



May 2019

## American Association of University Women

empowering women since 1881  
Fargo-Moorhead (F-M) Affiliate

Mission: To advance gender equity for women and girls through research, education, and advocacy.

### President's Comments

Another wonderful year is wrapping up!

We will be celebrating this year's accomplishments at our year-end networking potluck and annual meeting at Bright Sky Apartments in Moorhead on May 13<sup>th</sup> at 5:30 PM. Please bring a dish to share and a friend.

We had a great turnout last month for our salary negotiation and networking event, and we've received some helpful feedback from those who attended. Thank you to Susan Larson and Heather Nesemeier who coordinated the event, and thank you to Verlaine, Evelyn, and Kathleen, who brought snacks. Susan and I also worked together with some Ladybosses on a letter for the Fargo Forum discussing the gender pay gap that was published April 5<sup>th</sup>. You can read it on page 8.

Book club will meet again on May 20, 7:00 PM at the Moorhead Public Library to select books for next year. If you can't attend, you can email [farmoor.aauw@gmail.com](mailto:farmoor.aauw@gmail.com).

I want to thank all of you who have volunteered this year.

We changed our approach to meetings so we can make a bigger impact on our communities. This year we advocated for women at Take Back the Night rallies on MSUM and NDSU campuses, as well as at the Women's March. We helped citizens know what districts they live in and where they can vote both at the Red River Market and online. Sara Lindberg and Rob Harnisch led our 60<sup>th</sup> Annual Used Book Sale to raise money for women's scholarships. We held our 3<sup>rd</sup> annual BrainSTEM outreach event at Concordia. We packed potatoes at the Great Plains Food Bank to help families in our communities. We also took time to learn from people in our community with our four speakers.

Thank you to our Strategic Plan committee, Amanda Savitt, Evelyn Quigley, and Susan Helgeland, who collected survey responses from our branch to create new bold goals for our affiliate. Similarly, I want to thank Deb Nelson for helping us to reanalyze our finances to achieve these goals. Kathleen Nelson and Bethany Reinhardt are doing great work to reach our membership goals and create a welcoming environment at meetings.





*Salary negotiation and networking event attendees.*

I also want to thank Susan Larson and the rest of the team who planned our program lineup. We would love to hear your ideas for future speakers or activities. Stay tuned for a date and time for our first program planning meeting for next year.

Lastly I want to thank our communications group who keeps everyone up to date on our work: Amanda Savitt, who takes thorough minutes of our meetings and speakers; Nancy Johnson, who assembles this newsletter every month; Sandy Sidler, who lets us know what our representatives are up to and what we can do; and Verlaine Gullickson, who keeps our bylaws up to date and helps me navigate new situations with Robert's Rules.

I love working with this group of women who are passionate about equity for all, and I look forward to watching our membership grow as we continue to meet more people who share our vision.

I'll see you soon.

Alexa Ducioame

**President**

## May Program

**May 13, 2019**

Annual Meeting and Potluck

Time: 5:30 p.m.

Location: Bright Sky Apartment  
Community Room  
3305 3<sup>rd</sup> Ave N  
Moorhead

It is recommended that you take the 34th St exit in Moorhead towards Moorhead Walmart (north). The apartment building is immediately north of CashWise. Turn left before you come to Walmart. Caution: Google Maps does not always take you to this address directly.

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## **AAUW Book Club 2018-19**

All meetings are held at 7:00 p.m. at the Moorhead Public Library

Books will be available for purchase at a discount at Zandbroz, downtown Fargo

May 20      Book Selection for next year

# AAUW F-M Affiliate Meeting Minutes

Date: April 8, 2019

Present: 22 members, guests and speakers

President Alexa Ducioame welcomed all and presented a slide show about AAUW and gender pay equity.

Heather Nesemeier provided a short presentation on the Work Smart and Start Smart programs. Heather broke down the meaning of the gender pay gap: for a woman with a bachelor's degree, she earns on average a million dollars less than a man. For a woman with a graduate degree, she earns on average two million dollars less than a man. As a result of lost wages, families have less money to support themselves, it's more difficult to retire. Tonight, we will learn more, network, and learn about technology.

Our program on pay equity followed. Attendees were broken into three groups, and these groups rotated through three stations. The first station is an introduction to the online Start Smart program, a networking station, and an introduction to Work Smart and Start Smart.

## **Business Meeting:**

Susan Helgeland thanked Alexa for organizing this event.

The agenda was approved as written.

The minutes of the February meeting were approved as printed.

