

# STATE CONVENTION 2019 Officers' Reports

## **North Central District – District Director Arlene Lemieux**

The IBC (Interbranch Council) of the North Central District meets in September, November, January, March and May. In the past four meetings, have had presentations and discussions on AAUW's strategic plan by AAUW Director Mardy Stevens, a NCCWSL report by Angelique Montoya of Washington State University Vancouver, STEM recognition report by the Hudson's Bay Branch's Kay McMurry and Time IX overview by Trish Garner and Penney Hoodenpyle. All the branches are represented at the meetings. Branch representatives expressed concern about the future of branches in the strategic plan and in the focus of the national organization.

All branches have several interest groups and various fundraising events. The proceeds from the fundraisers go to AAUW Funds, college and NCCWSL scholarships.

### **Gresham Area Branch - Susan Van Bell**

The Gresham Area Branch has had a very good program year. Our September program speaker was a representative from Oregon Tradeswomen, and, in October, we had State Senator Laurie Monnes Anderson (who is a branch member) speak on issues of importance to seniors. We had a successful silent auction/luncheon fundraiser in November. Our January program was our annual Speakers Luncheon, which featured a panel discussion on homelessness, with Senator Anderson, State Representative Carla Piluso, Multnomah County Commissioner Lori Stegmann, and Metro Councilor Shirley Craddick (all branch members). Articles were published in the Outlook newspaper about our October and January programs. For our March meeting, we hosted a visit by Georgia Applegate and Susanne Harmony. Our members greatly appreciated the opportunity to meet and speak with them. We have participated in several community outreach programs. The branch was a sponsor for the Gresham Spirit of Christmas and hosted a table at the East County Open House. Several members attended the MHCC Scholarship Donors reception to network and meet our MHCC scholarship recipient. We also co-presented a program at MHCC for Women's History Month. We have awarded a NCCWSSL scholarship to an MHCC student. We are working on initiatives to bring in new members and to be more engaged in the community.

### **Hillsboro-Forest Grove Branch - Claire Berger**

2018 was a busy year for the branch with a new President and new branch members. The branch focus was to promote visibility, expand membership, and bring opportunities to members for promoting equity locally.

The Branch recruited eight new members this year through a number of activities such as staffing a booth at the Hillsboro Saturday Market with a t-shirt contest that exchanged emails to receive our branch newsletter for a chance to win a free t-shirt. We also sponsored a membership event at a local hot spot to hear a professional story teller (who eventually become one of the new members) talk about a local woman in history while drinking beer and wine and visiting with members. We brought in eight new members through these activities.

The Branch partnered with Pacific University's Center for Gender Equity to sponsor an event featuring Congresswoman Suzanne Bonamici. The discussion included a panel (of which we were one) asking questions on Title IX and how we might support the Congresswoman's effort to include more women in Congress. We also staffed an information table and attended a meeting sponsored by the Washington County Commissioners to hear a debate between two competing individuals for the Washington County Commission Chair. We were able to meet and collaborate with the League of Women Voters of Washington County as well. Members were encouraged to attend gatherings for local participants in the primaries to promote our Branch and further our public policy efforts.

Branch Programs included: Member Travel; Women and Healthcare; Q and A with local legislators; Strategic Planning; Homelessness; and the Holiday Brunch. The Branch was also actively involved in the 2018 State Conference, Lobby Day, and the Leadership conference in Bend.

Branch members participated in the annual Girls Today Event in partnership with Pacific University for 12-13 year old girls and Let's Read Math, and Girls in Technology Today for middle schoolers.

For the first time in many years, the branch board of directors looked at the branch bylaws and policies. Branch bylaws were brought up to date with national requirements. The policies were organized and updated by board members in light of current practices, and guidelines were added for several annual branch events.

The Branch participated in five fundraising events for 2018: Wine, Chocolate, and Friends at a local winery; Spring Plant Sale; Book Sale; Poinsettia Sale at Christmas; and a very lucrative Silent Auction. We also opened two non-profit accounts under the state Fund Account, one for NCCSWL and one for a non-traditional college student attending Pacific University.

### **Lake Oswego Branch - Pat Squire**

Our Branch Plan for 2018-19 included goals to 1) provide strong programming that supports the AAUW mission, helps strengthen our brand in the community and helps attract and retain members; 2) to strengthen advocacy efforts in support of the AAUW state and national goals; 3) to further fundraising efforts to support the AAUW mission, programs and scholarships, and 4) continue to attract and retain members to enliven our branch and provide future leadership.

Our Program VP provided us with interesting and stimulating programs that fulfilled a number of goals. Presentations included:

- Barbara Spencer, Chair of the Oregon Commission for Women
- A meeting with the Tigard Branch and the League of Women Voters on Ballot Measures
- Kristen Schlotterbeck of Clackamas Women's Services on Violence Prevention in Middle and High Schools (Title IX)
- State Senator Rob Wagner on goals for the legislative session
- Elizabeth Estabrooks on Women Veterans and Intentional Inclusivity

- A partnership with Lake Oswego Reads and a presentation by Luis Balderas-Villagrana, Portland State Student Body President and a “Dreamer” (DACA recipient). This year’s book is The Book of Unknown Americans, about Mexican and Latino immigrants.
- A talk by Jackie Sandemeyer on Title IX

Our Advocacy Group has 10 members who are making plans to support the Equal Pay Bill and offer Start Smart/Work Smart. They distributed mail-in postcards about Title IX proposed changes and regularly provide information at branch meetings. Our ten other interest groups (6 book groups) are thriving and helping us attract and retain new members.

Our finance co-vice presidents have helped us raise additional funds through partnership with the State 501c3 so that donations can be tax deductible. They have also added credit card and Paypal options for branch meetings and event payments and strengthened the MPP process.

We have established a new partnership with Clackamas Community College with a scholarship and additional joint programs and plan to do a Start Smart/Work Smart program.

Our membership co-vice presidents are working with their committee to attract and engage our new members. They are creating a database of members’ skills and interests so that we can better match members with jobs and activities. We have eleven new members so far this year.

Our Nominating Committee is at work recruiting a new President, Program VP and Secretary.

### **Portland Branch - Sue Thomas**

The Portland Branch enjoyed another year of great programs, thanks to our VP Programs and her committee. In May, we held the Honors Luncheon with the installation of officers and a walking tour of Pinkham Millinery by Dayna Pinkham, founder and creator of distinguished, imaginative hats. In August, we held our annual picnic in Tualatin. We had the pleasure of Georgia Applegate, Oregon AAUW President; speak about the AAUW National Strategic Plan. The Branch collaborated with the YWCA and the League of Women Voters to present a dialog about the ballot initiatives. We heard from Dr. Tracy Prince, Research Professor at Portland State University and her daughter about Notable Women of Portend. Kara Sand, Executive Director of Street Roots, a nonprofit that give newspapers to homeless in sell on the streets for their own profile.

The Branch has also done fundraising. At the Convention, the Branch hosted the Silent Auction benefitting AAUW Funds. We had a very successful fundraiser by hosting a play, Eleanor Roosevelt, Across a Barrier of Fear. It was offered to the community and had a full house. This was a benefit to support Portland Community College scholarships. We gave two \$1500 scholarships and still have money left for this next year’s scholarships.

We continue to partner with Saturday Academy and the Girl Scouts in a STEM program called” G.E.T’, Girls Engaged in Technology. We provide staffing for the classes and pay the salaries of the high school teachers who teach under the supervision of Barbara Miner, a PhD in engineering and a great teacher.

We continue maintain a strong relationship with Portland State University (PSU), primarily through the Center for Women’s Leadership and the Resource Center for Students with

Children. We held a program with graduates of New Leadership Oregon and supported their women's leadership training with a \$250 scholarship. The branch was a co-sponsor of a national conference for students with children held at PSU.

Trish Garner will present the Public Policy program in February featuring the AAUW Oregon Legislative Priorities.

In March, our Branch will feature the election of new officers and naming delegates to the State Convention April.

### **Tigard Area Branch - Ilga Ross**

Tigard Area Branch is having another good year by offering programs on economic security and pay equity, holding an innovative fundraiser for our local scholarship, attracting new members, and having a well-attended book group. The branch will celebrate its 40th birthday in May.

Regular monthly meetings were on weekday evenings at the Tualatin Public Library Community Room, a location that provides visibility and accessibility. Programs included a presentation on the Oregon Equal Pay Law, a panel of women business owners, and how to negotiate salary—this year's National Strategic Plan focuses. Prior to the election, we joined Lake Oswego branch for a presentation on the ballot measures. Every program attracted members of the public. Upcoming is a community interest program on animal forensics by the Humane Society.

Our "dark months" meetings were held on Saturday. At the holiday luncheon, newer members shared what drew them to AAUW and longtime members told why they continued to be involved. It was a great "get acquainted" event, as our members range in age from 20 to 85 and include working professionals in their mid-years. In January we showed and discussed "RBG" in the Bonaventure Retirement Community theater. In February, we met at Symposium Coffee on Tigard's Main Street to hear about the Oregon Advocacy Commissions' liaison work between the government, women and communities of color.

For many of our members, funding our local scholarship is both a priority and point of pride. Under the leadership of our membership and finance vice presidents, we held a fundraiser called "Clean Closets for College." Working with Value Village/ ARC and their FUNdrive initiative, members picked up at least 100 bags of donated clothing and household goods, earning over \$600. The Oregon Special Projects Fund made this type of fundraising possible.

### **Northeast District – District Director Lucy Hutchens**

State President, Georgia Applegate, visited Baker City, Ontario, and Pendleton in October 2018. This inaugural tour introduced Georgia to many AAUW members in the Northeast District, and introduced Georgia to a unique part of her kingdom. Details about the tour are in the winter issue of the Oregon News, p. 10.

Branch Highlights:

**Pendleton** has conducted a member survey to establish preferences regarding branch activities, programs, and how the money is spent. It is hoped that the results can be effectively used in increasing visibility in the community, and retaining and attracting members.

Monthly programs have included the yearly staples of potlucks, a holiday wine tasting, and award winning documentary screenings from Helix High School. The problems of nuclear storage at the Hanford Nuclear Reservation, cyber security, recycling, smoke jumpers, and a global exchange program in Indonesia from one of the branch members, rounded out the season of thought provoking presentations. Pendleton's one and only fundraiser is the sale of Texas ruby red grapefruit. Proceeds of over \$4000 supports the operating budget and funds an annual scholarship for a returning student to Blue Mountain Community College. They also support BMCC students obtaining a GED by paying the fee for the required exams. Additional funding goes to EF, LAF and to local STEM activities. This year the STEM allocation and donations from branch members, sponsored 28 middle-school girls to attend a Girls in Science Day in LaGrande, plus an after school science class for middle school girls.

