

A Strategic Year of **Impact, Progress, & Purpose.**



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Front Cover: Jolie Kpaka Sifa, International Fellow, 2024-2025; Destry Sibley, American Dissertation Fellow, 2024-2025 and Shiza Shahid, International Fellow, 2024-2025.

Leadership

MESSAGE FROM OUR CEO, GLORIA L. BLACKWELL



As I reflect on Fiscal Year 2025, I am both proud and resolute. In a time when gender equity faces renewed resistance and hard-won progress remains under threat, I am grateful for AAUW's powerful community that makes our valued work possible.

Together, we continue to advance gender equity through education, advocacy, research, and action, creating real and lasting change in the lives of women and girls. AAUW remains relevant. AAUW remains essential.

This year, we launched a bold new 2025 Strategic Plan rooted in three pillars: funding and empowering pathways to higher education, championing policies and advocacy to remove barriers to women's education and workplace success, and strengthening our branches, states, and national infrastructure for long-term sustainability and impact.

These pillars are more than goals — they are a declaration of AAUW's values and a roadmap for change. We have already begun to turn vision into action.

AAUW awarded more than \$5 million in fellowships and grants to nearly 300 exceptional women and organizations, investing in scholars, leadership, and innovation in fields where women remain underrepresented, such as STEM. These investments are not just about opportunity — they are about justice.

Our voice reached millions through strategic communications, digital storytelling, and media engagement, amplifying the urgency of our work.

We mobilized voters through the It's My Vote! campaign, updated and amplified The (Not So) Simple Truth on the gender pay gap, and reinforced our leadership on equal pay in Congress.

With over 60 letters sent to lawmakers and hundreds of grassroots actions sparked by our Defending Equity webinar series and our energized Lobby Corps, we made it clear: silence is not an option.

AAUW empowered thousands to take action and ensured our collective voice remains powerful in the fight for women and girls.

None of our progress would be possible without you. Your commitment — as donors, members, and partners — fuels our momentum and strengthens our resolve. Your support ensures AAUW remains agile, vocal, and visionary in a climate that seeks to roll back rights and silence voices.

Looking forward, our task is clear: to harness the power of our collective voice and build a future where every woman and girl not only participates, but thrives. AAUW will continue to break barriers, challenge injustice, and advance equity — not just for today, but for generations to come.

Together, we are unstoppable.

With gratitude and solidarity,

Gloria Blackwell

Gloria L. Blackwell
Chief Executive Officer

MESSAGE FROM OUR BOARD CHAIR, DIANNE OWENS



This year, I am honored to step into the role of AAUW National Board Chair and to carry forward the extraordinary legacy of those who came before me. Like so many of you, I am deeply grateful for the impact AAUW has had on my life and the lives of countless women and girls across generations. Together, we are part of a community that not only believes in equity but actively works to achieve it.

AAUW continues to champion access to higher education and economic security for women. These commitments are at the heart of our mission and remain as urgent today as they were when AAUW was founded in 1881. We are a vibrant, diverse, and determined community — united in the belief that our work is not finished.

As a longtime member of AAUW, I am continually inspired by the dedication and energy of this community. From hosting Branch and State Conventions, to raising our voices at rallies and protests across the country, to being unwavering champions for women and girls in education, our members show what it means to lead with purpose. I am proud to have walked alongside you in this work and to see firsthand the difference we are making together. The impact we've built is powerful, and the momentum we share today will carry AAUW's mission forward for generations to come.

This report celebrates the tremendous impact of the past fiscal year. It reflects the energy, time, and generosity of our members and supporters, whose commitment allows AAUW to thrive. Each hour volunteered, each membership renewed, and each dollar donated has a real and lasting impact.

Thank you for your steadfast support and for believing in our mission. If you have not yet done so, I encourage you to join me in making AAUW one of your top philanthropic priorities. Together, we can sustain our momentum and continue building a brighter future for all women and girls.

With gratitude,

Dianne Owens

Dianne Owens
National Board Chair

EXECUTIVE COMMITTEE



Dianne Owens
Chair, Lifetime



Melissa LaDuke
Vice Chair, National



Christine Schmitz
Finance Vice Chair, National



Sona Pancholy
Board Secretary, Lifetime

The National Board of Directors provides strategic leadership and fiduciary oversight for the organization. Board members share a passion for AAUW's mission of advancing equity for women and girls through research, education, and advocacy.

The Executive Committee helps the board of directors to act on important issues that arise between board meetings and oversees the corporate and legal affairs of AAUW.

The work of the Board and Executive Committee is challenging and invigorating, as it deals with issues central to AAUW's long-term success.

AAUW NATIONAL BOARD



Kimberly S. Adams
Member, National



Hope Tryon Bennet
Member, National



Aaliyah El-Amin
Member, National



Jenna K. Howard
Member, Lifetime



Jeanie Sell Latz
Member, National



Edwina Frances Martin
Member, National



Shaila Rao Mistry
Member, National



Auntaneshia Staveloz
Member, National



Hope Ricciotti
Member, National



Monique Taylor
Member, National



Mayida Zaal
Member, Lifetime



Gloria L. Blackwell with AAUW Fellowships and Grants alumnae at 2025 networking event.

Our Purpose

MISSION & VALUES

We empower women and girls by championing their success in higher education and pushing for bold policy solutions to create lasting change.

For more than 140 years, AAUW has led the fight for gender equity in higher education and beyond. With a strong record of advocacy and action, AAUW continues to break barriers and defend the rights of women in education and the workplace.

Though we are nonpartisan, we are not values-neutral: We fight to remove the barriers and biases that stand in the way of gender equity. AAUW provides critical funding and support to advance equity in education and improve the lives of women and girls both in the U.S. and internationally. And we advocate for federal, state, and local laws and policies to ensure equity and end discrimination.

STRATEGIC PLAN

In 2025, we launched a bold new Strategic Plan that reaffirms our purpose and sharpens our focus. At a time when higher education is under threat and economic barriers persist, we chose to double down on what matters most: ensuring women have the education, resources, and opportunities they need to succeed.

This purpose comes to life when we invest directly in scholars, expand women's leadership, and fight to remove systemic barriers. It shows up in the tireless work of our members and branches, in our advocacy at the national and international levels, and in the way we come together as a community determined to protect and expand rights for women and girls.

Our Strategic Plan gives shape to three key priorities that define how we put our mission into action. Together, they form a roadmap for equity, ambitious in scope and urgent in execution.

Fund Higher Education

We open doors for women scholars by awarding fellowships and grants, reducing financial barriers, and expanding pathways to leadership and research — especially in fields where women remain underrepresented.

Remove Barriers to Success in Education and the Workplace

We champion policies and initiatives that secure women's economic empowerment, close the gender pay gap, and remove barriers to success in education and the workplace. From grassroots advocacy to national policy, we make our voices heard.

Strengthen Our Reach

We build the strength of our branches, members, and national infrastructure to ensure AAUW remains sustainable, influential, and future-focused. By deepening engagement and expanding our network, we amplify our collective impact for generations to come.

STRATEGIC PRIORITIES

At AAUW, our mission comes to life through three bold priorities that serve as both our values and our roadmap for change. We fund higher education for women scholars, we fight to remove barriers in schools and workplaces, and we strengthen our reach by empowering branches and members nationwide. Together, these priorities turn vision into action and ensure AAUW remains essential today and for generations to come.

Fund Higher Education

- Provide grants and fellowships for women in underserved communities and underrepresented fields like STEM.
- Support women in academia and research.
- Build networks for alumnae to lead and expand AAUW's impact globally.

Remove Barriers to Success

in Education & the Workplace

- Fight to ensure educational environments are inclusive and free from harassment, bullying, and sexual assault by supporting vigorous enforcement of Title IX and other civil rights laws and rules that strengthen students' civil rights protections.
- Fight to improve access to affordable and inclusive higher education for women that yields high-quality credentials, training programs, degrees, and professional development opportunities to meet the demands of evolving societal needs.
- Support college and university students, staff, and faculty with salary negotiation and financial literacy training, and other equity and inclusion efforts.
- Promote inclusive, safe, and accessible educational environments through enforcement of Title IX and other civil rights laws.

