



AAUW NM Fall *Roadrunner*

Mission: to advance gender equity for women and girls through research, education, and advocacy.



Beverly Chambers



Lynn Heffron

From Our Presidents:

Presidents Letter -Fall 2020

Welcome to AAUW year 2020-2021. This will certainly be a year unlike any other in our memories. Having ended our previous fiscal year with virtual convenings, we have adapted to using virtual capabilities to meet, discuss and complete business as needed.

The COVID 19 Challenge has taught us new skills and acceptance rather than disappointment at cancellations of planned events.

The leadership team is working diligently to assist branches with innovative ways to connect and advance our programming in order to continue our work.

Another new memory is that **The 100 Year Celebration of the 19th Amendment Passage** will be mostly virtual and with a few car parades. The struggle for women to obtain the right to vote resulted in jail, starvation, beatings and even death.

During the month of August 2020, much has been written to tell the story of women's fight to vote, the heartbreak during and the continued violence after we won the right to vote. In 1920 white women could now vote, but Native Americans, who were not made citizens until 1924, did not get the right to vote in every state until 1962. And it wasn't until 1965 with the passage of The Voting Rights Act that African Americans could freely vote.

Finally, all our lives were forever changed!

"Women we not given the right to vote in 1920 they fought for it"

Today our mission, purpose and our strength in numbers allow us to engage in the issues affecting women *today*. As we fight for equal educational and job opportunities, equal pay, equal consideration for job promotions, for positions of power, for elected offices, we also continue to fight for freedom from poverty, violence against women, cultural

disparagement, sexual harassment and racism.

While these challenges still require our determination and focus, today, we do not fear starvation or beatings. How lucky we are to benefit from those hard fighting tenacious persistent women who went before us to pave our way.

Lynn Heffron and Beverly Chambers
AAUW-NM- Co Presidents

When Will Women's Equality Day Arrive?

In 2010, "**Vision2020**", a national coalition of individuals and organizations in all 50 states working together for women's economic and social equality declared that in 2020, women's equality would finally be attained. New Mexico's two delegates to the Vision 2020 coalition are **Pamelya Herndon** and **Rocky Lara**. Now, that 2020 has arrived let us look at the events that have happened to see if women's equality has been attained. What can we do to help the Vision 2020 coalition make its prediction regarding women's equality come true?

Women still recognize Women's Equality Day on **August 26**, just as they have since 1972 when the designated day was first celebrated in 1972. In 1973, Congress officially designated August 26 as Women' Equality Day. However, it is difficult to celebrate Women' Equality Day when Black Women's Equal Payday is not recognized until eight months after the year has ended, Native American Women's Equal Payday is not recognized until nine months after the year has ended and Hispanic Women's Equal Payday is not recognized until ten months after the year has ended. There are Twitter Storms and other social media postings to bring attention to each of the Equal Pay Days, but Twitter Storms but social media posts are not producing equal pay for women. However, there is legislation stalled in the United States Senate that could move women closer to the goal of equal pay.

On August 25, 2020, the Albuquerque Journal contained an article that focused on an equal pay lawsuit that has been filed, alleging that women employed by the City of Albuquerque have been paid less than their male counterparts. The lawsuit has now been certified and elevated to class action status. If lawsuits are the remedy for women to achieve equality, the pathway to equality will be cluttered. What can members of AAUW Branches around the country do to move the needle for equal pay for women?

As we celebrate the 100th anniversary of women receiving the right to vote, it is important for women to use the power of their vote to elect leaders who support policies and laws that advance equality for women. AAUW can help ensure that women are educated on the goals of every person who is seeking public office. The organization does not have to advocate for any political party or candidate, to achieve this goal. Instead, AAUW members can help educate other women about the candidates who are seeking public office so women decide how to best use the power of their vote. AAUW is nonpartisan.

Long time New Mexico advocate Sylvia Ramos Cruz has been advocating for the passage of the **Equal Rights Amendment** for years. The amendment states, "*Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.*" The proposed amendment needs to be ratified by one more state. Once ratified, the amendment will be another step toward equality for women. In order for ratification to occur, it is important to hold forums and gatherings with individuals who are seeking elected office, as women will know the best way to leverage the power of their vote to take another step toward equality for women.

