



The Marylander

Volume 90 #4 December 2021

President, Erin Prangley

Susan Wierman, Editor

<http://aauw-md.aauw.net>

email: aauw-md@aauw.org

Mission: To advance gender equity for women and girls through research, education, and advocacy.

Winter Board Meeting

Mon., January 17, 2022, 6 pm

Send reports and agenda requests to

Erin Prangley & copy to Eileen Menton

Online: link will be distributed via e-mail

Invitation to AAUW Maryland 2022 State Convention

The members of AAUW Anne Arundel County branch are pleased to invite you to historic Annapolis for the 2022 Annual State Convention, Friday and Saturday, March 25-26. Activities planned for the convention will celebrate the 50th anniversary of Title IX.

Our festivities begin with a **tour of the historic Maryland State House on Friday at 4:00 p.m., led by Maryland Senator Edward Riley**. Our State House is the oldest state capitol in continuous legislative use and the only state capitol to have served as the US Capitol. Based on our previous experience Senator Riley leads a very interesting tour!

After the tour, we hope you will join us in the dock area for dinner at 6 p.m. at Latitude 38. **Make sure to register early so that we reserve seats for you at dinner.** Dinner is at the expense of each individual diner. Late-comers can dine on their own at 7 p.m.

We will also be hosting a **Silent Auction with items donated by each of the branches as well as local merchants**. The auction will benefit the Women of Distinction Ceremony at the 2022 National Conference for College Women Student Leaders held annually at the University of Maryland in College Park in late May. The Conference attracts more than 1,000 female students from throughout the United States. As the platinum sponsor of the Ceremony on Friday evening, AAUW Maryland names its own Woman of Distinction. This year we will award the honor to Dr. Patricia D. Stocker. (See related articles in this issue.)

AAUW MD 2022 Convention

Pre-meeting events Friday, March 25:

4 pm Guided Tour of the Historic Maryland Statehouse

6 pm Dinner at Latitude 38

Saturday, March 26

9:00 am – 4:30 pm

Annapolis, MD

Title IX: 50 Years of Progress

Keynote speaker: Sara Collina, J.D

Register now & save! Details inside.



Convention Program Highlights

Saturday, March 26, 2022

9 am – 4:30 pm

Unitarian Universalist Church
333 Dubois Rd, Annapolis, MD 21401

TITLE IX: 50 YEARS OF PROGRESS

Whether watching the Olympics or other sports on television, it is impossible to miss the impacts of Title IX, passed 50 years ago. Women earned more medals in the last Olympics than men did. But it is important to note that the original Title IX legislation, signed by President Nixon, didn't actually mention athletics as a focus. Rather, it noted only that no person shall be excluded based on their sex (or gender identity) from participation in any program or activity receiving federal financial assistance. It is also under Title IX that women have been able to get accountability for sexual harassment and sexual violence.

At this year's AAUW State Convention we will look at the implications of Title IX, with an emphasis on educational institutions throughout our country, by celebrating its successes over the past 50 years as well as exploring how we may improve on its provisions in the future.

Keynote Speaker
Sara Collina, J.D.



Sara Collina, J.D., teaches courses related to sex and gender public policy in the Women's and Gender Studies Program at Georgetown University. As an expert on Title IX, Sara has been involved in efforts to reform sexual harassment policies at universities and in workplaces. She is also the founder and director of Blueberry Hill Strategies, whose mission is to assist gender justice and health care advocacy organizations thrive. Sara recently received The Dorothy Brown Award, a university-wide award for Outstanding Teaching Achievement (May 2020). Students nominate and select the award winner. Sara is a passionate teacher who believes that most of us dramatically underestimate our ability to learn.

Saturday Afternoon, the AAUW Maryland Business Meeting will include election of officers.
Don't miss it!



Covid-19 vaccinations are required. We will observe the current Maryland and Anne Arundel County guidelines for covid-19 during the convention.



