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## March 2024

**Do you love Tech Trek? Good, because Tech Trek needs some HELP.** Mary Isaac (Dr. Mimi) is Tech Trek's Program Director. This is a **VERY BIG** job, supervising all 10 (TEN!) Tech Trek camps. But that is not all. Mary has signed on as temporary Director at the new CSU Monterey Bay Camp Carson. She is running – not just supervising – our Virtual Camp and she has just become the *Live Scan* coordinator. No one doubts her ability to handle it, but this is just TOO MUCH to ask of any one person.

### What can you do?

- Be an intern or co-director for the **Virtual Camp** or **Camp Carson**. The schedule is set and the speakers are already booked for this year.
- Help with boxing up the myriad resources for the virtual camp (if you live in San Diego County).
- Make copies of the Flash Drive for the Virtual Campers.
- Be a CampDoc administrator (a task done from home).
- Volunteer to be the Custodian of Record for **Live Scan** with the state if you have a couple of hours a week for two months or so. Oh, you'll also need a clean record with the FBI, even though it's just paperwork, done from home! *Live Scan* is the digital fingerprinting process required of each person who works at a Tech Trek in-person camp (except for casual visitors).
- Survey your branch members – they have skills that could be applied at camps during the year or on the committee!

**We must Get Dr. Mimi Some Help! NOW!** Your future Tech Trekkers will thank you. To offer or to discuss with the expert, send a message to [techtrek@aauw-ca.org](mailto:techtrek@aauw-ca.org)/ Mary will answer; she's fun to talk to.

P.S. Mary did not ask us to beg for your help, but she needs it and you – or a branch member – can help. This request is coming from more than eleven camp directors, treasurers, and program directors.

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## As Sandi Sees It

**Sandi Gabe**, President, AAUW California, [statepresident@aauw-ca.org](mailto:statepresident@aauw-ca.org)

### IF I RULED THE WORLD...

**Admit it.** We've all mused about the wonderful things we'd do if we could change the world. The thought may have slipped out in conversation with a friend or sat quietly in your mind waiting for the right opportunity to reveal itself. That time has arrived.

**Admit it.** You feel passionate about AAUW. You're already committed to playing an important role in your branch, Interbranch Council, or on a state committee. Now's your chance to bring that same passion and involvement to the AAUW California State Board. We've extended the deadline to apply for a position from March 1st to March 15th.

**Admit it.** You wonder what to expect if you're on the AAUW California board. Here are a few things:

- Passionate discussion about how AAUW California can assist local branches in meeting the mission of AAUW.
- Camaraderie and fun with an amazing group of dedicated people who expect to change the world and don't take no for an answer.
- Action-packed leadership team meetings designed to get things done.
- Opportunities to do something better than it's being done today.
- Creative approaches to problem-solving.

**Admit it.** You're intrigued! Click [HERE](#) for more information and to apply.

## Committee News

### AAUW FUND [TOP](#)

**Karen Vanderwerken**, AAUW Fund Committee chair, [aauwfund@aauw-ca.org](mailto:aauwfund@aauw-ca.org)

#### FUND CHAIRS AND BRANCHES EXCEEDING DONATION EXPECTATIONS!

Thanks to your continued efforts, California had donations to the Greatest Needs Fund of approximately **\$534,200!** This is \$84,000 more than projected. Your ongoing help with your branch made this possible. Continued donations keep AAUW strong for our mission.

National has a new Senior Manager of Planned Giving, Nadia Daghistani. Contact her with questions about Required Minimum Distributions (RMD) and trust donations. ([daghistanin@aauw.org](mailto:daghistanin@aauw.org))

Check out and print the new [Greatest Needs flier](#) and share it with your members!

Remember to list your branch name to receive credit for your donations.

If you would like to see the fellows who have been sponsored by your grants, see: "[AAUW 2023 Fund Fellows and Grant Recipients](#)" on the AAUW California website. Sponsorship IDs and Sponsorship Names are now available on this page. Thanks to our leader, Sandi Gabe, for providing this update.