In addition to all the items outlined above, our responsibility as women in AAUW is to get involved in voter registration. We should try to find every woman who is 18 years of age, or older, who is eligible to vote, and help get them registered. After women are registered to vote, our next responsibility is to help them complete an application for an absentee ballot, or to help them vote early at one of the early voting locations. If absentee ballots are requested, our responsibility as women of AAUW is to help make sure the absentee ballots they receive are completed properly so their vote will be counted. We should help

make short videos or help make sure that everyone understands the instructions about the correct way to complete and return an absentee ballot.

Our responsibility as women in AAUW during the 2020 general election is to help distribute the publications of the League of Women Voters to every woman who is eligible to vote to help educate them about the candidates who are seeking public office and learn whether the candidates have a philosophy of ensuring equality for women.

In this era of COVID-19, we can still help people get registered to vote through contactless means. We can distribute flyers with QR Codes that will allow individuals to use their iPhone, iPad, or other devices that have cameras, that will direct individuals to the location on the Secretary of State's website where they can get registered to vote.

Our responsibility as women in AAUW is to find the list of women's organizations in our state and ask the organizations to call every member of their organization to ensure they are registered to vote and ask every member to pledge to vote in the 2020 general election.

Our responsibility as women in AAUW is ensure that we are all doing something to get all 59 million women who are eligible to vote are registered, educated about every candidate, and then making sure that every registered voter will vote.

What is most important, is that we ***Do Something.***

We still have the opportunity to make great strides toward achieving the women's equality in 2020. would be achieved in 2020 come true by taking a giant step forward.

Pamelya Herndon, Chair
State Policy Committee - AAUW

Your **VOTE** counts

Women worked hard to earn the right to vote.....you earned it...use it. Whether you vote early, by mail or in person...VOTE** on or before Nov 3, 2020.**



For information on voting in New Mexico, visit the Secretary of State page online:
<https://www.sos.state.nm.us/voting-and-elections/voter-information-portal/>

Program Report: Five Star Recognition Program, Revisited



As you plan branch activities for the year, please take a moment to revisit **AAUW's Five Star Recognition Program**. So far, 14 branches across the country have earned all 5 stars, and we have until June 2021 to earn stars in New Mexico. Each star acknowledges success in aligning branch activities with National's Strategic Plan, thereby promoting AAUW priorities. Given current restrictions on meetings in public venues, virtual meetings also count toward star credit.

Progress toward earning a star can be as simple as posting a link to Work Smart Online on the homepage of your branch's website and encouraging women to be proactive in

closing the gender pay gap by learning how to negotiate fair salaries for themselves. Another option is to promote the Action Network on your website, encouraging women in your community to become Two-Minute Activists. You can even get credit for successfully encouraging your members to renew their AAUW membership by September 30.

To help branches understand the program's scope, **Sylvia Fink** created the chart included below, which provides an overview of the Five Star categories—Programs, Advancement, Communications, Public Policy, and Governance—and includes helpful links to additional information. Your branch may already qualify for credit toward “stardom,” but you have to apply to receive it.

So check out Sylvia's **5 Star synopsis** or go the program's homepage on AAUW's website: <https://www.aauw.org/resources/member/initiatives/5-star-program/>.

Remember, to apply for star credit you must be a branch president/facilitator, treasurer, program chair, or membership chair. And you must log in as an AAUW member first. So far, the program's portal for state officers indicates that no New Mexico branch has applied; if you have applied for your branch, please let Rocky or me know so we can follow up on the discrepancy.

Judy Prono and Rocky Lara
Program Co-Chairs



AAUW 5-Star Synopsis

PROGRAMS

(Note: All required to obtain a star)

- Host 2-4 strategic plan-related programs that are open to the public in FY20-21 (e.g., Forum on economic security, Work Smart Online Training Day, Operation Equity: Reading for Results participation, panel on women and leadership). Virtual and digital meetings will also count towards this goal.