News & Announcements

AAUW Maryland Advocacy Training

By Roxann King, AAUW MD Public Policy Vice President

Register now for Advocacy Training prior to the beginning of the 2022 Maryland General Assembly. It will be held on Zoom at **7:30 p.m. on Thursday, January 6**, for about one hour. We will discuss how to respond to an MLAW Action Alert, how to use the Maryland General Assembly website and supporting national issues through the Two- Minute Activist. Here is a link to the Evite invitation where members can sign up. <http://evite.me/zY917aFHJJ>

(See more from Roxann on pp. 7-8.)



Honoring Pat Stocker: AAUW Maryland's 2022 Woman of Distinction

*By Dian Belanger, AAUW MD Funds
Vice President*

At our fall conference in September, AAUW Maryland enthusiastically endorsed Dr. Pat Stocker as our state's Woman of Distinction for 2022. In her honor **we have committed to raise \$20,000 by April 1st**, making AAUW Maryland a platinum sponsor of AAUW's annual National Conference for College Women Student Leaders' preeminent event, the Women of Distinction awards ceremony. She, like the nationally selected notable women, will share a bit of her impressive story with the young student leaders and offer them advice from her experience.

Most recently, Pat, as AAUW Maryland co-Program Vice President, has substantively advanced our mission by bringing us distinguished speakers, panels, and Zoom webinars addressing issues of timely importance to women and to building a more inclusive society. She has served as our state president and continues as president of the Bethesda-Chevy Chase Branch.

Pat's long career has enhanced the academic, corporate, nonprofit, and volunteer worlds. She remains tireless in her commitment to women's equality, indeed to justice for and embrace of all humanity. For more, please see <http://aauw-md.aauw.net>.

So now, "all" we need is \$20k! I am delighted to share that, thanks to the initiative of Tracy Lantz, a fundraising committee (Tracy and I, Inge Baer, Charlene Currie, Jacki Gray, Ella Iams, Eileen Menton, Diane Roca, Anita Rosen, Christine Schmitz, and Susan Wierman) has already met and subgroups are at work on such fun and profit-making activities as a Tea honoring Pat, an auction of pertinent goods and services, a raffle. Branch leaders, we urge you develop your own creative fundraisers—and also respond to the challenge you'll receive from Ella Iams (and reprinted here; see p. 4).

Meanwhile, your individual donation—in any amount—is welcome at any time; give early and often! You may contribute online or by check. (See instructions below.) But also, if eligible, please consider tapping your IRA Required Minimum Distribution to benefit our worthy cause. If all or some of your RMD goes directly to the Maryland Woman of Distinction (NCCWSL) Fund (#4355), you pay no taxes on that amount. You're less likely to miss what you've not touched in years. Consult your financial adviser for process details. Donations of stock are also welcome. Happily, a few generous gifts have already been received. Thank you!

To donate online: Go to www.aauw.org and click Donate button at top right. Scroll to very bottom and click Give to Support NCCWSL (tiny print).

Click second box: Maryland Woman of Distinction (NCCWSL) Fund [4355].

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Choose \$ amount and whether one time or monthly payment. Click Donate Now to provide ID and payment card information.

To donate by check: Make check payable to AAUW and indicate Fund 4355, Maryland Woman of Distinction (NCCWSL) Fund on memo line. Mail to AAUW, 1310 L Street, NW, Suite 1000, Washington, DC 20005.

AAUW Maryland Challenge to Branches

By Ella Iams,

Woman of Distinction Committee

AAUW Maryland is challenging each Maryland Branch to raise money to support our Maryland Woman of Distinction Honoree for 2022, Dr. Pat Stocker, who will address college student leaders as part of the annual National Conference for College Student Women Leaders (NCCWSL) in early June. Pat is currently the President of the Bethesda-Chevy-Chase Branch. Previously, she served as AAUW Maryland President and is current co-Program Vice President. She has helped organize stimulating programs for both Branch and State meetings.

Donations from Branch members across the state will help AAUW MD reach the goal of \$20,000 as a platinum sponsor of the Women of Distinction event. The deadline for contributions April 1, 2022.

