



**The Evergreen Leader**  
AAUW Washington Newsletter  
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AAUW-WA website newsletter archive*



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## President's Message

Mary Williams

President  
AAUW Washington  
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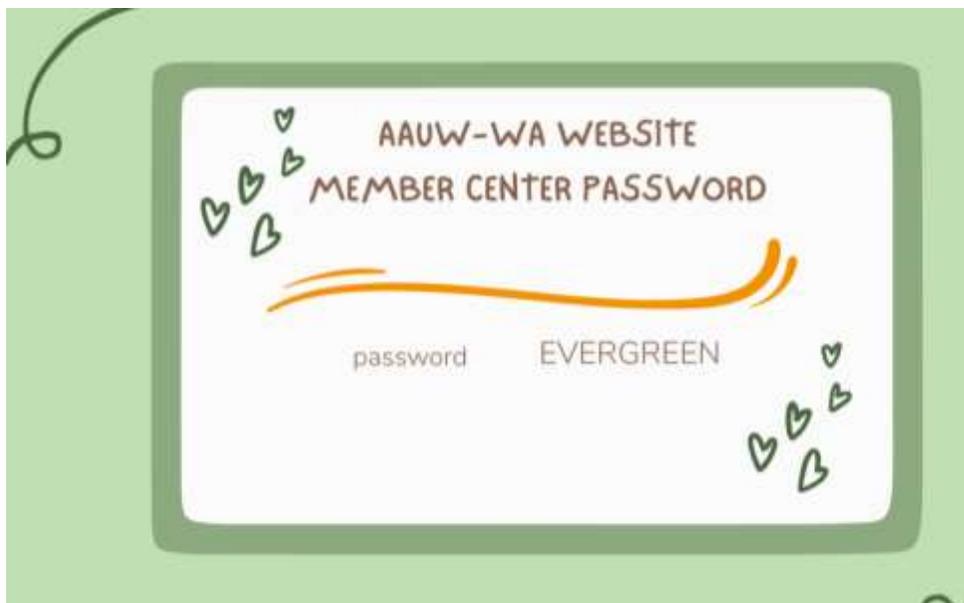
I will try to keep my message short and sweet this month. You'll be hearing plenty from me in the next few weeks and I want to make sure there's plenty of room here for all the news you need to know. Among the many important stories you'll find in this issue of the EL is the report of the Nominating Committee. I couldn't be more pleased that these six exceptional women have agreed to be candidates for the 2023-25 Board of Directors. Each of them bring years of AAUW and professional experience, and will be a great addition to the board. Be sure to

read the bio statements included in the nominations article for some of our newest nominees.

Also included is the report of the Bylaws Committee. The Board recently approved the document that is published here and which will be put to a vote at the annual business meeting. We have scheduled a Question and Answer (Q&A) session for Tuesday, April 4 at 6:30 p.m. Barbara Sando, State Bylaws Chair, will review the proposed changes and answer any questions you have. Click [Here](#) for the link for that Zoom meeting:

I also have a Save the Date for you! We owe you a webinar. Due to a travel snafu and sick kids, all of our presenters in December had to cancel at the very last minute, and, therefore, so did we. We know that we owe many of you an experience you were really looking forward to. We are rescheduling for Tuesday, May 9, at 7 p.m. Anyone who was not registered for December, but would like to attend in May, will have an opportunity to register. There will be much more information in the April EL, but for now, please just reserve that date on your calendar.

If you haven't already, please take a minute and register for "Many Faces of AAUW," our Spring 2023 Conference, and our annual business meeting. I hope to see you there.



## State News



## *Meeting Updates*

**Elyse Shaw** is a Study Director at the Institute for Women's Policy Research and a policy analyst at the Women's Bureau in the Department of Labor. She directs IWPR's projects on the Status of Women in the United States and she works extensively on workforce development and job training initiatives for women. She also contributes to IWPR's research on global women's issues, including providing technical assistance to the United Nations Education, Scientific and Cultural Organization on the establishment of a gender policy institute in Palestine. Elyse has presented IWPR research on numerous webinars, panels, and to visiting international thought leaders and has provided commentary on a broad range of research topics. She authored or co-authored several publications, including those on sexual harassment and assault and assault at work, women in low-wage, female-dominated jobs, and wealth building for women. She received a Bachelor of Arts in Political Science from Bryn Mawr College and a Masters of International Relations from American University's School of International Service, where she studied peace and conflict.

