

AMERICAN ASSOCIATION FOR AFFIRMATIVE ACTION

ANNUAL REPORT 2010 – 2011



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ACCESS, EQUITY AND DIVERSITY
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AAAA

The American Association for Affirmative Action is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs.

Founded in 1974, the American Association for Affirmative Action (AAAA) is a national not-for-profit association of professionals working in the areas of affirmative action, equal opportunity, and diversity.

We help our members to be more successful and productive in their careers. We promote understanding and advocacy of affirmative action to enhance access and equality in employment, economic and educational opportunities.

AAAA's Goals

- Foster effective affirmative action/equal opportunity programs nationwide.
- Establish and maintain ethical standards for the profession.
- Liaison with federal, state and local agencies involved with equal opportunity compliance in employment and education.
- Promote the professional growth and development of our members.
- Sponsor education and training programs.
- Sponsor and conduct research.

ACCESS, EQUITY AND DIVERSITY

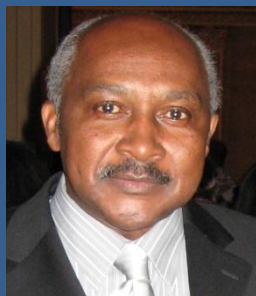
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AAAA Board Members meet EEOC Chair Jacqueline Berrien and Senior Staff

***The American
Association for
Affirmative
Action
Executive
Committee –
2010 -2012***



GREGORY T. CHAMBERS
President
Delaware River and Bay
Authority



RENEÉ S. DUNMAN, Esq.
Immediate Past President
Old Dominion University



JONI BAKER, PhD
First Vice President
Texas A & M University
System



WILLYERD R. COLLIER, SR.
Second Vice President
University of Arkansas



CARMEN SUAREZ, PhD
Secretary
University of Idaho



MELVIN WILLIAMS
Treasurer



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www.affirmativeaction.org



New AAAA Board sworn in July 1, 2010



**AAAA Board Secretary Carmen Suarez
listens intently**

The American Association for Affirmative Action Board of Directors

Regional Directors, Committee Chairs, Members -at-Large and General Counsel

In 2010, with the addition of Karen Boyd, Chris Marin and Delia Johnson, AAAAA continued to diversify its board of directors to include more members from the private sector and the federal sector. Matthew Camardella, Esq., was appointed General Counsel of AAAAA.

Other members who joined the Board in 2010 are Tammy Currie (Region III Director); Sonia BasSheva Manjon (Region I Director), Percy Morehouse (Region VIII Director), Denise Stoutamire (Membership Chair), Ann Penn (Bylaws Chair), and Carla Pittman (Public Information Chair).



AAAA Board Members Gregory T. Chambers and Huda Melky meet with Labor Assistant Secretary William Spriggs

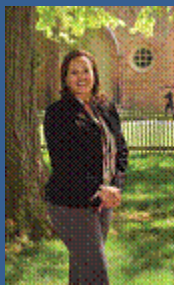
Regional Directors



Region I Director
Sonia BasSheva Manjon, PhD
Wesleyan University



Region II Director (Interim)
Harry Payne
City University of New York



Region III Director
Tammy H. Currie
William and Mary



Region IV Director
Huda N. Melky, Ed.S.
Western Kentucky University



Region V Director
Marshall Rose



Region VI Director
John Burnett, PhD
Texas A&M University-Kingsville
(TAMUK)

Region VII Director
(Vacant)



Region VIII Director
Percy A. Morehouse, Jr., PhD
Metropolitan State College of
Denver

Region IX/X Director
(Vacant)

Committee Chairs



Bylaws/Resolutions Chair
Ann E. Penn, Esq.
University of North Carolina at Chapel Hill



Finance
Harry Payne



Legislative Chair
John D. Gonzalez
JDG Associates, Inc.



Acting Marketing Chair
Christopher Marin
Cisco Systems, Inc.



Membership Chair
Denise Stoutamire
Montgomery College



Nominations/Elections Chair
Myron R. Anderson, PhD
Metropolitan State College of
Denver



**Professional Development & Training
Institute Chair**
Jo Bennett, Esq.
Stevens and Lee



Acting Personnel Chair
Karen E. Boyd
Pepco Holdings, Inc



Public Information Chair
Carla Pittman
Berkshire Associates Inc.

