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November 2021



AAUW WELCOMES ITS NEW CEO

After 17 years at AAUW, Gloria L. Blackwell took on a new role: CEO. "I am incredibly honored and grateful to the Board for valuing my commitment to global gender equity, my leadership at AAUW, and the contributions of my high-performing teams," said Blackwell.

FROM DIANNE'S DESK...

Dianne Owens, President, AAUW California, statepresident@aauw-ca.org

HAPPINESS IS:

- Having one more opportunity to join our third AAUW Fund Event on Sunday, November 7th, 1 3 pm.
 Register here to save a seat. You missed the first two? Never fear-they were recorded, and you can watch
 them here. We have 37 articulate and impressive Fellows & Grant recipients in California this year. They
 will make you proud to be an AAUW member and supporter of AAUW Fund!
- Knowing that we will hear our three Speech Trek branch winners at the AAUW California Annual Event, April 30, 2022.
- Looking forward to the rollout of M&M's (Marketing and Membership) plans to AAUW California branches to attract the Working Age Group and the Retirement Age Group.
- Preparing for the holidays with gifts, decorations, family, and friends. It will be a busy and joyous two
 months ahead!

"What we do every day is more important than what we do once in a while."

Gretchen Rubin, The Happiness Project.

AAUW is 140 years old! AAUW California is 100 years old!

Please join AAUW for a virtual celebratory event honoring our rich past and looking ahead to a bright---and equitable—future on Wednesday, November 17th at 1 pm PST. We will hear from the distinguished 2021 Alumnae Recognition Awardee who will be announced that day. AAUW branches will be honored including our Fallbrook Branch for their 75th Anniversary and the Poway-Penasquitos Branch for their 50th Anniversary. AAUW Board Chair, Julia Brown, and new CEO, Gloria L. Blackwell will also speak with us. Don't miss it-- register for the webinar here.



AAUW California began when the San Francisco Branch was established in 1884. By 1921, with thirteen active branches in the state, branch leaders saw a need for a statewide organization. The constitution for AAUW California was approved in October 1921. In 2021 AAUW California is an active and diverse organization for women and men with nearly 9,500 members in 119 branches.

Let's celebrate these important milestones on November 17th!

Join us!

Until next month, Be bold, brave and brilliant,

AAUW FUND

Lynne Batchelor, Secretary, AAUW Fund Committee Chair, <u>aauwfund@aauw-ca.org</u>

REQUESTING A FUND SPEAKER

Thank you to all who were able to attend one or more of our AAUW Fund Events. What a truly memorable experience to listen to our grant recipients and fellows from so many diverse backgrounds working in such varied fields. They were truly awe-inspiring! Don't forget that every other year you may request a visit from one of these inspirational women. Whether you are meeting in person or via Zoom, our scheduler, Pamela Meyer, will do her best to accommodate your request. Click here to send a request for a speaker. In fairness to our speakers' schedules, please provide a generous lead time.

Just a reminder that the Fund year is based on the calendar year, so at your November and December meetings, please publicize this opportunity.

What I need to know: The Fund Events introduced attendees to many awe-inspiring women who can be invited to speak at your branch.

What I need to do: Contact the Fund scheduler to arrange for a speaker.

Should I include this in my branch newsletter? Yes, members should be aware that recordings of the Fund Events are available <u>here</u>.

ANNUAL EVENT

Charmen Goehring, Meetings Planner, meetings@aauw-ca.org

CALLING ALL AAUW ADVENTURERS!!

On Saturday, April 30, 2022, we will all be explorers, searching for new routes to connect to AAUW and its mission. Join us for a redesigned, virtual state convention with a morning session from 9-11:30 filled with inspirational words from keynote speakers, Lisa Maatz, Senior Adviser, Ohio Citizen Action (and former AAUW Policy Rock Star) and Jasmine Sadler, Owner and Founder of The STEAM Collaborative, as well as awards and accomplishments, advocacy review and a surprise or two. We will continue our trek in the afternoon from 12-2:00 with Choose Your Own Adventure sessions (via breakout rooms), where we will have the opportunity to talk with others about a variety of topics related to AAUW. We will also be inspired by the three Speech Trek finalists' videos.