### **Meeting details:**

**Date:** Saturday, April 15th

**Time:** 8:30-12 - AM Annual Meeting program / 1 PM - Business Meeting

**Cost:** \$35- AAUW member, \$20- student member and \$20- 1st time attendee

Registration Link: [CLICK HERE](#)

***If your branch had considered spending branch funds to send representatives to the in-person annual meeting, perhaps some or all of those funds could be used to encourage your own branch members to attend at little or no personal cost. We know of at least 2 branches who have decided to do that already. We look forward to seeing everyone in April!***

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.

Our afternoon Business Meeting will start at 12:30pm. For those newer members of AAUW, the business meeting will help you understand the workings of the state organization.

**Morning Annual Meeting | 8:30am -12:00pm**

*Full Agenda Coming Soon!*

**Afternoon Session [separate (FREE!) registration required]**

1:00pm Annual Business Meeting

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.

Optional: Add a donation with your registration!

*Note: AAUW-WA is a 501c4, therefore donations are not recognized by the IRS.*

***State Leadership Nominations***  
***2023-24 AAUW-WA Board Nominations***

There are 6 positions/slots on the AAUW-WA board being elected this year. They are: **President, Secretary, and 4 directors**. The other board members, Susie Johnson, Barbara Sando, Yvonne Berliner, Sandra Distelhorst, Judy Peasley and Judi Edwards are continuing. Mary Williams, Karen Anderson, Kathy Halsan, and Cathy Cavness are either termed out or have decided not to run for re-election. Sandy Heidergott has agreed to run for re-election as Secretary, and Emily Hitchens has agreed to be nominated for President. We will also have four new board members.

**The Report of the Nominating Committee:** We offer the following names in nomination for election to 2-year terms beginning July 1, 2023.

**President**            Emily Hitchens (Highline)

**Secretary**            Sandy Heidergott (Lake Washington)

**Board**

Jeanne Nygard (Lewis County)

Jodi Forsell (Edmonds-SnoKing)

Nadine Stecklein (Walla Walla)

Mary Ross (Vancouver)

## **AAUW-WA Bylaws Update**

Barbara Sando  
AAUW-WA Bylaws Chair  
bylaws@aauw-wa.org

### ***Proposed Changes to the AAUW-WA Bylaws and Updated Policies & Procedures***

In 2021, significant changes were made to the AAUW-WA Bylaws to allow for virtual operations during the pandemic, as well as to incorporate various updates to reflect how the organization was doing business. Over the past year, the Policies and Procedures manual has been updated to align with those Bylaws changes, as well as to reflect how the organization is doing business and to incorporate recommendations from both the 2020 financial review team and the SPF Ad Hoc committee. The latter included the addition of a new section to address State Sponsored Projects and details the Tech Trek project. To review the Policies and Procedures manual, approved by the board in February 2023, click here: [\*\*Policies and Procedures - revised February 2023\*\*](#)

At the annual business meeting next month, the membership will be voting on some additional changes proposed to the AAUW-WA Bylaws to further bring them up to date with current practices and to incorporate recommendations made by SPF Ad Hoc committee to define the relationship between AAUW-WA, the Special Projects Fund and the Tech Trek Project Committee. There are also several administrative corrections and clarifications that have been made in the proposed version.

The proposed Bylaws changes affect only some of the articles unique to AAUW-WA (Articles VIII and XVII). [Note that the first seven articles of the AAUW-WA Bylaws document are mandated by National and cannot be changed unless directed by National.] If an article is not mentioned, it's because that article remains unchanged. The bylaws documents listed below can be found on our AAUW-WA website by clicking [\*\*Member Center\*\*](#). You can link directly to the individual documents by clicking on the titles in the bulleted items below.

- Please review the changes called out in the Details of Proposed Bylaws Revisions, [\*\*Description of Proposed Bylaws Changes\*\*](#). The description of each proposed change includes the current wording of the referenced section(s), the proposed wording of same, and the rationale for why the changes are being proposed.
- To see a full version of the Bylaws with the proposed changes incorporated, see [\*\*Proposed AAUW-WA Bylaws 4-15-23\*\*](#)
- To see a full version of the **currently approved Bylaws (dated April 2022)**, see [\*\*AAUW-WA Bylaws 4-2022\*\*](#)

**If you have any questions or comments, please feel free to  
e-mail Barbara Sando at the address above**

# *Membership Corner*

Emily Hitchens  
AAUW-WA Membership Chair  
[aauwlcmembership@gmail.com](mailto:aauwlcmembership@gmail.com)

## *Membership Chair Gathering*

Welcome to Membership Corner!

