



## Tackling Challenges in Higher Education: Dismantling Barriers by Understanding Microaggressions

I urge you to register for this year Fall Forum if you have not done so.

The 2021 forum is a continuation of last year's conversation centering on systemic racism in our continuing education on diversity, equity, and inclusion as we navigate ourselves and our future towards a more equitable place for everyone.

Our speakers will help us identify and get a better understanding by sharing experiences and opportunities for improving our efforts towards equity and inclusion. There will be plenty of opportunity for sharing and expressing our thoughts and opinions during two separate break-out sessions.

Look forward to seeing you on Saturday.

.....ANA NYGREN

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*Virtual*  
**Fall Forum**  
 Saturday, November 6, 2021  
 10:00am-3:30pm

## Tackling Challenges in Higher Education:

**Dismantling Barriers by Understanding Microaggressions**

Free registration by Nov 1 at: [www.aauwarizona.org](http://www.aauwarizona.org)

or register by scanning QR code:



The AAUW Mission:

Advancing equity for women and girls  
 through research, education, and advocacy

## The AAUW Mission:

**To advance gender equity for women and girls through research, education and advocacy.**

# President's Message

Hope you are all staying healthy and safe this fall.

Our Fall Forum will be presented using ZOOM with breakout sessions, in a sense working with our technology to connect with each other.



If you have not yet registered for the Forum, the registration is available on the state website, I urge you to join us. We have an amazing group of presenters and students that I am sure will give us their perspective on the challenges in higher education by having a better understanding of Microaggressions and possible ways we can make changes in our own branches, etc.

I would like to remind you that our board meetings are open to the membership, and I invite to attend, the next board meeting is scheduled for Wednesday, November 17<sup>th</sup> at 4:00 pm, we meet on ZOOM, let me know if you would like to attend and I will send you the link.

I look forward to meeting and working with all of you in the coming months.

...Ana Nvaren

## Mark Your Calendar OR Clip & Post

**Monday, Nov. 1<sup>st</sup> - Deadline to register for the Fall Forum.** Free registration available at [www.aauwarizona.org](http://www.aauwarizona.org) or by scanning the QR code on page 1.

**Saturday, Nov. 6<sup>th</sup> – AAUW Arizona Virtual Fall Forum** - via Zoom. 10:00 am – 3:30 pm. See more information on page 3.

**Thursday, Nov. 25<sup>th</sup> - *Happy Thanksgiving!***

**Monday, Jan. 10<sup>th</sup> – deadline for Jan. 15, 2022 state newsletter.** Please email digital text and/or photos with cutlines to newsletter editor, Joye Kohl. Please do not send items in pdf format. Please label as “for AAUW AZ Newsletter.” Thank you

### AAUW Arizona Branch Presidents:

East Mesa	Beverly Byrd
Flagstaff	Pam Stinson-Tattersall
Glendale	Terry Brown
Green Valley	Susan Peterson & Marie Cory
NWTucson	Gail Parsons
NW Valley	Suzanne James
Phoenix	Mary DiCerbo
Prescott	Tracy Smiles
Safford	Annji Craig-Wooten
Scottsdale	Viva Ashcroft
SE Valley	Candace Cox & Brianna Willets
Tucson	Diana Charbonneau
West Valley	Heather Rayner

### AAUW Arizona Officers

President	Ana Nygren
Program VP	Michelle Higgins
Membership VP	Sharon Phelps
Recording Secretary	Connie Harrison
Corresponding Sec.	Sara Schmitt
Treasurer	Gail Garrison

### Appointed Directors

Bylaws/Parliamentarian	Alice Buck
AAUW AZ 4 Public Educ.	Kathy Davisson & Sharon Rezac Anderson
College/Univ. Relations	Ann Mitchell
Newsletter Editor	Joye Kohl
AAUW Funds	Karen Ramos
Webmaster	Jane Russ
Community Action	Becky Saylor
Public Policy	Harriet Young





## Tackling Challenges in Higher Education: Dismantling Barriers by Understanding Microaggressions

### Who We Are

AAUW seeks to promote inclusion and awareness for all members to create an equitable, sustainable and inclusive membership reflective of today's world.

