



## **AAUW CELEBRATES 125 YEARS**

American Association of University Women was founded on Nov. 28, 1881 by 17 female college graduates. It is one of the oldest nonprofit organizations dedicated to advocating women's rights. AAUW has developed a rich tradition of leadership, scholarship, advocacy, and actions. Today, AAUW numbers more than 100,000 members, 1300 branches and 500 college and university partners.

AAUW has shaped the social, political and economic scene for women, including the fight for pay equity; a woman's right to vote; and legislations that protects women at home, in schools, and in the workplace. For years, AAUW has been a source for research about women and higher education, sexual harassment, and workplace equity. AAUW celebrates its 125th anniversary by highlighting the achievements the organization has made toward equity for women and girls. In the future AAUW hopes to achieve economic security for women through education and lifelong learning. (Also, please note, there are many interesting pictures of our history on our Association's website within the member center online museum. Website: [www.aauw.org](http://www.aauw.org). Enter your member number (found on the cover of your Association Outlook in the address box) and **voila**, you're in the online museum.)

## **1881**

Marion Talbot and Ellen H. Richards invite 15 alumnae of eight colleges to a Nov. 28 meeting in Boston, Massachusetts. They envision an organization in which women college graduates can band together to open doors of higher education to other women and to find wider opportunities to use their training.

## **1882**

The Association of Collegiate Alumnae, AAUW's forebearer, is formally organized on Jan. 14, with 65 graduates of eight colleges and universities as founding members. Their purpose: to unite alumnae of different institutions in "practical education work." Wesleyan University (Conn.) and the Massachusetts Institute of Technology are admitted as charter members.

## **1884**

Branches are admitted as local groups of the parent organization, with the provision that they cooperate in the general work of the Association while carrying on independent work. Washington, D.C., is home to the first branch in 1884. New York, Pacific (San Francisco), Philadelphia, and Boston follow in 1886. Eight

additional colleges and universities—all member alma maters—are admitted as charter members: Vassar, Wellesley, Cornell, Smith, Oberlin, the University of Wisconsin, and the University of Michigan.

Washington, D.C., members immediately launch into action. They inspect the sanitary conditions of D.C. schools and present their findings to Congress. They also investigate the advantages and disadvantages of a wide range of traditional and nontraditional careers for women. The results of the study are printed in the December 1898 edition of *ACA Journal*.

## **1885**

The first research study surveying women's health and physical education comprises feedback from 1,290 members. It is published by the Massachusetts Bureau of Statistics of Labor and establishes that, contrary to prior statements made by a prominent Boston physician, higher education does not adversely affect the health of women college graduates.

## **1888**

Ida Street, a University of Michigan alumna, receives the first fellowship from the Western Association of Collegiate Alumnae, which merges with ACA in 1889.

## **1890**

Branches establish Bureaus of Occupation to provide information on employment other than teaching and on pay differentials.

## **1898**

Founding members gather to outline Association programs. ACA establishes a Committee on Educational Legislation to promote policies that further educational opportunities for women and girls. By the early 1900s, it advocates child labor laws, compulsory education, juvenile courts, abolition of child labor, and funding for public schools and libraries.

## **1899**

On November 13, 1899, ACA issued the first Life Membership (at a cost of \$25.00) to Elizabeth Lawrence Clarke.

## **1902**

The second official ACA logo was adopted in November 1902 designed by Bertram G. Goodhue of the architectural firm of Cram, Goodhue, and Ferguson. The motto on the seal is the counsel Socrates repeated to Phaedo as having come to him in a dream "Make and Cultivate Music." The ordinary Greek sense – originally noted in a dialogue between Socrates and Phaedo – suggests an emphasis on artistic and literary culture, as well as labor and devotedness. The motto reflects the beliefs of ACA members who were a group of women holding a central position in the educational field and devoted to the other aims implied in the Socratic counsel of perfection.

### 1907

ACA celebrates its 25th anniversary in Boston. The Association has 3,639 members, 36 branches, and 24 colleges and universities approved for membership.

### 1909

ACA forms the Committee on Vocational Opportunities to encourage colleges to keep uniform records of their graduates' occupational experiences. It also encourages branches to re-establish the Bureau of Occupations that were first organized locally in the 1890s.

### 1913

Members begin pay equity efforts with a report on U.S. Civil Service job classifications and compensation.

