

June, 2016 Florida State AAUW Publication

STATE BOARD

ELECTED OFFICERS

Co-President, Susan Berlin

Co-President, Virginia Farace

President-elect Shirley Reid

Communications, Carol Napper

Development, Joan Dick

Finance, Nancy Pura

Membership, Carol Richardson

Programs, Jacqueline D'Alessio

Public Policy, Patricia DeWitt

Secretary, Susan Baird

OTHER APPOINTEES

Administrative Asst. Elizabeth Shapiro

Co-Bylaws,

Leslie Henderson & Barbara O'Connor

Parliamentarian, Barbara Knapp

Historian, Candy Fish

Continued page 5



Susan Berlin



Virginia Farace

Co-Presidents' Message

Time has come for us to say good-bye as your Co-Presidents and to thank our board and all of you for your assistance and support over the past two years. We leave the state in good hands with incoming President Shirley Reid and her Board.

We have been fortunate to have our term as presidency coincide with the explosive use of social media and computer technology within AAUW. AAUW Florida has embraced the use of technology in our communications. The Social Media Chair position was created to help branches increase their level of comfort with Facebook, Twitter and other forms of social media. Board member liaisons were assigned to each branch to open communication between branch presidents and board members.

One of our state achievements has been the use of email for the past two years to deliver FloriVision to our members throughout Florida. Not only does this save thousands of dollars in printing and mailing costs but FloriVision has been able to incorporate more branch event information, and photos, as well as more timely information since submission deadlines are so much closer to publication dates than ever before.

Florida received Public Policy Impact Grants for 2015 and 2016 which helped members from branches visit Tallahassee and legislators to discuss AAUW's mission. This year AAUW Florida was the first state to pilot National's Virtual Lobby Day, targeting state legislators through the Action Alert system. This approach allowed members at home to participate and have their voices heard and helped make AAUW a familiar and trusted name in Tallahassee. *(continued p 2)*

(continued from p 1)

Tech Trek Florida has continued to grow and had 60 campers this June. Tech Trek Florida is a program supported by not only AAUW Florida, but by our branches. The commitment of our branch members to STEM education has been amazing.

Salary negotiation is critical to helping young women achieve wage parity with their male counterparts. The wage gap begins immediately after college and the disparity continues to grow in the ensuing years. We were thrilled that AAUW accepted our invitation to train members at our April convention as Salary Negotiators and Ambassadors. This training will bring Start Smart and Work Smart workshops to colleges, universities and organizations throughout Florida.

We have enjoyed our term as state co-presidents. Our fondest memories will be of our visits to branches and having made such wonderful friends throughout the state. Thank you for the encouragement and support we have received.

Our pledge to you is that we will continue to spread the mission of AAUW!

Susan and Virginia

AAUW FLORIDA VOTING ONE MEMBER ONE VOTE 2016

At the 2013 Florida state convention, members approved changes to our bylaws that give every member a vote on issues that previously had been voted on by delegates at convention. We refer to these changes collectively as “One Member One Vote” (OMOV).

AAUW Florida’s Public Policy was discussed at the annual meeting and those in attendance agreed, in lieu of a separate state policy, to ask that the members adopt National’s Public Policy as Florida’s Public Policy. It can be found on National’s website at <http://www.aauw.org/resource/principles-and-priorities/> Adoption of Florida’s Public Policy was the only item on the OMOV ballot as officer candidates ran unopposed and were elected by acclamation at the annual meeting per our bylaws.

The OMOV voting closed on June 9 and the results were announced to branch presidents via email on June 13 and on our state website. Of the total state membership of 2260 eligible to vote, 219 cast votes or 9.69% of the membership which exceeded the voting quorum of 5%. The National Public Policy Program was adopted as the state’s biennial Public Policy with 207 voting yes, 8 voting no, and 4 were blank.

This is only the second year when OMOV balloting was needed since there were no issues upon which to vote in 2015.

We are pleased to announce the names of the Elected and Appointed Officers who will serve on the AAUW Florida Board of Directors from July 1, 2016 to June 30, 2017 as well as other appointees.