Every successful adventure needs a guide! Sign up to "host" a breakout room on a topic of your choice! No Powerpoint needed, just fill out the form at the link below and prepare a 20-second "commercial" to pitch your awesome topic so others will trek to your room. Feel free to don a costume or a song!

Click <u>here</u> to learn more about this fun opportunity and to sign up to be a "host."

What I need to know: The state convention, which has been renamed the Annual Event, will be held virtually on Saturday, April 30, 2022 and promises plenty of adventures.

What I need to do: Encourage members and nonmembers to be breakout room "hosts" and informally share their ideas, stories, and thoughts.

Should I include this in my branch newsletter? Yes, your members will be interested in this event and may want to volunteer to be a "host."

BRANCH ACTIVITY OF THE YEAR AWARD

Sandi Gabe, President-Elect, <u>bay@aauw-ca.org</u>

SHOW OFF AND EARN AN AWARD!

Has your branch created a unique and inspiring mission-based activity in the last year? Did it dazzle your members and your community? If so, we want to hear from you.

The Branch Activity of the Year Award is a chance to put forward a signature activity that your branch presented during the period of one year ending on March 1, 2022. This is your branch's chance to showcase and share an activity that is:

- Novel did you do something really unique, such as a play?
- Inspirational did people leave your event inspired to take action on something, such as visiting their legislators or launching a new branch project?

What I need to know: Branches may submit their innovative and unique programs and events for the Branch Activity of the Year Award.

What I need to do: Review the qualifications and consider submitting a successful program or event.

Should I include this in my branch newsletter? Yes, if your branch is planning on submitting an application.

- Reproducible could another branch realistically do a similar event or does it require a panel of nuclear scientists?
- Reflective of AAUW's mission and image did the event promote one of AAUW's initiatives, which include such things as gender pay gap, DEI, leadership and career development, and others?

The activity may be a one-off program or event or a sustained recurring project for which your branch is known. Last year's winners included a campaign to collect shoes for the homeless and a year-long series on racism. See descriptions of the 19 events submitted for the award here.

How to apply:

We've streamlined the application process so that it's easy to share your innovation and inspire other branches to follow in your footsteps. Click here to apply.

Apply by: March 20, 2022. You can submit them as soon as the program has concluded.

Winners contacted: March 31, 2022 Winners will be expected to provide a 5-10 minute presentation at the Annual Meeting on April 30, 2022. Assistance with your presentation will be available.

BRANCH AND MEMBERSHIP ASSISTANCE

Carol Holzgrafe, Director, branch@aauw-ca.org

- It's time to celebrate 140 years of AAUW helping educate women in so many ways.
- How do you explain your branch to potential members? Here's a sample. Just fill in the blanks.

"AAUW is a national organization dedicated to lifelong learning and to advancing gender equity for women and girls through research, education, and advocacy. The ______branch has ____ members who organize projects and community work such as Tech Trek STEM camp, Speech Trek, (enter your own popular and effective programs). We also have fun— books, bridge, hiking, California history, Great Decisions, writing, travel, dining out, and much more. To learn more, visit (give website, Facebook/Instagram, other contact information).

As for keeping those new members? Get them involved, take them to meetings, keep in touch—often.

- Do you know how your branch activities resonate with your current members? Use this <u>"Tracking Spreadsheet"</u> to follow who attends what and how often.
- Yes, there is an official form to apply to AAUW National for a member's 50-year honorary membership approval. Ask Carol Holzgrafe (branch@aauw-ca.org) for a copy of the form. The branch or the member can submit the form to connect@aauw.org though it is more fun for the branch to interview the member. Answers given during the interview can transfer to a newsletter article and to the ultimate celebration. Contact Branch Assistance with questions.

A final important message:

As the November 8, 2018 Paradise Camp Fire anniversary nears, those of us who received so much help from AAUW members in California and elsewhere, want to give an update and renew our thanks.

One small plea posted on the AAUW California website and a few emails asking for help brought tens of thousands of dollars in gift cards, offers of housing, furniture, and, in the case of a member who couldn't get her garage door open and had no replacement insurance—a car.

What I need to know: Branches can attract new members with a good description and gauge current members' engagement with a simple tracking tool. AAUW Paradise members thank the AAUW family for its support after the 2018 Camp Fire.

