

## **AAUW North Carolina – Guidelines and Procedures**

### **Part 2: Key Roles and Responsibilities – General Information – Appointed Committee Chairs and Task Leads**

- **Communications Chair**
  - Content Manager Title (Preparer): Communications Chair (Pearre)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **Zoom Meeting Coordinator**
  - Content Manager Title (Preparer): Communications Chair (Pearre)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **CONNECT Newsletter Editor**
  - Content Manager Title (Preparer): CONNECT Editor (Bents)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **Diversity, Equity and Inclusion Lead**
  - Content Manager Title (Preparer): DEI Lead/Chair (Jacobs)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **Guidelines and Procedures Manager**
  - Content Manager Title (Preparer): Guidelines and Procedures Manager(s)  
(Bents and Sherrill-Jamison)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **Programs Chair**
  - Content Manager Title (Preparer): President or Programs Chair (Ashe)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **Public Policy Chair**
  - Content Manager Title (Preparer): Public Policy Chair (Larson)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **Secretary**
  - Content Manager Title (Preparer): Secretary (Stuckey)
  - Last Updated: July 2022
  - Last Approved Date: July 2022
- **STEM Chair**
  - Content Manager Title (Preparer): STEM Chair (Whitworth)
  - Last Updated: July 2022

## AAUW North Carolina – Guidelines and Procedures – Part 2: Appointed Chairs and Leads

- Last Approved Date: July 2022

Non-elected Board positions are appointed by the President and the individual serves for the term of the President. After the end of a President's term, the new President may reappoint that individual.

The back up for any open position is at the discretion of the President. The position may be filled by a new appointment to the board, duties may be appended to another board member, or the position can be left unfilled.

## Communications Chair

### Communications Chair Responsibilities

- Manages internal and external communication tools of the organization.
- Coordinates a team of volunteers and contracted staff.
- Works collaboratively with state officers to ensure timely communications with branches and members.
- Serves as a member of the Board of Directors.
- Assists in recruiting committee members for the communication responsibilities.

### Communications to the Public

- The primary tool currently used to reach the public is the website, AAUWNC.org.
- Since October 2021, the website maintenance has been handled by GetYOUFound.com, located in Greensboro (replacing TechTriad, which launched the website in February, 2019). Contact info is [projectmgr@getyoufound.com](mailto:projectmgr@getyoufound.com).
- The platform used for the website is WordPress with the Bakery Page Builder theme. National AAUW Site Resources Support for the AAUW NC website hosting and templates is summarized on the <https://site-resources.aauw.org/> webpage. This includes WordPress editing tips, FAQ and tutorials. The support email address for this service is: [site-resources@aauw.org](mailto:site-resources@aauw.org).
- Most AAUW NC branches use the AAUW national web services to host their websites. Websites with 'aauw.net' in the web address are hosted with this service. For example: <https://brevard-nc.aauw.net/>.
- Dreamhost.com is the host for the website and provides email addresses and domains for the organization.
- Facebook is a supplementary tool to share updates and news. There is no individual assigned to share regular posts currently. The AAUW NC Facebook account is: <https://www.facebook.com/aauwnc/>. The AAUW NC President has requested that maintenance of the Facebook account should be the primary focus. Only this social networking resource should be published on the website and in the newsletter.
- The organization has inactive Twitter, Instagram, and Flickr accounts. There is not a Linked-in account for the AAUW NC organization. The social networking accounts, other than Facebook, have not been maintained. Steps should be taken to formally quit the other services with the providers if they will not be used in the future.
  - Twitter: <https://twitter.com/aauwnc>
  - Instagram: [https://www.instagram.com/aauw\\_nc/](https://www.instagram.com/aauw_nc/)
  - Flickr: <https://www.flickr.com/photos/aauwnc/>
- There is currently a LinkedIn link on the AAUW NC website. This is for the AAUW National organization and should be removed from the website.

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- AAUW NC previously had a phone number managed by Google that provided voice messaging redirected to the President, (984) 212-5501. The phone number has lapsed. The current President decided not to replace the number. References to this number (other than for historical documents) should be removed. Need to identify references to this number.
- A paid Zoom account is used for state meetings and is available for all AAUW NC branches to use, at no cost to the branches.
- All account passwords are included in the credentials file maintained by the President.

