

AAUW 2020 Dual Oregon/Washington Convention “Together Women Make History”

Mark your calendars for April 17-19 in Vancouver, WA for the 2020 Dual Oregon/Washington Convention.

Come together for this major celebration of the 100th anniversary of passage of the 19th amendment, finally giving women in the United States the right to vote.

Here’s what to look forward to:

Be part of a wonderful weekend at the beautiful Heathman Lodge in Vancouver, where AAUW will be the only conference. (<https://www.heathmanlodge.com/?cheps=local-heathman>)

Celebrate women’s suffrage with like-minded women from the two states. Suffrage night will be Saturday night with women dressed in white and a festive evening of historical entertainment.

Take advantage of good opportunities to network with old friends and make new ones from different branches.

Learn from a diverse group of experts who will give presentations based on AAUW’s major themes of education and training; economic security; and leadership.

Enjoy hands-on learning about social media and writing postings for Wikipedia during Friday afternoon special sessions.

Explore the Vancouver area with a number of guided tours on Friday afternoon.

Watch for details of the convention in the January issue of Oregon News, complete with hotel information, registration forms and meeting agendas. For questions, suggestions and further information contact Pat Squire, pbsquire@gmail.com or Nancy Brown at aauw.or.events@gmail.com



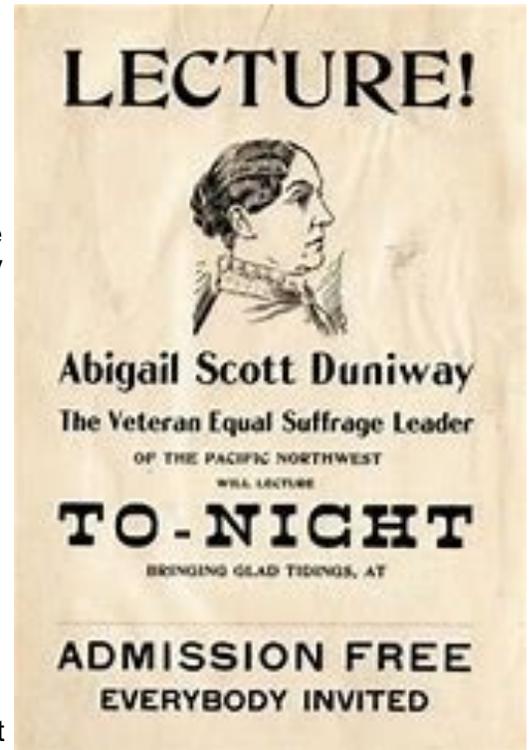
AAUW of Oregon Program VP Pat Squire and AAUW of Oregon Event Coordinator Nancy Brown planning for the 2020 dual state convention.

Who is the Most Famous Oregon Suffragist?

Abigail Scott Duniway certainly qualifies for this honor. According to the Oregon Historical Society, Duniway was Oregon's strongest voice for the cause of woman's suffrage. While she had many accomplishments to her credit – writer, newspaper publisher, teacher, novelist, millinery shop owner, wife and mother – she is best known for promoting women's rights.

Born in Illinois in 1839, she moved with her family to Oregon, where she met her husband Ben Duniway. They settled in Yamhill County and later moved to Lafayette, where she taught school and wrote her first published novel, *Captain Gray's Company*. Later they moved to Albany, where she opened a millinery shop and became aware of the many inequalities facing women.

By 1871 the family moved to Portland and Duniway began publishing the *New Northwest*, a weekly newspaper supporting women's rights. For over 20 years she traveled throughout the Northwest supporting women's rights and frequently campaigned with national suffragist Susan B. Anthony. She saw Idaho (1896) and Washington (1910) pass suffrage, but had to work and wait until 1912 when Oregon finally gave women the vote (after four previous votes failed). Duniway's brother, Harvey W. Scott, longtime editor of the *Oregonian*, opposed suffrage. She prevailed despite an unpleasant public feud, and when the amendment passed, Governor Oswald West asked the 78-year-old Duniway to write the Equal Suffrage Proclamation. She died three years later, after seeing her life's work accomplished, but five years before the nation would pass the 19th amendment.



