



**American Association of University Women North Carolina (AAUW NC)  
Board Meeting - 9/16/2020  
Minutes**

**Meeting Date:** 9/16/2020

**Meeting Time:** 7:30 pm

**Meeting Location:** Via Zoom Link

**Board Members Present:** Kathy Pearre, Janet Bunger, Virginia Adamson, Wendy Haner, Margie Maddox, Lena Murrill-Chapman, Cheryl Wheaton, Elaine Morehead, Pat Ashe, Jane Terwillegar (arrived later), Adrienne Stuckey

Subject	Discussion/Progress/Decisions
Welcome/Introduction	Kathy Pearre, Vice President, called the meeting to order at 7:30 pm.
Approval of the previous meeting's minutes	Minutes from the previous meeting were unavailable for review. Kathy Pearre recommended moving on and presenting those minutes for approval at the October meeting.
Treasurer's Report	<p>Wendy Haner, Treasurer, provided the treasurer's report (emailed prior to the meeting). Total income in July-August was \$2,121. Total Expenses were \$991.85. Checking account balance as of August 31 was \$26,482.68 and savings was \$10,322.92.</p> <p>Pat Ashe is preparing a financial audit for fiscal year 2020-2021 She has all the financial records she needs to complete this review.</p> <p>Wendy Haner reported that there is not a second signatory for the bank account, in case of emergency when she is unavailable. The policy manual was consulted, and it states that there needs to be two signatories, with the second needing to be a member of the executive committee, appointed by the President. Kathy recommended that the conversation be routed back to the executive committee to complete the appointment process.</p>

Board Meeting Dates for Reference	Planned dates are 10/21, 11/18, 12/16, 1/20 at 7:30 p.m.
<i>Evening at the Theater</i> and <i>Sisters of Mine; Hear our Voices</i> - Follow-up discussion	Kathy Pearre reported that both events were well-attended, and she can provide statistics at a later time.
Communications Committee	<p>Lena Murrill-Chapman reported that there is a form on the website where people can submit events and announcements to be posted on the website and other social media outlets.</p> <p>Kathy Pearre reported that the executive committee is discussing the possibility of making a contract to hire someone to support the Communications Committee, as the work for maintaining the website in a timely manner is time-consuming for the small committee. Discussion was invited about this idea:</p> <ul style="list-style-type: none"> <li>● Some of the work would be to fulfill the potential of our state website to link effectively to national-site information.</li> <li>● Some of the work would be to increase the timeliness of posting to the website when requests are made.</li> <li>● This work exceeds the availability of the volunteers on the committee.</li> <li>● Lena Murrill-Chapman and Wendy Haner indicated that there have been some challenges for TechTriad with technical glitches being encountered with the site. She is hopeful these technical issues will get resolved before any new hire. However, this person would simply post for us and would not (at this time) replace TechTriad.</li> <li>● Kathy Pearre shared that the Communications Committee and Executive Committee is hoping to keep this capped at around \$50 per month.</li> <li>● Cheryl Wheaton expressed support for this idea.</li> <li>● Wendy Haner stated she knows a web professional who has offered to provide the service of updates throughout the month for a reduced rate of \$25 per month.</li> <li>● Virginia noted that structural issues with the site design are contributing to ongoing lags in updates, because updating the main page with events requires fully replacing the site banner instead of easier updates.</li> <li>● Lena Murrill-Chapman recommended that members</li> </ul>