Strengthen Our Reach

- Support an effective network of states and branches through aligned strategies and initiatives like the Five-Star Program.
- Grow organizational sustainability through member engagement and impact evaluation.



Ezinne Achinivu, American Fellow, 2018-2019

Strategic Priority 1

Fund Higher Education

STRATEGIC PRIORITY 1: FUND HIGHER EDUCATION

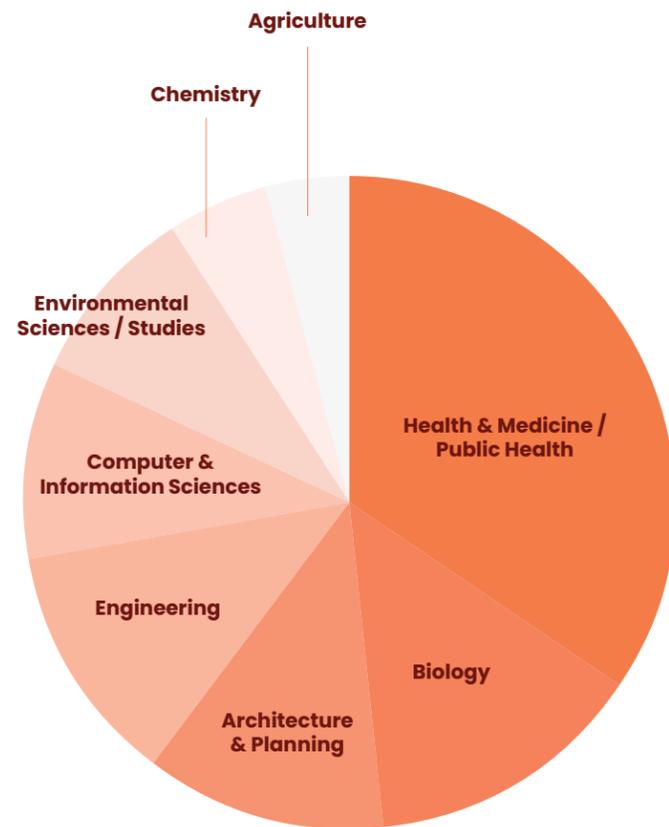
Education is the foundation of equity and the starting point for opportunity, progress, and leadership. For more than a century, we've invested in women scholars and funded their groundbreaking research, leadership, and innovation that continue to shape our world.

In FY25, we awarded fellowships and grants to 256 women and organizations across 40 states and 47 countries. More than half of our recipients pursued doctoral degrees, and nearly 40% advanced research in STEM fields, helping to build a stronger, more diverse academic community.

These investments are more than numbers — they reflect lives changed and communities strengthened. And they are safeguarded by our continued advocacy, from defending Title IX protections to championing student debt relief.

Through this work, we're ensuring that women not only gain access to higher education but are supported to thrive, complete their degrees, and lead in every field they choose.

TOP EIGHT STEM-SPECIFIC FIELDS



*This does not include Community Action Grant

38%
of academic awardees are pursuing STEM fields

ETHNICITY / RACE OF AWARDEES

Ethnicity / Race	# of Academic Awardees (out of 138)
Black or African American	40
White	33
Multi-Racial	23
Asian	21
Hispanic or Latina	13
Arab or Chaldean	3
American Indian or Alaska Native	2
Native Hawaiian or Pacific Islander	1

*This does not include Community Action Grant or IF

76%
of the awardees are women of color (105 awardees)

FELLOWS IN FOCUS



Jennifer Bean
American Dissertation Fellow

"This award has significantly alleviated the immense financial stress associated with doctoral studies, allowing me to dedicate my full attention to research."



Megan Chung
Selected Professions Fellow

"At a time when funding for interdisciplinary, equity-driven science is becoming harder to secure, AAUW's funds not only provided me the opportunity to conduct research, but also validated the value of my work."



Loveth Odozor
International Fellow

"This award has been an immense source of inspiration to me, constantly reminding me that if I can achieve this, then I can also achieve anything I set my mind on."



Bright Futures for Youth

COMMUNITY ACTION GRANTS & PROGRAMS

GIRLS IN STEM

AAUW Community Action Grants (CAGs) seek to dismantle barriers to girls' participation in STEM and create a pipeline of diverse talent in these fields. CAGs fund innovative, community-based programs that create pathways for K-12 girls to develop STEM confidence, skills, and identity – encouraging them to pursue STEM higher education and careers.

Bright Futures for Youth, STEAM Explorers sparked interest in STEAM careers for rural girls through workshops, field trips, and a capstone STEAM fair.

Girls 4 Science served nearly 500 participants through immersive Saturday academies, with 65% planning to major in STEM – far above national averages.

Self-eSTEM, Early STEM Immersion Program gave 140 girls 168+ hours of robotics, AI, and digital skills training, with 100% reporting increased understanding of AI and product design.



Self eSTEM



Bright Futures for Youth

In FY25, AAUW made 18 CAG awards, totaling \$172,897.

EMPOWERING WOMEN THROUGH INNOVATIVE PROGRAMS

Through partnerships with AAUW Branches and College/University members and including the DC Mayor's Office on Women's Policy and Initiatives, Tri Delta, and the Pittsburgh YWCA, AAUW expanded the reach of its Work Smart, Start Smart, and Money Smart programs. These award-winning programs are delivered by webinar and through in person workshops, with consistent requests to offer these programs nationwide.

AAUW Work Smart: Know Your Value and Get Paid is for early and midcareer professionals, focused on negotiating fair salaries, better benefits, and advancement opportunities.

AAUW Start Smart is specifically designed for college women entering the job market, teaching effective salary negotiation techniques to boost confidence and negotiation skills.

AAUW Money Smart is aimed at providing all women with the personal finance information they need to ensure their own financial destiny.



Girls 4 Science

FY25 Number of Registrants: 3,390



Rahma Haji, American Fellow, 2024-2025

Strategic Priority 2

Remove Barriers to **Success**

STRATEGIC PRIORITY 2: REMOVE BARRIERS TO SUCCESS IN EDUCATION & THE WORKPLACE

Equity doesn't end at graduation. For too many women, the path to success in the workplace is still shaped by systemic barriers — from the persistent pay gap and unaffordable childcare to workplace harassment and threats to civil rights protections.

This year, we took action at every level: equipping women with the tools for economic security, advocating for stronger laws, and mobilizing our grassroots network to ensure every woman and girl has the freedom to learn, work, and lead.

POLICY & ADVOCACY IN MOTION

Following the 2024 election, AAUW stepped up efforts to protect and defend policies that support gender equity.

We launched **Defending Equity: Strengthening Our Collective Impact**, a four-part webinar series that equipped members with policy updates, fundraising tools, in-district advocacy strategies and guidance on scholarship changes — motivating members to request nearly 250 meetings with members of Congress.

To mark the first 100 days of the new administration, AAUW launched our **Pledge for Gender Equity** and released a widely shared explainer on executive actions affecting education, helping advocates focus on what matters most.

AAUW weighed in with Congress and the administration on issues ranging from education to workplace equity, voting rights to civil rights. We submitted comment letters on proposed rules — including Title IX and Public Service Loan Forgiveness — joined a full-page ad in Politico urging Congress to oppose cuts to public education, and signed a letter to state education leaders reaffirming the promise of equal educational opportunity for all students.

When the administration attempted an expedited rollback of Title IX protections through the Department of Energy, AAUW mobilized more than 700 public comments in opposition, demonstrating the power of our advocacy network.



From left: Annabel Panayotov (AAUW), Rep. Rosa DeLauro (D-CT-3), Rep. Teresa Leger Fernández (D-NM-3), and Rashmi Chimmalgi (AAUW) on Equal Pay Day, March 25, 2025.



GRASSROOTS POWER

Change happens when voices come together. This year, AAUW launched the **Pledge for Gender Equity**, with over 1,000 people committing to act on day one. Our Lobby Corps expanded with new training sessions and eight Capitol Hill visit days, making sure our perspective was heard where decisions are made.

And through our **It's My Vote!** campaign, branches in 20 states reached thousands of voters, educating communities on ballot measures and ensuring equity was on the agenda from local elections to the national stage.

