

AAUW New York State Convention 2018: *Marching Onward: Empowering Women* by Stephanie Lemnios, Program Vice President.

AAUW Funds: *For Gender Equity* by Nancy Mion, Development Vice President.

Meet the Candidates for AAUW-NYS Board by Janet Forbes, Nominating Chair 2017-18.



Convention Edition FOCUS



American Association of University Women • New York State

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THE SEARCH IS ON!

BY BETTY HARREL, NOMINATING COMMITTEE CHAIR 2018-19

We need a few good people! The Nominating Committee is seeking candidates to continue our AAUW-NYS leadership positions as we continue to move women’s rights forward.

For the 2019-2021 term, we are seeking candidates for Membership Vice President, Treasurer, Public Policy Vice President, and Secretary/Bylaws. They will be elected at the April 2019 convention and take office on the following July 1st. Officers attend 3 board meetings each year – in November, at the April convention, and during the Summer Leadership Conference. Complete job descriptions are available on the website at www.aauw-nys.org.

Think about members in your branch, people you’ve met at district conferences, or those you’ve talked with at state conventions. There are many skilled, enthusiastic members who can serve AAUW at the state level and gain vital experience. Please submit their names for consideration. If you would like to be part of this

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ONE YEAR AFTER THE MARCH

BY ROLI WENDORF, PRESIDENT

Where are we a year after the Women’s March? It started with women marching in historic numbers, to protest a misogynistic election. The election and march were followed by a year of anti-women policies instituted by the federal government on one hand, and women taking action to create change on the other.

Women are standing for public office in much larger numbers and winning! Women are realizing that they can create change only by getting a seat at the table and being part of the decision making. Women are also raising their voices against sexual assault and how they are treated in the workplace with the “#MeToo” and “Time’s Up” movements.

A year after the march, women organized

again this year to march in large numbers in many cities and towns in our state and across the country in protest. They have resolved to work together to advocate for women’s rights.

This is our moment at AAUW. We have been advocating for gender equity issues for 136 years, and now there is new urgency for these issues across the country. There is new urgency at AAUW as well under the leadership of CEO Kimberly Churches. AAUW is undergoing a strategic planning process to sharpen our focus to a few key areas and enhance our collective ability to make a difference in those areas.

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How Does Your Branch Get Convention Delegates and Why Should You Care? by Loreen Ginnitti, Credentials Chair.

Preparing a Resolution for the Convention by Cynthia Herriott, Public Policy Vice President.

AAUW’s International Work by Gabriela Hoover, Cultural/International Director.

AAUW NEW YORK STATE CONVENTION 2018: MOVING ONWARD, EMPOWERING WOMEN

BY STEPHANIE LEMNIOS, PROGRAM VICE PRESIDENT

The AAUW-NYS Convention is rapidly approaching. It will be held April 20th to 22nd at the Radisson Hotel in Corning, New York. The Convention team is working hard to provide attendees with a program that covers a variety of topics including some fun activities and time to network with amazing AAUW members from throughout New York State.

The Convention will kick off on Friday night with the President's Dinner that will include honoring our 2018 Emerging



Kimberly Churches

Leaders. We are very excited to have Kim Churches, AAUW National CEO, as our keynote speaker. She will talk about *AAUW Mission, Vision, and Impact* as they stand today and potential new horizons. Where are we now? Where do we want to be? How do we get there?

On Saturday, we have a full program that includes several workshops, an *Advocacy in the Current Media Landscape* panel, and a very inspirational speaker, Aasha Shaik. Additionally, there will be an early morning informational walk, an *Evening*

with *Elizabeth Cady Stanton*, and informal networking opportunities.

The *Women's Health Care & Reproductive Rights* workshop will be led by the local area Planned Parenthood Director of Public Affairs and the Planned Parenthood NYS Political Director. This timely topic will address what is happening in the current environment and what actions people can take to ensure that women continue to have access to health care while guaranteeing reproductive rights that are not diminished.

Other workshops being offered are: *Media Literacy – Leveraging and Using Media Effectively in Your Community*, *Being an Advocate at the Local Level-Women Running for Office*, and Gentle Yoga movement activity.

Throughout the Convention, we hope that you will find inspiration for new program ideas and ways to take action in your respective communities. On Sunday, there will be an interactive session, *Taking Action – Power of AAUW Branches*. In this session, members will work in



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Questions and articles should be addressed to:
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Email: focus@aauw-nys.org.

