

# The Evergreen Leader

Washington State Newsletter

Fall 2015 Vol. 26 No. 1



## 2016 AAUW Lobby Day

Monday, January 25, 2016  
The Lacey Community Center  
729 Pacific Avenue SE, Lacey  
8:30 a.m. - 12:30 p.m.

### *Special Guests*

**Marissa Pighin**

**Tiffany Woelfel**

**Younger Women's Task Force—Seattle**

*Sexual Assault on Campus*

**Eileen Baratuci**

*Understanding the Gender Wage Gap*

**Pam Crone—AAUW Lobbyist**

The Legislative Agenda and Women

Learn about the latest issues impacting women and girls and how you can make a difference.

Begin making appointments now with your legislators for the afternoon.

For a complete listing of legislator contact information,  
click here: <http://app.leg.wa.gov/rosters/Members>.

### **Cost \$32 members/\$0 full-time students**

Registration fee includes continental breakfast and lunch

Register using the registration link below

<http://events.constantcontact.com/register/event?llr=psxfmitab&oeidk=a07ebq6u4l1e64c0a2c>

### **Lobby Day Hotel and Restaurant Information**

#### **Best Western Inn and Suites**

2016 8326 Quinault Dr NE, Lacey, WA 98516

(360) 456-5655

The Best Western Inn and Suites is waiting for your reservations for the night prior to Lobby Day, Sunday, January 24, 2016. Call the number above with your reservation and mention AAUW to get a rate of \$99 a night plus tax for either a single queen or a double/double queen. The Best Western has a pool and hot tub; has a great breakfast and fabulous reviews on-line. We encourage you to join us there. You might even find some friends with some chocolates and a glass of wine after dinner. **Last day for group reservation rate at Best Western is January 14, 2016. Reserve today!**

After the AAUW Washington board meeting, board members and branch members will join for dinner at **Casa Mia Restaurant** at 716 Plum St SE, Olympia, WA 98501 (360) 352-0440. Sign up for dinner when you register for Lobby Day.

## Why join Fellow AAUW Members at Lobby Day?

Did you know?

- ◆ New studies indicate that American women earn 79 percent of what men earn doing comparable work. Using white men's earnings as a baseline, the wage gap is even worse for African-American women, who earn 63 percent of what white men earn. Latinas earn 54 percent of what white men earn.
- ◆ One in five college students experiences sexual assault during their college career; the ACLU estimates that 95% of U.S. campus rapes go unreported.
- ◆ Schools are providing 1.3 million fewer chances for girls to play sports in high school as compared to boys; female athletes at the typical Division I school receive roughly: 28% of the total money spent on athletics, 31% of the recruiting dollars, and 42% of the athletic scholarship dollars.
- ◆ In 2013, just 26 percent of computing jobs in the U.S. were held by women, down from 35 percent in 1990.
- ◆ According to recent legislation, 88 percent of voters support all workers having access to earned paid sick days; yet, a new trend is emerging across the country to repeal those victories and stop similar future legislation.

**Let your voice be heard.**

**Tell your legislators what is fair and just.**

**Be in the know and attend Lobby Day!**

## Meet Our Lobby Day Speakers

**Eileen M. Baratuci**, formerly Eileen M. Lawrence, graduated from Seattle University Law School, cum laude, in 1981. She has extensive trial and appellate level experience in state and federal courts, focusing on complex litigation, including class action claims, advisory work and training programs for employers. She now works exclusively in the area of employment and labor law and is currently the City Investigator for the City of Seattle. Eileen also has a private practice on the Olympic Peninsula.



**Pam Crone** is a lawyer and lobbyist and has advocated for women's rights in Olympia for the last 16 legislative sessions. Pam has worked on behalf of AAUW WA and other organizations on reproductive rights, civil rights including marriage equality, violence against women, education, healthcare and economic and social justice issues. She is a proud member of the AAUW Seattle Branch. Since 2012, Pam has taught a legislative and policy externship seminar at the Seattle University School of Law. Pam also taught at the University of Washington. Prior to lobbying, Pam was the Attorney Director of the Unemployment Law Project where she mentored many new lawyers and law students. She is a graduate of The Ohio State University and University of Florida School of Law.



**Marissa Pighin** is an undergraduate at the University of Washington in the Department of Psychology honors program. She is conducting her own individual research using EEG neurofeedback to improve reading comprehension and attention. Marissa will graduate in the spring of 2016 after completing her research. She has experience in management, research, non-profit volunteering, and training. Marissa is a very driven woman in science, is driven to make important changes in policy regarding campus sexual assault.



**Tiffany Woelfel** has over 13 years of professional experience as a practitioner and researcher, primarily in the areas of social media and research ethics, treatment and research of substance abuse and post-traumatic stress disorder, health disparities, sexually transmitted infections, criminal justice, child services, and addiction medicine. Her principal job experience lies in the areas of project management, clinical assessment, individual and group therapy, research and ethics. Tiffany is an active volunteer and mentor working with many nonprofits and campus groups to ensure equity for all with a focus on disability, sexual violence, addiction and mental illness. She holds undergraduate degrees in Spanish and psychology and recently completed her MSW from the University of Wash. In June of 2016 she will earn her MPH and a graduate certificate from UW Global Health in HIV/STIs.





## We're on the Move for 2016!

Kelvie C. Comer, President  
 president@aauw-wa.org

Finding AAUW members here in Washington is easy; they're at branch meetings, on the trails hiking, attending book clubs of all sorts, at wine clubs and tastings, and volunteering in schools. We have policy wonks sending e-mails off to D.C. and Olympia, trying to move our legislators and we have passionate fundraisers for all types of AAUW projects, especially Tech Trek. We are a non-profit organization, committed to women and girls and concerned about our own personal growth and development over our own life spans. We do this work because we love it and we are passionate about this organization. If you're serving as a volunteer leader, thank you! Think of us as AAUW Wonder Women!

