



American Association of University Women North Carolina (AAUW NC)
Board Meeting – June 19, 2024
Minutes

Meeting Date: June 19, 2024

Meeting Time: 5:30 PM

Meeting Location: *ZOOM*

Board Members Present: Pat Ashe, Jeanne Smolkin, Kathy Pearre, Laura Tew, Tiffany Jacobs, Katie Pincura, Mary Ann Bents

Board Members Absent: Beverly Larson, Sandy Bernard

Guests Present: Lena Murrill-Chapman, Mildred (Millie) Hoffler-Foushee, Kavya Donepudi

Subject	Discussion/Progress/Decisions
Meeting Opening: Pat Ashe	The meeting started at 5:30 PM.
Treasurer's Report: Jeanne Smolkin	<p>The AAUW NC checking account balance as of June 8, 2024 was \$19,973.51. There is one outstanding check not yet cleared for AHT Officer & Director Insurance for \$348.00. The CD balance is \$20,701.63.</p> <p>This is Jeanne's last board meeting. Millie Hoffler-Foushee will assume the Treasurer duties for FY25 beginning July 1st.</p>

Meeting minutes May 15, 2024: Beverly Larson	Some corrections to the initial drafted minutes were already made. An updated document was distributed by Pat for the Board meeting. The updated minutes were accepted as modified.
Executive Committee Report: Pat Ashe	The Executive Committee did not meet since the last Board meeting. There is no report.
Public Policy Report: Katie Pincura	<p>Katie reminded everyone that she will leave soon to move to New Jersey. The WSU branch president, Mickey Randolph, is aware of the need to identify a new representative to replace her. Katie is willing to help remotely with the transition to a new Public Policy Chair.</p> <p>The Asheville branch will meet with a Buncombe County Commissioner to discuss current county application/hiring practices regarding providing pay history. Terry Wells will help to obtain contacts within the city of Asheville and for specific companies in Asheville to address the same pay history issue.</p> <p>The Salisbury branch is also pursuing this type of project.</p> <p>The city of Greensboro has already removed this requirement from their applications; the Greensboro branch was instrumental in achieving this change.</p> <p>Tiffany Jacobs reminded everyone that it is equally important to encourage job applicants to challenge any verbal requests for this information when interviewing for jobs. This is critical to promoting gender pay equity.</p>

<p>STEM Report: Laura Tew</p>	<p>Laura informed the Board members that her SWAP Shop proposal to present at the Atlantic Regional Conference in September was approved. The topic is: "Find Your STEM: Experiences that answer the questions 'why not me?' for girls 8 to 80". Laura plans to bring some bots to show during her presentation. Information about the Conference is online at: https://aauwatlanticregionalconference.com/.</p> <p>Laura shared information about the recent Camp Intersection UNCG 2024 held June 10-14. There were 28 students 4th through rising 9th from 21 schools with 12 teen volunteers rising 10th through class of 2024. The Greensboro branch website has a detailed report (including wonderful pictures) about this camp event posted on their branch website at: https://greensboro-nc.aauw.net/2024/06/19/intersection-uncg-2024-report-for-parents/.</p> <p>Laura introduced Kavya Donepudi, an intern that will be assisting her starting July 1st. Kavya's resume was shared online during the meeting to show the breadth of her experience and volunteer activities.</p> <p>Links to the current year STEM newsletters are now on the AAUW NC website on the Newsletter page (https://www.aauwnc.org/news/) and the STEM page (https://www.aauwnc.org/programs/stem/).</p>
-----------------------------------	--