WOMEN'S ECONOMIC EMPOWERMENT IN ACTION

Securing the Future: A Post-Election Conversation on Women's Economic Security

Following the 2024 Presidential Election, we hosted **"Securing the Future"** a policy webinar on women's economic security.

Joined by economists and policy leaders, we highlighted the challenges women face, including shrinking child tax credits to wage inequity. But more importantly, we discussed the solutions we are advancing together.

Nearly 1,000 participants registered.

Our panelists were:

Heather M. Boushey, Ph.D., 1997–98 AAUW American Fellow, economist, co-founder of the Washington Center for Equitable Growth, and former Member of the President's Council of Economic Advisers.

Jamila K. Taylor, Ph.D., President & CEO of the Institute for Women's Policy Research.

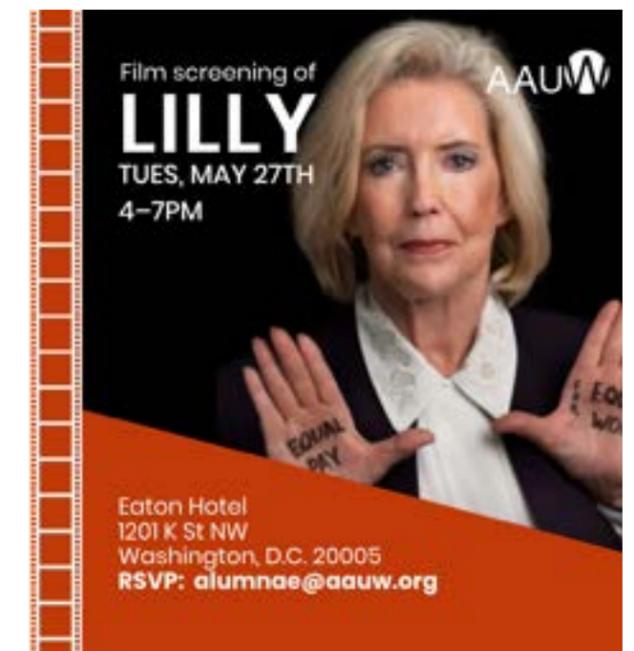
Honoring AAUW's Legacy with Lilly Ledbetter Film Screening

This year we honored our legacy of fighting for equal pay with a special screening of **Lilly**, the film chronicling Lilly Ledbetter's courageous battle. The conversation that followed — with experts from AAUW and the International Monetary Fund — connected her story to the ongoing global struggle for pay equity, reminding us that the fight is far from over.

IT'S MY VOTE!

AAUW's It's My Vote! voter education campaign empowered communities nationwide to put gender equity on the ballot. Branches in 20 states used AAUW voter guides and tools to reach thousands of voters and educate them on 18 ballot measures in 12 states.

AAUW also served as an anchor partner for the YWomenVote 2024 Gen Z National Town Hall, elevating younger voters' voices in the democratic process.



Invitation graphic for film screening of Lilly



AAUW Staff in AAUW National Lobby

JOURNALISTS AND WRITERS FOUNDATION **CSW69 (2025)** **BEIJING +30** United Nations Commission on the Status of Women 69th Session | Side Event

"Advancing Gender Equality: The Pivotal Role of NGOs in Progressing Women's Rights"

Tuesday, March 11, 2025 / 12:30 PM - 02:00 PM ET
Virtual Zoom Session

Speakers: Dr. Teta V. Barnes (WFUNA), Amit Kapadia (US-CDO), London Bell, J.D., LL.M. (Bell Global Justice Inst.), Gloria L. Blackwell (AAUW), Demetress Harrell (Rotary International), Judge Jackie Williams (Lions International), Dr. Sophia Murashovskiy, JD (New York City Bar)

Join the discussion:
<https://pvpanther.zoom.us/j/96990742325?pwd=ZxaNrfW2mwkICTpJYYa1ss8bjR9t3.1>

LEGAL ADVOCACY FUND (LAF)

Founded in 1981 by AAUW members, the Legal Advocacy Fund (LAF) has provided millions of dollars in support to help level the playing field for individuals advancing gender equity through the legal system.

By offering legal and financial assistance, AAUW empowers survivors and whistleblowers to assert their rights and hold institutions accountable, fostering a culture in which all women can thrive with dignity and opportunity.

LAF BREAKDOWN

Case Support Issues

LAF recipients faced challenges including:

- Mishandled **Title IX sexual assault** investigations
- Privacy violations** (access to medical records)
- Retaliation** after reporting discrimination or assault
- Intersectional discrimination** (race, gender, appearance)
- Gender discrimination** in athletics or employment
- Unfair institutional proceedings** and lack of due process
- Lack of accommodations** for students with disabilities
- Defamation** or legal retaliation after reporting assault

In 2025:
\$440,325
in funding

7 Cases Funded:
\$265,325

2 Clinic Grants:
\$175,000

Clinic Support

\$60,000 — University at Buffalo
Civil Rights & Transparency Clinic

Focus: Civil rights, free speech, privacy, due process

\$115,000 — UCI Foundation
Workers, Law & Organizing Clinic

Focus: Legal support for low-wage women and immigrant workers

OUR GLOBAL OUTLOOK

For more than a century, we have believed that the fight for equity doesn't stop at our borders. Reflected in the international fellows we've funded since 1917 and in our ongoing engagement with partners at the United Nations, our commitment to advancing education and opportunity for women and girls is global.

2025 marked a meaningful moment on the world stage. As the global community commemorated the 30th anniversary of the Beijing Declaration and Platform for Action, AAUW joined delegates, civil society leaders, and partners at the UN Commission on the Status of Women to reaffirm what we know to be true: The work of gender equity remains urgent, unfinished, and deeply interconnected across nations.

We hosted a special NGO CSW69 parallel event, Innovation & Advancement: The Power of Women in STEM, moderated by our CEO, Gloria L. Blackwell and featuring four AAUW alumni whose careers reflect what is possible when women are given the chance to pursue their full potential.

Their message was clear — creating inclusive pathways into STEM is essential to building a more equitable world.

We also supported our Youth Representatives to the United Nations as they brought AAUW's mission into global spaces, leading conversations on women's leadership, peacebuilding, and policy advocacy.

At every level, our presence at the UN underscores a simple belief: Education fuels equity and equity must be a global priority.

FROM LOCAL ACTION TO GLOBAL IMPACT

How AAUW brings women's voices into international conversations on equity.

For more than a century, our mission has resonated far beyond the U.S. Through fellowships, UN engagement, and global partnerships, we help ensure women's voices, research, and leadership shape the policies that advance equity worldwide.



Dr. Brianna Barner, American Fellow, 2025-2026

Strategic Priority 3

Strengthen Our Reach

STRATEGIC PRIORITY 3: STRENGTHEN OUR REACH

Our greatest strength lies in our people — the members, branches, and donors who carry the mission of equity into their communities every day. Together, they form the backbone of a powerful network that fuels advocacy, supports fellowships, and ensures that our work continues to thrive nationwide.

This year, more than 32,000 members stood with us to advance gender equity in every corner of the country. Strengthening our reach means investing in branches, empowering leaders, and recognizing the generosity that sustains our mission and drives our shared vision for the future.

BRANCHES & MEMBERSHIP

Branches are the heartbeat of our organization — where advocacy meets action and our mission comes to life in real communities. From mentoring the next generation of leaders to advancing local initiatives, our members are the reason AAUW's impact reaches every corner of the country.

This year, that grassroots power was on full display. We expanded our Lobby Corps with new training sessions and eight visit days in Washington, amplifying our presence in Congress. The Pledge for Gender Equity galvanized more than 1,000 people to take action from day one, while the It's My Vote! campaign reached voters in 20 states — educating communities on ballot measures and empowering the next generation of advocates.

Together, our branches and members continue to demonstrate that real change starts locally — and grows stronger when we move forward as one.



Lobby Corps volunteers (AAUW's citizen lobbyists in the D.C. area) gearing up to visit congressional offices.

