



AAUW advances equity for women and girls  
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**AAUW Washington State**  
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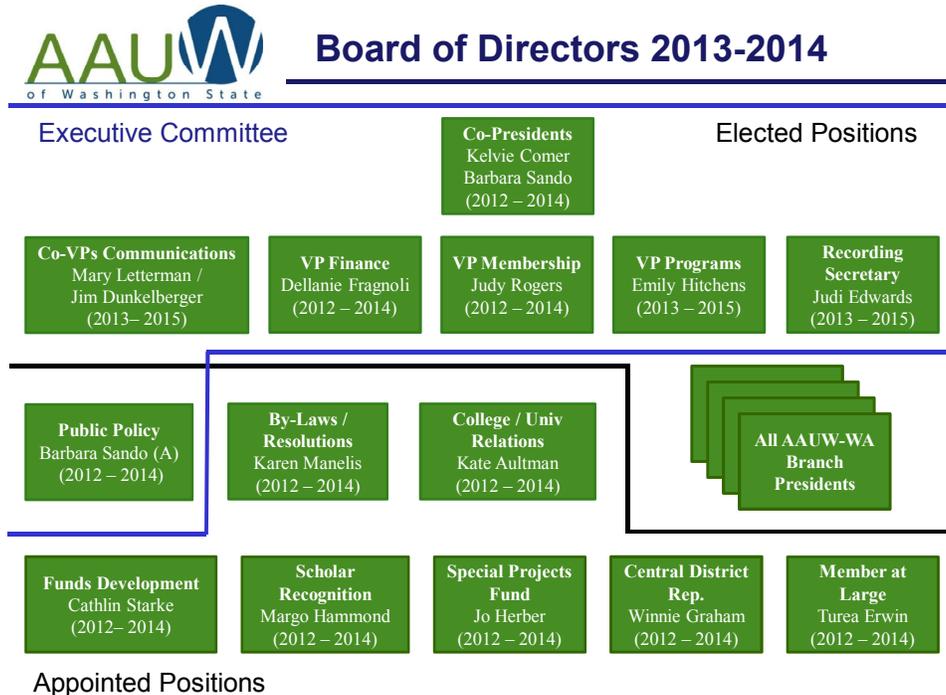
**AAUW Washington State**  
**Annual Report**  
**2013 - 2014**  
(1 July 2013 - 30 June 2014)

**Kelvie Comer & Barbara Sando**  
**AAUW-WA Co-Presidents**

**Our Value Promise:** “By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women have a fair chance.”

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This report contains the annual reports from each of the elected and appointed AAUW-WA Board of Directors members. Note that reports were not requested from Branch Presidents, who are ex officio members of the Board.



**I. Elected Officer Reports**

**II. Appointed Officer Reports**

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## **I. ELECTED OFFICERS REPORTS**

### **Co-Presidents - Kelvie Comer and Barbara Sando**

2013-2014 Highlights:

- Conducted the first All Members Meeting at CWU in Ellensburg, August 2013.
- Conducted two 4+hour Leadership Team meetings, each held the day before an AAUW-WA Meeting. (All Members Meeting 2013, Lobby Day 2014)
- Conducted a short Board Meeting at the All Members Meeting.
- Conducted a full Board Meeting during the Joint State Convention.
- Conducted 2014 Annual Meeting during the Joint State Convention.
- Conducted the first Oregon Washington Joint Convention in Portland in April 2014. Record attendance was achieved (>100), due partly to increased efforts to communicate and encourage members to attend, as well as due to the program.
- Supported AAUW's venture into Washington with their site visits to Seattle Girl's School and to Redmond at Kate Aultman's home to thank members for their on-going support of AAUW Funds and as part of the 125th Anniversary Celebration of AAUW Funds. Also supported AAUW's Luncheon at the Harbor Club in Seattle to celebrate the 125th Anniversary of AAUW Funds. (September 2013)
- Stated/updated/refined the Strategic Plan at each Leadership Team or Board Meeting.
- Conducted monthly Executive Committee Go-to-Meetings.
- Continued to increase the number of college/university partnerships and encouragement of branch/partner interaction.
- Continued AAUW-WA emphasis on STEM, conducting the first Tech Trek camp in Washington in July 2013; the second Tech Trek camp will be held in July 2014.
- Commissioned a team to review and recommend updates to the AAUW-WA Policies and Procedures. Revised procedures were approved in August 2013.
- Maintained on-going contacts with branch presidents and branches in person, on the phone, through Go-to-Meeting, along with e-mail and the Evergreen Leader.

