



2020-2021 Annual Reports: Reports from the Year of COVID

Co-Presidents Amy Hoyer and Karen Agee

1. Represented the Cedar Falls-Waterloo Branch at Zoom meetings called by Iowa AAUW President Carletta Knox-Seymour to meet leaders of Iowa branches and state board members. Meetings were held on July 6, August 24, September 2, October 8, November 5, December 10, January 14, February 10, March 10, and April 7.
2. Gathered branch reports and minutes, drafted agendas for monthly board meetings, and chaired board meetings.
3. Participated in management and activities of the Branch by
 - a. providing information at Veridian to add signatures to branch account (July 15, 2020);
 - b. visiting exhibits at Grout Museum: *Remember the Ladies* and *Some Were Neighbors* (July 17);
 - c. renting CF park shelter (July 6) and attending Board social at Gateway Park (July 20);
 - d. attending 4th Friday With Friends and sale set-up (Aug 28), part of plant sale (Aug 29) and informal kickoff meeting;
 - e. communicating with Jane Ingraham at the Cedar Falls Woman's Club about a flexible 2020-2021 contract, which was signed October 10 with the Board's approval;
 - f. attending dedication ceremony of the 19th Amendment Centennial commemorative sculpture at the Cedar Falls Woman's Club (October 20) and at the Black Hawk County Courthouse (December 15);
 - g. updating the list of 2021-2022 officers and directors for the Cedar Falls-Waterloo Branch on the (national) AAUW website (following the election at the May 24 annual meeting; required to be completed before June 30).
4. Researched qualifications of the Cedar Falls-Waterloo Branch for the AAUW Five Star National Recognition Program. Began by attending the 5 Star webinar (July 21; now posted with other resources at <https://www.aauw.org/resources/member/initiatives/5-star-program/>). The initiative

runs only through 2021, and our branch seemed well positioned to achieve all five stars, but criteria and qualifications were difficult to interpret. The board decided to wait for a future program in a year without pandemic disruptions.

5. Attended AAUW webinars:
 - a. **Holding Space: How to Start and Continue Conversations on Race, Equity, and Inclusion** by presenter Taharee Jackson, Ph.D., a business consultant (August 6). View recording at <https://www.aauw.org/resources/events/equity-network/events/> in Past Events.
 - b. **Policy v. Practice, 1920—Present**, presented by Kimberly Churches (August 25). AAUW CEO Churches argued that current membership (primarily white women in our 70's; only 2% men; few members of color) does not respect intersectionality or represent the women and girls for whom we advocate. Millennials and Gen Z individuals will not join or support outdated organizations like ours. The AAUW board has determined that the degree requirement for membership is incompatible with AAUW's initiative for racial and gender equity and justice. See <https://www.aauw.org/resources/events/equity-network/events/> in Past Events.
 - c. **Perspectives From the AAUW Legal Advocacy Fund: Justice Ginsburg's Legacy and the Future of the Court** (October 1). CEO Kim Churches, Director of Public Policy and Legal Advocacy Kate Nielson, and Grassroots Advocacy Manager Robin Lucas urged each of us to honor Justice Ginsburg by promoting at every opportunity the goals of AAUW. The webinar is available at AAUW.org.
 - d. **Creating a Diversity Structure and Planning for Success** (February 11). A recording of the program is available at https://www.youtube.com/watch?v=S5uC22zk2SM&feature=emb_title
 - e. **AAUW National Town Hall** (April 1) on the Member Education Requirement in the bylaws. In the breakout rooms, there were some arguments for and against dropping the degree requirement for membership and also strategies for getting out the vote in our states and branches.
 - f. **Factory Flaw: Attrition and Retention of Women in Manufacturing** (April 5) reporting recent independent research. A report is available at <https://www.aauw.org/resources/research/factory-flaw/>. A recording of the webinar is available at <https://www.aauw.org/resources/programs/webinars/>.
6. Explored programs hosted by other Iowa branches (in addition to those recorded and available for viewing on the Iowa AAUW website):
 - a. Attended Davenport/Bettendorf branch meeting via Zoom (September 15), responding to invitation in the September AAUW *Iowa Initiative*. The presenter, Iowa AAUW President Carletta Knox-Seymour, spoke about the AAUW Five-Star National Recognition Program.