<https://www.aauw.org/resources/programs/salary/>

<https://www3.aauw.org/resource/operation-equity/>

ADVANCEMENT

(Note: 2 required to obtain a star)

- \$30 per capita (member) gift raised for greatest needs.
- Increase your Greatest Need giving in the last calendar year by 25%
- Retain 90% or more of your branch membership and submit annual dues by September 30.
- Increase the Legacy Circle Members by 10%

COMMUNICATIONS & EXTERNAL RELATIONS

(Note: All required to obtain a star)

- All existing websites and social media presences include an Economic Security Focus and Work Smart Online.

(Note: Monthly posts are required for social media; Work Smart Online must be included on the website home page.)

PUBLIC POLICY & RESEARCH

- Conduct an annual meeting with U.S. representative(s) and/or state legislators around a strategic plan area of focus. (meeting with their staff also fulfills this objective). An alternative state-level elected official is acceptable if circumstances warrant.
- Ensure a branch public policy chair is appointed who collaborates with the state public policy chair.
- Host at least one event where Action Network sign-ups are collected or promote the Action Network on your website.

GOVERNANCE & SUSTAINABILITY

(Note: All required to obtain a star)

- Detail on your website how your branch's programs align planning with AAUW national's strategic plan areas.
- Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership. Your branch can use the Succession Planning template.

DOWNLOAD available under Governance & Sustainability Resource Column

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

Other Resources: Check your library catalog for subject headings:
"Leadership" or "Succession Planning"

There are 2 titles available through Kindle

Where to sign up: [NB: You must be an AAUW Branch Officer (President, Finance Officer, Programs Officer, or Membership VP) to access the Five Star Branch Application.]
<https://ww3.aauw.org/five-star-branch/>

It is not a requirement to earn 5 Stars. We encourage each Branch to sign-up and see how many Stars the Branch can earn. There is nothing to lose by trying and you may be surprised at how many you earn. One of the women reporting in the video said the Program had revitalized their Branch.

Sylvia Fink

Branch Project Grants

As examples: these could be used for STEM, Economic Security, or GOTV events or projects. You could also use a grant to support a 5 star activity.

Branch Presidents,

It is that time again for Branch Project Grants.

Please submit a narrative application for Branch Project Grants, up to \$200 per branch per year, describing the project. [see below]

- Proposal should include:
- Project summary;
- Grant amount being requested;
- Simplified budget of project costs; and
- List of contributors/supporters, if any.
- The Grant requests should be submitted to Sylvia Fink [sjsfink@gmail.com] by **Thursday, October 1, 2020**.

Submitted by: *Sylvia Fink*

Diversity and Inclusion Tool-kit

Does your branch have a diversity and inclusion plan? If not, AAUW National has a toolkit for that! The 70 page PDF document can be found here
<https://ww3.aauw.org/resource/diversity-and-inclusion-tool-kit/>.

It is a lot to take in. But the document emphasizes that creating a diversity and inclusion plan is a process and will not happen overnight. There are several activities that can be used to engage your branch to begin the discussion for creating a plan. These activities can be scheduled and would serve to also promote the philosophy behind diversity and inclusion, which would make for a fun meeting!

These activities including doing a guided assessment of the current state of the Branch's diversity status with some leading questions to help develop a plan, using diversity as a

focus for recruitment, tips to make meetings more welcoming and inclusive, ideas to broaden the appeal of the programs you offer, how to establish more connection with diverse organizations, planning accessible events, how to engage members in discussions concerning diversity and an activity called the "identity walk" which helps members get to know each other.

The toolkit comes with an appendix that includes a glossary and worksheets that go with the activities.

Kaarin Goncz
Treasurer, Socorro Branch
State Diversity and Inclusion Chair

Women's Suffrage Movement

New Mexico's constitution, ratified in 1910, posed the most formidable obstacle to early suffrage. The State Federation of Women's Clubs won the right to school suffrage. In turn, full voting rights to Hispanic men were guaranteed. But the constitution required a daunting three-fourths majority of voters in each county to amend the suffrage provision in the future. This legal barrier dashed any hope of winning suffrage by popular vote, which had been the key to success in most other western states. New Mexico women focused on national suffrage politics instead.

