



The Evergreen Leader
AAUW Washington Newsletter
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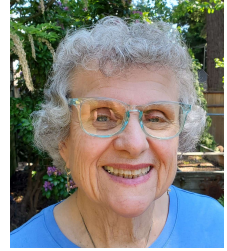
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President's Message

Emily Hitchens
President
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I belong to a group called "InterVarsity." In a recent issue of their newsletter, "Voices on Campus," a headline reads "Friendship, Leadership and Legacy." I like that "friendship" is the first word. Friendship, a sense of belonging, is a basic human need. We only know who we are from our early and continuing relationships. Our friends become our community and it is in community that opportunities for leadership occur.

The women in my family left a legacy for me. My grandmother, born in 1876 in Aurora, OR, was a member of the Pythian Sisters who advocated for not polluting the Willamette River. My mother, born in 1909, belonged to the Sitka Women's Club. The club's main project was offering a community fair in the WWII Armory for the town of three thousand people. With that legacy, I chose AAUW. Friendship, leadership and legacy are also the milieu in which one can find a common, mutual sense of meaning and purpose, another of our basic human needs.

Unfortunately, the word "legacy" has not had the best connotations recently in light of the college admissions decision by the Supreme Court. I can remember the former AAUW CEO Kimberly Churches stating that AAUW is a "legacy" organization. In other words, we have an inheritance. Recently I have heard two people (one of them my daughter) say that younger generations do not want to join legacy organizations, believing that they are out of step.

So, I wondered, what is an antonym for the word "legacy?" Checking possibilities, I found 'latest,' 'state of the art' and 'cutting edge.' These do not strike my fancy because they are the present. I prefer the idea of 'growing it forward.'

A good example of going forward can be found in Isabel Allende's recent novel Violetta in which she recounts chaotic times in Chile including President Allende's assassination and its consequences. As Violetta reviews her life, by writing letters to her grandson, she begins to see more clearly the abusive relationships that affected her life and the lives of her family and friends.

Violetta identifies a group of women and listens to them. Her work evolves into the Neives Foundation, named after her daughter who was a subject of abuse. Her foundation funds a variety of support services for abused women, however, one woman tells her that violence against women is a dirty secret and that we must do more. "Report, inform, educate, protect, punish the guilty, legislate." (page 290)

Friendship, leadership and the legacy of structural change continue. What legacy will go forward from us, as AAUW-WA members?

Emily

State News



Jodi Forsell
AAUW-WA Programs Chair
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Opportunity is defined as a chance for advancement or progress, and equal opportunity for all is AAUW's vision. So Opportunity Matters is a powerful theme for our fall series of webinars. The webinars will be held on the second Tuesdays at 6:30 p.m. [Keep up to date on details on our web post.](#)

Here are the specific dates and presenters:

September 12: State Senator Karen Keiser, author of [Getting Elected Is the Easy Part](#), shares her observations about opportunities for upcoming generations of women legislators and leaders.

October 10: Cat Howell, executive director of [Literacy Source](#) in Seattle, and Katherine Freimund, director of [Whatcom Literacy Council](#), describe how they create opportunities to read and empower women through literacy.

November 14: Jessica Gerdes, Manager of Outreach and Mentorship at the [Department of Translational Medicine and Physiology](#) at Washington State University. By introducing students in rural school to healthcare roles such as EMT, her program addresses the shortage of healthcare providers in rural areas in our state.

December 12: [Grace Yoo](#), executive director of the Washington State Women's Commission, established in 2018 by Governor Inslee. She will be discussing the work of the commission and providing opportunities for women in leadership.

In setting up this series of webinars, we looked for representation from around the state, in diverse communities, small towns, and rural areas. Our goal is to have a future focus, as well as examples of current practice, to showcase the opportunities that matter, that will make our vision a reality. Tickets are \$50 for all four webinars or \$15 for single sessions and registration will be through Eventbrite. Watch your email and the [AAUW WA website](#) for announcements about registration. If you would like to hear our speaker, Dr Season Hoard, from the June kick off, you can click on the link below to our AAUW-WA YouTube channel. Dr Hoard presented "The Gender Pay Gap: The Opportunity Lost Cost of the Gender Pay Gap on Washington Women" [AAUW-WA YouTube Video Playlist](#)

AAUW-WA Leadership Virtual Conference

"Come and Connect"