<https://www.aauw.org/resources/member/initiatives/5-star-program/> (Karen).

Carletta encouraged all branches to document what we are already doing and to achieve all five stars before June 2021.

- b. Attended Davenport/Bettendorf branch meeting via Zoom (October 20), responding to invitation in the September AAUW *Iowa Initiative*. The presenter, Dr. Brittany Tullis (she/her/hers), St. Ambrose University, presented on the importance of recognizing and respecting personal pronoun choices. She also shared information about how Title IX has been weakened in the last four years, which is a concern in AAUW: an institution's response to a student or staff member's report of sexual harassment, for instance, is significantly hobbled.
 - c. Attended the Davenport/Bettendorf branch meeting via Zoom (November 17), responding to an invitation in the September AAUW *Iowa Initiative*. The presenter, Ann McGlynn, a member of the branch, told about the nonprofit she has started to offer intensive and long-term support to refugee families. Tapestry Farm encourages refugees "as they seek meaningful work, quality education and childcare, a safe and affordable home, accessible medical and mental health care, a caring community, and U.S. citizenship." Information is available at www.tapestryfarms.org. (This program seemed relevant to our January 2021 branch program.)
 - d. Attended the Martin Luther King Day meeting of the Cedar Rapids branch featuring journalist and author Lyz Lenz. A recording of the program is available at <https://aauw-ia.aauw.net/>
 - e. Attended the January 19 meeting of the Davenport/Bettendorf branch featuring Maureen White offering a program on Public Policy and the Equity Network. A recording of that informative program is also available at <https://aauw-ia.aauw.net/>
 - f. Attended the Waverly Branch program, "Insights on Immunology and the Physiology of Vaccines" (February 18), presented by Dr. Ann Henninger Trax.
7. Attended other meetings and presentations:
- a. On September 22, Constitution Day, UNI/ADA Zoom presentation, "A Century of Votes for Women: American Elections Since Suffrage," by Christina Wolbrecht, University of Notre Dame. The presentation was based on her co-authored book, *A Century of Votes for Women: American Elections Since Suffrage* (Cambridge 2020).
 - b. On December 10, Human Rights Day, the Cedar Valley United Nations Association joined the Iowa City chapter, which hosted a panel of Iowa City Human Rights Commission members and showed the film *White Privilege 101*. Although this video was made 15 years ago, it was useful to view it again and consider its precepts and the comments of other participants.
8. Informed at a meeting of Iowa branch presidents that each branch needs to appoint a diversity director (see <https://www.aauw.org/resources/member/governance-tools/dei-toolkit/diversity-officer/>), developed a job description for board approval so that a

director and committee can be appointed next year. Also recruited an individual to join the branch and take on the diversity director position.

President-Elect Pauline Harding

In February 1, 2021, the AAUW Board voted to approve my appointment as President-Elect. In this position, I attended the board meetings for March through the end of the year. On May 8, 2021, I attended the AAUW State Convention on Zoom. I also attended our regular month meetings, either on Zoom or in Gateway Park in May.

In preparation for next year, I have studied the President's job description to prepare for serving in the role of President. Linda Morgan and I met on June 24th to plan for the coming year.

I look forward to serving in this position with her.

Co-Past Presidents and Communication Chairs

Arlene Prather-O'Kane and Kay Thrall

As the outgoing Co-Presidents, we successfully provided advice and ideas for the present Co-Presidents this year. We aided as Communications Directors. Nominations for the new election slate were also provided and voted on at our annual meeting.

Co-Vice Presidents for Program Lori Schneider and Maria Murphy

Theme: "Equity & Diversity – Moving Forward with Respect"

The pandemic encouraged us to use a new format for our monthly meetings. We enjoyed six educational programs via Zoom. An average of 25 women interacted with our knowledgeable and entertaining presenters.

