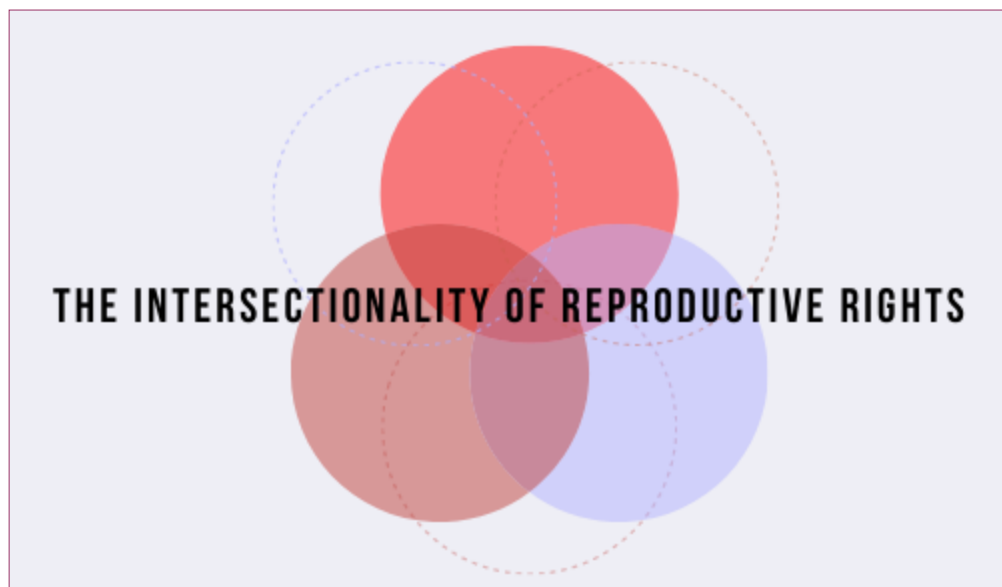


Maryland NOW
P.O. Box 7716
Silver Spring, Maryland 20907

**Maryland NOW's
Annual State Conference
May 15, 2021**



Held via Zoom Virtual
Meeting Software

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These conference reports will be posted on the Maryland NOW website on our State Conference page.



Maryland National Organization for Women

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www.MarylandNOW.org

Hello to Maryland NOW members across the state!

I want to extend a warm welcome to each of you attending today, and to those who access these materials through the Maryland NOW website. We appreciate your support and hope you enjoy our conference.

The last two years have given me great appreciation for our organization's ability and potential to make a difference!

When I took office in May 2019, we had every reason to think that we'd be free to accomplish an ambitious list of goals we set for ourselves—involve younger women and re-create the task forces and committees that had been so instrumental in our growth 30 years ago. We wanted to upgrade our communications—most importantly our website and social media, but also to improve our financial accounting systems so we would have a better idea of how we were budgeting and spending our money. And we wanted to re-activate chapters we'd lost, and start new chapters around Maryland so we could truly call ourselves a state-wide organization.

Ten months later, we were all quarantined in our homes, dreading even small trips out for necessities, and learning to use this thing called Zoom.

But amazingly, we've been able to make the most of these challenges, and we find ourselves in pretty good shape considering.

I want to thank our Executive Committee for all their work, and our Young Feminist Task Force for planning our state conference. And a special shout-out to Audrey Holzrichter for her work maintaining our presence on social media. We're excited about the new projects and ideas coming out of our committees and task forces. We've even found someone who is willing to help us with our PAC administrative work as the 2022 Gubernatorial Campaign cycle looms ahead.

Please consider how you might be able to join us in work on our projects and events we have planned for our upcoming program year!

For equality,

Sandy Bell

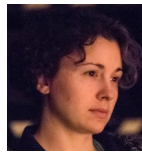
Sandy Bell
President

A special thanks to our Zoom crew!

Kristin Collins—Kristin has been working as a web developer since 2014 and owns her own business, Solid Syntax LLC. Her work has been invaluable helping us analyze the impact of our social media posts. In addition to her help with Zoom, she has helped iron out problems with WordPress on our website.



Caroline Dittamo—Caroline has worked in opera, theater, and music as a stage manager, master electrician, and lighting designer. Past credits include productions for CATCO/Evolution Theatre Company and the Manhattan Arts Center. She currently for CATCO in Columbus, OH, and has family in the Washington Metro area.



Maryland NOW Virtual State Conference
Saturday, May 15th 2021
via Zoom Virtual Meeting Software
10:00 a.m. – 4:00 p.m.

9:45 – 10:00 Sign in

Morning Business

10:00 – 11:30 Morning Business

Welcome (5)

Introduction of Elections Chair & Credentialing Report (5)

Adoption of the Agenda (3)

Adoption of the Conference Rules (5)

Consideration of the Proposed Bylaws Change 2021 (10)

Approval of the 2020 State Conference Minutes (5)

Credentialing Report (3)

Report of the 2021 Nominations/Elections Chair

Report of nominations received/Acceptance of nominations from the floor (5)

Nominations closed, Announcement of Balloting Procedures if needed (10)

In the case of a contested election for any office, candidate remarks (30)

Introduction of the Young Feminist Task Force (10)

(NOTE: if there is extra time in this segment, items from the afternoon business meeting may be addressed.)

11:30 – 11:40 Break

Keynote Speaker

11:40 – 12:30 Introduction and Keynote Speaker remarks

2:30 – 1:00 Lunch break

Workshops

I don't want this outcome, but ..."

Access for Women of Color for Reproductive Rights

Plan B and Birth Control

The Intersectionality of Age and Abortion

1:00 – 1:20 Introduction of panel moderators for the workshop sessions via video

1:20 – 2:10 First Workshop Bank

2:10 - 2:15 Break

2:15 – 3:00 Second Workshop Bank

3:00 – 3:05 Break

3:05 – 4:00 Business Meeting

Completion of Officer Reports, if needed

PAC Report

2021-2022 Discussion and Planning

4:00 Adjournment

Proposed Rules – Maryland NOW 2021 Online Virtual State Conference

May 15, 2021

Registration and Credentialing

- Online conference registration will be open to all NOW members, guests, and visitors. All persons must register for the conference in order to participate in the virtual meeting.
- Registration will be a two-step process. Step One will be that members register electronically using an online form through a link that has been publicized via email, in mailings, and available through Maryland NOW's website. Those whose membership predates 60 days (joined before March 17th) prior to the conference will be considered credentialed and eligible to vote. Step Two will be logging into the Zoom Virtual Meeting software on the appointed day and time to join the conference online. **Completion of both steps will be necessary to affirm a credentialed member's registration process and ability to vote in MD NOW elections.**
- Each conference registrant will be notified by email prior to the conference whether they are eligible to be credentialed to vote at the meeting and for the election of state officers.
 - The designation "attending the conference" will apply to anyone registered through our online form and who has joined the conference via the meeting software.
 - There will be no charge to join the meeting.
 - A member shall be defined as any person whose current dues have been paid to NOW. Members whose dues have not been received sixty (60) days prior to the conference may register and join the online meeting, but may not vote.
 - A guest shall be defined as a person who is a NOW member, but not of Maryland NOW.
 - A visitor shall be defined as a person who is not a member of NOW.

Maryland NOW Online Conference Business Sessions

Motions and debate

- Motions in order at this conference may not involve the organization's finances or any motions involving committing MD NOW's financial resources to a particular issue, project or goal. No motions involving policy or changes in policy will be in order. The chair will only be able to entertain and call for votes on procedural motions involving accepting reports, moving the agenda, ending debate, or calling to order or adjourning sessions of the meeting. On any matter on which a member may wish further consideration, a request can be made that the issue be brought before the Maryland NOW State Council at their first meeting following the online conference for discussion.
- The agenda shall reflect times allotted for each part of the agenda, and if necessary, the chair may appoint a timekeeper and may indicate a specific period of time for each speak-

er to address the body.

- Any NOW member may speak having been recognized by the chair. Guests and visitors may participate after being recognized, and will be identified as a guest or visitor.
- Participants agree to respect the times noted on the agenda. Persons recognized to speak are recognized to address the item under consideration, and no person may speak a second time until everyone has had an opportunity to speak.
 - Speakers must give their name and city or chapter affiliation. In debate, remarks must be germane to the question or pending motion, and members cannot question another's motives or attack another member personally.
 - Using the virtual meeting software, Maryland NOW will record the meeting.

Elections for State Office

- The Nominating Committee Chair will report in Business Session I on names they have received prior to the conference for state office, and nominations may be made from the online body. The Nominations Chair will describe what is in order involving any candidate remarks.
- The Elections Chair will mail ballots following the conference to everyone who registered and logged into the Zoom meeting.
- As stipulated in Maryland NOW's bylaws, elected officers take responsibility for their positions upon announcement of election results. Any official transfers of records, including signatories on bank accounts, must occur within two weeks of the said announcement.

