



AAUW AZ STATE AND BRANCH LEADERS MOVE FORWARD

(Please read details of this meeting on page 4.)

***AAUW advances gender equity for women and girls
through research, education, and advocacy.***

Empowering Women Since 1881

AZ – AAUW STATE BOARD 2023-2024

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President's Pen

Becky's Musings



Why do you belong to AAUW? I know why I joined. A friend asked me if I might be interested in an organization primarily of women, well-educated women, who focused on issues related to women's rights – equity in pay, health care, education, equal opportunity, STEM. I jumped at the chance and found women who were of like mind. I have not regretted that choice, but what I am wondering while writing this piece is if we, as an organization, haven't lost our verve, our focus, our commitment to those issues?

Have we just become a social organization? I'm not saying that being social is wrong, but it should not be the sole reason that we become members of AAUW. I truly believe that AAUW has had an impact on women's rights over the years...that it has meaningful accomplishments. I simply want that to continue...I want us, all of us, to move forward on our issues.

At one point in my life I was firmly convinced that women were on their way to equality. Today I fear that we are moving backwards. AAUW remains relevant if we just become more committed. Take a look at your Branch. Is it providing opportunities for actions that help us move forward? Has the State offered those opportunities? What can we do to change our energy levels? I care. I care about what we might accomplish in Arizona for women. Let's consider our future and our impact. Help us move forward to equal rights for all.

In light of these thoughts, the State Board authorized a planning / visioning session on November 4. We have tried to create a meaningful session. Thanks go to the organizing group of Karen Ramos, Sharon Phelps, Jane Adrian, and Becky Gunn. The summary of that meeting, ***"Moving Forward: The Why, the What, the How,"*** is in this newsletter on page 4.

Thank you for your faith in me and your patience with my learning process.
My door/phone/email is open for business.



Moving Forward: The Why, the What, the How

On November 4, twenty (20) AAUW State and Branch Leaders met to discuss how we regain a Mission oriented momentum. Seven Branches were represented by their Presidents, VPs of Programs, Public Policy, and Membership. State Board members were also present.

Prior to the Visioning Session, the Board held their first in-person Board meeting since the beginning of COVID. It felt momentous and the energy was dynamic.

After a quick lunch, everyone gathered for an explanation of why the visioning session was necessary. President Becky Gunn noted that membership was down, it was difficult to fill leadership positions, and that we seem to be less issue/mission oriented than in the past. Breaking into small groups we discussed how AAUW had impacted, not only our lives, but women in general. We also spoke about what remained to be done. Karen Ramos, Director of Communications, provided concrete examples of AAUW accomplishments. The group then moved into an assessment of Mission based priorities that were relevant and impactful for Arizona. Using National's list of "AAUW Biennial Action Priorities" consisting of three General Priorities with detailed issues for each of the three, small groups discussed which of the priorities Arizona AAUW should pursue this year. After input from each of the small groups, everyone had the opportunity to vote on which of the priorities we should adopt.

Below is the list of priorities in not 'fully formed' verbiage. It was agreed that a more concrete formulation of the priorities along with talking points/action items will be generated by a Priorities Task Force. The Task Force will consist of Alice Buck, Karen Ramos, Sharon Phelps, Mary Humecke, and Becky Gunn.

Priorities:

1. Universal access to quality, affordable health care including self-determination of one's reproductive health decisions.
2. Adequate and equitable funding and access to quality public education, and opposition to the use of public funds for non-public elementary/secondary education.
3. Programs that provide women with education, training, and support for success in the workforce including nontraditional occupations and women's entrepreneurship.

It was agreed that the focus of Legislative Day (SAVE THE DATE) on February. 21, 2024 would be Priority 1.

We accomplished a great deal during the session – just figuring out priorities for the Arizona AAUW is phenomenal, but we were not able to clearly define next steps. We agreed that the Task Force would clarify the priorities and would provide the Branches with supporting information about the priorities. That is just the beginning. We then need to create concrete action plans so that these priorities can be impactful.

The general tenor of the meeting was one of "let's do this" and everyone mentioned that they felt heard. It was a day of networking and a re-commitment to AAUW and its mission. We think we may do this type of event again . . . it was valuable on a personal level and on an organizational level.

Thanks go to the organizing group – Karen Ramos, Sharon Phelps, Jane Adrian, and Becky Gunn. We also thank our two Facilitators: Ester Groves and Marie Garbe. They truly facilitated a wonderful meeting.





