THE POWER OF LOBBY DAY
What You’re Saying

The summer issue of Outlook is especially encouraging, citing achievements of powerful women working for the betterment of humanity. These forward movements are much needed given the political situation since January 20. Thank you for this issue, and more important, thank you AAUW for all the success in improving women’s opportunities and lives these past years.

KAREN WOODS, NATIONAL MEMBER

I wanted to share some good news that came as a direct result of me obtaining my M.S. [with the help of an AAUW grant]. I was selected as a Presidential Management Fellows finalist earlier this year. It’s a highly selective program and a great opportunity! For the 2017 class there were more than 6,300 applicants and only 417 were selected as finalists. Only about 50–60 percent of those finalists are actually appointed to fellowship positions. I am thrilled to say that I was selected as a finalist, and after months of applying for various positions was finally appointed to a fellowship position at the National Institutes of Health. I am moving to D.C. next month! I will be forever grateful to AAUW.

LISA YUAN, NATIONAL MEMBER AND AAUW CAREER DEVELOPMENT GRANTEE

It has become essential that AAUW actively support the passage of the Equal Rights Amendment to our Constitution in order to secure rights for women in this country! Only three states are needed to ratify!

MARGARET ELTZROTH, GLENDALE, ARIZONA

Thank you! I never dreamed that I would prefer a digital magazine, but I am now a low-vision person, so that reading on my iPad or other electronic device (with large fonts) is a necessity. What a welcome change.

CONSTANCE M. MACDONALD, ALEXANDRIA, VIRGINIA

College is too late to stop sexual assault.

—LAURA DUNN, J.D., FOUNDER OF SURVJUSTICE, 2017 AAUW ELEANOR ROOSEVELT FUND AWARDEE

If we give education to women and girls, it is the best gift a country can give.

—2017 AAUW ALUMNAE RECOGNITION AWARDEE TERERAI TRENT, PH.D.
WHERE ARE WE NOW?

WHERE DO WE WANT TO BE?

HOW WILL WE GET THERE?

AAUW’s Strategic Plan: Focus, Relevance, Impact

BY HANNAH MOULTON BELEC

AAUW has launched a bold strategic planning effort to maximize our impact toward our mission. Find out what’s happening and how you can become involved.

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The Ongoing Fight for Equal Pay

BY KATHRYN BIBLER

AAUW-supported plaintiff Aileen Rizo’s long fight for fair pay has a second chance thanks to an amicus brief that AAUW joined.

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AAUW on the Front Lines

BY FEMI SOBOWALE

Hundreds of AAUW advocates from all over the country gathered on Capitol Hill this summer to speak truth to power in the halls of the U.S. Congress.

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YOUR MEMBERSHIP HAS EMPOWERED HUNDREDS OF THOUSANDS OF WOMEN AND GIRLS.

Thank you!

www.aauw.org
It’s easy to get bogged down in the scope of the barriers that women and girls still face, lamenting why it’s 2017 and we’re still dealing with such pervasive and virulent sexism. But AAUW has always set itself apart by offering solutions to the problems of the day, and now we’re investing even more in the practice of setting goals that we intend to achieve, and soon.

AAUW will be starting to tackle problems systematically, measurably, and productively, thanks to a new strategic planning effort. In this issue of *AAUW Outlook* you’ll learn about the rigorous process that goes into writing and implementing a strategic plan and why AAUW needs one so desperately. With our new plan, which will be ready in summer 2018, we’ll know exactly what goals we’re working toward; even better, we’ll be able to measure our progress with metrics along the way. Learn how you can become involved in the process and more about how it will unfold.

Also in this issue is coverage of a significant pay equity lawsuit led by AAUW-supported plaintiff Aileen Rizo. Her case involves the practice of using salary history as a basis of paying women less, and a rehearing of her suit by the full Ninth Circuit Court of Appeals could turn around an unfavorable ruling from earlier this year.

You’ll also hear from some of the hundreds of AAUW members who descended upon Capitol Hill in June to advocate en masse for solutions to student debt and Title IX issues. And since this is the last *Outlook* for 2017, you’ll get a look at our generous donors and our financial information.

There’s a lot of change in store for AAUW in 2018. With your input we know what our priorities are and how we will go about achieving them, with more specificity than we’ve had before. I hope you’ll find inspiration in this issue to become involved in the strategic planning process and to be a champion for AAUW in our next, unprecedented phase of advocacy for women and girls.
WHERE ARE WE NOW?

WHERE DO WE WANT TO BE?

HOW WILL WE GET THERE?
AAUW’s Strategic Plan: Focus, Relevance, Impact

AAUW is embarking on an ambitious strategic planning process aimed at solidifying the organization’s position as a global leader on equity. With a focus on meaningful impact, AAUW will raise awareness of what “equity” means in the 21st century, shaping debates, designing policies, and implementing programs and solutions for systemic change.

Chief executive officer Kimberly Churches is dreaming big for AAUW as we embark on a new strategic plan. In her listening tour around the nation and in smaller group sessions, she frequently suggests ways in which AAUW could imagine our future impact in advancing equity. Imagine, says Churches, if we trained 10 million people through our Start Smart and Work Smart workshops. What if we created nationally respected employer resources to complement the Start Smart and Work Smart workshops? Or if we created a scorecard of state, federal, and international pay equity practices and legislation? And imagine if we became the leading international organization on pay equity.

BY HANNAH MOULTON BELEC
AAUW is aiming high in the strategic planning process on which it has just embarked, undertaking an ambitious, rigorous course of action that will sharpen our focus, relevance, and impact and buttress our core issues—pay equity, education, STEM (science, technology, engineering, and math), leadership, and Title IX—to solidify AAUW’s position as a leader within the equity space during the 21st century.

Churches doesn’t suggest she has all or even some of the answers by any means but is taking a blue-sky approach to AAUW’s strategic planning process to help AAUW reach higher and think bigger—an approach often used in business planning that employs creative thinking unfettered by conventional ideas or approaches. AAUW is aiming high in the strategic planning process on which it has just embarked, undertaking an ambitious, rigorous course of action that will sharpen our focus, relevance, and impact and buttress our core issues—pay equity, education, STEM (science, technology, engineering, and math), leadership, and Title IX—to solidify AAUW’s position as a leader within the equity space during the 21st century.

The process has begun, the Strategic Planning Task Force has been approved (see page 7), and the schedule established the target date for board approval of the final plan set for June 2018. The process involves asking these questions: Where are we now? Where do we want to be? How will we get there? And it involves integrating our mission, programs, and business model. We’re going to need rigorous focus and meaningful relevance in order to achieve lasting impact with respect to our mission, says Churches. We’re about advancing equity, but what are we doing to ensure that we are demonstrating measurable impact? This is a new planning process, but it’s more than a plan. It’s about the outcomes we will achieve and how we implement them.

