



The Evergreen Leader

AAUW Washington Newsletter
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For a printable PDF version of the newsletter, [click here](#)

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President's Message

Emily Hitchens

AAUW-WA President
president@aauw-wa.org

Earth Day began April 22, 1970; since then, it has become an environmental movement. It is now the largest civic event on earth with 192 countries participating or 1 billion people! There are so many associations, activities and projects that have joined together to save the planet.

I have been involved in a couple of activities myself and it certainly has made me more aware of the issues. One project was working with a group planting hemlock, cedar, and fir trees along the Green River that would eventually grow and make the river more habitable for salmon. It was hard work, digging a hole, mounding the dirt for the roots, and bringing in a tub-full of mulch four inches from the plant, surrounding it to protect the little tree from weeds. Another project with my church was packing little seedlings in special containers and caring for them for 2 years and then preparing them to be planted along streams, for salmon spawning habitat. A third project, also with my church, was giving up plastic for Lent. I discovered how much nonessential plastic I used and what kinds of plastic can be recycled. I also joined a company out of Oregon, called Ridwell, that picks up multilayer plastics (resealable food bags, potting soil bags, and chips bags) and plastic film (bubble wrap, bread bags, newspaper bags, and dry-cleaning bags) every two weeks. David Attenborough, in his book titled A Life on Our Planet, has a photo of all the plastic on Christmas Island beach, amazing. He also discusses sustainability, rewilding the ocean, forests, and land; his three P's for maintaining our world are a balance of people, planet and profit.

Another symbol of balance is the Gaia Hypothesis. Some years ago, I read a book on the Gaia Hypothesis by Carl Sagan's former wife Lynn Margulis an evolutionary

biologist, which proposed that the earth itself is a living being, a self-regulating, complex system whose goal is continual balance, homeostasis, and adaptation to support life on this planet. Though not well received originally by scientists, the concepts are now addressed and investigated in Earth system science. What I find most intriguing is that Gaia is a female Greek Goddess, the personification of the Earth, or Mother Earth. Maybe this sounds far-fetched, but I think we women can be proud of that fact that we are the symbol chosen for this theory, I have not been able to find out how this happened, but the idea of Mother Earth can be found in many ancient cultures, all of life and its elements flow through her. Therefore, as woman we can take ownership of the concept and participate in whatever aspect or activity that supports life on earth whether it is education, conservation, or legislation.

