



## Sierra Outpost

### \*\*\*!!!Annual Meeting Alert!!!\*\*\*: Venue change

--Dawn Johnson

The weather's been so cool that the Gabe pool won't be warmed up much, so we are saving you the embarrassment of putting on a swimsuit and moving the location to Dawn's house, 3978 Van Ness Road. For directions, [click here](#). This is even better for the party-till-you-drop people who want to also go to the Yoga Studio's celebration without driving too far.

Same time (4:00), same event (wrapping up the year), same fun people (like you, for example).

**Annual Meeting**

**Friday**

**June 1**

**4:00pm**

**Home of Dawn Johnson**

**3978 Van Ness Road**

Remember to bring an appetizer to share. We'll have beverages, but if you want something with a kick, it's BYOB.



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## Co-Presidents' Corner

As you have undoubtedly read or heard from us over the past two years, we are fans of learning by doing. Sometimes things are easy and come naturally on the first try. Other times it is more of a try and fail, then try again and fail better... So here's a big **THANK YOU** for sticking with us through the easy successes and tough learning moments. This has been a great two years of getting to know the organization and its members. If we have learned one thing, it is that our amazing group of men and women has motivated and educated our community and will

continue to do so for years to come. Thank you for all of your time and effort as members of AAUW Mariposa. There are exciting changes coming down the line, so stay tuned throughout the summer!

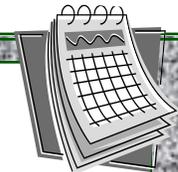


*Rebecca  
&  
Maddie*

## Events Calendar

### June/July Activities

- June 1:** Annual Meeting: 4:00pm, home of Dawn Johnson
- ~~**June 2:** Coffee and Convos: 9:00am, Pony Express~~
- June 4:** Board Meeting: 4:00pm, Mariposa Library
- June 5:** SIG Reading: 4:30pm, home of Helene Fiske
- July 6:** Cocktails and Convos: 5:00pm, The Grove House
- July 13:** Deadline to deliver backpack items: (go to [www.freegiftregistry.com/Mariposabackpacks](http://www.freegiftregistry.com/Mariposabackpacks))
- July 26:** Filling of backpacks: 5:30pm, Joe Kidd Hall-Methodist Church



June 2018

Sun	Mo	Tue	We	Thu	Fri	Sat
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

- 1st: Annual Meeting
- 2nd: Coffee and CONVOS(am)
- 4th: Board Meeting

## Project: Backpack

Cathy Owens



### AAUW Backpack Project 2018

--Cathy Owens

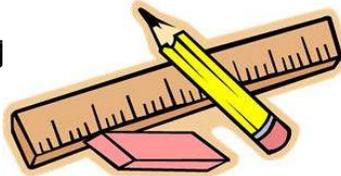
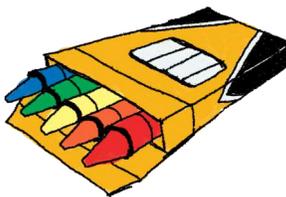
AAUW is gearing up for another summer of outfitting quality backpacks, fully stocked with school supplies, for middle school students throughout our community. This year we have expanded our project to include a partnership with the JC Fremont Back to School Health Fairs. We will continue to donate backpacks to all schools in our county, as is our longstanding tradition. By providing essential supplies and backpacks, we are helping pave the way for success to worthy students who may have otherwise started the new school year unprepared. **The first health fair will be in late July, so we are getting started on the project a bit earlier than in previous years.**

Please help us out by purchasing school

supplies for the packs. To find out what is needed, go to our registry at [www.freegiftregistry.com/Mariposabackpacks](http://www.freegiftregistry.com/Mariposabackpacks). All instructions, with the complete supply list and where to deliver, are at the site. **The deadline for donating school supplies is July 13.**

Alternatively, you may make a cash donation to help us purchase the packs in bulk. Please send cash donations of any amount, written out to Mariposa AAUW, to Cathy Owens, 5780 Clouds Rest, Mariposa, CA, 95338.

Thank you for helping us give Mariposa students every opportunity to thrive in school!



**The Backpack Fill Day is Thursday, July 26, at 5:30pm.**

**We will be at the Mariposa United Methodist Church, Joe Kidd Hall. All are invited to come lend a hand.**

## Project: Tech Trek

Cathy Owens, Barbara Silva, Naoko Kada



--Cindy Harp

### AAUW to sponsor five students at science camp

The Mariposa branch of AAUW (The American Association of University Women) is pleased to announce the selection of five local girls to receive sponsorships to attend a one-week STEM camp at Fresno State University June 17-23. The camp is part of the AAUW Tech Trek program which encourages middle-school aged girls to find their passion for science, technology, engineering and math. The five campers selected this year are Sarah Chenoweth, Mae Gleason, Natalia Gonzales Huerta, Makaya Mackie, and Shelsy Marquez.