Members at Large



Member-at-Large
Inderdeep Chatrath, PhD
Duke University



Member at Large
Delia L. Johnson
Broadcasting Board of Governors

AAAA General Counsel



Matthew J. Camardella, Esq.
Jackson Lewis, LLP

AAAA Staff



Executive Director
Shirley J. Wilcher,
J.D.



Office Administrator
Jacqueline S. Johnson

On April 1, 2011, Ms. Johnson left AAAA to join the National Trust for Historic Preservation. AAAA thanks her for her excellent years of service to the association. She will be missed.

AAAA President

Gregory T. Chambers was elected president of AAAA in 2010. He was the EEO/AA Manager for the State of Delaware for 24 years. Gregory retired from his State of Delaware EEO position after being offered an EEO Manager position with the Delaware River and Bay Authority (DRBA). The Delaware River & Bay Authority (DRBA) was created by Compact in 1962. It is charged with providing vital transportation links between the two states as well as economic development in Delaware and the four southern counties of New Jersey. The DRBA Executive Director selected Gregory to use his proven skills and abilities to address the organization's pressing EEO/AA needs and concerns. He has worked for DRBA since 2009.

He has been in public service for 39 years, having spent 13 of those years in a variety of capacities with the City of Wilmington, most notably director of community affairs in the Office of the Mayor. Gregory is a graduate of Wilmington University with a Bachelor's of Arts Degree in Behavioral Science. He is a Certified Conflict Partnership Catalyst (CPC) trained in facilitating resolution to differences and preserving relationships at work and in the community. Gregory is a 24-year member of the American Association for Affirmative Action serving as state coordinator, regional director and now president. He founded and formerly chaired the Delaware Work Force Diversity Group (DWFDDG). Established in 1989, DWFDDG is a mechanism for networking and sharing information on equal employment opportunity, affirmative action, and diversity in the workplace for public and private sector employers.

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LETTER OF THE PRESIDENT TO THE MEMBERS OF AAAA

Dear AAAA Members:

In the Year 2010 we continued to witness the momentous economic downturn that affected the United States generally and our individual workplaces. The association community was no less affected by this change in circumstances. This challenge required the American Association for Affirmative Action (AAAA) to refocus its program offerings while preserving our services as a provider of professional development training to the EEO and affirmative action community. AAAA's board responded deftly by reformulating the association's annual meeting posture and diversifying its conference and course offerings. Re-fashioned as an "Access, Equity and Diversity Summit and Annual Meeting," we returned to the model used by AAAA regions and, as a result, had a successful and memorable event in Raleigh, NC. Our Summit in Atlantic City continues this model and we thank the New Jersey Affirmative Action Officers' Council for its partnership in the 2011 Summit.

In the interest of diversifying our membership base and expanding our organizational partnerships, the AAAA board also reached out to colleagues in the Federal EEO community and the private sector. While AAAA began in 1974 as an association that served primarily the higher education community, we have expanded our board membership to include others engaged in the work of access, equity and now, diversity. Our outreach efforts to government agencies also increased this year and meetings were held with the executives of the Equal Employment Opportunity Commission, the Justice Department, the Office of Federal Contract Compliance Programs, and the Office for Civil Rights of the U.S. Department of Education.

We envision these partnerships to become stronger in the coming year and we welcome the Chair of the EEOC and the Director of OFCCP to our Annual Summit this year.

We are gaining strength financially and rebounding from the challenges of the past few years, when the economic downturn affected our membership base, training and conference attendance. Efforts to diversify our professional development program and to use the Internet as a tool to educate our members will continue in the next year. Our *AAAA Webinar* program has become a great success and we have brought national experts to convey needed information to our members and colleagues without their incurring travel expenses. In the effort to diversify and enhance our Professional Development and Training Institute (PDTI) we are offering the first of our “EEO Boot Camps” at the 2011 Summit for practitioners new to the EEO profession and for those seeking a refresher course. We also launched our speakers’ bureau, *AAAA Speakers*, and our colleagues will be available to give presentations upon request at major events.

