



AAUW-NM Winter *Roadrunner*

Mission: to advance gender equity for women and girls through research, education, and advocacy.
Happy Holidays and New Year to all



Helena Whyte, Co-President



Lynn Heffron, Co-President

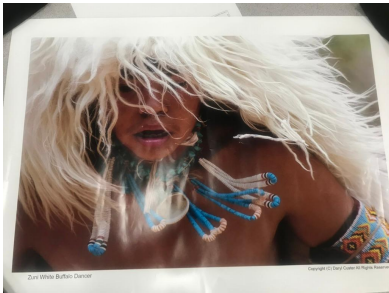
From our Co-Presidents:

For your positive mindset and reassurance that there's progress on women's betterment, consider this: For the first time in its 180-year history, the women in the New York Philharmonic outnumber the men, 45 to 44. The percentage of women journalists is double what it was in 1971 and is now 2022 40.9 percent. Fast Studios launched the Women's Sports Network to provide a platform for women's sports coverage, shows, and documentaries. The outlet plans to start streaming live matches in January. Thinking of moving? The Global Gender Gap Report of 2022 congratulates Iceland, which has closed 90.8% of its gender pay gap; at this rate of progress, Iceland will achieve gender equality by 2035. Of note, Iceland is one of the early adopters of legislated pay parity in employment. "We've come a long way..."

While the official **Human Rights Day is Dec. 10**, we need this every day. Officially, it commemorates the day in 1948 when the UN General Assembly

called on everyone to take positive actions to stand up for basic human rights. Many of us fear how the world is heading as disrespect continues to grow in many parts of the world. Extremist movements subject people to horrific violence. Messages of intolerance and hatred prey on our fears. Globally, violence against women persists. In New Mexico, missing and murdered indigenous women numbers are increasing. Wherever we look, fundamental human values seem under attack.

How can we, as AAUW NM members, address this persisting gun violence epidemic? As we write this, six people have just been gunned down at a Walmart store. And just recently, a UNM student, 3 University of Virginia football players, and five at an LGBTQ+ nightclub in Colorado have been shot and killed, not to mention the hundreds injured. And this is the shortlist. In the 2023 legislative session, NM will be asked to authorize and fund the creation of the Office of Gun Violence Prevention to be part of the Department of Health. Please consider your role in helping curb this horrific epidemic. We ask for your activism in this upcoming session on all legislation you want to be passed. We refer to our AAUW NM Public Policy Chair, **Meredith Machen's**, in-depth report on issues AAUW NM supports.



AAUW NM LEADERSHIP TEAM MEETINGS – FALL 2022 & WINTER 2023

In October, at our Fall LTM in Gallup, our members heard excellent presentations by Navajo women on teaching as a profession and Navajo college student needs. On Saturday, we toured the Storyteller Museum to learn even more about Navajo Nation, American Indian history, and, as politically correct language would say, Native American history. We were each gifted with this poster (above) by the inspiring Navajo women's museum co-founders. Thank you, Tracy Lassiter, for organizing this insightful and emotionally rewarding visit to UNM Gallup and the museum.

The photos below are from the Fall LTM held in Gallup.



Touring the Storyteller Museum



Sonya Berg at the Storyteller Museum



Touring the Storyteller Museum

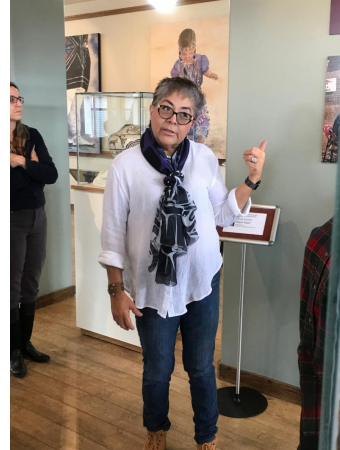
Teri Fraizer, Co-Founder, Storyteller Museum



Sandi Freeland, Co-Founder Storyteller Museum



Lynn Heffron, Tour Guide
Leroy, and Tracy Lassiter at
the Hotel El Rancho



Please join AAUW NM in this **Winter's LTM** in Santa Fe, Sunday, Jan. 29th to be followed by Advocacy Day on Monday, Jan. 30th where our banner will fly again in the Rotunda as we collaborate with NOW, LWV, Planned Parenthood, and others to promote legislation that better the lives of women and girls.