<p>DEI Report: Tiffany Jacobs</p>	<p>Tiffany opened her report with a greeting of 'Happy Juneteenth'.</p> <p>Tiffany reported that her proposal for the Atlantic Regional Conference was also approved. The topic is entitled: "If I Can C It – I Can Be It". It has an equity focus as summarized in our June Connect Newsletter with Equity Priorities: Removing Bias from Education, Fighting for Fair Pay & Economic Equity, and Advancing Women in Leadership. The presentation will also include the topic of women in non-traditional careers.</p> <p>There is now DEI content included on the AAUW NC website. This is located under the Programs top menu bar category (https://www.aauwnc.org/diversity-equity-and-inclusion/).</p> <p>Tiffany also shared that the recent AAUW webinar, "CEO Webinar: In Conversation with Dr. Pempho Chinkondenji", is now available to view on YouTube at: https://www.youtube.com/watch?v=O_LPO070m_M. (Additional information: Watch CEO Gloria L. Blackwell's conversation with AAUW International Fellow alumna, Pempho Chinkondenji, Ph.D. Dr. Chinkondenji discussed her work on addressing structural inequalities within educational policies and practices, with a specific emphasis on the intersection of education, gender, race, and motherhood. Dr. Chinkondenji is a scholar, educator, and practitioner-activist in the field of comparative and international education.)</p>
<p>Connect newsletter Report: Mary Ann Bents</p>	<p>The Connect newsletters for August 2022 thru June 2024 were converted to PDF and archived to Google Docs. Open rates for FY24 newsletters were compiled and sent to Board members – range from 38.7 – 57.3; average rate was 47. There will NOT be a newsletter for July unless Pat requests a special issue. The due date for the August issue is July 24th.</p>
<p>Website Update Report: Mary Ann Bents</p>	<p>Updates to the website made since our last Board meeting include: STEM newsletter links for 2024 on NEWS and STEM pages. Update on Events page for the Atlantic Regional Conference. Added DEI content submitted by Tiffany Jacobs. Updated the Join and Types of Membership Posts/Pages. Tiffany Jacobs previously provided a resume to Pat Ashe and Mary Ann Bents for a potential person to help with the AAUW NC website. Identification of specific web site tasks is needed before pursuing this option.</p>

Programs Report: Kathy Pearre	<p>Zoom: Most branches are taking a summer break resulting in less demand for Zoom sessions.</p> <p>Kathy shared that a presentation on “Elimination of the Sexual Assault Kit Backlog” is being planned for the October timeframe.</p>
AAUW Carolinas Fund Chair Report: Sandy Bernard	Sandy was not available for the Board meeting. No report.
Membership Report: Beverly Larson	Beverly reported to Pat that there were 9 new AAUW NC (and branch) members since the May Board meeting.

<p>Atlantic Multi-state Regional Conference: Kathy Pearre and Pat Ashe</p>	<p>Planning for the Atlantic Regional Conference continues. The conference will be held from September 27th – 29th, 2024 in Glen Allen, VA. Details about the conference are posted on the conference website: https://aauwatlanticregionalconference.com/.</p> <p>SWAP Shop Sessions – there are 10 sessions total; the AAUW NC branches are presenting 3 of them. Read more about other SWAP Shop sessions on the Conference Agenda pages.</p> <ul style="list-style-type: none"> • If I Can “C” It, I Can Be It! – Discover How Curiosity, Creativity, and Career Exploration Can Lead Women and Girls to Nontraditional Careers; Tiffany N. Jacobs, AAUW Greensboro, NC • Virtual Branches: Opportunities and Challenge; Nancy Shoemaker, AAUW Tar Heel, NC • Find Your STEM-Experiences that Answer the Question “Why Not Me” for Girls 8 to 80; Laura Tew, AAUW Greensboro, NC <p>Check out the full Conference Agendas and presentation topics on the Conference website. Each day has a separate agenda page.</p> <p>It was asked whether any of the sessions will be taped for later viewing. The answer was ‘No’.</p> <p>A reminder was given that the Board has approved up to \$3,000 to help branches support their members that want to attend this conference (based on \$300 per person – up to 10 people total). State level funding to branches will be after-the-fact distributions. Please encourage participation within your branches!</p>
<p>2023-2024 Goals Achievement: Pat Ashe</p>	<p>Pat reviewed, at a high level, the status of the FY24 Goals. See Appendix C with the list of Goals. Some goals were definitely achieved. Some were partially accomplished. Other demands during the year impacted ability to complete the desired tasks. Pat will draft a new list of goals for FY25.</p>

Other Business	<p>Discussed under the Programs heading, but reporting in the minutes here: Mary Ann mentioned that the Hendersonville branch plans to provide volunteer support for the Hendersonville Trinity Presbyterian Church Banned and Challenged Books Event on September 21st. The Presidents for the Asheville and Brevard branches were given information about this event in case they might be interesting in providing additional support and to help promote the event. Kathy Pearre suggested that there might be interest in having an online statewide book discussion group via Zoom on a bimonthly or quarterly basis.</p> <p>Lena Murrill-Chapman shared information about "Sisters of Mine", a musical production to recognize women of diverse backgrounds who tell their personal histories in the quest for women's equality. This production is scheduled for Saturday August 24th, 2:00 to 4:30 PM at the Congregational United Church of Christ in Greensboro. Lena will provide details to publish in the August Connect newsletter.</p>
Next Meeting	<p>August 21, 5:30 PM via Zoom</p> <p>The Board members agreed to take a break and NOT have a meeting in July.</p>
Adjournment	The meeting was adjourned at 6:30 PM.
Notetaker	The minutes were prepared and submitted by Mary Ann Bents, Board Member