Alice Paul's militant Congressional Union (CU), the forerunner of the *Woman's Party*, played a leading role in the state's late-blooming movement. By 1915, the CU enjoyed a committed network of support, especially among middle-class and elite Anglo club women in urban areas. "They say it is very difficult to get the Spanish ladies out, but as I have one on the program to speak in Spanish, I think they will come—and their husbands as well," reported the CU's lead organizer, Ella St. Clair Thompson to Alice Paul in 1915. Her efforts to reach out to Spanish-speaking women paid off, especially among elite women relatives of influential Mexican-American politicians.

Adelina Otero-Warren, the niece of the popular head of the state's Republican Party, helped lead Mexican American women into the political mainstream. Bilingual flyers and speeches in Spanish at public rallies brought support for suffrage among both men and women in the Hispanic communities. Otero-Warren enjoyed such a loyal following that she was chosen by Alice Paul to lead the state Congressional Union in 1917. Her mission was to bombard the New Mexico congressional delegation to win their support in the battle to pass the "Susan B. Anthony" (19th) Amendment. With her help the amendment passed through Congress and to the states for ratification. New Mexico women won full suffrage at last with the final ratification by the state legislature of the amendment in 1920. Women voted with enthusiasm in New Mexico, with participation rates of Mexican-American women exceeding that of Anglo women or men.

Nevertheless, the 19th Amendment did not guarantee citizenship or the vote for the state's large population of Pueblos, Navajos, Hopis and other Native American women, who along with men from those communities still could not vote either.

Quoted from: <http://newmexicohistory.org/2013/12/13/womens-suffrage-movement-1915-d62/>

There are multiple websites available with both National and New Mexico history of the Women's suffrage movement. For a list of sites see: <https://albuquerque-nm.aauw.net/100-years-of-women-voting/new-mexico-and-national-suffrage-web-resources/>

Submitted by
Sylvia Fink

AAUW Updates....

New AAUW website Now when you go to AAUW.org you will be presented with the

[possibly] Beta version of the new website. **Warning: Most searching does not yet work!** This is still a work in progress. The template for State and Branch websites should be available by late summer. At which time your web masters will be changing those sites to this newer look.

For more information please watch the webinar found near the bottom of the listing at: <https://www.aauw.org/resources/member/initiatives/2020-convening/> It is titled "Take a Tour of Our New Online Home" originally presented April 10, 2020. Many resources have not yet been transferred to the new template. If you have an old URL, you can go to that page by altering from <http://www.aauw> to <https://ww3.aauw> while using the remaining information for that link.

For example: <http://www.aauw.org/resource/finance-tool-kit/> will become <https://ww3.aauw.org/resource/finance-tool-kit/> to locate the finance manual for Treasurers. It may be that a revised version will later show up in the new site. However, the fundraising policies are located on: <https://www.aauw.org/resources/member/governance-tools/state-branch/fundraising-policies-what-members-need-to-know/> in the new template.

2020-2021 Calendar

AAUW-NM CALENDAR July 1, 2020 – June 30, 2021

July 25	Leadership Team Meeting – 10 am – noon Go-To- Meeting
Aug. 1	Deadline: Campus Action Project (CAP) Grant applications
Aug. 13	African American Women Equal Pay Day
Aug. 15	Deadline for submissions to Fall Roadrunner
Aug. 22	Native Hawaiian/Pacific Islander Equal Pay Day
Aug. 2	National Women's Equality Day & 100 th Anniversary of the 19 th Amendment
Sep. 30	Financial Audits completed
Oct. 1	Alaska & Native American Women Equal Pay Day
Oct. 1	Deadline: Branch Project Grant applications due to Branch Project Grants Chair
Oct. 15	Start filings 990-N for State and Branches
Oct. TBD	AAUW-NM Fall Workshop & Leadership Team Meeting
Oct. 29	Latinas Equal Pay Day
Nov. 15	Deadline for submissions to Winter Roadrunner Deadline: AAUW American Fellowships
Nov. 15	Deadline for filing State equivalent of 990
Dec. 15	Deadline: nominations for AAUW-NM officers to Nominating Committee Chair
Dec. 15	Deadline: Career Development Grants
Dec. 31	Postmark deadline for AAUW Funds contributions for year
Jan. 10	Deadline: Selected Professions Fellowships
Jan. 15	Deadline: International Project Grants
Jan. 19	Opening Day State Legislature
Jan. 28	Virtual Convenings begin!
Feb. TBD	Lobby Corps Meetings in Albuquerque/Bernalillo
Feb. TBD	Winter State Leadership Team Meeting in Santa Fe
Feb. TBD	Legislative Day - Santa Fe, NM
Feb. 10	Deadline to Report Discrepancies in February 2021 Membership Count
Feb. 11	Asian Women Equal Pay Day
Feb. 15	Deadline for Spring Roadrunner
Feb. 16	NCCWSL early-bird registration ends & National Scholarships close
March	Women's History Month
March 8	International Women's Day
Mar. 16	FY22 branch dues processing opens online in Member Services Database
Mar. 20	Last day of State Legislature
Mar. TBD	Update State Presidents and Convention Sites lists for Convention Program

