



HIGHLIGHTS

IN EQUITY

AAUW Heights-Hillcrest-Lyndhurst, Ohio Branch

A newsletter for members and friends who support gender fairness
April 2024, Volume 2023-2024, Issue 7

“More Than a Woman”—A Conversation on Intersectionality as a Woman in the Workplace



Northeast Ohio Branch will join us for a dialogue on the vital role of intersectionality in the professional realm. Lillian Evans will lead the enriching dialogue on Wednesday, April 24, 2024 at 7:00 p.m. at Bertram Woods Branch of Shaker Heights Public Library, 20600 Fayette Rd., Shaker Heights. Join us in person or by Zoom. *More than a Woman* delves into the significance of authentically representing our complete selves everywhere. As women, it's imperative to advocate for ourselves within and beyond our workplaces, leveraging the richness of our diverse identities.

In this engaging conversation, we'll explore strategies for fostering deeper understanding and solidarity among women. Additionally, we'll examine the responsibilities of allyship, discovering actionable ways to support and uplift one another in our shared journey towards equity and empowerment.



Lillian Evans, she/her, is the associate dean of students and director of Multicultural Student Affairs at the College of Wooster. She has been designing and leading DEI work within higher education for 8 years. Lillian previously worked at Purdue University as the diversity specialist in the department of computer science. Lillian graduated from the University of Mount Union in 2013 receiving her bachelor's degree in early childhood education. After graduation, she worked as a substitute teacher in the Akron Public Schools. In 2016, Lillian received her master's of education degree from Kent State University. She has committed her career to creating an equitable and inclusive college experience for all students despite their race, creed, social status, age, ability, sexual orientation, gender, country, or cognitive abilities. Lillian has conducted numerous

trainings and workshops building understanding of difference and acceptance. She believes that as a nation, we must bring to light the injustices of people on a micro and macro level in our society.

Lil is a dynamic speaker who meets people exactly where they are without judgment. She brings humor and joy to these tough conversations in a way that allows others to build rapport. Lil wants to ensure that participants leave with questions for themselves whether positive or negative. Her strengths include command, winning others over (WOO), individualization, realtor, and communication, which guides her facilitation style.

The library has just completed a major renovation so checking out the building will be an added bonus!

Donna

Zoom link for April meeting—

Topic: AAUW HHL and Northeast Ohio April Event
Time: Apr 24, 2024 06:45 PM Eastern Time (US and Canada)

Join Zoom Meeting
[https://us02web.zoom.us/j/82160791420?](https://us02web.zoom.us/j/82160791420?pwd=ZFFzajByZHRuV1R5VTV5ZlNHdzN3UT09)
pwd=ZFFzajByZHRuV1R5VTV5ZlNHdzN3UT09

Meeting ID: 821 6079 1420
Passcode: 478139

One tap mobile
+13092053325,,82160791420#,,,,*478139# US
+13126266799,,82160791420#,,,,*478139# US (Chicago)

Dial by your location
• +1 309 205 3325 US

Feel free to post or distribute the flyer about the April meeting, located on page 2. Thank you.



American Association of University Women
Heights-Hillcrest-Lyndhurst and Northeast Ohio Branches

More Than A Woman
A Conversation on intersectionality of women in workspaces



Lillian Evans
she/her



April 24, 2024

7:00pm

Bertram Woods Branch Library

20600 Fayette Rd, Shaker Heights, OH
44122

Join us for a conversation discussing the importance for advocacy for all women in workspaces.

Branch News: President's Column; Birthdays

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President's Column—Kay Rasmusen



Excitement in Cleveland—Women's Final Four and the solar eclipse—

This has been an exciting April for us in Cleveland, Ohio. There was the Women's NCAA Final Four basketball tournament at

Rocket Mortgage Fieldhouse downtown April 5 to 7, and then our area in Northeast Ohio experienced a total solar eclipse on Monday, April 8, which was celebrated with parties and scientific experiments at the Great Lakes Science Center and various universities in the area.

Newspaper reporter Terry Pluto from the *Cleveland Plain Dealer*, interviewed Cheri Harrer, longtime women's basketball coach at nearby Baldwin Wallace University. She was quoted, "I almost can't believe it, watching women's basketball has become cool." Harrer said that "Title IX changed everything. Now, coaches at the top level are making millions in the women's game. Other salaries are much higher. Budgets are bigger. People want to coach women and they are getting a higher caliber of coaches." Harrer is happy the women's game keeps growing and growing. She said "It's bigger than ever. I probably appreciate it more than some because I have been around longer. And I love how the Final Four being in Cleveland has brought even more attention to our game."

