#### 2014-15 Branch Officers

President: Ruth Lee 715-425-7094 ruth.lee@icloud.com

President Elect: Jane Matthews 715-5425-2442 jjmatthews@Baldwintelecom.net

Co-Program VP: Lorraine Davis 715-629-7392 Idavis4762@aol.com Elaine Baumann 715-425-5727 elaine.baumann@dishup.us

Co-Membership VP: Ann Gustafson 715-425-2516 agus\_mbrshp@yahoo.com Jennifer Willis-Rivera 618-203-2998 jennifer.willis-rivera@uwrf.edu

Secretary: Karen Brohaugh 715-425-2971 brohaugh@att.net

Treasurer: Suzanne Hagen 715-425-1471 whagen11@comcast.net

AAUW Funds: Sue Halseth 715-690-7989 susanhalseth@comcast.net

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Historian: Anne Anderson 715-425-2792 <u>anne.b.anderson@comcast.</u> net

Newsletter: Cheryl Maplethorpe 715-425-5116 <u>cheyl.kay.maplethorpe@gmail.</u> <u>com</u>

Book Sale Chairs: Sue Danielson 715-425-9082

suzied40@hotmail.com Jeanne Zirbel

715-425-2669 jeanne.zirbel@gmail.com

# FALLS NOTES

AAUW-River Falls, WI Branch Newsletter



# May 2015

**NEXT MEETING** – Tuesday, May 12 will be held in the community room of the River Falls Public Library at 6:30.

It will be followed by the 80<sup>th</sup> Anniversary Celebration of the River Falls Branch of AAUW at 7:00. Join us for **"TEA AND MEMORIES"** and celebrate the 80<sup>th</sup> year anniversary of the River Falls Branch of AAUW.

Wear a vintage hat in honor of those who came before us.

Please invite any former members that you might know to attend.

# **PRESIDENT' S COLUMN**

Ruth Lee, Branch President

Eight members from the River Falls Branch attended the 95<sup>th</sup> WISCONSIN STATE CONVENTION with the theme *Title IX: Entitled to Succeed.* Conventions provide us the opportunity to share quality time with branch members on the five (plus) hour one way drive. After sharing the convention with members you once again have that five hour opportunity to discuss numerous things that you experienced during the meetings, thus allowing for "no nap time" on the way home. Highlights were sharing time with members from other branches, keynote speakers, Justice Shirley Abrahamson with her great humor, and Jessie Garcia and her career path to sports announcing. The break-out session that I attended were all well planned and those hours flew.

We were fortunate to have two of the fifteen **Candidates for Director** at the Wisconsin State Convention. Pam Thiel of Wisconsin and Rebecca Norlander of Washington, were in attendance and are great candidates. I attended two sessions that were led by Rebecca Norlander and she is another outstanding AAUW member with a strong focus on girls in STEM. I would strongly recommend these two women as part of your 10 vote for Director.

REMEMBER TO VOTE! In the past election only 5% of all members voted. The goal is to increase that to at least 15% of all members. All candidates are listed in your latest issue of Outlook on pages E13 – E20. If you have misplaced your Outlook go on line to the AAUW website and check that out. Pages E1 – E20 will show you all you need to know.

<u>www.aauw.org</u> click on VOTE enter your ID (on the back of Outlook) click search and then voter pin number (back of Outlook); review ballot and vote.

For questions call 800 362 2289.

Let's make our branch at least 80% voters! We are exploring the possibilities of doing this on meeting night at the River Falls Public Library.

Come ready to celebrate our 80<sup>th</sup> Anniversary on May 14, 2015! The planning committee has done a great job of preparing for this with just one or two challenges along the way. So many thanks to them and all the work they have done.

# **Conference Comments**

Jane Matthews - This is the third convention I have attended. It is very nice to start recognizing faces that I have seen before. It is even nicer to associate a name, branch location, personality traits and job title with the face. It isn't happening too much yet, but I hope it will.

The convention is always exciting, this year especially so. We were shown the new AAUW promotional video, and when it ended, I wanted to stand up and cheer. Whoever put it together did a remarkable job of capturing the essence and passion of AAUW. I certainly hope we can get a copy for our branch. I think it would be a wonderful recruiting tool but also a booster when we might be feeling discouraged.