Sept 28: Joy Fopma, Developmental Director of Wings of Refuge, spoke on human trafficking.

Oct 26: Tom Eachus, UnityPoint Psychiatry & Director of Black Hawk-Grundy Mental Health, spoke on mental health as it relates to equity & diversity.

Nov 23: Kei-Che Randle, Founder of S.T.E.P.S. (Songs To Enhance People Signing) spoke on her efforts to bridge the gap between the deaf & hearing community.

Jan 23: Arlene Prather-O'Kane and panel from EMBARC (Ethnic Minorities of Burma Advocacy & Resource Center), spoke to us about their mission.

Feb 27: Textbook scholarship recipients, Abra Dake, Joslyne Mulimbi, & Afi Tournay & Marisa Thornton, Transition Specialist at HCC, spoke on their experiences with diversity.

Mar 27: Dr. Sharon Duclos, Medical Director at Peoples Clinic spoke on equity & diversity and also shared her life story.

May 24: The annual meeting in May took place at Gateway Park. At last we were able to meet in person. Recognitions, awards, and election of officers took place.

The Monday night Zoom meetings began at 7pm with a brief introduction of our monthly presenter. Each program lasted approximately 40 minutes and was followed by a time of open questions from our members. The Saturday morning Zoom meetings began at 10am and followed the Monday meeting format. Our only in-person gathering was our annual meeting, held in May. Box lunches from Panera (\$10) were available for purchase. Suggestions for 2021-22 program speakers were taken.

Co-Vice Presidents for Membership Shelia Bullock and Beebs Downing

The Membership Committee for the year 2020-2021 was unable to have in-person events due to the pandemic shut down. Buildings used for hosting meetings were closed. The Committee continued to inform potential members of virtual meetings.

In March we met to update the Strategic Plan for membership. We also made reminder calls to encourage them to continue as AAUW members. At the present time we have 86 members. Fourteen of those members are Life Members, 31 have renewed through 2022, and the remaining 41 have not renewed their status (as of May 24).

In August the Branch had an outdoor event. Three new members were introduced.

At our annual AAUW meeting on May 24, we honored two 50-year members. They are Louise Conklin and Sheryl Bewyer.

Vice President for Fundraising Linda Morgan

Despite the pandemic and no in person monthly meetings, we had 4 successful fundraising events from August 29th 2020 to May 24th, 2021: Plant Sale Saturday August 29th, 2020; Hard Won, Not Done T shirt Sale (only 2 small left); Garden Sale Friday, May 14th, 2021; Purs-e-ver-ance Silent Auction/Live Auction May 24th, 2021.

1. August 29 2020 plant sale

CF-Waterloo AAUW Fundraising held a plant sale on Saturday, August 29th at Ardelle Brown's home at 2117 Rownd Street, Cedar Falls. Fundraising team members Judy Focht, Judy Fogdall, Allaire George, Betsy Brant, Sandy Lawry, Linda Morgan and Ardelle Brown helped with the sale along with Sheryl Bewyer, Karen Agee and Pat Higby. At least 8 members donated plants. The sale earned us **\$616 for plants and donations and \$375 for t-shirts for a total of \$919**. We estimated 100+ people of all ages attended the 9 – 12 sale. The weather was fantastic. Signage at Ardelle's and at Greenhill and University was

excellent and Sandy even advertised on South Main Street. Notice was also in the Courier without charge.

25 members attended the outdoor 1:00 kickoff event held after the sale. We kept enlarging the circle. One new member, Denise Klipperton came with Bonnie Smith. Two scholarship winners, Stephanie and Sarah also attended and told us about their school plans. Ardelle served chocolate cupcakes and everyone went home with a raffle prize and tomatoes from Pat Higby. A fun time was had by all.