The Tech Trek camp is designed to expose girls to

careers in high-paying STEM fields where women are currently underrepresented. The students live on campus to experience college dorm life and participate in hands-on activities emphasizing fun, problem solving and interactions with women in STEM careers. For more information on Tech Trek camp, please visit [www.techtrek-fresno.aauw.net](http://www.techtrek-fresno.aauw.net)

Mariposa AAUW has sponsored 87 camperships since 2000. The girls are selected based on teacher recommendations, an application and essay and personal interviews. The 2018 cost is \$900, of which the candidates' families are asked to

contribute \$50. AAUW raises funds for the camp fees through its annual yard sale and other fundraisers.

The American Association of University Women is a national organization dedicated to lifelong learning and advancing equity for women and girls through advocacy, education, philanthropy and research.

The Mariposa branch has over 90 members who support local projects such as Tech Trek camp. Other programs include Dinner with a Scientist for high school girls at UC Merced, and distribution of free backpacks. For more information visit

[www.aauwmariposa.com](http://www.aauwmariposa.com).

## AAUW- California

### State Convention offers new ideas, inspiration to carry forward

--Maddie Brown

From April 27 through April 29, three of our branch members had the opportunity to attend AAUW CA's State Convention in Irvine, CA. Every other year, members from branches all across the state convene to attend workshops, participate in Open Space collaboration sessions, learn about what developments are occurring within the organization and hear from the powers that be within AAUW. Dawn, Sandi, and Rebecca gathered for the 3 days in Irvine for **Educated.Reasoned.Active.**

Resounding themes from the recent recap at our May board meeting included a fresh source of inspiration from the new National CEO, Kim Churches. Sandi shared the emphasis; she appreciated that AAUW is not about being a membership organization. Sure, we need members to have a branch, but we want to continue to focus our work to attract new members, as opposed to just

working to increase the number. We love to have more friendly faces join the branch, and we want to make sure it is because they are excited about the variety of work we do for our local, state, and national communities!

Rebecca emphasized the focus on aligning branches with National. As we fall under the large National umbrella, by focusing on aligning with the Strategic Plan, our branch contributes to the greater causes identified across the country.

While our branch is busy and passionate about our own special projects, there are still a wide variety out there that we have yet to explore! Sessions at the conference included Women in STEM Globally- a panel on the importance of advocating for STEM careers for women around the world, AAUW Jeopardy (we love a good trivia match!), Financial

Literacy Matters- as we know from our popular Finances for Women program from last year, Overcoming Political Overwhelm- even though we are a small community, we are still impacted by all scales of politics, and also Leveraging Social Media- a hot topic for many branches. It is such a hot topic, in fact, that Sandi has been hosting recurring meetings to share with other branches how to effectively incorporate a variety of technologies into their repertoire.

Our attendees, and therefore our branch, truly benefitted from the value information, and inspiration, generated by the conference. We are looking forward to incorporating these throughout the next year. Thank you for representing our branch!

## AAUW- California

### Mariposa AAUW takes stance on bylaw changes

--Maddie Brown

As you may have seen from Sandi's recent email, perhaps the hottest topic of discussion at the convention (as well as a recent Coffee and Convos) was the Bylaws vote. The State Board recently voted to approve all three proposed changes.

- **Bylaw Change Proposal 1**  
– Staggered terms of office for AAUW Board of Directors on a 3-year rotation
- **Bylaw Change Proposal 2**  
– Membership requirement for AAUW Board of Directors
- **Bylaw Change Proposal 3**  
– Degree requirement for membership in AAUW

In May, our Board unanimously voted to take a position of support for these changes. Board discussion of

the perhaps most contentious topic, eliminating the degree requirement, included the support for this change as an adaptation to not just be more inclusive, but specifically be able to bring community members who are especially passionate about our causes into the fold. Examples include parents of Tech Trek girls who would like to join our branch to support future Tech Trekkers but did not attend college, or local professionals with a wealth of knowledge and professional certifications that don't meet the fine print. An additional discussion point is the precedent set that the American Associate of University *Women* began including men in branches in 1987.

