American
Association
of
University
Women



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

Vision: Equity for all.

Volume CI Number 4 Austin (TX) Branch April 2024

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Items for May Newsletter

DUE April 17, 2024

shirlenejustice@gmail.com

April Membership Meeting

featuring

Shirley Robinson, CAEDirector, Texas Library Association

The State of Book Challenges in Texas



When: Wednesday, April 10, 10:00 a.m.

Where: Balcones Country Club, <u>8600 Balcones Club Dr</u>.

Cost: \$35.00

Contact: Kate DiPronio, ktlee523@gmail.com

Shirley Robinson, CAE, is an experienced nonprofit association professional currently serving as the Executive Director of the Texas Library Association (TLA). With over two decades of experience, Robinson's leadership is member-focused, driving successful initiatives and organizational growth. She excels in managing people, and resources, and building strong relationships with stakeholders. Before TLA, she held leadership roles at Texas Healthcare Trustees, the Texas Hospital Association, and the Texas Society of Association Executives, as well as positions in business development, fundraising, and marketing for other organizations. Robinson holds a bachelor's degree in business administration from Trinity University and is a Certified Association Executive (CAE). She enjoys hiking in the Texas Hill Country, reading the latest romance or mystery novel, and has too many wine club memberships. She stays busy chasing her two sons around on the weekends to high school and college marching band contests and events.

Ms. Robinson will speak about the state of libraries in Texas with a focus on the efforts to ban books, eliminate school librarians, and control access.

Lunch will be rosemary chicken with potatoes and roasted vegetables, salad, rolls and butter, and assorted mini desserts. Vegetarian options are available. If you are only having beverages (\$10) and will not be staying for lunch, please let us know in the evite.



PRESIDENT'S MESSAGE

Dear All,

Spring brings such beauty to our lives as the flowers bloom and grass and trees turn green again. We owe a debt of gratitude to Lady Bird Johnson for ensuring our highways offer lovely vistas.

Tremayne Parquet, AAUW Deputy Director of Advancement has informed us that:



"AAUW Austin (TX) Branch has achieved an incredible Five Stars in the FY23 AAUW Five Star Recognition Program. This achievement is a testament to your dedication and commitment to advancing our mission, and we applaud your leadership and members for your outstanding contributions in the following categories: Advancement, Communications and External Relations, Programs, Public Policy and Research, and Governance and Sustainability."

Your branch's accomplishments in these areas reflect your efforts in fostering positive change for women and girls within your community and beyond. We recognize that achieving a Five Star Recognition is no small feat and underscores your unwavering commitment to advancing gender equity."

Kudos to all of you for your hard work and many contributions that went into this recognition. We continue to work hard to engage members in important advocacy for the health of our democracy.

April offers many opportunities to engage in AAUW activities. On April 6th Texas AAUW will host a virtual conference from 8:30 a.m. to 1:00 p.m. Our branch is looking for homes with access to smart TVs or other good internet viewing to host a watch party for the half-day conference via Zoom. Texas AAUW will provide funding for snacks for each person who participates in a party. Please contact me at lawelsh@gmail.com or 512-586-1575 if you are interested in hosting a watch party.

At our April branch meeting, you will have an opportunity to vote on a wonderful slate of officers for 2024-2025 presented by the nominating committee. The nominees are Sarah Averill as Co-VP of Programs and Laurie Altman as Treasurer. We still need a nominee for Co-President to serve with Soon Flynn. Please volunteer if you are interested in the ongoing governance of the branch. We are also looking for some appointed positions: Historian and College/University Liaison. With so many challenges to women, we need to be focused and effective in our advocacy in this important election year.

Thank you all for committing to equity for women. Our hard-earned gains need safe-guarding. Your participation is welcomed and encouraged.

Please remember to vote in the upcoming AAUW National election on the proposed amendment to the bylaws regarding membership requirement changes.