I attended two breakout sessions and was amazed at the quality of information provided. Kathy McCarville and Geneva Murray discussed Campus Connections, Next Steps. They had numerous ideas about how to utilize Campus/University partners for the benefit of students, student e-members and AAUW. They focused specifically on how branches can get students involved in the programs of Smart Start, Elect Her and NCCWSL.

Catherine Emmanuelle presented her own journey of struggling to get back to college and summoning her courage, energy and confidence to tackle local politics. She encountered skeptics and those who dismissed her efforts with "potholes and parks are not women's concerns." She made them her concerns and won some battles along the way. Her energy was contagious and her story inspiring. She is a great proponant of Vot-eRunLead.

The food was also great in spite of no muffins.

**Jeanne Zirbel** - The conference was wonderful. Jessie Garcia, the first woman sports reporter had great stories. Chief Justice Shirley Abrahamson told us of the importance of the justice system and encouraged us to visit the courts.

Many branches have scholarships for 7<sup>th</sup> grade girls to attend a Tech Trek program. This might be something that our branch should pursue.

**Cheryl Maplethorpe** – This was a great conference. I wish that more could have attended. The two interest sessions that I attended were Smart Media Use and Campus Connections. Smart Media covered all the social media tools that branches could be using to communicate with members and potential members. Campus

Connections explained all the benefits of establishing a campus connection including funding sources and shared tools.

**Ann Gustafson** - Going to the AAUW-WI State Convention is always a special time for me. I look forward not only to the programming but also to seeing friends from other branches and renewing acquaintances, catching up with women I've known for years, thanks to AAUW. As one of these women said, "it's good to spend time with our 'nutritious' friends."

Programmatically, hearing Chief Justice Shirley Abramhamson was one of the highlights for me. Talking virtually without notes, except for a list of cases she chose to discuss with us, she spoke frankly about several cases that had come before the WI Supreme Courts which have had an impact on the everyday lives of the state's citizens, indicating whether she was on the assenting or dissenting side of the ultimate decision. Her down to earth presentation and sense of humor kept everyone's attention during her speech.

# Notes from the AAUW Wisconsin State Board - Suzie Danielson, District 4 Coordinator

As a District Coordinator, one of my jobs is to keep branches informed on the happenings at the state level. After a very successful Convention and lively Board meeting the day before, here are some of the points of information that might be of use to you.

First of all, **don't forget to vote in the AAUW national election.** Each member is eligible to vote for candidates, by-laws changes, and public policy. Two candidates for AAUW National Board were at the state convention - Wisconsin's own Pam Thiel and Rebecca Norlander, who presented during the convention. I would not hesitate to urge you to vote for both of these talented women. Information on candidates, by-laws and public policy is available on line.

The district reorganization is being reconsidered as some of the proposed districts didn't seem to fit with some branches. So for now, I will continue to be District 4 Coordinator for the old district until the board studies the issue some more. Now is a great time to give me any suggestions that you have on how to organize districts that I can take back to the board.

Do you need help setting up a website for your branch? Kate Hinnant, state IT Manager, (<u>kate.hinnant@gmail.com</u>) can give you some advice. She is putting up a video of facebook to help, but can also advise your branch.

Another excellent resource from the state board is Kathy McCarville, College/University Coordinator (<u>kmccarvil@aol.com</u>). Perhaps you would like to approach a local college or university to work with your branch and be a partner with AAUW. Have your College/University chair get in touch with her. It is important to have someone in the branch be this contact person.

Our state treasurer, Diane Lau, (<u>dlau3@wi.rr.com</u>) asked us to pass on this info. Presidents need to get new officers in to Member Services Data Base by June 15. This is easy to do from the website. She is available to answer questions if you need help.

Thanks to the branches that donated objects or money for the baskets to be auctioned off at the convention. Over \$600.00 was made for AAUW Funds. This will go toward the Katherine Teska Research Fund. Please consider designating money your branch sends to national to this Wisconsin Fund. It needs to be paid off by 2018. It will take about \$17,000 to complete.

Finally, let me know if there is any way that I can help your branch while you think about next year. Do you need something from the state board? Are you looking for program ideas? Someone at our district meeting at the convention suggested that newsletters be sent to other branches, so Cheryl Maplethorpe from the River Falls Branch is working on getting a list together so that we can share ideas by sharing newsletters in District 4.