In this issue, you'll find information about **Lobby Day 2016**. The location is new—the Lacey Community Center. It's modern, up-to-date, has fabulous parking, and is handicapped accessible. The **2016 State Convention** is set for Friday through Sunday, April 22-24, 2016, at the Suquamish Clearwater Resort. For the first time, the AAUW-WA state board is hosting convention and we're seeking volunteers to help. Branches can also assist with securing speakers for the convention, table decorations, gifts for speakers, etc. If you or your branch is willing to assist, sign up here: [https://www.surveymonkey.com/r/AAUW-WA\\_Convention2016\\_Volunteers](https://www.surveymonkey.com/r/AAUW-WA_Convention2016_Volunteers).

This past week I visited with officers of the Bellingham Branch. We shared stories about our AAUW memberships, what was going on in their branch and what's going on with AAUW Washington. A pot of my French onion soup drew us together at the home of Susan Moen, their branch president. Susan has now been a branch president for four different branches; that's an amazing record. She shares leadership and makes sure that her board is deeply engaged in what is going on in the branch. With a crisp salad and yummy plum pie, we had a delightful meal and an even better evening. As everyone left, all attendees kept saying that they wanted to do it again. They are eager to connect beyond branch and board meetings on a social basis, too.



AAUW means so many things to so many of us. Breaking bread together is just another way to connect. My offer of a pot of soup and Kelvie stands . . . I'd love to meet with the branch officers of every branch for conversation and connecting by the end of the year! Call me—let's set a date.

You'll find pictures on AAUW Washington's Facebook page of the Hiking Babes, an AAUW group that started 20 years ago. You'll find branches and members who have been doing things together for 20, 30 and more years. The Highline Branch newsletter has pictures of members this month stuffing bags of AAUW goodies for Highline Community college faculty members. We are women working together recognizing the work of others.

We are working to make the Web work for us. In the AAUW-WA Member Center, we've put copies of all the newsletters we receive on-line, so you can see what is going on in branches all over Washington. Take a look at *Pinterest*. AAUW-WA members are reading and doing an amazing range of things. I am just so proud! Thank you to Judi Edwards and Mary Letterman for all they're doing for us on-line.

Welcome to the newest members of the Legacy Circle: Sarah Ovens, Lake Washington Branch and Kay McMurry, Hudson's Bay Branch. Leave a part of your estate, small or large, to AAUW, and join like-minded women in the Legacy Circle. Think about it.

The year's winding down and I'm thinking about gifts to organizations. AAUW is high on my list. I hope it's on yours, too. The third quarter report from AAUW shows we've raised over \$110,000 at the end of third quarter. That's an incredible number for us. *Thank you*. Remember— year-end gifts must be in by Dec. 31.

Enjoy the holidays. I appreciate REI's notion of taking off Black Friday and being outdoors—except if it's raining. Sign up for Lobby Day . . .you'll learn new things this year and it's in a great new place. Bring a new member with you. Finally—start planning to come to the AAUW-WA convention in 2016. You'll have the time of your life!

## Planning is Underway for Outstanding 2016 AAUW-WA Convention on April 22-24, 2016

The AAUW-WA board is hard at work planning our state convention April 22-24, 2016, at the Suquamish Clearwater Resort and Conference Center, Suquamish, Washington.

The theme, **Changing the World: One Woman and Girl at a Time**, enables us to take advantage of the many women leaders in technology, business, education, media and government, in the Puget Sound region.

Women leaders are being invited to join us to be speakers as well as panelists. In addition to celebrating women leaders, we will offer workshops focused on leading branches forward, developing new members, raising funds, and looking at new issues to help engage your community with AAUW. A reception Friday evening and lunch and dinner on Saturday will give us plenty of time to meet new people and to celebrate our 2015–2016 year together.



### Make Your Convention Hotel Reservations Now!

The convention rate for the rooms at the Clearwater Resort has a **drop dead date of March 21, 2016.**

**Call 1-360-598-8700; ask for Reservations; book under AAUW-WA.**

Rooms are available at the AAUW rate Thurs., April 21 to Sun., April 24. Rooms are \$115-135, plus tax, depending on the view. Call to reserve your place soon so you won't be left out.

The Suquamish Conference Center has wonderful facilities. The new addition was just finished this past year and the existing hotel is being completely refurbished this fall. The conference center is state-of-the-art, and every guest room offers comfortable beds. The upgraded rooms provide an amazing water view.

The location of the hotel near Poulsbo and Bainbridge offers an ideal locale for exploring surrounding attractions including [seven Bainbridge local wineries](#), [the Bainbridge Island Museum of Art](#), the Amy Burnett Gallery, [Suquamish Museum](#) provides an integrated setting, reflecting history, culture, and traditions for the local Salish tribe and is worth a visit. You and your guests (we do hope you bring them), will enjoy local golfing, the artisan shops in both Poulsbo and in Bainbridge. If you or your family are retired military, the Navy base is close by and the Naval Destroyer Museum, [USS Turner Joy](#) is open for a visit in Bremerton.

The great news is that several fabulous speakers and trainers have already committed to Convention 2016. We are looking forward to meeting these outstanding women:

**Gail Romero** is an international consultant and policy maker who started as a fundraiser, CFP and CFRE. She focuses her work on developing leadership in women in business, enhancing their skills in STEM and policy internationally in places like Dubai. Gail will prepare Tech Trek fundraisers to raise funds from local businesses and corporations in a half day pre-convention workshop. Branches will be able to pull down tools from the cloud when they return home that can be used at any time and in any place to raise business/corporate funds locally.

