The Top Ten Ways AAUW Made The World Better For Women In 2019

Dear Friends,

As 2019 draws to a close, we’re proud of our impressive accomplishments this year. Whether it’s through our training programs, our respected research, our fellowships and grants or our advocacy efforts around the country, we’re making steady strides toward our goal of achieving economic security for all women.

Something else that we’re proud of: the extraordinary involvement of our members and supporters, who give us the insights, inspiration and resources to move forward with our ambitious agenda of making the world better for women and girls. We couldn’t have accomplished as much as we have this year without you!

We are honored and grateful to be working alongside you and look forward to continuing the fight in 2020. Thanks for all you do.

Kim Churches
Chief Executive Officer

Julia Brown
Board Chair

1 WE TRAINED MORE WOMEN TO ‘WORK SMART’

Thanks to a $500,000 grant from The Coca-Cola Foundation, the largest corporate gift in AAUW history, we trained more than 102,000 women in salary negotiation skills in 2019 with our Work Smart and Start Smart programs.

The Coca-Cola Foundation grant—along with support from LUNA and the Mooneen Lecce Giving Circle—funded the development and launch of our AAUW Work Smart Online tool, which made the program free to any woman interested in honing her negotiation skills.

Additionally, we partnered with a growing list of localities to bring in-person workshops to women across the country. Our city/state partners include New York City, Boston, Massachusetts, Pennsylvania, Tempe, Wichita and Washington, D.C. We also teamed up with the Starbucks Global Academy at Arizona State University, which has made the online training program available to its employees worldwide.

“We’re delighted that we’ve been able to help so many women learn to articulate their value and negotiate a more solid financial future,” said Gloria Blackwell, AAUW’s senior vice president of fellowships and programs.

Training women in salary negotiation is one of the many ways AAUW is working to close the stubborn gender pay gap. Women learn how to research pay ranges in their fields and target a realistic and justifiable salary. They’re also taught the best language to use when talking about pay.

In surveys taken after the course, participants consistently report that it’s helped them gain confidence and feel comfortable negotiating.

“Obviously this alone won’t close the gender pay gap,” said Blackwell. “But it certainly is helpful for women to push to earn as much as they possibly can based on their qualifications and market value.”

Spotlight on AAUW Pennsylvania

Ann Pehle, president of AAUW Pennsylvania, and Barbara Price, the group’s public policy chair, teamed up with the Pennsylvania Commission for Women to bring AAUW Work Smart to women in their state. In September, AAUW launched a pilot program: The Commission secured funding and venues, and AAUW-PA worked with the national office to train facilitators to deliver our proven curriculum and help the initiative get off to a successful start.
WE ADVOCATED FOR EQUITY IN OUR NATION’S CAPITOL

AAUW has been working in Washington, D.C. and in statehouses across the country to promote legislation and policy initiatives aimed at advancing gender equity. Highlights of our federal work include:

- AAUW successfully led the effort to pass the Paycheck Fairness Act in the House of Representatives last spring. (The legislation offers a much-needed update to the Equal Pay Act of 1963 by providing new tools to battle the pay gap and to challenge discrimination.) In advance of the House vote on the bill, AAUW coordinated a letter of support from more than 315 federal, state and local organizations; provided technical assistance to members of Congress and their staff; and worked with Republican representatives so that when the legislation passed, it had bipartisan support. Currently, the bill is awaiting action by the U.S. Senate.
- AAUW delivered testimony to Congressional committees on the Equal Rights Amendment, LGBTQ anti-discrimination protections and paid family leave. We sent letters to Congress in support of the Building Blocks of STEM Act and on ending workplace harassment. We urged the House and Senate to stop the Title X family planning rule and to support House passage of the Forc...
A feeling of positive energy swept through the large auditorium, where more than 800 young women gathered to hear AAUW CEO Kim Churches’ welcome remarks at the annual National Conference for College Women Student Leaders (NCCWSL).

“You represent the most diverse generation of Americans, and I have high hopes for the great things you will accomplish in the years ahead,” Churches said to a roaring round of applause.

