

2018 YEAR IN REVIEW



Dear Friends,

This has been a consequential year for American women, and we are proud to be leading an organization committed to achieving gender equity at this pivotal moment in history.

AAUW is working diligently to ensure economic security for women and their families. Across the country, we're helping to advance laws and policies to narrow the pay gap. We're teaming up with employers to ensure workplaces are aligned with the modern workforce. And we've expanded our Work Smart program to train women in salary negotiation skills so they can receive the compensation they deserve.

We are gathering energy to drive us forward, and our outlook for 2019 is promising indeed. Our ambitious agenda focuses on three critical areas that form the foundation for gender equity: education and training, economic security, and leadership.

We've set bold goals—but with your support, we know we can meet them.

Onward!

Julia Brown
Board Chair

Kim Churches
Chief Executive Officer

Work Smart Aims to Train Millions in Salary Negotiation

AAUW is tackling the persistent gender pay gap on many fronts: We're advocating for fair pay laws and policies, teaming up with employers to improve workplace practices—and we're working directly with women so they can do their part to get paid the salaries they deserve.

Our Work Smart program has been training women in salary negotiation at workshops in communities, cities, and states across the country for the past several years. To further expand our reach, we recently introduced an online version of the Work Smart training. The online course, created with funding from the Coca-Cola Foundation, LUNA Bar, and Mooneen Lecce Giving Circle, is free training that teaches women how to articulate their value, research target salaries, and use the right language when conveying their needs and expectations.

"Research shows that men are four times more likely than women to negotiate for salary and benefits," says Gloria Blackwell, AAUW senior vice president of fellowships and programs. "So, training people in these skills is another way to move the needle on closing the gender pay gap."

Already, tens of thousands of women have taken the Work Smart course, and AAUW has set a bold goal of training 10 million women in salary negotiation by 2022.

Major Work Smart initiatives are underway in Massachusetts and in Boston, San Francisco, Washington, D.C., Tempe, Arizona, and Long Beach, Calif. In August, AAUW announced a partnership with the Women's Foundation and Kansas City Mayor Sly James to provide salary negotiation training to one million women in Kansas and Missouri. Work Smart in-person trainings are run by AAUW staff and volunteer facilitators.

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"It's a great program, and we know that it works," says Blackwell, citing surveys showing that women overwhelmingly reported high levels of satisfaction from the course. "Our priority now is to get as many people as possible to take the online course so we can meet our goal—and continue our overall mission of closing the gender pay gap—hopefully before 2030."

Grants and Fellowships

AAUW has a long and distinguished history of advancing educational and professional opportunities for women in the United States and around the globe. For more than 130 years, we have been offering fellowships and grants aimed at propelling women into leadership roles in business, government, academia, community activism, the arts, and the sciences.

For the 2018-19 academic year, AAUW is providing \$3.9 million in funding for fellowships and grants to 250 outstanding women and nonprofit organizations. "This level of funding has a tremendous impact on women and their communities by expanding women's potential and supporting their future promise," says AAUW CEO Kim Churches.

By easing the pressure of financing academic and community work, AAUW's awards help women tackle the growing burden of student debt and focus their efforts on developing the skills and experience they need to excel in their fields or to lead innovative community projects that empower women and girls.

Fellowship programs include the **American Fellowship**, which supports women scholars who are completing dissertations or doing academic research, and the **International Fellowship**, which allows international students to do full-time study or research in the United States.



Carolyn Moore is a fire captain in St. Louis, Missouri and the only African-American female officer in the department. A recipient of an AAUW career development grant, Moore is pursuing a master's degree in management and leadership, and intends to develop a consulting firm and a mentorship program for women and girls interested in public service. (Photo courtesy of Rare Eye Photography)

Community action grants provide funds to individuals, AAUW branches, and community-based nonprofit organizations for innovative programs or non-degree research projects that promote education and equity for women and girls. Career development grants are for women who hold a bachelor's degree and are preparing to advance or change careers or reenter the workforce.

Reaching the Next Generation of Leaders

AAUW has been hosting the National Conference for College Women Student Leaders (NCCWSL) since 1983. This annual gathering brings together college students from around the globe, with the goal of giving them the skills and inspiration to advance into leadership roles. In 2018, more than 800 women representing 306 colleges and universities attended the three-day event at the University of Maryland in



College Park. The participants attended leadership training workshops, listened to experts in various fields and disciplines, and networked with one another. This year's keynote speaker was activist Tarana Burke, founder of the #MeToo movement, who shared the story behind one of the biggest social justice movements of our time. Sponsors of the conference included AT&T, GEICO and others.

