



Helping Our Branches In 2022

AAUW MN Helping Our Branches



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2022 AAUW MN Branch Officer Zoom Seminars

Dates and additional seminars to be determined.

- ◆ January: Branch Public Policy Officer or Representative
 - Facilitator...Jan Carey
- ◆ February: Branch Membership Officer or Representative
 - Facilitator...Pat Powers
- ◆ March: Branch AAUW Funds and Fund Raising
 - Facilitator... Anne Johnson
- ◆ May: Branch Presidents and Incoming Branch Presidents
 - Facilitator...

Mary Ann Lucas Houx...AAUW MN State President, maryannhoux@gmail.com

Gail Glashan...AAUW MN Education Chair, gwglashan@gmail.com



Helping Our Branches in 2022

This fall, the AAUW of Minnesota Board voted to accept the AAUW MN Strategic Plan for 2021-2026. The plan was developed under the leadership of Lisa West, past state president, and her committee. The plan is closely aligned with the focus of the AAUW National Strategic Plan. Strategic planning is an organization's process of defining its direction and using its resources to pursue the strategy. The board provided \$10,000 in grant money to implement our Strategic Plan which will help us achieve AAUW's Mission: To advance gender equity for women and girls through research, education and advocacy.

The AAUW MN Strategic Plan provides program information to help members work on our common goals and mission. What is unique to the AAUW MN Strategic Plan, is that it includes Actions. The Actions provide a pathway to achieve its goals and objectives. We want to support our branches and grants can be very important in assisting branches with limited resources.

We realized this past year that many of the branches that were thriving were those who utilized Zoom. We are offering grants for a Zoom Pro license to encourage branches to use technology which is a great resource for meetings, speakers, and even snowbirds. The state board made use of Zoom for the 2021 Annual Meeting (Convention) when we were unable to meet in person.

The decision to package all the opportunities in one document came from our Education Chair, Gail Glashan. The AAUW MN Board was very supportive of this project and offered valuable recommendations as this project was being developed. Linda Blaisdell, our State Secretary/Historian was our proofreader and Teresa Sagen, our Administrative Assistant, offered good advice, did the printing, and will be doing the distribution of Helping Our Branches in 2022.

We have included information on NCCWSL, including what is NCCWSL, Young Women for Equity, Zoom Grants, Leader on Loan, and contact information for the Carol E. Macpherson Memorial Scholarships.

We have heard that it would be great if branch officers, from around the state, could get together via Zoom with the corresponding state board officer and share information with each other. Discussions in the past identified that the cost was the greatest factor in not conducting those type of sessions. We have that opportunity now with Zoom, and you will note some sessions have been identified for 2022.

It is our hope that every branch can use the opportunities in Helping Our Branches in 2022 as we work on the branch level, state level, and the national level together to accomplish our common mission.

Mary Ann Lucas Houx

AAUW MN State President



Strategic Plan Focus

Strategic Planning is an organization's process of defining its strategy or direction, and making decisions on the allocation of its resources to pursue the strategy.

Under the Leadership of Lisa West, past state president, a committee worked to develop, and the AAUW MN Board voted to accept the Strategic Plan for 2021-2026. The plan is closely aligned with the main focus of AAUW National. The plan includes Education and Training, Economic Security, Leadership, and Governance and Sustainability. The four main areas of focus in the AAUW National Plan are applicable at the state level, but are scaled to recognize inherent limitations in a state-wide realm versus a national influence.

The national goals and objectives within the four areas have been adopted by AAUW MN as the framework for its Strategic Plan. Some of these goals and objectives were modified to reflect state support for AAUW National goals and objectives. What is unique to the AAUW MN Strategic Plan is the Actions it will use to achieve the goals and objectives.

The AAUW MN Strategic Plan 2021-2026, allows branches a wide range of options to implement. The Strategic Plan provides a focus on both AAUW MN and AAUW National. AAUW MN is providing resources for Strategic Plan Actions Grants to implement the goals of our state and national organization.