The annual conference, which began in 1983, drew students from 307 colleges and universities around the country this year. The crowd came for a series of workshops and presentations from experts in various fields and disciplines. Speakers included Dr. Tererai Trent, a 2001–02 AAUW International Fellow, scholar, humanitarian and educator recognized as Oprah Winfrey’s favorite guest. Best-selling author and feminist Roxane Gay delivered the keynote address.

A highlight was the Women of Distinction ceremony, which honored AAUW fellowship alumna Jane Marie Chen, co-founder of Embrace Innovations, a social enterprise startup that helps premature and low birth-weight babies; Sandra Kim, founder of the popular websites Everyday Feminism and Re-Becoming Human Together; Ashley Nell Tipton, fashion designer for plus-size women; and Lauren Simmons, who distinguished herself by becoming the youngest full-time female trader at the New York Stock Exchange.

Participants even had time for recreation: There was an early morning yoga session, and on the second night, students headed out for a night in nearby Washington, D.C. The entire event drew rave reviews. “My favorite was seeing the fire in the eyes of young women who’ve become fearlessly empowered to be themselves,” said one student. “Me included!”

Special thanks to the branch for sponsoring the Women of Distinction ceremony at NCCWSL. AAUW Maryland also presented its Maryland Woman of Distinction award to an inspirational leader, Judy Carbone, AAUW Garrett County branch president.

The NCCWSL Scholarship Fund enabled 27 young women to attend the conference. Gifts to the fund came from generous AAUW branches and individual major donors.

The grant from The Coca-Cola Foundation also enabled us to implement Empower, our new leadership development and networking event. This year, we hosted programs in Atlanta, Chicago, Charlotte, Boston, San Francisco and Washington, D.C. Designed to encourage women to explore their leadership journeys, Empower supports personal and professional growth and aims to help close the leadership gap.
WE’VE DONE GROUNDBREAKING RESEARCH

Our studies and reports have long been a cornerstone of AAUW’s work. Aimed at reaching policy makers, opinion leaders and the general public, our research gives us a voice in the national conversation on equity issues.

This year, we updated our hallmark study, The Simple Truth About the Gender Pay Gap, with new census data showing that women still only get about 82 cents for every dollar paid to a man. We also updated Deeper in Debt, our research examining how student debt disproportionately impacts women.

In November, we released our new report, Limiting Our Livelihoods: The Cumulative Impact of Sexual Harassment on Women’s Careers, which is based on data from the Equal Employment Opportunity Commission, a review of academic studies and an exclusive survey of AAUW members and their networks. Hearing from our membership gave us a unique and valuable perspective on how the effects of harassment persists as women age in the workforce.

WE SPREAD OUR MESSAGE FAR AND WIDE

AAUW’s work in 2019 was covered by more than 140 media outlets, including The New York Times, The Washington Post, National Public Radio, MSNBC, Time, Newsweek, Money, Fortune, The Oprah Magazine and more. We also raised our profile on social media platforms, garnering over 5 million impressions on Facebook, Instagram, LinkedIn and Twitter. Our popular campaigns included #5WomenYouKnow, designed to promote Work Smart; #AAUWAsks, which solicited helpful career advice; and #FacesofAAUW, promoting our scholars and members.
AAUW remains one of the world’s leading supporters exclusively for graduate women’s education. Since 1888, we have given more than $115 million in fellowships, grants and awards to 13,000 recipients from 145 countries. For the 2019-20 academic year, AAUW awarded about $4.3 million in fellowships and grants to 270 recipients to advance educational and professional opportunities for women in the United States and around the globe. AAUW members have been so generous over the years that the organization now has sufficient funding to support fellows and grantees for the next 50 years. This is a remarkable achievement and point of pride for the organization.

“AAUW has provided funding for women for 130 years,” said Churches. “And we know that our fellows and grantees have contributed so much to their schools, their communities and to society at large. We are honored to provide the funding so women can excel in their academic work—and to ultimately make a difference in the world.”

