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FALLS NOTES



AAUW-River Falls, WI

Branch Newsletter

aauwrf@gmail.com

August 2019

Next regular meeting will be September 10.

Mark your calendars for a wonderful evening of conversation, food and information.

The first meeting for AAUW is at 6:30 on Tuesday, September 10 at the First National Bank Community Room. A pot luck gathering will be followed by a business meeting and then a presentation by UWRF student, **Faith Velez** speaking about her experiences at AAUW's National Conference of College Women Student Leaders (NCCWSL).

PLEASE BRING A FRIEND

PRESIDENT' S COLUMN

Suzanne Hagen, Branch President

Building Our Future and Celebrating Our Past – these phrases capture our 2019-20 program year! Our Tuesday, Sept. 10 meeting features Faith Velez, UWRF student whom we sponsored to attend AAUW's 2019 National Conference for College Women Student Leaders. Faith will share her conference insights and experiences. We can be very proud and confident of her and her counterparts across the country as these young women move into significant leadership positions.

Several of our spring programs will focus on economic security for women, one of national AAUW's strategic goals. A key economic initiative is AAUW's Start Smart on-line salary negotiation training program for beginning and mid-career women. Watch for more information as we work toward the ambitious goal of training 10 million women through this course by 2022.

Finally, let's continue to celebrate our past. 100 years ago, Wisconsin was the first state to vote for the 19th Amendment - Women's Suffrage. Our October 8 program, a showing of the film Iron Jawed An-

gels, reminds us of American women's strength and perseverance in their fight for the right to vote.

Please share our goals, values and programs with your friends, colleagues and neighbors. Invite them to our meetings and encourage their involvement – and potential membership! We'll have small gifts for members bringing guests and, of course, a welcome gift for any new member. See you in September--

NEW FACEBOOK PAGE - Kendra Morgan is the administrator for our AAUW branch Facebook Page. Our new page has the URL: <https://www.facebook.com/AAUW.RiverFalls> . Please **"like it."** by clicking at the top left side under the title. Also, if you have any events or information which are relevant, please send your postings to moke1202@outlook.com. Thank you, Kendra, for assuming this responsibility.

Also, we continue to work on making our Facebook page effective and for that we need everyone's support. If you have things to share, contact Kendra Morgan moke1202@outlook.com

BOOK SALE

Important Update: The Book Sale Committee has had quite a challenge finding a place on Main Street for our annual October fundraising event. We have secured the site which has been used by the Food Pantry (next to Bo Jons); however, it will be available only after October 19th. **So we are planning to have the sale October 24, 25, and 26th and October 31, November 1st, and 2nd.** There are some additional decisions to be made regarding schedules and possible contingencies. More information will follow as decisions are made. We will need membership input and involvement.

RIVER FALLS BRANCH MEETING MINUTES

Gretchen Toman, Secretary

The AAUW BOARD MEETING MINUTES, July 17, 2019 were in the summer newsletter. There are no new minutes for this newsletter.

MEMBERSHIP NOTES – Kendra Morgan, Vice-President Membership

MEMBERSHIP RENEWAL FOR 2019-20

Thanks to everyone who has renewed their membership for the coming year. If you have not renewed as yet, we hope you will continue to support our work on behalf of women and girls. Our 2019-20 program plans in this newsletter show the relevance, value, energy, and creativity of our work together!

Membership dues are:

\$59.00 – national dues (\$56 of which are tax deductible)

\$13.00 – state dues

\$11.00 – branch dues

\$83.00 - Total

If you are a renewing Life Member and as such do not pay national dues, your dues total is \$24.00.

You may give a renewal check to Tina Kelly at our September meeting or by mail to: **Tina Kelly, W9908 State Rd 35, Hager City, WI 54014-8343**

You may also renew on-line at <https://www.aauw.org/membership/>. Note the on-line renewal process has been upgraded from prior years for greater security.

Please renew your membership at or before our September 10 meeting to keep our branch strong and vibrant.

