



In That Moment I Knew

From the Executive Director



Dear AAUW members and friends,

I am grateful and honored to have been with you this year as we continued to carry out AAUW's goals. Philanthropy by and for women has increased dramatically in the past few decades, and AAUW has been at the forefront, investing in girls and women in our local, national, and global communities.

This fiscal year 2009 Annual Report demonstrates that difficult times offer opportunities for creativity, innovation, and reinvention. In the current economic climate, when so many organizations are cutting back, AAUW is finding new ways to deliver programs that will break through barriers still faced by women. Because of your consistent generosity, our fellowships and grants remain substantial—more than \$3 million annually—and we continue to provide vital funding for women at critical stages in their careers and for groundbreaking community programs. Our wide variety of leadership and public policy programs, Legal Advocacy Fund, and well-respected research also continue to thrive—all thanks to you!

As you read through this report, I know you will be inspired by the stories of remarkable programs and individuals who are creating positive change as a result of AAUW's support and vision! These are but a few of the tremendous accomplishments made possible through your generosity as individuals and groups who invest in AAUW.

As members, leaders, activists, and philanthropists, we are responsible for the overwhelming success of AAUW. Together, we are a powerful nationwide community, working to strengthen women's giving and developing grassroots leaders. I am grateful for your ongoing dedication and commitment to AAUW and will count on you in the future as well. Let us continue to be catalysts for *sustainable change* in the lives of women and girls in the coming year.

Sincerely,

A handwritten signature in black ink that reads "Linda D. Hallman". The signature is written in a cursive, flowing style.

Linda D. Hallman, CAE
AAUW Executive Director



From the President



As AAUW president, I'm pleased to introduce the fiscal year 2009 Annual Report. This was a another pivotal year, as we continued to make organizational changes to enable us to move our mission forward more effectively.

In the following pages, you'll find stories of women who knew that the moment had come for them, too, to take action—and that AAUW could help. You and I helped write these stories of activism, philanthropy, and courage, because we make AAUW programs possible.

As *members* of this association, we have credibility and influence in our communities and on Capitol Hill, and AAUW is sought out as a partner by leading organizations. As *activists*, we educate, mentor, and teach women to be leaders by partnering with colleges, educating voters, managing book sales ... the list goes on. As *philanthropists*, our gifts help break through barriers faced by women working for their fair chance. Our gifts to AAUW Funds support

The Legal Advocacy Fund, which *protects* the rights of those who face discrimination.

The Educational Opportunities Fund, which *educates* women for a lifetime of success.

The Public Policy Fund, which *advocates* for policies and laws that are fair to women.

The Eleanor Roosevelt Fund, which *researches* issues that are important to women and girls.

The Leadership Programs Fund, which *leads* and teaches others to lead in their schools, workplaces, communities, and country.

The moment my high school physics teacher told me that girls didn't belong in his class, I knew I had to act to ensure that girls and women were welcome everywhere they wanted to be. Through AAUW, I work every day toward that end. I hope you enjoy reading these stories and use the enclosed envelope to send us yours. And please include a gift so that we can continue to break through barriers so that all women have a fair chance.

Sincerely,

A handwritten signature in cursive script that reads "Carolyn H. Garfein".

Carolyn H. Garfein
AAUW President



In That Moment I Knew ...

We all have a moment. A moment when we realize that, despite all the progress that has been made over the years, barriers still exist for women and girls.

For Deborah, that moment came when a 14-year-old student told her that her boyfriend beats her. For Elizabeth, it was when she wanted to play basketball in grade school, but her school did not have a team for girls. For Pamela, a single mother and grandmother trying to obtain her college education, that moment occurred when her financial aid failed to come through on time. And for Cate, it was when she learned female employees in her department were paid significantly less than their male counterparts.

In the pages of this year's annual report, you will hear the stories of women across the country who have been confronted with barriers. These women represent the unique and diverse fabric of AAUW: they are long-time members, new members, donors, grant recipients, fellows, and friends united in the fight for women and girls.

Their moments differ. Some realized inequities at a single point in time. For others, a series of moments stretched over the course of their lives.

Their barriers differ. Some women experienced pay inequity. Others suffered sexual harassment and abuse. Some were up against an organization that failed to comply with Title IX. Still others faced barriers to education.

But each and every time, their response was the same: "I need to do something." These women knew they needed to take action and become leaders in their schools, workplaces, communities, and countries, so they turned to AAUW as a leading voice in breaking through barriers for women and girls. Within the AAUW community they found resources and support, educational and leadership opportunities, a way to amplify their voices, and an avenue for offering support to others.

We all have a moment. As we reflect on AAUW's accomplishments for 2009 and look ahead to the work yet to be done, ask yourself two questions: What is my moment? How can I change the lives of women and girls in 2010? Together, our individual stories form a collective voice that will continue to break through educational and economic barriers so that all women have a fair chance.



In That Moment I Knew ...

I Needed to Do More—for Myself and for My Family

Alyssa Rosinski had done everything right. She interned during college. She made the dean's list. She graduated with a bachelor's degree in marketing and got a job, and she later went on to get her master's degree. But when she finished graduate school in 2000, she still faced an uphill battle.

"I thought I had completed something that would help push me through the glass ceiling," Alyssa explains. "Instead, my employers thought it was 'nice' that I had an advanced degree, but they weren't always willing to pay me for it in addition to my work experience."

When she talked to her employers about her career goals, they were unsupportive or, in some cases, failed to take her seriously. Alyssa saw male counterparts offered opportunities that she was not. "I was taking steps to better myself, and I felt like I was getting slammed down every time," she says. "It floors me that two people of opposite gender

can have similar career paths and one struggles to get what the other can attain so easily."

"The difficulty for me is seeing how hard Alyssa works without being adequately compensated," says her husband, Jeff, who became a teacher in part because of the work schedule. "I choose to spend time with my family and friends at the cost of additional pay. So when Alyssa doesn't get that trade-off, it is hard not to get bitter."



Alyssa Rosinski shared her story after seeing and responding to AAUW's message on pay equity in *Glamour* magazine, one of a number of media placements that AAUW successfully obtained in fiscal year 2009.