Hopefully you were able to join the Leadership Conference on August 5th, but even if you missed it, we want you to have access to the information shared. Click this link for Leadership Conference Materials from the August 5th Meeting [Slideshows, Documents and Other Materials](#)

Links to other AAUW-WA meeting / event materials can be found on our [AAUW-WA website](#)

Membership Corner

Jeanne Nygard
AAUW-WA Membership Director
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How to add new members to a branch is a top goal for all our branches. But what can we do to keep members active and involved is a goal we don't talk about as often. At our Membership Team Zoom Meeting, Monday, 8/7/23, our sharing included ideas for keeping members active and connected to their branches. Branch Programs can be simple, fun, entertaining, inspiring, and proactively include members' participation. Here are two program suggestions:

Program Suggestion #1 – Members share a book or author that they enjoy. A complete list of members' sharing is compiled and sent out to all members. Other topics could be favorite movies; Podcasts; computer games, apps, etc.

Program Suggestion #2 – A Soup-It-Up Meeting! This is a good program for the colder months of the year! 3-5 soups are provided by members depending on size of group. Some sort of bread, crackers also provided. Members enjoy the variety of soups and bread. The use of Soup Mugs can be fun. Soup Recipes are shared. Each member could share something on a chosen topic; a video could be shared; or there could be a member who is willing to speak about some topic.

Remember Membership Team Zoom Meeting happens every 1st and 3rd Monday of each month. You are welcome to join us for the full hour or any part of the hour. Bring your lunch, your suggestions, and your questions. The Zoom link will always be in our [AAUW-WA State Calendar](#). Join us next time, Monday, August 21, 2023, at 12:30.

If you would like to join our monthly membership committee meeting, email Jeanne Nygard: membership@aauw-wa.org We look forward to seeing you!

Public Policy

Sandra Distelhorst
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National is starting regular outreach to branch public policy chairs. Please make sure your branch has a designated chair to receive email notifications. This person could just be a "contact" person for advocacy news. It doesn't commit your branch to any national, state or local advocacy action. Just keeps your branch in the loop.

The first meeting of state and branch public policy chairs was August 9th and focused on an update on the Equal Rights Amendment (ERA) and branch advocacy opportunities. When it comes to advocacy, members rule. While National leads all federal lobbying and advocacy, and states review and boost national's efforts, it is the branches and members who are the voice and strength of AAUW. What you say matters. Elected officials listen to constituents.

At the first branch and state public policy chairs meeting, 67% of participants were branch public policy chairs from across the state. Thanks to Melisa the new Seattle Public Policy Chair for joining in. I represented both WA state and Edmonds-SnoKing Branch. We heard from the ERA Coalition about current ERA strategies. Check out our AAUW-WA [ERA webpage](#) for the 118th Congressional AAUW position statement, fact sheets, and advocacy action strategies.

Simple talking point: *AAUW firmly believes the ERA has been ratified. We need it certified and published without delay.*

AAUW does not support any one strategy over another to accomplish this. We need to consider all approaches. The current strategies include:

1) **Remove the deadline** from the ERA amendment language (it's in the preamble not the body of the text). There is a resolution in Congress, [HJRes 25](#)/ SJRes 4 to remove it. There is also a [House Discharge Petition](#) to move the resolution to the floor for a vote. AAUW and expert policy analysts do not believe the deadline is a barrier to certification.

Note: a discharge petition is used when a committee chair is known to be "hostile" to a bill and refuses to move it forward in committee despite strong support. The petition shows the support and allows the bill to bypass the committee and come to the floor for a vote. We need 218 signers. We had 182 at the beginning of the August recess.

2) **Pressure the Archivist** to do their job! A resolution [HJRes 82](#)/SJRes 38 confirms congresses intent to acknowledge ratification of Twenty-Eighth Amendment and expectation that the Archivist will certify

and publish it without delay. This is an attempt to "reassure" the Archivist that certifying and publishing the ERA is their legal and moral DUTY. It is not the duty of congress, the president, the DOJ, or the courts. The Archivists needs to do their job. Other strategies to reassure the Archivist are in play.

3) **Get ready for 2024.** If Congress won't do the right thing and codify women's equal rights in the US Constitution, those who are blocking the path to equality and freedom need to go. It's time to start getting ready for November 2024.