What I need to do: Consider using the member participation tracking tool. If you have a 50-year member, submit an application to National for honorary membership.

Should I include this in my branch newsletter? Yes, your members will appreciate the update on the Paradise branch. The Paradise board, all of whom (except yours truly) lost everything, gathered frequently to sort mail and distribute the contributions to 35 of our 40 members. After their needs were fulfilled, we gave cards and checks to our Tech Trek families, most of whom also lost everything and often had fewer resources. We offered gas money to the son of Suzy and Paul Ernst, the couple who were trapped by the fire and spent many months in the U.C. Davis Burn Center. There were so many ways everyone's contributions helped.

From all of us, thank you! Carol Holzgrafe and every AAUW Paradise member

COMMUNICATIONS

Tracey Clark, Director, Communications Committee Chair, communications@aauw-ca.org

WE NEED YOUR HELP! HELP WANTED.

The Communications team has two exciting opportunities available! Our team needs a volunteer with WEB DESIGN and solid WEBSITE MAINTENANCE experience. This person will have the opportunity to design new web page(s) as well as maintain existing ones. We're also looking for a GRAPHIC ARTIST to design brochures, logos, signs, advertisements, and social media materials. If you're interested in joining the team, please submit an application here.

NEW DATE.

The Finders Keepers: Recruiting and Retaining Members webinar has been rescheduled to January 11, 2022, at 7 pm. Click here to register now!

FINAL AAUW FUND EVENT.

The third and final AAUW Fund Event will be held on November 7th at 1 pm. If you haven't attended one yet or just want to see more, click here to register now for your last chance! If you missed any of the previous AAUW Fund Events, recordings may also be found at the link above.

If you have any questions or want more information, please contact us at webteam@aauw-ca.org.

Be a part of the fun! Join our committee now!

What I need to know: The Communications Committee has openings for people to do website design and maintenance.

What I need to do: Note the new date for the webinar on recruiting and retaining members. Encourage members to attend the final AAUW Fund Event.

Should I include this in my branch newsletter? Yes, you may have a member interested in joining the website team.

DIVERSITY, EQUITY, & INCLUSION

Elaine Johnson, Director and Janice Lee, DEI Committee Co-Chairs diversity@aauw-ca.org

EXTENDING THE MAGIC OF THE HOLIDAY SEASON TO ALL What I need to know: The DEI GROUPS Committee suggests that branche

Many religious and secular holidays will be observed during the upcoming winter months, providing opportunities to recognize and appreciate the richness of living in a multicultural society. It can also create underlying tensions when groups feel their holidays are not appreciated.

AAUW's efforts to create diversity, equity, and inclusion within our organization and the larger society we live in, call for us to consider how to make holiday celebrations more meaningful and inclusive. Here are some suggestions to foster understanding and awareness of each other's holiday traditions:

- Create a multicultural committee.
- Be respectful of how people observe different religious holidays.
- Avoid scheduling mistakes by checking an <u>interfaith</u>, <u>multicultural</u> <u>calendar</u> or <u>winter celebrations</u> calendar.
- Provide food options that respect different dietary and cultural needs.
- Seek ways to make decorations inclusive and explain the religious traditions they represent.

What I need to know: The DEI Committee suggests that branches consider the principles of diversity, equity, and inclusion when planning holiday events.

What I need to do: Discuss the committee's suggestions with your board when planning holiday celebrations.

Should I include this in my branch newsletter? Yes, members may find some of these insights and suggestions helpful for their own celebrations.

- Make gift exchanges optional as they may cause disappointment or misunderstanding for the recipient or hardships for the giver.
- Create awareness of different customs throughout the year.
- Invite feedback and member suggestions for next year's celebrations.
- Don't be too hard on yourself for inevitable omissions and oversights.

Several branches have begun inclusive holiday practices and are happy to share their experiences with others. Please send your successful holiday stories to DEI Chair, Elaine Johnson, at diversity@aauw-ca.org.

Inclusivity is more than exchanging "Happy Holidays" for "Merry Christmas." It is celebrating the friendship and understanding that develops from using holidays to bring different people together, and in the process, to create awareness of each other's traditions and beliefs.