Empower Workshops

Helping women to advance in their careers is another way AAUW is working to close the leadership gap across organizations and industries. Our Empower events—offered in workplace and community settings—train women in the leadership skills they need for professional growth. For more information, contact empower@aauw.org

Advocacy

AAUW is working in Washington D.C. and across the country to advance gender equity. Here are the major accomplishments of our public policy and legal advocacy team in 2018:

Congress

- AAUW monitored more than 100 pieces of federal legislation in the 115th Congress. We spoke out in support of proposed legislation to tighten equal pay laws, submitted testimony to Congress in support of paid leave, fought policies that would make college less affordable, and helped work on legislation to eliminate workplace harassment. We also participated in rallies on Capitol Hill in support of immigrant youth and their access to education, in support of voting rights, and in opposition to harmful nominees to the Supreme Court.
- Our Action Fund Lobby Corps volunteers made more than 1,500 visits to Capitol Hill, playing a significant role in encouraging support for federal equal pay bills, among other legislation. AAUW two-minute activists in all 50 states sent over 200,000 messages to state and federal legislators advocating for AAUW priority issues.
- The AAUW Action Fund assessed members of Congress and gave each a score based on their support or opposition for our legislative priorities in the *Congressional Voting Record* for the 115th Congress.

The Administration

- We submitted comments to the U.S. Department of Health and Human Services, opposing dangerous changes to the Title X family planning program and to the Department of Education, opposing the rescission of financial protections for students.
- Our public policy team met with executive branch staff to advocate against the proposed changes to Title IX's regulations regarding sexual harassment in schools as well as other actions that would roll back protections of students' civil rights.



The Courts

- AAUW signed on to 17 amicus briefs this past year on cases challenging laws that limit economic security, restrict access to education, and weaken civil rights protections.
- We continued our support for Aileen Rizo in her fight for fair pay as she appealed her case to the U.S. Court of Appeals for the Ninth Circuit in *Rizo v. Fresno County Office of Education*. On appeal, the Ninth Circuit ruled that the use of prior salary cannot justify a wage differential between male and female workers under the Equal Pay Act of 1963. This was an important victory, as reliance on prior pay (which may have been tainted by discrimination) can prevent women from receiving fair pay in new positions.

In the States

In 2018, we advanced AAUW's public policy priorities at the state and local level. Most notably, we made great gains in the effort to close the gender pay gap, with 40 states and Washington, D.C. considering pay equity legislation in 2018, and numerous states and cities successfully enacting new policies.

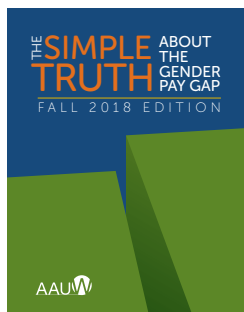
Six states—California, Connecticut, Hawaii, New Jersey, Vermont and Washington—enacted new laws designed to close the gender pay gap. Most of these focus on banning the use of salary history in the hiring process. Other elements included closing loopholes in existing law,

ensuring workers can discuss their salaries without the fear of retaliation, and establishing strong remedies to make sure that employees who have been wronged recover their lost wages and that employers who have violated the law are deterred from doing so again.

Aside from state law successes, there are other signs of progress: Governors in New Jersey and Pennsylvania signed executive orders prohibiting state agencies from using salary history during the hiring process. And a number of cities— including Salt Lake City, Utah, Kansas City, Missouri, and Louisville, Kentucky—have passed similar bans.

Research

Our groundbreaking reports—designed to reach opinion leaders, policymakers and the general public—give AAUW a powerful voice in the national conversation on gender equity issues. Our 2018 reports include:



The Simple Truth About the Gender Pay Gap 2018 is the latest edition of AAUW's hallmark report. It found that women are still paid only 80 cents on the dollar, on average, compared to men. Women are paid less than men as soon as they enter the workforce, and the pay gap grows over time. The differential is even greater for women of color,

with black women receiving just 61 cents on the dollar and Latinas 53 cents on the dollar compared to white men.



Deeper in Debt looks at how women are disproportionately affected by the growing student debt crisis. Women hold almost two-thirds of the country's \$1.4 trillion educational debt, a disparity that nearly doubled in the past four years. The impact of higher debt is compounded as women graduate to the gender pay gap, which leaves

women with less disposable income to pay back student loans.

Broken Ladders explores the obstacles women face as they seek to advance in the nonprofit arena. Though women account for the majority of employees in nonprofit organizations, philanthropic foundations, and colleges and universities, they are woefully underrepresented in leadership roles. Women represent about 75 percent of the workforce in the nonprofit sector, but only about 56 percent of chief executives at organizations with annual budgets under \$1 million and just 22 percent of those at the nonprofits with budgets of at least \$50 million.


AAUW in the News


AAUW's work in 2018 earned unprecedented press coverage, with stories appearing in 150+ major media outlets, including *The New York Times*, *The Washington Post*, *USA Today*, *U.S. News & World Report*, *Forbes*, *Fortune*, *Market Watch*, *ABC News*, *NBC News*, *CNN*, and *National Public Radio*.




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