What You’re Saying

I just finished reading the Summer issue of AAUW Outlook magazine. Your article “Evolutions in Voter Suppression” was interesting and informing. In my area of Tennessee, I enjoy the early voting privilege and use it. I have voted every time we have an election, even the city elections, which as a property owner in my city, I am allowed to do, even though I live in the county area.

LOYCE PEARSMALL MCGREGOR, AAUW MCINNVILLE (TN) BRANCH

I disagreed with Lois Liggett’s response to the review of Unspinning the Spin. Every culture contains its own biases (assumptions, stereotypes, and preconceived notions) about gender, sexual orientation, race, socioeconomic status, and the like. These attitudes lead to hierarchical ranking of people, differential treatment, and, often, violence—which of course are reflected in language. Think of the computer terms “master” and “slave,” used to refer to two components, one of which is the primary unit and the other a secondary.

Languages are not just static, pure phenomena that “are what they are”; they are constantly changing and responsive to cultural attitudes. The history of words does indeed reflect oppression, exclusion, and hate. The good news is that we have a choice: a conscious reframing of biased words or phrases can reduce these factors and lead to more inclusion. In Liggett’s view, “the words we speak should be thoughtfully chosen and spoken.” And I agree. That thoughtful choice should include attention to the history and background of the words we use.

JANET LOCKHART, AAUW NATIONAL MEMBER FROM SALEM, OREGON

“This workshop really changed my life. I am a living testimony.”

SABRINA ANTOINE, AN ATTENDEE OF AAUW WORK SMART IN BOSTON, AFTER NEGOTIATING A RAISE

“We have much more work to do for women and girls, and no other organization is better positioned than AAUW to do it.”

PATRICIA FAE HO, AAUW BOARD CHAIR
The Future Guardians of the Web

Cyber security affects nearly every aspect of our increasingly digital lives. The field, in which women are underrepresented, faces a severe labor shortage. That's where AAUW comes in.

Ask for It: The Salary You’re Worth

What happens when women are empowered to negotiate?

Ensuring a Brighter Future for Women and Girls

For Ann Pehle, AAUW is a family tradition. But she’s making her own AAUW legacy.

Special Sections

18 Charting the Course Donors
19 Donor Lists
36 Financials
The AAUW National Election doesn’t start with your vote.

It ends with your vote.

Make your voice heard on significant changes to our bylaws and advocacy. The comment period closes December 5. Don’t miss this important chance to play a role in AAUW’s history.

www.aauw.org/resource/national-election

What’s going on in your statehouse?

AAUW members nationwide have been helping to pass game-changing policies to improve the lives of women and girls. For the best advocacy practices, model legislation, updates, tips, how-tos, and resources, sign up for our latest newsletter, AAUW in the Statehouse.

When it comes to state happenings, be in the know!

AAUW’s Ripple Effect

We’ve all seen AAUW’s work reverberate. A girl gets inspired to build an anti-bullying app. A college student decides to run for office. A working mom negotiates a raise that helps her plan for her family’s future.

AAUW programs have a ripple effect that changes the course of women’s educations, careers, and lives. But it’s become clear in the last two years that the future of our ability to pursue these programs and our mission depends on our dexterity. The Charting the Course major gifts campaign is all about establishing that flexibility, and thanks to our supporters, we have almost reached our goal to raise $1 million. The campaign’s focus on unrestricted giving—not tying gifts to specific programs—is critical to AAUW’s future.

This issue of Outlook illustrates how your unrestricted support translates into measurable and profound change for women and girls—and entire communities. Because this edition also serves as our annual report, in the pages that follow you can not only read about the programs that Charting the Course makes possible but also see who has already supported the campaign and how you can get on board.

Find out how AAUW Work Smart is changing women’s financial futures and AAUW Tech Trek is training the next generation of cyber security innovators. And those are just two examples of how AAUW, as a community, has identified and then brought to fruition research, advocacy, and programs that affect women and girls where they live. We can only do this crucial work because the AAUW community is made up of such dedicated, inventive, and passionate members and supporters.

As AAUW Board Chair Patricia Fae Ho says, AAUW is in a unique position to make a profound impact on the lives of women and girls. AAUW members have played a role in every chapter of women’s history in the United States. I hope that what you see in this issue of Outlook inspires you to help chart a course toward a brighter future.
WHAT'S HAPPENING ONLINE

VIA TWITTER

@vj44 Thrilled to have @AAUWP olicy and @msfoundation join tomorrow’s Twitter Q&A! Ask by 12:15 pm ET w/ #WomensEqualityDay
In August, AAUW participated in a Women’s Equality Day event with Valerie Jarrett, chair of the White House Council on Women and Girls.

VIA INSTAGRAM

@AAUWPolicy Great @Medium piece by Sen @clairemc using @AAUW data on how #paygap impacts #studentdebt! #BlackWomensEqualPay
AAUW research informs national conversations, including a recent Medium piece, about the issues that affect women and girls.

FACEBOOK SHAREABLE

If American women were their own country, they would be tied for 1st in gold medals  #Rio2016 #HeckYes #TitleIX
American women dominate global athletic competitions thanks in large part to Title IX.

VIA TWITTER

@AAUWP olicy I’m very proud to receive a perfect score from @AAUWActionFund for my commitment to #women and #families!

VIA TWITTER

@repdonnaedwards I’m very proud to receive a perfect score from @AAUWActionFund for my commitment to women & families #EqualMeansEqual
The AAUW Action Fund Congressional Voting Record scores members of the U.S. House and Senate based on how they voted on AAUW issues.
Where Are They Now? Student Advisory Council Alumnae

BY GENEVIEVE LEMLEY

Former members of AAUW’s Student Advisory Council recently shared where they’ve gone since their time with the SAC. This one-year AAUW program allows students to help organize a conference, advise AAUW about student issues, and bring advocacy back to their campuses.

Benita Robinson’s passion for eliminating violence against women led her to Wayne County Safe, a Michigan nonprofit that provides medical forensic care and advocacy for survivors of sexual assault. Just as Robinson helps survivors find their voices in her role as on-call crisis coordinator, the SAC helped her find her own voice as a leader. “The power in the women you work with will invigorate and inspire you,” Robinson said. “It will encourage you, especially on those days when you feel like all the work you are doing is for nothing. It will light a fire under you to reiterate that it is worth it.”

READ THE FULL POST ONLINE AT WWW.AAUW.ORG/BLOG.
THE FUTURE GUARDIANS OF THE WEB
There’s no denying that the Internet has fundamentally transformed the way we live our lives. We can buy products, pay bills, run businesses, chat with loved ones across the world, instantly share files, stream movies and music, and countless other things—all by touching a button on our computers or smartphones. Online tools have certainly made our lives simpler. But with that simplicity also comes great risk.

Our financial, health, and other personal information exists online in a way it never has before, creating opportunities for scammers, hackers, and identity thieves. In fact, identity theft is now the fastest-growing crime in America. Thieves can use your personal information to drain your bank account, run up credit card charges, open new utility accounts, or get medical treatment with your insurance. An identity thief can even file taxes in your name and receive your refund. Victims are often left suffering the consequences for years.

“In our latest Internet Security Threat Report, we’ve estimated that more than half a billion personal records were compromised last year,” says Patricia Nevers, associate program manager with Symantec Corporation’s corporate responsibility team. Symantec is a cyber security and technology company based in Mountain View, California. “More than 75 percent of all legitimate websites have unpatched vulnerabilities, which hackers are exploiting. And last year Symantec blocked 100 million fake technical support scams.”

The company is seeing more and more threats pop up each year, says Nevers. “With every new digital device and connected car, the risks are increasing,” she says.

**Heavy Demand, Short Supply**

Every few weeks, a new data breach makes headlines, whether it’s a celebrity’s phone contents, human resources records, or the e-mails of a movie studio. And some hacks are clearly a matter of homeland security. As a country, we face threats from global cyber criminals who are looking to damage U.S. infrastructure, disrupt or hijack our networks, steal trade secrets from our companies, and compromise our personal information. As a White House statement on its cyber security plan explains, “Criminals, terrorists, and countries that wish to do us harm have realized that attacking us online is often easier than physically attacking us in person. And with more and more sensitive data being stored online, the consequences of those cyber incidents are only growing more significant.”

Strengthening our cyber security is clearly paramount. Yet our ability to do so is hindered by a severe workforce shortage.

“It’s estimated that there are 1 million open cyber security jobs in the U.S. alone,” explains Jaime Barclay, manager of Symantec’s corporate responsibility department and...
co-manager of its workforce development program. “There are just not enough qualified people to fill these roles. Companies are taking a long time to fill openings; meanwhile vulnerabilities continue to grow. With the threats mounting, it is critical that we fill these jobs quickly.” Symantec even has a goal to engage 1 million students in science, technology, engineering, and math (STEM) by 2020.

Solution? Add Women
It’s no secret that computing fields continue to be male-dominated: AAUW’s research report Solving the Equation: The Variables for Women’s Success in Engineering and Computing revealed that women make up just 26 percent of the computing workforce and that there is little racial diversity in the field. But the gender gap is particularly acute in cyber security: Last year, a survey conducted by ISC², the largest organization that certifies cyber professionals, revealed that women account for just one out of every 10 cyber security professionals. That is down from 11 percent two years ago.