What can you do today? AAUW is asking branches to gather members and meet with their congressional representatives in August when they are home on break, if possible. The move is to get 218 signatures on the Discharge Petition. If you can't meet, no worries, send emails, or make phone calls.

Here are the strategies based on your representative's position on the ERA discharge petition.

1) Thank the seven WA House Representatives who already signed the Discharge Petition for HJRes25.

- CD1 Suzan K. DelBene, CD2 Rick Larsen, CD3 Marie Gluesenkamp Perez, CD6 Derek Kilmer, CD7 Pramila Jayapal, CD8 Kim Schrier, CD10 Marilyn Strickland.

2) For the three WA representatives who have not yet signed: set up a meeting or send an "ask" email. There are different talking points for each representative.

- CD9 Rep Adam Smith was a co-sponsor of HJRes25 so we expect him to sign. He indicated he would, but he just needs a reminder nudge to sign, and a thank you for co-sponsoring the resolution and all the other great gender equity work he does. CD9 AAUW member leaders are setting up a meeting
- CD4 Rep Dan Newhouse and Rep Cathy McMorris Rogers need a hard ask. The ask is not to support the ERA but to bring it to the floor for a vote. Draft email language is available. Let me know if you want to discuss talking points
- Consider writing a letter to the editor to inform your community about this important issue. Let me know if you want to discuss talking points.

Branch CD Partner List (Use "[Find My District](#)" link if your CD is not listed correctly*)

- CD1 Kirkland, Lake Washington
- CD2 Anacortes, Whatcom, Stanwood Camano, Edmonds-SnoKing
- CD3 Lewis County, Hudson Bay, Vancouver, Willapacific
- CD4 TriCities
- CD5 Spokane, Walla Walla, Colville, Dayton
- CD6 Gig Harbor, Port Townsend, Tacoma, Twin Harbor

- CD7 Seattle, Edmonds-Snohomish
- CD8 Issaquah, South King County
- CD9 Federal Way, Highline, Lake Washington, Seattle
- CD10 Olympia, Puyallup, Tacoma

*Let Sandra and your branch public policy chair know what CD you reside in, especially if not reflected in this table. We don't want to miss anyone when we invite members to meetings with their legislators!

Diversity, Equity and Inclusion (DEI) in AAUW-WA Branches

Yvonne Berliner

AAUW-WA Diversity, Equity and Inclusion (DEI) Officer

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Organizing a Branch Panel Discussion on Diversity, Equity and Inclusion Issues

At the AAUW-WA Leadership Conference held August 5, 2023, we discussed ways to create awareness of diversity, equity and inclusion issues in our branches. Many thanks to the members of the AAUW-WA Online Branch for creating a template for Zoom Panel Discussions. [NOTE: [documents and presentations available online, click here...](#)] Here is their basic structure for such a discussion, for you to adapt or adopt in your branches. It is up to you to organize local panelists on pertinent issues. Examples abound: *Inclusion of more Latinx Members in our Branch*, *Missing and Murdered Indigenous Women in WA State*, *Systemic Racism in Housing and African American Women in (your city)*, *Neurodiversity Equity in (your branch/city)*, *LGBTQ+ Inclusion in (your branch/local school/college/university)*, and many, many more!

The Panel Discussion is a good first step to learn, but the key to allyship and AAUW mission-based change lies in the **call to action**. Try this template and write about your branch's experience in the Evergreen Leader!

Agenda for a Panel Discussion (1 ½ hours)

- Welcome by AAUW-WA Branch President: AAUW Mission, AAUW Vision, AAUW Values and Land Acknowledgement (5 minutes)
- Land Acknowledgements by Guest Panelists (2 minutes)
- AAUW WA Branch Member Programs Director - Overview and context of Branch's relations with panelists (4 minutes)
- Panel Objective - Branch Member Programs Director (4 minutes)
- AAUW WA Branch Member Programs Director introduces Program Facilitator (1 minute)
- Facilitator welcomes and introduces panelists, (5 minutes)
- Panelist Overview (5 minutes for each panelist @ 15 minutes total if three panelists)
- Facilitated Q&A* with the Panelists (30 minutes)
- Facilitator - What questions do you have? Attendee Questions (on Zoom Chat or in person) (25 minutes)
- AAUW WA Branch Member Programs Director - **Call to Action**- (5 minutes)
- Closing and thank you by AAUW-WA Branch President (4 minutes)

*Five specific questions on the program subject, brain-stormed by Branch Member Programs Director and committee/members, as well as panelists. These questions are then given to the panelists a few weeks before the program, so they can prepare answers.

