



The Evergreen Leader

AAUW Washington Newsletter

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AAUW Lobby Day

Monday, January 28, 2019

8:00 am to 1:00 pm

St. John’s Episcopal Church

114 20th Ave SE

Olympia, WA 98501

Karen Anderson,
Public Policy Chair
AAUW Washington
advocacy@aauw-wa.org

Our speakers will include Fajer Saeed Ebrahim, a specialist on reproductive justice with Legal Voice, and Pam Crone, a lawyer and lobbyist who has represented AAUW-WA, Legal Voice, and other clients in Olympia for over 18 years. Pam’s legal and lobbying expertise covers a wide variety of issues, including women’s and LGBTQ legal rights, domestic violence, homelessness, and other economic and social justice issues. She has also taught law at the Seattle University and the University of Washington Schools of Law.

Fajer will speak about the state of Washington laws regarding reproductive justice and sexual assault on college campuses. Pam will update us on the specific laws we are stressing this year as we unleash our forces on the legislature. We are still seeking one more speaker.



For those who wish to arrive on Sunday, we have arranged lodging at the Hilton Garden Inn in Olympia. Details will be available on our registration page on the state website.

We hope to see many of you there as we build from our successes of the past year!

Lobby Day Registration



Judy Prince,
President
AAUW Washington
president@aauw-wa.org

Registration for Lobby Day will be \$25.00 per person.

You have choices for lunch: three different half sandwich, half salad boxes or two salad boxes.

1. Half Sandwich, Half Salad Box
 - Turkey with Seasonal Greens or Greek Salad
 - Ham & Cheese with Seasonal Greens or Greek Salad
 - Tuna Salad with Seasonal Greens or Greek Salad
2. Salad Box: salad, piece of Baguette and a cookie
 - Seasonal Greens Salad
 - Greek Salad

Someone will call you if you have trouble with your lunch order. If you have trouble with the payment option, please call 425-422-2833 to discuss an option for payment.

To register for Lobby Day, go to this link:

<http://events.constantcontact.com/register/event?llr=psxfmitab&oeidk=a07eftelsaqb123654a>

If you are spending Sunday night in Olympia, the state board is staying at the Hilton Garden Inn. Call Christy Vasquez at 360-357-2972 to reserve a room at a reduced rate. The board has not selected a restaurant for Sunday evening, but please let me know if you would like to join us: president@aauw-wa.org.

*Washington State’s Legislative Changes
Respond to the #Me-Too Movement*

Eileen Baratuci
Vice President and Program VP
AAUW Washington
programs@aauw-wa.org.

Historically, Washington State adopted laws to prevent or protect employees from workplace discrimination long before comparable federal laws passed. Washington was one of the first states to adopt the “Equal Pay Opportunity Act” which passed in 1943. In 1949, the first version of the Washington State Law Against Employment Discrimination was adopted. This law has since been amended, expanding the scope of protections over the years. Federal law did not include similar employment protections until the Civil Rights Act of 1964. The American’s with Disabilities Act of 1973 was later passed to protect individuals with disabilities from workplace discrimination.

Washington State remains on the forefront of history by adopting a series of bills designed to expand equal pay protections and enhance protections for employees’ subject to workplace discrimination or harassment.

What Inspired These Legislative Measures?

Washington’s laws on pay equity protections and prohibiting workplace discrimination are 60 to 70 years old. The anti-discrimination laws were modified over the years by adding groups to the list of “protected classes.” Which raised the question: What happened recently to prompt Washington State’s legislature to pass new legislation designed to protect against sexual harassment and further ensure pay equity?



First, the public and law makers responded to the “Women’s March” which began in 2016 as the largest civil rights demonstration in history. The march is now an annual event, across our country and other nations. The march focuses on the need (and struggle) for full equality for women, including the politicization of women’s health and reproductive rights and the lack of women at the highest levels of leadership.



This was followed by the #Me-Too” movement, which shed light on how many women continue to feel the impacts of workplace discrimination and harassment, or worse, sexual assault at work. The number of women impacted by discrimination and harassment is staggering (around 81%). Many of the women impacted noted they did not have a viable means of reporting or addressing their concerns, despite existing discrimination and harassment laws and protections against retaliation.

