

A large blue circle is centered on the page. Inside the circle, the text "AAUW" is written in yellow, "NATIONAL ELECTION" is written in white, and "2017" is written in white on a yellow ribbon. The background of the page features horizontal green stripes of varying lengths, some of which are cut off by the edges of the page.

# AAUW NATIONAL ELECTION

2017

All AAUW members are eligible to elect candidates for the AAUW Board of Directors and to vote on other items of business, including the proposed Public Policy Program changes and amendments to the AAUW Bylaws. Use this voter guide to find out about the issues and candidates on the ballot, and then have your say in AAUW's future by casting your vote! Here's all the information you need to get started.

2017 AAUW NATIONAL  
**ELECTION**  
one member, one vote

# VOTING FAQ

## 2017 AAUW National Election

All AAUW members are eligible to elect candidates for the AAUW Board of Directors and to vote on other items of business, including the proposed Public Policy Program changes, amendments to the AAUW Bylaws, and resolutions. Use this voter guide to find out about the issues and candidates on the ballot, and then have your say in AAUW's future by casting your vote! Here's all the information you need to get started.

## How do I cast my ballot?

Voting will take place on our website, because online voting is fast, efficient, reliable, cost-effective, secure, and green! To vote online

1. Find your member number and voter PIN on the back of this issue of *Outlook*, highlighted in yellow.
2. Go to the AAUW homepage at [www.aauw.org](http://www.aauw.org), and click on VOTE NOW.
3. Enter your voter PIN and member number to cast your ballot.
4. Read this voter guide to learn about the candidates on the ballot. For additional candidate information, including links and videos, click on Meet the Candidates on the election site. To vote, select one candidate for AAUW board chair and one candidate for AAUW vice chair. Select 10 of the 13 candidates listed for AAUW director.
5. Consult this voter guide for information about the proposed changes to the Public Policy Program, the AAUW Bylaws, and resolutions. Then follow the instructions on the website to vote for or against the proposals.
6. Click on the VOTE button to cast your ballot.

## May I vote with a paper ballot instead?

Everyone is encouraged to vote online. But members may also request to have a paper ballot mailed to them between April 3 and May 4; e-mail [connect@aauw.org](mailto:connect@aauw.org) or call 800.326.2289 to request a ballot. Please include your name, member ID number,

city, and state with requests. Save this voter guide, as you will need to refer to it when you cast your ballot. Paper ballots must be postmarked by May 29.

## When will voting take place?

Please make a note of these dates and be sure to cast your ballot before the deadline.

April 17	Online voting begins
June 14–15	Online voting available at AAUW National Convention, Washington, D.C.
June 15, 9 p.m. ET	Online voting and voting at convention end
April 3	Paper ballot request period begins
May 4, 11:59 p.m. ET	Paper ballot request period ends
May 16, 9 p.m. ET	Last date to join AAUW and be eligible to vote in the 2017 election
May 29	Paper ballots must be postmarked by this date to be counted.

## Where can I get more information?

For information about candidates, ballot issues, or the AAUW election process, visit the AAUW national election site, accessible from the AAUW homepage or at [www.aauw.org/resource/national-election](http://www.aauw.org/resource/national-election). For questions about your member ID or voter PIN or about any other election issue, please e-mail [connect@aauw.org](mailto:connect@aauw.org) or call 800.326.2289.

# AAUW CANDIDATES

## Candidates for AAUW Board Chair



### **Amy Blackwell, Colorado**

As AAUW Board of Directors immediate past member, current AAUW Colorado president, and AAUW delegate to UN CSW 60, I can help AAUW members and supporters to alter our landscape. By making change in our homes and communities, we

can advance global gender equity and prevent erosion of hard-won rights. AAUW is uniquely positioned to help with the two UN goals: inclusive and equitable quality education and lifelong learning for all, and gender equality and empowerment of all women and girls. From salary negotiation workshops to branch sharing of community and global information, we provide learning and social networks crucial for women's healthy lives.

Why vote for me? Vigor and vision. I have a robust undergraduate and graduate background in history and biology. Whether climbing a mountain; researching climate change impacts on Antarctic and Galápagos biodiversity; or studying women's historic and current roles in China, Cuba, and South Africa – I take self-care, gender-care, and planet-care to new heights. As pharmacy chief marketing officer and STEM communications company owner, I bring executive-level strategic planning, visioning, financial, and fiduciary skills. Chair of a State of Colorado mental health regulatory board, I bring a cool head and expert facilitation skills even amid death threats. On the AAUW Board I kept my colleagues motivated and thinking outside the box, and my vast record of Colorado AAUW state and branch leadership speaks volumes. Blackwell4AAUW.com



### **Julia T. Brown, New Mexico**

I believe my combination of vision, experience and skills makes me the ideal candidate. I'm a life member with leadership experience spanning national, state and branch levels. My background in law, public policy and organizational development

enables me to understand strategic planning and implementation of goals and objectives. I've served on nonprofit boards nationally and locally; worked at all levels of government, in Corporate America and served in the military. As a lawyer I applaud and support LAF and understand our need to be involved in establishing legal precedent.

We need to continually gauge the relevance of our programs and approaches. We must refocus on promoting the mission of AAUW. Our bellwether issues of pay equity, campus safety and other Title IX concerns remain critical. With the new administration there threats to such issues as public education, access to health care as well as voter suppression.

As Chairman, in concert with other board members and staff, I'll bring bold new ideas for strategic partnerships needed for continued growth and expansion. I want to do what I call the '3 R's of membership-Recruit, Reclaim & Retain.' Adoption of a business model that recognizes the need to connect with today's younger, diverse population is one facet of that plan; having Diversity & Inclusion work with Marketing is another.

I'm asking for your ideas, support and votes! Please view my Facebook profile at: <https://www.facebook.com/JuliaBrown-forAAUWChairman>



### **Alicia Hetman, California**

As the guiding light for women's rights and equity, AAUW needs a dedicated leader to navigate these uncertain times. My plan to take AAUW forward rests on three pillars: vision, guidance and voice.

As we continue our groundbreaking research, advocacy and philanthropy so that all women and girls reach their highest potential, AAUW's vision will advance its standing as the premier organization for gender equity, eliminate barriers stalling our diversity and inclusion efforts, and critically address intersectionality. With my steady-handed guidance, the board will embrace opportunities and challenges around our public policy priorities while strengthening AAUW with unbridled enthusiasm, curiosity and shared sense of purpose. AAUW's expert voice will stand out even more in critical public conversations on women's and girls' issues.

I've spent my adult life in volunteer leadership service to women and girls: currently Board Vice Chair; was AAUW California President, Board Director, Foundation Board Director, held many state and branch positions. Formerly a teacher, gender equity became my professional calling as gender compliance consultant, California state regulations writer and trainer and Title IX expert for the California Department of Education.