2. **May 14, 2021 Garden Sale** Ardelle Brown's backyard and garage 9 am – 3 pm. Garden Sale proceeds were \$1390 and \$20 in t shirts Also received \$142 in donations. Plants left over were taken to Iowa Heartland Habitat for Humanity to distribute to homeowners. We were amazed at the turnout and the great success of this sale. Several contacts made for new members. Fun time was had by all.

3. **May 24, 2021 Annual meeting Held** at Gateway Park, Cedar Falls - a fun time was had by all.
Purseverance auction \$200 from the purse sales, plus \$150 in donations collected and \$30 for T shirts

The notice below was put in monthly newsletters:

Please Donate to AAUW's Greatest Needs Fund Linda Morgan, Vice President for Fundraising

Donate today to advance equity for women and girls! Call (800) 326-2289 for more information, or follow this link to donate to the AAUW Greatest Need Fund:
<https://ww2.aauw.org/donate-gift-new/>.

As you know, AAUW is a top-rated 501(c)(3) charity, and donations are tax deductible. AAUW's tax ID is 52-6037388

Secretary Nancy Hasenwinkel

Treasurer Pat Higby

Public Policy Director Maureen White

AAUW Cedar Falls – Waterloo is a cosponsor, along with about 25 community organizations, of the Legislative Public Forum. It is usually held every two weeks while the legislature is in session. The purpose is to give the public a chance to hear from, speak to or ask questions of

local legislators. Due to COVID-19 related restrictions, an in-person planning meeting was not held for 2021, sponsors instead providing input regarding Forum topics via email. The Legislative Public Forums were held via Zoom and Facebook since in-person events were not an option.

Though all legislators in Black Hawk and surrounding counties are invited, Senator Annette Sweeney was the only Republican legislator to participate (first Forum of the year); all others were attended by Democrats only. The schedule and publicity for up-coming LPFs were emailed to branch members ahead of each Forum.

Information, including 2020 Head-to-Head voter issue guides (selected candidates) voting and election procedure, and voter issue guides was emailed to members prior to the 2020 general election. Information about 2021 legislative issues was emailed to members, sometimes with a request to contact their legislators. Thank you to all members who took the time to email legislators or attend a Legislative Public Forum.

Leadership Development Director Maureen White

One responsibility of this position is to maintain documents related to AAUW Cedar Falls-Waterloo governance. A Board Resources packet of branch governance documents (first produced in 2018), initially included Policies, Duties and Responsibilities, Job Descriptions, 2014-19 Strategic Plan, AAUW Policy 600 Collaboration with Other Organizations, branch guidelines for email, newsletter, free AAUW memberships, named gift honoree, textbooks for women refugees, transition scholarship; explanation of Treasurer's Report, branch budget, AAUW organization structure chart, AAUW dues chart, AAUW funds info, and branch expense voucher.

In the fall of 2019 board members were given several updated documents. The scholarship guidelines were revised in 2020. Other documents need to be reviewed and revised for distribution in the fall of 2021.

I met with co-presidents elect Amy Hoyer and Karen Agee to review the monthly planner for the president that was provided to them prior to the start of their term.

Scholarship Committee Chair Marilyn Drury

The scholarship committee met in the fall of 2020 to review the **Tuition Scholarship Guidelines**. Having revised them a fair amount the year before, very minor revisions were done.

Early in 2021, the Tuition Scholarship Application was made public. Working with representatives from each of the institutions, (Allen College, Hawkeye Community College, and University of Northern Iowa), the Application or information about the Application was

distributed. Additional information distribution included the local AAUW newsletter and website, as well as announcements in Cedar Valley regional newspapers.

Eleven applications were received and four awards were approved:

- 1) \$1500 to Sarah Miller from Waterloo who is pursuing a career in the healthcare area at Allen College
- 2) \$1500 to Stephanie Leon from Waterloo who is pursuing a teaching career at UNI
- 3) \$1500 to Aysha Weekley from Waterloo who is pursuing a business career at Hawkeye this fall and UNI in the spring
- 4) \$1500 to Piper Wiedenhoff from Garrison who is pursuing a physical education degree at Hawkeye this next year and then UNI the following year

During the spring of 2021, nominations were sought for by the Scholarship Committee for the **Textbooks for Refugee Women** scholarship. One nomination was received and approved:

- 1) Re Moe will receive \$500 as she pursues a degree in Social Work at UNI this fall.