Finally, in Olympia last spring, 170 women working in the State Legislature signed a letter calling for a shift in workplace culture. The letter was addressed to Democratic and Republican leaders and was signed by a bipartisan group of current or former lawmakers, lobbyists and legislative staffers. Inspired by the #Me-Too movement which swept the country, the letter was a call to action for the State Legislators to take a serious look at how issues are handled internally. The letter also called for new legislation to help women across the state, stating in part:

At some point in our lives, every one of us has experienced, witnessed and counseled others through unwanted advances or a range of dehumanizing behavior—from innuendo to groping, from inappropriate comments and jokes to unwanted touching and assault.”

Pay Equity Protections are Expanded

House Bill 1506¹ expands Washington's Equal Pay Opportunity Act. More than 70 years have elapsed since the pay equity law was passed. Women make up almost half the workforce and are the sole or primary breadwinners for over 40% of families with children. Yet a typical woman in Washington takes home 80 cents for each 1 dollar earned by a man, impacting their monthly and yearly earnings, as well as earnings during retirement. Women of color earn even less, ranging from 50 to 60 cents on the dollar. The wage gap persists at all educational levels and across occupations.

There are several reasons why the pay gap exists.

- Jobs traditionally performed by women are historically under-valued (i.e. teaching, child care, social work, etc.)

- Women are paid less for comparable work in all types of employment

- Women are still penalized for taking time off for family needs, primarily for childbirth. (Which includes biases about a woman's commitment to their profession during child bearing years)

Additional factors that perpetuate the wage gap include the fact women are less inclined to negotiate for a higher salary and their salary history can betray them.

There may be other causes for the wage gap. Several of the identified causes listed above will take more time and regulatory work to address. House Bill 1506 focuses on employer practices that perpetuate lower pay for women who work in similar job classifications to men and the problems associated with employees' salary history. Basing employment offers on the applicant's salary history often means when women are paid less than their male counterparts in a prior position, pay inequity will be perpetuated by the new employer.

House Bill 1506 re-focuses the criteria for salary negotiations to questions of job qualifications, experience and educational qualifications, not salary history. It also prohibits pay secrecy requirements that prevent employees from discussing their compensation. This change in the law will discourage disparities in pay for comparable jobs since the information can no longer be kept secret by the employer. The law prohibits employers from retaliating against employees who make inquiries about their pay or make a request for a salary adjustment requesting equal pay. Finally, the law prohibits discrimination in career advancement opportunities based on gender.

Discrimination and Sexual Harassment Protections are Enhanced

Existing law requires employers to take "adequate corrective action" if the employer is made aware of discrimination or sexual harassment complaints. The employer may first investigate the complaint and may separate the employees during the investigation, but if they fail to take

¹ *Tana Senn* is a member of the Washington House of Representatives, representing District 41a. She co-sponsored the bill and joined us at the AAUW-WA State Convention to discuss the bill.

corrective action to address any future acts of discrimination, liability results. This framework was intended to discourage employers from doing nothing when a complaint arises.

This legal framework has not always work well, particularly if the accused is important to the organization or powerful (i.e. CEO, news anchor, movie mogul, elected official etc.) In many situations, the powerful member of the organization remained in power, while the complaining party could be silenced though a small settlement sum or inaction. Although confidentiality in settlement agreements is common, when these provisions are applied to discrimination claims, it can perpetuate the problem, rather than fix it.

Senate bills 6313 and 5996 invalidate agreements which silence an employee from publicly disclosing workplace discrimination and harassment. The law also restricts any pre-employment agreements that mandate employees give up their right to pursue discrimination claims under state laws as a condition of employment (i.e. private arbitration agreements). Senate Bill 5996 voids such agreements unless the confidentiality provision is part of a negotiated settlement.

Senate bill 6471 requires the Human Rights Commission to develop policies and best practices to keep employees safe from sexual harassment. Those policies will be published in January 2019. Employers are not required to adopt the model policies, but failure to do so may be used as evidence of an employer's failure to take reasonable steps to guard against harassment.

Senate bill 6068 prohibits the use of private agreements (arbitration or settlement agreements) to limit the disclosure of prior sexual assault or harassment claims against the accused. This law does not determine if those prior claims are admissible in court, leaving that decision to the judge in the case. However, confidentiality provisions in a prior settlement can no longer be used to silence prior victims of harassment or withhold information about prior claims. This law applies to newly filed cases and pending cases.