Financial Report: Finance Officer Deb Nelson presented the Financial Report for March. Our beginning balance was \$758.59. We had \$123 in income, and \$69 in expenses, and an ending balance of \$812.59.

## **Continuing Business:**

Strategic Plan Update: Amanda presented an update on the strategic plan draft.

Nominating Committee: Susan Helgeland has no announcements about nominations yet.

2020 State Convention(s): Alexa suggested we could host both the Minnesota and North Dakota conventions next year. We would need to locate a venue that could accommodate at least 170 people. Kathleen and Evelyn cautioned that hosting two conventions could entail more work than the membership can handle. We also discussed how much assistance Minnesota could supply in order to host the convention, and whether we could afford to host the convention. Deb suggested we start with North Dakota to see how it goes. Alexa suggested the members attending the Minnesota convention meet with this year's convention organizers to see how feasible hosting would be. Alexa also called for volunteers for the convention committee. Deb, Alexa, and Susan Helgeland volunteered.

## **New business:**

Standing Rules: Verlaine explained changes to the standing rules, and the membership discussed further amendments.

Book Sale proceeds scholarship distribution: Deb investigated the origins of the book sale proceeds distribution. Deb recommended that all the proceeds go to scholarships, and that we consider creating a scholarship at Concordia. Less of the proceeds would go to national. We also discussed how we could develop relationships with recipients of the scholarships of the local

universities. Deb will reach out to MSUM and NDSU about locating recipients of these scholarships to invite them to the potluck.

BrainSTEM: Friday, October 25 will be the next BrainSTEM event at Concordia. We can get started planning and fundraising for the event. We discussed who may be available to help plan the event. Kathleen suggested we bring some sign-up sheets to the annual meeting. It will require a budget.

Membership: Tonight's event generated interest among attendants.

Public policy: Sandy Sidler was not present.

Pay Equity: Evelyn thanked Alexa for promoting the proclamation from Governor Burgum, and Evelyn distributed information to the female legislators. She also thanked Susan and Alexa for their op-ed in the Forum. Susan suggested we survey our attendees for data for the purposes of grant applications. We discussed how we could offer an event like this next year.

**Announcements:**

Book Club will read *Quiet Until the Thaw* for the April 22<sup>nd</sup> meeting at the Moorhead Public Library.

The registration deadline for the Minnesota Convention in Grand Rapids is Wednesday, April 10<sup>th</sup>.

The meeting was adjourned.

Amanda Savitt

**Secretary**

## AAUW National Election

### *Vote 2019*

Your voice and your vote are vital to AAUW's future. That's why it is so important for you to participate in the 2019 AAUW National Election to elect members to the board of directors and set AAUW's Public Policy Priorities. Online voting is now open and will close on May 14 at 6:00 p.m. ET. This year, you'll also be voting on amendments to the 2019-21 Public Policy Priorities, providing the framework for the advocacy work at the local, state and national levels.

If you vote online, your ballot will be received and counted immediately. You can find more information about the [candidates for the AAUW Board of Directors](#) and the [2019-2021 Public Policy Priorities](#) on the AAUW website. If you have questions, feel free to contact AAUW at [connect@aauw.org](mailto:connect@aauw.org) or 800.326.2289, Monday-Friday, from 10 a.m. to 5 p.m. ET.

# Strategic Plan Draft

## AAUW Fargo-Moorhead

Prepared Spring, 2019

**Vision:** Equity for all.

**Mission:** To advance gender equity for women and girls through research, education, and advocacy

**Our current activities:** AAUW Fargo-Moorhead provides programming designed to both address community issues and provide opportunities for activism on an alternating-monthly basis. In addition, our branch conducts and participates in several annual events, including BrainSTEM, which provides middle school students with the opportunity to learn about STEM topics from experts from demographically underrepresented groups; a used book sale; Take Back the Night events at NDSU and MSUM; and others. Recently, our affiliate has also conducted election outreach and education by having a booth at the Red River Market the month before the 2018 mid-term election.

**Our goals, 2019-2022:** Based on a survey of our membership, the strategic planning committee has identified the following strategic goals:

1. Increase membership and visibility of AAUW
2. Develop and improve programming related to gender pay equity
3. Develop and improve programming related to girls and women in STEM
4. Develop stronger relationships with local universities and other organizations with similar purpose
5. Improve financial position

### Background and Context

In the past several years, AAUW branches across North Dakota have been closing as membership has fallen. In contrast, AAUW branches in the Minnesota market continue to thrive. Therefore, AAUW Fargo-Moorhead embarked on a strategic planning process during its 2018-2019 year, in part to

address falling membership and associated financial and mission-related challenges.

