

AAUWNC SUGGESTED PROGRAM OF STUDY

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AAUWNC DIVERSITY MISSION AND GOAL

The American Association of University Women promotes equity for all women and girls, lifelong education and positive societal change.

In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.

Goals: That the State of North Carolina AAUW branches monitor to assess equity in their communities. Attached is a Proposed Guide to Assessing Equity in Education.

Goals: Develop Branch Diversity Programs to include women of all ages and cultures. Evaluate Branch Cultural Competence and Inclusive Strategies.

- The primary objective of the program is for membership to continue to learn about diversity and multiculturalism and then ultimately promote it to the wider society.
- AAUW's programs must be involved in diverse cultural activities in the state, the country and the world.

INTRODUCTION

**What do you know about “them? What have you’ve heard or believe about people?
”Have you ever judged someone at first sight?” What do your stereotypes about
certain people tell you? Can you tell if a person respects you or wants to include
you?**

We are all guilty of making up our minds about people based on historical stereotypes and treating people in a certain manner, whether intentionally or not based on our belief system. When I worked for an agency for the blind and hearing impaired years ago, visually impaired students and clients often commented on how people would speak loud to them as if they were also deaf. Visually impaired person was once felt to be uneducable, of no worth and of no real value to society. Our hearing impaired students also complained of people’s lack of understanding and respect for their intellect. It is only when we get to know a person, and communicate with them do we come to understand them. Sadly, how we treat others, our attitudes about disabilities is based on our knowledge and understanding of others ---- thus AAUW’s challenge.

Globally, humanity has developed around some prevailing historical views and conclusions about gender, race, religion, disabilities, justice and inclusiveness. The one key that view that has always prevailed is that “Education Is The Gateway To Economic Success.” We have come along way from the so-called dark ages, haven’t we?

As AAUW moves toward a more diverse and inclusive organization, this diversity, race, social policy, and social justice are unavoidable discussions. AAUW along with America must have a candid discussion about Diversity and we must educate ourselves about the issues in other to develop leadership solutions. What’s going to happen, if we allow these same old values and attitudes to prevail.

Diversity encompasses all the ways that people differ – with respect to for example, gender, race , creed , age, sexual orientation, national origin and disability, as listed in AAUW’s diversity statement. Diversity initiatives demonstrate a commitment to eradicate social oppression in all forms and in all areas, including programs, participants, operations, products and services.

Rewards for the branches are the opportunities to **grow, enrich our lives, continue to relevant and grow more credible because we will address the issues and credible.** Many join for the intrinsic rewards of being part an organization that promotes social justice and in particular, education and equity for all women and girls. Other benefits are as follows:

- Enable members to understand the views, concepts from the perspectives of diverse ethnic groups.
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- Opening membership to all who support AAUW's mission reinvigorates our mission statement, diversity policy and strategic plan.
- Embracing every ally in our communities.
- Increasing the diversity of members working on AAUW projects makes for better and more effective outreach.”
- Prejudice reduction , efforts to develop possible positive attitudes toward different groups;

BRANCH DIVERSITY INCLUSIVENESS PROGRAMS

Goals: To keep AAUW a vibrant significant organization for women and girls. To increase statewide membership and embrace women of various cultures and ages.

Suggestions for Branch Diversity Inclusiveness Programs:

Develop a team to adapt services to the culture diversity of the community.

1. Develop a steering committee to develop and ensure branch inclusiveness.
2. Do attitudinal surveys as to whether your branch would value cultural and age diversity.
3. Plan diversity training.
4. Study best practices for developing inclusiveness programs that reflect women of various ages and cultures within your community.
5. Network with other community groups and activities
6. Conduct group interviews as to how you can recruit members.
7. Retention Activities – Include all forms of training and development to keep the diversity you have.
8. Community Outreach – Sponsor and support workplace diversity activities.
9. Develop a multicultural calendar in order to be sensitive of community interest and activities.

BRANCH DIVERSITY ASSESSMENT AND DISCUSSION

- 1. How do you value diversity?**
- 2. Are you open to differences by individuals from other backgrounds?**
- 3. What do you do when someone in your neighborhood or workplace has practices different from your own?**
- 4. How do you react? Are you critical, dismissal, demeaning in your words, behavior or attitude?**
- 5. Are there diverse groups and individuals in your community?**
- 6. Is there a tolerance for different cultural practices, e.g., time off for celebration of different ethnic festivals?**
- 7. Is there a recognition of, and tolerance for, different communication patterns and styles of interaction across ethnic groups? Some groups use indirect means of communication more frequently while others emphasize cooperation over competition. How do these differences translate in your neighborhood or workplace or workplace or within your branches.**

PROPOSED PROGRAM OF STUDY

1. Statewide Book read “ Blood Done Signed My Name by Tim Tyson.

We would like to suggest that AAUW connect with other civic and community organizations for a community book read and discussion. Learn of other viewpoints that may be different from your own. Could the incidence that is described in the above book happen in your community?

Contact, Queen N. Thompson to help you with getting resources for leading your community book read. Esther Dunegan, Social Studies Chair with the North Carolina Department of Public Instructions and Gail Bell, of Research Triangle Park, a teacher is who has done extensive work with this book may also be helpful.

2. Economic Career Exploration and Development

Goal: Promote the NC Apprenticeship and Training Program in your area. Resource for this activity is the NC Department of Labor

Goal: Sponsor and Co- Sponsor Non Traditional Occupational Career Fair and/or Career Days

Goals: Sponsor Biz World For Kids
Resource The North Carolina Office of State Treasurer

Goal: To promote the increase in the minimum wage

Goal: Money and Politics and the Judicial Elections

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3. Legal Reform
 - a. Expose legal corruption and abuse
 - b. Support equal access to Justice

3. International Relations

Suggested Activities: International festivals and United Nations Teas

4. Education

Historically America's education system was designed to only educate "Aristocrats – rich white males." It was thought there was no need for the education of other sub-groups. The key word here is sub-groups, despite the Declaration of Independence all others were not considered equal by their creator nor deserved to be free. Laws were even passed to ensure that other education and social justice exclude by gender, race and disabilities. All others have been lawfully excluded in order to exploit and to thwart economic competition

Next page for proposed activities.

AAUWNC EMBRACES MULTICULTURALISM AND DIVERSITY

Who better than AAUW?

- *To promote culturally competence, than AAUW.*
- *The only organization that promotes fairness and equity for all women.*



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**Queen N. Thompson
Diversity Chair
Spring, 2006**