If you would like to read up on the various talking points as presented by National and other State groups, please reference the email "**AAUW Mariposa Board takes a position on the AAUW National proposed bylaws changes,**" sent on May 9, 2018. If you would like to discuss these changes with any Board members, feel free to reach out! We are excited about taking a stance on something we as a Board are

passionate about, and we hope you will take a stance as well by voting by June 9<sup>th</sup> on these changes. Here is the link: <https://www.aauw.org/resource/national-election/>

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We Provide Opportunities for Women to Reach Full Potential



## Hittin' the trail at Ahwahnee Hills Park

--Dawn Johnson

A mighty group of four, nearly outnumbered by a dog count of three, had a lovely amble through Ahwahnee Hills Park outside of Oakhurst on Saturday May 12. The Gabes and the Johnsons, along with pups Grizzly, Guinness and Maddie, enjoyed the glorious weather, brilliantly green grass (er, weeds), uncrowded trails and fortunate lack of rattlesnakes.

If you haven't been to this park lately, much work has been done recently to renovate the trails and park facilities. It has five miles of lovely, looping, non-strenuous trails through meadows and woods and a large lake where we were serenaded by an amorous bullfrog.



Join us for the next hike! Naoko will lead the hike on June 9th. Time and location TBD. For more information on the Hiking Group, contact [Trish Darcy](#).

## Interest Groups- Reading

Contact [Saralynn Nusbaum](#)

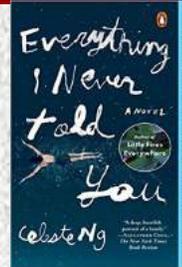


Our next meeting will be

Tuesday, June 5, 2018 at 4:30 pm

at the home of Hélène Fiske. We will be discussing

***Everything I Never Told You*** by Celeste Ng.



## 2018 book selections we have yet to read:

July:

***Little Fires Everywhere*\***

By Celeste Ng

***Behold the Dreamers***

By Imbolo Mbue

***Conversations with Friends***

By Sally Rooney

***Manhattan Beach***

By Jennifer Egan

***Ordinary Grace***

By William Kent Krueger

[Click here for a complete list of titles selected for 2018.](#)

## 10:04 by Ben Lerner

### Discussion Review

By Mary Ripma

Helene Fiske again generously shared her home for the discussion of what some found to be a baffling book, **10:04** by Ben Lerner. It is an example of **Metafiction**, a form of literature that emphasizes its own constructedness in a way that continually reminds the reader to be aware that they

are reading or viewing a fictional work.

In summary, the book deals with love, art, city, illness, having children, and writing. Some of our readers found the book to be from a different generation and our discussion helped us gain a greater understanding.



\*Check with Saralynn before beginning this one. As this past month saw the deaths of two prominent authors, Philip Roth and Tom Wolf, the book group will decide whether to read another book by Celeste Ng for July or select a title from books by Roth or Wolf. She also noted a new book out by David Sedaris. Stay tuned!

## Interest Groups - International Study

Contact [Peggy Shainberg](#) or [Carolyn Baker](#)

## Wrapping up Korea

--Peggy Shainberg



We finished up our study of the two Koreas. It was quite a subject with all the political maneuvering this year. Ruth Fruehauf will be leading the group next year. If you sign up to join International Group in the survey that will be sent to you in July, we will

plan a potluck lunch the end of July or August to get together and decide next year's country. If you cannot make the annual meeting, just let Ruthie know, so you can receive email notices.

**AAUW Mariposa Branch**  
**Board Meeting Minutes**  
**Mariposa County Library, May 7, 2018**

**Pending Approval**

**CALL TO ORDER:** at 4:14 p.m. by Co-President Maddie Brown

**MEMBERS PRESENT:** Rebecca Swisher, Maddie Brown, Dina Lambert, Sandi Gabe, & Bernadette Davis.

**Approval of Minutes from March:** April Minutes Approved Via E-mail and Posted in May Newsletter

**PROJECT UPDATES:**

**The Backpack Project: *Cathy***

Cathy met with Doucette Alvernez from John C. Fremont Healthcare District to talk about participating in the Back to School Fairs with backpacks. Discussion about how to determine whether the children meet the needs based qualifications that AAUW typically uses. This could be our trial run to determine if participation in this project would be doable in the future. We will need to be ahead of schedule with our typical processes by about three weeks. Cathy initially suggested to do 50 backpacks, but further discussion determined 40 may be more reasonable/manageable. Recommendation is to provide 62 packs total (22 to the schools and 40 to the Health Fair). Will ask Doucette to; track number of packs given to each grade at each school, to return surplus packs so that we can distribute them to schools directly, about AAUW being included in the advertisements. Will send Doucette the list of what AAUW includes in our packs. Cathy will work on finding location for Fill Day & will post registry list June – July. Tentative scheduled fill day is set for Thursday, July 26<sup>th</sup>. Saturday, July 28<sup>th</sup>: Mariposa Health Fair, August 4<sup>th</sup>: Northside Health Fair. Cathy recommended that AAUW budget \$1,500 for backpacks. Rebecca Swisher Moved to approve Cathy's recommendation, Sandi Gabe seconded, all in favor, none opposed and none abstained.