Breaking through Barriers for Pay Equity

- Thanks in part to AAUW's leadership, President Obama signed the Lilly Ledbetter Fair Pay Act on January 29, 2009.
- The AAUW Action Fund Capitol Hill Lobby Corps members advocated for Senate passage of the Paycheck Fairness Act.
- AAUW used social media for our Equal Pay Day outreach, establishing a cause page on Facebook, producing a video for YouTube, and providing a policy spokesperson for a Fem2.0 Twitter forum.

- More than 47 branches in 22 states held programs for Equal Pay Day.

Breaking through Barriers Using Traditional and Social Media

- AAUW's message on pay equity was featured in *Glamour*, *Redbook*, *Marie Claire*, and *Parade*, and by popular blogs such as the Heartfeldt blog and the Huffington Post.



"I have low-balled my net worth for what I feel has been a large part of my career, only to be frustrated down the road in a job when I don't feel like I'm being paid what I'm worth."

—Alyssa Rosinski

When Alyssa read a statement about pay equity and salary negotiation by AAUW Executive Director Linda Hallman in *Glamour* magazine, it struck a chord. She felt like she was reading an excerpt from her own professional life and, at that moment, knew she needed to do more. Alyssa wrote to AAUW's national office for guidance on her situation. Days later, she joined the AAUW Portland (ME) Branch to become part of a community that understands where she is coming from and what she wants—for herself, for her family, and for women everywhere.

"I remember back in college, I was standing in front of that bull on Wall Street, thinking that one day I was going to be the CEO of a company," she says. "I have career goals and aspirations that I am determined to fulfill—not only for myself, but to show my 17-month-old daughter what it means to be a career woman who can make a difference."

"In joining AAUW, I want to help pave the way for my daughter and the young women whose futures aren't yet defined by boundaries," Alyssa explains. "I also hope that as the mother of a son, I can teach him fairness, equality, and respect."



"If we stay true to our cause, the Paycheck Fairness Act will become law. ... Each of us, every day, breaks through barriers for women and girls simply because we choose to believe the future can be better."

—Lilly Ledbetter
Pay Equity Champion and AAUW 2009 Convention Speaker

AAUW ACCOMPLISHMENTS

- AAUW established a presence in Second Life and its own channel on YouTube, where a number of AAUW and related videos can be viewed.
- In fiscal year 2009, the AAUW Dialog blog was accessed almost 100,000 times and averaged 200 views daily.
- AAUW joined Twitter in February 2009, and we quickly reached more than 1,000 followers.



In That Moment I Knew ...

Strong Girls Equal Strong Women



“My boyfriend beats me, but I never told anyone because I love him.”

Deborah Andrepoint will never forget the look in the eyes of the 14-year-old girl who came to her classroom one day during lunch period and spoke these words. Deborah had coached the girl in soccer and would never have guessed that such abuse was taking place. Where did this young girl learn that love equals abuse? It was at that moment, Deborah says, that she knew she needed to do something to empower the girls at her school.

Deborah teaches at Sharpstown Middle School, located in an area of Houston, Texas, that is plagued with gangs and crime and suffers from high drop-out rates and teen pregnancy. According to Deborah, feelings of worthlessness pervade the lives of many girls at Sharpstown.

“I started to ask, ‘How can I get these girls to see themselves as better?’ I want them to respect their bodies. I want them to realize that they do have voices and that they can feel good about using those voices,” she says.

Photo above: Deborah Andrepoint, a 2008–09 Career Development Grant recipient, founded the Young Outstanding Girls Association, or YOGA, to strengthen the mind, body, and future of female students.

AAUW ACCOMPLISHMENTS

Breaking through Barriers to Educational Equity and Opportunity

- AAUW awarded \$4.4 million in graduate fellowships, grants, and special awards to more than 250 scholars, individuals, and nonprofit organizations during the 2008–09 academic year.
- To accommodate the needs of women returning to school, AAUW increased to \$500,000 the amount provided for Career Development Grants in fiscal year 2009.
- More than 50 fellowships and grants alumnae were interviewed for a weekly series on AAUW’s blog. The entries highlight the outstanding accomplishments of our alumnae and of AAUW’s work for women and girls.
- AAUW began an initiative to reconnect with former fellowship and grant recipients through interviews, networking events, a newsletter, and social networking.



This year, Deborah started a program at Sharps-town called the Young Outstanding Girls Association, or YOGA, to strengthen the mind, body, and future of female students. The program creates a safe space where the girls can talk about relationships, violence, and their changing bodies. It also introduces them to resources and organizations like AAUW.

“Being a member of AAUW and a recipient of a Career Development Grant has allowed me to continue my education and use my knowledge to help these girls,” Deborah explains. “If I never knew about these things, I would not have been able to do what I am doing today. I want the girls in my school to have access to these kinds of resources.”

“You can make different choices when given the re-sources,” she adds. “It worked for me. Once I knew my options, I was able to make better choices. I could make my future what I wanted it to look like, not what someone else wanted it to look like. I want these girls to have that power.”



YOGA program participants

“AAUW has given me a global understanding of what is going on with our young ladies. It has allowed me to network with other women around the country and see what other programs are out there with the same goal—to empower women and girls.”

—Deborah Andrepoint



“Thanks to the support that Students Active for Ending Rape (SAFER) received from AAUW through a Community Action Grant, student organizers are creating a database of colleges and their existing sexual assault policies and programs with an analysis of what each school is doing well and what could be improved. With this resource, students will be better informed of available policy options, improving their ability to negotiate for change.”

—Margaret Mikkelsen, Project Director
Students Active for Ending Rape (SAFER)
2008–09 AAUW Community Action Grant, Brooklyn, New York

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In That Moment I Knew ...

The Power of Advocacy

“I guess you could say that I’ve been an advocate since a young age,” says Elizabeth Kristen.

Elizabeth was just seven years old when her mother first took her to Washington, D.C., to lobby for Title IX. When she returned to her grade school in Nebraska, Elizabeth saw fliers for the boys’ basketball team. Her school did not have a team for girls.



