



## MISSOURI STATE AND BRANCH ACTION PLANS, 2021-2022

This document brings together the expectations from the national AAUW Strategic Plan 2.0, the Missouri AAUW State and Branch Action Plans 2021-2022, the national Five-Star National Recognition Program application and the Missouri Star Award & Branch Action Plan 2021-22. This compilation will make it easier for our state organization and our local branches to keep track of what is expected where and when as we strive to advance gender equity for women and girls through research, advocacy and education in Missouri.

**KEY:** Parenthesis at the end of a sentence tells you the source of the item or a suggested action:

- (national Five-Star) - means an item on the national AAUW Five-Star National Recognition Program application
- (MO Star and number) - means an item on the Missouri Star Award & Branch Action Plans, 2021-22
- (state) - means an item for state action
- (branch) - means an item for branch action
- *Italicized text* - means text quoted directly from the AAUW National Strategic Plan 2 or the national Five-Star National Recognition Program application.

### **EDUCATION & TRAINING**

#### **GOAL: Champion equal access in education, emphasizing STEM.**

- *Increase success for girls and women of color in STEM through improvement of and access to learning environments.*
- *Support educational pathways for women and girls, particularly STEM and with increased focus for women and girls of color.*

#### **Missouri Action Plan**

- Adopt the Star Award & Branch Action Plan 2021-22 as the Branch Action Plan. (MO Star 1, branch)
- Use the AAUW Mission, national AAUW Strategic Plan 2.0, Missouri Action Plan and Public Policy Priorities to plan programs and presentations. (MO Star 3, 22, state and branch)
- Use the national AAUW, Missouri state and branch website resources. (MO Star 18, state, branch)
- Participate in national online presentations. (MO Star 17, state, branch)
- Promote the latest AAUW published research. (MO Star 16, state, branch)
- Utilize the expertise of the national AAUW staff and Missouri state board members. (MO Star 20, 24, state, branch)
- *Ensure that 90% of the branches in your state hold 2-4 strategic-plan related programs.* (national Five-Star, state)
- *Host 2-4 strategic plan-related programs that are open to the public in FY2021 (e.g., Forum on economic security, Operation Equity: Reading for Results participation, panel on women and leadership). Virtual and digital meetings will also count toward this goal.* (national Five-Star, branch)
- *Appoint a state Public Policy Chair and ensure at least 60% of branches in your state have public policy chairs.* (national Five-Star, state)
- Appoint a Public Policy chair who collaborates with the state chair. (MO Star 31, branch)
- Appoint a Diversity, Equity & Inclusion Chair who collaborates with the state chair. (MO Star 12, branch)
- Include diversity, equity and inclusion in AAUW programs and events. (state)
- Appoint a STEM chair who collaborates with the STEM state chair. (MO Star 28, branch)

- Appoint a College and University Partner chair who collaborates with the state College and University Partner chair. (MO Star 14, branch)
- Recruit and retain College and University Partners. (MO Star 13, state, branch)
- Make an addition to the history of suffragists in Missouri by submitting an application to the National Votes for Women Missouri Trail. (MO Star 19, state, branch)
- *Conduct an annual meeting with the governor or U. S. Senators around a strategic plan focus (meeting with their staff also fulfills this objective.) An alternate state-level elected official is acceptable if circumstances warrant.* (national Five-Star, state)
- *Conduct an annual meeting with U. S. Representative(s) and/or state legislators around a strategic plan area of focus. (a meeting with their staff also fulfills this objective.) An alternate elected official is acceptable if circumstances warrant.* (national Five-Star, branch)
- *Host a day at your state house focused on AAUW's public policy priorities.* (national Five-Star, state)
- *Host at least one event where Action Network sign-ups are collected and note the Action Network on your website.* (national Five-Star, branch)
- Participate in a state legislative event. (state)
- Reply promptly to national AAUW Two-Minute Activist requests for communication with federal officials. (MO Star 30, state, branch)
- Complete one voter education activity. (MO Star 33, state, branch)

**GOAL: Ensure education at every level is free from sex discrimination.**

- *Protect and expand compliance with Title IX and other civil rights laws across all U.S. states and territories.*

**Missouri Action Plan:**

- Support the Missouri legislative bills having to do with Title IX compliance and work to defeat the bills that lessen Title IX rights. (MO Star 30, state, branch)

**ECONOMIC SECURITY**

**GOAL: Shrink the gender pay gaps.**

- *Champion pay equity federally and in all U.S. states and territories.*
- *Lead nation in providing salary negotiation programs for employees and tools for employers, reaching 1 million women.*

**Missouri Action Plan:**

- Promote the Work Smart Online and in person salary negotiation program to college/university students and faculty and women in the workforce. (MO Star 25, state, branch)
- Work to enact gender pay laws in Missouri by monitoring the filed bills having to do with equal pay, supporting the legislators who file them, and opposing the laws that increase the gender pay gap for Missouri families. (MO Star 25, state, branch)
- Appoint an Equal Pay Advocate who collaborates with the state Equal Pay Advocate chair. (MO Star 32, branch)

**GOAL: Bolster inclusive career pathways for women in skills and training.**

- *Develop blueprint and scalable plan for women of color to access STEM careers.*
- *Expand Empower career development series for women in the workforce by at least 15%.*
- *Support employers with tools and best practices to create inclusive pipelines and pathways for women, particularly women of color.*

**Missouri Action Plan:**

- Encourage females at all levels to enter a STEM field. (MO Star 26, 27, state, branch)