### 1914

The Committee on Foreign Students is formed to aid women students coming to the United States from other nations. This is the first of the Association's international projects.

### 1916

Jeannette Rankin is elected to the U.S. House of Representatives by the state of Montana, making her the first woman in U.S. history elected to a congressional office. Rankin receives the AAUW Achievement Award in 1976.

### 1917

The Committee on International Relations is created as World War I brings deeper interest in international affairs. Group study in this field gave rise to strong Association support for the League of Nations, the World Court, the United Nations, the Marshall Plan, cultural exchanges, the prevention of nuclear proliferation, and other measures on behalf of a constructive policy. Through subcommittees, it administered a teacher exchange program in the 1930s and for many years advised on the selection of American women who wanted to study at Oxford University.

The Latin American Fellowship, the first of the Association's International Fellowships, goes to Virginia P. Alvarez Hussey, who studied medicine at the Women's Medical College of Pennsylvania.

### 1918

The ACA membership approves the resolution: "[T]he Association reaffirm[s] its endorsement of the woman suffrage movement."

### 1919

Dean Virginia Gildersleeve of the ACA, together with Caroline Spurgeon and Rose Sidgwick of Great Britain, helps initiate the International Federation of University Women (IFUW) with eight

constituent associations from Canada, Czechoslovakia, France, Great Britain, Italy, the Netherlands, Spain, and the United States. ACA urges the creation of the U.S. Department of Education.

### 1920

Nobel Prize-winning scientist Marie Curie receives \$156,413 from AAUW members toward the purchase of one gram of radium.

The 19th Amendment becomes law and women gain the right to vote.

### 1921

In March 1921, the Southern Association of College Women (started in 1903) and the Association of Collegiate Alumnae merged to form the American Association of University Women (AAUW).

AAUW purchases a building for headquarters at 1634 I Street, NW in Washington, D.C., two blocks from the White House. Visit the Buildings Gallery in this museum to learn more about AAUW's national office.

Members establish the Committee on Educational Policy in branches throughout the country make public education a priority. Work by this committee led to the appointment of an educational secretary and the development of a broad study-action program in education. Study of child development led to pioneering work in nursery schools, kindergarten, and guidance. Local branches throughout the country made public education a primary concern, working for adequate support and better standards for students, studying the financial problems facing public schools, recruiting teachers, and educating the public on school needs.

### 1923

The AAUW Adult Education program is initiated after years of branch-led study groups on a variety of subjects. Grants from the Laura Spellman Rockefeller Memorial and the Carnegie Corporation enabled AAUW to produce guides and other materials for study groups in child development and international relations. This program was a forerunner of later adult education programs that became widespread throughout the U.S. It was also the beginning of a new broad set of formal study-action programs for members.

### 1924

The Committee on Fine Arts, established to assist branches with community art projects, fosters a vigorous program. A staff member organizes showings of circulating exhibits as a means of public education long before museums do so. By 1950, exhibits organized by AAUW branches across the United States draw more than 250,000 attendees.

### 1926

The Committee on the Economic and Legal Status of Women is established and immediately undertakes a study of the earning capacity of university women by distributing 20,000 questionnaires to 216 branches. It encouraged women to take a more active role in shaping education by becoming members of local school boards and college and university board of trustees.

### 1927

The Million Dollar Fellowship Fund campaign aims to put AAUW fellowships on a sound basis through permanent endowments and to enable the organization to give generous support to promising women scholars. (Members at the 1953 Convention establish an irrevocable Fellowships Trust Fund, which began with the Million Dollar Fellowship Fund.)

### 1931

AAUW celebrates its 50th anniversary in Boston, Massachusetts. The membership includes 36,800 women in 521 branches as well as 230 college and university members. To commemorate this anniversary, Marion Talbot and Lois Kimball Mathews Rosenberry publish *The History of the American Association of University Women 1881-1931*.

### 1936

Members establish the Social Studies Committee to address a widespread interest in consumer problems and broader social and economic issues following the Great Depression. This committee works to develop a well-rounded program that ranges from housing to individual liberties, consumer problems to mental health.

### 1940

AAUW inaugurates the Refugee Aid Fund to assist university women fleeing European dictatorships. After the war, it becomes the Reconstruction Aid Fund "to restore persons rather than things." Organizers spend more than \$41,000 on the effort, and branches and individuals send thousands of gift parcels and school supplies to European countries and, later, to Korea.