# **MEMBERSHIP NOTES**

Ann Gustafson and Jennifer Willis-Rivera, Co-Chairs

At the May AAUW –River Falls program, we will celebrate 80 years of members of the branch advocating and helping women break through barriers. Those who were members in 1935 began inviting other women college graduates to join them in their efforts through branch membership. In some ways, things have not really changed: we still rely on members to introduce AAUW to their friends, neighbors and colleagues and asking them to join AAUW.

Spring is a good time to share the information about AAUW membership. The May meeting will be a good time to become reacquainted with some former and prospective members and also a good time to ask them to join the branch. Any individuals who join as new members, including former members whose membership lapsed two or more years ago, will be able to join at the *Shape the Future* half-cost dues.

Spring is also a time of graduation for many college students. Do you know any college students graduating this spring? Did you know that current AAUW members can give a free membership to recent college grads through the *Give a Grad a Gift Program*? Merely go to the AAUW website and fill out the application for the *Give a Grad a Gift Program*. Membership in AAUW is open to any graduate holding an associate or equivalent, baccalaureate, or higher degree from a regionally accredited institution.

# **PROGRAM NOTES**

Lorraine Davis and Elaine Baumann, Co-Chairs

# 80<sup>TH</sup> ANNIVERSARY CELEBRATION

The May meeting will be held in the community room of the River Falls Public Library at 6:30. It will be followed by the 80<sup>th</sup> Anniversary Celebration of the River Falls Branch of AAUW at 7:00. Please invite any former members that you might know to attend.

Bonnie Loden, UW RF history major will present an overview of our branches achievements. Be prepared to share your personal memories. Bring AAUW-related artifacts/ephemera to share as well.

# Invitation

Join us for "tea and memories" and celebrate the 80<sup>th</sup> year anniversary of the River Falls Branch of AAUW on Tuesday, May 12 at 7:00 in the River Falls Public Library. Wear a vintage hat in honor of those who came before us.

Rsvp:dkfrank@pressenter.com

#### YOUR INPUT

At the April meeting, the following survey was distributed. If you were unable to attend or did not fill it out, please do so and send it to <u>ldavis4762@aol.com</u> or elainebaumann1@gmail.com.

#### Program Recap for 2014-15

September 9, 2014 – NCCWSL attendee Smart Start Trainees October 4 – Book Sale Set-up October 11 – Book Sale October 14, 2014 – "Iron Jawed Angels" movie October 18 – Book Sale November 2 – Pancake Breakfast Fundraiser at Moose Lodge November 11, 2014 – Campus and Military and Veteran Support for Women on Campus December 9, 2014 – Holiday Gathering – Auction – Host: Suzanne Hagen – Pot Luck January 10, 2015 (Saturday) – STEM Luncheon and Essay Awards February 10, 2015 – The Common Core – Facts and Myths – Why is it Controversial March 10, 2015 – Mildred Fish Harnack Presentation – co sponsored by the River Falls Library April 14, 2015 – Violence Against Women on Campus May 12, 2015 – Officer Induction and Pot Luck – Host? – 80<sup>th</sup> Anniversary Celebration

# 2015—16 ideas?

Theme(S)?\_\_\_\_\_

Speakers_(specific suggestions)	)
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More daytime meeting\_\_\_\_\_

# More book discussions

# **INTERNATIONAL ISSUES**

Yolanda Dewar, Chair

# Overview of 2014 U.S. Implementation of the National Action Plan on Women, Peace, and Security

Report, Washington, DC, April 7, 2015

The Department of State is fully committed to supporting the United States' commitment to protect and empower women in countries threatened and affected by war and conflict, violence, and insecurity. Given the Department's leadership role in U.S. diplomatic engagement, its foreign assistance programming, and robust relationships with civil society across the globe, the Department remains a key U.S. Government implementer of the U.S. National Action Plan on Women, Peace, and Security (NAP).

Throughout its third year implementing the NAP, and the Department's corollary implementation plan, the Department integrated a focus on gender equality and women's issues into its diplomatic, security, humanitarian, and development efforts.

Accomplishments The following captures an overview of some of the Department's accomplishments in fiscal year (FY) 2014.