As your Chair, I bring deep experience, continuity in transition, leadership by example, and visionary thinking towards helping AAUW make the world an equitable place for all women and girls. Details: <http://www.ahetman.com>

## Candidate for Vice Chair



### **Peggy Ryan Williams, Vermont**

After earning a BA from the U. of Toronto, an M.Ed. from the U. of Vermont and a doctorate from Harvard, I enjoyed a 36-year career in higher education—19 as a college president. I was the first woman president of Ithaca College.

I served two terms on the AAUW board (2011-2015) and currently co-chair the CEO search committee. I wish to serve AAUW as Vice Chair of the board because of my commitment to the mission and goals of the organization. I bring significant executive experience and board experience to the role, and understand the difference between the role of the executive and the board—critical to effective governance. I currently chair the board of Vermont Public Radio.

Throughout my career, I demonstrated commitment to women's issues, including board service for: American Council on Education (ACE) Commission on Women (chair); Vermont Women's Fund; Sacred Heart School of Montreal (chair); Vermont Women in Higher Education (chair); AAUW (director); Vermont YWCA. I belong to the International Women's Forum.

In March 2016, I was one of four US women academics to conduct a "Women's Leadership Forum" for 80 women higher education administrators in Saudi Arabia.

My commitment to women's issues has been recognized with these honors: J. Gribbons Leadership Award and M. Williams Emerging Professional Award (VWHE); and "Donna Shavlik Award" (ACE), honoring one who has demonstrated "...a sustained and continuing commitment to the advancement of women..."

Thank you for your support.

## Candidates for Director



### **Joanna Amberger, Hawaii**

I am seeking re-election because I see AAUW at a crossroads where we need to make decisions that capitalize on the important work of those who have come before us and engage the next generation of diverse leaders. I serve on the AAUW

Finance and CEO Search committees, which has given me insight into and experience with the critical decisions we currently face. I bring the viewpoint of a younger generation to the board while also having the maturity and experience of running a business and holding significant leadership positions.

I earned my undergraduate degree from the University of Illinois at Urbana-Champaign. I then earned my Masters in Business Administration from the University of Hawaii's Shidler College of Business. I founded an independent financial services firm and am a CERTIFIED FINANCIAL PLANNER™.

As President of AAUW Honolulu, I guided the branch through a major governance crisis and merger, which successfully retained a significant branch asset. Under my leadership, AAUW Honolulu was the first Charting the Course Branch Navigator. As Co-President of AAUW Hawaii, I worked to revitalize the state by engaging state leaders in strategic planning. I have served on the boards of several substantial nonprofit organizations dedicated to women's issues as both a Director and the Chair, managing a CEO transition and merger.

Sound governance and strategic vision are vital to a successful board and organization. I ask for your vote to continue my work for you and AAUW.



### **Susan Barley, Missouri and Florida**

As a long time AAUW member and a life-long community volunteer, I am a strong candidate for re-election to the AAUW Board. With my vast AAUW knowledge and extensive involvement on the branch,

state, and national level, I will continue to bring my knowledge, experiences, and passion to help lead AAUW into the future.

AAUW has made major strides as a leader in equity and education and as a powerful advocate for women and girls. I will work toward the continued connection of members, branches, and states, working with AAUW national, to build enthusiasm and support to further increase visibility.

I joined AAUW in 1970, and am currently a member of the Ballwin-Chesterfield MO Branch, the St. Louis MO Branch, and the Greater Naples FL Branch. I am a life member and a Legacy Circle member. From 1995 through June 2016, I served on the AAUW Missouri Board. Nationally I served on the Breaking through Barriers Major Gift Campaign Committee, the Leadership Corps, the Fundraising Committee, and the Charting the Course Honorary Advisory Committee. I am an AAUW Director, a member of the Legacy Circle Team since 2012, chair of the Committee Appointments Task Force, and serve on the 2017 National Convention Committee.

As a community volunteer in the St. Louis area, I have been an organizer, teacher, trainer, innovator, and leader. I am a life member of the Girl Scouts and a volunteer for over 40 years. I serve on a board of The Repertory Theatre of St. Louis. Visit [www.susanbarley.info](http://www.susanbarley.info)



### **M. Alex Bellenger, California**

I have a Master's in Applied Anthropology from California State University, Long Beach (CSULB), where my focus was human trafficking. I have a Bachelor's in Anthropology from CSU Northridge. I am currently pursuing a Master's in Public

Policy and Administration also from CSULB. Regarding employment, I am a research assistant on a campus project to evaluate CSULB's sexual assault prevention efforts.

I am the CSULB Secretary for City Affairs, in which I attend and report on City Council meetings and advocate for students. I was the Secretary for Women's Affairs. Through this, I organized a march for equal pay, worked with the Women's and

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Gender Equity Center, and sat on the President's Commission on the Status of Women. Through the California State Student Association, I sit on a transgender policy workgroup, tasked with addressing transgendered students' rights on CSU campuses.

Concerning my AAUW activities, I have been a member of the Long Beach Branch for four years. I was the co-Vice President of Membership for the branch and am Historian. I am serving on the AAUW California Board of Directors as Membership Director. Moreover, I am a co-founder of the Younger Women's Task Force, Long Beach Chapter as President and am the Membership and Outreach Director. Considering my varied and vast expertise with AAUW and related issues, I ask to serve on the AAUW National Board of Directors so that I may help further its mission in providing equity to women and girls.



### **Janet Bunger, Utah**

Please elect me as an AAUW Director for a second term so I can continue to bring my professional accounting and non-profit experience to AAUW. I currently serve on the board as the Finance Vice-Chair. Two of the most important jobs as Finance

Vice-Chair are to chair the Investment Committee and the Finance Committee. The Investment Committee oversees the large investment portfolio for AAUW and AAUW Action Fund. The Finance Committee reviews the monthly financial statements for the organization. Under my supervision, the Finance Committee revised the Finance Toolkit and created various sample forms for the staff and all finance officers.

I have served four years on the AAUW Finance Committee and have been both branch and state treasurer and state president of AAUW of Utah for two terms. I am a 23-year member of AAUW and have always sought opportunities to advocate for equity.

I have degrees in mathematics and in accounting. I became a CPA after graduating from the University of Utah and worked for several years in the public accounting industry. I spent 18 years as a financial advisor with a national financial services company. My education and work experience provide me the skills to work with the CFO and staff. Sharing my financial skills with AAUW and other non-profits is an important part of my life.

I ask for your vote so that I can continue to support the goal of equity for all.