Newly Elected Officers for two year terms:

President: Shirley Reid, Venice

Co-Directors for Membership: Maria Barbosa, Flagler County, and Coral “Corky” Miller, Marco Island

Director for Communications: Carol Napper, St Augustine

Director for Development: Florence “Flossie” McNally, West Pasco

Secretary: Susie Baird, Flagler County

Elected Officers who have another year left on their term:

Director for Program: Jacqueline D’Alessio, Manatee

Director for Finance: Nancy Pura, West Pasco

Director for Public Policy: Patricia DeWitt, Jacksonville

Appointed Officers:

Administrative Assistant: Sue Shea, Venice

Bylaws and Resolutions: Carol Newnam, Venice

Parliamentarian: Mimi Welch, Venice

Other Appointees:

College/University Chair: Susan Cornehl, Jacksonville

Social Media Chair: Diane Schrier, Ocala

Diversity Chair: Synthia Fletcher, Daytona Beach

Web Manager: Cheryl Temple. Punta Gorda/Port Charlotte

Research Director: Kamala Anandam, Weston

Voting and Elections Chair: Virginia Farace, Palm Beach County

2017 TechTrek Camp Director: Sue Slone, Northern Palm Beach County

STEM Coordinator: Laura Adolfie, Flagler County

To be announced later: Historian, and 2017 Leadership Conference Chair.

GOVERNANCE UPDATE

AAUW is checking all branches to assure that their Bylaws and Affiliates Agreements are up to date. National has appointed a person in each state to work on the project of checking the branch documents for compliance. Here in Florida, Immediate Past State Co-President, Virginia Farace, was appointed. She will be assisted by the State Bylaws and Resolutions Chair, Carol Newnam.

Why Must Branches have to Update/Conform its Bylaws?

A. IRS Requirements for Exempt Status

The IRS requires that AAUW do certain things in order to maintain its tax- exempt status. One of these things is to have its affiliates (and that's all of you) conform their bylaws in all material aspects to AAUW's bylaws. It's AAUW's responsibility to decide what constitutes "material aspects" in its bylaws. After the material aspects of AAUW's bylaws have been identified, AAUW notifies its affiliates of the mandatory language that must be incorporated into the affiliates' bylaws. This obligation is noted in the AAUW Affiliate Agreement that is the legal contract between AAUW and its affiliates.

B. Trademark Protection

AAUW's name is trademarked. Use of AAUW's name and logo by an entity necessitates its adherence to specific obligations. One of these obligations is to sign the affiliate agreement. This agreement is a confirmation that the entity will conform its bylaws to AAUW's bylaws.

C. District of Columbia Corporation Code- D.C Code

AAUW National is regulated as an organization under the statutes of the District of Columbia Nonprofit Corporation Act of 2010. This act contains many requirements that AAUW must comply with in its bylaws and policies. Because of their affiliate status, branches, states and comparable AAUW- entities are also bound by these regulations unless their own state code provides otherwise.

What Do Branches Need to Know About the Affiliates Agreement?

A. Definition of Affiliate Agreement and who must sign:

1. ANY organization that uses AAUW's name or logo must sign an Affiliate Agreement. This includes 501 (c) (3) and 501 (c) (4) organizations.
2. The Affiliate Agreement is the written legal contract between AAUW and its affiliates that delineates the rights and duties of each of the two parties.
3. All AAUW affiliates must sign the Affiliate Agreement, even if they are ineligible, or chose not to join in AAUW's group tax exemption. This ensures that AAUW's name, logo and other intellectual property is not misused, damaged or lost and that all AAUW affiliated entities operate in a manner consistent with the standards, goals and principles of AAUW.
4. A 501 (c) (3) entity that has been formed by a 501 (c) (4) entity is considered by the IRS to be a separate legal entity and as such must file its own AAUW Affiliate Agreement.

The 501 (c)(3) entity is a distinct entity from the 501 (c)(4) organization and should have a different name and IRS identification.

B. How to check if your branches have signed an Affiliate Agreement and/or updated their bylaws:

As of June 1, state presidents can check the AAUW Membership Database (MSD) and see if each branch has signed an affiliate agreement and/or filed their updated bylaws for the mandatory reporting period.

GOVERNANCE (continued)

What Happens Next?

Every branch will be contacted soon so please send the name/email address of your incoming President and Bylaws Chair to Virginia at AAUWFLfarace@gmail.com

There are model bylaws available on the AAUW website <http://www.aauw.org/resource/state-and-branch-model-bylaws/> Start now to compare the mandatory language in the model bylaws with your branch bylaws and begin updating so you are ready when contacted.