### What to Expect

The 2021 AAUW AZ Fall Forum will highlight the ways microaggressions create barriers for students, and how an intersectional perspective can help us better support students as they navigate challenging environments. Following our guest speakers and student panel, there will be time for small group discussions and brainstorming how we can increase our educational outreach efforts by incorporating an intersectional approach.

### Guest Speakers



**Hilda Ladner** is the Diversity, Equity and Inclusion Officer for Pima Community College. She works with units throughout the College to create a climate where all members of our community feel a sense of belonging. At Pima, Hilda leads efforts to assess campus climate for Diversity, Equity and Inclusion and administers the College's DEI Strategic Plan. Her career in higher education has always focused on expanding access and success for students most underserved in higher education. Hilda earned a Master of Education degree in Multicultural and Bilingual Education and a Bachelor of Arts degree in Modern Languages from Northern Arizona University in Flagstaff, Arizona, where she later served as director of the Multicultural Student Center.



**Dr. Jill Williams** is an Associate Research Professor in the Southwest Institute for Research on Women (SIROW) at the University of Arizona and serves as the Director of the Women in Science and Engineering (WISE) Program. As WISE Director, Dr. Williams oversees the development, implementation, and evaluation of strategic efforts to support the recruitment, retention, and success of female-identifying students in the sciences and engineering, as well as institutional research aimed at identifying and understanding inequities in STEM student outcomes. Dr. Williams holds an MA in Women's Studies from the University of Cincinnati and a PhD in Geography from Clark University.

**ATTEND ❖ LEARN ❖ MAKE NEW AAUW FRIENDS**  
**SHARE BRANCH INFO ❖ HAVE FUN**



The Fall Forum offers us another opportunity to showcase **AAUW AZ 4 Public Education!** A 90 second view will feature each branch engaged in this educational opportunity to enhance our local school districts with the \$500 investment, available to each branch, from our AAUW AZ budget.

Let's feature our collaboration, who we served, the benefits and additional opportunities to remain involved with our schools! The video will show our members that during the pandemic, AAUW remained active and continued our involvement to carry on our AAUW mission.

Schools are in desperate need of our help. For example, in Green Valley, Continental School with 600 students K-8th grade have to cut \$840,000 from the budget. Our \$500 investment there grew to \$27,000 with community support. Once students are vaccinated, nine members will be volunteering time to enhance students reading and math proficiency.

I know each branch has similar success stories. So please tell your story at the Fall Forum, remain engaged in your school, attend school board meetings, and let's feature our ongoing commitment to education! We know there is no greater investment than the education of our children. Thank you for making AAUW AZ 4 Public Education a success!

Fondly, Sharon Rezac Andersen AAUW AZ 4 Public Education



## **WINTER AND PUBLIC POLICY: AAUW ARIZONA REPORT**

As we snuggle in for winter, it's a time to digest the various programs we have presented during the past year that focused on our women public officials and the important work they are doing. Women were considered too flighty and irresponsible to vote until 1921, and we're hearing a lot about "the right people" and the right to vote in the same sentence once again. Our own history shows something about how evenly distributed talent really is.

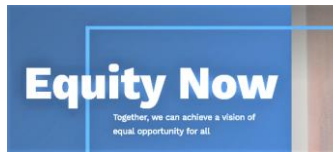
Our branches have kept up programming via zooms all year and thanks to our Sara Schmidt, we've had a rich state-wide program most of the year. We're looking at what to do for Legislature Day, since we'll surely have a lot to discuss with our elected legislators. I raise the rhetorical question again "Do you know your legislator?" Our #1 concern, chosen four years ago, is a quality public education system, and our legislators have not followed the will of the people in devoting the money, mandated via an initiative passed by the people, to the intended educational purposes. We must remember that those kids will be paying taxes into our social security and taking care of us in our old age. We want them to get a good education!

....continued on page 5

Public Policy continued from page 4

Flagstaff has joined other branches in beginning a book club, and we're currently reading Evil Geniuses by Kurt Anderson. He traces the last forty years of the dominance of free market economics and the growth of monopolies. Fascinating how the two grew together. Scottsdale has achieved a coup in working with their mayor to update the annual essay contest in the schools. All this while enduring protesters who don't want students to read history books that discuss how America has dealt with people of different races. I know other branches have been exploring other topics and we'll cover those in the new year.