In sisterhood,

Linda Welsh, PhD, Co-President 2023-24

AAUW Austin: 100 Years Strong

March Meeting Recap

Submitted by Anita Knight



At our March meeting Dr. Nancy Salisbury, busy mother of four, and Visiting Assistant Professor, Department of Communication (PR, Social Media & Corporate Social Responsibility) at St. Edward's University, gave a vivacious, entertaining presentation about social media and its use for social change. She lived up to her LinkedIn profile to connect, inform, and inspire us, to build a more sustainable world. Besides pure personal communication on social media, she gave two examples of environmental issues (single use plastic straws, climate change) that can disturb folks, but instead should lead us to facilitate change. Social media strategy entails defining one's goals, knowing your audience, and "framing the narrative" to not only define the problem, but to also

improve human well-being. Sustainability is a key concept in all of society and in Nancy's work with students and organizations; and everyone is needed at the "table". As a follow-up, our Soon Merz Flynn suggested the branch have a social media team to develop our strategy.

AAUW National Bylaws Amendment Vote - Open Membership

This spring you will have the opportunity to voice your opinion and vote on the proposed *Open Membership* amendment to the AAUW National bylaws. The AAUW National Board of Directors and the Governance Committee are bringing an amendment forward to eliminate the degree requirement for membership in AAUW. An amendment to the bylaws requires 5% of eligible members (1,970) to vote and a two-thirds majority of voters to pass.

AAUW is utilizing *SimplyVoting.com*, an independent, third-party voting system for this year's vote. You will receive an encrypted email on April 3 from Simply Voting. If you do not receive the email, **check your spam folder**.

Key Dates for the 2024 Vote

April 3 – Voting opens and you will receive an email from Simply Voting.

May 15 – Online voting ends at 12 noon ET and results will be announced online.

All members without an email address on file or who have unsubscribed from AAUW National emails will receive a paper ballot by mail.

Resources

You can review the proposed bylaw changes <u>here</u>. The open membership toolkit can also be reviewed <u>here</u>. Please read AAUW's statement on civility and inclusivity on the website <u>here</u>.

To help you understand this issue more completely and why it matters, our branch Board of Directors has asked two branch members to offer opposing viewpoints on passage of the amendment. Pam Wolfe is presenting the pro passage argument and Marsha Endahl-Kramer is stating her views on why she is opposed to passage.

Pro Argument for Open Membership

Submitted by Pam Wolfe

The proposed change to membership requirements is not without precedent. Throughout our history, AAUW has evolved to include a broader and more inclusive contingency of women and men who support our mission. AAUW has had **several membership requirements** since 1881.

In **1889 AAUW** established membership standards. To be eligible for approval, colleges and universities must display high academic standards, adequate provision for women students, women on facilities and administration, a sound basis of liberal education, and intellectual freedom.

In **1949** AAUW members voted that any woman holding an approved degree from **an institution approved for AAUW membership-eligibility is entitled to membership** in both the national Association and its branches. For example, women who graduated from Rice University COULD NOT BECOME A MEMBER.

In **1963** AAUW eased membership requirement, allowing degrees in fields such as home economics, nursing and education and admitting graduates of "any institution which offers at least a recognized baccalaureate or higher degree, which has full regional accreditation and which requests listing".

In **1975** AAUW drops the list of "approved" colleges and universities altogether and allows graduates of all regionally accredited colleges and universities to become members.

In **1979** members vote to maintain a single-sex membership until society is ready **to grant women equality.**

In 1987 AAUW extends membership to men who hold college degrees.

In 2005 AAUW expands membership to include graduates holding an associate or equivalent degree.

In **2009** AAUW's newly approved bylaws changes the organization's purpose from "united graduates of different institutions for practical educational work...." to **promote equity for all women and girls....".**

As a dynamic organization, AAUW must be flexible and adapt to the current needs that exist in our community and nation. Understanding those needs and being able to respond in order to support our mission requires a more diverse and inclusive membership base. Open membership may not be the only solution to creating a more dynamic mission-driven membership base, but it is a positive step forward. Let us promote equality by voting to open membership for all.

PLEASE VOTE YES TO THE BYLAW CHANGE OPEN MEMBERSHIP TO EVERYONE.

Con Argument for Open Membership

Submitted by Marsha Endahl-Kramer

The history of AAUW mirrors the progress of women in the United States. As the number of women graduating from college grew, so did our membership.

AAUW was founded in 1881 by a small group of female college graduates wanting to support women in careers and pursuit of higher education. We've published hundreds of research reports, from an 1885 paper disproving the prevailing myth that college impairs a woman's fertility and mental health, to groundbreaking research on the gender pay gap, women & girls in STEM, stopping sexual harassment, Title IX, and more.

