

## Convention 2019 Highlights April 12-14 Salem Convention Center

Commissioner Val Hoyle, Bureau of Labor and Industries, gave a rousing keynote speech on her new role and how she plans to implement laws the legislature has passed and improve access to the Commission for both employees and employers.

After the business meeting on Saturday morning, members could choose from three different sessions on equity and equality issues in education, age discrimination and the roles of the Oregon Commission for Women.

Lunch speakers honored Kappy Eaton, 1924-2018, with memories of how she influenced policies in our state and nationally, and inspired and assisted them personally. The AAUW of Oregon Breaking Barriers Achievement Award was given to Felicita Monteblanco for her advocacy work on behalf of Latina women and girls in Oregon. She gave an appreciative and inspiring speech.



Felicita Monteblanco with Penny Hoodenpyle

Sessions after lunch included gender leadership gaps in nonprofit organizations, reproductive health and rights in Oregon and conducting branch meetings/leadership styles.



Pat Lehman, Kim Churches, and Sue Klumph

The late afternoon session included a brief update on current Oregon public policy efforts. Members in small groups reviewed and discussed a range of policy statements that our lobbyist has been fielding, then rated and prioritized them before sharing with the larger group. Members said this was eye-opening and informative.

Kim Churches, AAUW CEO, spoke from a national perspective about strategic priorities and answered questions from members on Sunday morning.

This was the first time since 2007 that Lobby Day was scheduled together with the convention. 56 attended the Thursday afternoon Lobby Day presentations of whom 21 were first-time attendees. 101 registered members attended the convention. Of those who filled out the survey, 7 were first-time convention attendees and 7 had attended more than 20 conventions! 2-5 previous conventions had been attended by 25 and 6-19 conventions had been attended by 22 attendees.

Thank you to the many dedicated members who make these conventions fun and successful!

*Linda Lybecker and Judy Hale, Co-Program VPs*



Lobby Day Participants

## PRESIDENT'S REPORT

~Georgia Applegate



Our 2019 AAUW of Oregon State Convention was preceded by Lobby Day on April 11<sup>th</sup>. We must give kudos to **Shilpi Banerjee** who coordinated the Lobby Day arrangements. (Shilpi will have moved to Boston by the time you read this. We already miss her and wish her many well-deserved successes in her new venture.) **Trish Garner** emceed the expert panel after opening remarks by Representative Barbara Smith-Warner, Co-Chair of the Joint Committee on Student Success. This was fitting as the theme of the day was "Student Success". Trish went over AAUW of Oregon's legislative priorities and then members were off to visit their legislators. Each member visited one and/or two legislators. Members reported their results back to the group at the end of the day. At dinner many debriefed with each other at different restaurants near the convention center. We had 93 attendees from 21 of the 24 Oregon branches attend the 2019 AAUW Oregon State Convention starting on April 12th. The evaluations praised the event as a whole, the Salem Convention Center venue, and especially the local enrichment activities organized by **Joyce Zook**. Thank you, Joyce, and Salem Branch.

**Kim Churches**, AAUW's CEO, gave two talks over the weekend and reminded us that AAUW cannot attend to all of the issues that affect women and girls. We are focused on education and training, economic security and leadership.

AAUW received a \$500 million grant from Coca Cola to produce the online Work Smart program. Our call is to fulfill the grant to register 100,000 participants for the online program nation-wide by August 2019. Both women and men can take the course. You can register for this free online training even if you are retired and even if you do not complete the program. *Its focus is negotiating, a skill everyone needs in everyday life!*

**Register at <https://salary.aauw.org/>**. **EVERYONE** is encouraged to register and complete this course! AAUW of Oregon has challenged AAUW Washington to see if we can get more Oregon individuals registered for the training. Please help us with this challenge!

Election of officers at the business meeting made us aware of the following people who have served the state for either one or two terms: **Ane McIntyre** (Membership VP), **Linda Lybecker and Judy Hale** (Co-Program VPs) and **Theresa Johnson** (Central District Director). Many thanks to them for their willingness to serve and the outreach they provided to branches, and the outstanding conventions they produced! I hope they found their service rewarding and hope they will continue to enjoy the personal/professional relationships they developed well into the future.

Re-elected were **Sarah Elmer** (Finance VP), **Joan Rycraft** (South District Director) and **Kristin Mauro** (Secretary). Their experience will benefit their districts and our state. New to the leadership team beginning July 1 will be **Pat Squire** as the new Program VP, **Gini Dideum** as the new Membership VP while remaining as Dues Treasurer, **Nancy Dunis** as the new North Central District, **Elena Rae** as the new Central District Director and **Pat Lehman & Sue Klumph** as Co-Presidents-Elect in a one-year term. Pat and Sue then automatically move into the Presidency for 2020-2022. The President-Elect position allows one year to investigate and familiarize oneself with the role before beginning a two-year term as president.

The new nominations committee for 2019-2020 elected at the convention:

- Gayle Clason, (Medford) – Past President
- Pat Squire (Lake Oswego) – Continuing Nomination Committee member
- Margene Ridout (NW District)
- Pat Hines (Wallowa)
- Tana Mason (Eugene/Lane)
- Arlene Lemieux (Gresham) - Alternate

(cont.)

Summer Leadership Conference at Western Oregon University should be on your calendar! This event (July 12-14) is a chance to further develop your own leadership skills and learn some that can be used to grow the leadership talent in your branches. Please come and be inspired by the speakers that Program VP, Pat Squires, and her team secure for us. Hear noted non-profit leaders, state, and other branch leaders in similar positions share what they know. Bring what you have learned to share with others. Remember that each branch is allotted \$200 from a grant towards registration for members to attend this conference. Look for details later in this newsletter.

We now have a presence on Instagram. [https://www.instagram.com/auw\\_of\\_oregon/](https://www.instagram.com/auw_of_oregon/)

Please follow AAUW of Oregon there if you like pictures rather than text. If you have pictures of state events or would like pictures of your branch events posted on the state Instagram account, please send them to me with descriptors at [gkapple@gmail.com](mailto:gkapple@gmail.com). People who are in a younger demographic than our members use Instagram. For more details go to <https://blog.hootsuite.com/instagram-demographics/>

We stand on the shoulders of the those who came before us, strong and powerful women all! We never forget the debt of gratitude that we owe to them.