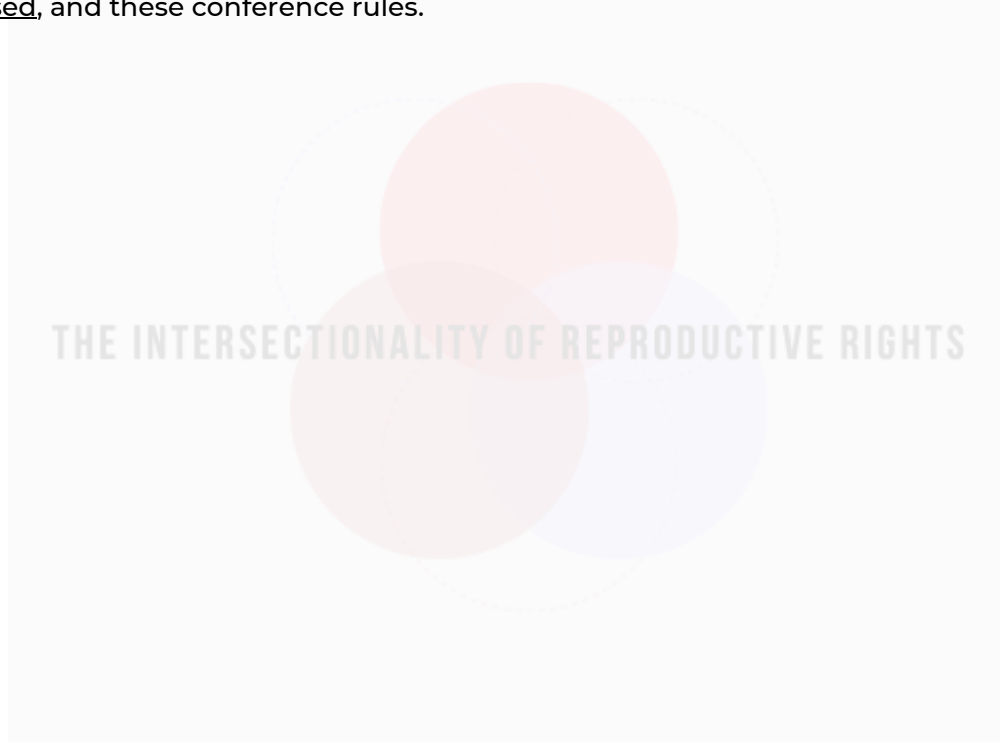
Voting

- During any business meeting segment of the conference, members may vote on procedural motions, resolutions or bylaw questions by utilizing features of the software allowing them to indicate a "raised" hand.
- In the election of state officers:
 - A person serving as Credentials Chair will verify membership for every person who registers for the conference and will notify any registrants of any problems with their eligibility to vote.
 - Voting for state officers will be conducted through a hybrid method involving either online voting or mailed ballots.
 - When the Nominating Committee Chair announces that no further nominations appear to be forthcoming, she/he will make a motion that nominations be closed, which will be considered and voted on by the body. **At that time, no member not previously registered and in attendance at the meeting can register, have their membership credentialed, and log into the online meeting for the purposes of being able to obtain a ballot with the link for online voting and participate in voting for candidates for state office.**
 - Once nominations are closed during the meeting, no write-in names for offices on ballots will be counted.
- Tabulating votes for state officers will be conducted by members of the Elections Committee counting electronically-cast ballots and by counting returned postal ballots.

- A ballot will be mailed to each person eligible to vote who has registered according to conference rules. The ballot will include a list of candidates and a postage-paid reply envelope for the purposes of voting by mail. The ballot will also have both a printed address link to the Survey Monkey ballot and a scannable QR code which will be linked directly to the Survey Monkey ballot.
- Postal ballots must be postmarked prior to May 28th, 2021, and electronic ballots must be cast online by May 28th.
- The Elections Chair and any other members deemed necessary and named by the President shall count the electronic and postal ballots and will announce the election results to the State Council by email.

Authority

- The conference shall be governed by the Bylaws and official policies of the National Organization for Women, the Bylaws of Maryland NOW, Robert's Rules of Order, Newly Revised, and these conference rules.



Maryland NOW Bylaws Proposed Amendment

The COVID Pandemic has forced an issue for societies and organizations who have needed to meet over the past 12 months, in many instances endangering the health of members and in violation of state and local restrictions. Many states with diverse geographic challenges have also struggled for years with various situations that precluded a meeting when one was needed due to weather or other issues.

Last year, Maryland NOW held our state conference by passing a resolution acknowledging that we had no authority in our bylaws to do so, but also acknowledging that to not meet was, as well, a violation of our bylaws. Our state council was already exploring the possibility of virtual meetings prior to the pandemic, and has been meeting virtually since March, 2020.

The latest edition of Robert's Rules recognizes this dilemma, but orders groups to amend their bylaws to officially permit electronic or virtual meetings if they intend to have them.

Even though it is Maryland NOW's plan to thoroughly review our state bylaws for a much-needed update, we felt that we should take the opportunity this year to specifically allow for these types of meetings by asking for approval from our members to add this language at this time.

Notice has been given to every member via a mailing sent on April 15 with the proposed language along with information about this meeting and how they could attend this virtual meeting and join in this debate. .

Article VIII. Meetings

Sec. A. Maryland NOW meetings, including committee, task force, state council, and the state conference, may be held in person, by electronic means, or by hybrid of those two, so long as the meetings provide, at a minimum, conditions of opportunity for simultaneous oral communications among all participating members equivalent to those of meetings held in one room.

Sec. B. Any meeting of Maryland NOW, whether virtual or in person, shall follow the same requirements for holding that kind of meeting, involving notice, and membership requirements, as are listed elsewhere in these bylaws.

Sec. C. If a secret ballot is to be taken for voting on any matter, resolution or candidate for office, the Executive Committee will determine the most secure way to conduct that vote.

Subsequent articles will be re-numbered beginning with Article IX, etc.)

Maryland NOW
P.O. Box 7716
Silver Spring, Maryland 20907



Maryland NOW 2020 State Conference Minutes
Saturday, May 16
Zoom Virtual Meeting
1:00 pm –3:00 pm

The Maryland NOW 2020 Annual State Conference was called to order by President Sandy Bell at 1:00 pm. The Conference Rules, a part of the PDF Folder of Materials along with all other reports and resolutions, sent to each registrant with their link to Zoom for the Conference, were moved and passed.

President Bell recognized Barbara Hays, who delivered the Report of Credentialed Members as of 1:10 pm.: 26 members eligible to vote and 1 visitor

President Bell called for a motion to adopt the Conference Agenda. Beth Corbin so moved and Jen-nierose D'Elia-Dufour seconded. The motion passed and the agenda was adopted as presented.

President Bell recognized Barbara Hays to move a resolution which would affirm the decision of the Maryland NOW State Council to hold the 2020 State Conference in an online setting. Hays explained the need for passage of the resolution, "Resolution in Support of Maryland NOW's Virtual 2020 State Conference" which was in the PDF Folder of Materials. The motion was seconded by Beth Corbin, and passed.

President Bell welcomed state presidents from Arizona, Texas, Virginia, North Carolina and Florida attending to observe our proceedings. Others joined later during the session.

Business Meeting I

The state officers' reports of their work during the year were contained in attendees' PDF Folders. State officers President, Sandy Bell; Executive Vice President, Barbara Hays; Action Vice President, Margie Kotzalas; Secretary, Jerry Blum; and Treasurer, Linda Mahoney answered questions from members. Ideas for Maryland NOW's work for the remainder of the year, the need to get out the vote, both in MD & elsewhere, and other matters given the restrictions facing the country during the COVID-19 pandemic were discussed.

Business Meeting I adjourned for the remarks of our guest speaker at 1:30 pm.

President Bell introduced Maryland Congressional Rep. Jamie Raskin, whose topic was "Looking Ahead in Uncertain Times – Can We Win?" (An audio of his remarks was posted on Maryland NOW's website including questions from attendees.

Raskin reviewed recent bills debated or passed in Congress, briefly discussed the Democratic Primary and who Biden, the presumptive nominee, might choose as a running mate, since he has vowed to choose a woman. Raskin reviewed a number of important races in other states including the following races: GA's 6th District, Lucy McBath; IA's 1st & 3rd Districts, Abby Finkonauer & Cindy Axne respectively;

NJ's 3rd District, Andy Kim; OK's 5th District primary on June 30th, held by Incumbent Democratic Rep. Kendra Horn, only the 3rd woman sent to Congress in this district, challenged by State Senator Stephanie Bice and businessman Terry Neese; VA's 7th District, Abigail Spanberger; PA's 7th District, Susan Wild.

President Bell thanked Rep. Raskin for taking the time to attend the conference.

President Bell convened Business Meeting 2 at 2:00 p.m. Barbara Hays delivered a Credentialing Report: as of 2:00 p.m. 25 members eligible to vote, 5 visitors, & 1 guest.