FINANCE REPORT

Tina Kelly, Finance Chair

AAUW-River Falls Finance Report: April 25, 2019 – June 30, 2019

Checking balance 4/25/2019	\$ 5977.32
Receipts	
May Dues	\$995
June Dues	444
Wine Tasting Fundraiser	190
Donations	46
Misc.*	50
<i>Total receipts (4/25/19 -June 30, 2019)</i>	\$ 1725
Disbursements	
AAUW May Dues	\$ 602
AAUW June Dues	301
Travel State Convention	385.63
NCCWSL F. Velez Final travel exp.	153.15
AAUW Contribution	400
19 th Amendment Expenses	125
Dues Refunds	72
<i>Total disbursements (4/25/2019 – June 30, 2019)</i>	\$2038.78

Balances 6/30/2019

Checking: 5663.54

Savings: 3675.08

Total \$ 9338.62

Notes:

Savings total includes \$2015 for Ethel Johnson Memorial Fund

- Misc reflects \$50 that was erroneously deposited to AAUW fees rather than to Ethel Johnson Memorial Fund. Double checking entries.

AAUW-River Falls Finance Report - July 1, 2019 – August 27, 2019

Checking balance 6/30/2019	\$ 5663.54
Receipts July Dues August Dues	\$ 24 332
<i>Total receipts (7/1/19 – 8/27/19)</i>	\$ 356
Disbursements City Sampler AAUW Fees Trans to Savings (Memorial Fund)	\$ 30 216 50
<i>Total disbursements (7/1/2019 – 8/27/2019))</i>	\$296

Balances 8/27/2019

Checking: \$5723.54
Savings: 3885.08
Total \$9608.62

Notes:

Savings total includes \$ 2225 for Ethel Johnson Memorial Fund

2019 UWRF ATHLETIC HALL OF FAME CLASS NAMED

RIVER FALLS, WI (uwrfsports.com) - Nine individuals and one team will be inducted into the UW-River Falls Athletic Hall of Fame, with **ceremonies set for Oct. 19, 2019.**

The inductees are:

Faye Perkins (Coach/Admin)

Marlene Yaeger (Hockey/Cross Country/Track and Field)

Becca Jordahl (Cross Country/Track & Field)

Krista (Hasselquist) Oldenburg (Track and Field)

Vicki (Cooper) Janisch (Track and Field)

Emily (Howlett) Dabrowski (Softball)

Mike Piette (Men's Hockey)

TJ Dahl (Men's Hockey)

Jim Thies (Positive Contributor)

1994 Men's Hockey Team

The 2019 class will be recognized at halftime of the UW-River Falls versus UW-La Crosse football game that will be played Saturday Oct. 19, at 1 p.m. The induction ceremony will be held later that afternoon on Saturday, Oct. 19 at a site and time to be determined.

Tickets for the banquet and induction ceremonies are available by contacting the University Advancement Office at 715-425-3505.

The Falcon Hall of Fame is established to pay tribute, give deserved recognition, and enhance school tradition by honoring former athletic award winners, coaches and others who have shown distinctive, unique or exceptional athletic ability, or who have made positive contributions to the athletic programs of the University. It is hoped that this type of recognition will be a constant reminder to the students and public of the athletic and civic accomplishments of the individuals honored. This type of accomplishment is largely responsible for creating the excellent athletic tradition of the UW-River Falls.

PROGRAMS

Sue Danielson, VP Program Chair

Note the Stem event in the calendar below has been **changed from January 18 to January 25**.

The date for the **STEM workshop is April 18**.

Please change these dates on your calendars.

PUBLIC POLICY

Barb Peterson, Chair

As we begin another year and welcome new members, it is uplifting to remember that we are more than a social group. Women have always wanted to make life better for those who come after us and AAUW has a rich history of doing that since the founding of the organization. AAUW-River Falls has been a long time asset to this community, the university and for each member. We have educated and advocated for some important issues and we can plan on doing that again this year.

We all know that there is an important election in 2020 and AAUW can have an impact educating the electorate and promoting voter turnout. For some of us living in the 7th Congressional District, an election may come sooner than expected. **Today, August 26th, Rep. Sean Duffy announced that he is stepping down** from his House seat to help with the care of their ninth child, due in October, who will be born with serious health problems. According to the *Wisconsin State Journal*, **“Duffy’s current term expires in 2021. Gov. Tony Evers must call a special election to fill the seat once Duffy resigns. The election must occur within 92 to 122 days of the governor’s order for an election. Depending on when that call is made, a general election could occur on April 7, 2020, to coincide with the presidential preference primary and state Supreme Court election.”**

IMPORTANT EVENT COMING UP IN NOVEMBER!

