



**NOVEMBER 15
GENERAL MEETING**

Social Time: 9:30-10 am
Program: 10 am-12 noon

AAUW Fund presents Keynote Speaker
**State Assemblywoman
CATHARINE BAKER**

Orinda Community Church Fellowship Hall
10 Irwin Way, Orinda



TOPICS SHE WILL ADDRESS:

Education

What are the issues facing California, women and girls?

Women in the Workforce and Politics

What has her experience been?
What insight does she offer?

The Pay Gap

What is Assemblywoman Baker's position on this sensitive issue?

Harassment & Discrimination

How is the state government dealing with this growing crisis on some of our campuses?

Turn to pages 3 and 9 to read about AAUW Funds and the status of women in leadership roles.

PLUS...

The OML MARKETPLACE

A great opportunity for you to view and purchase work by some of our branch's creative members.

There's still time if you are interested in participating in this event. Please contact Mary Leigh Miller at mlmiller602@gmail.com. The branch takes no commission on sales.

**CELEBRATING
US!**

*GET in the MOOD
for the HOLIDAYS!*



Join your OML friends in two of our members' homes for camaraderie, singing and special holiday cheer!

**FRIDAY,
DECEMBER 9**

4 ~ 6 pm

Wine & Cheese at the home of
Sandy Fox-Sohner
27 Williams Drive
Moraga

RSVP to:

Jan Coe: jankcoe@gmail.com
Heidi Mayer: himayer@aol.com

**TUESDAY,
DECEMBER 13**

10 am ~ 12 noon
Coffee at the home of
JEAN TUEMMLER
3250 Phillips Road
Lafayette

RSVP to:

Maryellen Judson:
thjudson@aol.com

Look for more info
in the December Triad

. . . From LAURA'S DESK



What a wonderful and informative meeting with the League of Women Voters as our guests and almost 120 people attending. We also gained some new members. Thanks to **Jan Coe** and **Laura Monin** for their efforts in planning the event and to our great Program Committee. The decorations were perfect for the day – thank you **Lynda Leonard** for your imagination and creativity. It never ceases to amaze me how our members come together to make all these events

appear effortless and run like clockwork. I know firsthand there is a lot of work behind the scenes work that takes place.

As a follow-up to the advice on completing our absentee ballot and mailing it sooner than later, I will share an amusing story. I went home and pulled out what I thought was my absentee ballot assuming it was mine. I voted, sealed the envelope and signed it without looking. Just as I was putting it in the mailbox I noticed that it was not my name typed on the front, but my tenant's. Good news I caught it, the bad news is I had signed it in ink. Well, after confessing to my tenant, I then researched what we could do to correct the situation. I learned it is acceptable to use white-out as long as you do not deface the printed information and logos (you can also use whiteout to change your vote). So much for trying to return my ballot quickly after our meeting while it was fresh on my mind! *FYI: Your signature on back of the envelope must match the signature on file.*

As these last important days before the November 8 election, our **AAUW-CA Public Policy Co-Chairs** urged us to communicate with our branch members the importance of voting in the 2016 election with the following comments:

Women make up half of our population, and issues affecting us are at the forefront of social policy and legislative change. When the U.S. Congress is only 19.4 percent female, these policy changes often lack women's voices. If we want to create real change, *we must register to vote and cast our ballots*, to show legislators that we are not to be overlooked. We need to ask candidates tough questions and use this information to be informed and engaged voters. **When women vote, we change the conversation.** As we learned at the meeting mail your absentee ballot in early or it may not be counted if it is not received before November 8th. Those postmarked on or before November 8th and received after November 8th may only be counted if the election is close. So vote sooner than later.

Looking forward to our General Meeting, I want to remind you of the **Annual MarketPlace Sale**, which will take place before and after the meeting. We will get to do some early Christmas shopping by purchasing some of our own members' incredible creations of handmade jewelry, ceramics and more. Catherine Baker will be joining us to talk about education and women's issues. I am sure this will be a very informative presentation. Be sure to come early to get parking in the middle lots if you are disabled or have difficulty walking. There are two upper parking lots and there is a small parking lot at the base of the hill leading up to the church, or you might also consider carpooling with one or two of your friends. See you there!

Laura Wittenberg

October 11 Board Meeting
HIGHLIGHTS

The Board meeting was held at Atria, Lafayette.