We have supported the academic achievements of many thousands of scholars, from scientist Marie Curie, the first woman to win a Nobel Prize, to astronaut Judith Resnik, the second woman to travel in space. Our advocacy efforts have also propelled countless new laws.

A number of years ago this bylaw was changed to allow membership for those with two-year degrees (nursing and associate degrees) in hopes of increasing membership. Instead, apparently not only was there NO increase but a reason for a huge decrease in membership! In the "talking points" online we learn that in 2021 it failed to reach the 2/3 affirmative vote needed for a change. **HOWEVER**, less than 25% of members voted. Many did not vote because they did not believe the amendment had any chance of passing.

For 143 years members of The American Association of UNIVERSITY Women have publicly shared the value of higher education and the importance of working for those degrees! I am sorry that some friends cannot join AAUW if they do not have degrees, but there are many organizations they can join to further similar goals. And we should continue to collaborate with other organizations promoting gender equity. I do NOT believe our organization's numbers will increase if we pass this by-law. Most of those "potential members" have said they want to join our social interest groups, rather than supporting our important "public policy," "fund-raising", fellowships, NCCWSL, etc.

PLEASE VOTE NO for this amendment to downgrade our membership requirement and remember our outstanding history and belief in the value of women earning higher education degrees! Thank you!

Policy Update from the Public Policy Committee

Submitted by Policy Chair, Anita Knight

Almost thirty branch members are involved in the public policy committee. We stay in touch with League of Women Voters, Texas Impact, Texas Freedom Network, Planned Parenthood Texas Votes, Women's March, "Red, Wine and Blue", ERA Coalition, Texas Library Association, Texans for the Right to Read, etc. What other issues and advocacy groups are branch members connected with? Here are updates on some important ongoing issues.

VOTING:

Ever since the Supreme Court decision in *Shelby County v. Holder* that gutted the Voting Rights Act, discriminatory voting laws have passed across the country. We must restore and strengthen the VRA by passing the *John R. Lewis Voting Rights Advancement Act*, vital legislation that is needed to fully restore and modernize the VRA. We must ensure that every voter is treated fairly at the ballot box and everyone can exercise their freedom to vote. We cannot stand for a democracy that enables regressive and dangerous attacks on the right to cast one's ballot, which disproportionately impact voters of color. **Tell your Senators to support the** *John R. Lewis Voting Rights Advancement Act* **and live up to the full promise of American democracy.**

Important Election Dates

May 28 – State Primary Runoff May 4 – School Boards

Check out <u>VoteTravis.com</u> and/or <u>Vote411.org</u> for election information.

EQUAL PAY:

2024 Equal Pay Day Calendar

- Overall Equal Pay Day March 12, 2024
- Asian American, Native Hawaiian & Pacific Islander Women's Equal Pay Day April 3, 2024
- LGBTQIA+ Equal Pay Awareness Day June 13, 2024
- Black Women's Equal Pay Day July 9, 2024
- Moms' Equal Pay Day August 7, 2024
- Native Hawaiian and Pacific Islander (NHPI) Women's Equal Pay Day August 28, 2024
- Latina Equal Pay Day Oct 3, 2024
- Women's Equal Pay Day November 21, 2024

March 12 was Equal Pay Day; however, this was not a celebration. Despite the Equal Pay Act being introduced more than sixty years ago, gender and racial pay gaps persist. Women bring enormous value to the U.S. economy. Yet thanks to systemic sexism and decades of discrimination, women still are paid, on average, just 84 cents for every dollar paid to a man. This gap only worsens when we include women working part-time or seasonally—widening to 78 cents. This gender pay gap exists for every age group, in nearly every profession, and widens over a woman's lifetime.

On Equal Pay Day, the Biden-Harris Administration Announced Actions to Continue Advancing Pay Equity and Women's Economic Security. AAUW Senior Director, Policy & Member Advocacy, shared this fact sheet from the White House for Equal Pay Day which provides a great round-up of their economic security work. FACT SHEET

ERACOALITION FUND FOR WOMEN'S EQUALITY

ERA:

To say this is a big year for the Equal Rights Amendment is an understatement. Women are mobilizing nationwide and committing to not letting one more year go by without the ERA recognized as the 28th Amendment. Each of us is a voice for the ERA. AAUW was among esteemed organizations and leaders at the first meeting with the National Strategy Task Force at Vital Voices Global Headquarters for Women's Leadership, strategizing the pathways to advance the Equal Rights Amendment to the finish line.