Submissions are accepted at the discretion of the editor. **FOCUS** is a publication of the AAUW-NYS Board.



Do you wonder how you can make a difference in your own community on issues that you are passionate about? Maureen Quigley, from the Seneca Falls Women's March, will conduct an interactive workshop, *A Year After the March - Making A Difference From Your Own Backyard*. The workshop will focus on ways we can ALL be activists, including those who may be shy or introverted. They possess the unique fit of a quieter voice to make their difference.

Would you like to bring more influence to your organization or workplace? AAUW NYS Board member Diane Jablonski will lead an interactive workshop, *Women Getting a Seat At the Table*. Attendees will participate in several exercises to learn new ways to have a stronger voice "at the table." "If they don't give you a seat at the table, bring a folding chair."
– Shirley Chisholm

groups to learn about tools and potential plans that they can take back to their branches.

Don't miss out on what we hope will be an educational, inspiring, and fun convention weekend for all.

It's time for registration – **the deadline is March 23rd**.

Visit www.aauw-nys.org for more information and to register.

Reminder: The submission deadline for the SUMMER 2018 FOCUS is
May 15, 2018.

Please send items to FOCUS Director,
Laurie Eikemeyer at
focus@aauw-nys.org.

AAUW FUNDS: FOR GENDER EQUITY

BY NANCY MION, DEVELOPMENT VICE PRESIDENT

AAUW has a long history of funding, through member donations, projects that further equity for women. In 1917 we started the AAUW International Fellowship Program and in 1951 instituted the Educational Foundation, both advancing educational and professional opportunities for women in the United States and around the globe. \$3.7 million was awarded in the 2017-18 year.

This year's NYS Convention will be celebrating the 40th Anniversary of the "Cornell 11" case that led to the establishment of the Legal Advocacy Fund (LAF) in 1981.

In 1978 eleven faculty women at Cornell University banded together to confront the University that had denied them equal pay and promotion. Raising money to hire a lawyer and pursue a class action lawsuit charging sex discrimination was a huge problem. Friends and colleagues came to the aid of the Cornell 11, who included five coaches and assistant professors of sociology, psychology, anthropology, art, and Russian literature.

Among the Friends of the Cornell 11 were Jennie Farley and Alice Cook, professors in the School of Industrial and Labor Relations at Cornell and AAUW members. Jennie Farley was president of the Ithaca Branch. She and Alice Cook realized that AAUW was the organization that could help the Cornell 11 and all women seeking equal treatment in higher education. In 1980, the Ithaca Branch voted to support the Cornell women and to seek support from National. Although their proposal matched AAUW's mission of equity for women, there was no line item in AAUW's budget that year that could be tapped for such a purpose.

As a direct result of the case, the AAUW



Board of Directors voted to establish the LAF. The Fund donated \$22,500 to their case. Five years later there was an out-of-court settlement to the named plaintiffs and other women at Cornell who had also suffered sex discrimination. The LAF continues to use your donations to fight for gender equity in the workplace.



Aileen Rizo

LAF plaintiff Aileen Rizo will be coming from California to speak to us at the LAF Luncheon at the

NYS Convention. Rizo, who was a math consultant, learned that a male colleague with less experience was hired on the 9th of 10 steps, while she had been hired on the first step. When she filed a complaint, she was told that starting salaries were based solely on the employee's previous wage. She filed suit under equal pay and gender discrimination laws. The District Court judge denied her employer's request to dismiss the case. They decided to appeal. In April 2017, the U.S. Court of Appeals handed down an unfavorable decision. AAUW joined an amicus brief in support of Rizo's petition for a rehearing in front of all the judges of the court rather than only a selected panel of three. On August 29, they granted the rehearing. On December 12, 2017, her petition concerning the permissibility of using prior salary alone to calculate current wages under the Equal Pay Act was reheard by the full panel of judges. What will the verdict be?

Now in the 21st Century, AAUW continues, through your generous contributions to the AAUW Fund, to support projects that are resulting in gender equity for today's women and girls.