The branch also facilitates the Mother/Daughter Choices program for mother's and fifth to eighth grade daughters, which involves six weekly sessions with a later outing.

Pendleton continues support of their College/University Partner at BMCC. The college Associate group has a staff advisor and a small but enthusiastic membership. They plan a separate activity on Equal Pay Day on Campus while the branch will host a similar activity in downtown Pendleton.

**Wallowa County** branch has set aside funds for awards they give each year to three high school junior and senior girls studying in the Stem fields. The annual Maxine Town Scholarship will be given to three Wallowa high school graduates going to college to study in one of the STEM fields.

The **Baker branch** was very proud that Wanda Raffety was given an Oregon State Honoree award in 2018. They also sponsored a community Candidates Forum before the primary. In Oct., they were pleased to host state AAUW president Georgia Applegate at the branch meeting and in the community. Branch programs included a Christmas social and a variety of presentations including Days for Girls, updated information about new school facilities and new student programs, a program used in the head Start Program entitled Conscious Discipline, and several films highlighting the struggles of the Suffrage Movement.

Additionally, there is an ongoing effort to work with the school district to assist in increasing the graduation rate of young women. There will also be collaboration with the school district to address the alarming prevalence of human trafficking by bringing Nita Belles of In Our Back Yard for a community presentation.

Baker plans to award a local scholarship to attend NCCWSL in 2019 and will plan an event to celebrate the 100th anniversary of women's right to vote.

The district director is making efforts to attain an AAUW college partnership with Treasure Valley Community College in Ontario, with staff visits scheduled before the 2019 convention.

#### **Baker Branch - Darlene Scheler**

The Baker Branch currently has 33 members including the Ontario Satellite Branch. Our branch sponsored a candidate forum in April, 2018. It was well attended and very informative.

One member attended 2018 Oregon Convention. Wanda Raffety was presented with the State Honoree Award.

In October, we had the pleasure of hosting Oregon AAUW President Georgia Applegate and District Director Lucy Hutchens. They attended a meeting and listened to an informative presentation entitled Days for Girl. Georgia presented our branch with updated information on several house bills the Oregon Legislature were presenting for voter consideration.

December presented our members with an opportunity to gather for the annual Christmas get-together. It was a well-attended event which provided the group with an occasion to socialize.

Our branch enjoyed a diverse selection of educational and informative programs including: updated information of our school facilities and new student programs, a presentation on Conscious Discipline used in the Head Start Program, and several films highlighting the struggles of the Suffrage Movement and the struggle for women to attain positions traditionally held by men at a professional and political level.

We are continuing to work with the school district to determine what assistance our branch can do to help increase the graduation rates of our young women, We are working with the school district to bring Nita Belles of In our Back Yard to inform our community, focusing on our middle and high school students, of the human trafficking issues that are alarming prevalent in the US. We will be awarding a local student funds to attend NCCWSL in 2019. We are currently in the planning stages of an event to celebrate the 100th anniversary of women's right to vote.

#### **Pendleton Branch - Elizabeth Scheeler Karen Wagner**

Once again, Pendleton Branch is having a rewarding year. In these busy times, the leadership team reached out to members to help us better understand and meet the needs and interests of current, and potential new members. Our survey, which began with an overview of AAUW's history and many of its national, state, and local activities and achievements, then queried members about their preferences regarding branch activities, programs, and how we spend our money. To date, we have had responses from just under 50% of our members, and an adjunct committee is now compiling the results to share with the branch. This outreach reflects our desire to be more visible and attract new members, but we know we serve an important niche in our community and have what it takes to fill that niche in compelling and strategic way.

Monthly educational programs continue to be popular with our members and, occasionally, members of the public. In addition to our yearly staples - potlucks to begin and end the year, wine tasting in December, and Helix high school students showing their award-winning documentaries, we've had thought provoking programs on the Hanford Nuclear Reservation and cybersecurity and are looking forward to learning global exchange program in Indonesia from one of our members, recycling, and smoke jumpers. In the survey, members suggested other topics that we will hopefully be able offer in future years.

Selling Texas Ruby Red Grapefruit continues to be our only fundraiser and one that our members love because the product practically sells itself. This year we made just over \$4,150. The proceeds allow us to support our operating budget and fund several projects. We upped, by \$200, our annual scholarship for a returning woman student at BMCC to \$1,200. This year the

scholarship was awarded to Shannon Hatley, who is pursuing a nursing degree. In addition, we continue to support BMCC students who are obtaining their GED by paying the fee for the required exams.

Additional funding goes to EF and LAF at \$500 each and to local STEM activities. This year our STEM funds, plus donations from several members, sponsored 28 middle-school girls to attend a Girls in Science day in La Grande last fall, and will be sponsoring an afterschool science class for girls in middle school. Finally, the branch facilitates the Mother/Daughter Choices program, for mothers and their fifth-to-eighth grade daughters, which builds relationships and discusses issues girls experience as they grow to adulthood. The program is six weekly sessions in the spring, with a later outing.

Finally, we continue to support our College/University Partner at Blue Mountain Community College. The BMCC Associate group has a staff member advisor and a small but enthusiastic membership. The group is planning its own activity on Equal Pay Day on campus, while the branch will likely engage in a similar activity as last year at a main street hotspot where members handed out PayDay candy bars with information about pay equity.

#### **Wallowa County Branch - Susan Gilstrap**

We have been very busy in Wallowa County during the past year. We are most proud of the awards we give to three high school junior and senior girls studying in the STEM fields. Once again, we have set aside funds for these important awards.

We also be awarding our annual Maxine Town Scholarship next month. Last year, we were able to give this scholarship to three Wallowa County high school students going to college to study in one of the STEM fields.

#### **Northwest District – Susan Wahlke**

In June I was honored to take part in Tillamook’s installation of officers. It was a fun evening and nice to meet the members, as well as their scholarship recipients. I have been taking part in the Lincoln City branch’s activities. Astoria, Seaside and Tillamook branches stay busy with many worthwhile projects and I hope to take a more active role during the next year. I look forward to meeting with Northwest District members at the annual meeting and getting to know everyone better. I would like to resume the twice a year President’s Circle, as Ane McIntyre did when she was Northwest District Director, and hope to have some possible dates and locations to suggest when we meet in Salem.

#### **Astoria Branch - Liz Bartell**

##### **Informational Programs**

Astoria AAUW presents evening programs throughout the year, in the Flag Room of the Astor Library in downtown Astoria. These programs are open to the public. Notice is provided in the Daily Astorian.

Last year's programs included but were not limited to Voices of Leadership in January, Latina Leaders and Challenges in March, Astoria Arts and Artists in June, Dementia and Memory Care in September, and Immigration Yesterday and Today in November. Jan Nybakke does exemplary work as our program organizer and facilitator.

### Readers Theater – Scholarship Fundraiser

Susi Brown has been taking the lead on readers theater productions for Astoria AAUW for a number of years. In 2018, Susi produced a play called, *The Father*. This is a play about family dynamics when a father has dementia. The informational program on dementia and memory care was offered earlier in the month. The informational program panel included a physician who treats patients with dementias, a physical therapist and other professionals. These speakers provided information and general approaches to help with the challenges and complexity of caring for people who have a dementia.

Topics for readers theater presentations vary. This event requires active and intensive support from the membership. These readers theater presentations are fund raisers for Astoria AAUW's college scholarship fund.

### Candidates Forums

Astoria AAUW co-sponsored candidates forums for the primary and mid-term elections in 2018. The Daily Astorian, and KMUN our local radio station were other co-sponsors. Trish Garner, State Public Policy Chair, AAUW of Oregon and Member of the National Public Policy Committee, AAUW, was the moderator for these two events. The events were held at Astoria High School. Sara Meyer took the lead on the coordination of these events.

### Summer Reading Program

Astor Library has a summer reading program that is supported by AAUW Astoria. Use of the Flag Room which is a part of the library is free to AAUW Astoria, in exchange for its services to the Summer Reading Program. Ellen Silverman took the lead organizing member sign-ups help with the summer reading program in 2018.

### Tech Trek

Astoria AAUW interviewed and sponsored girls nominated by their teachers for Tech Trek camp again this year. In addition, Ellen Silverman, Jan Nybakke and I paid a visit one afternoon to the Tech Trek camp in Tillamook. We visited the girls in their classrooms and had lunch with them. The girls were so engaged in what they were learning. Their dorm and dining room in the 4H Hall at the Tillamook fairgrounds was perfect for a summertime camp. Tillamook AAUW really stepped up to provide tasty and nutritious food. Tech Trek is not all classes and studying. The girls also get to go on some outings while at Tech Trek camp.

Astoria AAUW is concerned about the future of Tech Trek. We understand that the level of financial support for the program is less now than in the past. We are making an effort to understand what this means for the future of Tech Trek and our participation.

### WINGS (Women INTERested in Going back to School)

WINGS is a collaboration of Seaside and Astoria AAUW and Clatsop Community College. This event relies heavily on college staff, because it is held at the College. 2018 marked the 16th year of this one-day conference. It offers attendees the opportunity to learn about getting a GED, job specialty certifications, degrees, financial aid, career directions and more. Free breakfast, lunch and daycare are provided in the hope that this will make it easier for women to attend. The north coast community steps up to support this conference in a big way. We couldn't do without the support of individuals and the business community.

### Other Activities

Astoria AAUW members participate in the SMART reading program for kids. This is a program that helps children with reading skills. In 2018, we also participated in an event entitled, "I Will Vote" This first-time event was an essay contest for kids on the North Coast including Washington. It was a joint venture of Astoria and Seaside AAUW and Indivisible North Coast. Astoria AAUW has two planned social events each year. Typically, one occurs during the December holiday season and the other is in June. In December of 2018 we had a lovely gathering at the Nybakke home. We were there again, in June of 2018. These social events offer an opportunity for our branch to raise a small amount of money for donations to a charity of our choice.

### Officers and Board Meetings

Election of new officers took place in the fall of 2018. Astoria AAUW held board meetings just prior to program meetings. We have been working well together.

Liz Bartell, President Jan Nybakke, VP Programs Sara Meyer, VP Membership Pam Alegria, Publicity and Historian Lauren Wilson, Treasurer Ellen Silverman, COLUMNS\* Jan Horning, Secretary

\*Ellen Silverman moved from the area in late December 2018

### **Lincoln City Branch - Patty Heringer**

The best that I can report on the Lincoln City Branch is that we are valiantly holding our own. An aging membership and a younger population of women immersed with their professional lives speaks to our declining membership. We have revised our membership brochure. We are launching a request for scholarship funds from our community as soon as we have regained our tax-exempt status. We participated in our communities Giving Tuesday in November.