Nominations and Elections Chair Jennierose D'Elia-Dufour gave a report from the Nominations Committee that nominations had been received for Sandy Bell for President, Barbara Hays for Executive VP, & Linda Mahoney for Treasurer; no nominations for Action VP or Secretary. She invited nominations from the body: Kim Gandy moved the nomination of Jerry Blum for Treasurer, which was seconded by Barbara Hays. No other nominations appearing, she moved that nominations be closed. This was seconded by Barbara Hays.

The two candidates in the contested race for Treasurer gave brief remarks.

Jennierose D'Elia-Dufour explained the balloting process, which will proceed via U.S. Postal Service mail. Ballots will be sent to all attendees registered and credentialed, and online for the Zoom meeting.

President Bell introduced the final portion of the conference agenda at 2:45 pm – a discussion of goals and projects for the coming year.

- Different parts of MD are imposing various restrictions that change over time, so there are large uncertainties to deal with as we move on into 2020.
- We are doing a project to encourage current members to renew.
- We have recently almost completed updating our website, and will be using it more as time goes on to inform both our membership and the public about our activities.
- As our membership is currently mostly white, we need to improve our outreach to feminists of color, especially in both the Northern & Southern Prince George's County & Baltimore chapters.
- We need to be more active on issues that are of importance to the Black & Hispanic communities, and cooperate with groups like Delta & NCNW. The current pandemic makes this much more difficult.
- We need to continue our efforts for a Women's Equality Day celebration.
- We need to develop a coherent message on the subject of alleged sexual assault because it will play a role in the US Presidential campaign.

President Bell thanked everyone for attending and for their patience with Maryland NOW's first effort at a virtual meeting of this size. She expressed the hope that members would return to become involved in Maryland NOW's work.

The meeting was then adjourned.

Speakers And Workshop Conversations



THE INTERSECTIONALITY OF REPRODUCTIVE RIGHTS

Kolieka Seigle

President, California NOW
Keynote Speaker

Workshops & Moderators

Workshop Session I

“I Don’t Want this outcome, but...”

Diana Philip, Moderator

**Access for Women of Color to
Reproductive Rights**

Ana Rodney, Moderator

Workshop Session II

Plan B & Birth Control

Charlotte Hager, Moderator

**The Intersectionality of
Age and Abortion**

Erin Case

Audrey Holzrichter, Moderator

**Maryland NOW 2021 Conference Coordinators
Young Feminist Task Force Leaders**



Maryland NOW's 2021 Keynote Speaker

Kolieka Seigle

President, California NOW

“Centering The Margins”

THE INTERSECTIONALITY OF REPRODUCTIVE RIGHTS

Kolieka Seigle is an intersectional feminist committed to political action, advocacy, and civic engagement. She has spent most of her career seeking to promote democratic participation in underrepresented minorities, and to improve conditions in communities of color.

Seigle currently holds the positions of president of California NOW, executive director of the California NOW Foundation, and chair of the California NOW Political Action Committee. She is California NOW's first African American president. Seigle co-chairs the NOW Global Feminist Committee and serves on the NOW Racial Justice task force.

Kolieka brings over a decade of experience and leadership in Sacramento/Bay Area legislative advocacy, social activism, community organizing and political consulting. Locally, she is president of Black Women United (BWU), a non-profit community-based organization dedicated to the education, protection and advancement of all black women.

Recently returned from a trip to Cuba, Seigle was accepted into the Advancing Women's Health and the Human Rights Delegation, expanding her global feminist advocacy. She has served on the Commission on the Status of Women for the City of Berkeley.

Workshops

Workshop Session I

“I don’t want this outcome, but...”

This workshop focuses on why people need to have access to abortion throughout their pregnancies, and factors that may ultimately lead to abortion whether or not a woman and her family would have initially chosen that option. Medical concerns, financial instability, or abuse can all be factors as to why someone needs to have an abortion at any point during their pregnancy.

Panel Moderator: Diana Philip

Diana Philip has been working in public interest law and nonprofit organizations for over 30 years in issues involving gender-based violence, reproductive justice, civil liberties, and youth advocacy. Diana is a seasoned crisis intervention specialist and advocate having worked many years in domestic violence shelters, rape crisis centers, youth crisis hotlines, and reproductive healthcare clinics. She holds a B.A. in criminal justice and sociology from Indiana University and an M.S. in women’s and gender studies from Towson University. Diana originally joined the staff of NPCM in December, 2014 as Development Director, and was named Executive Director in July, 2015.



Panelists include:

Rev. Dr. Cari Jackson

As Director of Spiritual Care and Activism at the Religious Coalition for Reproductive Choice, Dr. Cari collaborates with religious and community leaders, advocating for reproductive freedom as a vital aspect of human dignity and divine integrity. Cari seeks to help foster a society in which religious pluralism and cultural diversity are valued, as she believes a society’s greatness is reflected in its demonstrated commitment to honor, care for and nurture each individual, especially those most marginalized. Dr. Cari has a Ph.D. in Christian Social Ethics and is the author of several books.



Delegate Pamela Queen

Delegate Pamela Queen, a resident of Olney, Maryland serves on the House Economic Matters Committee and chairs the Banking, Consumer Protection, and Commercial Law Subcommittee. She champions legislation that expands economic opportunities and levels-the-playing field for all residents, improves work-life balance, keeps communities safe, and provides needed services to vulnerable communities. She is a college professor at Morgan State University and serves as faculty advisor for Morgan’s Black Girls Vote Chapter in which she mentors the next generation of public servants. She has resided in Montgomery County for close to 40 years and is an integral part of the community with membership in many social and community groups.



Access for Women of Color for Reproductive Rights

This panel will review the connections between race and access to reproductive rights, with topics such as access to health care, biases within communities of color regarding perceptions of abortion and reproductive rights, the history of communities of color, particularly African-American communities, with physicians and doctors, etc. Communities of color are majorly affected by medical disparities as they are so frequently unable to access the same quality care, whether it be due to economic issues, distance issues, or trust. Reproductive equality will only ever be achieved once this link is acknowledged and repaired.

Panel Moderator: Ana Rodney

Ana Rodney is a mother, doula, and birth advocate based in Baltimore, MD. Ana graduated from Morgan State University with a B.A. in Sociology and Anthropology in 2008. She has been a practicing doula for 12 years, providing emotional support to women throughout their pregnancy and birth journey. With the birth of her son, Ana experienced first hand the blatant instances of discrimination and racist practices in the medical system. She created MOMCares initially as a healing circle for mothers who experienced traumatic birth. Ana is currently a Johns Hopkins Social Innovation lab fellow and MOMCares has been awarded the B-City Grant to do work in her current neighborhood of Druid Heights, Baltimore.

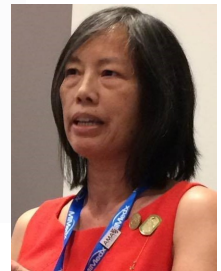


She is committed to her work in the name of resolving the Black maternal health crisis, and is looking forward to expanding her capacity and reach in the coming years.

Panelists include:

Mariquita Anderson

Mariquita has been building database-driven websites since 1995 and uses her IT background to support grassroots activism. She's also a Democratic-Farm-Labor Party District Board Member, a member of the Coalition of Asian American Leaders Minnesota, and the lead organizer of the Twin Cities Japanese Conversation Meetup. She is a graduate of Smith College, and is also the President of Minnesota NOW.



Delegate Joseline Peña Melnyk

Delegate Peña-Melnyk represents portions of Prince George's and Anne Arundel Counties. The Delegate is Vice Chair of the Health and Government Operations Committee, chairs the Public Health and Minority Health Disparities Subcommittee, and is a member of the Government Operations and Health Facilities Subcommittee. She is active with the Legislative Black Caucus of Maryland, the Maryland Legislative Latino Caucus, and the Women Legislators of Maryland Caucus. Regionally, she serves on the Health Committee of the Council of State Governments, Eastern Regional Conference and on the Executive Committee of the National Conference of Hispanic State Legislators.



Workshops

Workshop Session II

Plan B and Birth Control

This panel will discuss contraceptive measures, and how increased accessibility of both long and short-acting contraception is necessary for reproductive health and justice for all women. The panelists will provide an overview of contraceptives available, and restrictions or barriers to each (financial, legal, and distance). For the most effective contraceptives, like an IUD or the pill, individuals must have a prescription, and the panel will discuss methods that have succeeded in breaking down barriers to accessing contraception.

Panel Moderator: Charlotte Hager

Charlotte Hager, MPH, CHES is a former family planning administrator, now consultant, currently working on projects with the Baltimore City Health Department and the Maryland Department of Health to oversee city and statewide initiatives to expand access to full-range contraception and patient-centered reproductive health care for all people no matter income, insurance, sexuality or legal status. Charlotte has extensive knowledge and experience in family planning programming, policy, and research – having spent 14 years working in varying capacities for local and national organizations to address health inequities in the fields of sexual and reproductive health, maternal and child health, and adolescent health both domestically and abroad. Charlotte completed her Masters in Public Health in Maternal and Child Health with a Certificate in Community-Based Program Management at the George Washington University School of Public Health in 2012.



