

AAUW of Colorado Board of Directors Zoom Meeting
August 20, 2021

I. Call to Order

President Joan Brown convened the board at 6:10 p.m. Kathy Hall hosted the meeting. Attendees: Joan Brown, Kathy Hall, Brenda Wolfe, Stormy McDonald, Kathy Singer, Diane Fuchs, Susan Brodie, Jill Smith, Marcy Jung, Wanda Schnabel, Su Ryden, Denise Pruett, Barbara McDaniel, Pam Maier. A quorum is present. Readers are Diane Fuchs and Kathy Singer.

II. Secretary's Report

Pam Maier gave a summary of the Executive Committee meeting.

III. Treasurer's Report

Kathy Singer reported a balanced budget for 2020-2021. The proposed budget will be voted on in new business.

IV. Officer and Committee Reports

President Joan Brown eliminated the correspondence item historically included in minutes. With email, all parties share information regularly. Branch Presidents will be asked to include their newly elected board members in their end of year reports. These EOY reports' due date is changed from March 30 to June 1 to ease this inclusion of new officers.

Program Development VP Susan Brodie shared the three areas of support they offer. 1) Fall Leadership Conference, Spring Convention and Annual business meeting support

2) Technology, speakers and venue support

3) Monthly meetings with all branch Program VPs

Membership VP Jill Smith reported: Starting in January 2022, AAUW National will be changing its membership schedule. There will no longer be a "membership campaign from April to July. We are waiting for instructions about the change.

AAUW of CO's pilot project of paying all branch scholarship winners with complimentary national and state dues is now through 2023.

Finance Chair Kathy Singer stated dues are a timing issue with budget dues based on 927 members. Zoom meeting and webinar charges are under Communications and could possibly be moved elsewhere.

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Discussion of the “rainy day fund” and ideas on spending it down during this Covid-19 pandemic time occurred. A committee was formed by Barbara McDaniel, Diane Fuchs, Su Ryden and Pam Maier.

Public Policy Co-Director Su Ryden reviewed our 2021 legislative priorities:

- 1) Women’s Reproductive Health and Justice
- 2) Behavioral Health Issues
- 3) Women’s Economic and Workplace Issues
- 4) Equity and Technology in Education

All but 2 of the 49 bills we supported passed and all we opposed died.

Co-Director Denise Pruetz announced Public Policy Day will be a webinar on February 5, 2022 with Keynote Speaker State Senator Faith Winter with the theme of Mental and Economic Health in the Workplace.

Communications Chair Kathy Hall is a committee of one. Please encourage your members to join her in managing our Zoom meetings/webinars, our website, Facebook page and Instagram account. Rosters of committee members are on our website. Some are still needed.

Interbranch Council Chair Wanda Schnabel reported 12 NCCWSL students from our branches are being followed up for interest in joining. Branches are encouraged to give free branch memberships to compliment the national and state dues paid by AAUW of CO for all branch scholarship recipients.

College/University Relations Chair Marcy Jung discussed how the AAUW College/University Partnership annual fee grants two representatives from their entity to AAUW membership.

Branches can identify a person as a College/University Chair; three have done so. Red Rocks CC, UC Boulder, CC of Aurora, Adams State College are in this C/U Partnership. Students get free memberships as affiliates.

Stormy McDonald, Diversity, Equity and Inclusion Chair, shared seven branches have DEI Chairs. DEI is a priority in all our AAUW of CO

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programs. AAUW National's DEI Toolkit has an Environmental Scan of nine questions which Stormy recommends we all utilize.

Nominating Committee Chair Pam Maier shared that Jill Smith has accepted a second term as our AAUW of CO Membership Vice President starting July 1, 2022 and ending on June 30, 2024.

Stormy McDonald has accepted the position of AAUW Funds Director and will begin her term on July 1, 2022 until June 30, 2024. She has enjoyed working with Barbara McDaniel whose second term as AAUW Funds Director ends on June 30, 2022.

Our current Co-Director of Public Policy, Su Ryden has accepted a second term beginning July 1, 2022 - June 30, 2024.

This fulfills the duties of the 2021 Nominating Committee.

V. Unfinished Business

None.

VI. New Business

Su Ryden motioned for the budget to be approved as presented.

Discussion. Unanimous approval.

President Joan Brown shared her hope to have a live Spring Convention earlier but recently had concerns. She polled the Executive Committee which voted for a Zoom webinar and asked the entire Board for its thoughts. Pam Maier moved to proceed with a Zoom webinar and the motion passed.