BRANCH MEMBERS	
Graduate Student	174
Honorary Lifetime	3,055
Lifetime	1,995
Annual	19,778
Student Associate	207
TOTAL	25,209

FIVE STAR BRANCHES	
Public Policy	346
Governance	286
Programming	246
Communications	343
Advancement	108
All Five Stars	61

NATIONAL MEMBERS	
Graduate Student	227
Honorary Lifetime	1076
Lifetime	3010
Annual	3593
Student Associate	452
TOTAL	8,358

BRANCH SIZE BY NUMBER OF MEMBERS	
Less than 10	14%
10-49	49%
50-99	25%
100+	12%

MEMBERSHIP BY THE NUMBERS

Top states: California, Minnesota, Michigan, Pennsylvania, Illinois

FIVE-STAR PROGRAM HIGHLIGHTS

453

branches surveyed

453 branches completed the FY25 Annual Branch Survey — a **41% increase from the year prior.**

41%

growth year over year

Branches met criteria in **advocacy, governance, programming, and communications**, amplifying AAUW's collective voice for equity.

25,209

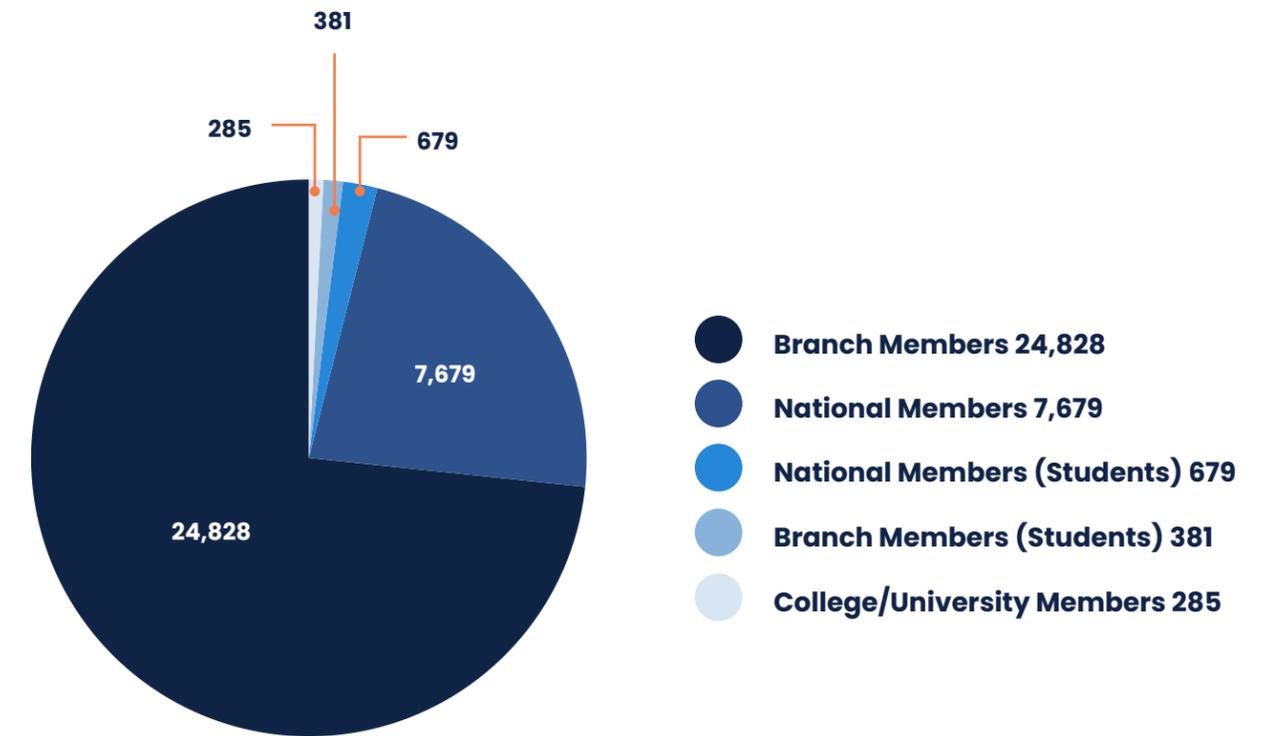
branch members

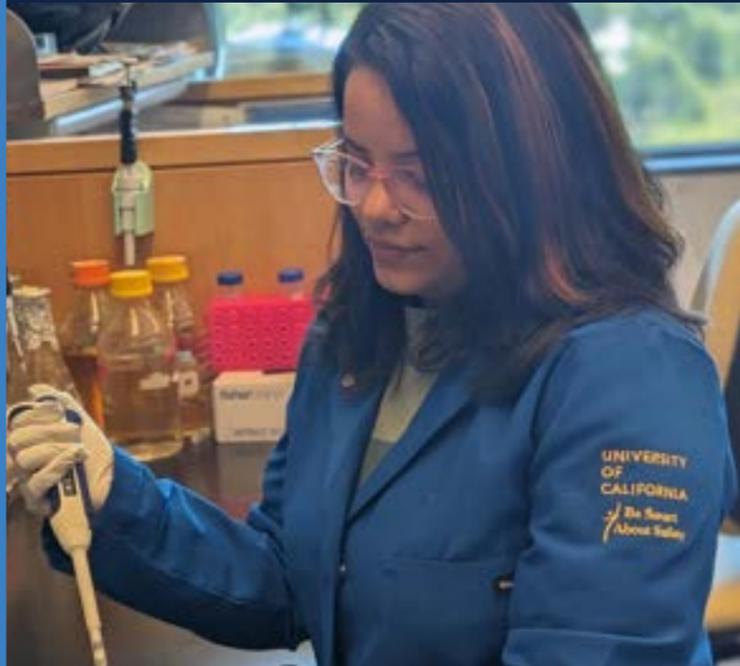
8,358

national members

6,740 member donors supported AAUW in FY25 representing **20%** of membership

AAUW MEMBERSHIP





Samjhana Khanal, International Fellowship, 2024-2025

Donor Recognition

Donor Recognition

We gratefully acknowledge our generous partners and supporters for helping AAUW create lasting change for women and girls.

AAUW CHAMPIONS OF WOMEN & GIRLS

\$5,000+ FISCAL YEAR CUMULATIVE GIVING

\$30,000+			
Anonymous			
Judith Sensibar			
\$20,000 – 29,999		\$10,000 – 19,999	
The Bowls Family		Anonymous	
Richard Crosby		Anonymous	
Janie Kobes		Susan Holly Gallup	
Bani Mahadeva		Barbara Hamkalo	
Cheryl Sorokin		Eileen Menton	
		Alta Oben	
		Ann Pehle	
		Peggy Wild	
\$5000 – 9999			
Anonymous	Yvonne Condell	Jeanie Latz	Christine Schmitz
Connie Ellis Ament	Jason Eccles	Jacqueline Littleton	Ruth and Steven Sweetser
Asha Bajaj	Loryann Eis	Susan McKinley	Ellen White
Susan Barley	Delryn Fleming	Diana Mente	Charles Zitnick
Elisabeth Bathgate	Donna Holmes	Patricia Morgan	
Martine Brownley	Jenna Kirkpatrick Howard	Sona Pancholy	
Kelvie Comer	Veronica Johnson	Diane and James Patton	

LEGACY CIRCLE

The Legacy Circle, now over 700 members strong, honors the commitment to AAUW's future through planned giving. These contributions, arranged in advance through a will, estate, or trust, ensure AAUW's mission of empowering women and girls continues for generations. We celebrate our Legacy Circle members and remember those whose generosity creates lasting change.

aauw.org/leave-a-legacy

Shirley Daddona's Legacy of Impact

This year, AAUW was honored by an extraordinary bequest from longtime member Shirley Daddona of the Monmouth Area (IL) Branch, whose estate gifted \$881,083.33 to AAUW's Greatest Needs Fund.

A devoted AAUW member for more than 50 years, Shirley was known for her quiet, steadfast leadership and her fierce support of women's rights. She served as a committed treasurer at both the branch and state levels, helped sustain local branches through periods of transition, and generously paid membership dues for younger women who needed support.

Shirley's fellow members remember her as unassuming yet deeply dedicated – someone who traveled widely to state and national conferences, strengthened AAUW wherever she served, and believed wholeheartedly in our mission of advancing equity for women and girls. Her transformational gift to the Greatest Needs Fund reflects that lifelong commitment and ensures AAUW can continue responding to the most urgent challenges facing women and girls today.