**Stephanie Coontz** is a professor at Evergreen State College and is nationally known for her work on the way families have changed over the past 30 years. She was cited by Supreme Court Justice Anthony Kennedy as a major force in his thinking in shaping policy on gay marriage in the recent decision on the court.

**Dr. Catherine Hill:** Catherine Hill is AAUW's vice president for research and an author of AAUW reports including *Solving the Equation: The Variables for Women's Success in Engineering and Computing* and a half dozen others. Before coming to AAUW, Hill was a study director at the Institute for Women's Policy Research and an assistant professor at the University of Virginia. She holds bachelor's and master's degrees from Cornell University and a Ph.D. in policy development from Rutgers University.

Look for future announcements with details about the conference and registration information.



**Congratulations to all  
our 2015 Tech Trek  
branches and  
supporters!**

Anacortes  
Bellingham  
Colville  
Cowlitz County  
Dayton  
Gig Harbor  
Highline  
Issaquah  
Kirkland-Redmond  
Mt. Vernon  
Palouse-Garfield  
Port Townsend  
Puyallup Valley  
Ritzville  
Seattle Inc.  
Spokane  
Stanwood-Camano  
Tacoma  
Vancouver  
Walla Walla  
Washington On-line  
Wenatchee  
Whidbey Island  
Willapacific

We are so grateful and thankful for each branch and individual who supports Tech Trek. Some branches help support by designating funds for other branches to send girls. Thank you, also!

**We do this together.**

## Tech Trek Camps West and East a Huge Success

Karen Manelis and Florence Young, AAUW-WA Tech Trek

**The Tech Trek camp held in Tacoma at Pacific Lutheran University** in July was a roaring success with 96 campers and approximately 27 staff members, often wearing two hats. Our weather was fine for the most part, but shade tree free time activities and pool time were well received after 5 to 6 hours in labs and workshops earlier in the day. The PLU camp offered six core classes (12 hours of instruction for the week) including marine environmental biology, clean chemistry (soapmaking), robotics, physics of hot air ballooning, forensics/CSI, and app inventor (computer coding).

Afternoons were spent among a cadre of workshops and labs of 60 or 90 minutes of "speed learning". Girls chose from topics including optics, DNA extraction, medical skills, sonar detection, vacuum robotics, exercise physiology, genetics, fermentation (making root beer) and the ever-popular dry ice ice cream session. The campers enjoy an all-girls setting and female master level teachers and professionals from the area. Girls get the opportunity to work in small groups to carry out the scientific process, solve equations, and perform chains of detailed and step-ordered problems in hands-on fashion.

The setting of a college campus offers the opportunity to see college level experiments and work displayed on a daily basis, be responsible for their room keys and meal cards, and follow a semi-rigorous schedule with multiple tasks and locations to master. We let the campers know up front that the week is exhausting regarding learning opportunities, but that we provide all the tools, rest and soft serve ice cream needed to get their studies completed! The teaching staff is top rate with many, many years of experience and happy to have groups of learners that are hungry for STEM activities.

For many, the backbones of camp are free time and the dorm life. Staff included student counselors, many of them recruited from the AAUW-WA High School STEM Scholars programs around the state. These girls assisted in the classrooms and are the eyes and ears for trouble shooting potential arising issues. Six of the 10 PLU student counselors have become college students this fall, four planning to major in the engineering field.

The vigilant group of dorm monitors composed of AAUW members from around the state bring years of expertise in crowd management, parenting and the "let's have fun while we get it done" attitude to all they do! Each camp is held together by a nurse and a director with the college campus staff assisting. We cannot forget about the local professional women who share their time on Thursday night at Professional Women's Night, opening themselves completely to these rising 8<sup>th</sup> grade girls. The questions range from salary, to family/boyfriends, to "how did you get from wanting to be a vet to being a mechanical engineer?" The all-day field trip to cool places like Museum of Flight, Northwest Trek Wildlife Park or Mt Rainier National Park provided additional opportunities for the girls to explore additional STEM field opportunities. The camp is a rich environment for learning science, technology, engineering and mathematics but it is made of so many things not included here.

You should count yourself lucky to hear one of the 2015 campers at a branch

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## Tech Trek Camps West and East

meeting. If your branch doesn't have returning campers, find a neighboring branch to hear campers tell about their experiences, favorite and not so favorite activities that turned out to be cool because some other girl showed them how cool it was!

These are some of the nuts and bolts of this 95% sponsorship camp offered to a limited number of girls who would not otherwise have this opportunity. There are many small jobs that are done once or year around which make up this weeklong STEM camp under the AAUW-WA umbrella. We hear that girls make friendships across the state based on class interests, girls use each other for support to get through a patch of homesickness and girls are allowed to learn in an all-female environment with bundles of encouragement to try and try again for the same results!

**We completed a wonderful week at Tech Trek in Eastern Washington** from July 26– Aug. 1. The mark of a successful camp is often summed up in the phrase "no drama, no trauma." We had little drama and no trauma. While we had some homesickness, we lost no camper to it and while we had bee stings, splinters and jammed fingers, no blood was shed. It was great!

Our campers came to EWU from all over Eastern Washington - Colville, Ritzville, Walla Walla, Cheney, Othello, Lacrosse, Garfield, Clarkston, Spokane, Moses Lake and Wenatchee; we also had four from the Other Side of the Mountains whose schedules wouldn't permit them to attend camp at PLU in Tacoma.

Our core classes in the morning were App Inventor, (computer coding); global climate change, with animals and adaptive habitats; physics of hot air ballooning, with construction of tissue paper hot air balloons (!), and robotics, with Lego robots learning to do all sorts of things. One highlight was the launching of the very colorful, 9-foot high hot air balloon at 6:45 AM on Friday. It soared 200 feet in the air!