State Board Positions Calling for Volunteers

Recently, for personal reasons, our Arizona Program Vice President and our Public Policy Chair have resigned. In order for us to be fully functional we need to staff these positions as soon as possible. Below are the condensed Job Descriptions for each of the positions.

If you are interested in holding one of these positions, please contact Becky Gunn at uubecky@gmail.com. We would love to have you on our Board!

Program Vice President

The State Program Vice president shall serve as chair of the Program Development Committee composed of: Public Policy Chair, AAUW Funds Chair, Membership Vice President, and such others as may be deemed necessary. Assume the duties of the President in the President's absence or inability to serve in the year there is no President-Elect. Supervise arrangements for all state meetings which include coordinating with branches and arranging speakers.

Public Policy Chair

The Public Policy Chair shall create a committee with members who are focused on the State Public Policy priorities. Plan a Public Policy event which traditionally has been a Legislative Day. Be a member of the Program Development Committee and assist in planning State events, specifically Fall and Spring Forums. Communicate with Branch Public Policy chairs providing current news centered on AAUW Issues.

Complete Job Descriptions available here: [AAUW-AZ-Job-Descriptions-2023.pdf \(aauwarizona.org\)](https://aauwarizona.org/AAUW-AZ-Job-Descriptions-2023.pdf)





COLLEGE CONNECTIONS

Supporting the Education of Women and Girls

College/University Connections

by Suzanne James, AAUW-AZ Recording Secretary and Chair – College/University Relations

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

**Just want to alert branches on
Upcoming 2024 NCCWSL.
Details are coming soon on the
AAUW.org website.**

★ ★ ★ ★ ★ ★ ★ ★ ★ ★

NCCWSL By the Numbers

Roughly 50 percent of NCCWSL attendees are women of color.

Many are first-generation college students.

1 in 4 NCCWSL attendees major in the STEM fields,
followed by majors in business and the social sciences.

Nearly 500 colleges from 48 states have sent campus leaders to NCCWSL.

This is to invite all AAUW-Arizona branch College/University Connections Chairs and Scholarship Chairs as well as any interested member to join our ZOOM virtual meetings as follows:

Every Fourth Wednesday at 4 p.m.

November Zoom Meeting will be November 22 at 4 p.m.

December Zoom Meeting will be December 27 at 4 p.m.

Please email Suzanne James suzannejames@gmail.com to get the Zoom meeting details. The same Meeting ID and Password has been set up for the 2023-2024 AAUW year every 4th Wednesday of the month at 4 p.m.

Thank you, and don't hesitate to contact with any of your questions, ideas, suggestions, and agenda items, etc.



BRANCH MEMBERSHIP

by Sharon Phelps, Membership Vice President



Our first **AZ MEMBERSHIP MATTERS ZOOM** took place by ZOOM on September 30. After learning from the **Membership Marketing Benchmark Report of 2020** that the number one way to recruit new members for your branch is by word-of-mouth, we decided to take a look at some great ways to do that. This report stated that 67% of new members came to their organizations by word-of-mouth. Therefore, for this meeting we took a look at developing a great word-of-mouth **“Elevator Pitch”**. This is a brief pitch or plug for joining your branch that you can give to someone when you step on an elevator and have only a couple of minutes to entice them to join. We examined the tip sheet from our national AAUW.org website which provided some ideas on **“How to Make Your AAUW Elevator Pitch With Power.”** YOU can develop your own great pitch by first thinking about what 4 things about being a member of AAUW are important to you? Write them down. Then design your own personal elevator pitch using the following steps:

1. Start with an engaging opening sentence.
2. Follow with some relevant information about why you joined.
3. Give some examples of how you are involved (use some of the 4 things you enjoy about being a member),
4. End with a Call to Action. Invite them to your next Event or Program.

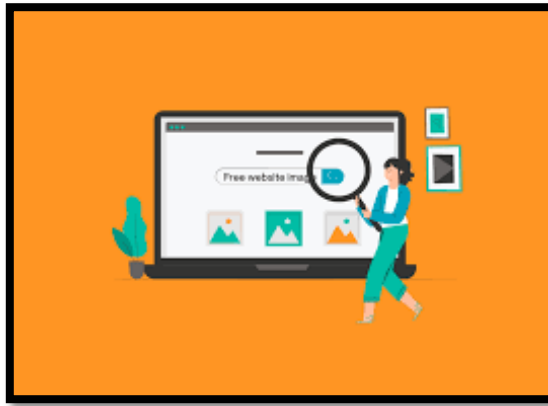
Having a somewhat organized plan can really help you inspire someone else to join your branch as well. Review your pitch from time to time and remember to keep it friendly and not canned.