Panelists include:

Diana Philip

Diana Philip has been working in public interest law and nonprofit organizations for over 30 years in issues involving gender-based violence, reproductive justice, civil liberties, and youth advocacy. She holds a B.A. in criminal justice and sociology from Indiana University and an M.S. in women's and gender studies from Towson University. Diana originally joined the staff of NPCM in December, 2014 as Development Director, and was named Executive Director in July, 2015.



Delegate Robyn Lewis



Delegate Lewis (D-District 46 Baltimore City) serves on the Health and Government Operations Committee, the Public Health and Minority Health Disparities Subcommittee, and the Health Occupations and Long Term Care Subcommittee. Her efforts have contributed to advances in human health and environmental sustainability at both local and international levels. She holds a B.A. in Anthropology from the University of Chicago, and an M.P.H. from Columbia University. She loves Baltimore and devotes her energy to helping make it a healthy, livable place for all.

The Intersectionality of Age and Abortion

There are substantial gaps of understanding between generations when it comes to reproductive justice and abortion care. Oftentimes hesitancy or lack of support can come from outdated information or misunderstandings, rather than genuine opposition or resistance. This panel will discuss how to bridge this gap between generations in order to come to genuine understanding – whether within families or other communities -- of the importance abortion care and reproductive justice in modern feminism and equality.

Panel Moderator: Audrey Holzrichter



Audrey is a rising senior at the University of Maryland majoring in Government and Politics and Communications, with a focus on public advocacy and political communications. She is an active member of UMD Democrats and Phi Alpha Delta Pre-Law Fraternity.

Audrey chairs our Communications Committee and manages Maryland NOW's Social Media Accounts.

Our panelists will be two women, one older feminist who has experienced the pre-Roe years and understands the range of attitudes her generation carries on the issue of abortion.

Our younger feminist's voice will be that of Erin Case. Erin's work focuses on dismantling barriers to abortion access: abortion funding, practical support, and fighting anti-choice crisis pregnancy centers. She has ten years of experience in organizing around women's empowerment, LGBTQ+ rights, food justice, and reproductive justice, amongst other things. Over the past several years, she has volunteered as an abortion escort, a case manager for an abortion fund, a manager at an STI testing clinic, and a sexual health educator. She holds a BA from the University of Pittsburgh and an MPH from the University of North Carolina at Chapel Hill.

Maryland NOW 2021 Conference Coordinators The Young Feminist Task Force Leaders



YFTF Chair Kyriss Sabater is a graduating senior at Goucher College, she is a Women, Gender, and Sexuality major and a Latin American Studies minor. She assisted in the creation of the Young Feminist Task Force and aims to continue applying her intersectional studies in her future for the betterment of women's lives.

Riya Seth is a high-school activist and advocate for both legislative and community based change to further gender equality. She is a student leader with a track record of advocating for issues and enabling change through her nonprofit “Light a Lamp” to improve the experiences of women in education and sports. She is a student at River Hill High School in Clarksville, Maryland.



Riya wrote testimony for Maryland NOW in support of SB0427—Public Schools—Provision of Menstrual Hygiene Products.

THE INTERSECTIONALITY OF REPRODUCTIVE RIGHTS



Audrey Holzrichter is a rising senior at the University of Maryland majoring in Government and Politics and Communications, with a focus on public advocacy and political communications. She is an active member of UMD Democrats and Phi Alpha Delta Pre-Law Fraternity.

Audrey chairs our Communications Committee and manages Maryland NOW's Social Media Accounts.

The Young Feminist Task Force was created in February 2021 with these three young women as its first leaders. Audrey initiated outreach through our Facebook page and over 25 young women signed up to learn more about Maryland NOW and to discuss more activist involvement.

The format and organization of this conference was their idea and they have planned many aspects of our annual meeting — using videos and online outreach for Maryland NOW into this critical group of new activists for NOW.

We cannot thank them enough for their work this past year to help us connect with this critical constituency.



Business Meeting Information

State President's Report
May 15, 2021

We “zoomed” into the program year with the first NOW virtual state conference. A few state presidents attended and many others asked questions later about our process because they were going to have to plan for their conferences in the virtual world as well. So without meaning to do so, our conference last year was one of the first models for virtual conferences for the organization!

Although at times, it was hard not being able to physically be in rooms with people, it turns out that Zoom allowed us to see some people that we rarely connect with. NOW state presidents usually see one another once a year at the National Conference but we were able to meet regularly on Zoom. It was wonderful to get to know each other better and to also work together. We co-sponsored events with a couple of other states like Indiana – featuring Mikki Kendall, author of “Hood Feminism” – and Rhode Island – “White Women, Can We Talk”, The Listening Tour presented by a group of state presidents of color.

NOW state chapters are divided into Districts with two or three representatives on the National board. Our District met with our reps frequently and that was also a bonus of Zoom because we didn't have that much contact in the past. This allowed us not only to get familiar with the other state presidents in our District but gave us the opportunity to share our concerns and ideas with our representatives which they took to the National board. The new Chief of Staff at National also held regular meetings with us to let us know what was going on at the NAC and to listen to our concerns.

Our allies also used the virtual world to stay in touch and get their message out. We did events with Maryland NARAL, MLAW, Progressive Maryland, The Women's Law Center of Maryland, Maryland Legislative Coalition, Legislative Briefings in Montgomery and Prince George's County and Frederick's RAW (Raving About Women) Awards. I also stayed in touch with Equality Maryland and Abortion Forward Table.

As the spokesperson for Maryland NOW, besides speaking at some of the above events, I spoke for Maryland women at a rally put together by Tom Hucker, President of the Montgomery County Council asking Governor Hogan to release “Rainy Day” funds to help Marylanders with Covid Relief, which then happened just a day after our event.

Besides many programs on our core issues, the most exciting happenings were the interest of new members. We have for the first time in many years created some Task Forces and Committees to work on our issues, and one of them -- The Young Feminist Task Force -- designed and implemented today's program.

On the political front, Barbara and I are starting to work on getting the PAC ready for the next election cycle. I have attended a couple of fund raisers for our allies like Jamie Raskin and Hala Ayala. My district also lost our Senator, Mike Miller, and I participated in calls to replace him and then to replace Delegate Michael Jackson who was chosen for the Senate Seat. Delegate Jackson was replaced by Rachel Jones, who was a field representative for Ben Cardin, and we're very excited about her appointment. As an active member of my local Democratic Club, I have been able to get the Women's Club to support some of our issues like the ERA. Last, but not least, I worked the Democratic booth at early voting and was so inspired about the numbers of people who came out to participate in our last election. I hope that continues in the future.

I see lots of opportunities in the year ahead, especially working with our own young feminist group and other young activists all over the country.

Sandy Bell, President

Maryland NOW 2021 State Conference May 15th 2021
Report: Barbara Hays, Executive Vice President

I am very happy that many of the projects I had proposed for the 2020-2021 year have continued on despite the COVID-19 Pandemic. Several of my high hopes (a pre-election event in Anne Arundel County, membership work at the 2020 National Conference scheduled for Washington DC, and some membership retention work) couldn't be rescheduled or wasn't practical under the circumstances. But we have also had other successful outreach efforts that have resulted in leadership growth and new areas of development for Maryland NOW.

Work on the Maryland NOW website – a major goal – that we began in February 2020 has continued through this past year. We have focused on outreach through the website and social media to reach new members which we hoped would bring in a younger activist demographic. However prescient it may turn out to have been, the timing couldn't have been better when the COVID pandemic lengthened into summer, fall, and this past winter and we were where we needed to be: online.

Problems experienced by our National Office with mailing into states around the country did not spare Maryland. We realized in May of 2020 as we prepared for our state conference that our members weren't getting renewal mail and we weren't getting new members through what had been National NOW's Direct Mail Program. My plans for specific focus in Membership Retention became limited to using some email to encourage renewals and sending out welcome letters to new members who found us through our website and National NOW's website. We sent out a state-wide mailing in late October to connect with our membership about the election, and invited people to get involved with and/or to help reactivate a chapter near where they lived. I also sent out a 990-piece mailing of a postcard to all members who needed to renew to stay on our lists. This is going to involve a lot of work to fix.

NOW's organizational structure has always encouraged the involvement of new members and the development of new leaders through Task Forces and Committees. As a result of interest reported from the election mailing and new joins through our own website, we were able to identify women interested in becoming involved in Maryland NOW, and we have been able to offer them opportunities in administrative and issue work. Our recent mailing – in a newsletter format – announcing our conference introduced these new leaders to our members. All the task forces and committees are looking for more people, and this is a great way to get involved.

I am grateful for the opportunity to do this work for Maryland NOW and appreciate the support I've been shown, both here in Maryland and in work I've been able to do with NOW leaders around the country to address chapter development and membership retention issues. We all look forward to a great year of growth and new activist and leadership involvement.