The membership of AAUW Fargo-Moorhead ranked five key priorities to address in activities in the coming years. In order of the rank they were assigned by members, these priorities are:

1. Gender pay equity;
2. Opportunities for women in STEM;
3. Sexual harassment;
4. Support for higher education; and
5. The lack of quality childcare options

In addition to these priorities, the membership identified the state level as the most effective level for our branch's policy efforts.

Members also identified developing stronger relationships with local universities and other community organizations with similar purpose, increasing membership (especially among young women), and improving our financial position as important goals.

With these operational and programmatic priorities in mind, the strategic planning committee has identified 5 strategic goals for AAUW Fargo-Moorhead.

### Our Goals, 2019-2022

*Goal 1: Increase membership and visibility of AAUW in MN and ND*

The recent membership survey indicated that the majority of respondents are community members aged 65 and over. An increase in membership is an opportunity to better reflect the demographic characteristics of the Fargo-Moorhead community and improve the responsiveness of our organization to local needs.

The F-M Affiliate will increase its membership and will identify key community and academic activities to increase AAUW visibility by:

- a. Increasing membership by 50% every year;
- b. Identifying affiliate programming to increase visibility and key community activities on an annual basis so that appropriate resources can be planned; AND

- c. Membership chairs shall:
  - a. Develop a recruitment plan that targets potential individuals, especially individuals from underrepresented groups;
  - b. Follow-up with members who do not renew membership;
  - c. Contact former members to consider rejoining;
  - d. Work with key representatives from local colleges and universities to recruit faculty and senior students; AND
  - e. Recruit members to support and or staff college and university or community events.

*Goal 2: Develop and improve programming related to gender pay equity*

The F-M Affiliate is positioned to increase the awareness of gender pay equity in both ND and MN by taking advantage of the strengths of both states in its programming to impact change.

The F-M Affiliate will initiate the AAUW Work Smart online program and the AAUW Start Smart program, and support AAUW efforts to advance gender equity efforts by:

- a. Launching Work Smart Online in 2019 and designing a plan for further offerings;
- b. Offering Work Smart and Start Smart programs quarterly in 2020 and on-going; AND
- c. Offering programming on the #MeToo Movement in the Fargo-Moorhead community.

*Goal 3: Develop and improve programming related to opportunities for girls and women in STEM*

The F-M Affiliate is positioned to provide programming and awareness of opportunities for girls and women in STEM through its membership and relationships with the colleges and universities in the Fargo-Moorhead community.

The F-M Affiliate will continue to advance the interests of girls and women in STEM fields by:

- a. Continuing to offer BrainSTEM as an annual event; AND

- b. Educating affiliate members on the benefits of STEM education and programming

*Goal 4: Develop stronger relationships with local universities and organizations with similar missions*

The F-M Affiliate recognizes the rich opportunity to work with the various colleges, universities, and community organizations to advance its mission. In the past two years, considerable progress has been made in establishing relationships with these entities and collaborating on programming.

The F-M Affiliate will strengthen its relationships with local colleges and universities by collaborating more visibly and identify key community partnerships:

- a. Annually define goals with local colleges and universities to be accomplish and communicate these in Affiliate communications;
- b. Assign a key member(s) to work with these entities to achieve goals; AND
- c. Identify and formalize partnerships with other key groups with common missions

*Goal 5: Improve financial position*

With increased opportunities and interest in being more visible in community and state activities, a more comprehensive financial plan needs to exist.

The F-M Affiliate will develop a three-year comprehensive financial plan that drives the annual budget and defines financial policies/procedures and fundraising opportunities. To this end:

- a. A comprehensive financial plan will be developed;
- b. Annual budget is recommended by the Board of Directors and approved by members;
- c. Policies and Procedures are developed and reviewed to meet financial objectives, to include a template for project proposals and procedures describing how receipts should be returned to the Finance Chair; AND
- d. Fundraising initiatives are identified on an annual basis to meet budget such as the used book sale and an annual author luncheon

# Letter to the Editor

## *Ending Gender Pay Gap*

### **[Fargo Forum]**

Written By: Alexa Ducioame and Susan Larson April 5, 2019 - 1pm.