The year 2010 - 2011 marked the continued effort to interact with the news media and to educate “America” about affirmative action – what it is and is not. We also joined with our colleagues at the Leadership Conference on Civil Rights and co-signed letters to Capitol Hill where there were issues of importance to our members and to our mission. In order to meet the challenges of tomorrow and to provide the services that our members require, we are conducting marketing surveys and membership analyses to ascertain what you, our membership, require. We urge you to communicate with us about your professional development needs. The question of the role of diversity management in the decades-long struggle for equal opportunity will be a matter for debate and thoughtful action in the year to come and we urge you to offer your recommendations for an AAAA position that encompasses the movement towards diversity and inclusion without abandoning our fundamental mission and support for affirmative action.

When I ran for president of AAAA I had a vision of leadership that I hope to implement during my two-year tenure:

- ❖ Provide expert advice, guidance and leadership to employers, legislators and community groups
- ❖ Collaborate with community groups around the country in sponsoring annual professional development conferences in respective regions and cities
- ❖ Partner with federal enforcement agencies to combat discrimination in business, government and education
- ❖ Actively attract, recruit and maintain diverse professionals for board leadership roles
- ❖ To be recognized as the national leader in equal opportunity and affirmative action matters, and
- ❖ To bring awareness to college and university students the significance of affirmative action as the foundation for inclusion and diversity in all dimensions of life.

I believe we have made much progress towards achieving this vision. Thank you, for your continued support of AAAA and for making 2010 - 2011 a successful year.

Gregory T. Chambers
PRESIDENT

REPORT OF THE EXECUTIVE DIRECTOR

This past year has been a time of challenges, opportunities and tremendous growth toward our goal of being the preeminent organization for EEO, Affirmative Action and Diversity professionals. The economy challenged us to be creative and to find diverse methods to serve our membership. Our new board members brought fresh new insights and perspectives that enriched our idea base and the creativity of the effort has been and will be manifest in our emerging program activity.

Professional Development and Training Institute

Knowing the limitations on travel for our EEO/AA practitioners, we expanded our professional development program to include virtually monthly webinars. Subjects covered ranged from Faculty Recruitment and Retention to Title IX Sexual Harassment. Our Professional Development and Training Institute (PDTI) classroom training continues and we have attracted students from as far as Alaska and Guam to Puerto Rico and Boston. We increased our faculty as well, while maintaining the quality of instruction so our training program is competitive with that of our competitors, both in terms of quality and cost. We wish to thank our AAAA supporters, Peopleclick Authoria, Seyfarth Shaw LLP and Berkshire Associates, for agreeing to host our PDTI classroom training, thereby reducing facility costs.

In addition to the PDTI classroom training sessions, we are launching our AAAA EEO Boot Camp for individuals who are new to the profession. A “mini” version of the Boot Camp will be given at the AAAA Summit in June 2011, and the weekend Boot Camp will be held in the fall of 2011. In September 2011 we are offering training for Federal employees in the field of Affirmative Employment. The latter training will enable us to broaden our course offerings and AAAA membership into the Federal government sector. We welcome our new board member Delia Johnson and her EEO Officer counterparts, who are adding immensely to the association and its ability to extend its reach.

EEO “Tips.” In order to diversify our association’s products and offerings, we have introduced “EEO Tips” to provide additional information to our members about issues related to EEO/AA/Diversity. The *EEO Tips* are distributed weekly via the AAAA Listserve. We thank our members and consultant colleagues for providing this information faithfully every week despite their very busy schedules.

AAAA Executive Director

Shirley J. Wilcher is Executive Director of the American Association for Affirmative Action (AAAA). She is also President of Wilcher Global, LLC, a consulting firm that specializes in diversity management, affirmative action, contract compliance, and government relations. During the Clinton Administration, Ms. Wilcher served a seven-year term as Deputy Assistant Secretary for the Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor. Her experience includes service as civil rights counsel with the Education and Labor Committee, US House of Representatives; as Director for State Relations and General Counsel with the National Association of Independent Colleges and Universities, and as a staff attorney with the National Women’s Law Center. Ms. Wilcher is an honors graduate of Mount Holyoke College in South Hadley, Massachusetts; holds a Master of Arts Degree from the New School for Social Research in New York, NY; and a *Juris Doctor* from the Harvard Law School in Cambridge, Massachusetts. Ms. Wilcher was a founding member of the National Political Congress of Black Women. She is also on the board of Wider Opportunities for Women and is a member of the editorial board of *Insight into Diversity*.