### **Seaside Branch - Cindy Gould**

The Seaside branch is experimenting with having its monthly meetings in public locations rather than private homes and it seems to be working. More people are willing to go to a public place rather than a private home. Our public January meeting attracted more than 30 people with three women interested in joining.

Our February meeting featured Oregon's Women Veteran Coordinator, Elizabeth Estabrooks, with one woman each representing the Marines, the Army and the Air Force. The "I Am Not Invisible" exhibit was also part of the presentation.

We completed our 17th annual WINGS program with the cooperation of the Astoria branch and Clatsop College. The conference was rescheduled due to snow, but we had a good turnout.

This year our branch members reached out to the Seaside High School for ways to help the girls in high school. As a result, we conducted interviews with 40 high school junior girls to help them prepare for college interviews as well as job interviews. The project was well received and we will repeat interviews next year with a possible job interview workshop prior to the interviews.

Seaside's Scholarship Foundation has seen an increase in donations following its annual letter solicitation. In addition, our Foundation President created a new category for \$1,000 donations from corporations and foundations. It was well received with one donation already received. We have also created a new event in April called Movie Dollars for Scholars. Our Seaside cinema was recently renovated to include casual seating as well as a brewery for guests. We will have a private showing at the theatre of Green Book with 72% of the proceeds going to the Foundation. Our Breaking Barriers Award winner is announced at this event.

Our branch is looking forward to the April combination of lobby day and the convention.

#### **Tillamook Branch - Andrea Goss**

Tillamook Branch is growing and busy! In the last year we have had 15 women and one man join our branch; one has already taken the role of Treasurer and another is Co-Chair of our big annual fundraiser, Wine and Chocolate! Many have hit the ground running.

In June we had our annual Tech Trek in Tillamook. Tech Trek is a week-long overnight camp designed to bring seventh-grade girls together to learn, and get excited, about STEM topics. The camp includes core classes and hands-on workshops and exposes the girls to local female role models in diverse STEM careers. This year we will have the camp once again, June 23th – 28th, and members are currently interviewing girls from local schools.

From time to time we host public forums on topics we think are relevant to the community: affordable housing; sexual harassment; human trafficking; ballot measures and candidate forums. And, we always have interesting speakers at our monthly business luncheons.

In September we hosted our Membership Recruitment luncheon with a "Who's Hoo in Tillamook" theme. Many of our new members joined as a result of that luncheon.

In January we held our 17th annual STEM recognition luncheon, awarding outstanding female students from our three local high schools, for excellence in Science, Technology, Engineering and Math. This year we had an inspiring panel of local female women in each of these areas. Yes, Tillamook does have an aerospace company with female engineers! We heard from each of the nine recipients about their goals and ambitions. This annual event is always so inspiring!

Our big annual fundraiser, Wine and Chocolate, will be held April 28th. This is our big shindig, open to all who are interested in helping women and girls with education. Our goal this year is to raise \$10,000 for scholarships for local girls and women. You are all invited!

Spelling bee, rummage sale, book groups, cultural outings, holiday gatherings. These are just some of the things that keep AAUW Tillamook busy throughout the year!

#### **Central District – District Director Theresa Johnson**

In reviewing the past year's activities for the Central District, there seems to be two common threads between all of the branches. First, was an interest in getting voters registered, educated, and participating in our democracy with their vote and second was in supporting, promoting, celebrating, and highlighting women in our communities.

The Central District meeting kicked off the first thread with a “Get Out the Vote” themed meeting. A total of five branches with thirty-one people in attendance heard from two members of the local League of Women voters explaining the State measures that Oregonians would be voting on in the November 2018 election. Then the women broke up into groups by their branches to discuss what activities they could do in their respective communities to help educate and get out the vote.

The ways that the branches supported, promoted, celebrated, and highlighted women in their communities were numerous; from featuring women in business and the military to honoring women from history and participating in marches to support women’s causes. Read the following reports by the Central District branch presidents to learn about the many ways their branches supported women.

### **Albany Branch - Barb Horn, Vickie Staffelbach**

The Albany Branch of AAUW started off the 2018-2019 year with a lot of enthusiasm. We sent our Co-Presidents Barb Horn and Vickie Staffelbach to the Summer Leadership Training in Bend to network and learn about all of the exciting things going on in the state.

Our branch hosted the Central District Meeting in Albany in September with the theme of “Get Out the Vote”. We continued that theme by staffing a table at the Albany Farmer’s Market on two Saturdays. The goal was to remind people to vote and to help get people registered to vote. We also co-sponsored several successful forums with the League of Women voters and members hosted candidates in their home for meet-and-greets. Our Public Policy Chair, Christine Webb and Newsletter Editor, Vickie Staffelbach kept our social media and communications full of information informing our members on upcoming measures and the stance that AAUW was taking on these. Finally, in October, our branch had a very successful fund raiser (pie sales) to fund our mission-based programs. We raised \$1469. We also awarded two \$250 scholarships to Linn-Benton Community College students who are not eligible for all types of Federal Financial Aid.

In November, we co-sponsored the program “I Am Not Invisible”, highlighting women veterans (<http://www.iani.oregondva.com/>), with LBCC’s Veteran Resource Program. Elizabeth Estabrooks was our speaker. During this event we continued our commitment to helping others by collecting donations for the Linn- Benton Lunch Box. We also were able to collect \$600 for an impromptu Scholarship Fund for a Woman Veteran at Linn-Benton Community College. November also saw the loss of a long-ago member – Mary Margaret Smith- Watson – aka Meg Smith. She was an active member and started in the 1980’s. She would have been 98.

Our STEM Committee had a great visit with the SWARM (South and West Albany Robotics Team) at their Open House in November. It was refreshing to see girls working with power tools alongside the boys.

In January we were proud to announce that we had contributed \$1,785 in 2018 to the AAUW National Funds. Our Branch Meeting included a STEM program by the leader of the Maker’s Club at the Albany Public Library. We were able to do some hands-on experiments.

In February, members visited Airlie Winery, a woman owned business, and in March, our members and LBCC students watched the documentary entitled “RBG”. At another program in March we had a woman firefighter who talked about women in non-traditional careers.

The Albany Branch headed up the on-site registration at the State convention in April, and in May we will be finishing out the year with our annual membership brunch.

### **Bend Branch - Sharon Keating**

#### Membership

- Bend Branch membership: 56 active members; 6 life members, 3 dual members
- This is a declining number – in some cases due to the age of our members

#### Public Policy

This year began with Marge Biggers (Online Branch President) and Sharon Keating going to the Joint Committee for Student Success (Listening Tour) held in September in Redmond to testify before the committee about AAUW's concerns about the plans for Title IX and the lack of designated personnel or funding for the district to support the program.

- Bend Branch has published the AAUW petition for IX in emails and or news letters to our branch members as well as discussing it in our monthly meetings.
- Our newsletter and meetings were used to present information about the ballot measures and the recommended vote.

#### Programs

- We have moved our regular meetings to Aspen Ridge Community Room which will be free of charge to our members.
- The Focus of our programs at our monthly branch meetings have mainly revolved around women in different rolls in our society:

#### September:

- Tech Trek camp presentation
- Speaker Stephanie Morrison camp presenter and student camper October:
- Women in Government –
- Speaker Sally Russell – then Bend City Council (elected Bend Mayor in 2018)
- Ballot Measure recommendations presented

#### November:

- Remembering Women on the Home Front (WWII) at the Bend Historical Society (field trip).
- Artifacts were shared as well as personal and family experiences
- Very interactive January:
- Teen Pregnancy
- Including a tour of the Bend High School support program (field trip) February:
- Women in Readiness
- Speaker Judy Warren Physical Geologist discusses ways to prepare for disaster relief March:
- Women take the Stage: Cricket Johnson
- Playwright discusses her experiences writing her play "Lost Virginity Tour" April: • Women and the Need for Care:
- Field trip to Bethlehem Inn
- Gwen Wysling director describes the program for needy families and leads a tour of the new facility May: • Women in Literature

- Bend member, Jane Kirkpatrick presents “weaving the Stories of Our Lives”

Tech Trek This year we will again sponsor a Tech Trek camp for Middle School girls in the STEM field. It will be held on the Bend Central Oregon Community College (COCC) campus with 44-48 students attending. Kathi Dew is the coordinator and Stephanie Morrison will be the Camp director. Curriculum planning is underway and should be completed late March of 2019. We will select and register students by the end of May. Each camper family will contribute \$50 of the expected \$900/camper cost down from last year. We have a healthy carryover from last year and are fundraising for the remainder

Interest Groups We have an active interest group program to facilitate knowledge and interaction among members: Great Decisions, Evening Book Group, Theater Group, Wine and Dine/Happy Hour Group

Website is up to date and available online: <https://bend-or.aauw.net/>

### **Eugene-Lane Branch - Wendy Cook**

Held two general branch meetings and a holiday brunch:

- November speaker: Lindy Smith, Eugene Police Department VIP Program Manager
- December holiday brunch, featuring a local group of hand bell performers
- January speaker: Ellen Notbohm, award-winning Portland author of “The River by Starlight”
- February speaker: Eugene Mayor Lucy Vinis – City priorities – housing, homelessness, sustainability

Various membership initiatives:

- Welcomed several new branch members – four or five, I believe
- Created a one-page “New Member Quick-Reference” to share with new branch members.
- Assigned each of the new members an existing-member Buddy to connect with.

Administrative:

- Established our nominating committee for spring branch leadership elections.
- Continued to consider updates we might like to make to our branch policies.

Interest Groups:

- Operated our existing interest groups (Out to Lunch, Book Club and Bridge Club)
- Launched two new interest groups in February, including designating group leaders for each (Great Decisions and Dining Out)

Continuing to celebrate Kappy Eaton’s life and legacy:

- Shared the news about a Common Cause Kappy Eaton Legislative Fellowship, encouraging interested candidates to email Common Cause’s Kate Titus ([ktitus@commoncause.org](mailto:ktitus@commoncause.org)).
- Continued conversations on how we’ll participate when the state legislature honors Kappy with a state resolution on April 25th.
- Learned of a bequest Kappy has left our branch!

Miscellaneous initiatives:

- Met with our new Florence member to plan a Florence outreach; created a flyer for posting around Florence to solicit additional interest.