**Objective 1: National Integration and Institutionalization**. The Department integrated comprehensive and sustainable attention to WPS priorities in its policies and programs, especially in enhancing staff capacity. Increased the number of mandatory requirements for inclusion of gender analysis in outside organizations' bids for foreign assistance funding.

**Objective 2: Participation in Peace Processes and Decision-making.** The Department took deliberate steps to support women's leadership and participation in peace negotiations, community governance initiatives, security sector reform, and transitional justice and accountability processes.

**Objective 3: Protection from Violence.** The Department undertook significant efforts to protect and empower at-risk populations in situations of conflict, crisis, and transition through bilateral, multilateral, and public diplomacy engagements as well as training and assistance. Increased initiatives to engage men, including community leaders and religious figures, to lead positive norm change in promoting gender equality and preventing GBV.

**Objective 4: Conflict Prevention** Recognizing the influential role women can play as peacebuilders, the Department provided diplomatic support and capacity building for women leaders to catalyze or enhance their engagement in conflict prevention and stabilization efforts.

**Objective 5:** Access to Relief and Recovery Throughout 2014, crisis- and conflict-affected environments presented uniquely challenging operating environments for humanitarian operations. Through diplomacy and humanitarian assistance, the Department promoted women's equal access to relief and recovery resources, advocated for their participation in managing those resources, and worked to advance the protection of women and girls in the design and implementation of crisis response.

**Challenges**. Although the Department continues to expand on its long term efforts to promote accountability for conflict-related sexual violence, especially in supporting integrated support and services for survivors, sig-

nificant challenges remain in deterring such violence and holding perpetrators to account. Non-state actors, which perpetrate the preponderance of conflict-related sexual violence, are often difficult to identify and care little for global norms, thereby limiting the utility of traditional deterrence tactics, such as public condemnation, documentation, and economic sanctions.

Internally, resource and staffing limitations, limited training opportunities on gender-sensitive policy and programming, and robust yet uneven monitoring and evaluation to identify best practices and assess impact limits the Department's ability to more fully integrate WPS goals. Mitigating and overcoming these challenges will require dedicated diplomacy, creative outreach, and sustained capacity building efforts in the future.

**Recommendations**. Achieving success will require refining efforts to promote unique WPS initiatives concurrent with the full integration of gender perspectives into the Department's broader operations. In 2015, the Department will maintain its focus on high-impact actions that are necessary, achievable, and informed by those charged with implementation on the ground.

#### **International Roma Day**

Press Statement, John Kerry. Secretary of State, Washington, DC, April 7, 2015

On behalf of President Obama and the American people, I honor all Roma on International Roma Day. Today we celebrate the Romani people and their rich cultural heritage. But we are also mindful of the challenges that many Roma experience in their daily lives. For centuries, the Roma have suffered at the hands of history's tyrants. Many still face the scourge of bigotry to this day.

The United States marks this occasion by reaffirming our commitment to the inclusion and equal treatment of all Roma people, wherever they call home. I commend the activists and citizens who fight every day to end discrimination against your people. No one should go hungry, be turned away from school, or denied a job because of baseless prejudices.

That's why today and every day we renew our commitment to ensuring that all people — regardless of ethnicity, nationality, or creed — are allowed to reach their full potential. Only then can we empower not just the Roma people, but all people.

# Report: Afghan Government Is Abandoning Women's Rights Defenders

#### The Huffington Post

Afghanistan's government and the international community are abandoning women's rights defenders in the country, Amnesty International warned in a <u>scathing report published this week</u>.

"Poorly implemented" protection laws and shrinking funding for aid leaves women highly vulnerable to attacks, including rape and assassination.

# CHINA FREES DOMESTIC-VIOLENCE ACTIVISTS

Five women detained for more than a month for women's rights campaigning in China were released April13, following international pressure over the government's crackdown on social activism. The women were let go

on a conditional release that allows the investigation to remain open for another year and could still result in formal charges, according to lawyer Liang Xiaojun. Other lawyers confirmed on social media that their clients had been released. The women were detained last month while preparing to hand out flyers and stickers against domestic violence ahead of International Women's Day. They were accused of creating a disturbance and could have faced as much as three years in prison if convicted.