If you ask women if they've ever been paid unfairly, you are likely to hear at least one story like this: A woman at her first job finding out that a male coworker, also at his first job, is making dollars more per hour, and neither negotiated their pay. A woman realizing the male employee she trained was making more than her. Or a woman who realizes that for decades she has made less than a male coworker, impacting not only take home pay, but also accumulated retirement savings.

The gender pay gap is real. The median income of women working full time in the U.S. is 80% of what men make. Women had to work until April 2, 2019, to catch up to what men made in 2018. And that is just the average. The pay gap is even more pronounced for women of color, with Hispanic women making only 53% of what white men make.

Some may say this is because women don't choose jobs that pay as well. That may be part of it - occupation does matter. Jobs traditionally associated with men tend to pay better regardless of skill required, so a woman's earning potential can increase by joining a male-dominated field. But, there is a pay gap in nearly every occupation.

Some may still dismiss the pay gap by saying things like "she probably wasn't as qualified." Yet, even in jobs where it's possible to assess a person's level of experience, education and certifications, the pay gap persists. American Association of University Women (2012) studied 15,000 students one year after obtaining a bachelor's degree. Factoring out variables such as hours worked, occupation, major, GPA and employment sector, there was still a 7% gap overall. Computer and information sciences had the highest at 23%.

Occupational segregation, seniority, family leave and part-time work, affordable child care, as well as discrimination and bias in the workplace, are important for understanding the pay gap. Learn more about these factors at [www.aauw.org](http://www.aauw.org).

So, what can be done?

AAUW can help women develop salary negotiation skills through its online Work Smart course. FM AAUW's April program slated from 7 to 8:15 p.m. April 8 in Room 272 of North Dakota State University's Barry Hall will offer an introduction to Work Smart and provide an opportunity for women to network and to discuss strategies for obtaining equity in pay.

But, the solution should not fall on women alone.

Employers can conduct pay audits, prohibit retaliation for wage disclosure, ban the use of prior salary history when making hires, and be explicit about opportunities to negotiate wages.

Become aware of implicit biases and the impact they may have on your attitudes and behaviors. If you are a supervisor, consider whether biases affect who is promoted or gets better work assignments.

Keep learning and take action. Write letters to your legislators in support of the Paycheck Fairness Act. Share your experiences and the gender equity data on social media.

Lower pay is the reality for women, but it doesn't have to be. Let's work to end the gender pay gap.

*Ducioame and Larson are members of the Fargo Moorhead Branch American Association of University Women*



## Legislative Update – North Dakota Final

Bill #	Summary	Status
<a href="#"><u>1393</u></a>	Simple assault; and to provide a penalty.	<b>2019-04-26 / Enrolled</b> Sent to Governor
<a href="#"><u>3029</u></a>	A concurrent resolution urging Congress to pass a federal prohibition on abortions performed 20 weeks postfertilization.	<b>2019-03-19 / Passed</b> Filed with Secretary of State 03/19
<a href="#"><u>3037</u></a>	A concurrent resolution clarifying the 1975 ratification by the 44th Legislative Assembly of the proposed 1972 Equal Rights Amendment to the Constitution of the United States was valid only through March 22, 1979.	<b>2019-04-01 / Engrossed</b> Second reading, failed to adopt
<a href="#"><u>3056</u></a>	A concurrent resolution directing the Legislative Management to consider studying the issues and data reporting challenges related to missing and murdered indigenous people and human trafficking cases.	<b>2019-04-01 / Passed</b> Filed with Secretary Of State 04/01
<a href="#"><u>2003</u></a>	Prosecution witness fees, transfers from the lottery operating fund to the multijurisdictional drug task force grant fund, and the salary of the attorney general; to provide an exemption; to provide a statement of legislative intent; and to provide for a report.	<b>2019-04-25 / Enrolled</b> Sent to Governor
<a href="#"><u>2148</u></a>	AN ACT to provide for a legislative management study regarding article XIV of the Constitution of North Dakota and related issues.	<b>2019-04-26 / Enrolled</b> Sent to Governor
<a href="#"><u>2155</u></a>	An exemption from the practice of pharmacy; and to declare an emergency.	<b>2019-03-21 / Passed</b> Signed by Governor 03/20
<a href="#"><u>2356</u></a>	A BILL for an Act to provide for a legislative management study regarding absentee voting and voting by mail.	<b>2019-03-22 / Engrossed</b> Second reading, failed to pass, yeas 42 nays 44

## Membership News

It is that time of year again! Spring brings membership renewal for AAUW. You will be receiving an email shortly asking you to renew your membership for 2019/20. You may respond to that with a credit card. This is a valid request coming from the AAUW site. DO NOT go to the site and renew your membership – just respond to the email request.