Churches is conducting a listening tour with members across the country, with the board, and with staff to determine what is currently working and what is not, and to gather feedback about where AAUW distinguishes itself in the national and international equity space. With Sharon McDade of Greenwood Asher as our external consultant, focus groups and surveys will also be used to collect input this fall and early winter.

We’re honored to have such a terrific Strategic Planning Task Force assembled to help guide and draft the plan, says Churches. The Task Force includes current and former board members, state and branch leaders, staff, and external stakeholders. The latter is essential in introducing new perspective and questioning past assumptions.

Staff have developed metrics to measure individual and programmatic success and instill accountability for the entire organization. A new organizational chart has been announced (see page 8), and the staff senior leadership team will be reconfigured.
to effect greater collaboration and lend greater strategic thinking to AAUW’s internal operations.

And a business model is being shaped and honed to make all of the work possible and sustainable. Budgets are being meticulously reexamined and clarified to make certain that AAUW is positioned for agility and effectiveness, honoring our donors and supporters by being superb stewards of their generous support.

The plan itself will be drafted by March, and then posted to open forum for comments from members before it will be approved by the board of directors next summer. There will also be additional opportunities for feedback and ideas throughout the process.

Clarity is needed at AAUW. We’ve done amazing work over our rich history, but a lot of people in our AAUW community are disheartened we are not better known for what we do, and part of that is that we are kind of a ‘Jill of all trades,’ says Churches. We need to figure out, together, where we should focus to make real progress in real time. For example, we recently produced a video reacting to the news that the gender pay gap hasn’t changed much from last year. I don’t want to be doing the same video next year, says Churches. We all want results, and we should be moving the needle on our priority issues. You can’t do that without ultimate focus.

Of course we won’t know what our exact priorities and goals will be until the strategic plan takes shape, but, says Churches, None of us can imagine not working on our core issues.

Importantly, along with the strategic plan’s priorities, specific benchmarks will be developed to measure real progress toward our goals. Perhaps that means a certain number of women trained to negotiate their salaries. Perhaps that means Title IX compliance checks in every school district. Perhaps that means achieving a certain percentage of

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**AAUW Strategic Planning Task Force**

**JULIA T. BROWN, J.D.**  
Member, Board Chair (Ex Officio)

**KIMBERLY CHURCHES**  
Chief Executive Officer (Ex Officio)

**PEGGY WILLIAMS, E.D.D.**  
Member, Board Vice Chair (Special Adviser)

**JOANNA AMBERGER**  
Member, Board of Directors

**GLORIA BLACKWELL**  
AAUW Vice President of Fellowships, Grants, and Global Programs

**CAROLYN GARFEIN**  
Member, Former Board President

**ANNE HEDGEPETH**  
AAUW Interim Vice President of Public Policy and Government Relations

**ANTHONY HILL**  
Member, Former Board of Directors

**JACKIE LITTLETON**  
Member, AAUW Tyler (TX) Branch, Former Board of Directors

**EDWINA MARTIN**  
President, Rockland County (NY) Branch; Member, Empire Virtual Branch; Former AAUW of New York State President and Administrator

**JAN MOLINO**  
President and Chief Executive Officer, Aspire and Ascend

**REBECCA NORLANDER**  
Member, Former Board of Directors

**CLAUDIA RICHARDS**  
AAUW Senior Branch Relations Manager

**PAIGE ROBNETT**  
Former AAUW Manager of College/University Relationships and Former AAUW Campus Leader

**LEAH SAKACS**  
Member, Board of Directors

**MARY ZUPANC, M.D.**  
Member, Board of Directors
This organizational chart reflects AAUW’s national staff and went into effect in September.
change in women’s representation in STEM. Perhaps that means closing the leadership gap for women of color by a certain percentage in a certain field.

Research by BoardSource, a Washington, D.C.-based organization that supports, trains, and educates nonprofit leaders, has shown that organizations are moving toward strategic frameworks that articulate these kinds of priorities along with forecasting finances years into the future and articulating metrics, timelines, and milestones looking forward. Breaking down your goals in terms of what is measurable takes consideration and creative thinking, but it sets up progress and accountability in a way that nothing else can. And it makes our work more achievable and productive than ever.

Many of us have seen a sea change in progress for women since we first joined AAUW, says Board Chair Julia T. Brown, J.D. But while we know we have accomplished much, we have many more barriers to eradicate, and that is in part where the strategic planning process comes in. The strategic planning process will enable us not only to focus on what equity means, but on how we can be successful in attaining it on how we can be successful in breaking down barriers.

How will we measure our success in terms of our mission? We want to advance equity, but what are we doing to ensure that we are achieving measurable impact? These are questions that must be answered, because the process is ongoing and inclusive. Members can become involved by answering the call of surveys and focus groups and comment periods that will be forthcoming. We need all the womanpower and manpower in this organization’s membership, leadership, and staff to harness strategies for the future and focus on the solutions we can offer to problems. AAUW can and must accomplish the things that will change lives in a tangible way.

According to the Bridgespan Group, a global nonprofit that strengthens the ability of mission-driven organizations to achieve breakthrough results the process of strategic planning forces you to become crystal clear about your mission, target beneficiaries, and goals and consider how every single program and activity work toward impact and financial sustainability. It requires tremendous discipline, not just at the front end but even more so as the plan is being implemented. Iteration is integral to success. So while AAUW’s plan will be complete in the summer, it will never really be complete. It will be a living document that will be updated as our specific goals are achieved for women and girls or as we learn lessons from shortfalls along the way.

AAUW has a long history of landmark achievements, from incisive research to changing the law of the land to providing thousands of women funds for graduate degrees. From an engaged, educated, and talented membership to a nonpartisan and solutions-oriented approach. A mission broad and ambitious enough to be relevant for generations. So much has changed in women’s lives in the past few decades, but there still much to do. AAUW can be positioned to do more to do better for more women and girls if we have a clear view of where we are going and how we get there together.

Focus. Relevance. Impact. That’s the path to the future of AAUW and future equity. Everyone can contribute to it. Everyone is responsible for carrying it out. Will you join us?

Hannah Moulton Belec is AAUW’s managing editor.
The Ongoing Fight for Equal Pay

Thanks to an amicus brief joined by AAUW the Ninth Circuit Court of Appeals will rehear Rizo v. Fresno County Office of Education, one of the most significant equal pay lawsuits to wend its way through the court system.

By Kathryn Bibler

There is a generally accepted trust in the court system as a last hope for justice: When something goes terribly wrong at work, employees believe that they can take their grievance to court, where the facts will be aired and examined and their grievance put to rights. But after five years of paperwork, testifying, appealing, and above all waiting, Aileen Rizo is yet again holding her breath as a court will determine if this will be the year she receives the equal pay she deserves.