I can be reached at [jhbunger@aol.com](mailto:jhbunger@aol.com) and <https://www.facebook.com/janet.bunger.5>



### **Melody Jackson, Virginia**

I would consider it to be an honor and a privilege to serve as a member of the AAUW Board of Directors. As an entrepreneur and educator, I have spent the past 30 years committed to improving the lives of others through research, education, and

information. As Owner and CEO of a small business, I serve as the executive responsible for the overall operation of the company. As a member of the Management faculty at a local university, I teach both undergraduate and graduate courses. For over three years, I have served as President of the Board for a small 501(c)3 nonprofit. My vision for AAUW is to increase organizational visibility and impact ensuring we are the global litmus by which the empowerment of women and girls is measured. If given the opportunity, my goal will be to use all that I am to represent each and every one of you. As a U.S. Army veteran, I would represent the diverse array of soldiers across the globe that make the daily sacrifice to live for others. As an African American citizen, I would represent the plethora of humans around the world achieving greatness through difference. As a woman, I would represent the virtual cornucopia of female perspectives. As an educator, I would represent the learners, teachers, and administrators committed to excellence through education. Most importantly as a human being committed to a life of service, I would represent the heart of all who serve others through the gift of sharing time, talent, and intellect.



### **Traci Jensen, Texas**

I have a Doctorate in Curriculum and Instruction and over 24 years of experience in public education as an educator and advocate for underserved communities. I am the immediate Past-President of AAUW-West Harris County Branch in

Houston, Texas. I enjoy being a strong role model for my 17

year- old son. I am a court appointed child advocate and board member for the Spring Branch Family Development Center, which serves thousands of low-income families. Other boards I serve on include the Spring Branch Education Foundation and Spring Branch Speaks, a legislative monitor for my community. I have organized Right to Vote celebrations and luncheons honoring Houston women who work behind the scenes to bring about equal pay, equal access, and community empowerment. My experience with politics includes a run for the Texas State Board of Education in 2012 and I have worked on both sides of the political fence on AAUW issues. When the Texas legislature is in session, I lobby regularly on public education and equal pay. I am currently the state Funds Vice President for AAUW Texas and a Director with AAUW National. As a Director, I work on the Future Directions Task force, the Convention Planning Task Force and the Committee Appointments Task Force. I also serve as liaison to the Branch Program Resources Committee. My favorite part of the job is visiting state conventions and talking with the state presidents of Iowa, Louisiana and Puerto Rico.

[www.facebook.com/tracijensenaauw](http://www.facebook.com/tracijensenaauw)



**Melissa Cooke Johnsen, Colorado**

Women’s, LGBTQ & Women of Color Rights are Human Rights - my personal mission. I incorporated my mission in my career & personal life beginning when I earned a BA @ the University of California @ Davis in Latin American History & was

introduced to Latinos whose families were undocumented farm workers. In a 25+ year IT career at Fortune 500 cos. such as Starbucks, Express Scripts, Nationwide, SBC (CIO, CTO, VP-IT Ops, IT Dir., Mgr, IT Consultant) I have encouraged equality & opportunity in my work, by supporting women, LGBTQ & minorities w/ STEM opportunities & encouraging diversity in teams & leadership. I lead global teams & gained insights on different cultures & the value of diversity in teams & leadership in the success of an organization. I acted as CEO for a state healthcare technology non-profit with the opportunity to improve health care & reduce costs for citizens.

Support of women’s rights also includes being a board member, along w/leadership roles w/non-profits supporting social justice & healthcare. Boards include Planned Parenthood,

NARAL Pro-choice, Progress NOW & AAUW National. All provide collaboration & action w/individuals supporting women’s rights. I established two University endowments. 1st supports women w/a Math scholarship. The 2nd supports Physicians’ education in Reproductive Health thru research. Political activism plays a role w/ leadership w/my political party supporting IT efforts & volunteering for candidates w/ human rights w/ a core value.



**Dot McLane, Pennsylvania**

I joined AAUW because of the mission, I am committed to advancing equity for women and girls with particular interest in ending the gender wage gap, getting more women into leadership roles both in corporations and government, and

promoting STEM careers to women and girls. My experience spans all levels of AAUW leadership. Currently I am a Director on the national board, a member of the AAUW CEO Search Committee, and State President of Pennsylvania. Previously I served as chair of the national Branch Program Resource Committee and STEM Task Force, member of the Public Policy Committee; branch President, state Program Vice President, and liaison to the National Girl’s Collaborative Project. I have had the privilege of representing AAUW at the President’s United State of Women Summit, the PA Campaign for Women’s Health, and the UN Commission on the Status of Women.

I hope to continue as a Director to represent the interests of all AAUW members; to build AAUW’s efforts in advocacy and research as the preeminent organization for women’s equity while increasing its visibility and collaborations with other organizations.

I hold a Ph.D. in Biology, worked in the pharmaceutical industry for 10 years, and currently substitute teach in public schools along with my important volunteer work. My extensive experience in programming, advocacy, and coalition-building, and my commitment to our mission, has prepared me for this role. Please visit my website <http://mclaneforaauw.weebly.com>.

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### **Leah Sakacs, Ohio**

I seek the director position to assist with advocating and developing programs that support AAUW's mission for gender equity as well as to broaden our scope to include a closer examination of gender inclusion and intersectionality. Further, I

aim to develop programming and outreach strategies to engage younger women and men. I am also qualified to serve in a financial role.

I have managed a budget, reviewed grants and scholarships, and created allocation summaries and weekly agendas. I have also developed budgeting charts to track expenses and income, created event budgets, and monitored accounts. Additionally, I wrote grants in a treasurer's role and served on the AAUW of Long Beach finance committee as co-programming vice president.

I have co-founded a YWTF chapter in Long Beach as director of finance and am founding a YWTF chapter in Youngstown as chapter director. I served as programming vice president and parliamentarian in AAUW Long Beach. Currently, I am serving on a YWCA younger women's engagement committee and am developing a program for the YWCA that teaches 7-8th grade girls construction skills. At CSULB, I served as Student Veterans of America chapter president and vice president of the liberal arts student council. I hosted programs and events to raise awareness of women's rights and resources available to women for health, safety and counseling. In 2016, I received the advancement of women award from the CSULB President's Commission on the Status of Women.



### **Cheryl (Cherie) Sorokin, California**

AAUW is a major passion in my life. AAUW changes lives and makes a positive difference for women. I am committed to making it a more powerful presence. I have the leadership and collaborative skills to do so.

I want us to become THE leading empowerment organization for women and girls: to achieve new levels of engagement on issues of importance to all of us and to build on our history and the loyalty AAUW inspires in its members.