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AAAA Blog, Website and Listserve

The AAAA Blog has become an instrumental part of our information delivery services in the effort to keep our members current about events that may affect their work. *New from Affirmative Action Blog Spot* is sent out weekly to AAAA listserv members and monthly to those who sign up for newsletters on our AAAA website. Check the blog for EEO, affirmative action and diversity news. It is hoped that more AAAA members will take advantage of this benefit and will comment about the issues of the day. Through Constant Contact, we are working to upgrade the quality of our email transmissions. We are using Constant Contact for the weekly blog spot notices, Job Target/Career Center opportunities as well as membership renewal. Constant Contact has labeled AAAA a “Constant Contact Email Marketing All-Star.”

We have recently added “Highlights” to our AAAA Home page. The highlights are revolving slides that provide information about upcoming activities. We have also recorded a “Welcome” message video for President Gregory T. Chambers as well, which will become a part of our website and is currently on YouTube and the AAAA Blog.

The Listserv is available to paid AAAA members and remains the fundamental vehicle for communication within the association. While activity on the listserv has diminished due to concerns about multiple emails, it remains an essential means of obtaining information from one’s peers on EEO/AA/Diversity matters.

AAAA is also on Facebook, LinkedIn and Twitter. In addition, we added an AAAA Career Center on Facebook page and, through Job Target, installed a Job Feed to advertise vacancies that are also listed in the AAAA Career Center. The Career Center may be accessed by the following link: <http://www.affirmativeaction.org/careercenter.html>. The job feeds also appear on the AA Blog Spot and on LinkedIn. In 2011 we will add a page for Members-only. This page will contain resource materials that AAAA members wish to share and other AAAA information including the bylaws and minutes of the Business Meeting. We are seeking a volunteer webmaster and interns who can assist us to maintain the Social Networking sites.

AAAA Bookstore

We have added more publications to the AAAA Bookstore on the AAAA website. The Bookstore is maintained through Amazon.com. Members and non-members may now purchase EEO/affirmative action and related books and AAAA will receive a percentage of the purchase price. The bookstore may be accessed through our website or directly at: <http://www.affirmativeaction.org/bookstore.html>. If you know of interesting books please inform us and we will add them to our bookstore. It is very important to support these member benefits as they can bring in revenue for AAAA. If there are other member benefits that you would like for us to explore, please let us know. Books on the AAAA Bookstore are advertised on the weekly *AA Blog Spot* newsletter.

Media Calls, News Events and AAAA Speakers Bureau

We continue to receive public and press calls on a number of issues regarding affirmative action. We issued a news release on the upcoming AAAA Summit, on the anniversary of Executive Order 10925 and on the vote to end affirmative action in Arizona. The AAAA Speakers’ Bureau is the latest addition to the web page and can be accessed at: <http://www.affirmativeaction.org/speakersbureau.html>. If you would like to be added to the list of speakers, please send us your bio and picture and a list of areas in which you would like to speak.

Membership Categories

Under the leadership of Membership Chair Denise Stoutamire, we are proposing to add new AAAA membership categories to the AAAA Bylaws. The goal is to diversify our membership base and to attract those who may not be practicing EEO/AA professionals, but who share the goals of AAAA and support affirmative action.

Office Administrator Search

We have lost our dynamic Office Administrator, Jacqueline Johnson, to the National Trust for Historic Preservation. She will be truly missed. AAAA has begun to search for a new Office Administrator under the leadership of Personnel Chair Karen Boyd.

Bookkeeper

We have hired Ms. Maqueda Brown as the new AAAA Bookkeeper. She will be working with us to transition our books onto QuickBooks, to reconcile our accounts and to handle monthly accounts payable and receivable. We welcome Ms. Brown to the AAAA family.

Legislative Affairs

In September 2010, members of the AAAA board led by Legislative Director John Gonzalez met with Federal Agency officials at the Equal Employment Opportunity Commission, the Department of Labor and with Rep. Charles Gonzalez of Texas. We will have to work closely with federal agency and other officials to maintain affirmative action as a priority in employment, education and business. We will also continue to work with the Leadership Conference on Civil Rights (LCCR) and sign onto LCCR letters in support of legislation including the Employment Non-Discrimination Act. We will also continue to share our views regarding the challenges to affirmative action in the states, in the print media and on the blogs.

