



**American Association of University Women North Carolina (AAUW NC)
Board Meeting - 2/16/2022
Minutes**

Meeting Date: February 16, 2022

Meeting Time: 7:00 PM EST

Meeting Location: *ZOOM*

Board Members Present: Kathy Pearre, Tiffany Jacobs, Janet Bunger, Pat Ashe, Paula Munger, Beverly Larson, Wendy Haner, Mary Ann Bents, Christi Whitworth, Adrienne Stuckey, Jane Terwilleger

Board Members Absent: Nicole Sherrill-Jamison, Melodia Gutierrez

Guests Present: none

Subject	Discussion/Progress/Decisions
Welcome/Introduction <i>Pat Ashe, President</i>	Pat Ashe called the meeting to order at 7:03pm with introductions/welcome.
Approval of the previous meeting's minutes <i>Adrienne Stuckey, Secretary</i>	Minutes from the previous meeting were provided for review by email in advance of the meeting. Adrienne Stuckey asked for review and approval of the meeting minutes from December 15, 2022. Discussion resulted in one correction: Revise: <i>Mary Ann Bents has updated the branch logos (for ZOOM <u>backgrounds only</u>) to align with the new AAUW National branding.</i> To read: <i>Mary Ann Bents has updated the branch logos (for ZOOM <u>registrations</u>) to align with the new AAUW National branding</i> A motion to approve the minutes with the noted correction was made by Janet Bunger and seconded by Wendy Haner. The vote to approve was unanimous.
Treasurer's Report	Wendy Haner presented the treasurer's report (see

<i>Wendy Haner, Treasurer</i>	APPENDIX B).
<p>Executive Committee Report <i>Pat Ashe, President</i></p>	<p>Pat Ashe reported that recent Executive Committee meetings have been focused on preparation for the Annual Business Meeting in March.</p> <p>Pat has asked branch presidents to ensure that any members who do not have email addresses are provided with the nomination slate for elections and a copy of the proposed new Bylaws at least 30 days in advance of the Annual Business Meeting.</p> <p>Mary Ann Bents requested a summary of the most prominent changes to the bylaws be provided to support members in reviewing and understanding the changes. Pat Ashe said she will include a summary of them in her Presidential Address at the Annual Business Meeting.</p>
<p>Public Policy <i>Beverly Larson, Chair</i></p>	<p>Beverly Larson sends regular email updates to the Branch Public Policy Chairs. Recently, she has provided them with information about state policy regarding: salary history; background and news on the recent court-order requiring state funding of basic education for all children (i.e., in response to the “Leandro” legal judgment) to move forward; Title IX 50th anniversary and sample op-eds Branches can send to their newspapers about it; and recent state advocacy about the Equal Rights Amendment (ERA).</p>
<p>Nominating Committee <i>Janet Bunger, Chair</i></p>	<p>There were five members of the nominating committee: Bea Keller (ODC) Cynthia Raymond (Cape Fear) Sandy Bernard (Asheville) Katie Pincura (WCU) Janet Bunger, Chair (Raleigh-Wake)</p> <p>The committee met twice by ZOOM. They created an electronic ballot, created a calendar, reached out to two potential nominees requesting applications, and voted for committee approval on the two applicants.</p> <p>The two nominees to comprise the ballot came as a motion from the committee. The nominees are: Beverly Larson, Vice President Paula Munger, Treasurer</p> <p>The motion was seconded by Kathy Pearre, and the vote to approve the slate of nominees for the state ballot was</p>