## AAUW NC Zoom Meeting Coordinator

### Guidelines for Using AAUW NC Zoom Account

- Authorized users include the following branch officers:
  - Presidents
  - Membership VPs
  - Program VPs
  - Treasurers
  - A Branch President may identify a specific branch contact to collaborate with the Zoom Meeting Coordinator to schedule recurring Zoom meetings like book group sessions.
- Details about how to request and advertise Zoom meetings using the AAUW NC Zoom account will be shared with branch presidents.
- Authorized users may schedule Zoom for branch leadership meetings, membership meetings, and programs/events.
- Historically, requests were sent [vicepreident@aauwnc.org](mailto:vicepreident@aauwnc.org). In June 2022, a decision was made to de-couple the Zoom Meeting Coordination role from the VP role. A new email alias is being established, likely, [zoom@aauwnc.org](mailto:zoom@aauwnc.org). Initially, the [vicepresident@aauwnc.org](mailto:vicepresident@aauwnc.org) address plus additional Zoom Coordinator role volunteers identified by the Communications Chair will have emails subscribed to this new email alias.
- Dates and times may be reserved up to 3 months in advance.
- Zoom sessions will be scheduled by the AAUW NC Zoom Meeting Coordinator. A confirmed meeting link and a meeting ID to the official meeting requester.
- The branch officer/point-of-contact requesting the meeting is the person who shares the meeting link with attendees via email or another private channel. Some Zoom events are open to participants outside a branch; advertising the Zoom information via the AAUW NC Connect newsletter or AAUW NC website may be required. In these instances coordination with the Connect Editor and the Communications Chair is advised.
- The AAUW NC host begins each meeting by admitting the branch officer and appointing one or more co-hosts, who then admit participants and conduct the meeting.
- When the meeting is finished, the branch co-host informs the AAUW NC host that the event is completed.

## CONNECT Newsletter Editor

### Software to Support the CONNECT Newsletter

AAUW NC has a MailChimp free account with credentials known to the Communications Lead, newsletter editor and other members of the communications team, as necessary. The President and Communications Lead manage the userid and password information. It is recommended that the password be changed when there are changes to the any of the key people supporting this communications function and tool.

MailChimp is now part of the Intuit family of products.

The Rocket Science Group, LLC  
675 Ponce de Leon Ave NE  
Suite 5000  
Atlanta, GA 30308 USA

The free version of MailChimp has some restrictions. Some key restrictions include:

- Limit of 2000 contacts
- Support Limits: Support options vary depending on which type of payment plan you have. If you have any paid plan, you can contact Support via chat or email. The free version is limited to the online MailChimp Assistant an interactive chat feature.

|                     | Email Support* | 24/7 Chat Support | Weekday Phone Support (9am-5pm ET) |
|---------------------|----------------|-------------------|------------------------------------|
| Mailchimp Assistant |                |                   |                                    |

Free plans\*

\* To help you get started, we provide 30 days of email support to new Free accounts. After that, you'll continue to have access to Mailchimp Assistant, our AI-powered chatbot.

|     |    |    |
|-----|----|----|
| yes | no | no |
|-----|----|----|

### Newsletter Audience/Recipients

CONNECT Newsletter – AAUW NC allows nonmembers to subscribe to the e-newsletter and does not (always) remove lapsed members from the subscription list. The board has not discussed policies about nonmember access. For now, “member only” content should not be shared in an e-newsletter that goes to every subscriber. The standard newsletter distribution process includes a step that will link the 10 most recent newsletters to the AAUW NC website.

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There is currently not a standard process to add new branch members to the MailChimp audience group. There is a link to self-subscribe to the list: <https://aauwnc.us1.list-manage.com/subscribe?u=20cf727cb43cc711ba495431a&id=282b9261bd>.

A separate procedure document is available that describes maintenance of the MailChimp AAUW NC Communications audience group.

### **Newsletter Schedule**

The newsletter editor, in consultation with the AAUW NC president, sets the schedule for the newsletter publication and notifies other board members. The current practice is to distribute and publish the CONNECT newsletter during the first week of each month as close to the beginning of the month as possible. The President may approve a schedule that does NOT include the June and/or July issues since many branches do not meet during this timeframe. A special issue can be created and distributed during these two months if warranted. Submitted articles should be sent to the Editor by board members or branch contacts by the week before distribution. Time must be allotted for key AAUW NC contacts to review and approve the drafted newsletter (president, past president, communications lead).