What Rizo initially believed to be a simple paperwork error on the part of her then employer has become an all-consuming test of patience. In 2012 she was working as a math consultant at the Fresno County Office of Education (since renamed the Fresno County Superintendent of Schools) when she learned during a lunchtime conversation that she was being paid about 20 percent less than a male coworker even though she had more experience, seniority, and higher education in the form of a master's degree.

When she asked for clarification from her employer's human resources department she was told that new employees were entered into the pay scale solely on the basis of previous salaries and since her male coworker had been paid more in his previous job than she had been as a teacher, he started at step nine (at about $79,000 annually) while she started at step one (at $62,733).
Rizo loved her job, and while she didn’t want to create conflict, she expected the pay issue to be quickly rectified. In my mind, I thought this was going to be a sprint race; this is black and white, and eventually someone’s going to realize they just need to make this right, she says. But her employer continued to cite the policy and would not increase her salary. So Rizo filed suit in the U.S. District Court for the Eastern District of California alleging sex discrimination under the Equal Pay Act of 1963, under Title VII of the Civil Rights Act, and under California code 12940.

Rizo remained in her job for four years after filing suit but says that the work environment just got more hostile in a very discreet way, but it definitely changed drastically. And for me, that made the pressure of work flow over into my family because I was coming home not happy after a day of work. It got to the point at which everything at her job felt distressing; even earning praise during her performance reviews was a painful reminder that she deserved better pay.

Rizo’s first ray of hope came in 2014, when the district court judge denied the county office’s attempt to have the case dismissed. In compliance with the Equal Pay Act, the judge said, prior salary alone can never qualify as a factor other than sex in determining current salary because it can perpetuate gender-based pay discrimination. At that point Rizo’s lawyers were feeling confident about her winning if the county decided to appeal to the U.S. Court of Appeals for the Ninth Circuit.

The county did appeal, but things didn’t unfold as she had anticipated. In April of this year Rizo drove the three hours from Fresno County to San Francisco with her husband and daughters to hear the Ninth Circuit’s decision. I was actually maybe overconfident because I felt that it was a clear case, she remembers. An Equal Employment Opportunity Commission representative testified on Rizo’s behalf, noting that paying Rizo less solely on the basis of prior salary is a contradiction of the intent of the Equal Pay Act. (The EEOC is charged with investigating and enforcing such federal discrimination laws as the Equal Pay Act.)

Rizo and her family felt nervous during oral arguments but it kind of seemed like they were leaning toward [saying] that wasn’t an OK thing to do. But in a disappointing moment for Rizo, the three-judge panel of the Ninth Circuit overturned the lower court decision, ruling that her employer had not violated the Equal Pay Act because it had a legitimate business purpose for establishing pay using salary history alone.

I was just floored that this was allowed, she says.
I'm not just a disgruntled employee who's in it for a quick payout. This has been happening for a long time and being in it for the long run means that it's not about me. It can't be about me anymore. It's really about equity.

AILEEN RIZO

get around the original purpose of the Equal Pay Act, it circumvents the federal law's intent. You can't allow the exception to swallow up the rule, says Stender.

Stender's team believes that the three-person panel on the Ninth Circuit made an error in logic in its decision, and her amicus brief points that out. Essentially, the Ninth Circuit panel's decision cited a 1982 case, *Kouba v. Allstate*, which ruled that salary may be considered a factor other than sex but not the only factor if the defendant can show that the use of salary history was reasonable and effectuated a business policy. The Ninth Circuit panel in Rizo's case concluded that based on *Kouba*, prior salary alone could justify a pay difference between a man and a woman when there is no dispute that they perform equal work.

That decision [in the Rizo case] was just completely wrong in our view, says Stender. The *Kouba* case, she argues, was really making the point that while using prior salary history is not prohibited per se as a factor, it can't be the only factor.

The amicus brief lays out this problem along with background information on the factors behind gender pay discrimination, and it was joined by AAUW, AAUW of California, and 15 other advocacy groups. Amicus briefs are extremely powerful, especially those that bring together expertise from a number of groups, explains Stender. Latin for friends of the court, amici curiae briefs lend perspective from uninvolved outside groups so that the court can make an informed decision.

Signing amicus briefs is an important part of AAUW's Legal Advocacy Fund support because it states that we support this issue, we support this plaintiff, and we support broad systemic change for similarly situated plaintiffs, says AAUW Legal Advocacy Fund Manager Ebonee Avery-Washington, J.D. Such other women's rights organizations as the National Organization for Women and the Feminist Majority Foundation also signed on.

Stender credits the amicus brief with the successful appeal of the April decision to be reheard by the full Ninth Circuit Court (also known as an en banc hearing), not just the three-judge panel. Avery-Washington explains, When you petition to rehear by the panel en banc, you're telling the court there was some issue here based on legal precedent and we need to take a second look at this because we've run afoul.

The United States Court of Appeals for the Ninth Circuit comprises 29 active judgeships. Headquartered in San Francisco, the Ninth Circuit's meeting places are Seattle, Portland, San Francisco, and Pasadena.

Requests for en banc hearings are fairly common, but the number that are actually heard is fairly small. Each year the Ninth Circuit receives about 1,500 requests for rehearing en banc, but only about 1 percent (15–25) are heard. It is reserved for things of significance or importance, explains Avery-Washington. And that goes to bolster the fact that this is a significant matter, this is important, and even the court sees it and is honoring it procedurally. I'm going to claim a victory for that.

The en banc rehearing is a positive step for Rizo, but it's hard to predict how it will go. U.S. appellate courts are split on the question of how to interpret that any factor other than sex phrase. The Tenth and Eleventh circuits have held that employers cannot rely solely on prior salary. The Seventh and Eighth circuits have ruled differently. Without a clear precedent, each appeals
court seems to be redefining the question of how to interpret federal law. (This lack of clarity at the circuit court level is often why cases are granted writs of certiorari by the U.S. Supreme Court.)

All of this confusion is another reason why we need an update to the Equal Pay Act, says Nielson. The Equal Pay Act has not been updated since 1963, and refreshed language would help tighten loopholes like this one. It’s also important for consistency across the country. If we get a federal law, it covers all 50 states. And that’s really important because right now some states have great [equal pay] laws on the books, but some states have no law on the books. As it stands, you have to win the geography lottery to have equal pay protections and obviously that’s not fair.

No longer willing to wait for movement from Congress, many states have started to pass their own laws. There are two main approaches that states have taken in recent years on the salary history question, Nielson explains. One is tightening up that ambiguous factor other than sex language in the Equal Pay Act in state law, and the other is expressly prohibiting employers from asking for salary history from new employees. Maryland, Massachusetts, New York, Oregon, and Vermont have all taken the first approach, as well as Rizo’s own state of California. The state’s 2015 Fair Pay Act allows employers to use salary history to determine pay only if it is coupled with at least one other factor, such as job experience. The law couldn’t have helped Rizo’s case, though the Fresno County Superintendent of Schools successfully appealed to remove the state law filing, which means her case falls only under federal law.