The **VP Membership meeting date is Wednesday, May 17 th at 6:30 PM**. The purpose is to relax, have a virtual glass of wine, to meet and to share ideas with each other that support the branches. It is hosted by Cathy C. and Kathy H. from Lewis County! Thank you to Kathy and Cathy.

Did you know - I didn't - that if you have been a member of AAUW for 50 years that you can apply for an Honorary membership? There is a form to fill out and send to [connect@aauw.org](mailto:connect@aauw.org) It has a section for Membership History, your current branch(es) and dates of membership. In return you will get an acknowledgement letter and a certificate. So, any of you that have been consecutive members from 1973 or before are eligible!

Additionally, the Membership Team suggests that we all take this year to recognize and celebrate our 50+ year members. Get some stories of inspiration and have fun!

Emily Hitchens, Membership Chair

# DEI - Diversity, Equity & Inclusion

Yvonne Berliner  
AAUW-WA State Board  
Diversity, Equity and Inclusion Officer  
[diversity@aauw-wa.org](mailto:diversity@aauw-wa.org)

## Calling all Branches to Learn More About Diversity, Equity and Inclusion!

The Diversity, Equity and Inclusion Committee continues to meet regularly to share good practice, ideas and reading/viewing material to communicate to our branches. If you would like to join in the meetings, please write to [diversity@aauw-wa.org](mailto:diversity@aauw-wa.org) to add you to the mailing list. Meanwhile, AAUW National has just sent these workshop that every branch should join!

Registration is open for the April webinar and May workshops via the following links. You must register in advance to join.

### **Thursday, April 6, 2023. Celebrating Diversity Month**

Registration

link: [https://us02web.zoom.us/webinar/register/WN\\_AwboUK\\_gQXuTYhJ\\_67v2Rg](https://us02web.zoom.us/webinar/register/WN_AwboUK_gQXuTYhJ_67v2Rg)

Please join the national Inclusion & Equity Committee's virtual webinar on Thursday, April 6, from 2:00 pm – 3:00 pm ET. The webinar is designed to aid local branches and states as they prepare to celebrate Diversity Month in April and the World Day for Cultural Diversity on May 21. The webinar is designed to be interactive, with ample opportunities for participants to make suggestions and ask questions. Please join us on April 6!

### **Wednesday, May 10, 2023. Workshop: Diversity and Intersectionality**

Registration

link: [https://us02web.zoom.us/webinar/register/WN\\_FYzrX3CIR0KbFMZiY5cxTg](https://us02web.zoom.us/webinar/register/WN_FYzrX3CIR0KbFMZiY5cxTg)

The national Inclusion and Equity Committee invites all AAUW members to participate in a virtual workshop on Wednesday, May 10, from 7:30 pm – 9:00 pm ET in preparation for World Day for Cultural Diversity (observed on Sunday, May 21). This workshop provides a hands on learning opportunity for AAUW members to explore aspects of diversity and intersectionality. Please join us on May 10!



## ***TECH TREK 2023 CAMP PLANS UNDERWAY***

*Karen Manelis  
Tech Trek WA  
techtrek@aauw-wa.org*

With 18 AAUW WA branches planning to participate in 2023 Tech Trek camps, we anticipate between 100 and 120 total campers. To maintain COVID safety, we will have two weeks of camps so that campers can “spread out” if need be due to current (as of this coming summer) COVID guidelines. Right now, we are following AAUW recommendations and PLU guidelines for overnight guests. This means that all campers and staff must be fully vaccinated (minimum first two Pfizer or Moderna shots or single Johnson & Johnson shot). As we found in 2021, this requirement is still causing problems in some areas of the state where vaccination rates have been low throughout the pandemic.

Some staff changes:

**Jennifer Dalziel**, a Tech Trek teacher for the last several years, will fill the role of **Curriculum Coordinator** for both camp weeks.

**Florence Young**, Spokane Branch and long-time EWU Camp Director, will fill the role of **Camp Director for Camp Dunbar** (July 9-15).