Information on events such as the annual meeting should be sent as early as possible. The date and location for the annual meeting must be sent at least 30 days in advance. It is a good idea to have an editorial calendar to schedule information about the annual meeting (speakers, agenda, nominations, awards, etc.) and coordinate how that info is posted on the website and in the newsletter.

### **Newsletter Content and Design**

The newsletter editor ensures good practices, including mobile friendly layout, eye-catching graphics, etc. To support display on standard computers, tablets and other mobile devices, a single column format is recommended; an email template has been created in MailChimp to support this layout. Other recommended best practices include:

- Use smaller size images and use of text wrapping to compact content layout
- Use web page heading styles (H1, H2, H3) in MailChimp to provide clear hierarchy of content.
- Use PDF linked content conservatively and ensure that content is not obscured in images.
- Support Accessibility (Compliance with international legislation & standards: ADA, WCAG 2.1, Section 508). MailChimp has some basic information about

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Accessibility online: <https://mailchimp.com/help/accessibility-in-email-marketing/>. Those most important for the CONNECT newsletter include:

- Don't hide information in images (embedded text cannot be read/viewed by individuals using text browsers or adaptive tools)
- Use Proper Alt Text for Images. Additional information about use of Alt Text is available at: <https://webaim.org/techniques/alttext/>.
- Use meaningful link text (also do not use the same text for multiple links on the same message/page)
- A list of AAUW NC historical style tips was compiled and is posted at: <https://www.aauwnc.org/tips-on-writing-aauw-news-items/>

Major items of interest or those requiring lengthy discussion should be published on the website so that a link to those items can be included in the newsletter, while the newsletter content can concentrate on “teaser” content more likely to generate interest. This is considered a best practice, but may not always be possible.

Board members are responsible for writing at least the web version of content in their responsible support areas. The Branch Advocate and AAUW NC President can help to solicit content from the branches. Branches should send drafted articles to the CONNECT Editor ([editor@aauwnc.org](mailto:editor@aauwnc.org)). MS Word format is advised rather than PDF format. The best formats for image upload to MailChimp images are: JPG, GIF, or PNG. The CONNECT Editor should have access to a tool to capture and save images that may be embedded in submitted documents.

Each newsletter mailing includes a reminder “please share this with the members of your branch who may not have email or who may have joined very recently”.

A separate procedure document is available that describes how to create and distribute the CONNECT newsletter using MailChimp. This documentation provides the baseline steps required.

### **Communications to Branch Members and Public (via the AAUW NC website)**

Each newsletter issue that does not include member-only content is tagged so that it appears on the list of 10 most recent newsletters on the website. This will add the newsletter to the AAUW NC website on the News webpage at: <https://www.aauwnc.org/news/>. The Public therefore can view these newsletter issues.

If a survey of branch members is needed, options include: Gravity Forms (AAUW NC pays for the version that has survey capability through our contract with the company, Get YOU Found), or MailChimp (if the audience is the subscribers and the survey is simple). An additional software survey tool option is Google Forms (AAUW NC has a business license for Google Docs which includes Google Forms).



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### Members with multiple email addresses

When importing the branch member, national member and college/university data the MailChimp audience group may end up with multiple different email addresses for the same member. In 2022, outreach was initiated to contact members to identify the preferred email address. In some cases the member may want multiple email addresses subscribed. The unneeded record(s) in the audience group is/are then archived in MailChimp and no longer used for CONNECT messages.

### Communications to Select AAUW NC Members (i.e. officers)

MailChimp has a very flexible way of marking and selecting recipients for the messages. When the new AAUW NC address list generated by the Member Services Database is uploaded be sure that codes like branch name, branch officer position, and expiration date are preserved and that there is a clear way to select recipients for CONNECT issues. *Note: the branch officer position data was not included in the January 2022 import. A supplemental update will be needed. This may not be entirely reliable. It may be preferable to obtain the names of these individuals from the Branch Advocate and to generate a MailChimp audience group update without the data from the AAUW Member Services Database. This data will need to be updated during the 2022-2023 fiscal year.*

In cases where an issue of the newsletter goes only to branch presidents or branch officers, or when there is a special email communication to a subset of branch members, the message should highlight exactly who is receiving the message and whether it should be shared with other members of the branch or branch board.