Kathryn “Kathy” Braeman and Elizabeth Kristen are mother-daughter AAUW members, Title IX champions, and passionate advocates for women and girls.

“I asked my mom, ‘Isn’t this what I just worked on?’ ” Elizabeth remembers. With her mother’s support, Elizabeth was able to play on the boys’ team. A few years later, the school formed a girls’ basketball team.

“At that moment, I saw how effective advocacy could be,” she explains. “My mom was training me to be an advocate for women and girls.”

“It opened Elizabeth’s eyes,” her mother, retired judge Kathy Braeman, recalls. “She learned that she has rights.”

Today, both mother and daughter continue to work to protect these rights and break through barriers for women and girls.

After organizing equal rights rallies Lincoln, Nebraska, a long legal career, and trying her hand

AAUW ACCOMPLISHMENTS

Breaking through Barriers through Advocacy

- The AAUW Action Fund Lobby Corps made more than 900 visits to Capitol Hill as advocates on legislation relating to pay equity, paid leave, judicial nominations, Title IX, and career training.
- The AAUW Action Network sent more than 33,000 messages to members of Congress and grew to nearly 50,000 members in fiscal year 2009.

Breaking through Barriers to Voter Participation

- In the pivotal 2008 election year, AAUW members around the country worked to ensure that women’s voices were heard on Election Day. As part of AAUW’s voter education campaign, AAUW branches organized voter registration drives, distributed voter guides, and held candidate and issue forums.
- AAUW members mobilized voters to support reproductive rights and paid sick day measures and to fight against anti-affirmative action ballot initiatives.



"In my generation, women... had to band together through groups like AAUW. Every AAUW member should get her daughter to join! We can pass on the torch from generation to generation."

—Kathy Braeman



Kathy Braeman and daughter Elizabeth Kristen

at a congressional run, Kathy continues to lobby on behalf of women everywhere. Each week, she joins fellow members of the AAUW Action Fund Lobby Corps as they go from office to office on Capitol Hill, advocating for issues such as Title IX or pay equity to help advance women's rights.

Her daughter continues to embrace that power she first experienced at age seven. Elizabeth, an attorney and the director of the Title IX K-12 Equality Project at the Legal Aid Society – Employment Law Center, advocates on behalf of girls' access to athletic opportunities. Elizabeth is working closely with AAUW on our new Title IX program, Know

the Score, which helps members across the country advocate for Title IX compliance in their local high schools.

"There is a connection between participating in sports and success later in life," Elizabeth explains. "Participation in athletics improves education, health, and employment outcomes for girls, especially young women of color. Improving compliance with the law is absolutely critical."



"It is important for us to show that women are strongly affected by the laws of this country and to make sure their voices are heard. As part of the AAUW Lobby Corps, ... I am really proud that we have been doing this for well over 30 years. We have a great reputation on the Hill; we are seen as an organization that presents information that is accurate and well researched. ... Our message is both persistent and consistent."

—Kitty Richardson
AAUW Life Member and Lobby Corps Activist
AAUW Falls Church Area (VA) Branch

THE **PUBLIC POLICY FUND** ADVOCATES FOR POLICIES AND LAWS THAT ARE FAIR TO WOMEN.

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In That Moment I Knew ...

The Need to Find My Voice

While conducting field research in Africa in 2007, AAUW International Fellow and National Conference for College Women Student Leaders attendee Elizabeth Mumia met a woman who would change her life forever.

The Masai woman and mother of 11 wanted nothing more than for her children to go to school. The woman's husband, however, had different plans and began pulling their daughters out of school and marrying them off—a customary practice in the region. The woman, determined that her children receive an education, boldly stood up to her husband and said no. She left him and walked out of their home with nine of the children. Today, the woman and her children are outcasts in the community.

“I knew then that I needed to speak up for myself and other women,” Elizabeth says. “This woman said no to her husband and the community. I had

more advantages in life, and I still could not say no to the discrimination and abuse I faced. From this moment, I found the power to say no and to stand up and share my story.”

Elizabeth's story is an inspiring one. Born in a region of Kenya marked by extreme poverty, widespread hunger, and insufficient sanitation, she faced



Elizabeth Mumia, a 2008–09 AAUW International Fellow, also attended the 2009 National Conference for College Women Student Leaders through one of 60 NCCWSL scholarships, which were made possible by the generous support of AAUW states and branches.

AAUW ACCOMPLISHMENTS

Breaking through Barriers through Global Outreach

- AAUW awarded more than 75 prestigious International Fellowships in 2008 for master's, doctoral, and postdoctoral study.
- AAUW strengthened our partnership with CARE, a major international organization dedicated to ending poverty worldwide and improving the economic, educational, and social conditions of the world's women and girls.
- AAUW members came together for the International Women's Day screening of *A Powerful Noise*, a documentary on how women around the world are breaking through barriers in their communities.
- AAUW continued our representation at the United Nations, UNA-USA, and other international development meetings addressing the global challenges facing women and girls.





Elizabeth Mumia in Kenya, working with Masai women on community-based conservation enterprises.

life management. “I wanted to make things different for myself and my family,” she says. “I knew getting an education was the only way out for me. I wanted to one day remove barriers and stigmatization for girls and prove that women can change the world.”

Elizabeth is currently working toward her doctorate at the University of Minnesota, Twin Cities. She counsels female students in science fields about discrimination, harassment, and other barriers they face. She also works with African children in campus housing to help them adjust to American culture.

“When I got the AAUW fellowship for my Ph.D., I started to get empowered and have a voice,” she explains. “I knew that I was a woman who was going to be powerful and change the lives of other women. I want to give back to other women the way some have already given back to me.”

formidable challenges during her educational journey. She often stayed home from school because there was not enough food to eat. She constantly saw other female students drop out and get married. She experienced discrimination as a woman pursuing studies in science. And she suffered abuse at the hands of her husband.

Through it all, Elizabeth pressed forward and earned her bachelor’s and master’s degrees in wild-



Naomi Tutu, 2009 NCCWSL Keynote Speaker

“Attending the National Conference for College Women Student Leaders provided me with an opportunity to empower myself. The keynote speakers inspired me. Listening to them, I realized that I can bear this, that I can do this because others already have. ... I am not alone.”

