

**NOVEMBER 8  
Election Day**



**October 11**  
Deadline to register

**October 29**  
Deadline to request  
vote by mail ballot

**October 29 -November 5**  
Early voting

**Be an informed,  
involved voter**

Advice, tips on page 3

**More about AAUW FL  
programs and  
projects**

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## Collaboration, common goals provide path to success

By Bea Holt, AAUW FL President

As we start the new AAUW Florida year, the challenges are many. But we can find success if we work together, collaborating and cooperating to meet common goals.



Bea Holt  
President, AAUW FL

- **Holding regional workshops.** One of my foremost goals upon taking office on July 1 was to hold a one-day regional workshop in southwest Florida as a model before launching the project statewide. The concept was embraced by the eight branch presidents in the region from Bradenton south to Naples. Today, the southwest regional workshop is scheduled for November and other regional workshops will follow.

At the workshops, branch members will meet face-to-face and close to home, exchange ideas, and forge new relationships that hopefully will lead to cooperation and collaboration among branches. That’s the way to set the pace going forward – by learning and working together.

- **Adapting to the Community Hub.** Another immediate goal is learning to adapt branch operations to the challenges presented by the roll-out of the Community Hub by AAUW National. The AAUW-FL directors for Membership, Finance and Development are in direct contact with branch leaders, and National board members and staff. Together, with patience and fortitude, we will learn to navigate the Community Hub, and the important exchange of information will continue to improve.

- **Fostering governance principles.** I’ve set a goal that all branches adopt a strategic plan that is unique to their members and the vision they have for their branch’s future. Each plan will create a map of the steps necessary to reach the achievable and measurable goals set forth. There are prototypes to share within the AAUW family.

*Continued on page 2*

*Hurricane Ian: A note to AAUW FL members*

I feel for you, your families, and your communities impacted by the tremendous destruction and loss from Hurricane Ian.

can and graciously accept help when needed. Together, we will tackle the enormous recovery challenges ahead. Stay strong, Help each other.

Let’s all pitch in to help where we

*Bea Holt, AAUW FL President*

## State News

### President's Message (Continued from page 1)

• **Spirit of cooperation.** To address the goal of encouraging innovation and cooperation between branches, in August the AAUW FL board approved the expansion of the mini grant program. The revised project grant program will provide financial incentives for cooperative branch projects. Details are on *page 5*.

• **Public policy matters.** Among the ways members can support our state public policy initiatives is to participate in Lobby Days in Tallahassee, March 13 to March 15, 2023, and to stay up-to-

date on current events and issues related to women's economic security.

AAUW makes it easy to make your voice heard through the [Two-Minute Activist](#). Sign up and you can quickly contact members of Congress and your state legislators about pressing issues.

• **Support AAUW National funds.** We will also provide you with opportunities to learn more about AAUW National funds, their unique purposes, and how supporting these funds advances the

whole organization's primary mission – equity for women and girls.

Donating is easy through the new Community Hub. Every page on the AAUW National website has a Donate button that takes you to a list of causes and funds that support them.

*The goals I've outlined above are starting points. It's up to all of us to carry through, to see what needs to be done, and just do it! ■*

## 2022-23 AAUW FL Officers and Appointees

### Elected Officers

President – *Bea Holt*  
 Director for Program – *Diana Sells*  
 Director for Membership – *Rose Llanos*  
 Director for Finance – *Kathy Vandervliet*  
 Director for Development – *Linda Barker*  
 Co-Directors for Communications – *Patricia Ross and Carol MacDonald*  
 Director for Public Policy – *Kay Lee-Smith*  
 Secretary – *Saundra Johnson Austin*

### Appointed Officers

Bylaws, Policies, Parliamentarian – *Virginia Farace*  
 Historian – *Karen Noonan*  
 Administrative Assistant – *Kathy Black*

### Other Appointees

Web Manager – *Theresa Owen*  
 floriVision Editor – *Carol MacDonald*  
 Tech Trek Coordinator – *Sue Slone*  
 Tech Trek 2023 Camp Directors – South, *Susan Merson*, and Central, *Ashley Woodard*  
 Diversity, Equity and Inclusion Chair– *Jonnie Mae Perry*  
 Nominating Committee Chair – *Kathleen Pickering*  
 Women's Economic Security Chair – *Patricia DeWitt*



Founded in 1881, the American Association of University Women is the nation's leading voice promoting equity and education for women and girls.