AAUW

CELEBRATING NEW LEGACY CIRCLE MEMBERS FOR FY25

Anonymous, Beaver Valley, PA Branch	Heather Abushanab, Redlands, CA Branch	Mary Smith, North Harris County, TX Branch
Anonymous, Tomah, WI Branch	Jill Jaynes, Northeast Tarrant County, TX Branch	Peggy Gallagher, Schaumburg Area, IL Branch
Aleksandr Gaddy	Jane Newell, Greater Richmond, VA Branch	Peggy Wild, Indianapolis, IN Branch
Amy Bice, Fort Bend County, TX Branch	Julie Krehbiel, Springfield, IL Branch	Scott McLallen, Greenville, SC Branch
Amy Vozar, Northeast Tarrant County, TX Branch	Kathryn Herzog, Appleton, WI Branch	Tracey Clark, Tustin-Santa Ana-Orange, CA Branch
Annie Allen-Wyman, La Crosse, WI Branch	Kathyrne Meyer, Kirkwood-Webster Groves, MO Branch	Velma Dysart, Crystal Lake Area, IL Branch
Barbara Smith, Sacramento Inc., CA Branch	Lisa Ubbelohde, Green Bay Area, WI Branch	Monica Weyhe, Medford, OR Branch
Carol McMillan, Nevada County, CA Branch	Margret O'Brien, Erin O'Brien, St. George, UT Branch	
DaTarvia Parrish, Salisbury, NC Branch	Denise Pare, St. George, UT Branch	
	Marilyn Daniels, La Mesa-El Cajon, CA Branch	

LEGACY CIRCLE LIAISONS

Thank you to our dedicated volunteer liaisons who steward and celebrate Legacy Circle members across the country. To learn more about planned giving or connect with your liaison, email planned-giving@aauw.org

Liaison	States / Region Supported
Bonnie Diehl	WI
Charmen Goehring	Northern CA
Claudia Gray	AK, HI, ID, MT, OR
Jacqueline Littleton	LA, NM, TX
Judith Horan	Southern CA
Kay McMurry	WA
Kristin Moyer	MD, NC, SC, VA, DC, WV
Lisa Cherry	IL
Maxine Lampe	IA, MN, NE
Pat Dalpiaz	UT, NV
Patricia Ross	AZ, FL, GA, CO
Susan Barley	AR, CT, IN, KS, KY, MA, MI, MO, NH, NJ, NY, OH, OK, PA, TN

EQUITY KEEPERS

MONTHLY SUPPORTERS

Amy Aldridge	Karen Ervin	Monica Loaiza-Arcilla	Jo-An Sabonjian
Ann Berasley	Aleksandr Gaddy	Terry Longoria	Susan Sharfstein
Judy Blegen	Charmen Goehring	Pamela Meyers	Donna Jean Simon
Patricia Byerly	Brenda Hahne	Christina Mikeska	Cheryl Spohnholtz
Angela Cooper	Lyn Hildenbrand	Rebecca Mormann-Krieger	Mary Ann Stearn
Nadia Daghistani	Judith Horan	Laurie Nardone	Sandra Sturla
Carol Davis McDonald	Elaine Hunt	Sara Norvell	Laura Tew
Elizabeth Derryberry	Maria Jones	Ana Nygren	Leslie Tourigny
Craig Dinan	Kathleen Kelley	Laurel Przybylski	Nancy Turner
Charlotte Dunham	Melissa LaDuke	Malu Roldan	Mary Zupanc

States not listed are supported by the AAUW National Office Planned Giving team. Interested in becoming a Legacy Circle Liaison? Email planned-giving@aauw.org

Annual Report 2025

\$1,000+ FISCAL YEAR CUMULATIVE GIVING

Anonymous	Yvonne Condell	Barbara Hamkalo	Linda Kremer	Alta Oben
Anonymous	Nancy Cooper Frank	Kathleen Hand	Joan Krick	Ruth Oczkowski
Anonymous	Sandra Coyner	Jeannie Hankins	Gladys Kubitz	Carol Oeltjenbruns
Anonymous	Richard Crosby	Judie Hankins	Ann Kubota	Linda O'Hara
Anonymous	Carol Cushman	Kathleen Hanrahan	Melissa LaDuke	Patricia Orlowski
Anonymous	Carol Davis McDonald	Lynn Hapchuk	Kwan Kew Lai	Dianne Owens
Ruth Alhilali	Cynthia Dawson	Joyce Hausman	Thomas Lajiness	Pauline Pan
Lisa Allanson	Lois Daybell	Delite Hawk	Jeanie Latz	Sona Pancholy
Connie Ament	Virginia DeForest	Colleen Hayes	Jana Lawton	Duane Partain
Christiane Anderson	Jean Dodds	Robert Heihn	Bonnie Lefbom	Lois M. Passman
Sara Ellen Anderson	Chris Donchin	Carol Heisler	Arlene Lemieux	Lynn Patterson
Linda Andiric	Kathleen Doty	Ann Henninger Trax	Elaine Levey	Diane & James Patton
Anonymous	Sally Doty	Joanne Herber	Laura Lienau	Ann Pehle
Kathleen Asay	Jane Drinkwalter	Joan Herman	Jacqueline Littleton	Jean Phillips
Nancy Jane Bains	Laurenel Driscoll	Emily Hitchens	Jane Long	Doris Piatak
Asha Bajaj	Helen Easton	Galen Ho	Bani Mahadeva	Miriam Poirier
Doris Balinsky	Jason Eccles	Barbara Hoef	Nancy Mahr	Sarah (Sally) Polk
Beth Bangert	Loryann Eis	Sally Hoffmeyer-Katz	Susan Mann	Ariadne Prater
Susan Barley	Nancy Elsberry	Sally Hollemon	Patricia Markowski	Elisabeth Prgl
Lucille Barnes-Diesslin	Diane Fishburn	Donna Holmes	Pamela Martinov	Christine Privott
Kleo Baruth Kritz	Delryn Fleming	Janice Holsbo	Ellen Mathis	Judyth Prono
Elisabeth Bathgate	Mary Fogle	Judith Horan	Cynthia McArthur	Diane Provost
Elisabeth Bays	Marilyn Forsstrom	Dorothy McBride	Dorothy McBride	Joyce Prudden
Dian & Brian Belanger	Sharon Frayne	Miriam McFadden	Miriam McFadden	Laurel Przybylski
Jan Bensen	Martha Frazier	Marie McKellar	Marie McKellar	Carol Pyke
Nancy Bethea	Kathleen Gallivan	Susan McKinley	Susan McKinley	Edna Pytlak
Gloria Blackwell	Susan Holly Gallup	Maranell McKnew	Maranell McKnew	Andrea Rankin
Judy Blegen	Rita Garvey	Linda A. McLaughlin	Linda A. McLaughlin	Maria Roberts
Karen Bougneit	Malinda Gaul	Kay McMurry	Kay McMurry	Donita Robinson
The Bowls Family	Paula Gill	Eileen Menton	Eileen Menton	Diane Roca
Shirley Breeze	Deborah Gilligan	Amy Milanes	Amy Milanes	Patricia Ross
Ardelle Brown	Wilma Gitche	Patricia Morgan	Patricia Morgan	Suzanne Rothwell
Martine Brownley	Jane Goldsmith	Deirdre Murphy	Deirdre Murphy	Cecelia Royal
Peggy Cabaniss	Claudia Gray	Linda Myers	Linda Myers	Frances Rozner
Lois Carroll	Katherine Green-Hammond	Laurie Nardone	Laurie Nardone	Barbara Sando
Barbara Carter	Patricia Griffin	Kaye Newbury	Kaye Newbury	Jane and Duane Partain
Thomas Chappell	Carol Griffith	Eileen Newhouse	Eileen Newhouse	Scheidecker
Elizabeth Checchia	Judith Grounds	L. Carol Newnam	L. Carol Newnam	Christine Schmitz
Vickie Christie	Emily Hackler	Charmaine Ngin	Charmaine Ngin	Sherry Schroeder
Kelvie Comer	Martha Hageman	Jane Niemeier	Jane Niemeier	Delores Schuler
		Carol Kohfeld	Claire Noonan	Jean Schulz
		Roseann Krane	Rebecca Norlander	

Claire Schuster	Jeffrey Slocum	Gloria Taylor	Salli Ward	Victorine Willingham
Kathryn Scott	Mary Smith	Nina Thayer	Katherine Weiss	Mary Alice Witchger
Mary Seabury	Cheryl Sorokin	Camille Thibaudeau-Meyers	Sharon Westafer	Shannon Wolfe
Patricia Seiler	Barbara Spencer	Patricia Thornton	Christine White	Alice Wong
Judith Sensibar	Lenette Staudinger	Nancy Turner	Ellen White	Elisabeth Woody
Cynthia Serbin	Kristin Sweeney	Susan Updegrove	Susan Wibker	Barbara Wyne
Diana Sheridan	Ruth & Steven Sweetser	Karen Urben	Peggy Wild	Charles Zitnick
Roberta Silverstein	Christine Taxier	Linda Wagner	Kay Williams	Mary Zupanc
Marilyn & Bedford Silvey	Anne Taylor		Peggy Williams	

HONORING REALIZED LEGACY GIFTS

We honor the following donors whose bequests and other planned commitments were fulfilled this fiscal year.