President Joan Brown adjourned the meeting at 7:40 p.m.

Pam Maier
Secretary

AAUW of COLORADO
President's Report for 2020-2021
Joan Brown, President, AAUW Colorado State

First of all I want to thank all of the AAUW of Colorado State Board members for their diligent and difficult work in keeping the model and spirit of AAUW active during the past year of 2020-2021. The COVID-19 virus created many problems with keeping people safe, healthy, and carrying on with work and organizational life. The agents of Zoom, Facebook, email, and other platforms have come greatly into use so the computer and cell phones have become the main forms of communication for so many things. Thanks to Zoom the three annual all-member gatherings were able to take place. The first for 2020 was the Fall Leadership Conference held on September 12, 2020, with Dena Samuels, Ph.D. as the keynote speaker speaking on "Mindful Leadership for Diversity, Equity, and Inclusion." The second conference was Public Policy Day on February 6, 2021, titled "Education Equity Conversation" with Dr. Angie Paccione, Executive Director of Colorado Department of Education, as the keynote speaker. The third gathering on Zoom was the Spring Convention on April 24 titled, "Why Diversity, Equity, and Inclusion NOW?" with keynote speakers Kim Churches, CEO of AAUW National, Melissa Ingram and Jesse Ohrenberger, AAUW Inclusion and Equity Committee.

This report ordinarily would have been written by Paula Munger, AAUW of Colorado president from 2020-2021 but unfortunately due to health reasons Paula had to move from her home in Colorado Springs to the East Coast. Because of Paula's resignation midterm, I, as the newly instated president elect assumed the duties of president, beginning July 1, 2021.

I thank the Board members and all the Committee members for their help in assisting me in the efforts to learn the ways and means of this office to create the meetings and Fall Leadership Conference, and so much more.

Outlook for the future: We are encouraged to be able to gather via the Zoom meetings as attendance is greater using Zoom than the in-person gatherings. However, there is nothing like meeting face to face and sharing meals together in conferences. My aspiration for the coming year is first to carry on and even increase communication between the state and local branches and in the long run this could increase membership in AAUW even in the time of the crisis of COVID-19. Second, the diversity, equity, and inclusion work is a priority and will be carried on in good order with the help of the new DEI Co-Chair, Stormy McDonald. Third, to continue to build enthusiasm and solidarity for the common goal of helping all women and girls obtain the equity and equality they deserve.

Respectfully submitted,

Joan Brown
President, AAUW of Colorado
August 20, 2021

AAUW of COLORADO
Program Report for 2020-2021
Susan Brodie and Diane Fuchs, Program COVPs AAUW Colorado

During any AAUW program year, the Program VP's function is to support the president and the State Board by providing 3 things: technical and planning support for The Fall Leadership Conference, technical and program support for the State Spring convention, and coordination and communication with the Branch Program VPs during the year.

In Fall of 2020, we supported President Paula Munger in producing a Zoom-based virtual event in September. We invited Dena Samuels, Ph.D. as the keynote speaker speaking on "Mindful Leadership for Diversity, Equity, and Inclusion." In addition, Paula Munger and Melanie Hudson spoke about how to create membership growth. We had 102 attendees. More than we have ever had in a live event.

For Paula and the aboard we produced the AAUW Colorado Spring Convention on April 24 themed, "Why is Diversity, Equity, and Inclusion Important NOW?" with keynote speakers, Drew Huston, Executive Director of the Citizens Project, Kim Churches, CEO of AAUW National, Melissa Ingram and Jesse Ohrenberger, AAUW Inclusion and Equity Committee and a panel of 4 AAUW Branch DEI leaders from across the country. Our final speaker, Dr. Laurie Weiss, spoke about Moving Forward From The Pandemic. We had 128 attendees. Outstanding attendance again.

Starting in August of 2020, we met monthly with most of the Branch program VPs. We held zoom meetings at 6:30 p.m. on the last Tuesday of the month. We discussed Zoom techniques, program ideas and shared upcoming events to increase attendance. Not all branches had programs during the pandemic. Not all branches have a Program VP. We are examine what to do about this.