—Elizabeth Mumia

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“Applying for the AAUW Student Advisory Council was the first step in being part of something greater than myself. I want to participate in a national program that helps to make a difference for women. I want to support other women so they can go to school and also be a part of something greater than themselves.”

—Pamela Nakanelua



Pamela was a member of the 2008–09 AAUW Student Advisory Council and played an active leadership role at the 2009 National Conference for College Women Student Leaders.

and is now pursuing a master’s degree in social work. She plans to work with women in transition and help them access resources and go to college.

“If you live below the poverty line, so often you are told what you cannot do,” Pamela explains. “There is not a lot of ‘this is what you can do.’”

As a result, many adult women do not understand that they can go to college. “College looks so out of reach to them,” she says. “But it is accessible. These

women can afford community college. They can receive scholarships from organizations like AAUW. They can receive Pell grants. The information on how to do so just isn’t being shared with everyone.”

Pamela adds, “I am going to school so I can get out of the system and show my daughter that you can do this. Even if you don’t have a lot of money, you can still do this.”



“Thank you, AAUW, for providing an opportunity for a motivated, intelligent group of students who would not have recognized themselves as leaders. In addition to presenting our project at the National Conference for College Women Student Leaders, we also started a wonderful relationship with members of our local AAUW Winchester (VA) Branch, who were extremely supportive throughout.”

—Amy Sarch Schopick, Campus Action Project Adviser (not pictured)
Empowering Moms, Empowering Minds: Single Moms and College Success
2008–09 AAUW Campus Action Project, Shenandoah University, Winchester, Virginia

THE **ELEANOR ROOSEVELT FUND** RESEARCHES ISSUES THAT ARE IMPORTANT TO WOMEN.

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In That Moment I Knew ...

We Must Support Women in STEM Fields



Marie-Elena Reyes recalls that, as a young student, she found her science classes and teachers rather dull. And although she excelled in math, she received little encouragement to pursue studies in that field. Instead, she was advised to take secretarial classes and focus on getting married.

It wasn't until later in life that Marie-Elena discovered her passion for science. She was a wife and mother of two young children when she enrolled in her first biology class. "The course was taught by someone who loved biology," Marie-Elena says, "and I just fell in love with the subject. The natural world became so beautiful and intricate and exciting."

This passion led her to pursue a degree in biology. Along the way, she faced constant challenges and discrimination as a woman of color in the science, technology, engineering, and mathematics (STEM) fields. And, just like when she was a young student, Marie-Elena received little encouragement and support.

"I realized that there was no real mentoring system for us undergraduates. There was nobody to talk to about what we were experiencing, like sexual harassment or unfair expectations. And there was no one who looked like me," she says.

Photo above: Marie-Elena Reyes is an AAUW Community Action Grant alumna. She used her grant to develop the "Frontera Grrls" program. She is also the founder of the Frida Kahlo Institute for Women at the Borderlands.

AAUW ACCOMPLISHMENTS

Breaking through Barriers in Science, Technology, Engineering, and Math

- AAUW continued to encourage girls to enter the STEM fields through the National Girls Collaborative Project. Fourteen regional collaboratives worked to bring together hundreds of girl-serving STEM programs.
- AAUW won a grant from the National Science Foundation to help support a new report on women and girls in science, technology, engineering, and mathematics.
- AAUW researchers have been invited to speak on gender equity at a number of prestigious professional conferences such as American Women in Science, the Women in Engineering Program Advocates Network, and the American Society of Engineering Education.



"There are a lot of women in STEM programs around the country doing outreach for women and girls, and many are doing this work on their own. I often felt very isolated, like it was just me knocking on doors. The only thing that keeps you going is knowing that you are part of a larger, global community working to break through barriers for women and girls."

—Marie-Elena Reyes



Participants in the "Frontera Grrls" program build solar ovens.

Marie-Elena used a 2001-02 Community Action Grant from AAUW to fund "Frontera Grrls", a program in New Mexico that provided a framework for after-school computer clubs to encourage girls to participate in technology and science. In 2004, she founded the Frida Kahlo Institute for Women at the Borderlands, which focuses on personal and leadership development for girls and women at critical transition periods.

Today, Marie-Elena is working to change that. She reaches out to women of color in the STEM fields and provides them with the support and encouragement she never received. She also works to inspire minority and low-income girls to pursue futures in math and science.

"We need to work with women and girls all along the learning pathway," Marie-Elena explains, "starting in grade school when they are made to feel stupid and are told that they can't do math and science. ... We need to expose these girls to math and science. We need them to meet women engineers and scientists who look like them, so they can see how truly wonderful the STEM fields can be."



"I noticed a pattern with female students: Once the girls reached seventh grade, they lost interest in science. ... We wanted to show students that anything can be a science project—from the effects of different types of liquid on plant growth to finding the science in basketball. And at the end of the project, students said, 'Hey, this isn't boring,' and 'we did learn something.'"

Sandra Murdock, Co-Project Leader
Julie Triplett and Pat Shores, Co-Project Leaders
AAUW Ballwin-Chesterfield (MO) Branch
Each One, Teach One, a Science Project Program
2008-09 AAUW Community Action Grant Recipient

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In That Moment I Knew ...

The Importance of Giving

When Alice Bartelt graduated from college in the 1970s, she was a bit of an anomaly. Not many women at that time had a bachelor's degree in business.

But when she started looking for a job, Alice learned that her degree meant little in the eyes of employers—they still saw her as “just” a woman; the only positions available to her involved being in a mailroom. When she eventually did get her first job with an insurance company, Alice was never promoted because the company viewed the more senior positions as “jobs that men needed to do.”

“The discrimination was so blatant, and there was not much I could do about it,” she says. “I had the same qualifications and could do the job just as well as any guy with a bachelor's degree, but I got passed over because I was a woman. At that moment, I knew this needed to change.”



Alice Bartelt is a longtime AAUW member leader at the branch, state, and national level and donates to several AAUW funds.