The Evolving Role of the Affirmative Action Officer

Insight into Diversity published an article that I wrote regarding the evolving role of the affirmative action professional, especially in light of the transition to "Diversity Management." I invite you to send me your views about the subject and particularly about the impact that these changes are having on your work and the profession generally. AAAA represents you as a provider of professional development services and as a spokesperson for the profession and we will speak out about your needs as professionals.

Thank you for an extraordinary year.

Shirley J. Wilcher



AAAA Treasurer

Melvin Williams

Melvin Williams is an experienced, charismatic leader with 20+ years experience in higher education administration and 10 years experience in public sector leadership roles in city and state governments. Mr. Williams brings a national and international perspective through his Peace Corps experience which gave him the opportunity to study and learn how other cultures view politics, health, leisure activities, work, etc. He was invited to participate in the Oxford (England) Roundtable which provided him the opportunity to learn a world view on employment, equal opportunity, affirmative action and employment law.

Mr. Williams began his career in higher education administration with the University of Kansas Medical Center (KMUC) where he held positions as: Director of Affirmative Action, Health Careers Pathways Program; Director NIH Biomedical Research Apprenticeship Program; and Assistant Hospital Administrator. Recruited to the University of Texas Medical Branch (UTMB) for the position of Director of Equal Opportunity and Affirmative Action, Mr. Williams expanded the responsibilities into the Office of Diversity and International Affairs. The Office is responsible for the diversity/equal opportunity functions of the university along with ensuring the legal status of the international scholars, residents and visitors to UTMB. Mr. Williams initiated the annual Hector P. Garcia celebration which recognizes a Texas Legend who was a Hispanic graduate of UTMB School of Medicine and the Herman Barnett Gala in honor of the first African American to matriculate and graduate from UTMB School of Medicine or any other Texas School of Medicine.

Mr. Williams holds a Master of Arts degree in Sociology, which he earned along with a Bachelor's of Arts in Industrial Technology from Pittsburg State University, Pittsburg, KS.

Report of the AAAA Treasurer

The goal of the American Association for Affirmative Action's operating budget is that current budgeted revenues will equal or exceed current budgeted expenditures. Unfortunately, unforeseen or emergency circumstances create the need for the organization to operate outside of normal accounting procedures, *e.g.*, having to borrow moneys from other sources. The Association is exploring avenues that will provide funds that can justifiably be used in the case of an emergency and to expand the programs currently being offered and/or projected to be offered by the Association.

The report covers the period of the 2009-10 budget according to the 990 as presented to the IRS. The fiscal year began with cash on hand in the amount of \$13,329, this amount was carried over into the fiscal year beginning July 1, 2010; during the year we had revenues of \$194,515 and expenses of \$201,200, we ended the fiscal year with total assets of \$6,644. A statement of financial position is attached for your review.

Information is also provided for the current fiscal year through May 31, 2011. Our income as of 5.31.11 stands at \$162,199.49 and income from this year's summit should reach at least \$60,000. Additionally I anticipate we will generate at least another \$4 -7000 in income from different sources, such as: memberships, donations, sponsorships, etc. which should leave us just short of reaching our budget of \$233,800 by less than \$10,000.

On the other hand our expenses on 5.31.11 are \$152,444.59. Expenses for the month of June will include expenses from the summit but I cannot foresee that expenses will be such that we will reach the \$224,224 budgeted for expenditures. Therefore, I anticipate our balance to exceed the projected income of \$9,576.

This financial report is designed to provide the membership of the Association with an overview of the finances of the Association. If there are questions or need for additional information, please contact the Association's offices at 202.349.9855 or American Association for Affirmative Action, 888 16th Street, NW, Suite 800, Washington, DC 20006.