FINANCE

Roli Wendorf, Chief Financial Officer, Finance Committee Chair, cfo@aauw-ca.org

DEADLINES! DEADLINES!

November 15th is almost here, which brings lots of financial deadlines!

Tax filing and Attorney General Reporting

If your branch hasn't filed its annual government paperwork yet, you have until November 15th to submit the following:

- 1. IRS 990-N postcard (or 990-EZ or 990). It is too late to file through AAUW National
- 2. 199-N electronic filing (or 199) for the California Franchise Tax Board (FTB)
- 3. RRF-1 form for the Attorney General's Office
- CT-TR-1 form, also for the Attorney General's Office, if your branch's total receipts are \$50,000 or less

Links for these forms are available on the website <u>here</u>. There are also videos of how to fill out the RRF-1 and CT-TR-1 forms. Note that the filing requirements for 501(c)(3) and 501(c)(4) branches are the same.

Insurance and Funds Assessment Payments

If your branch hasn't paid AAUW California for insurance and AAUW Fund assessment yet, the payment is due on November 15th. Reminders were sent out a few days ago to all branches who haven't paid yet. We would greatly appreciate timely payment. If you don't remember paying and haven't received the invoice, please send an email to office@aauw-ca.org.

Wish you all a happy and healthy Thanksgiving!

What I need to know: November 15th is the deadline for several tax filings and for payment to AAUW California for insurance and the AAUW Fund assessment.

What I need to do: Locate the forms and how-to videos for tax filings on the website.

Should I include this in my branch newsletter? No, this information is for branch leaders/treasurers only.

MARKETING

Sandi Gabe, President-Elect, Marketing Project manager, marketing@aauw-ca.org

YOU'VE HEARD OF A BRAND STYLE GUIDE. WHAT'S NEXT?

As part of our journey to improve the awareness of AAUW in California, we've been collaborating with Dowitcher Designs to personalize our brand. This will help us expand our reach to new members by tailoring our messages to reach two key audiences: the working age group and the retirement age group.

The creation of a brand persona for AAUW California and audience personas for each group will allow us to focus our promotions. The personas have gender-neutral names and avatars to help us remember them. Our working age persona is named Jess and our retirement age persona is named Pat. Want to learn more?

What I need to know: Through our work with a consultant, we have identified and defined two target audiences for our marketing communications.

What I need to do: Attend the January 19th webinar to learn more about how to best communicate with the two different audiences.

Should I include this in my branch newsletter? Yes, members might be

Join the webinar *Marketing - From Gen Z to Boomers!* on January 19th at 7 pm where we'll be addressing such topics as:

- 1. What is a brand persona and why do I care?
 - o How we arrived here
 - o Characteristics of AAUW brand
- 2. What is an audience persona?
 - What characteristics describe Jess, the working age persona?
 - What characteristics describe Pat, the retirement age persona?
- 3. How to use the personas in state and branch communications.
 - Examples of targeted messages for the working age group using Jess
 - Examples of targeted messages for the retirement age group using Pat
- 4. Differences and similarities of messages between the two groups.
- 5. Social media platforms that are most effective for the audience.

interested in learning how our market research will be used to grow their branch membership.

MARKETING - RETIREMENT AGE RECRUITMENT

Sharyn Siebert, Director. mktg-rar@aauw-ca.org

HOW DO THEY DO IT? IS THERE A SECRET?

Many branches were able to recruit new members during our extended time at home during COVID-19. Some even managed double-digit increases! What was their secret?

To learn some of those secrets and more, attend the webinar *Finders-Keepers: Recruiting and Retaining Members* which has been rescheduled for January 11, 2022, due to scheduling conflicts. Plan to tune in.

We are looking for ways that branches recruit, no matter the numbers. What was your branch's method? Do you have a brochure you use? What about your website, social media presence, PR in local sources, etc.? Please send your response to mkt-rar@aauw-ca.org by November 30th.

The Branch Toolkit with marketing and recruitment ideas is a work in progress-stay tuned!

What I need to know: The webinar Finders Keepers: Recruiting and Retaining Members has been rescheduled for January 11, 2022.

What I need to do: Attend the webinar. Send in examples of your branch's successful recruitment ideas by November 30th.