California, Delaware, Massachusetts, and Oregon have all taken the second approach, passing laws prohibiting employers from asking for salary history. Many equal pay laws are trying to stop discrimination after it happened, says Nielson. This is an example of something that’s more proactive, that’s trying to stop the discrimination before it starts.

AAUW has weighed in and supported the vast majority of the equal pay laws that have passed in the last few years, and in September 2016 AAUW of California members were present when the governor signed Assembly Bill 1676 into law an additional salary history protection on top of the state’s Fair Pay Act.

In cases like Rizo’s the problematic link between gender and racial pay gaps and salary history becomes clearer. Most people would agree that a woman coming to an education role with 13 years of teaching experience should be paid as much as, if not more than, a man with much less experience in an unrelated but higher-paying field. The K-12 education field is notoriously underpaid and dominated by women. Jobs traditionally dominated by men (such as engineering, technology, and maintenance) pay much higher on average than women-dominated ones (including education, health care, and administrative support). This occupational segregation is a major factor behind the pay gap, as AAUW’s The Simple Truth about the Gender Pay Gap report finds. Research also shows that pay drops for the entire field when women enter traditionally male occupations.

Many employers, unfortunately, choose the salary history method because it’s a shortcut for them, says Nielson. But it’s harmful for women and most minorities, who are paid less than white men in nearly all occupations and are overrepresented in low-paying fields. Under this practice, if you and I are both vying for the same job and we have the same skill set and look the same on paper but you’ve been making $20,000 more than me if the company asks for salary history, they can get away with hiring me for less money.
Part of the challenge as a plaintiff is signing on not only oneself but also loved ones for a potentially grueling ordeal. Rizo’s husband has supported her from the beginning—he was the one who found AAUW and suggested she reach out for help and the one who encouraged her to pursue her doctorate despite the legal fees they already pay. But she feels guilty about the toll this has taken on her daughters, now 10, 6, and 2, especially during the first years of the case while Rizo was still working for the county: “They probably deserved a mother who was much happier at the time.”

Rizo’s youngest daughter understands little about the trial, but her short life has revolved around it—she was just six weeks old when Rizo went to her deposition. “I remember feeling upset because I was [thinking] I could be at home on maternity leave, and I’m here doing a deposition but I have to fight for equal pay to support my family.”

The guilt and unhappiness were intense, but she also felt pressure to stay the course to be a role model for girls: “The only woman and the only racial minority (she is Latina) in a department of five full-time workers, she stood out in classrooms to coach teachers. These freshmen girls would see a woman who looked like them and they would say, ‘Wow, she’s my teacher’s math teacher!’ And I felt that was powerful that I would be giving that up because I couldn’t get through a rough spot in my career. Rizo did eventually leave the Fresno County Superintendent of Schools, though she continues to work in the field she is passionate about: “Today she is a research associate in mathematics education at AIMS Center for Math and Science Education on the campus of Fresno Pacific University.”

Support from AAUW members has been crucial for Rizo’s morale and persistence. Her husband was the first to hear about AAUW; it was Equal Pay Day and he texted his wife about an event at the local AAUW Fresno County (CA) Branch. She went and met the members there, shared her story, started attending meetings, and eventually joined the organization. She also began testifying in support of California equal pay bills, which led to locals inviting her to share her story and later apply for financial case support from AAUW’s Legal Advocacy Fund.

At her first hearing Rizo remembers the moment she started to feel anxious about what was coming, and then she looked around the room and received a boost of confidence. “There was a courtroom full of AAUW women I had never met before; they had heard about my case and came to just support me. That was encouraging for me because there are many times on this journey when you feel alone. To have women I had never met before saying, ‘I’m with you, that was really encouraging.’”

Between the financial cost and the emotional weight, it’s very easy to feel like you want to just give up, she says. It would be so much easier to do that. But then you get some encouragement from people who say, “This happened to me and I wasn’t able to do that or I’m so glad you’re doing that because I have daughters and I want the world to be different for them.” That’s the encouragement that I’ve needed. This organizational support is another benefit of the Legal Advocacy Fund legal case support program, which offers financial assistance to plaintiffs like Rizo.

In addition to the many news articles, blogs, and TV interviews along the way, Rizo has taken time to speak at AAUW state conventions in Missouri and Minnesota. “Every time I walk away from [AAUW events] I feel like I’ve just inherited more family.”

Rizo is determined to stay the course, even though she’s moved past expecting much personal benefit. She hopes people see the intention behind that choice. “I’m not just a disgruntled employee who’s in it for a quick payout. This has been happening for a long time and being in it for the long run means that it’s not about me. It can’t be about me anymore. It’s really about equity.”

Now that the full Ninth Circuit Court will rehear her case, Rizo is hopeful, says Rizo, though she seems reluctant to try to predict what the outcome might be; if the last five years have taught her anything, it’s that the court system is impossible to predict.

The dream outcome would be that the en banc panel affirms what the district court said, which is that prior salary alone can never be a factor other than sex because it’s inherently fraught with likely past discrimination, says Stender. It seems kind of obvious, she adds with an exasperated laugh. “It’s the only nonabsurd result, the only real result that makes sense with what the law was intended to do, and prevent, and root out that is, pay discrimination.”

The full hearing will begin the week of December 11. After five years, says Rizo, “That’s not such a long wait.”

Kathryn Bibler is AAUW’s senior editor.
AAUW’s Lobby Day, held in conjunction with national conventions taking place in the nation’s capital, trains a spotlight on the importance and effectiveness of AAUW’s advocacy efforts and instills a profound sense of accomplishment among participants.

The years 2016 and 2017 sparked a new wave of grassroots advocacy and an intense one at that. As the national conversation changed, so did the urgency, shape, tone, and channels of our political activism. Within the past year we have seen one of the largest single-day protests in American history and witnessed heightened interest in sociopolitical activism. There is no question that people are seeking more effective ways to engage with politics. As current, new, and potential activists search for channels for their activism, many of them are searching for a resource focused on solutions, not partisan rancor.
Many choose AAUW and many showed up in force at AAUW’s Lobby Day on Capitol Hill this summer. The 2017 Lobby Day, which was held on June 15 during the AAUW National Convention in Washington, D.C., and boasted participation by more than 700 AAUW members from 45 states, was organized around two central topics on which AAUW has expertise and can make significant progress: the disproportionate impact of student debt on women and the need for continued enforcement and protection of Title IX.