- Mar. TBD Equal Pay Day (Was Mar. 31 in 2020)
- Apr. 1 Annual Reports due from State Officers & Branch Presidents
Branch Project Grant applications due to Branch Project Grants Chair
- Apr. 3 NCCWSL DEADLINE**
- Apr. Notification of Insurance to be paid by May 31st.
- Apr. TBD AAUW-NM Spring Convention**
- May 15 Deadline for Summer Roadrunner
- May 30 **Start entering new state & branch officers in National MSD**
- May TBD National Conference for College Women Student Leaders (NCCWSL)
- Jun. 3 **Deadline for entering new state & branch officers to MSD**
- June TBD Tech Trek – 2020 & 2021**
- June 30 Deadline for Membership Dues 2021-2022

AAUW Mission Statement: “To advance gender equity for women and girls through research, education, and advocacy.”

AAUW NM Vision: Equity for all

AAUW NM Values: Non-partisan. Fact-based. Integrity. Inclusion and Intersectionality

Branch News

Las Vegas Branch:

Las Vegas AAUW and **Sonya Berg** have organized a Car Parade on Sunday, August 30, @ 2:00 pm in Las Vegas to celebrate the passage of the Woman's Suffrage Amendment, aka Susan B. Anthony Amendment. The route winds through and around the City of Las Vegas. Cars will be decorated with the suffrage colors-white for purity, purple for loyalty and yellow for hope. Yellow roses and sunflowers, also symbols of the movement, can be used. Participants are encouraged to wear their suffrage outfits—white dresses, shirts and skirts with the purple, white, yellow sashes which say "Votes for Women" or "We Won the Vote", and their suffrage hats. Purple, white and yellow balloons and crepe paper can also decorate the cars. Signage for posters in car windows could say "Votes for Women", "We Won the Vote" or other appropriate suffrage slogans.

Sonya has also worked with the Las Vegas Citizen’s Committee for Historic Preservation (CCHP) to place a two-window suffrage display in their Bridge Street office location. The display features many of the suffragists, who simply wouldn’t give up; and the more than 100-year effort before ALL women got the vote. Sonya has worked with a Bridge Street merchant, Blowing in the Wind, to dress one of her manikins in a suffrage outfit! Last, but certainly not least, Sonya appeared before the San Miguel County Commission on August 11, and the Las Vegas City Council on August 12, with proclamations celebrating this historic event. Both bodies adopted those proclamations!

Program plans for Las Vegas

The Las Vegas Branch programs for the fall go along with the theme of Voting. In September Rose Contreras-Taylor will talk about ways our branch can Get Out the Vote virtually! In October, Beth Urech will share her Youtube video about her cousin, and the first woman to serve in Congress, Jeannette Rankin and Voting. In November we’ll be watching the election returns together virtually with snacks and our favorite beverages close by!

NOTE: Please notify Judy McGuire of new members at judymcguire2@gmail.com

work of AAUW builds upon responsible public participation and our priorities provide a basis for AAUW members' actions. Our positions are shaped by our commitment to being nonpartisan and fact-based and acting with integrity. We strive for our work to be inclusive and intersectional by collaborating with diverse allies and coalitions to **achieve equity for all**.

