

# AAUW FUND SUPPORTED PROGRAMS

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## ONE AAUW ONE MISSION ONE FUND

These are some of the Programs and Initiatives supported by the AAUW Fund that meet the needs of today's women and girls.

**CAMPUS ACTION PROJECT GRANTS:** These grants are awarded to campus leaders for programs, based on AAUW Research, that are developed to address gender-based issue in their campus community. It began in 2005. Students at the College at Brockport SUNY made a video to raise awareness about issues like the gender pay gap, and they held a "Start a Revolution" conference that focused on breaking down stereotypes. It featured breakout sessions on career, leadership, and salary issues. They asked students to sign a pledge to end stereotyping and hosted screenings of the movies *Crashand* and *Miss Representation* with panels of professors to discuss how the films address racism and sexism. Perdue University STEM CAP Team-Exploring Science with grade school girls. Various science related projects used to encourage the girls interest in STEM fields.

## COLLEGE/UNIVERSITY (C/U) PARTNERS:

C/U membership opens doors to AAUW grants and fellowships, leadership training, professional development, student leadership training and advocacy tools. C/U Partners have always been part of our history.

**ELEANOR ROOSEVELT FUND:** This Fund supports research on gender equity in education and the workplace. These well documented AAUW research reports are respected sources of information. Recent reports are: 2010-Why so few; Crossing the Line 2011; Solving the Equation 2015; Barriers and Bias 2016; Simple Truth about the Gender Pay Gap Spring 2016 edition (Very useful around Equal Pay Day)

**ELECT HER-CAMPUS WOMEN WIN:** It is the only national program encouraging and training college women to run for student government and future political office. Elect Her: piloted in 2009; began fully in 2010.

**EVVIE CURRY GIVING CIRCLE LAF CAMPUS OUTREACH GRANTS:** These grants provide funding for AAUW members to host events educating students about unfair pay, sexual harassment and assault, pregnancy discrimination, Title IX violations and more. Grants of \$750 per event are awarded on a rolling basis. There is \$50,000 in this restricted Fund that can only be used by NYS members for Campus Outreach Grants in NYS. Westchester Branch/SUNY Purchase worked together on a march to make the administration have sexual assault on campus policies and enforce them.

**FELLOWS ALUMNAE INITIATIVE:** This initiative connects former AAUW fellows and grantees with one another and with AAUW. Example-A former AAUW American Fellow, **Shireen Lewis** came up with the idea for a women's education organization while she finished her undergraduate degree. And when she later launched her nonprofit, **Sister Mentors**, she came straight back to AAUW for support. With a **Community Action Grant**, Lewis was able to move forward with her work creating more opportunities for women of color in doctorate programs. Since 1997, Lewis' foundation has directly helped more than 30 women of color earn doctorates. Plus, she paid it forward when she came back to help select the next crop of brilliant AAUW fellows. Also she has been a co-president of the AAUW Washington DC Branch.

**LEGAL ADVOCACY FUND (LAF):** LAF challenges sex discrimination in higher education and the workplace. It was started in 1981 with the Cornell 11 case. Over 106 cases have been given over \$2,000,000. The LAF Express is emailed monthly giving updates on cases and related actions. Also LAF presents updated Know Your Rights at Work information for anyone wanting to check on what is happening legally with these rights. Semi-annual AAUW LAF Conference Calls about cases, relevant to AAUW issues, considered by the US Supreme Court keep members informed.

**LAF CASE SUPPORT TRAVEL GRANTS:** These grants pay the travel expenses of AAUW-supported plaintiffs and their lawyers who are speaking at state conventions or regional meetings. Recently we have had: **Michelle Henley-Feather River Case**; **Kathy Brenniman- LAF Committee Chair**; **Lauren Mancuso- University of CA-Davis**

**LAF LEGAL CASE SUPPORT:** These awards support cases in the workplace and academia that have the potential to protect all women.

**Rizo v. Fresno County Office of Education:** Rizo found that a man recently hired to do the same job but with less experience was being paid considerably more. She filed a grievance. Found that the new employees' salary was based on the employee's prior salary. This shows the lasting effect of the Gender Pay Gap. Case is moving to trial.

**Susan Burhans v Yale University:** Hired to work with sexual assault on campus she brought Title IX concerns about violations to the attention of Yale senior leadership. She alleges, she was systematically retaliated against and eventually driven out of her job. Case is in discovery.

**Moshak, Mason and Schlosser vs University of Tennessee-**Title IX sex discrimination and retaliation case. Men's & women's athletic departments merged. 86% of positions terminated were held by women or were part of women's athletics. Lady Vols Basketball Team's fame lead to rapid settlement that gave plaintiffs the right to talk about it and caused the results of the case to spread through the collegiate athletics community.

## **NATIONAL CONFERENCE FOR COLLEGE WOMEN STUDENT LEADERS (NCCWSL):**

America's premier annual conference for college women prepares attendees to be campus and community leaders. First ever NCCSWL, 1985; AAUW first hosted NCCWSL, 2002; AAUW acquired NCCWSL, 2016.