On **Saturday, November 2nd**, AAUW will hold a Public Policy Day in Madison, WI. Barbara Peterson will be going and would encourage you to ride with her. The speakers lined up are excellent and the training will be helpful in getting out the vote in 2020. GOTV must start early and this is your motivation to get started.

The Registration Form is attached with a message from the Public Policy Committee. The cost is a mere \$20. The branch will reimburse registration expenses. Print the form that is attached separately, complete it and send it to the address on the form. Then tell Barbara Peterson you can ride with her.

Many of our Branch members contribute a great deal to our community. If you know of any members who have been recognized for their achievements, let [Gretchen Toman](mailto:gretchentoman@gmail.com) (gretchentoman@gmail.com), our secretary, know and she will send a letter of congratulations on behalf of AAUW. Let's celebrate one another.

CARDS FOR SALE

We have reissued notecards recreating the pen and ink drawings of past member, Helen B. Wyman.

The cards show four views of River Falls' bridges and are packaged in groups of eight.

They are available for purchase at Freeman Drug, Global Made and from Lorraine Davis for \$10.00.

A great gift!!!! A great support for AAUW efforts!!!!



Attention AAUW Members: If you ordered a shirt, they will be available for pick up at the September 10 meeting. Pay Kendra \$10 cash or check.

If you have questions. please contact Kendra Morgan at 715-450-6870 or moke1202@outlook.com .

ETHEL JOHNSON MEMORIAL

Submitted by Jean Johnson, Committee Chair of **The Ethel Johnson Memorial Fund**

The Ethel Johnson Memorial honors a woman dedicated to learning. AAUW wishes to remember Ethel for her many roles of service to our organization and the community. Her life is an example of what education and a spirit of giving can inspire in all of us. The fund will be used for grants that promote literacy, such as books for the food shelf or the public school back pack program. By sustaining this memorial, AAUW continues the values by which Ethel lived as a teacher, mentor, traveler, and friend.

Please send your monetary support to Tina Kelly, W9908 State Rd 35. Hager City WI 54014 or donate at our monthly AAUW meetings.

The Ethel Johnson Literacy Grant is ready to accept requests. Many people worked on the grant proposal and reviewed the final form. Thank you to everyone who donated funds to make it possible. Requests are accepted between September 15 - October 15 with grants awarded by November 15.

On the next page is the application for The Ethel Johnson Grant. This application is also found on the AAUW River Falls Branch web site: <https://riverfalls-wi.aauw.net/> . A link to the application is on the front page to the right.

Ethel Johnson Memorial Grant

Over the summer, the process and procedure for the Ethel Johnson Literacy Grant has been developed. It will be publicized in the media and with interested groups. Please read through it and then share it with those you know who might want to apply.



Ethel Johnson Literacy Grant Funding for projects that enhance reading

AAUW member Ethel Johnson was raised in rural Wisconsin and was committed to education throughout her life. She began college in the depression years and dedicated her life to the teaching profession, retiring from Hudson Schools at the age of 70. The lives she touched during this time are a testament to her values, foremost a love of reading backed by patience and skill.

She volunteered whenever she could and a favorite was AAUW, an organization whose goals of equity Ethel embodied. The River Falls AAUW branch and friends of Ethel have established this fund to honor her memory.

Thank you to all the individual donors who make this grant possible and **thank you, in advance, for submitting the application to support reading.**

APPLICATION GUIDE

1. The grant's purpose is to enhance reading skills of residents of Pierce and St. Croix Counties. The recipient must be able to impact on individuals who reside in one of those counties.
2. Applications will be accepted September 15 through October 25 and will be awarded by November 10. Applications will be accepted in paper or electronic form (available at <https://riverfalls-wi.aauw.net>). Applications will be reviewed by a panel of AAUW members and awarded on merit of objectives and population served.
3. Grant recipient will also receive an evaluation form to be completed and returned within 20 days of completing the project.
4. Maximum grant amount is \$400.00 per application.