To reach this goal requires more focused programming, better marketing and financial capacity, more collaboration with other organizations, increased diversity in membership, solid relations with our branch/state organizations, and vibrant board members. My experience enables me to focus quickly on critical issues and to work with people of vastly different perspectives in widely differing situations.

My BA and MA are from Indiana U. and my JD from Northwestern. I started as a Spanish teacher, then became a lawyer and ultimately an Executive VP with major management responsibilities at a large corporation. I now consult on board governance matters. I'm on the board of Marin Villages and was a board member and President of The American Conservatory Theater. I'm a life member of AAUW and have held multiple positions in several AAUW branches: I am now President of AAUW Marin, a member of the national governance committee, and the CA Online Branch. I'm an active and vocal supporter of AAUW's vitally important mission to empower women.



### **Mardy Stevens, Oregon**

Our voice for women and girls must be creative, relevant, and strong. I want to serve on our AAUW board – to be part of the national team that enhances the conversation, takes strategic action, and develops sustainable policy to promote

our mission.

In my AAUW journey I served in the Leadership Corps, am a Start Smart facilitator, a member leader trainer, and am co-chair of the Branch Program Resources Committee. As AAUW of Oregon president I revitalized the state public policy program, and began a collaboration with Portland State University's Center for Women's Leadership. I am a mentor, have worked with AAUW staff, board members and other state leaders, and am currently collaborating to establish a Younger Women's Task Force.

My skill portfolio stems from my career in education, creating and implementing programs for students and adults. While serving on boards of a sister city association, a historical society, an arts and culture council, a homeowners' association, and a county library advisory board, I have developed specific skills including using electronic communication, budgeting,

strategic planning, governance, consensus building, and linking individuals with resources. Through the many leadership positions I have held, listening, collaborating, and organizing are my friends.

I want to ensure AAUW's strong and vital, nonpartisan voice continues to be heard and influential.

From the grassroots, let's talk: [www.aauwmardy.com](http://www.aauwmardy.com)



**Debra J. Touchton, Florida**

I am Debra J. Touchton, Associate Professor and Program Coordinator for Educational Leadership programs at Stetson University in Florida. I earned a Ph.D. in Interdisciplinary Studies, Organizational Development from the University Of South

Florida. I have exceptional interpersonal and communication skills. I know of the obligation and responsibilities (time, travel, and work) serving on the Board requires, and I will be an asset to the Board and our members. It is important to give all of our members "their voice," my goal when I am elected to the Board.

I've marketed, recruited and built Graduate programs at Stetson, wrote/submitted state-approved Leadership portfolios and annual reports. I am active in my state professional association, the Florida Association of Professors of Ed. Leadership (FAPEL); serving as president-elect, president, past-president, and facilitating strategic planning and change.

I believe we must strengthen: advocacy and support for women in leadership, LGBT women, and women of color; university partnerships; and STEM programs in k-12 school systems, universities and technical schools.

My passion is teaching, research, and leadership development/advocacy for women and girls. I believe quality education is the true equalizer and levels the playing field for women and girls, and is why I have dedicated my life work to it. When I am not teaching, researching, and advocating for women and girls, I enjoy riding my horse, MysNova. She keeps me grounded.



**Mary L. Zupanc, California**

Public service and academics have been the twin passions of my life. As a professor and chief of pediatric neurology at the University of California-Irvine, I am now at the pinnacle of my profession and I want to share my experiences and passion with

younger women. I also want to use my struggles and successes in a tradition-bound, male dominated field to create the strongest AAUW ever. I will bring to the board the following personal qualities: Proven leadership, strong educational focus, excellent public speaking skills, high level of focus and drive, and extensive administrative experience. Some of the achievements of my academic and professional life are: First woman to graduate top of class at UCLA Medical School; leadership in national medical organizations; Board of directors of the American Affiliate of Physicians for the Prevention of Nuclear War, winner of Nobel Peace Prize 1986; Named one of the Ten Outstanding Young Women-1986;. I am also the mother of four successful daughters.

One of the strongest influences in my early life was the Girl Scouts of America. It was in Scouts that I was first inspired by several strong women to reach for the stars, not let hurdles stop me, and to be everything I could be. They pushed me to try new things and then placed me in leadership positions to use my skills to help and to lead. Those skills formed my character and honed my stamina. I am eager to help AAUW extend its outreach to younger women in their formative years.

# AAUW PUBLIC POLICY PROGRAM

AAUW's Public Policy Program, adopted every two years by every-member vote, establishes the federal action priorities on which AAUW members across the country focus their advocacy efforts and guides the work of the national staff and state action. The adoption of the Public Policy Program is the culmination of a process involving state public policy chairs and many other AAUW members. Leaders regularly solicit feedback, and members complete surveys online and through an every-member publication.

In the fall of even-numbered years, the AAUW Public Policy Committee (APPC) uses this information to develop a proposed Public Policy Program, based on viability, critical need, strong member support, and potential for distinctive contribution. Once the draft is developed, it is posted online for a period of comments and submission of additional proposed revisions. The APPC then finalizes the proposed Public Policy Program, and the AAUW Board of Directors reviews, amends as necessary, and approves it before it goes to the membership for a vote in the spring of odd-numbered years. The strength of the Public Policy Program is that it originates and ends with the membership.

AAUW Public Policy Committee members are Karen Francis (chair); Shirley Breeze (MO); Kristine Lang Campbell (MD); Andrea Cirillo (TN); Patricia Garner (OR); Patricia Fae Ho (MA), AAUW board chair, ex officio; Mark Hopkins (DC), AAUW interim CEO, ex officio; Marcy Leverenz (VA); Carol Ludlam (OR); Lisa Maatz, AAUW vice president of government relations and advocacy, staff liaison; Faye Marcus (IL); Dorothy McLane (PA), board liaison; Diane Schrier (FL); Donna Seymour (NY); Melodi Stone (AL); Dixie Trebbe (NM); and Susan Wurtzburg (HI).

Proposed additions to the 2017–19 AAUW Public Policy Program are **boldfaced and underscored**; proposed deletions are ~~**boldfaced and struck out**~~. Items that have been moved to another section of the Public Policy Program are **boldfaced, underscored, and italicized** in their proposed new location and ~~**boldfaced, italicized, and struck out**~~ in their proposed former location. A brief rationale for each change is provided after each proposal.

## Proposed 2017–19 AAUW Public Policy Program

The Public Policy Program underscores AAUW's mission of advancing equity for women and girls through advocacy, education, philanthropy, and research and speaks to women's needs, aspirations, and concerns across the life span. The work of AAUW builds upon more than 130 years of responsible public participation, and the following principles provide a basis for AAUW members' actions at the local, state, national, and international levels. Implicit in each of our principles is support for government agencies administering programs, including adequate appropriations, effective and accountable administration, and provision for citizen participation. We advocate public discussion to ensure enlightened decisions on these principles. We work to increase the number of women and other under-represented populations in policy- and other decision-making positions. AAUW is committed to working in collaboration with

diverse allies and coalitions to break through educational and economic barriers for women and girls.