### CONNECT Newsletter Statistics

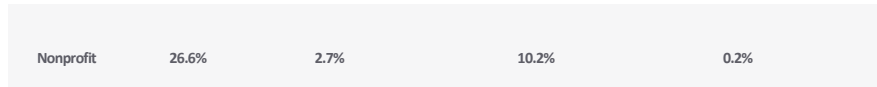
At least once a quarter the newsletter editor reports to the board on the open rates of the newsletters and what links generated the most “clicks.” According to data compiled by campaignmonitor.com, the following rates are expected for nonprofit organizations.

If you look at industry benchmarks across the board, you can get a good idea of how your emails should be performing:

Your average email open rate should be between 17-28%.  
Your average click-through rate should be between 2-5%.  
Your average click-to-open rate should be between 6-17%.

| Industry | Open Rates | Click-Through Rates | Click-To-Open Rates | Unsubscribe Rates |
|----------|------------|---------------------|---------------------|-------------------|
|----------|------------|---------------------|---------------------|-------------------|

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More information about MailChimp campaign reports is available at:

<https://mailchimp.com/help/about-email-campaign-reports/>.

An Apple Privacy Update was implemented that may impact the accuracy of MailChimp reports. Read more about this change and the impacts at:

<https://mailchimp.com/help/apple-privacy-faq/>.

## **Diversity, Equity and Inclusion Lead**

The state diversity, equity and inclusion (DEI) chair develops, implements, and monitors programs and activities that promote diversity and inclusion at the AAUW state level. The person in this position values, considers, and advocates for solutions that meet the needs of all.

The DEI Chair will be responsible for sponsoring the branch's strategic initiatives to support the recruitment and retention of diverse members. The successful individual will be comfortable in specific area(s) of diversity and will establish a strong working relationship with AAUW's Diversity & Inclusion committee, enabling them to help increase overall representation, engagement and, in turn, branch results. This role will also manage external diversity partnerships and will serve as the diversity liaison to various internal entities.

### **Core Responsibilities:**

- Applies in-depth knowledge of diversity principles and practices to deliver solutions in areas such as inclusion, member engagement, training and communication
- Serves as key contact for all external diversity partnerships
- Partners with internal AAUW entities to set annual strategies
- Serves as the diversity liaison with key partners: Branch, State, National
- Takes on other diversity projects as assigned

### **Responsibilities to Your State**

- Initiate actions to foster an open and inclusive environment
- Serve as the "go-to" person for inclusion issues that must be addressed by the state
- Use the AAUW Diversity, Equity, and Inclusion Tool Kit to develop a broadly inclusive, diverse, and welcoming membership, culture, and climate
- Develop programs to attract and retain a diverse membership for the state; the programs may be developed in conjunction with the program vice president or other appropriate AAUW leaders
- When introducing diversity and inclusion initiatives, consider the unique needs of the state and coordinate with board members to achieve goals and objectives
- Coordinate the purchase or preparation of appropriate training and other materials as needed in order to support diversity and inclusion initiatives

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- Update programming and related activities to ensure that they remain relevant to changing trends in diversity and inclusion
- Evaluate the effectiveness of diversity and inclusion initiatives and make recommendations for future programs and activities
- Seek to include diversity at all levels of the organization, specifically at state meetings and conventions

### **Responsibilities to Branches in Your State**

- Provide guidance to assist branches in Initiating actions to foster an open and inclusive environment
- Provide guidance to branches in helping serve as the “go-to” person for inclusion issues that must be addressed by the branch
- Develop sessions to educate members and leaders on how to recognize, consider, accommodate, value, appreciate, and advocate for individual differences
- Educate members on how differences in race, gender, national origin, ethnicity, marital status, sexual orientation, gender identity, and physical disability can be incorporated to strengthen the overall branch
- Maintain contact with others in the community whose knowledge and experience could assist the branch in enhancing its diversity and inclusion focus

### **Responsibilities to AAUW**

- Foster and continuously monitor the culture and climate for membership growth at all levels in ways that explicitly celebrate inclusiveness and diversity
- Maintain contact with AAUW national, particularly in regard to diversity and inclusion tools and outreach efforts; comply with all reporting requirements
- Actively attend and participate in board and membership meetings and other activities, as needed

### **Recommended Characteristics:**

- Knowledgeable or interested in diversity and inclusion
- Experience working in or volunteering in a diversity and inclusion capacity or on tasks that have required implementing diversity and inclusion programs in the past
- Active participant in AAUW
- Knowledge of AAUW’s history and mission
- Previously engaged in work related to diversity and inclusion issues in AAUW or elsewhere
- Energetic, enthusiastic and willing to complete the work
- Able and willing to collaborate with members of the branch board and the national Diversity and Inclusion Committee

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- Able to create buy-in and lead others
- Open to new ideas and willing to think outside the box

\*If someone does not possess all of these characteristics, the most important thing is someone who is eager to learn and willing to do the work. This person will not be working alone. The branch board should work together to make plans for diversity and inclusion and support the execution of this work.