Grant Application

Person or Group Applying:

Contact Information:

Address
Phone
Email

Amount Requested:

Use of grant money and description of project (objective and process):
Location of the project:
Date for use (start and finish):
Number and age of readers:

Send to:

Jean Johnson (jeanaajohnson@gmail.com)
N8048 1094th St
River Falls, WI 54022

INTERNATIONAL ISSUES

Yolanda Dewar, Chair

AUGUST 2019 INTERNATIONAL NEWS

New Saudi Laws Allows Women to Travel without Male Consent Associated Press, Aug 1, 2019 by Aya Batraway

Saudi Women have been known to flee domestic abuse and the country's guardianship system" and seek asylum abroad. Saudi women fleeing domestic abuse and the guardianship system occasionally drew international attention to their plight, being dubbed "runaways" for escaping the kingdom and seeking asylum abroad. To leave the country they had to hack into their father's phones and change the settings on a government app to allow themselves permission to leave the country.

The new rule approved by King Salman and his Cabinet, allows any person 21 and older to travel abroad without prior consent and any citizen to apply for a Saudi passport on their own. It is not clear if the new rules go into effect immediately. Other changes issued in the decrees allow women to register a marriage, divorce or child's birth and to be issued official family documents.

The changes were widely celebrated by Saudis on Twitter, but also drew criticism from some conservatives.

Why Princess Märtha Louise of Norway is Ditching her Royal Title after 'Discussions with Family' by Erin Hill, 8/7/2019, Daly Mail

Princess Märtha Louise of Norway is making a big change when it comes to her official title.

The royal has agreed to stop using the title of "Princess" in her business activities, the Norwegian Royal Household announced. Princess Märtha has been on tour with her American boyfriend, Shaman Derek (a.k.a. Derek Verrett), a "spiritual guide and gifted healer" to the stars who counts Gwyneth Paltrow among his celebrity clients. Their speaking tour was called "The Princess and the Shaman."

The 47-year-old royal, the mother of three daughters, Maud 16, Leah 12, Emma 10, divorced her husband, Ari Behn, in 2017. She is the eldest child of King Harald V and Queen Sonja. They shared the decision on Instagram, writing: "There have been many discussions about my use of title in a commercial context lately. The fact that I used Princess in the title of my tour, I have said before that I am very sorry, and I still stand by that. It was a mistake and I understand that it provokes when the princess title is used this way. "The discussions are something I have taken seriously, and in collaboration with my family we have found that it is best that we make some changes.

We have therefore jointly come to the conclusion that I use the title princess when I represent the Royal House, do my official assignments at home and abroad and in private contexts. From now on I will not use my princess title in a commercial context. That is, in all commercial contexts, I only use Märtha Louise. "I find this to be a good solution where there is a clear distinction between my business activities and my role as representative of the Royal House, and that I have thus created room for greater freedom in my business activities."

A new promotional shot of their webinar showed the official name change.

China's Lone Sons Traffic in Brides, by Hannah Beech, New York Times (via Mpls. The Star/Tribune)
China's "one-child" policy has been praised by its leaders for preventing the population from exploding into a Malthusian nightmare. But over 30 years, China was robbed of millions of girls as families used gender-based abortions and other methods to ensure their only child was a boy.

These boys are now men. At the height of the gender imbalance in 2004, 121 boys were born in China for every 100 girls, according to Chinese population figures.

To cope, Chinese men have begun importing wives, sometimes by force.

"Bride trafficking is very common here in Shan State" said Zaw Min Tun, a member of the police anti-human trafficking task force in Lashio." But only a few people are aware of the trafficking."

A Study by the Johns Hopkins Bloomberg School of Public Health and the Kachin Women's Association Thailand estimated that 21,000 women and girls from northern Myanmar were forced into marriage in just one province in China from 2003 to 2017.

Ivanka Trump Plans Trip to Help Women. (Associated Press)

Ivanka Trump will travel to South America in September to focus on issues that make it difficult for women in developing countries to prosper financially. President Donald Trump's daughter plans to visit Paraguay and Argentina to promote the Woman's Global development and Prosperity Initiative, a program started six months ago, by focusing on three key areas: job training, financial assistance and encouraging legal and regulatory changes. During the trip, aides said, Ivanka Trump will advocate for laws and other institutions, build credit, own and inherit property, travel freely and work the same jobs as men.