# IFUW-"Education for All" 2000-2015 Project

UNESCO has published the Education For All Global Monitoring Report 2000 – 2015. The Report takes stock of the progress and challenges in the implementation of the six education goals, adopted in 2000 at the World Education Forum in Dakar, Senegal ("The Dakar Framework"). The seminal event was opened by UNESCO Director-General, Madam Irina Bokova, who was keen to emphasize the persisting, categorical need for more investment and commitment to lifelong education: "Despite not meeting the 2015 deadline, millions more children are in school. However, we need to see specific, well-funded strategies that prioritize the poorest – especially girls – [and] improve the quality of learning and reduce the literacy gap so that education becomes meaningful and universal." While enrolment in lower secondary school has increased globally by 27% (and more than doubled in sub-Saharan Africa) since 2000, there are still 63 million out-of-school adolescents worldwide. Marginalized children – including those from rural, migrant or weak socio-economic backgrounds – face substantial barriers in accessing and completing secondary education. Increasing the benchmark from universal primary education to universal secondary education is critical to ensure that all students have the foundation skills – including literacy and numeracy – to access the job market, become active citizens, and realize financial independence

# Delhi's first woman bus driver takes the wheel -20 April 2015

Vankadarath Saritha, 30, who has worked as a private chauffeur, is the first woman bus driver in India's capital Delhi has told BBC Hindi that her priority is to ensure the safety of her female passengers. Ms Saritha, who is from the southern state of Telangana, said she took up driving to support her family.

Her appointment comes at a time of growing public anger about harassment of women on public transport in Delhi. Officials hope the move will inspire other women to drive as a career. Some Indian states have had women bus drivers for years, but this is the first time the capital has hired a woman to drive a Delhi Transport Corporation (DTC) bus.

Passengers seemed happy to see a woman bus driver - many came forward to take a good look at her, while others started taking her photos on their mobile phone cameras, our correspondent says. Before getting down, some of the passengers called out: "Thank you, madam."

Transport services in Delhi have been deemed unsafe in recent years after a 23-year-old student was fatally gang-raped on a bus in Delhi in December 2012.

# A GROWING MOVEMENT AGAINST CHILD MARRIAGE

The push against child marriage worldwide has been gaining steam in recent months.

<u>The U.N. initiative</u> comes just months after the <u>African Union</u> launched its first-ever <u>campaign to end the prac-</u> <u>tice</u>. In April, Mozambique's first lady, Maria da Luz Guebuza, <u>spoke at a rally in Maputo</u>, urging parents not to marry off their daughters to an older man in order to receive the bride-price, an amount of money or goods the groom traditionally offers to the bride's family.

As Mozambique increasingly recognizes that child marriage constitutes an obstacle to economic development, as well as a health and gender rights issue, more is being done to curb the practice. And those efforts, in large part, are being led by women.

There is a strong women's rights movement in Mozambique. Women's rights and child rights movements are coming together to make a joint stance on child marriage.

#### PRIORITIZING WOMEN AMID ECONOMIC GROWTH

Marrying very young is associated with high rates of maternal and neonatal death, since child marriage often leads to women giving birth earlier and being at greater risk for health problems.

Complications in pregnancy and childbirth are among the leading causes of death for girls ages 15 to 19 in poor countries. And girls who give birth at a young age are more likely than women who give birth in their 20s to die or have a baby who faces health problems, <u>according to the organization Girls Not Brides</u>.

In addition to facing higher health risks, girls who marry young are less likely to be educated or become employed. And at a time when economic growth appears imminent for Mozambique, investing in its people is essential, experts say.

Mozambique is recognizing that girls and women could play a key role in that process, if given the chance.

During a conference in April, the Mozambican government stated that it would attempt to reduce the rates of child marriage in the country. Mozambique signed on to a campaign to focus efforts on ending child marriage at the <u>Girl Summit conference in July</u>. The conference, held in the U.K. and featuring representatives from countries all over the world, focused specifically on galvanizing governments to fight child marriage and female genital mutilation.

As part of the initiative, a number of nonprofits are working with the Mozambican government and with radio stations to broadcast messages that emphasize the importance of girls' education, and the health and economic costs of marrying young. Church leaders and female teachers are working to impart the message as well.

The most critical part is education and the future of the country. Mozambique can't afford to not have everyone learning.