AAUW-NM supports the National Public Policy Program and understands that true equity requires a balance between the rights of the individual and the needs of the community. We believe high-quality public education is the foundation of a democratic society and the key to improving economic prosperity and gender equality. We promote equitable efforts to close the persistent achievement gap that disproportionately affects low-income children, Native American students, and students of color.

We recognize gun violence as a health issue. We support campaign finance and ethics reform and an Independent Redistricting Commission. We support the civil and human rights of all immigrants; safe, livable, affordable housing; a clean, healthy, and sustainable environment; separation of church and state; the right to privacy; a fair, balanced, and independent judiciary; and prevention of all forms of human trafficking. We support all efforts to preserve the rights guaranteed in the New Mexico Constitution.

Biennial Action Priorities

To support a strong system of public education that promotes gender fairness, equity, diversity, and inclusivity, and to address the barriers and implicit biases that hinder the advancement of women and girls AAUW-NM advocates

- Vigorous enforcement of Title IX and all other civil rights laws pertaining to education
- Adequate and equitable funding for quality public education for all students
- Opposition to the use of public funds for nonpublic elementary and secondary education and to charter schools that do not adhere to the same civil rights and accountability standards as required of other public schools
- Increased support for and protection of programs that meet the needs of girls and women in elementary, secondary, and postsecondary education, including strong promotion of science, technology, engineering, and math (STEM) education, and comprehensive sexual health education
- Increased support for and access to affordable higher education for women and disadvantaged populations
- Support for practices that halt the flow of students from schools to prisons, including reforming school disciplinary practices that disproportionately punish girls and students of color
- Increased number of instructional days for K-12
- Early childhood development initiatives and programs for students with disabilities
- Reasonable and fair capital outlay expenditures
- Freedom from bullying, harassment, and sexual assault
- Effective teen pregnancy and dropout prevention programs

To achieve economic security for all women, AAUW-NM advocates:

- Pay equity fairness in compensation and benefits
- Equitable access and advancement in employment, free from systemic barriers and biases, including vigorous enforcement of employment discrimination statutes
- Closing the gender and race gaps in leadership opportunities for women of all backgrounds
- Greater availability of and access to benefits and policies that promote work-life balance, including quality and affordable dependent care and paid family, medical, and sick leave

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Appointed positions:

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- Programs that provide women with education, training and support for success in the workforce, including non- traditional occupations and women's entrepreneurship
- Strengthening programs, including welfare and career and technical education, to improve postsecondary education access, career development, and earning potential
- Strengthening retirement benefits and programs, including pension improvements and protecting Social Security, Medicare, and Medicaid from privatization
- Access for all women to the full range of health care services to ensure economic security
- Increasing the number of quality jobs that pay a living wage

To guarantee equality, individual rights, and social justice for a diverse and inclusive society, AAUW-NM advocates:

- Vigorous enforcement of and full access to civil and constitutional rights, including affirmative action and expansion of voting rights
- Self-determination of one's reproductive health decisions
- Universal access to quality, affordable health care and comprehensive family planning services, including expansion of patients' rights
- Freedom from violence and fear of violence, including hate crimes, in homes, schools, workplaces, and communities
- Support for U.N. programs that address human rights and women's and girls' issues
- Freedom in the definition of self and family and a guarantee of civil rights for all family structures
- Access to well-regulated state guardianship of seniors, including strong oversight of eldercare
- Passage and ratification of the Equal Rights Amendment. Any attempt to revoke or change the NM Constitutional Amendment will become a priority for action.

Public Police Priorities update and changes Adopted at the annual meeting
April 28, 2019

Website Manager

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ctburch@aol.com

Registered Agent

Nancy Scheer

Nscheer1226@msn.com

Vacant appointments:

International Interest Chair

Media Relations Chair

College/University Chair

AAUW

Founded in 1923

Mission:

To advance gender equity for women and girls through research, education, and advocacy

AAUW-NM Focus:

"Empowering Women to change their lives"

AAUW NM

AAUW

The *Roadrunner* is a quarterly publication of AAUW NM
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