More information:

AAUW's national website has information on the pay gap, training programs for effective salary negotiation and information on a new campaign. Join AAUW in the [Members Mobilize a Million](#) challenge. Working together, our powerful 170,000 members and supporters can help us reach our first phase goal of training **1 million women through Smart Start and Work Smart**. By 2022, AAUW plans to train 10 million women through these programs.

A letter prepared by the Northwest Women's Law Center that is worth reading. Use this link: <https://nwlc.org/resources/womens-community-sends-statement-of-values-letter-to-president-trump/>

President's Message



Judy Prince,
President
AAUW Washington
president@aauw-wa.org

Since I last prepared a President's Message, I have been able to visit 3 branches and truly enjoyed the experiences.

I visited the Willapacific branch in September for their Tech Trek camper reports. This small branch has managed to send girls to Tech Trek for several years. They have a fund raiser that gets money from other people, not just AAUW members. This year's Tech Trek attendees were very enthusiastic. One of the parents provided positive feedback on the Tech Trek Facebook pages where lots of pictures of campers are posted daily. This branch has a relationship with the Astoria, Oregon branch. Many of you know that Vancouver and Hudson's Bay branches are members of the Interbranch Council along with 5 Portland area Oregon branches.)

I attended the Stanwood Camano branches Tech Trek report-out in October. Their girls were as enthusiastic as the girls I met in Ocean Park. Stanwood branch raises many dollars at their "Purses with a Purpose" event. Another fundraiser attended by non-AAUW members.

Also, in October, I was able to attend the Bellingham branch 100th anniversary celebration. This was a lovely lunch and program at the Bellingham Golf and Country Club. The view of the course out the window showed great fall foliage. I got to have a conversation with Bellingham's mayor about homelessness and municipal response with low barrier housing. This is an issue in cities all along the I-5 corridor. Other guests included 5 members of the White Rock Surrey chapter of CFUW.

If you would like to have a president's visit at your branch meeting, let me know at president@aauw-wa.org.

State News

2018 Leadership Conference

Ellensburg, WA

August 25, 2018

Yvonne Berliner
Palouse Garfield Branch

Three members representing a large branch, a medium-sized branch and a small branch, Mary Williams (Gig Harbor Branch), Dale Spears (Port Townsend Branch) and I, met in person and online to organize our panel presentation. We tackled the weighty subject of Public Policy Objectives and Mission Based Programming! We wanted to share how we do this in our three very different-sized branches located in Eastern and Western Washington. This is what we presented at the Leadership Conference: <https://aauw-wa.aauw.net/files/2018/11/2018-Ellensburg-Leadership-Conference-Panel-2-PPTs.pdf>

After each presentation, and to encourage leadership skills in the participants, we divided them into small groups and asked them to share how they dealt with the following branch issues. Here is a summary of some of the *fabulous* ways in which inventive members strive to be proactive in Public Policy Objectives and Mission Based Programming all over the state. We hope they will inspire your branch to adopt or adapt some of these ideas!

1. How can AAUW Branches coordinate public outreach and education with local organizations to broaden the reach of our mission?

- Partner with elementary schools for Math, Reading, Computers
- Attend local school award ceremonies and appear briefly to give publicity to local branch efforts to support school community (Tech Trek, scholarships, etc.)
- Public Forums, like on the “Deeper in Debt: Women and Student Loans” Report <https://www.aauw.org/resource/deeper-in-debt/> or hosting a Candidates Night
- Partner with local community colleges
- Middle Schools: reaching out to 7th grade teachers to nominate girls for Tech Trek
- High School scholarships
- Local Woman of Excellence: nomination from the community for a woman that has made a difference in the community, with 3 letters of recommendation, publicity
- Expanding Your Horizons (EYH) for students, local community college and local companies that provide STEM jobs
- Soroptimist: working with women in business and outreach to middle and high school girls for offering scholarships
- Organize local Garden Tour as a fundraiser