### **VP Communications – Mary Letterman and Jim Dunkelberger**

2013-2014 Highlights:

- Transitioned to new Co-VPs of Communication with much appreciated assistance from the previous VP of Communications, Kathi Pickett.
- Streamlined and continuously updated State Website, adding new features as suggested by the leadership team and branch members.
- Updated the AAUW-WA Facebook Page on a daily basis, making it one of the best received Facebook Pages in the country (good for outreach).
- Created various email groups for targeted mailings.

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2014-2015 Focus:

- As each branch installs new officers, we will ensure that updates are made to the website, Email Manager and the generic email assignments.
- Continue to work with each branch to assure that their individual websites are up to date
- Explore new methods of outreach including other forms of social media such as Twitter, Meetup and Pinterest.

**VP Finance - Dellanie Fragnoli**

2013-2014 Highlights:

- Prepared monthly financial statements and bank reconciliations.
- Renewed CD.
- Received board approval to purchase crime insurance to protect our financial assets.
- Created new expense voucher format (in process).

2014-2015 Focus:

- Training/education of branch VP's with an emphasis on the MPP.
- Support President during Board restructuring.
- Explore options for automating the voucher approval process.

**VP Membership - Judy Rogers**

2013-2014 Highlights:

- Encouraged all branches to email me their newsletters; replied with a positive comment about the content.
- For every Evergreen Leader issue, ensured there was a Membership article.
- Assisted members regarding membership or other AAUW questions, some of which required calls to National to resolve; made sure all branches know about National membership campaigns.
- Assisted group interested in starting a branch in Ellensburg. Provided materials for an interest/membership drive in the fall in conjunction with another event on CWU campus. NEW BRANCH DID NOT HAPPEN DUE TO LACK OF INTEREST AT CWU.
- Selected "Bright Idea" awardees based on nominations, communications with branches and reading branch newsletters.
- Provided membership focused workshop jointly with Oregon leaders at Joint State Convention.
- Provided counterpart session jointly with Oregon Membership VP at Joint State Convention.

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2014-2015 Goals:

- Ensure smooth transition for incoming Board member(s) focused on Membership.

**VP Programs - Emily Hitchens**

2013-2014 Highlights:

- Supported planning and conduct of the one-day All-Members Meeting at CWU in Ellensburg, August 24, 2013. The focus was "Celebrating our Past, Present and Future." Keynote Speaker was Betsy McDowell, AAUW Director.
- Worked as Co-Chair with Mardy Stevens, AAUW-Oregon Programs VP, on planning and conduct of the first ever Joint State Convention, held 25-27 April 2014 at the Embassy Suites Hotel, Portland Airport. The theme was "Connect, Collaborate, Lead." Featured speakers included Linda Hallman and Lisa Maatz from AAUW and Lilly Ledbetter. Washington State attendance exceeded 100 -- a record high in recent times.

**Recording Secretary - Judi Edwards**

2013-2014 Highlights:

- Attended all meetings and prepared minutes.
- Processed expense vouchers in a timely manner.
- Plan to continue to learn how to do the job.

