



The Evergreen Leader

AAUW Washington Newsletter
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Annual Meeting



Join us on April 9th for the 2022 AAUW-WA Annual Meeting!

Event Details:

Date: Saturday, April 9, 2022 | Full Agenda Coming Soon!

8:30am - 12 noon: Morning Presentations

12:30 pm - 3:00 pm: Annual Business Meeting
(Separate registration required)

We hope you will participate in our entire program, but will understand if you can only join us for part of the day. Please feel free to attend whichever sessions you can. We think you will find all of the information presented to be of value.

Our morning will be presentation oriented, starting with networking at 8:15. The meeting will keep all of us informed and energized about the good work being done on many fronts.

Registration:

\$35 before April 1, 2022

\$40 after April 1, 2022

Click [HERE](#) to Register for the morning

We will reconvene at 12:30pm and we will be joined by AAUW's new CEO, Gloria Blackwell. Gloria will share with us her vision for the future of the organization and the exciting opportunities and challenges she anticipates. Our business meeting will start immediately following Gloria's presentation. For those newer members of AAUW, the business meeting will help you understand the workings of the state organization. ***The afternoon Business Meeting is free to attend, but registration is still needed.***

Click [HERE](#) to Register for the afternoon

We look forward to seeing you!

Proposed By-laws Amendment

The business portion of the annual meeting will include a report on the following proposed amendment to the by-laws.

CURRENT ARTICLE XI. OFFICERS

Section 1. Officers.

- a. The elected officers for the organization shall be a president/ administrator, finance, vice president, and secretary, who shall hereafter be known as officers, and nine (9) directors at large, who shall hereafter be referred to as directors. The president/administrator and finance vice president and four (4) directors are elected in even years, and the secretary and five (5) directors are elected in odd numbered years.

PROPOSED REVISION

Section 1. Officers.

- a. The elected officers for the organization shall be a president/ administrator, finance vice president, and secretary, who shall hereafter be known as officers, and nine (9) directors at large, who shall hereafter be referred to as directors. The president, secretary, and four (4) directors are elected in odd years, and the finance vice president and five (5) directors are elected in even numbered years.
- b. In order to affect this change, the person elected president in 2022 shall serve a one-year term.

Rationale:

The President and Financial Vice President are the two officers required by the National organization. They are also most aware of the necessary processes to comply with financial regulations and reporting, membership processing, and responsibilities with regard to IRS compliance. Having their terms in office expire in the same year

Report of the 2022 Nominating Committee

Election to be held on April 9, 2022

The business portion of the annual meeting will include the election of officers for the upcoming year(s).

The 2022 Nominating Committee places the following names into nomination for election to the Board of Directors.

President (2-year term):	Mary Williams
VP Finance (2-year term):	Susie Johnson
Secretary (1 year term):	Sandy Heidegroot
Director, Position 3 (2-year term):	Barbara Sando
Director, Position 4 (2-year term):	Yvonne Berliner
Director, Position 8 (2-year term):	Sandra Ripley Distelhorst
Director, Position 9 (2-year term):	Judy Peasley
Director, Position 7 (1-year term):	Open

If you would like to nominate someone for any board position, and have their consent to be nominated, you may do so either by submitting their name to the chair of the Nominating Committee, Barb Schmit at nominations@aauw-wa.org, or from the floor when nominations are called for.

Please note that the committee was unable to find an individual willing to run for the 1-year term as a board member. If you are interested in serving on the board, and would like to give it a try before agreeing to a full 2-year term, this is a great time to do so. Please let Barb Schmit know if you are interested in being nominated for Position 7.