- Honor local immigrants in the community
- Host an event related to women's suffrage at a local museum: centennial of the 19th Amendment is coming up in 2020!
- Join League of Women Voters on registering voters, say, at colleges or retirement communities
- Join Kiwanis on relevant events and projects to share fundraising
- Give grants to local youth organizations that empower girls
- Join local women's film festivals

2. How does your branch target recruitment/retainment? What do you do that's unique to recruit/retain?

- Reaching out to scholarship recipients and Tech Trek parents
- Develop a rack card
- Publicity of upcoming meetings, photos of projects posted in local paper; develop contacts with local reporters (some may have daughters in middle school)
- Attending community events, like tabling at local Farmers Markets, tabling at a Peace & Justice Fair, job fairs
- Supporting an AAUW Students Club
- Have members participate in an "Invite a Colleague" day
- Handing out business cards and developing an elevator pitch to go with it: 'What is AAUW?'
- Do a program similar to the AAUW-WA Leadership Conference in local branch
- Reach out to AAUW National members who live in your area to attend a branch meeting
- Occasionally hold meetings at desirable locations, like historic homes, Spring teas
- Special orientation meeting for new members

3. How does your branch look for ways to adapt and change?

- Be willing to take baby steps, patience and TLC with recalcitrant members
- Interested visitors: do follow-ups with visitors interested in joining
- Having mission-based speakers for the public
- Have meetings at times when women who work can attend
- Keep up branch webpage
- Find out about and invite teacher and professor retirees
- Require every interest group in your branch to have a person in a leadership role
- Find out people's expertise to encourage leadership roles within branch
- Transparency about politics
- Twitter feed
- Arrange seating at meetings in a different, more participatory way
- Strategic planning with a consultant

AAUW-WA Special Projects Fund

Judy Rogers
AAUW-WA Special Projects Funds President
specproj@aauw-wa.org

AAUW-WA has a Special Projects Fund (SPF) that is the fiscal sponsor for various AAUW-WA approved projects. SPF is a tax-exempt corporation as provided for by the Internal Revenue Service Code 501 (c)(3). This fund's mission is to receive tax deductible corporate, foundation and individual donations for AAUW-WA approved projects within the state of Washington that further education and equity for all women and girls.

- Federal Tax ID: 27-3330630; State of Washington Charities ID: 30801
- SPF currently has three approved projects;
 - Expanding Your Horizons (EYH)
 - Tech Trek
 - National Conference for College Women Student Leaders (NCCWSL)

Donations Are Tax deductible

As AAUW-WA SPF and AAUW are both designated as 501(c)(3) charitable organizations, all donations to the above listed projects are tax deductible. A donation can be a business deduction for corporations, another great reason for them to give!

Submitting Branch Donations

- Via check sent to:
 - AAUW-WA SPF**
 - PO Box 1665**
 - Bellevue, WA 98009-1665**
 - Checks payable to "AAUW-WA SPF", Memo: [Project Name] – [Branch Name]
 - Branches should:
 - Collect checks from members and submit them together.
 - Complete a Deposit Record form, listing each check individually with:
 - ❖ Donor name and address, Bank name, Check number and date, and amount.
 - Make a photocopy of all checks received. Keep a copy of each Deposit Record form for your records, along with the check copies.
 - Send checks and a hard copy of the Deposit Record form to the SPF PO Box address (above).
- **Tech Trek donations online via credit or debit card**
 - Donations to Tech Trek can be made online via [credit or debit card](#) through the Tech Trek WA website, techtrek-wa.aauw.net. Click on the AAUW-WA SPF "Donate" button on the home page.

Donations from businesses, corporations, and foundations:

Checks for donations by companies, corporations, or foundations should be sent to SPF at the above address. If your branch knows that such a donation is coming, please inform the SPF president so she will be on the lookout for the check (specproj@aauw-wa.org).

For more information, please contact SPF President Judy Rogers at specproj@aauw-wa.org.

Tech Trek WA – Successful 2018!



Karen Manelis
Tech Trek Director
AAUW Washington
techtrek@aauw-wa.org

Year 6 of Tech Trek in WA was another resounding success. Two camp weeks were held at Pacific Lutheran University (PLU) and one week at Eastern Washington University (EWU), serving another 166 girls. This brings the total of campers to 775!