**REPORTS:**

**Membership: *Dina Lambert***

Email was sent out about renewals and increase of dues & dues are due.

AAUW Mariposa currently has 95 total members.

Annual Meeting will be June 1<sup>st</sup> 4pm at the Gabe House.

-Will talk about upcoming election.

-Will have signups for the groups.

-Encourage people to bring people.

-Put in paper about meeting.

**Publicity: *Maddie Brown for Cindy Harp***

Nothing to currently report. Will follow up once the info for the Backpack project

**Treasurer's Report: *Submitted by Sandi Gabe***

April:

Expenses: \$5.00, which were for Google, \$9.49 for Phonevite Fee

Income: None

*(Continued on page 10)*

(Continued from page 9)

**Notes:**

Renewal notices sent o branch members  
 Expected Income not yet recorded  
     Tech Trek (\$200)  
     Advertising (\$50)

Expected expenses  
     Convention (\$2000) for two attendees  
     Awards (\$71)

Beginning Balance: \$12,471.25

Ending Balance: \$12, 456.45

Rebecca Swisher moved to approve the treasurer's report, Bernadette Davis seconded, all in favor, none opposed and none abstained.

**Programs: Maddie Brown for Becky Mock**

The April Program was presented by the hospital. David Williams, Melissa Heyer, Matthew Matthesien were all in attendance. Had a nice turnout with good response.

**State Convention Recap**

-R. Swisher – Really enjoyed the convention. The CEO of AAUW was present talked about the exciting programs that are coming up. Focus on strategic plan so that the National goals align with the goals of the local AAUW.

-S. Gabe – Really enjoyed it as well, one of things she took from it was that we are not a membership organization. It's about doing work that will attract people. Look at the fellowship and grants so that when they are given out they are also a benefit to AAUW.

**NEW BUSINESS:**

**July Planning Session: Sandi Gabe**

TBD

**Membership Renewals: Dina Lambert**

Emails have been sent out to the members about renewals and increase of dues & dues are due.

**Polling Workers: Sandi Gabe**

Sandi received an email from Anita Starchman-Bryant about a request from Karen Herman needing poling workers. Dina Lambert Moved to have the information shared with members. Rebecca Swisher second all in favor, none opposed and none abstained.

**Other Updates and Announcements**

**2018-2019 AAUW Mariposa Board and Leadership**

Maddie will be sending out an email about the upcoming election with who volunteered for the positions and the open positions we still need to fill.

**Voting on new AAUW requirements**

The State board agreed to approve the go ahead with all three options; Proposal 1 - Staggered terms of office for AAUW Board of Directors on a 3-year rotation. Proposal 2 - Membership requirement for AAUW Board of Directors. Proposal 3 - Degree requirement for membership in

(Continued on page 11)



AAUW.

**Our board voted the following:**

Proposal 1- Sandi Gabe moved to approve, Dina Lambert seconded all in favor, none opposed and none abstained.

Proposal 2 – Sandi Gabe moved to approve, Rebecca Swisher seconded all in favor, none opposed and none abstained.

Proposal 3 – Sandi Gabe moved to approve, Maddie Brown seconded all in favor, none opposed and none abstained.

**UPCOMING EVENTS:**

June

1<sup>st</sup>: Annual Meeting at Gabe Home @ 4pm.

4<sup>th</sup>: Board Meeting

July

TBD: Planning Session

6<sup>th</sup>: Cocktails & Convos

Rebecca Swisher moved for the meeting to be adjourned, Sandi Gabe seconded, all in favor, none opposed and none abstained. Co-President Maddie Brown adjourned the meeting at 5:18 p.m.

