AAUW Florida

floriVision

April 2023

JOIN US!

Via Zoom

Annual Meeting

Thursday, May18
6 pm to 7:30 pm

We'll elect officers, learn about the year's programs and activities, hold a Town Hall to get up-to-dates on AAUW National.

Get details, read about candidates, pages 2 - 4.

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AAUW FL Officers 2022-2023

Elected

President – Bea Holt
Directors:
Program – Diana Sells
Membership – Rose Llanos
Finance – Kathy Vandervliet
Development – Linda Barker
Communications – Pat Ross, Carol MacDonald
Public Policy – Kay Lee-Smith
Secretary – Saundra Johnson-Austin

Appointed

Bylaws, Policies, Parliamentarian – Virginia Farace
Administrative Assistant – Kathy Black

Building Better Together

By Bea Holt, AAUW FL President



For the past nine months, I have had the pleasure of working almost daily with a dedicated group of women throughout the AAUW organization – members and staff serving at the branch, state and national levels. I am inspired by the depth of knowledge and commitment to building on a strong foundation and always with an eye on the future of AAUW: Building Better Together.

Key accomplishments

Your state elected and appointed officers work tirelessly to keep an information flow that is timely, educational, and designed to keep moving the AAUW mission forward.

Effective channels of communication have been key to the success of the AAUW FL 2022-23 season. The co-chairs for communication have diligently kept members informed with not only the floriVision newsletter, but also monthly Updates that convey timely, important, detailed, state-wide information of importance, for example:

- Programs – the addition of an enhanced project grant program.
- Membership – guidance for navigating the Community Hub.
- Development – explanation of giving options and defining AAUW's Greatest Needs Fund.
- Public policy – how to join the in-person return to the state capitol for Lobby Days.

Rounding out the year's accomplishments, the nominating committee has prepared a slate of officers for 2023-25; our website is an up-to-date source of information; our historian offered record-keeping advice; and our diversity, equity, and inclusion committee held a series of acclaimed Zoom presentations.

Annual Meeting May 18

Our next major undertaking is the AAUW Florida 2023 Annual Meeting to be held via Zoom on Thursday, May 18, 2023, from 6 p.m. to 7:30 p.m. Plan to participate in the election of officers for 2023-25, hear end-of-year reports from your state officers, and participate in a Town Hall with a representative from AAUW National.

Regional Branch Leader Workshops

My primary goal for 2022-23 was to initiate a series of regional workshops designed to address the topics of governance and leadership development at the branch level.

Continued on page 2

Continued from page 1

Building Better Together

The workshops are close-to-home gatherings of branch leaders in an environment that fosters meeting counterparts, exchanging ideas, learning about being an effective leader, and contributing to a well-run organization.

In November, the pilot workshop was held in southwest Florida, in Venice, where 33 members from eight branches met, and in February, 25 members from six branches gathered in the northeast region at Daytona Beach to share ideas and plan future projects in their regions.

The feedback from those attending has been very positive and that it was "a day well-spent."

In late April, the nine southeast region branches will meet in West Palm Beach, and the six northwest Florida branches will meet in The Villages to hold their branch leader workshops.

All 30 Florida branches are being included in the planning and execution of the workshops in their region.

Looking ahead, I expect workshop attendees will have come away with new ideas, and having forged new relationships with nearby counterparts, ready to work together and reap the benefits of Building Better Together. ■

Annual Meeting: Voter Guide

Election, AAUW updates on tap

Join us Via Zoom – 6 pm to 7:30 pm, Thursday, May 18



Our bylaws require that we hold an annual meeting to elect officers, hear reports from state leaders, and conduct other official business.

Plan to be a part of our 2023 meeting via Zoom, 6 pm to 7:30 pm, Thursday, May 18. We must meet a quorum, with at least 40 percent of branches and five percent of members represented. You'll get a picture of the many projects and activities that are helping in reaching a goal of equity for women and girls.