When we again met on October 20, we looked at handouts **“101 Ways to Get New Members For Your Organization”** and **“11 Effective Ways to Recruit New Members for Your Cause”**. We also shared some helpful tips on things our individual branches were doing to help prospective members. Jayann Fordon of Scottsdale branch shared how she has prepared a brochure to hand out whenever a prospective member approaches her. It lists the 2023-24 meeting calendar, how to become a member, and some background on AAUW. In addition, Northwest Valley Branch Judy Neigoff stated that she has asked members to bring a friend – another great word-of-mouth result.

Our next **AZ MEMBERSHIP MATTERS ZOOM** session is scheduled to take place on Friday, November 17, at 11:30 a.m. by ZOOM. At this meeting we will be looking at **“Growing Membership: A Recruitment Tip Sheet”** and **“How to Successfully Initiate New Members”**.

A Zoom invitation will go out about 1 week before that meeting. If anyone wishes to secure copies of any of the documents mentioned, please email me and I will be happy to share them with you. OR, if you are not a Membership VP but would like to attend, just send me an email and I will send out the Zoom link. Can't wait to hear about all of our successful marketing approaches throughout the state. I know we are going to have a great 2023-24 membership year. - Sharon Phelps, Membership VP/AAUW-AZ

shrnphelps45@gmail.com or Text: 612-799-5474



AAUW AZ and Branch Websites

by Jane Russ, Webmaster

With the start of the 2023-2024 AAUW year, that usually means new members, new budgets, new program ideas, which also means website changes.

The AZ State and Branch websites are constructed on the same web platform called WordPress. Each website editor (aka website administrator) has her own login ID and password. WordPress can be a little confusing at first but with trial and error, time, and practice, WordPress can be user-friendly.

National does not mandate what the state or branches post on their sites. Some common pages are:

- ✚ Home page, also referred to as a launch page, with the most current information
- ✚ List of Board Members with contact information
- ✚ Calendar of Events
- ✚ Newsletters
- ✚ A Members Only section, password protected, for bylaws, policies, membership rosters, etc.

A few website best practices:

- ✚ Keep the information up to date by bragging about branch achievements
- ✚ 'A picture is worth a thousand words' so upload a few and tell the story
- ✚ Maintain current contact information. Post board member contact information or a generic branch email so members and non-members can reach someone for information
- ✚ Link the branch website to the National and AZ State websites for additional content

As your AZ State web editor, if you have any questions about WordPress, content or anything website related, contact me, Jane Russ, Tucson Branch, at AAUWTucsonTreasurer@gmail.com.



East Mesa

by Janice Dill, President

The East Mesa Branch held our first monthly meeting November 1. We welcomed three new members who joined as a result of attending our Ice Cream Social on October 25. We are excited to welcome three dynamic women who will make an impact on our branch.

At our meeting, we welcomed Ted Taylor, CEO of Family Promise of Greater Phoenix as our speaker. At our meeting we were introduced to a different kind of homelessness. Ted explained that Family Promise works with local congregations who host families for dinner and lodging nightly. Family Promise is a unique family shelter model. We were moved by his stories, and impressed with the success rate of the program. Our public policy group this year will be working on housing issues, and his presentation was very relevant.



Our scholars met with their mentors at a tea on October 7—a wonderful opportunity for students and mentors to get to know each other better. Our Scholarship Chair has also arranged to have a monthly article in the Leisure World newspaper to keep the community informed about the scholars and AAUW. We support 12 scholars this year.

Green Valley

by Amy Perlick, Co-President

The Green Valley Branch had their second general meeting of the new year on October 17 with a presentation by Beth Braun, founder of Esperanza Dance Project (EDP).



Beth Braun, Founder of Esperanza Dance Project

Her passion for dance, coupled with her desire to help survivors of childhood sexual trauma, has led her to be recognized as one of the leading voices for advocacy and healing through art in Tucson and beyond.

November's speaker will be Kevin Gosner from the University of Arizona who will speak about "Women in the Tradition: Elizabeth Cotton, Peggy Seeger, and the Revival of American Folk Music."

The Branch will be participating in a scholarship fair at the downtown campus of Pima County Community College on November 14.

We are also busy planning our February fundraiser to raise money for scholarships to Pima County Community College and our 50th Anniversary celebration in April.