Adopted by AAUW MN Board on July 17, 2021

AAUW History and Background

The American Association of University Women (AAUW) was started in 1881 by 17 women college graduates who joined together to find greater opportunities to use their education and to open the door for other women to pursue higher education. The members represented a handful of women with college degrees at a time when their first efforts were devoted to things like countering then-perpetuated myths that a college education harms women's health and results in infertility. In 2018, AAUW was 170,000 members and supporters strong, with branches in every congressional district, state, and U.S. territory. AAUW has established a legacy over 138 years, across a range of issues that have advanced equity for women and girls. The 2018 AAUW National strategic plan focuses on moving forward, building on our work in three of our historical priority areas — education and training, economic security, and leadership.

AAUW's Mission

– to advance gender equity for women and girls through research, education, and advocacy.

AAUW's Vision

– equity for all.

Four main macro areas of work:



Three of these focal areas are mission-based, and one — Governance and Sustainability — is foundational in AAUW National's ability to run the organization, with best practices, innovation, and strengthened fiscal sustainability.

Keeping our mission forefront will ensure we properly address the policy and advocacy work, the programs to develop and scale, and the operating model needed to ensure real impact.

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status.

AAUW of Minnesota History and Background

The AAUW of Minnesota (AAUW MN) formally organized in 1923 with a nucleus of eight branches of the organization formerly known as the Association of Collegiate Alumnae. The first of those branches, formed in 1889 by women from Minneapolis and St. Paul, was called the Minnesota Branch.

From the beginning, the aim “to unite alumnae of colleges and universities for practical education work” found expression at the local level in fundraising for fellowships. In the branches, members maintained an active interest in their communities, responding to discovered needs through youth work, welfare and other social service projects, and cultural programs. The business of the state organization is conducted at meetings of the Board of Directors and at the annual meeting or state convention. In 2020-2021, AAUW MN had 28 branches, 1,734+ members, and 18 AAUW College/University Partners.

The four main macro areas of focus in the AAUW National Strategic Plan are applicable at the state level, but must be scaled to recognize inherent limitations in a state-wide realm, versus a national influence.

The following are generally the AAUW National goals and objectives within each focus area that have been adopted by the AAUW MN as the framework for its Strategic Plan. Some of these goals and objectives were modified to reflect State level support for AAUW National goals and objectives. What is unique to the AAUW MN is the Actions it will use to achieve its goals and objectives.

EDUCATION

Goal A: Champion equal access to all levels and fields of education.

Objectives

1. Address barriers to success for girls and women through improved learning environments.

Actions

- a. Promote and utilize programs created by AAUW National.
- b. Promote scholarship opportunities for women (e.g., AAUW Fellowships; Carol E. Macpherson Memorial Scholarship).

2. Create educational pathways for all women and girls, especially those leading to high-earning careers.

Actions

- a. Continue to support Branch and State STEM initiatives and programs.



Goal B: Ensure education at every level is free from gender discrimination.

Objectives

1. Protect and expand compliance with Title IX and other civil rights laws.

Actions

- a. Utilize AAUW MN Public Policy Committee to track Minnesota legislation and inform membership.

ECONOMIC SECURITY

Goal A: Achieve pay equity by 2030.

Objectives

1. Champion pay equity federally and in all U.S. states and territories.

Actions

- a. Utilize AAUW MN Public Policy Committee to track Minnesota legislation and inform membership.

2. Lead the nation in providing salary negotiation programs for employees and employers.

Actions

- a. Collaborate with and support college/university representatives to offer 20 StartSmart and WorkSmart Training sessions by 2024.

Goal B: Create inclusive career pathways for women, free of systemic barriers and biases, to attain economic security.

Objectives

1. Develop a blueprint for women to access careers, especially in high-paying fields.

Actions

- a. Establish a task force to develop a blueprint by 2024.

2. Support employers in advancing higher wage pathways for all women.

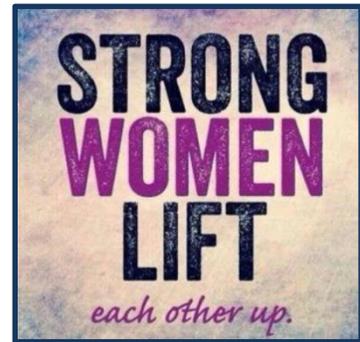
Actions

- a. Share a process for community/business commitment to equal pay.