- Added a “community news” section to our newsletter, for members to share opportunities of interest.
- Announced availability of Washington Women in Trades “Women of Mettle” 2019 Calendars, featuring Oregon’s “Rosie the Riveters, including branch member Judy Greer.
- Sponsored a 2019 Kidsports Girls Basketball team to encourage girls’ sports.
- Collaborated with our church venue and Lane County in a plastic recycling initiative.

National program participation:

- Raised \$915 for the annual AAUW National Funds program.
- Promoted National’s agenda items, including “Work Smart Online.”

State program participation:

- Nominated UO Professor Jennifer Freyd for Oregon’s Breaking Barriers Achievement Award.
- Participated in a statewide report on STEM activities; shared resulting report with members.
- Planning for April convention and lobby day; and summer retreat in Monmouth.

### **Salem Branch - Mary Ellen Dello Stritto**

The Salem Branch held its fall Membership Social on September 22nd at the Gaiety Hollow Historic Home and Gardens in Salem. Members and guests took tours of the home and garden. Gaiety Hollow is owned by the Lord & Schryver Conservancy and was built in 1932 by renowned landscape architects Elizabeth Lord and Edith Schryver. Lord & Schryver were the first all-women landscape architecture company in the Northwest.

On September 29th, members continued our 10 year tradition of walking as a team in the Discover Pink Walk in Salem. This walk raises funds for clinical breast exams for women in Marion and Polk County.

In October 10th, a couple of our members hosted a birthday celebration for Eleanor Roosevelt. Claudia Gray came to speak about AAUW funds. The celebration raised over \$2000 for AAUW funds.

The branch continued a five-year tradition of co-programming with The League of Women Voters. For our public policy event on October 17th we jointly hosted a Ballot Measure Forum on the statewide ballot measures. We had a great turnout for this event at the library in Salem.

On January 19th the branch participated in the Women’s March, Salem. Thanks to the help of new member we had a table at the event this year. Our table was a huge success. We talked with many people in our community who were interested in learning more about what we do. It was a fantastic outreach opportunity in which we had 59 people sign up to get more information. After the march we had a great branch gathering at a downtown restaurant.

Branch President, Mary Ellen Dello Stritto and Dolores Mlynarczyk (Membership VP) gave a presentation for the MBA and undergrad Economics students called Pay Equity and Salary Negotiation on February 7th at Willamette University. The presentation was well received by a group of about 25 women.

In honor of Women’s History Month, the branch has launched our second Speech Trek program. This is a speech contest for 10th and 11th grade girls in Salem and the surrounding area. The

2019 contest theme is Positive Change for Women. Contestants are asked to prepare a persuasive speech focusing on one of the following topics:

1. Pay Equity - Why does pay equity matter?
2. Who is the most influential woman leader since 1900?
3. How have women been portrayed in the media in the past and how should that change.

This event will be held on March 16, 2019 at Chemeketa Community College.

#### **Yamhill County Branch - Linda O'Hara**

In May 2018, an informational meeting was held to see if there was enough local interest to form a new branch. A goal of ten people was set, and we got it.

A letter dated July 25, 2018 from AAUW national leadership welcomed the AAUW Yamhill County (OR) Branch to its powerful grassroots community.

The first opportunity for us to get involved was the AAUW Oregon summer leadership retreat in August. Since that time, we have held four branch meetings and one get-together to discuss just what it is we hope to accomplish. Our membership grew to 16!

Our first public event was "Get To Know Us" in February, with hope of attracting new members, and let the community know AAUW has returned. A speaker and refreshments highlighted the event. We used "Shape the Future Membership Campaign" in hopes the discounted national dues would entice new members to join on the spot. Four people joined our branch that day, with one more choosing national membership only.

Looking ahead:

- We will be partners with a student group at Linfield to increase awareness on issues concerning not only women but students in general. The group is Students Advocating for Gender Equality (SAGE) and their interests include Title IX and sexual assault awareness. There are plans to co-sponsor events with them, such as for Equal Pay Day on April 2, along with hosting a Start Smart salary negotiation workshop before school is over in the spring.
- A social aspect has been discussed, to meet informally in an effort to get to know each other; many members are new to the area. As of this writing, plans are in the works to try this in March, with the next branch meeting scheduled for later in April.

We are excited to be here.

#### **South District – District Director Joan Rycraft**

The South District Director position has changed over the past year. Mimi Pippel of the Ashland branch began the 2018 term and had to step away due to family needs. Barbara Paulson of the Grants pass branch stepped up and led the District until October of 2018. Joan Rycraft of the Medford branch was nominated and appointed to complete the term of the South District Director.

Barbara Paulson wrapped up her appointment with a well-attended South District Meeting held October 12, 2018 at Tap Rock in Grants Pass, Oregon. The major topic was a Title IX panel discussion presented by three Title IX Coordinators from southern Oregon schools. Meeting participants were brought up to date on Title IX laws, current practices of enforcing Title IX and challenges facing the schools. The panel brought forth a lively discussion period. Additionally, Maguerite Damewood, State Communication VP provided a lesson on Google Drive for all participants.

The South District Branches have been very active over the past year. Following are the highlights of each Branch.

#### **Ashland**

The Branch is planning for its biannual Upscale sale and continues Salons to fund a NCCWSL scholarship. Maintains a variety of interest groups for the members. The branch has a very active Public Policy Team. Participated with Grants Pass and Medford to establish a Start Smart workshop for RCC and SOU students.

#### **Grants Pass**

Maintaining membership and offering a wide range of programs at branch meetings. The branch holds recognition events for scholarship recipients and incoming and outgoing branch leadership. The active interest groups assist in hosting the monthly branch meetings. A kitchen tour is an annual fundraiser to provide scholarships. The branch co-hosts Girls Rock, a community event for girls on STEM, participates in the evaluation of scholarship applications, and had a booth on Equal Pay Day. Members participated in a leadership retreat, attended the State Convention and Summer Leadership retreat.

#### **Lakeview**

The Branch is holding well-attended monthly meetings with a broad variety of programs. They host a Candidate's Forum prior to upcoming elections, a silent auction to fund scholarships, a Lake County High School Senior Brunch for graduating students.

#### **Medford**

Monthly branch meetings present a range of programs. Fundraising includes a Tea Party, Theatre Night, and an annual Garden Tour for scholarships. Planning is underway for a Fall 2019 Hoe Down in partnership with a local winery. The branch hosts an annual scholarship luncheon for recipients from RCC and SOU as a culmination of the fundraising efforts. Branch meetings were re-structured to short programs of interest and mission based featured programs. Business is conducted at monthly board meetings with minutes provided to all members.

#### **Roseburg**

Monthly meetings proved an interesting mix of programs presenting various local organizations and current topics of interest. Individual members contributed generously to AAUW funds. Membership is holding steady and the branch goal is sustainability.

#### **Ashland Branch - Gretchen King & Sandy Theis**

Fundraising:

Our local dues do not cover our annual expenses primarily because of the expense of renting space and parking for branch meetings at SOU. Our answer has been to hold a biannual

fundraiser. May 2019 we will hold a large garage sale (which we are calling “an upscale sale”). We expect the whole branch to be involved in collecting, displaying, sorting, or pricing items or cleaning up. A similar project 2 1/2 yrs ago raised \$10,000 so we are hopeful to have another financially successful event. The first \$2000 will be used for operating expenses for 2019-20 and 2020-21 and the remainder will go into our scholarship funds for women at SOU and RCC.

Several times a year we hold a “salon” in a member’s home to raise money for a NCCWSL scholarship for an SOU student. At these salons with wine and appetizers, one member with a particularly fascinating story is the featured speaker. We charge \$15 for members to attend. This fall Ashland resident and AAUW member, Alaya Katani, founder of KAWS (Keep Ashland Women Safe), was our guest.

#### Work Smart Workshop

We have a committee that has been meeting with members from Medford and Grants Pass to try to establish a Smart Start or Work Smart workshop for RCC and SOU students. It has been very difficult to get either institute to commit any funds to support the project. We feel it is important for the colleges to step up and help support the cost of the program at some level and establish their commitment to the program. SOU has stated they have great difficulty in getting students to participate in any outside activity so this has been another source of discussion. Our committee is quite excited about the Work Smart program and AAUW national’s effort to train a million women in salary negotiations and we will continue efforts to bring this program to southern Oregon.

#### Branch directories

Each year we print a directory with members names, addresses, and contact information. For the first time this year, we included photos beside most of the names to help members recognize each other. This was possible because of the generosity of one member and her husband who took all the photos for free. The new directories are quite attractive and members were all impressed.

#### Strategic Plan

Our branch has a strategic plan which we update about every two years. The goals in the current plan are (1) advance equity for women and girls (2) enhance members’ experience in our branch and (3) be efficient and effective in all that we do. With the update of national’s strategic plan, we are in the process of aligning our priorities with those outlined by national.

#### Public relations

Our local paper “Ashland Daily Tidings” now provides space quarterly for an opinion piece from AAUW. Our Public Policy team has been responsible for these submissions. We also have a liaison with the Ashland Chamber of Commerce who publicizes programs and activities.

#### Interest Groups

To maintain the vitality of our branch we feel it is important to provide social opportunities. We have a varied and well attended selection of interest groups which meet throughout the year. They provide a setting for intellectual stimulation and a chance to cultivate and strengthen friendships within the branch. Members are encouraged to form new groups as interests dictate. Under the category of Arts and Language we have 5 interest groups (i.e. play reading,

operas, Shakespeare study), 7 book groups which vary by meeting times and genre, plus 4 generic categories (potluck dinners, genealogy, board games, and knitters and stitchers).

#### Public Policy

Our Public Policy team continues to be a vital arm of our branch. They coordinated the January branch meeting which featured Jeff Golden out newly elected state senator as speaker. The meeting was well attended by members as well as guests. Public policy also encourages members to attend Lobby Day and contact the legislature in support of bills important to our mission.

#### **Grants Pass Branch - Lee Bollschweiler Suzanne Wicklin**

2018 was a great year for the members of the Grants Pass AAUW Branch with outstanding programming, wonderful community outreach projects, and successful fund raising. Our connections with each other and the community were strengthened through interest group meetings, branch meetings, and community participation events. Despite an aging membership and societal challenges, we stayed strong and continued to thrive!

#### Membership:

Our membership continues to hover around 130 women. We lost about 12 members due to deaths/illness, change of interests, and members moving out of the area. We gained about 12 new members over the last year with the majority joining during our annual Fall recruitment period. We've increased our efforts to make new and returning members feel welcomed by updating our membership materials, adding greeters to our monthly branch meetings, and holding new member gatherings.