- **Our mission:** Advancing gender equity through research, education and advocacy.
- **Our vision:** Equity for all.
- **Our values:** Nonpartisan. Fact-based. Principled. Inclusive and Intersectional.

## November 2022 Elections

# Get involved, be informed before voting

By Kay Lee-Smith, AAUW FL Director for Public Policy

AAUW has always encouraged women voters to get involved in the political process and gain a better understanding of how legislative actions impact our lives.

In the current partisan climate, it is imperative that we are aware of what is at stake in both our national and state elections this November. More than ever, being an informed voter is vital.

The general election is Nov. 8, with early voting from Oct. 29 to Nov. 5. The deadline to register is Oct. 11. Request a vote-by-mail ballot by Oct. 19.

**• Know your district.** Congressional races are particularly important this November. Redistricting after the 2020 Census changed the boundaries of many Congressional districts.

That means your current member of Congress may no longer represent you. Check the Florida State website to [find your elected official in Florida](#).

**• Know where the candidates stand.** Make sure you are informed about the candidates for Congress in your district. As you sort through candidates' platforms, reflect on priority issues affecting women and evaluate the candidates' positions relative to these issues.



AAUW does not endorse candidates or political parties. But when researching state candidates, AAUW recommends you find out where they stand on these AAUW priority issues, below.

### Economic security:

- Closing loopholes and expanding protections in existing employment discrimination laws aimed at closing the gender pay gap.
- Requiring employers to provide earned, paid sick days to all employees.

### Education:

- Expanding rights and protections for students, including LGBTQ and gender-nonconforming students, who face bullying and harassment.
- Prohibiting the use of taxpayer dollars to fund private or religious schools through voucher programs or education savings accounts.

### Civil rights:

- Protecting access to abortion care, family planning programs, and medical providers.
- Restoring or expanding citizens' right to vote.

### • Add to branch programs.

Consider adding a focus on the election to your October branch programming, if you haven't already. Branches may host candidate forums to which all major-party candidates in that election are invited. But be sure to use [AAUW's Advocacy Tool Kit](#), which has details and advice, including steps to be taken by branches with 501(c)(4) status and 501(c)(3) status.

**• Use social media to count down to Election Day.** Facebook, Instagram and Twitter are fast, effective means of communication. AAUW has made it even easier with sample messages and a plan for posting them every five days until Election Day.

[Click here](#) for the Call to Action plan from AAUW Florida with message content and a list of hashtags and social media accounts, as well as information from National's [social media tool kit](#).

Members and branches are also asked to amplify posts made via AAUW FL social media platforms. ■

## Where to find non-partisan election information

Use these fact-based, non-partisan resources to get ideas and information for you and your branch.

**• AAUW FL website:** The [Advocacy](#) section will soon have more detail on priority issues and questions to ask candidates.

**• AAUW website:** The [Advocacy Tool Kit](#) has ideas for branch activities, C/U partners, and specifics for 501(c)(4) and 501(c)(3) branches.

**• Florida Secretary of State website:** Access comprehensive voter information, resources, and statistics and reports [here](#).

**• Florida State Division of Elections website:** Provides a list of 2022 [ballot initiatives](#)

**• League of Women Voters:** The league's annual [voting guide](#) details ballot measures and candidate information with links to register to vote and check your registration. ■

# Lobby Days 2023

## Advocate for gender equity in person this year

By Kay Lee-Smith, AAUW FL Director for Public Policy

Join us in Tallahassee and help advance gender equity for women and girls at Lobby Days 2023.

Make plans now to attend March 13 to March 15 and advocate in person. We'll meet legislators face to face after two years of virtual lobbying due to the pandemic.

The AAUW Florida Public Policy Committee is working now to establish the 2022-2023 legislative agenda and planning a Lobby Day experience that will focus on policy priorities: economic security, education and civil rights.

- **Strength in numbers.**

Meeting legislators in person is an effective and exciting way to make sure they understand AAUW positions on our priority issues.

And there's strength in numbers. If every branch sent representatives to lobby, our case would be more powerful. So start now to assemble a group from your branch.