Alice has been working for change for nearly 40 years. A successful, retired worker's compensation attorney and an active member of AAUW since 1970, she continues to fight for women's equality. Alice has served as branch president, public policy chair, member of the AAUW of Oregon board, and as an AAUW representative to various organizations and coalitions. “AAUW permeates a lot of the things I do,” she explains.

AAUW ACCOMPLISHMENTS

Breaking through Barriers as the AAUW Community at Convention

- Almost 1,000 AAUW members attended the 2009 AAUW National Convention: Breaking through Barriers. The convention also received more than \$50,000 in corporate sponsorship and \$15,000 in local fundraising.
- Convention attendees had a voice on AAUW issues at the national level, passing bylaws and our public policy agenda and electing a new AAUW Board of Directors.
- Attendees were inspired and reenergized by distinguished speakers, including Lilly Ledbetter, Rep. Rosa DeLauro (D-CT), Rep. Jackie Speier (D-CA), and Linda Brodsky, and prominent woman CEOs Erika Feinberg and Arlene Harris.
- Attendees received training and resources to use in their community that included dynamic workshops and a Breaking through Barriers video and programming brochure to take home.



The efforts of AAUW must continue, she says, because, despite the progress that has been made, barriers still exist for women and girls. That is why Alice decided to donate the money she recently inherited from her mother to AAUW—in support of the organization, in support of change for women, and in honor of her mother.

“My mother never got the chance to go to college,” Alice explains. “She was eligible to receive a scholarship from her high school; however, her father insisted that she leave that school. But my mother thought she could do anything, and she could. With

only a high school education, she built a successful career. She was a pretty extraordinary person, and she was so supportive of me going to college. That’s why I wanted to make this donation to AAUW in her name.”

“It is important to me that AAUW continue to be able to do what it is doing, especially for women and education,” she adds. “We need to make sure that women have the opportunity to go to school and that they stay in school. I truly believe that putting a lot of women’s voices together gets changes made.”

“During the AAUW convention, I was reminded of the many ways that AAUW breaks through barriers for women. The moment I heard Ruth Jurenko’s call to join the Breaking through Barriers Major Gifts Campaign, I knew that an unrestricted gift to AAUW Funds in support of all of our work was the best way to honor my extraordinary mother, who could do anything she set her mind to.”

—Alice Bartelt



Alice Bartelt’s mother, Ruth Alice Renschler

GIFTS TO **AAUW FUNDS** PROVIDE GENERAL SUPPORT WHERE IT IS MOST NEEDED TO PROTECT, EDUCATE, ADVOCATE, RESEARCH, AND LEAD SO THAT ALL WOMEN HAVE A FAIR CHANCE.

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In That Moment I Knew ...

I Had to Fight On

What do you do when your 6-year-old daughter looks at you and says, “Well, that’s not fair. What are you going to do about it, Mom?”

You fight on.

That’s what Cate* did. She continued to challenge the systemic pay discrimination of her employer—a large public research university—after learning that it paid female faculty in her department less on average than it paid the men.



Cate remembers one evening during this struggle, when her daughter asked her to play a game. She told her daughter that she couldn’t play; she had some work to do because of a problem at school. Her daughter persisted, “What is the problem? Maybe I can help.” Cate explained that the professors at school did the same job, but the women were paid less than the men.

“I told her it was like everyone in her class cleaning up after art, and the boys got two snacks and the girls got only one just because they are girls,” Cate explains. “When she said that wasn’t fair and asked me what I was going to do about it, I knew in that moment that I had to fight on.”

“In another 15 years, my 6-year-old daughter would be poised to enter the workforce,” Cate adds. “I knew I couldn’t give up. I had to keep moving forward.” She decided to pursue her lawsuit against the university.

AAUW ACCOMPLISHMENTS

Breaking through Barriers through Legal Advocacy

- The AAUW Legal Advocacy Fund supported five strategic workplace discrimination cases that have the potential to set precedents that will protect women and girls from future discrimination.
- The U.S. Supreme Court ruled in favor of AAUW’s amicus curiae position in two major cases. The outcome of these cases represented major victories in the fight against sex discrimination in both schools and the workplace.
- LAF funded three Campus Outreach Programs that addressed the gender pay gap in Oregon, Hawaii, and Pennsylvania.



“That Lilly Ledbetter won her case in federal court only to be turned back by the U.S. Supreme Court reinforced to me that we as a society have a long way to go to achieve equal pay. Sitting still and hoping it will take care of itself is no longer an option. The moment is now to fight on for pay equity.”

—Anonymous LAF donor “Cate”

After two years of analyzing salary data, meeting with female colleagues, and spending time away from her family, Cate settled her case with her employer. She left her position and now teaches at a prestigious private research university. But she remains committed to fighting unlawful workplace discrimination.

“I remember reading a piece about Lilly Ledbetter in the *New York Times*,” Cate recalls. “The article highlighted the stories of several courageous women who had come before her and who had fought and lost.” Women like Eulalie Cooper, a flight attendant who sued an airline in the mid-1960s when she was fired for being married. And Patricia Lorance, a factory worker who went to court to challenge seniority rules that discriminated against women.

“Although these women lost, their efforts were not in vain because they helped pave the way for others,” Cate says. “After reading that article, I knew I was going to donate all of the settlement money I received to the AAUW Legal Advocacy Fund, so that others might have the chance to one day fight their fight.” Remarkably, during her fight, Cate was not aware of the resources offered to women like her through LAF case support, but her selfless gift will ensure that other women are able to fight on, with AAUW’s help.

“In that moment, I knew my struggle would not be in vain because AAUW would continue the fight for all of us—including my two little girls,” she adds. “It’s about finding a way forward for equal pay. We will have a lot more failures before we have successes ... but we have to keep trying for our kids.”

*The donor wishes to remain anonymous. Her name has been changed to protect her identity.



“The support I received from AAUW and its Legal Advocacy Fund was invaluable. It was a tremendous boost spiritually, professionally, financially, and from a legal standpoint. So much so, that I’ve spent the last four years criss-crossing the country sharing my story.”

