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Monthly Newsletter September 2024



Hello Mary!

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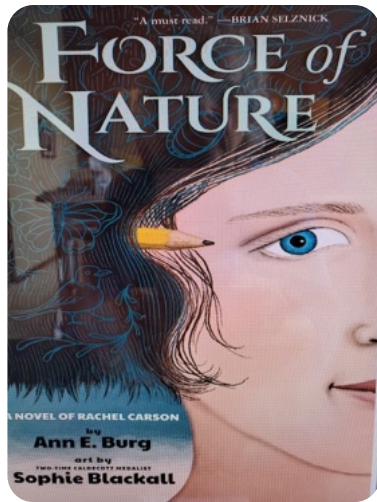
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President's Letter

Emily Hitchens

president@aauw-wa.org



[Do you ever](#) wander around in the library after picking up the book you ordered and then looking at the newest books? Well, I did just that the other day and found the most delightful novel written in blank verse, *Force of Nature: A Novel of Rachel Carson* by Ann E. Berg with art by Sophie Blackwell. What caught my eye was when Carson discovers “Biology has lifted an unseen veil from my eye and welcomed me deeper into the mystery of life itself. Biology enthalls me. I want to go on studying the patterns of interconnectedness — the wholeness and beauty of every living thing.” (p.80) In 1928, she approaches her English teacher about changing her major and hears her say “Rachael, I do appreciate your enthusiasm for biology, but I cannot advise a change in your major. There is very little opportunity for a woman in science . . . Why don’t you continue to major in English and simply add a minor in science?” (p.85) Fortunately, Rachel persisted and got a BA in biology and an MS in zoology. She survived by writing for Fish and Wildlife on changes in fish populations and levels of pollution in the water. But her love of the sea compelled her to write articles for the public, and fortunately for us it caught the eye of a publisher who encouraged her to draft a book about the ocean which evolved into a trilogy. Her fourth and last book, *Silent Spring* (1962) about effects of pesticides, (DDT) spawned the environmental moment.

[It is now fall](#) of 2024 and the **Tech Trek** programs, that AAUW-WA associates with, will be meeting with the national AAUW office staff to discuss our various camps, to share our perceptions of how things went, ask each other questions, and make recommendations for the future. The national staff provides pre- and post-tests to evaluate the students’ experience and to measure any changes in their attitudes about confidence, self-efficacy, and problem-solving as it relates to STEM. We have just received the report which included the California Programs (7 school and one virtual) and our 5 (Alabama, New Jersey, Florida, New Mexico, and Washington). It appeared that not all students took the pre- and post-test, but 926 students were identified on the spread sheet as attending.

And guess what persists from 1928 to now? The idea that girls are not quite as good as boys persists in both the pre- and post-tests. “People may think that girls are not capable as much as boys.” However, other changes did occur, for example, above average confidence rose from 28% to 57%! Can definitely handle problems if I work hard, 65% to 75%. Could definitely come up with a solution when facing problems, 43% to 62%. Most students are interested in a four-year college although 13% were not sure what they will do after high school. Increasing diversity was also a goal; 35% identified as Caucasian. Underrepresented groups included Native American and Pacific Islanders, Asian, and Black/African American. In summary, the report concludes:

“Tech Trek Summer 2024 successfully boosted confidence, resilience, and interest in STEM careers for many participants. The program's focus on hands-on learning and exposure to female role models proved highly effective. However, continued efforts to ensure inclusivity, provide support, and expand career exploration opportunities could enhance the program's impact on a broader scale.” Thank you all for participating in this endeavor. There are more Rachel Carsons out there in our future that need support.

Emily Hitchens
president@aauw-wa.org



Fireside Chat

Jodi Forsell, Program Chair, programs@aauw-wa.org

We are excited to have a new series called Fireside Chats start this fall. This will be a virtual opportunity to chat with our branch members across the state on topics that matter to us. **The first Zoom chat is September 25 at 7pm.** We will be discussing the future of AAUW. Things to think about are:

- What happens now that the vote to change membership requirements did not pass?
- How do we continue growing our organization?
- How healthy is AAUW nationally?

What other questions do you have?