AFTER THE MARCH

(continued from page 1)

The New York State Convention, to be held this April 20-22 in Corning, is a wonderful opportunity for us to meet, become familiar with the changes at AAUW, and get re-energized. We are very fortunate to have CEO Kim Church as our keynote speaker at the Friday dinner event. You will learn the latest news and have an opportunity to ask questions on issues of concern.

In keeping with the times, the Convention program as a whole is a call to action, to help build awareness and skills about how we can move women's equity issues forward. We will address several areas where many of us lack skills such as media savvy, how to get a seat at the table where decisions are made, and how to advocate. It is a unique opportunity to learn from experts and one another, meet state and national leaders, and take back new ideas to your branches.

We hope we will see leaders and members from all of our branches at the Convention. We look forward to your participation!

Register by March 23!

**AAUW New York State
Convention 2018**

**MOVING ONWARD:
EMPOWERING WOMEN**

April 20 - 22, 2018
Radisson Hotel in Corning, NY

MEET THE CANDIDATES FOR AAUW-NYS BOARD

BY JANET FORBES, NOMINATING COMMITTEE CHAIR 2017-18
AND DISTRICT DIRECTOR

Nominee for President - Janice Brown

Branch: Jefferson County

B.S., Healthcare Management, South University; MBA, Columbia Southern University.

Janice Brown works as the Sexual Assault Response Coordinator at Fort Drum Army Base near Watertown, NY



Janice's AAUW experience includes serving Jefferson County Branch currently as President, formerly as Membership VP, EOF Director, and as their honored Emerging Leader. She served AAUW-NYS as the former Development VP and EOF Director. Janice served three years on the AAUW National Fundraising Committee.

Other volunteer experience includes Delta Sigma Theta Sorority, Inc., Resolution Center of Jefferson/Lewis County as a mediator and board member, and Union Steward of AFGE Local 400. Janice's volunteer work across AAUW and her extensive community commitments highlight her organizational and leadership skills, self-motivation, and ability to work effectively

to bring people together from a wide variety of viewpoints and experiences. Her

positive attitude, brilliant smile, and upbeat attitude serve her well with team-building, reaching out, and bringing people together.

Comments from her letters of recommendation include

"Janice firmly supports and lives the AAUW Mission Statement in all she does." While a delegate at the AAUW National Convention in Washington, DC, in June 2017, "she was a wizard at networking. She not only worked with other AAUW-NYS delegates but also with National leaders." "I found Ms. Brown to be professional, courteous, thoughtful, and a true "team player." "She is an excellent worker and colleague -- hard-working, creative, and tenacious." "As her impressive resume and known record of service strongly attest, Janice does not shrink from challenges large or small. She is generous with her time and many talents in support of causes she believes in. Janice believes in AAUW!"

Nominee for Program Vice President - Jane Pendergast

Branch: Westchester County

B.A., English and Social Sciences, Harpur College; M.Ed., Cornell University; M.A., English, SUNY Binghamton; M.S.W., Fordham University

Jane Pendergast enjoyed a diverse career which included work as a high school English teacher, in



public relations, fundraising, and management with non-profits, sales of financial software, and editor and Training Director in Equity Research with Standard & Poor's (S&P). After retiring from S&P, she worked as an elder abuse social worker.

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AAUW-NYS ELECTED OFFICERS

President

Roli Wendorf (wendorfr@aol.com)

Program Vice President

Stephanie Lemnios (sblemnios@gmail.com)

Membership Vice President

Barbara Sarver (barbara.sarver@gmail.com)

Development Vice President

Nancy Mion (myown220@aol.com)

Public Policy Vice President

Cynthia Herriott Sullivan (cherri4849@aol.com)

Secretary / Bylaws Chair

Kimberly Blanchet (kablanchet@yahoo.com)

Treasurer

Diane Jablonski (dianejablonski@gmail.com)

DIRECTORS

Administrative Director

Betty Harrel (bharrel28@gmail.com)

College/University Director

Jane Pendergast, (jpendergast2@msn.com)

Communications/Visibility Director

Jean Havens (jhavens@verizon.net)

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Mary Lou Davis (marylouddavis125@gmail.com)
Kimberly Edgar (kimberlyedgar@aol.com)

Cultural/International Director

Gabriela Hoover (gabihover@gmail.com)

District Director

Janet Forbes (jforbes@hotmail.com)

Diversity Director

Suzanne Young-Mercer (smym5225@aol.com)

FOCUS Director

Laurie Eikemeyer (laurie.eikemeyer@gmail.com)

Student Advisor

Elizabeth Brady (edemingbrady@gmail.com)



Jane Pendergast, (continued from page 4)

Jane's AAUW experience includes serving the Westchester County Branch as the past President and currently as Co-Treasurer. She also serves as an active member of their Pay Equity Outreach Group and has facilitated Start Smart and Work Smart workshops throughout the northeast. She serves AAUW-NYS as the College/University Director.