Afternoon workshops included making a glow-in-the-dark bracelet from duct tape and LED lights, constructing a foam pipe insulation roller coaster mounted on the wall, dry ice ice cream, making lip gloss in the laboratory, and more. Every girl got to do every activity and had a great time trying new techniques in new settings.

Evenings saw the girls at the swimming pool and the volleyball court. Many tried ice skating and rock wall climbing for the first time.

One field trip went to Liberty Lake County Park when a naturalist with the Lands Council took them on a hike to visit the beaver dams and river habitat and ended making beaver dens out of pretzels and chocolate! The other field trip examined the water cycle starting with the first well dug in 1907 that captured water from the Spokane-Rathdrum Prairie aquifer, visited the Upriver Dam, and ended at the county water reclamation plant, where they studied what happens when it isn't "only water down the drain." After the field trips, the two groups met up at Riverfront Park for an IMAX movie and time to play on the park attractions. They enjoyed a movie complete with popcorn in the evening.

Professional Women's Night introduced the girls to structural, computer and electrical engineers, a meteorologist, a KC-135 copilot from Fairchild Air Force Base, an optics engineer, wildlife biologist and public health nurse, a pharmacist and a veterinarian. The questions just flew!

The 2016 planning season has opened and all offers to help are welcome. Visit our website [techtrekwa.aauw.net](http://techtrekwa.aauw.net) or e-mail us at [techtrek@aauw-wa.org](mailto:techtrek@aauw-wa.org) with any questions or your willingness to support 2016 camps. Dorm moms are in great demand!

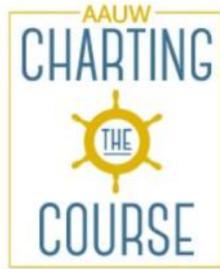


### Dates Set for 2016 Camps

Tech Trek at Pacific Lutheran University in Tacoma will be held July 10-16, 2016.

Tech Trek at Eastern Washington University will be held from July 31-August 6, 2016.

We'd love to have volunteers—dorm moms, registrars, fund raisers, greeters on the first day, and classroom monitors in afternoon workshops. To volunteer, send an email to [techtrek@aauw-wa.org](mailto:techtrek@aauw-wa.org) and tell us what you'd like to do.



## Million Dollar Fund Drive Started

Since the journey toward woman's equality is far from over, AAUW continued to challenge the climate of injustice for all women and girls at the convention by launching a "Charting the Course" campaign which will give AAUW the dexterity to act quickly in the wake of challenges facing women and girls. The goal is to raise \$1 million in unrestricted funds for cutting edge programs and initiatives in the next two years. AAUW will be able to use these funds wherever the need is greatest. All gifts are tax deductible. Supporters who invest in this campaign with a gift of \$5,000 or more will receive a Charting the Course donor pin. Remember, we have highest rating in value in charity evaluation by organizations like Guidestar and The Huffington post. "We are the largest funder of women's graduate educations in the world," according to Mark Hopkins, AAUW Chief Strategy Officer.

From the co-chairs of the Charting the Course campaign comes an opportunity for your *branch and state* to join the campaign. AAUW branches and states will now be recognized as Charting the Course Navigators when they make gifts totaling \$25,000 or more to the campaign.

For branch recognition, ten or more branch members need to make individual gifts totaling \$25,000 or more to *Charting the Course* by December 31, 2016. This option is available only for local branch recognition, not state recognition.

For state recognition, your branch or state makes a gift directly from its treasury, totaling \$25,000 or more, to *Charting the Course* by December 31, 2016.

If you're interested in joining now and would like more information, please visit the campaign web pages at [www.aauw.org/chartingthecourse](http://www.aauw.org/chartingthecourse).

## One AAUW, One Mission, One Fund

Peggy Stotz, Virginia AAUW Fund Chair  
Fall 2015 *Virginia Vision*  
Used with permission.

One of the outstanding opportunities I had at the national convention was participating in the AAUW Fund workshops. I came home with stirred up energy to work on our goals for philanthropy in Virginia and a better understanding of the AAUW Fund and how it works to help women and girls have access to opportunities for education and equity. The AAUW Fund is the name used to identify the general fund of the organization, the aggregated unrestricted funds that supply full or partial funding for every AAUW program except Fellowships and Grants. (Fellowships and Grants are funded separately by interest earned on already established endowments. Money from these endowments can only be used for grants and fellowships.) The AAUW Fund advances AAUW's mission by developing, disseminating and sustaining programs and activities, Start Smart and Work Smart, Elect Her, National Conference for College Women Student Leaders (NCCWSL), and the Legal Advocacy Fund. It gives AAUW the ability and flexibility to concentrate on the areas of greatest need each year, such as the pay gap or voter awareness in election years. There are still individual programs like Research and Projects and the Legal Advocacy Fund that have restricted funds donated but these funds don't always fully support their needs. Then additional support is needed from the unrestricted funds, the AAUW Fund. By donating to unrestricted funds, AAUW Fund, the money can be used by AAUW in the area of greatest need.

As a result, I encourage branches and individuals to donate to code 9110, the AAUW Fund for unrestricted funding. The 2014 year of donations by Virginia was outstanding. I am sure 2015 will be the same and we will have 100% participation from the branches. **There is still much work to be done!**

How can you donate to the AAUW Fund? It is simple – send a check to AAUW, donate on line at <http://www.aauw.org/contribute>, or call the Connect line at 800-326-2289 to donate by phone.