—Roderick Jackson, AAUW LAF U.S. Supreme Court Plaintiff
Jackson v. Birmingham Board of Education

THE LEGAL ADVOCACY FUND HELPS AAUW PROTECT THE RIGHTS OF THOSE FACING DISCRIMINATION.

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Adrienne A. Tymiak (NJ)
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Susan C. Wagner (MA)
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Sharon Westafer (CA)
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Frances C. Winston (MD)
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Caroline W. Wood (CA)
Janet L. Yates (PA)
Florence E. Young (WA)
Marilyn Zook (OR)

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Planned Giving

LEGACY ESTATES

AAUW gratefully acknowledges individuals whose generous bequest gifts advance the mission of AAUW. The following is a list of gifts received in fiscal year 2009 (July 1, 2008–June 30, 2009).

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Helen Barr Rudin
Helen F. Schwanda

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West Virginia

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LEGACY CIRCLE

AAUW gratefully acknowledges our Legacy Circle members, those visionary individuals who have made a commitment to the future of women and girls by making a planned gift to AAUW, the AAUW Educational Foundation, the AAUW Legal Advocacy Fund, or the AAUW Leadership and Training Institute.

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Ruth R. Jurenko
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Margaret R. Monaghan

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Kathleen R. Kirchen
Kathleen A. Mace
Dorothy Martin
Betsy D. McDowell
Linda C. O'Hara
Peggy L. Shippen
Joanne Stern
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Marilyn Zook

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Elizabeth D. Klopp
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AAUW gratefully acknowledges the corporations and foundations that have contributed \$1,000 or more during fiscal year 2009 to support the programs and strategic development of AAUW.

\$50,000+

National Science Foundation

\$20,000–49,999

Prudential
The Princeton Review

\$5,000–19,999

Citi
GEICO
Pillsbury, Winthrop, Shaw, Pittman
World Medical Card

\$1,000–4,999

ACT
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College Women's Club of Montclair, NJ, Inc.
Concord University Women's
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EOG Resources, Inc.
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Management, Cornell University
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AAUW gratefully acknowledges our affinity partners, who donate a portion of their profits to support the work we do.

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 BN.com
 CareerBuilder.com
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 Gohagan Travel
 InsureMyTrip
 Jitterbug
 MagazineLine (American Collegiate Marketing)
 MARSH
 MedjetAssist
 The Princeton Review
 ShopAAUW (Source4)
 TravelSmart Partners, LLC
 US Bank
 VirtuArte
 VisionDirect
 World Medical Card

Fellowships and Grants

Due to the generosity of the AAUW community of members and friends during fiscal years 2008 and 2009 (July 1, 2007–June 30, 2009), 31 fellowships and grants are now fully funded. AAUW gratefully acknowledges the states, branches, families, and individuals who have established these funds and congratulate them on their hard-earned successes.

The nature of endowed funds allows us to award these fellowships and grants year after year, even if no additional money is contributed. It is with great respect that we honor those who had the foresight to build these legacies.

American Fellowships

Carol Stone Brundage
 Carol Brundage Trust
 Barbara Charline Jordan
 AAUW of Texas
 Eleanor Young Jenkins
 AAUW of Tennessee

Judith Kneece
 Janesville (WI) Branch
 Falls Church, Virginia
 Falls Church (VA) Branch
 Judith Sanderson
 AAUW of Colorado
 Springfield, Illinois
 Springfield (IL) Branch
 Marie Wolbach
 AAUW of California

International Fellowships

Sema Faigen
 AAUW of Massachusetts
 Bette Willson/Michigan State
 AAUW of Michigan

Research and Projects Grants

Edith Back
 Wheaton-Glen Ellyn (IL) Branch
 Jan Barnhardt/Gladys Betts/San Bruno
 San Bruno (CA) Branch
 Barrington, Illinois
 Barrington (IL) Branch
 Maureen Becker
 William Becker Family
 Shirley Breeze/Ferguson-Florissant
 Ferguson-Florissant (MO) Branch
 Mary McDorman Burton
 AAUW of Arkansas
 Lucille and Jack Chance
 Montclair (NJ) Branch
 Joan Densmore Harberson
 Orinda-Moraga-Lafayette (CA) Branch
 Mary Hively/Oakland-Piedmont
 Oakland-Piedmont (CA) Branch
 June Hottenstein/Cincinnati
 Cincinnati (OH) Branch
 D. A. Kollmeier
 Fort Worth (TX) Branch
 Susan Lemke
 Rochester (MN) Branch
 Long Beach, California
 Long Beach (CA) Branch
 Jane Ellen Maddy
 Duluth (MN) Branch

Kenneth McGraw Memorial
 McGraw Family and Friends

Monona (WI) Branch 25th Anniversary
 Monona (WI) Branch
 Naperville (IL) Branch 40th Anniversary
 Naperville (IL) Branch
 North Dakota
 AAUW of North Dakota
 Martha Ann Post
 Tarrant County (TX) Branch
 Ann Scott Terry
 AAUW of South Carolina
 Diane K. Whitley
 Diane K. Whitley Family

2008 Top States and Branches

AAUW LEGAL ADVOCACY FUND

Through their support of the AAUW Legal Advocacy Fund from January 1, 2008, through December 31, 2008, these states and branches are the top protectors of the legal rights of women facing discrimination.

State

California
 New York
 Oregon
 Illinois
 Maryland
 Michigan
 Florida
 Minnesota
 Wisconsin
 Texas

Branch

Baltimore (MD)
 Oakland-Piedmont (CA)
 Santa Monica Bay Area (CA)
 Ballwin-Chesterfield (MO)
 Orinda-Moraga-Lafayette (CA)
 Islip Area (NY)



Minneapolis (MN)
Los Altos-Mountain View (CA)
Westchester County (NY)
Atlanta (GA)

State per Capita

Georgia
Maryland
North Dakota
Idaho
Oregon
Missouri
New York
California
Massachusetts
Alabama

AAUW EDUCATIONAL FOUNDATION

Through their support of the AAUW Educational Foundation from January 1, 2008, through December 31, 2008, these states and branches are the top educators of women, giving them a chance for a lifetime of success.