Finally, 2022 is an election year and we'll choose new state officers and legislators. Let's know who our own legislators are and what they're doing. We'll try to get more zooms with candidates and offer some interesting things to watch or read. Our job is to be good, well-informed citizens who can choose wisely at the voting booth.



Happy Holidays,  
Harriet H. Young, Ph.D., Chair, Public Policy, AAUW-Az

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## **AAUW Priorities Related to Economic Security:**

**Where We Stand: AAUW advocates for all women to achieve economic self-sufficiency. Click on the links below to learn more.**

### **Equal Pay**

AAUW believes that pay equity and equal employment opportunity are matters of simple fairness. AAUW is a leader in the fight to end wage discrimination and open doors for women in the workplace. [Download the Quick Facts](#)

### **Paycheck Fairness Act**

AAUW supports passage of the Paycheck Fairness Act to give women the tools they need to successfully challenge pay discrimination and to provide incentives to employers to comply with the law. [Download the Quick Facts](#)

### **Retirement Security**

AAUW strongly supports strengthening retirement benefits and programs, including pension improvements and protecting Social Security from privatization. [Download the Quick Facts](#)

### **Paid Leave**

AAUW works toward greater availability of and access to a high standard of benefits and policies that promote work-life balance, including paid family and medical leave and paid sick days. [Download the Quick Facts](#)

AAUW's policy work connects and rallies advocates at the local, state, national, and global levels to empower women and girls. AAUW uses lobbying and grassroots efforts to push forward policies that break through educational and economic barriers for women.





## Be a Two-Minute Activist

**Make sure your voice is heard! AAUW provides everything you need to contact your members of Congress and your state legislators about pressing issues. You can make a difference in just two minutes!**

Click on the link below to sign up for action alerts and take action at this link:

<https://secure.everyaction.com/t79k4XW2qE6zElzj0xIIKA2>

## AAUW Arizona Branch Special Projects



Do you have a special project that you would like the state AAUW to help with? AAUW AZ has accumulated funds over the past several years. Some of these funds are being made available to branches in the form of monies for mission-based programs. These monies are separate from the Community Action Grants. In the past, emphasis has been placed on in-person branch member involvement, but because of Covid-19 a branch might want to include some Zoom presentations.

Applications are due to the Branch Special Projects Chair, Gail Garrison, **no later than two weeks prior to each state board meeting**. They are then sent to all board members. Discussion and approval for timely applications occurs at board meetings which are held the third Wednesday of every other month at 4PM by Zoom. At this point in time, board meetings are scheduled for November, January, March, and May. Applications may be sent by email attachment. Plan to have a representative from your branch at the Zoom board meeting to answer questions.

Several branches have applied for and been awarded monies to help with a special project. Over the last 10 years, 10 of 14 branches have requested monies for their special projects, some more than once, and over \$21,000 has been awarded by AAUW AZ. A list of the branch projects with a short description of each is included on page 11-13 of this newsletter.

**Application forms and information can be found on the AAUW AZ website – <https://aauwarizona.org> under the heading *What We Do: Branch Special Projects*. Send applications by email to Gail Garrison, [specialprojects@aauwarizona.org](mailto:specialprojects@aauwarizona.org).**

Gail M Garrison, Branch Special Projects Chair



### College Connections: Supporting the Education of Women and Girls

Chandler-Gilbert Community College was founded in 1985 as an extension of Mesa Community College. It was later accredited as an independent public community college in 1992. The college operates from four locations including: the Pecos campus; the Williams campus; Sun Lakes Center; and the Community at Queen Creek.



**CHANDLER-GILBERT  
COMMUNITY COLLEGE**

A MARICOPA COMMUNITY COLLEGE

Chandler-Gilbert Community College - Continued from page 6.

The college is divided in eleven distinct divisions that offer either certification or an Associate Degree. These are just a few of the significant and varied programs provided at Chandler-Gilbert Community College: Animation & Graphics Production; Aircraft Maintenance Technology; Criminal Justice; AA in Arts, Emphasis on Japanese; Associate in Science, Emphasis in Astronomy; Cybersecurity; Mortuary Science; and Women & Gender Studies.

The college athletic teams are nicknamed the Coyotes.

Information provided by the Chandler-Gilbert Community College website and Wikipedia.