Here is the Zoom link for registration: <https://us06web.zoom.us/join/91186312000>

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AAUW-WA endorses a no vote on I-2117

Dorothy McBride, Public Policy Committee

WHO: Washington voters especially AAUW voters

The ballot reads: “This measure would prohibit state agencies from imposing any type of carbon tax credit trading, and repeal legislation establishing a cap and invest

program to reduce greenhouse gas emissions. This measure would prohibit state agencies from imposing any type of carbon tax credit trading, including ‘cap and trade’ or ‘cap and tax’ programs, regardless of whether the resulting increased costs are imposed on fuel recipients or fuel suppliers.” It would repeal sections of the 2021 Washington Climate Commitment Act as amended, including repealing the creation and modification of a ‘cap and invest’ program to reduce greenhouse gas emissions by specific entities.

WHERE: Washington State General Election

WHEN: Oct 18, 2024--Nov 5, 2024

WHY: The climate crisis—excessive heat, floods, wildfires, declining diversity, air pollution—is caused by excess greenhouse gases in the earth’s atmosphere. It is essential, if the planet and all the life that lives on it is to be healthy, that we reduce GHG emissions everywhere. We have made a start in Washington State, which is a leader in climate legislation, with a series of laws, including:

- 2020 Clean Energy Transformation Act
- 2020 Act limiting Hydrofluorocarbons
- 2023 Clean Fuel Standard
- 2023 Climate Commitment Act (CCA)

The CCA sets up a cap-and-invest program where the major GHG polluters must reduce emissions by 95%, which is the state 2050 goal. Through annual auctions, polluters can buy permission to continue emissions while they work to limit them. The funds from these auctions are used to mitigate effects of the climate crisis and to limit the burdens of climate crisis on already burdened communities. The “commitment” in the Climate Commitment Act is to address the crisis while taking major steps toward environmental justice. Those who oppose CCA argue that the cost of the program is too high, but they don’t offer an alternative to the looming crisis of a too-hot planet.

The AAUW-WA Public Policy Committee believes that CCA, and Initiative 2117 to repeal it, are not only a matter of environmental justice, but they are central to equity for women and girls. Women are especially vulnerable to effects of climate disasters on their health, especially reproductive health. They are also a majority of the poor in overburdened communities. Climate change hurts women probably more than men and certainly in different ways. Extreme weather and pollution are linked to pregnancy complications and increased domestic violence. Effects of rapid climate change exacerbate existing inequalities. It is no wonder that women express more support for climate mitigation and adaptation measures than men.

Here is a list of projects that will be reduced or eliminated if I-2117 passes:

- State projects to improve air quality in schools
- Urban tree planting efforts
- 100% clean school buses
- Utility bill discounts for low-income households
- Rebates that make high-efficiency home heating appliances affordable
- Funding to restore salmon habitat

- Funding to replace the aging ferry fleet
- Clean energy construction projects
- \$30 million in funding for making communities less vulnerable to wildfire

For more information see <https://no2117.com/> AAUW-WA is a member of the No on 2117 Coalition of over 300 organizations.

Membership Matters with Jeanne Nygard

Three September quotes – I love quotes!

- “September days have the warmth of summer in their briefer hours, but in their lengthening evenings a prophetic breath of autumn.” – Rowland E. Robinson
- "September is the other January." – Gretchen Rubin
- “Let's strive to be better in September!” – Charmaine J. Forde

Join us October 14, 2024, at 1:30 p.m. for our State Membership Zoom Meeting. Let's chat about September being another January – another beginning and striving to do better. Let's catch up on plans for the new branch year. Or let's just catch up with each other.

State Membership Zoom Meeting:

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 October 14, at 1:30 pm

Join Zoom Meeting

<https://us06web.zoom.us/j/81312331083?pwd=ZE9qTXdXblJyQUI4S0FOK3hmaEZTQT09>

Meeting ID: 813 1233 1083

Passcode: 649306

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Public Policy

Sandra Distelhorst publicpolicy@aauw-wa.org

As the new school year starts, it's a good time to take a look at our AAUW-WA [Title IX webpage](#). It includes a statement by the Office of Superintendent of Public Instruction describing our strong state laws related to Title IX, and how our state is handling challenges to the new Title IX rules. Washington state has strong state laws related to Title IX that must be followed, according to Sarah Albertson, OSPI, Managing Attorney, Equity and Civil Rights.

If you have concerns about your local school district, please talk to your branch public policy chair or our state public policy team. We'll work with OSPI to make sure they know what is happening in your district. Consider attending school board meetings.

New pay equity data will be released this week with a more detailed analysis coming in November. Check out our [Pay Equity](#) webpage for updates. We added a section on pay gap data for the arts!