Despite the significant advances made in recent decades, women and others continue to face discrimination based on sex. This is clear in our ongoing fights against unequal pay, workplace harassment, pregnancy discrimination, domestic violence, limited access to comprehensive health care, and more.

The Equal Rights Amendment will protect the equality of rights under the law regardless of sex in the United States. It will provide a vital tool to the judicial branch to combat discrimination, prevent the rollback of equal rights, and pave the way for additional legislative progress.

WOMEN'S HEALTHCARE/REPRO JUSTICE:

Former State Senator Wendy Davis, now senior advisor with Planned Parenthood Texas Votes, shared the grim picture of women's healthcare in Texas at a recent meeting of the Lake Travis Democratic Party. Courts, doctors, and patients all are asking the Texas Medical Board to clarify when a threat to the life of the mother creates an exception to Texas laws that ban abortions. The TMB has both the authority and the duty to the public and Texas physicians to make rules. Doctors and patients are suffering because our state's laws are vague and the punishments for violating them are severe. Making clear rules will save lives and futures.

And TX Impact sponsored a conversation with theologian, author and feminine ethicist Rev. Dr. Rebecca Todd Peters in February on Reproductive Justice. You can access her video presentation through the United Church of Christ educational platform <u>Frontline Faith</u>. You will need to create a free account to access the video.

CLIMATE:

Underneath it all, SUSTAINABILITY = the ability of human civilization to coexist with the biosphere in a steady state. (Similar to POLITICS?)



Slide thanks to Dr. Nancy Salisbury, our March speaker.

The Yearbook in a Digital Age

Submitted by Soon Merz Flynn and Debbie Starr

The Yearbook Committee is working to meet the challenges of a digital age. Why are we doing this now? Here are some of the challenges:

- We operate with a small budget and limited resources.
- Costs for printing and mailing yearbooks have gone up. (To defray the cost of postage, members have volunteered to personally deliver the yearbooks, at their own expense. However, this process has added to the time it takes for members to receive their yearbooks.)
- We recognize that we have to stay 'technically relevant' to attract new members.

When considering going digital for the yearbook, we unearthed additional challenges.

- We must protect members' privacy.
- We are limited by our technological resources.
- We are limited by our budget.

After a thorough discussion, the committee determined that a long-term goal is to provide an online yearbook in the future, while maintaining member privacy. However, due to our current resource constraints, we will not be able to attempt a web-accessible format at this time. Hence a hybrid approach!

After much discussion, we concluded that our best first step is to provide all members a digital copy of the Yearbook. You will all receive a streamlined version in a PDF file format (just like the Newsletter). Members will be able to save the document for easy access on computers or phones, or even print it at home if a hard copy is desired. As with the current newsletter, we hope to allow members to jump to the section they desire via the Table of Contents.

If members prefer to purchase a hard copy, we will make a printed copy of the Yearbook available for pickup for \$5 per copy at Branch Meetings. We will likely 'take orders' in August to ascertain how many to print. To help cover costs, we will mail printed copies for an additional \$3.00.

There are a few details to iron out, but we hope that this plan will help move us to a more economical, environmentally-friendly and accessible yearbook while keeping costs down. We sincerely hope that you all will join together to embrace this change.

To Interest Group Chairs:

2023-2024 has been a BANNER Year for all 13 Interest Groups. Your activities continue to build community and empower women and girls through education and research.

A Gentle Reminder: Begin to think about the 2024-25 Directory schedule and activities for your group.

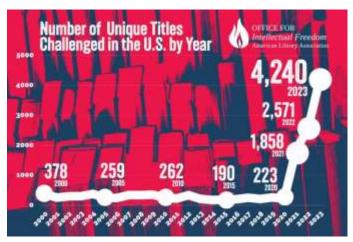
You are very much appreciated. Thank you for your hard work.