The 2017 AAUW research report *Deeper in Debt: Women and Student Loans* found that women hold almost two-thirds of outstanding student loan debt, which amounts to about $833 billion; that black and Hispanic women take on more debt and repay it more slowly because of the compounded effects of the race and gender pay gaps; and that across races women report more financial distress during repayment of loans than do men. AAUW members spoke to their representatives and senators about AAUW-backed solutions to this issue, which included safeguarding and expanding Pell grants for students; ensuring that nontraditional students receive the resources they need, such as child care; and supporting income-based repayment strategies that acknowledge the realities of borrowers’ lives.

The second Lobby Day topic, Title IX, has long been an AAUW policy priority but the law is in need of protection and support from Congress now more than ever, especially after critical Title IX policy rollbacks on the part of the U.S. Department of Education under Secretary Betsy DeVos. Discrimination, harassment, and violence still compromise students’ access to an equitable education; women are still severely underrepresented in science, technology, engineering, and math (STEM) fields; and women and girls still receive less funding for sports. Members asked Congress on Lobby Day to support the Department of Education Office for Civil Rights with the resources necessary to carry out and enforce Title IX regulations.

Lobby Day 2017 kicked off with a briefing during which participants heard rousing speeches from Rep. Brenda Lawrence (D-MI) and Rep. Lois Frankel (D-FL) among others.
The briefing itself opened with remarks from Lawrence, who told the room to thunderous applause, “If you’re alive and breathing, get up and do the work.” Once applause died down, AAUW staff guided participants through each stage of the lobbying process with specific instructions, such as preparing a clear and concise legislative ask, providing local context to emphasize a position as a constituent, and following up the visit with a thank-you letter. Staff also provided guidelines and tips for engaged activism in the future, making AAUW Lobby Day a great starting point for activism in the moment and beyond. “The training they gave us the day before was spectacular,” said Marian McClellan of the AAUW Kansas City (MO) Branch. A first-time participant in AAUW Lobby Day, McClellan, with AAUW’s advance training, felt ready to just step in and contribute to what she felt was the heart of our democratic system.

While Lobby Day was ideal for first-time activists, it provided a channel for seasoned ones as well. Mary-Jo Bryan Wolsky of the AAUW Downers Grove (IL) Branch spent the sixties marching and participated in several major marches, including the Poor People’s March on Washington in 1968. Because of her experience, she is aware that progress on issues can often take time. Lack of immediate change can be discouraging to many activists both new and seasoned, but Wolsky emphasizes the importance of showing up regardless of whether you believe you’ll be heard.

[Elected officials] are for their constituents. I want them to know that I care about what they’re doing and that I support what they’re doing. That point was echoed by Frankel, who in her Lobby Day briefing address stressed that someone coming from your home [state], a real person not necessarily getting paid, means a lot to many elected officials. Wolsky felt confident that Lobby Day reinforced [AAUW’s] mission and fostered a productive dialogue but just as important, she felt that what she had done on Lobby Day with her delegation mattered.

The Lobby Day in June was just one event on the calendar of the more than 40-year-old AAUW Action Fund Capitol Hill Lobby Corps, a group of AAUW members in the Washington, D.C., area who visit representatives and senators every week that Congress is in session. Outside of Washington, AAUW member advocates also have a long history of in-person advocacy. State Lobby Corps in five states visit their statehouses regularly to advocate solutions to issues affecting women and their families, while state and branch public policy chairs play an integral role in organizing advocates in their communities to advance AAUW’s federal and state legislative priorities. Relationships are often the currency of successful advocacy, and efforts to establish relationships with legislators can be particularly effective. Case in point: AAUW members in Oregon worked tirelessly in their legislature on the passage of an equal pay bill that was signed into law over the summer.

AAUW-hosted Lobby Days also have a long history of addressing some of the most important issues of the day for women and girls. The first AAUW Lobby Day was held during the AAUW National Convention in 1989 and asked members to focus on the Family and Medical Leave Act, which was passed in 1993 following seven years of tireless work by AAUW staff, AAUW Action Fund Capitol Hill Lobby Corps, as well as AAUW members across the country. The law allows qualified employees to take up to 12 weeks of unpaid leave each year to care for themselves, a new child, or a seriously ill family member benefiting many women who would otherwise have lost their jobs as a consequence of taking time off for such occasions as parental leave. In 1999 and 2005 the central issue was women’s economic security in Social Security reform, with more than 900 members present in 1999. In 2011 members focused on garnering support for the Campus Sexual Violence Elimination Act, which was enacted in 2013. Lobby Day’s track record speaks for itself, loud and clear: Advocating with AAUW is a definitive way to help effect change.

One effective tool in AAUW’s advocacy toolkit is our status as a nonpartisan organization. AAUW works to find common ground with all elected officials on issues that are important to women and working families. We have a long history of effecting social change through public policy efforts and while the work has always been political, it has never been partisan. During the 2017 Lobby Day briefing participants were not
directed to treat elected officials differently depending on what party the officials represented; members received packets containing the same factual, nonpartisan presentation of issues and solutions. Without the pressure to conform to any sort of party line, participants could concentrate on how to best communicate their concerns and make their voices heard on the issues that matter to them and to women and girls everywhere.

The most powerful advocacy is supported by a comprehensive and informed strategy. Participants in the 2017 Lobby Day were briefed prior to their trip to the Hill with tips and best practices to ensure impact during their meetings. These tactics are informed by our more than 135-year history of advocating solutions that work for all women and families and that are readily available for any advocate interested in taking up the cause. Available resources include how-to instruction on topics that range from organizing to advocacy to outreach to voter mobilization. AAUW members can not only learn how to schedule a meeting with an elected official but also how to talk the advocacy talk in that meeting. Learn how to hold a rally, issue forum, or equal pay awareness event and how to get the message out utilizing the media and digital channels. It's important for advocates to remember that they aren't doing this alone. AAUW experts and resources are available to ensure that our advocacy has maximum impact in the fight for gender equity. Follow-through is another crucial aspect of the success of AAUW activism. Single events can spur momentum, but that momentum and the change that momentum could one day accomplish can be kept up only by concerted effort. AAUW's public policy team recommends comparing notes as to what elected officials committed to doing, sending personal thank-you letters to members of Congress and their staff, and sharing the results of meetings following Lobby Day.

But the opportunities for engagement don't stop there: AAUW staff provide ongoing access to clear, organized, methods for both short-term and long-term lobbying to your U.S. or state representatives. If you couldn't make it to Washington, D.C., you can find out what people from your state discussed and with whom so that you can hold your representative and senators accountable by hammering AAUW's message home with a call, an email, or a visit to the local offices of your U.S. lawmakers.