Maryland NOW 2021 State Conference
May 15, 2021

Report: Margie Kotzalas, Action Vice President

As the Action VP, I was active in supporting bills presented during the 2021 Maryland State legislative session in Annapolis. I actively worked with women's advocacy groups such as Maryland Business and Professional Women, MCASA, NARAL, Montgomery County Commission for Women, Prince George's County Commission for Women, and the Prince Georges County Family Justice Center to learn about their legislative issues and bills that they are promoting. I also attended the MLAW legislative briefing and provided a vote on the top issues that I wanted them to pursue. As a member of MLAW, my vote was cast as President of Southern Prince George's County NOW. I also wrote emails to Senator Michael Jackson who represents Southern Prince George's County, regarding a veto override of the women's prerelease bill and the bill on marriage as a defense for rape.

For the bills that MD NOW supported, please review the report of the Maryland Legislative Agenda for Women, which appears on their website, and on the Maryland NOW website.

In addition to Maryland legislative issues, I also attended a bipartisan, bicameral virtual Federal congressional briefing: Victims of Crime Act & Violence Against Women Act – Key Legislative and Funding Initiatives to Support Survivors and Prevent Sexual Violence on April 29, 2021. The briefing was hosted by Senators Murry, Shaheen, Murkowski and Representatives Moore, Juster, Speier, Joyce, and Katko. During the briefing, leaders from the Cleveland Rape Crisis Center, Hmong American Women's Association, and the New Hampshire Coalition Against Domestic and Sexual Violence described their programs, how they help women within their communities, and how they spend the funding they receive from these important bills. Most importantly, they described why the bills must be reauthorized by the Senate so that the important work they perform can continue.

And finally, I also attended the Women of the African Diaspora Summit on February 11, 2021, which is organized under the United Nations Women. I participated in their joint campaign with UNESCO (United Nations Educational, Scientific, and Cultural Organization) and FIFA (Federation Internationale de Football Association) to call out and end all forms of discrimination and violence against women and girls worldwide. I signed the Red Card Pledge as the President of Southern Prince George's County NOW.

Treasurer's Report to the 2021 MD NOW State Conference

<u>INCOME</u>	Budgeted 2021	Actual to 4/30/21
Rebates	\$ 8,000.00	\$ 916.57
Interest and Investment Income	\$ 1,100.00	\$ 352.40
Revenue from Events	\$ 0.00	\$ 0.00
Income from Membership Dues	\$ 500.00	\$ 80.00
General Contributions	\$ 500.00	\$ 345.43
Fundraising	<u>\$ 0.00</u>	<u>\$ 0.00</u>
Total Income	\$10,100.00	\$1,694.40

<u>EXPENSES</u>	Budgeted 2021	Actual to 4/30/21
Membership	\$ 1,800.00	\$ 880.77
Chapters	\$ 2,200.00	\$ 126.49
State	\$ 1,300.00	\$ 5.28
Officers' Expenses	\$ 2,928.56	\$ 154.66
Communications	\$ 10,319.96	\$ 2,228.21
Conferences	\$ 4,200.00	\$ 2,740.27
Action/Legislative Outreach	\$ 5,175.00	\$ 0.00
Grants & Contributions to Coalition Partners	<u>\$ 3,000.00</u>	<u>\$ 50.00</u>
Total Expenses	\$ 30,923.52	\$ 6,185.68

Maryland NOW Assets

	01/01/21	04/30/21
Cash on hand	\$ 2,374.28	\$ 3,540.31
Checking—Sun Trust		
Founding Mother's Fund	\$ 1,902.43	\$ 1,902.48
Savings—Sun Trust		
Nita Farrell Bequest	\$ 188,165.45	\$ 182,517.80
Live Oak Bank		
PayPal	\$ 33.68	\$ 23.97

Submitted by: Jerry Blum, Treasurer



**Maryland NOW PAC Report
2021 Maryland NOW State Conference**

May 15, 2021

Our PAC Reports with the Maryland State Board of Elections are up-to-date. Last year we entered all of our financial information about the PAC's records into the State Board of Elections CRIS (Campaign Reporting Information System) program, and we now enter each PAC transaction when it is received. The system generates receipts. It also makes filing much easier. All filed reports can be viewed on the Maryland Campaign Finance website.

We recently have brought in a volunteer who will assist the PAC with administrative work. Crystal Peters has been a NOW member for several years and is very interested in electoral politics. She is also looking at some fundraising ideas for this next year which might enable us to actually give money to some of the women candidates we endorse in the upcoming election cycle. As we get more new members who express an interest in PAC work but wouldn't be from a chapter where they would serve as the chapter's voting representative, we hope to also involve them in administrative work.

We have a PayPal Account that is accessible on our PAC page on the Maryland NOW website for PAC contributions, and plan to look into also setting up a MailChimp account for the PAC and planning some fundraising through email outreach. Our page contains an Authority Line, and we pay an amount to Maryland NOW for the PAC's use of the site each year.

Our current PAC bank account is with SECU; our balance at this time is \$2,003.99.

Sandy Bell

Maryland NOW PAC Chair

Barbara Hays

Maryland NOW PAC Treasurer

Maryland NOW Chapters

Montgomery County NOW 2020-2021 Chapter Report

Jeannette Feldner, President and Membership Chair

Holly Joseph, Treasurer

The pandemic took its toll on our chapter. As with most other organizations, our chapter activity came to a grinding halt in March of 2020. In October of 2020, our President Jennierose D'Elia Dufour and our Secretary Samantha Yost resigned from chapter board positions. Jeannette Feldner stepped up to become President, while Holly Joseph remains our loyal Treasurer.

We activated our chapter by scheduling Before & After Election Happy Hours. National NOW President Christian Nunes was introduced to our members at the "Before" Election Happy Hour in October 2020. We celebrated the Biden/Harris victory at our After Election Happy Hour in November 2020.

MCNOW co-sponsored the MLAW Legislative Briefing and participated on the Planning Committee of the Women's Legislative Briefing, promoting and attending both events in November and late January 2021 respectively.

In January 2021, MCNOW partnered with the Clearinghouse on Women's Issues to present "Successful Collaboration in Feminist Women's Organizations: How Much Is Racism at Play?"

We held a happy hour asking attendees "Who Is Your Favorite Woman in History?" on March 24.

MCNOW participated in the planning and execution of the Marylanders Rise Up for the ERA event at the end of March, co-hosted by Maryland NOW, Maryland Business & Professional Women, the Maryland Women's Heritage Center, and Sisters Lead Sisters Vote—an event that gave history, updates and action plan for getting the Equal Rights Amendment into the US Constitution.

In April 2021, we launched our monthly Women's Hours, discussing Climate Change – A Women's Issue? Our next Women's Hour will be held on May 25, where we will discuss Women During the Time of COVID-19. Both events have local women leaders as speakers and offer suggestions for making a difference.

In addition to these events, our MCNOW Feminist Calendar continues to promote National NOW events and conferences, Maryland NOW meetings, sister organization feminist events, action alerts and news. We also sent out separate legislative action alerts, supporting MLAW-supported bills.

We continue to update our web site, plan meetings, work in collaboration with other women's organizations, build our social media presence and increase active membership.

National Organization for Women MONTGOMERY COUNTY, MARYLAND, CHAPTER
P.O. Box 2301, Rockville, MD 20847-2301 • (301) 368-1917 • info@mcmdnow.org • www.mcmdnow.org



**Baltimore NOW
has been away
for a bit, but
we're coming
back even better!**

We are in the process of:

- Contacting former board members
- Rebooting the Facebook page
- Forming an executive committee
- Emailing past members and NOW members in Baltimore
- Soliciting feedback on chapter priorities
- Supporting pro-woman legislation
- Advocating for Women's Equality Day to become a national holiday
- Supporting ERA efforts

Baltimore NOW is taking the lead in celebrating the Suffrage Centennial in

Baltimore, hosting the local Women's Equality Day Celebration across Maryland event in Druid Hill Park, which will serve as the "official" re-launch of the chapter.

Please contact us if interested in helping reboot the chapter and keeping Baltimore NOW's legacy alive. Make positive change for women in Baltimore—and beyond.

baltnow99@gmail.com

www.facebook.com/BaltimoreNOW

**We can't do it
without you, Hon!**

Anne Arundel County NOW
Maryland NOW State Conference—Chapter Report
May 15, 2021

The Anne Arundel Chapter is located in an area that offers a lot of opportunity for activist work. It has been very active in the past but has also had leaders who went on to become involved in Maryland NOW's leadership leaving the chapter with rather thin leadership. The chapter has good administrative resources, including a bank account. But what's needed more are activists to help plan some events (especially for the upcoming 2022 Gubernatorial Election Cycle) and provide some forums for conversations with new people who are coming forward to become involved in the chapter.

A political "town hall" style event that was in the planning stages for last April revealed a lot of interest on the campuses in the county and with the county's Democratic Central Committee. We plan to revisit that idea and look for ways to use it for our statewide primaries this coming spring.

Recent work by Maryland NOW has identified a number of people who would like to become more active, and Zoom meetings are planned for this summer to get acquainted and make plans for the year.