Northwest Valley

by Marge Whitman, President

September and October meetings were fabulous! In September, Will Humble of the Arizona Public Health Association spoke to us about gun violence. He gave us copies of a publication your branch may want to obtain: Gun Violence in Arizona: Data to Inform Prevention Policies. One of the shocking statistics we learned is that men over 85 are most at risk for suicide by firearm.

In October we learned about "Driving Miss Daisy!" We were interested in the new driverless cars operating in Sun City. Our speaker, Chris Barker, also informed us about broader transportation needs and changes to reduce carbon dioxide pollution. He revealed that airplanes are the largest source of carbon dioxide pollution! Who knew? Sharon Hettick, our member, shared a video by state Senator Frank Carroll regarding Proposition 400 to extend the existing half-cent sales tax for transportation.

Continuing the tradition of member-bring-a-nonmember to our programs and SIGs, we welcomed 8 new members in September. This increase occurred between April and September, and we are thrilled. It's important to have new friends and new ideas to refresh our efforts.

We devote at least 5 minutes of each general meeting presenting Public Policy concerns. While striving to maintain non-partisanship, we wholly support the National AAUW 2023-2025 Biennial Action Priorities.

AAUW Public Policy Priorities
underscore the American Association of
University Women's mission statement.

Phoenix

Pam Kohnken, President

The AAUW Phoenix Branch is busy with our general meetings and Holiday "Red Envelope" campaign. Our September guest speaker was our own member, Lennie Andrews, who is a volunteer with the Az Talking Book Library. The Library offers at no charge all types of reading materials for the blind or vision impaired. Our October guest speaker was Dr. Kimberly Britt, President of Phoenix College. She presented many important items including the soon to be offered 4-year degree program in Information System Technology and Public Safety Administration.

Our **"Red Envelope"** campaign is underway as a means of providing funds to our **Martha Hoyt Endowment Scholarship Fund**. This is one of the funds used by the branch to provide **\$4,500** annually in scholarships to students at Phoenix College.



Our general meetings are held on the third Saturday of each month at the . . .

Mandarin Super Buffet

1501 W. Bethany Home Road

Feel free to visit us if you have a chance.

Prescott

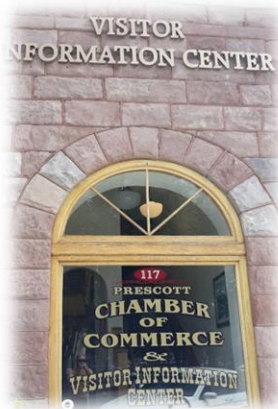
by Carol Dosse, President

Prescott Branch joins Prescott Chamber of Commerce

The Board voted to join the . . .

Prescott Chamber of Commerce

We will gain access to a listing on their website, announcements via their media, and a Directory listing. We believe we can reach prospective members as well as make connections with local businesses. Our Public Relations officer, Sue Marceau, has also publicized our meetings in several online calendars.



Scholarship forms new Opportunity Grant

AAUW Prescott Opportunity Award will be administered by AAUW Prescott rather than through YC Foundation, and will be available for educational opportunities such as conferences, seminars, special presentations, etc. There will be a maximum \$500 per award. Applications will be open to women students enrolled at Yavapai College, Prescott College, or Embry-Riddle Aeronautical University.



Did You Know?*

Women make up 75% of jobs in the nonprofit, education and philanthropic sectors, but women hold far less than 75% of leadership positions in these organizations.

Only
22%

of nonprofits with budgets of \$50M+ have women CEOs.

Only
30 %

of college presidents and members of boards of directors are women.

***AAUW.org Website**

Scottsdale

by Janet Larkin, Public Policy/CA

For the third year now, ten women stepped up and volunteered to judge the Mayor's Constitution Contest, We the People. Any student living in Scottsdale, attending public school, private, charter or home schooled is eligible. There are prompts for the different age levels with the students choosing to do an essay, art work, video or podcast. This has been a fun and rewarding project with a rewards event to come in November.

Going into October, the branch meeting was held at the Artichoke Grill on the campus of Scottsdale Community College with a great lunch and Jodi Liggett, our legislative liaison speaking to us about an initiative she has been part of creating, hoping to get enough signatures to get it on the ballot.



Alice Buck and Jodi Liggett

We continue to support SUSD's school board in its continued promotion of equity, inclusion, and best practices for our students.

We hope everyone voted in the November 7 bond election to support continuing funding of the arts, teachers' salaries, all day kindergarten, and much more.