The solar eclipse for many of us was a once in a lifetime experience. There was a Total Eclipse Fest 2024 at the Great Lakes Science Center. Eclipse chasers from all around the country were there.

According to a Plain Dealer article, civilians could also help with scientific research during the eclipse. One project equipped people to help document changes in sounds. Another thing to be noticed was the air temperature that typically plummets 10 degrees during totality. People could use the GLOBE Observer app. and report changes in

temperature and the clouds. NASA's Artemis III lunar landing mission, tentatively scheduled for 2026, includes the first women and also the first person of color to land on the moon.

It was fun to see how NASA and the Great Lakes Science Center used the total eclipse to generate excitement about science experiments and space exploration experiences, change and eliminate bias that might limit girls or women going into STEM careers. They were encouraging youth to look into the fields of Science, Technology, Engineering and Math. People could interact with staff from NASA. AAUW would support these interactions. AAUW has been a leader in trying to change bias about girls and women going into these fields.

Rick and I celebrated the eclipse in our backyard with Moon Pies, Blue Moon Beer, Sunkist soda, and Wavy Lays potato chips. Our 93 year old neighbor said that watching the eclipse with special glasses for safety was "phenomenal." AAUW was instrumental in the creation and passage of Title IX, which was introduced by an AAUW Member Representative. They published a report in 1970 that documented the widespread sexual discrimination against women at all levels of education. Especially in the unequal level of support for women in sports. AAUW supports rigorous enforcement of the Title IX amendment.

AAUW was instrumental in the creation and passage of Title IX, which was introduced by AAUW Member Representative. They published a report in 1970 that documented the widespread sexual discrimination against women at all levels of education. Especially in the unequal level of support for women in sports. AAUW supports rigorous enforcement of the Title IX amendment. *Kay*

Looking Ahead—

President Kay and Program Vice President Donna plan to prepare a branch history, including member interviews. There will be no formal meeting in May as they will be beginning those interviews.



April birthdays:

- Sarah Maasz April 2
- Komeisha Rose April 10

May birthdays

none



AAUW—Heights-Hillcrest-Lyndhurst Branch

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AAUW Ohio Update; Autism Awareness Month; Reflect on This

Ohio Update—Nancy Stellhorn



AAUW Ohio News You Need to Know

Learn more about what our youngest workers want from their jobs. Believe it or not, Gen Zs are not working to achieve a title or a 40-year citation. Read *The Good Enough Job: Reclaiming Life from Work*. by Simone Stolzoff. It was the Friday evening book read for April 12, but it's a good book to read just to keep us up to date. We belong to AAUW to keep learning new things.

AAUW Ohio Convention will be finished by the time you read this article, but the important part for you is still in the making. Will each member gain the right to vote? Zoom attendees this year paid \$17.85 including tax. We don't need to limit voting to a few delegates who vote on-site at the Annual Meeting. Still, I urge you to attend the next statewide meeting to meet more activist AAUW members, but I hope you vote before you go.

Helen Drake of Northeast Ohio Branch will be the new AAUW Ohio Membership VP.—*Nancy*

April is Autism Acceptance Month—

Autism Acceptance Month, previously named Autism Awareness Month, in April aims to celebrate and promote acceptance for the condition that occurs in one in every 54 children as of 2020 in the United States.

Autism, a complex developmental condition affecting the patient's ability to interact, communicate, and progress, has not one but many subtypes. First held in the year 1972 by the Autism Society, Autism Acceptance Month emphasizes the

need for public awareness to promote acceptance, celebrate the differences, and be more inclusive towards autistic individuals around us.








Check out our branch website for the latest branch information
<https://hhl-oh.aauw.net>
and our blog: <https://aauwhhl.wordpress.com>
and find us and like us on Facebook:
<https://www.facebook.com/AAUWHHL>

REFLECT ON THIS
April 8, 2024

-you cannot diminish the sun or the moon-

Women are like these heavenly bodies: beautiful in all their phases. Our beauty and magnificence cannot be eclipsed or hidden. When we join together we shine in awesome ways.



Photos courtesy of Nathaniel James
Lyndhurst and Twinsburg, Ohio
AAUW-HHL

Diversity—Cindy Goldberg, Co-Chair



The glory of Spring and the plight of the migrant worker--

So many of us adore Spring. The coming of the flowers and leaves all signal rebirth and the continuity of nature. The farm fields wake up and planting begins. There is hope for a successful crop, and we look forward to fresh fruits and vegetables in our markets. The mantra is “buy local” but who produces these crops, who plants, who harvests, and who prepares them for the market?