Yet a variety of ideas is exactly what the field needs. “Hackers come in all genders and ethnicities,” explains Barclay. “They come at companies in many different ways and are relentless in their pursuits. To stop these threats, it is going to take a lot of different approaches. Having a diversity of mindsets in your workforce is invaluable.”

To help draw more women to the field, Symantec gave AAUW a $100,000 grant to develop a cyber security class for middle school girls who are interested in STEM. The course expands the curriculum for the national AAUW Tech Trek program, a highly successful, weeklong STEM summer camp that was started by AAUW of California in 1998 and adopted as a national program in 2013.

More than 1,470 girls attended AAUW Tech Trek at 21 sites around the nation in 2016. The cyber security course was piloted...
Thirteen-year-old Grace Beal from Northern California took the cyber security course at the Stanford camp. She had been interested in cyber security but didn’t know where to start to learn more. “I knew what is shown in the movies, but I wanted to know what was really going on today,” Beal says. “But it all just seemed daunting to me.”

At AAUW Tech Trek, Beal found that starting point. There she learned about the “dark web”—hard-to-access sites that can be used for illegal activity—and how the internet is a lot more than just Google. She learned how to tell if something is a scam. She learned basic binary coding. She even helped take a computer apart.

“It really was a once-in-a-lifetime experience,” Beal says. “I met a lot of great people and was able to have really deep conversations about science and math, which is one of my favorite things to do.” And although it’s too early to tell whether she will pursue a career in cyber security, Beal says she now has a clearer understanding of the field and knows better what she likes and doesn’t like, and she is excited for what the future holds.

That is one of the goals of the Symantec-AAUW collaboration—to excite girls about cyber security. “Bringing middle school girls to a college campus, teaching them about cyber security and other STEM fields, and providing a support network for them—it’s a win, win, win,” says Nevers.

AAUW Solves for XX
Research has shown that reaching girls in middle school is crucial to closing the gender gap in STEM, because the coursework girls pursue in high school and college sets the stage for them to enter STEM careers later. The cyber security courses at AAUW Tech Trek camps are introducing girls to career options they probably didn’t know existed; girls are also getting hands-on training to fill well-paying roles in a field where women are underrepresented and workers are desperately needed.

“AAUW is working hard to increase the number of women in technology, and we’re so glad to have organizations like Symantec supporting our efforts to encourage girls to consider the full range of STEM studies and career options,” says Ana Kay Yaghoubian, the STEM programs senior manager for AAUW.

As our economy and society evolve along with science and technology, the marriage of supply and demand that AAUW Tech Trek and collaborators like Symantec are facilitating is more relevant than ever. Tech Trek campers are certainly the innovators of tomorrow, and they could end up being the future guardians of our increasingly online lives. ☣

The 2016 cyber security workshop at AAUW Tech Trek at Stanford

“Hackers come in all genders and ethnicities.”

SYMANTEC’S JAIME BARCLAY
Ask for It: The Salary You’re Worth

An AAUW Work Smart participant in Washington, D.C.
Sabrina Antoine considers herself a confident person. But she admits that—like many of us—when it comes to self-advocacy, she struggles to the core.

Antoine had been working at a nonprofit organization in Boston for close to two years when she began noticing colleagues who had less time under their belts being promoted.

“I was working hard but not getting offered opportunities for promotions,” she says. “But I worried about appearing pompous if I tried to draw attention to the innovative work I was doing. I knew something needed to change; I just didn’t know how to get there.”

That’s when she received an e-mail from the Boston mayor’s office about AAUW Work Smart, a workshop designed to empower women to negotiate for what they’re worth.

“The timing was perfect,” says Antoine, who at the time was considering applying for a new role in her organization. “I knew this is where I needed to be.”

She credits the workshop with giving her the skills and confidence not only to apply for that new position just one week after attending but also, once she got offered the job, to negotiate for a fair salary.

Antoine is just one of the thousands of women in Boston and beyond who are benefitting from AAUW Work Smart. Created for working women, the program uses the latest research and negotiation strategies to teach participants to evaluate, negotiate, and articulate their worth confidently in the job market—whether they are striving for a promotion, asking for a raise, or negotiating a new salary. By doing so, AAUW Work Smart is helping to close the gender wage gap, one workshop at a time.

AAUW has been on the front lines of the fight for equal pay for decades through research, federal and state advocacy, programs that inspire girls to pursue nontraditional careers, generous fellowships, and more. “We know that the pay gap is a multifaceted problem in need of a multifaceted solution—and while salary negotiation alone won’t get us there, it’s a step in the right direction,” says AAUW Vice President of Member Leadership Programs Deepti Gudipati.

Six Citywide Initiatives

AAUW acquired Work Smart and its sister program, Start Smart, which focuses on college women, from collaborator the WAGE Project in 2014. AAUW members had been hosting the college workshops for years, and Start Smart is still hosted at more than 100 sites every year. But in the two short years AAUW has been at the helm of both programs, Work Smart has been adopted by three city governments, in addition to three grassroots efforts, in six locations on both coasts. And the momentum continues to build.

AAUW joined forces in fall 2015 with Boston Mayor Martin J. Walsh to provide Work Smart workshops to 85,000 women—at least half of Boston’s working women—over five years. Thanks to funds raised during the Charting the Course campaign (see page 18), AAUW has already trained 1,500 Boston women to date, including Antoine. And the Boston initiative kicked off a chain reaction.

In April 2016, Washington, D.C., followed suit and became the second U.S. city to collaborate with AAUW Work Smart. Over the next five years, the trainings will reach more than 15,000 working women in the nation’s capital.

As of fall 2016, the AAUW Work Smart program has also been adopted by the city of Tempe, Arizona. And AAUW branches in three California cities (Long Beach, San Diego, and San Jose) are starting grassroots initiatives to spread the trainings to their communities.

AAUW member Frances Rozner, who is helping lead the charge in Long Beach, doesn’t ever recall negotiating for her salary throughout her career. Now retired, the former Century 21 regional trainer and recruiter remembers being so excited to have been offered a job that she took whatever pay they offered.
BRING NEGOTIATION TRAINING TO YOUR COMMUNITY

Want to help close the gender pay gap? Then empower women to negotiate their salaries. AAUW Work Smart workshops do just that, and you can help bring these invaluable skills to women in your community. Here’s how:

- Host a workshop in your community or on your campus. Your campus or organization can sign up to train women to negotiate for what they’re worth. AAUW national staff will help walk you through the process and will provide planning support along the way.

- Become an ambassador. As an ambassador, you’ll actively communicate with local campuses and organizations to promote and recruit AAUW Work Smart and AAUW Start Smart sites in your region. Your commitment and outreach efforts will help build new relationships and increase the program’s reach.

- Train to be a facilitator. Help teach participants about pay equity and salary negotiation strategies using AAUW’s research-based curricula and materials. AAUW will train you on how to present the curricula in an engaging way and how to collaborate with workshop sites to successfully market and put on a workshop. The facilitation and speaking skills you gain will translate to other areas of your professional life.

- Give to Charting the Course. The AAUW Work Smart that started it all—Boston—received seed funding from AAUW’s Charting the Course unrestricted giving campaign. We are nearing the end of the campaign (see page 18), so join us to ensure that programs like Work Smart can continue to grow in strategic ways.

“I never thought about negotiating for my salary, let alone benefits,” says Rozner, who attended the Work Smart workshop at last year’s AAUW National Convention. “When I talk to young women today, it upsets me that they are no better off than I was back then. Women need the knowledge and skills taught at these amazing workshops to get a leg up.” That is why Rozner and the AAUW Long Beach (CA) Branch are working tirelessly to gain the support of local leaders and get the program running in their community.

Knowledge Meets Practice

Women working full time in the United States typically are paid just 80 percent of what men are paid, and it’s even worse for most women of color. The gender pay gap starts just one year out of college, and it only widens over the course of a career. That is why it is crucial to establish a fair salary early on.

“Women know the gender pay gap is a problem, but we don’t know what exactly to do about it,” explains Lily Canan Reynolds, an urban planner working just outside of Boston.

Last year, when she found herself moving across the country and starting a new job search, Canan Reynolds turned to AAUW Work Smart. “I was looking for some real, concrete negotiation tools and skills to bring to the table when the time came,” she says.
During the interactive workshop, she role-played and learned how to research competitive salaries based on experience level. And she practiced, practiced, practiced.

“After the workshop, I felt much better prepared when a company asked me about salary in the very early stages of the interview process,” explains Canan Reynolds. AAUW Work Smart teaches participants to wait for an offer and then negotiate within a range to drive up their pay while seeming flexible. “I knew it was too early to be talking about salary or influencing numbers. So I said, ‘I’m just learning about the organization and would feel better talking about it later.’ And that was that.”