Respectfully Submitted,

Melvin Williams

Melvin Williams, Treasurer

**American Association for Affirmative Action
Statement of Financial Position as of June 30, 2010**

ASSETS	
Cash	\$ 6,644
TOTAL ASSETS	6,644
LIABILITIES AND NET ASSETS	
Liabilities	0
Unrestricted Net Assets	6,644
TOTAL LIABILITIES AND NET ASSETS	6,644

Statement of Changes in Net Assets for the Fiscal Year Ended June 30, 2010

REVENUE	
Contributions	\$ 275
Program Service Revenue	123,077
Membership Dues	71,135
Investment Income	28
TOTAL INCOME	194,515
EXPENSES	
Salaries and Contract Services	88,166
Program Expenses	76,921
Operations Expenses	15,698
Facilities and Equipment	12,569
Travel and Meetings	4,272
Membership and Other Expenses	3,574
TOTAL EXPENSES	201,200
Change in Net Assets	(6,685)
Net Assets, Beginning of Year	13,329
Net Assets, End of Year	\$ 6,644

AAAA REPORTS FROM THE REGIONS



**Dr. Annette Butler and Shirley Wilcher at
Region IV Higher Education Symposium
March 2011**

Significant progress was made in filling regional leadership positions, including the appointment of Dr. Sonya BasSheva Manjon, Vice President for Institutional Partnerships and Chief Diversity Officer at Wesleyan University as Region I Director; Tammy H. Currie, Director of the Office of Equal Opportunity at The College of William and Mary as Region III Director; Dr. John Burnett, Director of Compliance at Texas A&M University-Kingsville as Region VI Director; and Dr. Percy A. Morehouse, Jr., Executive Director of Equal Opportunity and Assistant to the President of Metropolitan State College of Denver as Region VIII Director.

Region II and III members have been assisting the planning of the AAAA Access, Equity and Diversity Summit for 2011. The Summit will be held in Atlantic City, NJ, June 28 – 30, 2011. Region III is also planning for the AAAA 2012 conference, which will be held in the Washington, DC area.

In Region IV, Georgia State University hosted its first *Georgia Higher Education Compliance Assistance Symposium* on Friday, March 4, 2011. Dr. Annette Butler served as Chairperson. Compliance representatives from the federal and state government presented, 50 people were in attendance and Ms. Shirley Wilcher was the keynote speaker. After expenses were tabulated, the event profited approximately \$500. Promotional materials about the event will be provided.

Western Kentucky University (WKU) hosted its third *Kentucky Higher Education Compliance Assistance Symposium* on Thursday, May 19, 2011. The first two events were held at WKU in 2006 and 2007. Mr. Joshua Hayes served as Chairperson. Compliance representatives from the federal and state government presented, 38 people were in attendance and no keynote speaker was part of the program. After expenses were tabulated, the event profited \$1,434.79. Promotional materials about the event will be provided.

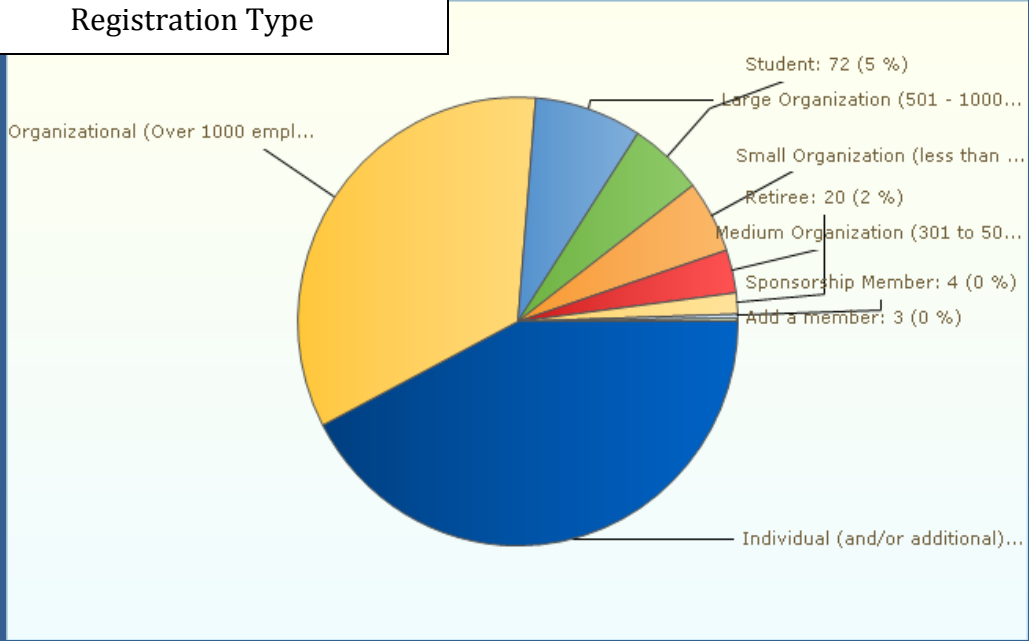
In March 2011, Region V members participated in the 15th annual “State of the State” conference. The “State of the State” is an opportunity for Ohioans to engage in a state-wide conversation about issues of equity, opportunity and diversity.