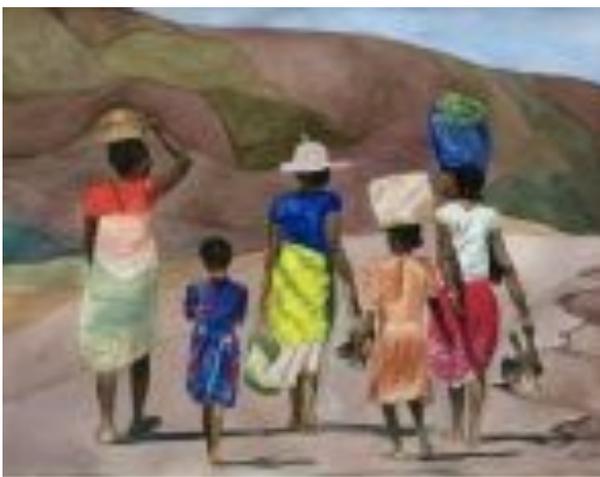
Thank you for being part of AAUW and doing all you can to make our organization strong and viable in its efforts to empower women and girls in the 21<sup>st</sup> century.



Enrichment Tour at Mahonia Hall



Membership Awards



Hilary Kenyon of Bend Branch has traveled to all seven continents and enjoys transforming her travel photographs into lively paintings.

'Madagascar Workers' is one of the winners in the one-of-a-kind 11th AAUW Art Contest. These cards are created by and for AAUW members.

*Congratulations Hilary!*

## Summer Leadership Conference    July 12-14 Western Oregon University, Monmouth, OR

We invite you to join us on this beautiful campus for a week-end of fun and informative conversations about leadership. We encourage everyone to attend, leaders, those who want to be leaders, and upcoming leaders.

### **\$200 incentive to branches for attendance at Summer Leadership Conference!**

Special note to Branch Presidents: Oregon AAUW has committed \$200 per branch for attendance at this conference. Please encourage your branch members to attend, and you decide which ones will receive reimbursement for expenses. When registering, the branch member should indicate on the form that she has been selected for reimbursement.

### **Some thoughts about leadership from some writers and thinkers on the subject:**

- ◇ “Before you speak, remember the W.A.I.T acronym: ‘Why am I talking?’ A core (and often under-appreciated) leadership skill is listening. You have to slow down and be self-aware of why you’re talking.” *Adam Bryant, Managing Director at Merryck & Co, from Linked In.*
- ◇ “The art of leadership is exploring with a group, together. It’s not necessarily saying ‘I know exactly where we’re going.’ Leadership is about the team, not the individual. It’s about having the confidence to lead the charge forward and the empathy to genuinely care about those that you bring with you on the mission.” *Chad Grills, host of Mission Daily and CEO of Mission.*
- ◇ “Champion each other.” “Power and success and joy are not pies. A bigger slice for one woman doesn’t mean a smaller slice for another.” *Abby Wambach, two-time Olympic gold medalist and World Cup champion in her new book “Wolfpack”.*

These are just a few insights about leadership. Come to this informal summer conference and learn more from some of your own outstanding and innovative colleagues, and from some special guests who will share their ideas about leadership, along with some important “how to get there” information.

**Keynote Presentation:** How to Identify and Work with Different Leadership Styles. Guest speaker: The Honorable Mary Mertens James, District Court Judge, Marion County.

Judge James was appointed to the bench in 2003 by Governor Kulongoski, and has been elected to three successive terms. She is a graduate of the University of Notre Dame Law School, and graduated with honors from Portland State University’s School of Business. She is a past president of the PSU Alumni Association.

Judge James presides over criminal and civil bench and jury trials, and pretrial hearings. Her caseload includes complex commercial, construction defects, civil enforcement, constitutional challenges to Oregon laws and many other cases from misdemeanor to death penalty charges. She previously practiced law for 21 years as a law firm partner and as Assistant Attorney General.

She serves on a number of professional commissions and judicial committees, including the statewide Judicial Conduct and Judicial Leadership and Education Committees, and is a board member of the Campaign for Equal Justice. She teaches trial practice at Willamette University College of Law, and has mentored law students for more than 25 years. The Law School honored Judge James in 2013, creating the Hon. Mary Mertens James Award for long-term mentors.

Her community service focuses on her passion for abuse survivors, children and families, at-risk youth, and persons in recovery.

Throughout her career, Judge James has experienced and worked with many different styles of leadership. Her talk will focus on how we learn to identify and find common ground with those who have different styles.

Judge Mary Mertens James in a light moment with friend!



**Featured Presentation:** Using Social Media to Recruit, Retain and Support Members. Guest Speaker Kelli Matthews, Senior Instructor, Public Relations, School of Journalism & Communications, University of Oregon



Kelli has worked in public relations for nearly two decades. She is a smart, strategic public relations professional with extensive experience providing counsel, researching, planning, implementing and evaluating communication initiatives. Her 15 years teaching experience at the University of Oregon keeps her on the cutting edge of research and practice. A major area of focus is digital strategy. She says “It may feel like the ground is shifting under your feet, but I’m immersed and ready to help you navigate successfully and sustainably.” In addition to her teaching, she does consulting work with a wide number of community partners.

Kelli Matthews

So come join your friends, colleagues and our presenters for a wonderful summer learning experience. See pages 6 and 7 for Summer Leadership Schedule and registration form.