AAUW FLORIDA DONATIONS REPORT

Joan Dick, Ph.D

FI AAUW Director of Development 2014 - 2016

The AAUW Florida membership donations for the fiscal year 2015 were generous and added to the support of the AAUW Fund, Legal Advocacy Fund, Eleanor Roosevelt Fund, Educational Opportunities Fund, Tech Trek, National Conference of College Woman Student Leaders (NCCWSL), Charting the Course, Public Policy, Research Grants, American Fellowships and more. Total Florida Contributions From 01/01/2015 to 12/31/15 were \$115,973.10.

Branch presidents and treasurers can see a list of all their members' donations on the Member Services Database (MSD) at <http://www.aauw.org/resource/member-services-database/> Click on "Enter MSD" and use your password to get access.

Several Branches have already held Fund Raisers for this year. 2016 promises to be an even greater and more generous year.

Thank you all for your generous spirit. May it continue.

ADDITIONAL STATE APPOINTEES (From p 1 sidebar)

C/U Liaison, Susan Cornehl

Voting & Elections Chair, Jackie Winchester

Web Manager, Sally Barley

2016 Teck Trek Director, Sue Slone

Social Media Chair, Diane Schrier

2016 Teck Trek Assistant Director, Helen Zientek

Diversity Chair, Maria Barbosa

STEM Coordinator, Laura Adolfie

Call for Nominations

The AAUW Florida Nominating Committee knows that all our branches have talented and enthusiastic members. We trust that some of you will be interested in running for the state officer positions to be elected at the 2017 Annual Meeting.

We value our members' suggestions to insure that we have good candidates, and encourage you to inspire and promote members to become a candidate for the following state office positions whose terms begin July 1, 2017: President-Elect; Director for Program; Director for Finance; Director for Public Policy.

The following position descriptions and the Candidate Vita form may be downloaded from the AAUW Florida Website: <http://aauw-fl.aauw.net/>; Click "Member Center"; enter the password when requested; click "Forms"; scroll down to locate desired form and click on the form.

1. Candidate Vita Form for AAUW Florida State Office
2. Position Description for AAUW Florida Director for Program
3. Position Description for AAUW Florida Director for Finance
4. Position Description for AAUW Florida Director for Public Policy
5. Position Description for AAUW Florida President-Elect

These offices are essential. Note that the candidate vita form must be received by the committee chair no later than November 15, 2016.

Thank you so much for your efforts to recruit the best state officers. If you have questions please contact any one of the Nominating Committee members listed below.

Chair AAUW Florida 2017 Nominating Committee: Judy Bonn (Lake Sumter), judybonn@centurylink.net

Members of the Nominating Committee: Linda Kropp, (Marco Island), cu4science@aol.com; Deborah Nesbit (Palm Beach County), deborahnesbit@bellsouth.net; Barbara O'Connor, (Sarasota), occonnorb50@gmail.com; Carol Richardson, (Miami), aauwmiami@gmail.com;

Past State President consultant/advisor is Virginia Farace, AAUWFLfarace@gmail.com

AAUW-FL BRANCHES GIVE THEIR GIRLS A STEM-UP AT TECH TREK

As AAUW branch members, we know how a common interest can energize us and help us accomplish great things together. Well, a great thing happened thanks to our branches and many volunteers at this year's AAUW-FL Tech Trek Camp held at the adjoining Boca Raton campuses of Palm Beach State College (PBSC), and Florida Atlantic University (FAU). Sixty (60) girls from across our State were given a potentially life-changing experience as a future professional in science, technology, engineering or mathematics (STEM). It was fun and engaging for the all, but especially the girls. Check out some of the great pictures on the state Tech Trek website <http://techtrek-fl.aauw.net/photos/> and you can see WPTV's piece on AAUW-FL 2016 Tech Trek Camp which aired on Monday's the NOW program, June 20, 2016, by following this link: <https://www.youtube.com/watch?v=BmJCNH5theo>

So that AAUW-FL members get an idea of what the girls were involved in during the week, an overview of the week follows: Each day they took three core courses and two of eight classes. Verizon Apps, Cybersecurity, and Robotics were the core courses in the morning. In the afternoon, they attended classes in DNA Genetics, Simply Physics Machine, Edible Science, Fundamentals of Engineering, Chemiscology (a look at chemistry, physics and biology), or Web Animation Scratch. All courses and classes included hands-on activities for engagement and skill development. Specifically, girls built their own apps, programmed their robotics to perform certain functions, and created strong passwords that deepened their understanding of ways to defend themselves from cyberattacks.