#### Monthly Programming:

Thanks to our wonderful Programs VP and her committee, we enjoyed a wide range of wonderful programs throughout the year at our monthly branch meetings. We were exposed to issues at the local, state, and sometimes national level. Some examples of our wonderful guest speakers include:

- Detective Heather Yerrick, Grants Pass Department of Public Safety, speaking about "Saving Children Takes a Village"
- Susan Moen speaking about "Title IX: Schools as Targets and Kids at Risk"
- Karen Caskey speaking about her organization, Welcome Home Oregon that provides options for post- prison women
- Trish Garner speaking about "AAUW Policy Talk is NOT boring!"

In addition, our Program Committee organized three branch meetings devoted to "celebrating" and "breaking bread together". In May 2018, we held our "Scholarship Recognition Banquet" that celebrated our RCC scholarship recipients, followed by recognition and thanks to our outgoing Board members. In September 2018, we kicked off our year with the annual "Welcome Back Brunch" at which time we introduced the incoming Board members, presented our plans for the year, and recruited interest group members. In December, we had a lovely catered holiday party that included beautiful music by the local high school choir.

#### Interest Groups:

AAUW Grants Pass has 19 active interest groups that met over the year for a wide range of common interests. We have 4 book groups, a myriad of dining and cooking groups, 2 wine groups, movie and theater groups, a variety of crafting groups, and groups that travel/adventure together. This is separate from our all our committees that meet to support a project or administrative purpose!

This year we decided to get interest group members more involved in the monthly branch meetings by asking each interest group to assist at one of our meetings. Interest groups brought lovely snacks to their assigned meeting and also provided help with welcoming, setup and cleanup. Not only has this new process made the monthly work of a branch meeting easier, but we've met more members along the way!

#### Community Outreach:

Annual Kitchen Tour: The 14th Annual Kitchen Tour was held on October 20, 2018. Thanks to an outstanding Kitchen Tour leader and her amazing committee, we fielded another successful tour! The Kitchen Tour is our only FUNDRAISING EVENT for both local RCC scholarships and for our donation to AAUW Funds for scholarships grants and fellowships. The tour net over \$10,000 this year bringing the total we have raised in 14 years to over \$135,000. Our total includes funds raised through ticket sales, advertising, silent auction, and our craft-fair.

Girls Rock!: The 10th annual Girls Rock! was held on February 24, 2018 in conjunction with co-sponsors Grants Pass Soroptimist Branch and The Grants Pass Zonta Branch. Girls Rock is a free event to the community for girls (aged 9-13) and a parent or guardian to have fun while learning Stem Related subjects. This year we had record breaking attendance with over 220 young women and their parent/guardians participating in 12 different workshops from Programming a video game, creating bead work in Binary to how bats use echolocation to navigate their world.

RCC Scholarship Reading: For the fifth year in a row, AAUW Grants Pass members generously volunteered their time to help RCC evaluate scholarship applications. 16 members of the Grants Pass Branch joined our Scholarship Committee in March and each volunteered 4-5 hours of their time to read and evaluate RCC scholarship applications. RCC receives about 400 student scholarship applications each year and recruits over 250 community members to read and rank these applications. All application reading is done online so members can read and evaluate applications from their own computer at home. (Members of that committee ultimately gathered for one face-to-face meeting to select the 5 finalists who each received one of our \$1500 scholarships for the 2018-2019 school year!)

Equal Pay Day: On April 10, 2018, 8 members of our branch took turns manning a booth at Club Northwest to distribute information about Equal Pay Day as well as AAUW.

#### Leadership:

Annual Roundtable (aka Grants Pass Leadership Retreat): On July 7, 2018, our Executive Board met for our annual, full-day retreat to evaluate the previous year and plan for the year ahead. We reaffirmed our goals for the upcoming year, identified successes, and brainstormed new events and processes. One of our main focuses was how to get more members involved with our Branch activities, committees and interest groups.

State Convention: Grants Pass had 10 women attend State Convention in Hillsboro in April, 2018. As always, we provided two generous baskets of wine from southern Oregon for the silent auction, as well as a dozen sets of beautiful jewelry crafted by our beading interest group.

Summer Leadership Retreat: 6 women from Grants Pass attended the summer Leadership Retreat at OSU Cascades campus in Bend in August 2018. At this meeting, member Georgia Applegate took over some of her first duties as the new State President the year. Supporting her this year is GP member Susanne Harmony. Another member Marguerite Damewood took over as the new State Communications Chair.

### **Medford Branch - Dee Wittenberg, Carol Koszyk**

Our monthly branch meeting speakers covered various topics: de-cluttering, the county library system, global issues, and WW II women air service pilots,

A special Tea Party fund raiser provided \$5,695.00 for scholarships for women attending Rogue Community College and Southern Oregon University.

Assistance was provided for a high school senior who was focused on empowering 4th and 5th grade girls with 6 weekly sessions at a local elementary school for her senior project.

A luncheon to honor each of the seven RCC and three SOU students with \$1500 scholarship was held.

We had our annual garden tour to support college scholarships for the next school year. Ticket sales, ad sales and a raffle (minus expenses) brought in almost \$7,700.

Updating of job descriptions was initiated as well as progress toward archiving years of files.

Website updating with a focus on using PayPal and creating a "Members Only" section began progressing.

### **Roseburg Branch - Betty Mack, Nanci Carter Slattery**

The branch was formed in 1953 making this our 65th year. We meet in the evening of the first Tuesday of each month (September through June) in the basement of a National Register recognized Methodist Episcopal Church. The structure is now the site of Jasmine's Catering. Jasmine Sitt, a branch member, provides our dinners each month.

We lost Corinne McTaggart, a life member this year. We have 23 members.

Our September meeting was in the nature of a celebration. The city of Roseburg has been in the process of renovating what was the Douglas County Library to become the Roseburg Public Library with the structure to be shared with the Educational Service District. Kris Wiley, hired July 1 as librarian, spoke about the renovation process and plans for the use of the structure. The Roseburg Public Library opened to the public the last week of December 2018.

In October, Ken Carloni, recently retired professor at Umpqua Community College, spoke of his program of field classes in science, The Value of Ed-venture.

In October, Brandy Osborn, Principal of Phoenix School, spoke of the programs this alternative charter school provides for students from diverse background in grades 8-12 preparing for college.

The Umpqua Valley Arts Association housed in a National Register recognized Veterans Hospital (100 years old in 2018) has been going through changes in leadership. In December, Emily Brandt, newly board president, spoke to us about that reorganization, new staffing and plans for use of volunteers.

In January 2019, Patrick Chaney, an attorney from Douglas County Legal Aid, told us about the structure of legal aid services across the country and of the particular issues and wider program concerns handled by the Roseburg office.

We feel fortunate to have Charles Young, history professor at Umpqua Community College, bring us the program on Black History in Oregon for February.

We are in the process of finding a speaker on the subject of Theater in Douglas County. We plan programs for the year in August to have yearbooks available in September for the members. We have had to readjust in 3 instances so far (December, January and March). Plans change; we adjust.

Jenny Carloni, a branch member and the president of the Umpqua Valley League of Women Voters, will tell members of a trip she and Ken took to Ukraine, Slovenia and Italy last fall.

Programs in May and June will feature Leanne Jorgenson, who started a Montessori School in the First United Methodist Church this year, and Charlene Stutes, head of the local Family Development Center.

We are proud of our contribution of \$755 to AAUW Funds attained by individual contributions from members. We enjoy learning about our community and hope we can continue to maintain Roseburg

### **Online Branch**

#### **Officers**

President: Marge Biggers Finance VP: Margaret Drummond Membership VP: Maggie Burton

Webmaster: Hank Stevens Secretary: Penney Hoodenpyle

Meetings by telephone conference call at 7 PM second Tuesday in September, November, February, and May.

Members: 24 from around Oregon

Each meeting four members submitted written summary reports on the following AAUW publications: Mission In Action, LAF, In The Statehouse and Washington Update. This has provided current information on AAUW advocacy and stimulated lots of discussion.

Programs this year focused on AAUW advocacy.

In September the branch members heard from a member Gini Dideum who presented the AAUW of Oregon Equal Pay Tool Kit to a local Rotary and Development Association. The branch is exploring ways to get this excellent resource translated into Spanish.

In November the branch members had a lengthy discussion on racism based on a TED Talk entitled The Symbols of Systemic Racism and How to Take Away Their Power by Paul Rucker.

In February Mardy Stevens presented the new National AAUW Strategic Plan. Every member was challenged to do the Work Smart training program.

In May four branch members will present the following books: So You Want to Talk About Race, The Soul of America, American Hate, and Give Us The Ballot.

Other items:

- NCCWSL: Branch members contributed to the new Online NCCWSL account in the Special Projects Fund. \$800.00 was given to a student for expenses.
- Two members submitted a nomination for the Breaking Barriers Achievement Award.
- Several members will attend AAUW of Oregon Convention and we will meet "in person". Members will collect monies to contribute to AAUW FUNDS.
- Bylaws update will be completed in May.

## **State Officers Reports**

### **State President's Report - Georgia Applegate**

This report is a reflection of the less than one year of my two-year term. It has been a time of enlightenment and learning, travel and fun, frustration sometimes and challenges, joy and satisfaction, wonderful personal interactions and enrichment. I have been open to it all and grown through it all.

There is much to learn about this AAUW of Oregon organization, including how it interacts with National AAUW and with individual Branches scattered around the state. Technology helps us interact with one another when we are not able to physically meet. It also helps us organize and keep our records in a central virtual location available to any leader wherever they are in the state. We are making good progress in using Google Drive, one of the best backup options around.

<https://www.reviewgeek.com/13052/google-drive-has-quietly-become-one-of-the-best-backup-options-around/>

Recently I became aware that using technology is a good option for meeting even in the same community when members are "snowed in". We are in our second year of using ZOOM for both Executive Committee and Board meetings. Officers may join via computer or phone. With computer we can see each other. The Public Policy Committee also uses ZOOM.

By the time of the 2019 convention I will have visited 7 out of our 24 branches. Last October, my husband, dogs, and I spent a week guided by NE Director Lucy Hutchens in the NE District of Oregon visiting Baker, Pendleton, sight-seeing, and having a grand time! I even spoke to a local PEO chapter and a Kiwanis Club while there. Sue Klumph, incoming Co-President-Elect, and I were all set to visit WINGS in Astoria on Feb. 9th with Pat Lehman, incoming Co-President-Elect, but were snowed out when it was cancelled. Well, maybe next year...