Backing Florence up for the first week will be **Krislyn Davis**, a former camper and dorm monitor. Krislyn will fill the role of assistant director during the Dunbar camp and **direct the McClintock camp** week (July 16-22)

**Sue Richart**, Colville Branch, will be the **assistant director** for McClintock (with Krislyn). Sue will also be on staff during the Dunbar week to lend a hand as needed.

**Mary Chesney**, Stanwood-Camano Branch, will be taking over as **Fundraising Coordinator**, working with the branches to ensure they have the necessary funds to support the campers they choose.

**Allyanna Hackenberg and Kathryn McCoy**, both former campers and camp staffers, continue to serve as **Volunteer Coordinators**. They are deep in the process of checking references and having staff volunteers complete the necessary paperwork involved with being a Tech Trek volunteer.

Branches are encouraged to invite the teachers who nominate campers to participate as on-campus volunteers to get a real feel for what the girls they nominate experience. Branches with STEM Recognition Scholar programs need to encourage their scholars to serve as student counselors at Tech Trek.

If you or others in your branch are interested, please [complete the inquiry form on the Tech Trek WA website, techtrek-wa.aauw.net](#). Deadline to apply is March 31. There will be ample training once you apply. We really need YOU!

We are still working on determining core classes for both PLU and looking for additional teachers. We know PLU core classes will include environmental forensics and wearable tech. We are looking for a robotics teacher and possibly a body systems teacher. Campers will select one core class from those offered (attended four mornings during week). The core classes will be taught by highly qualified middle school teachers, almost all veterans of previous Tech Trek camps. Afternoon offerings will include hands-on labs in areas not specifically covered in the core classes.

As mentioned above, here's your chance to be daring and experience the Tech Trek experience like no other!

## ***AAUW-WA Public Policy***

*Sandra Distelhorst  
publicpolicy@aauw-wa.org*

### **Lobby Day Bill Update**

Here is a brief summary of our Lobby Day bills and our advocacy efforts for the next month.

AAUW-WA signs in PRO for the public hearings and members can participate in weekly action alert by going to our Legislative Update webpage (posted Friday night) or thrPugh our e-blast Legislative Update. Sign up here:

<https://signup.e2ma.net/signup/1964781/31230>.

Two of our bills died already but six are moving forward. Three move forward with unanimous support. The other three had partisan support (My Health, My Data - HB 1155), partisan plus 3 support (Title IX - HB 1207), or partisan minus 5 support (expanding unemployment benefits HB 1106). See our Public Policy Team March 7th Summary for details about our advocacy strategy for each bill.

We added target outreach alerts for branches to our advocacy efforts. Several branches have already participated! Thanks to Walla Walla, Edmonds-SnoKing, Tacoma/Online, and Port Townsend for reaching out to their legislators with a

thank you if they voted for a bill, or a query asking them why they didn't vote for a bill, or for just talking about it at your branch meeting!

Yesterday, March 14th, (3/14) was Equal Pay Awareness Day in 2023 is March 14th. It is also PiDay (Pi = 3.1415926535 . . . ) Or Pie Day. So, whether your favorite is Dutch Apple, Chocolate Cream, or Lemon Meringue, if you didn't celebrate yesterday, treat yourself to a piece today in honor of our work to bring equal pay to women everywhere.

AAUW reports pay gap data using a variety of metrics, and still published the popular equal pay day calendar. Presenting the data in different ways helps us better understand the barriers to equal pay for different subsets of the population as well as identify successful policy changes that are helping narrow the pay gap.

Here is the 2022 data that compares all women to all men using three metrics:

- 1) full time workers - 16% pay gap
- 2) all workers (full time, part-time and seasonal) - 23% pay gap
- 3) controlled metric for full time workers by job type and employee qualifications - 1% pay gap

When we compare women by race/gender we use white nonHispanic men as the comparator rather than all men. This metric choice unfortunately leaves out data for men of color and also leaves them out of the policy discussions. See Pay Gap Pie Chart to see the missing piece of the pie.

You can join in our policy team discussions every Tuesday at noon. Check our event calendar for the Zoom link or email [publicpolicy@aauw-wa.org](mailto:publicpolicy@aauw-wa.org) for a personal invite and reminder (includes handouts for discussion that day).