Remember to submit your branch Named Gift Honoree nominations by March 31st. We have received 20 Branch Named Gift Honoree requests so far.

Mark your calendar to attend the 2024 Annual AAUW California Event on Saturday, April 27th from 9 am to noon.

Help us support the upcoming Open Membership vote. The impact for donations from corporations, businesses, and support from college/university staff and students has great potential.

**What I need to know:** California members donated \$534,200 to AAUW Fund in 2023.

**What I need to do:** Submit Named Gift Honoree nominations by March 31st. Print out and share the Greatest Needs flier with your members.

**Should I include this in my branch newsletter?** Yes. Share the news of California's total donations with members and encourage them to sign up for the Annual Event.

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## **BRANCH DEVELOPMENT**[TOP](#)

*Sharyn Siebert, Director, Branch Support* [branch@aauw-ca.org](mailto:branch@aauw-ca.org)

*Sigrid Moranz, Director, Leadership* [leader-dev@aauw-ca.org](mailto:leader-dev@aauw-ca.org)

*Marsha Swails, Director, Membership* [membership@aauw-ca.org](mailto:membership@aauw-ca.org)

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## **ELECTIONS MATTER!**

### **SPRING IS NOMINATING COMMITTEE AND ELECTION SEASON**

As we move into the Election Season (AAUW's, not the nation's!) it is time to look for new leaders to staff your 2024-2025 branch board. We have just what you need. Go to the [Leadership Resources](#) on the AAUW California website where you will find a plethora of materials to help you with structuring your board, recruiting leaders, and much more.

If you need assistance, make use of the [Leader on Loan](#) program to request an AAUW California resource (the best person available) to help you with your recruitment and strategy.

Spring is also election time for AAUW California board positions. If you are looking for a new challenge and the opportunity to work with a wonderful, vibrant team on the important work of the AAUW California Board of Directors, click [HERE](#) and investigate how you can become a member of the board.

## **TOUCHING THE HEARTS OF OUR VOLUNTEERS**

If you are looking for a new way to approach and engage members and leaders, join us for the three-part series that the AAUW California Branch Development Committee is presenting:

Sessions: February 27th\*, April 4th, and May 28th. Click [HERE](#) to register for the April 4th Peer Group meeting. \*If you missed the February 27th session click [HERE](#) to watch the video. The registration link for the last session will be available later.

## **OPEN UP AAUW**

Be sure your branch members are aware of the upcoming AAUW National vote to amend the bylaws to eliminate the degree requirement. This is the realization of our mission to support Equity for everyone. Click [HERE](#) for more information.

**And be sure to vote!** Turnout is essential to passing this measure.

**What I need to know:** AAUW California has resources to help branches recruit leaders and engage members to volunteer. AAUW California has openings on its board. The AAUW National vote on eliminating the degree requirement is coming up.

**What I need to do:** Utilize resources offered by AAUW California to help sustain your branch.

**Should I include this in my branch newsletter?** Yes. Share information about openings on the AAUW California board and the upcoming AAUW National election. Information about AAUW California resources is mainly for branch leadership.

## **COMMUNICATIONS** [TOP](#)

*Dawn Johnson, Director, Communication Committee chair, [communications@aauw-ca.org](mailto:communications@aauw-ca.org)*

### **BEWARE THE IDES OF MARCH!**

On March 15th, AAUW National will pull the membership lists to create the mailing list for the election ballots. Once again, the critical vote to amend the bylaws to drop the degree requirement will be presented to members. It is important that their postal and email addresses and settings are up to date to receive election information.