We realize it is a commitment of time and money, so AAUW Florida will offer a small stipend to help offset travel costs.

- **Schedule.** Our Lobby Days are planned near the start of the 2023 legislative sessions, which runs from March 7 to May 5.

AAUW advocates should plan to arrive in Tallahassee on Monday night, March 13, for a short meeting in preparation for our visit to the capitol on Tuesday, March 14.

A Lobby Day training session will be conducted, prior to our departure for Tallahassee, addressing the “who, what, when, where, why and how of Lobby Days.”

We will also have a Lobby Day action alert distributed while we are in Tallahassee. In order to receive the alert, you must be signed up as a [Two Minute Activist](#).

- **Plan ahead.** If you are planning on attending Lobby Days 2023, start making your appointments with your state



The Capitol Complex in Tallahassee comprises the 22- story new Capitol building, the House of Representative and Senate Chambers, the Historic Capitol and the Knott Building.

[legislators](#) today.

Also, it's not too early to make hotel reservations. The public policy committee has secured a block of rooms at the [Comfort Inn & Suites, Tallahassee](#) North I-10 Capital Circle, 1978 Village Green Way. [Click here](#) to book your room at the discounted rate of \$85 per night.

If you are interested in serving on the public policy committee or have questions about Lobby Days 2023, email, [aauwflksmith@gmail.com](mailto:aauwflksmith@gmail.com). ■

# Project Grants

## State expands funding for branch projects

By Diana Sells, AAUW FL Director for Program



Your branch can get state funding for projects that advance the AAUW-FL mission and/or provide opportunities for women and girls to achieve their full potential.

Any branch may submit a proposal for a mini grant of \$100 to

\$500 to help with a project that has a direct community impact and follows the stated purposes.

The program has been expanded and renamed Project Grants this year and now allows two branches working together on a project to apply for a grant up to \$1,500.

Application forms may be submitted to meet one of three

deadlines: October 1, January 1, March 1. After review, final approval will be made at state board meetings October 27, January 26, and March 23.

Get complete guidelines, instructions, and forms at [Branch Resources](#) on the AAUW FL website. Contact [Diana Sells](#) if you have questions. ■

## Membership

### Branches meet challenges of new Community Hub

By Rose Llanos, AAUW FL Director for Membership

Change is never easy. Branch officers serving in capacities such as finance, treasurer, and/or membership director found that out this year, with the transition from the old, familiar Member Services Database to the rollout of the new platform, the Community Hub.

Questions about how to successfully access the system, register new members, renew existing members, and process payments have been frequent issues that have affected every branch.

**Working together.** With the collective efforts of branches at the state level, national office hours, and membership newsletters, branches are finding ways to assist one another amidst the changes.

Members have utilized discounted event programming

through a [Shape the Future campaign](#), extended a grace period for existing members, and promoted each other's branch events to engage and retain members.

**Community Hub resources.** The [AAUW National website](#) provides many resources for both members and branch leaders on making the transition to Community Hub. An [FAQ page](#) answers many questions, and videos provide tutorials that give instructions for everything from password resets to managing rosters and bulk renewals. Branch leaders can also sign up for virtual office



hours held on Tuesdays and Thursdays.

The new system makes it easy for members to renew, pay dues, make donations. The email address members provide in their profiles is the primary communication link, so it's crucial that it's correct.

**Tools for leaders.** Keeping up with what needs to be done at the branch level can be difficult. AAUW's [Membership Matters](#) news hub helps with monthly updates and reminders.

In addition, AAUW Florida conducts Zoom meetings for branch membership directors to share ideas and get answers to questions. Contact [Rose Llanos](#), membership director, to receive notices about the meetings, or if you have other questions. ■

## Nominations

### Candidate vita forms due by Nov. 15 for spring election

By Kathleen Pickering, AAUW FL Nominating Committee Chair

It is time to nominate candidates for the state board of directors.

Elections for board members are held at the annual meeting part of our spring conference/convention.\* Four positions are open in even-numbered years, and four, in odd-numbered years.

In 2023, we'll elect directors for finance, public policy, and program, as well as a president-elect.

The president-elect serves a one-year term; the directors, two-year terms. Each position carries responsibilities that enable the

board to make good decisions and give appropriate direction to the branches

You can nominate yourself or another member who has given her consent.