3. Protect and expand compliance with Title VII and other federal civil rights statutes.

Actions

- a. Utilize AAUW MN Public Policy Committee to track legislation and compare it to current Minnesota Statutes.



Goal C: Deepen women’s retirement security and quality of life.

Objectives

1. Address inequities regarding retirement for women at every socioeconomic level.
2. Help women in achieving their desired quality of life in preparation for possible retirement.

LEADERSHIP

Goal A: Bolster the participation of girls and women in leadership roles throughout their lives.

Objectives

1. Empower early and midcareer women to seek and succeed in leadership opportunities

Actions

- a. Provide leadership programming for women.
- b. Continue our support for women in leadership roles through the Women’s Candidate Development Coalition.
- b. Collaborate with and support college/university representatives to offer 20 StartSmart and WorkSmart Training sessions by 2024.
- c. Continue AAUW MN scholarship support for the NCCWSL initiative.

2. Expand leadership opportunities for all AAUW MN members

Actions

- a. Develop a vibrant board and officer training program.
- b. Recruit AAUW MN members to be involved in scholarship selection opportunities (e.g., Carol E. Macpherson Memorial Scholarship)

Goal B: Advance the number of women in leadership, particularly in education and non-profit organizations.

Objectives

1. Increase the inclusion and numbers of women serving on governing and advisory boards.

Actions

- a. Increase AAUW MN member awareness of leadership opportunities (e.g., State and local advisory board and committees).
- b. Seek AAUW MN members to serve on the WoMN ACT ® Board. Previously known as the Minnesota Women’s Consortium, WoMN Act is a coordinated network of individuals, organizations, and corporations advancing gender equity and social justice through advocacy and collaboration.
- c. Seek AAUW MN members to serve on Carol E. Macpherson Memorial Scholarship and other scholarship boards and committees.

2. Become a Minnesota resource on the impact of leadership development activities for the advancement of women into leadership roles.

GOVERNANCE & SUSTAINABILITY

Goal A: Implement best practices in governance, inclusion, and organizational functioning.

Objectives

1. Evaluate and competitively assess AAUW MN's governance model and ensure best practices in nonprofit board structure and service.

Actions

- a. Survey branches/members.

2. Embody the goals and spirit of inclusion, diversity, and intersectionality across all AAUW activities and participants.

Actions

- a. Increase AAUW MN Board diversity by ___% of voting members.

3. Modernize AAUW's technology infrastructure and build strategic, integrated, comprehensive, and forward-looking communications.

Actions

- a. Complete the AAUW MN website redesign by December 31, 2021.
- b. Explore electronic voting procedures.



Goal B: Enhance financial sustainability by increasing and diversifying revenue.

Objectives

1. Explore a comprehensive campaign to increase and diversify membership.

Actions

- a. Increase membership by ___% Statewide.
- b. Develop organization information that helps perspective members understand AAUW as an organization and the benefits of membership.
- c. Develop diverse project/program opportunities that are equitable and inclusive.

2. Engage new audiences, increase donor populations, and achieve greater impact through partnerships.

Actions

- a. Explore commonalities that we have with other organizations that align with AAUW's Mission.
- b. Explore opportunities within AAUW's Mission to partner with other organizations.
- c. Explore donor opportunities to support AAUW MN projects and programs.





2022 Strategic Plan Actions Grants

AAUW of MINNESOTA will award Strategic Plan Actions Grants for 2022 to support branch projects that focus on the AAUW MN Strategic Plan. The Strategic Plan is an organization's process to identify its strategy or direction and make decisions on the allocation of its resources to pursue the Strategic Plan. Each application for a grant will be read by a team of three readers. No team member can read an application from their own branch. The Strategic Plan Actions Grants will be rated on a point system. The readers will do the rating on the criteria identified below.

1. Identification of the main area: Education, Economic Security, Leadership and Governance (Value 1–3 points)
2. Identification of the goal and objective you are using in applying for the Strategic Planning Grant (Value 1–3 points)
3. A correlation between your project and the goal and objectives (Value 1–5 points)
4. A written description of your project or event (1–5 points)
5. Identification of a target audience (1–3 points)
6. To what extent, if any, was there collaboration with other groups (Value 1–3 points)
7. Identification of target audience (1–3 points)
8. A budget including in-kind donations (1–3points)
9. Identification of the criteria used to identify if your activity is successful. (1–5 points)
10. Identification of a timeline (1–3 points)

Applications are due by March 14, 2022.