	<p>unanimous.</p>
<p>STEM <i>Christy Whitworth, Chair</i></p>	<p>Christi Whitworth has not had success reaching the national STEM chair as a potential future speaker.</p> <p>The NC Center for Afterschool Programs is recruiting after school educators to present at and attend their upcoming conference, <i>Synergy</i>.</p>
<p>Diversity, Equity, and Inclusion (DEI) <i>Tiffany Jacobs, Chair</i></p>	<p>Tiffany Jacobs thanked the Board members who attended the January 22, 2022 Board discussion of the AAUW DEI Toolkit. Notes from the discussion are included in APPENDIX C.</p> <p>Tiffany was able to attend a DEI program hosted online by Charlotte, and she was able to help with the planning of an event in person for the Salisbury branch. She will be helping with a DEI program to be hosted by the Tar Heel Branch.</p> <p>Tiffany is asking to be notified when Branches are planning DEI events so she can be involved with supporting them.</p> <p>Tiffany has a web source for Branches to use to self-evaluate their level of inclusiveness and welcome; she will submit it to the next issue of <i>Connect</i> so it can be accessed by all Branches and Members.</p> <p>Tiffany is working with Pat Ashe to plan for a short, public DEI conversation at the Annual Business Meeting.</p> <p>Tiffany asked if NC AAUW has engaged with Women’s Month and/or Black History Month. Jane Terwillegar, Immediate Past President, shared she does not recall such activity, but the Board agreed this would be a good next step. Pat Ashe asked for information about North Carolina women, who may have had connections to AAUW, for a highlight article. Alice Freeman Palmer, Anne Shipley were mentioned as potential subjects. Pat Ashe asked Board members to pass on information about these women or other women. Others to be mindful of (for next year) are Holocaust Remembrance Day, Lunar New Year, and Heart Health Month. Mary Ann Bents pointed out that the new Guidelines and Procedures Manual require the maintenance of a calendar of recurring events, so these can be added to that document to help us keep mindful of them</p>

	and support us to plan ahead for them.
<p>Communications <i>Kathy Pearre, Chair</i></p>	<p><i>ZOOM</i> links for Annual Business Meeting and Town Hall have been set up and will be posted starting in the next issue of <i>Connect</i>.</p> <p>Kathy Pearre is supporting Twin Rivers Branch in hosting their first <i>ZOOM</i> program next month.</p>
<p><i>Connect</i> Newsletter <i>Mary Ann Bents, Editor</i></p>	<p>The <i>Connect</i> newsletter was opened by 41.3% of the recipients last month.</p> <p>The due date for articles, items, announcements for the March issue of <i>Connect</i> is February 25.</p>
<p>Vote to Approve Proposed Bylaws Revisions <i>Pat Ashe</i></p>	<p>Kathy Pearre, Janet Bungler, and Pat Ashe have reviewed and revised the Bylaws document. A motion to present the revisions to the membership for a vote to approve them at the Annual Meeting was made by Janet Bungler and seconded by Wendy Haner. The vote was unanimous to approve them as a Board and to present them to the membership for a final vote at the Annual Meeting.</p> <p>A summary of areas that received close attention in the revisions were:</p> <ul style="list-style-type: none"> ● Removed requirement for the President’s Council (which is composed of the Presidents of the Branches) to approve numerous decisions proposed by the Executive Council (because it has been very cumbersome to gather the full Council, and this requirement has prevented nimble responsiveness by the Executive Council when needed). ● State Dues waived for 50-year members. ● Formalized the Nomination Committee process. ● Streamlined redundancy between the Bylaws, Policies, and Guidelines/Procedures.
<p>Guidelines and Procedures Manual <i>Mary Ann Bents</i></p>	<p>Mary Ann Bents shared that revisions to date have been shared with the core policies & bylaws team, with a goal of early to mid-March to review and create a template to make it easier to write and revise the <i>Guidelines and Procedures Manual</i> in light of historical versions. Each Board member will be asked to contribute to the procedures document(s) for their role. This will support succession when each person is replaced, and the goal is to complete this by the end of spring.</p>
<p>Annual Meeting Agendas</p>	<p>The draft State Annual Meeting agenda and timeline were</p>