Election of officers

We'll choose a president-elect, as well as directors for program, finance, and public policy who will take office July 1. Those are the officers elected in odd-numbered years.

Officers serve for a two-year term that starts on July 1, except for the president-elect whose term is one year, followed by two years as president. Co-directors may serve for a position, but have only one vote on the board.

On *pages 3 and 4*, you'll learn more about the candidates put forward by this year's nominating committee. Nominations will also be accepted from the floor. Those candidates will briefly state their qualifications in lieu of a written candidate vita form.

If there is but one candidate or co-candidate for a position, the election may be by acclamation. Any contested offices will be by electronic ballot as outlined in the One Member One Vote policy.

Annual reports

We'll also hear annual reports from current elected officers. Reports from our AAUW Florida Supporting Foundation, Tech Trek, and the AAUW FL Bylaws and Resolutions Committee are also on the agenda. There are no bylaw amendments to be voted on and none may be proposed at the annual meeting.

New nominating committee

Nominations from the floor will be needed for the election at the meeting to fill three slots for next year's nominating committee. The members elected will join two members chosen by the AAUW FL board.

The consent of nominees must be obtained first. And they must have been AAUW Florida members for at least three years. A branch can't be represented on the committee for two consecutive years. So Flagler, Gainesville, Lake Wales, Punta Gorda, and Venice are ineligible this year.

Town Hall

Once official business has ended, we'll convene a Town Hall with a speaker from AAUW National who will give updates and answer your questions. ■

Annual Meeting: Candidates

Learn about who's on the ballot

The nominating committee put forward the names below and on page 4 for the open positions filled in odd-numbered years. Nominations may also be made from the floor at the annual meeting. See page 2 for details.



Kay Lee-Smith

Kay Lee-Smith
Candidate – President-Elect

Kay Lee-Smith currently serves as the AAUW Florida Director for Public Policy. She is a member of the Tampa branch where she has served as diversity, equity and inclusion officer; chair, newsletter committee; and director for communications.

She joined AAUW because of its vision: Bringing together individuals with a common goal of breaking through education and economic barriers for all women. Her goal as president-elect is to identify and advocate for the removal of barriers and biases to equity in the state of Florida.

She is a member of the Tampa Alumnae Chapter of Delta Sigma Theta Sorority, Inc., where she has served as chair, economic development; member, Social Action and Political and International Awareness Committees; and an NGO delegate at the Commission on the Status of Women at the United Nations. She is also a member of Pi Sigma Alpha and Phi Gamma Mu honor societies, the American Society of Public Administrators, and the Conference of Minority Public Administrators.

She is a public servant, retired military spouse, and advocate against environmental, economic, healthcare, and educational disparities. She has earned a doctorate of philosophy in public policy and administration, and believes success equals a trained mind and a heart inspired by God. ■



Ellen Roche

Ellen Roche
Candidate – Director for Finance

Ellen is currently the director for finance for AAUW Sarasota and is a member of the AAUW Investment Committee. She received her Ph.D. in economics from the University of Maryland and has over thirty years of professional experience in finance.

Ellen has been an active volunteer for women and children, including chair of the board of directors of For Love of Children, an after-school tutoring program; president, Women in Housing and Finance, Washington, DC a professional development organization for women; and is currently a member of Impact100 SRQ, a women's collective giving organization.

Ellen previously served AAUW Florida as the Director for Development and president of AAUW Sarasota.

"I am committed to using the funds contributed by our members to support research, education, and advocacy for women and girls in Florida." ■

Annual Meeting: Candidates (Continued)



Diana Sells

Diana Sells
Candidate – Director for Program

I am a native of Washington, D.C. and received my bachelor's degree in political science from the University of Wisconsin, Madison. I have previously served as co-president of a branch of the Canadian Federation of University Women and as president of the AAUW Sarasota branch.