I receive newsletters from Portland, Bend, Salem, Gresham, Grants Pass, Hillsboro-Forest Grove, Eugene-Lane, Tigard, and Tillamook and I read every one of them when they come in. I enjoy them all. I also read about all the vibrant activities happening in our branches in the yearly reports by the branch Presidents. We are indeed active women doing many things to improve the lives of women and girls in Oregon.

With the help and guidance of our Governance Co-Chairs Betsy McDowell and Claudia Gray, we faced, head on, the issue of the few rural branches in our state that wanted to include women who did not have a degree but who support AAUW's mission in their branch. In the winter issue of Oregon News, we published wording regarding "community supporters" that all branches in the state could use if they wish to do so.

Kathy Gervasi came on board as our STEM Chair to coordinate all things STEM in our state. She produced a report to the board in January and to all branch Presidents of the status of all STEM activities in our state. She works with the Tech Trek in Tillamook which serves about 36 girls. We also have a Tech Trek in Central Oregon planned by the Bend Branch which will serve about 48 girls in 2019.

As you may have heard AAUW, as part of its work on the Economic Security goal of the Strategic Plan, is encouraging every member to take the online Work Smart salary negotiation workshop. Although many folks may no longer wish to negotiate a salary, we ALL want to negotiate SOMETHING with SOMEONE in our lives. Therefore, I encourage all to take this online course (about an hour) and take what you can from it. Nancy Thomas, our Smart Start/Work Start Chair is on top of this. She will head up all of our state efforts in this area.

The State Meetings Study Task Force, chaired by Ilga Ross, was formed by then President Kathi Dew in 2018 to gather information and make recommendations regarding state meetings (conventions, retreats, trainings). The task force met once in September 2018 and continued their work online, with progress reports prepared for the state board meetings. The task force explored the purposes of state meetings, identified problems related to planning and holding meetings, and reviewed the member surveys and current guidelines. The task force recommends a restructuring of tasks to make putting on a state meeting simpler and more flexible. A final report from the task force will be presented at the 2019 convention business meeting.

Our state goals are: The advancement of equity for Oregon's women and girls through advocacy, legislative participation and Branch public policy actions

AAUW of Oregon will provide leadership training and resources to branches in the state.

Trish Garner, Chair, and Shilpi Banerjee, Vice-Chair, of Public Policy Committee effectively lead this committee in its work all year long. I serve on this committee along with representatives from each district of our state. This committee is very busy since this year is the long session for the Oregon legislature. Remember to use the EQUAL PAY TOOL KIT available on our website (<https://aauw-or.aauw.net/oregon-equal-pay-tool-kit/>) to inform as many people as possible about Oregon's EQUAL PAY LAW, the major provisions of which took effect on Jan. 1, 2019. Huge thanks to Shilpi Banerjee who effectively chaired the subcommittee that produced the EQUAL PAY TOOL KIT and who is chair of arrangements for LOBBY DAY 2019!

Pat Squire, incoming Program VP, is already working with Linda Lybecker, Program VP, on the Summer Leadership Conference to be held on July 12-14 at Western Oregon University in Monmouth. It will focus on our second goal above. It will be all about LEADERSHIP, both for personal leadership and for leaders to bring back to their branches to grow leadership there. During the Board meeting on February 6, 2019 the board voted to authorize \$200 per branch towards branch member(s)' attendance fees at the Summer Leadership Conference. Each Branch President will need to determine which member(s) will be covered by this funding.

As I look forward to the rest of this year and beyond, I see an increasingly positive picture for our organization, our state, and our country. We have more people interested in working to make a difference for the betterment of all of us, especially women and girls. Activism is a good thing. Our organization has strong leadership with good ideas and it is open and responsive to our membership. Members are welcome to contact state leaders either through their branch leaders or via the state website contact page. <https://aauw-or.aauw.net/member-center/news-links/contact/> Onward!

### **State Communications Vice President - Marguerite Damewood**

During my first year as State Communications VP I have learned a great deal and plan to continue learning and improving communication state-wide.

This year I have gathered updated information and edited the AAUW of Oregon State Directory. I have distributed the directory to AAUW Oregon branch contacts, placed it on the state website and on AAUW Oregon's Google Drive. I have updated it when changes are necessary.

As Webmaster I have routinely updated the AAUW of Oregon Website by adding new documents, editing, and revamping outdated pages as needed. I have communicated with national AAUW site-resources in order to add more complicated material to the website. I have also updated AAUW Oregon's Facebook page regularly.

I receive and lightly edit and organize articles for issues of the Oregon News and after the editing and proofreading process, I send the final copy to AAUW Oregon Branch Contacts and State Board. This cooperative enterprise is made possible by all those who contribute articles and by the skills of our invaluable editor, Julie Skinner (Portland) and proofreader, Pamela Alegria (Astoria). Gini Dideum (Seaside) keeps the mailing list updated for members who need printed copies, and branch contacts who distribute the Oregon News to their branch members. Thank you all!

### **State Program Vice Presidents - Judy Hale and Linda Lybecker**

Program VPs Linda Lybecker and Judy Hale, with the able assistance of Pat Squire and Sharron Noone organized the speakers for the April 2019 convention in Salem all on mission-based topics. Economic security topics include the keynote speaker Val Hoyle, Oregon Bureau of Labor and Industries Commissioner and a presentation by our Public Policy chairs Saturday afternoon. The online WorkSmart program will be available for individual demonstrations on Saturday.

Continuing the economic security theme, breakout workshops include the topics of age discrimination, the role of the Oregon Commission for Women and access to reproductive health and rights. Leading with boldness and courage is the title for the session by the former state Department of Education Director for the Office of Equality, Diversity and Inclusion and recently a similar post for the City of

Portland. Bridging the gender leadership gap will be presented Kendall Clawson, experienced both as a nonprofit director and who has served on many nonprofit

boards. Leadership at the local branch level will be the focus of a workshop based on AAUW leadership training, newly updated.

Business meeting and AAUW Funds fundraising round out Saturday's agenda. Sunday morning we will hear from Kim Churches, AAUW CEO and have time also for district meetings and to continue the annual business meeting.

Program Examples from the South District:

GRANTS PASS BRANCH: During the 2018 calendar year, the program committee presented the members with six outstanding speakers on significant topics. These included law enforcement surrounding child abuse; public policy in Oregon; history of our branch; a panel of national grant/fellowship recipients; assault in schools and Title IX; and a program for women released from prison.

AAUW Ashland: October: Speakers Michelle Carter, author of "From Under the Russian Snow" and Dr. Kimie Oshima, Sociolinguist, presented the program "Women in Russia and Japan: Close-up Views." November: Speaker Elizabeth Estabrooks, Oregon Women Veterans Coordinator, presented the program "Women Veterans and intentional Inclusivity." January: Speaker Jeff Golden, Oregon State Senator, spoke on what he hoped to accomplish this year as Senator. February: Speaker Samara Diab, the 2018 AAUW Ashland Branch Judy Shih Scholarship recipient, will talk about "The Importance of Funding Higher Education for Women". March: Speaker Julie Benezet, author of the award-winning book "The Journey of Not Knowing: How 21 st Century Leaders Can Chart a Course Where There is None", and a panel of women leaders will discuss "Leading and Succeeding in the 21 st Century."

### **State Membership Vice President - Ane McIntyre**

Greetings from the beach. Ane McIntyre here. I am wrapping up my tenure as your VP of Membership for Oregon AAUW.

Bragging on Branches

Several branches hit the ball out of the park with recruiting efforts for Fiscal Year 2019: The Grants Pass and Medford branches tied for #1 with 18 new members each. The Tillamook branch recruited 13 new members to achieve 2nd place accolades for new membership expansion. The Ashland branch welcomed 12 new members for Fiscal Year 2019 to be awarded the #3 spot for new member enthusiasm.

For overall branch growth results by percentage please recognize the following three branches for outstanding performance: Fiscal 2019 saw the Astoria branch grow by 39%, the Online branch by 33% and the Lincoln City branch by 21%. Congratulations, ladies.

A special note to honor Linda O'Hara and the new AAUW Yamhill County branch is appropriate here. Linda's indefatigable spirit and enthusiasm helped Yamhill County's Rosalee Hayes form Oregon's newest branch which has now grown to 16 members.

## Stats Report

Oregon reports a fiscal year count of 1253 members in 27 branches for 2019. Oregon branches have recruited 130 new members. However, even with one new branch and 130 new members our total state membership has contracted by 1.73% this year.

### Branch Resources

**Membership Matters:** a resource for recruitment and retention efforts, news on AAUW membership events and campaigns, reminders of upcoming deadlines, branch success stories and tips, and other vital information for active AAUW members. Sign up for the Membership Matters newsletter. Go to [connect@aauw.org](mailto:connect@aauw.org) to subscribe.

**AAUW Action Network:** a resource for taking action on issues impacting women and girls. Becoming a Two- Minute Activist means, you will receive urgent email notices when your advocacy is needed most. AAUW provides all the tools needed to call or send messages to your members of Congress, write letters to the editor for local newspapers, and contact your state legislators. Join the AAUW Action Network today!

### **State Finance Vice President - Sarah Elmer**

The treasurer of a branch finds herself involved in most all of the activities of their branch. She normally helps the membership VP process dues, assists the board in establishing a budget, pays the bills for the branch. It is important for them to help the branch members be aware of preventing cost over-runs so that the money is used wisely. It is an important position for preserving the health of the branch.

Several branch treasurers mentioned that they learning to work with the AAUW of Oregon Special Projects Fund which has helped with their fundraising opportunities.

Many branches are now using national's Membership Pilot Program (MPP) to collect dues, cutting down on handling dues checks and some had said it "saves hours of time". National invoices members and they then pay their yearly dues online directly to National, who in turn will send back to the state and branches their share of members' dues. National began excepting dues for the FY 20 as of March 16th. They are now asking for ALL branches to opt-in to the MMP program. Contact AAUW if you need help signing up.

The state Branch Grant Program has funded one branch project. Portland Branch has joined several organizations to raise community awareness towards protecting the rights of those in the sexual minority community. We still have \$500 available in this fund, so if your branch is planning a spring project and needs financial assistance, apply soon.

I would like to remind all branches the importance of filing the IRS 990 forms each November. Branches can request National to file these for them, or branches can file them individually. If this form is not filed for 3 years, the IRS can revoke the branches non-profit status. Don't let this happen to your branch. It is a time consuming and expense process to get reinstated. The short postcard form of the 990, which most branches can use, is very easy to complete, so don't forget them.

The state finances are in good shape. State leadership members are conscientious when spending your funds. We are fortunate to have funds in reserves in case extra unexpected expenses occur.