Branch leaders should remind members to follow these steps to review the accuracy of their email address:

1. Go to [aauw.us/emailoptions](http://aauw.us/emailoptions).
2. Enter your email address and click SUBMIT.
3. You'll get an email with a new link (check Spam if you don't see it right away).
4. Click that and you'll get a form where you can confirm your US Mail and email preferences.  
Make any necessary edits.
5. Be sure that the **"Yes, receive email updates"** preference is selected.
6. Click **SAVE** if you made any changes.

**Don't miss a word!**

### **B2B Bonus:** Quick Tips for Things to Try

Try a fun game to increase readership of your branch's March/April newsletter. Hide a few "Easter eggs." These might be strange words that are out of context such as "Sign up to volunteer for cantaloupe duty" or intentionally wrong information such as "Branch President Marie Curie said..." Draw a winner from all the members who submit a correct list of the hidden "eggs." Consider a chocolate egg as a prize!

**What I need to know:** Members can only vote on the proposed bylaws change if AAUW is able to send them a ballot (as a link in an email, or if necessary, a paper ballot sent by US Mail).

**What I need to do:** Remind members to review the accuracy of their email and postal addresses on file with AAUW National.

**Should I include this in my branch newsletter?** Yes. It is important that every member can vote.

## **DIVERSITY, EQUITY & INCLUSION** [TOP](#)

*Charmen Goehring, Director, Diversity, Equity, and Inclusion, [diversity@aauw-ca.org](mailto:diversity@aauw-ca.org)*

## LIVING OUR MISSION OF EQUITY AND INCLUSION

It's not too late to collect data for the DEI Strategic Plan! Branch coordinators continue to work on completing informal environmental scans of their own branches. This can be done either by the branch coordinator or a group of members. The National DEI toolkit has the tools to examine our current progress in the areas of recruitment, retention, programming, leadership development, communication, and planning and decision-making. Click [HERE](#) to find the prompts.

Please feel free to reach out to Charmen with questions and plan to send a summary of your branch environmental scan results by the middle of March.

Our next peer group chat will be Tuesday, April 16th, at 5:30 pm. We hope to have ready some preliminary work on the strategic plan, based on your data, to share out with the branch coordinators.

**What I need to know:** Branches are encouraged to complete informal environmental scans as the first step in preparing their diversity and inclusion plans.

**What I need to do:** Conduct an environmental scan and send the summary by mid-March.

**Should I include this in my branch newsletter?** No. This information is for the DEI committee.

## FINANCE [TOP](#)

*Kathy Ford, Chief Financial Officer, Finance Committee chair, [cfo@aauw-ca.org](mailto:cfo@aauw-ca.org).*

### SPRING IS COMING AND SO IS THE SEASON FOR RENEWING MEMBERSHIPS AND WELCOMING NEW MEMBERS

Nothing happens at AAUW California without our members, so the Finance Committee Peer session on Thursday, March 7th at 6:30 pm will cover membership dues, how to renew members and add new members to the HUB. The link to register for this session has been sent, but click [HERE](#) if you haven't registered yet.

This is a valuable meeting for both branch treasurers and membership vice presidents. We hope to see all of you there, but the meeting will be recorded if you cannot attend.

You can review ["How to Account for Membership Dues"](#) in the Finance Branch Tools section, which includes the link to the AAUW Community HUB. Then come to the meeting with your questions and experiences to share with the group. Learn more about the [HUB](#).

### B2B Bonus: Quick Tips for Things to Try

Ever wonder about seeing extra members on your branch roster? Well, the AAUW California President Sandi Gabe, CFO Kathy Ford, and Board of Directors member/Membership Chair Marsha Swails are listed on the rosters of all branches – but just to help branches if necessary. No, they don't pay branch dues unless they actually join the branch, and don't worry, they are not included as members of your branch when it comes time to bill insurance!