That is one of the outcomes of Work Smart: providing women with concrete tools they can turn around and use immediately. According to surveys from the first year of participants, nearly 2,000 women, or 96 percent of respondents, indicated that they were extremely likely or somewhat likely to implement concepts learned at the workshop. And overall, participants’ confidence related to skill and knowledge increased an average of 98 percent after attending.

Like Canan Reynolds, Antoine was able to apply what she had learned at the workshop fairly quickly. When Antoine received her offer letter for the new position, she drafted a counteroffer, making her case based on her research into average salary and equivalent experience.

“I was absolutely terrified when I sent the counteroffer,” she admits. “But the company worked with me, and in the end, I actually surpassed my bolstering range.”

Both Canan Reynolds and Antoine have since become Work Smart facilitators to help pass along the knowledge, and Antoine even joined AAUW because she sees how important self-advocacy has been in her career. She says that it’s common to struggle with that skill at first, but gaining that confidence can change your life.

It all adds up to better economic security and skills that benefit women in the workforce and beyond. “These workshops are so empowering, inspiring, and motivating,” says Antoine. “You make some really great connections and gain a solid support system that will hold you accountable for acting on what you’ve learned. There is a real community, and that community wants you to succeed.”

“I never thought about negotiating for my salary, let alone benefits.”

AAUW LONG BEACH (CA) BRANCH MEMBER FRANCES ROZNER

Frances Rozner PHOTO COURTESY OF FRANCES ROZNER
Ensuring a Brighter Future for Women and Girls

A family tradition of education, American steel, and a chance encounter set the stage for AAUW Carlisle (PA) Branch member Ann Pehle’s work for women and girls.

The importance of education was ingrained in Pehle from a young age. Both of her parents had college degrees, as did her maternal grandparents. And when Pehle was 12, her mother went back to school to get a master’s degree in library science.

“My mother earned her master’s and started working outside of the home in the late 60s and early 70s,” says Pehle. “It always seemed normal to me that she would have her own education and career interests and pursue them.”

Pehle fondly remembers Saturday mornings growing up in the Chicago suburbs, when her father would play his album of college fight songs on their stereo as he watched football.

“Needless to say, in our house, it wasn’t a matter of if my sisters and I were going to college—it was where,” she laughs.

For Pehle, the “where” would eventually be the University of Wisconsin, where she earned her bachelor’s degree in communications. Years later, she went on to earn her MBA at Northwestern University.

She followed the path her parents blazed in her education and later her career. “My parents modeled equality and fairness and really gave us a solid foundation,” says Pehle.

They also passed on to her the value of hard work and the importance of forming solid relationships. These concepts were reinforced in Pehle particularly during the two summers she spent working alongside her father at the U.S. Steel South Works plant.

Continued on page 16
The steel plant was her introduction to big workplace dynamics. “I really got an appreciation for how hard people work and the pride they take in their work,” she says. She especially enjoyed talking to the workers on the factory floor and learning about the relationship between boss and subordinate. She didn’t know it at the time, but these experiences would shape her future career path.

“There was just something about seeing people at work,” Pehle says. “Later, as I pursued a career in human resources, I always sought out manufacturing-based companies. I just loved the relationships between the people on the floor and those in the offices and enjoyed creating systems that improve work experiences for all.”

Pehle spent more than 30 years in human resources, working for companies like Textron, Shastar, and Pakula & Company. She later created her own career coaching business before fully retiring last year.

**Charting the Course Forward**

Like much in Pehle’s story, her relationship with AAUW took root back in her childhood home. She remembers her mother being an AAUW member and talking about how she enjoyed going to the meetings and hearing from women who received AAUW fellowships. Pehle later came across various AAUW research reports during her professional career. But it wasn’t until May 2015, when she ran into the president of the Carlisle branch at an event, that she finally decided to act.

A longtime advocate for women’s success in education and the workplace, Pehle admits that AAUW had been on her list of organizations to investigate for years. “Then when I ran into the branch president, I thought, this must be the cosmos telling me that it’s time to finally join AAUW,” she says. “I haven’t looked back since.”

Pehle is a member of the Carlisle branch and currently serves as its public policy chair and webmaster. She also serves as the AAUW of Pennsylvania public policy co-chair.

“I have been involved in other organizations that just don’t have the same level of quality of support as AAUW,” she says. “I quickly became aware of and appreciate the quality and breadth of support the national organization provides, and I continue to be impressed by every single person employed by AAUW. All of the work that goes on at the national level is critical to making it easier for us to do work at the local level on issues that impact women.”

That’s why Pehle was happy to answer the call for the unrestricted giving campaign that is wrapping up this fall. Charting the Course emphasizes giving that isn’t constrained only to one program, because flexibility is crucial to deftly addressing the evolving barriers that women and girls face. “When the plea came to give to the Charting the Course campaign, I said, OK, this is what we need to do,” Pehle says.

Charting the Course is close to reaching a $1 million goal to bolster much-needed support for the programs that members love, including research, salary negotiation, science and math training, getting out the vote, and so much more. “What we need is money to keep the organization running, to keep the breadth and quality of that critical support going, and to ensure our programs and advocacy work continue,” says Pehle.

Because all of that is what sets AAUW apart.
Working for Women

Pehle’s latest passion is spreading AAUW’s two salary negotiation programs (see page 10) in Pennsylvania. AAUW Work Smart is for working women, while AAUW Start Smart is geared toward college students.

“I know from my years as a career coach that declaring what makes you unique and being able to express that to an employer during a job interview is not easy,” she says. “Add on top of that salary negotiations, and it becomes incredibly difficult for most women. We have a hard time advocating on our own behalf.”

The workshops’ lessons in knowing your objective worth and navigating the double standards women often face at work are lessons women need. No one knows that more than a human resources professional. “There is this voice in the back of your mind, always wondering,” Pehle says. “It’s always part of the calculus: If I say this or approach it this way, what are they going to think? How is this going to be perceived? As women, we get so good at that conversation that it unfortunately becomes normal. We spend an incredible amount of energy trying to figure out how to do things the ‘right way.’”

Pehle is working with her branch to bring the salary negotiation workshops to Carlisle to help women learn how to stop that inner conversation and advocate for their worth. The board has approved a pilot of the two programs; the next step is to take the proposal to their membership.

Pehle is excited and hopeful—about the workshops and about what is yet to come.

“It frustrates me that we are still talking about the same stuff that we were in 1974 when I was on my way to college,” she says. “But I’m incredibly grateful to be a part of an organization that is tirelessly working to improve the conversation for women and girls. And as I continue to build relationships with members and learn about AAUW’s incredible history, I just become more and more proud of the organization.”

WILL YOU HELP US CHART THE COURSE FOR WOMEN AND GIRLS?

AAUW’s Charting the Course campaign is coming to a close—and we have almost reached our goal of $1 million! Thanks to the generosity of our members and branches, AAUW will be well-prepared to meet the issues facing us today and into the future. The unrestricted gifts help incubate, disseminate, and grow AAUW’s community-based programs such as AAUW Tech Trek, AAUW Tech Savvy, AAUW Start Smart, and AAUW Work Smart, as well as other popular efforts like the Legal Advocacy Fund, the National Conference for College Women Student Leaders, the AAUW National Convention, and our esteemed research.

Members have supported the campaign in so many wonderful ways. Some, like AAUW Long Beach (CA) Branch member Sharon Westafer, have given individually. “I gave to Charting the Course to empower women and girls across the country and to ensure that the leadership skills I gained from AAUW are available to others,” said Westafer. “Through this campaign, we are breaking down barriers by providing life-changing, mission-based programs for women at all stages of life.”

Several branches have come on board to be Branch Navigators, working together toward a collective gift. And a group of bold members led the campaign on the Charting the Course Committee and its honorary advisory committee.

All of this support will ensure that AAUW has the dexterity to act quickly and responsibly in the wake of new challenges facing women and girls. Everything you’re reading about in this issue of Outlook is made possible because of unrestricted gifts from advocates like you.