For the most part, courses and workshops encouraged teamwork and every girl had a journal for daily reflection. Female STEM professionals were their instructors, some of whom were AAUW members, definitely a plus. To reinforce the importance of a sound mind and body, the girls participated in Zumba and Hip-Hop Fitness. Added enrichment included a variety of evening activities, especially Professional Women's Night (PWN). Other evenings, they were taught the importance and skill of letter writing (especially thank you letters) as well as journaling. They also heard from a recent Harvard Physics graduate who discussed how she persisted through high school and college in a male-dominated discipline and they put a lot of thought, energy and creativity into applying or demonstrating what they had learned through their small group demonstrations given on Friday evening and Saturday morning.

PWN, put together by one of Tech Trek's instructors, Dr. Becky Mercer, an AAUW member and faculty at PBSC Palm Beach Gardens, was a huge hit. Wednesday was dress-up night for everyone, which included panel discussions as well as a STEM professional guest or two seated at each table. AAUW-FL Co-Presidents, Virginia Farace and Dr. Susan Berlin ensured there was a strong AAUW-FL presence as well as encouraging the girls to pursue and persist. The audience was welcomed by Dr. Dana Hamadeh, Associate Dean of STEM Business and Health Sciences, PBSC, Boca Campus. Panelists and other STEM professionals seated with the girls represented numerous STEM disciplines and companies such as Geosyntec, Aerojet Rocketdyne, Scripps, South Florida Water Management District, Pratt and Whitney, and faculty from PBSC. Girls asked great questions of the panelists about their education, careers and stress and were able to spend valuable informal discussion time with their STEM dinner table guests.

What's next? Sue Slone, 2016 Tech Trek Camp Director, is currently working on a brochure for Branches of this year's camp experience which will include, pictures, names of girls, and camp contributors and sponsors. For those Branches already thinking about 2017 Tech Trek, be sure to appoint a STEM point of contact (see article elsewhere in newsletter) and plan fund raising activities and strategies for recruiting applicants from your local schools.

In closing, a special thank you to Ana Kay Yaghoubian, AAUW Senior STEM Program Manager for the support we received and her visit to camp. A thousand thanks go to the Boca Raton institutions of higher education that made this camp possible: Palm Beach State College where the classes were held and the girls ate their meals, and Florida Atlantic University where the girls slept and had their down time. The staff, including the dynamo counselors from FAU and PBSC, was helpful, supportive and extremely professional.

AAUW FLORIDA 2016 CONVENTION HIGHLIGHTS



Convention 2016 is now a pleasant memory! Here is a reflection on the highlights for those who attended and a summary for those who weren't able to join us.



Friday began with a **Salary Negotiation Facilitator and Ambassador Training** given by **Dorrie Sieburg** AAUW Salary Negotiation Program Manager. Members took advantage of this training to become certified and are now able to present these workshops in the colleges and universities throughout our state.

The Opening Session on Friday evening was called to order by Co-President, Susan Berlin. The flag ceremony was led by **Kaitlynn Adams and Barbara Castro-Schell**-Tech Trek 2015 alumnae.



Featured speaker was **Karen Amlong, JD** an employment law, discrimination and sexual harassment litigator who gave an inspiring and entertaining presentation on **The Struggle for Equality in the Workplace**. A few comments from the evaluations said “*she was terrific*”; “*this is what we’re about*”; and “*can’t give enough praise for Opening Session speaker Karen Amlong—she set the tone for the convention*”. After speaking, Karen was presented with our AAUW Florida first ever “ELLIE Award”.



The new “ELLIE AWARD” was created this year by AAUW Florida to recognize those who embrace the advocacy of Eleanor Roosevelt and use their position in society to improve the lives of women and girls. Eleanor Roosevelt was more than a First Lady. She was an activist, and a diplomat who dedicated most of her life to fight for social change and justice for all. Eleanor Roosevelt was a champion for women’s rights and children’s issues and boldly spoke against racial discrimination. She used her position to support universal human rights and is still considered one of the most important role models for women.



At the General Session on Saturday morning, **Sue Barley** delivered the AAUW Board of Directors presentation. **Lisa Maatz**, AAUW VP, Government Relations gave the Washington Update.