Anonymous	Eileen Menton	Jeanne Hebeisen	Ruth Werner
Ada Belle Clark Welsh	Frances Lyman	June Ruth	Valeria Mattos
Anne Bryant	Gwen Woirhaye	Lucy Fulton	Vera Gordon
Carol O'Hare	Jacqueline Shahzadi	Marian Apteckar	Virginia Phoenix
Dorothy Mandelbaum	Jaine Kobes	Mary Bruemmer	Anna Johnson
Elizabeth Boyer	Janet Heinicke	Mary McElligott	
Elizabeth Kobbervig	Jane Skinner	Pilar Hale	

CORPORATE AND ORGANIZATIONAL SUPPORTERS

Arconic Foundation	Morgan Stanley	Texas Women's Foundation
Brides for a Cause	National Committee for Pay Equity (NCPE)	Veolia North America
DC Mayor's Office on Women's Policy and Initiatives (MOWPI)	OCF Joseph E Weston Public Foundation	YWCA of Greater Pittsburgh
Delta Delta Delta (Tri Delta)	Seafood and Gender Equality	
Intuitive Foundation		

In FY25, 10,457 individuals contributed \$1.55 million to advance our mission.

*not including planned giving



Kalpana Bhattarai, International Fellow, 2024-2025

Financial Overview

Financial Overview

At AAUW, our commitment to financial health and strategic planning ensures continuity in advancing equity for women and girls with confidence and purpose.

SCALING FOR SUSTAINABILITY: BALANCING RESTRICTED AND UNRESTRICTED ASSETS

\$5.2M

Unrestricted Assets (4%)

\$135M

Donor Restricted Assets (96%)

AAUW'S FINANCIAL HEALTH: KEY UPDATES

2025 Clean Audit

AAUW once again received a clean audit. Our auditors commended the professionalism and efficiency of our team, as well as our adherence to accounting standards and best practices. To support transparency, three years of financial audits, tax returns, and budgets are available on our website.

A Healthy Endowment

AAUW manages **\$76 million** in endowed funds in alignment with the Uniform Prudent Management of Institutional Funds Act (UPMIFA). With this guidance, **\$35 million** in accumulated unspent earnings has been added to preserve the purchasing power of these endowments — bringing total endowed funds under management to **\$111 million**. These endowments generate **\$6 million annually** to support fellowships and grants.

Strong Governance

The Finance Committee meets quarterly, receives monthly updates, and works closely with leadership, including CEO Gloria L. Blackwell. The Board of Directors meets six times a year and collaborates with the Finance, Investment, and Audit Committees to ensure AAUW's financial strength and accountability.

Board Commitment to Balanced Budgets

We remain dedicated to balanced budgets, adherence to accounting standards, and ongoing financial transparency — all of which reinforce sustainability, operational efficiency, and long-term impact.

High Ratings

AAUW earned a 4-star rating from Charity Navigator and a Platinum Transparency Seal from GuideStar, demonstrating our commitment to accountability and best-in-class nonprofit practices.

FUTURE CHALLENGES & FOCUS

Addressing Revenue Pressures

Declining membership and inflation continue to place pressure on revenue, making sustainability a top priority. Expanding Legacy Circle membership and advancing the Branch Alignment initiative will strengthen giving and support AAUW's financial position.

Greatest Needs Fund (Unrestricted)

While **96%** of AAUW's net assets are donor-restricted for programmatic use, only **4%** are unrestricted. Growing these funds is critical to ensuring AAUW can respond to emerging priorities and support branches, states, and mission-aligned work.

Branch & State Support of AAUW's Mission

Support from AAUW's branches and states is crucial to achieving collective impact for women and girls. Together, our national, state, and branch work on AAUW's mission and strategic priorities, enhances our overall impact.

Rebuilding Reserves

We aim to continue rebuilding reserves — especially **unrestricted funds**, which provide essential flexibility during challenging times.

We continue to build a secure and robust future for our organization, guided by a comprehensive sustainability plan that is regularly evaluated and updated.

To support transparency, three years of financial audits, tax returns, and budgets are available on our website at aauw.org/about/years-in-review-and-financial-information/

Fiscal Year 2025 Balance Sheet

As of June 30, 2025

NET ASSETS

Cash	\$3,997,059
Pledges & other assets	\$2,172,630
Net value of property & equipment	\$15,862,108
Investments	\$145,602,952
Total assets	\$167,634,749

NET ASSETS

Net assets: Without donor restrictions	\$5,180,585
Net assets: With donor restrictions	\$135,040,018
Total net assets	\$140,220,603

LIABILITIES

Accounts payable	\$820,385
Committed awards & grants payable	\$5,486,665
Liability for membership dues received in advance	\$2,064,024
Liability for leased office space	\$18,487,242
Other Liabilities	\$555,830
Total liabilities	\$27,414,146

**TOTAL LIABILITIES & NET ASSETS:
\$167,634,749**



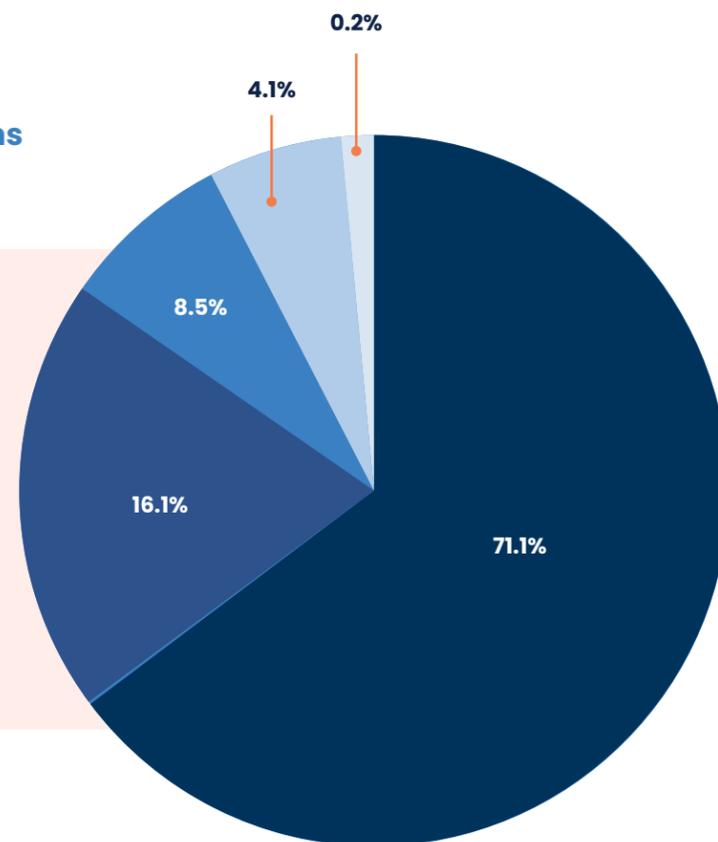
SUPPORT & REVENUE

	Without Donor Restrictions	With Donor Restrictions
Contributions & sponsorships	\$3,481,719	\$481,518
Net investment return	\$809,346	\$16,723,925
Membership dues	\$2,082,997	
Subtenant revenue	\$1,022,892	
Other revenue	\$115,885	(\$70,038)
Net assets released from restrictions	\$9,899,940	(\$9,889,940)
Total Support & Revenue	\$17,412,779	\$7,245,465