There is a great deal of talent, expertise, and experience among our members. So look at your branch and think about who would make a good candidate for these positions. And don't forget yourself.

All candidates must submit a vita form by Nov. 15 to [Kathleen Pickering](#), nominating committee chair.

[Click here](#) to download the form from the Branch Resources page on our website, where you'll also find job descriptions for each position.

Candidates also submit a brief article and photo for the issue of *floriVision*, the state newsletter, which will precede the annual meeting.

If you have any questions, contact [Kathleen Pickering](#), nominating committee chair, or any member of the committee: [Susan Baird](#), [Karen Noonan](#), [Pauline P. Phillips](#), and [Marj Hauptman](#). ■

*\*Editor's note: The date for the 2023 conference has not yet been announced.*

# Archiving Records

## Take steps to document, save branch history

By Karen Noonan, AAUW FL Historian

Does your branch have boxes of materials stored in someone's garage or storage unit? And does anyone know what's there?

We all know the necessity of saving financial and legal information. But a variety of other documents need to be kept, like minutes and membership lists – and other information that helps tell the story of your branch.

Unfortunately, these records frequently disappear, and, with them, your branch history.

Branch officers typically pass on their files to their successors, and, eventually, when the files grow too big, they are boxed and deposited in a garage, or, even destroyed.

To keep this from happening branch officers should take steps to preserve important documents and place them in secure storage.

### Recordkeeping advice.

Deciding what to save, how to save it, and, then, what to do with it can seem daunting. Fortunately, you'll find help from AAUW.



### [“Records Management Guidelines for States and Branches”](#)

on the AAUW website clearly states the benefits of records management and outlines how to organize your records and documents.

### [“Guidelines for Preserving State and Branch Archives”](#)

explains what to do once you have your records organized. Since most of our branches are not prepared to store the material in a safe environment indefinitely, the recommended action is to deposit them in an archive.

**Archive possibilities.** Your county library or historical society may be willing to accept your materials.

In addition, five higher educational institutions in north, central and southern Florida are ready to accept your material. Depending on your location, one of these will be able to help.

#### Northern Florida:

- *Florida State University, Special Collections Library*, Tallahassee: Rory Grennan, (850-645-7962) [rgrennan@fsu.edu](mailto:rgrennan@fsu.edu). Holds state archives and those of the Tallahassee branch only.

- *University of Florida, George A. Smathers Library*, Gainesville: Matt Kruse (352-273-2513) or [mjkruse@ufl.edu](mailto:mjkruse@ufl.edu)

#### Central Florida:

- *University of Central Florida, Special Collections & Archives*, Orlando: David Benjamin (407-823-2788) or [David.benjamin@ucf.edu](mailto:David.benjamin@ucf.edu)

#### Southern Florida:

- *Florida Gulf Coast University, Archives & Special Collections*, Fort Myers: contact Melissa Minds VandeBurgt or Natalie Snyder (239-590-1000 x 2 x 6) or [mvandeburgt@fgcu.edu](mailto:mvandeburgt@fgcu.edu)
- *Nova Southeastern University, Archives*, Fort Lauderdale: Gena Meroth, Archivist, (954-262-4641) or [gmeroth@nova.edu](mailto:gmeroth@nova.edu). ■

## Use these examples to decide what to archive

### What's in:

- Founding documents such as articles of incorporation or charters
- Artifacts and memorabilia (3-D objects such as pins, badges, gavels)
- Audiovisual recordings (of meetings, events, or oral histories)
- Audits and budgets
- Bylaws and revisions
- Newspaper, magazine clippings
- Correspondence of a significant nature that documents a branch program, policy, or event
- Directories and membership lists
- E-mails: Printed copies of significant correspondence. Discard routine e-mails.
- Financial reports
- Branch manuals, guidelines
- Legal documents
- Minutes of meetings, board, committees
- Organizational charts
- Photographs of officers, members, events
- Project summaries
- Press releases
- Programs, handouts, flyers
- Publications (histories, newsletters, brochures created by branch)
- Reports (annual, board, committee, project)
- Scrapbooks
- Speeches by officers

- Subject files of specific program area if already in existence. (Documents listed above should not be arranged by subject.)

