



Embodying Equity

AAUW National Update

Spring Conventions/Conferences 2021

AAUW 2020 By the Numbers



30,000

People reached by our 35 free webinars featuring career tips, advice on activism, interviews with thought leaders and other educational offerings.



29

Minority-serving institutions, including 18 Historically Black Colleges and Universities, that now offer AAUW's Start Smart training, bringing the number of colleges and universities hosting the program to 142.



\$3.6 million

Awarded to more than 200 recipients for the 2020-21 academic year with the goal of advancing educational opportunities for women around the globe.



62,400

Letters sent to elected officials urging immediate action on COVID relief, paid leave benefits, voter access and other key AAUW public policy priorities.

5 Cases that AAUW is supporting to help women fight workplace discrimination, Title IX violations and pay inequity.

180,167

Women trained in salary-negotiation skills through our Work Smart and Start Smart programs to date.



227

Media outlets have featured AAUW's work in 2020, including *The New York Times*, *The Washington Post*, *Newsweek*, *U.S. News & World Report*, *NBC News* and more.



1

New learning community launched: AAUW's Equity Network offers leadership training to early- and mid-career participants who are committed to social justice. Members and supporters bolstering our mission of advancing gender equity for women and girls through research, education and advocacy.



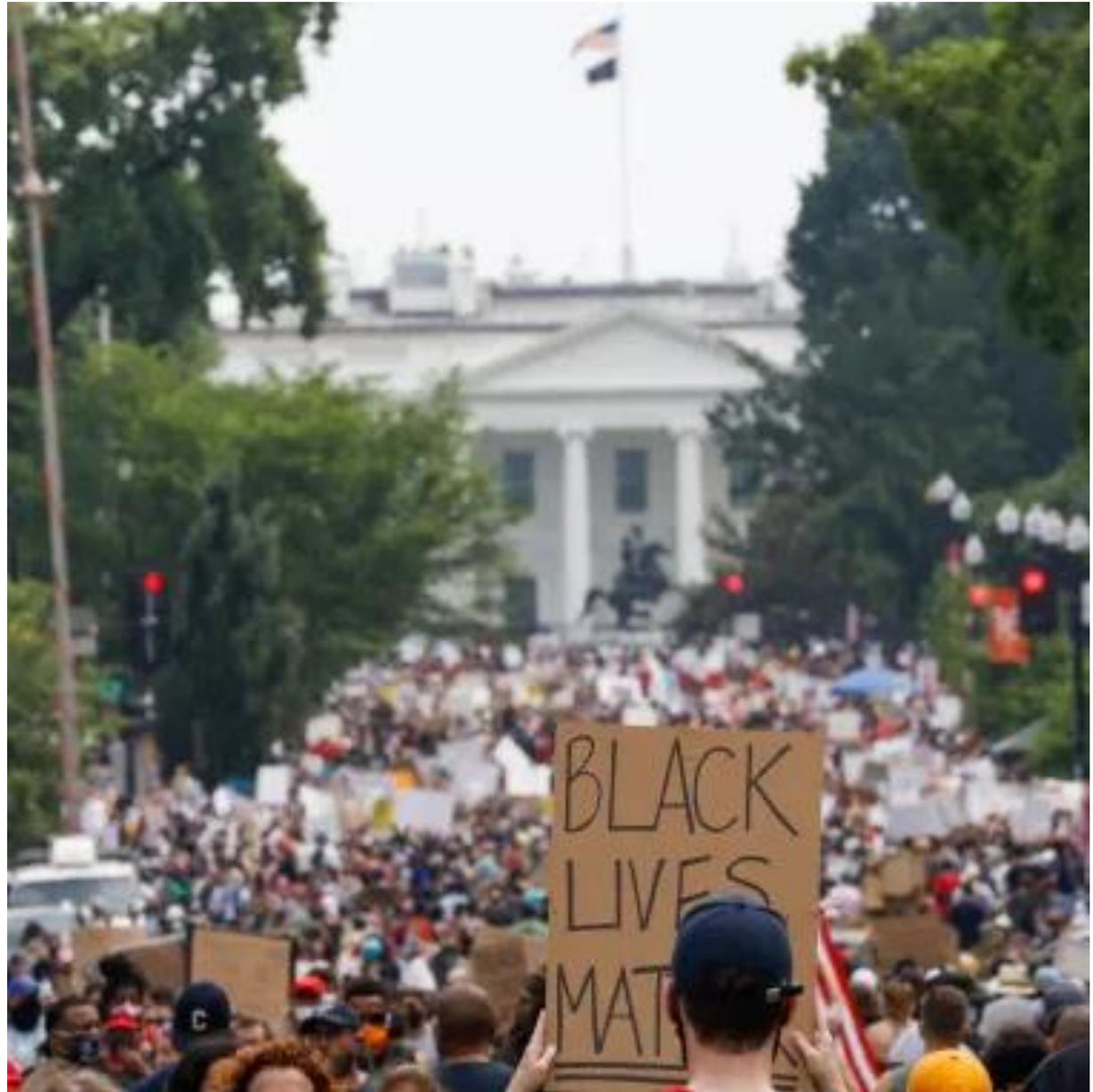


Future and Past Member Webinars:

<https://www.aauw.org/membership/>









What's ahead?

