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,

Linda D. Hallman, CAE
AAUW Executive Director
As AAUW president, I’m pleased to introduce the fiscal year 2009 Annual Report. This was 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,

Carolyn H. Garfein
AAUW President
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.
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.”

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.
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.”

“ar 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

“‘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.
“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.
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.

“You can make different choices when given the resources,” 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.”

“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.”

“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 Andrea

“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
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.

“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...
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.
THE LEGAL ADVOCACY FUND PROTECTS THE RIGHTS OF THOSE FACING DISCRIMINATION.
Contributions payable to AAUW Funds are fully tax deductible and support the work of all our charitable funds.
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

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.
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 wildlife 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.”

“AUW’s Educational Opportunities Fund educates women for a lifetime of success.

The Leadership Programs Fund educates women to lead and to teach others to lead.

Contributions payable to AAUW Funds are fully tax deductible and support the work of all our charitable funds.
A College Education Is Attainable

Pamela Nakanelua is what some might call a nontraditional student. She is a 42-year-old single mother and grandmother who lives in low-income government housing. For Pamela, higher education is the beginning of her journey to financial self-sufficiency.

Several years ago, as she prepared to begin her first semester at the University of Hawaii, Manoa, Pamela was dealt some devastating news—her financial aid was not going to come through on time. Fortunately for Pamela, she was able to borrow money from her mother to pay the bills and buy her books. But she began thinking about those who weren’t as fortunate.

She wanted to be a role model and encourage other women to share her journey, but, “How could I say to the other women in public housing, ‘You can go to college, too. It’s going to work; trust the process.’?” she asks. “They do all the work to get there, but then the money doesn’t come through. They’re stuck. They can’t buy books, and they can’t pay tuition bills.”

Pamela is working to break through these financial barriers and increase educational opportunities for low-income women. A three-time recipient of AAUW scholarships, she recently earned her bachelor’s degree.

AAUW ACCOMPLISHMENTS

Breaking through Barriers through Leadership Education and Partnerships

- More than 400 young women attended the 2009 National Conference for College Women Student Leaders.
- Thanks to the support of AAUW states and branches and NASPA, 60 students were able to attend the conference on scholarships—more than double the previous year’s scholarship support.
- AAUW selected 11 student teams to implement Campus Action Projects based on recommendations from the AAUW research report Where the Girls Are: The Facts About Gender Equity in Education.
- AAUW expanded the reach of Campaign College, the only program in the country that trains college women to run for student government.
- AAUW began a partnership with the WAGE Project to bring Start$mart salary negotiation workshops to 500 college campuses in three years.
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
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.

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.
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.

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.

“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.”
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 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
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.
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.

Contributions payable to AAUW Funds are fully tax deductible and support the work of all our charitable funds.
Recognizing gifts received July 1, 2008–June 30, 2009

AAUW appreciates the support of all members and friends and recognizes all giving of $250 or more in combined gifts to AAUW, the AAUW Educational Foundation, and the AAUW Leadership and Training Institute during fiscal year 2009 (July 1, 2008–June 30, 2009).

Special thanks goes to those who contributed unrestricted dollars, which allow us the flexibility to pursue the most urgent needs of our mission.

Founders’ Circle ($20,000+)
Anonymous, in honor of Lilly Ledbetter and Robert Fagella
Legal Advocacy Fund

Joan D. “Jo” Harberson (CA)
Educational Foundation
Eleanor Roosevelt Fund
Leadership and Training Institute
Legal Advocacy Fund

Patricia Ho (MA)
AAUW
Educational Foundation
Leadership and Training Institute

Lilo and Gerard Leeds (NY)
AAUW
Leadership and Training Institute

Leadership and Training Institute
Legal Advocacy Fund

Presidents’ Circle ($10,000–19,999)
Naomi E. Detenbeck (RI)
Legal Advocacy Fund

Ruth and John Jurenko (AL)
AAUW
Eleanor Roosevelt Fund
Leadership and Training Institute