The blend of professional and volunteer experience that Jane will bring to the role of Program Vice President will serve her well. Her boundless enthusiasm, positive energy, passion for women's issues, and demonstrated leadership ability to move projects forward whether as a team member or leader will help the branches and AAUW-NYS continue to move forward with greater mission-based programming.

Comments from her letters of recommendation include "Jane's knowledge of AAUW

initiatives is extensive and would be a huge asset in this position. Beyond AAUW she is very active in advocacy through several collaborative women's groups. These connections and experience would provide an excellent resource for developing the AAUW-NYS Convention program. She is a very dedicated and hard-working person." "Jane is strongly mission-focused. She has made significant contributions to AAUW in a variety of capacities. She brought a strong background in sales to Start Smart and was very effective in marketing workshops to local colleges. She is also an effective workshop presenter." "She is a regular contributor to the work that we do collaboratively with other groups, like PowHer NY, where her insight, energy, and ideas are important assets. Jane has excellent communication skills and can multi-task as needed. She does what she says she will do in a timely and exemplary fashion."

THE SEARCH IS ON (continued from page 1)

venture, be sure to submit a nomination for yourself as well!

Serving on the state board gives members the opportunity to work with other committed women from around the state, see the "big" AAUW picture, and effect positive change. The skills learned will be helpful both in personal and professional situations. Every effort is made to involve women from around the state. You can find the **AAUW-NYS Nominations form** on our website at: <http://aauw-nys.org/wp/index.php/branch-support/forms/>

Complete the form and submit it to Betty Harrel, Nominating Chair. Your help is greatly appreciated!

Deadline for Nominations:
July 16, 2018

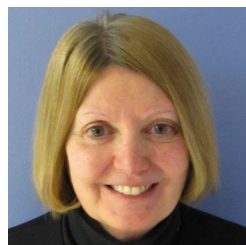
Deadline for Applications:
October 1, 2018

**Women Making
a Difference**

Nominee for Development Vice President - Carol A. Griffith

Branch: Buffalo

New York School for Medical and Dental Assistants; B.A., Community Health & Human Services, Empire State College; MSW, University at Buffalo School of Social Work



Carol works as a Patient Representative at the VA Western New York Health Care System in Buffalo. She has worked in the VA WNY System for over 30 years which has provided her opportunities to hone her public speaking, team building, networking, and fundraising skills.

Her AAUW Buffalo Branch experience includes currently serving as the Scholarship Director and coordinating several

successful fundraisers. Carol is also a former International Relations/Diversity Representative, a Steering Committee member for Sister-to-Sister, and chairperson of Basket Fundraiser. In 2017, Carol was the recipient of the prestigious Branch President's Award.

Carol has served 10 years on the Women's Rights National Historical Park, Inc. Board of Directors. One of her responsibilities is to raise funds for Park events. She has been a committed community fundraiser from a very young age. Carol's lifetime of service to her community in development roles, along with her professional and AAUW work, demonstrates her skills and passion for inspiring and leading people to

create innovative and successful fundraisers.

Comments from her letters of recommendation include "Carol is a hard worker, conscientious, dependable, and completes a job in an exceptional and professional manner. She is a good person to work with, has a nice, pleasing personality, and understands human behavior."

"Carol is a steady and focused worker who always volunteers for tasks. As President of a board, Carol is a person you want on your board. Her ideas are sound, and she has the people and organizational skills to make things happen." "Her passion for helping people is demonstrated on a continuous basis. You can be sure you can rely on Carol to give her best to your organization and the people it serves."

HOW DOES YOUR BRANCH GET CONVENTION DELEGATES AND WHY SHOULD YOU CARE?

BY LOREEN GINNITTI, CREDENTIALS CHAIR

What is a delegate?

A convention delegate is an AAUW-NYS member given the right to vote at the convention business meeting on issues that determine and direct the state board of directors. These issues are usually officer elections, bylaws amendments, public policy priorities, and resolutions.