### 1941

As defense and war work take center stage, members step up participation. In the first year of World War II, more than 500 branches register their numbers, recording skills considered useful in the war effort, and AAUW distributes 100,000 individual registration cards to its members. The National Roster of Scientific and Specialized Personnel includes 1,378 AAUW members.

### 1943

Scientist Florence Siebert wins the inaugural AAUW Achievement Award, established by the Northwest Central Region to recognize

an American woman for distinguished scholarly or professional achievement. Siebert invented the first reliable tuberculosis test and improved the safety of intravenous injections.

### 1945

Before VE Day, AAUW launched a program to raise funds to bring women from the liberated countries to the U.S. to study. Later, the grants were extended to all member associations of the International Federation of University Women. By 1960, AAUW International Grants had enabled 500 women from 34 countries to study in the U.S.

### 1946

After acting as an early and influential advocate for the United Nations, AAUW is accorded permanent U.N. observer status. This designation is reserved for nongovernmental organizations (NGOs), liberation movements, and specialized agencies of the U.N. system.

### 1949

AAUW members voted that any woman holding an approved degree from an institution approved for AAUW membership-eligibility is entitled to membership in both the national Association and its branches.

### 1952

The AAUW Board of Directors issues a "Communist Threat Statement" analyzing the Communist threat to freedom and democracy and warning of the risk of losing liberties by the same means adopted to defend them. Many requests for the statement came from educators and organizations, and AAUW responded by distributing several thousand copies of the document.

### 1953

Studies sponsored by the Committee on the Status of Women generate a member finance series that features a money management portfolio (1953-54), a finance folder (1954), and a kit on Social Security (1955).

To advance the Association's mission, members at convention voted to establish the irrevocable trust to be known as the Fellowships Endowment Fund of the American Association of University Women. It would maintain and increase the Million Dollar Campaign and to ensure in perpetuity the use of its proceeds in advancing the education of women.

A convention vote establishes the Mass Media Committee to encourage media use for educational and cultural purposes. Several study guides on the topic are produced for member programs. The interest in this area continues through the years, fueled by branch support for the topic. At the 2005 AAUW National Convention, AAUW members vote to support study into the issue of media consolidation and its effects on society.

### 1955

Members at the AAUW National Convention voted to establish a separate foundation, to raise funds for fellowship programs and provide the financing for a new headquarters building. It was officially named the AAUW Educational Foundation.

AAUW supports the first federal legislative proposal for pay equity in a year when a woman working full time, year round makes an average of 65 cents to every dollar earned by a man. The *Adventures in Freedom* study kit encourages women to understand their integral roles in the economy.

### 1957

More than 140,000 members and 1,365 branches celebrate AAUW's 75th anniversary. Three hundred and seventy-seven colleges and universities are approved for membership. Members begin efforts to raise money to build a larger national office building to accommodate the Association's growing needs.

The Elementary and Secondary Education Committee and the Higher Education Committee are established by a convention vote, supplanting the single Committee on Education. In the field of elementary education, AAUW members work for the improvement of public education and teacher training. In higher education, AAUW monitors educational standards for women as well as studying the problems women face in gaining admittance to college, finding financial support for their education, and the need for female college professors. Branches work on programs to develop more support for women who want careers as college professors and administrators.

### 1958

On January 6, 1958 the AAUW Board of Directors resolved to form a new nonprofit corporation to facilitate the acquisition of land in Washington, D.C. for the purpose of building an Educational Center for university women.

On January 17, 1958 the Certificate of Incorporation was signed under the Nonprofit Corporation Law of the District of Columbia and the American Association of University Women Educational Foundation was formally established.

### 1960

The eight-story national office located at 2401 Virginia Ave. N.W. opens in July. Visit the [Buildings Gallery](#) in this museum to learn more about AAUW's national office.

### 1963

The African Educators Program is established to provide opportunities for women from newly independent African nations to study in the United States.

President John F. Kennedy is assassinated on Nov. 22. AAUW sends condolences to his widow and offers a letter of support for President Johnson.

### 1964

The first conference since 1912 for women trustees of colleges and universities is convened in Washington, D.C. AAUW supports passage of the Civil Rights Act.