<i>Pat Ashe, President</i>	reviewed and discussed by the Board for revisions and clarification of roles in preparation for the day.
Other Business	<p>Potential in-person Board Meeting in June:</p> <ul style="list-style-type: none"> ● One possible topic could be continuing the Board’s discussion of DEI begun in January. <p>Hendersonville Branch:</p> <ul style="list-style-type: none"> ● 54 members ● Having significant difficulty recruiting leadership ● Is actively considering disbanding; a meeting in March/April will be held for a vote on this issue ● A committee of Hendersonville Branch members is considering potential options, which could include such possibilities as continuing as a special interest group under the umbrella of an existing regional Branch. <p>Several Board members noted that some other Branches are experiencing similar difficulties with maintaining regular activity and recruiting leadership. It was suggested that currently-growing Branches might have helpful lessons and support for Branches trying to maintain or grow. It was also noted that the COVID pandemic has impacted the viability of existing models and may require new approaches for recruitment of members and collaborative definitions of leadership.</p>
Next Meeting	March 16, 2022 by <i>ZOOM</i> at 7:00PM EST
Adjournment	The meeting was adjourned at 8:38pm.
Notetaker	The minutes were prepared and submitted by Adrienne Stuckey, Secretary, AAUW NC.

APPENDIX A

Agenda

AAUW NC Board Meeting

February 16, 2022

AGENDA

AAUW Mission: Advancing gender equity for women and girls through research, education and advocacy

Strategic Goal of AAUW NC: To develop program planning, communication, and advocacy to advance the climate for women's equity in North Carolina

- I. Meeting opening (Pat Ashe, President)
- II. Minutes of the December 15, 2022 board meeting (Adrienne Stuckey, Secretary)
- III. Treasurer's Report (Wendy Haner, Treasurer)
- IV. Committee Chair Reports
 - a. Executive Committee (Pat Ashe)
 - b. Public Policy (Beverly Larson, Chair)
 - c. Programs (Melodia Gutierrez, Chair)
 - d. STEM (Christi Whitworth, Chair)
 - e. Diversity, Equity and Inclusion (Tiffany Jacobs, Chair)
 - Notes from the 1-22-2022 board DEI session
 - f. Communications (Kathy Pearre, Chair)
 - g. *Connect* newsletter (Mary Ann Bents, Editor)
- V. Proposed Bylaws Revisions—vote to approve
- VI. Annual Meeting agendas
- VII. Other Business
 - a. Potential for an in-person meeting in June
 - b. Hendersonville branch
- VIII. Adjournment