AAUW Maryland challenges each branch to have all its Board members and fifty percent of Branch members contribute to the Maryland Woman of Distinction Fund. Branches who meet this contribution goal will be recognized at the AAUW Maryland Summer Conference. To receive recognition, your Branch should designate one member to keep track of the number of donations from Board and Branch members. That designated person should **notify Ella Iams by May 31 if the branch met the goal.** Ella Iams can be reached by email at ella.w.iams@gmail.com or phone 301-564-9537 or mail 5516 Oakmont Avenue Bethesda, MD 20817.

December 2021



Membership Report

*By Christine Schmitz, AAUW MD
Membership Vice President*

Want to boost your Branch membership? The “Shape the Future” membership campaign is a tool that branches can use to recruit new members. Branches can offer 50% off national dues when prospective members join AAUW at an event or meeting. The branch also earns one free national membership for every two new members they recruit, with a maximum of three free memberships annually.

Hold an event or meeting that highlights the AAUW mission. The top reason people join AAUW is because of our mission. Invite participants to join on the spot to receive 50% off the national dues. Through Shape the Future the discounted national dues are only \$31.00. Have the participant complete a membership form and pay the discounted national dues, plus pay the State and your branch dues.

Who is eligible for membership? AAUW membership is open to anyone with an associate degree (or equivalent, e.g. RN) or higher from an accredited educational institution. A new member is someone entirely new to AAUW or an individual who rejoins after two or more years of lapsed membership.

How to redeem free membership? Check the National Membership Database to see how many free memberships you have earned. These can be given to anyone who qualifies for membership. They must be used within the fiscal year in which they are earned.

For questions concerning membership please contact Christine Schmitz:
Christine.schmitz@glassjacobsonia.com



Branch News

Anne Arundel County Branch

Greetings from Anne Arundel County. Most recently we held a very successful book sale to raise funds for scholarships. Preliminary results show that we earned more than \$15,000. We give out as many scholarships as possible to those going on to a four-year college from our county community college and to others returning to school.

We held our book sale in a large store that was loaned to us for two weeks. We collect books over several months, from July to October, then hold our sale in November. The sale brings in many old and new friends and gives us a chance for camaraderie amongst ourselves and the public.

This is something that we have been missing due to the pandemic. We have not been meeting in person except for small groups, such as our book groups, Great Decisions group, and bridge groups.

On March 25-26 we will be hosting the statewide convention, and we are looking forward to seeing many of you here in Annapolis. (*See more on p. 10.*)

It has been difficult for us, as I am sure it has been for your branches, to get together in person. But we remain dedicated to our goals of gender equity in education and in the workforce.

Alice Harrison, Co-President for Anne Arundel County

Garrett County Branch

The highlight of the AAUW-Garrett Branch summer was the Women's Equality Day 2021 Celebration, which due to the pandemic was about 18 months in the planning. On Saturday, August 28, 2021, in Sang Run State Park in McHenry, MD, we held our grand celebration. AAUW-Garrett Branch was the lead sponsor of the event in collaboration with a planning group with members from six women's organizations



in Garrett County and the Maryland State Park/DNR. It was a wonderful event that celebrated the 100th year anniversary of the passage of the 19th amendment giving women the right to vote. The highlights of the day included a march into the park with marchers singing a traditional Suffragist song; the performance of AAUW-Garrett Branch's production of the "Women's Monologues: Maryland Suffragists" which included portrayals of several women from Garrett County suffrage history; and the rededication after renovation of the 1872 Sang Run Election House, where women in Sang Run voted for the first time in 1920. It truly was a memorable day!!

As has been the case for so many branches, fundraising for us in AAUW-Garrett Branch continues to be a challenge. Before COVID-19 hit, we had been gifted an original piece of artwork by local paper artist Annie Morris Simcoe (www.abphart.com) to be raffled off during the year, celebrating the 100th anniversary of the Women's Right to Vote. The piece is one-of-a-kind and features a Suffragist on a Bicycle. Annie creates and colors her hand-made papers from local plants and then sews the paper into her beautiful art. We are so grateful and fortunate that she has donated this piece to us. We also invested in notecards featuring that work. Selling the raffle tickets and note cards this year has been difficult, as in-person events and tabling

opportunities were limited by high rates of COVID-19 cases in Garrett County. So, we finally placed the raffle tickets and notecards online at www.givebutter.org/aauw-garrett to expand the audience for their items. Because we missed so many months of possible fund-raising activities, we will need everyone's help this year in ensuring we have enough money to cover our costs, especially our scholarship commitments. We are hoping that other branches might share the availability of these items on their own social media.