The answer is overwhelmingly the migrant farm worker. We may envision small family farms with happy families out in the field, sowing, planting, and harvesting in a mythic reality. This is often not what we see in 2024. While the migrant farm worker protects our food supply, who protects the migrant farm worker?

Recently, there was a request to collect long sleeve men’s shirts to donate to farm workers who will be working often unprotected in the fields. The health risks are immense. Let us look at the life of a woman dedicated to protecting farm workers. Dolores Huerta is someone to be recognized and applauded for her work to provide humane working conditions for those who feed our nation.

From Wikipedia-- Dolores Huerta was born on April 10, 1930, in the mining town of Dawson, New Mexico. She is the second child and only daughter of Juan Fernández and Alicia Chávez. She was raised, along with her two brothers, by their mother in the central California farmworker community of Stockton, California. Huerta's



mother was known for her kindness and compassion towards others and was active in community affairs, numerous civic organizations, and the church. She encouraged the cultural diversity that was a natural part of Huerta's upbringing in Stockton. Alicia Chávez was a businesswoman who owned a restaurant and a 70-room hotel, where she welcomed low-wage workers and farmworker families at affordable prices and sometimes gave them free housing. Huerta was inspired by her mother to advocate for farmworkers later in her life. In an interview, Huerta stated that "The dominant person in my life is my mother. She was a very intelligent woman and a very gentle woman." This prompted Huerta to think about civil rights.

Huerta's community activism began when she was a student at Stockton High School. She was active in numerous school clubs and was a majorette and dedicated member of the Girl Scouts until the age of 18. She grew up with the belief that society needed to be changed. She attended college at the University of the Pacific's Stockton College, where she earned a provisional teaching credential. After teaching elementary school, Huerta left her job and began her lifelong crusade to correct economic injustice: "I couldn't tolerate seeing kids come

to class hungry and needing shoes. I thought I could do more by organizing farm workers than by trying to teach their hungry children."

In 1955, Huerta, along with Fred Ross, co-founded and organized the Stockton Chapter of the Community Service Organization (CSO), which fought for economic improvements for Latino/Mexican/Chicano migrant Farm workers. She fought for their voting rights, access to healthcare for those in the low-income community, and against police brutality. Due to her dedication and willingness to serve, Ross often delegated huge responsibilities to her. He knew she could deliver the organization's message in Spanish and English and promote assumed responsibilities the agenda from door-to-door field organizing. As she assumed responsibilities and stance that were traditionally held by white males, Huerta encountered criticism based on both gender and ethnic stereotypes.

Huerta has received numerous awards for her community service and advocacy for workers', immigrants', and women's rights, including the Eugene V. Debs Foundation Outstanding American Award, the United States Presidential Eleanor Roosevelt Award for Human Rights, and the Presidential Medal of Freedom. She was the first Latina inducted into the National Women's Hall of Fame, in 1993.

In 1960, Huerta co-founded the Agricultural Workers Association, which set up voter registration drives and pressed local governments for barrio improvements. She engaged the community by providing English classes, health clinics, voter registration drives and credit union. In 1962, she co-founded, with César Chávez, the National Farm Workers Association, which would later become the United Agricultural Workers Organizing Committee. Huerta was the only woman to ever sit on the board of the UFW, until 2018. In 1966, she negotiated a contract between the UFWOC and Schenley Wine Company, marking the first time that farm workers were able to effectively bargain with an agricultural enterprise.

But Chavez and Huerta quickly realized that they shared a common goal of helping improve the lives and wages of farmworkers, so they co-founded the National Farm Workers Association. In 1962, after the CSO turned down Chávez's request, as their president, to organize farmworkers, Chávez and Huerta resigned from the CSO. She went to work for the National Farm Workers Association, which would later merge with the Agricultural

(Continued on page 7)

AAUW Diversity Policy: AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of sex, gender identity, race, creed, age, sexual orientation, national origin, disability, or class.



**It's About Justice—
Meryl Johnson**



Itsaboutjustice@gmail.com
Listen to Meryl every Saturday on
"Its About Justice?"
1:00 to 2:00 pm
WRUW. 91.1 FM

What March Madness Can Teach Schools About

Equity—What if we modeled equity in action in K-12 classrooms after the resources provided to student-athletes in college sports? By Bettina L. Love — An opinion piece published March 20, 2024 in *Education Week*.



Bettina L. Love is an award-winning author and professor at Teachers College, Columbia University. She is the author of several books, most recently *Punished for Dreaming: How School Reform Harms Black Children and How We Heal* (St. Martin's Press, 2023). She writes about race in America for *Education Week Opinion*.