### 1965

AAUW supports passage of the Voting Rights Act.

### 1968

After watching street riots in Washington, D.C., in the wake of Martin Luther King Jr.'s assassination, the AAUW Board of Directors launches "Action for a Unified Society," a collection of community activities for civil rights.

### 1969

The Educational Foundation launches the Coretta Scott King Fund, providing opportunities for black women to study African American history and culture, social change, and peace.

AAUW lobbies for a woman to be appointed to the U.S. Supreme Court.

### 1970

A survey on attitudes toward women as workers, wives, and mothers involves members, their husbands, and their male colleagues. Of the 8,000 who returned their "opinionnaires," 70 percent of women and 65 percent of men agree that abortion should be legally accessible on demand by any woman. Lack of adequate daycare facilities is cited by 71 percent of female respondents as a factor holding women back from careers or further education. Fifty-five percent of males agreed.

### 1971

Convention delegates vote to support the Equal Rights Amendment. ERA ratification is later voted the Association's top priority in 1975, a stand reaffirmed by each subsequent convention. In that year, the board votes to hold national meetings only in states that had ratified the amendment.

### 1972

AAUW is instrumental in the passage of Title IX, the law that prohibits sex discrimination in schools receiving federal funds. Rep. Patsy Mink (D-HI), an AAUW member, co-authored the law.

### 1975

The Legislative Hotline is instituted to provide current information on congressional bills of concern to AAUW. [Capitol Hill Lobby Corps](#) is also formed to monitor hearings and lobby for bills supported by the Legislative Program Committee.

AAUW leaders and members participated in the World Conference of the International Women's Year in Mexico City. The conference was called for by the United Nations General Assembly to focus

international attention on the need to develop future oriented goals, effective strategies, and plans of action for the advancement of women.

### 1977

The Association joins more than 70 organizations as a sponsor of the Women's March for Equality in Washington, D.C. AAUW leaders and members participated in the National Women's Conference in Houston, TX. The primary job of the national conference was to formulate and pass a National Plan of Action towards gender equity.

### 1979

At the convention, members vote to maintain a single-sex membership until society is ready to grant women equality.

### 1980

AAUW President Mary A. Grefe is named an official delegate to the U.N. Mid-Decade Conference for Women in Copenhagen, Denmark. There, delegates from around the world assess women's progress in health, education, and employment since a 1975 U.N. conference that established 1976-85 as the Decade for Women, addressing their collective struggles for recognition and advancement.

### 1981

AAUW celebrates its 100th anniversary in Boston, Massachusetts, with 190,000 members, 1,935 branches, and 735 corporate members.

The AAUW Legal Advocacy Fund is established as a two-year pilot project to provide funding and support for women in higher education who seek judicial redress for sex discrimination.

AAUW holds its first teleconference. "Achieving Equality for Women in the 80s" becomes the discussion topic for members at the convention and in 22 sites around the country.

Sandra Day O'Connor becomes the first woman appointed to the U.S. Supreme Court. In 1988 she receives the AAUW Achievement Award.

### 1982

AAUW releases its first voting record summary on members of Congress, who are assessed on the basis of issues important to women.

The president of AAUW organizes the Presidents Council of Women's Organizations, which later becomes the National Council of Women's Organizations. By 2004 the council comprises 200 organizations representing 10 million women around the United States.

### 1983

The AAUW Legal Advocacy Fund achieves permanent status as an AAUW corporation. Since then, LAF has awarded more than \$1 million in support of plaintiffs challenging sex discrimination and harassment on campuses nationwide.

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### 1984

AAUW sponsors the International Women's Decade and Beyond Conference on at the close of the U.N. Decade for Women.

Participants include Jihan El Sadat first lady of Egypt and Margaret Papandreou of Greece. In 2005, Sadat returns to AAUW to be the keynote speaker at its 2005 National Convention.

### 1986

In October 1986, the AAUW Educational Foundation sponsors Equity by 2000: Meeting the Nairobi Challenge, a conference in Washington, D.C. It addressed the aspects of the impact of inequity on women's lives that had been discussed at the 1985 United Nations Conference in Nairobi, Kenya.

### 1987

The Association extends membership to men who hold college degrees. The first member is John Freeman, husband of Georgia's poet laureate, Grace Freeman, also an AAUW member. She immediately makes a donation to secure a lifetime membership for her husband.

