



The Evergreen Leader
AAUW Washington Newsletter
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President's Message

Emily Hitchens
President
AAUW Washington
president@aauw-wa.org



What is insight? It can be a greater understanding of the process, a grasp of the situation or a vision of what might be. People at all levels of an organization have experience and observations and can provide insight.

The other week I waited in line for my favorite grocery clerk. I mentioned to her that there were two prices for a bunch of organic carrots, \$3.99 and \$2.99. I suggested that it should be changed, and she said, "I will put that on my list!" I said, "Oh you have a list?" She went on to say that she was sort of a troublemaker and that once a year the grocery chain has a survey titled, the *Associates Insight Survey*. I like the sound of that. It conveys that your survey will be reviewed, and the issues addressed because you are an associate. I wonder how it really is.

This conversation got me thinking about the AAUW-WA Strategic Plan and how strategic plans are developed. A group gets together and reviews the organization, the mission, values, and purpose. The goals, action plans, and priorities are established with appropriate measurable outcomes and timelines attached. Usually it is a representative group, so not all members are involved. Following up on the details and tracking the outcomes often is onerous and the plan gathers dust. At least that has been my experience in the workplace and my observations as an accreditor.

I like the word insight. Therefore, considering the *Associates Insight Survey*, I have an idea. Rather than a survey to enhance our strategic plan, we could share insights. You have observed a situation or a process, have reflected upon it and maybe had an ah-ha, epiphany, or a vision of what might be. So, I invite you to describe the situation or observation and share your insight. Then send it to the board member that most reflects the situation or observation.

Here are some options:

communications@aauw-wa.org Mary Ross;
membership@aauw-wa.org Jeanne Nygard;
programs@aauw-wa.org Jodi Forsell;
publicpolicy@aauw-wa.org Sandra Distelhorst;
diversity@aauw-wa.org Yvonne Berliner;
collegerelations@aauw-wa.org Nadine Stecklein;

specpro@aauw-wa.org Judi Edwards;
evergreeleader@aauw-wa.org Judy Peasley;
bylaws@aauw-wa.org Barbara Sando;
finance@aauw-wa.org Susie Johnson;
president@aauw-wa.org Emily Hitchens.

These folks are on the various committees/teams, and it is those groups that can respond and follow-up on your insight. By the way, the Strategic Plan will be on the web page soon! Thank you.

Emily

State News

Say It Isn't So!

Honored AAUW-WA Member



*Initially Submitted by
Mary Williams
Past AAUW-WA president*

As many of you know, Karen Manelis is stepping away from her role with our Washington State Tech Trek program. It is difficult to express just how impactful Karen has been in our state organization - and to Tech Trek. Karen Manelis was awarded the Washington State AAUW Extraordinary Service Award in 2020. The State Board had decided that there are people among us that had provided so much to AAUW Washington State that they should be publicly recognized, and even though we were in the midst of the pandemic, Karen was publicly honored for her extraordinary service.

AAUW – Washington was indeed fortunate when Karen moved from California to the Vancouver area in 2007. A former AAUW – California state president, Karen brought her considerable expertise and many leadership skills to our organization. She was State President in California when they established the Tech Trek Math/Science Camp for Girls in 1998. This was the original program on which all of the other Tech Trek programs across the country were based. She was director of the Tech Trek Camp at California State University, Fresno, from its inception in 1999 to 2007 when she moved to Washington.

Luck was with us again when AAUW National announced in 2012 that they would be offering \$10,000 grants to state associations interested in starting Tech Trek camps based on the California model. Karen agreed to write the grant application and develop our initial camp(s). Our application was, of course, successful, and camps at Pacific Lutheran University, and later at Eastern Washington University, were born. Seven years of camps later, she is still Tech Trek Director. We estimate that approximately 1,000 Washington State girls have been beneficiaries of her foresight, planning, and organizational skills.

In addition to her work with Tech Trek, Karen served on the WA State Board of Directors. She was the director responsible for making sure that all of our branches had Bylaws that were in compliance with National's requirements and were appropriately filed, before Barbara Sando stepped up to that role recently.

Karen holds a BS in Biological Science from the University of California at Davis. She is retired from Dow Chemical/Dow Agrosiences and the Department of Treasurer (IRS). She has been a trainer and volunteer counselor for AARP's Tax Aide program in Clark County Washington since 2009.