Should I include this in my branch newsletter? Yes, members should be encouraged to attend the webinar too.

MARKETING - SOCIAL MEDIA

Sandi Gabe, Marketing Project Manager and President-Elect, Chair mktg-sm@aauw-ca.org

HELP WANTED.

The Marketing Committee has an exciting opportunity to help build our brand identity. Advertising executive, Fred R. Barnard, said, "A picture is worth a thousand words" and we believe him! If you're a volunteer with solid social media experience, we encourage you to join the team by reviewing the job description below and submitting an application here.

Social Media Expert: Maintain Instagram and Facebook accounts.
 Post original content with high-quality images, engaging graphics, and/or informed captions weekly.

This is the perfect opportunity to see your work in action and make a difference. Help us increase the awareness of AAUW!

What I need to know: There is an opening for a volunteer social media pro on the Marketing Committee.

What I need to do: Share this with your branch. Encourage any likely candidates to review the job description and submit an application.

Should I include this in my branch newsletter? Yes, one of your members may be interested!

NOMINATIONS & ELECTIONS

Charmen Goehring, Nominations & Elections Chair, nominating@aauw-ca.org

Submitted by Jane Niemeier

WHY YOU SHOULD RUN FOR THE STATE BOARD!

You may wonder why anyone would want to serve on the state board, and I can tell you that it is a wonderful experience. I served on the state board from 2014 to 2020, first as a director, then as co-president-elect,

What I need to know: Serving on the state board can be rewarding for many reasons.

What I need to do: Review the responsibilities of a state director and

and then as co-president. I loved meeting women from all over the state who shared my passion for AAUW.

There are many other benefits to serving on the state board. Directors will gain leadership and speaking skills, and they will act as liaisons between the branches and the state. They will bring a variety of viewpoints to the board and get to plan state activities.

The board meets monthly via Zoom for a touch base meeting on the months that they don't have a leadership meeting. The four leadership meetings will continue to be via Zoom next year. The hours that are required are based on the position.

To learn more about the election process and to submit a nomination, click here.

Do you have a branch member who might be interested in serving or perhaps you would like to serve? Just let us know by contacting nominating@aauw-ca.org.

share the opportunity with your branch. Contact the Nominations and Election Committee with any potential candidates.

Should I include this in my branch newsletter? Yes, you may have members who would like to contribute by serving at the state level.

PUBLIC POLICY

Kathleen Harper, Director, and Sue Miller, Public Policy Committee Co-Chairs, publicpolicy@aauw-ca.org

AAUW CALIFORNIA PUBLIC POLICY PRIORITIES MISSIVE GETS A NEW LOOK!

The AAUW California Public Policy Priorities (PPPs) have undergone a lot of changes this year, first in content and now in form. In keeping with our efforts to streamline the PPPs and make them more accessible, we decided this year to change the format from our traditional tri-fold brochure to a 5 x 7 informational card. We can't wait to get them into your hands for distribution, but first, we need to know how many your branch needs. There is no charge! Please help us out by completing the quick survey (click here by November 15th. This will help us know how many to have printed – and will also provide you a sneak preview! Shortly thereafter your order will be sent to you by our Office Manager.

P.S. Please make sure only one member of your branch responds to the survey on behalf of the branch, e.g., your branch Public Policy Chair or President.

What I need to know: The AAUW California Public Policy Priorities brochure has been replaced by a 5 x 7 informational card which you may order at no charge.

What I need to do: Complete the order form by November 15th.

Should I include this in my branch newsletter? No, this information is branch leaders only.

SPEECH TREK

Marlene Cain, Speech Trek, speechtrek@aauw-ca.org

GOV. NEWSOM ANNOUNCES NEW ETHNIC STUDIES COURSE REQUIREMENT FOR HIGH SCHOOL

In April, AAUW California announced its 2021-2022 topic: *Has the U.S. lived up to its pledge of liberty and justice for all? Would requiring the study of diversity, equity, and inclusion in a high school setting help ensure liberty and justice for all?*

Six months later, on October 8th, Governor Newsom announced that he was signing Assembly Bill 101, "...which adds the completion of a course in ethnic studies as a public high school graduation requirement commencing with students graduating in the 2029-30 school year."