We invite everyone to attend our welcoming events and work with us to learn how we can involve everyone in what we do. Please write us at AnneArundel@marylandnow.org.

Southern Prince George's County NOW
Chapter Report—2021 Maryland NOW State Conference

Margie Kotzalas

During 2021, I continued work on reestablishing the Southern Prince George's County Chapter of NOW. I prepared bylaws and other documents that are required for submission to Maryland Department of State to reactivate the chapter. I also sent letters and emails to all NOW members who are in the southern communities within Prince George's County. I received a few responses and have engaged those members for participation in future activities.

In order to determine what topics that are of interest in the community, I conducted an informal survey of women of color. I found that their interests were broad and included incarceration of women, education, housing, intimate partner violence, economic equality, and LGBTQIA issues. However the majority of topics fell under the umbrella of the Equal Rights Amendment. I am working to activate a Maryland NOW Domestic/Sexual Violence Task Force .

This winter I participated in weekly workshops put on by Survivors Know, which is an advocacy organization dedicated to eliminating sexual violence and harassment with-

in the workplace. The workshops provided tools and education on Title VI of the Civil Rights Act of 1964 as well as a safe space for talking about workplace harassment and sexual violence. It also provided guidance on taking legal action and organizing within the workplace to combat white supremacy and patriarchy. These tools will be very useful in developing actions for the Domestic/Sexual Violence Task Force and for Southern Prince George's County NOW.

NOW Chapter Work Statewide

Chapter rebuilding work is planned but not as far along as we'd hoped because the COVID pandemic has slowed our ability to reach out and meet people we've identified through mailings and other outreach who want to work on chapters in their counties around the state.

We have identified interested members in the following areas:

Charles County

Eastern Shore Area

Frederick County

Harford County

Howard County

Washington County/Western Maryland

We would like to reorganize the chapters in Prince George's County and have planned to have meetings with some of the women in areas around that county—including the Takoma Park area—to discuss ways to organize interest in the various population areas. We don't see us as being in quarantine forever, and there are many areas where we have been contacted to help start work.

Please write us at membership@marylandnow.org and we'll include you in discussions in any of these areas to set up future activity.

Maryland NOW Task Forces and Committees

Domestic and Sexual Violence

The mission of this task force is to enhance domestic violence awareness through advocacy and education, working to create an equitable safe community for all Marylanders.

Task force members are working to establish long-term projects pertaining to this issue, as well as to take on specific short term goals, such as working to pass legislation, targeting public officials whose comments and actions make it appear that they don't understand this issue.

We're just getting started, but would love to be able to involve more members. Please write us at domesticviolenceTF@marylandnow.org. We're looking forward to including everyone in our work.

Girls and Women in Sports

This taskforce aims to improve the experiences of female athletes in their sport by furthering gender equality

We will work to do this by

increasing the visibility of female athletes, creating a united community to provide support, and combating sexual harassment and gender-based discrimination through legislative and educational means.

This task force work with legislators, writing legislation for issues faced by female athletes in male-dominated/ coed sports. We will work with educational and local organizations to improve their policies to provide better environments for female athletes.

We would love to have new members. If you would like to join us, please visit the Maryland NOW website page "Chapters, Task Forces and Committees" for contact information for our task force.

LGBTQIA – Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual

LGBTQIA Task Force members are working on a three-part series of virtual panel discussions on Gender Identity in the 21st Century which we hope to schedule for this coming summer and fall.

We support not only the issue of lesbian rights in all ways in which it is a part, but will explore gender identity issues to help increase understanding and respect for intersectionality throughout NOW.

We welcome any input and participation – please let us know of your interest using our email: LGBTQIA_TF@marylandnow.org

Young Feminists

The Young Feminist Task Force (YFTF) is inclusive of women, men, people of all genders, and anyone who considers themselves a feminist. The Maryland Young Feminist Task Force aims to examine issues from an intersectional perspective in order to create a better future for the next generation of feminists.

We have been focused on outreach to young feminists through the use of NOW's social media platforms and building relationships with feminist organizations that involve young people. As part of this strategy, we posted across our social media platforms, encouraging young feminists to fill out an interest form for involvement. Over 30 young feminists have responded so far, and we have met as a task force twice to discuss priority issues such as Title IX, reproductive justice, LGBTQIA+ issues, racism, and sexual harassment. High school and college students across the state have joined us for these meetings.

We are planning to publish a YFTF blog on MDNOW's website that will include content created by these young feminists ranging from discussion about the beauty standard, to the importance of the ERA for young women in 2021. Together, we hope to continue to grow as a task force to drive policy change and build a strong network of young intersectional feminists throughout Maryland.

Maryland NOW Bylaws Committee

The bylaws of Maryland NOW have not been seriously examined or revised in well over 30 years. Our basic structure is quite satisfactory but times and technology have changed and possibilities in changes of our officer's job description are becoming clear for 2021 and going forward.

We have also made some revisions over the years to address specific problems without dealing with the whole document and how those small changes might affect everything else.

Going forward from our State Conference in 2021, the Executive committee is proposing a complete review of our bylaws and would like to appoint a committee at that time to begin meeting and discussing what we might want to reexamine. The committee will have members of the Maryland NOW Council but would also like to welcome any Maryland NOW members out there with a strong command of Robert's Rules and an interest in organizational structure and development—we would love to hear from you as well.

We view this as a year-long project, with the end result proposed for adoption of a new bylaws document at our state conference in 2022.

Please contact either Jerry Blum or Barbara Hays if you are interested in being a part of this committee.

Conference Planning Committee

Maryland NOW always needs help with planning and putting on conferences—whether they are issue in nature or our annual state conference. The state is designating our 2022 conference as our 50th Anniversary Conference, given that our state was formed in 1972 and that year was likely our first! We have been through and accomplished a lot and would like to welcome everyone who has been part of the journey, even for a short while, to join us. We would also like to hear from people who knew some of our “founding mothers” who are no longer among us.

Communications Committee

Communications—planning goals for it, funding it, working on it, and getting people to use it—has become very, very important to the growth in activities and leadership this past year. Both things that caused us to need to shift from our past practices were unforeseen events that happened in NOW and in global events. But looking back it almost seems prescient that we started in on this in 2019 and have had it as a centerpiece of our goals and work for the past two years given how all our lives have changed.

We have long been aware that the list of Maryland NOW's contributors for the past 40-plus years were not the women and men from whom we could draw for state and chapter leadership. The need for us to develop different outreach strategies to bring in a younger, more diverse group of leaders and future leaders has become really evident over the past two years. Turning to social media and the Internet to communicate our message was obvious before either the pandemic or National's problems with their direct mail outreach became problems. And many of the issues we've highlighted appear to have resonated well as we've connected with a newer membership base.

Maryland NOW's Website

At last year's State Conference we reported that, after six years of neglect, we had done initial work on Maryland NOW's website to update content and redesign the flow. That work has continued into this past year as we have regularly looked for ways to make the site easier to navigate and to promote events and stories both within NOW and nationally on issues of importance to NOW members.

Social Media

In the past few months, Audrey Holzrichter has taken over posting on our Facebook and Twitter pages. Before January, our social media platforms lacked original and updated MD NOW content, which she has been able to create using various videos and design platforms while still continuing to share relevant articles, tweets from partner organizations, and news sources. Additionally, we have made efforts to utilize social media in outreach efforts to younger feminists. Within the past few months, we have seen exciting growth across our Facebook and Twitter profiles in post interactions, shares, and follows/likes. Additionally, through posting messages advertising the Young Feminist Task Force, we have recruited over 30 young women interested in becoming active members of Maryland NOW.

As a part of increasing our social media presence, we are creating better methods of integrating our social accounts with the website, including the upcoming introduction of the Young Feminist Task Force Blog, which will share original writings from the website onto our social media platforms. We are actively working to keep up our accounts on social media, including starting to post on the MD NOW YouTube for longer format videos. We are excited by the increase in page interactions, and look forward to utilizing social media even more in the future.

Google Analytics

We are currently logging information through Google Analytics to learn as much as we can about the people who are starting to use our website. Unfortunately, while we have month to month numbers for users and the pages they visit, it's too soon to compare that data even to this time last year. Since we have been doing a lot of work on the site, Google has been diligently recording our work as well as new people and it will take several more months of studying data to learn more about how to track and bring back users.

People are using the site for information about National NOW leaders, our work in Annapolis, our chapters and task forces (particularly the ERA), and our events. Our numbers of visitors each month has been steadily rising, and many visitors come from searches for Maryland NOW through Google. We can also track pages viewed when we also have emailed to members about an event or story, as well as how long people stay on our site.

Our pageviews for 2021 have remained consistently above 300 users per month. Our January pages featured Kamala Harris as our nation's first woman vice president and Amanda Gorman, who read her poem, "The Hill We Climb," at Biden's inauguration on Jan 20th.

Audrey Holzrichter, Chair

Kristin Collins, Google Analytics

Barbara Hays, Executive Vice President



MARYLAND NOW BYLAWS

(as amended May 16, 2009)

ARTICLE I. Name

The name of this organization shall be the National Organization for Women, Inc., Maryland; hereinafter referred to as Maryland NOW.