## Consider an End-of-Year Gift to AAUW

As noted on the previous page, there are a number of options if you want to donate to AAUW at the end of the year. If you received your Paid Life Membership many years ago, you might donate something today, knowing that your membership in AAUW for the last 20, 30 or 40 years has paid dividends in different ways. The *Charting the Course* fund helps us stay current with research, trends, activities and programs that aren't on AAUW's horizon months in advance. Here are a couple other AAUW programs that would welcome your donation.



### Research and Projects Funds

This one's close to home. Washington State's two Research and Projects Endowment Funds both have more than \$50,000 in them. To reach stipend - producing status, the funds must reach \$75,000.

Seattle has made a significant effort to finish the Mary Lou Hughes endowment. It currently has \$65,026.63. The Bonnie Dunbar, Ph.D., Research and Projects endowment has \$50,787.97.

You can help finish off these endowments by your generous end-of-year checks to AAUW or make a contribution on-line. Both you and your branch will get credit for the donation. Go to [aauw.org](http://aauw.org), click on donate and follow the prompts.



### AAUW Legal Advocacy Fund

The AAUW Legal Advocacy Fund (LAF) works to challenge sex discrimination in higher education and the workplace. *LAF Express* informs state and branch members about the latest news, deadlines, and programming resources related to our work in the courtroom. The most recent issue covered recent Supreme Court decisions, Good News for LAF Supported Plaintiff in Discrimination Case and Title VII Turns 50. The LAF newsletter comes out monthly and is well worth subscribing. Check it out! <http://www.aauw.org/resource/laf-express/>



### Legacy Circle is Calling You

Now is the season when holidays draw near, a time of giving and receiving gifts. I hope AAUW is a gift in your life, and you will think of giving to AAUW in return. Like many of us you may give annually to AAUW Funds, but have you thought about helping to ensure that AAUW's mission of education and equity for all women and girls thrives long into the future? You can do that by joining the Legacy Circle. To join, you commit to making a planned gift through your will or a beneficiary of your IRA or other financial instruments. There is no minimum amount required to join, just whatever your generosity will allow. As a Legacy Circle member, you will receive a beautiful pin, invitations to special events and occasional small gifts. For more information please contact Ginnie De Forest, AAUW-WA national Legacy Circle team member, at [ginniedeforest@yahoo.com](mailto:ginniedeforest@yahoo.com) or 425-739-0730 or Catherine Gibson, Senior Manager of Planned Giving, at [gibsonc@aauw.org](mailto:gibsonc@aauw.org) or 877-357-5587.



## A Climate Change for Women and Girls

### Notes from the 2015 AAUW National Convention in San Diego

By Beth Wood

The sun was shining brightly as over 1000+ “dangerously educated” women gathered in San Diego to exchange ideas, get training and resources to take their skills to the next level — in their states, the country, and the world. Why? The issues AAUW advocates for are urgent and evolving. At the 2015 National Conference we became “One AAUW” as we learned from each other’s experiences and clarified how best to empower women and girls and make history in 2015-16.

*“It was just terrific to get to meet and greet so many fellow AAUW members from across the USA.*

*At roundtables, during presentations and at meals we shared our branch highs and lows and talked about what works for us and what hasn’t.” Pat Barber, Olympia Branch.*

Clearly Washington State is making history as attendees were delighted to learn that Washington State was listed as one of AAUW’s top 10 states in contributions to AAUW Funds. In addition, the Kirkland—Redmond Branch and the Seattle Branch were recognized as two of AAUW’s “Top 50 Branches” in the country for their contributions to all AAUW programs in 2014. Washington State is also #2 behind California with 53 visionary members in the Legacy Circle who have made a commitment to the future of women and girls by making a planned gift to AAUW. Congratulations to everyone who gave of their time and donations to make these awards possible!



The convention focused on our mission for 2015 which is developing leadership skills in women and girls. We wrestled with the issues around what it takes to be a woman leader and what it would take to make a woman a U.S. president. AAUW has embraced a program on empowering women at every stage of her career. In the past, AAUW has trained 100,000 women in the last 5+ years with the Start Smart salary negotiation program. 225 campuses were reached by 2500 workshops across the country. But since learning negotiation skills is critical for success in every woman’s career, AAUW has acquired the rights to Start Smart and Work Smart and plans to launch a very significant initiative this fall to teach these leadership skills far and wide. Start Smart will continue to expand on c/u partner campuses. Work Smart will focus on local alumni associations, local businesses, and local government institutions. As one of our “Fast Forward” speakers said, “We excited that finally a woman is on a \$10 bill but want all the \$100 bills we deserve.”

There’s no doubt, together we are more powerful and are now 180,000 strong. We’ve made great strides, but there are still injustices and working together we will pave the way to the day when women have the same value and respect as men. The conference emphasized one important way members can help accomplish our goal is through renewed efforts to support gender equality in education. [Catherine E. Lhamon](#), the Assistant Secretary for Civil Rights at the U.S. Department of Education spoke about the important work being done to enforce Title IX and to end sex discrimination in schools. The Department collected data every 2 years across public K-12 schools and “have found shocking disparities.” The case stories are not isolated or only in one part of the country. Asst. Secretary Lhamon cited recent case investigations in Pennsylvania, Washington, Ohio, Virginia, Colorado, Texas (Southern Methodist University), California, Indiana and Michigan.

Title IX is at the core of AAUW’s mission to empower women and is a key focus this year. [Title IX protects all students](#) and covers everything from campus sexual violence to science, technology, engineering, and math (STEM) education. The U.S. Department of Education has just released [new resources](#) for Title IX coordinators at schools so that they understand the full scope of their jobs. But not all Title IX coordinators know about these tools. That’s where you come in! You can help by delivering these Title IX resources to local schools.