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### AAUW NC Guidelines and Procedures Manager

This is a new role for the AAUW NC established in 2022 associated with development of new comprehensive Guidelines and Procedures documentation. The AAUW NC President will appoint a Guidelines and Procedures Manager (or Co-Managers).

The Guidelines and Procedures provide supplemental resources to compliment the North Carolina Bylaws and Policies documents. The Guidelines and Procedures reflect additional information for AAUW NC Elected Officials, Appointed Committee Leads and Task Groups and other related volunteers.

The following provides some initial guidance to maintain these materials.

#### **Guidelines and Procedures: Documentation components**

- **Part 1: Key Roles and Responsibilities – General Information – Elected Officers and Executive Committee & Board of Directors**
  - **President/Administrator**
    - Content Manager Title: President
  - **Vice President**
    - Content Manager Title: Vice President
  - **Treasurer (Finance and Budget)**
    - Content Manager Title: Treasurer
  - **Branch Advocate**
    - Content Manager Title: Branch Advocate
  - **Past President**
    - Content Manager Title: Past President
  - **Executive Committee**
    - Content Manager Title: President
  - **Board of Directors (BoD) and Director of BoD**
    - Content Manager Title: President
- **Part 2: Key Roles and Responsibilities – General Information – Appointed Committee Chairs and Task Leads**
  - **Communications Chair**
    - Content Manager Title: Communications Chair
  - **Zoom Meeting Coordinator**
    - Content Manager Title: Communications Chair
  - **CONNECT Newsletter Editor**
    - Content Manager Title: CONNECT Editor
  - **Diversity, Equity and Inclusion Lead**
    - Content Manager Title: DEI Lead/Chair
  - **Guidelines and Procedures Manager**
    - Content Manager Title: Guidelines and Procedures Manager(s)
  - **Programs Chair**

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- Content Manager Title: President
  - **Public Policy Chair**
    - Content Manager Title: Public Policy Chair
  - **Secretary**
    - Content Manager Title: Secretary
  - **STEM Chair**
    - Content Manager Title: STEM Chair
- **Part 3: Key Roles and Responsibilities: Process Checklists, Procedures and Additional Resources**
  - **AAUW NC Nominating Committee Checklist**
    - Content Manager Title: Branch Advocate
  - **AAUW NC CONNECT Newsletter Creation and Distribution**
    - Content Manager Title: CONNECT Editor
  - **AAUW NC CONNECT Newsletter MailChimp Audience Group Maintenance**
    - Content Manager Title: CONNECT Editor
  - **AAUW NC Zoom Meeting Coordination**
    - Content Manager Title: Zoom Coordinator/Communications Lead
  - **AAUW NC Document Retention**
    - Content Manager Title: President
  - **AAUW NC Important Bank and Treasurer Information**
    - Content Manager Title: Treasurer
  - **Additional Resources (AAUW, AAUW NC and External)**
    - Content Manager Title: President
- **Part 4: Meetings**
  - **Meetings: General Information – Information, Rules/Guidelines and Responsibilities**
    - Content Manager Title: President
  - **Meetings: Annual Meeting Coordination**
    - Content Manager Title: President
  - **Meetings: Zoom Meeting Coordination**
    - Content Manager Title (Preparer): Communications Lead
  - **Meetings: Coordinating and Hosting Online Programs/Meetings**
    - Content Manager Title (Preparer):
- **Part 5: Mission Related Activities:**
  - **Young People’s Literature Award Selection**
    - Content Manager Title: President and Treasurer
  - **Grants to Branches (Mini-grants)**
    - Content Manager Title: President
  - **5 Star Program**
    - Content Manager Title: President

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### Guidelines and Procedures: Reviews, Updates and Re-authorizations

- It is intended that this documentation evolve over time and be updated to promote continuous improvement. As such, it is important to establish triggers to review and validate accuracy of the document and update as warranted. These reviews and updates can be scheduled or may be event-driven. It is important that the documents are re-verified at least once every two years. Event driven reviews/updates may be performed due to officer elections, appointed chair/lead changes, changes in state bylaws or policies. Scheduled reviews/updates: All content should be reviewed and re-authorized at least every two years.
- Event drivers for initiated reviews, revisions or additions should be based on officer or appointed team or functional lead changes. Event drivers may also relate to changes in AAUW NC Bylaws or Policy changes.
- Ideally, to foster knowledge transfer between elected/appointed volunteers, it would be helpful for the outgoing and incoming volunteers to review the materials together. This can help to identify content that warrants revision due to changes or that needs clarification.