Appendix A – Meeting Agenda

AAUW NC Board Meeting

June 19, 2024

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)
- II. Treasurer's Report (Jeanne)
- III. Meeting minutes May 15, 2024 (Beverly)
- IV. Committee Chair Reports
 - a. Executive Committee (Pat)
 - b. Public Policy (Katie)
 - c. STEM (Laura)
 - d.. Diversity, Equity and Inclusion (Tiffany)
 - e. *Connect* newsletter (Mary Ann)
 - f. Website update (Mary Ann)
 - g. Programs (Kathy)
 - h. AAUW Carolinas Fund Chair (Sandy)
 - i. Membership (Beverly)
- V. Atlantic multi-state Regional Conference (Kathy and Pat)

VI. 2023-2024 Goals Achievement

VIII. Other business

Next meeting: To be determined

Appendix B – AAUWNC FINANCIAL BUDGET REPORT JULY 1, 2023 TO JUNE 30, 2024

AAUWNC FINANCIAL BUDGET REPORT JULY 1, 2023 TO JUNE 30, 2024																
		BUDGET	BUDGET REMAINING	ACTUAL TOTALS	JUL	AUG	SEPT	OCT	NOV	DED	JAN	FEB	MAR	APR	MAY	JUN
Income																
Dues @ \$11 per member				\$5,090.00	\$44.00	\$3,121.00	\$682.00	\$242.00	\$165.00	\$0.00	\$110.00	\$44.00	\$187.00	\$121.00	\$374.00	
Transfer from prior years excess receipts -May & June 2023				\$0.00												
Subtotal				\$5,090.00	\$44.00	\$3,121.00	\$682.00	\$242.00	\$165.00	\$0.00	\$110.00	\$44.00	\$187.00	\$121.00	\$374.00	\$0.00
Interest on CDs				\$416.01		\$375.06								\$40.95		
Other Income-refund from Paypal				\$48.06						\$48.06						
Other Income-Cape Fear Donation to NCCWSL				\$1,750.00										\$1,750.00		
Other				\$38.76									\$38.76			
Total other incomes				\$2,252.83	\$0.00	\$375.06	\$0.00	\$0.00	\$0.00	\$48.06	\$0.00	\$0.00	\$38.76	\$1,790.95	\$0.00	\$0.00
TOTAL INCOME				\$7,342.83	\$44.00	\$3,496.06	\$682.00	\$242.00	\$165.00	\$48.06	\$110.00	\$44.00	\$225.76	\$1,911.95	\$374.00	\$0.00

Close out of CD				\$20,000.00		\$10,000.00						\$10,000.00				
Purchase of CD				\$20,000.00					\$10,000.00		\$10,000.00					
EXPENSES																
Annual Conference	Atlantic Regional Conference	\$0.00	-\$500.00	\$500.00							\$500.00					
Young People Literature Award	Book and Mailing (17@ \$25, \$4 p/h Invoice from Quail Books in March)	\$393.00	\$94.00	\$299.00									\$299.00			
	Bookplates, Postage, etc.	\$100.00	\$71.52	\$28.48									\$28.48			
	Trophy for Author	\$80.00	-\$21.13	\$101.13					\$101.13							
	Subtotal	\$573.00	\$144.39	\$428.61	-	\$0.00	\$0.00	\$0.00	\$0.00	\$101.13	\$0.00	\$0.00	\$327.48	\$0.00	\$0.00	\$0.00
Administrative																