CALL FOR RESOLUTIONS

Resolutions due by January 19, 2020

Do you have a burning issue you want AAUW of Oregon to discuss? Is there something about the state activities that you want changed? This is your chance: submit a resolution for discussion at the next state convention!

Resolutions help focus and give direction to AAUW of Oregon. The resolution statement helps to clarify and publicize the position of AAUW of Oregon on a current or controversial issue.

Proposed resolutions should be concerned with national or state policies, programs or public policy. Individual AAUW members, branches, standing committees or the state board of directors may initiate resolutions. Resolutions should include a plan of action for implementation, supporting material and a financial impact statement estimating costs of implementation for the state.

All resolutions are adopted for one year or until the action has been completed. Resolution proposals may be considered for more than one year.

Resolutions are requested **no later than Saturday, January 19th** for the AAUW of Oregon/AAUW of Washington dual convention in Vancouver, April 17-19, 2020.

If no resolutions are received by the January date, floor resolutions (which should be on emergency issues only), may be submitted at the convention but must be reviewed with the committee on the first day of convention. Such proposals must receive a two-thirds vote by the convention body to be brought to the floor for discussion, and a two-thirds vote of the convention body for passage.

Branches or individuals intending to propose resolutions from the floor should contact the Governance Co-chair Claudia Gray. Testimony for or against the resolutions is the responsibility of the membership. The Governance Co-chairs must be informed of any non-member who is testifying.

Please send any resolutions to Claudia Gray, 1755 SW 89th Avenue, Portland, OR 97225 — or email to claudiaG63@comcast.net.

Claudia Gray and Betsy McDowell
AAUW of Oregon Governance Co-chairs

Tech Corner - AAUW-OR Needs your Help!

We need volunteers to regularly update our AAUW-OR Social Media platforms:

Facebook
Instagram
Twitter
Pinterest

If you already have an account on one (or more) of these sites, we need members to take charge of just one of them. Example – take charge of our Facebook page, update it once a day ...and that's it – so easy! Plus guidance on appropriate postings that are consistent with the mission and values of AAUW of Oregon and AAUW will be provided by the Executive Committee of AAUW of Oregon. Interested? Questions? Please contact Georgia Applegate for more information.





Membership!

President's Report



We have become accustomed to think about membership in finite cycles particularly in the Fall, at the beginning of our year, as well as at our major events. We must reconsider this practice and shift our paradigm to think of membership as an ongoing infinite cycle that continues throughout the year, even through the summer months when most of our branches are not very active. Thoughts of membership recruitment and retention should be on the minds of every AAUW of Oregon member. Even though our branch and state membership VPs head up our membership teams, we all are on the membership team. Leadership and Membership are on-going learning processes that involve every one of us.

I talk with my doctor, my veterinarian, my banker, my financial advisor, others with whom I come into contact in my community and ask them to consider joining AAUW. Ask. Invite them to a branch meeting or a special interest group. Share a newsletter with them so they can get an idea what your branch is like. Invite them to participate in your branch with you.

The most effective branches are "in touch" with the community they serve. Branch leaders cannot be afraid to make speeches, meet and greet, network, and be visible in and to the community (we all are leaders in this). Step up to speak at other group events in your area to let them know about AAUW. If you have an AAUW badge or shirt, wear it in the community while speaking. A branch isn't going to get very far if it isn't interacting with, communicating with, and advocating the mission to the community.

Take leadership and initiative to connect with others in your community to increase your branch membership. Welcome people into the AAUW of Oregon family.