AAUW's strategy of providing professional lobbying expertise and nonpartisan guidance to members and educating those in power with AAUW's analysis and solutions makes Lobby Day a perfect manifestation of the
voice and power AAUW brings to the table. And the optics of hundreds of women flooding the U.S. Senate and House offices in one day makes a definite impression. In the weeks following the AAUW Lobby Day we heard from multiple Capitol Hill staff about the sea of white T-shirts and the passionate voices representing AAUW members, said Interim Vice President of Public Policy and Government Relations Anne Hedgepeth. We are excited to see the creative and impactful ways AAUW members will use the skills they learned in their own statehouses and communities in order to make positive change for women and girls.

I can t imagine any group being more effective than we were in presentation, in logistics, in the way [lobbying] had been thought out and scheduled, McClellan said, also pointing out that the uniform branding and quality of the materials as another reason for Lobby Day s effectiveness.

The sheer magnitude of AAUW s influence that day was not lost on participants either. Sharon Lee of the AAUW Decatur (IL) Branch said, I felt like I done something important. She also notes that participating in Lobby Day has made [her] aware of how much the organization has been a part of the slow movements [America has] made toward America s ideal, and that it drove home for her the concept that progress cannot go unattended once achievements have been made. No t only do we have to move forward, but we have to guard what we already have, said Lee.

Clearly those who participated feel more committed and more prepared to continue their activism into the future using such tools as AAUW s Two-Minute Activist and by continuing to take action in support of AAUW s policy priorities. You can find resources to guide you through every step of organizing and advocating AAUW s issues if you visit www.aauw.org or email advocacy@aauw.org.

It s obvious why in a time of political upheaval more and more people are turning to in-person advocacy, and AAUW is an extremely powerful resource for teaching people the best ways to bring about change. AAUW s nonpartisan approach and expertise enables advocates to focus solely on the issues that affect women and girls, push for effective changes and solutions, and bring people across the country together to work toward a common goal of equity for women and girls everywhere. By giving people the tools and the confidence they need to be activists during Lobby Day and beyond, AAUW emboldens the ones who can truly make change happen: the people.

Femi Sobowale is AAUW s editorial assistant.
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AAUW gratefully acknowledges our donors who have given gifts during the 2017 fiscal year (July 1, 2016, through June 30, 2017).

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IOWA
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VIRGINIA
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Judith E. Wright
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We congratulate the top 50 branches, top 10 states, and top 10 states per capita that contributed to AAUW programs in 2016.

### Top 10 States
- California
- Pennsylvania
- Washington, D.C.
- Washington
- Illinois
- Florida
- Oregon
- Minnesota
- Virginia
- Maryland

### Top 10 States Per Capita
- California
- Oregon
- Virginia
- Arizona
- Georgia
- North Dakota
- New Mexico
- Washington

### Top 50 Branches
- Washington (DC) Branch
- Philadelphia (PA) Branch
- Tucson (AZ) Branch
- Hayward-Castro Valley (CA) Branch
- Danville-Alamo-Walnut Creek (CA) Branch
- Kensington-Rockville (MD) Branch
- Torrance (CA) Branch
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<table>
<thead>
<tr>
<th>Amount</th>
<th>Name</th>
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<td>$150,000+</td>
<td>Arconic Foundation</td>
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<tr>
<td></td>
<td>Symantec</td>
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<tr>
<td>$75,000+$</td>
<td>Dell</td>
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<td>John and Marcia Goldman Foundation</td>
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<td>PPG Industries Foundation</td>
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We apologize for any inadvertent omissions due to publishing deadlines.
# Fiscal Year 2017 Financial Highlights

## Assets

**AS OF JUNE 30, 2017, IN THOUSANDS**

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$1,365</td>
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<tr>
<td>Prepayments and amounts receivable</td>
<td>$858</td>
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<tr>
<td>Net value of property and equipment</td>
<td>$5,689</td>
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<tr>
<td>Investments</td>
<td>$129,636</td>
</tr>
<tr>
<td><strong>Total assets: the financial foundation that ensures our ability to continue to advance equity for women and girls through advocacy, education, philanthropy, and research</strong></td>
<td><strong>$137,548</strong></td>
</tr>
</tbody>
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## Liabilities

**AS OF JUNE 30, 2017, IN THOUSANDS**

<table>
<thead>
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<th>Liability Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Amounts owed to vendors, employees, and other third parties</td>
<td>$3,460</td>
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<td>Awards and fellowships to be paid during the upcoming year</td>
<td>$3,805</td>
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<tr>
<td>Funds received in advance</td>
<td>$1,469</td>
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<td>Gifts received with a retained interest</td>
<td>$627</td>
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<td>Construction allowance and free rent amortized over the life of our office space lease</td>
<td>$6,635</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>$15,996</strong></td>
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## Net Assets

**AS OF JUNE 30, 2017, IN THOUSANDS**

<table>
<thead>
<tr>
<th>Net Asset Category</th>
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<tr>
<td>Unrestricted net assets</td>
<td>$14,343</td>
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<tr>
<td>Temporarily restricted net assets</td>
<td>$34,321</td>
</tr>
<tr>
<td>Permanently restricted net assets</td>
<td>$72,888</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td><strong>$121,552</strong></td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$137,548</strong></td>
</tr>
</tbody>
</table>
# Revenue Received

AS OF JUNE 30, 2017, IN THOUSANDS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>$13,614</td>
</tr>
<tr>
<td>Member dues</td>
<td>$2,997</td>
</tr>
<tr>
<td>Contributions and sponsorships</td>
<td>$5,959</td>
</tr>
<tr>
<td>Events revenue</td>
<td>$795</td>
</tr>
<tr>
<td>Subtenant revenue</td>
<td>$291</td>
</tr>
<tr>
<td>Other</td>
<td>$310</td>
</tr>
<tr>
<td><strong>Total revenues and support to conduct our activities, programs, and mission</strong></td>
<td><strong>$23,966</strong></td>
</tr>
</tbody>
</table>

# Expenses

AS OF JUNE 30, 2017, IN THOUSANDS

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary and benefits for staff</td>
<td>$9,889</td>
</tr>
<tr>
<td>Fellowships and grants</td>
<td>$3,874</td>
</tr>
<tr>
<td>Printing publications, postage, and shipping</td>
<td>$1,726</td>
</tr>
<tr>
<td>Convention, conferences, travel, and meetings</td>
<td>$1,249</td>
</tr>
<tr>
<td>Professional fees</td>
<td>$2,132</td>
</tr>
<tr>
<td>Occupancy expense</td>
<td>$2,906</td>
</tr>
<tr>
<td>STEM funds for local programs</td>
<td>$1,010</td>
</tr>
<tr>
<td>Other expenses</td>
<td>$1,279</td>
</tr>
<tr>
<td><strong>Total expenses incurred for activities, programs, and mission</strong></td>
<td><strong>$24,065</strong></td>
</tr>
<tr>
<td><strong>Excess of expenses to support our mission over revenue received</strong></td>
<td><strong>$99</strong></td>
</tr>
</tbody>
</table>
Fiscal Year 2018

Thank you for your generosity in fiscal year 2017. We are pleased to present the fiscal year 2018 executive summary budget (in thousands).