Under Secretary of State for Political Affairs David Hale's Meeting with Sudanese Women and Youth Leaders, U.S. Department of State, Office of the Spokesperson, August 8, 2019

Under Secretary of State for Political Affairs David Hale met with Sudanese women and youth leaders on August 7th. The Under Secretary commended these individuals for their crucial and courageous role in moving Sudan towards a civilian-led transitional government and urged them to continue their persistent and peaceful engagement. The Under Secretary noted that women are integral to achieving peace and security in Sudan, and emphasized that inclusion in Sudan's civilian-led transitional government would help ensure that women's participation in Sudan's transition to democracy will be substantive and representative. He stated that America will work with Sudanese women in these efforts in line with America's strategy on Women, Peace, and Security. Under Secretary Hale also emphasized U.S. support for incorporating the strong voices of Sudan's youth in shaping Sudan's political future.

— Graduate Women International News —

100 years of International Federation of University Women and Graduate Women International 1919-2019

In 1918, during the visit of a British universities mission to the United States, Dean Virginia Gildersleeve of Barnard College, USA, met Professor Caroline Spurgeon of the University of London, and Rose Sidgwick of the University of Birmingham, England. They discussed the need for a worldwide organization uniting university women as one way of preventing another catastrophe such as WW1. United globally, graduate women could work for understanding, friendship and foster peace.

Graduate Women International - GWI (The reality of Sudan...) August 16, 2019

The net secondary school enrollment rate among girls in South Sudan is just 4 per cent. More than half of girls are married by age 18, and the country's adolescent birth rate is among the highest in the world. The maternal mortality rate, too, is one of the highest in the world, with 789 women dying per every 100,000 live births. Contributing to this stark figure is the fact that less than one fifth of women give birth under the care of a skilled health professional. Learn more about the difficult reality of millions of south Sudanese women and girls here and join GWI in working for the protection of all women's and girls' fundamental human rights to health, education, freedom and security. <http://ow.ly/XA0h50vqGUw>

Graduate Women International - GWI, August 5, 2019

In 2019 in South Africa, adult women need their husbands' permission to keep their birth names. GWI condemns this new development of requiring male consent that strips women of their dignity.

<http://ow.ly/eCkC50veSrD>

Graduate Women International - GWI, July 22, 2019

"Escalation of violence against indigenous groups in Brazil pushes a growing number of native women to lead the movement". Mia Alberti reports on many women in Brazil that are defending and upholding their rights against violence to their Indigenous groups. GWI applauds these women who are able to apply their skills in leadership in all forms of public and private lives.

<http://ow.ly/Pcbf50uMqr1>

Graduate Women International - GWI, July 21, 2019

Sweden's initiative to put "gender equality and women's rights at the center of its diplomatic agenda" reestablishes the idea that women are vital for progressive and successful policy. GWI commends the forward nature of Sweden's policies.

<http://ow.ly/BNQZ30p1uXk>

Women's Right to Vote

Lithuania was one of the first countries in the world to **grant women** a right to vote in the elections. **Lithuanian women** were allowed to vote by the 1918 **Constitution of Lithuania** and used their newly granted right for the first time in 1919.

Her Turn: The United Nations High Commission for refugees (UNHCR) report, reveals critical gap in education for refugee girls

"Her Turn", a report from UNHCR, the UN Refugee Agency, reveals that refugee girls at secondary level are only half as likely to enroll in school as their male peers, even though girls make up half of the school-age refugee population.

Access to education is a fundamental human right. Yet, for millions of women and girls among the world's growing refugee population, education remains an aspiration, not a reality.

For all refugee children around the world, the school gates are a great deal harder to pry open than they are for their non-refugee peers. For refugee girls, it is even tougher to find – and keep – a place in the classroom. As they get older, refugee girls face more marginalization and the gender gap in secondary schools grows wider.

“It is time for the international community to recognize the injustice of denying refugee girls and women an education,” said Filippo Grandi, UN High Commissioner for Refugees. “These findings are a global wake-up call, and I urge all to join us in demanding: ‘It’s her turn’.”