## **State Dues Treasurer/Data Manager - Gini Didieum**

This has been a fascinating year serving as the State Dues Treasurer/Database Manager—sometimes frustrating, sometimes comical but never boring. I want to thank all of the branch Finance VPs for helping the state maintain an accurate membership roster of all members. The job of renewing and adding members is important and, sometimes, complicated. There are several categories of membership with different dues to keep track of and these can change from year to year. In addition, again with input from the branches, the mailing list for the Oregon News has been updated and stabilized. I look forward to the coming year with anticipation.

## **State Nominating Committee**

Committee: Pat Squire, Chair; Kathi Dew, Past President, Bend Branch; Marlene Krout, Pendleton Branch; Dianne Kaepflinger, Tigard; Ellen Silverman, Astoria & Seaside.

Positions to be filled Selected Candidates for Election

President-elect Pat Lehman (Seaside) & Sue Klumpf

(Grants Pass) Co-Presidents Elect

Membership VP Gini Dideum (Seaside)

Program VP Pat Squire (Lake Oswego)

N. Central Director Nancy Dunis (Lake Oswego)

South Director Joan Rycraft (Medford)

Central Director Unfilled

VP Finance Sarah Elmer (re-elected)

Secretary Kristin Mauro (re-elected)

AAUW of Oregon Special Projects Funds 501 (c)(3) - Penney Hoodenpyle

The following AAUW of Oregon members make up the Special Projects Fund Board of Directors:

- Penney Hoodenpyle, Chair, Online Branch
- Susan Gilstrap, Finance Officer, Wallowa County/Online
- Jill Heffner, Secretary, Online/Pendleton
- Carol Brenneman, North Central District, Tigard
- Pat Mumford, North West District, Tillamook
- Wanda Raffety, North East District, Baker City
- Carene Davis-Stitt, Central District, Eugene-Lane
- Debbie Watts, South District, Lakeview

Currently eight AAUW of Oregon branches use the SPF Fund for ten branch projects.

The AAUW of Oregon Special Projects Fund has completed the following work over 2018-19:

- Met quarterly by telephone conference call

- Completed a successful fundraising campaign for the SPF Unrestricted Fund in the Fall, 2018
- Purchased errors and omissions insurance
- Presented information about the SPF to the Summer Leadership Conference in August, 2018
- Revised communication processes regarding finances
- Fund financial processes reviewed by a CPA
- Began process to update our Strategic Plan
- Submitted articles about SPF to Oregon News
- Revised the Fund's Bylaws

### **State College/University Relations - Kristin Mauro**

I began this position in July of 2018 and it has been a pleasure to serve in this role. While I have not been able to be as I would like to be, I have had email communications with the C/U Relations contacts in the colleges and universities in Oregon. We have 17 C/U partner relationships in Oregon.

I have received the following branch reports.

Albany Branch/Linn Benton Community College Affiliate Heather Morijah and Barb Horn

Activities:

- Linn-Benton Lunch Box, LBCC's food pantry for students experiencing food insecurity, continues to receive donations of nonperishable food and money from Albany Affiliate members four times each academic year.
- In October, our Affiliate awarded \$250 scholarships to two second-year students who do not qualify for federal financial aid.
- Our Affiliate held a member meeting at LBCC on November 14. The program, I Am Not Invisible, was organized by LBCC's Veterans Resource Coordinator (and Affiliate member) Jaya Lapham. The program included a travelling photo exhibit featuring women veterans and was presented by ODVA's Women Veterans Coordinator Elizabeth Estabrooks.
- For Women's History Month, an Affiliate program attended by eight members and three guests was held on campus Saturday, March 2, featuring the film RBG.
- On Equal Pay Day this month, slides will be displayed on campus monitors, and sandwich board bearing signs will be posted around campus.
- Two \$300 scholarships will be awarded to two female veteran students in the next few weeks.

NCCWSL scholarships

I have not received any applications for the two NCCWSL Scholarships given by AAUW of Oregon. Therefore, I would like to extend the scholarship deadline to Monday, May 15th at 5 pm PST. If your branch is sponsoring a student, please encourage them to apply for the state scholarship. I will send an email out to all of the Board Members and Branch Presidents to announce the deadline extension. Please let your students know that if they win the state scholarship they will need to attend the summer leadership conference July 12-14, 2019 in Monmouth., OR

Once applications are received, I will ask Cynthia Rauscher, former C/U chair, to help me review applications and chose two recipients. They have promised to present their experiences at the Summer Leadership Meeting in Monmouth.

### **State Parliamentarian - Alice Bartelt**

It has been my pleasure to serve as the state parliamentarian. I have attended board meetings that were held electronically during the last year. I am supplying the script for the convention. I will also be doing training for delegates before the convention business meetings begin. I will also serve as parliamentarian during the business sessions. I am available to advise any branches that may have questions regarding parliamentary procedure.

### **State AAUW of Oregon Funds - Ilga Ross, Jill Heffner**

Thank you to everyone for your generous support of AAUW Funds. The contributions from individuals and branches credited to Oregon totaled \$ 73,417.98 in the calendar year 2018, a decrease of about \$8000 compared to 2017. The per capita contribution, calculated for 1234 members, was \$59.50, a decrease of about \$5.50 per member. The portion of the total contributions designated for LAF was \$12,333.48, an increase of about \$1500 over last year.

We want to express our great appreciation for the work of the branch funds chairs who encouraged giving and who led fundraising events and campaigns. Here is a summary of their activity reports:

- Lake Oswego branch continued our two fund raisers that we have been doing for the last several years. During December, a holiday cocktail party is held. Admission is charged and all food and wine are donated. In March, a tea is held instead of a monthly meeting. Admission is charged and all food is donated. Usually there is a raffle for a handmade quilt.
- Medford sponsored a fundraiser by buying out the theatre for the musical, “Best Little Whorehouse in Texas”. This year we are presenting a short program on explaining the mystery of AAUW Funds to our new and longtime members. This is at a branch meeting describing the endowments from our branch, the present balance in each fund and naming the current recipients of these grants. It was great news to discover that two of the recipients are based in Oregon and all three are studying in the field of science.
- Pendleton’s one and only fundraiser is the sale of Texas Ruby Red Grapefruit that we have been doing for 20 plus years. We made over \$4100 this year which we use for our AAUW Funds donations, a local scholarship, and general operating expenses. The grapefruit sells itself due to its quality and deliciousness. And, we all like it as it is the one and only fundraiser we do, and it is over and done in a 2 month or so time period.
- Portland holds a silent auction annually for AAUW Funds at their holiday luncheon, where donations are also solicited. The branch sponsored a one-woman play, “Eleanor Roosevelt: Across a Barrier of Fear”, at the Old Church Concert Hall that was standing room only. The event netted over \$6000 for the local scholarship.
- Roseburg Branch contribution to Funds is made up of individual contributions by members. The branch does not hold events or sell merchandise.

Contributing online and receiving electronic reports has changed the Funds Chair job significantly for both branch and state officers. The reports from National still need to be carefully checked, especially for the donations made late in the calendar year. Extremely important also, is for branches to keep copies of all donation checks and submitted CRFs. We found quite a few errors in this year's reports that needed correcting for which source documents had to be consulted.

### **State STEM Programs - Kathy Gervasi**

Tech Trek Tillamook was the first AAUW Tech Trek Camp held in Oregon, starting in 2014, at Tillamook Bay Community College the last week of June. 2019 will be the 6th year of camp for 35 girls on the Oregon Coast. Girls going into the 8th grade attended from Astoria, Warrenton, Seaside, Neahkanie, Tillamook, Nestucca, Newport and McMinnville School Districts and St. Helens will be added. Cybersecurity, coding and app-building core classes, taught by local teachers, are held each morning at the college. Afternoon workshops, taught by local women, include Animal Science, Marine Biology, Optics and Engineering, Food Science and Nutrition, Lichen Identification and writing strategies. Professional Women's Night is when the girls interview professional women in STEM careers. The girls study estuary investigations, squid dissection and ROV Design at Hatfield Marine Science Center one day. On other days, they do environmental investigations at the Kilches Point Park (sponsored by the Tillamook Pioneer Museum), visit the Forest Center Museum and see the cow milking robotics at a local dairy farm. Over 82% of our campers said that they were interested in a STEM career after attending Tech Trek (compared to 68% of campers in pre-camp surveys). Over 90% of campers said they were considering a STEM college major post-camp. Astoria and Seaside Branches help with interviewing the girls in their area as well as providing financial support.

Tillamook Branch also honors nine senior girls, nominated by their STEM teachers, from the three school districts in Tillamook County who have excelled in STEM academics at an afternoon tea in February. The Branch members hear about the girls' future plans in a panel discussion and Professional STEM women talk about their careers.

Tech Trek Bend was held the last week of June at OSU-Cascades in Bend, serving 60 eighth-grade girls from middle schools across the tri-county region (Jefferson, Crook and Deschutes). 2018 was their second year of camp in Central Oregon. Core classes included Cyber Security, Aeronautical Engineering, and Coding. A number of STEM related workshops were held, along with field trips to Lava Lands, Tumalo Creek, Bend Research, and The High Desert Museum. One evening, the girls interacted with St. Charles students and were visited by Florence Nightingale. The Central Oregon Tech Trek is presented by AAUW Bend Branch, with help from AAUW of Oregon, OSU-Cascades AAUW, OSU-Open Campus and Better Together. They use the same procedures of nominating girls, interviewing and staffing as Tillamook's Tech Trek. Both camps are now in the process of reviewing applications and interviewing girls for 2019 Tech Trek Camp!