5 Star Recognition Program Update

The FY 2023 program is now posted on AAUW National's website (from the homepage, select Membership, then select Initiatives from the bulleted list; the 5 Star program is the fourth initiative listed).

A lot has stayed the same. Under Advancement, two criteria involve donations to National, one member retention, and one Legacy Circle recruitment. However, the bar for membership retention is now only 80%. Under Public Policy & Research, there are three criteria: have a branch Public Policy chair, host an event at which you recruit for the Action Network (2-minute activists), and hold a meeting with a member of Congress, your Governor, or one of their staff; this meeting can be jointly sponsored with another branch. Under Governance & Sustainability, develop a succession plan using AAUW's template, align your branch's strategic plan with the National's, and appoint a Diversity officer. For Programs, you need to host four mission-based programs. Finally, for Communications & External Relations, you only have to make three postings on your branch website with a DEI focus.

Given AAUW's mission emphasis on STEM, any of your STEM-related programs—like *Expanding Your Horizons* or *Girls Can!*—should qualify for meeting the Programs criteria. AAUW's first strategic goal is to champion equal access to education, emphasizing STEM. Hosting Start Smart training or promoting Work Smart online training should also qualify under the plan of shrinking gender pay gaps. So some of your existing outreach work may count toward 5 Star recognition.

The significant change in the program is in reporting: there is no online reporting tool this year. At the end of this fiscal year, National will survey all branch and state leaders with questions that align with the 5 Star program criteria. According to Tremayne Parquet, "the survey will be timed so leaders can reflect on their full fiscal year of programmatic work"—and presumably document what they did during the FY23 to meet 5 Star Program criteria. So you need someone in your branch to keep a "running total" of your requirements. Since reporting issues were among the complaints this past year,

perhaps having one end-of-year survey to document achievements will improve.

My recommendation: check out the new 5 Star Recognition Program webpage and see how many of your planned branch programs and activities meet 5 Star criteria. Maybe even a tiny tweak—like adding Action Network signups at an upcoming event—will help you qualify. And, let me know if you have any questions.

Judy Prono, VP of Programs

[AAUW-NM Public Policy Report and Legislative Preview](#)



AAUW NM is fortunate to have strong organizations in our state to help with many of our priority areas, so we can contribute our talents without having to do all the heavy lifting.

Our Branch Public Policy Chairs and members will continue to assert the importance of women's rights and economic equality in the upcoming legislative session. Strengthening connections with like-minded organizations will increase our effectiveness. For the most part, we will not need formal agreements with these other organizations.

If you are working in any coalitions, please let me know the details. We will always reserve the right to abstain from actions and advocacy with which we disagree, and we will focus on our approved priorities for the biennium. Some members have urged us to become more active in advocating for environmental protection. We will do that as a supporting partner organization when it's appropriate. Although many issues affect equity, given our limited resources, time, and energy, it is prudent for other organizations to lead in those areas. We must focus on education, especially STEM, advancing career and economic opportunities, violence prevention, and issues affecting women, girls, and families. We also want to learn about members' efforts in other areas and what organizations are working on. AAUW has limited capacity to serve in coordinating or leadership roles.

Preview of Legislative Session- January 17-March 18, 2023

LWVNM has more capacity to advocate on issues at the legislature than AAUW-NM, and our priorities are aligned in most cases. The LWVNM Legislative Advocacy Workshop will be conducted on Zoom on Saturday, January 7, from 10-noon. Find the Zoom link at lwvnm.org. The Workshop is open to everyone. You can also watch the [video from the last League Advocacy Workshop in January of 2022](#).

NM's generous federal pandemic relief funds and healthy budget surplus should make the session very productive and provide substantial opportunities for addressing our myriad challenges.

AAUW is holding our winter Leadership Team Meeting at the Hotel Santa Fe on Sunday, January 29. On Legislative Advocacy Day, Monday, January 30, we will have an information session with fellow advocates of Paid Medical and Family Leave. Plans are to meet from 10-11:30 at Morgan Hall in the State

Land Office, a block from the Roundhouse. Sylvia Fink is in charge of mobilizing our Advocacy Team to contact individual legislators. She will disseminate the talking points from the PFML Task Force Final Report presented to the Legislative Finance Committee (LFC). I will provide more details separately closer to the date.