LAF celebrates its first legislative victory, the result of a class-action suit against Oregon's higher education system. Although the plaintiffs lost, *Penk v. Oregon State Board of Higher Education* leads to passage of state legislation regarding sex discrimination in higher education.

Members raise more than \$235,000 to establish the Judith Resnik American Fellowship Endowment, a memorial to the 1975 fellow who was among the astronauts killed in the *Challenger* space shuttle disaster.

### 1988

The Educational Foundation celebrates the centennial of its first fellowship with more than 5,000 fellowships awarded to women from more than 100 countries and with \$40 million in endowed funds.

The AAUW Educational Foundation establishes the Eleanor Roosevelt Fund for Women and Girls to offer teacher fellowships, commission research, and sponsor community action projects in the areas of math and science. 1989

After nearly three decades on Virginia Avenue, the Educational Foundation buys the former Corporation for Public Broadcasting building at 1111 Sixteenth St. N.W.—AAUW's national office to this day—for \$9.7 million. The purchase price is offset by the \$10 million paid by the International Monetary Fund to acquire the Virginia Avenue building. Visit the Buildings Gallery in this museum to learn more about AAUW's national office.

### 1990

AAUW introduces its fourth and current logo in September 1990. The "W" in the logo stands for "Women," reinforcing AAUW's focus

on education and equity for women and girls. The overlapping triangles represent the collaborative efforts of the three corporations, and the parallel lines suggest the concept of equity.

### 1991

In an effort to get girls onto America's education agenda, AAUW launches the AAUW Initiative for Educational Equity. To kick off the initiative, AAUW commissions the research report *Shortchanging Girls, Shortchanging America*, the most extensive examination of the comparative self-esteem levels, career aspirations, educational aspirations, and math/science interests of American girls and boys ever done.

On January 9, 1991, a group of distinguished educators, policymakers, corporate leaders, and members of the media participated in the AAUW Educational Equity Roundtable in Washington, D.C. to discuss the results of *Shortchanging Girls, Shortchanging America*.

### 1992

On February 12, the AAUW Educational Foundation holds its National Education Summit on Girls to coincide with the release of *The AAUW Report: How Schools Shortchange Girls*. It brought commitments of support to end gender bias in schools from leaders of education organizations, associations, and government agencies.

### 1993

After seven years of support from AAUW and work by its Lobby Corps, the Family and Medical Leave Act passes.

The Eleanor Roosevelt Fund releases *Hostile Hallways: The AAUW Survey on Sexual Harassment in America's Schools*, the first national survey of its kind, showing that 81 percent of students surveyed—85 percent of girls and 76 percent of boys—experience sexual harassment in school.

AAUW launches a new 5-Star AAUW Branch and State Recognition Program to honor branches and states that are models of excellence.

AAUW hosts its first biennial College/University Symposium entitled "Gender Issues in the Classroom and on the Campus: Focus on the 21st Century." The Symposium highlighted the differential treatment of female students, staff and administrators in K-12 public schools and in higher education. The program was held in conjunction with the 1993 AAUW National Convention in Minneapolis, MN.

### 1994

AAUW supports passage of the Elementary and Secondary Education Act with numerous gender equity provisions intact—provisions proposed by AAUW in coalition with other groups and members of Congress.

AAUW is honored with an award for outstanding service from the Council of Independent Colleges. The awards recognize exemplary leadership in promoting improved conditions for women on campus.

### **1995**

AAUW launches Adelante!, an action program to extend AAUW's reach to more diverse communities. It exists today as a book-of-the-month club.

AAUW launches the AAUW Voter Education Campaign.

AAUW releases Degrees of Equality: The American Association of University Women and the Challenge of Twentieth-Century Feminism. Written by Susan Levine, Degrees of Equality traces the history of AAUW from 1929-1979.

AAUW hosted its second biennial College/University Symposium entitled "Achieving Gender Equity in the Classroom and on Campus: The Next Steps" to emphasize the importance of improving the status of women as employees in K-12 and higher education, and advancing equity for women and girls in kindergarten through graduate school. It was held in conjunction with the 1995 AAUW National Convention in Orlando, FL.

AAUW makes its official electronic debut on the World Wide Web with the launch of AAUW's first website on November 2, 1995.