Submitted by Mary Williams, Past President, AAUW Washington



Jodi Forsell
AAUW-WA Programs Chair
programs@aauw-wa.org

2023-24 Webinar Series

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.** Tickets are \$50 for all four webinars or \$15 for single sessions and registration is through Eventbrite.

[REGISTER HERE -->](#)

Here are the specific dates and presenters:

Completed September 12: Our AAUW Lobbyist Nancy Sapiro and Sandra Distelhorst talk briefly about upcoming legislation. This is followed by Sandra talking with Dr Gina Masullo about her research on political engagement and opportunities to advance gender equity through legislation and community action. She is the author of her new book "The New Town Hall: Why We Engage Personally With Politicians."

October 3: 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.

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](#)

Membership Corner

Jeanne Nygard
AAUW-WA Membership Director
membership@aauw-wa.org

Greetings from your Membership Team!

We have a couple of clever suggestions to share that might help your branch attract new members.

1. Plan an "Invite a Friend" event. Event possibilities:

- A Special Fancy Tea - wearing hats and gloves could be fun!
- Sponsor a historical walk through an interesting part of town with a stop at a local coffee shop/restaurant at the end
- Set up monthly/bimonthly Coffee & Chat times
- Ask a friend to help with a special branch project

2. Create a postcard with a QR code inviting women who are curious, love a challenge, enjoy intellectual discussion, looking for volunteer options, etc. (wording that fits your branch.)

- Leave these cards around town at the library, doctor's office, bookstore, etc.
- The addition of a QR code is innovative, easy to use and provides instant information

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 the calendar found on our Washington State AAUW webpage. aauw-wa.aauw.net Join us next time, Monday, September 18, 2023 at 12:30.**

Communications

Mary Ross

AAUW-WA Communications Director
communications@aauw-wa.org

As a member of Edmonds SnoKing Branch, I managed communications (member emails, newsletter, social media, and website) for over 10 years. I am now Director of Communications for AAUW Washington State. In this role I'm fortunate to follow Judy Peasley who left great documentation of her work and systems in place. It's still been quite a learning curve, as I get familiar with how to use Rackspace email, MyEmma, and an elaborate Google Drive structure for archiving.

Are you new or not-so-new to your communications role in your branch? What are your challenges and learning curves? Let's share what we have discovered about effective ways to communicate with members, and potential members, and to promote membership and involvement. Here are a few thoughts based on questions that I have received:

LOGOS

As you begin your 2023-2024 program year, you may need logos to use in media promotion and printed materials. You can download state and local AAUW logos on the national AAUW website.

- Login to aauw.org using your member ID and password
- In the upper right corner, click on Membership, then go to
- Governance and Tools > State and Branch Tools > Download AAUW Logos/Branding Material

The branch logos are PNG files, with transparent backgrounds. That means that you can put the logo on a colored background, for example, in a PowerPoint slide or brochure.

WEBSITES

At the August Leadership Conference, there was a breakout session, "Let's Talk About Websites," and a lively discussion of how branch websites showcase membership and activities. Your website is your public face and you don't get a second chance to make a first impression. If someone is interested in your branch, how can she find out how to attend a meeting? Who responds to Contact Us emails? How quickly are they answered? Do you ask your new members about how the process went for them?

Images are an important part of a website. During COVID restrictions, photos of branch events were mainly Zoom meeting screenshots. Now that we are meeting again in person, does your branch have a dedicated photographer? Many phones, such as iPhones and Google Pixels, have very sophisticated photo editing apps that rival the more traditional Lightroom and Photoshop software. There are also websites that provide royalty-free images: [Unsplash](#), [Pixabay](#), and [Pexels](#) are ones that I use. I hope to have some Zoom meetings and sharing sessions for those of you who are doing branch communications and websites. Please contact me and let me know what your needs are.

Public Policy

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

From Meghan Kissell at National: Today the U.S. Census Bureau released data on the current gender wage gap. Spoiler alert: not much has changed.