Please look under the **Public Policy** tab for information about our state Advocacy Team (A-Team). <https://aauw-nm.aauw.net/>, including how to join, what we do, and how to use <https://www.nmlegis.gov/> to find legislators, committee information, legislation, and so forth. A-Team members can access a Google Drive with the legislation we support and oppose. We will use My Roundhouse for tracking specific legislation. Sign up under Quick Links.

Education

New Mexico has taken significant steps to improve and align our three education systems: early childhood, pre-K 12, and higher education. Major steps this fiscal year include increasing funding, improving fiscal transparency, and requiring accountability. Our Public Education Department is still ranked last in academic achievement outcomes. About half of the state budget goes to education, yet we are not adequately preparing students for success in college and careers. PED needs to release its strategic plan, even though drafts were put out for comment months ago. The draft plan is impressive, with ambitious, innovative, and proven strategies and activities focused on improving PreK-12 programs, especially for students who are economically disadvantaged, Native Americans, English learners, and differently-abled. Long-term results of implementing this plan will include evidence of solid student growth demonstrated through significant increases in student academic achievement, high school graduation statistics, and college completion rates.

Understandably, PED wants to be released from court oversight of compliance with the Yazzie-Martinez insufficiency lawsuit. More proof is needed to satisfy the plaintiffs and the court. Intentions are good, but outcomes are what matter.

NM has made progress in raising teacher salaries and committing to equity by adopting new culturally responsive Social Studies core standards (to be implemented in 2023). The state still needs to address teacher and principal shortages and other issues.

Students are still facing significant setbacks due to the pandemic. Two years of virtual or hybrid learning have taken their toll on academic performance. In most cases, achievement tests were suspended. Math and reading proficiency levels are atrocious. We will keep pushing for incentives for people to pursue careers in teaching, especially in STEM fields.

Declining school enrollments, shifting demographics, and more children challenged by poverty and lack of language proficiency call for attention. These issues are particularly challenging at a time when NM's growing population of retirees might not support school bonds.

We will see some anti-bullying legislation to protect the rights of LGBTQ+ and non-binary students. More funding for community schools and math programs will be requested. For higher ed, we will advocate for more funding for the Opportunity Scholarships, healthcare provider training, and social workers.

Reproductive Rights

AAUW is committed to defending the right to abortion and is opposed to any

governmental intrusion into personal decision-making or access to healthcare. Several key legislators are looking at a large package of bills on healthcare and Medicaid that will include access to reproductive health and protect privacy. The Governor may send a bill to codify Roe, but Roe alone doesn't cover everything that needs to be addressed, thus the healthcare bills. As long as abortion is legal in NM, we'll see women come here from other states. We may see some legislation to protect personal information, aka data privacy, provider protection, and access to medications. We don't know any specifics about the bills yet.

Geo-fencing is a way law enforcement can track where phones are located (such as at an abortion clinic.) This technology is used in states that ban abortions to arrest and charge women with criminal penalties for terminating their pregnancies.

We will also see a bill addressing the problem of Crisis Pregnancy Centers. CPCs are well-funded, faith-based establishments that present themselves as medical centers. Still, instead of offering medical care, they shame pregnant women and make them fearful if they are considering abortions. CPCs are also dispensing an experimental medication that they say reverses the effect of abortion pills. Southwest Women's Law is the coalition leader, which AAUW NM has joined.

Planned Parenthood has five centers in NM,
<https://www.plannedparenthood.org/health-center?location=New+Mexico&service=&channel=any&age>.

Analysis of reproductive rights policies and state-specific information can be found at <https://states.gutmacher.org/policies/new-mexico/abortion-policies>.

Members may wish to connect with organizations in their area. Volunteer opportunities include simple help like driving folks to/from the airport/clinic/safe housing/etc. We recommend donations go to Planned Parenthood NM <https://www.plannedparenthood.org/planned-parenthood-rocky-mountains>, the New Mexico Religious Coalition for Reproductive Choice, <https://nmrcrc.org/donate>, or the National Network of Abortion Funds <https://abortionfunds.org/>.

Health Care and Human Services

The legislature is expected to consider many bills again this session. Some will ensure access to care without bias related to gender, sexual orientation, gender identity, age, or disability. Elder care is increasingly important. Social and behavioral health services are severely needed in NM.