I have already served one term as the AAUW Florida Director for Program and have enjoyed it so much that I am standing for a second term. I have met members from across the state through Zoom calls, and many more members in person, by helping to organize and participate in the regional workshops taking place this year. Meeting in person across the state has been the best part of this position.

I have also had the opportunity to learn what individual branches can accomplish by heading the AAUW Florida Project Grants Committee, which was given the opportunity to increase the grants available by offering a larger amount to branches who collaborate with each other. I am proud that this term our entire budget was handed out, as branches took up that challenge, and I look forward to more applications next year. ■



Patricia DeWitt



Mary Gatta

Patricia DeWitt and Mary Gatta
Candidates – Co-Directors for Public Policy

Public policy education and engagement is more important than ever in Florida. Over the past years we have seen state policies – some just introduced, and others adopted – that are in direct opposition to the key tenets of our AAUW public policy agenda and mission: advancing gender equity for girls and women.

As an organization we are in a unique role to educate our members, along with the public at large, about gender equity.

As such, over the next year we would like to provide tools and support to collaborate with local branches to work at the grassroots level to promote understanding of the importance of voting; policies that support, and promote gender and racial equity; and broad civic engagement.

Among our goals are: a forum (virtual and/or in person) on key public policy issues, such as equal pay, the importance of gender studies in universities, etc.; sessions for young people on how government works and how they can be involved; drives to contribute to banned book libraries; and a *Lobby Week at Home*, during one of the weeks between committee hearings when legislators are at home just before session. ■

Pat DeWitt is the AAUW FL Economic Security chair and member of the public policy and communications committees. She was AAUW FL president from 2020 to 2022. She has a doctorate degree in music. Mary Gatta is director of research and public policy for the National Association of Colleges and Employers. She has a doctorate degree in sociology and has conducted research studies on women's economic security in Florida for several AAUW FL branches. ■

Lobby Days

Members ensure lawmakers understand AAUW issues

By Kay Lee-Smith, Director for Public Policy

After two years of virtual Lobby Days, AAUW Florida was well represented at the state Capitol March 13 to 15 for this year's in-person event.

Lobby Day participants from around Florida gathered in Tallahassee to meet face-to-face with legislators to make them aware of our public policy priorities and positions on our priority legislation. In attendance were:

- Pat DeWitt, Jacksonville
- Karen Rompalo, St. Augustine
- Pam Phillips, New Smyrna Beach
- Kay Lee-Smith, Tampa
- Paula Dulski, Venice
- Susan Donovan, Venice
- Nancy Savenko, Venice
- Rose Llanos, National/Florida

Our group meet with various House and Senate legislators, among them, the offices of:

- House Minority Leader Representative Fentrice Driskell,
- Senate Minority Leader Lauren Book
- Senator Lori Berman
- Representative Bruce Antone
- Representative Dana Trabulsy
- Representative Anna Eskamani.



From left: Susan Donovan, Nancy Savenko, Paula Dulski, Fentrice Driskell, Minority Leader, Florida House of Representatives, Pat DeWitt, Karen Rompalo, Kay Lee-Smith.

Voicing our views

Participants also had the opportunity to participate in House and Senate committee meetings.

During the Senate's Education Postsecondary Committee meeting, we voiced opposition to SB 266 – Higher Education, the companion bill to HB 999. At the Senate's Ethics and Election Committee meeting, we were also able to indicate,our opposition to SJR 96, Partisan Election of School Boards.

It was a great experience. We felt empowered and left Tallahassee knowing we had advocated on behalf of AAUW Florida and its mission to advance gender equity.

Committee members

Lobby Days was led by the AAUW Florida Public Policy Committee, which was instrumental in setting appointments, creating talking points, educating our members, securing lodging, and determining the AAUW Florida 2023 Legislative Agenda.

It was an outstanding effort and AAUW Florida extends its appreciation for supporting the AAUW mission of advancing gender equity through advocacy.