## AAUW Oregon Summer Leadership Conference Program July 12-14, 2019 – Western Oregon University

### Friday, July 12

4:00-6:00	Board Meeting (Ackerman Hall)
5:00-7:00	Check-in hours on-site (Ackerman Hall)
6:00-6:30	Social and check-in time
6:30	Buffet Dinner (Ackerman Hall)
7:30	Getting to Know You Social Hour (Georgia Applegate's room)

### Saturday, July 13

7:30-8:30	Breakfast on your own in Valsetz Dining Hall
<i>Following sessions will be in Richard Woodcock Education Center (RWEC)</i>	
9:00	<b>General Meeting</b> – Welcome from Georgia Applegate; Vision and goals for Leadership conference and training; Message from AAUW CEO Kim Churches
9:45	<b>Panel of leaders: To Lead or Not to Lead, Is that a Question?</b> Sandra Burnett, Executive Director, Salem Art Association; Pat Lehman, AAUW Oregon President-elect, Astoria/Wallowa County/ Online Branch; Jayne Downing, Executive Director, Center for Hope & Safety, Salem; Betsy McDowell, AAUW Oregon Governance Co-chair, Salem Branch. This panel of experienced leaders will start a discussion of different aspects of leadership: what are the qualities of a good leader? Are leaders born or bred? Why do you want to get involved in this endeavor? How do you know when you're ready to lead? How will you identify and nurture new leaders? This moderated session will include short statements, then interaction with audience, questions and answers.
10:45	Break
11:00	<b>Using Social Media to Recruit, Retain and Support Members</b> Kelli Matthews, Senior Instructor, Public Relations, School of Journalism & Communications, University of Oregon This expert will demonstrate how to draw in new members including younger and working women, and how to engage them and keep them informed. Many members think Social Media is not for them, but it's time to get involved!
12:00	Lunch – Break into District Meetings
1:15	<b>Keynote Presentation</b> <b>How to Identify and Work with Different Leadership Styles:</b> The Honorable Mary Mertens James, District Court Judge, Marion County; labor attorney, Willamette Law School faculty member, Law School Mentor. We all have different leadership styles, but can we still work together? Judge James will help us learn how to work with people who have very different styles.
2:15	Break
2:30	<b>Break-Out Leadership Sessions:</b> *Finance and Membership Leaders – Gini Dideum, State Membership VP, Seaside Branch This is a comprehensive hands-on session by our membership v.p and dues and database manager on how to easily align your membership with AAUW's Member Services Database. This excellent presentation will reward you with the knowledge of how to make this process simple! *How to Build New Leaders in your Branch – Claudia Gray, State Governance Co-Chair, Hillsboro/Forest Grove Branch This power point and interactive session is a guide to how to engage and recruit new leaders to fit the positions you need. You will learn strategies that work for targeting, recruiting and retaining the kind of women you want to lead your branch.
3:45	Break
4:00	<b>Building and Strengthening your Branch</b> – Linda Liebenstein, Membership Chair, Tigard Branch; Marty Maharg, Membership Committee and Interest Group Coordinator, Lake Oswego Branch; Sue Klumph, AAUW Oregon co-president-elect, Grants Pass Branch. This session will focus on creating a vibrant branch and strategies for recruiting younger members. These innovative leaders have stories to share that will get you and your branch energized!
5:00	Break, free time, take a walk
5:30	Happy Hour (RWEC)
6:00	Dinner (buffet, RWEC)
7:00	<b>Google Drive and Zoom</b> , Nancy Brown, Coach and Event Coordinator Have fun learning these useful tools for your branch with expert presenter (and stand-up comic) Nancy Brown

### Sunday, July 14

7:30-8:30	Breakfast
9:00	<b>Public Policy – how to get your branch members involved – Trish Garner</b> <i>A brief wrap-up of the legislative session and a talk about how to get more of your members involved.</i>
10:00	<b>Counterpart Sessions:</b> President's Forum led by Georgia Applegate Finance and Membership VPs led by Gini Dideum and Sarah Elmer Program VPs led by Pat Squire
11:00	Wrap up and adjourn – Georgia Applegate
11:00-12:00	Check out of Ackerman

## SUMMER LEADERSHIP CONFERENCE LOGISTICS

We are really looking forward to seeing folks at WOU!

The Western Oregon University campus is fairly compact and easy to get around. Most attendees will be able to easily walk between Ackerman Hall (dorm), Valsetz Dining Hall (breakfast), and Richard Woodcock Education Center (meetings and Saturday meals other than breakfast). Please see attached map. Here are some things you'll want to know...

**Check In:** Formal check-in for those staying in the residence hall is Friday from 5:00 – 7:00 pm in the lobby of Ackerman Hall. If you check-in at another time, we'll provide a guide to the Residential Services Center where you'll get your dorm room key (open 7:30am-midnight).

Get your AAUW nametag and conference information from Event Coordinator Nancy Brown at any of the scheduled meetings.

**Check-out:** Sunday between 11:00 am - noon in Ackerman lobby.

**Parking:** You must have a parking permit to park, even if only for the day.

Your parking permit will be emailed to you with your registration confirmation (your permit only costs \$3).

You must display your parking permit on your vehicle's dash.

Overnight parking is ONLY allowed in Lot J.

Closest lot to Ackerman Hall (dorm) for unloading: Lot H.

Closest lots to Richard Woodcock Education Center (RWEC): Lot Q, Lot I, Lot H (across the street).

Most people will just leave their cars in Lot J for the duration of the Conference.

**Lodging:** Ackerman Hall (We're staying in a university dorm. You remember what that's like, right?)

No air conditioning. If it's hot, please bring a fan for your room. The best ones are the rectangular window fans. We have requested cooler weather, but the conference staff may not be able to oblige.

Bring your own soap and other toiletries. Towels and bed linens (including pillow) are provided.

We will all be together on one floor of the residence hall, in one or two wings, depending on number of reservations. Each wing has two community bathrooms (they will be all-female for our stay) with 3 showers and 3 toilet stalls in each. There is also a gender neutral, private bathroom at each end of the hall with its own toilet and shower.

Please make your roommate arrangements before submitting your reservation and indicate your roommate's name on the form. If you pay for a double room without the name of a roommate, you will be assigned a roommate, or if no one is available for sharing, charged the single room rate.

**Meals:**

**Friday** night dinner will be on the main floor of Ackerman Hall.

Menu: Pacific Rim Buffet. Includes teriyaki chicken, marinated seared tofu, white rice, vegetable spring rolls, stir-fried vegetables, sesame-ginger salad, ice water and ice tea.

**Breakfasts** will be on your own in the Valsetz Dining Hall. You will receive a meal ticket if you purchased breakfast on your registration form.