Respectfully submitted,

Susan Brodie and Diane Fuchs
CO-VPs, AAUW of Colorado
August 20, 2021

AAUW of Colorado Proposed Budget 2021-22

	Budget 2019-20	Actual 2019-20	Budget 2020-21	Actual 2020-21	Proposed 2021-22
Income					
Dues	9,500.00	9,660.00	9,000.00	6,870.00	8,000.00
From Savings	7,420.00	-	2,220.00	-	2,890.00
Statewide Conferences/Meetings:					
Fall Leadership		432.31		(732.54)	
Public Policy		2,367.76		(361.58)	
State Annual Meeting		-		(258.82)	
Total	-	<u>2,800.07</u>	-	<u>(1,352.94)</u>	-
Total Income	16,920.00	12,460.07	11,220.00	5,517.06	10,890.00
Expenditures					
Executive Officers					
President	1,500.00	414.37	1,500.00	367.86	1,500.00
President - Past/Elect	1,000.00	1,134.34	500.00		500.00
Program VP	100.00	330.47	100.00		100.00
Membership VP	200.00	-	200.00		200.00
Secretary	100.00	-	100.00		100.00
Treasurer	150.00	9.00	50.00	44.00	50.00
Committee and Board Programs					
AAUW Funds Director	50.00	-	50.00		50.00
Bylaws	25.00	-	25.00		25.00
Communications	1,000.00	9.72	1,400.00	430.64	500.00
Finance	25.00	-	25.00		25.00
Historian/Archivist	25.00	-	25.00		25.00
Interbranch Council (IBC)	150.00	-	50.00		150.00
Leadership Development	500.00	400.00	500.00		500.00
Nominating	25.00	-	25.00		25.00
Public Policy - Lobby Corps	400.00	125.00	400.00	125.00	400.00
Public Policy - Voter Ed	400.00	-	400.00		400.00
Website (Site Resources)	120.00	119.88	120.00		240.00
Board Administration					
Bulletin	50.00	-	50.00		50.00
Board Meeting Mileage	750.00	789.96	400.00		400.00
Committee Meetings	1,250.00	781.66	400.00		400.00
Insurance/Audit	850.00	662.00	700.00	662.00	700.00
Legacy of Leadership Award (even-numbered years)	350.00	-	-		350.00
Contingency	1,000.00	-	1,000.00		1,000.00
Coalitions, Conventions, Conferences					
Coalition Dues/Activities	300.00	-	300.00		300.00
National/Regional Convention - Pres	1,000.00	-			
National/Regional Convention - Pres Past/Elect	1,000.00	-			
National/Regional Convention - Program VP	1,200.00	-			
Regional Convention - Colorado Contingency	500.00	-			
Social Programs					
AAUW Funds Donation	2,500.00	2,500.00	2,500.00	2,500.00	2,500.00
Colorado Science Award	400.00	-	400.00	200.00	400.00
Total Expenditures	16,920.00	7,276.40	11,220.00	4,329.50	10,890.00
n/(Loss) - Difference between Income and Expenditures	-	5,183.67	-	1,187.56	-

AAUW of Colorado Proposed Budget 2021-22

Additional Information:

Accounts and Funds:

Account Balances 6/30/21:

Checking - Operating	18,932.06
Checking - Convention	2,000.00
Checking - Regional Convention	1,852.47
Savings Money Market	36,662.46
Savings CD	-
Total	\$ 59,446.99

McClure Bequest

Balance at 7/1/20	4,614.64
2020-21 Disbursements	-
Balance 6/30/21	\$ 4,614.64

NCCWSL Fund

Balance at 7/1/20	4,006.54
2020-21 Contributions	-
2020-21 Scholarships	(1,140.00)
Balance at 6/30/21	\$ 2,866.54

AAUW Colorado 2021 Priorities

- **Women's Reproductive Health And Justice**
- **Behavioral Health Issues**
- **Women's Economic and Workplace Issues**
- **Equity and Technology in Education**

AAUW Colorado 2021 Priority Bills

Active Support—18 Bills

All but 2 passed and were signed by the Governor

Support—31 Bills

All passed and were signed by the Governor

Active Opposition—3 Bills

All failed (PI'd—Postponed Indefinitely)

Opposition—3 Bills

All failed (PI'd—Postponed Indefinitely)

Examples of 2021 Session Bills

SUPPORT

- Reproductive healthcare for immigrant women
- Codify ACA reproductive health benefits, Family planning
- Establish Behavior Health Administration, Annual Mental Health Exams & Coverage
- Suspended statewide assessments for certain grades
- Free menstrual products in schools, Child Tax Credit, Tax Reform, \$2 million diaper fund
- \$25 Million for training unemployed and under-employed, \$3 million for SNAP recipients' training