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## II. APPOINTED OFFICERS REPORTS

### Public Policy Chair - Barbara Sando, acting

2013-2014 Highlights:

- Coordinated with and contracted with Pam Crone, to provide lobbying services to AAUW-WA during the 2014 legislative session.
- Co-sponsored the Nancy Pelosi "When Women Succeed, American Succeeds - An Economic Agenda for Women and Families" event at Seattle City Hall with the Seattle Branch. (November 2013)
- Co-sponsored a special showing of "After Tiller" at Kirkland Unitarian Church with the Kirkland-Redmond Branch and Legal Voice. (March 2014)
- Developed and executed a detailed action plan for implementation of the Public Policy Impact Grant jointly awarded to AAUW-WA and AAUW-OR at National Convention, 6/13. The key focus of the grant was on pay equity and paid sick days. In support of the Grant, branches around the state did the following:
  - Submitted 16 Letters-to-the-Editor on pay equity to 11 newspapers around the state (Fall 2013)
  - Gathered over 500 signatures on a paid sick days petition, and over 600 signatures on a pay equity petition (Winter 2014) Hard copies of the signed petitions were presented to all legislators visited on Lobby Day, and the rest of them received the petitions electronically.
  - Legislators e-mailed by 80 AAUW members to make them aware of our concerns on pay equity and paid sick days. 22 of our 35 branches participated, and e-mails went to legislators in 29 of our legislative districts. (10 days preceding Lobby Day)
  - Conducted a very successful Lobby Day on January 29th. Speakers were excellent and attendance was at a record high (75 people attended, representing 18 of our 35 branches).
  - Held five successful tabling events on pay equity and paid sick days (UW-Bothell in November, Bellingham in February, WSU-Pullman in March, and at PLU and UW-Seattle in April)
  - Equal Pay Day, April 8th, was promoted by 66% of our Branches via a newsletter article, and/or discussion at Branch meeting, and/or participation in a community event. This was short of our goal of having 100% of our branches participate, but still a good effort.

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**Bylaws - Karen Manelis**

2013-2014 Highlights:

- Participated in drafting and reviewed rewrite of AAUW-WA Policy and Procedures for submission to state leadership team. Revised Policies and Procedures were approved at the All Members Meeting at CWU. (August 2013)
- Assisted branches in updating branch bylaws to include mandated AAUW changes from the 2013 AAUW Convention (due mid-May 2014). To date, approximately 50% of the branches have submitted their updated bylaws to AAUW. Assistance will be given to the remaining branches in the next month to meet the May deadline.
- Drafted and presented AAUW-WA mandatory bylaw changes to the Leadership Team. (January 2014)
- Presented recommended AAUW-WA bylaw changes to delegates at the annual meeting conducted during the Joint State Convention. Proposed changes were approved. (April 2014)

**College / University Relations - Kate Aultman**

2013-2014 Highlights:

In 2013-14 the position of C/U Chair transitioned from Turea Erwin to Kate Aultman, leaving a temporary hiatus. Nevertheless much was accomplished.

- As noted above, four pay equity tabling events were conducted in association with C/U partners: WSU, UW-Seattle, UW-Bothell, and PLU. Bellevue College was the site of another tabling event managed by the Lake Washington, Kirkland-Redmond and Issaquah Branches. These events provided opportunities for branch and C/U partners to intensify their relationships and identify mutually beneficial goals.
- A C/U session was conducted at the Joint State Convention, with speakers from five C/U partners in Washington and Oregon. This was an opportunity to showcase the successes of several of our partners, and stimulate a conversation about how to take our interactions to the next step.
- Individual success stories appeared in two Evergreen Leader issues.
- A \$tart\$mart workshop was conducted at UW Seattle by Turea Erwin and Dorothy McBride.
- WSU Pullman received a Campus Action Grant to support and facilitate the transition of women from two-year community colleges to four year institutions.
- A contact list of C/U institutions and their representatives was drawn up, and posted on the website.
- Individual branch members reached out to their C/U counterparts to invite participation in branch activities.

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**Funds Development - Cathlin Starke**

2013-2014 Highlights:

- Achieved a year/year increase of 62%: from \$63,000 to AAUW Funds to \$101,744!
- Contacted each branch in 2014 to assess needs for fundraising assistance.
- Completed survey of branch fundraising for 2013.
- Conducted a very successful Silent Auction at the Joint State Convention, raising over \$2600 for Tech Trek, Bonnie Dunbar and Mary Lou Hughes funds in Washington.