**What I need to know:** The Finance Committee Peer session on March 7th will focus on membership dues and renewals.

**What I need to do:** Make sure membership chairs and treasurers attend the session or watch the recording later.

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

## GOVERNANCE [TOP](#)

*Dianne Owens, Governance chair, [governance@aauw-ca.org](mailto:governance@aauw-ca.org)*

### CALLING all GOVERNANCE & BYLAWS CHAIRS!

The Governance Peer Group met in October and in February to discuss the mandatory update of the AAUW National bylaws which are the first eight articles of all branch bylaws. Both peer group meetings were recorded and can be viewed on the [AAUW California website](#).

Remember, if you are just updating the National bylaws only your branch board needs to approve. If you are making changes to your branch bylaws after Article VIII, you must get approval from your membership. After approval, send them to [governance@aauw-ca.org](mailto:governance@aauw-ca.org) and I will send them to National and save a copy on our California Google Drive. The deadline for submission is June 30, 2024.

Let me know if you have questions or need copies of material discussed at the peer groups.

**What I need to know:** When updating just the National bylaws only your branch board needs to vote. Changes to your branch bylaws must be voted on by your membership and reported to AAUW.

**What I need to do:** Report branch bylaws changes by June 30th.

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

## NOMINATIONS AND ELECTIONS [TOP](#)

*Deanna Arthur, Nominations and Election chair, [nominating@aauw-ca.org](mailto:nominating@aauw-ca.org)*

### A CHANCE TO EMBRACE ALL

As many members know, there will be a bylaws amendment on the National ballot this April/May that would eliminate the degree requirement. In 2021, 63% of members voted in favor of the amendment, however it required a 2/3 (67.7%) vote to pass. We know there are strong feelings held by some members around this. I would ask you to consider a few facts about AAUW and the evolution of our membership requirement since our beginning.

First, initially, only a very select few degrees from a small number of elite colleges were accepted for membership in AAUW. Prior to 1949, branches could pick and choose who they wanted (generally meaning women of color or Jewish women were excluded), and it wasn't until 1975 that any woman with a bachelor's degree from any regionally accredited institution could join. In 1987, we voted to extend membership to men, and in 2005, we relaxed the degree requirement yet again to allow those with AA (or equivalent) degrees. During each of these changes, our purpose and work to improve opportunities for women and girls never wavered. Our support of higher education never stopped. Our understanding that having a degree is not a requirement for being passionate about working for gender equity has changed. Our march towards being an inclusive organization will be made stronger by this change . . . .

Please join the [AAUW California Board of Directors](#) in supporting the bylaws amendment and help educate your branch on how AAUW has changed over the years and is still the wonderful organization that we know and love.

**DON'T MISS OUT-NOMINATION DEADLINE MOVED TO 3/15/24  
THE STATE NEEDS YOU!**



We are still looking for a few additional members to run for 2-year director positions. Love AAUW and want to help branches in our state grow and thrive? If you have ever considered serving on the state board, this may be your year! Submit your nomination [form](#) today.

Don't miss out on the opportunity – Level up your commitment to AAUW and come work with Charmen and her board! Contact me for more information.

**What I need to know:** The AAUW California Board of Directors voted to support the proposed bylaw amendment to delete the degree requirement for membership in AAUW. The deadline to submit nomination forms for AAUW California director positions has been extended to March 15th.

**What I need to do:** Learn the history and evolution of the membership requirement. Consider running for a directorship position.

**Should I include this in my branch newsletter?** Yes. It is important for members to be informed before voting.

## **PUBLIC POLICY [TOP](#)**

**Amy Hom and Melissa Maceyko, Directors, Public Policy Committee Co-chairs, [publicpolicy@aauw-ca.org](mailto:publicpolicy@aauw-ca.org)**

### **WELCOME TO WOMEN'S HISTORY MONTH! CELEBRATE BY ADVOCATING FOR EQUAL PAY**

March is Women's History Month. It is also the time of year when we recognize Equal Pay Day. Each year, this symbolic day is used to raise awareness around and combat the impact of pay inequities.