It’s not too late—let’s finish strong! Get on board with the Charting the Course campaign by donating today at www.aauw.org/chartingthecourse.
## Charting the Course Major Gifts Campaign Donors

*AS OF SEPTEMBER 30, 2016*

<table>
<thead>
<tr>
<th>$50,000+</th>
<th>$5,000–$9,999</th>
<th>$10,000–$19,999</th>
<th>$20,000–$49,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elisabeth H. and Robert Bathgate</td>
<td>Anonymous</td>
<td>Anonymous</td>
<td>Janet Wert Crampton</td>
</tr>
<tr>
<td></td>
<td>Kay Ackerman</td>
<td>Kay Ackerman</td>
<td>Joan D. Harberson</td>
</tr>
<tr>
<td></td>
<td>JoAnna Amberger</td>
<td>JoAnna Amberger</td>
<td>Patricia Fae Ho</td>
</tr>
<tr>
<td></td>
<td>Alice M. Bartelt</td>
<td>Alice M. Bartelt</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Jan J. Benson</td>
<td>Jan J. Benson</td>
<td>Janet Wert Crampton</td>
</tr>
<tr>
<td></td>
<td>Shirley A. Breeze</td>
<td>Shirley A. Breeze</td>
<td>Joan D. Harberson</td>
</tr>
<tr>
<td></td>
<td>Julia T. Brown</td>
<td>Julia T. Brown</td>
<td>Patricia Fae Ho</td>
</tr>
<tr>
<td></td>
<td>Delinda A. Chapman</td>
<td>Delinda A. Chapman</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Lin Clark</td>
<td>Lin Clark</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Charlotte A. Crawford</td>
<td>Charlotte A. Crawford</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Kathleen A. and James E. Doty</td>
<td>Kathleen A. and James E. Doty</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Laurenel M. Driscoll</td>
<td>Laurenel M. Driscoll</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Margaret B. Emmett</td>
<td>Margaret B. Emmett</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Jacqueline H. Evangelista</td>
<td>Jacqueline H. Evangelista</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Malinda A. Gaul</td>
<td>Malinda A. Gaul</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Kitty C. and Raymond Geidl</td>
<td>Kitty C. and Raymond Geidl</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Sally G. Goodson</td>
<td>Sally G. Goodson</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Claudia S. Gray</td>
<td>Claudia S. Gray</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Hazen, Inc.</td>
<td>Hazen, Inc.</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Alicia Hetman</td>
<td>Alicia Hetman</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Janice Holsbo</td>
<td>Janice Holsbo</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Rosalynd C. Homer</td>
<td>Rosalynd C. Homer</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Judith A. Horan</td>
<td>Judith A. Horan</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Traci Jensen</td>
<td>Traci Jensen</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Kathy Kort</td>
<td>Kathy Kort</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Carol A. Leupp</td>
<td>Carol A. Leupp</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Eleanor S. Lienau</td>
<td>Eleanor S. Lienau</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Jackie F. Littleton</td>
<td>Jackie F. Littleton</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td>Betsy D. McDowell</td>
<td>Dorothy McLane</td>
<td>Dorothy McLane</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Eileen Shelley Menton and Walter F. Burgess</td>
<td>Eileen Shelley Menton and Walter F. Burgess</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Donna Mertens</td>
<td>Donna Mertens</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Martha Ann Miller</td>
<td>Martha Ann Miller</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Linda Myers</td>
<td>Linda Myers</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Nancy Neal</td>
<td>Nancy Neal</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Susan K. Nenstiel</td>
<td>Susan K. Nenstiel</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>L. Carol Newnam</td>
<td>L. Carol Newnam</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Beth Nienow</td>
<td>Beth Nienow</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Ann K. Pehle</td>
<td>Ann K. Pehle</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Linda L. Robbins</td>
<td>Linda L. Robbins</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Melody Robidoux</td>
<td>Melody Robidoux</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Patricia Ross</td>
<td>Patricia Ross</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Sharon L. Schuster</td>
<td>Sharon L. Schuster</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Linda Hiebert Sekiguchi</td>
<td>Linda Hiebert Sekiguchi</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Lenette Staudinger</td>
<td>Lenette Staudinger</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td>Margaret Stotz</td>
<td>Florine M. Swanson</td>
<td>Florine M. Swanson</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Ruth Z. and Steven G. Sweetser</td>
<td>Ruth Z. and Steven G. Sweetser</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Gloria Taylor</td>
<td>Gloria Taylor</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Pamella A. Thiel</td>
<td>Pamella A. Thiel</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Nancy E. Thompson</td>
<td>Nancy E. Thompson</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Karline K. Tierney</td>
<td>Karline K. Tierney</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Sharon Westafer</td>
<td>Sharon Westafer</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Krys A. Wulff</td>
<td>Krys A. Wulff</td>
<td>Neola S. Waller</td>
</tr>
<tr>
<td></td>
<td>Susan J. Young</td>
<td>Susan J. Young</td>
<td>Neola S. Waller</td>
</tr>
</tbody>
</table>

“I support the Charting the Course campaign because I want others to have a chance to pursue their career dreams.”

**JANICE HOLSBO, EDMONDS SNOKING (WA) BRANCH MEMBER**
AAUW · Outlook · fall 2016

Donor Honor Roll

AAUW gratefully acknowledges our donors.

Founders’ Circle
($20,000+)
Anonymous
Claudia S. Gray (OR)

Presidents’ Circle
($10,000–$19,999)
Alison Aldrich (CA)
Vicki DeMasi (CA)
Loryann M. Eis (IL)
Connie M. Hildebrand (ND)
Patricia Fae Ho (MA)
Nonna A. Noto (DC)

Directors’ Circle
($5,000–$9,999)
Josephine B. Altsattter (MI)
Joanna Amberger (HI)
Jan Jannsen (MN)
James R. Byloff (CA)
Lin Clark (OR)
Janet Wert Crampton (MD)
Annette Delaney (CA)
Gwen Doed (MI)
Sam Friedman (NY)
Traci Jensen (TX)
Kathryn Kort (CA)
Dorothy McLane (PA)

Leaders’ Circle
($2,500–$4,999)
Anonymous
Alisa Alston (NJ)
Susan B. Barley (MO)
Ursula G. Batz (CA)
Amy Blackwell (CO)
Judith R. Borden (CA)
Kelvie C. Comer (WA)
Anita N. Dickson (IL)
Sylvia S. Fink (NM)
Alene Friedman (CA)
Charla Gabert (CA)
Joan D. Harberson (CA)
Janice Holsbo (WA)
Deborah Karvey (GA)
Joseph V. Lecce (CA)
Dorothy E. McBride (WA)
Betsy D. McDowell (OR)
Marcia Lynn McKenzie (AK)
Thomas O. Mosillo (IL)
Shirley S. Quisenberry (NC)
Theresa Ramos (CA)
Phyllis Sakioka (CA)
Barbara E. Sando (WA)
Billie Lou Sands (CA)
Brenda B. Sheridan (FL)
Mary Louise Taylor (IA)
Pamela A. Thiel (WI)
Eve Toles (CA)
Juliana Wells (CA)

Equity Circle
($1,000–$2,499)
Anonymous
Anonymous
Anonymous
Rowene Aguirre-Medina (AZ)
Edith Allison (MD)
Maria Alvarez (WA)

Joan Amatniek (PA)
Christiane Anderson (MI)
Lisa A. Appeddu (OK)
Maria D. Asencio (FL)
Sharon Aukerman (GA)
Carolyn Ayers (CA)
Nancy J. Bains (VA)
Marian Baldy (CA)
Beth G. Bangert (CA)
Patricia A. Baran (CA)
Alice M. Bartelt (OR)
Forlence A. Baturin (MA)
Marcia D. Baugh (CA)
Dian O. Belanger (MD)
Diane Bell-Rettger (CA)
Elaine C. Benoit (CA)
Susan V. Berlin (FL)
Suman Bhorade (IL)
Nancy Bienia (MD)
Sharon K. F. Bigot (MN)
Jill Birdwhistell (VA)
Suzanne J. Bodis (CO)
Rodney Bogue (CA)
Amanda Boomershine (NC)
Amelia C. Boyd (CA)
Kathleen F. Brenniman
Elaine A. Bridges (TX)
Stefana A. Brintzenhoff (CA)
Florenceruth Brown (NM)*
Anne L. Bryant (VA)
Janet Bunger (UT)
Cheri T. Burch (NM)
Barbara M. Byars (TX)
Clair Campodonico (CA)

* Married to member
“Even though I have been a longtime member of AAUW, I was in awe at the involvement and impact AAUW is making with young women in leadership roles.”