Listen to what grant and fellowship recipients say about meeting with AAUW members:

“Connecting with the AAUW Gresham (OR) branch was an amazing and encouraging experience. I felt like I got a dose of positivity, encouragement and validation…. Having a chance to be around such a successful and strong group … reminds me of my goals.

**Vicki Haneya**

*’18-19 Career Development Grantee, is pursuing her master’s in mathematics and wants to be a college-level math teacher.*

“Meeting [AAUW members] made me feel like I was part of something more important and wide-reaching than the academic bounds of my study or my institution. Presenting my work to them was thrilling. I enjoyed fielding their questions and was greatly encouraged by their interest in my project.

**Aisha Motlani, Ph.D.**

*’18-19 American Fellow, specializes in 19th Century British Art. Her goal is to spread an appreciation for art beyond the walls of the academy.*

Kristin Dillenburger, a Marine Corps veteran pursuing a master’s degree in architecture at the University of Cincinnati, received a Selected Professions Fellowship.

Cassandra Hendrix, Ph.D., a researcher at Emory University, was chosen as an American Fellow. She is exploring the effects of stress on babies’ brain development.

Elizabeth Devan-Song, Ph.D., studies human-wildlife interactions at Oregon State University. A native of Singapore, she was awarded an International Fellowship.
9 WE’VE RAISED FUNDS TO ADVANCE OUR MISSION

AAUW is grateful for the generous support of our members across the country who gave their time and their treasure to the organization this past year. We are particularly grateful to our AAUW Champions—individuals who give $5,000 or more to support our efforts—as well as AAUW branches who have given $5,000 or more. A special thanks to supporters of our Greatest Needs Fund, which gives us the flexibility and agility to respond to the latest, most pressing gender equity issues. It also supports, among other needs, our communications and advocacy teams at the national office.

In addition, AAUW is proud to partner with these corporations, foundations and groups that provide invaluable support: alliantgroup, Arconic Foundation, BAE Systems, The Coca-Cola Foundation, GEICO, IE University, Junior League of Wichita, LinkedIn, Mooneen Lecce Giving Circle, Morgan Stanley, PPG Industries, Starbucks and the U.S. Secret Service.

In the summer of 2019, we launched our Five-Star Recognition Program to acknowledge the work of our states, branches and other affiliates to advance gender equity in their communities. Affiliates can earn stars—and special recognition—for supporting AAUW’s mission in each of five vital areas: advancement, communications, programs, public policy and research, and governance and sustainability.

Spotlight on AAUW Honolulu

In 2019, the AAUW Honolulu branch gave $45,000 to the AAUW Greatest Needs Fund to support our strategic plan efforts. In addition, the branch provided an equally generous gift of $50,000 to launch a funding campaign for a new version of Work Smart Online designed specifically for low-wage workers. AAUW is seeking additional support from individuals, corporations and foundations to fully fund this online program that will customize the training for hourly vs. salaried workers.

10 WE PREPARED FOR 2020— A PIVOTAL YEAR FOR WOMEN

On the agenda for next year: A series of special programs to engage members and advance AAUW’s priorities. In lieu of a national convening, the 2020 convening series will include webinars hosted by Kim Churches and featuring special guests throughout the year. We’re also launching a campaign designed to gather information from members about their experiences, which will go into AAUW’s archives; We’re calling it “Your Story. Our Legacy.”

Additionally, we’ll commemorate the 100th anniversary of the 19th Amendment and the 55th anniversary of the Voting Rights Act by launching a project called “Every Voice. Every Vote.” It will focus on ensuring that every voice is heard and every vote is counted.

In keeping with its mission to advance equity, AAUW is committed to recognizing voting rights for women over the past century—including the fact that when the 19th Amendment was adopted, not all women earned the right to vote. It wasn’t until 45 years later, when the Voting Rights Act of 1965 was passed, that women of color were granted the right to vote. Yet there are still challenges with voter access and voting suppression, which is why AAUW is focused on ensuring that every vote is recognized.