Equal Pay Day in 2024 will be held on March 12th. In the past, the date was meant to mark the day that a woman would have to work into the next year to "catch up" with what a man had made in one 12-month cycle, with the acknowledgment that a lot of women *never* "catch up," but the date is now largely symbolic. Instead, it represents a day to hold space for the current state of the gender pay gap for women, [who make 84% of what men do](#), for full-time, year-round work.

The pay gap differs significantly across different kinds of work and among different communities. To reflect this reality, AAUW National presents pay gap statistics that reflect more accurate and relevant demography. For instance, we can get a better sense of disparities when we can compare Native American women who work full-time, year-round (who are paid only 59 cents for every dollar paid to non-Hispanic white men) with Native American women who do not work full-time, year-round (who are paid only 55 cents for every dollar paid to non-Hispanic white men). AAUW National also includes LGBTQIA+ people in the pay gap model to point out the absence of data, as the U.S. Census Bureau does not currently collect the necessary information to actually track disparities within the community.

If you haven't seen [this more granular data](#), be sure to check it out!

Now--armed with this information, what can you do? **You can celebrate women's history by changing it**—by continuing the hard work of advocating for equal pay. [Educate others about disparities](#) and about [their rights under the Equal Pay Act and Title VII](#).

Check out the Paycheck Fairness Act [Toolkit](#).

### **B2B Bonus: Quick Tips for Things to Try**

This spring the Public Policy Committee will be launching a social media education and action-centered program focused on priority legislation. Sign up for Legislative Action Alerts [HERE](#)! Share

the sign-up link with anyone you think may be interested. AAUW members and non-members are welcome. Copy and paste the shareable link: <https://forms.gle/zkbxQM8gByqjGymTA>

**What I need to know:** March is Women's History Month. Equal Pay Day statistics illustrate how the gender pay gap differs drastically across different communities.

**What I need to do:** Explore the Paycheck Fairness Toolkit. Sign up for Legislative Action alerts.

**Should I include this in my branch newsletter?** Yes. Encourage members to advocate for gender equity.

## Program News

### GOV TREK [TOP](#)

*Shauna Oenning Ruyle, Gov Trek Program Director and Gov Trek Committee chair, [govtrek@aauw-ca.org](mailto:govtrek@aauw-ca.org)*

#### IT'S NO SECRET THAT U.S. LEADERSHIP HAS A DIVERSITY PROBLEM

AAUW California's Gov Trek is working to change this by investing early in girls' leadership development and awareness of careers in public service and elected office.

At Gov Trek 2024, young leaders from across California are delving into public service careers and elected positions at our seven-Saturday virtual political leadership program.

Participants teamed up to develop smart campaign strategies and relatable messaging for a realistic group campaign simulation competition. With internships and prizes up for grabs, it is a battle of #vision, #leadership, and addressing #policy issues that matter.

Gov Trek is wrapping up Saturday, March 16th from 10 am -12:30 pm with teams presenting their simulated electoral campaign packages in a contest. We'd like you to see them in action. You'll be amazed at the talent and enthusiasm of these remarkable young women when you hear their stump speeches and see their campaign ads and voter outreach plans.

Come and see your future leaders! You'll even have a chance to vote for your choice in the People's Choice Award. See if it matches the judges' decision! The winning video will be shared at the AAUW California Annual Event on Saturday, April 27th.

Click [HERE](#) to register for the Gov Trek Finale & Campaign Competition 2024. Registration is required.

Questions? Email [govtrek@aauw-ca.org](mailto:govtrek@aauw-ca.org)

**What I need to know:** Members are invited to attend the Gov Trek finale on March 16th to watch student teams compete.

**What I need to do:** Share details about the Gov Trek finale and invite members to register and attend the competition.

**Should I include this in my branch newsletter?** Yes. Members may want to attend the Gov Trek Finale to see the program in action and to be inspired by our future leaders.