How do you get to be a delegate?

A delegate is granted voting status in one of these ways:

- appointed/elected by your branch to represent them
- by becoming a member of the state board of directors
- as a member of a standing state board committee – nominating, convention or district directors
- by serving the board as a state off-board committee member
- having served as an AAUW-NYS president

How many votes do we get?

Branches have two or more delegates based on branch membership numbers on February 1st.

BUT – if branch members serve the state board in any of the ways listed above, each one of those members also is given delegate status and therefore has a vote. However, each member with delegate status must attend the convention and can only represent one vote.

As an example – my small branch has two branch delegates but one branch member is an AAUW-NYS board member, two members serve in AAUW-NYS off board positions and one member is a volunteer on the convention committee. That means we end up with 5 potential delegates.

This means that service to or on the state board gives your branch another way to have more votes at the state convention. Therefore, if there is a contested election, or if bylaws, public policy, or resolutions are controversial, you have more influence on the outcomes. So – if an AAUW-NYS officer or committee chair asks you to consider a position, it might benefit your branch to do so.

Who makes a good delegate?

A member of your branch that reads the AAUW-NYS newsletter and your branch newsletter, has attended a summer lead-

ership weekend or a recent AAUW-NYS convention will probably make a good delegate. This could be a branch board member, committee chair, newsletter contributor, or an emerging leader. Even an attentive, dedicated branch member with no particular branch leadership experience can make a good delegate.

How would I know how to vote?

Some branches discuss officer elections and other convention voting issues at a branch or board meeting, giving the delegates direction on what the branch desires. Reading the AAUW-NYS convention newsletter and communications from state board members are all helpful in giving delegates direction on voting. Listening to convention business meeting presentations might be your final source of voting considerations.

Why Should I care?

Elections at the AAUW-NYS convention determine the individuals who are executives on the NYS Board of Directors and the policies that give them direction. AAUW-NYS is also the liaison between the national organization and the branches.

PREPARING A RESOLUTION FOR THE CONVENTION

BY CYNTHIA HERRIOTT, PUBLIC POLICY VICE PRESIDENT

To the membership of AAUW New York State; our Public Policy Priorities for 2015 - 2017 will be extended. They are timely and critical. Additionally, we have a bit more to do in order to move this agenda forward.

Our Branches should continue to feel empowered and move forward with issues at the local levels that have a critical impact on their communities.

I want to remind you that a Branch or member can submit a resolution at

Convention for consideration by the delegate body.

The purpose of a resolution is to focus attention on issues of importance to the mission and vision of AAUW.

The resolution should contain specific and realistic suggestions for action.

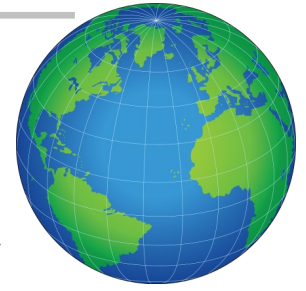
Please first take a careful look at our existing Public Policy Priorities and active resolutions to see if the issue you identify is already covered at aauw-nys.org

All necessary instructions on how to write a resolution for consideration at the NYS Convention can be found on the “governance” page of the website, <http://aauw-nys.org>. The 2018 deadline will be the Ides of March, March 15.

AAUW States and Branches may take positions on state or local issues that are not current AAUW priorities at the federal level, providing those issues do not conflict in any way with AAUW public policy priorities and principles.

AAUW'S INTERNATIONAL WORK

BY GABRIELA HOOVER, CULTURAL/INTERNATIONAL DIRECTOR



Recently, at a Branch event, a member asked me about AAUW's international work. We were all in line waiting our turn at the dinner buffet, so our conversation expanded to some of the other members who, at the time, showed excitement and were happy to hear about it. But as we approached the buffet, the conversation naturally died, and I didn't have a chance to get back to them to share more.

I then realized that not all of us know about AAUW's international work and its importance in shaping the conversation about women's empowerment through education.

So, to help spread the word, the fact is that yes, we do have international programs, fellowships, and grants that are dedicated to women and girls around the world seeking educational opportunities and programs that can help them find their own voice. Actually, in 2017, we celebrated the 100th anniversary of AAUW's first International Fellowship, created to help Latin American women study in the United States.