KATHY KORT, ROSEVILLE-SOUTH PLACER (CA) BRANCH, AFTER THE NATIONAL CONFERENCE FOR COLLEGE WOMEN STUDENT LEADERS

June S. Carlson (FL)  
Janet C. Cassady (CO)  
Daniella Cava  
Carolyn Chambers (CA)  
Evelyn H. Cloyd (OR)  
Kathryn Cochrane (VA)  
Vivian L. Coe (CA)  
Kathy Cooke (NM)  
Gretchen Cox (PA)  
Sandra J. Coyner (OR)  
Charlotte A. Crawford (TN)  
Kathleen M. Crawford (CA)  
Agnes Cronin (CA)  
Shirley C. Daddona (IL)  
Eileen Dardick (CA)  
Dorothy Dayton (IA)  
Denise M. Decker (DC)  
Anne Destabelle (CA)  
Sandra K. DiSario (CA)  
Jean H. Dodds (TX)  
Phyllis J. Duggan (CA)  
Helen K. Easton (IN)  
Barbara Economon (MN)  
Katherine Egolf (FL)  
Nancy L. Elsberry (WI)  
Helen E. Engel (NY)  
Barbara G. Fetterhoff (MD)  
Elizabeth Fragola (MA)  
Sharon G. Friedman (CA)  
Tena Gallagher (CA)  
Kitty C. Geidl (ID)  
Michael Gellman (MD)  
Susan J. Gilardi (CA)  
Wilma Gitchel (NY)  
Barbara L. Gold (PA)  
Joan Goos (NE)  
Kathleen A. Gordon (CA)  
Elizabeth A. Gordon (NM)  
Abbie Griffin (UT)  
Karen H. Groves (LA)  
Mark Gruber (PA)  
Barbara M. Gupta (WA)  
Ann Hamilton (CA)  
Kathleen Hand (OR)  
Bryan Hankins (IN)  
Eileen S. Hartmann (NY)  
Carol A. Heintzelman (PA)  
Alicia Hetman (CA)  
Anthony J. Hill (DC)  
Nann Blaine Hilyard (IL)  
Mildred T. Hoffler-Foushee (NC)  
Margaret Holl (CA)  
Wilhelmina Holladay (DC)  
Susan H. Hoover (NH)  
Joan F. Howe (MI)  
Mary Ann B. Hruska (CA)  
Margaret Huebner (CA)  
Kathleen C. Jacobs (DE)  
Carol A. James (MN)  
Sharon T. Jenkins (IL)  
Ann L. Johnson (CA)  
Margaret J. Kavounas (CA)  
Louise Kermod (CA)  
Bruce Kern (PA)  
Wayne Kicklighter (WV)  
Kathleen E. Kinley (CA)  
Janie and Richard Kobes (TX)  
Carol Koch (CA)  
David Kotnick (CA)  
Barbara C. Kozi (IL)  
Frances Kwapisil (WA)  
Barbara Kyse (TX)  
Sally P. Lannin (CA)  
Mary Lasagna-Schnapp (CA)  
Nancy Lawrence (CA)  
Marjorie Lebenbom (MI)  
Janice A. Lendhard (WY)  
Elizabeth R. LeRoy (IN)  
Carol A. Leupp (OH)  
Mary Levey (CA)  
John L. List (CA)  
Pricilla L. List (TX)  
Jackie F. Littleton (TX)  
Kerry Lohr (WA)  
Allison Mackenzie (CA)  
Montserrat Magana (CA)  
Kathleen and John Magill (NJ)  
Stephanie Malaney (WI)  
Susan Mann (CA)  
Ellen P. Mathis (CA)  
Dagmar E. McGill (PA)  
Virginia McGraw (OR)  
Marie T. McKellar (NY)  
Eileen Shelley Menton (MD)  
Elizabeth C. Meyer (IL)  
Pam J. Meyer (WI)  
Patricia G. Morgan (CA)  
Delia E. Moseley (SC)  
Mary F. Munger (CO)  
Nancy A. Neff (CT)  
Mary Ann Nihart (CA)  
Ronni Nivala (WI)  
Barbara Norum (CA)  
Natalie Oliver (CA)  
Patricia M. Ormsbee (AR)  
Peggy L. Ostrander (WA)  
Barbara Z. Otto (CA)  
Carla Pancheco (CA)  
Jeanne Patrick (NM)  
Lynn J. Patterson (OR)  
Ardyce H. Pearson (MO)  
Joan Peceimer (CA)  
Judith Pogue (CA)  
Glenda D. Price (MI)  
Judith Prince (WA)  
Judithy Prono (NM)  
Nora Putt (MD)  
Kathleen B. Rafael (CA)  
Lilian L. Reyes Gates (TX)  
Lynda Rick (CA)  
Catherine Rodriguez (FL)  
Karen L. Rottink (OR)  
Jeannine M. Rowe (CA)  
Jane E. Staker (CA)  
Christine Schmitz (MD)  
Claire Schuster (KY)  
Mary C. Selecky (WA)  
Marcia Seman (FL)  
Charlene Setlow (CA)  
Miriam Shearing (NV)  
Jane C. Sherwood (NM)  
Padmaja Shivanand (WA)  
Ellen Silverman (OR)  
Helene and Jeffery Slocum (MN)  
Carol Smith (DE)  
Genevieve H. Smith (OH)  
Joan T. Smith (MN)  
Kathryn M. Smith (AR)  
Marcia L. Smith (CA)  
Maria T. Solis Martinez (CA)  
Cheryl A. Sorokin (CA)  
Wanda B. Stephens (AR)  
Joanne Stern (OR)  
Mardy L. Stevens (OR)  
Maurita E. Stueck (MO)  
Carol Sugimori (CA)  
Barbara Sullivan-Teschner (FL)  
Kristin Sweeney (MN)
“AAUW helped give me my start in my career, which has allowed me to go to places I never imagined.”

DONYA NASSER, FORMER STUDENT ADVISORY COUNCIL MEMBER AND FORMER U.N. YOUTH REPRESENTATIVE FOR AAUW
Peggy A. Grove (PA)
Susan P. Guilford (CA)
Nancy Guilloud (TX)
Maxine R. Haggerty (UT)
Marian S. Hall (WI)
Diane Haney (NY)
Amy P. Hanrahan (CA)
Karla F. Hansen (AZ)
Lynn T. Hapchuk (MD)
Constance Harney (CA)
Jean Harrison (CA)
Harriet Hart (FL)
Randall Harvey (MI)
Anne Hayden (CA)
Sandy Heidergott (WA)
Beth Helsing (IL)
Leslie M. Henderson (FL)
Joanne M. Herber (WA)
Susan Hesser (VA)
Carol Hewer (CA)
Carol Highton (CA)
Mary L. Hilfiker (MN)
Marjorie P. Hobart (VA)
Nancy K. Hobert (CA)
Lois A. Holcomb (CA)
Sally M. Hollemon (OR)
Alana D. Holt (WI)
Betty K. Hooker (PA)
Susan L. Hornung (OR)
Jeanette Hosek (CA)
Michele S. Hosken (CA)
Sharon Howell (PA)
Fontaine M. Huey (GA)
Jeri M. Hughes (CA)
Ella W. and Howard Iams (MD)
Arlene J. Inglis (NJ)
Robina E. Ingram-Rich (OR)
Robin Insalaco (TX)
Marion E. Isidoror (NM)
Lynn S. Janeway (CA)
Laura Jepsen (CO)
Valerie A. Jermusyk (DE)
Involut Jessup (MI)
Barbara B. Job (CA)
Melissa Johnsen (CO)

Bonnie Johnson (CA)
Martha Johnson (CO)
Veronica Johnson (MN)
Paula B. Jones (CA)
Dorothy S. Joslin (VA)
Nancy D. Joyner (VA)
Ruth R. Juremko (AL)
Susan Kadezabek (CA)
Rebecca Kaley (MO)
Vivian M. Kallen (VA)
Amy S. Kapatkin (CA)
Mary Kehrl (CA)
Rosemary J. Keller (CA)
Carol Y. Kennedy (CA)
Karen Kenyon (AZ)
Mardi Kildebeck (CA)
Joanne Killam (CA)
Heidi Koberstine (IL)
Carol Kohfeld (MO)
Patricia M. Kohnen (CA)
Elaine D. Kolish (VA)
Joan Kosuth (CA)
Evelyn S. Kritchevsky (PA)
Ann R. Kubota (OR)
Tonna Kutner (WA)
Sandra Lackore (AZ)
William Laimbeer (FL)
Helen Lang (KY)
Mernet Larsen (FL)
Mary Layman (CA)
Joan M. Lechner (TX)
Gloria Leonard (CA)
Grace Leonard (CA)
M. Anne Les (CA)
Mary Letts (MI)
Lois R. Leuba (MD)
Barbara G. Levi (CA)
Louise Levien (TX)
Zongmin Li (PA)
Eleanor S. Lienau (AL)
Katherine S. Lin (OH)
Janet Lipp (CA)
June Littler (FL)

Carolyn L. Loetheer (CA)
Jane Long (PA)
Diane B. Ludwig (MO)
Carol B. Lynch (CO)
LuRae MacArthur (CA)
Gina G. MacDonald (CA)
Nancy M. MacKenzie (VA)
Nancy M. Maclay (PA)
Joanne Malkin (VA)
Karen Manelis (WA)
Patricia A. Mann (CA)
Elaine F. Marevich (CA)
Thomas Marlowe (NJ)
Cynthia Marquis (CA)
Dorie Marshall (MI)
Perry Martin (HI)
Kathleen Matthews (TX)
Katharine Mauer (MN)
Sherry May (CA)
Teri McConnell (CA)
Mary L. McCune (CA)
Miriam F. McFadden (TN)
Mynda McGuire (TX)
Sarah A. McIntire (TX)
Diane McKeague (CA)
Diane J. Meier (TX)
Dianne Mero (VA)
Elizabeth A. Meyer (CA)
Nancy T. Miller (CA)
Jere Millington (CA)
Ellen Mills (CA)
Joyanne B. Mills (AZ)

Esther and Ralph Milnes (NM)
Sarah Minnehan (CA)
Patricia E. Montemayor (CA)
Kathy E. Moore (CA)
Nancy Morgan (VA)
Janet M. Morgen (MN)
Yvonne D. Morrison (MO)
Janet Morrow (VA)
Mary Mostaghim (MI)
Lou Moyer (IL)
Ann Munns (CA)
Patricia Napp (CA)
Melanie Nelson (MN)
Doris Nistler (MO)
MaryEllen Norton (FL)
Margaret A. Noser (AZ)
Linda C. O’Hara (OR)
Margaret Oppenheimer (IL)
Linda L. Oster (CA)
Dianne E. Owens (CA)
Pauline M. Pan (MI)
Athena Paquette (CA)
Lois Passman (VA)
Virginia S. Patch (CA)
D’Elaine D. Patrick (CA)
Linda K. Patten (CA)
Marion L. Patterson (CA)
Janice Paulsen (MN)
Jeanette V. Phillips (FL)
Jeremy Piccoli (MA)
Phoebe S. Pierce (NM)

“I was a student at the 2015 Tech Trek camp this year. It was a great opportunity that I am so grateful to have had.”