I am pleased to announce that Marie Mueller, Salem Branch, (right) has been elected by the Executive Committee to complete the term of office of AAUW of Oregon Secretary left vacant by the resignation of Kristin Mauro.



~~~Georgia Applegate, President

## START SMART / WORK SMART

AAUW reached its goal of training over 100,000 women in salary negotiation by August of this year! 102,600 to be exact! We congratulate AAUW WA on winning our informal challenge issued last April. We just learned the state by state results of the Work Smart enrollment summer program. AAUW WA had 1,791 enrolled while AAUW of OR had 1,587 enrolled. Well done WA!

Overall, our national numbers are still impressive. AAUW members and their supporters rise to the occasion every time! Let us continue our work in this area.

Work Smart results indicate that 98% of those who take the course find it useful; 72% report they have higher confidence; and 60% report they put the skills they learn into practice.

If you or your friends and family have not yet seen Work Smart Online, remember that it's free and easily accessible. Go to: [salary.aauw.org](http://salary.aauw.org).

– Nancy Thomas, Chair



## ANNOUNCING THE AAUW FUNDS DUAL CONVENTION FUNDRAISER

Jill Heffner & Ilga Ross, AAUW-OR Funds Co-Chairs

It's time to think about the 2020 Dual State Convention in Vancouver, Washington! And it's time to plan the AAUW Funds fundraiser. This year's proceeds will benefit AAUW's *Greatest Needs Fund*. Although there will be no wine sales this year because we are Oregon and the Convention is in Washington, our state's AAUW Funds Committee will offer the popular gift basket raffle AND the newly introduced "Buy It Now" gift card boutique.

But, as always, we can't do it without you! Please begin now to gather donations of gift cards- with a face value of \$25.00 or more, but no discount cards that require a purchase. National chain gift cards are good, but a collection of local gift cards is fun too—someone might want to visit YOUR part of Oregon!

Here are some ways to obtain gift cards for the AAUW fundraiser:

Approach merchants in your area for a direct donation of goods or services.

Use your credit card points for gift cards.

Check your wallets, purses and storage drawers for unused gift cards.

Purchase gift cards, but only as a last resort. Be sure the cost to you is less than face value.

Donor branches will be credited as contributors to AAUW Funds. Ilga will send a donation receipt form to branch Fund chairs as an attachment to the quarterly funds report. It is recommended that you have the receipt in hand when you approach the potential donor, so make copies as needed; this enables donors to report donations as charitable contributions on their tax returns. Contact Ilga at [ilgaross@yahoo.com](mailto:ilgaross@yahoo.com) if you have any questions.

### Action Taken by the AAUW of Oregon Board, October 2, 2019

Finance VP, Sarah Elmer, had sent her financial statements – profit and loss budget vs. actual costs – and they were accepted. She sent last year's statements to CPA Margaret Drummond for review.

Georgia Applegate, AAUW-OR President, provided nominating committee report. Marie Mueller of the Salem Branch has agreed to fill the rest of the term of secretary Kristin Mauro. Georgia called for a hand vote: all seven officers voted in favor. Marie will serve as the state secretary until June 30, 2021.

Regarding technology Georgia said that she would like to add people to the Tech Committee who know about and who personally use each of the different kinds of social media. (Facebook, Instagram, Twitter, blogs, LinkedIn – all the different platforms). She hopes to find a person knowledgeable about each who would be willing to add AAUW of Oregon information when they do their own postings. Marguerite agreed to put a plea for volunteers into the winter issue of *Oregon News*.

Revamping AAUW-OR's strategic plan, (written in 2015) was also discussed. Presidents-elect, Pat Lehman and Sue Klumph, spent quite a bit of time reading it and agree that it is extremely and unnecessarily detailed, with incorrect punctuation that makes it difficult to read. They offered to check it with the national strategic plan and combine the two. Both Pat and Sue feel that there should be measurable goals in the plan, with suggestions on how to meet those goals.

Georgia asked if the state might be interested in making direct donations to the national AAUW in response to an appeal from them, or in asking branches to do so. The executive committee agreed that it is not necessary for the state to contribute or to ask members for such donations. Branches and members are already giving most of their donations to the national Greatest Needs Fund, as requested.

## Membership

CONNECT. My word for what makes membership in AAUW work. If we, as individuals, connect with our AAUW branch in a meaningful way, it is a pleasure to be a part of the group and we will eagerly seek new members to join us.