OPPOSITION

- Anti-Choice Bills
- Concealed Carry in Schools
- Voter Suppression
- Private School Vouchers



2021 Ballot Measures

- **#27 Property Tax Reduction--OPPOSE**
- **#31 Income Tax Reduction—OPPOSE**

Public Policy Day—Feb. 5, 2022

**Theme: *Mental & Economic Health
in the Workplace***

Keynote Speaker: State Sen. Faith Winter

AAUW of Colorado Diversity, Equity & Inclusion Report

August 2021 by Stormy McDonald

Our immediate past state president, Paula Munger, Public Policy Committee and Program Co-Chairs made DEI visible and a priority at all three state events last year. Those programs can be reviewed on our [AAUW CO YouTube Channel](#).

National AAUW has valuable information available in their online [AAUW's DEI Toolkit](#) and webinars. They are recommending two things in their [initial Plug & Play DEI Program](#): an [Environmental Scan](#) consisting of 9 questions which Branch Membership & Program Board members can help with and later a "Where does my branch fall on this 4 choice chart," [Organizational Inclusiveness Stages handout](#). There is no need for speed through these. We are asked to know where we are and decide where we want to grow to. Several small goals to begin with and longer range goals to develop. A second Plug & Play Program, *Unconscious Bias*, will be released in October.

In July I was asked by our new State President, Joan Brown, to be a co-chair of the State DEI Committee. Of our 12 branches, 7 have DEI chairs. Seven of them have University Partners in their area. In addition, Gunnison is starting to work with Western State who just hired a DEI officer. Our state website has a DEI page under development. Suggestions are welcome and hopefully some inspiration is provided there.

Longmont Branch has had a Racism-Anti-racism interest study group for a year and made a list of [recommended books](#) which is on their [website](#). In addition, DEI is to be their programs focus this year. Their monthly newsletter has short links in it to keep members thinking on this topic.

Aurora Branch has 15 people interested in being on their DEI committee! Their chair person, Jugbeh Charles, started with Aurora as an African immigrant student member, and has stayed with them. She became branch secretary under Joan Brown. She has had a good relationship with the branch and wants to stay active with them. I am looking forward to hearing her perspectives in developing this topic in their branch. In addition, they have a new they have member, a DEI trainer, Candice Smith, on their committee. She is scheduled to do a DE&I-facilitation/training on Saturday, March 19th by Zoom for them.

Colorado Springs Branch this past year has supplied us with several speakers or panelists from their area on this topic. Nancy Holt and Audrey McGuire co-chair this committee. Three of them in June attended a 3-Zoom conference, Juneteenth weekend put on by the new [Truth & Reconciliation Commission](#), co-founded by Dr. Stephanie Rose Spaulding. Springs DEI Committee have scheduled the documentary film, *Coded Bias*, for 11/4 for their branch members. Committee members plan to preview it on Netflix.

Durango Branch new member, Peg Kimple, from New Jersey with an eastern history studies & Japan exchange experience is their new DEI chair.. She's learning about a different diversity in their area. Their University Partner, Ft. Lewis College, has many American Indian students. Their book club has

several books on their list by American Indian authors, Their branch has a very good working relationship with their University Partner. That relationship is a topic on Fall Leadership Conference agenda this weekend. (If you miss it, catch it on the AAUW Colorado website link).

Grand Junction Branch has about 19 members. Their secretary is a student member. Diversity is on their program for January. That's a month with "Disabilities" being a focus.

Gunnison Branch also has about 19 members but has a volunteer DEI chair, Jaclyn Evenson, who is catching up with all the AAUW National webinars available. In addition she has connections with the high school and Western State College. She's heard of a Black women's organization there that she wants to check in with. She mentioned also starting a series of letters to the editor,

Lakewood Branch's August newsletter has Diversity, Equity and Inclusion in the Co-Presidents' letter, September program topic, Unconscious Bias, and several book and link recommendations. The speaker for their September 9th meeting is Dr. Carolyn Love. She is asking attendees in advance, "What will change after her visit?" Equity is a high priority issue for her.

Littleton-So, Metro Branch had a [Mindfulness](#) DEI program with Dr. Dena Samuels last year. They are committed to working with learning membership views and slowly setting DEI goals from the branch members up. Their new DEI chair is Susan Brodie, who is also our state Program Co-Chair.