	<p>of the Communications Committee be involved in any work the Executive Committee does on the idea of this hire.</p> <ul style="list-style-type: none"> <li>• Virginia Adamson recommended the committee return to the board with a detailed proposal on prices and work expectations for this position.</li> </ul> <p>Janet and Lena recommended the Communications Committee and Executive Committee work quickly to develop a specific proposal for the Board to look at within two weeks. Kathy agreed with this plan; it will be presented at the October meeting.</p>
<p>Planning for Virtual Program - Title IX, Thurs. 9/24</p>	<p>Pat Ashe reported that planning is going well. A press release should be going out 10-7 days before the event. Kathy Pearre reported that we have 39 registered for it at this time.</p> <p>The event will be held via Zoom, with the hosts keeping people muted and inviting people to participate by unmuting at specific times. This was used at <i>Sisters of Mine</i>. The reason the Webinar format won't be used is because of extra cost.</p>
<p>Upcoming Virtual Programs</p>	<p>Rick Glazier is the speaker for the October virtual program.</p> <p>Pat appealed to the Board Members for specific suggestions for topics, particularly for those topics tied to our strategic plan under the umbrella of equity, diversity, and justice. She thanked several Board Members who have already offered recommendations.</p>
<p>Report: ZOOM Activity</p>	<p>Kathy Pearre reports that Zoom activity is strong. Several people are now skilled as hosts, in addition to Kathy. She reports that branches are beginning to meet using the account, as well as several book clubs.</p>
<p>Report: By-Laws &amp; Policy; Policy review re: continuity concerns</p>	<p>Jean D'Addario is chairing the review of the by-laws and policies, and will be ready to report to the board later this fall, so any recommended changes can be presented at the Spring Annual Meeting.</p>
<p>Planning for 2020-2021: AAUW NC Strategic Planning, FY'21</p>	<p>The current draft was provided to the Board via email prior to the meeting for consideration, not for a vote at this time. Kathy Pearre noted that National will be seeking a membership vote next spring about removing the</p>

degree-requirement for membership for AAUW. She refers everyone to the Kim Churches' webinar for a clear explanation for this AAUW Board recommendation. Additionally, there will be a vote on a national dues increase vote for membership in the spring. Finally, she reports that national AAUW wants to place more emphasis on membership diversity and equity.

Janet provided information about a public-comment opportunity: *“There is a Town Hall on Tuesday Sept 22 at 4 for us to get more information about the dues etc. and about the educational requirement. There was an email from Kim on Sept 15 with more information. Email me if you need/want me to forward the email to you.”*

Comments were invited:

- Cheryl Wheaton welcomes changes to the membership degree-requirement to decrease barriers. She supports state-level programming, communication, and recruitment of ethnically-diverse branch leaders.
- Pat Ashe pointed out varying uses of the terms “diversity and inclusion” and “equity and diversity” at different levels within AAUW. She sees a need for consistent messaging about these issues for clarity.
- Wendy Haner noted that large employers are hiring many women without degrees, so it is important to lower barriers.
- Virginia Adamson recommends implicit-bias training for all Board Members and affirms the need for clarity on language like “equity” and “diversity” as definitions vary.
- Kathy Pearre notes that COVID-related job loss and restrictions have significant implications for NC women that are likely to be even more pronounced in the spring.
- Lena Murrill-Chapman asked if the by-laws allow or requires a standing committee on diversity. There wasn't an immediate answer, so Kathy stated the Executive Committee would need to follow up.
- Cheryl noted that programs and activities need to be suitable and interesting for a wider group of people to meet the needs of women of color if we expect to change the demographics of the state membership.

	<ul style="list-style-type: none"> <li>● Adrienne Stuckey suggested programming that focuses on providing women in university settings with resources for developing their skills in racial justice work on their campuses might be a draw for university personnel that are already very interested in this topic. Many of these women expect and even require a racial-justice focus in organizations they join.</li> <li>● Cheryl Wheaton noted that younger women may encounter barriers with family responsibilities, so we should offer meeting opportunities that include remote options. Virginia Adamson pointed out that COVID has shown us that remote events overcome those barriers and also provide recordings that can be accessed at a convenient time. We have good lessons we are learning from COVID about how to reach our audience.</li> </ul>
Annual Conference and Regional Leadership Meetings	Jane Terwillegar noted that the annual spring conference will need to be held remotely, so work will need to be done on planning that spring event.
Next Meeting	<p>10/21/2020 7:30 pm</p> <p>This meeting will be devoted to Strategic Planning discussions.</p> <p>Jane Terwillegar will send out a report on recent Executive Committee meetings.</p>
Adjournment	The meeting was adjourned at 8:57.
Notetaker	The minutes were prepared and submitted by Adrienne Stuckey, Secretary, AAUW NC.