The Budget Plan presented by Treasurer Gail Chesler of the 501c3 Community Outreach will be presented as general information at the October 18 meeting.

The one day STEM Workshop will be held March 18 at Saint Mary's College in Moraga. Stacia Cragholm reported 17 workshops have been finalized.

The student application for OML Scholarship will be on the website by November 1, 2016. It will show requirements and deadlines for the senior girls in our three local high schools and Saint Mary's College.

Museum Mavens will visit the Asian Art Museum October 25.

The October 18th meeting will present 12 of the State Propositions and three from Contra Costa County. Sue Bradley and Carole Minstra from the League of Women Voters will lead the discussion. Table discussions will follow their presentation.

Those interested in serving on the Nominating committee are asked to call Laura Wittenberg.

Mary Ann McLeod
(for Maryellen Judson)

MONEY NEWS

At the branch's general meeting on October 18th, the budget for the OML Operating Fund and the OML Community Outreach Fund were both approved by a vote of the members. Click here: http://oml-ca.aauw.net/files/2013/11/combine_both_forMtg.pdf to view these two budgets on the OML website.

FOCUS ON ... AAUW FUND**CATHARINE BAKER****THE AAUW FUND:
Greatest Opportunity, Greatest Need**

The AAUW Fund advances AAUW's mission by sustaining all our programs and activities. Your unrestricted gift to the AAUW Fund helps incubate and disseminate programs that:

- above all, advance equity for women and girls,
- strengthen AAUW's role in the global community,
- respond to and eradicate the persistent challenges facing women and girls and
- leverage new opportunities and attract new audiences to our mission.

Since 2009, the various funds we support in AAUW have been organized into a structure. In the fall of 2014, the name was changed to the **AAUW Fund**. The programs under the Fund are the same; however AAUW encourages members to make their donations unrestricted so the money can be used where most needed.

The AAUW Fund is a general fund for unrestricted gifts, which are used when and where they are most needed. This prevents overfunded and underfunded areas that keep AAUW from reaching our full mission potential. By donating to the AAUW Fund, you are helping incubate and grow our highly successful, community-based, mission-driven programs, such as Tech Trek and Tech Savvy, Start Smart and Work Smart, Elect Her, the Legal Advocacy Fund, the National Conference for College Women Student Leaders, the AAUW National Convention, research and other initiatives.

In the past, AAUW's national membership dues covered the costs of managing and running mission-based programs. Though membership numbers have remained steady the past several years, membership dues have remained the same, and program costs have risen annually. AAUW national membership dues cover just 30 percent of the funds needed to support the mission-based programs and advocacy efforts that are fundamental to AAUW's ongoing effectiveness.

The majority of AAUW's 1,000 separate fund codes identify our named, restricted funds, collectively called the AAUW endowment, which provide the support for AAUW's fellowships and grants. In the 2016-17 academic year, **\$3.7 million was awarded in fellowships and grants to support 230 women!!!!** A few other fund codes denote smaller pools of restricted funds, spendable solely for specific programs, such as the Legal Advocacy Fund and research. Every other program receives full or partial funding from the AAUW Fund, which derives primarily from unrestricted contributions, with a small amount coming from dues and sponsorships. Unrestricted gifts make it possible for AAUW to respond quickly to new or unforeseen challenges facing women and girls, leverage and innovate mission-based opportunities, and attract new audiences by enabling us to expand our programs.

Read more about the latest AAUW Fund publication on page 9.

Assemblywoman Catharine Baker was elected to the 16th Assembly District on November 4, 2014, and was sworn in to office on December 1st. She was appointed as Vice-Chair of the Assembly Higher Education Committee, in addition to the committees on Transportation, Business and Professions, Privacy and Consumer Protection, and the Joint Legislative Audit Committee. She also serves on the Select Committees on Youth and California's Future, Science, Technology, Engineering and Math Education, and Renewable Energy Development and Restoration of the Salton Sea.

She is a mother of school-age twins and an active parent leader in local schools, having served as Vice President of the Dougherty Elementary School Site Council, Chair of the school safety committee, and on several school improvement committees. She is also a volunteer leader in her community, previously serving on a local preschool board and volunteering with Girl Scouts and Cub Scouts in the region as an archery instructor. She also serves as a trustee of the Diablo Regional Arts Association in Walnut Creek, supporting arts and educational programs for families and schoolchildren throughout her community.