Complete the application for the 2122 Strategic Plan Actions Grant on page 4, and send along with the above information to AAUW MN Education Committee, Chair Gail Glashan, at gwglashan@gmail.com.

Twenty grants of at least \$500 may be awarded. The dollar amount could be more, if justified by the proposed project and if monies are available. Recipients will be notified by March 31, 2022. The recipients will be recognized at the 2022 State Annual Meeting in St. Cloud. AAUW MN anticipates that the branch projects will be completed by December 1, 2022.

Each branch that is awarded a grant is expected to write a short article about the grant, provide information about evaluation results, and identify revenue and expenditures. The information may be shared in the Pine and placed on the website. Please do include pictures!



2022 AAUW MN Branch Strategic Plan Actions Grant Application

AAUW'S MISSION

TO ADVANCE GENDER EQUITY FOR WOMEN AND GIRLS THROUGH RESEARCH, EDUCATION AND ADVOCACY

Branch _____

Branch Contact Member _____

Contact Information Email _____

Contact Information Phone _____

Dollar Amount Requesting _____

Include the following in your application:

The Strategic Plan Actions Grant readers will consider the following criteria in evaluating the grant application:

1. Identification of the main area: Education, Economic Security, Leadership and Governance
2. Identification of the goal and objective you are using in applying for the Strategic Planning Grant
3. A correlation between your project and the goal and objectives
4. A written description of your project or event
5. Identification of a target audience
6. To what extent, if any, was there collaboration with other groups
7. Identification of target audience
8. A budget including in-kind donations
9. Identification of the criteria used to identify if your activity is successful
10. Identification of a timeline

Application Due March 14, 2022.

Send to AAUW MN Education Chair, Gail Glashan at: gwglashan@gmail.com



National Conference for College Women Student Leaders 2022 will be Virtual

What is NCCWSL? ...and what are NCCWSL Grants?

AAUW invites hundreds of college women from around the country for two days+ of leadership training, inspiration and networking at our National Conference of College Women Student Leaders aka NCCWSL! The acronym is pronounced 'Nick-Whistle'.

The conference provides a transformative experience for college attendees, preparing, challenging, empowering, and inspiring them to be the next generation of leaders. The skill-building workshops, panels, speakers and activities provide endless opportunities to learn from the experts and make life-long connections. Past conferences have been held at the University of Maryland, College Park, but during the COVID pandemic, once again NCCWSL will be held virtually.

NCCWSL

May 24–26, 2022

Early Bird Registration Opens February 8, 2022

(March 18, 2022, Early Bird Registration Ends)

AAUW of Minnesota is offering two \$165 grants—per branch who send students to NCCWSL 2022.

This amount covers the costs of the Bundle Registration, May 24–26.

If registering for Half Day or 2 Day, grants will be matching registration cost.

Registration link...

<https://www.aauw.org/resources/events/nccwsl/>

- To receive grant monies, please email the confirmation of NCCWSL 2022 registration form/s to gwglashan@gmail.com, along with your branch member contact information, and branch treasurer name and mailing address.
- After receiving the NCCWSL 2022 registration confirmation form, I will submit a Request for Payment to the AAUW MN Board treasurer and you will be mailed a check.
- If your branch has never sent a student to NCCWSL, check the AAUW MN website to find resources and sample documents to help navigate your branch through the process of sending a student to NCCWSL and applying for a grant: <https://aauw-mn.aauw.net> Click **BRANCH GRANTS/AWARDS**

Please call or email me with any questions:

Gail Glashan

651.253.3578

AAUW of Minnesota Education Chair gwglashan@gmail.com

Updated February 5, 2022



NCCWSL 2022 Start-Up \$1000.00 Grants

AAUW believes the National Conference for College Women Student Leaders (NCCWSL) provides valuable opportunities for students from all backgrounds. AAUW is taking a multipronged approach to battling the gender wage gap. A key component is arming women with tools and resources they need to do their part. At NCCWSL, students learn skills in job salary negotiations, how to connect with resources in their community, attend leadership-building workshops, connect with work-life balance resources, and gain a better understanding of issues and policies affecting women. AAUW MN student attendees wrote thank you notes to AAUW of Minnesota Branches that detailed their empowering experience.