### Miscellaneous Formatting Recommendations

- It is recommended that each topic presented in a Part of the Guidelines and Procedures document identify the responsible functional title, last name of the person creating/reviewing/revising specific content. For example:
- **Communications Chair**
  - **Content Manager Title (Preparer): Communications Chair (Pearre)**
  - **Last Updated: July 2022**
  - **Last Approved Date: July 2022**
- Page numbering should be included on all pages along with a Month and Year indicator in the footer
- A header should be included that identified the document title and Part Number. For example:

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### Guidelines and Procedures: Storage and Publication

- An MS Word version of each Guidelines and Procedures Part should be saved in the AAUW NC Google Drive workspace. Older versions should be archived after replaced with a revised version.
- Publication of the Guidelines and Procedures on the AAUW NC website should be coordinated with the Communications Chair. A high level outline of the



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Guidelines and Procedures documentation shall be published on the AAUW NC website under the Menu option, Documentation. The outline will define the Parts of the documentation. The outline will include links to a PDF version of each Part of the documentation. Some Parts may be represented on the website with a high level outline of topics and only available per request and approval by the President.

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### AAUW NC Programs Chair

This position does not have to be a Board Chair, but acts as a liaison between the board and branch Program Chairs

The Programs Chair:

- Serves as a resource for branch Programs Chairs for ideas and assistance with specific issues identified by the branch Chair
- Acts as the point person for the branch Chair to contact to begin plans for a state co-hosted presentation
- Monitors planned program topics such that similar topics are not scheduled in the same month for co-hosted presentations; limits the presentations to no more than 2 per month to help avoid decreased attendance due to “Zoom overload”
- Communicates regularly with branch Chairs either by Zoom or email, e.g. quarterly meeting on Zoom to foster networking and with email communication in between
- Facilitates sharing among the branch Chairs on program ideas and plans
- Collaborates with individual branch Chairs on programs to be co-hosted as state membership presentations
- Provides input to branch Chairs to encourage AAUW mission and priorities based programs for their branches and particularly for ones shared with the state membership
- Collects and collates branch programs identified for the year and seeks to work with branches who have similar topics to collaborate to either enhance their own programs through sharing ideas and/or go together to co-present the topic as a state offering
- Collaborates with the Communications Team responsible for Zoom functions to assist with obtaining a specific date and time for branch and state co-hosted presentations and to facilitate electronic media needs, e.g. videos, slide shows, etc.
- Keeps up with the AAUW webinar schedule to see if the topic would be of value to all branch Chairs or particular ones that may be planning a presentation on the topic; alert branch Chairs for potential registration and attendance
- May create and offer 2-3 programs per year to the state membership on important AAUW topics that are not getting attention at the branch level
- Collaborates with other board Chairs, i.e. STEM, Public Policy, Diversity, Equity and Inclusion, and potentially others to assist with specific programs needed in their areas
- Completes other tasks related to programming as requested by the board

## **AAUW NC Public Policy Chair**

### **Role/Function**

The State Public Policy Chair (SPPC) helps to advance AAUW's Public Policy Priorities while shaping and encouraging other AAUW members to do the same.

### **Position Description**

The State Public Policy Chair advocates for and represents AAUW's public policy priorities to policy makers, elected and appointed officials, AAUW members, the public, and the media. They also coordinate AAUW voter education and turnout campaigns among branches in the state.