### Revenue and Support

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investment income</td>
<td>$8,600</td>
</tr>
<tr>
<td>Member dues</td>
<td>$2,922</td>
</tr>
<tr>
<td>Contributions: members, corporations, foundations, and others</td>
<td>$7,974</td>
</tr>
<tr>
<td>Convening (NCCWSL, convention)</td>
<td>$653</td>
</tr>
<tr>
<td>Tenant rental income</td>
<td>$315</td>
</tr>
<tr>
<td>Other income</td>
<td>$536</td>
</tr>
<tr>
<td><strong>Total revenue and support</strong></td>
<td><strong>$21,000</strong></td>
</tr>
</tbody>
</table>

### Operating Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fellowships and programs</td>
<td>$7,139</td>
</tr>
<tr>
<td>Communications and external relations</td>
<td>$1,306</td>
</tr>
<tr>
<td>Public policy and research</td>
<td>$2,085</td>
</tr>
<tr>
<td>Membership</td>
<td>$1,976</td>
</tr>
<tr>
<td>Development</td>
<td>$1,915</td>
</tr>
<tr>
<td>Strategy and leadership</td>
<td>$751</td>
</tr>
<tr>
<td>General and administration (admin, occupancy, IT, finance, board, website, archives, et cetera)</td>
<td>$6,683</td>
</tr>
<tr>
<td><strong>Total operating expenses</strong></td>
<td><strong>$21,855</strong></td>
</tr>
<tr>
<td><strong>Excess of operating expenses over revenue and support</strong></td>
<td><strong>$(855)</strong></td>
</tr>
</tbody>
</table>

Notes: AAUW is exempt from federal income taxes under section 501(c)(3) of the Internal Revenue Code. AAUW is also classified as a publicly supported organization under section 170(b)(1)(A)(vi). A copy of AAUW’s audited financial statement and IRS Form 990 are available on our website, www.aauw.org.
Department of Education Rescinds Crucial Title IX Guidance
The Department of Education under Secretary Betsy DeVos in September withdrew the 2011 Dear Colleague Letter on Sexual Violence as well as the 2014 Questions and Answers on Title IX and Sexual Violence. Both were critical guidance tools schools requested to clarify their responsibilities under Title IX when responding to sexual violence. In their place is a new, less robust Questions and Answers guidance document. These changes could potentially sow confusion for schools, administrators and staff, students, parents, and communities.

AAUW advocates submitted more than 10,000 comments to the Department of Education urging them to protect Title IX. AAUW looks forward to weighing in as the department engages in its stated rule-making process. In the meantime AAUW calls on schools to continue to uphold students’ civil rights.

Minimal Change to Pay Gap
AAUW’s fall 2017 edition of The Simple Truth about the Gender Pay Gap found that women working full time still make 80 cents for every dollar men make and that at the current rate of progress, pay equity won’t be achieved until the year 2119. Black women, Native women, and Latinas face an even larger gap. Along with the report, AAUW released 50 road maps breaking down the pay gap by state and congressional district. The road maps also provide information on the strength of each state’s equal pay laws and ways to bolster them.

Trump Ends DACA Program
In September President Donald Trump announced the end of the Deferred Action for Childhood Arrivals (DACA) program, which benefits immigrants who were brought to the United States as children, also known as Dreamers. One quarter of DACA recipients are enrolled in postsecondary education and another third are high school students. The future of these Dreamers now lies with Congress, which has the opportunity to pass the bipartisan, bicameral DREAM Act. AAUW supports the DREAM Act, and Action Network advocates have already been reaching out to their representatives to urge them to pass the bill.

White House Halts Pay Data Collection
The White House Office of Management and Budget in August halted the implementation of the revised Employer Information Report (EEO-1) salary data collection. This collection of high-quality data would provide the Equal Employment Opportunity Commission (EEOC) and the federal government as a whole with access to crucial transparency to fight the gender and racial pay gaps: the EEO-1 is a necessary tool in that fight.

The decision is a loss for workers who rely on data to identify the gender pay gap in their workplaces and a loss for employers who are making every effort to preemptively correct pay imbalances internally. The actions are especially disappointing given the extensive analysis and input the public, including businesses, provided on the revision of the EEO-1 over the past year. AAUW urges the EEOC to stand strong in its commitment to helping workers combat pay discrimination by shedding much-needed light on employer pay practices.

AAUW Awardee Tererai Trent Publishes New Book
2017 AAUW Alumnae Recognition Awardee and 2001 AAUW International Fellow Tererai Trent, Ph.D., mesmerized attendees at the 2017 AAUW National Convention with her story of resilience and triumph. Her new book, The Awakened Woman: Remembering and Reigniting Our Sacred Dreams, chronicles her life from early marriage in a Zimbabwean village to becoming a global leader for women’s empowerment. One of the world’s most recognizable voices in women’s empowerment and education, Trent encourages women to follow their sacred dreams through nine lessons emanating from ancient African wisdom. Oprah Winfrey penned the foreword to the book.
Join AAUW for free skill-building webinars and watch your confidence—and your branch—grow!

Is impossible not in **YOUR** vocabulary?

Join AAUW for free skill-building webinars and watch your confidence—and your branch—grow!

- November 14, 2017: Diversity and Inclusion Task Force
- December 12, 2017: Transition and Succession Planning
- January 9, 2018: Fundraising from Other Pockets

And more! Go to www.aauw.org and search “skill-training webinars” to register.
I’ve never discussed science with women, a male student told biophysicist Sofia Espinoza Sanchez, Ph.D., after she interviewed him for a position at the Research Experience for Peruvian Undergraduates. The program trains Peru’s most promising undergraduate students in science, technology, engineering, and mathematics (STEM) fields.

Her interviewee’s comment was disheartening, but it didn’t surprise her. Espinoza Sanchez, a 2013-14 AAUW International Fellow, is used to the assumptions about women in STEM and the effects. She says female scientists often fall victim to imposter syndrome in which they doubt their qualifications or work longer hours to prove their abilities. Espinoza Sanchez questions the value of women making such sacrifices when studies show that the problem of women’s falloff in STEM fields lies in part with employers who systematically underestimate women job candidates.

It’s critical for employers, faculty, and corporations alike to take an active role in recruiting and retaining women STEM professionals. Espinoza Sanchez shared that the Peruvian undergraduate program she worked on was led by equal numbers of female and male scientists and always had a woman present during the interview process. The initiative aimed to accept equal numbers of female and male scholars in all subject areas. She led the program’s first group of physics scholars in 2016. She earned her Ph.D. in biological and molecular biophysics and biochemistry from Yale University in 2017.