See you on the 21st for the Annual Meeting and Program.
Emily

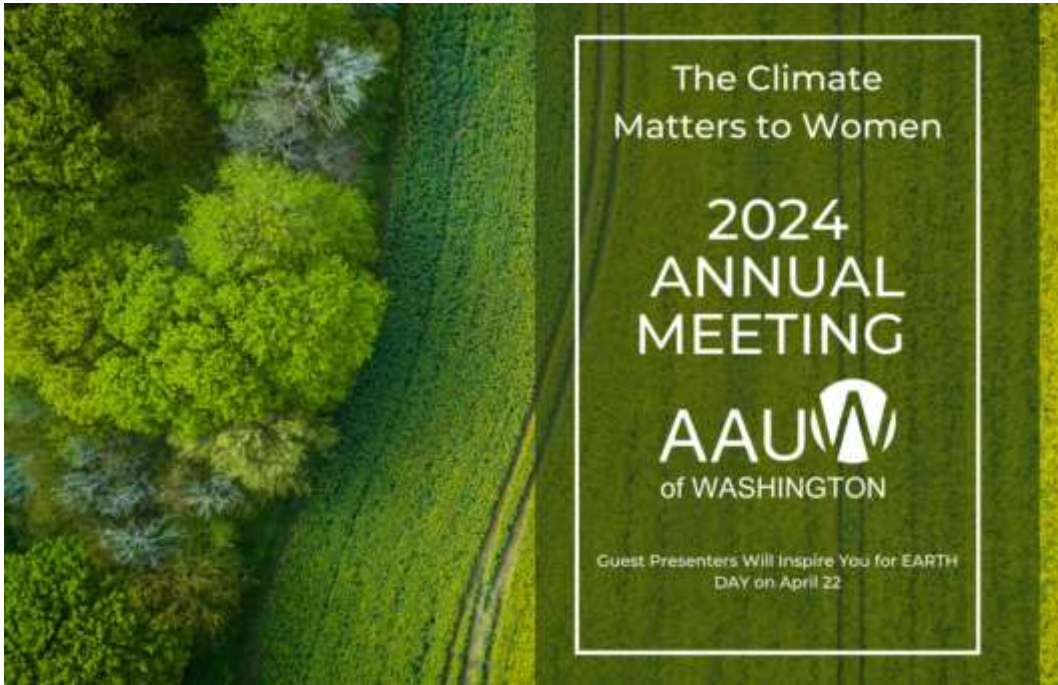


State News

State Presidents' Meetings

If you are currently serving as president of your branch, we invite you to join AAUW-WA President Emily Hitchens for some lively discussions with other AAUW branch presidents in WA State. These meetings have typically been on the fourth Monday of each month, with a choice of either 10:30 a.m. or 7 p.m.

The next meeting will be on Monday, April 22nd. Zoom links will be posted on the [AAUW-WA calendar](#).



AAUW-WA 2024 Annual Meeting
The Climate Matters to Women
Sunday, April 21, 2024 12:30 to 4:30
Via Zoom

[Register Now - CLICK HERE](#)

The Annual Meeting begins at 12:30 with a social half hour, followed by Welcome and Introductions at 1:00 pm.

You'll hear presentations by Ming-Ming Tung-Edelman and Renee Hadley. More information about both of these presentations is provided below. After the presentations, the Annual Business Meeting will include the President's report, finance update, updates from the Board, voting on bylaws, and election of officers.

More information is available on our [website](#).
Questions? Email Jodi Forsell, programs@aauw-wa.org.



Turning Trash into Treasure

Ming-Ming Tung-Edelman is founder of [Refugee Artisan Initiative](#). Her presentation, "*Turning Trash into Treasure*," describes how RAI teaches immigrant women to achieve financial independence through small batch production, emphasizing

zero waste. At RAI women learn business skills and utilize abilities that they developed in their home country.

Adapting to Changing Landscapes

Renee Hadley is district manager for the [Walla Walla County Conservation District](#) and president of the [AAUW-Walla Walla branch](#). Her presentation, *Adapting to Changing Landscapes* is sure to be insightful and informative!



Public Policy

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

The Public Policy team is better, stronger and wiser with voices from our different branches contributing. Please be sure your branch voice is part of our policy conversations and decisions.

The AAUW-WA Policy Team **meets at noon on Tuesdays**. Check the [AAUW-WA Calendar](#) for our meeting link or email Sandra to get on the email reminder list: publicpolicy@aauw-wa.org.

Initiatives - At our next Public Policy team meeting on April 23rd, we will review draft statements and one-pagers in support of a NO vote on three initiatives that will be on the ballot in November.

AAUW is nonpartisan, so while we do not endorse candidates, we can endorse bills, referendums and initiatives. For a quick review of the three initiatives see the WA Physicians for Social Responsibility webpage, it has nice graphics. Learn more [HERE](#).

- **I-2109** would repeal the capital gains tax. Invest in WA is one of the key advocacy groups on the [Vote NO on I-2109](#).
- **1-2117** would repeal the Climate Commitment Act. Check out the [Public Disclosure Commission's NO on 2117 contribution list](#). "Follow the money" is a good way to see who the key financial "stakeholders" and influencers are.
- **I-2124** would "strip" the new WA Cares program of funding. Learn more about the WA Cares program [HERE](#). Here is a one pager from the [NO on I-2124](#).

Living Wage -For our branches, the living wage ranged from a low of \$42,588 in Lewis County to a high of \$62,572 in King County for a single adult, no child.

Living Wage calculator - We have a new [Living Wage report](#) by County! We can add living wage and cost of living to our pay equity conversations. Check out our [Pay Equity](#) webpage.

The *Living Wage calculator* (MIT manages the data) includes:

- Minimum hourly living wage for 1) single adult household, two adult household (o=only one working and two adult household both working and with and without child).
- “Occupational Areas” with average wage.
- Cost of Living table.

Occupational Choice Matters -Many occupational areas do not provide a living wage and it varies depending on where you live.

- In King County 10 occupations out of 22 do not provide a living wage salary.
- In Snohomish County, 7 out of 22 occupations.
- In Lewis County, 3 out of 22 occupations.