Ann Mitchell. Chair. College Relations



## Building a Relationship with an area College



The relationship between Chandler-Gilbert Community College (CGCC) and AAUW SE Valley Branch began early in 2021 as our Branch moved to expand local scholarship awards to include deserving women attending CGCC, our local SE Valley Community College. Donna Lopez-Martinez, our initial contact for Maricopa County Community College, introduced us to the "Women Rising" program and spoke of the challenges of women students throughout the Maricopa County Community College system. Though Donna stays in our communication loop, once she learned about our interest in publicizing and promoting our local scholarship opportunities at CGCC, she provided the names of several contacts there.

Kimberley Kocak, Ashanti Netsanet, and Yvette Strickling, administrators at CGCC, were very helpful in guiding our scholarship committee to ensure our scholarship application was posted online for easy student access and the word was spread of our scholarship opportunities. As applications were received our Branch scholarship committee made up of Mary Humecke, Penny Rings, Brianna Willits, and Beth Zdeblick reviewed all applications and awarded scholarships to three very deserving women. Amy Chavez is pursuing Airframe and Powerplant certifications to be an Aviation Maintenance Technician. Rhiannon Lucero is pursuing Nursing with the goal of becoming a Midwife, specifically to women of color. Angela Munoz is pursuing Kinesiology to achieve her goal of becoming a Physical Therapist.

All three of these remarkable women have been invited to tell their stories at our January 2022 Branch meeting. Our intent, as schools open to public visitors and events start up again, is to expand our relationship with CGCC, staff a SE Valley Branch table at the "Women Rising" annual event in 2022, and continue to grow our support of deserving CGCC women students through our local scholarship program.

Mary Humecke, Southeast Valley (AZ) Branch

## Know Your Worth Starting Your Career Off Right!

The Northwest Valley College Connection Team in collaboration with the YWCA Metro Phoenix and the Advisors to Women Rising in the Maricopa Community Colleges presented a Zoom program on career readiness for college students

Joye Kohl shared useful background information on the gender pay gap, college debt and how the pandemic has affected women's economic situation. Cindy Sandmaier was right on target with her tips on how to prepare and present yourself when having an interview with a company HR or manager. Salary conversations can be tricky, so she encouraged students to come prepared. Gain experience by volunteering, taking internships, assuming leadership roles, networking and gathering information. Be ready to "toot your own horn".

This essential program was recorded, so the College Connection Team can share the content with college students in the months ahead.

Ann Mitchell, AAUW College/University Relations Chair



## START SMART GOES HYBRID IN TUCSON

Things have been busy at the Tucson Branch and we are excited to announce we once again are offering **Start Smart** in collaboration with the University of Arizona Graduate Center. The 1<sup>st</sup> session was held hybrid on 'Understanding the Gender Pay Gap' with over 25 participants attending virtually and in-person and facilitated by Linda Alepin, Immediate Tucson Branch President. The 2<sup>nd</sup> session will be held in November virtually and in-person on Negotiating Your Salary Effectively and we are proud to be able to offer this FREE resource despite the impact of COVID. In October, our programming was held in collaboration with Gender & Women's Studies at the University of Arizona with the Department Head as our Speaker, Dr. Stephanie Troutman Robbins (she/her), a Black feminist scholar, mother, and first-generation college student –along with our very own Shirley Munez on important current Public Policy issues impacting women's equality. We have welcomed Jill Williams, Director of W.I.S.E. at the University of Arizona, as our Tucson STEM Liaison and are working together to creatively invest in our local STEM ecosystem. We also have continued our support of local educators and Education through our collaboration with TREC (Tucson Regional Educators Collaborative).



L-R:: Ashley T., Esther Scher AAUW Tucson Branch Scholarship 2021-2022 Recipient; Right: Diana Charbonneau, Tucson Branch President'

At the University of Arizona College of Education Scholarship Breakfast, the Esther Scher AAUW Tucson Branch 2021-2022 Recipient shared a touching story of how her scholarship will allow her to become a 2<sup>nd</sup> grade teacher while remaining involved, volunteering and gaining work experience. We look forward to many more stories like this and 'seeing' everyone soon.