Personally, I found that was a nice piece of information, since in Brazil, my home

country, the Unifeob University, had been selected as one of the 12 recipients of the Campus Action Program (CAP) Grant. The CAP Grant will help the group at Unifeob to develop a leadership program with the student population, targeting female participation in decision-making committees and boards. They've been so inspired and boosted that at least two members of their group are coming to Washington, DC, in May to learn more about Leadership during AAUW's NCCWSL.



motes programs that address issues of concern to women, hosts international visitors, and promotes global linkages."

As for the international programs offered by AAUW, there are fellowships, program grants, and a load of resource materials about global issues for women and girls. Link at: <https://www.aauw.org/what-we-do/global-connections/international-programs/>

1945

INTERNATIONAL GRANTS

An international grants division of the fellowships program makes its debut. Before World War II ends, AAUW launches a drive to raise funds to bring women from liberated countries to the United States for study.

According to the AAUW National website *"the trend toward globalization and the dominant role of the United States in world affairs inspire AAUW to seek strategic opportunities to increase awareness of issues affecting women and girls worldwide. AAUW fulfills this goal by engaging in targeted activities and projects at every level — national, state, and grassroots. At the national and local levels, AAUW pro-*

For the 2017 - 2018 academic year, there are 53 students in various parts of the globe, recipients of International Fellowships; two fellowship alumnae who now hold grants to develop projects in their home country, and at least one international partner university recipient of a Campus Action Grant. Overall, AAUW dedicated over \$3.7 million in funding fellowships and grants in the US and out of the country. For the 2018-2019 year, the goal is to raise it to \$7 million.

As a former exchange student, I can testify how enlightening it is to experience a different culture, especially during our academic years.

So keep that in mind, and know that when you support the [AAUW Fund](#) you are also helping international programs and fellowships. By doing so, you help knock down walls to make this world a place of tolerance and respect.



1917

FIRST INTERNATIONAL FELLOWSHIP

After attending the Women's Auxiliary Conference of the second Pan American Scientific Congress held in Washington, D.C., Laura Puffer Morgan introduces the idea of a fellowship to help Latin American women study in the United States. The first Latin American Fellowship—indeed the first International Fellowship—is awarded to Virginia P. Alvarez Hussey, a medical student at the University of Pennsylvania. The International Fellowships program has grown to support more than 3,300 women from more than 130 nations.



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MISSION STATEMENT

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

AAUW VALUE PROMISE

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women and girls have a fair chance.

VISION STATEMENT

AAUW empowers all women and girls to reach their highest potential.

DIVERSITY STATEMENT

In principle and practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.

Attention postmaster: Dated material. Please do not delay.
 POSTMASTER: Send all address changes to AAUW Record Office,
 1310 L Street NW, Suite 1000, Washington, DC 20005

SIX ROADS TO SUCCESS

BY BARBARA SARVER, MEMBERSHIP VICE PRESIDENT

An issue facing our local AAUW Branches is the challenge of welcoming and retaining new members. Below are six basic strategies that can be helpful. Most of our Branches are already implementing some or all of these suggestions.

Welcoming New Members

- Create a welcome packet
- Create a new member survey
- Create and send a welcome email
- Host a new member get-together
- Introduce new members at events and in your newsletter
- Assign new members a mentor or a buddy

It's not just us. The *Harvard Business Review*, January 5, 2016, presented an interesting view of association membership. While it primarily addresses business

organizations, some of it is relevant to AAUW.

“According to the American Society of Association Executives – yes,

there’s an association for associations — association membership is declining across the

board. Social networks now provide easy and convenient ways for industry members to find each other and network, and the proliferation of online content has led to vast and often free access to the types of information, insights, and training that professionals used to be able to access only through association membership and industry conferences. Plus, the ASAE has had to address millennial workers who place less value on formal and traditional means of networking, preferring to establish their own relationships in their own ways.”



The AAUW National Board of Directors has voted to put three proposals for bylaws amendments before the membership for a vote this spring.

In April 2018, AAUW members will be asked to vote on amendments to the AAUW Bylaws. Before voting begins, you have the opportunity to comment on the proposed amendments or propose your own amendments and resolutions on the AAUW national website (<https://www.aauw.org/resource/national-election/>).

Make your voice count and have a say in the future of AAUW.