**Saturday** - lunch and dinner will be in the Richard Woodcock Education Center.

**Lunch:** Traditional Chef's Salad Buffet. Includes turkey, ham, Swiss and cheddar cheese, sliced egg, tomatoes, and red onion with ranch and balsamic vinaigrette dressings, rolls and butter, ice water and ice tea, cookies. A non-meat protein option and vegan option are available if you indicate this preference on your registration form.

**Dinner:** BBQ cooked on site. Your choice (selected on registration form) of hamburger, cheeseburger, Gardenburger or hotdog. Includes lettuce, tomato, onion, ketchup, mustard and relish, potato chips, assorted fresh vegetables, ice water, ice tea.

**Social Time:**

**Saturday Social Hour:** There will be a no-host cash bar serving beer and wine the hour before dinner in the Richard Woodcock Education Center (the same location as meetings and Saturday dinner).

Let's have fun and wear our alma mater colors Saturday evening!

**Friday & Saturday** nights after all our meetings: Join your colleagues on our floor in Ackerman Hall for snacks, beverages and good conversation. (Bring snacks & beverages to share.)

**Miscellaneous:**

Bring your water bottle.

Coffee will be available in the Valsetz Dining Hall (for those paying for breakfast) and in Caffè Allegro on the main floor of the Werner University Center. (See campus map)

Exercise: please feel free to take advantage of the walkways throughout this lovely campus. If you prefer inside activities, for \$6 per day you can use the recreation center in the Peter Courtney Health & Wellness Center (cash/check paid at the front desk). See map for location.

Go online to see what is available:

<https://www.wou.edu/campusrec/facilities/health-wellness-center/>

**Questions:** Contact - Pat Squire at [pfsquire@gmail.com](mailto:pfsquire@gmail.com) or 503-730-7072 or Nancy Brown at [aauw.or.events@gmail.com](mailto:aauw.or.events@gmail.com) or 541-979-4785

**Directions to Western Oregon University:**

**Interstate 5 Northbound:** Take Exit 249 (Commercial Street). Follow Commercial into Salem, and as you near downtown, Commercial will curve to the right and become Liberty Street. Stay on Liberty until you reach Marion Street. Turn left, cross the Marion Street Bridge onto Highway 22, and follow the signs marked "Dallas/Ocean Beaches". Stay on Highway 22 until you reach Highway 99W. Take exit 16 on the right side of the overpass that puts you on Highway 99W. Go south about six miles to Monmouth. Take a right onto Main Street at the stoplight. Follow Main Street west to Monmouth Avenue and turn right.

**Alternate Northbound Route:** From I-5, take Exit 228 and follow route 34 west towards Corvallis. After crossing the Willamette River into Corvallis, turn right at the second light onto Highway 99W. Continue north about 20 miles until you reach Monmouth. Turn left at the first stoplight, onto Main Street. Follow Main Street west to Monmouth Avenue and turn right.

**Interstate 5 Southbound:** Take Exit 260A (Salem Parkway). Follow the Parkway into Salem. The Parkway will curve to the left and become Commercial Street. Stay on Commercial until you reach Marion Street. Turn right, cross the Marion Street Bridge onto Highway 22, and follow the signs marked "Dallas/Ocean Beaches." Stay on Highway 22 until you reach Highway 99W. Take exit 16 on the right side on the overpass that puts you on Highway 99W. Go south about six miles to Monmouth. Take a right onto Main Street at the stoplight. Follow Main Street west to Monmouth Avenue and turn right.

**AAUW OF OREGON SUMMER LEADERSHIP CONFERENCE – REGISTRATION FORM**

**DUE JUNE 28, 2019 to Nancy Brown, 1635 Drew Pl SW, Albany, OR 97321**

Or Register Online at: <https://aauw-or.aauw.net>

Name (Please Print) **FIRST** \_\_\_\_\_ **LAST** \_\_\_\_\_

Address \_\_\_\_\_

Email (to confirm your reg.) \_\_\_\_\_

Phone (\_\_\_\_\_) \_\_\_\_\_ **Branch** \_\_\_\_\_

**Role in your Branch for the 2019-2020 AAUW year:** \_\_\_\_ Branch Member \_\_\_\_ President \_\_\_\_ Program VP  
 \_\_\_\_ Membership VP \_\_\_\_ Finance VP \_\_\_\_ Public Policy Chair \_\_\_\_ College Partnership \_\_\_\_ Communications  
 \_\_\_\_ AAUW Funds \_\_\_\_ Other: what? \_\_\_\_\_

**\*Branch Reimbursement:** \_\_\_\_ I have been approved by my branch president to be reimbursed for my attendance.

**AAUW of Oregon Office:** \_\_\_\_\_ **AAUW National Office:** \_\_\_\_\_

**Special Requests:**

Roommate (if choosing double lodging option below): \_\_\_\_\_

Check here for bed height adjustment \_\_\_\_\_ (All dorm beds are approximately 3.5 feet off the ground. Prior notice **MUST** be given for bed to be lowered)

Food preference: \_\_\_\_ Vegetarian \_\_\_\_ Vegan \_\_\_\_ Gluten Free

Food Allergies: \_\_\_\_\_

**Cost:                      Included in my check:**

<b>Registration fee</b> for all participants	<b>\$ 15.00</b>	<b>\$ 15.00</b>
<b>Campus Parking Permit</b> (good Friday - Sunday)	<b>\$ 3.00</b>	

**If staying overnight, please choose one of these options:**

**Cost:**

<b>2 Nights SINGLE:</b> Friday & Saturday night lodging, single room, linen/towels	<b>\$ 63.00</b>	
<b>2 Nights DOUBLE:</b> Friday & Saturday night lodging, double room, linen/towels	<b>\$ 44.00</b>	
<b>1 Night SINGLE - Choose:</b> ____ Friday night ____ Saturday night	<b>\$ 31.50</b>	
<b>1 Night DOUBLE - Choose:</b> ____ Friday night ____ Saturday night	<b>\$ 22.00</b>	