Directors’ Circle ($5,000–9,999)
Laura Smiley Miller (OH)
AAUW
Educational Foundation
Eleanor Roosevelt Fund
Leadership and Training Institute
Legal Advocacy Fund

Karline K. Tierney (MD)
AAUW
Educational Foundation
Legal Advocacy Fund

Barbara M. Wyne (IL)
AAUW
Educational Foundation
Eleanor Roosevelt Fund
Leadership and Training Institute
Legal Advocacy Fund

Helen E. Holt (CA)
Joan S. Jones (WI)
Eileen Shelley Menton (MD)
Sharon Schuster (CA)
Florine Swanson (IA)
Diane K. (Doran) Whitley (KS)

Leaders’ Circle ($2,500–4,999)
Anonymous
Anonymous
Dina A. Baker (WA)
Alice Bartelt (OR)
Sally C. Chamberlain (PA)
Vivian L. Coe (CA)
Kelvie C. Comer (WA)
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Frances H. White (CA)
Krys A. Wulff (CA)
EQUITY CIRCLE ($1,000–2,499)

Anonymous
Anonymous
Anonymous
Rowene Aguirre-Medina (AZ)
Jean A. Aldrich (CA)
Salwa Alfadl (CA)
Josephine B. Alstetterter (MI)
Sandra W. Apple (NC)
Andrea E. Bader (MA)
Linda Bagaason (CA)
Marylou Bames (GA)
Florence A. Baturin (MA)
Dian O. Belanger (MD)
Ella M. Bettinger (IN)
Sharon F. K. Bigot (MN)
Linda Bors (NE)
Jean R. Boyden (CA)
Shirley A. Breeze (MO)
Kathleen Ford Brenniman (IL)
Julia T. Brown (CA)
Anne L. Bryant (VA)
Janet C. Cassady (FL)
Jeanne N. Clarke (AZ)
Ann Copeland (WA)
Sylvia B. Dahl (CT)
Virginia P. DeForest (WA)
Constance Dunkelberger (WA)
Loryann M. Eis (IL)
Kathryn Emmert (CT)
Valerie Evans (AZ)
Donna L. Filadelphia (CA)
Ena V. Flack (LA)
Lysia S. Forno (CA)
Suzanne O. Frankie (MI)
Sharon M. Fritz (IL)
J. Jeanne Garrison (CA)
Kitty C. Geidl (ID)
Wilma Gitchel (NY)
Joan Aldridge Gordon (CA)
Jeri L. Graham (NC)
Abbie Griffin (UT)
Karen H. Groves (LA)
Annette L. Gruber (DE)
Linda D. Hallman (VA)
Kathleen Hand (OR)
Sandra L. Hansen (CA)
Rowena L. Hardinger (AZ)
Ursula M. Heibges (VT)
Alicia Hetman (CA)
Mary Ann B. Hruska (CA)
Peggyann Hutchinson (OR)
Carrie B. Jackson (KY)
Mary Barton Joliffe (MI)
Helen H. Landers (FL)
Elizabeth R. LeRoy (IN)
M. Anne Les (CA)
Geraldine Linton (FL)
Diane B. Ludwig (MO)
Virginia R. Lyon (TX)
Kathleen L. Magill (NJ)
Karen Manelis (WA)
Maria T. Manhart (IL)
Virginia McGraw (OR)
Marcia Lynn McKenzie (AK)
Sandra C. McLaurin (NC)
Sarah C. Messenger (FL)
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Berniece Patterson (CA)
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Ardyce H. Pearson (MO)
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Jeffrey C. Slocum (MN)
Mary Ellen Smyth (IL)
Lenette Staudinger (IL)
Wanda B. Stephens (AR)
Joanne Stern (OR)
Elise K. Stratton (WA)
Gloria Taylor (CA)
Mariani Thaden (WA)
Mariann and Campbell Thomson (VA)
Linda E. Tisdale (TX)
Doris S. Turner (AZ)
Elizabeth K. Vestal (CA)
Erika B. Vitense (WA)
Gloria G. Weston (CA)
Deborah H. Winant (CA)
Marina V. Whitman (MI)
Jennifer Wilken (IL)
Judith P. Yeakel (WA)
Jacqueline Zev (CA)