Next board meeting will be March 15, 2022

APPENDIX B Treasurer's Report

July 1, - January 31, 2022 Transaction History				
Date	Income			
7/7/2021	Gaston	\$ 132.00	12 members	
#####	MPP Dues	\$ 1,694.00	154 members	
8/5/2021	MPP Dues	\$ 671.00	61 members	
9/9/2021	Jacksonville	\$ 11.00	1 member	
#####	MPP Dues	\$ 418.00	38 members	
#####	MPP Dues	\$ 330.00	30 members	
#####	Brevard	\$ 11.00	1 member	
#####	MPP Dues	\$ 198.00	18 members	
#####	MPP Dues	\$ 44.00	4 members	
#####	MPP Dues	\$ 33.00	3 members	
Donations				
#####	Donation from B. Ann Vance Greensboro branch	\$ 11.00		
Total Income		\$ 3,553.00		
Expenses				
7/6/2021	Dream Host	\$ 15.99	Communication expense (renewed website name)	
#####	Keyla Ferretiz	\$ 75.00	Communication expense Web designer	
#####	Google Workspace July 13-31	\$ 11.03	Communication expense (storage)	
8/5/2021	Dream Host	\$ 15.99	Communication expense (renewed website name)	
9/9/2021	Google Workspace August 1-30	\$ 18.00	Communication expense (storage)	
#####	Dream Host	\$ 15.99	Communication expense (renewed website name)	
#####	Dream Host	\$ 155.88	Communication expense (yearly renewal fee)	
#####	Keyal Ferretiz	\$ 75.00	Communication expense Web designer	
#####	Google Workspace Sept 1-30	\$ 18.00	Communication expense (storage)	
#####	Google Workspace Oct 1-31	\$ 18.00	Communication expense (storage)	
#####	Dream Host	\$ 27.11	Communication expense (renewed website name)	
#####	Quicken	\$ 38.51	Office Expense	
#####	First Horizons for new CD	\$ 10,000.00	Savings	
#####	Google Workspace Nov 1-30	\$ 18.00	Communication expense (storage)	
#####	AAUW Greatest Need Fund	\$ 500.00	Advocacy and Collaboration	
#####	Google Workspace Dec 1-30	\$ 18.00	Communication expense (storage)	
1/9/2022	Pat Ashe	\$ 87.91	Administrative Expenses	
#####	Amazon Books for Branches	\$ 249.07	Young Peoples Literature Award (17 Books)	
#####	Plaque Maker for Book Award	\$ 26.42	Young Peoples Literature Award Trophy for Author	
#####	Get Me On Line (Tech Triad)	\$ 50.00	Communication Expense (Tech Support)	
#####	Google Workspace Jan 1-31	\$ 18.00	Communication expense (storage)	
Total Expense		\$ 11,451.90		
As of 1/31/22				
Checking Account Balance		\$ 16,755.98		
CD Account Balance		\$10,353.69	0.03% interest	Date originated 2/2018
CD Account Balance		\$ 10,000.00	0.01% interest	Date originated 11/2020
Grand Total		\$ 37,109.67		

Membership from April 1 to January 31, 2022				
Date	Location	Amount	Members	
#####	MPP	\$ 198.00	11 members	
#####	MPP	\$ 374.00	34 members	
6/4/2021	Brevard	\$ 11.00	1 member	
#####	Jacksonville	\$ 88.00	8 members	
#####	MPP	\$ 2,255.00	205 members	
#####	Salisbury (4) and Jacksonville (1)	\$ 66.00	6 members	
7/7/2021	Gaston	\$ 132.00	12 members	
#####	MPP	\$ 1,694.00	154 members	
#####	MPP	\$ 671.00	61 members	
9/9/2021	Jacksonville	\$ 11.00	1 member	
#####	MPP	\$ 418.00	38 members	
#####	MPP	\$ 330.00	30 members	
#####	Brevard	\$ 11.00	1 member	
#####	MPP	\$ 198.00	18 members	
#####	MPP Dues	\$ 44.00	4 members	
#####	MPP Dues	\$ 33.00	3 members	
Total		\$ 6,534.00	587 members	projected 650 members (short 63)

	Budget	Actual	Savings
Young People Literature Award			
Book & Mailing (16 Branches +	\$325.00	\$ 249.07	\$ 75.96
Trophy for Author	\$75.00	\$ 26.42	\$ 48.58
Grand Total	\$400.00	\$ 275.49	\$ 124.54

APPENDIX C

Notes from Board Discussion of DEI Toolkit, January 22, 2022

American Association of University Women North Carolina (AAUW NC)

Board Discussion - **AAUW DEI Toolkit Discussion** - January 22, 2022

NOTES

Meeting Date: January 22, 2022

Meeting Time: 10:00 AM EST

Meeting Location: *ZOOM*

Board Members Present: Kathy Pearre, Tiffany Jacobs, Janet Bunger, Pat Ashe, Paula Munger, Beverly Larson, Wendy Haner, Mary Ann Bents, Nicole Sherrill-Jamison, Christi Whitworth