**PUBLIC POLICY:** Guided by our member approved biannual Public Policy Program, AAUW's local, state, national, and global lobbying and grassroots efforts help empower women and girls. The weekly AAUW e-newsletter *Washington Update* gives highlights of significant AAUW related issues and what action we can take. The *Two-Minute Activist* makes it easy for members voices heard in Congress. The Indomitable Lisa Maatz pulls it all together. Public Policy efforts have been part of AAUW forever.

**START SMART:** These workshops prepare college women to enter the job market with the confidence, knowledge, and skills they need to negotiate salaries and benefits. Began in 2005 by the Wage Project; acquired by AAUW in 2014.

**STUDENT ADVISORY COUNCIL:** These AAUW ambassadors advise staff about college students' needs, lead on-campus gender equality projects, and help plan NCCWSL. The Student Advisory Council was founded 2002, A student member's thoughts: "I am so grateful to have had this opportunity and it has absolutely changed my life! I have gained so much confidence both as a leader and as a woman. I also feel like I've gained a community of like-minded people who I hope to keep in touch with."— Kate Thomas, Metropolitan State University, Denver

**TECH SAVVY:** These daylong conferences seek to interest girls in grades 6-9 in STEM fields and inform their families about STEM education and careers. Started in Buffalo NY in 2006; Pilot program began nationally in 2016 with 22 sites.

**TECH TREK:** It started in California in 1998 from an AAUW Community Action Grant and expanded nationally in 2012. Through hands-on problem solving and encounters with women role models in STEM, girls see their futures while having nonstop fun. Since 1998, AAUW has helped change girls' lives through an experiential summer camp backed by research and designed to make STEM exciting and accessible to girls in middle school — the age when research shows girls' participation in these fields drops. For many girls, the weeklong camp sparks their curiosity and places them on a path toward success.

**WORK SMART:** These workshops teach working women how to evaluate, negotiate, and convey their worth confidently in the job market. Created for working women, Work Smart is

an interactive workshop that teaches how to evaluate, negotiate, and articulate the individual's worth confidently in the job market. AAUW's expert facilitators lead discussions on the gender pay gap and its personal effects, while small group activities and role-play exercises give the opportunity to create and perfect persuasive salary pitches. Objective research and benchmarking skills are taught to establish an equitable target salary when asking for a raise, negotiating a new salary or seeking a raise whether you are.

**YOUNGER WOMEN'S TASK FORCE:** This AAUW-affiliated entity is geared toward younger women fighting for social justice. Younger Women's Task Force was launched in Jan 2005; AAUW acquired in 2013

#### **ADDITIONAL PROGRAMS:**

**AAUW NATIONAL CONVENTION-** Washington, DC June 14-17, 2017 Registration does not cover the cost

**MEMBER LEADER PROGRAMS** These programs include formal leadership training, resources, and opportunities for members at the branch, state, and national levels.

**NEW PROGRAM DEVELOPMENT:** Having programs that empower women and girls on the local, state and national levels, as we move further into the 21<sup>st</sup> century requires research, awareness, responsiveness and more. Elect Her, Start Smart, Tech Trek, are examples

**OUTLOOK:** Our AAUW magazine covers the issues that women face today, from the gender pay gap to human trafficking and more.

#### **WHY THE AAUW FUND**

**HISTORY-**In the beginning available funds were used to support worthwhile issues- In 1885 1<sup>st</sup> study -effect of education on reproductive ability-was funded. . In 1920 Marie Currie was given  $\frac{1}{2}$  Million for a gram of Radium, Graduate Fellowship officially began on 1908. Then in 1955 the Endowed Education Foundation was begun. Next, responding to changing needs LAF started in 1981. We centered our fundraising efforts on these two funds.

**NEW PROGRAMS-**However, with the new millennium came new ways of forwarding our mission. AAUW responded to this challenge by expanding existing programs, as well as developing and instituting new ones. There are now over 20 programs and initiatives that work to achieve equity. Over a dozen have been added since 2002, 4 in the last 4 years. More and more branches are presenting these popular programs

**EDUCATION-** These new programs are extensions of AAUW's long standing involvement in education-programs that teach skills, raise awareness of rights that improve a woman's educational opportunities, open new doors to seeking careers in STEM and more. It is the continuation of our abiding concern for women's education with a 21<sup>th</sup> Century twist.

#### **NEED FOR FUNDS**

Dues do not cover Program costs. Dues have not risen but costs have

There are fewer Branch members and a greater number of National members who are more expensive to get & keep.

AAUW FUND will provide unrestricted funds for today's programs and those developed in the future.

## THE AAUW FUND: GREATEST OPPORTUNITY, GREATEST NEED

### SUPPORT THE AAUW FUND

Give your tax deductible contribution to your Branch AAUW Funds Chair

Make an online donation on the AAUW website [www.aauw.org](http://www.aauw.org) click on donate

Become a member of the AAUW Legacy Circle by making a planned gift to AAUW and affirming your commitment to the future of women and girls. These gifts can be given to AAUW's general fund or directed to your preferred program.

This is the script that accompanied the AAUW Fund PowerPoint that was shown at the AAUW NYS Summer Leadership Conference. If you would like a copy of the PowerPoint I'd be glad to share it with you. Just ask and it is yours [myown220@aol.com](mailto:myown220@aol.com) .

Best,

Nancy