MEMBERSHIP

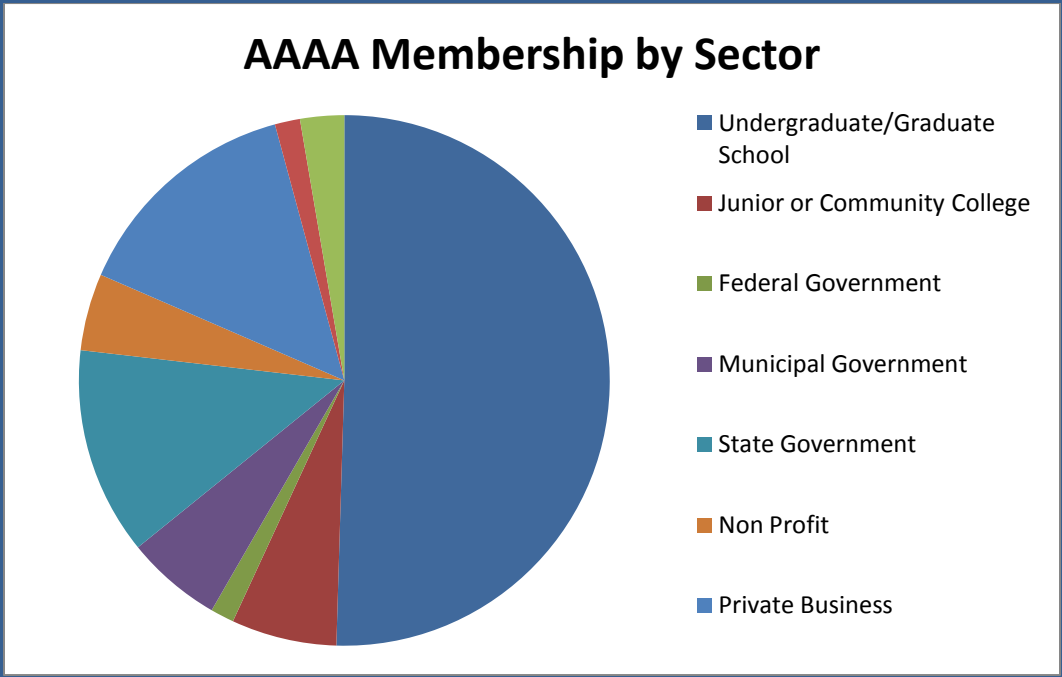
As of June 8, 2011, AAAA had 1320* members, including individual, organizational, retiree, student and sponsorship members. The AAAA membership is overwhelmingly female: of members who reported their gender, 69% were female and 26% were male. Our membership is also well-educated: four percent held an Associate’s degree; 22% held a Bachelor’s degree; 34% had a Master’s degree; and 21% held a Doctorate. Region V (Minnesota, Wisconsin, Ohio, Michigan, Illinois and Indiana) has the largest percentage of AAAA members (22%), followed by Region IV (Kentucky, Tennessee, North Carolina, South Carolina, Georgia, Alabama, Mississippi, Florida) at 18% and Region III (Pennsylvania, West Virginia, Virginia, Maryland, Delaware, District of Columbia) at 17%. Organizational memberships exceed individual memberships: 51% vs. 43%. Of those who reported their organizations, 46% of registrants work in colleges and universities; 10% work in state government; 5% in municipal government; 12% in private business; 1% in federal government; 4% for nonprofits and 2% are self-employed.

*Including confirmed, pending and follow-up categories.