Visit Bettinalove.com for more info.

March Madness, the annual single-elimination tournament where the nation's top women's and men's college basketball teams compete to determine the national champion, is one of my favorite times of the year. As a former Division I college women's basketball player, I have fond memories of traveling around the country, eating endless slices of cold pizza, drinking gallons of Gatorade, and enduring the screams of die-hard fans who seemed to love the game more than any player on the court. Twenty years later, I can still feel the agonizing excitement of taking the court and the crushing disappointment of a loss.

But what I remember most about my time as a basketball player is the support I had off the court. I only went to college because I could put a ball through a hoop. The odds of becoming a first-generation college student were against me without sports: My SAT scores were humiliatingly low; I did not take one advanced course in high school; I averaged more points per game than my GPA; and I tested into remedial freshman classes. When I did make it to college, I was unsure how to academically stay in school to live out my hoop dreams.

As a basketball player, my experience was different from that of most of my low-income peers who entered college as students, not as student-athletes in need of support. Because I was an athlete, I had dedicated tutors in all my classes and mandatory study hall hours. As a student-athlete, my books, housing, health care, and meals were paid for, and I was given an allowance for monthly expenditures once I moved off campus that included rent, toiletries, and groceries.

The school assigned me an academic adviser to help me manage my schedule and inform my professors of when I would be missing classes for games. In short, my life as a college athlete was carefully curated and controlled, down to the meals I ate. My every need was met so that I could

succeed academically and remain eligible to stay on the court. I was tired a lot during basketball season from practicing, weight training, and traveling day after day. I missed classes regularly and I was always playing catch-up on my coursework, but I never felt unsupported.

As I look back from my current perspective as an educational researcher who examines inequality in education, I now understand that what I experienced in college was more than just the perks of being an athlete; it was equity. I was a poor Black child from upstate New York who needed not only help but a system built on equity to succeed on and off the court.

In Tyrone C. Howard's new book, *Equity Now: Justice, Repair, and Belonging in School*, he writes that, "Equity asks the fundamental question of how can we provide more support, resources, time, attention, and advocacy for those groups that have been historically disadvantaged to create more equal schooling opportunities?" The pursuit Howard describes as equity is what most top-tier college athletics programs around the country have been doing for years for low-income athletes from all backgrounds. We do not call it equity in college sports; we call it doing everything to win.

Imagine if low-income students of color had access to these resources as students, not just as athletes. What if we modeled equity in action in K-12 classrooms after the resources provided to student-athletes in college sports? As a nation, we love sports and we have no problem abundantly redistributing resources to athletes of color—as long as they can throw a football, run someone down like a truck, or score 25 points a game.

As a nation, we do not deploy resources for little Black boys and girls who cannot run and shoot. To experience equity in education, one must not only be an athlete but a superior athlete. For equity in education, students must become a commodity to prove they're worthy of equity.

This March, as we watch endless games of basketball together as a nation and cheer for our favorite teams, let's remember that equity is possible if we can value not just elite collegiate athletes but all kids the way we value the lucky ones holding the ball.

Meryl

More Branch News

(Continued from page 5) *Diversity*

Workers Organizing Committee to become the United Farm Workers Organizing Committee. "Dolores's organizing skills were essential to the growth of this budding organization."

In an interview, Huerta explained that she decided to join the organization after getting an inside look at the poverty farm workers lived in. She cited that they were being paid little to nothing, had no rights, slept on the floors, had wooden boxes as furniture and unclean water, lacked access to bathrooms, and worked from sunrise to sundown without breaks.

Many of these workers would migrate to where the crops were in season, meaning their children did not have a proper education and would often work in the fields alongside their parents. She explained that many women were often sexually assaulted by the landowners but were in fear to speak up because their family needed a job. She accused landowners of expecting free labor and justifying it as "doing the farmworkers and the public a favor by giving these people a job."

In 1965, Huerta directed the UFW's national boycott during the Delano grape strike, taking the plight of the farm workers to the consumers. She led the organization of boycotts advocating for consumer rights. The boycott resulted in the entire California table grape industry signing a three-year collective bargaining agreement with the United Farm Workers in 1970.

As an advocate for farmworkers' rights, Huerta has been arrested twenty-two times for participating in non-violent civil disobedience activities and strikes. She remains active in progressive causes and serves on the boards of People for the American Way, Consumer Federation of California, and Feminist Majority Foundation.