The public policy committee members are Kay Lee-Smith, chair and AAUW FL Director for Public Policy; Pat DeWitt; immediate past president of AAUW FL; Rose Llanos, AAUW FL Director for Membership; Karen Zalkin, public policy director, St. Augustine; and Suzan Harden, public policy director, Ft. Myers.



From left, Pat DeWitt, Rose Llanos, Karen Rompalo Paula Dulski, Kay Lee-Smith, Susan Donovan, Pam Phillips, Nancy Savenko.

Continue to advocate

Although this year's Lobby Days have ended, our advocacy efforts will continue. The public policy committee is calling on all members to continue to contact your state legislators and share our 2023 Positions on Priority Legislation. Click here to view.

Let's work to be the change we want to see in Florida. ■



From left: Susan Donovan, Paula Dulski, Nancy Savenko, Leisa Wiseman–legislative aide to Sen. Book, Rose Llanos, Pam Phillips Pat DeWitt, Kay Lee-Smith, Karen Rompalo.

Membership

Branches focus on recruiting, changes from National

By Rose LLanos, AAUW FL Director for Membership

Recruitment activities

Many branches found ways to extend their membership base by using different types of programming, include lunches, socials, fundraisers, newsletters, and webinars.

A virtual Lunch and Learn held with the League of Women Voters and Southern Association of College Admission Counseling in the fall gave AAUW a way to discuss ballot amendments and celebrate Hispanic Heritage Month in preparation for the election.

In addition, the state directors for membership and development held a joint Zoom meeting to cover how to provide outreach programs to attract younger members through mentorship and leadership board opportunities for those in mid-career levels in their profession.



Roster changes

Names from state leadership on your membership rosters will now be labeled under the state manager field as "True." This is in hopes that it will simplify the membership count when reviewing the list of your branch members.

Renewal notification opt-out

AAUW National plans to send three reminders to each eligible member informing them that it's time to renew. The language in the renewal notification informs members that they can renew online or follow the instructions the branch provides, in case they have been advised to pay by check.

Having National send reminders does not prohibit you from sending follow ups to your members. If you would prefer that National not send renewal reminders to your members, at all, please respond accordingly in the survey that you will receive. If National does not hear from your branch, reminders will be sent.

Membership Dues

AAUW National dues for FY24 will be $72 in accordance with the three-year increase implemented by the AAUW Board of Directors in October 2020. This rate became effective in the system on April 1. Renewing members (those who were members in the last fiscal year) were advised not to renew prior to this date as a host of system updates were underway. ■

Economic Security

Salary history in job interviews blocks pay equity

By Patricia DeWitt, AAUW FLorida Economic Security Chair

Check the Equal Pay Day calendar on the AAUW website and you may be surprised to see two pay ratios for each category. For example, Black women working full time, year-round are paid 67 percent of comparable men's salary, while all Black women working are paid 64 percent.



AAUW used data on all workers for salary comparisons, important because the pandemic pushed many women out of the full-time workforce. One of the main obstacles to pay equity is a prospective employer's tendency to base salary offers on the candidate's previous earnings. This is not good for any job candidate, but is particularly prejudicial for women who have had gaps in their employment history due to family duties.

Two bills before the current Florida legislature –HB 663 and SB 576 – would prohibit employers or employment agencies from requesting salary history from the candidate or a previous employer during job interviews for Career Service System positions. These comprise the largest and lowest-paid category of state employees, accounting for more than 80,000 positions in 2021 with 28 agencies.

The two bills would also prohibit retaliation against a current, former, or prospective employee for not providing salary history or for filing a complaint concerning violation of the statute.

Regretfully, neither of these bills has been heard by a committee. But since 2016, several other states and localities have enacted restrictions on the use of salary history in hiring. Click here to get an overview on the AAUW web site. ■

Bylaws

New membership expiration dates require bylaws change

By Virginia Farace, AAUW FL Bylaws Chair

Due to the new Community Hub software now being used by AAUW National, changes in membership expiration dates are now in effect. And that means your branch will need to change some sections of your bylaws.