We have strong Washington state laws to help reduce the gender pay gap including our Equal Opportunity Act, salary transparency laws, and laws prohibiting the use of salary history and nondisclosure agreements. We have pregnancy protection laws and paid family medical leave laws. AAUW continues to advocate for equity in the workplace.

Elections: Many AAUW members are energized about our presidential race and other local races this year! In fact, we are so enthusiastic that AAUW national held a special meeting last week "Staying Nonpartisan in an Election Year" to remind AAUW branch and state leaders that we are nonpartisan and cannot endorse candidates. See [AAUW tips](#) on how to be nonpartisan during an election.

While we can't endorse candidates, if your branch is a 501c4 (most branches are but check) you can compare candidates' positions on issues using the [2024 AAUW Head to Head candidate comparison template](#). The [AAUW Action Fund](#) (a 501c4) will spotlight one of our state races - congressional district 3 (CD3) using a Head to Head comparison. Let me know if you would like AAUW to post a candidate comparison for your district.

We can endorse (support or oppose) Ballot Initiatives because they are about issues not candidates. AAUW-WA is endorsing a NO vote on I-2109, No on I-2117, and No on I-2124. At my local branch meeting on Saturday, I shared a [one-pager](#) about the three Initiatives. You can learn more about our "No" positions on our webpage: [Actions We Take](#). Speakers are available to join your branch meeting to talk about the initiatives. Please read Dorothy McBride's review in this newsletter that provides details about Initiative 2117 that aims to repeal our state climate protection act.

At my Edmonds-SnoKing Branch meeting, we also talked about how lucky we are in Washington to have good strong state laws that protect abortion rights, Title IX-related

rights, and workplace equity. Our laws may not be perfect, but we should work to improve them not repeal them.

What about the ERA? Extreme frustration. The US House is sitting on a bill to publish the ERA. AAUW is working on “different strategies” and is a member of the [ERA Coalition](#). Washington state has our own state [ERA](#).

The AAUW-WA Public Policy Team meets on Tuesdays at noon, usually the 2nd and 4th Tuesdays of the month. Check the [state calendar](#) for the Zoom link and dates.



Are Your Branch Bylaws Up to Date?

Barbara Sando

Bylaws Chair bylaws@aauw-wa.org

In spring 2023, AAUW members voted to approve the bylaws changes proposed by National. Those revisions precipitated changes to the mandated Articles I through VII that AAUW requires to be included verbatim in all branch and state affiliate bylaws. These mandated revisions must be adopted no later than June 30, 2026, uploaded to the Community Hub, and sent to connect@aauw.org.

The state organization and several branches completed this task last year, but there are many to go. I encourage branches to take care of this task in 2024-2025 by replacing their current Articles I through VII with the updated version of same. These 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.

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 and/or that they are no longer able to meet. 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 to 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 Affiliate Agreement Refresher

What Are and Aren't AAUW Branches Allowed to Do?

Barbara Sando, Bylaws Chair – bylaws@aauw-wa.org

We don't often think of AAUW branches as businesses, but they are each a legal and financial entity that is subject to the rules of various governing documents — including its AAUW Affiliate Agreement.

In 2009, when AAUW was recognized as a tax-exempt nonprofit organization under section 501(c)(3) of the Internal Revenue Code, its structure also included a small 501(c)(4) entity to support the Lobby Corps. In order to meet IRS requirements, all AAUW branch and state organizations were required to sign an AAUW Affiliate Agreement based on their IRS classification. The completion of an affiliate agreement was a one-time reporting task. Needless to say, 15 years later, the Affiliate Agreement is often not remembered as a governing document of the organization, however it includes critical requirements that all AAUW affiliates are still required to meet. Branch leaders need to be familiar with what their signed Affiliate Agreement has committed them to do – and not do.

If your branch doesn't have a copy of your Affiliate Agreement, you may be able to access it in the Community Hub. [Select your branch, then click on "Company Profile"; when the "Company Snapshot" comes up, click on "Affiliate Agreements."] If yours has been posted, you'll see it there. If not, you can contact AAUW and request that they send you a copy.