In September 1988, in front of the St. Francis Hotel in Union Square, Huerta was severely beaten by San Francisco Police officer Frank Achim during a peaceful and lawful protest of the policies/platform of then-candidate for President George H. W. Bush. The baton-beating caused significant internal injuries to her torso, resulting in several broken ribs, and requiring the removal of her spleen in emergency surgery. The beating was caught on videotape and broadcast widely on local television news. Later, Huerta won a large judgment against the SFPD and

the City of San Francisco for the attack, the proceeds of which she used for the benefit of farm workers. As a result of this assault and the suit, the SFPD was pressured to change its crowd control policies and its process of officer discipline.

Huerta is president of the Dolores Huerta Foundation, which she founded in 2002. It is a 501(c)(3) "community benefit organization that organizes at the grassroots level, engaging and developing natural leaders. DHF creates leadership opportunities for community organizing, leadership development, civic engagement, and policy advocacy in the following priority areas: health & environment, education & youth development, and economic development."

The foundation first got started when Huerta received the \$100,000 Puffin/Nation Prize for Creative Citizenship in 2002, which she then used to create the DHF. Her youngest daughter, Camila Chavez, is the executive director at the foundation. The primary purpose of the foundation is to weave in movements such as "women's rights, LGBTQ rights, immigrant rights, labor rights, and civil rights" into an individual thread. The foundation was later changed to an affiliated agricultural workers' organization.

Dolores Huerta currently has about 15 honorary doctorates.

In July 2018, California Governor Jerry Brown signed into law AB 2455, by Assemblymember Eloise Gómez Reyes, designating April 10 each year as Dolores Huerta Day. In March 2019, Washington Governor Jay Inslee signed a measure also designating April 10 each year as Dolores Huerta Day.

In conclusion, let us give thought to those who make our ample food supply possible and honor those who work for justice for the farmworker. The work of Dolores Huerta is a shining beacon of hope to many who toil in the fields often without social and physical protection. Let us honor them as well. Borrowing from the words of Dolores Huerta, "yes we

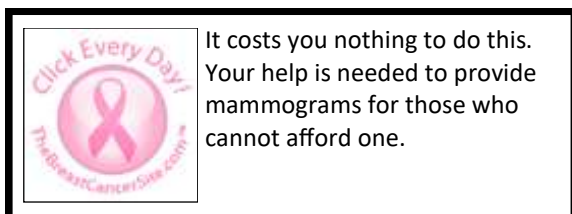


Diversity in Action

AAUW HHL has enriched its history of diversity by seeking members of diverse backgrounds, by attending plays and reading books that provide learning experiences and provoke discussion. We support and attend AAUW Ohio's programs and actions on diversity, intentionality, and inclusion.

We support opening membership to all who want to speak for our vision of Equity for All. Since 1881, AAUW has worked for equity—first, for education and economic parity of women. Realizing we cannot have equity without equity for *all*, AAUW updated its vision and its work to achieve it.

Become a member. We welcome you to join our branch of the national AAUW. Our events are all hybrid. If you are looking for a community of activists, join us. Email us at aauwhh@roadrunner.com.



Reflections from Komeisha; Around NE Ohio District; Nominating Com-



From the Court to the Corporate World: A Reflection on Women's Fight for Equity Across Identities--

Seven days have passed since the NCAA Women's Basketball Tournament in Cleveland, and I still remember my heart thumping through my Cowboy Carter hoodie and the soles of my feet, anxious to frolic through the arena. I'm not sure I'll lose the electric energy that filled my soul from the moment I stepped into Rocket Mortgage Field House, or that I would like to. The chants of Iowa fans were deafening as I was surrounded on all sides by the black and yellow jerseys that filled the sold-out venue. Though the tension was high between fans of rivaling teams, we all knew we were going to be supportive of either winner. From the tip off throughout the remainder of the game, the weight of the banter felt heavier with each possession of the basketball. After an exhilarating 40-minute battle, the Gamecocks took the National Championship title. As the garnet confetti filled the air, fans from both Iowa and South Carolina celebrated women's history together. Nearly 19 million people tuned in to see women's basketball for the first time ever. There was something surreal about seeing the sport get the media attention it always deserved.

Being among a sea of women's basketball fans and athletes felt different during this tournament, and for me it was because of Dawn Staley. I was more than thrilled to see both South Carolina and Iowa compete for the National Championship, but I was elated to see the coach and player that held a special place in my childhood. Dawn Staley showed me the power of love for the game of basketball. Growing up I saw how undervalued women's sports were, but I always admired the women daring enough to challenge stereotypes, the fervor to break barriers, and the athleticism to perform at the highest level. Whenever I had to choose a person to write about during my primary education, I typically chose an athlete who looked like me. My decision to purchase an NCAA women's basketball ticket was again to continue my advocacy for equity in women's sports while directly contributing to viewership for women's basketball. I believe each and every person, whether viewing from the screen in their homes or in the arena, knew their efforts to support women were felt - with the news reporting record breaking numbers. Even more importantly we saw representation of women making outstanding strides both on and off the court.