Happy almost Spring!  
Sandra

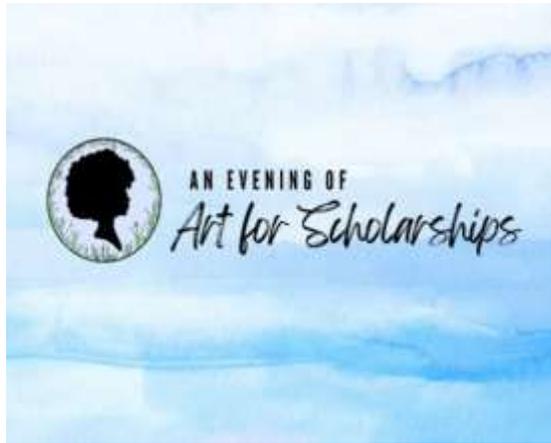
## AAUW-WA YouTube Channel

Judy Peasley  
Communications Director  
AAUW Washington  
[communications@aauw-wa.org](mailto:communications@aauw-wa.org)

Did you know that all videos, webinars and state meetings are available for you and your branch to view? All you need is the link below that will take you to our private YouTube channel. If you have any problems accessing the videos, or questions about the content or how to use them with your branch, please contact Judy Peasley at the email above.

[AAUW-WA YouTube Video Playlist](#)

Click [HERE](#) to go directly to the **January 8, 2023** Sustainability Summit Video  
Click [HERE](#) to go directly to the **December. 11, 2022** Sustainability Summit Video



## Branch Events

### *Edmonds Sno-King Branch*

Ann McNulty

ann\_mcnulty@msn.com

Edmonds Sno-King Branch

Come to the Art Show at the **Edmonds Arts Center, Friday, March 31, 5:00-8:00 PM**. Enjoy browsing through juried art for sale, silent auctions, raffles, a cash bar, and light refreshments.

Tickets are \$25 via [Eventbrite](https://www.eventbrite.com/e/an-evening-of-art-for-scholarships-tickets-538378654047) <https://www.eventbrite.com/e/an-evening-of-art-for-scholarships-tickets-538378654047>.

The evening is sponsored by the **Edmonds SnoKing branch of the American Association of University Women**. 100% of monies raised go for scholarships for local high school girls and college women.



## *Lewis County Branch*

Peggy Hammer  
AAUW-Lewis County  
(206) 245-9896

The Lewis County Branch of AAUW will hold its 43rd annual book sale at a **NEW LOCATION** this year:

**Moose Lodge**  
**1400 Grand Avenue in Centralia (just off Kresky)**  
**March 23rd - March 25th**  
**9am to 5pm daily**

Proceeds from the sale support the mission of AAUW – education for women. With money raised from the book sale we award scholarships and co-sponsor Expanding Your Horizons,

an annual hands-on career day for middle school students. We also host the annual LUNAFEST, a festival of films by, for, and about women.

This year, our Lewis County branch is proud to be celebrating our 100th year since the branch was formed in 1923.

## **Online Washington Branch**

### **Looking to the Future: AAUW Fellowship Program**

Melissa C. Johnsen  
[Johnsen.Melissa54@gmail.com](mailto:Johnsen.Melissa54@gmail.com)

Since 1888, AAUW has been one of the largest funders of women's graduate education, investing in women who go on to change the world. AAUW has funded award-winning authors, scientists, scholars, changemakers and community leaders. Think Marie Curie! AAUW Fellows pursue academic work and lead innovative community projects that empower women and girls and further equity in academics and the workplace.

Please join the **Washington Online Branch of AAUW on April 27, 2023, from 1pm (1pm-1:30pm for networking) to 3pm PST** for a **virtual panel** discussion with three outstanding **AAUW Fellows**. We will be discussing the Fellowships and their current work. We will also explore what it was like to be a fellow, the status of gender parity in their fields, and challenges they have faced during their academic careers. Lastly, we will engage with our panelists on ways to encourage women to pursue studies and achieve leadership positions in fields with less parity such as Financial Services, Technology, Energy, Manufacturing, and Infrastructure. A rich discussion!

Our Panelists will include:

- Savannah Olroyd University of Washington, Seattle, Washington  
**Discipline:** Biology **Degree/ Specialization:** Ph.D., Paleontology
- Coleen Carrigan University of Washington, Seattle, Washington  
**Discipline:** Anthropology & archaeology **Degree/Specialization:** Ph.D., Anthropology
- Teresa Mares University of Washington, Seattle, Washington  
**Discipline:** Anthropology & archaeology **Degree/Specialization:** Ph.D., Anthropology

**Please register here for the virtual Panel discussion at this [RSVP LINK](#).** A zoom link will be issued with a meeting notice upon registration. **Questions, contact Melissa Johnsen at [johnsen.melissa@gmail.com](mailto:johnsen.melissa@gmail.com)** Here is the [LINK](#) to the National AAUW Fellowship program.