### **1996**

LAF celebrates its 15th anniversary, by supporting its 45th plaintiff and, with an anonymous grant of \$100,000, launching a campus outreach program to educate college students, faculty, and staff about sexual harassment and discrimination—and what they can do about it. The Progress in Equity Award, designed to recognize programs on campus that have made significant progress for women, is initiated.

The AAUW Educational Foundation's research wins the 1996 Research Award from the National Association for Multicultural Education. The award recognized outstanding efforts to enhance understanding of multicultural education.

AAUW's Voter Education Campaign plays a critical role in the 1996 election. Some advancements included making contact with nearly 1 million voters who didn't vote in the 1994 elections, producing an issues-based voter guide, and conducting Get Out the Vote (GOTV) activities in 50 congressional districts.

AAUW Legal Advocacy Fund plaintiff Vickie Dugan wins 1.3 million in a sex discrimination/pay equity case against Oregon State University.

### **1997**

The Philadelphia, PA branch hosts AAUW's premiere Sister-to-Sister Summit, an all-girls gathering that offers a place to talk about potentially awkward topics such as harassment, abuse, sex, body image, and substance abuse that are frequently left out of their formal education curriculum. The summit becomes a model used by other branches nationwide, with more than 100 branches across the country holding their own summits in the first year.

AAUW hosts a third biennial College/University Symposium entitled "Gender and Race on Campus: Beyond Affirmative Action" it highlighted the influences that shape the development of curricula, programs addressing issues of gender and race, and innovative, effective, and feminist teaching practices. The event was held in conjunction with the 1997 AAUW National Convention in Anaheim, CA.

The Marguerite Rawalt Fund is established to support AAUW Legal Advocacy Fund plaintiffs. Rawalt became an attorney in the early 1900's and pioneered the formation of women's foundations, including ones for the National Organization of Women and Business and Professional Women USA.

On October 30, 1997, the AAUW Educational Foundation hosts its Newsmaker Luncheon, which features leading professional women, representing business, government, the media and the military who share personal stories and sources of inspiration that led to their success.

### **1998**

AAUW launches the AAUW Tech Check for Schools program, designed to help educators assess the computer environment for girls and boys in their schools and identify strengths and challenges of their programs.

### **1999**

With the help of the Skaneateles, NY Branch, AAUW kicks-off the Signposts: A Guide to Creating Gender-Fair Schools program to provide a tool for educators to assess and reform educational environments to create gender-fair schools.

AAUW hosts its fourth biennial College/University Symposium entitled "Higher Education in Transition: The Politics and Practices of Equity" to highlight current research on equity, examine successful initiatives and model programs, and foster the exchange of ideas with other organizations that share AAUW's mission. The event was held in conjunction with the 1999 AAUW National Convention in Washington, DC.

In June 1999, the Centennial (DC) Branch hosts AAUW's first Woman-to-Woman: A Community Dialogue on Social Justice

summit. Woman-to-Woman participants are given the opportunity to discuss their upbringing, social environments, racial identity, and relations with people from differing backgrounds.

A newly redesigned AAUW website with over 100 pages of information, expanded tools, and a more comprehensive Member Center is introduced.

### 2001

AAUW launches the 21st-Century Recognition Program to honor branches and states that are models of excellence. It replaces the 5-Star AAUW Branch and State Recognition Program that was introduced in 1993.

### 2002

The AAUW Educational Foundation receives a \$50,000 Ventures in Leadership Grant from the Wallace-Reader's Digest Fund to develop Pathways to Educational Leadership, an effort to advance women of color in Washington, D.C., as principals and superintendents. The first Pathways event is held in 2002 in partnership with the District of Columbia Public Schools.

AAUW hosts its first National Conference for College Women Student Leaders at American University in Washington, D.C. More than 250 students attend.

AAUW bestows its first Women of Distinction Awards. Honorees include Melanne Verveer, who served as assistant to the president and chief of staff to the first lady during the Clinton administration, and scholar Ruth B. Mandel, former director of the Center for American Women and Politics.

AAUW and the National Education Association convene a task force in response to findings that sexual harassment is pervasive in schools in *Hostile Hallways: Bullying, Teasing, and Sexual Harassment in School* (Educational Foundation, 2001).

