

AAUW OHIO DAFFODIL
DIVERSITY AWARD AND RECOGNITION
2019-2020

Recognition will be given at the Ohio Annual Meeting and State Convention April 18, 2020 to branches that are making strides to be inclusive and diverse In their membership outreach and community involvement.

- Criteria for the OHIO DAFFODIL DIVERSITY AWARD will include the Diversity Goals for branches. Branches must meet at least three of the goals
- To apply for recognition, branches must send a written statement on their accomplishments, with documentation, to the Ohio Diversity Chair. Statements should include branch name, name and signature of president, telephone number, email contact and name of diversity chair (if applicable). Material must be received before March 18, 2020.
- Press clippings, news articles in branch publications, listings from branch yearbook, photographs from events or meetings shall constitute documentation.

Questions about the Ohio Daffodil Diversity Award may be directed to:

AAUW Ohio Diversity Chair
Sally Dye -
157 Third Street
Cardington, OH 43315

Cell 740-360-5578
email: sallydye34@gmail.com

AAUW Diversity Statement

In principle and practice, AAUW values and seeks 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, race, religious beliefs, sexual orientation, or socioeconomic status.

THE DAFFODIL PRINCIPLE

Several times my daughter had telephoned to say, "Mother, you must come see the daffodils before they are over." I wanted to go, but it was a two-hour drive to her home. "I will come next Tuesday," I promised, a little reluctantly, on her third call.

Next Tuesday dawned cold and rainy. Still, I had promised, and so I drove there. When I finally walked into my daughter's house and hugged and greeted my grandchildren, I said, "Forget the daffodils! The road is invisible in the clouds and fog, and there is nothing in the world, except you and these children that I want to see bad enough to drive another inch!"

My daughter smiled calmly and said, "We drive in this all the time, Mother." "Well, you won't get me' back on the road until it clears, and then I'm heading for home!" I assured her.

"I was hoping you'd take me over to the garage to pick up my car." "How far will we have to drive?" "Just a few blocks," she said. "I'll drive. I'm used to this." After several minutes, I had to ask, "Where are we going? This isn't the way to the garage!" "We're going to my garage the long way," she smiled, "by way of the daffodils." "Please turn around," I said sternly. "It's all right, Mother, I promise. You will never forgive yourself if you miss this experience."

After about twenty minutes, we turned onto a small gravel road and I saw a small church. On the far side of the church, I saw a hand-lettered sign that read, "Daffodil Garden." We got out of the car and each took a child's hand, and I followed my daughter down the path.

Then, we turned a corner of the path, and I looked up and gasped. Before me lay the most glorious sight. It looked as though someone had taken a great vat of gold and poured it down over the mountain peak and slopes. The flowers were planted in majestic, swirling patterns—great ribbons and swaths of deep orange, white, lemon yellow, salmon pink, saffron and butter yellow. Each different-colored variety was planted as a gr'JUUp, so that it swirled and flowed like its own river with its own unique hue.

There were five acres of flowers. "But who has done this?" I asked. "It's just one woman," she answered. "She lives on the property. That's her home." She pointed to a well kept A-frame house that looked small and modest in the midst of all that glory. We walked up to the house. On the patio, we saw a poster. "Answers to the Questions I Know You Are Asking" was the headline.

The first answer was a simple one. "50,000 bulbs," it read. The second answer was, "One at a time, by one woman. Two hands, two feet, and very little brain." The third answer was, "Began in 1958."

There it was, ***The Daffodil Principle***. For me, that moment was a life-changing experience. I thought of this woman whom I had never met, who, more than forty years before, had begun - one bulb at a time - to bring her vision of beauty and joy to an obscure mountain top. Still, just planting one bulb at a time, year after year, had changed the world in which she lived. She had created something of ineffable (indescribable) magnificence, beauty, and inspiration.

The principle her daffodil garden taught is one of the greatest principles of celebration. That is, learning to move toward our goals and desires one step at a time -- often just one baby-step at a time --and learning to love the doing, learning to use the accumulation of time. When we multiply tiny pieces of time with small increments of daily effort; we too will find we can accomplish magnificent things, We can change the world.

"It makes me sad in a way," I admitted. "What might I have accomplished if I had thought of a wonderful goal thirty-five or forty years ago and had worked away at it 'one bulb at a time' through all those years. Just think what I might have been able to achieve!" My daughter summed up the message of the day in her usual direct way. "Start tomorrow," she said. It's so pointless to think of the lost hours of yesterdays. The way to make learning a lesson of celebration instead of a cause for regret is to only ask, "How can I put this to use today?"

Story attributed to: Jaroldeen Asplund Edwards

DIVERSITY GOALS

- Appoint a branch diversity chair to work closely with the membership and program chair and/or committees
- Encourage branch programs and projects to celebrate the diversity themes in your community; participate in community events that highlight diversity-festivals, theater, art or cultural events
- Print the diversity statement in the branch newsletter
- Increase awareness for the physically challenged with attention to meeting location, provisions for disabled persons
- Promote a diverse membership of the eligible population in the community; work to have your branch reflect that population
- Appoint a welcoming committee for branch meetings
- Forge coalition partnerships for community projects and programs
- Publish and use the AAUW !Adelante! Book of the Month Club list.
- Diversify branch leadership
- Develop social justice programs within the community
- Hold a Woman-to-Woman program or meeting
- Complete a branch diversity evaluation and community analysis

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Are We Welcoming and Inclusive? An Evaluation for AAUW Branches

- * Members are welcomed and accepted, regardless of variations in lifestyle and appearance
- * Cliquishness is absent
- * Warm, collegial relationships exist between people of diverse backgrounds
- * 'If I were in the majority group of members, I would feel welcomed and included
- * Our meetings, events and programs are designed to attract members and potential members who are diverse in terms. of gender, race, ethnicity, age, religion, class/socioeconomic level, national origin, sexual orientation and physical ability
- * We conduct orientation sessions for new members who have special events so new members feel welcomed and included
- * Sites used for meetings and events are easily accessible for people with disabilities and comfortable for people of different backgrounds and religions
- * Our membership reflects the diversity in our community
- * Our leadership team reflects the diversity in our community
- * All members are provided opportunities to develop as leaders
- * Flexibility exists to accommodate personal responsibilities outside the branch
- * New members are encouraged to become involved in activities and pursue leadership opportunities
- * Members actively recruit people from groups underrepresented in our branch
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Community analysis

What organizations exist in the community?
 Who are key leaders representing viewpoints of diverse groups?
 How can we reach both formal and informal leaders?
 Which groups are our allies?
 Which groups are potential coalition partners?

Conduct an assessment of community organizations with an eye toward building a wide range of alliances. The assessment can help you reach underrepresented groups, expand the range of members, learn about other groups with similar agendas, and avoid duplication of community services.