See [Living Wage Salary and Occupational Options by Branch](#) to see which occupations do not provide a living wage in your county.

Cost of Living- Here is a snapshot of our Branch differences by cost of living:

- Housing costs differed by \$15,366: from a low of \$11,893 in Walla Walla to a high of \$27,259 in King County.
- Childcare differed by \$9,702: from a low of \$10,293 in Walla Walla to a high of \$19,995 in King County.
- Food cost differed by \$1,205: from a low of \$4,101 in Lewis County to a high of \$5,306 in Jefferson County.
- Transportation differed by \$2,032: from a low of \$8,932 in King County to a high of \$10,964 in Lewis County.

See [Cost of Living spreadsheet](#).

Title IX rules should be out by May 1st.

Elections - Many groups including AAUW are gearing up for elections. Check out our new [National Voter Education Tools](#) on our AAUW Action Website.

May 10th in the deadline for candidate filing in Washington State. [Ballotpedia](#) is a good site to check to see who is running in our major state races.

Communications

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

Are you skilled in using these communications tools?

- Canva
- Photo editing
- Zoom

- Social media
- Webmail newsletters
- Member emails

I'm looking for some branch members to meet monthly to look at our AAUW communications statewide. Here are some things I think we could explore:

- Using a "Clone & Customize" approach to creating brochures, social media posts, membership surveys, etc. For example, Canva now offers a [Pro Teams account](#). If AAUW-WA purchased a teams account, could we design brochures, social media posts, flyers, and other communications pieces for multiple branches?
- How we can help each other with learning the newest Zoom features like [Surveys](#)
- What branches using MailChimp, Constant Contact, or My Emma have learned about webmail newsletters
- Best practices for photos, including parental permissions and photo-release forms
- Helping branches maintain their AAUW-hosted WordPress websites

Do you have skills you can share? Email me, communications@aauw-wa.org.

AAUW in the News

"I'm a foreign-born woman making less than my direct male report"

A *Careers* Q&A in the Washington Post and Seattle Times addressed the Pay Equity issue head-on. In response, AAUW CEO Gloria Blackwell explained the steps to take to address the discriminatory pay gaps that women encounter in their jobs. [Read the full article](#). Perfectly timed for March when we recognized Equal Pay Day. [Learn more about AAUW-WA's commitment to pay equity](#).



Legacy Circle

Kay McMurry

AAUW-WA Legacy Circle Liaison

legacycastle@aauw-wa.org

LIVE – LOVE – LEAVE A LEGACY!

By making a planned gift to AAUW National, you become a member of the AAUW Legacy Circle and affirm your commitment to equity. These gifts - or bequests - are donations that you designate in your will, estate or trust.

There is no minimum gift requirement to join the Legacy Circle and the benefits are many. For example:

- Planned gifts afford you flexibility to provide for your family and support AAUW

- Certain planned gifts may reduce estate or capital gains taxes
- Planned gifts need not affect your cash flow during your lifetime
- Certain types of planned gifts allow you to support AAUW while also providing income for the rest of your life - or a fixed income for a loved one
- The joy of knowing that your legacy gift will sustain AAUW's programs for years to come is the ultimate benefit!

For more information, email planned-giving@aauw.org to discuss your options.

Membership Corner

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

Our first meeting at our new date and time for our monthly Membership Zoom Meetings was on Monday, April 8, 2024 at 1:30 pm. We discussed various issues including surveys, communication preferences, new member retention and upcoming activities. Our membership Toolkit has gotten some new items. We are suggesting members browse through the folders in the Toolkit to see what is there. We also are encouraging members to add to the Toolkit items from their own branches: brochures, surveys, membership applications, bookmarks, etc.

Members on the Membership Zoom Meeting email list – if you haven't already learned how, watch for instructions how you can get into the Toolkit and how to add items. Also included will be instructions in how to access the recorded webinars our National AAUW has for us to use. There are some excellent webinars out there!

Our next State Membership Zoom Meeting will be Monday, May 13, 2024, at 1:30 pm.

Join us for conversation and discussion. Share with us what is happening at your Branch. If you are not on our email list and would like to attend, contact me at membership@aauw-wa.org

Reminder for our new date & time - We are meeting the second Monday of each month at 1:30 pm. The Zoom link is always in our AAUW-WA Calendar.