How do membership expiration dates work?

If new members join between the 1st and 15th of the month, the current month is the expiration month. If they join between the 16th and end of the month, the next month is the expiration month.

For current members, the expiration date is June 30 each year, with a three-month grace period (until September 30) to renew and keep the same June expiration month. Renewing after the grace period changes the expiration month.

For new members, the expiration date is 12 months from when they join, with a three-month grace period to renew and keep the same



expiration month. In order for a new member to keep the June 30 expiration date, they would need to renew after their grace period, but before the 16th of the month.

How is member status defined ?

• **Current** status is when you are within the 12 months of the membership from start/join date to end/expire date.

• **Grace** is 90 days after the end/expire date where a member can still renew without lapse in the membership.

• **Future** is when the membership is renewed beyond 12 months.

How should the revision be worded?

Use the wording below to revise your bylaws.

Excluding lifetime membership, annual memberships are "rolling" lasting 12 months from the confirmed start/join date through the end/expiration date (i.e., the anniversary date). Membership renewal payments are due on or before the member' anniversary date. There is a 90 days grace period before members are lapsed and removed from the roster.

Since this is considered a mandatory change, member approval is not needed. But you must still send your amended bylaws to the AAUW FL Bylaws Chair.

Email Virginia Farace if you have questions. Check the Community Hub FAQ page at AAUW.org for more information. ■

Vote scheduled for National bylaws revisions

You'll have until May 16 to vote on proposed changes to AAUW National bylaws. If they're approved, bylaws for branches and other affiliates will have to be updated.

Ballots were emailed to members. The vote started April 6 and will close at 5 p.m., May 16.

The changes are meant to bring National bylaws in line with current governance principles and operations and are the result of a year's work and review.

They modify the first seven provisions of the national bylaws. In an affiliate's bylaws, those sections must precede the articles that are specific to the affiliate.

A template will be provided to help you revise your bylaws. Because the changes are mandated by AAUW, your board can make them without having a vote by members.

Affiliates will have at least two years to make these changes.

AAUW's Governance Committee suggests that it would be better to vote on the entire set of revisions, rather than on each separately because they are interrelated.

The committee also stated that the proposals do not address changes in current requirements for AAUW membership. That issue generates strong feelings and will be dealt with separately at another time, the committee stated.

Check the AAUW Florida Updates email sent monthly to all members for timely information. Email the bylaws chair for questions or assistance. Read more on AAUW's National Election page.

–By Virginia Farace, AAUW FL Bylaws Chair ■

Tech Trek

FAU, Stetson will welcome campers on campus again

Tech Trek Florida has identified 92 girls to attend camps in person this year.

The camps were canceled in 2020 because of the Covid pandemic. In 2021 and 2022, Tech Trek went virtual. with classes held over the Internet.

This year, the camps are back again at Florida Atlantic University Jupiter and Stetson University in Deland. Forty-six girls entering eighth-grade in the fall will attend camp at Stetson University from June 11-17, and 46 girls will attend camp at FAU Jupiter from June 18-24.

The girls were nominated by a math or science teacher at their schools and asked to complete an application. They were then interviewed by AAUW branch members who lived near them.

Campus life. The middle-school girls attending this June will again be living on campus in the dorms, eating meals in the student cafeteria, and using university classrooms and labs.

They'll take core courses as well as participate in workshops geared to specific interests. The camps will offer similar courses and workshops.

Core courses at FAU include QualComm wearable tech, structural engineering, neuroscience; and marine biology.

Stetson core courses include computer science discoveries, Qualcomm wearable tech, cybersecurity, and aeronautics.

Donations. Donations to support Tech Trek can be made through the AAUW Florida Supporting Foundation and are tax-deductible.

Make checks out to the foundation. Write Tech Trek 2023 and your branch on the memo line. Mail to:

Treasurer
Tech Trek Florida 2023
PO Box 2938, Jupiter, FL 33468.

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