### SPEECH TREK [TOP](#)



**Lana Widman**, Speech Trek Program Director, and Speech Trek Committee chair,  
[speechtrek@aauw-ca.org](mailto:speechtrek@aauw-ca.org)

### **NOW HEAR THIS!**

This is a friendly reminder to get your Speech Trek winners submitted to the State Speech Trek Committee by March 15th to compete in the statewide competition. The top five contestants will receive:

\$1500 for 1st Place  
\$1000 for 2nd Place  
\$500 for 3rd Place  
\$250 for 4th Place  
\$150 for 5th Place

These top five contestants will be announced during the annual AAUW California meeting on April 27th. The 1st Place winner's video will be showcased. Also, next year's Speech Trek topic will be announced.

### **LISTEN UP!**

Still not sure if your branch should start a Speech Trek program or continue holding Speech Trek contests? Before you decide, read the following excerpt from a letter one former contestant sent to the Fremont Branch:

*"The biggest takeaways I gained from AAUW's Speech Trek were crucial life skills, such as learning to write a speech and learning the importance of asking for coaching help. This collaborative process showed me new and diverse ways to look at an important issue in society, which ultimately helped me in critical thinking and determining my own views. Learning deeply about prevalent issues in society, developing creative solutions, and presenting them clearly was a challenging and invaluable experience for me."*

### **SPEAK UP!**

The Speech Trek committee wants to hear from you! The committee has been busy gathering feedback from branches that have held contests and is using that information to plan improvements for next year's program. We want to hear what worked, what did not work so well, and what great ideas you have for next time. Please attend our next strategy meeting (via Zoom) on May 16th (*date is tentative and may change*). Details to be sent out soon. If you are not on the current email list of branch Speech Trek coordinators, drop an email to Lana Widman at [speechtrek@aauw-ca.org](mailto:speechtrek@aauw-ca.org) and ask to be added to the notification list.

**What I need to know:** Speech Trek winners must be submitted by March 15th. The top five contestants will be announced at the April 27th Annual AAUW California meeting and the winning speech will be showcased.

**What I need to do:** Submit videos of branch Speech Trek winners by March 15th.

**Should I include this in my branch newsletter?** No, this information is for Speech Trek coordinators only.

### **TECH TREK [TOP](#)**

**Mary Isaac**, Tech Trek Program Director, and Tech Trek Committee chair, [techtrek@aauw-ca.org](mailto:techtrek@aauw-ca.org)

### **COUNTING DOWN 'TIL SUMMER...AND WE'RE OFF!!**

With over a thousand camper applications currently in process and most ready for review, the 2024 Tech Trek camp season is well underway.

104 branches are participating, and all but a few branches have started in CampDoc (Half Moon Bay, Monterey Peninsula, Porterville, Redding, Simi Valley, Tustin-Santa Ana-Orange, and West Contra Costa—it's time to get those applications in the system!!)

For those late getting started, check out the latest Branch Coordinator archived uploads or watch the session replays to catch up. Click [HERE](#) for the 2024 Branch Coordinator Peer Group Archives (you will need access) and [HERE](#) for the Branch Coordinator Peer Group playlist (start from the bottom).

The current due date for applications across the state has passed, however, no applicants will be locked out until after April 15th when camper selections are due to camps.

Money, however, is due at camps by March 15th, so now is the time to make sure you have applicants to support what your branch committed to!

Volunteers are still needed at most camps. Every volunteer contributes to our social capital, and you can click [HERE](#) to help us grow our social capital by signing up today!

Adding a few camp directors in training to this year's camp staff would be the ideal scenario – drop me a line if this perks your ears up – see how it works before you make a final commitment . . . .

**What I need to know:** Money is due at camps by March 15th. Applications must be uploaded in CampDoc. Applicants will be locked out after April 15th.

**What I need to do:** Send your money in on time, continue entering applications in CampDoc, and seek out potential camp volunteers within your branch.

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

AAUW California

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