Berta

Opposing Book Bans

Prepared by Mary Ellen Scribner

The American Library Association's Office for Intellectual Freedom has just released the 2023 total number for censorship challenges in U.S. public schools and libraries. It increased by 65% compared to 2022, reaching the highest levels ever documented by the association. Books targeted included 4,240 unique titles, and 47% of the targeted title represented the voices and lived experiences of LGBTQIA+ and BIPOC individuals. There were attempts to censor more than 100 titles in each of these seventeen states: Colorado,



Connecticut, Florida, Idaho, Illinois, Iowa, Kentucky, Maryland, Missouri, North Carolina, Ohio, Pennsylvania, Tennessee, Texas, Utah, Virginia, and Wisconsin. ALA will publish the list of the top ten most challenged books in 2023 on Monday, April 8, which is Right to Read Day of National Library Week.

The branch contemporary lit book group and the public policy committee continue their efforts to oppose censorship attempts as they recently did when the Lake Travis ISD school board began considering a request to remove *The Haters* and *Me and Earl and the Dying Girl*, two young adult novels by Jesse Andrews. Branch members individually submitted their objections to board members by email and are now waiting to see what the outcome will be.

New Member Profile

Submitted by Ruth Subramanian

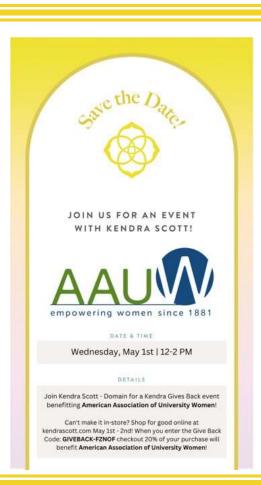
Kathleen Burnside

Kathleen is new to AAUW. She was playing with the AAUW bridge group at the senior center for a couple of months and enjoyed the women there so decided to join the branch. She's interested in participating in other activities also.

She graduated from the University of Texas Austin in 1976 with a bachelor of business in international studies.

Kathleen is retired. Most recently she worked as a consultant and a contract grant writer for nonprofit organizations. She worked for the Girl Scouts of Central Texas and Capital Idea as a fundraiser. Prior to that, she worked at Westminster Presbyterian Church as their Church Administrator. About thirty years ago Kathleen worked for five years at McGinnis Lockridge and Kilgore as their personnel director. She has been married for forty-seven years to James Burnside and has two daughters.

She and James were foster parents to teenage girls for ten years, which was both the most rewarding and the most exhausting experience of their lives. They were also commuter bicyclists and didn't own a car for years.



SAVE the DATE

An Event with Kendra Scott - Domain

Wednesday, May 1, 12:00 – 2:00 p.m.

Can't make it to the store? Shop online at $\frac{\text{kendrascott.com}}{\text{May } 1^{\text{st}} - 2^{\text{nd}}}$

Use Give Back Code: GIVEBACK-FZNOF AAUW receives 20% of your purchase

Branch Fundrai\$ing Newa

Successful See's Candy Bar Sale

The See's candy bars sold out at the March 9 branch meeting! After expenses, a total of \$621 was raised to support the national AAUW Greatest Need fund. The funds team appreciates everyone who bought candy bars or made a donation.



Change for Change

Change for Change Challenge continues to underwrite branch meeting lunch costs for members who need financial assistance. Be sure to bring your jar or bag of change to the next branch meeting.

AAUW TEXAS 2024 Conference April 6, 2024



"Charting a Course Through the Challenge of Change"

WATCH PARTY

Saturday, April 6, 2024 8:30 AM – 1:00 PM

AAUW Texas wants members to participate in the state conference. To encourage participation, an incentive (\$\$\$) is being provided for branches to hold WATCH PARTIES at homes or other meeting venues. Gather your members and your branch will be reimbursed \$10.00 per member for attending the watch party. Funds received can be used toward refreshments for your gathering or for a group lunch after watching the conference. Checks will be made payable to your branch and mailed to branch finance officer.

Before the Party: Complete the information below and forward electronically to AAUW.Margaret.Carlson@gmail.com no later than March 29. Reimbursement is being provided prior to the event based on anticipated attendance.

After the Party: Send Margaret a sign in sheet to document participants and return unused funds.

This is a wonderful opportunity for branch members to meet and learn. Plan your party NOW!!!