Why do we connect? How do we connect? What can your branch do to make connections with old and new members? As we are all members of branches, we have shown a willingness to join a group. Some of us initially joined AAUW because of the mission. But a lot of us joined because a friend invited us or we heard about the branch book group or we went to a branch sponsored public forum and liked what we heard. For us to renew our membership in any group, the connection has to have importance to us. But, more important, this connection has to be valuable to other members of the group.

To branch members here are a couple of ideas to make stronger connections: issue membership cards available through the Membership Services Database, truly listen to what members say, ask questions, share a ride to meetings, invite everyone to branch sponsored activities (I always say I might not want to come to the party, but I like to be invited), start a new interest group, match up new members with a branch buddy, share a meal or a cup of tea (I don't drink coffee), share leadership responsibilities, train new leaders, and celebrate successes.

I am excited to see the ideas about membership shared by our branches in this issue of *Oregon News*. Strong, active, inclusive membership is a key to supporting AAUW and its mission.

*Gini Dideum, Membership VP*



### University of Oregon:

The AAUW Legal Advocacy Fund adopted a new pay equity lawsuit during the last week of September 2019. *Freyd v. University of Oregon* addresses pay discrimination faced by Jennifer Freyd, a professor at the university who is paid substantially less than her male colleagues who hold the same positions, are her juniors, and are no more accomplished. The disparity is due primarily to retention raises, and the case will help to establish whether such raises are considered "a factor other than sex" under the Equal Pay Act.

## DISTRICT REPORTS on MEMBERSHIP

### Northwest District

**Susan Wahlke, District Director**

#### **Astoria**

Astoria has no ideas to share at this time.

#### **Lincoln City**

Lincoln City has been setting up a booth at a weekly vendor fair at Salishan Marketplace this summer and had made some good contacts, who will hopefully turn into new members.

#### **Seaside**

Seaside has a new membership chair, but State Membership Chair, Gini Dideum, is a member of Seaside Branch and is sharing her thoughts elsewhere in this newsletter.

#### **Tillamook**

Tillamook Branch has a busy schedule. The annual membership recruitment event was held on Sunday, September 22, at the Oregon Forestry Department's meeting room with 30 women and guests in attendance. Tea and snacks were provided and an ice-breaker was enjoyed. Kathy Gervasi, the Oregon State AAUW STEM Chair compiled an informative slide show about the reach of AAUW, Betty Diamond provided a short video provided by national, and our NW Director, Susan Wahlke invited us to a district meeting to be held at Tillamook Cheese Factory. Tillamook continues to have a stable membership number, and strives for flexibility in attracting new talent. Whenever you attend a community event in Tillamook, you will be met with familiar faces who are members of AAUW. The branch meets monthly at the Elks Lodge in Tillamook on the 2nd Thursday of most months. If you are in town, contact us. You are welcome to join us in our activities.

Susan Pierce, President, [thesusangroup@gmail.com](mailto:thesusangroup@gmail.com)

### Northeast District

**Lucy Hutchens, District Director**



Pat Lehman, Co-President-elect of AAUW of Oregon, presenting a NE District Leadership workshop on leadership and collaboration in Baker City.

The password to get into the site's member center is:

oregonaauw  
(pg. 14 web address)

## Central District

### Elena Rae, District Director

Salem Branch invited me to their new members' tea in September. I told the group what the position of Central District Director entailed, which branches were also in their district, that I had received all sorts of congratulations for being "elected", and, that they too could volunteer to be elected to various board and committee positions both locally and at the state level. I stressed that besides making the *Oregon News State Newsletter* more entertaining, the idea behind sharing the best program and membership ideas was so that energy could be shared by other branches, and good ideas could be good ideas in more than one venue. I enjoyed the large turnout, the beautiful gardens, and most especially the presentations about the house and gardens of barrier-breaking women landscape architects; and the history of the AAUW. If I knew, I'd forgotten that the AAUW supplied funds to Marie Curie to purchase radium, and to the woman developing the first reliable TB test, and was responsible for getting kindergarten in Oregon. The presenters also mentioned the oral history project in which they've been videotaping members' stories.