### **STEM DAY CAMPS and OTHER STEM PROGRAMS**

Ashland Branch provides volunteers to help with a program at Southern Oregon University called "AWSEM" (Advocates for Women in Science, Engineering and Math) which has been in place for 22 years. Middle School girls are nominated by their school's STEM teachers. This one-day symposium is intended to motivate middle school girls to pursue higher education and careers in the areas of science,

technology, engineering and math. The girls are introduced to professional women role models providing an opportunity for girls to participate in a variety of experiences related to these fields. Participants select and attend hands-on workshops covering topics such as forensic science, veterinary medicine, chemistry, and more. The workshops are specialized so girls can experience elements of a career in the sciences and discuss this career with the professional women conducting the workshops. Presenters are women from the local community who are chosen not only for their professional backgrounds and careers, but also for their ability to enthusiastically share their interest in these fields. The next seminar will be Saturday April 13th, 2019. AAUW members help prepare materials, organize gift bags, and help with registration. SOU website lists the workshops. Contact: Carryl Breon (carryl@charter.net)

Eugene-Lane Branch supports a week long day camp called SPICE at University of Oregon. Since 2008, the Science Program to Inspire Creativity and Excellence (SPICE) has offered fun, hands-on science summer camps for rising 6th, 7th & 8th grade girls in Lane County. At SPICE camp students get to explore science through activities like the campus science scavenger hunt, solving a CSI-style mystery, and building their own pinball machines. Classes are taught by women scientists. The goal of the SPICE program is to encourage more girls and underrepresented minorities to pursue education and careers in the science, technology, engineering and mathematics disciplines. Contact: Cindy Parker (cindyparkeraauw@gmail.com) Grants Pass Branch. For the past ten years, Grants Pass Branch has put on a full day of free STEM workshops which provide a fun-filled event for girls ages 9-13 called Girls Rock! With their parents or another adult, the girls participate in activities that foster communication and explore the fields of science, math and technology. The first event, held in 2009, attracted 35 girls and 35 adults. Over 225 girls participated in 2018. Twelve workshops were offered, ranging from Creating a Computer Game and Beading in Binary Code, to Radio Tracking of Animals and How Bats Use Sonar. The event started after studies showed that girls often stopped caring about school — in particular STEM subjects—in middle school. It was conceived as a fun way to spark an interest in career opportunities of all types and to also bolster communication with the adults in the girls' lives at a critical time in their development. Grants Pass University Women's Charitable Fund in collaboration with AAUW Grants Pass Branch, Soroptimist International of River Valley, and Zonta Club of Grants Pass sponsor this annual event. The three groups provide funding for the event which has remained free despite the increase in attendance. AAUW member Nancy Lester has procured two grants from IBM. Contact: Nancy Lester (nancyclester@msn.com) or 541-476-4334 Hillsboro/Forest Grove Branch Each October, this branch and CGE co-sponsor "Girls Today", an event for girls ages 12 to 15, which takes place on the Pacific University campus. It provides guided peer discussions of concerns such as body image, bullying, and relationships with parents. Girls Today offers many of the girls their first exposure to a college environment. Over 100 participated in 2017. In 2018, a collaboration with Dr. Barbara Miner and the Saturday Academy started the GET (Girls Engage Technology) program. Over several weeks, GET introduces 4th and 5th grade girls to hands-on coding using Scratch software developed by MIT. The girls create their own animated stories with sprites (characters) and actions. They enthusiastically share their stories with others in the class. Each learns "I can do this!" The "Let's Read Math" program enriches the mathematics learning experience for children from local schools, grades 1 to 3. Over several weeks, the lessons help the children learn math skills and concepts through many different hands-on activities. AAUW members read each week from a children's story book related to the week's lesson. This program has been very successful, both in the elementary schools and in a summer session offered at the public library.

Lake Oswego Branch is in the process of collaborating with Clackamas Community College on STEM activities after losing their affiliation with Marylhurst University which is now closed. Two years ago, along with Lake Oswego Reads, they did a reader's theater program using the book *The Rise of Rocket Girls* on outstanding women in STEM. They had 100 attendees at the program. Contact: Pat Squires (pfsquire@gmail.com)

Pendleton Branch provided funding for 13 girls from Sunridge Middle School to attend "Girls in Science Program" at Eastern Oregon University in La Grande in 2017. "Girls in Science" registration is open to students in grades six through eight from Baker, Gilliam, Grant, Hood River, northern Malheur, Morrow, Sherman, Umatilla, Union, Wallowa, Wasco and Wheeler counties. Faculty, staff and student volunteers play an integral role in organizing activities that include elements of chemistry, biology, anthropology, mathematics and computer science. In 2018, they provided funding for materials in the wood shop at SMS which challenge students to think like an engineer and invent machines for a specific task. Funds in 2015-16 provided a set of equipment and a laptop to build and control robotics and in 2017, smaller size welding equipment was purchased for girls taking welding at Pendleton High. Contact: Karen King (kaking71@charter.net)

Portland Branch works with Saturday Academy by providing volunteers to assist with coding classes for girls taught by AAUW member Dr. Barbara Miner. \$500 was given to Saturday Academy for teenage assistants helping Barbara with the Scratch Coding Classes for young girls. Three years ago, the Branch started collaborating with the Girl Scout Organization to provide tech classes and the computers are supplied by Saturday Academy. AAUW volunteers helped with each session. In 2017, a class called "Project Design" was offered through the Girl Scouts where the students learn about electric circuit as they design unique decorative and wearable pieces using LED lights. Dr. Miner also provides classes in Hillsboro, Forest Grove and Vancouver with help from AAUW and other organizations. 20 Portland AAUW volunteers are very involved and enthused about this project. "Girls Engage Technology" was their best ever year -- 406 girls enrolled and 98% would recommend the class to a friend. The growth was enabled by excellent partnerships between Saturday Academy, American Association of University Women, Girl Scouts of SW Washington and Oregon and Tomorrow's Journey and two new adult volunteers, Erin Kross and Jo Rossman. Contact: Lisa Perrine (lperrine65@comcast.net).

### **State Public Policy - Trish Garner, Shilpi Bannerjee**

2019 has been and will continue to be most busy for AAUW of OR Public Policy.

After serious consideration by the State Public Policy Committee of almost 100 legislative proposals, we chose to advocate on at least 15 bills that are being considered by the Oregon legislature. Our top priority bills include:

House Bill 2562 – Increases funding to the OR Department of Education to raise the State Title IX Coordinator position from .25 FTE (current status) to 2 FTE's. Title IX prohibits gender based discrimination in schools, such as sexual harassment / bullying, rules regarding girls-only after school programs, athletic opportunities, etc. Right now there is no consistent training for school-site Title IX Coordinators, no guidelines in a number of areas, including how to handle sexual harassment allegations, equitable access to athletics, girls only classes, and much more.

As an important note to HB 2562, we learned that the Joint Committee on Student Success, formed at the end of the 2018 Session, was going to embark on a statewide listening tour. Except for one instance, an AAUW of OR member was present and testified at each of the listening tour stops. Thanks at least in part to the testimony from AAUW of OR members, the Report of the Joint Committee on Student Success included a recommendation that the State Title IX Coordinator position should be increased from .25 FTE to 2 FTE's.

Senate Bill 794 - Requires public colleges, universities, community colleges to include parental status in their demographic information

House Bill 2818 – Age discrimination – right now if an employer can show one reason other than age for their negative employment decision, they avoid liability. This bill says if age is a factor, it's discrimination and employers can't discriminate on the basis of age. Plus, employers can't seek the age of applicant prior to making an offer of employment. We are working with AARP.

We are also submitting written testimony regarding paid family and medical leave; bills that seek to provide feminine hygiene products, including both sanitary napkins and tampons, at no cost to incarcerated women; requiring private agency caregivers providing personal care services to complete specified training and prohibiting retaliation against in-home caregivers for making a complaint. We were unsuccessful in advancing a bill that would have required high school students to demonstrate proficiency in civics. The primary issues here, however, are what would the consequences be if a student didn't demonstrate this proficiency, and civics is "not on the test."

While at the time of writing this report we have not had our Lobby Day, it promises to be a significant event. Representative Barbara Smith Warner will be kicking the event off. We plan a "Student Success" panel comprised of Senator Margaret Doherty – Chair of the House Education Committee, either OR Department of Education Superintendent Colton Gill or Deputy Director Carmen Urbina, Morgan Allan - Deputy Executive Director of Policy and Advocacy, Confederation of Oregon School Administrators (COSA) and Laurie Wimmer - Government Relations Consultant of the Oregon Education Association.

In April, we paid tribute to our much honored AAUW of OR member Kappy Eaton by speaking in her honor at a Session of the Oregon Legislature. Her contributions to AAUW of OR and the citizens of Oregon are legendary. She coordinated the AAUW's national campaign for the Equal Rights Amendment, leading workshops and lobbying efforts in more than 30 states. She also led workshops at the United Nations World Conferences on Women in Kenya and China, and also served as a President of AAUW of OR. If you wish to see the wording of the tribute (HCR 8) to Kappy, here's the link: <https://olis.leg.state.or.us/liz/2019R1/Downloads/MeasureDocument/HCR8/Introduced>.

### **Work Smart/Smart Start - Nancy Thomas**

Women in Oregon earned 82 cents for every one dollar men earned in 2017. That translates to an annual salary of \$41,572 for women, compared to \$50,965 for men in Oregon. (US Census data analyzed by AAUW).

Teaching women to better negotiate salaries is one way to help close the gender pay gap. Start Smart is a workshop aimed at helping college women build skills and confidence to negotiate salaries, and Work Smart is designed to help women at any stage of their career to negotiate better salaries and benefits.

Over the past several years, branch members around the state have been trained as facilitators and sponsored numerous workshops.

Work Smart is now available in an online version! This makes it more accessible to women everywhere as they can log on and take the course at their convenience. It takes about an hour to complete, it's available to anyone and it's FREE. Check it out here: <https://salary.aauw.org/about/>

This online course is a terrific way to accelerate participation and help reach AAUW's goal to train 100,000 women in salary negotiation by August 2019 and to train ten million women by 2022. For more information about the Mobilize a Million Campaign, go to: <https://www.aauw.org/article/work-smart-aims-to-train/>

Here are some ideas branches might want to consider:

- Take the course yourself. Whether you're working or retired, Work Smart Online is a useful way to increase your awareness of pay equity issues and salary negotiation challenges. <https://salary.aauw.org/about/>
- Promote Work Smart Online in your branch newsletters, meetings, and social media.
- Bring branch members (and friends and family) together in person with their laptops and go through the online course together and have a lively discussion.
- Inform community colleges, career centers, and local organizations that provide job skills training and career support about Work Smart Online, and encourage them to use it. It's free!

For more information or if you would just like to bounce around some ideas, please contact the State Chair for Work Smart/Start Smart, Nancy Thomas at [nmthomas@teleport.com](mailto:nmthomas@teleport.com).

### **State Governance - Claudia Gray, Betsy McDowell**

We were asked by the state Board of Directors to draft a proposed bylaws change, replacing the words "state convention" with the word "meeting." This was done, and the board unanimously approved, so it will be presented to the delegates at the state convention for a vote.

We are working on the policies to ensure that they conform with best practices and state bylaws. One new policy was approved to provide terminology for people who participate in branch activities but are not eligible for AAUW membership under current bylaws.

We sent out a call for proposed resolutions to be presented at the convention, and did not receive any proposals.

The new Yamhill County Branch submitted their draft bylaws, which we approved. The Grants Pass Branch updated their bylaws and submitted them; we approved them also.