Watch Party Funding Request

Branch Name:
Number of members who will participate in your watch party:

April Interest Groups

Art Tours

Wednesday, April 24, 10:00 a.m. Day Trip to <u>Homestead Craft Village</u> 608 Dry Creek Road, Waco, Texas

Lunch: \$15.00

Contacts: Pat Beal, patrbeal@gmail.com

and Nurit Yaskil, yaskil@aol.com

Bridge Group

Thursday, April 11 and 25, 9:30 a.m. – 12:00 p.m. Lamar Senior Activity Center, 2874 Shoal Crest Ave Contact: Elaine Penn, epenn9915@gmail.com,

Central Book Club

Monday, April 15, 10:30 a.m.

La Posada Restaurant, 6800 West Gate Blvd, #143 Book: *The Narrow Road to the Deep North*

by Richard Flanagan

Facilitator: Anita Knight

Contact: Linda Quintanilla, quintalin@gmail.com,

Contemporary Literature

Monday, April 1, 7:00 p.m.

Zoom

Book: Where the Deer and the Antelope Play; the Pastoral Observations of One Ignorant American Who

Loves to Walk Outside by Nick Offerman

Leader: Lisa Sura

Contact: Mary Ellen Scribner maryescribner@gmail.com

Out-to-Lunch

Tuesday, April 16, 11:15 a.m.

Cypress Grill, 4404 West William Cannon Drive

Planner: Brenda Hahne

Contact: Elaine Penn, epenn9915@gmail.com

PEARS

Saturday, April 20, 5:00 p.m.

Location: The Grove in Lakeway, 3001 Ranch Rd 620 S Contact: Milli Stecker: mstecker@austin.rr.com,

Wine Tasters

To Be Determined

Contact: Elaine Penn, epenn9915@gmail.com

Southwest Book Group

Monday, April 15, 10:30 a.m. - 12:30 p.m. Home of Kathy Stewart, 6118 Tasajillo Trail Book: *The Last Thing He Told Me*, by Laura Dave Hosts: Ginny Tannebring and Kathy Stewart

Facilitator: Cecile Schubert

Contact: Debbie Starr, dbbstrr@gmail.com

Friday Morning Book Review

Friday, April 5, 10:00 a.m.

Location: Hyde Park Church of Christ, 310 W 43rd St

Book: To Be Determined

Reviewer/Host: To Be Determined

Contact: Judy Reinhart jareinhart@att.net

Mystery Book Group

Tuesday, April 23, 11:00 a.m.

BJ Brewhouse, The Shops at Arbor Walk, 10515 MoPac

Theme: Historical Mystery

Contact: Pam Wolfe, piwolfe@yahoo.com

Stitchery

Wednesday, April 17, 10:00 a.m. Project: Casserole Carrier Continued

Home of Jackie Hardee, 1811 Running Brook Drive

Hostess: Jackie Hardee

Contact: Beverly Locklin, bklocklin@outlook.com

Hiking Group

Hike 1

Thursday, April 4, 10:00 a.m. Canyon Creek Nature Trail Leader: Jackie Hardee

Hike 2

Saturday, April 20, 10:00 a.m. Spicewood Valley Trail Leader: Cathy Werner

Contact: Roberta Coffin,

rwc@scriptacommnicates.com, 714-679-8697

Culture and Cuisine

Thursday, April 11, 6:30 p.m.

Theme: Texas Roots

Location: Home of Shirlene Justice, 2408 Tom Miller

Hosts: Sarah Averill and Shirlene Justice

Contact: Shirlene Justice, shirlene justice@gmail.com





March Meeting of Culture and Cuisine, enjoying the food and culture of the Basque region of Spain.

Top photo from left to right: Terry Whaley, Nurit Yaskil, Pat Beal, Ann Gibbs

Left photo from left to right: Carol Fritz, Roberta Coffin, Joyce Pulich, Anita Knight, Nancy Andren, Pam Wolfe, Lynn Cooksey

Culture and Cuisine Read it and Eat it

The members of Culture and Cuisine are volunteering at the Ortega Elementary School afterschool program, one hour a week for eight weeks. Each week, the group reads a different book and cooks a recipe that relates to the story. This week, Phyllis Folarin and Terry Whaley shared with the children Mosquito Burrito by Didi Dragon and Lenaska Ti. The 1st and 2nd graders then made their own burritos. The students and the teachers had a great time as you can tell from the photos.