<b>Friday Dinner:</b> Pacific Rim Buffet	<b>\$ 16.00</b>	
<b>Saturday Breakfast:</b> On your own in Dining Hall with meal ticket	<b>\$ 7.25</b>	
<b>Saturday Lunch:</b> Traditional Chef Salad (includes vegetarian options)	<b>\$ 13.25</b>	
<b>Saturday BBQ dinner:</b> Choose one: ____ Hamburger ____ Cheeseburger	<b>\$ 14.00</b>	
<b>Saturday Breakfast:</b> On your own in Dining Hall with meal ticket	<b>\$ 7.25</b>	

**Total Amount enclosed = \$ \_\_\_\_\_**

**Please make checks payable to AAUW of Oregon. Mail check and completed registration form to:  
 Nancy Brown, 1635 Drew Pl SW, Albany, OR 97321**

*\*NOTE: Each branch has up to \$200 to reimburse members attending this Summer Leadership Conference. Branch presidents must approve expenses before reimbursement is made. A reimbursement form will be provided.*

**Please make a copy of this form for your records.**

## South District Report

Joan Rycraft, District Director

The five branches (Ashland, Grants Pass, Lakeview, Medford, Roseburg) of the South District have been busy this past quarter. Several members attended the AAUW state convention in April including participation at Lobby Day. We held a lively SO District meeting with a great discussion on planning the upcoming Fall district meeting.

May 18<sup>th</sup> was buzzing throughout the Rogue Valley with AAUW activity. Ashland held its Upscale Sale with a yard sale, a bake sale, and a wine case raffle running through the 19<sup>th</sup>. Reports indicate it was a huge success. Grants Pass held its Scholarship Recognition Brunch and appreciation of outgoing board members and welcoming to new board members. Medford also held its annual Scholarship Recognition luncheon with recipients and their families in attendance.

Lakeview is wrapping up a full calendar of interesting and informative programs; and hosting its annual brunch for graduating high school seniors. Roseburg has completed a variety of programs focused on local programs and activities throughout Umpqua Valley.

A few more activities are planned prior to the summer hiatus for all branches: Medford Garden Tour, June 8, 2019; Grants Pass Frog O'Faire, Children's Festival, June 15, 2019; and Medford's joint board meeting of outgoing and incoming members, June 29, 2019.

## Northeast District Report

Lucy Hutchens, District Director

### Baker Branch

- The branch will finalize its 2019-20 program planning at a June 10 potluck at which time a drawing for free national dues will be held.
- The program committee is arranging for a presentation to the high school and junior high entitled "In Our Backyard –Human Trafficking in America and What We Can Do to Stop It". The 2020 Centennial of women's' right to vote will be celebrated with a Readers' Theater Production, "The Suffrage Movement in America" by Gloria Holland of the Salem Branch.

The major branch fundraiser garage sale will be held June 27-28-29 and collection of desirable "junk" is in full swing.

**Wallowa Branch** awarded their Maxine Town Scholarship to two graduating seniors who are going into STEM fields of study. **They each received \$1500.**

### Pendleton Branch

- Officers were elected in May and they are planning programs for the 2019-20 year. **The new two-year slate** includes Co-President: Kate Mace, Co-Program Vice President: Barbara Lund-Jones, Finance Vice President: Karen King, and Recording Secretary: Melissa Woodbury.
- April activities included **Equal Pay Day** with a one-day event distributing Pay Day candy bars and information downtown and at Blue Mountain College.
- Members were proud of their participation in the fundraiser at the state convention **with donation of a highly coveted basket** which contributed to the successful income total of \$4800, twice what the previous silent auctions have been garnering.

Pendleton has joined the **Membership Payment Program (MPP) which allows more options in how dues are paid.** The financial officer will approve withdrawal of the member's funds to pay National and State dues. Members will also be able to pay on-line using a credit card.

The District Director has had several meetings with the President and staff at Treasure Valley Community College in Ontario with the possibility of forming a partnership with AAUW. Stay tuned.!

## Central District Updates

### Theresa Johnson, outgoing District Director

The Central District had a very busy remainder of the 2018-19 AAUW year, as is evident in the branch reports below. As a District we all had some part in helping to put on the State Convention in Salem. However, the Salem Branch, as well as the State leadership deserves the lion's share of the credit for hosting a successful convention. Other news from the District comes with the election of a new District Director. Elena Rae of the Eugene-Lane County Branch will be our new Director.

The **Albany Branch** had several members assist with the on-site registration for the State Convention. Named Gift Honorees included Vickie Staffebach, branch member; April Spisak, a community member; and the SWARM (South and West Albany Robotics Maniacs) team. May was the Membership Brunch and fundraiser for AAUW Funds. State President, Georgia Applegate was our guest speaker as well as Named Gift Honorees and scholarship recipients. Three educational scholarships were awarded this year to women attending Linn-Benton Community College. Donations continue to the Linn-Benton Lunch Box program to help food insecure college students and we supported STEM programs such as the Maker's Club, SWARM, and others. There's now a Tween Maker's Club, too.

**Bend Branch** continued its active programming year with a field trip to Bethlehem Inn in April. Gwen Wysling, director, described the program for needy families and led a tour of the new facility. The theme was "Women and the Need for Care". The May program had a theme of "Women in Literature", and Bend member Jane Kirkpatrick presented "Weaving the Stories of Our Lives". This year Bend will again sponsor a Tech Trek camp for Middle School girls in the STEM field. It will be held on the Bend Central Oregon Community College (COCC) campus this summer. We continue to have an active interest group program to facilitate knowledge and interaction among members: Great Decisions, Evening Book Group, Theater Group, and Wine and Dine/Happy Hour Group.

The **Eugene-Lane County Branch** held a well-attended New Member social event in March. Generating two new ideas, the branch will (1) reserve one branch meeting for sharing member stories and (2) create a quick-reference piece summarizing local, state and national AAUW volunteer opportunities to help new members engage more rapidly. We once again sponsored an Unequal Pay Day Happy Hour in April. Laura Queen was selected as our U of O Outstanding Senior Woman. She is expected to join us at our June branch meeting. Member Becky Sisley, former U of O women's basketball coach, joined the Oregon Ducks women's basketball team at the NCAA playoffs. Overall, members were very active, volunteering and participating in our various events, taking on branch and state leadership roles.