Diana Charbonneau, Tucson Branch President

## SCOTTSDALE BRANCH MOVING AHEAD

The Scottsdale Branch has been moving forward with programs and events this year. Although our normal meeting site, Scottsdale Community College, isn't available for outside meetings yet – Program Vice President Barb Esses has been creative in finding venues and speakers for our meetings. With the help of Membership VP Judy Hubbard and SIG Coordinator Gail Stempel, we hope to have sites where we can meet with minimal cost to the branch.

Scottsdale Branch is also supporting important events to our community with funding and volunteers. We recently sponsored Scottsdale Mayor David Ortega's Constitution Day Contest. Our members served as judges, reviewing over 350 submissions from children in Scottsdale Elementary, Middle and High Schools. Scottsdale AAUW members also provided the decorations

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Scottsdale branch report continued from page 8

and helped give out the awards at the presentation on October 21<sup>st</sup>. Submissions could be artwork or other media, or an essay. Every finalist received a medal and a certificate and the grand prize winners of each category won \$100. There were over 100 children, parents, and community members at the celebration. Most of the winning submissions were about the 19<sup>th</sup> amendment or voting rights. These young people really embraced the Constitution and what it means for our citizens! Thanks to our Public Policy Chair Janet Larkin for helping us secure participation in this important event. Click this link to learn more about the contest. <https://www.scottsdaleaz.gov/council/constitution-contest>



Scottsdale Mayor David Ortega speaks to Branch members.



Winning student receives her award – with other finalists & the Mayor.



Scottsdale branch members with the award CHECK!



Award winner receives her check!

In December, Scottsdale AAUW is holding our annual Holiday Luncheon to benefit AAUW Funds and local scholarships. This event coincides with the yearly campaign among members to donate to AAUW Funds. It's a fun holiday event, with a silent auction, hostess gifts and a jewelry sale. We invite members from other branches to join us. Click [HERE](#) to view the invitation and reserve your seat.

## North West Valley Branch Is Thankful!

Our branch has much to be thankful for in 2021 despite the pandemic and the toll it left on us, our families and friends.

Thanks to the availability of Covid vaccines and Booster shots our program Chairs, Sara Schmitt and Joyce Olson, could bring program presenters to our General Meeting. More and more members have felt comfortable attending meetings and events in person. Our program chairs provided an informative October general meeting with excellent, in-person presenter, epidemiologist Mare Schumacher. All our attendees had their COVID vaccinations and many their Booster shot as well.

College Connections team met with Rio Salado Community College **Saturday, October 23rd** - 100th Anniversary of Business & Professional Women. Our College Connection Team is collaborating  
.....Continued on page 10.

NW Valley Branch Report continued from page 9.

with several organization. We continue to work together to bring a career readiness presentations and workshop to the GED students at Rio Salado College at the Surprise location. Dr. Joye Kohl, NWV branch, moderated the program and presented an introduction focused on the “Gender Pay Gap”, the impact of the pandemic on women and student debt issues for women. Branch member Cindy Sandmaier was one of the two panelists for the October 27<sup>th</sup> virtual program “Know Your Worth” sponsored by the Maricopa County Community College District Women Rising, YWCA Phoenix and our AAUW branch. Created for working women, “Know Your Worth”, teaches women to confidently evaluate, negotiate, and articulate their worth in the job market. Thank you to the many members who have been active in College Connections work/meetings with our three local Community Colleges, Ottawa University, YWCA, Business and Professional Women and Women Rising



L-R: Karen Bunting, President-elect; Suzanne James, President; and Tina Byrne, Treasurer.



Five new branch members met recently with membership vice-presidents. Betty Merwin (L) and Cindy Ferguson,

Thank you to the many members who have been active in College Connections work/meetings with our Community Colleges, Ottawa University, YWCA, Business and Professional Women and Women Rising. Thanks to the fund raising Committee lead by Karen Bunting and all our members that supported our AAUW “Trunk of Treats” October’s Fundraiser. I am thankful Betty Merwin and Cindy Ferguson and their membership committee's hard work has been steadily adding talented women to our membership who are immediately contributing to our work.

Several SIGs kicked off initial meetings in October like “Great Decisions” focusing on China, and the Hiking group who held a midnight hike in the White Tank Mountain Regional Park. The Genealogy group started again in October.

Wishing you and your families a lovely Thanksgiving.