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AAUW is asking us to [pledge to do so](#). They've also published a how-to guide to make it easy. "We are standing for girls who need us to stand for them," Assistant Secretary Lhamon said.

*"Learning what Title IX really encompasses was very enlightening and I want to find out if Bellevue Schools have the current guidelines. At least by asking, the District will be aware that someone knows there are guidelines that should be followed," Sandy Heidergott, Lake Washington Branch.*

One exciting development in Public Policy arena is the expansion of the Two-Minute Activist Tool to include state and local level politics to track legislation. AAUW expects this tool to be used to fight the battle for equal pay, against campus sexual assault and against human trafficking. The tool will also provide a template of best practices across the country. There will be a strong **public policy** focus on voter registration for the 2016 election. Liza Maatz reported that "97% of AAUW members are registered to vote and I want to track down the 3% who aren't registered!" AAUW will continue to use state impact grants to make progress on equal pay and voter registration.



*"My goal is to discover new ways to weave public policy into all that we do (without being a pest)."*  
Chris J. Blackman, Walla Walla Branch

Of course there were many additional exciting speakers in plenary sessions, workshops and at special events covering STEM initiatives, NCCWSL and YWFT growth, branch marketing, membership growth and retention, continued growth of c/u partnerships, fellowships and grants, and more.

*"I especially loved the workshops on the prescription for recruitment and retention of new branch members. Wonderful. . . made me hopeful for our future!"* Rosemary James, Lake Washington Branch

There were too many exciting program results for 2014-15 to describe here. But the good news is that you can dive into the area that interests you the most online and see the workshop presentations, talking points, and other interesting resources at [convention.AAUW.org](http://convention.AAUW.org). National AAUW is putting more materials from the conference online every day.

"We are the Proctor & Gamble of women's issues," Mark Hopkins stated. In his marketing workshop, he offered some new ways to describe AAUW such as "AAUW is a climate changer for women and girls. We were founded by the first women who went to college; that was when it was scandalous for women to go to college." Mark said he's found that statement more engaging and effective in social situations than trying to explain the history of the American Association of University Women in a sentence or two.

Finally, perhaps the best way to describe the convention is to see what some of the Washington attendees say about it:

*"The marketing workshop strengthened my ideas about branch marketing".* Judy Prince, Everett Branch.

*"Talking with members at the convention re-energized me,"* Kay McMurry, Hudson's Bay Branch.

*"I'm thrilled to put this new energy into action right away."* Tonna Kutner, Seattle Branch

*"Informative and Inspiring",* Dorothy McBride, Tacoma Branch

*"I particularly liked hearing about the successes with Tech Trek in California and how the experience has changed lives in profound ways."* Helen Smith, Stanwood-Camano Island Branch

*"The convention provided us with many tools to begin to address our need for more (diverse) members. Hopefully a year from now we can tout the results with energy and enthusiasm and say we are truly "breaking*

through barriers!," Pat Barber, Olympia Branch.

"AAUW changes the lives of women and girls; this convention was affirmation of the power of AAUW from start to finish. Some of us were able to do the business of AAUW at convention; some of us saw dear friends and caught up on news; many of us learned more about what we need to do in our branches from programming to marketing and fundraising. All of us went home renewed and reinvigorated. As for me, I look forward to Convention 2017." Kelvie Comer, Kirkland-Redmond Branch

"It was a totally profound experience for me." Phyllis Keiley-Tyler, Edmonds-Sno-King Branch

As the gentle San Diego sun set on the 2015 National Conference, we hugged and waved good-bye to new and old friends. The sparkle on the tranquil azure ocean gave each of us the hope that we'd meet again at the 2017 National AAUW Convention in Washington, D.C.

"If we want to go far, go together" An African Proverb

### Words from the Web

by Judi Edwards, State Webwrangler

For all you budding webmistresses across the state, I may be able to help you with your WordPress site editing. Send me an e-mail at [wablog@aauw-wa.org](mailto:wablog@aauw-wa.org) and we will connect.



We have a calendar on the web for state wide use. This is a good spot to enter your branch, state and national events and meetings. You can access the calendar by logging to [www.google.com](http://www.google.com) and click on the little box of 9 squares in the upper right hand corner of the Google search screen. Select the calendar app from the dropdown. Login as [aauwcalendar@gmail.com](mailto:aauwcalendar@gmail.com) and evergreen2015 is the password. It is pretty friendly from this point. If you want to link the calendar to your branch website, let me know and I can help you work with AAUW's site resources to make that happen.

To save space in your website's storage area, always save pictures "for the web" and upload those smaller versions. They will display just fine, load faster and take up less storage space. I always save the original picture just in case it needs to be edited later. Also, when turning any document in to a PDF file for the web, always use a low resolution, minimum size for publishing to the web option.

We have a 3 megabyte (mb) size limit on our websites maintained by AAUW. I have had trouble uploading PDFs that are over 2.9 mb (branch newsletters, etc.) Please, watch your finished size. Finally, spend some time with your website, get to know it; think about who looks at it. What do you want them to know about you and the great stuff you/we do? Keep it fresh. And think about your branch members—what are their needs? Remember that it takes a village to have a knockout, to-die-for, website. The web mistress can't do it alone!

### AAUW-WA Officers and Board Members 2015-16

This list contains the names and assignments of the current AAUW-WA Board of Directors. To contact any of them by email, use their position list with [aauw-wa.org](http://aauw-wa.org).; e.g., Kelvie Comer would be [president@aauw-wa.org](mailto:president@aauw-wa.org).