Loveland Branch DEI chair, Janice Witt, is working on several speakers. They had their first Juneteenth celebration and it went so well they're considering another next year.

Ft. Collins Branch DEI chair, Rosemary Adalian, is checking out a local pastor's starting some diversity gatherings. Their president, Barb Slattenow, is refreshing relationship with their nearby University Partner, Colorado State University.

Boulder Branch has a new President, Kelly Finch, no Program or Diversity Chair. They just had a Board meeting and will tell us more next time.

Douglas County Branch has about 54 members, and has about 4 programs a year.

May we grow in understanding, support of others and new meaningful relationships

How to Create a Diversity and Inclusion Plan – Environmental Scan

The steps below outline the process of creating a diversity and inclusion plan. We recommend creating a diversity and inclusion plan to help shape and guide your efforts. A plan will help you ensure that your efforts are well thought-out, organized, and in alignment with the broader goals for your branch.

This process is best completed with your board or leadership to build group buy-in for carrying out the plan.

Remember that a diversity plan is meant to serve as a guide to help organize your programming and efforts to maximize the results. Even after going through this process, you may have to adjust your plan to account for things that worked, as well as things that didn't – and that's okay. Treat this as a flexible rather than a rigid plan.

Environmental Scan

Before you start planning, you need an understanding of where you are. To create this environmental scan, start by asking your branch leaders to gather the following information about your branch:

Membership, Programming & Marketing:

- 1. In the last two calendar years, have you actively recruited new members?**
- 2. How many new members have you recruited in that timeframe?**
- 3. What is the current demographic makeup of your membership? Of your leadership?**
- 4. What is the retention rate of members? Do you know why members who were not retained left?**
- 5. What's been working in helping to create an inclusive environment?**
- 6. What types of programs has your branch organized in the past two years?**
- 7. Who was the target audience? What was the goal of the program (it's helpful to bring the list of programs from the last two years, the locations, audiences and any feedback from the programs)?**
- 8. How is diversity incorporated into the program calendar?**
- 9. What has been your branch's strategy for reaching a broader audience? (it's helpful to bring the communication plan or list of how information is disseminated to the membership and externally with you to facilitate this discussion).**

Remember that diversifying your membership is *only one aspect of this work*. It's equally important (in the environmental scan and throughout this process) to think about the culture of your branch and how welcoming it is to diverse individuals. Successfully recruiting diverse members is only one step in this process: You also need to create an environment where all members feel included, engaged and valued.

Nominating Committee Report 8-24-21

Jill Smith, our present Membership Vice President, has accepted a second term as our AAUW of Colorado Membership VP starting July 1, 2022 and ending on June 30, 2024.

Stormy McDonald has accepted the position of AAUW Funds Director and will begin her term on July 1, 2022 until June 30, 2024. She has enjoyed working with Barbara McDaniel, whose second term as AAUW Funds Director ends on June 30, 2022.

Our current Co-Director of Public Policy, Su Ryden (2021-22) will serve a second term beginning July 1, 2022-June 30, 2024. Her Co-Director, Denise Pruett (2021-2023), and all AAUW of Colorado members couldn't be happier!

With appreciation,
Pam Maier
AAUW of CO Nominating Committee Chair

From the state bylaws:

Section 2. Elections.

- a. Elected officers shall be elected at the state convention by members in good standing.
- b. Election shall be by secret ballot; if there is only one nominee for an office, it may be by voice vote.
- c. A plurality of votes shall elect.
- d. Rotation of Officers. In odd-numbered years the president-elect, the program development vice president, the secretary, and the treasurer shall be elected. In even-numbered years the membership vice president, and the director for AAUW Funds shall be elected. Each year one co-public policy director shall be elected.

AAUW Funds January 1-June 30, 2021

Branch	Donation	Members	Per Capita
Aurora	\$3,152.00	Not available at this time	Not available at this time
Boulder	\$2,817.00		
CO Springs	\$1,964.00		
Douglas County	\$602.00		
Durango	\$423.00		
Fort Collins	\$666.00		
Grand Junction	\$358.00		
Gunnison	\$1,229.00		
Lakewood	\$2,096.00		
Littleton-So Metro	\$1,032.00		
Longmont	\$1,018.00		
Loveland	\$385.00		
Denver disbanded	\$350		
Pueblo disbanded	\$330.00		
Foothills disbanded	\$30.00		
TOTAL	\$16,453.00		

Provided by Barb McDaniel, AAUW Funds