓ 12.08.2022: Latinas' Equal Pay Day** (Latinas v. White, non-Hispanic Men - \$0.49)

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 Pew Research Center analyzed Census Bureau data and found that in 22 of 250 U.S. metropolitan areas, women under the age of 30 earn as much or more than their male counterparts. New York City and Washington, D.C., are among the cities in which young women earn more than young men, the study found. Another relevant article, includes AAUW research: <https://www.smartcitiesdive.com/news/pay-equity-momentum-poised-to-help-close-homeownership-gap-analysis/622191/>

*The trend had been upward and improving from 2018, except in 2019 for Native American Women. According to the regression of dates above, the results of the pandemic's changes to the workforce and expectations for women are notable..*

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** [sfpaaauw6382@aol.com](mailto:sfpaaauw6382@aol.com) and  
**Sandy Lawrence** [sandyaaauw@juno.com](mailto:sandyaaauw@juno.com)

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