To excel in the provision of quality health care services	<b>IMAGING DEPARTMENT</b> <b>John C. Fremont Healthcare District</b>
<b>Mammography</b> <b>Bone Density</b> <b>Ultra Sound</b> <b>X-Ray</b> <b>MRI</b> <b>CT</b>	 <p>5189 Hospital Road Mariposa, CA 95338 Phone: 209-966-3631 ext. 5041 Website: jcf-hospital.com</p>



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AAUW- Mariposa <a href="http://www.aauwmariposa.com">www.aauwmariposa.com</a> Board Officers: 2017-2018		Project Chairs/Coordinators	
Co-Presidents	Maddie Brown <a href="mailto:maddie.s.brown@gmail.com">maddie.s.brown@gmail.com</a> Rebecca Swisher <a href="mailto:beccaswish@yahoo.com">beccaswish@yahoo.com</a>	Advertising	<a href="#">Sharon Enrico</a>
VP Membership	Dina Lambert <a href="mailto:dinallambert@gmail.com">dinallambert@gmail.com</a>	Back Pack Project	<a href="#">Cathy Owens</a> <a href="#">Karen Rust</a>
VP Programs	<a href="#">Becky Mock</a>	Dinner With a Scientist	<a href="#">Marilyn Saunders</a>
Recording Secretary	<a href="#">Bernadette Falany-Davis</a>	Fundraising	<a href="#">Sandi Gabe</a>
Finance Officer	<a href="#">Sandi Gabe</a>	Good Will Ambassador	<a href="#">Margaret Brandenburg</a>
Director at Large	<a href="#">Pam Gingold</a>	HS Voter Education	<a href="#">Jetty Uebner</a>
		Newsletter Editor	<a href="#">Jill Rowney</a>
		Publicity	<a href="#">Cindy Harp</a>
		Social Media	<a href="#">Maddie Brown</a> <a href="#">Sandi Gabe</a>
		Speech Trek	<b>OPEN</b>
		Tech Trek	<a href="#">Cathy Owens</a> <a href="#">Barbara Silva</a>
<p><i>The Sierra Outpost</i>, newsletter of the Mariposa Branch of AAUW, is usually published on the 1st of each month. It is available online in pdf format. If you cannot access the on-line copy please contact Jill Rowney. Deadline for submissions is the 25th of the month. Send information/questions to editor: <a href="mailto:jillrowney@yahoo.com">jillrowney@yahoo.com</a></p>		AAUW	<a href="https://aauw.org/">https://aauw.org/</a>
		AAUW California	<a href="http://www.aauw-ca.org/">http://www.aauw-ca.org/</a>

## Appendix I: Directions to Dawn Johnson's house

3978 Van Ness Road

Phone: 209-742-5316

Coming from town.....take 49 toward Oakhurst. Turn left onto Darrah Rd. Take the first left (at the feed store) onto Cole. Follow Cole until it "T's" at Silva. Turn right onto Silva. Turn left onto Van Ness Road (there is an open pipe iron gate and a bank of mailboxes).

Coming from the Oakhurst/Ponderosa Basin direction....take 49 toward town, turn right onto Darrah Rd and follow the directions above.

Coming from Triangle...turn right or left onto Silva. Follow Silva to Van Ness Road (iron gate and a bank of mailboxes). Turn right.

Once on Van Ness Road.....

The house is the second one on the right after you turn onto Van Ness Road. It's two-story with stone work on the front. There's plenty of easy parking.

## Appendix II: Email sent to membership on May 8, 2018

### Bylaw change proposals and rationale

At the AAUW Mariposa Board meeting on May 7th, the board voted to support all three of the proposed 2018 AAUW National bylaws changes. The AAUW California Board also voted to support all three amendments at their April Board meeting.

We urge you to vote in the election by June 9th. You should already have received an invitation to vote. For more information, see the AAUW National [website](#).

The following information has been gathered from the AAUW National website and other AAUW State organizations (primarily Pennsylvania) and is provided as rationale for the decision. If you have any questions, please contact any board member.

Thanks,  
Sandi

**Bylaw Change Proposal 1 – Staggered terms of office for AAUW Board of Directors on a 3-year rotation  
Rationale – AAUW National**

#### **Website (abridged):**

A staggered term refers to the practice in which members of a board of directors are not all elected at the same time, with staggered term models often electing one-third of their members in each election.

The AAUW Governance Committee and Board of Directors recommends AAUW move to three-year staggered terms to ensure board continuity, preservation of institutional memory, leadership development, and board innovation. This recommendation would increase the term of office from two to three years with elections for board officers occurring annually to fill vacancies.