Tax Policy

Under discussion are ways to make our tax system more progressive while still providing more revenue. Potential tax change legislation includes doubling the child tax credit, a corporate income tax, repealing GRT exceptions, a real estate transfer tax (instead of an effort to raise property taxes), increasing alcohol taxes, and possibly gas taxes.

NM has made significant progress in reducing child poverty. Still, we must explore and address the factors that keep us dead last in child well-being and educational opportunity in the Annie E. Casey Kids Count rating system. Data for Understanding Child Poverty - Child Trends:

<https://www.childtrends.org/publications/state-level-data-for-understanding-child-poverty/> NM Voices for Children is our top policy expert and equity advocacy organization. AAUW may want to formally join the Fairness Project led by NM Voices for Children. The League has been actively involved in the Fairness Project for years. Again, while we may want to support or oppose the legislation, we will not lead in this area. For more information, see <https://www.nmvoices.org/tax-and-budget>. Is anyone interested in working on this?

Redistricting

AAUW is part of Fair Districts for New Mexico (FDNM). Robbie Richards, AAUW-SF Public Policy Co-chair, has stepped up as our representative. During the legislative session, we will try again to get a resolution for a Constitutional amendment passed. I think Sens. O'Neill and Moore will co-sponsor the resolution.

In this session, we will have more momentum for two principal reasons: the success of the maps drawn by the Redistricting Committee and changes in the leadership of the Senate Rules Committee and House Speakership. The 2030 census won't affect many of our current legislators. The Fair Districts NM coalition is co-led by LWVNM President Hannah Burling and Action Chair Dick Mason. Kathleen Burke, FDNM Project Director, conducted a poll of NM voters that showed 77% favor of an Independent Redistricting Commission (IRC), with only 12% opposed. It will almost certainly pass if we can get the amendment on the ballot.

NM senators, NM House candidates, and candidates for statewide office were surveyed to gauge their support for an independent redistricting commission. In the past, legislators were adamant about not relinquishing their Constitutional authority to draw the lines, but times are changing. The IRC would make the process less acrimonious, more transparent, accountable, and fairer. Dr. Gabe Sanchez of UNM and Brookings collaborated with Redistricting Partners and Dr. David Cottrell of the University of Georgia to produce a comprehensive evaluation of the 2021 redistricting process in NM. Find this and more at <https://fairdistrictsnm.org/> Link to a 90-second video to promote an Independent Redistricting Commission at <https://www.youtube.com/watch?v=muJMi8i-cCw>.

Violence and Crime Prevention and Criminal Justice Reform

We will carefully consider supporting bills that promote prevention and alternatives to incarceration and will continue to oppose efforts to increase incarceration and pre-trial detention of non-violent offenders. We expect a slew of legislation relating to sexual abuse and domestic violence treatment and prevention, gun safety provisions, human trafficking, and behavioral health services. We need members to analyze bills and testify. Funding for an Office for Gun Violence Prevention will be in Governor Lujan Grisham's budget request. Under the auspices of AAUW-SF, Miranda Viscoli presented on this issue. See <https://www.newmexicanstoppreventgunviolence.org/> for more information.

NMPGV is the state's primary local, grassroots gun violence prevention group. Legislative goals include universal background checks, getting guns out of the hands of domestic violence offenders under protective orders, extreme risk firearm protection orders, funding for gun violence prevention and violence

intervention programs, child access prevention, banning assault weapons and open and concealed carry, and a ten-day hold on the sale of handguns.

Voting/Elections

We will see legislation for restoring felon voting rights, elections administration clean-up, improving campaign finance disclosure, and more funding for the Ethics Commission.

**Meredith Machen, AAUW-NM Public Policy Chair, 505 577 6337,
meredith.machen@gmail.com**

Modernizing the NM Legislature

One of the most important legislative issues for the 2023 session is the modernization of the legislature. The UNM Bureau of Business and Economic Research (BBER) was contracted after legislation passed in the 2022 session authorizing a study of several facets of modernization. The study includes research on the operations of other state legislatures, interviews with NM legislators and staff, and a survey of legislators.

As Public Policy Chair, I was invited to serve on a task force with representatives of good government and environmental groups, the NM Chamber of Commerce, and former legislative staff. We decided to conduct a public survey to complement the BBER study since changing the Constitution requires electoral approval. Common Cause solicited and received most of the necessary funding from the Thornburg Foundation. Other organizations in the task force pitched in to help finance the \$25,000 survey. AAUW-NM contributed \$500. Research and Polling asked 816 likely voters of diverse stripes questions concerning session length and scope, legislative pay, and legislative staffing.