### Public Policy Principles for Action

Basic to all of AAUW's public policy efforts is the understanding that true equity requires a balance between the rights of the individual and the needs of the community. AAUW opposes all forms of discrimination and supports constitutional protection for the civil rights of all individuals.

AAUW believes that high-quality public education is the foundation of a democratic society and the key to economic prosperity and gender equality. We advocate equitable climates free of harassment, bullying, and sexual assault. We support academic

freedom, civic education, protection from censorship, bias-free education, and responsible funding for all levels of education, including early-childhood education and programs for students with disabilities. We advocate increased access to higher education, especially for women in poverty. We promote equitable efforts to close the persistent achievement gap that disproportionately affects low-income children and students from minority communities.

AAUW promotes the economic, social, and physical well-being of all persons. Essential to that well-being are an economy that provides equitable employment opportunities; reduction of poverty; a living wage; quality, affordable dependent care; paid family and medical leave; safe, livable, and affordable housing; quality, affordable, and accessible health care, including reproductive health care; and a clean, **and healthful healthy, and sustainable** environment. We support a Social Security system that provides inflation-protected, guaranteed lifetime benefits with a progressive benefit formula, spousal and widow benefits, and disability and survivor benefits. We oppose any efforts to undermine Medicare and Medicaid, including privatization and block grant proposals. **AAUW recognizes that gun violence is a public health crisis.**

[Proposal 1: This change reflects an increased focus on environmental sustainability and prevention/mitigation of further climate change. Proposal 2: This amendment responds to strong member support of increased AAUW engagement on gun violence.]

AAUW believes in the right to privacy and freedom from violence. We firmly believe in the separation of church and state. We support a fair, balanced, and independent judiciary. We support public budgets that balance individual rights and responsibility to the community. We see an urgent need for meaningful campaign finance reform, open and fair elections, and nonpartisan voter education efforts that will promote equitable political participation and representation in appointed and elected office.

AAUW supports **affirmative action efforts** to improve racial, ethnic, **and** gender **justice, and cultural diversity and inclusion**. This includes creating a **diverse** culture of involvement, respect, **inclusion**, and connection, where the richness of ideas, backgrounds, and perspectives is fully appreciated and utilized.

[Proposal 3: This change demonstrates support for diversity and inclusion, including a greater emphasis on racial justice.] AAUW believes that global interdependence requires national and international policies against human trafficking and that promote peace, justice, human rights, sustainable development, and mutual security for all people. We support the civil and human rights of all immigrants, including a fair and just path to legal status. We support a strengthened United Nations and its affiliated agencies. We advocate implementation of the Beijing Declaration and Platform for Action from the 4th World Conference on Women and subsequent declarations. We affirm our active participation in the U.N. Commission on the Status of Women and our commitment to ratification of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). We support international family planning programs that are consistent with AAUW policy.

### Biennial Action Priorities

National priorities inform state and local action. Biennial priorities for national action are chosen according to the criteria of viability, critical need, strong member support, and potential for distinctive AAUW contribution or leadership. No order of importance is implied.

To support a strong system of public education that promotes gender fairness, equity, and diversity, AAUW advocates

- Adequate and equitable funding for quality public education for all students
- Opposition to the use of public funds for nonpublic elementary and secondary education and to charter schools that do not adhere to the same civil rights and accountability standards as required of other public schools
- Protection of programs that meet the needs of girls and women in elementary, secondary, and postsecondary education, including strong promotion of science, technology, engineering, and math (STEM) education and comprehensive **sex sexual health** education
- Vigorous enforcement of Title IX and all other civil rights laws pertaining to education
- Increased support for and access to affordable higher education for women and disadvantaged populations
- Increased support for programs that break through barriers for women and girls in STEM fields

## Proposed 2017–19 AAUW Public Policy Program

[Proposal 4: This updated language reflects age-appropriate and LGBT-inclusive education.]

To achieve economic self-sufficiency for all women, AAUW advocates

- Pay equity and fairness in compensation **and benefits**
- Equitable access and advancement in employment, including vigorous enforcement of employment antidiscrimination statutes
- Greater availability of and access to a high standard of benefits and policies that promote work-life balance, **including quality and affordable dependent care**
- Programs that provide women with education, training, and support for success in the workforce, including nontraditional occupations and women's entrepreneurship
- Strengthening programs, including welfare and career and technical education, to improve postsecondary education access, career development, and earning potential
- Strengthening retirement benefits and programs, including pension improvements and protecting Social Security from privatization

[Proposal 5: Equity applies not only to salaries and wages but also to bonuses, paid leave, and more. Proposal 6: This change demonstrates support for quality, affordable child care and elder care, in addition to any other types of dependent care.]

To guarantee equality, individual rights, and social justice for a diverse society, AAUW advocates

- Vigorous enforcement of and full access to civil and constitutional rights, including **affirmative action and expanding** voting rights
- **Choice in the determination of one's reproductive life**  
**Self-determination of one's reproductive health decisions**
- Increased access to quality, affordable health care and family planning services, including expansion of patients' rights
- Freedom from violence and fear of violence, including hate crimes, in homes, schools, workplaces, and communities
- Support for U.N. programs that address human rights and women's and girls' concerns
- Freedom in the definition of **self and** family and a guarantee of civil rights **in for** all family structures
- Passage and ratification of the Equal Rights Amendment

[Proposal 7: This change reemphasizes support for voting rights and highlighting affirmative action as essential to civil and constitutional rights. Proposal 8: Restatement of support for personal reproductive choice better reflects "decisions" as existing in consultation with medical professionals. Proposal 9: This change reflects support for people of all gender identities, including transgender individuals.]

# PROPOSED BYLAWS AMENDMENTS

In the fall of even-numbered years, the AAUW Governance Committee reviews the AAUW Bylaws and recommends amendments, which are posted online for a period of comment and submission of additional proposed amendments. The committee then finalizes the proposed amendments, and the AAUW Board of Directors reviews, amends as necessary, and approves them before they go to the membership for a vote in the spring of odd-numbered years.

The AAUW Board of Directors supports adoption of all the proposed bylaws amendments.

AAUW Governance Committee members are Elizabeth Haynes (ON), chair; Linda Bors (NE); Sandra Camillo (MO), AAUW compliance officer, ex officio; Gillian Holzhauser-Graber (OH); Joan Harberson (CA); Eileen Hartmann, AAUW board liaison, ex officio; Patricia Fae Ho (MA), AAUW board chair, ex officio; Betsy McDowell (OR); Cheryl Sorokin (CA); and Myra Willis (ON).