Members then choose one of four workshops:

Public Policy—Nuts and Bolts

Lisa Maatz, AAUW VP, Government Relations

Pat Dewitt, AAUW FL Director for Public Policy

Diane Shrier, AAUW FL Social Media Chair

Diversity and Inclusion

Jacqueline D'Alessio, AAUW FL Director for Program

Maria Barbosa, AAUW FL Diversity Chair

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Carol Newnam, a past State president and Finance Director, member of AAUW's *Charting the Course* Committee

Jean Barton, AAUW Major Gifts Officer

Human Trafficking

Linda Geller-Schwartz, P.O.A.S.T. (Partner Organizations Against Sex Trafficking).



The Luncheon featured **Lilly Ledbetter** who wowed the members with her amazing story of her fight for Equal Pay. Two of the evaluation comments were: "*Lilly was delightful*"; "*Inspiring speaker*".

Lilly then joined a panel discussion moderated **Lisa Maatz** on **Fair Pay, Fair Play** which included **Lois Frankel**, U. S. House of Representatives, **Lori Berman**, FL Representative, and **Shirlyon McWhorter**, Title IX Coordinator FIU. Some comments: "*was very professional and inspiring*";

"made me very proud of AAUW-FL".



The convention sold out of Lilly Ledbetter's book **Grit and Grace**, (We are still hopeful that signed bookplates will be sent to those who were disappointed that there were not enough books for Lilly to sign.



The Saturday afternoon Annual Meeting chaired by **Virginia Farace**, AAUW FL Co-President, included the following business items: Financial Report: **Nancy Pura**, AAUW FL Director for Finance; Public Policy Agenda: **Pat DeWitt**, AAUW FL Director for Public Policy; Report of the Nominating Committee, Election of Officers; and the election of three members to serve on the 2017 Nominating Committee who will join two others elected by the board.

The Public Policy Agenda was an item that was voted on by all of the state membership through One Member One Vote (OMOV) process. See the separate article in this newsletter.

The Saturday evening Banquet's Theme was **Suffragettes through the Ages** and many members dressed in purple, the color worn by the first British suffragettes. Past State Presidents were recognized and given roses, accompanied by a delightful video presentation of some of their presidencies. **Sue Bailey**, AAUW Board of Directors, installed the newly elected officers. **Lisa Maatz**, AAUW Vice President, Government Relations, was presented with the state's second "ELLIE Award".





Sunday Breakfast featured **Sue Slone**, Camp Director, Tech Trek FL 2016. **Dr. Becky Mercer & Dr. Feneé Russ**, Tech Trek 2016 Curriculum Coordinators, hosted *Science Stations* to give the members an idea of some of the awesome items the girls will be using at camp.

Great networking took place throughout the weekend. Some final comments from attendees; “*The speakers were wonderful*”; “*the theme and talks blended perfectly*”; “*An amazing learning experience*”; “*The meeting gave me loads of material to bring back to my branch*”.

For more convention pictures, go to the state website, activities, state convention: <http://aauw-fl.aauw.net/activities/state-convention/>.

AAUW-FL STEM Communication Network Launched

Branches have been very supportive of our efforts to promote STEM programs and activities for Florida's girls. As a result, we are one of a handful of States to hold a Tech Trek Camp and most recently a Tech Savvy workshop.

AAUW's STEM Task Force recommended that States appoint a State STEM Chair and develop a STEM communication network. In 2016, Laura Adolfie, PhD was appointed as Florida's STEM Chair. Laura served on AAUW's STEM Task Force and is a member of the Flagler branch.

We believe that AAUW-FL and our branches would benefit by creating a state communication network as other States have done. The purpose of the network is, among other things, to strengthen our collective knowledge and collaboration and importantly, share ideas, practices, and resources.

Laura is currently compiling a list of branch STEM Coordinators or, at a minimum, a STEM "go-to" person for the AAUW FL STEM Communication Network. We encourage all branches to participate. If you have not submitted a branch STEM POC, please send the name(s) and contact information directly to Laura at: FL4STEM@gmail.com by August 1, 2016.

By September, Laura will collaborate with those designated individuals to develop and shape AAUW-FL's STEM Communication Network. We look forward to your participation.

Tech Trek by AAUW



Sue Slone
Camp Director



High Tech Equipment



Branches with Girls at Tech Trek

- Daytona Flagler County
- Gainesville Lake/Sumter
- Lee County/ Fort Myers
- Manatee Marco Island
- Miami New Smyrna Beach
- Northern Palm Beach County
- Palm Beach County
- Punta Gorda/Port Charlotte
- Sarasota Stuart
- South Shore City Center
- St. Augustine Venice
- Vero Beach West Pasco



Dr. Becky Mercer



Counselors



PWN First Panel



PWN Second Panel