ARTICLE II. Purpose

This organization shall take action within the State of Maryland as a whole to further the purposes and policies of the National Organization for Women, through the coordination of chapter efforts and statewide functions and actions.

ARTICLE III. Membership

A member of Maryland NOW shall be any person whose current dues have been paid to National NOW and whose current state dues have been received by the Treasurer of Maryland NOW.

ARTICLE IV. Diversity

Maryland NOW and its member chapters shall work together in every way possible to achieve diversity throughout the organization, including both representation of diversity in our leadership and in our membership, in our outreach and coalition work, and to work in the communities of our state to end discrimination of all kinds.

No policy or action of Maryland NOW shall have the intent or effect of discriminating against any member because of race or ethnicity, economic status, sexual orientation, physical ability or age.

ARTICLE V. Structure

The structure of Maryland NOW shall be:

- A. The State Conference
- B. The State Council
- C. The Executive Committee
- D. State Task Force Chairs

ARTICLE VI. State Conference

Sec. A. The purpose of the State Conference shall be to elect officers, establish policy, adopt program priorities, elect at-large delegates to the National NOW Conference, and transact such other business as may come before the members.

Sec. B. The State Conference shall be held annually and at least 33 days prior to the National Conference.

Sec. C. The Council shall determine the date, place, and agenda of the conference, and shall give at least four (4) weeks' notice thereof. The agenda must include the results of the financial review outlined in Article VIII. Section 6. Treasurer's Duties.

Sec. D. Persons who have been members of Maryland NOW for 60 days and who are duly registered and in attendance may participate in all conference activities and vote. No NOW member shall be required to pay a fee in order to participate in the business of the conference and no distinction of any kind shall be drawn between those able to pay fees and those unable to pay fees.

Sec. E. A quorum for the transaction of business shall consist of at least 60% of members who are registered and in attendance, including two state officers; in addition, one-third of all Maryland NOW chapters shall be represented.

Sec. F. At-large members of NOW residing in Maryland shall elect delegates and alternates to the National Conference at the State Conference in accordance to the ratio that applies to the member chapters as stated in the National Bylaws.

Sec. G. Each member chapter will submit to the Maryland State Conference an annual written status report.

Article VI. State Council

Sec. A. The State Council shall manage the affairs and control the funds and property of the organization, and may adopt necessary rules and regulations to be included and updated in the Maryland NOW Policy Manual, all being subject to the instructions or decisions of the State Conference, provided that actions taken by the Council shall not be in opposition to, nor in modification of the purpose or policy of the National or State organization. The Council shall take such other action as is necessary to implement the purpose of the organization.

Sec. B. Member Chapters

1. A member chapter is a chartered chapter of the National Organization for Women within the State of Maryland or
2. A convening group of the National Organization for Women within the State of Maryland that has applied for a provisional charter.

Sec. C. Council Membership

1. Each member chapter shall be entitled to two (2) voting delegates as members of the Council.
2. A State Council delegate must be a member in good standing of a Maryland NOW chapter who has been selected from that chapter. A chapter delegate has the responsibility of presenting chapter views to the State Council and of communicating Council decisions to her/his chapter.
3. State officers and the State Task Forces and Committee Chairs shall be voting members of the State Council but shall not represent their chapters.

Sec. D. Council Meetings

1. Regular meetings of the Council shall be held at least six times per year. Notification shall be sent to Council members at least twenty-one (21) days in advance. A proposed agenda will be pre-circulated at least three (3) days prior to the meeting.
2. Special meetings of the Council may be called by the State President(s) or at least four (4) Council members representing at least two (2) member chapters with notification to all Council members.
3. Meetings of the council shall be open to any member of the National Organization for Women, unless the Council votes to go into Executive Session.
4. All votes taken shall be decided by the Council members present and voting.
5. A quorum shall consist of at least 30% of the Council members, representing at least 30% of member chapters; in addition, two (2) state officers not representing their member chapters shall be required for a state council meeting to take place.
6. Meetings by conference call may constitute a meeting, with the same requirements of notice and pre-circulation of the agenda applying. Upon majority agreement of council members at a meeting, a motion or resolution may be voted upon by email at a future date. Members present at the council meeting who have not registered a vote within twenty-four (24) hours of the posting of a motion or resolution will be contacted by phone or mail to determine their vote.
7. State Council shall whenever possible schedule voting on substantive matters as to allow discussion at chapter level and the receipt of instructions from their chapter by delegates.

Article VIII. Officers

Sec. A. State Officers are:

1. State President(s): one person may serve, or two persons may serve as co-presidents.
2. Vice President—Executive
3. Vice President—Action
4. Secretary
5. Treasurer

Sec. B. State President(s) shall:

1. Serve as primary spokesperson(s) for Maryland NOW.
2. Serve as liaison with the Middle Atlantic Regional Organization and with the National Organization for Women regarding Maryland NOW activities.
3. Develop the agenda and preside at the State Conference.
4. Develop and present the agenda and conduct the State Council meetings.
5. Appoint, subject to Council approval, State Task Force and Committee Chairs who shall coordinate statewide task forces and committee efforts.
6. Develop, with the State Council, State functions and actions.
7. Serve as Chair of the Maryland NOW Political Action Committee.

Sec. C. Vice President—Executive shall:

1. Coordinate the administrative functions of Maryland NOW, and serve as liaison to the Committees.
2. Coordinate publicity for State functions and actions.
3. Preside at the State Conference, State Council, and Executive Committee meetings in the absence of the President; assume the position of President in the event of a vacancy in that position.
4. Serve as chair of the Maryland NOW Political Action Committee when designated by the State President(s).

Sec. D. Vice President—Action shall:

1. Coordinate statewide action programs, including State and National legislative efforts.
2. Serve as liaison with the chapters, the State Task Forces, and other resource persons.
3. Serve as Chair of the Maryland NOW Political Action Committee when designated by the State President(s).

Sec. E. Secretary shall:

1. Record the minutes of all State Council meetings and send copies to Council members and chapter presidents.
2. Assist the presiding officer on voting matters at meetings and conferences.
3. Assist the President(s) in preparation of correspondence.
4. Maintain a roster of State Council members and chapter presidents.
5. Serve as Chair of the Maryland NOW Political Action Committee when designated by the State President(s).

Sec. F. Treasurer shall:

1. Receive all funds of Maryland NOW and deposit them in such banks and accounts as are approved by the Council. Two (2) Maryland NOW officers will be co-signers on all Maryland NOW accounts. No account may be closed without an affirmative vote of the council.
2. Disperse funds in accordance with the approved budget.
3. Submit tax forms to appropriate State and Federal governments as required by law, to be reviewed by the Executive Committee.
4. Make regular financial reports to the Council and a financial statement to the State Conference.
5. Submit the books and accounts for financial review at the Council meeting prior to

the State Conference. This review must include the ability of Council members to examine bank statements for all Maryland NOW accounts as well as reports as well as reports submitted by the Treasurer during the preceding year. The Treasurer shall distribute the results of the financial review to the chapters at the annual state conference.

6. Coordinate the development of an annual budget and submit it to the Council for adoption.

7. Act as liaison with chapter treasurers to collect dues and transact other business as required.

8. Collect dues from and maintain and make available to the Council membership lists of non-chapter National NOW members who have joined Maryland NOW.

9. Serve as Treasurer of the Maryland NOW Political Action Committee.

Sec. G. Officers may delegate prescribed duties to Maryland NOW members as necessary, but may not delegate the responsibility for the performance of such duties.

ARTICLE IX. Executive Committee

Sec. A. The Executive Committee shall be the elected Maryland NOW officers.

Sec. B. This committee shall meet as necessary between State Council meetings.

Sec. C. This committee will be accountable to the State Council for its actions and decisions.

ARTICLE X. State Task Forces and Committees

Sec. A. Task Forces shall be formed to plan and direct the work necessary to realize the goals of Maryland NOW in specific issue areas. Committees shall be formed to carry out ongoing administrative functions.

Sec. B. Task Forces and Committees shall be established by, selected by, and responsible to the State Council. One of the established committees must be a Budget Committee. The number of Task Forces and Committees in existence at any given time shall not exceed a total of ten (10).

Sec. C. Task Forces and Committee Chairs shall be Maryland NOW members and shall be appointed by the State President(s) subject to Council approval by majority vote. Task Forces and Committees shall be composed of the Chair and other Maryland NOW members in good standing.

Sec. D. Task Forces and Committees shall:

1. Coordinate the efforts to achieve Task Force and Committee goals, including implementation at the chapter level.
2. Submit to the State Council an annual plan and budget proposal consistent with their goals and objectives; in addition, all action proposals must be submitted for approval.
3. Present a status report at each State Council meeting and an annual report at the State Conference.

Sec. E. Task Force and Committee Chairs shall maintain their title and the responsibility and privileges thereof until another Chair is appointed and approved by the State Council or until the Task Force or Committee is declared inactive.