In 2018, all camps included a half day financial literacy program. Financial Beginnings, a Washington non-profit, provided the curriculum for the Dunbar and McClintock camps at PLU and Spokane Teachers Credit Union provided the program at EWU. With the addition of an astronomy-based core class at PLU (where students made their own telescopes), the 2019 PLU camp will include an Astronomy Night with members of the Tacoma Astronomical Society.

Due to scheduling difficulties at PLU, there will only be one camp week in 2019; however, our capacity will be the same as if we had two weeks – up to 150 campers (we had 126 in 2018). We will be in two separate residence halls, right next door to each other. Not ideal but we will make the best of it. Camp week at PLU will be from July 14-20 (with staff arriving July 13). Camp week at EWU will be from July 28-August 3 (with staff arriving July 27)

All branches in Washington are invited to participate – as are all AAUW-WA members invited to become Tech Trek volunteers. Twenty-two branches participated in the 2018 camps, including WA Online and Coeur d’Alene (ID). WA Online again spearheaded the selection of campers from areas of the state where there is no AAUW presence. Eleven campers, funded by state-raised

funds, attended camps through Online's efforts of accepting applications, interviewing and selecting campers. Since the Northern Idaho area does not have any college campuses with residential facilities, it would be extremely difficult for branches like Coeur d'Alene to ever have a Tech Trek program. And, being only a short 30 miles from Spokane, it was logical for Idaho to be invited to participate in the EWU camp. Coeur d'Alene branch funded one camper and AAUW Idaho funded another, for a total of two Idaho girls benefitting from the program.

After five years of piloting the Tech Trek program nationwide, AAUW turned the individual programs over to the AAUW entities (states or branches) who have been implementing the program in their local area in 2018. AAUW WA Special Projects Fund is now the sole fiscal agent for Tech Trek WA. All donations should be made through AAUW-WA SPF. AAUW-WA SPF is recognized by the IRS as a 501(c)(3) charitable organization so any contributions made to AAUW-WA SPF on behalf of Tech Trek are fully deductible to the donor. Contact your branch Tech Trek coordinator for details on how to give or email techtrek@aauw-wa.org with questions. Funds designated to your local branch go directly to support girls from YOUR branch. Truly, a win/win situation!

Branch participation continues to be crucial to Tech Trek WA's success as the branches provide the "front line" in identifying, selecting and funding campers from their local area. This brings the implementation of the program to the local level. All camper candidates are recommended by their teachers; criteria include being a student highly interested in STEM subjects who otherwise would not likely attend a program like this.

Foundation, corporate, business, branch and individual support make Tech Trek happen. We are extremely grateful for the generosity of our donors (individual, branches, foundations, small businesses, and corporations) from 2013 through 2018. Donations cover the costs for rising 8th grade girls to attend a week of summer camp on a college campus doing math, science, technology and engineering projects. Attendees families pay only \$50 for the week-long experience

Our team of successful fundraisers (Dorothy McBride, Rosette Dawson and others) are available to answer any of your fundraising questions or help you with grant applications. A PowerPoint presentation is available that branches can use locally with potential funders. Contact techtrek@aauw-wa.org to request the information.

Between now and January 1st, the AAUW-WA Tech Trek website will be continually changing, as we add information on the 2019 camps. Check out the AAUW-WA Tech Trek website frequently, techtrek-wa.aauw.net, for updates and further details. Donations can also be made through the links on the website.

Great Branch Program Idea

Kat Hughes
Assistant Director Tech Trek
AAUW Washington
tt-pludunbar@aauw-wa.org

In 1946 six brilliant young women programmed the first all-electronic, programmable computer, the ENIAC, a project run by the U.S. Army in Philadelphia as part of a secret World War II project. They learned to program without programming languages or tools (for none existed)—only logical diagrams. By the time they were finished, ENIAC ran a ballistics trajectory—a differential calculus equation—in seconds! Yet when the ENIAC was unveiled to the press and the public in 1946, the women were never introduced; they remained invisible.



The ENIAC Programmers Project has been devoted for nearly two decades to researching their work, recording their stories, and seeking honors for the ENIAC Six—the great women of ENIAC.