TOTAL REVENUE:
\$24,648,244

With and Without Donor Restrictions

- Investments \$17.5M
- Contributions & Sponsorships \$4.0M
- Membership Dues \$2.1M
- Subtenant Revenue \$1.0M
- Other \$45.8K



ASSETS

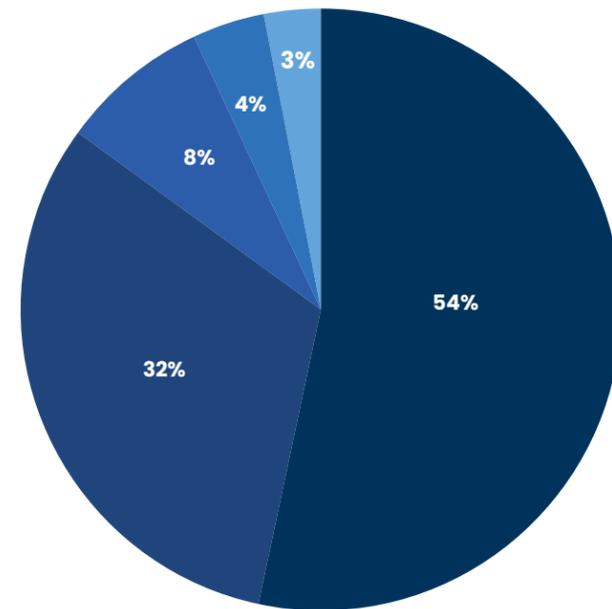
	Without Donor Restrictions	With Donor Restrictions	Total
Net assets at beginning of year	\$4,931,178	\$127,804,553	\$132,735,731
Net assets at end of year	\$5,180,585	\$135,040,018	\$140,220,603

EXPENSES

Program Services	Total
Fellowships Grants & Programs	\$9,210,627
Public Policy & Member Advocacy	\$654,458
Legal Advocacy Fund	\$467,240
Supporting Services:	
Management and General	\$5,496,980
Development and Fundraising	\$1,334,067
Total Expenses	\$17,163,372
Change in Net Assets	\$7,484,872

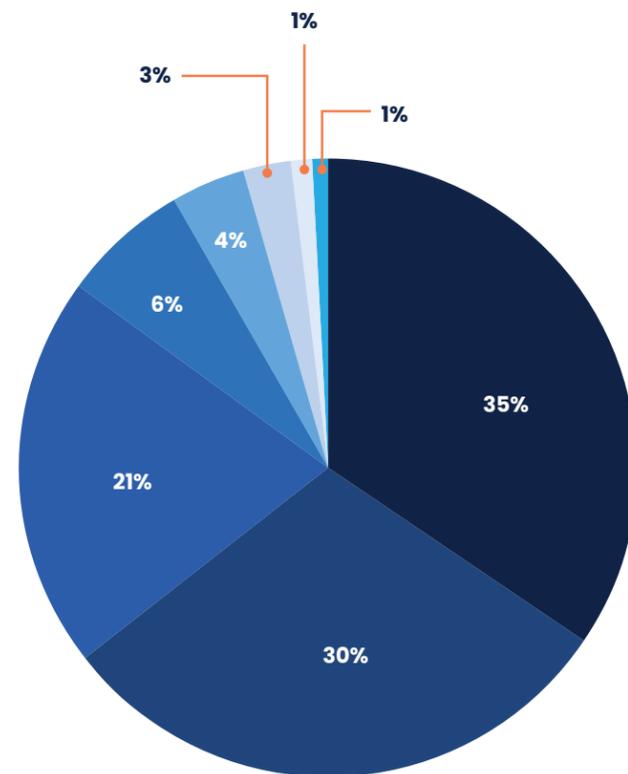
EXPENSES BY DEPARTMENT

- Fellowships, Grants & Programs: \$9.2M
- Management and General: \$5.5M
- Advancement & Membership: \$1.3M
- Public Policy & Member Advocacy: \$0.7M
- Legal Advocacy Fund: \$0.5M

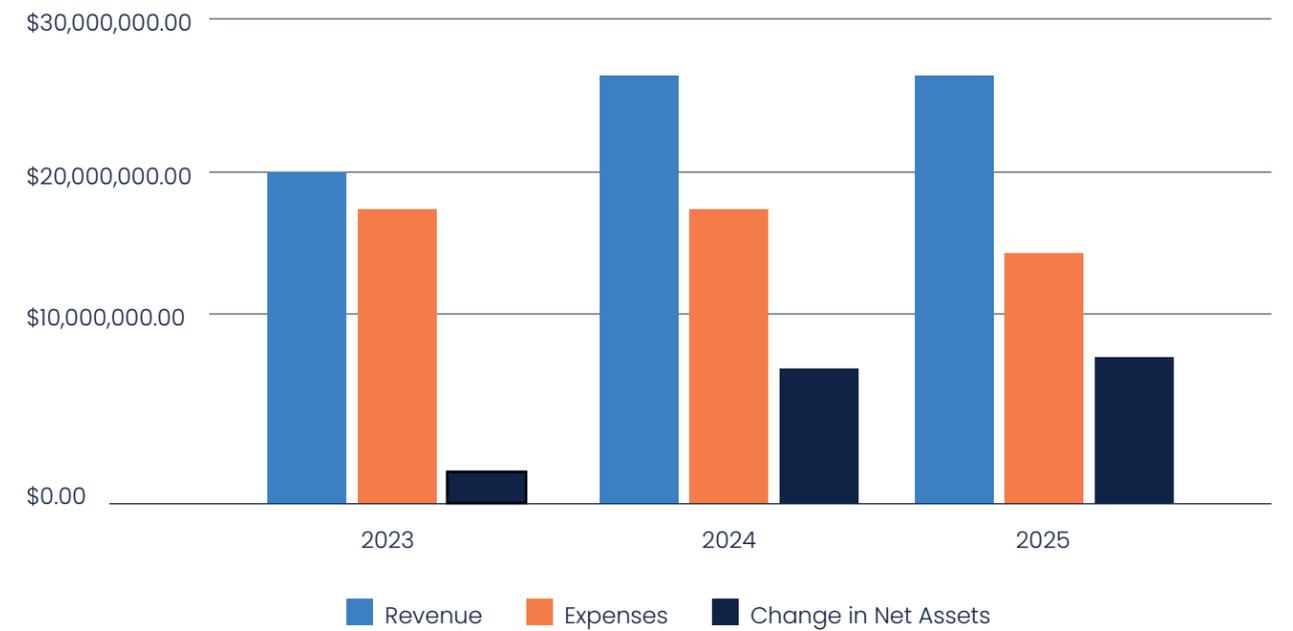


EXPENSES BY CATEGORY

- Fellowships, Grants & Programs \$5.9M
- Salary & Benefits \$5.2M
- Occupancy & Office \$3.5M
- Professional Fees \$1.1M
- Information Technology \$0.7M
- Depreciation & Amortization \$0.4M
- Meeting & Travel \$0.2M
- Other \$0.1M



REVENUE, EXPENSES AND CHANGE IN NET ASSETS



OUR COMMITMENT

AAUW remains steadfast in upholding the values of strong financial management, transparent leadership, and operational excellence. Maintaining a healthy financial position ensures we can sustain and grow our impact for women and girls – now and into the future.

Thomas Chappell
 Vice President, Finance
 AAUW

Year in Review

In FY25, by investing in women scholars, mobilizing members and branches nationwide, and driving national conversations on pay equity and Title IX, AAUW delivered impact at scale.

AAUW MEDIA PRESENCE

AAUW continues to make a powerful impact across major media platforms.

 **Online + Print:** 142 mentions

 **TV:** 175 mentions

 **Podcasts:** 6 mentions

 **Radio:** 725 mentions

AAUW DIGITAL HIGHLIGHTS

AAUW's online presence grew across major platforms, boosting engagement and reach.

Facebook: 26.9K interactions (+54.5%), 1.9K new followers (+10.9%), 37.6K page visits (+14%)

Instagram: 3.6K interactions (+100%), 1.3K new followers (+10.9%), 10.1K profile visits (+10.8%)

LinkedIn: 65K–70K impressions, reactions +17.1%, shares +18.8%

HIGHLIGHTS

Broad national visibility across radio and TV, reaching diverse audiences.