You can see the summary of the BBER study here:

<https://www.nmlegis.gov/handouts/CCJ%20112122%20Item%201%20BBER%20LM%20Presentation.pdf>

The BBER study and the survey results were presented to the Courts, Corrections, and Justice (CCJ) interim committee on November 21. Some task force members testified about the benefits of modernization. AAUW said that providing legislators with a modest salary and some shared year-round professional staff support will allow less economically resourced citizens — often women with families and younger people of color — to hold office. Until very recently, the legislature was made up, in large part, of independently wealthy retirees. More women with families are being elected these days but struggling with the loss of income and the massive workload. Some decided not to run again once they realized that contact with constituents goes year around without legislative assistance or compensation.

Most public survey respondents guessed that our legislators were salaried at \$40 -\$75,000 a year and were surprised to learn that New Mexico has the only unpaid legislature in the country. Most respondents did not know that our legislators receive \$192 per diem only when in session and when attending select interim committee meetings.

The survey indicated widespread popular support for modernization. It is essential to pay legislators and increase the nonpartisan Legislative Council

staff to assist them. According to policy experts, the benefits will be worth the cost because salaried legislators will be less beholden to lobbyists and campaign contributors. Furthermore, NM should have better quality legislation if professionals research and analyze policies, support interim committees, and draft legislation. Implementation will cost millions in recurring funds that NM may not have in the future, so expect a lively debate.

Meredith Machen, Public Policy Chair

[Paid Family and Medical Leave](#)

Fact: the United States and Papua New Guinea are the only countries in the world **without** paid family leave.

How many of you left a new baby to go back to work? How many of us lost paid workdays to care for a seriously ill or terminal family member?

The Paid Family and Medical Leave Coalition have been trying to create a program for New Mexico. A program to help workers have paid time to deal with such emergencies.

The PFML Task Force under Workforce Solutions has prepared a final report. You can download the PDF version of the [AAUW-NM Explore Issues](#) webpage. The Report has gone to the Legislative Finance Committee on November 17th and to the Economic Development and Policy Committee on November 28th Interim Committees. This coming Legislative Session will vote on a decision to enact a Paid Family and Medical Leave Act. Since other States have enacted similar Paid Family and Medical Leave plans, there are actual experiences to share on how these programs have worked elsewhere.

The sub-Committees of the PFML Coalition have been active.

- **Business Outreach:** Members have been visiting small businesses to educate employers about the program's structure and how it can help small businesses. Their discussion with employers corrects misconceptions about costs and implementation. They also share Small Business Resources available through New Mexico's Workforce Solutions.
- **Government Engagement:** Members have advocated in previous Legislative sessions. Currently, members are visiting with all District Legislators pre-session to share other States' experiences and help educate new legislators about the background of the PFML and its applicability to New Mexico.
- **Communications:** Members have created public awareness handouts and advocacy tool kits. They have worked with Business Outreach to develop responses to Employers' questions/concerns. The Coalition is collecting stories from the public about their experiences when Paid Family and Medical Leave would have significantly changed their lives.
- **Field:** Members are doing outreach to various organizations such as Chambers of Commerce, Labor Unions, and Community groups to educate and garner support.

The Coalition Organization members are seeking additional volunteers around New Mexico to:

- Visit small and neighborhood business Employers.
- Make a constituent visit to Representatives and Senators.
- **Tell your story.** Stories have more appeal than facts and graphs!
- Send out Letters to the Editor of local papers or submit an Op-ed piece
- **Stay Informed.** Sign up for updates from Southwest Women's Law Center.
- Arrange a showing of **Zero Weeks**, the film about the cost of doing nothing to help those in family emergencies.

There are volunteer resources, i.e., a 2-pager general promotional sheet handout, questions and responses for employer visits, and a Business Support letter for Employers to sign. There is the PFML Task Force report to share.

If you are interested in doing local visits to small business employers or local organizations, let me know at the email below. I will forward your information to the Coalition and provide you with the PFML toolkit.

Those interested in advocating with their representatives and sharing information with the public before and during the session, please let Sonya Berg, Meredith Machen, or Sylvia Fink know what type of support you would be able to provide. I will share this information with the Government Engagement Committee.