If your branch has never sent a student to NCCWSL, this opportunity is for you!

Two \$1000.00 grants will be awarded to two AAUW branches in Minnesota, who, for the first time, would like to send a college woman student to NCCWSL. This grant money will cover the cost of NCCWSL registration, accommodations, and flight arrangements.

To apply for a NCCWSL Start-Up Grant of \$1000.00 from AAUW of Minnesota, send a letter of intent and complete the application form that is on the next page and also posted on the AAUW of Minnesota website, (<https://aauw-mn.aauw.net>) under Branch/Grants Awards. Submit letter and application to Gail Glashan, AAUW of Minnesota, Education Chair, by January 30, 2022. Grants will be announced February 1, 2022.

Gail Glashan
gwglashan@gmail.com
651.253.3578
2120 Louis Lane
Hastings, MN 55033

For more information about the conference check out the website:

<https://www.aauw.org/resources/programs/nccwsl/attend/>



NCCWSL 2022 Start-Up Grant for AAUW MN Branches!

If your branch has never sent a student to NCCWSL, this opportunity is for you!

Branch Application Form

A \$1000.00 grant will be awarded to an AAUW branch in Minnesota who would like to send a college woman student to the 2022 National Conference for College Women Student Leaders, aka NCCWSL. This grant money will cover the cost of NCCWSL registration, accommodations, and flight arrangements!

To apply for this NCCWSL Start-Up Grant of \$1000.00 from AAUW of Minnesota, email or mail a letter of intent and this completed form to:

Gail Glashan, AAUW of Minnesota Education Chair, by January 30, 2022.

Grants will be announced February 1, 2022.

Gail Glashan
gwglashan@gmail.com
651.253.3578
2120 Louis Lane
Hastings, MN 55033

Branch _____

Branch Contact Member Name/s _____

Branch Contact Information _____

Email _____

Phone _____



AAUW MN Young Women for Equity 2022
Applications due on, or before March 31, 2022

Two awards are given in this area...
A young woman in high school is awarded \$500.00
A young woman in college (up to age 25) is awarded \$1,000.00

The criteria for this award:

- * The project or activity specifically addresses women's and girls' equity issues.
- * The nominee must exhibit leadership that reflects the AAUW Mission
- * There must be evidence of the impact of the action or event.
- * Measurable outcomes should be identified. This could include such things as— number of girls or women served, results of the event that impacted women or girls, statistical measures of success, or 'before or after' stories of women or girls benefitting from the action.

Nominations must be made by a branch member. Criteria requested should be completed by the student nominee. Nomination, criteria required, and completed application is due by March 31, 2022. A panel of AAUW members will select the winner.

The branch needs to promote awareness of this award by sharing information, talking to high school counselors, C/U reps, or by providing information to a financial aid department. Recipients can consult with the branch regarding the criteria, but must complete the application themselves.

The recipients of this award will be announced at the Annual Meeting and would be invited to the luncheon along with one other person as a guest of AAUW MN. If a recipient is unable to attend, her nominator or a branch member may accept the award in her behalf.

PLEASE NOTE: We do not judge nominations by lengthy lists of accomplishments, organizations, and projects an individual has been involved in. What we are looking for are projects or events that specifically address women and girls' equity issues. We are most interested in the leadership roles that the nominees have played in such projects or events.

Branch Nominations for 2022, along with above criteria, and completed application on p. 9 or 10, may be sent to:

Gail Glashan, AAUW MN Education Chair, at gwglashan@gmail.com



Nomination for 2022 AAUW MN Young Women for Equity Award

High School Student, \$500.00

AAUW Mission Statement:

Advancing equity for women and girls through advocacy, education, philanthropy, and research.