**Nominations - Connie Dunkelberger**

2013-2014 Highlights:

- Nominating Committee members:
  - Connie Dunkelberger – Chair
  - Florence Young - East
  - Winnie Graham – Central
  - Sue Moses – Northwest
  - Ann Dennis – North Puget Sound
  - Mary Williams –South Puget Sound
  - Sharon Watt – Southwest
- The committee met at the Ellensburg Conference in August to plan the nominations procedure and ways the committee could revamp the committee selection process. Several emails, telephone calls and conversations with potential candidates were made by committee members. Three articles were published in issues of the Evergreen Leader requesting leaders to become involved at the state level. They included: AAUW-One Organization, Think Beyond the Branch and Stepping Up.
- By January, it became apparent we would not have a full slate of officers; however, the committee did develop a proposal for a new way of selecting the nominating committee and conducting the election process. A request was made to the Executive Committee to discuss the situation at their January meeting. Although the proposal received favorable comments, it was decided that a total organizational structure was needed and not just the nominations process. A change to the nominations process was included as part of the proposed bylaws, which were approved.
- Candidates were nominated from the floor at the Annual Meeting held at Convention. Since the proposed bylaws were approved, the offices elected were President (Kelvie Comer), VP Finance (Dellanie Fragnoli), and two Director positions (Karen Manelis, Val Sanford).
- Florence Young (Spokane) agreed to serve as Nominating Committee Chair for 2014-2015. Marji Parker (Tri-Cities) and Susan Moen (Bellingham) were elected to the Nominating Committee.

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### **Scholar Recognition - Margo Hammond**

Scholar Recognition is an AAUW Washington State created program to recognize high school young women for their excellence in the STEM subjects: Science, Technology and Math. Typically junior class students receive this award so it can be used for the students' college and scholarship applications. Hopefully these young women will consider higher education in a STEM subject which opens the door to many opportunities for a rewarding career.

2013-2014 Highlights:

- 24 branches were involved with this program including branches of: Bellingham, Mt. Vernon, Puyallup, Olympia, Ritzville, Anacortes, Federal Way, Gig Harbor, Willapacific, Everett, Tri-Cities, Vancouver, Walla Walla, Colville, Seattle, Highline, Hudson's Bay, Issaquah, Stanwood/Camano Island, Whidbey Island, Lake Washington, Kirkland/Redmond, Palouse/Garfield, Port Townsend.
- Estimated over 400 young women to be given awards for 2014.
- Two typical student gifts, pins and USB drives, were upgraded with the new AAUW logo.
- Communicated with branches with updates and requests.
- Kept AAUW-WA website current with 2014 certificate and resources.
- Distributed gold seals and to branches who requested this supply.
- Made a bulk buy of USB drives, to enable a lower cost gift to branches who participated in this purchase.
- Provided outreach information, including communicating to the AAUW STEM Task Force, as well as to the recent non-profit, WashingtonSTEM, so they knew of the robust AAUW-WA STEM projects.

### **Tech Trek - Karen Manelis**

2013-2014 Highlights:

- The first Tech Trek WA took place July 21-27, 2013 at Pacific Lutheran University in Tacoma. Fifty girls, all entering 8<sup>th</sup> grade in the fall of 2014 attended from across the state. Fifteen branches (Anacortes, Bellingham, Colville, Dayton, Gig Harbor, Highline, Issaquah, Kirkland-Redmond, Port Townsend, Puyallup, Ritzville, Seattle, Tacoma, Wenatchee, Willapacific) worked with local middle school teachers to identify candidates for camperships, interview and select campers and raise funds to help send their girls.
- Girls attended one 3-hour core class for 4 days of the camp. 2013 core classes, taught by credentialed middle school teachers, included **Clean Chemistry** (chemistry of soap making), **CSI Tech Trek** (criminal investigation), **Real World Math** (bridge building, roller coaster physics, bungee jumping) and **Rocketry** (physics of rocketry, building and launching model rockets).
- In addition to the core classes, all campers rotated through a series of eight "mini labs". These hands-on activities included Math in Nature (Fibonacci sequences), DNA Extraction