Though this weekend was centered around basketball, it also provided the opportunity to meet other small business owners, women in STEM, musicians, and people from all over the country looking to form a camaraderie around women doing the unthinkable. I met professional basketball superstars like Breanna Stewart and conversed with decorated leaders like astronaut Dr. Jessica Watkins. There was beauty in seeing so many identities represented proudly throughout the tournament. This weekend was special because while women are still fighting for equity in many spaces, I was proud to see the strides of those before me. I

am proud to celebrate one of the many wins to come for women's fight for equity. After this weekend I was empowered to continue my fight for justice for all women and while continuing to show the world we are extraordinary when we work together *Komeisha*

Around Northeast Ohio District

Northeast Ohio Branch will meet with HHL on Wednesday, April 24 for a joint meeting entitled *The Power of Why* led by Lillian Evans of The College of Wooster.



Medina County Branch will meet on April 25 at 5:30 pm at Medina Library, 210 S. Broadway. The program is Independent Living for Fosters.

Nominating Committee Report:

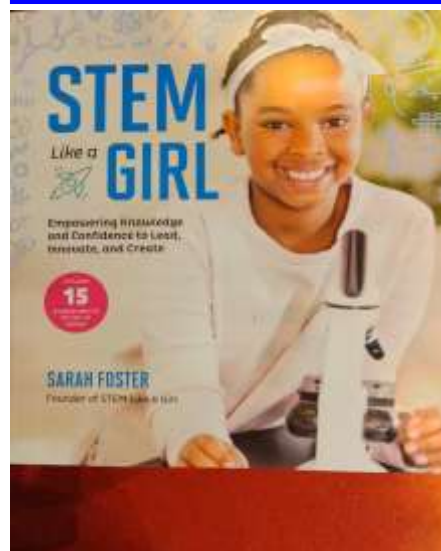
The nominating committee, Donna Black and Komeisha Rose propose the following for:

Secretary:

Membership VP:

Program VP: Donna Black

Election will take place at the April meeting and installation in May. This year we want to become a cooperative and work together to set up programs and the Program Vice President will be the coordinator



President Kay visited CoSi when she was in Columbus and noticed this book and wanted to bring it to our attention.

Summary of our March program



Comment from one of the attendees of How to Write a Legacy Love Letter—

There was a lot of positive feedback to our March program, “Writing a Legacy Love Letter.” Here are some of them.

You are never too old to learn something new. Again, for me, this old adage proved to be true. A friend invited me to a Writing a Legacy Love Letter seminar and being curious, I attended. And so, I learned what a “Legacy Love Letter” is.

It is simply a letter written and given before or after your passing to people close to you. It’s meant to express feelings and/or misunderstandings as we journeyed through life. Many of us hold back or are uncomfortable expressing our love/friendship. This final letter would be a way to convey how very much you loved/cared for them. Also asking for forgiveness or giving forgiveness for past differences could be addressed. Ending, with praises and appreciation, for their accomplishments, past, present and future. Letting it be known you always valued what they were involved in and how much they meant to you. The “Legacy Love Letter” is the final way to say, “Goodbye” and let those left behind know how very much they meant in your life. I am so glad I attended. Farewells are hard for me. Now, I learned a way to make it easier for me and especially for those I leave behind. It’s a way to let them know how very much I loved and cherished them. — Mariann K.

Another attendee said, I had never heard of writing a Legacy Love Letter. It really hit the spot. When we were singing I could feel it. I can write the letter in my head (to my loved one). — Rick C.

Another attendee said. I thought the whole program was wonderful. In the long run it would help persons and their mental health. — Tammy Z.

Brief summary of program by Janice Lombardo —

Our guest speaker in March was Janice Lombardo, a certified End of Life Doula through IAP College (the private online career college International Association of Professions Career College) She specializes in Directive Planning, Legacy Projects, Caregiving Respite and Bereavement Support. Her services are non medical, holistic guidance, support, and education. She helps individuals and their loved ones plan for end of life.