Please help us with purchasing notecards. The notecards make wonderful holiday gifts! Thanks in advance for your help and support.



For more information about AAUW-Garrett Branch, please visit us on Facebook or email Judy A. Carbone, President, at judy@corgi-cottage.com. Thank you.

Gaithersburg Branch

Congratulations to the Gaithersburg branch, which will celebrate its 50th anniversary in 2022!

Howard County Branch

On October 13 at Bertucci's Restaurant in Columbia we had our first in-person branch meeting and luncheon since COVID-19 descended upon us. Everyone was excited to see each other in person again! As part of our efforts in diversity and inclusion, we heard a presentation at the meeting on the highlights of the Association of Community Services' Self-Sufficiency Indicators Report by one of its authors. Findings show how different racial and ethnic groups experience disparate impacts across our systems in Howard County. The report gave us a good understanding of laws, government policies, written and unwritten practices, and workplace cultures that shape our experiences. It also revealed areas where our members might be able to help

those most at risk of and experience financial instability.

We are very pleased to announce that last month we completed our donation of \$15,000 to HCC's academic scholarships for non-traditional women trying to complete their education while often times supporting a family. Once a month a group of us volunteer at the Howard County Food Bank as one way to help out the community. We've also started to make donations to Howard Community College's (HCC) Food Pantry to benefit basic student needs with nutritional food.

To bring us together once again, in December we are dining at King's Contrivance Restaurant in lieu of a holiday party this year. Additionally, in January we are going to Toby's Dinner Theater for a performance and dinner as a fun way to raise funds for our scholarships.

Beth Hayden, President

Kensington-Rockville Branch

Uncooperative COVID-19 numbers dashed branch hopes for an in-person ingathering this fall and continue to keep Kensington-Rockville on Zoom. With many activist members we have focused this fall on critical issues facing our community, state, and nation.

- We learned about Montgomery County's proposed Climate Action Plan, ably presented by environmental geologist and AAUW leader Edie Allison.
- Jackie Coolidge of the Montgomery County League of Women Voters explained the complexities of and necessity for the two federal voting rights bills then pending. (Since then a partisan refusal to even debate them has halted progress!)
- Maryland General Assembly Delegate Jim Gilchrist (Dist. 17), member of the Environment and Transportation Committee, provided valuable background for understanding likely impacts of the governor's plans for widening I-

495 and I-270, the health of Chesapeake Bay and its fisheries, and the COVID-19-related stresses on Maryland’s state parks.

- We look forward to renewing our AAUW pride in, and commitment to, higher education from hearing the always inspiring stories of current AAUW Fellows and branch-scholarship-supported Montgomery College women students.

AAUW National Update



AAUW Celebrates its 140th Anniversary – 1977-78 International Fellow **Dr. Ngozi Okonjo-Iweala**, Director General of the World Trade Organization was the 2021 AAUW Alumnae Recognition Awardee at

AAUW’s 140th Anniversary. The highlight of the events was Dr. Okonjo-Iweala’s chat with AAUW CEO Gloria Blackwell about her AAUW fellowship and its impact on her life and career. She has co-authored a book, **Women and Leadership: Real Lives, Real Lessons**, with former Australian Prime Minister Julia Gillard. In 2021, Dr. was named one of Time magazine’s 100 Most Influential People. The virtual event is online at

<https://www.aauw.org/resources/member/initiatives/140-anniversary/>

Recent Webinars - AAUW launched the 140th anniversary webinar series October 27 with a fascinating conversation with **Dr. Patricia Bell-Scott** regarding her work on the life of activist, lawyer and Episcopal priest, **Dr. Pauli Murray**. The recording is available on the website soon. On November 8, AAUW held a panel discussion of **women leaders in STEM industry** for a conversation around the barriers and opportunities facing the next generation of women in STEM. These are just two of the webinars available on the AAUW website (<https://www.aauw.org/resources/programs/webinars/>) and AAUW’s YouTube channel (<https://www.youtube.com/c/AAUW/videos>).