Catharine earned her B.A. degree from the University of Chicago, overcoming cancer her senior year to graduate Phi Beta Kappa and with honors. She later went on to earn her J.D. degree from U.C. Berkeley School of Law. As an attorney she helped small businesses and local charities get started and become successful. Catharine is a native Californian, born and raised in Cathedral City. She is married to her college sweetheart, Dan Baker. They live in Dublin with their twins.

EXPANDING YOUR HORIZONS (EYH) CONFERENCE UPDATE

Here is a preview of the workshops planned for our EYH-AAUW Science, Technology, Engineering and Math (STEM) Conference for middle school girls at Saint Mary's College on March 18, 2017. We are pleased to have many returning and new workshops. Workshop co-leaders are **Christine Walwyn** (cmwalwyn1@gmail.com) and **Sara Lautenbach** (sara@lautenbachs.com). Contact them if you are interested in being part of this exciting day.

- **Amgen Biotech Experience:** Experience pipetting and gel electrophoresis used in separating DNA, RNA or proteins.
- **Animal Embryology:** Learn how life begins and work with frog embryos to understand their life cycle and how to identify different embryonic stages
- **Battery Bonanza:** Experiment with different materials and structures in building a wet cell battery as you learn about energy conversion.
- **Exploring Geology:** Perform laboratory tests on different rocks to identify the mineral content of each.
- **Engaged in Engineering – Design and Build Challenge:** Design and build a vehicle that is powered only by the wind.
- **FBI CSI:** Join the FBI in investigating a crime scene and learn why your fingerprints are unique.
- **Flying Machines:** Build a flying machine and learn what it is like to be an aerospace engineer working on rockets or airplanes!
- **Hands on Computers:** Explore all the components inside a computer, remove some and put them back and learn about jobs in the computer industry.
- **Health Assessments:** Use stethoscopes to assess circulatory system/heart and respiratory system/breath sounds and what they tell us about health and disease states.
- **Learn to Design and Build – From Buildings to Bridges:** Learn how to work with natural forces such as wind, water and earthquakes to create a safe environment for humans to live in them.
- **Life in a Vacuum:** Vacuums are not just for cleaning! Learn how a vacuum is used to make integrated circuits and find out what happens to marshmallows in a vacuum.
- **Math Minds:** Work in teams on math applications and puzzles.
- **Neuroscience:** Engage in brain science by viewing a real human brain, dissecting a sheep brain and learning how brains work.
- **Nutrition and Exercise:** Learn how to identify and measure sugars in food and how different sugars interact in our bodies.
- **Solar System Adventure:** Discover what powers a star, learn how to find exoplanets around stars, and then survive on an unknown world!
- **Star Wars – Building a Galaxy With Code:** Use the code org platform to learn to program droids, and create your own Star Wars game in a galaxy far, far away.



Meet
ANDREA DELGADO-OLSON
one of the presenters
at the 2017 Conference

Andrea Delgado-Olson, a resident of Lafayette, is a computer science graduate student, web developer and a mother of three. She recently moderated a panel at the Grace Hopper Celebration in Houston, Texas.



At the EHY/STEM Conference last year Andrea led a team of Mills College computer science graduate students in presenting our *Star Wars – Building a Galaxy With Code* workshop. We are excited that she will be returning as the lead presenter at our next STEM conference.

Andrea is the Founder of Native American Women in Computing, an affinity community of Anita Borg Institute's Systems – a global community of over 6,500 technical women. Andrea collaborated with Udacity on its recent Android Basics: Multiscreen App course, which utilizes the Miwok language as the content that the app uses. The Miwok language is from Andrea's tribe, the Ione Band of Miwok Indians.

Andrea is also an intern on the Communities Team with the Anita Borg Institute, and moderated a panel on *How Women Learn Computing Through Non-traditional Curriculum and Community* at the Grace Hopper Conference.

Christine Walwyn,
STEM Workshop Co-leader

MEMBERSHIP NEWS

New Members

Our September and October meetings brought us nine new members as well as two dual membership members. Their educational backgrounds, interests and talents are impressive and diverse.