KENDRA GIERSCH, ALBUQUERQUE, NEW MEXICO
Wendy Ping (CA)
Janice B. Pomerantz (CA)
Mary Ellen Pratt (OH)
Laurel Przybylski (CA)
Carol D. Pyke (MI)
Edna A. Pytlak (NY)
Linda J. Quinby (CA)
Evangeline J. Rego (CA)
Jean M. Reiche (CA)
Virginia H. Richards (IA)
Jane C. Rieffel (CA)
Jan S. Rightmer (CA)
Barbara Roberts (CA)
Janet B. Robertson (WI)
Patsy D. Roe (TX)
Leann Roque (CA)
Michelle J. Rossbach (NM)
Beverly J. Russell (CA)
Adele Ruxton (CA)
Joan RyCraft (OR)
Barbara Ryder (VA)
Judith Sam (CA)
Pamela Sankey (WA)
Dianne Saurenman (CA)
Nancy L. Scheer (NM)
Judith G. Schmude (CA)
Ellen B. Schomberg (CA)
Susan Schroeder (CA)
Kathleen Schuerman (WA)
Heather Schuman (WA)
Margaret F.
Schweitzer (MD)
Carmen Scott (WA)
Laura Scott (FL)
Mary Seabury (CA)
Barbara A. Sears (DE)
Dolores Seidman (CA)
Marianne Selph (CA)
Marilyn Shearer (UT)
Dawn M. Shinew (OH)
Margaret E. Shouse (MO)
Rita Skillman (CA)
Diana Slaviero (IL)
Sylvia N. Smith (CA)
Cheryl A. Snyder (MD)
Barbara C. Spencer (CA)
Nicola Stanke (MO)
Linda L. Stark (MO)
Margaret Steel (CA)
Dena Stein (CA)
Ann Stieglitz (WA)
Jo F. Stow (NJ)
Maray Stowell (CA)
Elise K. Stratton (WA)
Nancy J. Struck (CA)
Danni Sun (CA)
Sande Sutter (CA)
Mary M. Swain (VA)
Phyllis Swan (AZ)
Judy Swanson (CA)
Kristin G. Sweeney (ME)
Joanne Takai (CA)
Sharon E. Taylor (PA)
Kimberly Thacker (IL)
Sylvia Thayer (NH)
Joyce Thibodeaux (LA)
Diane Thomas (CA)
Elizabeth Thomas (CA)
Kathleen Thompson (CA)
Phyllis S. Thompson (IN)
Mary Tjosvold (MN)
Elizabeth A. Torrez (CA)
Julia Triplett (MO)
Carol R. Tupper (CA)
M. Hope Underwood (AZ)
Pamela Van Wechel and
Richard Tardiff (HI)
Kenneth Varner
Florence L. Vining (WA)
Veda E. Ward (CA)
Glenn Warner
Penelope Washbourn (CA)
Sharon L. Watt (WA)
Celia and Randy
Wedding (CA)
Lucile Weed (CA)
Sally Weiss (CA)
Susan Wheeler (CA)
Irene Wickham (OK)
Ellen D. Williams (MD)
Audrey Wilner (CA)
Brenda Wilson (IL)
Chris Winter (CA)
Marie Wolbach (CA)
Lee Wolfe (PA)
Heather Wright (DC)
Judith E. Wright (VA)
Marjorie W. Wyckoff (NM)
Judy L. Wyles (SC)
Barbara M. Wyne (IL)
Gloria J. Yost (CA)
Florence E. Young (WA)
Leslie C. Zeigen (OR)
Lynda Zimmer (CA)
Donna M. Zimmerman (IL)

SUPPORTING AAUW

CORPORATE AND FOUNDATION DONORS

$150,000+
Alcoa Foundation
Glamour
Verizon Foundation

$75,000–$149,999
Lockheed Martin
National Science Foundation
Symantec

$25,000–$74,999
Boston Foundation
Green Works
University of Maryland

$5,000–$24,999
Accenture
Allergan
Amazon
American Petroleum Institute
Bank of America
Cardno
Charles and Lynn Schusterman
Family Foundation
Community Foundation
Edwards Foundation
Farrell Family Foundation
Four-Four Foundation
Ginn Family Foundation
Gradschools.com

Henry Mayo Newhall Foundation
IFRA North America
Legacy Endowment Community
Foundation
Liberty Mutual
Napa County AAUW Scholarship
Foundation
OSA Foundation
Participant Media
PPG Industries Foundation
Praxair Foundation
RealHer Products
Stone Family Foundation
University Women’s Foundation
of Jefferson County

Penelope Washbourn (CA)
Sharon L. Watt (WA)
Celia and Randy
Wedding (CA)
Lucile Weed (CA)
Sally Weiss (CA)
Susan Wheeler (CA)
Irene Wickham (OK)
Ellen D. Williams (MD)
Audrey Wilner (CA)
Brenda Wilson (IL)
Chris Winter (CA)
Marie Wolbach (CA)
Lee Wolfe (PA)
Heather Wright (DC)
Judith E. Wright (VA)
Marjorie W. Wyckoff (NM)
Judy L. Wyles (SC)
Barbara M. Wyne (IL)
Gloria J. Yost (CA)
Florence E. Young (WA)
Leslie C. Zeigen (OR)
Lynda Zimmer (CA)
Donna M. Zimmerman (IL)
Legacy Circle
Honor Roll

AAUW gratefully acknowledges our Legacy Circle members, who have made a commitment to empowering women and girls by making a planned gift to AAUW.

Alabama
Ruth R. Jurenko
Margaret R. Monaghan

Alaska
Marcia Lynn and Craig P. McKenzie

Arizona
Bonnie Boyce-Wilson
Susan Gerhart
La Verne H. Koll
Nancy E. Ward

Arkansas
Kathryn Buril
Susan O’Neal
Berta L. Seitz
Wanda B. Stephens
Maureen Terrafranca
Deborly F. Wade

California
Anonymous
Anonymous
Anonymous
Patricia A. Allgeier
Kathleen M. Andrade
Roberta Argendeli
Elisabeth H. Bathgate
Barbara A. Bettencourt
Bernice A. Bigelow
Dorothy Burk
Claire Campodonico
Helene Carr
Kathleen M. Cha
Amber Chiang
Susan J. Cochran
Elizabeth S. Codd
Vivian L. Coe
Margaret B. Coston
Dana B. Cox
Adelma D. Dale
Vicki DeMasi
Suzanne M. Di Lena
Sandra K. DiSario
Kathleen Doty
Vickie Dugan
Mary Jo Dunn-Ruiz
Ann Du Puy
Margaret Ellis
Donna D. Erickson
Sharon A. Franks
Marilyn Freeman
Suzanne Fromkin
Charla Gabert
Tena Gallagher
Carolyn H. Garfein
Eileen H. Givens
Margaret J. Hankle
Sandra L. Hansen
Joan D. Harberson
Alicia Hetman
Patricia V. Holvick
Judith A. Horan
Rita B. Keefe
Norma Kershaw
Kathryn Kort
Mary P. Krieg
Jacqueline Lamb
Eleonore Lavender
Joseph V. Lecce
M. Anne Les
Marica Lowell Leonhardt
Geri Madden
Pat C. Madden
Maranell R. McKnew
Gudelia A. McMurray
Henrietta I. Mendelsohn
Donna Mertens
Holly Millar
Jeanette A. and John Miller
Heather Mueller
Linda Myers
Perdita H. Myers
Myra Orta
Mary A. C. Parks
Judith Pfeil
Joy Picus
Vera Pitts
Judith Pogue
Linda J. and David Quinby
Vicki L. Reeder
Ardeen Russell-Quinn
Helen E. Saldana
Caroline L. Sanchez
Sharon L. Schuster
Dolores Seidman
Rita Skillman
Linda Slater
Doreen H. Smith
Susan Stecklair

Cheryl Ann Suit
Gloria Taylor
Elin D. Thomas
Diane Trombetta
Eve Van Der Have
Helene Victor
Sharon Westafer
Gwen V. Woirhaye
Marie Wolbach
Caroline W. Wood
Krys A. Wulff
Wilda J. Wyatt

Colorado
Amy Blackwell
Melissa Johnsen
Anita S. Knight
Marilyn T. Leist
Devra Perch
Jill C. Smith
Sylvia A. Wedmore

Connecticut
Joan E. Rinaldi

District of Columbia
Anonymous
Denise M. Decker
Julie Englund
Linda D. Hallman
Lisa Maatz
Nonna A. Noto
Michele W. Warholic
Florida
June S. Carlson
Elizabeth W. Haven
Beatrice C. Holt
Jean A. LaPointe
L. Carol Newnam
Barbara L. O’Connor
Eileen Recchia
Carol Rognrud
Patricia Ross
Barbara F. Stevens
Miriam J. Welch