AAUW CEO Transition – Gloria Blackwell was appointed AAUW CEO, effective October 18. Gloria is no stranger to AAUW members. From 2004 until last year, she was responsible for the Fellowships and Grants program. In 2020, she was named AAUW’s Executive Vice President and Chief Program Officer.

Appointment of Board Member to Fill an Unexpired Term (through June 2023) - Dr. Kimberly Adams, a

professor of Political Science at East Stroudsburg University, was appointed by the Board at its October meeting to fill a vacancy. She serves as a Selection Panelist for AAUW’s American Fellowships and Research Publication Grant programs. Dr. Adams is an accomplished political scientist and activist with more than 15 years of experience in academia and the private sector. She has a track record of success in publications and public speaking on topics related to race, gender and politics. In addition to belonging to AAUW, she is a member of numerous organizations devoted to research, equity, social justice and women’s equality.



MLAW’s 27th Year: Fall Conference

By Roxann King, AAUW MD Public Policy Vice President

AAUW MD was a platinum sponsor for the 27th MLAW Fall Conference, held November 13 on Zoom. The conference sets in motion our advocacy for the 2022 Maryland General Assembly session. Maryland Legislative Agenda for Women pulls together diverse Maryland advocacy organizations annually to support a slate of bills promoting the well-being of Maryland’s women and families.

This year’s conference opened with a message of support from Senator Chris Van Hollen. The panel discussion that followed focused on the conference theme: Building a Stronger Care Infrastructure. The panelists’ message was that health care inequity results from disparities in housing, environment, mobility (access to vaccines) and multiple other reasons. Baltimore’s health commissioner’s focus on

infant mortality reduced infant mortality 38% in seven years. We need to bring public health to the forefront in our policy discussions, focusing on the most vulnerable in both short- and long-term solutions. Public health is about prevention. Everything ties to health.

Congratulations were given to the Maryland General Assembly Women’s Caucus, which will celebrate 50 years in 2022. Currently 80 women serve in the General Assembly, constituting 42%.

15 Bills Proposed for MLAW Support

The primary reason for the conference was the presentation of 15 proposed bills for the 2022 legislative agenda. Detailed descriptions of the bills can be downloaded on the MLAW website homepage or at this link:

<https://mdlegagendaforwomen.files.wordpress.com/2021/11/2021-conference-proposals.pdf>

After members of MLAW submit their rankings for the 15 bills, six to eight of the bills will be announced as the MLAW agenda for 2022. AAUW MD, as an organization member of MLAW, will submit rankings that count as two votes. Many of our members are also individual members of MLAW and each is entitled to submit one ranking by Dec. 17.

AAUW MD’s public policy committee is collecting rankings from each of our branches to determine the state’s preferences. Please take the time to read the descriptions of the bills and participate in activities to support top priorities. MLAW’s agenda is the core of our state public policy advocacy each year.

JOIN MLAW to support an independent voice for women’s and family issues. Click here to download a membership form: <https://mdlegagendaforwomen.files.wordpress.com/2021/01/mlaw-2020-2021-membership-form.pdf>

SIGN UP for MLAW’s list serve to receive information, updates, alerts, and other information of interest. Email mdlegagenda4women@yahoo.com and ask to be added to their list.

AAUW MD Officers & Committee Chairs



- Erin Pranglely,* President
- Tracy Lantz* and Pat Stocker,* Co-Vice Presidents for Program
- Dian Belanger,* Vice President for AAUW Funds
- Eileen Menton* and Susan Wierman,* Co-Vice Presidents for Communication
- Roxann King and Debby Chessin, Co-Vice Presidents for Public Policy
- Christine Schmitz, Vice President for Membership
- Edie Allison, Secretary
- Carol Mueller, Treasurer
- Jacki Gray, Chair of Diversity and Inclusion
- Diane Roca, Chair of Bylaws Committee
- Terry Saylor, Archivist

***Terms of officers marked with an asterisk expire at the end of June 2022. Election of officers for the 2022-2024 term will be held at the Annual Meeting, which is part of the Convention.**



Make Plans Now for the 2022 AAUW Maryland Annual Convention

Date and time: **Saturday, March 26, 2022, 9:00 am – 4:30 pm.**
All members and the public are welcome!

