

AAUW MINNESOTA RESOLUTION  
April 30, 2022  
Submitted by  
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WHEREAS...

Research indicates that when any underserved or marginalized population gains equal status and access to opportunity, there is an exponential benefit to all populations.

WHEREAS...

The AAUW mission is: To advance gender equity for women and girls through research, education, and advocacy.

WHEREAS...

The vision of AAUW is Equity for All and the values we hold include being nonpartisan, fact-based, principled, inclusive, and intersectional.

WHEREAS...

Many of the materials available to branches to promote equality focus on statistics and visual representations of white women and girls when, as members, in keeping with our value of Equality for All and values of being inclusive and intersectional, we are working with a broader audience in our public activities.

WHEREAS...

The 27 branches in the state serve communities that include diverse, ethnic, and racial populations. An understanding of the broader audience coupled with the rise in hate crimes has intensified the need to assure that throughout the state we value, partner with, and become allies in the broader work toward Equality for All.

THEREFORE, BE IT RESOLVED...

Branches in Minnesota will actively work to become inclusive in their membership, education, branch activities and advocacy.

IMPLEMENTATION:

\*Branches will take steps to become better educated and more sensitive to issues of white fragility, systemic racism, and the impact of policy on diverse populations.

\*Branches will take steps to become better informed on issues for all diverse populations and learn how to be allies in the broader struggle for equality.

\*Branches will take steps to understand that all populations/individuals come to the table with unique experiences of identity and see the world differently based on their overlapping identity markers.

\*Branches will take steps to understand that all experience of identity is valid.

\*Branches will become mindful of the importance of not prescribing solutions based on our own lived experience, but rather be women celebrating resiliency and working in partnership with diverse populations to advocate for and support their identified needs to promote and ensure equality.

\*Branches will develop materials to use in their activities that include representations and information on their diverse population (i.e., Equal Pay statistics that focus on all races/genders with a greater emphasis on educating the public on the issue when Equal Pay Day is reached in the fall for all populations rather than just in the spring when it is reached for white women).