Name of Nominee _____

Nominee Contact Name _____

Nominee Contact Phone _____

Nominee Contact Email _____

Justification for award based on required criteria:

1. Briefly describe the event or activity
2. Leadership role played by the nominee (Please be specific)
3. How event or action reflects the AAUW Mission
4. Evidence of impact of the event or action

Nomination made by AAUW member: _____

Nominator's branch _____

Nominator's phone and e-mail Information _____

Please send nomination form and required criteria to:

Branch Nominations for 2022 may be sent to Gail Glashan,

AAUW MN Education Chair, at gwwglashan@gmail.com

Application is due on or before March 31, 2022



Nomination for 2022 AAUW MN Young Women for Equity Award

College Student, \$1000.00

AAUW Mission Statement

Advancing equity for women and girls through advocacy, education, philanthropy, and research.

Name of Nominee _____

Nominee Contact Name _____

Nominee Contact Phone _____

Nominee Contact Email _____

Justification for award based on required criteria:

1. Briefly describe the event or activity
2. Leadership role played by the nominee (Please be specific)
3. How event or action reflects the AAUW Mission
4. Evidence of impact of the event or action

Nomination made by AAUW member _____

Nominator's branch _____

Nominator's phone and e-mail information _____

Please send nomination form and required criteria to:

Branch Nominations for 2022 may be sent to:

Gail Glashan, AAUW MN Education Chair, at gwglashan@gmail.com

Application is due on or before March 31, 2022



Leader on Loan Program

The AAUW of Minnesota Leader on Loan program provides branches the opportunity to have a board member, team of state leaders, or teams of past leaders, provide branch support and/or branch programming. AAUW MN will cover the leader's transportation. The host branch is responsible for any meals or overnight accommodations, if necessary. An application should be submitted to the state president. Final approval is by the state president. Branches may request a specific person, but the final decision will be based on topic expertise, availability and proximity to the host branch.

AAUW MN Leader on Loan Application

Leader or Topic Requested _____

Branch _____ Date _____

Contact Person _____ Position _____

E-mail _____ Phone _____

Date and Time of the Visit _____

Alternate Date and Time _____

Type of Event or Meeting _____

Expected attendance _____ Will other branches be invited? _____

If yes, please list _____

Purpose or Goal of the Meeting or Event _____

Role of the Leader requested, presenter or facilitator _____

Request to Mary Ann Lucas Houx, AAUW MN State President

maryannahoux@gmail.com



Is your branch Zooming?
Zoom helps keep you connected wherever you are.
Want to learn more? Check out...
<https://zoom.us>

AAUW of Minnesota is providing Zoom Pro License 2022 Grants for branches that have a need.

\$14.99/month allows hosting up to 100 participants or \$149 annually.

AAUW MN has allotted \$1,250.00 in total for these grants, approximately eight grants.
Application acceptances would be first come, first served. Grants could be used for reimbursements of amounts already paid by branches.

To apply, please complete this form and email to gwglashan@gmail.com...

Zoom Pro License 2022 Grant Application

Our need request is based on: _____

Branch Name _____

Branch Member Name _____

Date _____

Let's help spread the word about a...



Carol E. Macpherson | Memorial Scholarship

AAUW of Minnesota made a new connection in 2019-2020, by teaming up with the Carol E. Macpherson Memorial Scholarship (CEM). CEM is a private family scholarship, established in 1975, that provides scholarships to Minnesota women who have a five-year or longer accumulative gap in their post-secondary education, who are attending, or have been admitted to Minnesota colleges and universities.

The CEM is administered in partnership with AAUW MN. For more information on the CEM, check out the website at: www.cemscholarship.org.

The Carol E. Macpherson Memorial Scholarship was established to assist women who, like Carol, are seekers. It memorializes Carol's undying concern for fairness, for providing opportunities for women to find new paths, for the value of a thinking mind to ask difficult questions, and for respecting the nurturing roles women continue to play even as they take on various new responsibilities in their families and communities. Carol would be pleased to learn of the extraordinary accomplishments of Macpherson scholarship seekers and would applaud the adversities they overcome to pursue education and a better life.

CELEBRATING ITS 45TH ANNIVERSARY THIS YEAR, THE
FUND HAS PROVIDED SCHOLARSHIPS FOR OVER 347
WOMEN WITH A 100% GRADUATION RATE.

Gail Glashan
AAUW MN Education Chair