Expense																
Postage, etc		\$120.00	\$106.40	\$13.60									\$13.60			
Travel-Hotel		\$200.00	\$200.00	\$0.00												
Travel-Milage		\$210.00	\$210.00	\$0.00												
	Subtotal	\$530.00	\$516.40	\$13.60	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13.60	\$0.00	\$0.00	\$0.00
Branch Outreach		\$100.00	\$100.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Communications																
Technical Support (7)		\$1,200.00	\$1,200.00	\$0.00												
Dream Host (1)		\$400.00	\$162.79	\$237.21				\$5.00	\$197.21	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00
Tech Triad Get You Found (2)		\$750.00	\$365.00	\$385.00								\$385.00				
Zoom (3)	Annual Fee	\$160.00	\$0.10	\$159.90										\$159.90		
Google (4)		\$216.00	-\$17.71	\$233.71	23	\$18.00	\$18.00	\$18.00	\$18.00	\$18.18	\$18.00	\$18.00	\$19.73	\$21.60	\$21.60	\$21.60
Mail Chimp (5)		\$318.00	\$26.50	\$291.50	26.50	\$26.50	\$26.50	\$26.50	\$26.50	\$26.50	\$26.50	\$26.50	\$26.50	\$26.50		\$26.50
	Subtotal	\$3,044.00	\$1,736.68	\$1,307.32	49.50	44.50	44.50	49.50	241.71	49.68	49.50	434.50	51.23	213.00	26.60	53.10
Insurance																

Liability Insurance (Due End of May)		\$375.00	\$0.00	\$375.00											\$375.00	
D&O Liability Insurance (Due End of June)		\$348.00	\$0.00	\$348.00											\$0.00	\$348.00
	Subtotal	\$723.00	\$0.00	\$723.00	-	-	-	-	-	-	-	-	-	-	\$375.00	\$348.00

Appendix C - AAUW NC Areas of Focus for 2023-2024

1. STEM Ed

Offer branch STEM (Science Technology Engineering Math) programs assistance to grow and support in creating new branch programs

Achieved: Laura consistently put STEM Ed information into the newsletter, created a regular STEM newsletter, and offered presentations to branches regarding STEM programs and projects. Unfortunately, STEM does not seem to be a priority in branches with the exception of Greensboro. Laura updated the website STEM information.

2. State and Branch Websites and Social Media

Seek a solution for consistent updating and posting new information

Partially Achieved: Mary Ann voluntarily took on the tremendous job of posting current information on the website as well as undertaking a large job of updating various pages of the website. She updated the Hendersonville website and gave assistance to other branches regarding their website, e.g. Asheville. No social media posting was instituted.

3. Regional Meetings

Explore the potential of holding regional leadership meetings and/or conferences

Partially Achieved: In President's meetings did explore the potential of organizing regional meetings, but met with lukewarm enthusiasm due to effort to organize and conduct. Pat and Kathy have been for a few months involved in the planning of the overall format and the programs for a AAUW Atlantic Regional Meeting to be held September 27-29 in person in Glen Allen, VA. Branch leaders and membership have been notified by email and in newsletters about this conference.

4. Connect Branch Articles

Encourage every branch to submit information to at least one Connect

Achieved: Through both submissions by branches and Mary Ann culling from branch newsletters, most branches have had articles published in Connect. Mary Ann sends out a reminder every month for branches to submit items or articles.

5. Advocacy Participation

Increase active participation in Public Policy Committee advocacy efforts

Partially Achieved: While participation in every other month committee Zooms did not substantially increase, quality and quantity of examples of advocacy efforts at the branch level did improve. Katie updated the Public Policy website information.

6. Diversity Equity Inclusion (DEI) to Branches

Through information and mentoring seek to add DEI to branches

Partially Achieved: Tiffany provided substantial information in newsletters and encouraged participation in national Diversity and Inclusion Committee webinars. No new branch DEI committees were created. Tiffany updated the website DEI information.

7. College/University Partnerships

Assist branches to develop these relationships and include C/U representatives in their membership

Not Achieved: Without a specific state Chair, this action did not occur. However, national has stepped up assistance in this area and has created a C/U Toolkit to assist in actions for creating school/branch relations.

8. AAUW Brochure

Develop brochure that can be used at local and state meetings to inform the public about AAUW membership

Not Achieved: Basically no progress on this project

9. Mini Grants

Encourage branches to apply for mini grants that positively affect their branch and communities

Partially Achieved: Even though the budget for mini grants was increased and encouragement offered in both branch President meetings and the newsletter, only one branch (Greensboro) applied for, and received, a \$500.00 grant for a local school program.

10. AAUW Funds

Educate and engage members and their communities in support of AAUW Funds

Achieved: Sandy has written an article for the Connect every month. At this point there is insufficient data from national to see if educating branch members about AAUW funds has resulted in increases in AAUW donations. Sandy has been asked to present a program to the Asheville branch in the fall on AAUW funds and where the donations go.