Legacy Circle News

Kay McMurry
AAUW-WA Legacy Circle Liaison
legacycircle@aauw-wa.org

Have you ever belonged to a group that had a membership fee but let you join now and pay later? Did it allow you to set your own fee with no minimum amount required?

The AAUW Legacy Circle is that type of group. It is composed of AAUW members who have included a donation to AAUW in their estate plan. Options for giving are a will, living trust, retirement plan asset, life insurance, charitable gift annuity, charitable remainder trust and charitable lead trust.

AAUW-WA currently has 56 Legacy Circle members who want to see the efforts of AAUW continue. Their ages range over more than three decades. Wealth is not required, but a commitment to the work of AAUW is essential. Let your support continue in the future!

If you would like more information, contact our national office by sending an email to planned-giving@aauw.org.

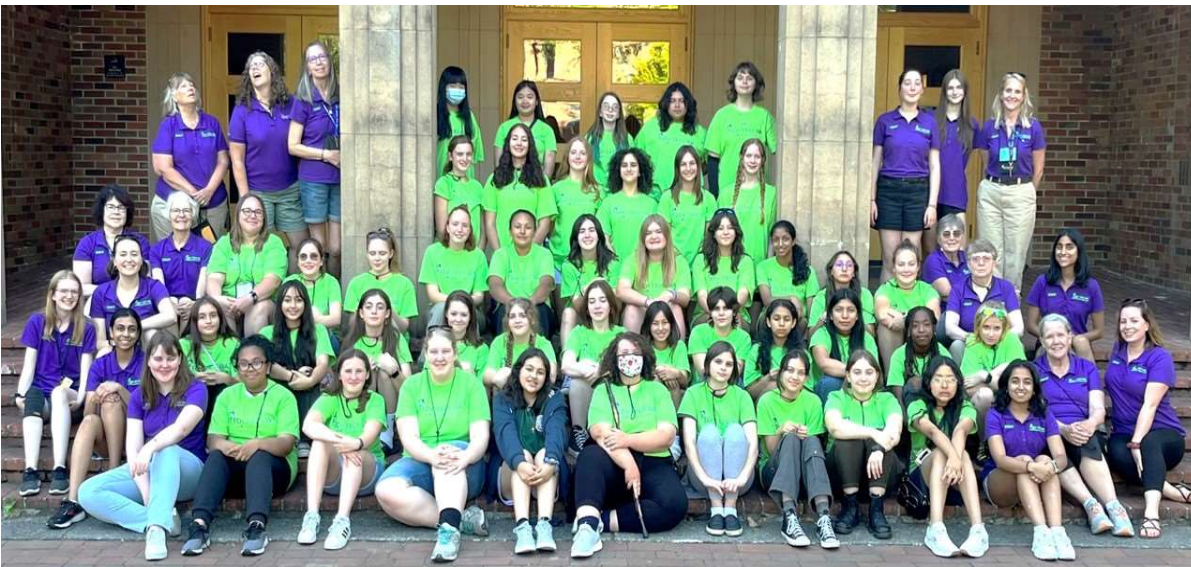
Tech Trek

Karen Manelis
Tech Trek WA
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Click this link for photos and videos of camps [Photos and Videos](#)



Tech Trek 2023 Washington State
Camp Dunbar
July 9 – 15



Camp McClintock -- July 16 – 22, 2023

AAUW-Bylaws

It's Time to Update your Bylaws

Barbara Sando

Bylaws Chair

bylaws@aauw-wa.org

Last spring, AAUW members around the country voted overwhelmingly to approve the bylaws changes proposed by National. Those revisions precipitated changes to the mandated Articles I through VII that AAUW requires all branch and state affiliates to include verbatim in their own bylaws. All branch and state organizations now have nearly 3 years to replace their current Articles I through VII with the updated versions of these articles, which can be found at AAUW Mandated Bylaws Articles. From there, a Word file can be downloaded and then 'pasted' into your own Bylaws document, replacing those existing articles. All mandated revisions must be adopted no later than June 30, 2026, uploaded to the Community Hub, and sent to connect@aauw.org. Note that since these are mandated changes, your membership does not get to vote on these changes, so revised Bylaws can be published at any time. However, AAUW National is also strongly suggesting that branch and state organizations review their own bylaws articles for currency and relevancy. Many AAUW affiliates are weighed down with 'self-inflicted' requirements that no longer serve them well. Numerous branches have even succumbed under this weight, especially since the pandemic hit.

