

AAUW Beaver Valley Branch-Strategic Plan 2023-2028

Approved by AAUW Beaver Valley Board on August 21, 2023

EDUCATION & TRAINING

GOAL 1: Champion equal access in education.

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

GOAL 2: Ensure education at every level is free from sex discrimination.

- *Advocate for compliance with Title IX and other civil rights laws in Pennsylvania and in our area.*

ECONOMIC SECURITY

GOAL: Shrink the gender pay gaps.

- *Champion pay equity federally and in our state and our area.*
- *Explore the possibility of providing salary negotiation programs for employees and tools for employers.*

LEADERSHIP

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

- *Encourage early and midcareer women 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.*

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-Beaver Valley activities and participants. Conduct a review of AAUW-Beaver Valleys work to ensure inclusion and equity and review the effects of structural racism in all our work.*
- *Continue to modernize AAUW-Beaver Valley's communication technology.*