**Salem Branch** in honor of Women's History Month, held their second Speech Trek program. This is a speech contest for 10th and 11th grade girls in Salem and the surrounding area. The 2019 contest theme was "Positive Change for Women". Several members participated in Equal Pay Day with the students from Abby's House at Western Oregon University. The Salem branch hosted the state convention in April. Members of the branch took part in Lobby Day and hosted dinners in Salem in the evening after lobby day. Salem branch members also served as volunteers during the convention for enrichment and other activities.

**The Yamhill County Branch**, the newest branch in Oregon, finished the year strong. Linfield College Students Advocating for Gender Equality (SAGE) had a table on campus for Equal Pay Day. We were sponsors, with Linfield groups and offices, of a screening for the documentary "The Hunting Ground". We also had a speaker who highlighted potential harm for Title IX if proposed changes are implemented, a get-together for socializing as many of our members are new to the area, and one last meeting before summer to plan potential fall activities.

## Northwest District

### Susan Wahlke, District Director

We are all preparing for the awarding of scholarships and changes in leadership. Hope to see everyone at the Summer Leadership Conference at Western Oregon University on July 12-14. I'm hoping to visit everyone's meetings this fall.

## AAUW OF OR STATE PUBLIC POLICY REPORT

Trish Garner, State Public Policy Chair

Although the Session may end much earlier than anticipated due to Senator Peter Courtney's recent announcement that *sine die* (end of Session) is "imminent," AAUW of OR is still working on getting bills across the finish line. Of course, what "imminent" means in this context is anyone's speculation!

The most important issue relates to ensuring that the Oregon Department of Education receives additional funding to increase its State Title IX Coordinators from the current one, one-quarter FTE level to 2 – 3 FTEs. You may have recently received an email about the importance of contacting your legislators about the bill, House Bill 2562, which at the time of my writing this report, is still in the Joint Ways & Means Committee. If you haven't done so, please let your representatives know ASAP how important it is to get this funding authorized. In case you have any questions, I have a sample email and other information I'd be more than happy to share.

We have also staved off an attempt to roll back the Equal Pay Act of 2017. You may remember that AAUW of OR was instrumental in getting that legislation passed. A bill (Senate Bill 123) was filed at the beginning of the Session that stated employment agencies should be included in the Act, but when I appeared at a hearing, it was clear that a number of much more comprehensive, substantive and negative changes were in the works. An example of a proposed change was to exempt light duty work from the Equal Pay Act. I believe you can appreciate why I thought that this exemption could lead to pay inequities, particularly for lower wage women workers. Some challenging negotiations ensued. Senate Bill 123, as amended, hasn't yet passed, but if it does pass, we have prevented major revisions.

We have been and are still working on other legislation. There isn't enough space to list all of them, but here is a list of some of the bills: prohibiting employers from requiring employees to sign non-disclosure agreements in the context of a settlement or as a pre-condition to being hired; paid family and medical leave; increasing the time within which a victim of sexual assault can file a lawsuit against the perpetrator from 2 to 5 years; providing that persons subject to court protective orders are prohibited from possessing firearms if the persons had an opportunity to be heard and did not request hearing, failed to appear at hearing or withdrew request; requiring state correctional institutions to provide both sanitary napkins and tampons to inmates at no cost. Now that the Clean Energy Jobs bill has reached a point where we know what it says --- 94 Amendments later – we will be supporting that bill as well.

Unfortunately, we were not able to get an age discrimination bill passed. Right now if an employer can come up with one reason other than age, even if that reason relates to age, for a negative employment decision, then an employee can't prevail in a lawsuit based on age discrimination. This said, we haven't given up!! Your State Public Policy Committee is in the process of organizing an AAUW of OR membership-wide plan to inform and mobilize our Branch's communities about this issue. We are also working with AARP. So stay tuned and be thinking about what kind of community and other events your Branch will sponsor about age discrimination. A good member recruitment idea as well!!!

## MEMBERSHIP

Gini Dideum

I will be continuing as the State Dues Treasurer/Database Manager as I take on the State Membership VP's responsibilities in July. This is by my request. I simply love numbers and making sure everything is correct. In addition, the two positions are closely connected. I have two goals this year:

- have all Oregon branches enrolled in the Membership Payment Program (MPP) and
- work with National to make the branch Finance VP's jobs easier.

If you have questions about the MPP, please contact me. I can help.

## AAUW of Oregon State Meetings Study Task Force

Ilga Ross, Chair

At the AAUW of Oregon Board of Directors Meeting in April 2018, the board discussed the two branch surveys on state conventions, as well as how other state AAUWs handle their meetings. Further study was assigned to a task force charged with studying regular state meetings, including summer retreats and conventions. Members were Marge Biggers, Gini Dideum, Margaret Drummond, Claudia Gray, Sue Klumph, Georgia Applegate, and Ilga Ross.

The task force was asked to determine whether changes were needed to state meetings and, if so, identify the changes, recommend revisions to guidelines and governing documents, and develop an implementation plan. In its preliminary report, the task force stated that the changes to the summer meeting were a positive advancement and should be evaluated on their own. Second, that the occurrence of AAUW national conventions should not influence the state scheduling of meetings. Third, while the survey indicated preference for biennial conventions, the task force felt that this would not be healthy for us, concluding that holding state meetings annually is important to maintaining the state organization and to supporting AAUW's mission.

At its in-person meeting in September 2018, the task force finalized a statement of purpose for state meetings: to provide in-person interaction, to educate and train members, to energize members and branches, and to conduct the business of the state. The task force identified several problems and difficulties: reluctance to host a convention, overly complex for branches or districts alone, little experience doing required tasks, minutely detailed guidelines, lack of continuity in budgeting or venue contracting, and communication difficulties.

The task force recommended restructuring the state annual meeting by placing primary responsibility with the state board, revising the guidelines to reduce the work, having local volunteers report directly to a designated state officer, training experienced arrangers and appointing them to multi-year terms, and standardizing budgets and contracts to contain costs while retaining quality.