## ***Port Townsend Branch***

Leslie Roubal  
AAUW- Port Townsend  
webmistress@aauwpt.org

Register for the annual Home & Kitchen Tour using the link below. It may only be March now, but it is not too early to register!

<https://pt-wa.aauw.net/activities/home-kitchen-tour/>



## ***Whatcom/Bellingham Branch***

*Judi Edwards*

*Whatcom/Bellingham Branch President  
jedwards@syscongrp.com*

### ***Whatcom AAUW Presents Book on Civil Rights to Local Schools***

After hearing a talk by Annie Boochever about her book, *Fighter In Velvet Gloves: Alaska Civil Rights Hero Elizabeth Peratrovich*, Whatcom AAUW purchased 20 books and 20 workbooks from the author to be donated to Whatcom County middle schools and high schools. Annie, who wrote the book with Roy Peratrovich, Jr., signed all the books and Gwen Parker customized a bookplate for each copy, stating that these books were donated by our branch. Susan Moen and her crew (Uzma Ahmad, Pam Sankey and Carolyn Kinne) packaged all the copies and hand delivered some of them to local schools, and mailed the rest to the librarians of the other schools. We donated to 13 middle schools in the county and six high schools. Susan will also deliver one to Northwest Indian College for their library. Susan spoke to the Principal of Whatcom Middle School who will use the book to prepare a “Woman of History” lesson, and who said she was delighted to receive this donation.



## *Walla Walla Branch*



Kay Raddatz  
AAUW- Walla Walla  
walla2aauw@gmail.com

**The 58th Annual AAUW Book Sale was the most successful ever, with a gross income of \$76,123.** Of that total, \$12,615 was from Collectible Books. 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, led sorts, took cardboard to be recycled, put up yard signs, handed out cards, and worked at the sale. With 300 shifts needed to run the sale, 147 members volunteered, so many people worked multiple shifts to make it work. Twenty Walla Walla Community College John Deere program and welding program student and staff volunteers loaded the boxes onto a semi. Sixty students from the Walla Walla High School and College Place High School Latino Clubs, Walla Walla University and Whitman College helped set up the tables and signs, and carried in the 1800 boxes.

The following positive comments were made by community members and AAUW members:

- Thank you again for doing the wonderful work throughout the year for the book sale. It's such an amazing and beneficial event which I love being a part of.
- Remarkably organized. The amount of work all year is amazing! Nothing like strong women!
- It was an awesome event - thanks so much to every single person who worked hard to put it on for us!!

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 AAUW-WW Book Sale will be February 23-25, 2024.

## Calendar and Upcoming Events

### *AAUW-WA State Calendar*

The official calendar for AAUW-WA can be found on our website at:

<https://aauw-wa.aauw.net/activities-information/calendar>

If you wish to have a branch event added to the calendar, please use the process described in this [Branch Sharing Form](#).

## General Information

### *Publishing Schedule*

Please send articles and images for the state newsletter to Judy Peasley at [evergreenleader@aauw-wa.org](mailto:evergreenleader@aauw-wa.org)

- Please use MS Word format; Font: Calibri size 12
- Articles with images, limit to 450 words; without images, limit to 550 words

We are hoping that most articles can meet these guidelines. If you have a special article that exceeds this limit, we understand, but ask that you do your best to limit the article length.

\*\*Remember that written permission for publishing is required from any person shown in a photo that is published. The branch or officer submitting the photo is

responsible for getting and keeping the signatures of the people granting permission to publish.

**The next issue will be published on Saturday, April 15, 2023. Articles submitted for publication are due by Saturday, April 8, 2023.** Please send the articles to Judy Peasley at [evergreenleader@aauw-wa.org](mailto:evergreenleader@aauw-wa.org) The newsletter will be reviewed by Mary Williams before publishing - and as always, available on our website [AAUW-WA State](#)

A blue rectangular box with a white border containing the text "AAUW Washington State" in white, sans-serif font.

AAUW Washington State