Thank you, Salem, I thoroughly enjoyed my visit.



*Gardens at Gaiety Hollow*



*Suffragettes*

**Albany** is sponsoring a 19<sup>th</sup> Amendment presentation in March they believe will generate interest in potential new members. "Celebrating the 19th Amendment 100-Year Anniversary Through Song and Drama," will take place on Saturday, March 7, 2020, 10:30 am at United Presbyterian Church in Albany. It will feature a medley of suffragette songs by vocalist Rebecca Fromherz; and A Reader's Theater "Failure is Impossible," By Leslie Hogan, Jane Donovan & Sandy Ellis.

### Bend

No one in the Bend Branch has stepped up to assume the position of President. According to the Administrative Contact, "AAUW of Bend is focusing on member retention and leadership development this year. We have had a difficult time recruiting members to step into leadership roles, so we are going to spend a year reinventing our branch's procedures. We opened the year with a branch meeting where the members were the speakers, examining what our members want from our branch and we will make changes as needed. Once we are stabilized, we will look more towards recruitment of new members."

### Corvallis

Corvallis' remaining three members have exhausted their energies trying to reinvigorate the Branch, whose members basically aged out of existence. At this point they are starting the dissolution process, which includes remitting the remainder of their treasury to the National AAUW office.

### Eugene-Lane

Eugene-Lane is focusing its recruitment efforts on creating relevant programming to help connect with potential members in the community as well as retain existing membership. They have formed a special committee to plan outreach activities to commemorate the 100th anniversary of the 19th Amendment during the 2019-2020 year. Sheila Ramerman, one of the newer branch members, has volunteered to chair this committee. Passed by Congress on June 4, 1919, and ratified on August 18, 1920, the 19th Amendment to the US Constitution guarantees all American women the right to vote. Achieving this milestone required a lengthy and difficult struggle. Victory took decades of agitation and protest. Sheila and her team will be looking for opportunities within and beyond the Eugene-Lane community. If your Branch might like to collaborate with Eugene-Lane on 19th Amendment Centennial activities, please contact Sheila at [sjramerman@gmail.com](mailto:sjramerman@gmail.com).



*Sheila Ramerman*

### Salem

Salem had their annual Membership Social at Gaiety Hollow for a second year. Gaiety Hollow was the home, garden and office of Elizabeth Lord and Edith Schryver, the first all-female landscape architecture firm in the Pacific Northwest. For many years the Salem Branch has supported a scholarship for the Outstanding Graduating Woman at Chemeketa Community College, and this year we were fortunate to have the scholarship recipient, Donna Lutsyk, come and speak at the tea.

### Yamhill County

"Ronni Lacroute, owner of WillaKenzie Estate Vineyards and former Silicon Valley insider, will be sponsored by the Yamhill County AAUW to discuss how she overcame gender bias in her career and life at 4 p.m. Saturday, Oct. 19, in the Carnegie Room, at the McMinnville Public Library, 225 N.W. Adams St. The free program is open to the community, and it is the sincere desire of the Yamhill County Branch that people in the audience become intrigued by the sponsoring organization, and eventually decide to hitch their energies to the rising star.



*Ronni Lacroute*

## North Central District

### Nancy Dunis, District Director

#### Forest Grove Hillsboro Offers Three Ways to Attract New Members

The Branch is using three major strategies to recruit new members:

- Staffing a booth at the Hillsboro Saturday Market three times in the summers;
- Attending meetings of other like-minded groups (such as the League of Women Voters);
- Staffing booths at county events (such as County Commissioner Meetings).

Our booth at the Hillsboro Saturday Market is probably the most successful in recruiting new members. Branch volunteers answer questions about AAUW, distribute materials, and raffle off a t-shirt to those giving us their email addresses for receiving our monthly newsletter. Working with other like-minded groups is a strategy we are currently using to help us co-sponsor events and to bring in new members. Finally, having booths at county and city events also allows us to talk about our branch and bring in like-minded individuals as members.

Through our efforts, we have been successful in gaining new members and those that are younger. The younger members are interested in what the Branch is doing locally and at a statewide level to support and advocate for women and girls. Our involvement in the county and statewide efforts in AAUW Public Policy has helped our cause and extended our reach to different generations.