The scholarship recipients will be invited to the fall kick-off meeting so that our local members can meet them. We look forward to welcoming them to our organization.

Announcements regarding the women's acceptance of the awards will be sent to the local newspapers. The local AAUW website will soon be updated with the information as well.

2020-2021 Committee Members:

Marilyn Drury, Chair

Mary Dove

Nancy Henderson

Linda Morgan

COMMUNITY ACTION PROJECTS

Gotcha Covered. Period. (Linda Morgan and Maureen White)

This Community Action Project was adopted by the board and begun in fall 2019. Facilitators for 2020-21 were Linda Morgan and Maureen White.

The purpose for this project was to keep girls learning and in school rather than missing class time, an entire day or extracurricular activities because of their periods.

We provided menstrual products; including pads, tampons or panties, for girls in Cedar Falls and Waterloo public middle, junior high or high schools who did not have access to these products or did not have an adequate supply.

Donations to Cedar Falls High School were panties (number not available, cost \$32.72), 96 tampons and 80 pads; for the junior highs 96 tampons, 80 panty liners, 120 pads and five panties. A total amount spent is not available.

Karen Meacham, Unity Health and coordinator for school nursing services for the Waterloo Community School District, was our contact person for that district. We provided 39 packages of pads (1,350 pads), 3 packages of tampons (108 tampons) and 4 packages of underwear (35 items). Total cost was \$232.01.

Donations to schools stopped in mid-March, 2020 due to the COVID-19 shut-down of schools, but resumed in the fall of 2020. The 2020-21 school year was again atypical due to COVID-19, so the first two years of this project have not provided a good baseline for evaluation. School nurses indicate there is a continued need.

We recommend continuing the project in the 2021-22 school year.

Gender Balance in Government (Maureen White, Black Hawk County, & Jane Close, Butler County)

The 2011 amendment to Iowa law states, "State law requires political subdivisions to make a good faith effort to balance most appointive boards, commissions, committees and councils according to gender by January 1, 2012."

The Black Hawk County Gender Balance Coalition was created to inform city and county officials about the 2011 law and to publicize up-coming openings on boards and commissions. For a number of years the *Waterloo-Cedar Falls Courier* on the last Sunday of each month published a list of vacancies that we provided. In the past year, after editor Nancy Newhoff's retirement, the newspaper stopped doing that.

Even though this particular project has come to an end, our branch should continue to encourage women to seek appointment to city and county boards and commissions.

CO-SPONSORED PROGRAMS:

Cedar Valley United Nations Association (CVUNA) (Maureen White)

The AAUW Public Policy Program contains the statement, "We support a strengthened United Nations and its affiliated agencies." AAUW holds special consultative status with the Department of Economic and Social Affairs at the United Nations, which means it has influential privileges at the U.N. that other nongovernmental organizations (NGOs) do not have. AAUW's representatives attend briefings, organize events, and form coalitions to take action on women's issues such as girls' empowerment, human trafficking, and STEM.

The UNA-USA is a nonprofit membership organization dedicated to building understanding of and support for the ideals and work of the United Nations among the American people; its members think globally and act locally. AAUW encourages us to work with local chapters of the UNA-USA toward common goals.

Our branch co-sponsored three programs with the CVUNA in 2020-21, all held via Zoom:

- October 19, 2020 – Iowa UNA Executive Director and Drake University professor Deb DeLaet addressed issues facing the United Nations.
- February 15, 2021 – immigration attorney Miryam Antunez de Mayolo spoke on changes in immigration policy coming from the Biden administration.
- April 19, 2021 – Professor Jerry Schnoor spoke on the topic of climate change and the Paris Accord.

Attendance at the programs was lower than in previous years when programs were held in person. Planning for 2021-22 will begin in August 2021.