Janice offers services as an End of Life Doula, which was a new type of profession to many of us, we of course have heard of a birth doula. Janice said as a doula, she wants to educate about and normalize the end of life. I had heard from my former colleague at the Senior Center that she knew of adult children who had become overwhelmed with the loss of their elderly parents. They were in a great deal of anxiety and stress. They weren’t prepared for when their beloved passed away. Even in my own family, the husband passed away but never

really told people where papers were or where money was, but said, oh my wife will be well taken care of. The people he said who knew where everything was, were not told where everything was. These families would have benefited from the services provided by Janice Lombardo.

Janice also discussed the purpose of Writing the Legacy Love Letter. The letter is to help persons express their feelings about their loved ones, either family members they have lost or family members they are estranged from. The letter can be a way of healing family wounds. This can happen from writing this letter.

First Janice suggested that we do breathing exercises before and after writing the letter to help us calm ourselves and release stress. Another way to heal or help us is to recite or sing the Hawaiian prayer “Ho’oponopono,” which is a traditional Hawaiian practice of reconciliation and forgiveness. You then need to feel, to listen to yourself. Writing this letter with our hand can be freeing, a way to let it go. Janice gave us guidelines to write the letter. She said we can write the letters over time, it may take weeks or months. This is a method of self love or self care.

After the Legacy Love Letter project, Janice discussed how important it was to have caregiving respite. She said it takes a village to take care of someone who is chronically ill. She suggested leaning on churches or the little communities one has. Councils on Aging have suggestions or grants to support caregivers. Alzheimer’s Association can give 8 hrs of respite care.

She also discussed the importance of Directive plans, to have your final wishes written out.

I felt that people appreciated this program by Janice. There were many questions from those attending and another shared her caregiving journey and how hard it was but she was glad she used respite help. Thank you to our member Kathe Mayer who suggested Janice to us after she spoke to her community group, Village on the Heights. I was grateful for our VP of programs Donna Black for her program leadership and writing up the article about Janice and services she provides. I was thankful for Nancy Stellhorn for running the Zoom. Our Zoom participants seemed happy to listen and participate. I was grateful for all our loyal members who attended. We had several guests who attended, my friends, and ladies from my Red Hats group. Janice brought her friend, and her father attended also.

Kay



AAUW-HHL Branch gets involved in the community



Do you have any ideas of how else we can become more involved in the community? If so, let Kay or Donna know.

Luggage for Foster Children

Every Child Needs a Family. Unfortunately not every family has the means to house a child that needs one. There are over 2,000 children in Department of Child and Family Services (DCFS) custody through no fault of their own. Many continue to live unstable lives and can be moved from pillar to post because of the actions of adults who are not always able or competent to care for them. Imagine not being able to take any of your belongings with you if you were being relocated to the care of strangers. Imagine the psychological impact of having to move everything you own in a large garbage bag at a moment's notice. I may not be able to care for one of these children but I can provide them with a piece of lightweight luggage. AAUW HHL is collecting old, mildly worn luggage to donate to the DCFS. we are looking for small carry-on sizes approximately 22 x 14 x 9 inches. Please help by contacting us on Facebook to arrange a pick up.



We will be participating in the long-sleeve shirt drive again next year, so begin to collect your contributions now.

AAUW Washington Update



Act—Take action on the most pressing policies—

April is Sexual Assault Awareness Month. AAUW is focused on policies that combat the pervasive conditions allowing assault and harassment to continue. This month, Congress is expected to reintroduce a key piece of legislation addressing many facets of harassment in the workplace. The Department of Education is also expected to announce updated Title IX rules that would strengthen protections in educational institutions.

The Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (BE HEARD) in the Workplace Act would build on existing civil rights laws to provide new protections against harassment for workers and safeguard existing discrimination laws.

What you can do today: Reach out to your members of Congress today — it is critical for Congress to hear from you now to build support for the BE HEARD Act when it is introduced.

When workers face harassment, it impacts their success in the workplace, and ultimately, their economic security. This is particularly true for women and people of color, who are disproportionately impacted by harassment. By passing the BE HEARD Act, Congress can let survivors know “we hear you, we support you, and we will stand by you.” Take action for all working people and urge your members of Congress to cosponsor the BE HEARD Act now! Want to do more? Tell your members of Congress that you also support a robust Title IX rule that protects ALL students.

Learn—Dig deeper into the issues that matter—

Reproductive rights and access to abortion care are fundamental pillars in promoting women's education and economic security. When women have control over their reproductive choices, they can better plan their futures, including their educational and career paths.

This spring, the U.S. Supreme Court is hearing two cases that could have an impact on access to abortion care: Food and Drug Administration (FDA) v. Alliance for Hippocratic Medicine: A case brought by a group of anti-abortion doctors and individuals that questions the FDA's approval of a medication called mifepristone. Mifepristone is a part of a two-drug regimen for medication abortion

approved in 2000. Medication abortion accounts for 60 percent of abortions in the United States today. Oral argument took place March 26, 2024.