## **LEADERSHIP**

### **GOAL: Expand number of women in leadership, particularly in STEM.**

- *Encourage early and midcareer women of color to pursue leadership pathways.*
- *Showcase the impact of leadership development for advancing women, particularly women of color.*
- *Advocate for leadership transparency & change in education and nonprofit sectors.*

#### **Missouri Action Plan:**

- *Serve on a national AAUW or State Committee. (MO Star 4, state, branch)*
- *Promote applications for national Career Development Grants. (state)*
- *Ensure at least 10% of branches are participating in Five-Star. (national Five-Star, state)*
- *Submit an application for the 2022 national AAUW Five Star Award Program. (MO Star 43, state, branch)*
- *Encourage college/university students and faculty to attend NCCWSL. (MO Star 13, state, branch)*
- *Collaborate with other likeminded organizations to further the AAUW mission. (MO Star 34, state, branch)*
- *Attend the Missouri State Meeting. (MO Star 2, state, branch)*
- *Lead and participate in the 2022 Regional Conference. (state, branch)*

## **GOVERNANCE & SUSTAINABILITY**

### **GOAL: Implement continuous improvement and best practices in governance, inclusion and organizational functioning.**

- *Embody the goals and spirit of equity, inclusion, diversity and intersectionality across all AAUW activities and participants, prioritizing women of color. Conduct a SWOT of AAUW's work to ensure inclusion and equity lens and review of structural racism in all work.*
- *Evaluate and competitively assess AAUW's governance model, ensuring best practices in nonprofit board structure and service.*
- *Modernize AAUW's technology infrastructure and build strategic, integrated, comprehensive, forward-looking communications and program platforms.*

#### **Missouri Action Plan:**

- *Align state strategic plan with AAUW national. (national Five-Star, Missouri Star, state)*
- *Detail on your website how your branch's programs align with AAUW national's strategic plan areas. (national Five-Star, MO Star 22, branch)*
- *Utilize best practices for AAUW entities:*
  - *Hold meetings that are publicized and handicapped accessible. (MO Star 21, state, branch)*
  - *Maintain a balanced budget. (MO Star 7, state, branch)*
  - *Utilize electronic communication systems that include text, email and Facebook. (MO Star 45, 48, state, branch)*
  - *Produce regular newsletters. (MO Star 41, state, branch)*
  - *Maintain a current website. (MO Star 49, state, branch)*
  - *Maintain a Zoom account. (MO Star 51, state, branch)*
  - *Participate in state Zoom meetings. (MO Star 2, 5, state, branch)*
  - *Submit an article to Missouri in Motion. (MO Star 46, state, branch)*
  - *Send historical documents to State Historian. (MO Star 9, state, branch)*
  - *File branch officer information with national AAUW by June 30, 2021. (MO Star 6, branch)*
  - *Gain recognition in the community. (MO Star 42, 45, state, branch)*

- *Branch board institutes a succession plan to ensure new ideas and perspectives are included in the future leadership. Your branch can use the template in Helpful Resource Link as a guide or your own existing plan. (national Five-Star, branch)*
- *State website and/or social media include an Economic Security Focus and AAUW Work Smart Online. (Note: Monthly posts are required for social media; Work Smart Online must be included on the website home page.) national Five-Star, state)*
- *All existing websites and social media presences include an Economic Security Focus and AAUW Work Smart Online. (Note: Monthly post are required for social media; Work Smart Online must be included on the website home page.) (national Five-Star, state, branch)*
- *All existing website and social media accounts have 3-5 postings with a DEI focus. Mission statement and logo are up to date. (national Five-Star, state, branch)*

**GOAL: Enhance financial sustainability by increasing and diversifying revenue.**

- *Complement existing membership model with new modes to engage new audiences, increase donor populations, and achieve greater impact through partnerships.*
- *Showcase ways affiliates can support national initiatives and priorities in ways that round out the local impact affiliates are making.*
- *Explore feasibility of a fundraising campaign that will embolden national priorities.*

**Missouri Action Plan:**

- *Work to change the national membership requirement in 2024. (state, branch)*
- *Appoint an AAUW Fund chair that collaborates with the state chair. (MO Star 39, branch)*
- *Contribute to the AAUW Greatest Needs Fund with state, branch and individual gifts. (MO Star 38, state, branch)*
- *75 % of branches in your state raise the \$30 per capita gift (member) in greatest needs fundraising goal. (Note: This is above membership dues). (national Five-Star, state)*
- *\$30 per capita (member) gift raised for greatest needs. (national Five-Star, Missouri Star 35, branch)*
- *Increase your Greatest Needs giving in the last calendar year by 25%. (national Five- Star, branch)*
- *Make a contribution to the Greatest Needs Fund in honor of AAUW's 140<sup>th</sup> anniversary. (MO Star 40 state, branch)*
- *Increase Legacy Circle members by 10% in your state. (national Five-Star, state)*
- *Increase the Legacy Circle Members in your branch by 10%. (national Five-Star, branch)*
- *Reach 100% participation in the Membership Payment Program in your state. (national Five-Star, state)*
- *Maintain or increase branch membership. (MO Star 10 ,11, 15, branch)*
- *Retain 90% of your branch membership statewide. (national Five-Star, state)*
- *Retain 90% or more of your branch members and submit annual dues by September 30. (national Five-Star, branch)*
- *Have Missouri Century and Century Plus members. (MO Star 36, 37, state, branch)*

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