If your Affiliate Agreement isn't handy, you can still familiarize yourselves with the requirements it imposes by going to [AAUW Affiliate Agreements](#) and clicking on the 501(c)(3) or 501(c)(4) version, as appropriate for your branch. The Affiliate Agreement is where it's documented by AAUW and agreed to by your branch that your branch Bylaws, Articles of Incorporation, and other organizing documents must remain consistent in all material respects with the AAUW Bylaws, as well as with federal and state laws and IRS rules and regulations. Below are a few items of which branches may not be aware, but that need to be adhered to:

- Use of name /fundraising – An AAUW branch cannot fundraise for another organization.(see [AAUW Policy 501- Fundraising Policy & Guidelines](#))
- Charitable intent – An AAUW branch cannot make donations to another organization. All AAUW monies (including dues and donations) are considered to be "intended" for AAUW. A branch may "collaborate" with another organization and provide financial support as long as they are materially involved in the collaborative effort. (See AAUW Policy 501 above and [Policy 600 - Collaborations With Other Organizations](#).)
- Disposition of assets - If your Affiliate Agreement is terminated all property, funds,

and assets of your branch belong to AAUW. If your branch disbands, residual branch monies may not be given to other organizations, per AAUW Policy 501 above.

Some branches may unknowingly be violating the Affiliate Agreement. Whether intentional or inadvertent, AAUW may come after any branch in violation of the Affiliate Agreement and, in specific cases, so may the IRS.

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Telling Our Stories, October 19, 2024

Jodi Forsell programs@aauw-wa.org

Renton Technical College from 10 am to 4 pm; check in 9-10am

Cost \$40 per person, includes a box lunch, coffee, tea and snacks.

Keynote Speaker:

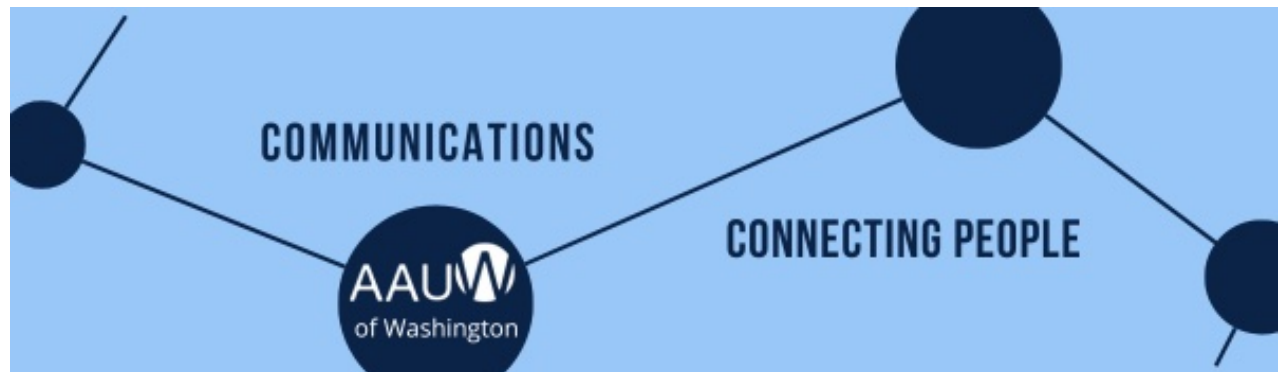
April Sims

President of The Washington State Labor Council

[Click Here to Register](#)



The link above has more detail. Registration deadline is October 7.



On [October 19](#), at [Telling Our Stories](#), our AAUW-WA Communications Team will have a show-and-tell table to spotlight creative uses of Canva. With free and paid versions, Canva is a design tool used to create posters, flyers, brochures, social media posts, and more. Stop by our table, take a look, and tell us how we can help your branch with its communications needs.

Our state team reviewed the results of an online survey sent to branch presidents and communicators. We're planning:

- Zoom meetings focused on how to use Canva, and forming an online interest

group to share expertise.

- Sharing of experiences with hybrid meetings and how they might work for your branch.
- Practical help with webmail newsletters like MailChimp
- A communications channel for WA branches with national AAUW-hosted WordPress websites.

We welcome your input and I look forward to seeing you on October 19!

Mary Ross
communications@aauw-wa.org



See you in Renton on October 19!

[Come to our](#) state in-person meeting and discover other members who will continue to support AAUW after their passing. It is not difficult to support AAUW in this way. An information table about Legacy Circle will be set up at the meeting. You should be able to identify the current members of Legacy Circle if you want to find out why they have chosen to support our national efforts in this way. I expect to be at the meeting, ready to provide information. See you there!

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

State Dues Reminder

Susie Johnson, Finance VP finance@aauw-wa.org

Since our branches and members pay their dues in a couple of different ways, I just wanted to remind everyone to remember to pay their state dues if they aren't doing it all through the HUB. Some honorary life members have different dues obligations with their branch, but pay reduced dues of \$5 to the state either directly or through their branch. Students pay \$5. Shape the Future membership can be tricky, just remember us.