Georgia
Jill R. Barbour
Alice Bartlett*
Marcia A. Capriotti
Elizabeth R. Farokhi
Martha K. Matthews

Hawaii
Joanna Amberger
Barbara P. Fischlowitz-Leong
Janet E. Morse
Nancy J. Rustad

Idaho
Patricia Alpine
James M. David
Kitty C. Geidl
Bonnie Pfaff
Louise Regelin
Valora P. Treshow
Gayle A. Wilde

Illinois
Anonymous
Anonymous
Georgia L. Alberico
Cheryl Marie Anderson
Diane Balin
Maria Kim and Robert A. Benziger
Marlene R. Broncosky
Eugene A. Burton
Rachel R. Campbell
Lisa Cherry
Shirley C. Daddona
Nancy Dietrich
Laurenel M. Driscoll
Loryann M. Eis
Kathleen Ford and Gary R. Brenniman
Sharon M. Fritz
Lyburn A. Greer*
Carol A. Heisler
Nann Blaine Hilyard
Janet A. Hodge
Alica J. Huebner
Jan Lisa Huttner
M. Lois Jackim
Sharon T. Jenkins
Dianne R. Marcell
Faye E. Marcus
Nancy R. Mitchell
Barbara Pagano
Karen M. Patterson
Pamela D. Sanner
Doris E. Schertz
Alice Smith
Lenette Staudinger
Lois J. Strom
Ruth Z. Sweetser
Jennifer A. Urishe
Mary Eleanor Wall
Patricia J. Walton
Jennifer Wilken
Barbara M. Wyne
Barabara J. Zeitz

Indiana
Phyllis Thompson
Judith Whitelock

Iowa
Eva Ann B. Elmer
Lawrence Everett
Ann Gale
Mary A. Grefe
Janet L. Heinicke
Maxine B. Lamp
Janice L. Mitchell
Diane B. Patton
Mary Elizabeth Sievert
Ruth Carol Sovern
Florine M. Swanson
Nancy D. Thayer
Maureen A. White

Kansas
Bonnie Tandoc
Diane K. Doran Whitley

Kentucky
Mary L. Perry
Charlaine Reynolds
Claudine F. Stirn

Louisiana
Deborah Freda
Karen H. Groves

Maine
Bets Brown
Charmen E. Goehring

Maryland
Dian O. and Brian C. Belanger
Janet Wert Crampton
Patricia C. Crane
Gwendolyn Dungy
Carol Gevecker-Graves
Tanya Hilton-Hall

Massachusetts
Florence A. Baturin
Barbara F. Bricker
Patricia Fae Ho
Phyllis F. Rubin

Michigan
Anonymous
Lynne M. Aldrich
Carolyn L. Barth
Janis R. Emery
Marilyn P. Hennon
Suzanne K. Jones
Penny Larsen
Patricia A. Riggs-Berthold
Edith Wacksman
Ann E. Weston
Marina v.N. Whitman

Minnesota
Anonymous
Yvonne C. Condell
Veronica Johnson

“I founded our AAUW student organization after attending NCCWSL. It has changed my whole college experience by giving me a voice.”

Sabrina Ridenour, West Virginia University Student and National Conference for College Women Student Leaders Attendee
“I feel that after attending this conference, I will become a better leader and will impact my campus greatly.”

CHANEL BROWN, NATIONAL CONFERENCE FOR COLLEGE WOMEN STUDENT LEADERS SCHOLARSHIP RECIPIENT
I tried to join other feminist organizations on campus, but ... I decided to start an AAUW student organization myself to create a space for women from different backgrounds and ideologies to come together.

ivelisse porroa-garcia, university of california, los angeles
AAUW gratefully acknowledges individuals whose generous bequests advance the mission of AAUW. The following is a list of gifts received in fiscal year 2016.

### CALIFORNIA
- Leola Cutler
- Lois M. Di Santo
- Carol Giese

### DELAWARE
- June and William McCormack

### ILLINOIS
- Frances R. Pearson Meeks
- Patricia Smith-Pierce

### MASSACHUSETTS
- Elizabeth S. May

### MINNESOTA
- Betty Fletcher Mast Trust

### MONTANA
- Diane Ehernberger

### NEVADA
- Ada Belle Clark Welsh Trust

### NEW JERSEY
- Helene S. and Joel Hemmendinger

### NEW YORK
- Lucy Fulton Trust
- Nancy J. Reynolds
- Gertrude F. Rothschild

### NORTH CAROLINA
- Leslie W. Syron

### NORTH DAKOTA
- Muriel C. Vincent

### OHIO
- Elizabeth M. Boyer

### OREGON
- Franchia G. Loren

### TENNESSEE
- Mary G. Jarvis

### TEXAS
- Marian Apteckar Foundation

### VIRGINIA
- Maryann B. Walsh

### WASHINGTON
- Geraldine L. Harrison

### WISCONSIN
- George S. Parker II Charitable Trust
- Lucille Repka

### SUPPORTING AAUW

Tonna Kutner
Virginia Linstrom
Kerry Lohr
Jeanette Lomax
Dorette M. Markham
Dorothy E. McBride
Candace S. McKenzie
Kay L. McMurry
Susan M. Moen
Rebecca Norlander
Sarah M. Ovens
Joyce H. Perkins
Mary Alice Peterson
Glenn Prestwich
Beth L. Quale
Melody Robidoux
Barbara E. Sando
Valerie Sanford
Laurie R. Schwisow
Phyllis A. Scidmore
Mary C. Selecky
Betty J. Spees
Elsie Y. Taniguchi
Penny Tetter
Mary Trodden
Dana Twight
Margaret Linda Van Waardenburg
Shirin N. Velji
Elaine Webber

**West Virginia**
- Sharon Clagett
- Geraldine V. Harrison*

**Wisconsin**
- Jane Bowers
- Ann Marie Gustafson
- Lucille Harvey
- Vicki Huffman
- Kathleen R. Larson
- Karen E. Montgomery
- Ronni Nivala
- Janet R. Nortrom

*Deceased

---

“I am so happy that I had the opportunity to join the like-minded scholars here and make connections!”

**KATHRYN BIDDLE, LOCK HAVEN UNIVERSITY STUDENT AND NATIONAL CONFERENCE FOR COLLEGE WOMEN STUDENT LEADERS SCHOLARSHIP RECIPIENT**
Top States and Branches

The following states and branches were the top contributors to the AAUW fund in fiscal year 2016.

Completed Honorary/Memorial Funds
AAUW Lombard Area (IL) Leadership Honorary Fund
AAUW Northern Monmouth County (NJ) Honorary Fund
Dr. Nancy Grace Roman Honorary Fund
Virginia Cummings NCCWSL Scholarship Fund

Top 10 States
California
Washington
Oregon
Illinois
Florida
Wisconsin
New York
Virginia
Michigan
Minnesota

Top 10 States per Capita
Virginia
Oregon
Maine
New Mexico
Georgia
Washington

Top 50 Branches
Danville-Alamo-Walnut Creek (CA) Branch
Ballwin-Chesterfield (MO) Branch
Venice (FL) Branch
Racine (WI) Branch
San Jose (CA) Branch
Marin (CA) Branch
Minneapolis (MN) Branch
Buffalo (NY) Branch
San Fernando Valley (CA) Branch
Kensington-Rockville (MD) Branch
Ann Arbor (MI) Branch
Falls Church Area (VA) Branch
McLean Area (VA) Branch
Long Beach (CA) Branch
Roseville-South Placer (CA) Branch
Morgan Hill (CA) Branch
Honolulu (HI) Branch
Seattle (WA) Branch
Saint Paul (MN) Branch
North Shore Area (MA) Branch
Washington Online (WA) Branch
Pleasant Hill-Martinez (CA) Branch
Mid-Coast Maine (ME) Branch
Salem (OR) Branch
Appleton (WI) Branch
Palos Verdes Peninsula (CA) Branch
Kirkland-Redmond (WA) Branch
Oakland-Piedmont (CA) Branch
Birmingham (MI) Branch
Hayward-Castro Valley (CA) Branch
Sunnyvale-Cupertino (CA) Branch
Newport-Mesa-Irvine (CA) Branch
Tyler (TX) Branch
Freehold Area (NJ) Branch
North Shore Long Island (NY) Branch
Deerfield Area (IL) Branch
Springfield (IL) Branch
Atlanta (GA) Branch
Albuquerque (NM) Branch
Issaquah (WA) Branch
San Francisco (CA) Branch
Lombard Area (IL) Branch
Victor Valley (CA) Branch
Rock Island-Moline (IL) Branch
Westminster-Fountain Valley-Huntington Beach (CA) Branch
Cabrillo-Diego (CA) Branch
Arlington (VA) Branch
Virginia Beach (VA) Branch
Beaverton (OR) Branch
West Harris County (TX) Branch

“When AAUW came on board, I was at my breaking point.”