UNHCR's report reveals that social and cultural conventions often result in boys being prioritized over girls to attend school. Poor facilities such as a lack of appropriate toilet facilities and menstrual supplies can block refugee girls' access to schools. Adding to the challenge, the cost of books, uniforms and the journey to school can be prohibitive for refugee families.

“Finding solutions to the challenges refugee girls face as they strive to go to school requires action right across the board – from national education ministries to teacher training institutions, in communities and classrooms,” added Grandi. “There are formidable barriers to overcome. We are calling for an international effort to turn the tide.”

To help more refugee girls get a quality education, UNHCR's report highlights a number of actions and policies that are both effective and deliverable.

There is also an urgent need to recruit and train more female teachers from within both host and refugee communities to ensure they promote best practice and guard against behavior that will deter girls from setting foot in the classroom.

The report notes that for refugee girls, a quality education is protective. It reduces vulnerability to exploitation, sexual and gender-based violence, teenage pregnancy and child marriage. Additionally, if all women received a primary level education, child deaths from diarrhea, malaria and pneumonia would fall.

Education is also empowering. The further girls progress with their schooling, the more they develop leadership skills, entrepreneurship, self-reliance and resilience. “If we continue to neglect refugee girls' education, it is evident that the consequences will be felt for generations,” said Grandi. “It is time to make refugee girls' education a priority.”

Only 61 per cent of refugee children have access to primary education, compared to an international average of 91 per cent. At secondary level, 23 per cent of refugee adolescents go to school, compared to 84 per cent globally.

If refugee adults are able to work and support their families, they are more likely to let their children stay in school. No girl should miss school because the journey to school is too far or too dangerous. Refugee girls need better protection from harassment, sexual assault and kidnap on the way to school.

River Falls Branch: 2019-20 CALENDAR OF EVENTS – SUBJECT TO CHANGE

Monthly meetings are usually the second Tuesday of each month September to May with business meetings at 6:30 and programs open to the public at 7:00 at the River Falls Public Library. Exceptions are noted.

September 6 – City Sampler at UWRF campus, 11-1 p.m. AAUW table on mall will share information.

September 10 - **Pot Luck Dinner** and business meeting **6:30, 7:00** program presentation National Conference for College Women Student Leaders speaker – UWRF student Faith Velez, COMMUNITY ROOM at the First National Bank, 104 E Locust Street

Early September – Book donation barrels placed in Family Fresh, Dick's Grocery store and County Market in Hudson.

October 8 – Business meeting: 6:30, 7:00 - Iron Jawed Angels film co-sponsored w/library. River Falls Public Library

Book Sale dates – two successive weekends in October (possibly Oct. 11-13 and Oct. 17-19)

November 10 – Sunday, 9:00 a.m. - 1:00 p.m. River Falls Moose Lodge Breakfast Fund raiser

November 12 - Business meeting 6:30 p.m., Program at 7:00 p.m. - Civil Conversations – speakers Krista Cleary and Grace Coggio, First National Bank Community Room

December 10 – Holiday gathering at 6:30 p.m. at Suzanne Hagen's House, 2464 Golf View Dr., Brief business meeting and auction (**Please bring auction item and appetizer or cookies to share.**)

January 25, 2020 (Saturday) – Business Meeting at 1:00 p.m. Program at 1:30 - Women in – Guest Speaker: Crystal Raleigh, River Falls City Engineer, Presentation of Women in Science essay awards, River Falls Public Library

February 11 - RF Food Shelf update and tour, Time and Location TBD

March 10 – Business meeting at 6:30 p.m. Program at 7:00 p.m. – Student Debt: Update and Implications for Students, Parents and Grandparents – Panel discussion. Role Model for Equity Award presented River Falls Public Library

March 31 - Equal Pay Day

April 14 – Business (Annual) Meeting at 6:30 p.m. (Election of officers for 2020-2021) Program at 7:00 p.m. – Economic Security for Women – Speaker: Kendra Morgan, Financial Advisor, Edward Jones.
River Falls Public Library

April 17-18 - **State AAUW Convention in LaCrosse, Wisconsin**

April 18 - STEM Program: Girls in SCIENCE at UWRF

May 12 – Year-end business meeting and pot luck dinner, Installation of officers and Celebration, 6:30 p.m. at Lorraine Davis's House



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.