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Ursula G. Batz (CA)
Beryl K. Bengel (CA)
M. Jane Black (OH)
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Gretchen G. Christophel (CA)
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Frances B. Curl (OH)
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Andrea S. Dani (IL)
Pamela G. Daves (NM)
Denise M. Decker (DC)
Jacquelyn M. DeFazio (WA)
Kay W. Depel (IN)
Frances K. Dibner (CT)
Susan Donahue (PA)
Kristine L. Downey (CA)
Laurenel M. Driscoll (IL)
Vickie Dugan (CA)
Susan Dunten (TX)
Faye Louise Dykstra (KY)
Paula Eldot (CA)
Mary Louise Ellenberger (MD)
Margaret B. Emmett (TN)
Helen F. Faust (PA)
Sandra Feire (NY)
Thomas A. Fineberg (IL)
Heather Forward (CA)
<table>
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<td>Dellanie P. Fragnoli</td>
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<tr>
<td>Elizabeth Fragola</td>
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<td>Rosmarie Frederickson</td>
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<td>Kathryn Thompson</td>
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<td>Carol Virostek</td>
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<td>Joan I. Vondra</td>
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<tr>
<td>Jean I. Walker</td>
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<td>Sharon Warner</td>
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<td>Ophelia C. Weitzman</td>
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<td>Bamby S. Werner-Parish</td>
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<td>Janet M. Westcott</td>
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<tr>
<td>Annelle Z. Weymouth</td>
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<tr>
<td>Kenyatta S. Whitfield</td>
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<tr>
<td>Barbara A. Williams</td>
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<tr>
<td>Victorine P. Willingham</td>
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<tr>
<td>Enid Wilson</td>
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<td>Sigrid Chris Winter</td>
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<tr>
<td>Marie Wölbach</td>
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<tr>
<td>Lee Wolfe</td>
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<tr>
<td>Gloria J. Yost</td>
<td>CA</td>
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<tr>
<td>Jane Young</td>
<td>CA</td>
</tr>
<tr>
<td>Sue A. Zitnick</td>
<td>PA</td>
</tr>
</tbody>
</table>

**FRIENDS OF AAUW ($250–499)**

Anonymous
Karen H. Abrams (MD)
Marybeth Acuff (CA)
Leah Amyakar (WA)
Phyllis M. Anderson (NY)
Tommy F. Angell (CA)
Bernice G. Arnold (NY)
Carol D. Arnold (CA)
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Gwendolen Z. Brown (IA)
Tamara Brown (NY)
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Bette Bude (MO)
Beth Busnide (CA)
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Huyen Cao (OK)
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E. Joan Carroll (CA)
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Rozanne Child (CA)
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Seena Clark (CA)
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Marguerite Clifton (CA)
Hannah M. Cline (CA)
Doris E. Cohen (PA)
Betty J. Comegys (CA)
Susan Cook (VA)
Marguerite Couvillion (CA)
Katharine J. Covert (VA)
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Lori Cross (WA)
Jeane J. Crumley (FL)
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Sandra K. Davison (CA)
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Mary Decker (TX)
Else-Britt Delong (IL)
Mildred DeWitt (PA)
Cathy A. De Wolfe (OR)
Patricia Dilks (CA)
Suzanne F. Dings (CA)
Sandra K. DiSario (CA)
Lynn Donald (AR)
Carolyn J. Donovan (NY)
Nancy Dotoli (NJ)
James E. Doty (CA)
Kathleen A. Doty (CA)
Sally R. Doty (MI)
Pamela Dougherty (CA)
Jane Doughty (WI)
Zita Z. Dresner (MD)
Robert Dressler (MD)
Margaret R. Drummond (ID)
Laurel G. Dubb (CA)
Dana J. Dunham (VA)
Marian K. Dunlap (OR)
Mitsy Dunlap (OR)
Sally J. Economon (MN)
Mary L. Edwards (TX)
Michele Edwards (OR)
Sandra Keiser Edwards (AR)
Dianne Eisenach (VA)
Charlotte F. Eiser (CA)
F. Eileen Elliot (OR)
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Tamara English (PA)
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Gloria M. Eriksson (CA)
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Katherine A. Green-Hammond (NM)
Elnore A. Grow (CO)
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Lynne Haley (MI)
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Coyene I. Halpern (IN)
Diane Haney (NY)
Amy P. Hanrahan (CA)
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Jayne A. Kasten (MO)
Rita B. Keefe (CA)
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Lesley I. Kirschenbaum (CT)
Vera Kistiakowsky (MA)
Beth S. Klaman (MA)
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Tia M. Kolbaba (NJ)
Suzanne Koptur (FL)
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Barbara Kyse (TX)
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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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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.