Proposed additions to the AAUW Bylaws are **boldfaced and underscored**; proposed deletions are **boldfaced and struck out**.

## Proposal 1. Shall Article IV of the AAUW Bylaws be amended to create an “advocate” category of membership?\*

\*Voting on this bylaw amendment should be made without consideration of proposal 2, the amendment that eliminates the degree requirement. If this proposal is adopted, it will be implemented only if proposal 2 is not adopted.

If adopted, sections of Article IV will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article IV Section 1, insert “advocates” language</b>	
Section 1. Composition. The members (“Members”) of AAUW shall consist of individual (“Individual Members”), <del>and</del> college/university members (“College/University Members”); <del>and</del> <b>advocates (“Advocates”).</b>	Section 1. Composition. The members (“Members”) of AAUW shall consist of individual members (“Individual Members”), college/university members (“College/University Members”), and advocates (“Advocates”).
<b>Article IV Section 2a(4)(a), insert “or Advocate”</b>	
a) Paid. An Individual Member <del>or Advocate</del> <b>or Advocate</b> may become a life member (a “Life Member”) upon a one-time payment of twenty years’ annual AAUW national dues, based on the amount of annual AAUW dues the year the Member <del>or Advocate</del> <b>or Advocate</b> elects to become a Life Member, but without credit for AAUW dues paid in prior years. Thereafter, the Life Member shall be exempt from the payment of AAUW national dues.	(a) Paid. An Individual Member or Advocate may become a life member (a “Life Member”) upon a one-time payment of twenty years’ annual AAUW national dues, based on the amount of annual AAUW dues the year the Member or Advocate elects to become a Life Member, but without credit for AAUW dues paid in prior years. Thereafter, the Life Member shall be exempt from the payment of AAUW national dues.
<b>Article IV Section 2a(4)(b), insert “or Advocate”</b>	
(b) Fifty-Year Honorary. An Individual Member <del>or Advocate</del> <b>or Advocate</b> who has paid AAUW dues for 50 years shall become a Life Member and shall thereafter be exempt from the payment of AAUW national dues.	(b) Fifty-Year Honorary. An Individual Member or Advocate who has paid AAUW dues for 50 years shall become a Life Member and shall thereafter be exempt from the payment of AAUW national dues.

## Proposed Bylaws Amendments

Proposed changes	Amended bylaw to read
<b>Article IV Section 2b, insert “or Advocates”</b>	
b. College/University Members. Any Accredited Higher Education Institution or other qualified higher educational institutions located outside the United States, as determined by the Board of Directors, that pays annual dues to AAUW shall be eligible to be a College/University Member. Each College/University Member shall appoint one or two representatives who are eligible to be Individual Members <u>or Advocates</u> and who shall each have the membership benefits of an Individual Member and any other benefits that accrue to representatives of College/University Members, as determined by the Board of Directors.	b. College/University Members. Any Accredited Higher Education Institution or other qualified higher educational institutions located outside the United States, as determined by the Board of Directors, that pays annual dues to AAUW shall be eligible to be a College/University Member. Each College/University Member shall appoint one or two representatives who are eligible to be Individual Members or Advocates and who shall each have the membership benefits of an Individual Member and any other benefits that accrue to representatives of College/University Members, as determined by the Board of Directors.
<b>Article IV Section 2, insert new clause c and renumber remaining clauses</b>	
<b><u>c. Advocate.</u></b>  <b><u>(1) Eligibility. An individual who supports the mission of AAUW but does not meet the eligibility requirements for an Individual Member shall be eligible to receive admission to AAUW membership as an Advocate; such membership shall be granted upon payment of AAUW dues.</u></b>  <b><u>(2) Rights and Responsibilities. An Advocate has all of the rights and responsibilities of an Individual Member except an Advocate shall not be entitled to vote on any item of AAUW business, serve as an officer or director of AAUW, serve on an AAUW committee, or serve as the designated contact for administration or finance of an AAUW affiliate.</u></b>  <b>e. d. Other Organizational Members. The Board of Directors may set forth criteria for other organizations (“Organizational Members”) to join AAUW.</b>	c. Advocate.  1) Eligibility. An individual who supports the mission of AAUW but does not meet the eligibility requirements for an Individual Member shall be eligible to receive admission to AAUW membership as an Advocate; such membership shall be granted upon payment of AAUW dues.  (2) Rights and Responsibilities. An Advocate has all of the rights and responsibilities of an Individual Member except an Advocate shall not be entitled to vote on any item of AAUW business, serve as an officer or director of AAUW, serve on an AAUW committee, or serve as the designated contact for administration or finance of an AAUW affiliate.  d. Other Organizational Members. The Board of Directors may set forth criteria for other organizations (“Organizational Members”) to join AAUW.

### RATIONALE

Currently, there is a new way of thinking about membership in organizations; it reflects the diversity and inclusiveness that is represented in the U.S. population. AAUW diversity strategies state that no barriers to full participation on the basis of gender, race, creed, age, sexual orientation, disability, national origin, or class should exist.

There are a large number of women and men who support AAUW’s mission and have no college degree; their membership would enhance the organization and provide positive support for its programs and mission. This new category of membership would support the new emphasis on diversity and inclusion. It would also broaden AAUW’s community outreach and increase AAUW’s recognition. It would eliminate another barrier for all women becoming participants in all aspects of society.

New nondegreed members would help spread the mission

of AAUW to those who may or may not have a degree. Many of them currently support AAUW in fundraising and by their attendance at AAUW-sponsored events.

People who have not obtained a college degree often have a vital interest in institutions of higher learning and further education. Their philosophies and actions are supportive of colleges, universities, and AAUW. Many persons who have not obtained college degrees have helped financially and emotionally to provide others with a college education.

In current society women face many barriers, including unequal pay, lack of access to high-level management positions, limited support in raising their children, unequal representation in the political arena, and numerous other difficulties related to gender. The obstacle of restrictions on participation in one of the top advocacy women’s groups should not be another barrier women have to overcome.