State Membership Zoom Meeting 05/13/24 at 1:30 pm
Join Zoom Meeting

<https://us06web.zoom.us/j/81312331083?pwd=ZE9qTXdXbJyQUI4S0FOK3hmaEZTQT09>

Meeting ID: 813 1233 1083
Passcode: 649306

Membership Toolkit

Our Membership Toolkit has been updated recently. If you are looking for resources, you will find brochures, graphics, tips for recruitment and retention and much more in this folder.

[CLICK HERE - MEMBERSHIP TOOLKIT](#)



Open Up AAUW

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

Have You Voted?

Voting on the "Open Up AAUW" initiative to eliminate the college degree requirement for AAUW membership is underway. If you've already voted, thank you! If you haven't yet voted, there is still a month in which to do so. By now, you should have received an initial ballot and, if you haven't already voted, at least one reminder e-mail that contains your Elector ID (AAUW member number) and your unique voting password. The proposed National bylaws changes are detailed on the AAUW website at [AAUW National Election 2024](#), where you can also find an Open Membership Toolkit and FAQ. In addition, the [Open Up AAUW](#) website contains much information on this change.

The voting period closes at 9 am PDT on May 15th.

AAUW-WA Bylaws

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

Bylaws Proposed Changes

At the Annual Business Meeting on Sunday, April 21st , we'll be voting on a set of proposed changes to our AAUW Washington State Bylaws. The Bylaws will be changed in two ways. The first is that the AAUW-mandated articles I through VII have been replaced in their entirety with the latest version provided by National after the spring 2023 approval vote of proposed changes by AAUW membership. There is no further vote on the mandated articles. The second is that the State Board is recommending some changes to the AAUW-WA unique articles – and those must be voted on by our membership. If you haven't yet taken a look, please review the proposed changes posted on our website, 2024 Proposed Bylaws Revisions, to prepare for the vote. If you have any questions or comments, please feel free to e-mail me at the address above.

You can find more information about the proposed Bylaws changes/updates in the member area of our AAUW-WA website. (password - evergreen)

[CLICK HERE - BYLAW UPDATES](#)

Special Projects Fund

Judi Edwards
SPF Board President
specproj@aauw-wa.org

Board Opening

This board is responsible for the funds management of the Washington State Tech Trek project. We have an opening for the co- treasurer/treasurer's assistant. This person ideally should live in or very near the post office in Bellevue, where the mail is sent for SPF, 12224 NE Bel Red Road.

Duties for this position include pickup and open mail, prepare checks for deposit (scan/copy) and deposit them in the BECU savings account using their ATM. Mail preparation includes scan/copy all mail and send by email to the treasure, bookkeeper and Tech Trek Fundraising Coordinator.

These activities are year-round with weekly post office visits needed during the mid-late spring early summer when Tech Trek activity is in full swing. Any costs associated with this activity will be reimbursed.

If you would like to apply for this vital board position or want more information, please send an email to specproj@aauw-wa.org.

You Could Help!


EVERGREEN LEADER EDITOR OPEN POSITION 2024-2025

What is Involved?

- 2-4 hours per month
- Solicit material from the state board, committees, and branches
- Publish the monthly newsletter
- Use webmail platform - experience is helpful
- Share draft with EL review team for edit/feedback
- Distribute statewide

A team is in place to help you come on board!

If this interests you, contact us!
communications@aauw-wa.org



Tech Trek

Krislyn Davis
AAUW-WA Tech Trek
techtrek@aauw-wa.org

Details for camp are starting to really take shape and come together. Thank you to all branch members for providing feedback, assistance, and support to make this possible. If you have any questions, please contact Krislyn Davis (director) or Alexa Mahoney (assistant director) at the email listed above.

Branch Events

Share Your Branch News!

If your branch has an event to share with our state membership, we would love to share it in our next Evergreen Leader! We ask that you send your submission to Judy Peasley at evergreenleader@aauw-wa.org by the 8th of the month you would like it to be included.

Photos are always wonderful to include, and we ask that you send any photos separately in jpeg or png format.

Any questions, email Judy at the address above.

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 send event details to communications@aauw-wa.org

You can also use the template provided in this [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 Mary Ross 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 them in your document**
- 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.

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 our new AAUW-WA President, Emily Hitchens, before publishing - and as always, available on our website AAUW-WA State