ARTICLE XI. Eligibility, Elections, and Terms of Office

Sec. A. To be eligible for office, a candidate must have been a member of Maryland NOW for a minimum of one (1) year. To serve as president or treasurer, a candidate must have attended at least three (3) state council meetings.

Sec. B. No more than two (2) officers shall be from the same chapter. In the event that more than two persons from one chapter are nominated for separate offices, the elections of officers shall take place in the following order: President, Vice President—Executive, Vice Presi-

dent—Action, Secretary, and Treasurer.

Sec. C. Officers of Maryland NOW shall be elected at each annual State Conference and shall serve from the conclusion of the annual State Conference at which they were elected until the conclusion of the next succeeding conference. All officers, at the end of their term, must turn over all files they were given upon taking the office they have held as well as all files and property pertaining to their activities during their term, at the State Conference or at the meeting at which a new officer is elected.

Sec. D. In the event of a vacancy in an office other than the Presidency, the office shall be filled by the State Council.

ARTICLE XII. Finances

Sec. A. The fiscal year shall be from January 1st to December 31st.

Sec. B. The amount of dues of each member, including at-large members, shall be set by a two-thirds vote of the State Council members present and voting.

Sec. C. The Budget Committee shall prepare a proposed annual budget for the fiscal year, and distribute it to the State Council members at least thirty (30) days after the State Conference, and within sixty (60) days of the beginning of the fiscal year, giving thirty (30) days notice before the State Council meeting at which it is to be adopted. Review and revision of the budget may occur at any State Council meeting.

ARTICLE XIII. Grievance Committee

Sec. A. It shall be the responsibility of the State Council to resolve member and chapter grievances brought to its attention, only after all other grievance remedies at the local levels have been exhausted.

Sec. B. The State Council shall appoint, by lot, three of its disinterested members who shall arbitrate the grievance pursuant to applicable disciplinary procedures provided by the parliamentary authority designated by these bylaws and who shall recommend appropriate action for the State Council for approval.

Article XIV. Amendment of the Bylaws

Sec. A. Bylaws changes may be proposed by

1. The State Bylaws Committee,
2. the boards of three (3) Maryland NOW member chapters, or
3. forty (40) Maryland NOW members, whose signatures must be dated, from at least four (4) members chapters.

Sec. B. When method 2) or 3) is used, proposals must be submitted in writing to the State Bylaws Chair at least 45 days prior to the State Conference.

Sec. C. Proposed bylaws changes shall be submitted by the Bylaws Committee to the membership in writing at least thirty (30) days before the State Conference.

Sec. D. These bylaws may be amended at a Maryland NOW State Conference by a two-thirds vote of those present and voting.

Article XV. Rules of Order

Any operating procedures of Maryland NOW not covered by these bylaws or in the Maryland NOW Policy Manual are governed by Robert's Rules of Order, Newly Revised, where applicable.

Duties of the officers (2021)

(If you are considering becoming a state officer of Maryland NOW, we offer the following more in-depth description of the roles that we currently must fill.)

The bylaws of Maryland NOW have not been revised for quite some time. Compared with the early 1970s we live in a very different world. Not only has technology changed much of what we do, but it has also resulted in the need to shift various officer responsibilities among members of the Executive Committee. For example, the old bylaws make no mention of social media or our website, and those things are now a major part of what we do. The way we work with endorsed legislation has changed with our close work as a coalition partner of the Maryland Legislative Agenda for Women (MLAW). We use more email to communicate with our members today, but it's unclear whether we are actually connecting with members as we inform them of events and news of importance to NOW.

The bylaws as they are now written immediately precede this topic, and are also posted on Maryland NOW's website

A bylaws committee is planned for the 2021-2022 Program Year to work on these needed changes, but meanwhile what is written below attempts to outline the positions as they have evolved over time and as officers are performing these jobs today.

THE INTERSECTIONALITY OF REPRODUCTIVE RIGHTS

The Duties of Maryland NOW Officers

President – The president of Maryland NOW is the organization's primary spokesperson, serves as our liaison with other entities within NOW's national structure, i.e., the State President's Caucus. The president also represents Maryland NOW to other organizations and coalitions in the state. The president develops the agenda and presides at State Council meetings, appoints with the approval of the council Task Force and Committee chairs, develops with the task forces, committees, and council most state functions and actions. One of the committees established must be a Budget Committee. The state president is presently the Chair of the Maryland NOW PAC.

Executive Vice President – coordinates the administrative functions of Maryland NOW, which presently also includes communications (website, social media, and mail to members), membership, and publicity for the organization. This officer also serves as liaison to the state's committees. This officer presides at state meetings in the absence of the president, and assumes the position of President in event of a vacancy in that position. The officer assists the President with any work delegated to them. This officer is currently the Treasurer of the Maryland NOW PAC.

Action Vice President – coordinates statewide action programs including state and national legislative initiatives and writing testimony for legislation during the legislative session. This officer organizes our lobbying efforts in Annapolis, including any Lobby Days done with coalition partners or just with Maryland NOW members. Maryland NOW's presence at action events here in Maryland and at national gatherings in Washington, DC is important and helps us with visibility to prospective members. This person serves as a liaison with the chapters and state task forces.

Secretary – maintains a record of minutes at any state meeting and makes them available to the

state's leadership. This person assists the president at state meetings, in the preparation of correspondence, and in maintaining a list of the state chapter leaders and council members, maintaining contacts and email lists. This person should also assist with writing letters (legislative, condolence, invitations) to Members of Congress and Maryland's General Assembly. This position could be expanded to include communication on social media. With several exceptions it has not been filled on a regular basis for most of the last 10 years.

Treasurer – manages the financial records of Maryland NOW and makes regular reports to the council, receives all income and deposits these funds into the appropriate state accounts. The treasurer must make sure all accounts are, if necessary, changed over to the names of current officers and that the required online access to Maryland NOW accounts is established to create the transparency necessary. This officer disperses any funds in accordance with the state's budget, coordinates the filing of our IRS 990 Tax Form and makes a full financial accounting to the council, including account statements, each year immediately prior to the State Conference. This officer works with the Executive Committee and the Budget Committee to develop a state budget which must be approved by the council prior to Dec. 31 or Maryland NOW's fiscal year.

It is the practice of Maryland NOW's Executive Committee to shift any designated responsibilities among themselves, based on each officers' skills and expertise, as well as time availability. The PAC officers can also be shifted for any reason, including an individual's need to satisfy compliance with the Hatch Act.

One issue that has been a problem in past years and continues is that many of our coalition partners, and even entities within NOW have leadership for whom this work is a full-time paid position. We do not currently pay our officers a salary and these women and men are frequently balancing family responsibilities, NOW responsibilities, and job responsibilities. Meetings with these groups often occur during a business day and can span time zones. Representing NOW at these meetings and events may be one of the responsibilities that the officers must juggle amongst themselves.

Maryland NOW produced newsletters that were sent – at least quarterly – to our entire membership, and membership renewals and overall retention wasn't much of a problem. Now contributors and members need more attention from us and none of that is a part of any specific officer's duties.

If you would like to consider serving on Maryland NOW's Executive Committee, or in a role with one of our Task Forces or Administrative Committees please contact our Nominations Chair (elections2021@marylandnow.org), our state president, or one of the officers currently serving in the role.

What are YOU doing for Women's Equality Day? How are you planning to celebrate the Suffrage Centennial?



Women's Equality Day Celebration across Maryland is:

- ✓ FREE, non-partisan, and open to ALL women and their families
- ✓ Held in parks across the state, from the mountains to the shore
- ✓ About sisterhood, fun, and finding your voice



WSPU poster by Hilda Dallas 1909

Contact WEDCacrossMD@yahoo.com to learn how YOU can help make this celebration happen.

AUGUST 28, 2021 - time may vary based on location - **See you there!**

WEDCacrossMD on FB, TW & IG ✓ #WEDC #Suffrage #HardWonNotDone

Women's Equality Day Celebration across Maryland (WEDC) Yesterday's Progress - Today's Power - Tomorrow's Potential

1. Save the Date & Celebrate

Join us on August 28 at your local WEDC event:

- + Allegany
- + Baltimore City
- + Garrett
- + Montgomery
- + Prince George's
- + Southern Maryland
- + Worcester

2. Help us Connect & Coordinate



Help fill in the gaps: Connect us to groups that might be interested in co-hosting a WEDC event in more counties!

3. Spread the Word & Support

Help spread the word: Like/Follow "WEDCacrossMD" on Facebook, Twitter & Instagram

>> Please also consider: Join our coalition (non-financial), become a sponsor, or make a donation (no matter how small)

SPONSORS: Maryland NOW, The Daily Record, WYPR; **COALITION PARTNERS:** 19th Amendment Commission, Business & Professional Women of MD, MD Commission for Women, MD Women's Heritage Center, Women's Law Center-MD; AAUW-Garrett Branch, DuBois Circle, Montgomery Co WEDC, WAC-Greater Allegany, 100SA-Worcester Co