*Amendment submitted by Judy Holmes, Missouri*

**Proposal 2. Shall Article IV of the AAUW Bylaws be amended to eliminate the degree requirements for individual members?**

If adopted Article IV will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article IV Section 2a(1), delete degree information and add “who pays annual dues to AAUW shall be eligible to be an Individual Member”</b>	
<p><del>(1) Eligibility. An individual holding an associate’s (or equivalent, e.g., RN), bachelor’s, or higher degree from a higher education institution accredited by a regional accrediting agency recognized by the U.S. Department of Education (an Accredited Higher Education Institution”) or other qualified educational institution located outside of the United States, as determined by the Board of Directors, shall be eligible to receive admission to AAUW membership; such membership shall be granted upon payment of AAUW dues. The provisions set forth in this section are the sole requirement for eligibility and admissibility to AAUW membership except that the Board of Directors may establish a process to assess credentials that are submitted based on degree equivalence. <u>who pays annual dues to AAUW shall be eligible to be an Individual Member.</u></del></p>	<p>(1) Eligibility. An individual who pays annual dues to AAUW shall be eligible to be an individual Member.</p>
<b>Article IV Section 2a(3), delete clause</b>	
<p><del>3) Saving Clause. No Individual Member shall lose membership due to any change in the status of the higher education institution upon which original qualification for membership was based.</del></p>	

**RATIONALE**

Over the long history of AAUW, our organization’s mission and membership requirements have steadily evolved with our successes and with the times. As a part of that evolution, it is imperative that our organization recognizes the power of welcoming anyone who supports our mission, as do most other mission-based nonprofits. Some of the reasons for doing so are

1. An organization is strongest when its members actively support its mission. Since AAUW opened membership to men in 1987, our membership demographics have not significantly changed (our membership is still overwhelmingly female). However, it meant that the men who joined were dedicated to AAUW’s work. AAUW stands to benefit by offering that same openness to any person who supports AAUW’s mission and wants to join us.
2. Requiring a college degree for membership mistakenly

implies that only those with degrees could possibly value or advocate equity and education for girls and women.

3. AAUW’s stated objective to break down barriers for women is weakened by maintaining our own barrier to AAUW membership.
4. Membership recruitment and processing would be greatly simplified, with no more awkward questions of prospective members about whether they are “qualified” for membership. But we would continue to be free to support and celebrate our members’ educational accomplishments and aspirations.
5. Nothing in this change would affect college/university members, student associates and their reduced fees, or the many programs that AAUW supports on campuses across the country. In other words, our strong connection with the university community would continue, and it is

# Proposed Bylaws Amendments

appropriate that we keep the U in our name, just as we didn't change the W when we admitted men.

- 6. Nothing in this amendment would affect current policies to waive or reduce dues for certain categories of members.

For additional personal statements in favor of the amendment, see [openupaauw.org/category/quotes](http://openupaauw.org/category/quotes).

*Submitted by Sandy Kirkpatrick, California, on behalf of a group of members advocating for open membership*

## Proposal 3. Shall Article IV of the AAUW Bylaws be amended to apply appeals to all forms of membership by moving section 2a(2) to new section 2d?

If adopted the bylaws will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article IV Section 2a(2), delete qualification and credential language</b>	
<del>(2) 2d.</del> Appeals of Refusals of Admission to Membership. Any potential Individual Member or College/University Member who <del>claims qualification for membership in AAUW and that</del> has been refused admission to membership may <del>present credentials</del> <u>appeal</u> to the Board of Directors for review. The decision of the Board of Directors shall be final.	2d. Appeals of Refusals of Admission to Membership. Any potential Individual Member or College/University Member who has been refused admission to membership may appeal to the Board of Directors for review. The decision of the Board of Directors shall be final.

### RATIONALE

Article IV Section 2a(2) applies to individual members. Moving this information to a new Section 2d ensures that appeals apply to all forms of membership. Moving the subparagraph makes sense since putting a rule that affects college/university mem-

bers in the individual member paragraph is not clear. Changing the wording makes it more general and clarifies that the board has the final say on eligibility for membership, even if there is no question of "credentials."

## Proposal 4. Shall Article V of the AAUW Bylaws be amended to change the date by which the Nominations Committee should be appointed from January 1 to March 1?

If adopted the bylaws will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article V Section 1b, delete "January 1" and insert "March 1"</b>	
b. Terms. The Nominating Committee Chair, Nominating Committee Vice Chair, and Nominating Committee members shall be appointed by <del>January 1</del> <u>March 1</u> of even-numbered years and shall serve until June 30 of the odd-numbered years. No member of the Nominating Committee shall serve more than two consecutive terms as a member, except that a third term shall be possible only for a member serving as Nominating Committee Chair. No member shall serve more than two consecutive terms as Nominating Committee Chair.	b. Terms. The Nominating Committee Chair, Nominating Committee Vice Chair, and Nominating Committee members shall be appointed by March 1 of even-numbered years and shall serve until June 30 of the odd-numbered years. No member of the Nominating Committee shall serve more than two consecutive terms as a member, except that a third term shall be possible only for a member serving as Nominating Committee Chair. No member shall serve more than two consecutive terms as Nominating Committee Chair.

RATIONALE

The change from January 1 to March 1 is recommended so that the nominating process would run more smoothly.

*Submitted by the AAUW Governance Committee*

**Proposal 5. Shall Articles V and XIII of the AAUW Bylaws be amended to eliminate language that requires specific voting methods?**

If adopted the bylaws will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article V Section 3a, delete “in person, electronically, or by mail”</b>	
a. Elections shall be held in which all Individual Members in good standing at the time of the meeting notice may vote <del>in person, electronically, or by mail</del> . The Board of Directors shall determine the method(s) of voting in compliance with District of Columbia law. A majority of the votes cast shall be necessary for election unless there are more nominees than positions to be filled for members of the Board of Directors, in which case a plurality shall elect. If there are three or more candidates for the position of Board of Directors chair (“Board Chair”) or Board of Directors vice chair (“Board Vice Chair”), a preferential voting system shall be used, as determined by the Board of Directors.	a. Elections shall be held in which all Individual Members in good standing at the time of the meeting notice may vote. The Board of Directors shall determine the method(s) of voting in compliance with District of Columbia law. A majority of the votes cast shall be necessary for election unless there are more nominees than positions to be filled for members of the Board of Directors, in which case a plurality shall elect. If there are three or more candidates for the position of Board of Directors chair (“Board Chair”) or Board of Directors vice chair (“Board Vice Chair”), a preferential voting system shall be used, as determined by the Board of Directors.
<b>Article XIII Section 4b, strike “by paper or electronic ballot”</b>	
b. Individual Members shall be entitled to vote on noticed business items <del>by paper or electronic ballot</del> following procedures designated by the Board of Directors ...	b. Individual Members shall be entitled to vote on noticed business items following procedures designated by the Board of Directors ...