Moyle v. United States: A case brought by anti-abortion legislators seeking to overturn a federal court decision barring Idaho from enforcing its Defense of Life Act (which criminalizes the act of performing an abortion) in situations where the ban would violate the federal Emergency Medical Treatment and Labor Act (EMTALA). EMTALA requires hospitals receiving Medicare funding to offer “necessary stabilizing treatment” to pregnant people in emergencies, which the federal court found to include abortion in emergency cases. Oral argument is set for April 24, 2024.

The Supreme Court is expected to hand down decisions on both cases at the end of the term in June. Early indications from the FDA v. Alliance for Hippocratic Medicine oral argument signal that the justices will likely allow the use of mifepristone to continue.

Engage—Share the important work we're doing—

- April 3 marked Asian American, Native Hawaiian and Pacific Islander (AANHPI) Women's Equal Pay Day. AANHPI women, including part-time and seasonal workers, are paid on average only 80 cents for every dollar paid to non-Hispanic white men—and when you look past the average, many AANHPI women face much wider pay gaps.
- As part of the AAUW and AAUW Action Fund It's My Vote! 2024 voter engagement campaign, join us for a deep dive on policy issues at stake in this year's national elections, including pay equity, equity in education, reproductive rights and the ERA. Learn how AAUW members can engage in local voter education efforts. Register now!
- AAUW joined coalition partners in opposing the Protection of Women in Olympic and Amateur Sports Act (H.R. 7187). The bill does not address equity issues that women and girls face in sports. Instead, it would harmfully target and exclude transgender women and girls from participating in any recreational or Olympic sports governed by the U.S. Olympic and Paralympic Committees, including youth and grassroots programs.
- Sign up as a Two-Minute Activist today and keep up to date on our policy work with our letters, comments, testimony and legal briefs to learn more about AAUW's positions and advocacy efforts.

AAUW Washington Update



There is still time to support the NCCWSL Challenge—

We have exciting news to share about the NCCWSL Challenge! Thanks to the incredible support from our community, we have raised an impressive \$30,400 to date. This campaign is pivotal in enabling deserving students who are facing financial barriers to attend the National Conference for College Women Student Leaders (NCCWSL).

These contributions are creating a ripple effect, preparing young women to lead in creating a more equitable world.

Missed the NCCWSL Challenge? No problem! There's always an opportunity to invest in tomorrow's trailblazers and change-makers. You can still contribute in AAUW's Community Hub.

By giving today, you open doors for more promising young women to experience NCCWSL's empowering workshops, networking opportunities, and nurturing of an entrepreneurial mindset. You inspire them to dream bigger while providing tangible skills.

Thank you for extending your generosity to empower the next generation of women leaders. Together, we can continue to make a significant impact.



Proposed National ByLaws Change

Open Membership Vote to Open April 3, 2024

This branch has discussed AAUW's Bylaws regarding membership requirements. Each AAUW member will be eligible to vote on the change.

Watch for an email on or about April 3 when voting opens. Each member will receive the email. Voting will end May 15. Your branch needs you to vote.

Open Membership Vote and Member Civility

As we prepare for the next open membership vote this spring there are several resources on the AAUW website that can help in your branch or state discussions.

The [open membership toolkit](#) includes a PowerPoint and talking points on eliminating the degree requirement for membership and the newly added [civility and member responsibilities information](#) could be useful to highlight in your branch and state newsletters.

April is Sexual Assault Awareness Month and we need your help.—

AAUW supports efforts to respond to and prevent sexual assault and harassment in both schools and the workplace. This month, Congress is expected to reintroduce a key piece of legislation addressing many facets of harassment in the workplace. Harassment in the workplace is pervasive and harms workers' physical and mental well-being, disrupting careers and even pushing people out of the workforce altogether. This is particularly true for women, people of color, and workers in low-wage jobs who are most vulnerable to harassment.

No one should feel unsafe in the workplace.

Today we ask that you urge your representative to sign on as an original cosponsor of the Bringing an End to Harassment by Enhancing Accountability and Rejecting Discrimination (BE HEARD) in the Workplace Act, which would safeguard anti-discrimination policies and build on existing civil rights laws to provide new protections against harassment for workers. Congress must pass the BE HEARD Act to make a lasting difference for all workers.

Take a stand for Sexual Assault Awareness Month—ask your representative to cosponsor the BE HEARD Act now!