Location: **Unitarian Universalist Church, Annapolis**
333 Dubois Rd, Annapolis, MD 21401

Breakfast, lunch, the day's program, the business meeting and induction of officers will all be held at this location.
Ample free parking.

Hotel: **Country Inn and Suites by Radisson**
2600 Housley Rd, Annapolis, MD 21401
Rate of \$139 + tax per room for Queen Double or King.
Call (410)571-6700 **by February 25** and mention AAUW Maryland 2022 Convention.
Only fifteen rooms are blocked, so reserve early.

Hotel Amenities: Ample free parking. Free shuttle for hotel guests to Annapolis locations within 4 miles by appointment at the front desk. Complimentary Wi-Fi, refrigerator, fitness room, indoor pool and spa tub, buffet breakfast.

Friday Afternoon Tour of the Maryland State House led by State Senator Ed Reilly
100 State Circle, Annapolis, MD 21401
4:00 pm. Meet in the State House Lobby.
Enter the State House from the rear (North St.) entrance. IDs and bags will be checked. Hotel guests can use the shuttle. Others should consider using the shuttle to the State House from the parking area behind the Navy Marine Corps Stadium at 550 Taylor Ave.

Friday Night Dinner Latitude 38
12 Dock St.
Annapolis, MD 21401
6:00 pm
Tables will be reserved and we will order individually from the restaurant menu. Latitude 38 will cover 2 hours of garage or street parking, if you present your parking stub when given your bill. Dinner is at the expense of each individual diner.



Welcome to Annapolis!

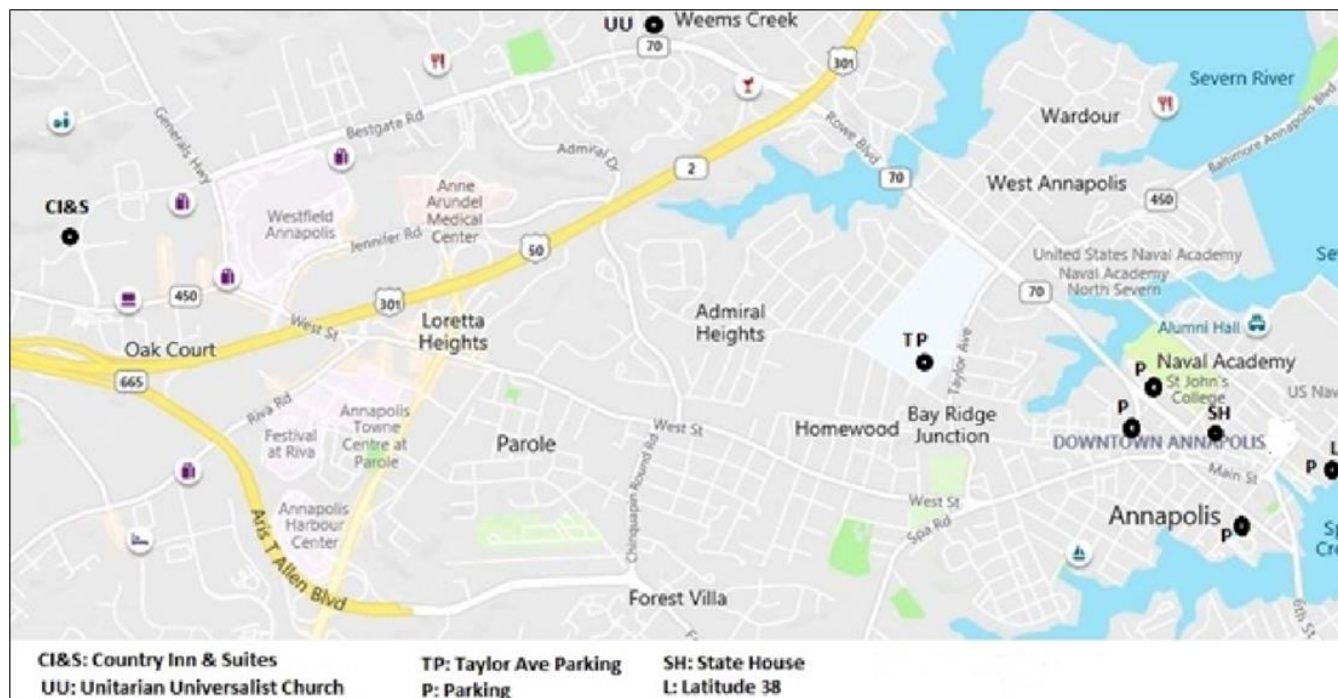
You may want to come early on Friday, before the State House Tour, or stay an additional day in Annapolis. **March 25-27, 2022, is the city's weekend for celebrating Maryland Day** (March 25) which commemorates the day settlers disembarked from two small sailing ships, the Ark and the Dove, onto Maryland soil. **From Friday through Sunday, over 20 historic locations in the area will be open for free or \$1 admission.** If you have time, you will not want to miss a walking tour of the Naval Academy: the Visitor Center is adjacent to the dock area and guided tours are available (government-issued ID required). If you spend an extra day in the capital, you may wish to