Sylvia Fink sjsfink@gmail.com

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Sylvia Fink sjsfink@gmail.com

[AAUW National News](#)

AAUW UNRESTRICTED FUNDS UPDATE



The AAUW Regional State Leader Liaison meeting on November 21 was a wake-up call to demystify Fundraising. AAUW Nationals' financial statement states that 96% of the money they raise annually is restricted and used primarily for fellowships, endowed scholarships, grants, STEM, and the Legal Advocacy

Fund. Only **4%** is unrestricted and must pay for all operating costs, including staff, research, and strategic priorities such as Deeper in Depth, (women and student college loans); Work Smart/Start Smart/Money Smart; Simple Truth (fixing the gender pay gap), and the National Conference for College Women Student Leaders (NCCWSL).

Today national's staff numbers 45; six years ago, it was 110. This reduced staffing helps explain why getting feedback is often so difficult and why the call for donations to AAUW unrestricted funds is needed. You can choose which of the four strategic initiatives you would like to support in this fund: **Education & Training, Economic Security** (which includes salary negotiations), **Leadership**, and **Governance & Sustainability**. While we reminded the regional attendees that NM's AAUW membership cannot compete with California's 119 branches and over 10,000 members, we are thankful that many of our members contribute annually. We are asking you now to consider donating for the first time or again to AAUW's unrestricted funds in 2022. Designate one of the four strategic areas you would like to help – and help reduce your tax liability.

Submitted by AAUW Regional Attendees *Lynn Heffron & Helena Whyte*

Branch Project Grants

Carlsbad Branch will receive \$200 to offset Scholarship Fundraising Activities.

SW New Mexico and Socorro Branch will receive \$200 to assist in their EYH activity costs.

Branch Project Grants will reopen from February 1 to April 1, 2023. \$200 remains in the budget allocation.

Special Project Grant

AAUW-New Mexico has awarded its first Special Project Grant. Socorro and Gallup Branches presented a joint project application for an eCPR (Emotional C PR) workshop for faculty at NMT and UNM Gallup.. The Leadership Team voted that AAUW-NM support the project with a Grant **of \$500**.

“Project summary

The transitions that students face as they start college can be daunting and the pandemic has made this more difficult. Although students are more likely to approach female faculty and staff when they face issues that interfere with their academic success, there is a notable lack of training on how to help students in crisis. While referral to the health center is a useful tool, it can be challenging to get a student to take advantage of this resource. Emotional CPR (**C**onnecting, **e**mPowering, and **R**evitalizing) is a training designed by those who have survived emotional crises program to prepare anyone to help an individual in crisis. The National Empowerment Center (NEC) is a non-profit that offers a virtual workshop for up to 12 people for \$2,900 (\$242 per person). Completion of this 12-hour course results in an e-CPR practitioner certification. Funding is requested to offset the expense for a workshop for six individuals from New Mexico Tech. We will collaborate

with UNM-Gallup to fill the other six spaces. Participants will be recruited from interested faculty, staff, and students. Staff from the health center, campus police, and resident advisors will be given priority. “

2023 Calendar
Save the date
AAUW-NM Annual Convention
April 14 - 16, 2023
Albuquerque

Branch News

Las Cruces

One of our goals for this year was to begin rebuilding our membership, which had decreased due to CoVid, and to normal attrition. We have gained almost 20 new members this year and hope to get them involved in our projects and interest groups.



Our Girls Can! The March workshop will be in person for the first time in three years. Laura Bemis has been busy enlisting speakers and connecting with the schools. It is planned for March 2023.

Locally, we advocated for an Affordable Housing Go Bond issue on the Dona Ana County ballot, and the electorate passed it.

Anne Chase, President

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**Santa Fe:**

On Saturday, November 19th, the Santa Fe Branch hosted Representative (District 47) Reena Szczepanski, the new Majority Whip, to discuss upcoming legislative initiatives focussed on securing reproductive rights. Along with AAUW members, representatives from the League of Women Voters, Planned Parenthood, and NOW were in the audience. An item of great concern is the proliferation of Crisis Pregnancy Centers and the effort to require the disclosure that they are not licensed medical facilities.

