

## **AAUW Texas Strategic Plan 2020-2022**

**EDUCATION AND TRAINING** – Addressing the barriers and implicit biases that hinder advancement of women and girls.

**GOAL A:** Provide training in diversity and inclusion across the state for our membership several times a year online and for AAUW branches as programs.

**GOAL B:** Monitor the state legislature for bills impacting the education and well-being of women and girls during the upcoming legislative session.

1. Provide research information to the branches & legislators.
2. Create a 2- minute activist for actions by the Texas legislature.
3. Form coalitions with like-minded organizations to increase the impact of AAUW Texas.

**ECONOMIC SECURITY** - Ensuring livelihoods for women

**GOAL A:** Increase the tools Texas women can use to improve their economic equity.

1. Post a link to Work Smart Online on the state AAUW website and encourage every branch to also provide the link on their website
2. Encourage C/U affiliates to provide Start Smart to their students when students are allowed to meet in person.
3. Train 125 women in Texas through Work Smart by May 2021.

**GOAL B:** Lessen the pay gap between men and women in Texas

1. Provide monthly posts on social media regarding the consequences of pay inequity, including college debt, how the pay gap increases over time, what it is like for each racial group, etc.
2. Develop a plan to recognize the various Equal Pay Days and encourage branches to participate.
3. Encourage branches and /or individuals to support the AAUW Texas positions on legislative matters relating to women's economic security.
4. Provide written and oral testimony on state legislation related to women's economic security.
5. Create a 2- minute activist for actions by the 87<sup>th</sup> Texas Legislature.

**LEADERSHIP** – Closing the gender gap in leadership opportunities

**GOAL A:** Encourage women to run for public office, especially at the local level.

1. Identify and share information about organizations that train women to be appointed to governing and advisory boards.
2. Identify and share information about organizations that train women to run for public office.

**GOVERNANCE AND SUSTAINABILITY** - Ensuring the strength, relevance, and viability of AAUW well into the future.

**GOAL A:** Increase membership in Legacy Circle by 10%.

1. Educate individuals about and promote the Legacy Circle program.
2. Recognize the Texas Legacy Circle members.

**Goal B:** Continue enhancing communication between AAUW Texas, Branches and Members.

1. Retain current levels of membership at the state level at 85%.
2. Continue conference calls for programs, membership, funds, and public policy using Zoom.
3. Continue email distribution of the UWT every other month.