In the future there might be rotation among fewer venues or adjustments to the meeting schedule, but changes would be generally invisible to convention-goers. The intended outcome is to make meeting planning more flexible and less restrictive. Essential to the process will be an ongoing cycle of annual evaluation, review and revision. To complete its assignment, the task force produced a revised State Annual Meeting Guide based on the principle that "State meetings are the responsibility of the State Board" and developed a Work Plan to guide implementation of the restructuring. Both documents were adopted by the AAUW Board of Directors at the April 2019 meeting and, after a report to the convention delegates, the task force's work was concluded.

## Special Projects Fund Update

The AAUW of Oregon Special Projects Fund (SPF) currently has ten projects from eight branches throughout Oregon. The 2018 fall Unrestricted Campaign was a great success facilitating the purchase of E&O insurance and reimbursement of AAUW of Oregon in April for the "seed" money used to start the SPF.

The SPF Board will spend the next few months developing a new Strategic Plan, reviewing bylaws and policies, and developing succession plans for the Board. A survey of branch members who serve as the SPF Branch Contacts for their branch's projects will be conducted. The survey will focus on what works for them and what could be improved. The Board will be reviewing the application process. This may include dropping the application fee and changing it to an annual fee to help with costs of managing the project account.

If you have donated to the Special Projects Fund through a branch project or the Unrestricted portion of the SPF, let us know what your experience was like. Send your comments to Penney Hoodenpyle, SPF Board Chair, at [lee-hoody@gmail.com](mailto:lee-hoody@gmail.com).

## \$500 Grant Awarded to AAUW of Portland

Through AAUW of Oregon's Branch Grants Program, the Portland Branch received \$500. They collaborated with several other organizations to present "The Future is Fluid, Developing Fluency in a Nonbinary World" presented at The Old Church (TOC) venue hall on April 16<sup>th</sup>, 2019 with an audience of more than 200 listeners. This was part of TOC's **We Can Listen** series, "*Designed to create opportunities for the strength of individual and community voices to grow.*"

The program opened with music from the transgender acapella singing group "Acchord" followed by an on-stage conversation with four transgender adolescents. The girls were open and honest about their journeys; two described the challenges they face in transphobic schools; two discussed how important a supportive family and community contributed to expressing themselves as girls in the world.

Following a short break, four transgender professionals had an on-stage discussion about how much has changed in the struggle for acceptance and civil rights, and what the next steps are in ensuring that transgender youth and adults are protected and nurtured as members of society.

The last presenter was an 11-year-old transgender girl who described her "perfect world of the future" for transgender individuals.

Audience members left with two handouts: terms and terminology and resources for further information. The program was recorded by TOC as a podcast as well as by a local radio station as part of a national conversation.

The program was powerful and very moving and may be the first of other similar conversations in the future.

## AAUW FUNDS

### Jill Heffner and Ilga Ross, Co-chairs

The AAUW Funds Banquet is an evening of celebration, recognition, awards and honors. It's an evening to recognize fund raising and to hear a Legal Advocacy Fund (LAF) plaintiff. Legacy Circle is honored and new members recognized.

Paul Thein, a LAF plaintiff, who was supported by LAF in his 12-year suit against a community college in California, was the featured speaker. His case highlights the importance of AAUW LAF in its support of those who choose to do the right thing when faced with discrimination.

The top three branches in 2018 who led the AAUW Funds categories were announced. **Gresham Area, Medford, and Salem** topped total contributions to AAUW Funds. Highest per capita giving were **Gresham Area, Tigard Area, and Hillsboro-Forest Grove**. Highest total donations to LAF were **Medford, Portland, and Salem**. The top three LAF total per capita donations were **Oregon Online, Medford, and Salem**. The top ten branches for each category are listed in the Banquet booklet as are the Century Club members (those who donate \$100.00 or more to AAUW Funds). Copies of the Funds Banquet booklet are available on request.

The highest honor in AAUW is to be a state Named Gift Honoree (NGH). This year the State Funds NGH Committee chose three outstanding members who have served AAUW OR in several capacities over several years. Congratulations to **Kathy Dew (Bend), Patricia "Trish" Garner (Portland/Astoria), and Susan Gilstrap (Wallowa County)**. It would take three more pages to tell of these women's past and continuing contributions to AAUW. The twenty-nine Named Gift Honorees chosen by their individual branches are listed in the Banquet booklet. Congratulations to these branch honorees and thank you for your outstanding work on behalf of AAUW. You were chosen for supporting and serving AAUW over many years in a variety of ways. Thank you and congratulations!

Thank you and a big shout out to Linda O'Hara for spearheading and organizing a new fundraiser event which raised \$4100, nearly doubling last year! The direct contributions fund raiser, which culminated the evening, raised \$4300. This is why AAUW of Oregon is one of the top ten contributors in the nation to AAUW Funds! Congratulations to us!

## Board of Directors Meeting – April 12, 2019

President Georgia Applegate asked that we all read the Officers reports. She appreciates those who sent in their reports. There are a lot of exciting things going on and it's the branches that make the state vital. She also mentioned that her President's report was in the Officers reports.

President Georgia Applegate stated that Marguerite Damewood, Communications VP, would add the Convention Officers report and the Convention Workbook to the website after the convention. The Officers reports are also in Google Drive. Finance VP Sarah Elmer reviewed the budget. She stated that almost no expenses have been turned in by the state officers. It looks like there are a lot. Convention expenses are coming in now. She urged board members to please turn in expense reports and/or add to your convention expense report during convention for quicker reimbursement. She reminded that the following were not reimbursable expenses - Lobby Day, the Enrichment Activities, or the online fee for using PayPal. Last, she reminded us to submit all expenses for reimbursement, even if you do not want the money back. The state needs to know how much it costs to conduct state business. Finance VP report is filed.

### Summary of Action Taken

**State Meeting Task Force** – Ilga Ross, Chair, presented the task force findings, in brief, to the board.

**PURPOSES OF STATE MEETINGS:** The purposes of the AAUW of Oregon state meetings are to provide in-person interaction, to educate and train members, to energize members and branches, and to conduct the business of the state. **PROBLEM:** Currently state convention planning is too complex for branches or districts to manage on their own. **PROPOSED SOLUTION:** AAUW of Oregon will establish a convention committee, led by state officers, to simplify and standardize state conventions.