### **Responsibilities to AAUW**

- Keep the national AAUW office updated on branch and state public policy and voter education activities. Use this online AAUW Advocacy Event and Activity Report-Back Form: <https://ww3.aauw.org/resource/advocacy-event-activity-report-back-form/>.
- Find and take positions on state and local issues. AAUW state boards should take positions and advocate on state legislation and regulations in accordance with the AAUW Public Policy Priorities

### **Responsibilities to Your State**

- Know and adhere to the branch bylaws, policies and procedures.
- Maintain regular contact with the state president and keep them informed of branch public policy activities
- Identify and assess current state legislation to support and oppose proposed bills.
- Encourage members to support national and state initiatives and programs.
- Advocate for AAUW's position on federal legislation to your state's U.S. senators through letters and meetings
- Join statewide coalitions to work on AAUW public policy priorities
- Contribute to the state newsletter to keep members updated on efforts

### **Leadership Skills Helpful to the Position**

An effective leader will be skilled at program planning and development, team building, coalition building, communications and public speaking, and media relations. A leader is

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able to recognize and employ the talents of others; to inspire collaborative work toward common goals; to mentor and encourage; and to be empathetic, reassuring and decisive.

### Resources to Support this Role

- AAUW NC State Public Policy Chair Job Description: <https://ww3.aauw.org/resource/state-public-policy-chair-position-description/>
- Legislative Priorities 2021-2023: <https://www.aauwnc.org/legislative-priorities-2021-2023/>
- AAUW PP Tips: <https://ww3.aauw.org/resource/top-tips-for-public-policy-chairs/> AAUW Leader's Essentials: <https://ww3.aauw.org/leader-essentials/>
- League of Women Voters: <https://www.lwv.org>
- ERA Alliance of North Carolina: <https://www.era-nc.org>
- North Carolina Policy Watch: <https://ncpolicywatch.com/>

### Time Commitment

Approximate time required for this position is six hours per month. Attendance at state board meetings and conventions is required. Attendance at the AAUW National Convention is strongly encouraged.

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### AAUW NC Secretary

**Summary:** The Secretary attends and takes minutes for the monthly Board Meetings and Annual Business Meeting.

**Responsibilities:**

1. Attend Board meetings (or identify a substitute note taker when attendance is not possible)
  - a. Using the AAUW NC Google Drive (i.e., Google Docs), take the minutes (sample provided in Appendix A – use the meeting agenda to organize the rows).
  - b. Include the agenda, treasurer’s report, and other supporting documents as Appendices in the minutes. The President typically emails these to the board prior to the meeting. Formatting of the appendices can be facilitated by using the Google CloudConvert extension, which converts files in Google Drive into a wide variety of formats such as images that can be pasted into the Appendix pages.
  - c. Immediately after the meeting, provide the President with a share link to review the Google Doc minutes for accuracy. The President makes comments or edits. The President shares the link with the Board by email prior to the next meeting for Board review.
  - d. During the Board comment period at the next meeting (or if Board members email changes in advance), document the edits. Make the approved edits in a new copy of the document.
  - e. Save the approved document as a PDF.
  - f. Email the approved document PDF to the Communications Director to post to the AAUW NC website at <https://www.aauwnc.org/documents/>
2. Attend the Annual Business Meeting (or identify a substitute note taker when attendance is not possible).
  - a. Using the AAUW NC Google Drive (i.e., Google Docs), take the minutes (sample provided in Appendix A – use the meeting agenda to organize the rows).
  - b. Provide the supporting documents, converted to PDF format, to the Communication Chair to post in a folder at <https://www.aauwnc.org/documents/> (see examples from previous years) instead of as Appendices.
  - c. Immediately after the meeting, provide the Review Committee with a share link to review the Google Doc minutes for accuracy (Review Committee is appointed by the president).
  - d. After Review Committee edits and approval, save the approved document as a PDF.
  - e. Email the approved document PDF to the Communications Director to post to the AAUW NC website at <https://www.aauwnc.org/documents/>

AAUW North Carolina – Guidelines and Procedures – Part 2: Appointed Chairs and Leads

**APPENDIX A**

Template for Minutes (to be used in Google Docs)



**American Association of University Women North Carolina (AAUW NC)**  
**Board Meeting - DATE**  
**Minutes**

Meeting Date: DATE  
Meeting Time: TIME  
Meeting Location: ZOOM or physical location

Board Members Present: LIST

Board Members Absent: LIST

Guests Present: LIST

| Subject   | Discussion/Progress/Decisions  |
|---|--|
| TOPIC<br><i>Facilitator or Speaker Name, Role</i> | NOTES  |
| ADD ROWS AS NEEDED                                |  |
| Next Meeting                                      | DATE/TIME/LOCATION   |
| Adjournment                                       | The meeting was adjourned at TIME                                    |
| Notetaker   | The minutes were prepared and submitted by NAME, Secretary, AAUW NC. |

Add pages as needed for Appendices.