Suzanne James, NW Valley Branch President



The year 2020 was a year of transition as we moved from in-person to Zoom meetings, lasting into spring 2021. We're now ready to resume in-person meetings and become reacquainted with our branch members, friends and new members while navigating the nuances around the reality of the pandemic.

Our 2021-2022 season kicked off in October with a well attended Ice Cream Social where special interest groups encouraged sign-ups, 4 new members were welcomed and we could socialize in-person - all while enjoying ice cream.

Our General Meeting schedule resumes November 3 with guest speaker, Stephanie Parra, Executive Director of All In Education. All In Education is an advocacy group that ensures those most impacted by education inequities are the ones making the decisions for ALL children. The organization is concerned with academic opportunity gaps for Latino students, which widened during Covid-19, as noted in a recent Arizona Republic news article.

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East Mesa Branch report continued from page 10.

The Scholarship Committee hosted a Scholarship Mentor Coffee in October. The East Mesa Branch sponsors 12 women scholars annually to 2 year, 4 year and graduate degree programs. Paired with each scholar is a mentor and branch member. While the scholars and mentors meet during the year, the Scholar Mentor Coffee provides the scholars and mentors time to socialize as a group and affords the scholars access to other scholar recipients for networking.

We're looking forward to an exciting and productive 2021-2022 season.

Beverly Byrd, East Mesa Branch President

## **AAUW AZ BRANCH SPECIAL PROJECTS**

**Prescott Branch** January 2011 \$1,000

### ***AAUW Centennial Scholarship***

The branch established a fund at the Yavapai College Foundation to provide scholarships for women and girls.

**Flagstaff Branch** January 2011 \$1,000

### ***Helping Women Succeed: Better Childcare in Flagstaff***

The branch held a bazaar for working mothers and mothers attending community college or university. Those presenting were certified caregivers and local support organizations.

**Scottsdale Branch** January 2011 \$1,000

### ***Celebrating Arizona Women***

The branch partnered with Scottsdale Community College to present a production whose purpose was "to bring to light the impact of women on Arizona's early development and to foster appreciation of the diversity and excellence of women's roles in Arizona today."

**West Valley Branch** May 2011 \$1,400

### ***ASU Osher Course on Women***

The branch partnered with ASU OLLI to present two sessions "Female Sex Slavery in Life, Literature and Film" and "The Making of Man (and Woman!) In the Television Age" with the goal of bringing knowledge of women and their roles in culture to the over 50 retired population.

**Prescott Branch** May 2011 \$698.37

### ***Arizona Centennial Activities***

The branch wrote and performed a history of Prescott for the community.

**Casas Adobes, Green Valley, and Tucson Branches** November 2011 \$89.49

### ***Celebrate Women and the Arizona Centennial***

The branches, in conjunction with the centennial, wanted to educate communities in southern Arizona of women's contributions in the shaping of the state in the areas of culture, business, education and politics. This was accomplished through speakers, displays of notable women, museum dresses of women around the turn of the century.

**Scottsdale Branch** November 2011 \$208

### ***Showcase Miss Representation: Dispelling Gender Stereotypes***

The branch purchased the film "Miss Representation" to be shown at a series of Scottsdale events and to be available to other AAUW branches.

**Southeast Valley Branch** June 2012 \$550.34

### ***Meeting and Interacting with Women in Science, Technology and Engineering***

The branch organized presentations to students in a local elementary school lab for hands-on-workshops by seven female presenters from a variety of STEM fields.

.....Continued on page 12.



AAUW AZ Branch Special Projects List continued from page 11.

**Scottsdale Branch** June 2012 \$274.09

***Girls Bullying Girls: What Can AAUW Do?***

The branch sponsored a program to address bullying featuring a psychologist working on bullying response programs.

**Prescott Branch** September 2012 \$1,200

***Parenting Classes to Women in Recovery***

The branch sponsored classes for women who are in recovery and/or victims of domestic violence. These classes provided skills for parenting children 0-18, as well as instruction for literacy development and anti-bullying skills.

**Green Valley Branch** January 2013 \$875.82

***Expanding Your Horizons***

The branch sponsored a STEM Conference for 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> grade girls with presenters doing hands-on workshops.