<b>President</b>	KelvieC. Comer	president	<b>V. P. Finance</b>	Dellanie Fragnoli	finance
<b>Secretary</b>	Jeanie Glaspell	records	<b>Bylaws/Tech Trek</b>	Karen Manelis	bylaws
<b>Public Policy</b>	Chris Neese-Blackman	advocacy	<b>Program</b>	Emily Hitchens	vp
<b>Membership</b>	Judy Prince	membership	<b>College/Univ.</b>	Turea Errwin	collegerelations
<b>STEM</b>	Leslie Waters	atlarge	<b>Communications</b>	Kathi Pickett	communications

## Branch Bylaws Need Mandatory Changes

Karen Manelis, Director, AAUW-WA  
Bylaws / Tech Trek; [bylaws@aauw-wa.org](mailto:bylaws@aauw-wa.org)

Earlier this summer, all branch presidents received notification and instructions for bringing their branch's bylaws into conformance with changes made to the AAUW bylaws. The memorandum can be found [HERE](#). These changes (amendments) to your branch bylaws do not require a branch vote. They can simply be made in your master copy.

Please note that ALL the changes in the mandatory conformance memo, including their Articles X, XI and XII, MUST be included in branch bylaws; you can renumber the articles and place them near the end of your bylaws, but they must be there. Contact me if you need more explanation.

More recently, branch leaders were provided with updated [model branch bylaws](#). To protect AAUW's tax-exempt status, the IRS group exemption for our affiliates, and AAUW's name and logo, AAUW must ensure that each affiliate's mission and activities are consistent with those of AAUW. The relationship between AAUW and its affiliates is based on mutual trust; all affiliates must notify AAUW national of any material or significant differences between their bylaws and the AAUW national bylaws. Voluntary disclosure of any potential conflicts between affiliate bylaws and AAUW's national bylaws, as well as any conflict between affiliate mission and activities and AAUW's mission and activities, is expected.

The updated model bylaws will simplify the integration of the 2015 Mandatory Conformance Memo, as well as help integrate all future memos into branch bylaws by providing a uniform framework. **To accomplish this goal, AAUW is asking all affiliates to either adopt the entire model bylaws as written or, at the minimum, adopt the mandatory sections highlighted in blue exactly as written.** AAUW suggests that the indicated section headings and numbering be maintained. Doing so will make it easier to find the wording when future revisions are required after changes are made by the membership to the national bylaws.

Once the changes are incorporated into your bylaws or you elect to adopt the model bylaws in its entirety, please send a copy to [bylaws@aauw-wa.org](mailto:bylaws@aauw-wa.org) AND [connect@aauw.org](mailto:connect@aauw.org). While making these mandated changes, take a moment to look at your bylaws overall and see if there are other changes that should be made to help streamline the functioning of your branch. There are many ways to describe your branch structure and governance in your bylaws – send your questions or thoughts. We're here to help!

## State Elections in the Spring Need Nominees, Volunteers

Florence Young, Chair, Nominating Committee  
[nominations@aauw-wa.org](mailto:nominations@aauw-wa.org)

The AAUW-WA Nominating Committee is seeking nominees for state officers for the coming board of directors election in spring 2016. We need to elect a **state president**, a **state finance vice president** and **two members of the Board of Directors**. The AAUW Washington board also has appointed directors and there are two positions to fill.

If you have served in branch positions and are ready to move to another level, we would love to have you run for an office or volunteer to be appointed to the board. Board members generally are elected "without portfolio" - that is, without specific duties. We will be in need of directors to work with communications, funds development and college/university representative, particularly. If you are interested or know someone who would be great in one of those positions, please contact the nominating committee for an application.

We have women who have served us well in the past few years and stand ready to help newcomers to the state organization. There will always be women who are willing to act as sounding boards, advice givers and, if you're lucky, committee members!

Please consider carefully serving in an official capacity at the state level. AAUW-WA cannot run itself and we need women to step up to keep us active, relevant, in the loop and whatever other terms mean **alive!** If you'd like to ask more questions or receive an application, please send a message to Chair Florence Young at [nominations@aauw-wa.org](mailto:nominations@aauw-wa.org). You'll love being part of the board!

## Seattle Branch Supports NEW Leadership Institute at UW Women's Center

Barbara Sando President, Seattle Branch

In late June, Seattle Branch supported the 5th annual UW Women's Center's Alene Morris National Education for Women's (NEW) Leadership Institute by sponsoring the Political Day luncheon. The NEW Leadership program, which is part of a national network of programs held in 23 states, is an intensive six-day workshop aimed



Alene Morris NEW Leadership Class of 2015

at getting college-age women (undergraduate and graduate) into leadership positions in the non-profit, political, and private sectors. This summer, 22 young women from colleges around the state attended. The curriculum includes parliamentary procedure, diversity training, networking, public speaking, resume review, social media, political leadership, and an intensive Start Smart workshop. Speakers are women from local businesses, as well as from political and non-profit groups.

The Political Day luncheon was held at the Columbia Center.



Tonna Kutner, Alene Morris,  
Renee Agatsuma

Keynote speaker Hyeok Kim, deputy Seattle mayor, spoke about her journey as a politician. Seattle Branch board members Renee Agatsuma and Tonna Kutner attended, and Renee had an opportunity to speak about AAUW. At the end of the week, Renee and Tonna attended the NEW Leadership

graduation, where Alene Morris, who was a longtime AAUW member, gave the keynote address. Tonna spoke about AAUW and was well received.

Seattle Branch is very proud to have built our partnership with the University of Washington Women's Center, which began in 2012 and has been growing stronger ever since.

## Hudson's Bay Branch Interest Groups Thrive

This year we continue to celebrate Women's History Month by collecting short biographies of women who made a difference. We will share a story each day in March on our Facebook pages and other social media.