ENIAC Programmer Project founder Kathy Kleiman teamed up with award-winning documentary producers Jon Palfreman and Kate McMahon to tell this incredible story. They have produced a stunning 20-minute documentary featuring Movietone footage of the 1940s and never-before-seen interviews with the ENIAC Programmers

The 50 min DVD also contains two additional stories; one about early women coding and the invention of Flash, the first multimedia platform supporting video, graphics, games and animation for the Internet. The third and final short tells

the story of a female MIT PhD candidate and her work to create interacting with our smart devices using natural hand gestures, not static keyboards or touchpads.

ALL three stories are INTERSTING, RELEVANT & WORTHY OF BEING REPEATED!

The Tech Trek WA team owns this DVD and accompanying notes and would like to offer it to any branch that would like to use it for a branch or interest group meeting. We ask for a minimum donation of \$25. payable to the Special Projects Fund.

All scheduling requests should go to this email: tt-pludunbar@aauw-wa.org

Branch News

AAUW Tri Cities – SHE EMPOWERED

Judy Blair
President
AAUW Tri Cities

The AAUW Tri Cities branch partnered with the WSU Tri Cities Associated Students Vice President, Savanna Navarro Kresse, to present a program in the Student Union Building called “SHE EMPOWERED”. The purpose was to offer students the opportunity to hear from women about their workplace experiences and to ask questions of the panelists.

There was a wide range of questions including salary negotiations, workplace ethics, #MeToo issues, and the need to find solutions to the gender equity problem. The panelists concluded that valuing your own worth was paramount to succeeding in a male dominated workplace and especially important in salary negotiations. Mentoring by others was highly valued as well.

WSU TC Student Body Director of Diversity, Lian Jacquez, was introduced by AAUW TC President Judy Blair and he introduced the accomplished panel which included (from right to left):

Deborah Culverhouse, Director of Development at Domestic Violence Services of Benton/Franklin Co.

Denise Brandon, Design Engineering Manager at the Columbia Generating Station

Jill Matthews, Manager at Kadlec Free Standing Emergency Facility in Kennewick

Joanna Conover, High School Counselor at Kamiakin High School in Kennewick

Dr. Kate McAteer, Vice Chancellor of Academic Affairs at WSU Tri Cities

Nikki Torres, President of the Tri Cities Hispanic Chamber of Commerce in Pasco

The partnership with WSU Tri Cities has seen Welcome Week and Equal Pay Day Tabling Events for the past two years and AAUW Tri Cities looks forward to establishing a College University Partnership in the near future.

(Note: Names of panelists are from right to left in the picture – rather than the other way around)





*AAUW- Vancouver - Women in STEM
Past, Present and Future*

Kathy Walker
AAUW Vancouver

AAUW Vancouver's October 2018 general meeting offered insights into opportunities for women in STEM careers – past, present, and future. They came from a panel of three females, representing three generations. Wanda Wilson, the branch's Tech Trek Coordinator, served as moderator for the panel.

Retired physician, Betty Yingling, told of her experiences while going to UW Medical School in the 1950s. She shared a photo of her medical school class with a total of 4 women in it, some of whom did not graduate. Betty said that she was treated well, but told regularly that a medical school education was wasted on her because, "She would just get married, have babies, and stay at home." Betty showed the naysayers. She specialized in pediatrics and practiced medicine from graduation until the 1990s.

Melanie Handshaw, an engineer and current senior product manager at Simplicity, also shared her experiences. In middle school, she decided that she loved mechanical drawing and math and pursued that interest, and need for accuracy, into mechanical engineering. Out of college, she went to work for Hewlett Packard and was the only woman in a department of engineers. She had to learn that men joke with one another very differently than women do. She mastered the art of not letting the banter hurt her feelings. Now Melanie has nine men working for her.

Kiana Ramirez, an eighth-grader at Canyon Creek Middle School in Washougal, shared her experiences at 2018 Tech Trek with us. Kiana prepared a slide show presentation about her time at Tech Trek. She attended the camp in Tacoma and said she now has a new-found interest in biology. Originally hesitant about going away from home, she had fun, learned new and amazing things, made friends, and especially liked dissecting a frog.



L-R: Betty Yingling, Melanie Handshaw, Kiana Ramirez

L-R: Betty Yingling, Melanie Handshaw, Kiana Ramirez

State Officers

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