**Prescott Branch** June 2013 \$700

***Anti-Bullying Outreach Event***

The branch organized a two day event to include a screening of the movie “Bully” and several school and community presentations to bring increased awareness and education regarding all kinds of bullying behaviors. The movie is available for use by branches.

**SE Valley Branch** June 2013 \$1,513.55

***Branch 25<sup>th</sup> Anniversary: Celebration of AAUW in Southeast Valley***

The branch’s goal was to promote AAUW’s mission and contribution to education within their surrounding communities. Included was a panel focusing on current education challenges and AAUW solutions, as well as a display of branch achievements, past and present.

**Northwest Valley Branch** September 2013 \$416.71

***From Suffragists to Senators – Film Series and Discussion***

The branch in conjunction with other organizations sponsored a series of three films followed by guided small group discussions.

**Green Valley Branch** January 2014 \$600

***Expanding Your Horizons***

The branch in collaboration with the U of AZ Women in Science and Engineering and Freeport MacMoran sponsored a STEM Conference for 7<sup>th</sup>, 8<sup>th</sup>, and 9<sup>th</sup> grade girls with presenters doing hands-on workshops.

**Northwest Valley Branch** October 2014 \$550.19

***A Taste of Success – Sundown Style: Creating Self Awareness and Confidence***

Branch members met with female high school seniors enrolled in an Alternative Education Program with the goal to improve self esteem with an eye to their future after graduation. This mentoring effort was accomplished through speakers and small group discussions.

**Northwest Valley Branch** April 2015 \$1,800

***STEM Initiatives in a K-8 Public School***

The branch, with an active STEM committee, requested funding for a group of girls to attend a STEM camp at ASU – “Engineering Adventure Program: Renewable Energy Geared for Girls.”

**Prescott Branch** April 2016 \$250

***Tech Savvy Day***

The branch held a series of STEM workshops in conjunction with Yavapai College and support from a national AAUW Tech Savvy Grant for local 7<sup>th</sup> and 8<sup>th</sup> grade girls.

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AAUW AZ Branch Special Projects List continued from page 12.

**Northwest Valley Branch** April 2017 \$495.30

***Unhappy Hour***

The branch College Connection Team worked with staff and students at Glendale Community College to plan an event to promote and educate their students about the need for Equal Pay for Equal Work.

**Prescott Branch** January 2018 \$400.00

***Girls Rock-It Day***

The branch worked in connection with Embry-Riddle Aeronautical University to put on a STEM program targeting middle and high school girls.

**Northwest Valley Branch** October 2019 \$1,200

***College Connection Team: Widening the Horizons of College Students***

The project will include a variety of options to best serve the unique needs of the staff and students at four colleges – Glendale Community College, Ottawa University, Rio Salado College, and Estrella Mountain Community College.

**Sun City/Peoria Branch** January 2020 \$500

***19th Amendment/ERA Activities and Books***

This project provides a copy of the activity book "The 19<sup>th</sup> Amendment and The Equal Rights Amendment" to several school districts and to various community centers and organizations. Branch members will be working with school districts to determine activities as the students read and complete the activity books.

**LILLY LEDBETTER: START SMART PROJECTS**

**Tucson Branch** September 2017 \$1,701.17

***Start Smart Educational Program***

The branch, in conjunction with the University of Arizona's Eller College of Management and the College of Education and the YWCA of Southern Arizona, held a series of workshops for women getting ready to enter the workplace. These workshops are designed "to empower women with the skills and confidence to successfully negotiate their salary and benefits package."

Gail M Garrison, Branch Special Projects Chair  
September 30, 2021

**Student Debt Makes it Hard for New Graduates to Make Ends Meet**

**AAUW's 2021 *Deeper in Debt* report finds:**

- Women hold an average of \$31,276 in student debt, leaving them with a monthly loan payment of \$307 the year after graduation. Given that women graduating with a bachelor's degree expect to earn an average of \$35,338—only 81% of what men anticipate earning—meeting that loan obligation is challenging at best.
- One year after college, women spend an average of \$920 per month on housing, \$396 per month on a car loan and, for the 16% of women who are moms, \$520 on childcare, the report finds. Adding in that \$307 student loan payment makes it difficult—if not downright impossible—to make ends meet

To learn more, go to <https://www.aauw.org/resources/research/deeper-in-debt/>