Retention of our members is very important to us. New members are assigned a "buddy" from our membership to help navigate through our activities and interests. We also recruit new members into our board offices and activities by asking new officers to shadow existing officers the second year of an office's term. This allows new officers to see what the work is really like without having to assume the duties the year before they are actually in the office. We also have detailed time-lines and specific duties written up for each office and appointment. Many of our members do an excellent job of providing support for those members in need of help, such as driving them to doctor's appointments.

Claire Berger

### Gresham Branch - Community Outreach - One Way to Bring in New Members

Gresham Branch has tried different methods to recruit new members. We've had a table at the Gresham Farmers Market, which serves the dual purpose of giving us more community visibility and a way to greet and talk with potential new members. We typically get 2 – 3 new members from this outreach every summer. But I think our most successful recruitment method has been personal recruitment by members. Many of our members are active in their churches or with other community groups or with hobby groups (example - bridge or book clubs). Through these activities, they have been able to identify other women who might enjoy belonging to our branch. One of our membership VP's, Pat Woolsey, has been stellar in her personal recruitment of new members. Pat believes strongly that this is a responsibility of membership; she encourages all members to try to bring in new people. Interest groups have also been very useful. We have a lot of bridge players! A problem, however, is getting new members who want to step up and take on leadership roles. I will be interested in learning about the experiences of other branches in that area.

Susan Van Bell

### Lake Oswego Reads Program - Brings New Members

Most new members join the Lake Oswego Branch because they have been attracted by a particular program and discover that they like the goals and activities of the Branch and the strong sense of community we provide. A number of new members come from the partnership with our library's annual "Lake Oswego Reads" program. New members are also recruited by existing members. Our publicity includes tables at farmers' markets and Clackamas Community College, but these yield fewer new members than our programs.

Members stay connected through our monthly programs, newsletter, 6 book clubs and 5 other interest groups. For new members, we hold twice-yearly meetings to welcome and orient them. We have found that it is particularly important to involve new members quickly in one or more of our branch activities in order to help them feel "part of the family." Profiles of new members are featured in our newsletter, and we plan to extend this to include profiles of long-standing members as well.

Attracting a younger demographic is a challenge; we have not had great results. If other branches have been successful, please share your story.

Mary Pat Silveira

### Portland Branch - A Member's Perspective on Membership

One of our members wrote me this email after a discussion about younger members. I thought I'd pass it on as another perspective.

"It seems that every group from women's church groups to League of Women Voters (LWV), arts support groups, etc., have been agonizing over declining membership since the 1970's. Small wonder. Women joined the workforce. Of course, women in their working and child rearing years don't have enough hours in a day. So, my view is that we should stop expecting and courting young women and try to grow our numbers by appealing to older women...and be proud to do so.

When I was in LWV in Florida, someone from National spoke at our annual meeting on the topic of increasing membership. She stated "forget the younger women and target the recent retirees. Make it interesting and attractive to them." It worked!! AAUW PDX has much to be proud of with the scholarship support, STEM support, and for the interesting and imaginative study groups."

I think she may be right. Portland has many competing groups who cater to working folks. We are unique. That doesn't mean quit trying but may be maintain some perspective about the problem.

Sue Thomas



Portland branch holds Clean Closets for College fundraiser Oct 5, 2019. Pictured L to R Madison Yoshioka, Allyson, Swecker, Cheryl Fredrickson, Linda Liebenstein.

### **Tigard Branch - Asking 'How Would You Like to Get Involved' - Key to Membership**

A friend invited me to attend an AAUW meeting. At dinner beforehand, she told me about the organization's advocacy for women and girls, about the branch's commitment to awarding scholarships to young women and shared some of the political advocacy issues like gender pay equity, book club, lunch bunch etc.

