

PROPOSED BYLAWS AMENDMENTS

In the fall of even-numbered years, the AAUW Governance Committee reviews the AAUW Bylaws and recommends amendments, which are posted online for a period of comment and submission of additional proposed amendments. The committee then finalizes the proposed amendments, and the AAUW Board of Directors reviews, amends as necessary, and approves them before they go to the membership for a vote in the spring of odd-numbered years.

The AAUW Board of Directors supports adoption of all the proposed bylaws amendments.

AAUW Governance Committee members are Elizabeth Haynes (ON), chair; Linda Bors (NE); Sandra Camillo (MO), AAUW compliance officer, ex officio; Gillian Holzhauser-Graber (OH); Joan Harberson (CA); Eileen Hartmann, AAUW board liaison, ex officio; Patricia Fae Ho (MA), AAUW board chair, ex officio; Betsy McDowell (OR); Cheryl Sorokin (CA); and Myra Willis (ON).

Proposed additions to the AAUW Bylaws are **boldfaced and underscored**; proposed deletions are ~~boldfaced and struck out~~.

Proposal 1. Shall Article IV of the AAUW Bylaws be amended to create an “advocate” category of membership?*

*Voting on this bylaw amendment should be made without consideration of proposal 2, the amendment that eliminates the degree requirement. If this proposal is adopted, it will be implemented only if proposal 2 is not adopted.

If adopted, sections of Article IV will be amended as follows.

Proposed changes	Amended bylaw to read
Article IV Section 1, insert “advocates” language	
Section 1. Composition. The members (“Members”) of AAUW shall consist of individual (“Individual Members”), and college/university members (“College/University Members”); and advocates (“Advocates”).	Section 1. Composition. The members (“Members”) of AAUW shall consist of individual members (“Individual Members”), college/university members (“College/University Members”), and advocates (“Advocates”).
Article IV Section 2a(4)(a), insert “or Advocate”	
a) Paid. An Individual Member or Advocate may become a life member (a “Life Member”) upon a one-time payment of twenty years’ annual AAUW national dues, based on the amount of annual AAUW dues the year the Member or Advocate elects to become a Life Member, but without credit for AAUW dues paid in prior years. Thereafter, the Life Member shall be exempt from the payment of AAUW national dues.	(a) Paid. An Individual Member or Advocate may become a life member (a “Life Member”) upon a one-time payment of twenty years’ annual AAUW national dues, based on the amount of annual AAUW dues the year the Member or Advocate elects to become a Life Member, but without credit for AAUW dues paid in prior years. Thereafter, the Life Member shall be exempt from the payment of AAUW national dues.
Article IV Section 2a(4)(b), insert “or Advocate”	
(b) Fifty-Year Honorary. An Individual Member or Advocate who has paid AAUW dues for 50 years shall become a Life Member and shall thereafter be exempt from the payment of AAUW national dues.	(b) Fifty-Year Honorary. An Individual Member or Advocate who has paid AAUW dues for 50 years shall become a Life Member and shall thereafter be exempt from the payment of AAUW national dues.

Proposed Bylaws Amendments

Proposed changes	Amended bylaw to read
Article IV Section 2b, insert “or Advocates”	
b. College/University Members. Any Accredited Higher Education Institution or other qualified higher educational institutions located outside the United States, as determined by the Board of Directors, that pays annual dues to AAUW shall be eligible to be a College/University Member. Each College/University Member shall appoint one or two representatives who are eligible to be Individual Members <u>or Advocates</u> and who shall each have the membership benefits of an Individual Member and any other benefits that accrue to representatives of College/University Members, as determined by the Board of Directors.	b. College/University Members. Any Accredited Higher Education Institution or other qualified higher educational institutions located outside the United States, as determined by the Board of Directors, that pays annual dues to AAUW shall be eligible to be a College/University Member. Each College/University Member shall appoint one or two representatives who are eligible to be Individual Members or Advocates and who shall each have the membership benefits of an Individual Member and any other benefits that accrue to representatives of College/University Members, as determined by the Board of Directors.
Article IV Section 2, insert new clause c and renumber remaining clauses	
<u>c. Advocate.</u> <u>(1) Eligibility. An individual who supports the mission of AAUW but does not meet the eligibility requirements for an Individual Member shall be eligible to receive admission to AAUW membership as an Advocate; such membership shall be granted upon payment of AAUW dues.</u> <u>(2) Rights and Responsibilities. An Advocate has all of the rights and responsibilities of an Individual Member except an Advocate shall not be entitled to vote on any item of AAUW business, serve as an officer or director of AAUW, serve on an AAUW committee, or serve as the designated contact for administration or finance of an AAUW affiliate.</u> e. d. Other Organizational Members. The Board of Directors may set forth criteria for other organizations (“Organizational Members”) to join AAUW.	c. Advocate. 1) Eligibility. An individual who supports the mission of AAUW but does not meet the eligibility requirements for an Individual Member shall be eligible to receive admission to AAUW membership as an Advocate; such membership shall be granted upon payment of AAUW dues. (2) Rights and Responsibilities. An Advocate has all of the rights and responsibilities of an Individual Member except an Advocate shall not be entitled to vote on any item of AAUW business, serve as an officer or director of AAUW, serve on an AAUW committee, or serve as the designated contact for administration or finance of an AAUW affiliate. d. Other Organizational Members. The Board of Directors may set forth criteria for other organizations (“Organizational Members”) to join AAUW.