President's Message



Mary Williams
President
AAUW Washington
president@aauw-wa.org

Several months ago, the next thing up on the “to-do” list was to decide on a topic and keynote speaker for the Annual Meeting that is coming up very soon. Just that weekend someone on the Public Policy Committee, probably Karen Anderson, had read a book review in the *Washington Post* on ***A Wolf at the Schoolhouse Door***. The article sang the praises of both the book and the authors. We bounced around the idea of making the theme of our morning the state of our public schools here in Washington and inviting one of the co-authors, Jennifer Berkshire, to provide our keynote address. It seemed like a really good idea since it has been a while since we focused any of our sessions on public education, and even then, most recently it was about McCleary and money. AAUW has always taken a stance against both charter schools and vouchers, but it seems like it's getting

harder and harder to articulate the reasons why, so perhaps it is time for a refresher course. I reached out to Jennifer Berkshire, invited her to speak, and received an immediate acceptance.

There have been times I have wondered whether the concerns presented in the book are really relevant in Washington State. Then, tonight, Karen Anderson and I participated in a zoom sponsored by Indivisible Washington: “Fighting Back Against the Right-Wing Attack on Our Schools.” It was attended by more than 100 individuals from around the state who are concerned about the intimidation of local school board members, school administrators, and even parents. The horror stories that were shared by community members from different districts around the state were incredible. It seems that threats to our system of public education are everywhere, and we need to be vigilant. I hope that you will be able to join us on Saturday April 9th to learn more what we about what we need to do individually and as an organization.

The State Board is also sponsoring an opportunity to discuss the book on Thursday, March 30th. I want to thank Kathy Pickett for agreeing to moderate two sessions, one at 10:00 in the morning, and another at 7:00 in the evening. We aren't going require you to preregister, so watch your email for more information and a link to the zoom log-in.

I also want to take this opportunity to thank the incredible state board that has worked so hard on so many issues this year. Two members, Kyle McEligot, our Finance Officer, and Kathrine Cleland will be leaving the board at the end of their term of office in June. We will be electing their replacements at our annual business meeting on Saturday afternoon. Personally, I will really miss them and the level of dedication and service they have shown.

Finally, during the first section of our business meeting, we will have an opportunity to hear from Gloria Blackwell, the new CEO of AAUW. While Gloria is new to the job of CEO, she is not new to AAUW. Because there is no fee to participate in the afternoon session, we hope that as many of our members as possible will join us to learn about Gloria's path through the ranks of AAUW, what she's learned in her nearly 20 years of service to the organization, what her plans and dreams are for the future, and where she sees her leadership taking us.

Please look for more information about what we know will be a great day later in this EL and register soon. We hope you will be able to join us for both sessions, and we're confident you'll be glad you did.

State News

Public Policy

Sandra Ripley Distelhorst
Public Policy Director
AAUW-Washington
publicpolicy@aauw-wa.org

Legislative Updates

We made good progress on AAUW-WA priority issues: Equal Pay, Paid Family and Medical Leave (PFML), Affordable Higher Education, Support for Survivors of Sexual Assault, Domestic Violence and Human Trafficking, and Improving Access to Reproductive Health Care.

Highlights

AAUW considers **salary transparency** one of four key barriers to equal pay. Hooray for Washington state! We passed [SB 5761](#), the wage and salary transparency bill. The other barriers to equal pay identified by AAUW are: [occupational segregation](#), the [motherhood penalty](#), and [gender and racial discrimination and bias](#). We need to work on these issues. AAUW-WA advocacy

really helped move the salary transparency bill forward this year. It was not only one of our Lobby Day bills, but 33 AAUW members from 13 Branches representing 14 districts sign in PRO for a Public Hearing on the bill. Many other members let their legislators know we wanted the bill to pass during their Lobby Week visits or by email.

The [National Partnership for Women and Families](#) identified lack of **PFML** as a barrier to equal pay. “Paid family and medical leave is an essential step toward finally closing the gender wage gap in the United States – but the details matter.” With the passage of [SB 5649](#) *WA state got the details right!* This bill addresses the heart-breaking scenario of death of a child during a scheduled pregnancy leave, birth or bonding PFML to allow approved leave to continue for up to seven days.