#### **Explanation – AAUW California/Pennsylvania:**

The existing number of board officers, both elected and appointed, would be retained as outlined in the bylaws. A phasing in process would be used in order to set up the staggered terms (e.g. in 2019 12 members elected of which 1/3 of the board elected for a 1-year term, 1/3

board elected for a 2-year term, 1/3 board elected for a 3-year term; 3 members appointed, 1 for a 1-year term, 1 for a 2-year term, and 1 for a 3-year term). Elections and appointments would then occur every year with 1/3 of the board elected and 1 appointed member named.

#### **Bylaw Change Proposal 2 – Membership requirement for AAUW Board of Directors Rationale – AAUW National Website:**

AAUW is undergoing an important and robust strategic planning process at a critical time in the national conversations on equity. In planning discussions with members across the United States it has become apparent that we need to open our board to people who may not be members of AAUW but bring a wealth of experience and expertise to our organization. As an equity-seeking organization we need to welcome those who are not currently members of AAUW but can make an invaluable contribution to

*(Continued on page 15)*

## Bylaw change proposals and rationale

*(Continued from page 14)*

steer AAUW into the future based on their personal and professional experience, industries, geographic location, and other diversity views that can help propel AAUW's mission forward.

### **Explanation – AAUW California/Pennsylvania:**

The AAUW National board is different from a branch or state AAUW board where, the board members do everything from determining the direction of the affiliate, fundraise, establish and run programs at the state and community levels.

The AAUW National board functions more as a corporate board, meaning their role is one of fiduciary responsibility, overseeing the direction of the organization, monitoring programs and finances, participating in strategic thinking to provide organizational direction linked with sustainable resources and measurable outcomes.

AAUW recognizes that we could expand our influence and deepen our impact if we could add board members

from outside of AAUW that are prominent leaders in equity work. Imagine how our work could be amplified if someone like Neera Tandan, President of the Center for American Progress or Fatima Goss Graves, CEO and President of the National Women's Law Center were to sit on AAUW's board.

Even though the bylaw proposal is to allow non-members to serve on the national board, it is our expectation that once elected or appointed, non-AAUW board members will become AAUW members. If they believe strongly enough in the mission of AAUW to be on the board of directors, then it is anticipated that they would be more than happy to join the organization.

### **Bylaw Change Proposal 3 – Degree requirement for membership in AAUW**

Explanation from AAUW California and Pennsylvania with some rationale from AAUW National Website (in italics):

#### **Inclusion and Equity.**

For the past 4 or 5 years, the Diversity and Inclusion Task

Force, which has recently become the Inclusion and Equity Committee, has worked very hard to provide information, resources, and suggestions for ways in which the membership of AAUW can become more diverse and inclusive working from the AAUW Diversity Policy which states "There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class."

Our current policy that you must hold an educational degree to be a member of AAUW is at odds with our efforts at inclusion and equity and is counterproductive to recruiting members of diverse race/ethnicity and younger members. Simply put, AAUW cannot promote equity for all women and girls if the organization maintains exclusionary membership requirements.

#### **Diverse Race/Ethnicity.**

According to the US Census, in 2016, 46 percent of non-Hispanic white women aged 25-29 years completed four years of college. For African

*(Continued on page 16)*

## Bylaw change proposals and rationale

*(Continued from page 15)*

American and Hispanic women, the numbers drop to 25 percent and 31 percent, respectively. This means that before you even start recruiting amongst the population of women, you have eliminated 54 percent of non-Hispanic white women, 75 percent of African American women, and 69 percent of Hispanic women from becoming members. African American and Hispanic women are disproportionately eliminated compared to non-Hispanic white women – how can we achieve diversity in race/ethnicity with this handicap? Not to mention that the women eliminated are aged 25-29 years old, so you are also eliminating young members when holding to the policy of requiring an educational degree.

### **Younger Members.**

In addition to eliminating younger members who don't achieve educational degrees, we are also alienating them as a group because they do not like the educational degree requirement. "Younger feminists do not

want to join an organization that does not appear truly intersectionally feminist. It is not simply because AAUW cannot recruit them, they do care about the mission yet do not want to be affiliated with an organization that claims to be feminist but is exclusionary. Without their membership, AAUW will cease to exist one day.

The average AAUW member age is in the neighborhood of 70+. If we want to attract younger members so that the organization can continue, we have to be the organization they want to join. Retaining our exclusive policy of requiring an educational degree will prevent us from attracting younger women – some because they don't have a degree and some who have a degree but don't like the policy of requiring one to be a member. This makes it extremely difficult to attract young women to AAUW.