RATIONALE

Currently, there is a new way of thinking about membership in organizations; it reflects the diversity and inclusiveness that is represented in the U.S. population. AAUW diversity strategies state that no barriers to full participation on the basis of gender, race, creed, age, sexual orientation, disability, national origin, or class should exist.

There are a large number of women and men who support AAUW’s mission and have no college degree; their membership would enhance the organization and provide positive support for its programs and mission. This new category of membership would support the new emphasis on diversity and inclusion. It would also broaden AAUW’s community outreach and increase AAUW’s recognition. It would eliminate another barrier for all women becoming participants in all aspects of society.

New nondegreed members would help spread the mission

of AAUW to those who may or may not have a degree. Many of them currently support AAUW in fundraising and by their attendance at AAUW-sponsored events.

People who have not obtained a college degree often have a vital interest in institutions of higher learning and further education. Their philosophies and actions are supportive of colleges, universities, and AAUW. Many persons who have not obtained college degrees have helped financially and emotionally to provide others with a college education.

In current society women face many barriers, including unequal pay, lack of access to high-level management positions, limited support in raising their children, unequal representation in the political arena, and numerous other difficulties related to gender. The obstacle of restrictions on participation in one of the top advocacy women’s groups should not be another barrier women have to overcome.

Amendment submitted by Judy Holmes, Missouri

Proposal 2. Shall Article IV of the AAUW Bylaws be amended to eliminate the degree requirements for individual members?

If adopted Article IV will be amended as follows.

Proposed changes	Amended bylaw to read
Article IV Section 2a(1), delete degree information and add “who pays annual dues to AAUW shall be eligible to be an Individual Member”	
<p>(1) Eligibility. An individual holding an associate’s (or equivalent, e.g., RN), bachelor’s, or higher degree from a higher education institution accredited by a regional accrediting agency recognized by the U.S. Department of Education (an Accredited Higher Education Institution) or other qualified educational institution located outside of the United States, as determined by the Board of Directors, shall be eligible to receive admission to AAUW membership; such membership shall be granted upon payment of AAUW dues. The provisions set forth in this section are the sole requirement for eligibility and admissibility to AAUW membership except that the Board of Directors may establish a process to assess credentials that are submitted based on degree equivalence. <u>who pays annual dues to AAUW shall be eligible to be an Individual Member.</u></p>	<p>(1) Eligibility. An individual who pays annual dues to AAUW shall be eligible to be an individual Member.</p>
Article IV Section 2a(3), delete clause	
<p>3) Saving Clause. No Individual Member shall lose membership due to any change in the status of the higher education institution upon which original qualification for membership was based.</p>	

RATIONALE

Over the long history of AAUW, our organization’s mission and membership requirements have steadily evolved with our successes and with the times. As a part of that evolution, it is imperative that our organization recognizes the power of welcoming anyone who supports our mission, as do most other mission-based nonprofits. Some of the reasons for doing so are

1. An organization is strongest when its members actively support its mission. Since AAUW opened membership to men in 1987, our membership demographics have not significantly changed (our membership is still overwhelmingly female). However, it meant that the men who joined were dedicated to AAUW’s work. AAUW stands to benefit by offering that same openness to any person who supports AAUW’s mission and wants to join us.
2. Requiring a college degree for membership mistakenly

implies that only those with degrees could possibly value or advocate equity and education for girls and women.

3. AAUW’s stated objective to break down barriers for women is weakened by maintaining our own barrier to AAUW membership.
4. Membership recruitment and processing would be greatly simplified, with no more awkward questions of prospective members about whether they are “qualified” for membership. But we would continue to be free to support and celebrate our members’ educational accomplishments and aspirations.
5. Nothing in this change would affect college/university members, student associates and their reduced fees, or the many programs that AAUW supports on campuses across the country. In other words, our strong connection with the university community would continue, and it is