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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

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 advocates for laws and policies that are fair to women.

State
California
New York
Florida
Illinois
Michigan
Pennsylvania
Minnesota
Washington
Wisconsin
Virginia

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

**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**
- California
- Illinois
- Michigan
- New York
- Wisconsin
- Florida
- Virginia
- Oregon
- Pennsylvania
- Texas

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

**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**
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- Wheaton-Glen Ellyn (IL)
- Huntsville (AL)
- Ballwin-Chesterfield (MO)
- Danville-Alamo (CA)
- Orinda-Moraga-Lafayette (CA)
- San Jose (CA)
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- Buffalo (NY)

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**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+)
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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
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**Consolidated Statement of Financial Position**
June 30, 2009

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<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$334,164</td>
<td>$95,405</td>
<td></td>
<td>$429,569</td>
</tr>
<tr>
<td>Investment</td>
<td>3,445,173</td>
<td>346,222</td>
<td></td>
<td>3,791,395</td>
</tr>
<tr>
<td>Accounts receivable, pledges receivable, and other assets</td>
<td>42,737</td>
<td>116,596</td>
<td>(38,993)</td>
<td>120,340</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$3,822,074</td>
<td>$558,223</td>
<td>(38,993)</td>
<td>$4,341,304</td>
</tr>
<tr>
<td><strong>LIABILITIES AND NET ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable, accrued expenses, and other liabilities</td>
<td>$1,191,646</td>
<td>$534,035</td>
<td>(38,993)</td>
<td>1,686,688</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td>1,191,646</td>
<td>534,035</td>
<td>(38,993)</td>
<td>1,686,688</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>2,630,428</td>
<td>241,88</td>
<td></td>
<td>2,654,616</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES AND NET ASSETS</strong></td>
<td>$3,822,074</td>
<td>$558,223</td>
<td>(38,993)</td>
<td>$4,341,304</td>
</tr>
</tbody>
</table>

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**AAUW and LTI 2009 Expenses**

- **27%** Member services ($1,320,185)
- **16%** Public policy ($762,933)
- **7%** Communications, publications, and marketing ($365,990)
- **18%** Meetings and conventions ($885,026)
- **4%** General programs ($202,358)
- **24%** Management and general ($1,169,360)
- **4%** Development and fundraising ($196,747)
## 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

## 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

### NET ASSETS
101,224,734

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

## AAUW Educational Foundation 2009 Expenses

- American fellowships ($1,996,763)
- International fellowships ($971,113)
- Development and fundraising ($1,358,775)
- Management and general ($1,323,816)
- Legal advocacy ($249,245)
- Outreach ($1,194,731)
- Research and projects ($1,279,020)
- Eleanor Roosevelt Fund ($205,181)

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