#### ***MOTION 1: To adopt the State Annual Meeting Guide developed by the task force.***

**Rationale:** Members and branches have been reluctant to take on the work of hosting a convention. The major goal of the new guide is to reduce the work required to plan and carry out the annual meeting. The proposed guide re-structures the lines of responsibility and communication, placing it with the state board. The structure allows for training experienced planners and arrangers through multi-year appointments. Tasks were simplified, made optional, or eliminated entirely to reduce the work. Another goal is to contain costs while retaining quality. State meetings must be accessible, cost-wise, to encourage attendance of as many members as possible. It is necessary to have enough registrants to provide adequate financial support to hold a quality meeting. We believe that holding state meetings (conventions) annually is important to maintaining the state organization and to supporting AAUW's mission. Discussion followed. Motion carried.

#### ***MOTION 2: To accept the task force's proposed work plan for implementing the changes.***

**Rationale:** The Work Plan provides guidance to how each objective will be met. It states actions to be taken for each objective, assigns the primary leader, and lists others who need to be on the team to carry out the actions. The implementation timeline is open-ended and as with any program, review and revision should occur after every event. Discussion followed. Motion carried.

**Weston Grant Funds** – Money can be spent on operating costs. We have \$2450 remaining to spend. \$750 was returned from the South District because they were unable to use it on their program. The executive committee recommends to the board that \$450 is allocated to programming for the Summer Leadership weekend and that the remaining amount be split proportionally among the two tech treks. Discussion followed. Motion carried.

**Summer Leadership Conference July 12-14, 2019** – The Summer Leadership Conference will be held at Western Oregon University in Monmouth, Ore. Pat Squire – incoming VP, Programs stated the focus will be leadership, team building, etc. There will be a counterpart's train-the-trainer opportunity and at least one returning speaker. There may be book club(s) opportunity and more information is coming. We want emerging leaders to attend, succession planning is important.

**Governance** - The bylaws were amended to change the state Program VP election biennium to align with the election of the state president, and the term "state convention" was replaced by "annual meeting".

Both proposed state bylaws amendments were adopted at the state convention business meeting.

The password to get into the site's member center is:  
oregonaauw  
(pg. 17 web address)

**ELECTED OFFICERS  
2019-20**

**EXECUTIVE COMMITTEE:**

**President:**

Georgia Applegate  
Grants Pass Branch

**Co-Presidents-Elect:**

Pat Lehman  
Wallowa Co/Astoria/Online Branches  
Sue Klumph  
Grants Pass Branch

**Program Vice President:**

Pat Squire  
Lake Oswego Branch

**Communications Vice President:**

Marguerite Damewood  
Grants Pass Branch

**Membership Vice Presidents:**

Gini Dideum  
Seaside Branch

**Finance Vice President:**

Sarah Elmer  
Bend Branch

**Secretary:**

Kristin Mauro  
Salem Branch

**DISTRICT DIRECTORS:**

**Central District - Albany, Bend, Corvallis, Salem, Eugene-Lane, Redmond**  
Elena Rae

**North Central District - Gresham Area, Hillsboro/Forest Grove, Lake Oswego, Portland, Tigard Area**  
Nancy Dunis

**Northeast District - Baker City, Ontario, Pendleton, Wallowa Co.**  
Lucy Hutchens

**Northwest District - Astoria, Lincoln City, Seaside, Tillamook**  
Susan Wahlke

**South District - Ashland, Grants Pass, Klamath Falls, Lakeview, Medford, Roseburg**  
Joan Rycraft



**Work Smart Online**

Work Smart, AAUW’s salary negotiation program, is now online, FREE and available to everyone. At the convention several people stopped by an informal demo to see some of the content and how easy it is to go through the modules at your own pace. They promised to log onto the site at home! This online version is made possible by grants to AAUW. During her talk, Kim Churches, AAUW CEO, pointed out that many eyes are watching, including the grantors and other potential partners that could help with future funding. We must meet the goal of training 100,000 people by August, 2019!

Here’s what one branch member from Yamhill County had to say. “I logged on to Work Smart this morning and am very impressed with the workbook and overall workshop format. I was a Human Resources professional for more than 25 years working primarily in commercial banking. I was also an active member of SHRM, Society for Human Resource Management, and participated in many hiring and wage discussions. Even with all of that knowledge and experience this workshop would have been helpful to me in my personal salary negotiations. As we know, many AAUW members are now retired, but we should do what we can to promote Work Smart with younger women including our own daughters and granddaughters. The content is right on and the process very useful.”

*Everyone please check out the program at: [salary.aauw.org](http://salary.aauw.org)*

**Nancy Thomas, Chair, Start Smart / Work Smart**

**Challenge! Challenge! Challenge!**

At the end of the business meeting at the end of our convention, a motion was made by Mardi Stevens to challenge to members of AAUW Washington to register more people for the WorkSmart Online course at [salary.aauw.org](http://salary.aauw.org). The motion was seconded, discussed, and passed. AAUW of OREGON, we have accepted the CHALLENGE! WE MUST RISE TO IT!



**TECH  
TIPS**

**PROTECTING PRIVACY WITH EMAILS**

When we send out emails to a large number of people, it is a good idea to use Bcc to protect individuals from identity theft. There are so many ways for hacking these days, but this is at least one way to help protect the privacy of the recipients.

Selecting Bcc is easy if we can just remember to do it!!

### Oregon Mission

AAUW of Oregon promotes advocacy, takes action to empower women and girls, and connects National AAUW with branch members.

### National Mission

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

#### Values

Nonpartisan. Fact-based. Integrity. Inclusion and Intersectionality.

#### Vision

Equity for all.

#### Diversity

In principle and practice AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.

#### Membership

AAUW, founded in 1881, is open to all graduates who hold an associate or equivalent, a baccalaureate or higher degree from a College or University on the AAUW list of qualified institutions.

**We're on the web:**  
<http://aauw-or.aauw.net>

### *Oregon News*

address changes to:

**Gini Dideum/Oregon News**

468 Daly Lane

Gearhart OR 97138

PRSR STD  
Us POSTAGE  
PAID  
BEAVERTON OR  
PERMIT NO 451



[http://  
www.facebook.com\aauworegon](http://www.facebook.com\aauworegon)



empowering women since 1881