Consistent coverage every quarter, spotlighting **gender equity, pay fairness, education, and DEI advocacy.**

100% of mentions centered on **AAUW's mission and leadership.**

AAUW IN THE NEWS

AAUW continues to shape national conversations around gender equity, pay fairness, and women's leadership.

Pay Equity & Workplace Fairness (6+)

Inside Higher Ed, Her Money, Texas Women's Foundation, USA Today, Higher Ed Dive, Rep. Rosa DeLauro Press Release

Women in STEM & Education (5+)

Women in Research, University of Maryland, Los Angeles Times, The Boston Globe, Texas Tech Daily Toreador

QUICK STATS

15+ media features across national, education, and advocacy outlets

Coverage from top publications like **USA Today, Inside Higher Ed, U.S. News, and Los Angeles Times**

Topics spanning **pay equity, STEM representation, diversity, equity and inclusion, and women's rights**

Civil Rights & DEI Advocacy (4+)

Diverse: Issues in Higher Education, GlobeNewswire, Roland Martin Unfiltered

Policy & National News (3+)

U.S. News & World Report, Congressional Statements

FELLOWSHIPS & GRANTS

256 awardees across 40 states and 45 countries; more than half pursuing doctoral degrees; **nearly 40% advancing research in STEM.**

GRASSROOTS ADVOCACY

1,000+

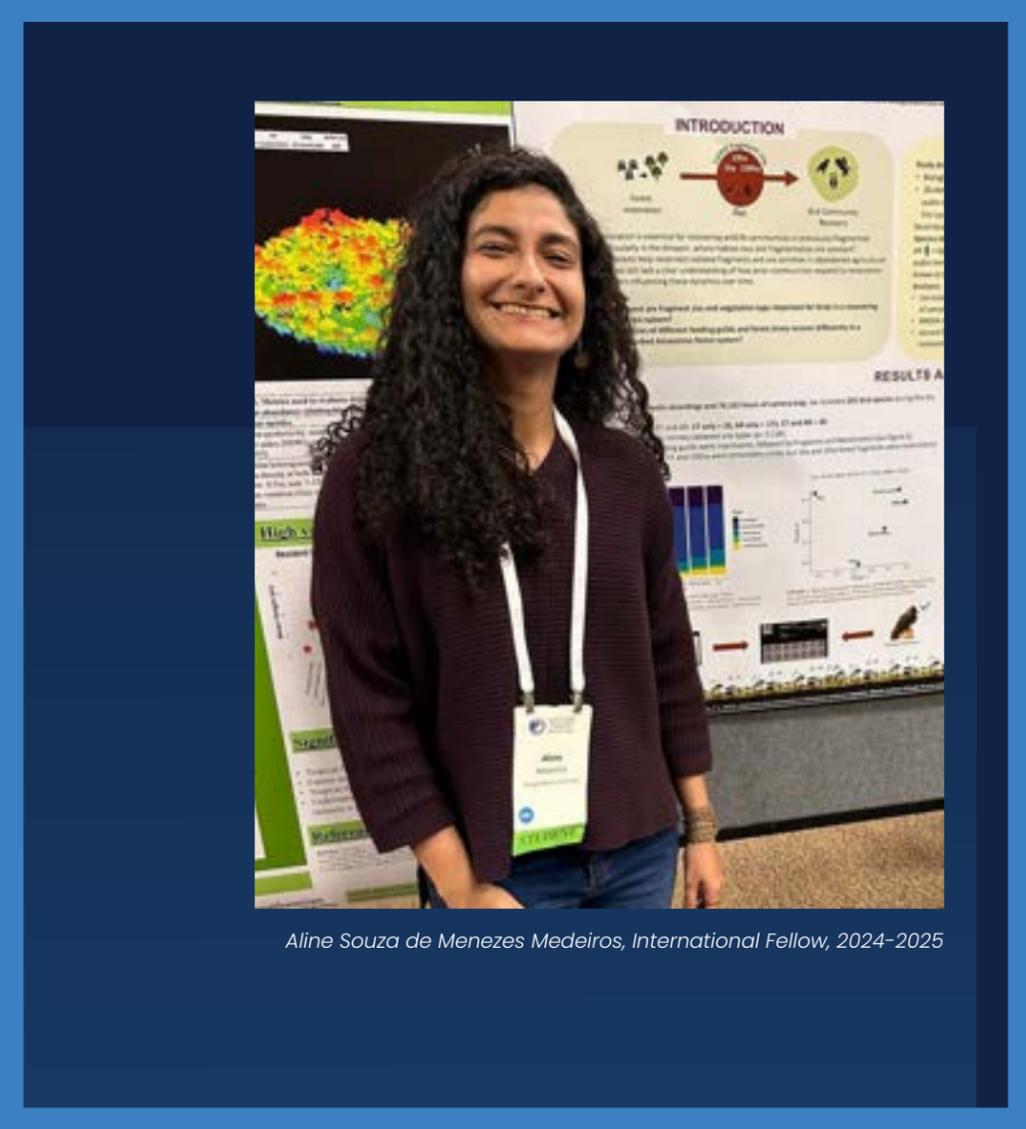
Pledge for Gender Equity signers in the first day; more than **80,000** letters sent to Congress, **250** in-district meeting requests.

BRANCH STRENGTH

453 branches completed the FY25 survey – **a 41% increase from the year prior.**

POLICY INFLUENCE

60+ organizational letters sent to Congress; joined 75 coalition letters to the administration and Congress, represented in a print ad in *Politico*; **CEO quoted in congressional press release.**



Aline Souza de Menezes Medeiros, International Fellow, 2024-2025

Looking Ahead

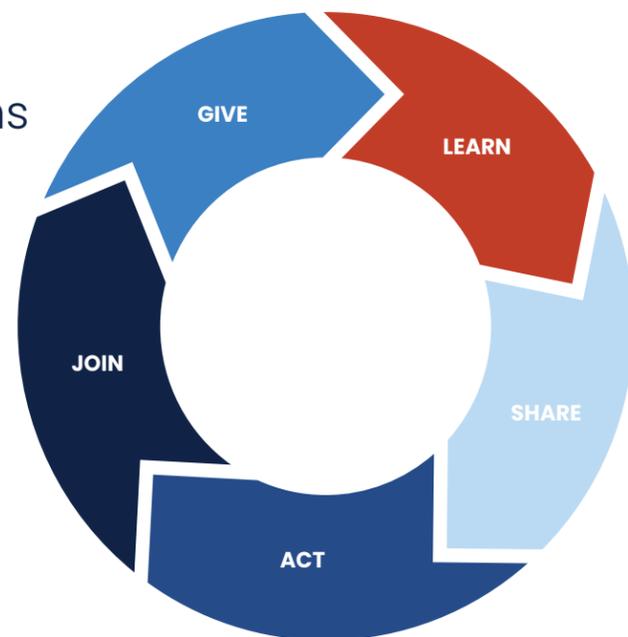
Looking Ahead

The progress we've fought for — and won — is being challenged in boardrooms, courtrooms, and classrooms across the country.

But we were built for moments like this. For more than 140 years, we've stood firm in the fight for equity, and we've never waited for permission to lead.

Our Strategic Plan is more than a roadmap. It's a rallying cry. We will continue to fund education for women, advocate to remove barriers to equitable participation, and strengthen our reach through community and collaboration.

Our members, supporters, and advocates remain the heartbeat of this organization. You are the reason we've endured for generations and the reason we'll continue to lead for generations to come.



KEEP THE MOMENTUM GOING

AAUW's progress is only possible because of people like you — members, donors, and advocates who refuse to stay silent in the face of inequity.

Together, we've defended Title IX protections, fought for equal pay, and opened doors for women scholars and leaders. But there is more to do, and we need your voice to keep this movement growing.

Every gift to AAUW fuels our ability to break barriers and create lasting change. From funding fellowships to mobilizing advocates nationwide, your support ensures that women and girls have the opportunities they deserve. By contributing today, you are not only sustaining our momentum — you are investing in the future of equity.

Strengthen Our Pathway Forward — TOGETHER



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