She asked me a very simple but important question: "How would you like to get involved?" Then she followed up to be sure I had the monthly meetings on my calendar. Her outreach drew me in. Perhaps this is the question we should ask every new member and then ensure they have the opportunity. Becoming engaged has made a huge difference. The more we can help someone feel connected to the mission and engaged with the organization, I believe the more likely they will be to join, stay, and become an integral part of this amazing organization.

Some of our newest members participated in our "Clean Closets for College" fundraiser. We partnered with ARC/Value Village and collected nearly 200 bags of clothes that they buy in bulk and then sort, sell, and recycle. We raised nearly \$1000 for our scholarship fund. We also had a great time! We will continue to work to find ways to engage our members in new and meaningful ways. We want them all to feel "fully absorbed by and enthusiastic about" AAUW for years to come.

Marsha Brockmeyer

## **South District - Membership – Ideas that Work**

### **Joan Rycraft, District Director**

The South District includes five branches; 2 small and 3 large branches with over 100 members each. They share a variety of approaches to increasing and maintaining membership.

### **Ashland**

This year, as in the past few years, we have added some new events to keep our new members informed about who our board members are, and who each of them are.

Every new member, who chooses to write a brief biography, is introduced at one of our branch meetings, each new member has her name tag marked with a green dot; we have asked current members to seek out someone with a green dot and introduce themselves, and possibly introduce them to another member.

Quarterly, we host a new member orientation at the home of a current members, where everyone brings either a sweet or savory finger food, and the board members bring beverages: wine, sparkling water, lemonade, etc. We all sit around, either at a table or in the living or family room, and we, the board members in attendance, share who we are, what we are in charge of, how we came to Ashland and to AAUW, and in turn, hear about our members, and how and why they came to Ashland and AAUW and their interests. It makes for a delightful evening of networking and making new friends.

At the end of the year, we have a new member potluck at the home of one of our current members, where we have no agenda, but to visit and get to know one another better. But of course, this is the time when we have known board or project openings, and so we ask if any of the new members are interested in working with us. Usually, we are able to enlist 3 or 4 new members for the following year's work.

Last year, our directory guru took as many photos as possible of our members, so that our directory has at least 90% of our members' photographs beside their personal information.

### **Lakeview**

Lakeview is working on bringing the branch into active status, and is looking for ideas from the other branches to increase membership.

### Grants Pass Branch

The Grants Pass Branch still finds that the best way to recruit new members is the old-fashioned way, when current members invite a friend to a monthly branch meeting. We also announce each branch meeting in the newspaper and invite the public to attend. At each meeting, we have one greeter at the door to welcome new members. We have a designated New Member table where visitors and new members can sit with our Membership VP who keeps them company throughout the meeting and gives them a packet of information. We collect a bio from all new members and publish it in our newsletter. We also ask which interest groups they are interested in, and the appropriate interest group chairs call the new member to invite them to a meeting. Finally, we hold a new member meet-and-greet twice yearly, generally at Taprock restaurant with a no-host happy hour!

### Medford

When it comes to membership matters, a multi-faceted approach to recruitment and retention seems to work best. It is important that the branch offers opportunities for members to make a difference through local and national Mission-based outreach, but also that potential and continuing members find the branch to be a place for worthwhile intellectual and social interaction.

Our monthly meetings offer a Featured Presentation and a Short Program, providing "something for everyone," as our Program Committee schedules dissimilar programs that are both informative and entertaining for each month.

Making new and veteran members feel welcome and appreciated is also essential. Three simple actions can do a lot for both recruitment and retention: 1. Greeting each person and ensuring that new people are "paired up" with someone at meetings, 2. inviting new people to meet new friends through Interest Groups, and 3. publicly acknowledging individual contributions/ accomplishments of members.