## AAUW North Carolina – Guidelines and Procedures – Part 2: Appointed Chairs and Leads

### AAUW NC STEM Chair

The science, technology, engineering, and math (STEM) chair serves on an AAUW NC board. The purpose of the role is to champion women’s representation in STEM by creating and communicating about STEM programs across North Carolina and AAUW national.

Alignment(s) with AAUW Key Issues (Education, Workplace & Economic Equity, Leadership), if applicable. **Highlighting indicates primary focus topics.**

#### Education

- [Gender Bias in Schools](#)
- [The STEM Gap](#)
- [Higher Education & Other Career Pathways](#)

#### Workplace & Economic Equity

- [The Gender Pay Gap](#)
- [The Gendered Workforce](#)
- [The Future of Work](#)

#### Leadership

- [Barriers & Bias](#)
- [Global Connections](#)

### Specific Responsibilities of this State Appointed Role/Position

#### Responsibilities to Your State

The AAUW NC STEM chair creates activities and distributes communications about the national and state STEM education priorities/key issues. The focus of these communications and activities is the encouragement of women and girls to pursue STEM educational opportunities and STEM career fields.

Regular monthly reports to the board include new STEM activities for girls around North Carolina that are being conducted in the state that branches have reported to the STEM chair. Consultations on STEM support requested from the STEM chair should also be included in the monthly reports. Communications on events to occur at or after the current meeting should be included in the monthly reports.

State-led activities, such as the branch STEM chair meetings will be listed on the AAUW NC website as a registration link if they occur in the future and as a short news item if they occur in the past. Depending on the Connect newsletter timeline, these items will also be included in the newsletter. The chair will post registration links to branch-led items and state-led items on the AAUW NC Facebook page.

### **Responsibilities to Branches in Your State**

Featured branch opportunities are communicated to branch STEM chairs, and other leaders if no STEM chair exists for a branch, two to three times per year. These should be statewide or large regional STEM activities in North Carolina for K-12 students. The communication should be a virtual encounter to ensure as many STEM chairs as possible can attend. The news article for the website should include the links to the resources shared for future reference by other STEM chairs and interested people.

The AAUW NC STEM chair should be available to connect with people interested in promoting STEM activities, particularly K-12 STEM activities, in North Carolina. This person should also be available to speak at events and branch meetings as requested on topics related to AAUW national, state, or regional STEM activities or be able to connect branch leaders to knowledgeable individuals in organizations related to these STEM activities.

### **Responsibilities to AAUW**

National STEM programming currently includes STEMEd for Girls (<https://www.aauw.org/resources/programs/stemed-for-girls/>). As this is a recently piloted virtual program, current responsibilities include announcing and pushing the registration for this program in the spring as soon as dates are announced.

**Facilitation of branch applications for Community Action Grants** (<https://www.aauw.org/resources/programs/fellowships-grants/current-opportunities/community-action/>) to support state and branch-led STEM education activities for girls in the physical sciences and engineering.

### **Resources for STEM Chairs**

- Branch STEM Chair Position Description: <https://ww3.aauw.org/resource/branch-stem-chair-position-description/>
- Resources for STEM Chairs: <https://ww3.aauw.org/resource/4-essential-tasks-for-stem-chairs/>
- STEM packs curriculum in aerospace and cybersecurity <https://www.aauw.org/resources/programs/stempacks/>
- Teentech resources for a one-day event <https://ww3.aauw.org/resource/teentech-program-in-a-box/>
- Greensboro branch tech k-12 events website <https://greensboro-nc.aauw.net/techevents/>
- North Carolina statistics on school age children from NC Center for Afterschool Programs



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<https://www.ncforum.org/category/publications/research/roadmap-of-need/>

### **Leadership Skills Helpful to the Position**

- Connections to STEM education groups in North Carolina
- Presentation skills for leading others in short effective meetings

**Time Commitment** – 8 hours per month; 2 hours for each monthly meeting; 6 hours of work to support and communicate activities

### **Resources Used to Support Role/Function**

- AAUW Resources
- Non-AAUW Resources
- NC Science Leadership Association <http://ncsla.net/>
- NC Science Teachers Association <https://www.ncsta.org/>
- The NC STEM Center (<https://www.ncstemcenter.org/learn/stem-in-north-carolina/>) or NASA STEM Engagement (<https://www.nasa.gov/education/materials/>)