AAUW Press Release: <https://www.aauw.org/resources/news/media/press-releases/aauw-analysis-of-u-s-census-bureau-and-u-s-bureau-of-labor-statistics-gender-pay-gap-data-reveals-little-progress/>

2022 Pay Equity Data for women working full-time, year round compared to every dollar paid to non-Hispanic white men.

- Overall women were paid 84 cents.
- Asian American women were paid 99 cents.
- White women (non-Hispanic) were paid 72 cents.
- Black women were paid 69 cents.
- Native Hawaiian and Pacific Islander (NHPI) women were paid 65 cents
- Latina women were paid 57 cents.
- Native women were paid 57 cents. [2021 data]

AAUW continues to work to empower women with our [Work Smart and Start Smart programing](#). This is something states and branches can continue to promote. At the state-level, there has been more legislative progress in recent years, and we encourage everyone to engage in economic security issues with your state legislature.

Tech Trek 2023

Krislyn Davis & Laura Tucker
Tech Trek WA
techtrek@aauw-wa.org

Our 11th Year of Energizing and Engaging 8th graders in STEM!

Tech Trek WA is celebrating another very successful year with 97 girls who have come all the way from Seattle to Coeur d'Alene for a fantastic week of learning and growing! Thanks to the phenomenal support of the camp directors, committee members, branch coordinators, and schools, AAUW WA delivered another successful season of Tech Trek camps! Both weeks were held at the lovely Pacific Lutheran University (PLU) campus in Tacoma.

This year was particularly successful as schedule changes and curriculum offerings were designed to meet the needs of campers who are still coming out of social isolation for the past three years. Most campers did not know one another and were put in groups to make new friends, learn from one another, support their love of STEM, and provide insights and opportunities for future careers.

Presentations by the campers on the last day told great stories of how much they learned, made connections with others, and felt supported in ways they don't always see at school. They left with a new confidence in themselves and excitement to share their love of STEM topics with others!

LEADERSHIP CHANGES

This year's camps had a strong and talented leadership team. Karen Manelis continued in her role as Program Director, leading the directing team. Krislyn Davis, Sue Richart, and Florence Young were Camp Directors. Sue and Florence are both experienced Eastern Washington University (EWU) Directors and made the trek from Eastern Washington to join us at PLU. Krislyn is a former camper, student counselor, dorm leader, and teacher assistant. She brings both her camp and classroom experience.

We are very excited to have Jennifer Dalziel step into our Curriculum Director role this year. She is not only a former Tech Trek teacher, but also used to nominate students for Tech Trek when she was a middle school teacher. Two former campers, Allyanna Hackenberg and Kathryn McCoy, worked as our Volunteer Coordinators.

Our 2023 leadership team wants to thank everyone that made camp possible... from branches, to teachers in the classrooms at camp, every person's role was vital. Thank you for your continued support.

[For detailed descriptions of camp life and courses, click here!](#)

Click this link for photos and videos of camps [Photos and Videos](#)

SOME INTERESTING INFO AND STATISTICS

- 54 campers attended Camp Dunbar (July 9-15) and 44 campers attended Camp McClintock (July 16-22)
- All campers received \$1400 sponsorships to attend; families pay \$50
- Two weeks of camp were held at Pacific Lutheran University. Most of the campers from Eastern Washington flew as a group from Pasco or Spokane to Seattle, chaperoned by AAUW members from Walla Walla (Mimi Brown) and Coeur d'Alene (Betsy McTear and Lisa Nunlist).
- Four core classes were offered in 3-hour blocks over 4 days. A "Taste of Core" was offered to all campers so they could learn a bit of what the other core classes were doing. ([click to read more...](#))
- Two field trips were offered this year and 9 labs ([click to read more...](#))
- Professional Women's Night was a huge success each week with 6 women in various STEM professions sharing their backgrounds and careers with the campers ([click to read more...](#))
- New this year was a "Bite of Reality", presented by Sound Credit Union, that was a huge success with campers learning about financial literacy in an engaging and fun way.

A Very Special Thank You! And Next Steps..

From the team: "Karen, our team wants to thank you for all you have done to not only inspire campers over the years, but also for what you've done to inspire so many of us. You have encouraged us to step into new and challenging roles and showed us how exciting and rewarding they can be. We are wishing you all good things in your new adventures as you move to California.

As we move into autumn, our work for Tech Trek 2024 is beginning. We are establishing our leadership team and are hoping to finalize this with more details for you in October. Our Tech Trek staff is hoping to continue camps this year but will need your continued support. Thank you for all you do to inspire young minds.