Of course, our special interest groups are in full swing now with two book groups, a renewing of our international relations group and a couple of game groups.



We continue to support the SCC food pantry with our donations of food items for the students there who need that extra help. We love supporting our community college as they do so much for us as well. Three students should be using our ongoing scholarship funds for continuing students at SCC.

In December we will be supporting our *Fellowship and Grants national scholarship winners* with the hope of hearing from one of them at our annual Holiday Brunch, being held at the McCormick Ranch Golf Club.



CONGRATULATIONS
SCHOLARSHIP RECIPIENTS

Southeast Valley

by Mary Humecke, Advisor

Members of the Southeast Valley Branch kicked off the 2023-24 year with a gathering at the home of Beth Zdeblick, current Sr. Co-President. This first meeting of the year was a fun social event for members and guests interested in learning more about the mission of AAUW. Once everyone had a chance to chat and got settled with food and drink Branch Board and Committee Chairs were introduced. A fun series of icebreaker questions was followed by a short branch meeting.

Long time SE Valley Branch member and 50 year AAUW member Helen Semple was recognized for her outstanding support with an AAUW mug and a big round of applause. Helen has brought nine new members to the SE Valley Branch and has served in multiple Branch leadership roles. Helen's substantial impact on our Branch is much appreciated. Three guests became new members of the SE Valley Branch at the end of the meeting.

Our November 20 Branch meeting features Carol Maas as speaker. Carol is active in and very knowledgeable about the AZ political process and will be sharing that information with us as we head into the upcoming election year.

Our national AAUW fundraiser and **Holiday Brunch** will be held on December 9, and we are very pleased to have Jodi Liggett, founder of

Arizona Center for Women's Advancement, as our keynote speaker. This event will be held at Sun Lakes Country Club and is open to AAUW members and guests. Any AAUW member outside of the SE Valley Branch interested in attending is encouraged to send an inquiry email to **AAUW.SEV.AZ@gmail.com** for ticket purchase information and additional details.

We will start 2024 off with a repeat service project, a **Period Packing Party**, at our January meeting. Members really enjoyed the initial service project that included an informative and fun quiz with kitschy prizes. All period product packs go to local middle schools to combat "period poverty" and ensure girls are able to attend school consistently.

Mark your calendars for a late afternoon into early evening "happy hour" on February 2 and join us for our second annual **Happy Hour Fashion Show** which last year was a sell-out success. The **Happy Hour Fashion Show** is our big fundraiser for local scholarships and we've reserved a much larger venue, the Cottonwood San Tan Ballroom in Sun Lakes, for this fun event. All members, guests, and the general public are welcome and encouraged to attend this delightful happy hour that includes hot and cold hors d'oeuvres and a fashion show presented by Judy Wear, along with great drink prices and multiple raffle opportunities.

Tickets are advance sale only and more detailed information will be included in the January AZ Sun.



Coming . . .

February 2 – Happy Hour Fashion Show

Our Big Fundraiser for Local Scholarships



Tucson

by Jane Russ, Webmaster

Negotiating It Forward



Shout out to our AAUW Tucson Start Smart champions, Branch Past President, Diana Charbonneau, and branch coordinator/facilitator, Carmen Aviles.

On October 20, Diana presented Start Smart to the University of AZ Wyant College of Optical Sciences, Women in Optics student club.



The presentation included navigating pay gaps as a woman and/or minority and salary negotiating strategies.



The following week, Carmen conducted a two-session workshop via Zoom for the University of AZ Graduate Center. The first session focused on establishing salary goals and navigating the gender pay gap. The second session enabled participants to learn their worth and how to use that knowledge in salary and benefits package negotiations.

The three audiences were diverse groups of students, faculty, and administrators, that combined, had approximately 85 attendees at the programs! Thanks Diana and Carmen for helping so many gain new knowledge on successful salary negotiation strategies, learn about AAUW, and support our mission to end the pay gap.



ARIZONA SUN

Four issues—September, November, January, and March—
of The Sun are published each year.

Newsletter Co-editors

Dorothy Alexander – ddalexander13@gmail.com – 317-607-8856

Ronda Clark – rondagclark@gmail.com – 206-384-2662

Next Deadline: December 30

**Please submit all articles to both emails.
Please format in Microsoft Word and photos as Jpeg.**

USEFUL LINKS

AAUW Arizona State <https://www.aauwarizona.org/>

AAUW National <https://www.aauw.org/>