If you pay state dues separately, please send a check to:

Branch News

Edmonds SnoKing

Did you know the gender pay gap affects women in the Arts? AAUW supports gender pay equity in the Arts nationally and hosts an [annual art contest](#) – to give women artists the attention they deserve. Want to know about gender equity in the Arts?

Art Pay Gap

- Women working in arts professions are paid on average [74 cents to every dollar paid to men](#).

Art Opportunity Gap

- [Only a third of artists](#) represented by commercial galleries are women.

Learn even more! Share the National Museum of [Woman in the Arts Pay and Opportunity Inequity Cards](#).

Join the AAUW Edmonds SnoKing Branch for an exciting evening of fun and philanthropy at our upcoming fundraiser! Our third annual Evening of the Arts Fundraiser will help local women in the Arts in Snohomish and King Counties.

Enjoy raffles and a silent auction while making a meaningful impact on the future of education and adding to your personal art collection. Every ticket purchased helps provide local scholarships for deserving women pursuing their education in STEAM fields.

Friday, October 4, 2024 at the WSU Everett campus from 5-8pm.

Ticket link can be found on our website: <https://esk-wa.aauw.net/>
We'd love to have you join us!

Jodi Forsell
Edmonds SnoKing Branch

Seattle and Edmonds SnoKing Branches



The Politics of Bathrooms with Dr. Sara Chatfield

Saturday, November 16, 10 am via Zoom

Joint meeting of **Seattle and Edmonds SnoKing Branches**, others welcome

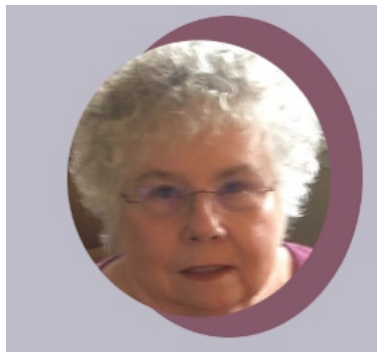
Free, registration required

<https://us06web.zoom.us/meeting/register/tZYsd-mprTsiGdeAI5BORfpIN7Crjb51OsWh>

Social citizenship requires that individuals and groups be able to fully take part in the public sphere, however, denying toilet access means that individuals can only exist in public for as long as they can 'hold it.' Ensuring equal access to bathrooms – or denying it to targeted groups – becomes a powerful way for society to define who is a full citizen and to indicate who belongs and who doesn't belong in public spaces.

Sara Chatfield is an assistant professor of political science at the University of Denver. Her research focuses on American political development, women in politics, and political behavior.

www.aauw-seattle.org



Editor's Ramblings

Well, as usual I am keenly focused on misinformation in all its forms. I ran this in my branch newsletter but it serves well to also add it here. Fact checking is a must these days. Always look for information from multiple sources. Who is saying what about what. And, read beyond the headlines.

Challenges in Accurate News Reporting

In today's digital age, the landscape of news reporting faces significant challenges. The

rise of misinformation, declining public trust, and the pressure to publish quickly often compromise the accuracy of the news. These issues are compounded by on-line services where a person can post anything they wish with no boundaries or consequences.

Accurate reporting is the backbone of quality journalism. It ensures that the public is well-informed and can make educated decisions on matters of public interest. However, the pursuit of sensational stories or the rush to be the first to publish can lead to inaccuracies, further eroding public trust. A 2022 News Literacy Report found that 49% of the public did not trust the news media, with only 39% expressing trust in journalists. This lack of trust is exacerbated by the prevalence of misinformation and the perception that journalists prioritize speed over accuracy.

So, always ask yourself does that sound right, does it look right and what are the biases being projected. For the educated and intelligent individual, it should be easy to determine what is correct and what is false; but it is not.

Learn More at:

- [Impressorg.com](https://impressorg.com)
- mediahelpingmedia.org
- newslit.org
- snopes.com

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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 [BranchSharing Form](#).

Newsletter Publishing Schedule

Please send articles and images for the state newsletter to Judi Edwards at evergreenleader@aauw-wa.org by the 8th of each month. Evergreen Leader issues are published on the 15th of each month.

The newsletter will be reviewed by our AAUW-WA President, Emily Hitchens, before

publishing - and as always, available on our website [AAUW-WA State](#)

- 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.



Together we can achieve a vision
of equal opportunity for all

On the Web at aauw-wa.aauw.net | Follow us on Facebook and Instagram



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