You may also renew by check as you may have done in the past and giving that check to any Board member or mailing your check to FM AAUW at PO Box 10761, Fargo, ND 58102.

The total amounts for membership are:

Students - ND \$23 and MN \$22

Lifetime Members - ND \$23 or MN \$22.

ND Members - \$82 or MN Members - \$81.

If you have questions contact Deborah Nelson, Finance Officer [deborahnelson86@gmail.com](mailto:deborahnelson86@gmail.com)

Or contact Bethany at [Bethany.petry@gmail.com](mailto:Bethany.petry@gmail.com) or Kathleen at [sween1948@yahoo.com](mailto:sween1948@yahoo.com)

## Minnesota News

These are the highlights of the Minnesota AAUW annual state convention celebrated April 26-27 in Grand Rapids.

Minnesota AAUW Board President Lisa West and Public Policy Chair Jan Carey presented the convention delegates with a proclamation signed by Governor Tim Walz proclaiming April 27, 2019 Minnesota AAUW day in celebration of our 90<sup>th</sup> annual convention.

One of our speakers was Karen Kirkwood, Minnesota member, who brought us greetings from AAUW National. She focused on the availability of the Work Smart and Start Smart salary negotiations tools made possible by an investment from AAUW and also sponsored by Coca Cola. She reminded us to share information about the programs with family and friends, especially the free Work Smart program.

### Board reports:

**Public policy:** AAUW is in the process of updating the 2019-21 public policy priorities. Public policies voting is a part of the national election ballot available until May 14<sup>th</sup>. Please remember to vote.

Ballot is available at: <https://ww2.aauw.org/omov2019/>

**Program:** MN AAUW has program grants available again this year. They cover a range of programs from Work/Start Smart to Tech Savvy and more. Information will be available at branch meetings and can be found on the MN AAUW website: <https://aauw-mn.aauw.net/awards/>

Two resolutions were passed. One supported the passage of the ERA in Minnesota. The resolution has passed the House but not the Senate. Gov. Walz has indicated he would sign if/when it gets to his desk. The other resolution that passed was in support of the Dream Act. A resolution that did not pass was presented in support of opening our membership to include all individuals who



*AAUW State president Lisa West and AAUW VP Public Policy Jan Carey are proud to announce that Governor Tim Walz proclaimed April 27, 2019 is Minnesota AAUW day in honor of the 90<sup>th</sup> annual state convention.*

endorse our mission regardless of education level. This failed after it was determined that passage would have been in direct violation of national policy. It was suggested that the resolution should be rewritten and presented again in 2020.



A new Legacy Circle

brochure was available at the convention. Moorhead member Yvonne Condell's Legacy Circle story is a part of this new brochure. The Legacy Circle is a program designed for planned giving to the organization by establishing a planned gift annuity or identifying AAUW as a beneficiary in your will, etc. Brochures will be available at our May meeting.

Updates on the breakout sessions will be shared at the May potluck.

# Minnesota AAUW Convention Observations

by Susan Rae Helgeland

One of the most inspirational speakers at the Convention, in my opinion, was Dr. Zoe Spencer. She is a recipient of AAUW LAF (Legal Assistance Fund) to assist in her law suit against Virginia State University (VSU). At VSU, Dr. Spencer was charged with identifying deficits in gender equity but when she did, she was met with resistance.



In 2014, two male administrators were appointed to faculty positions as associate professors. Spencer alleges their salaries were vastly higher than those of female professors at all ranks, and \$35,000 – 49,500 higher than her salary. She requested a salary adjustment. She experienced a denial of her request and subsequently faced retaliation, including delays in her pay. The suit is alleging wage discrimination and retaliation at VSU.

She originally filed her case in U.S. District Court of Virginia in April 2017, and the case survived a motion to dismiss brought by VSU. In October 2017, the University filed a motion for a summary judgement and the court granted that motion and dismissed her action. In April 2018, Spencer filed an appeal with the U.S. Court of Appeals.



*Dr. Zoe Spencer*

She thanked AAUW for their support throughout her continuing legal efforts. She talked of PWIs (Predominately White Institutions) and HBCUs (Historically Black Colleges and Universities) and that was all new information for me. I had never thought about the *Academic Community* from that perspective. She also mentioned the existence of an inner-*standing* as well as an *understanding*. She said, “I lost my voice; will you speak for me and came to her and she evolved to I found my voice; will you listen to me?”