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(Isolating DNA from a plant medium), Using Online Tools (computer based presentation software), Ionic and Covalent Bonds (building models of different types of chemical bonds), Dry Ice Ice Cream (making ice cream using dry ice as freezing agent), Meiosis (how genetics produces different results from the same parents; make model of how it works), Model Hand and Neuron (build a model hand with working joints, tendons, etc) and Science Olympiad (hands on problem solving challenges).

- Mid week, the girls were split into two groups, each group having a half day at the Port Defiance Zoo & Aquarium and a half day marine biology boat trip on Puget Sound. On the boat, the girls did water quality testing, observed catches from a plankton net, and learned how to navigate a boat. Programs on Marine Mammals and Sharks were provided by the Zoo and the remainder of the time the girls were able to touch sting rays, see the playful Sumatran tiger and Clouded Leopard cubs, observe penguins and other exhibits of specific interest to them.
- Viewing Saturn, its' rings and one of its' moons was the highlight of the trip to the Keck observatory on the PLU campus. Other evening activities included several different team building activities and a student-produced talent show. Thursday night, a half dozen professional women working in STEM fields (engineers, pharmacist, bio chemist, forester, computer programmer) shared information about their education and career paths, what kind of education they have and the diverse opportunities open to women with STEM degrees.
- Five wonderful AAUW members served as surrogate "moms" to the girls for the week. They were ably assisted by five high school students (from Forest Ridge and Issaquah High Schools) who formed the backbone of the camp staff.
- An AAUW Tech Trek grant was received in September 2013 for a 2014 camp. After investigating another campus, Pacific Lutheran University was selected as the 2014 site, for a camp July 20-26. Plans are to increase camp size to 70 campers. In addition to the 15 branches participating in 2014, Cowlitz County, Stanwood-Camano and Whidbey Island have joined the Tech Trek WA "family".
- Fundraising for Tech Trek WA has been phenomenal! The \$10,000 grant (each year) worked as seed money for the program. In 2013, over \$50,000 was raised in Washington, enabling all campers and alternates from all branches to attend the camp. Efforts to date for the 2014 camp have raised over \$57,000 (on our way to \$80,000). Our thanks go to major donors and several foundation grants (see list on website).

### **Special Projects Fund - Jo Herber**

The AAUW-WA Special Projects Fund is a 501(c)(3) corporation acting as a pass-through agent for tax deductible gifts to branch and state projects which further the mission of AAUW. The board of directors for 2013-14 is Jo Herber, chair; Janice Hertz, secretary; Sue Richart, treasurer; Dixie Swenson, board member; Barbara Sando, state president, ex-officio, voting; Dellanie Fragnoli, state finance vice-president, ex-officio, non-voting.

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Criteria for use of the SPF:

- A project sponsored by WA State AAUW or one of its branches which furthers AAUW's mission, with special emphasis on projects which foster science, technology, engineering or mathematics.
- A minimum donation budget of \$1500.
- The SPF Board will determine project eligibility based upon the following minimum criteria: goal or purpose of the project, description of the project, whom it will serve, proposed budget detailing revenue and expenses, number of members and community partners involved, expected outcomes, and proof of current insurance coverage.
- A fee would be charged to projects in order to fund SPF administrative costs.

