

**LEADERSHIP
TEAM
2023 – 2024**

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February 11, 2024

AAUW California Family,

This April, we will have the opportunity to practice the inclusion that we value by voting to welcome any person who is passionate about equity for women into AAUW, whether they have a degree or not.

AAUW National is proposing a bylaws amendment to eliminate the degree requirement for membership. On January 20th, the AAUW California Board of Directors unanimously approved a statement of support for the bylaws change.

We'd like to share our reasoning with you.

Our organization was founded in 1881 to advance opportunities for women and to work toward equal treatment with men. While the early members focused on increasing the number of women going to college, they also worked to make employment of women and children safer and began the fight for pay equity. As AAUW evolved to meet women's needs, the organization and its impact grew. Our focus expanded to include advocating for the needs of people of color and individuals/communities in poverty. The efforts of AAUW earned us permanent United Nations (U.N.) observer status which in turn led to AAUW members expanding the fight for civil rights and an overall deeper understanding and appreciation of those who are marginalized.

Throughout the past 143 years, AAUW members never stopped advocating for education while expanding our focus to ensuring policies around maternity leave, reproduction rights, equal pay, and policies against sexual harassment and violence against women. Welcoming those without a degree will not change who we are and what we are working towards- it will enhance our efforts by including anyone who is as passionate as we are about equity for women and girls. AAUW and its eligibility requirements have changed substantially over the years and yet, we still work together and strive to make women's lives better and we will continue to do so for years to come. Treating each other fairly and supporting one another with compassion is the foundation of AAUW and serves as the catalyst for current and future efforts. As we enter a time of uncertainty in our nation, we need to band together and continue to advocate for a better future.

We encourage you to practice the inclusion our founding members worked for and vote "yes"- watch for your ballot in April.

Together in equity,
AAUW California State Board