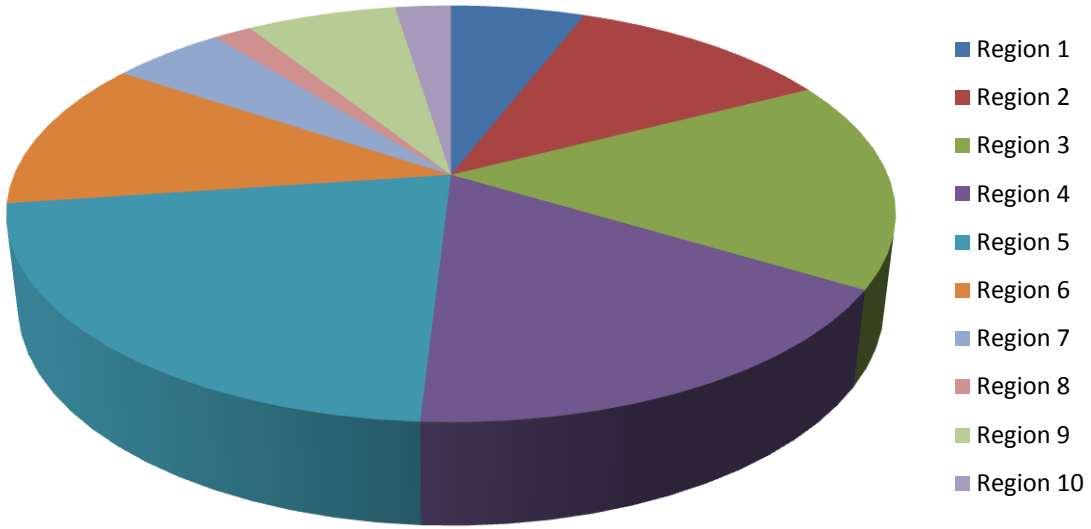
AAAA Membership Statistics by Registration Type



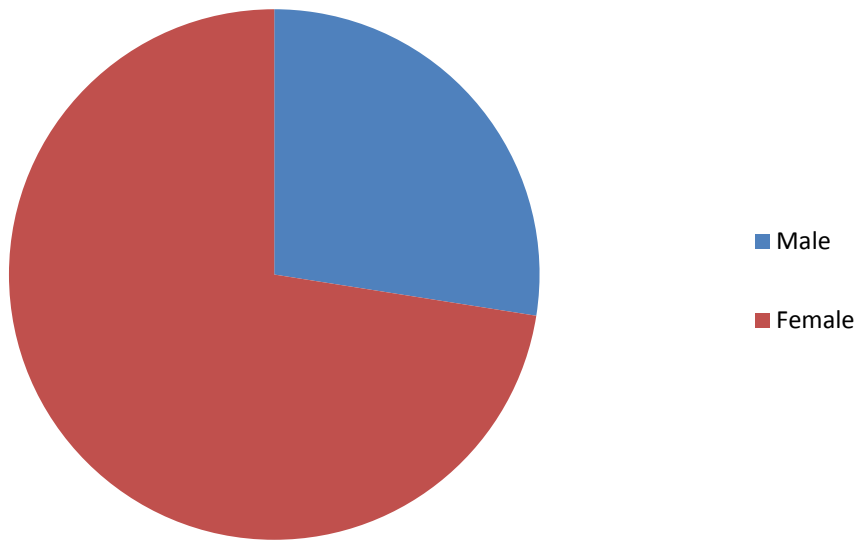
AAAA Membership by Sector



AAAA Regional Distribution



AAAA Membership by Gender





"The purpose of affirmative action is to give our nation a way to finally address the systemic exclusion of individuals of talent on the basis of their gender or race from opportunities to develop, perform, achieve and contribute. Affirmative action is an effort to develop a systematic approach to open the doors of education, employment and business development opportunities to qualified individuals who happen to be members of groups that have experienced longstanding and persistent discrimination."

President William Jefferson Clinton speech on affirmative action at the National Archives, July 19, 1995



AAAA WISHES TO THANK PEPCO HOLDINGS, INC. FOR
ITS
ASSISTANCE IN THE PRINTING OF THE AAAA ANNUAL
REPORT