Branch News

AAUW-WA Online Branch

Melissa Johnsen
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The AAUW WA Online Branch would love to have our fellow WA AAUWer's join us in a **Virtual Mix & Mingle on October 25 - 5 pm to 6 pm PST.**

We will do a round robin introduction of the attendees who join us, have a fun, short ice breaker, all the while drinking your favorite imbibement! We will close the Virtual Mix & Mingle with sharing the AAUW WA Online proposed 23/24 programs and answer any questions anyone might have.

Please RSVP to Melissa Johnsen @ johnsen.melissa@gmail.com. If you have any questions, please let Melissa know.

The AAUW WA Online is looking forward to virtually meeting our fellow WA AAUW'ers!

Puyallup

Joan Cronk
AAUW-Puyallup

Co-Program Chairs Barbara Walker and Jo Ingram hit another home run when they planned the AAUW Puyallup Branch annual picnic held on August 17 at DeCoursey Park in Puyallup. Twenty-one members attended, lots of food was shared and the weather cooperated as Co-Presidents Jenny Holstrom and Virginia King led a lively trivia game. A big thank you to Barbara and Jo for planning the wonderful end of summer get together.



Seattle Branch

Tonna Kutner
AAUW-WA Seattle
tonnakut@gmail.com

Dr. Patricia Grayhall: Defying Norms in Love and Medicine

Saturday, September 16, 2023 9:30AM - 12:00PM

Location: The Watertown Hotel 4242 Roosevelt Way NE, Seattle, WA 98105



Dr. Patricia Grayhall (aka Patricia Sparks) shares her personal and professional experiences in medical school and as a doctor while coming out as a lesbian in the 1960s. Dr. Grayhall is the author of *Making the Rounds: Defying Norms in Love and Medicine*, noted as one of the best 100 independently published books of 2022.

What was it like to survive an illegal abortion, come out as a lesbian, and train to become a doctor in the late 1960s and early '70s—before *Roe v. Wade*, before Title IX, and in a largely homophobic nation?

Patricia lives with the love of her life on an island in the Pacific Northwest where she enjoys other people's dogs and occasional sightings of orca, eagles, otters, and black bears.

Reservations required – RSVP@aauw-seattle.org. More info on the program, parking and transportation at <https://aauw-seattle.org/calendar/filter-by/event/162/2023/09/16>



Annabel Quintero: Finding the Silver Lining in your Traumatic Experiences

Saturday, October 22, 2023 2:00PM

Location: El Centro de la Raza 2524 16th Ave. S. Room 31, Seattle, WA 98105

Annabel Quintero is an inspiring speaker, storyteller, wellness coach and diversity advisor. She is the daughter of Ecuadorian immigrants and was raised in Seattle, WA.

During the pandemic, she wrote a bestselling book, **Step Step Jump** about escaping the World Trade Center on 9/11 and now encourages us to "Step Step Jump" into our cultural blind spots and achieve visions larger than ourselves.

Quintero will share with us her recognition of how her traumatic experiences on 9/11 continued within her and the steps she took to manage the trauma's influences, and how she is helping others as a cultural and wellness coach. She wants us to know that life-altering and traumatic events are here to stay, and we need to make tending to them a part of our priorities both personally and for humanity.

Free - Reservations Required RSVP@aauw-seattle.org More Info and directions: <https://aauw-seattle.org/calendar/filter-by/event/161/2023/10/22>

Whatcom County Branch

Judi Edwards
Whatcom Branch Co-President

A year ago, the Whatcom branch applied to be part of a community fundraising event held by the Community Food Co-op in Bellingham to raise funds for Tech Trek. We were accepted and on our “shopping day” July 15, 2023, \$2700.77 was raised. This is a great local event. We not only raised a good sum, but we got our name out in the community without much effort.

Pictured in the photo are, from the left: Pam Sankey, Danette Keegan, Maggie Moore, Esther Golde, Judy Fruhbauer. Not pictured, Jean Cox-Treverton, Kathie Jenkis.

One notable missing member is Kathy Cole. She found out about the opportunity and alerted the committee. Our Kathy passed away after complications from heart surgery recently. We miss her.

Many members shopped that day. Including branch member George Edwards. Even though he has no smile he was happy to shop at the coop to support the event.



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 the [Branch Sharing Form](#).

General Information

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

AAUW-WA Member Web Sections

Password: Evergreen

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.

Evergreen Leader 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](#)