Everyone is talking about the need to eliminate or reduce **student debt**. Financial barriers to completing college include not just tuition and fees but living expenses. While everyone is talking about this much needed assistance, *WA state is trying to do something about it.* [HB 1659](#) introduces a *pilot bridge grant program* that adds a \$500 stipend for qualified living expenses for low-income students already receiving Washington College Grants.

Supporting survivors of **sexual assault, domestic violence or human trafficking** is a bipartisan issue especially if it doesn’t include state money! [HB 1622](#) increases sexual assault nurse examiners education in rural and underserved communities by requiring WSU to establish a training program; [HB 1621](#) would have provided stipends to students to take the training. HB 1622 passed unanimously. HB 1621 failed to move out of the House Rules committee. Sometimes a bill with a fiscal note is set aside because a budget proviso is anticipated. We’ll can talk more about this at the April AAUW-WA Annual Meeting.

Concerning protections and services for indigenous persons who are missing murdered or survivors of human trafficking – [HB 1571](#) passed unanimously but with an amendment that changed the **gender-neutral language** of “indigenous person” to “indigenous woman or indigenous person”. More about gendered language later.

Reproductive rights have been severely restricted in many states this year. WA state passed several new laws that affirm a person’s right to access **abortion and contraceptive medications**. [HB 1851](#) expands the list of health care professionals who can offer abortion care (i.e., nurse practitioners and physician assistants) and [HB 1651](#) allows providers to bill separately for postpartum contraception, making it easier to receive contraceptives in a timely manner after giving birth.

Gendered language: Both HB 1571 and HB 1851 had amendments related to gendered language. HB 1851 had a House amendment that changed “pregnant persons” to “women and pregnant persons.” The Senate amended HB 1851 to restore the original language. To review a discussion on this change, see [HB1851 HBR HCW bill summary](#).

Check out the [Legislative Reports](#) on our website for the final Week 10 report on our bills.

Equal Pay Day

March 15th is Equal Pay Day, the symbolic date that marks how far into the new year all women must work to reach what all men were paid the previous year. Women working full time in the U.S. are paid ~83 cents for every dollar earned by men. Based on the [AAUW trend protection graph](#), women won't reach gender pay equity until 2093, when my **great, great, great granddaughter** enters the workforce.

AAUW data on [Pay Equity](#) in WA State shows that some of our legislative districts have the lowest rates in the country. CD1's rate was 68.8%. CD8's rate was 67.9%. To find your CD and LD rate visit our Public Policy webpage or ask your Branch Public Policy Chair for a copy of the AAUW-WA Pay Equity CD/LD/Branch Table.

Ways to support pay equity. It's not just a day – it's a movement.

Get ready for the 2022 elections: Elect legislators who are committed to supporting pay equity legislation. Check out our AAUW-WA [Legislator Scorecard](#) that shows how legislators voted on our Lobby Day bills (2021 is posted, 2022 coming soon). Local elections, like county and city elections, make a difference too! AAUW has been working with counties and cities to reduce the pay gap. See AAUW report on [City Pay Gaps](#), which includes Seattle.

AAUW Salary Negotiation workshops: Many women left their jobs during the pandemic and are ready to reenter the workforce. Consider sharing widely the link to the AAUW Start Smart and Work Smart webpage with policymakers, students, and women entering or reentering the workforce: <https://www.aauw.org/resources/programs/salary/>

Encourage your local colleges to offer free online AAUW salary negotiation training: START SMART. A review of 57 WA state University/Colleges websites found that 40 had a link to AAUW. Hooray! A link to Smart Start training was found for Highline College, Lake Washington Institute of Technology, University of Washington, and Whitman College. The Lake Washington Institute of Technology website has a great [Slide Deck](#) that includes AAUW information. Share this as an example of what other colleges can do!