She is a powerful woman with unbelievable courage and persistence. Her personal, emotional and economic sacrifices are profound. What a joy that AAUW is participating in her legal efforts. It made me proud to belong to AAUW.

Another highlight for me was a workshop entitled, “You Don’t Look like a Veteran.” Chris Magnusson was the presenter and she served in the U.S. Marine Corps for six years. Upon her honorable discharge she began to realize how challenging it is for a Woman Veteran to be recognized as an authentic Veteran. She also talked of the challenge to access health services through the Veteran’s Administration facilities. She organized, as a volunteer, a Northeastern Minnesota Women Veterans group. She spoke of several moving stories of women who are Veterans feeling empowered by attending meetings with other women Veterans. She said it is a support group of a sort and is growing in the numbers of women Veterans who attend. I learned from her presentation and feel proud that she is a Woman Veteran.

# AAUW F-M 2018-19

## Program Overview and Dates to Remember

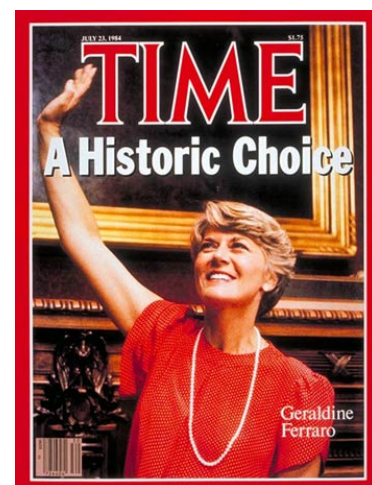
Location and Time Details on our website calendar or Facebook events

<b>May</b>	<b>13</b>	Annual Meeting & Potluck
	<b>20</b>	<b>Book Club: book selection for next year</b>
<b>August</b>	<b>22</b>	Black Women’s Equal Pay Day
<b>September</b>	<b>23</b>	Native Women’s Equal Pay Day
<b>November</b>	<b>20</b>	Latinas’ Equal Pay Day

Green = Book club

### From the AAUW Archives

1984 – Geraldine Ferraro was the first female Vice Presidential candidate of a major political party. She was an AAUW member, a lawyer, one of only two females in her graduating class from Fordham Law School in 1960. After working as the District Attorney of Queens County, she served three terms in the U.S. House of Representatives from New York. An outspoken commentator on CNN’s Crossfire program, she ran for a New York Senate seat in 1998 but was defeated by Charles Schumer. She died in 2011.



1992 – “Backlash from Barbie” Mattel produced a talking Barbie doll who said, among other things, “Math class is tough.” AAUW criticized the company, citing the common practice of discouraging girls to take mathematics classes and lowering their self-esteem. Mattel apologized to AAUW, withdrew the dolls and offered an exchange to anyone who had purchased them. In 2005, the collector’s price for one of the 3,500 Teen Talk Barbies with the phrase intact was \$500.



2016 – AAUW Board Chair Patricia Fae Ho and CEO Linda Hallman rang the opening bell at the New York Stock Exchange in recognition of Women’s History Month. The first woman to be registered with the American Stock Exchange, breaking the 116-year male-only tradition, was Julia Walsh, an active AAUW member of the Washington, D.C. branch, who taught a money management course to local members. In 1977 she founded her own investment firm, Julia M. Walsh and Sons. She died in 2003, the mother of 12 children through remarriage.

Interested in joining or have an announcement for the newsletter?

**Contact us!**

**F-M AAUW ELECTED OFFICERS**



Alexa Ducioame

President



Susan Helgeland

Immediate Past  
President



Amanda Savitt

Secretary



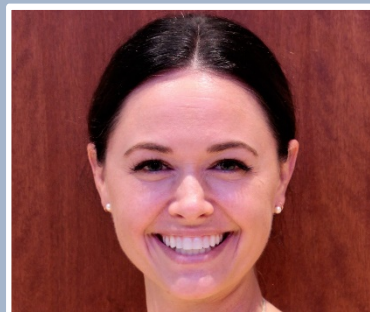
Deborah Nelson

Finance Officer



Kathleen Nelson

MN Membership



Bethany Reinhardt

ND Membership

**WEB SITES**

[www.fargo-nd.aauw.net](http://www.fargo-nd.aauw.net)  
[www.facebook.com/FMAAUW](https://www.facebook.com/FMAAUW)  
[www.aauw.org](http://www.aauw.org)

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