2013-2014 Highlights:

- During the past fiscal year, the Fund has participated by pass-through funding for TechTrek, a one-week math/science camp for rising 7<sup>th</sup> grade girls held at Pacific Lutheran University in July 2013. The TechTrek (TT) project required active participation by the Special Projects Fund, since the Fund is the fiduciary agent for TT. To aid in bookkeeping, the Fund affiliated with 501 Commons, a Seattle agency that assists in non-profit accounting. It was anticipated that the complexity of TT accounting would require hiring a professional bookkeeper to handle financial matters including record keeping, receipts and disbursements, and tax reporting. However, as it turned out, the bookkeeping was relatively simple and it was not necessary to utilize outside help.
- During calendar 2013, the Fund took in about \$19100, of which \$13300 was directed to TT for expenses other than facilities and personnel. The remaining funds are reserved for the 2014 TT camp. Since the first of 2014, SPF has received additional donations, so that the current amount reserved for 2014 TT is over \$17000.
- SPF has received a request from national AAUW to complete an Affiliate Agreement. The attorney for SPF is reviewing the agreement at this time to determine if changes to the SPF bylaws are required.

Future plans:

- Increased outreach to branches and the state organization to educate about and encourage use of the SPF for qualified projects such as \$tart \$mart.
- Support for additional TechTrek sites in the state.
- Additional types of projects and expansion of support for National Conference for College Women Student Leaders (NCCWSL) scholarships.

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### **Central District Rep - Winnie Graham**

#### 2013-2014 Highlights:

- Contacted all the branches in Central District. Dayton requested notification of Walla Walla programs so they might be included.
- Attended Walla Walla Branch meetings.

### **Member at Large - Turea Erwin**

#### 2013-2014 Highlights:

- July 2013, appointed by AAUW Board of Directors to the AAUW Diversity and Inclusion Task Force. This appointment will be from July 1, 2013 through June 30, 2015 to evaluate existing AAUW programs, initiatives, and efforts to achieve or broaden the organization's diversity and inclusion. This appointment distinguishes WSU Women's Resource Center and AAUW-Washington as areas fulfilling the mission to create opportunities for women's growth, leadership, and power. It also recognizes AAUW-WA as an organization serious about the role of diversity and inclusion. Special thanks to co-president Kelvie Comer for her letter of recommendation and planting the seed for my application.
- September 2013, a submission to the AAUW Campus Action Project Grant was completed. The grant is to put into action the recommendations from AAUW's 2013 research report Women in Community Colleges: Access to Success to: support student parents, increase the number of women in nontraditional fields including STEM, and address the issues facing students transferring into a four-year institution. WRC received the maximum award amount of \$5,000 to implement our proposed project "Mentoring Beyond Washington State University: Connecting with Women Students at Community Colleges of Spokane". The grant also funds one member of the CAP team to report on the project at AAUW and NASPA's annual National Conference for College Women Student Leaders at the University of Maryland, College Park June 5-7, 2014.
- February 11, 2014 – Start Smart workshop was co-facilitated by Dorothy McBride and Turea Erwin at University of Washington Women's Center. Full capacity of 60 students registered within just a few days of the registration site being active. The actual day of the workshop there were 50 registered students, 7 observers, and 3 cancellations.
- March 2014 – Submitted proposal to NCCWSL to co-facilitate a workshop titled "Women's Dynamic Power and Leadership Through Philanthropy". The proposal was accepted however, we had to decline because co-facilitator Cheryl Harrelson is moving from WSU New Mexico State University and already had scheduled commitments.
- March 13, 2014 – Attended Spokane Community College Women and Leadership Conference. Took this opportunity during table discussions to talk about the work AAUW state and national does on women and student leadership.
- March 15, 2014 – Attended the Spokane Branch monthly meeting to present on Start Smart and NCCWSL.

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- March 25, 2014 – Kate Aultman assisted by DaVina Hoyt, a recent WSU Ph.D. graduate and former AAUW Student Advisory Council Member attended the Annual Women’s Recognition & Symposium event at Washington State University. Prior to the luncheon event Kate and DaVina held a tabling activity to distribute AAUW materials and engaged one-on-one conversations with luncheon attendees. Being adjacent to the event registration check-in provided excellent exposure in that approximately 500 people attended the recognition event.
- June 2014 – Six Washington State University student leaders will attend the 2014 NCCWSL conference. One student will be funded by AAUW CAP program. Two students will take on presenting roles at the conference.

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