The AAUW Online “Library” is a great resource. Please refer to our AAUW Research Library of Reports when you engage in conversations about gender equity. Pick the report most relevant to your conversation and share it! AAUW updates reports regularly. Make sure you have the most recent report. [The Simple Truth about the Pay Gap Series](#) includes 5 important reports: 1) [2021 Covid-19 Update](#), 2) [Systemic Racism and the Pay Gap](#); 3) [Latinas and the Pay Gap](#); 4) [Black Women and the Pay Gap](#); and 5) [Older Women and the Pay Gap](#). There are at least 6 related Pay Equity Reports: 1) [Deeper in Debt: 2021 update](#); 2) [Limiting our Livelihoods: The cumulative impact of sexual harassment of women's careers](#); 3) [Factory Flaw: Attrition and Retention of women in Manufacturing](#); 4) [How Automation Impacts Women in the Workplace](#); 5) [Women and](#)

[the Gig Economy](#); 6) [The Rise of Telework](#). Let me know if you have other reports to add to this list for our website.

Redistricting

Redistricting maps are final! Most of the members in my branch (Edmonds-SnoKing) will see a change in LD and/or CD with only 13 members having no change. You can find your new district by putting in your address [here](#). It's not an easy website to use. The state website Find Your District will be updated soon, I hope. Ask your Branch Public Policy Chair or email me if you want more information about how to find your new district. The primary election is August 2, 2022 and the general election is November 8, 2022.

Status of IRS Tax-Exempt Status Issue Resolution Efforts

Barbara Sando
Past President
AAUW-Washington
finance@aauw-seattle.org

As you read in the January 2022 Evergreen Leader, Finance Officer Kyle McEligot and myself -- with lots of support from President Mary Williams -- have been working together since December to understand exactly what is required to resolve our longstanding issue with the IRS. Our tax-exempt status was auto-revoked in November 2012 for reasons that have never been entirely clear. Initial efforts to get our status reinstated were unsuccessful, and then National told us to stand down -- that they'd take care of it. That didn't happen, and then the issue somehow disappeared from our radar screen for a few years before being resurfacing in late 2020.

Between all of us who've worked this issue since early 2021, we've conferred with both an attorney and a CPA specializing in working with non-profits, as well as with AAUW National's VP Finance. Since early February, we've been actively working with a non-profit consultant who is guiding us through the steps of preparing IRS Form 1024-A, "Application for Recognition of Exemption under Section 501(c)(4) of the Internal Revenue Code." Unfortunately, the process has become more stringent in recent years, so we are having to satisfy some additional requirements that hadn't been applicable to us in the past. With any luck, by the time the next issue of the Evergreen Leader comes out, our application will have been electronically submitted to the IRS. We are doing everything in our power to make sure this issue does not 'celebrate' its 10th birthday. Then, once our tax-exempt status is reinstated, we need to do everything in our power to ensure it never lapses again.

MISSION: Tech Trek WA Camps, 2022



Dorothy McBride
Patricia Gwin
Kat Hughes
Tech Trek Washington
techtrek@aaauw-wa.org

Your Tech Trek WA planning committee is working on ALL FRONTS to be ready for in-person Tech Trek camps in July.

As you know, branches and school personnel are now engaged in the spring process of collecting nominations, reminding potential campers to complete their applications and essays and to turn in items electronically; some branches have begun to interview campers and parents virtually, as well as inside schools.

AAUW stands by its mission to advance gender equity for women and girls through research, education and advocacy. Our programs of Tech Trek, Expanding Your Horizons, High School Scholar Recognition and National Conference for College Women Student leaders (NCCWSL) are certainly some of the most visible and rewarding for the providers and the receivers. Two years of a pandemic does not tarnish the mission or the desire to deliver the goods!

NOW for a dose of Reality: We have a lot of interest in supporting the financial endeavors but much less physical support for the needs of a residential, in-person camp this year. The 2+ year pandemic has disrupted our supply chain of teachers supporting the program. Turnover in teaching staff means that the once reliable contacts among math and science faculty and counselors in various middle schools have disappeared. Some students are reluctant to participate in an academic camp this summer and some parents oppose the firm policy of vaccination and booster requirements. All this results in reduced numbers of participants across the camper and volunteer fronts.