### **Funding from Corporations and Foundations.**

AAUW membership dues are important to AAUW, but to put it into perspective in FY 2017 the membership dues

represented 13 percent of revenue received (AAUW Annual Report, Fall 2017). Membership dues are increasing for FY18 which may put a burden on some members. In order to minimize the financial dependency on members through dues and our very generous member donors, AAUW is continuously seeking other streams of revenue including corporations, foundations, and other grant-making organizations. AAUW has had some success with corporations, for example, sponsors for the Tech Trek STEM camps and NCCWSL. AAUW as an organization is potentially a great partner for corporations and foundations because our mission of advancing equity for women and girls resonates with them. However, these same corporations and foundations often have policies and practices in place that promote diversity, equity, and inclusion in their organizations and with the partners with which they collaborate. AAUW doesn't meet basic inclusion language required for many of these funders and as a consequence are

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prospectively losing these opportunities putting even more burden for funding on our members.

In order to expand fundraising efforts outside of going to our members again and again, AAUW needs to eliminate what is seen as an exclusive policy in requiring an educational degree.

### Future of the AAUW Organization

AAUW is in a period of change. With the new CEO Kim Churches and the Board of Directors, we are plotting our path for the future. A first order of business is drafting a strategic plan for the organization to determine among other things what issues are we the go-to organization for, where do we lead, where do we support, how can we move forward in a strategic manner to ensure we are around to fulfill our mission that we all care so deeply about and are no longer needed? To remain relevant and impactful, we need committed members and funds. With our membership

demographic of overwhelmingly white and an average age in the 70+ area, we cannot survive. In order to remain strong, we need to diversify our membership in terms of race/ethnicity and infuse it with younger members. We can't do that with the roadblock of requiring an educational degree for membership for the reasons given above. We've made difficult changes before, if you remember in 2005 when we voted to merge the Educational Foundation and the Association (membership) branch of the organization we were faced with the option of merging or going out of existence because financially we could not sustain the Association as it existed. We face a similar crossroads with this proposed amendment. If we do not change our membership requirements so that more diverse and younger members join, we will face the potential of going out of existence and that would be a great loss for everyone.

### Common Statements and Responses on the Elimination of an Educational Degree:

**Statement:** Our founding mothers instituted the degree requirement, we should abide by that. If we drop the degree requirement it says we don't care about getting an education anymore.

**Response:** AAUW will always care about promoting higher education for women and works tirelessly to support access to education, Title IX protections, STEM education, and a host of other education issues. AAUW also supports access to the equally important career and technical education (CTE) occupations where women also face barriers. Many of the CTE occupations are non-degree jobs, yet they offer women a chance to participate in these higher-paying nontraditional fields.

The support of women's access to education at whatever level and funding to support graduate women students through the Fellowship and Grant programs, will always be a part of AAUW regardless of the membership requirements.

Members should bear in

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mind the context of the times when the degree requirement was set. When Marion Talbot and the other founding mothers began the Association of Collegiate Alumnae it was uncommon for women to have college degrees. These women formed the ACA to remove the roadblocks to getting an education and subsequent work for women of their generation and beyond. Today non-degree women are factory workers, construction workers, electricians, plumbers, realtors, saleswomen, corporate workers, industry workers, telephone company workers, health workers, mechanics, artists, police officers, and so many more, and often are single mothers, all of these women face inequities. If Marion Talbot formed AAUW today, it's hard to believe that she would prevent these women from fighting for equity. We are not honoring AAUW's legacy with this degree requirement, quite the opposite. We need to let non-degree holding women work for their own equity and their daughter's equity

alongside the rest of us.

**Statement:** If we drop the educational requirement, we will stop funding Fellowships and Grants for graduate women because we no longer value education.

**Response:** Not true. AAUW Fellowship and Grant funds are financially robust. AAUW has no plans whatsoever to discontinue the Fellowship and Grant programs. Dropping an educational requirement for membership does not mean AAUW does not value education. AAUW recognizes that education comes in many forms, not just formal degrees, and we want all those members joining our fight to achieve equity for women and girls.

**Statement:** Women without a college degree can join other women's organizations that don't require an educational degree instead of AAUW.

**Response:** Not really. AAUW is unique in the vast scope of work we address. There are organizations to address some, many, most of our mission goals and issues, but not all. Organizations such as the National Organization for

Women (NOW), the Soroptimist, the League of Women Voters, Planned Parenthood, etc. all do outstanding work in the issues of importance to those organizations. There are over 200 organizations that are part of the National Council of Women's Organizations, including AAUW. The more you read through the missions of these organizations, the more you realize how unique AAUW is as an organization. Included in our mission work are our efforts in breaking down barriers to education of all forms (P-12, college, Career and Technical Education), advocating for pay equity, protecting civil rights, protecting reproductive rights, outstanding gender equity research, the distinction of being one of the world's largest sources of funding for graduate women, our support of legal advocacy efforts to combat sex discrimination in higher education and the workplace, and so much more. So, you really can't just join another women's organization and have an equivalent experience to your membership in AAUW.