Speech Trek contestants could weigh in on this new development in a variety of ways. For example:

- 1. Do students agree with Gov. Newsom that ethnic studies courses enable students to learn their own stories and those of their classmates?
- 2. Gov. Newsom mentioned that "a number of studies have shown that these courses boost student achievement over the long run -

What I need to know: Governor Newsom proved the timeliness of this year's Speech Trek topic by approving a new graduation requirement that public high school students must complete an ethnic studies course.

What I need to do: Share this with your branch Speech Trek Coordinator.

Should I include this in my branch newsletter? Yes, this may prompt members to plan a Speech Trek contest if your branch is not already participating. especially among students of color." To which studies is he referring? (According to the Washington Post, "advocates point to research showing the academic benefits of such curriculum, including a study that found ethnic studies courses offered in San Francisco schools increased attendance by 21 percent and raised cumulative grade point averages by 1.4 points.")

- 3. Why is this announcement controversial in some circles?
- 4. Do students think that this new requirement—which will take effect in the 2025-2026 school year—will help ensure liberty and justice for all? If so, how? If not, why not?
- 5. What type of content would students like to see included?
- 6. Are diversity, equity, and inclusion the same as ethnic studies?

"America is shaped by our shared history, much of it painful and etched with woeful injustice," said Gov. Newsom. "Students deserve to see themselves in their studies, and they must understand our nation's full history if we expect them to one day build a more just society."

What do students think? Will this new requirement help the U.S. live up to its pledge of liberty and justice for all?

Speech Trek Toolkits (branch and student) and Policies and Procedures are available online. Click here. Questions? Email speechtrek@aauwca.org today!

TECH TREK

Karen Manelis, Tech Trek Program Director, <u>techtrek@aauw-ca.org</u>, Susan Stecklair, Tech Trek Program Financial Liaison, <u>techtrek-finance@aauw-ca.org</u>

THE SURVEY SAYS

Branch Tech Trek coordinators have the opportunity to complete the Branch Coordinator Survey for 2022 camps through November 10th. If you've already completed the survey, thank you for participating!

If you haven't yet completed the survey, please click <u>here</u> to complete the survey by November 10th.

TECH TREK RETURNS TO IN-PERSON!

Although there are a LOT of details to be worked out, Tech Trek camp directors are negotiating with seven CU partners (CSU-Fresno, Sonoma State, Stanford, UC-Davis, UC-Santa Barbara, UC-San Diego, and Whittier College) to hold IN-PERSON camps in summer 2022! We anticipate that we will have additional guidelines from both AAUW National and the campuses to keep our campers safe. We will not have final cost figures until early January. So stay tuned! Lots more to come!

Our fingers (and toes) are crossed and we're keeping a positive attitude —LIVE Tech Trek in summer 2022!

GREETINGS FROM YOUR NEW TECH TREK FINANCIAL LIAISON, SUSAN STECKLAIR

I'm privileged to accept the responsibility of being the Financial Liaison for the California Tech Trek Program for this fiscal year. I live in San Jose and have been a member of the Sunnyvale/Cupertino Branch for many years, and for several years in the Monterey Branch. At Sunnyvale/Cupertino Branch, I have held the position of president, Fund officer, programs officer, and treasurer. This is my first opportunity to work in a state-level position.

I am still coming up to speed on Tech Trek activities in California. However, I am aware that a preliminary budget for the camps will be due soon. This will require input from the camp treasurers. I shall be sending a deadline shortly to the camp treasurers and camp directors once I have a firmer grasp of the timeline.

Looking forward to working with you all.

What I need to know: Tech Trek coordinators have the opportunity to complete the Branch Coordinator Survey for 2022 camps. Tech Trek is anticipating that the 2022 camps will be in-person and is in negotiations with several campuses.

What I need to do: Make sure your Branch Coordinator Survey has been completed. Stay tuned for more information. C

Should I include this in my branch newsletter? No, this is preliminary information for branch leaders.

What I need to know: A new state Tech Trek Financial Liaison has been appointed and will work with camp directors and treasurers to estimate camp budgets.

What I need to do: Stay tuned for more Tech Trek financial details.

Should I include this in my branch newsletter? No, this information is for branch leaders and Tech Trek Coordinators only.

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www.AAUW-CA.org