RATIONALE

There is a parliamentary principle that if a list of items is mentioned in bylaws, it is a specific list. It is not possible to add to that list or take away from that list without a bylaw amendment. The change to eliminate the requirement that AAUW provide voting in person, electronically, and by mail is recommended to give the AAUW Board of Directors the flexibility to conduct

voting in the most efficient and effective manner, while ensuring that every member has the ability and opportunity to vote. Deleting the clause does not prevent votes from being undertaken in person, electronically, and by mail. It ensures that the board will have the flexibility to use the most efficient, cost-effective, and up-to-date methods for conducting a vote.

*Submitted by the AAUW Governance Committee*

## Proposed Bylaws Amendments

### Proposal 6. Shall Article IX of the AAUW Bylaws be amended to remove language preventing board members from serving as standing committee chairs?

If adopted the bylaws will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article IX Section 1d, delete “shall” and insert “may” and clarifying language</b>	
d. Committee Chairs. The chairs of standing committees <del>shall</del> <u>may be chosen from non-board members appointed by the Board of Directors or the general membership and are appointed by the Board of Directors</u> except that the Board Finance Vice Chair shall serve as chair of the Finance Committee and as chair of the Investment Committee.	d. Committee Chairs. The chairs of standing committees may be chosen from the Board of Directors or the general membership and are appointed by the Board of Directors except that the Board Finance Vice Chair shall serve as chair of the Finance Committee and as chair of the Investment Committee.

#### RATIONALE

It is a best practice to permit the chairs of committees to be appointed from either the general membership or the Board of Directors. AAUW attorneys recommended this amendment during the legal review and restatement of the AAUW Bylaws.

*Submitted by the AAUW Governance Committee*

### Proposal 7. Shall Article XIII of the AAUW Bylaws be amended to distinguish the Public Policy Program from other programs of AAUW by amending the language in Article XIII Section 4b to change the wording from “Public Policy Program” to “Public Policy Priorities”?

If adopted the bylaws will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article XIII Section 4b, delete “Program” and insert “Priorities”</b>	
b. Individual Members shall be entitled to vote on noticed business items by paper or electronic ballot following procedures designated by the Board of Directors. Such votes may include election of the Board of Directors and adoption or amendment of the Public Policy <del>Program</del> <b>Priorities</b> , resolutions, and amendments to these Bylaws. Individual Members voting are considered to be present at the meeting.	b. Individual Members shall be entitled to vote on noticed business items by paper or electronic ballot following procedures designated by the Board of Directors. Such votes may include election of the Board of Directors and adoption or amendment of the Public Policy Priorities, resolutions, and amendments to these Bylaws. Individual Members voting are considered to be present at the meeting.

### RATIONALE

This amendment was recommended by legal counsel. With the exception of the Public Policy Program, the bylaws do not present programs for the approval of the membership. It is the Board of Directors who have the responsibility of determining AAUW programs after consultation with AAUW staff and ensuring the programs are consistent with member-adopted AAUW

public policy resolutions. Members have noted that what is called the “Public Policy Program” sets the priorities for advocacy and action. Therefore, the member-proposed amendment to change the name from Public Policy Program to Public Policy Priorities resolves the issue highlighted by legal counsel while retaining the member right to decide advocacy priorities.

*Submitted by the AAUW Governance Committee and amended by Krys Wulff, California*

### Proposal 8. Shall the bylaws be amended by changing the number of members required to establish quorum and make a vote countable from 5 percent to 3 percent?

If adopted the bylaws will be amended as follows.

Proposed changes	Amended bylaw to read
<b>Article XIII Sections 4d and 4e, delete “five” and insert “three”</b>	
d. <del>Three Five</del> percent of the Individual Members entitled to vote shall constitute a quorum.	d. Three percent of the Individual Members entitled to vote shall constitute a quorum.
e. Ballots equal in number to at least <del>three five</del> percent of the votes entitled to be cast must be cast for a vote to be counted. The affirmative vote of a majority of the votes cast shall be necessary for the adoption of noticed business, except that a two-thirds vote shall be required to adopt amendments to these Bylaws.	e. Ballots equal in number to at least three percent of the votes entitled to be cast must be cast for a vote to be counted. The affirmative vote of a majority of the votes cast shall be necessary for the adoption of noticed business, except that a two-thirds vote shall be required to adopt amendments to these Bylaws.

### RATIONALE

AAUW attorneys recommended setting the quorum at 3 percent, which is permitted under Washington, D.C., law. In practice, quorum should be set at the lowest number of members who can reasonably be expected to turn out under normal conditions. If an affiliate has a membership of 200 but at an average meeting only 20 members attend, a reasonable

quorum would be 10 percent. A higher quorum would mean that business could not be conducted at an average meeting. Based on AAUW voter turnout in the last three elections 3 percent is within the expectable numbers, thereby ensuring that elections will continue to be counted in the future. In 2013, only 5.4 percent of the membership cast votes. AAUW was dangerously close to being unable to count the vote.

*Submitted by the AAUW Governance Committee*

# RESOLUTIONS

Resolutions complement AAUW's Public Policy Program in focusing member attention and action. They articulate evolving AAUW positions and address issues that call for special emphasis.

## Equal Rights Amendment

AAUW reaffirms as a high priority ratification of the ERA; and

WHEREAS, the need for women's rights, equity, and advancement remain serious equality and economic issues; and

WHEREAS, the ERA was first introduced in Congress nearly 100 years ago and even today, in the 21st century, the U.S. Constitution still does not explicitly guarantee all rights are held equally by all citizens without regard to sex; and

WHEREAS, over the last 30 years, not only has there been a lack of progress on the ERA, there have been erosions of women's rights, making the need for the ERA stronger now than ever before; be it

*Resolved*, that AAUW aggressively supports ratification of the ERA; and

*Resolved*, that AAUW may commit appropriate personnel and funds needed to accelerate and achieve ratification of the ERA.

**Shall the resolution to reaffirm AAUW's commitment to ratification of the Equal Rights Amendment be adopted?**

## Human Trafficking

WHEREAS, human trafficking is a global problem damaging lives, families, and communities;

WHEREAS, every year an increasing number of people fall victim to human trafficking, mainly for sexual exploitation and illegal labor; and

WHEREAS, trafficking is the third-largest source of international illegal income after drugs and arms; and

WHEREAS, trafficking affects women and children in a large majority of cases; and

WHEREAS, AAUW's core principle—the empowerment of women—includes personal safety; be it

*Resolved*, that AAUW shall adopt human trafficking as a focus area by

- urging branches and affiliated entities to raise community awareness and take action against human trafficking;
- enlisting lawmakers to adopt legislation to end human trafficking and to rescue and protect victims;
- increasing AAUW public policy action on local, state, and federal levels; and
- providing program models for branches and states to use for community and legislative action.

**Shall the resolution to adopt human trafficking as an AAUW focus area be adopted?**

*Submitted by Jo Harberson and Betsy McDowell, Governance Committee*