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We Provide Opportunities for Women to Reach Full Potential

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**Statement:** We will have to change our name and drop the “University” term.

**Response:** No, we will not have to change our name if we drop the degree requirement. We did not change our name from American Association of University WOMEN when we allowed men into the organization so we do not have to drop it when eliminating the degree requirement.

**Statement:** The only reason members support dropping the degree requirement is to gain more members for the organization.

**Response:** No, it is doubtful that we would gain substantially more members because we drop the degree requirement. We did not substantially increase our membership when we allowed men to join in 1987 or when we changed the degree requirement to an Associates’ or equivalent degree or higher in 2005. The reason we should drop the education requirement is simply because it is the right thing to do. We are an organization that works to advance

equity, yet we do not see non-degreed women as equal to us.

For those women who choose not to attend college, that is their choice, if they decided to pursue a non-degree career, we should respect that. What our current degree requirement tells these women, the factory worker, the mechanic, the artist, the electrician, the plumber, etc., who are getting paid less than a man who does the same job in her workplace or being treated inequitably, is that she can’t fight for herself. We will fight the battle for her and let her know how it turns out. How is this equitable?

**Statement:** If the bylaw amendment proposal to drop the educational requirement passes, I will discontinue my membership in AAUW.

**Response:** AAUW understands that some members may leave if the educational degree requirement for membership is dropped. This is not something AAUW wants to see. Should the proposal pass to eliminate the educational degree, before you leave, ask your-

self, is the reason you belong to AAUW because it consists of members with an educational degree? Or, is it because you believe in the mission of advancing equity for women and girls and want to fight that fight? If it is because you believe in the mission, then AAUW encourages you to remain and finish the battle against inequity that we have been fighting for so long.

**Statement:** Dropping the educational requirement would change the identity of AAUW.

**Response:** AAUW is defined by its mission “advancing equity for women and girls through advocacy, education, philanthropy, and research”. Holding an educational degree is a current membership requirement, it is not our identity. To advance equity for women and girls you do not need to have a college education.

**Statement:** Requiring a college degree ensures a commonality and like-mindedness amongst AAUW members.

**Response:** A college degree

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does not make us all like-minded, there are plenty of people with college degrees that don't think anything alike. What we hold in common is our belief in the mission of advancing equity for women and girls and that does not require a college degree to support. People with college degrees do NOT speak with one voice by virtue of their college degree. We speak with one voice because of our support of the mission.

**Statement:** Dropping the Degree Requirement will end what is unique about our organization.

**Response:** We are NOT a unique organization working for women's equity because we have members with college degrees. Surely some members of the National Organization for Women (NOW), Soroptomist International, and the League of Women Voters (LWV), as well as countless other women's organizations have college degrees. Other organizations address different components of our mission, but only AAUW

addresses all that is involved in the comprehensive mission of advancing equity for women and girls. This is our uniqueness; our mission, and this is where we should focus.

**Statement:** Requiring a college degree sets us apart or makes AAUW special.

**Response:** AAUW is special because of our mission, to advance equity for women and girls. If one believes that the only thing that makes AAUW special or sets us apart is excluding women without a college degree, then what does that say about us?

**Statement:** Dropping the degree requirement says that my hard work and sacrifice to earn a degree was a waste of time, demeans my degree, or dishonors my degree.

**Response:** AAUW supports the potential of all women. If a woman chooses to go on to higher education, that's terrific and AAUW will be there to support those efforts for all women. Those who have degrees can be proud of their hard work and reaching their goal. Working with women without degrees

does not demean or dishonor your accomplishment.

AAUW equally supports the rights of women that decide not to attend an institution of higher education or who prefer to pursue non-degree career and technical education.

Do we want to be the organization that suggests that without a college education, a woman has nothing to add to AAUW and its mission?

**Statement:** Members need a college education to understand the complex issues before us (actual comment from a member).

**Response:** A college education does not make one uniquely suited to understanding complex issues nor does the lack of a college education make one unsuited to understanding complex issues. As individuals we all have different skills. To suggest as a class college educated people are smarter, better critical-thinkers, the only ones able to understand complex issues, or similar comments, is just not true.