State

California
Illinois
Michigan
Wisconsin
Virginia
Florida
Pennsylvania
Texas
Oregon
Minnesota

Branch

Santa Maria (CA)
McLean Area (VA)
Wheaton-Glen Ellyn (IL)
Huntsville (AL)
Danville-Alamo (CA)
Ann Arbor (MI)
San Jose (CA)
Sunnyvale-Cupertino (CA)

Cincinnati (OH)
Birmingham (MI)

State per Capita

Alabama
South Carolina
Georgia
Alaska
Virginia
Maryland
Illinois
Mississippi
Wisconsin
North Dakota

AAUW

Through their support of AAUW from January 1, 2008, through December 31, 2008, these states and branches are the top advocates for laws and policies that are fair to women.

State

California
New York
Florida
Illinois
Michigan
Pennsylvania
Minnesota
Washington
Wisconsin
Virginia

Branch

Minneapolis (MN)
Saint Paul (MN)
North Tahoe (CA)
Hayward-Castro Valley (CA)
Birmingham (MI)
Venice (FL)
San Jose (CA)
Pasadena (CA)
Los Gatos-Saratoga (CA)
San Mateo (CA)

State per Capita

District of Columbia
New Hampshire
Kentucky
Georgia
Maryland
Maine
Nevada
Connecticut
Massachusetts
South Dakota

ELEANOR ROOSEVELT FUND

Through their support of the Eleanor Roosevelt Fund from January 1, 2008, through December 31, 2008, these states and branches are the top researchers to provide understanding of issues that are important to women and girls.

State

California
New York
Oregon
Illinois
Michigan
Florida
Arizona
Minnesota
Missouri
Wisconsin

Branch

Buffalo (NY)
San Fernando Valley (CA)
Orinda-Moraga-Lafayette (CA)
Stockton (CA)
Salem (OR)
Ballwin-Chesterfield (MO)
Deerfield Area (IL)
Minneapolis (MN)
Scottsdale (AZ)
Hayward-Castro Valley (CA)

State per Capita

New York
Oregon



Missouri
Vermont
Delaware
California
Arizona
Illinois
Georgia
Michigan

Missouri
Massachusetts
Ohio
Maryland
Virginia
Oklahoma
Wisconsin

South Carolina
Virginia
North Dakota
Alaska
Missouri
Wisconsin

LEADERSHIP AND TRAINING INSTITUTE

Through their support of the Leadership and Training Institute from January 1, 2008, through December 31, 2008, these states and branches are the top leaders that develop other women's potential to lead in their schools, communities, and country.

State

Iowa
California
Georgia
Missouri
Ohio
Virginia
Nebraska
Pennsylvania
Illinois
Maryland

Branch

Marin (CA)
Atlanta (GA)
Cleveland (OH)
Clarion (IA)
Kansas City (MO)
Calhoun County (IA)
McLean Area (VA)
North Shore (MA)
San Fernando Valley (CA)
Lombard Area (IL)

State per Capita

Georgia
Iowa
Nebraska

COMBINED SUPPORT

Special thanks goes to these most generous states and branches for their combined support of all AAUW programs through the Legal Advocacy Fund, the Educational Foundation, AAUW, the Eleanor Roosevelt Fund, and the Leadership and Training Institute.

State

California
Illinois
Michigan
New York
Wisconsin
Florida
Virginia
Oregon
Pennsylvania
Texas

Branch

Santa Maria (CA)
McLean Area (VA)
Wheaton-Glen Ellyn (IL)
Huntsville (AL)
Ballwin-Chesterfield (MO)
Danville-Alamo (CA)
Orinda-Moraga-Lafayette (CA)
San Jose (CA)
Ann Arbor (MI)
Buffalo (NY)

State per Capita

Georgia
Alabama
Maryland
Illinois

Breaking through Barriers Major Gifts Campaign

AAUW recognizes the following philanthropic individuals, who are participating in the Breaking through Barriers major gifts campaign. The charter donors listed below made gifts and pledges between July 1, 2008, and November 10, 2009. The campaign will continue through June 30, 2010, and AAUW invites you to help reach our goal of \$1 million. The contributions from this campaign support the important AAUW programs that are not funded by our endowment but are vital to our mission of advancing equity for women and girls. These contributions help us

- Protect the legal rights of those who are facing discrimination,
- Educate women for a lifetime of success,
- Advocate for policies and laws that are fair to women,
- Research issues that are important to women and girls, and
- Lead and teach others to lead in our schools, workplaces, communities, and country.



PEARLS OF WISDOM (\$20,000+)

Anonymous in honor of Lilly Ledbetter
and Robert Fagella
Joan D. "Jo" Harberson (CA)
Ruth and John Jurenko (AL)
Lilo and Gerard Leeds (NY)

PEARLS OF DISTINCTION (\$10,000–19,999)

Susan Barley (MO)
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Anonymous
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Sally Chamberlain (PA)

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Janet Wert and
Theodore H.M. Crampton (MD)
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Ruth Z. Sweetser (IL)
Gloria Taylor (CA)
Dorris Turner (AZ)
Neola Waller (VA)
Krys A. Wulff (CA)

AAUW would like to give special acknowledgment to the Breaking through Barriers Major Gifts Committee, whose tireless efforts are valued beyond words: Florine Swanson (chair), Elisabeth Bathgate, Susan Barley, Dian O. Belanger, Marla Kim Benziger, Maria Ellis, Loryann Eis, Joan D. "Jo" Harberson, Ruth Jurenko, Julie Ollila, Patricia Ross, Sharon Schuster, Penny Tetter, and Neola Waller.

We regret any errors or omissions. Please report either to development@aauw.org or 202/728-3307.

"The Princeton Review understands the mission of AAUW: We support the empowerment of women and girls. We are coordinating our efforts to educate women leaders and pass on our knowledge so that they can break through educational barriers and gain admission to the graduate programs of their choice. The Princeton Review is excited about our partnership with AAUW and will continue to provide a platform for women to achieve their goals."