The Educational Foundation partners with the Educational Testing Service to sponsor International Perspectives: Global Voices for Gender Equity, a symposium to explore how women use education to create change. Keynote speaker Mamphela Ramphele of the World Bank addresses 218 people, mostly women, from 31 countries.

### 2003

AAUW joins millions of supporters in the successful fight to protect Title IX, the federal law that prohibits sex discrimination in federally funded educational institutions.

AAUW hosts its Second National Conference for College Women Student Leaders (NCCWSL) in conjunction with the AAUW National Convention in Providence, RI.

In April, AAUW launches its newly redesigned website. The update, the first since 1999, represents a significant upgrade in technology and features.

### 2004

The Educational Foundation receives a \$200,000 grant from the National Science Foundation to examine themes in projects designed to promote women's and girls' participation in science, math, engineering, and technology. A summary of the findings is published as *Under the Microscope: A Decade of Gender Equity Projects in the Sciences*.

The Educational Foundation receives a second grant from the National Science Foundation, this one to produce and distribute to schools nationwide the *Tech Savvy* video and materials—produced by AAUW's Reston-Herndon Branch—along with the *Tech Savvy* research report.

In celebration of Women's History Month, AAUW launches the AAUW Online Museum in March. It highlights AAUW's rich history as a leader in promoting equity for women and girls for more than 123 years, and is the most comprehensive resource for AAUW history available online.

AAUW hosts its third National Conference for College Women Student Leaders in Washington, DC. At the conference, the organization honors its 2004 Women of Distinction including Olympic gymnast Dominique Dawes and best-selling author Deborah Tanner.

The Metropolitan Area Mass Media Committee (MAMMM) commemorates its 50th Anniversary in Washington, D.C. MAMMM decides to transition their awards program that recognizes excellence in local Washington-area media to AAUW's national office to expand the reach of the award. The first national award is presented in June 2005 to Lifetime Television for Women.

The AAUW Educational Foundation, in conjunction with the Syfr Corporation, holds the first Women of Color as Educational Leaders: A Career Pathway Conference in Washington, D.C. The conference is a success and is repeated in April 2005 in Los Angeles, CA.

AAUW introduces its new slogan "Because Equity Is Still an Issue" - a campaign designed to be a reminder that in spite of great progress made in gender equity, issues remain and support for our work is more critical than ever.

The AAUW Legal Advocacy Fund and the AAUW Educational Foundation release *Tenure Denied: Cases of Sex Discrimination in Academia*, a qualitative research report based on the Legal Advocacy Fund's archive of sex discrimination cases. Drawing on

19 cases, the report describes the difficulty of pinpointing and proving sex discrimination in the tenure promotion process.

AAUW creates the Leadership and Training Institute, a 501(c)(3) charitable organization within the Association. Its mission is to offer experiential conferences, workshops, courses, educational resources, and national models to promote leadership growth, career advancement, technology skill development, and economic self-sufficiency.

## **2005**

The AAUW Educational Foundation releases Gains in Learning, Gaps in Earning, an online research tool that details the persistent pay gap between college-educated women and men. It is introduced, along with Public Perceptions of the Pay Gap, polling data compiled by AAUW Educational Foundation to commemorate Equal Pay Day and bring attention to the persistent issue of pay inequity. Representatives from AAUW participate in a press conference on pay equity on Capitol Hill with congressional members Hillary Clinton (D-NY), Rosa DeLauro (D-RI), and Tom Harkin (D-IA).

AAUW launches into action when Harvard University President Lawrence Summers claimed that women's lack of commitment was the cause of their lack of presence in the highest positions on campus. Recommendations from Tenure Denied are reflected in the University's final plan for change.

AAUW Legal Advocacy Fund-supported plaintiff, Roderick Jackson, wins his case in the U.S. Supreme Court that establishes that Title IX provides for whistleblower protections for individuals violations of the gender equity law.

At the 2005 AAUW National Convention in Washington, D.C., AAUW members vote to expand membership to include graduates holding an associate or equivalent degree from a qualified educational institution to be more responsive to the growing population of women who have entered economically advantageous careers with this kind of educational background. The first new associate degree member is Elizabeth A. Baase, daughter of Kathleen Scott, public policy chair for AAUW-Maine. This membership change is the first major alteration to AAUW's membership policy since 1987, when men were allowed to join the organization.