### What's out:

- Drafts, working copies of documents, publications that are not the final version
- Correspondence of a regular nature, including routine questions, notes of acknowledgement, thanks, and reply
- Duplicate copies—retain no more than three of each item for archives
- Publications and reports not generated by your branch
- Old forms, receipts, requests, or orders.

Source: [AAUW Resources](#). ■

## Tech Trek

### Help wanted at STEM camps this summer

By Sue Slone, AAUW FL Tech Trek Coordinator



Tech Trek is back in person this summer. Girls will attend camps at Stetson University and Florida Atlantic University again, after two years of virtual sessions because of Covid.

The camps at both Stetson University in Deland and FAU's Jupiter campus will be held from June 11-17.

We hope to have 48 girls at each camp. Timeline information has already gone out to branch contacts. Nomination information will go out in October. Teachers and schools should get their information by



November 1.

Now, we're looking for the volunteers needed to make the camps a success.

- **Teachers.** We need teachers who want to do a 90-minute workshop on a STEM area. The teachers would need to live close to one of the camps. A \$250 stipend will be paid for each workshop. Email [Sue Slone](#).

- **Nurses.** We need a nurse at each camp. This person would need to live on campus for the full week and take care of our campers. A stipend of \$500 is available for this person.

- **Professional Women's Night participants.** Both camps are looking for professional women in the STEM fields who could come to dinner with our campers at our Professional Women's Night.

Email [Ashley Woodard](#), camp director at Stetson, or [Susan Berlin Merson](#) for the FAU camp.

AAUW members, and their friends and family are welcome to participate.

- **Planning.** If you are interested in being involved with the planning for the Stetson camp, contact [Ashley Woodard](#).

- **Donations.** If you can't volunteer for one of the open positions, you can still help by donating to our AAUW Florida Supporting Foundation.

Make checks out to the foundation, and write Tech Trek 2023 on the memo line. Mail to:  
 Treasurer  
 Tech Trek Florida 2023  
 Post Office Box 2938  
 Jupiter, FL 33468

*Read more about the camps and donating on the [TechTrek Florida](#) website. ■*



### Treasurer needed for foundation

The AAUW Florida Supporting Foundation that handles donations for our Tech Trek camps needs a new treasurer.

The girls attending Tech Trek Florida camps this summer will pay just \$50 for the week-long experience. Donations will cover the

rest of the approximately \$1,000 per camper cost.

The foundation was established in 2013 as a 501 (c)(3) entity. Donations are tax-deductible.

The treasurer is responsible for paying bills, balancing the check book, and submitting all the necessary state

and federal tax reports.

As treasurer, you can live anywhere in the state as long as you have access to a Wells Fargo Bank. Our current treasurer, Sally Bailey, is willing to work with you to make the transition.

Contact [Sue Slone](#) for more information. ■

# Women's Economic Security

## Start now to plan Equal Pay Day Events

By Patricia DeWitt, AAUW FL Women's Economic Security Committee Chair

It is not too early to start planning for Equal Pay Day events.

The date is calculated based on the latest U.S. Census data and is typically in the spring. Some online sources have already targeted April 2 and April 11 as Equal Pay Day 2023.

But this is likely to be revised, especially since the calculation was traditionally based on full-time work. Now we have begun to understand how important part-time work is to women.

If your branch plans for an activity anytime in late March or early April, that should be fine. The exact date is less important than raising awareness of the gender pay gap.

In the past, branches have held Unhappy Hours, asked businesses

for discounts to women on Equal Pay Day, and solicited proclamations from government officials. [Click here](#) for other suggestions from AAUW.



Source: AAUW.

The first Equal Pay Day was established in 1996. Since then, other Equal Pay Days have been calculated to reflect the difference among different communities. Black women's Equal Pay Day 2022 was

Sept. 21. Native women's Equal Pay Day is Nov. 30, and Latinas' Equal Pay Day is Dec. 8.

These offer additional opportunities for your branch to highlight the gender wage gap.

A [recent U. S. Census report](#) based on a longitudinal survey detailed the economic hardships experienced by different Hispanic groups. Cubans and Colombians experienced less hardship than other groups, with Dominicans and Salvadorans the worst off.

The report suggested various data-based reasons for this disparity. Do you know the origins of the Hispanics in your community?

For more on women's economic security, check the [AAUW Florida Advocacy blog](#) regularly. ■



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