The take-home message for all was **JUST SHOW UP!** Rep. Szczepanski stressed how powerful it was during hearings when an entire room rose when the question was asked, "Whom present supports this bill?" Know that even if you are not speaking in support of a bill, your presence counts.

The Santa Fe Branch looks forward to seeing many other AAUW members at the Legislative Advocacy Day on January 30th!

*Anne L. May, President*

**AAUW advances gender equity for women and girls through research, education, and advocacy.** AAUW's Public Policy Priorities provide a basis for members' participation in governmental decision-making. We are firmly nonpartisan, committed to being fact-based, and act with integrity in the public interest.

We believe that gender, socio-economic, and ethnic/racial equality is fundamental to our democracy and the key to improving the quality of life for all. We respect the civil and human rights of all individuals in our diverse, global society. We strive to be inclusive, and we collaborate with other like-minded, non-partisan organizations.

**In society at large, we advocate for:**

\*Protection of the civil, constitutional, and equal rights laws guaranteed by the U.S. and New Mexico Constitutions and statutes.

\*Separation of church and state.

\*A fair, balanced, and independent judiciary.

\*Expansion of voting rights and fair, accessible elections; campaign finance reform; and an Independent Redistricting Commission.

\*Safe, livable, affordable housing and healthy, clean, and sustainable environments.

\*Universal access to quality, affordable health care, and comprehensive family planning services, including self-determination of one's reproductive and end-of-life decisions.

\*Freedom from harassment, bullying, discrimination, and hate crimes.

\*Recognition of gun violence as a health issue.

\*Guarantee civil rights for all family structures, gender orientations, and identities.

\*Respect for the civil and human rights of all immigrants.

\*Guarantee civil rights and equal treatment for all family structures, gender orientations, and identities.

\*Access to well-regulated, quality eldercare, childcare, and dependent care.

\* Federal adoption of the Equal Rights Amendment.

\* Support at home and international programs that address human rights, girls'/women's access to education and careers, and the full range of health care services without interference in personal reproductive decisions.

**In the workforce, we advocate for**

\*Pay equity, fair compensation, and policies that promote work-life balance and ensure economic security.

\*Equitable access to advancement in employment and freedom from sexual or gender harassment.

\*Workplaces free from personal and employment discrimination.

\*Leadership opportunities for women to close the gender, ethnic, racial, and socio-economic gaps.

\*Greater access to benefits, including paid family, medical, and sick leave.

\*Strengthening retirement programs and protecting Social Security, Medicare, and Medicaid from privatization and benefit cuts.

**In PreK-12 education, we advocate for**

\*A well-funded, high-quality, culturally and linguistically responsive, multicultural public education system that promotes gender and racial equality and addresses the barriers and biases that hinder the advancement

\*Policies and efforts to close the persistent achievement gap that disproportionately affects low-income, Black, Hispanic, Native American, and other students of color; girls; and students with disabilities.

**AAUW NM Leadership Team  
2020-2022**

**Elected positions:**

**President:**

Lynn Heffron

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\*Vigorous enforcement of Title IX and all other civil rights laws pertaining to educational accountability.

\*Programs that meet the needs of girls, including strong promotion of Science, Technology, Engineering, and Math (STEM) and career development skills.

\*Comprehensive health programs, including effective sex education, social and emotional wellness, and prevention (teen pregnancy, substance abuse, dropout, bullying, harassment, gun violence, and suicide).

\*Programs to improve post-secondary access, civic participation, and job success.

\*Financial management to improve savings, earnings, and economic security.

**In public post-secondary education, we advocate for**

\*High-quality academic programs that meet the needs and professional goals of women, including Science, Technology, Engineering, and Math (STEM).

\*Programs that support social-emotional and physical health; academic success; career preparation, training, and development.

\*Scholarships and grants to improve access to and completion of programs by women, impacted people of color, and those who are economically disadvantaged.

\*Programs that prepare women with skills and training for career success, including in non-traditional occupations, entrepreneurship, internship opportunities, and work experiences.

For further information, visit [AAUW-New Mexico](#). Meredith Machen, AAUW-NM Public Policy Chair, [meredith.machen@gmail.com](mailto:meredith.machen@gmail.com), 505 577-6337

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**Vacant appointments:**

International Interest Chair

Media Relations Chair

AAUW Funds Chair

Nominations 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

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The *Roadrunner* is a quarterly publication of AAUW NM  
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