Let us bring you up to date: Based on branch projections we are looking at approximately 100 campers for the PLU camp but not more than 15-20 for the EWU campus. If these projections

hold, we may not have enough to make the Eastern camp sustainable. WA Online is seeking more applications from middle schools in Eastern Washington so these numbers may change.

Nevertheless, the Curriculum Coordinator has a great line up of core instructional units and dynamic teachers plus some fun labs updated for today's climate. The Volunteer Coordinator is processing returning staffers and is seeking former Student Counselors, asking them to return as Dorm Monitors and Health Aides. We do need more volunteers for staffing. And final plans can be cemented when we have better camper numbers to help determine exactly how camps will be configured for location and number of weeks.

Everyone is working hard to make Tech Trek 2022 in Washington a rousing success.

Please join us and offer to help in the way most suited to your abilities.

Branch Events

LunaFest 2022

Cathy Cavness
AAUW Lewis County
aauwlcpresident@gmail.com

AAUW Lewis County Branch is pleased to present our sixth annual LunaFest event, a program of short films by and about women, that empowers and inspires. This year's stories (approximately 90 minutes) are told from a variety of perspectives that champion women and gender nonconforming individuals. highlighting their aspirations, accomplishments, resilience, strength, and connections.

Join us online beginning April 30, at 8:00 AM PDT. Viewing available for up to 48 hours after sign in. Tickets are a bargain at \$10.00 per person and make great gifts!

For more information and tickets, visit our website at
<https://www.lunafest.org/screenings/virtual-lewis-county-aauw-043022>

LunaFest proceeds benefit both Hope Alliance, an organization supporting survivors of domestic violence and sexual assault, as well as Women Supporting Women Scholarships.

Join us for great films supporting great causes!

AAUW Walla Walla Book Sale

AAUW Walla Walla
walla2aauw@gmail.com

The 57th Annual AAUW Book Sale was the most successful ever, with a gross income of \$63,460. Of that total, \$11,644 was from Collectible Books, primarily due to the increase in great donations. The largest categories in the regular collection were Children's Books, Cooking, Biographies and Autobiographies, Science Fiction, and Fiction. Proceeds fund scholarships for local women returning to college, and educational projects and events.

Throughout the year members sorted books, picked up books from drop boxes and from homes, cut boxes to size, priced Collectible books, managed categories, lead sorts, took cardboard to be recycled, put up yard signs, handed out cards, and worked at the sale. With 282 shifts needed to run the sale, 100 members volunteered, so many people worked multiple shifts to make it work. Twenty Walla Walla Community College John Deere program student and staff volunteers, and the Whitman College women's volleyball team loaded the boxes onto a semi. Sixty students from the Walla Walla High School and College Place High School Latino Clubs and the Walla Walla Community College women's basketball team helped set up the tables and signs, and carried in the 1900 boxes.

The following positive comments were made by people using our credit card system, and by members:

Congratulations for holding up our book sale over the pandemic - and carrying it through to such a huge success. Thank you so much for your leadership!!

Thank you for working throughout the year to organize such a great event! We come every year and get a lot of great books. I will have some to donate soon!

Thank you for all of your hard work in setting us all up for success on this year's sale! So many people commented how impressed they were with the setup and books and how this was their favorite sale around. Many folks commented that they missed us these past two years and they can't wait until next year.

AAUW Walla Walla is very grateful to the community for their generous donations of books, CDs, DVDs and audio books throughout the year. There are seven drop boxes in Walla Walla and one in Milton-Freewater. The next Book Sale will be February 24-26, 2023

Pictures from the sale are below.



General Information

Publishing Schedule

There will be no newsletter in April. The next issue will be published on Sunday, May 15, 2022. Articles submitted for publications are due by Sunday, May 8, 2022. Please send the articles to Mary Williams at president@aauw-wa.org, Judy Peasley at communications@aauw-wa.org, and/or Melinda Hearsey at evergreenleader@aauw-wa.org .