Our branch has started a new group, "Peeling the Onion." Once a month the group listens to one of the Great Courses lectures. We started with the topic, Books that Changed the World and discussed Democracy in America, A Vindication of the Rights of Women, The Autobiography of Benjamin Franklin, Koran, and the Epic of Gilgamesh.



And the Real U Book Group celebrated its 40th birthday!

Sue Heise and Mavis Nickels,  
Co-Presidents

## Olympia Branch Celebrates Fifteen Years of High School Scholars

"Welcome to the High School Scholar Recognition Reception, where we're honored to meet the best and the brightest minds gathered anywhere in Mason or Thurston counties this evening." What a pleasure it has been to meet and greet the top female math, science and technology scholars from 17 high schools for the past 15 years. The Olympia Branch has been enriched by the talent, creativity and intellect these girls have demonstrated as written in their bios they send to us. One of our members said, "This event has given me more hope for a bright future in our nation, than anything else I've heard or seen this past year." Another stated, "We can rest assured that our world is in good hands, with these scholars going out into it."

The Olympia Branch Scholar Recognition Program began with Branch President Reta (Schwisow) Alberti in the 1999-2000 school year. Reta recognized that this newly supported AAUW-WA program created a path to ensure that the brightest math, science and technology scholars could be recognized and encouraged to enter the STEM fields of study. In doing so, we are working towards equity in education, especially in the very fields of study where women and girls are very highly underrepresented.

Over the past 15 years, the Olympia Branch has recognized more than 675 scholars. They have come from local high schools (public and private), vocational schools, and alternative high schools to be introduced and honored at a reception held at the Olympia Country Club. Due to space considerations, scholars and their parents (or up to 2 guests) were invited to the event.

We began the evening with a welcoming cake and punch reception and individual members greeting of each and every scholar and her parents/guardians or guests. Annually, a brief overview

about AAUW as a national, state and local organization is given by one of our members (usually the president) after which the parents and scholars are invited to help themselves to some of the handouts and brochures at the check-in table.

When scholars arrive they are given a name badge with their name, school, honor and our AAUW logo on it as well as a brochure that contains all of their photos, and lists the three scholars selected by each participating school. Introductions begin shortly thereafter. Each scholar is called forward to come to the podium, where she is congratulated by a member of the committee, who hands her a rose and another who gives her the certificate.

Then she has her photo taken with her parents and arrives at the podium to be given a STEM Scholar pin while being introduced with bio information provided on a signed recognition form, which she has filled out and returned to us. (This is a very important key to the participation in the program.) The scholar then talks about what her future plans and goals are, in addition to explaining who her mentor has been to inspire her along the way. The stories are as varied as

the scholars themselves.

One common denominator probably exists for all. These selected high school scholars are curious, creative and intelligent young women, worthy of every bit of encouragement and applause they can receive for their attempts at breaking the glass ceiling that has existed in the STEM fields for too long.

Something has happened over the span of the fifteen years that we have been celebrating the scholars. It appears that more and more of them are now being accepted into reputable STEM programs in colleges and universities around the nation. We can thank our AAUW-WA for helping to break through the barriers.



## Joint Meeting Covered Common Core Standards

Bev Strodtz, president, Puyallup Valley Branch

Over 60 people attended the Joint Fall meeting of the Gig Harbor, Puyallup Valley and Tacoma Branches. It was held at Tacoma Community College on September 26<sup>th</sup>. The topic was Common Core State Standards (CCSS), What are they? What do they mean?

The panel (see photo) addressed the following three questions:

- ◆ *In your role in education and from your personal perspective how do Common Core State Standards differ from previous standards?*
- ◆ *What is the funding and legislative support for the Common Core State Standards which includes professional development, technology maintenance, teacher evaluations/salaries and the McCleary Decision?*
- ◆ *Considering diversity (race, poverty, English Language learners), what do we do when kids don't meet the Common Core State Standards?*

The moderator directed questions from the audience to appropriate panel members. It was a very interesting discussion by an extremely articulate panel.

We heard comments on what can be legislated (content), and what can't (teacher expectations and family responsibilities). Community support (shelter, food, mental health) for kids so they can learn was explored from different angles. A hot topic was deescalating testing (Did you know that the bandwidth in the classroom dictates how many computers can be operating at one time, therefore how many kids can be taking the test at the same time? A consequence is that testing takes days!). Testing is part of the package but can be used in a variety of assessments not just labeling schools and evaluating teachers. An encouraging fact was that the State of WA had a very small gap between its existing curriculum and the Common Core requirements. Do we have the will to change? Who benefits if we don't change?

All attendees learned, gained new perspectives on the issue and were impressed with the panel members.

Panel Members:

Dr. Julia Aguirre, Assoc. Professor of Education, UW Tacoma

Carla Santorno, Superintendent of Tacoma Public Schools

Christine Kilduff, Legislator Washington House of Representatives

Shannon Francisco-Papcun, teacher in the Sumner School District

Phyllis Izant, parent living in Tacoma

Moderator: Gordon Fisher, retired educator



### STEM Resource Site Noted

A recent gathering of STEM resources have been compiled and are available for use on one website: [stem4nwgirls.org](http://stem4nwgirls.org) You are encouraged to check out many of the opportunities targeted for 5- 9th grade students. These are not exclusively for girls, but many are girl-friendly events.

If you have another resource to share, please send to: [eyhbcc\\_middleschool@hotmail.com](mailto:eyhbcc_middleschool@hotmail.com)

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***Mission Statement***

AAUW advances education and equity for women and girls through research, education, advocacy and philanthropy.

***Value Promise***

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

Membership in AAUW is open to all graduates who hold an associate (or equivalent), bachelor's or higher degree from a regionally accredited college or university.

In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.

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**<http://aauw-wa.aauw.net>**

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