stay at one of the Historic Inns of Annapolis or book an extra day at **Country Inn and Suites by Radisson** and take advantage of their free downtown shuttle.

Parking downtown can be expensive in the historic area, but there are two parking locations that are quite reasonable. **Parking at the State Garage, located at the corner of St. John's Street and Calvert Street, is free after 6 p.m. on Friday through the entire weekend. Reasonable daytime parking is available in the lot behind the Navy Marine Corps Stadium on Taylor Avenue**, with a convenient shuttle operating about every 20 minutes. The free **Annapolis Circulator trolley** shuttles visitors between the other downtown garages and the historic areas.

Annapolis night life includes many excellent restaurants, pubs, music venues and shops in the downtown area, on West St. and in nearby Eastport. See <https://www.visitannapolis.org/> for ideas.

Our local committee is very excited and busy getting ready for this opportunity to share a weekend with you in our beautiful capital city! Watch for another mailing with more details about the convention.





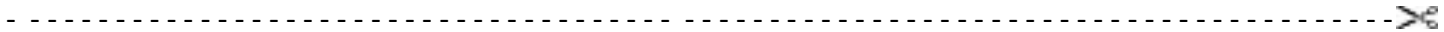
Convention Registration

Click **here** to register online at Eventbrite, \$52 (\$47.48 + \$4.52 fee) by March 23.
<https://www.eventbrite.com/e/2022-aauw-maryland-annual-convention-annapolis-march-26-2022-tickets-221155811987>

Otherwise, complete the registration form below and send it with a check for \$49 (students, \$25), made out to **AAUW Maryland** no later **than March 4, 2022**, to: Janet Guthrie, 1020 Timber Creek Drive, Annapolis, MD 21403.

Late registration is \$54 per person.

For logistical information related to housing options, meeting venue, meals or anything else, please contact local arrangements chairs Debby Chessin at dachessin@gmail.com or Roxann King at roxann.king1@gmail.com.



Name: _____

Branch Affiliation: _____

Address: _____

Phone: _____

Email: _____

(Email is required in order for us to coordinate dinner reservations.)

For voting purposes, please let us know if you hold a leadership role in AAUW:

State Officer: _____ (specify role)

Branch Officer: _____ (specify role)

Check if you plan to attend the **Tour of the State House at 4:00 p.m.** on Friday.

Check if you plan to attend **dinner at Latitude 38 at 6 p.m.** on Friday.

Check box if you wish to opt-out of sharing your contact information in the list of conference attendees.

Cost:	
\$52 online using Eventbrite , or	
\$49 by March 4	
<input type="checkbox"/>	\$54 after March 4
<input type="checkbox"/>	Student \$25
Total Enclosed	\$ _____



The Marylander
 AAUW Maryland
 1343 Andre Street
 Baltimore, MD 21230

Our Mission: To advance gender equity for women and girls through research, education, and advocacy.

Our Vision: Equity for all.

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

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