Publicity of branch meetings and special events in the community is essential to membership growth, of course, as is working in concert with other community organizations. For example, each summer our branch staffs a table at the OLLI (*Osher Lifelong Learning Institute*) Open House; this July we added four members to our branch during that one-day event!

The bottom line, however, is this: Membership growth and retention needs to be a *priority* for branch members. Having an enthusiastic leader for the branch's membership initiative is vital, and we in Medford AAUW are lucky we have Sandy Heath!  
Bonnie Goldfein, President

### Roseburg

We will be very interested in reading other branches' ideas!

## Breaking Barriers Achievement Award

Do you know a woman who is not an AAUW member who exemplifies our AAUW mission? Or do you work with a community group that demonstrates an impact on women and girls in our state exemplifying our mission? If so, nominate them for the 2020 Breaking Barriers Achievement Award! Applications, due January 10, 2020, are on the website at <https://aauw-or.aauw.net/aauw-of-oregon-breaking-barriers-award/>



## NCCWSL (National Conference for College Women Student Leaders) News:

We are excited to announce that the 35<sup>th</sup> annual conference will be held May 27-30, 2020 at the University of Maryland at College Park. Please check back for additional information at [www.nccwsl.org](http://www.nccwsl.org) in the coming weeks regarding registration, scholarship information, and other details as we plan this year's program.

We are looking forward to seeing you there!

-The AAUW NCCWSL staff, Steering Committee, and volunteers

| Elected Officers                                                                                                          |                        |                                  |
|---------------------------------------------------------------------------------------------------------------------------|------------------------|----------------------------------|
| President (2018)                                                                                                          | Georgia Applegate      | Grants Pass                      |
| Communications VP (2018)                                                                                                  | Marguerite Damewood    | Grants Pass                      |
| Finance VP (2017)                                                                                                         | Sarah Elmer            | Bend                             |
| Membership VP (2017)                                                                                                      | Gini (Virginia) Dideum | Seaside                          |
| Program VP (2018)                                                                                                         | Pat Squire             | Lake Oswego                      |
| Secretary (2019)                                                                                                          | Marie Mueller          | Salem                            |
| Presidents Elect (2019)                                                                                                   | Sue Klumph             | Grants Pass                      |
|                                                                                                                           | Pat Lehman             | Wallowa County<br>Astoria/Online |
| District Directors                                                                                                        |                        |                                  |
| NE District Director <u>Branches</u> – Baker City, Ontario, Pendleton, Wallowa Co. (2016)                                 | Lucy Hutchens          | Ontario-Baker                    |
| NW District Director <u>Branches</u> – Astoria, Lincoln City, Seaside, Tillamook (2017)                                   | Susan Wahlke           | Lincoln City                     |
| N Central Dist. Director <u>Branches</u> Gresham Area, Hillsboro-Forest Grove, Lake Oswego, Portland, Tigard Area, (2019) | Nancy Dunis            | Lake Oswego                      |
| Central District Director <u>Branches</u> – Albany, Bend, Corvallis, Salem, Eugene/Lane, Yamhill Co. (2019)               | Elena Rae              | Eugene/Lane                      |
| South District Director <u>Branches</u> – Ashland, Grants Pass, Medford, Roseburg, Lakeview, (2019)                       | Joan Rycraft           | Medford                          |

## 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*

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empowering women since 1881