FORMER AAUW LEGAL ADVOCACY FUND PLAINTIFF KATHY BULL
The AAUW National Election Doesn’t Start with Your Vote—It Ends with Your Vote

AAUW members have never been known to sit on the fence. So make sure you join the debate about what should be on the ballot in the upcoming AAUW National Election. Visit www.aauw.org/resource/national-election to make your own proposals and comment on others’. Topics currently being discussed include whether to change AAUW’s degree requirement, whether members should vote on the AAUW Public Policy Program, if we should add gun violence to our policy platform, and more.

The comment period ends December 5, so make sure your voice is heard. And keep an eye out in the new year for further updates. Participate in one of the town halls to learn more about the AAUW Board of Directors candidates, and make sure your calendar is marked for April 14, when voting opens online (requests for a paper ballot must be made by May 4, 2017, to connect@aauw.org or 800.326.2289). You’ll receive an e-mail with voting information in early April, as well as a voter guide in the Spring 2017 issue of Outlook.

One election season is wrapping up, but the AAUW National Election season is just getting started. Make sure your voice is heard!

A Week to Say Thanks to AAUW’s Dedicated Members

November 14–18 is AAUW Member Appreciation Week. This is our chance to say thank you to all AAUW members for all you do to advance equity for women and girls. Visit www.aauw.org to watch our thank-you video and see how much we appreciate you. AAUW members are advocates, mentors, leaders, and voices for women and girls around the world. Thank you.

Branches on Board for Charting the Course

Three AAUW branches have gone above and beyond to empower women and girls this year. They’re the Branch Navigators of the Charting the Course campaign, and they’ve each raised $25,000 in unrestricted funds, which support the programs that empower women in all walks of life. The AAUW Honolulu (HI) Branch was the first to come on board, but the AAUW Lombard Area (IL) Branch and AAUW Roseville-South Placer (CA) Branch joined them to work toward a brighter future for women and girls. Thank you for leading the way!

Fighting for Women’s Voices at the United Nations

It’s an exciting time to be advocating for women and girls at the United Nations. After all, the campaign to elect a woman as the next U.N. secretary-general when Ban Ki-moon steps down at the end of the year has been gaining momentum. AAUW has been strongly advocating for women in lead-
ership at the United Nations—the organization has seen 70 years of male leadership even though women account for more than half the world’s 7 billion people.

And two undergraduate students are now helping with AAUW’s work at the United Nations, where young women’s voices especially need to be heard. AAUW recently welcomed two Lehigh University students, Veronica McKinney and Rena Zhu, as the newest appointed youth representatives to represent AAUW at the United Nations. AAUW’s U.N. team members attend briefings, organize events, and serve on committees to take action on global women’s issues such as girls’ empowerment and human trafficking. Find out more about AAUW’s global work at www.aauw.org/what-we-do/global-connections.

You can find out more about what’s going on in your state and how you can get involved by signing up for the AAUW in the Statehouse newsletter at www.aauw.org/resource/aauw-in-the-statehouse.

Equal Pay Progress in 2016 State Sessions

State legislatures have been busy this year, with 36 states introducing equal pay bills and six passing them during the 2016 legislative session. Maryland and Massachusetts passed especially strong bills this year, while California, Delaware, Nebraska, and Utah also made significant progress. AAUW members were vital in passing these critical equal pay laws, including being the primary bill sponsors in Maryland and Utah.

Each state took their own personalized approach to the gender pay gap and passed provisions that fill holes in existing law and meet the needs of their constituents. The California and Massachusetts bills target the practice of employers relying on salary history to set future wages, the first states to pass such provisions. The Maryland bill that passed this session offers another unique first: It prohibits employers from directing employees into a less favorable career track, sometimes called “mommy tracking.”
You’ve been a planner all your life.

That planning has allowed you to take advantage of the many opportunities life has presented. You’ll use that same thoughtful approach when making your estate plans.

Will you consider including AAUW?

Learn more at www.aauwlegacy.org or contact Catherine Heffernan Gibson, senior manager of major and planned giving, at 877.357.5587 or heffernanc@aauw.org.
When Jessica Valiente earned a 2014–15 AAUW American Fellowship, she was in the process of completing her dissertation for a doctorate in musical arts from the City University of New York. She used the award to cover child care for her three daughters. “Without the AAUW fellowship, I would not have had the time to complete my dissertation, because I would not have had anyone to help me with the kids,” says Valiente, an accomplished flutist.

Valiente did finish, but the hard work isn’t over. Between homeschooling her three daughters and working on her career as a performer and band leader, Valiente has her hands full. Her regular practice time is between 10 p.m. and 2 a.m. each night. She’s interested in a future in academia, but she says the limited tenure-track positions that are available in her field often go to male musicians.

“It is still true that women in my field are held to a higher standard than men,” Valiente says. “If you want to be accepted and hired, you are going to have to prove yourself.”

Her advice to young women interested in pursuing a similar career path is simple: “Never assume that you don’t have the right to be doing what you are doing, and never apologize for [it]!” She adds, “If no one is presenting you with your niche, make your niche.”

Your support makes AAUW programs possible. Visit www.aauw.org/donatenow to support all the AAUW programs that affect women and girls.
COME STORM THE CAPITOL!

And save while you’re at it!

Register for the 2017 AAUW National Convention before the best-value rate expires on January 14.

c onvention.aauw.org

2017 AAUW NATIONAL CONVENTION
JUNE 14–17 WASHINGTON DC

Members save up to 80% OFF of preferred products!

Thousands of products discounted below retail
Exclusive print and copy discounts
Free next-day delivery on online orders over $50 (excludes furniture)

For more information visit: officediscounts.org/aauw.html
Gearing Up for November 8: Getting Women to the Polls

The AAUW Action Fund’s It’s My Vote: I Will Be Heard campaign is going full throttle until Election Day, and members are working tirelessly to register, educate, and turn out women voters, especially millennial women, nationwide.

The AAUW Hilo (HI) Branch in July co-hosted a mayoral candidate forum. Eleven candidates discussed poverty, government accountability, and taxes, as well as issues highlighted in the AAUW Public Policy Program, such as increasing the minimum wage. In August, the AAUW student organization at West Virginia University teamed up with WVU Students for Reproductive Justice to host a voter registration drive. During primary season, members of the University of Alabama AAUW student organization helped to register their fellow students before the state primary deadline, and AAUW of Iowa members demystified the caucuses for voters by creatively simulating the process with candy bars.

It’s not too late to take advantage of the free skills trainings, voter guides, Congressional Voting Record, and many other resources available at www.aauwaction.org. There’s so much at stake in this election and so much that AAUW members can do to help ensure that young women vote. Your vote is your voice; make it heard by using these resources to get women to the polls in November!

Lock Haven Students Find Advocacy and Community

On Equal Pay Day, members of the AAUW student organization at Pennsylvania’s Lock Haven University sat with smiles at a table decorated to its physical limits with posters about the gender pay gap. One was emblazoned with the pay gap numbers broken down by race. Another announced a candy sale with a catch: Pay what you’re paid (that is, you get the discount or lack thereof based on what your demographic is paid compared with what white men are paid). The group’s engaged officers and early emphasis on recruiting and leadership earned them accolades from their university: the award for outstanding new student organization in 2016.

But the group’s impact has also been personal for its members. When student organization leader Theresa Johnson found the group on campus, she was struggling to figure out what she calls her “niche.” She was returning to the classroom after a three-year break, and she had a 1-year-old daughter to care for. She quickly “fell head over heels” for the AAUW group, though. “It was a match made in feminist heaven,” she says.

Going to AAUW’s National Conference for College Women Student Leaders and serving on AAUW’s National Student Advisory Council were also absolute game-changers for Johnson in terms of feeling like she had a space where she belonged in college life. “The sense of community that I’ve found with AAUW has helped me to grow as a leader, stay motivated as a student, and, ultimately, find my place in this world,” says Johnson.

Theresa Johnson, bottom row right, and her fellow SAC members in front of the White House
### Assets

**Current Assets**
- Cash and cash equivalents: $20,753,166
- Investments: 106,189,979
- Property and equipment, net: 6,182,632
- Prepaid expenses: 462,486
- Grants receivable: 419,066
- Other receivables: 162,028

**Total assets**: $134,169,357

### Liabilities and Net Assets

**Current Liabilities**
- Accounts payable and accrued expenses: $2,125,152
- Committed awards and grants payable: 3,755,060
- Deferred revenue: 1,346,800
- Deferred rent and tenant improvement allowance: 4,763,183
- Other current liabilities: 634,392

**Total liabilities**: $12,624,587

**Net assets**: $121,544,770

**Total liabilities and net assets**: $134,169,357

---

For additional summary financial information, visit www.aauw.org.
You’ll never know how you changed their lives.
They’ll never forget that you did.

Thank you for all that you do.
From the Archives:

Flora Rawls, dean of women at Memphis State University and an AAUW volunteer leader, helped break ground for AAUW’s headquarters on Virginia Avenue in Washington, D.C. The building housed AAUW’s offices until 1989.