—Robin Staley, Vice President, Marketing, The Princeton Review
National Conference for College Women Student Leaders Sponsor and AAUW Affinity Partner

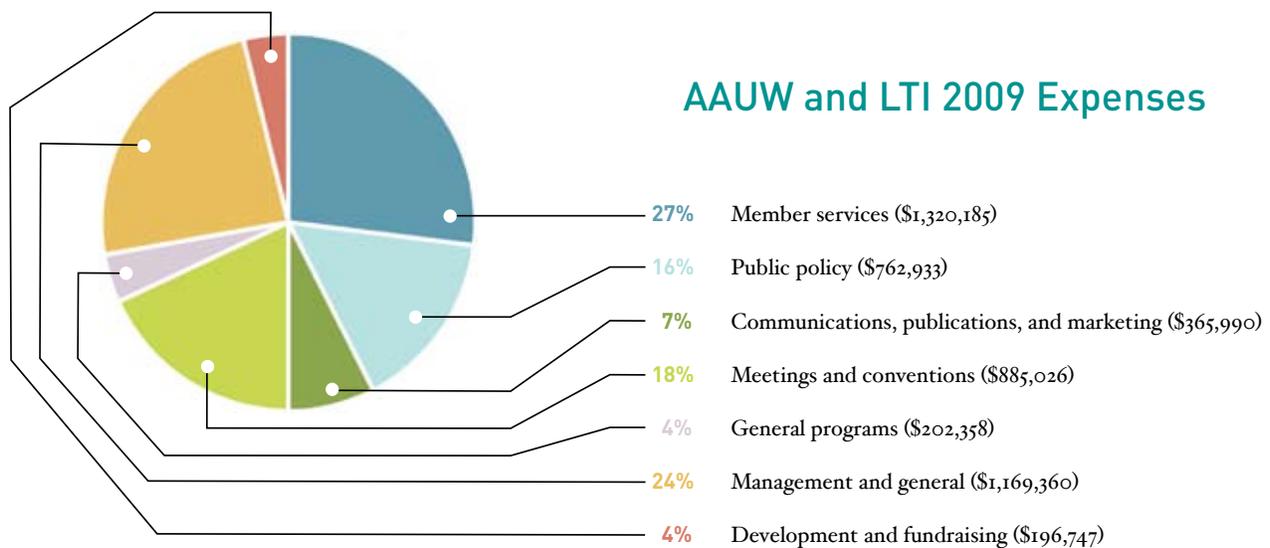


Financials

American Association of University Women and Affiliate Consolidated Statement of Financial Position

June 30, 2009

	Association 2009	LTI 2009	Eliminations 2009	Consolidated Total 2009
ASSETS				
CURRENT ASSETS				
Cash and cash equivalents	\$334,164	\$95,405		\$429,569
Investment	3,445,173	346,222		3,791,395
Accounts receivable, pledges receivable, and other assets	42,737	116,596	(38,993)	120,340
TOTAL ASSETS	\$3,822,074	\$558,223	\$(38,993)	\$4,341,304
LIABILITIES AND NET ASSETS				
CURRENT LIABILITIES				
Accounts payable, accrued expenses, and other liabilities	\$1,191,646	\$534,035	\$(38,993)	1,686,688
TOTAL LIABILITIES	1,191,646	534,035	(38,993)	1,686,688
NET ASSETS	2,630,428	24,188		2,654,616
TOTAL LIABILITIES AND NET ASSETS	\$3,822,074	\$558,223	\$(38,993)	\$4,341,304



American Association of University Women Educational Foundation Statements of Financial Position

June 30, 2009

2009

ASSETS

CURRENT ASSETS

Cash and cash equivalents	\$531,674
Investments	96,462,920
Property and equipment, net	6,788,883
Grants and contributions receivable	1,747,125
Prepaid expenses	82,269
Other receivables (accrued interest receivable, due from LTI & AAUW)	1,779,538

TOTAL ASSETS	\$107,392,409
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LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

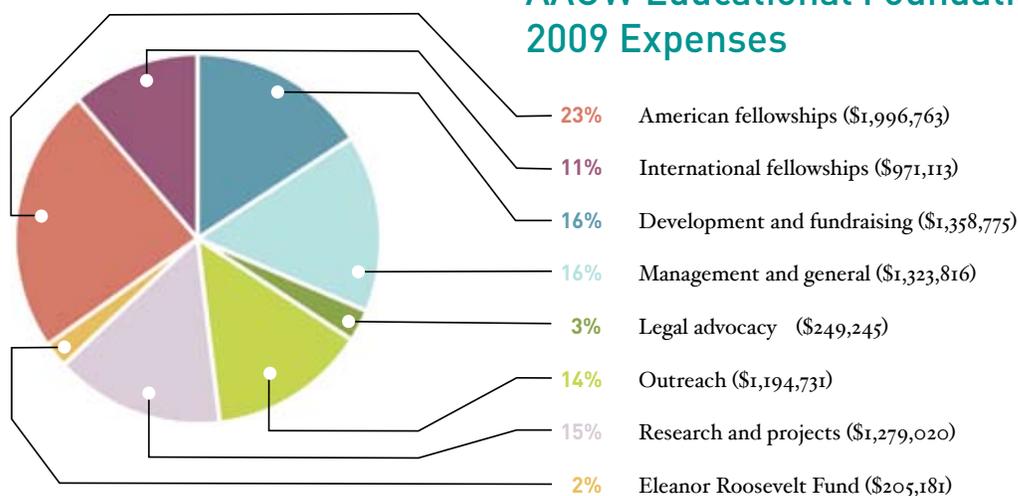
Accounts payable and accrued expenses	887,516
Committed awards and grants payable	3,123,682
Deferred revenue	917,142
Other current liabilities	1,239,335

TOTAL LIABILITIES	6,167,675
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NET ASSETS	101,224,734
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TOTAL LIABILITIES AND NET ASSETS	\$107,392,409
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AAUW Educational Foundation 2009 Expenses



For additional summary financial information, visit our website, www.aauw.org.



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AAUW advances equity for women and girls through advocacy, education, and research.

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

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





AAUW

Breaking through Barriers
for Women and Girls