We are all being encouraged to streamline our bylaws and make it easier to sustain our organizations. Unless something is specifically required by National or by State law, each affiliate has the latitude to propose bylaws changes to their membership and vote on such revisions. Given that our new AAUW fiscal year is just starting, I ask that branches take some time over the next few months, and identify streamlining changes that would help your branch and could be voted on / approved at your Annual Meetings next spring.

As State Bylaws chair, I am always happy to answer questions, review your current bylaws and make suggestions for revisions, and/or review your updated bylaws before you approve them to ensure compliance with National requirements.

AAUW-Records & Archives

Does Your Branch have a Record Retention Policy? (... and a plan for your archives?)

Barbara Sando

Bylaws Chair

bylaws@aauw-wa.org

Whether or not you heard the interesting presentation at the Summer Leadership Meeting presented by WWU Archivist, Ruth Steele, it's always a good idea to periodically assess the Policies & Procedures for your branch – especially as they apply to your branch records and archives.

Federal and state laws require the retention of certain hardcopy and electronic records. “Best Practices” and the IRS both suggest that organizations have a document retention and destruction policy, which identifies the record retention responsibilities of all parties for maintaining and documenting the storage and destruction of the organization's documents and records. AAUW National published “Records Management Guidelines for States and Branches” back in 2011. Those guidelines, along with other source material, were used to develop AAUW- WA Policy 250 – Records Retention & Destruction that can be found on page 13 in the most current version of the AAUW-WA Policies & Procedures document found on the State website, in the “Member Center” under “Bylaws & Policies”: AAUW-WA Policies & Procedures.

If your Branch does not have a record retention policy, it's something your board should consider. Following such a policy is important for maintaining compliance with various requirements. And, perish the thought, if your branch were ever to disband, notifying AAUW of where your records and archives will be stored is one of the requirements. If you need assistance in creating a record retention policy for your branch, or would like to see a branch policy example, please contact me. I'd be more than happy to help you.

AAUW-Community Hub

The Community Hub: A Tutorial for Officers

Available on our Website

*Barbara Sando
Bylaws Chair
bylaws@aauw-wa.org*

A tutorial for presidents/administrators, membership and finance officers was presented at the Summer Leadership Meeting on August 5th. Whether or not you attended, you may find the tutorial helpful in executing your duties as an officer in the AAUW Community Hub. The presentation is available on the State website, in the "Member Center" under "Resources", "Leadership Resources" [[click here to see full web page](#)]: [Navigating the Community Hub tutorial](#).

Officer or not, if you have questions about, or issues using, the Community Hub, please contact me. I'll do my best to help you, or refer you to AAUW National if I cannot.

Branch News

Port Townsend

Leslie Roubal & Debbi Steele

The AAUW Port Townsend branch held a Habitat for Humanity Women's Build event Saturday July 29. The branch's Housing Mission Project organized the event. Our hearty team showed up and were assigned to painting "holidays" - those little missed spots from the first painting go-round. The more experienced painters painted trim on the inside and those with good balance got up on ladders.

In addition to a good time being together, we learned a lot about housing insecurities and the predominance of women living in Habitat houses. We had such a good time, we plan to do it again.



General Information

AAUW-WA website Member Area

password: evergreen

AAUW-WA YouTube Channel

Did you know that all videos, webinars and state meetings are available for you and your branch to view? All you need is this link that will take you to our private YouTube channel.

[AAUW-WA YouTube Video Playlist](#)

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 communications@aauw-wa.org

Publishing Schedule

Please send articles and images for the state newsletter to Judy Peasley at evergreenleader@aauw-wa.org

- **Please send photos separately - do not embed in your article**
- 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.

Issues are published on the 15th of each month. Articles submitted for publication are due by the 8th of each month. Please send the articles to Judy Peasley at evergreenleader@aauw-wa.org The newsletter will be reviewed by Emily Hitchens before publishing - and as always, available on our website [AAUW-WA State](#)