# **FINANCE REPORT**

Suzanne Hagen, Finance Chair AAUW-River Falls Finance Report April 20, 2015

Checking balance 3/20/2015	\$ 1857.33
Receipts:	
Membership dues	73.00
Transfer from savings (HS scholarship)	300.00
Total receipts (3/20-4/20)	373.00
Disbursements:	
A Gustafson – NCCWSL airfare	345.50
Staci Heidtke-\$tart\$mart mileage	50.00
L. Davis-spkr gifts	90.00
L. Davis-room rent, 5/12/15 program	25.00
Total disbursements (3/20-4/20)	510.50

#### Balances 3/20/2015

Checking:	1719.83
Savings:	<u>1656.09</u>
	\$ 3375.92

Encumbered funds:

UWRF Scholarship = High School Scholarship =	\$00.00 \$00.00
AAUW Funds (formerly EF) =	\$231.03*
NCSWL =	\$139.50
LAF =	12.00
Travel	
State	1012.00
National	336.91
	\$1348.91**

\*As of Jan. 31, 2015, \$1231.03 was encumbered for AAUW Funds/scholarships, \$1000 of which designated locally for NCCWSL support. \$860.50 has been paid to date for NCCSWL, leaving \$139.50 remaining encumbered for that program and \$231.03 in the Funds/Scholarships "pot."

\*\*Any funds left in State travel after the State convention are added to the National travel fund.

Suzanne Hagen Treasurer

# **BRANCH MEETING MINUTES**

AAUW River Falls Branch Meeting April 14, 2015 River Falls Public Library

President Ruth Lee called the meeting to order.

Secretary's report was approved as printed in Falls Notes.

Financial report filed for audit with the current checking balance of \$1461.

#### **Committee Reports**

#### **Program Development:**

• Lorraine Davis circulated a survey requesting program ideas for next year.

#### Membership:

• Ann Gustafson announced that this evening is a Shape the Future meeting and new members can join for half cost dues. We have earned two free memberships.

#### **Public Policy:**

• Our branch sponsored a Meet the School Board Candidates forum. The forums are annual events and need to be included in our calendar.

#### **International Relations:**

• See Yolanada Dewar's report in the next Falls Notes.

#### Newsletter:

• Submit articles to Cheryl Maplethorpe by April 28.

#### Scholarships:

- Bob Gustafson invited Kao Vang, our NCCWSL scholarship recipient, to the meeting and will introduce her when she arrives.
- There were no applications for our high school scholarship.

#### **Old Business**

- **80<sup>th</sup> Anniversary** "Tea & Memories", May 12, wear a vintage hat, guest speaker will share the history of AAUW/River Falls.
- Start SMART workshop held on campus last week. Cheryl Maplethorpe spoke about AAUW.

#### **New Business**

Election of Officers:
President
Co-Secretary
Maureen Olle-LaJoie
Magdelena Pala

Co-Program Development	Elaine Baumann
	Barb Peterson

Elected by unanimous ballot.

• Budget 2015-2016 Suzanne Hagen reviewed the proposed budget which was accepted by a unanimous vote.

• **Revised Policy** The proposed sheet was reviewed and approved.

President's Notes:

- AAUW WI State Convention Eight of our members will attend.
- AAUW National Convention Ruth Lee and Ann Gustafson will attend.
- Every Member Vote Important information in the spring/summer AAUW Outlook. Vote online April 15 June 19.

The meeting was adjourned at 7:23 pm.

The program, Sexual Violence on College and University Campuses, was presented by Gregg Heinselman, Thomas Pederson, Dr. Alice Reilly-Nyklebust and Karla Thoennes.

Submitted by Karen Brohaugh

# CALENDAR OF EVENTS

**May 12** - 80th Anniversary Celebration and Installation of officers. Join us for "TEA AND MEMORIES" and celebrate the 80<sup>th</sup> year anniversary of the River Falls Branch of AAUW on Tuesday, May 12 at 7:00 in the River Falls Public Library. Wear a vintage hat in honor of those who came before us.

June 18-21 - AAUW NATIONAL CONVENTION in San Diego, CA



#### AAUW'S MISSION STATEMENT

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

#### AAUW's VALUE PROMISE

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance. AAUW empowers all women and girls to reach their highest potential.

VISION STATEMENT AAUW empowers all women and girls to reach their highest potential.

# **DIVERSITY STATEMENT**

AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.