- 117th Congress
- Biden/Harris Administration

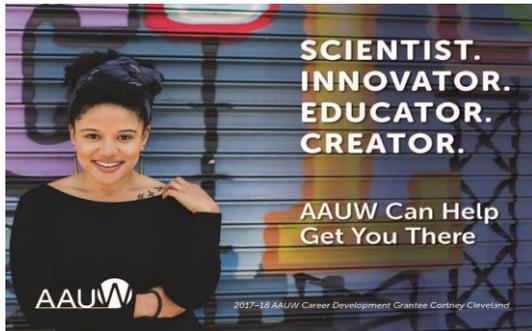
AAUW Equity Wish List: Policy

- **COVID Relief**
- **Women's Economic Security**
 - Pay equity
 - Minimum wage
 - Paid Family and Medical Leave
 - Flexible schedules
 - Childcare access
 - Workplace harassment
- **Educational Equity**
 - **STEM**
 - Title IX
 - Student loan debt



Fellowships & Programs

2021 Priorities



AAUW alumna and webinar presenter Dr. Yolanda Sealey-Ruiz

AAUW Research to Impact

THE SIMPLE TRUTH ABOUT THE GENDER PAY GAP

2020 UPDATE



THE IMPACT OF COVID-19 ON WOMEN'S ECONOMIC SECURITY

The Coronavirus pandemic's disproportionate economic toll on women, most notably women of color, will have economic ramifications for years—compounding the inequities of the existing gender wage gap. Since the start of the pandemic, more women than men have lost jobs, largely because so many women work in industries that have shrunk in 2020, such as the restaurant, retail, hotel and travel sectors.

The challenges of caretaking—exacerbated by virtual schooling, closed daycare centers and isolated seniors—have taken a significant toll on the work life of many women. With women still shouldering the bulk of domestic responsibilities, many have no option other than to reduce their work hours, put off advancement opportunities or quit their jobs altogether.

Because time out of the workforce affects lifetime earnings, and many employers still erroneously rely on previous wages to set salaries, the impact is likely to compound the gender and racial wage gaps, which are persistent contributors to economic inequity.

- Between February and April 2020, women's unemployment rate rose by 12.8%, compared to 9.9% for men.¹
- Between the third quarter of 2019 to the third quarter of 2020, unemployment rose from 5.4% to 12.7% for Black women; 2.5% to 11.6% for Asian women; 4.8% to 12.5% for Latinas; and 3.7% to 8.6% for white women.²
- Mothers of young children have lost jobs at three times the rate of fathers. Moms of children under 12 lost nearly 2.2 million jobs between February and August, a 12% drop; fathers saw a 4% drop of about 870,000 jobs.³
- In the third week of July 2020, 32.1% of unemployed women ages 25 to 44 were not working outside the home due to childcare demands, compared to only 12.1% of men in the same group.⁴

AAUW FACTORY FLAW

THE ATTRITION AND RETENTION OF WOMEN IN MANUFACTURING



WOMEN'S POWER GAP STUDY SERIES

THE POWER GAP

AMONG TOP EARNERS AT AMERICA'S ELITE UNIVERSITIES

2021 STUDY



The WAGE Project
Women Are Getting Even

Women's Power Gap
Eos Foundation
GENDER PARITY NOW



AAUW INFRASTRUCTURE IMPROVEMENTS

- National website
- Member value
 - Member and member leader portal
 - Member webinars and toolkits
 - Grassroots advocacy
- DEI

www.aauw.org/resources/member/governance-tools/dei-toolkit/





AAUW Mission, Vision, and Values

Mission To advance gender equity for women and girls through research, education, and advocacy.

Vision Equity for all.

Values Nonpartisan. Fact-based. Integrity. Inclusion and Intersectionality.



Be the

CHANGE

Before

CHANGE

Changes You

What *Truly* Makes AAUW Unique

- Breadth and Depth
- Research
- Policy and advocacy
- Fellowships and grants
- Programs that *directly* support women like NCCWSL, Start Smart, Empower and Work Smart
- Grassroots membership to state/federal impact



Opening Membership

- Mission and relevance
- AAUW name
- Educational focus
- Community and commonality

AAUW Member Vote 2021 Key Dates

April 7, 2021

Voting opens

May 17, 2021

Voting closes at 5:00 pm ET





**AAUW:
Onward Together in 2021!**