Espinoza Sanchez’s advice for young women pursuing STEM careers? Be fearless. Don’t be afraid of trying things; it’s OK if sometimes you fail. That’s going to happen, but that does not mean you are not capable.
2017–18 Fellow and Grantee Highlights

Zinga Fraser, Ph.D.
American Fellow Zinga Fraser, Ph.D., researches black women’s history and politics and U.S. social movements as a postdoctoral fellow at the City University of New York, Brooklyn College. Her work uncovers the political lives of black women in Congress. She is currently working on her book, *Sister Insider/Sister Outsider: Shirley Chisholm and Barbara Jordan, Black Women’s Politics in the Post-Civil Rights Era*, and serves as the director of the Shirley Chisholm Project of Brooklyn Women’s Activism.

Cherone Cabezudo
Career Development Grantee Cherone Cabezudo’s work with youth, particularly minority girls, in the juvenile justice system led her to pursue a master’s degree in education from the University of San Francisco. Her scholarship focuses on social justice issues in primary and secondary education with an emphasis on restorative justice practices. She is a strong advocate of equal and equitable access to STEM education for ethnic minorities and girls.

Julie Torruellas Garcia
The Exploring Science, Technology, Engineering, Arts, and Math (E-STEAM) Project for Girls, run by Julie Torruellas Garcia, aims to engage girls ages 12–17 in STEAM fields and encourage them to pursue those fields in higher education. The Community Action Grant project combines activities led by Nova Southeastern University faculty, mentoring from AAUW Nova Southeastern University (FL) Branch members, and engaging workshops by the local Library, Research, and Information Technology Center.

Chantsallkham Jamsranjav, Ph.D.
International Fellow from Mongolia Chantsallkham Jamsranjav, Ph.D., a rangeland ecologist, is conducting her postdoctoral research at Colorado State University. Her areas of research are long-term changes in Mongolian rangelands, ecological outcomes of rangeland management practices and climate change, and the roles of traditional knowledge and science in resource management. A student and researcher as well as a mother, Jamsranjav mentors young women students who wish to learn from her experiences.

Harriet Babikako, Ph.D.
International Project Grantee Harriet Babikako, Ph.D., of Uganda is implementing the project Increasing Women’s Education and Access to Nutrition-Related Services: Health and Agronomy in Uganda. During the grant year she will work with the Child and Family Foundation of Uganda to educate women with malnourished children on preparing kitchen gardens for improved family access to fresh produce and train people on how to identify and provide care for malnourished children in their villages. Babikako is a lecturer at Makerere University College of Health Sciences and was a 2009–10 AAUW International Fellow.

Harpreet Sandhawalia
Selected Professions Fellow Harpreet Sandhawalia is pursuing a master of business administration with a focus on technology and entrepreneurship at the University of Minnesota, Twin Cities. After spending seven years in a career in digital marketing and encountering very few women leaders, she was inspired to make a change. Upon graduation she aims to become a successful leader within the technology industry and focus on promoting gender diversity.
The Missing Half
Of the Einstein Equation

Author Marie Benedict has reimagined the life of one of history’s most famous scientists in this historical novel following the thrilling rise of Albert Einstein’s star over Europe as his ego slowly extinguishes his wife’s legacy of contribution to his most influential work.

Albert and Mileva Marić met at the Swiss Federal Polytechnic, where Mileva was the only woman in their mathematics class. A relationship springs up with the promise of a bohemian union of equals. Albert and Mileva are bound as much by their intellectual chemistry as their joint persecution—a Jewish man and a Serbian woman with a limp confront a world that is hostile to Jews, Eastern Europeans, and people with disabilities. Amid such institutionalized hostility, misogyny seems the most bearable of the prejudices Mileva faces.

Mileva takes on first academic housekeeping (note taking) and then hausfrau burdens (cleaning, child rearing). In the early pages the reader suffers the exasperation of a horror movie audience—No! Don’t open that door!—as Mileva descends into an abusive marriage. In the ultimate betrayal, Albert removes Mileva’s name from his Nobel Prize-winning theory of relativity.

It’s not a flattering picture of Albert Einstein (who wrote to AAUW in the 1930s on behalf of Jewish women scientists seeking asylum in the United States). But this is a novel, and it is largely speculative. Mileva’s correspondence with Albert and with her best friend, Helene, are the best sources we have about her life. Gaps between the facts have been filled in creatively and not in Albert’s favor. While that villainizing combined with a heavy-handed telling more suited to young adult novels can be grating, the story is fascinating and important.

The Legend behind a Culinary Superwoman

In her new memoir, renowned chef Alice Waters is candid, inviting, and often surprised by her own success. At a culinary fête in New York City in the early days of her restaurant Chez Panisse, Waters remembers serving the simplest of green salads—just, bang, lettuce on a plate—and told anyone who came over that James Beard had lent her the salad bowl, as if to give me some credibility! The salad, of course, was a raging success and heralded Chez Panisse’s establishment of U.S. farm-to-table culture.

Waters exudes an artist’s obsession with her craft: To learn more about goat cheese, she took a trip to Bordeaux, France, with a certified cheesemaker and sampled hundreds of them, learning the best way to taste (inside first, then rind) and cut (proportionate slices! Show the rind!). Have a snack as you read about toast dolloped with fresh sheep’s milk ricotta and rosehip jam or buckwheat crepes folded hot off a street cart with butter, sugar, and Grand Marnier.

For all her glamorous culinary traipsing, Waters always returns to minimalism. Go cut some mint from the garden, boil water, and pour it over the mint. Wait. And then drink. That’s my favorite recipe. Her restaurant’s opening night was similarly restrained: no music, three wines, lamps and window shades set just so.

Readers seeking an exposé into the restaurant’s half-century history will not find it here. The memoir ends at the beginning, with opening night. Interspersed throughout are intimate asides about her relationships, her enjoyment of sex, and darker moments—a teenage pregnancy scare, an attempted rape. Like any life story, it’s not all sunny orchards and Limoges china. But she flits on to the next adventure with the vaguely connected spontaneity of a one-on-one conversation. She makes it sound effortless, almost accidental—less, maybe, out of false humility than out of encouragement for the reader: Perhaps dreams can come true for those who don’t think too much about failing.

Kathryn Bibler is AAUW’s senior editor.
CHAMPIONS

They’re strong. They come to play. They change the game. So can you.

AAUW celebrates our Champions for Women and Girls ambassadors and invites you to join them. Champions make generous contributions to ensure we live in a world in which women and girls can achieve their career and educational dreams. Please contact giving@aauw.org to learn more.
From the Archives

The crowd at the inaugural Lobby Day at the 1989 AAUW National Convention listens to a speech by then Rep. Olympia Snowe (R-ME). That year AAUW members advocated for the Family and Medical Leave Act, which passed in 1993.

Photograph by Tim Murphy