Board Members Excused: Adrienne Stuckey, Jane Terwilleger

Guests Present: none

Subject	Discussion/Progress/Decisions
Welcome/Introduction <i>Pat Ashe, President</i>	Pat Ashe called the discussion to order at 10:03 am.
Approval of the previous meeting's minutes	Approval of the minutes from 12/15/2021 was postponed until the February Board Meeting to focus on this meeting's discussion of the AAUW DEI Toolkit.
Reports	Executive and Committee reports were postponed until the February Board Meeting to focus on this meeting's discussion of the AAUW DEI Toolkit.
Announcements	Pat reminded Directors that the Annual Meeting has been scheduled for Saturday, March 26, 2022, from 9:30 to 1:00. Gloria Blackwell, AAUW CEO, will be the keynote speaker at 11:00 am. The Zoom call with the branch Presidents will be at 3:00 on January 27th. Mary Ann Bents, <i>CONNECT</i> Editor, reported that there has been an update of the email list for Connect in MailChimp. Pat Ashe requested other suggestions for agenda topics for either the Annual Meeting or the Presidents' Meeting.

<p>Diversity, Equity & Inclusion (DEI) Toolkit Review and Discussion <i>Tiffany Jacobs, DEI Chair</i></p>	<p>Board members were previously assigned to read and complete activities at the AAUW DEI Toolkit https://www.aauw.org/resources/member/governance-tools/dei-toolkit/</p> <p>Today’s meeting mainly consisted of participants' responses to and discussion about personal and organizational application of the principles presented in the toolkit. Because such discussions are more effective when held confidentially, a record was not kept of what was shared within the group by individuals.</p> <p>However, for the benefit of others who might want to hold similar local discussions to support their branch or personal work in regard to DEI, we provide below the guidelines and groups norms that were established prior to beginning the discussion.</p> <p>A very general summary of the discussion is also included. We are deeply thankful to Tiffany Jacobs for her expertise and skill in leading us through this process now and into the future.</p>
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DEI Discussion Guidelines and Group Norms

Tiffany requested that each participant keep their video. Directors present were encouraged to speak up during discussions, but no one is expected to do so and no one will be called on without raising their hand.

Three goals of today’s discussion were to:

1. Increase understanding of ourselves regarding biases
2. Increase understanding of DEI terminology to promote a “common language”
3. To make a difference in our life actions (likely to take much longer)

Tiffany presented the “Community Agreements (from the DEI Toolkit) for those present to commit to for our discussions:

- Assume best intentions_
- Listen to learn
- Trust the process
- Respectful disagreement is welcomed
- Embrace discomfort
- This is a safe place

All consented to abide by the Community Agreements

Each was asked to identify a word that is synonymous with “welcome. The answers were: safe, heard, belonging, acceptance, sincerity, warm, authenticity, friendship and grace

Tiffany then presented definitions of the words Diversity, Belonging, and Inclusion. She used the following descriptions and then described the difference between equity and equality:

Diversity=accepting there are differences between us
Inclusion=behaviors and actions that welcome you
Belonging=feel I matter; valued and respected
Equality=each receives equal parts
Equity=each receives what we need to be successful and is the goal of interactions

Tiffany then shared a TED X video https://youtu.be/Bq_xYSOZrgU that focused on unconscious bias, which the presenter concluded is actually “senseless, intolerant bigots” when individual word definitions are used. Our unconscious mind uses familiar information to try and make sense of what it sees, because in the absence of complete information, our minds need to rely on something to help us figure it out. That is unconscious bias. The video challenges the viewer to “flip it to test it” in order to check themselves and become more aware of their unconscious bias.

This was followed by a demonstration by Tiffany that highlighted unconscious bias and the next 45 minutes were discussion by the group about their perceptions of the self-assessment and the bias exercise. She concluded the discussion that we need to learn to look at people with our “equity lens;” if you see it, you can’t go back. It requires saying or doing something when inequity is observed.

Tiffany gave the group this video to watch on our own. Some discussion resulted in the group agreeing that more discussions on DEI topics were warranted and desired.

Video link:
<https://youtu.be/AGUwcs9qJXY>

Next Meeting	February 16, 2022, 7pm, by <i>ZOOM</i> .
Adjourn	The meeting was adjourned at 12:07 pm.