Heather Cattell, who lives in Walnut Creek, has a BS from Wellesley College and a PhD from Michigan State University and is currently involved in research in personality. **Jeri Cohen** lives in Moraga and has an MA from Tel Aviv University. Both Heather and Pam express an interest in helping with membership. You can be sure we will be in touch! **Pamela Ettlin** has a BA in Leadership and Organizational Studies from Saint Mary's College, is self-employed and lives in Walnut Creek. **Caroline Friedmann** is self-employed as a staffing consultant and is interested in providing computer help and volunteering in the library or tutoring at Burckhalter. She lives in Orinda with her husband Mark and has a BS from the University of Southern California. Returning member, **Helen Louise ("HL") Ittner** lives in Moraga, has a BA from Saint Mary's in Business and is interested in education. **Wendy Kramer** is retired and lives in Moraga. She has a BA from UCLA and a JD from San Fernando College of Law and expressed an interest in membership and publicity. **Janet Rosefield** noted she's interested in volunteering in the Burckhalter library. She lives in Walnut Creek and has an AA from UC Berkeley. **Marsha Spampinato** is retired and has been a high school principal, which might be why she would like to help at Burckhalter. She has a BS from Long Island University and an MA from Stony Brook University and lives in El Sobrante. Another returning member is **Ann Welker**, a retired teacher who lives in Walnut Creek. She has a BA from UC Berkeley, an MA from the University of Wisconsin and is interested in nutrition and health. Ann is willing to bring snacks for meetings and has volunteered her home for small events.

Our new members with a dual membership are **Karen Larkin** and **Mala Marcus**. Karen lives in Walnut Creek and is a dual member with Danville-Alamo. She has a BS from the University of San Francisco in Technology Management, is

on the board of First Tee Contra Costa and is interested in helping in fund raising. Mala is self-employed as a mortgage consultant and lives in Lafayette with her husband, Steven. She has degrees in biology from the University of Singapore (BSc) and the College of Notre Dame (MAT) and an MA from UC Davis.

November Meeting

Be sure to attend the next meeting on Tuesday, November 15 and bring a guest or two – maybe she/they will want to become a new member. It's sure to be interesting – Catherine Baker will speak on education and her experience as a woman in politics. AND you might find some holiday gifts at the MarketPlace – look for details in this issue.

Membership Directories

The new 2016-2017 membership directories were handed out to all members attending our October General Meeting. Those who weren't at the meeting will be getting their copy in the mail shortly. Please note the new feature—a printed membership card attached to the directory. The card lists your name, original join date, expiration date and most importantly, *your membership number*. You will need this number if you want to access the membership page of the National AAUW records or want to pay your dues online in the future. The card also has the date National has on record that you joined. If you think the date is wrong, let us know.

Coffee on Us and December Activities

Please join us at the next *"Coffee on Us"* on Friday morning, November 11 at 9:30 at Starbucks in the Rheem Shopping Center in Moraga. You'll enjoy meeting old and new members in a smaller setting. Because of the holiday activities in December (see details in this issue), no "Cocktails and Conversation" or "Coffee on Us" is being scheduled. If you enjoyed these events and think they are a good idea, let us know and we'll schedule further ones in the new year.

**Alison Mackenzie and Mary Levey,
Membership Co-chairs**

DISTINGUISHED WOMAN

There are many distinguished women in our AAUW-OML branch. Next year we will be honoring one of our branch members who has demonstrated leadership, creativity and dedication to the OML mission. Our 2017 Distinguished Woman will be selected based solely on members' nominations, so please look around and start thinking about a devoted AAUW-OML member whom you would like to nominate. *Thank you!!*

Pat Lopker, califpal@aol.com

BURCKHALTER UPDATE

WARNING: *Tutoring can be addicting!*

Carrol Foxall has been a tutor at Burckhalter for nearly 20 years and is still loving it! OML has been providing tutors to this underserved Oakland elementary school since 1993, and this year we have five members tutoring in the classrooms.

“Once again I am in a 3rd grade class with a fabulous teacher and I work with six great kids,” Carrol says, “and although most need help with reading and writing, they are eager to learn. Already they are learning that vowels are important links in forming words. I find they learn best when they are having fun such as working on crossword puzzles or ‘brain teasers’ that I bring to our lessons. These activities also help them to think and not just spit back answers.”

Burckhalter students love their tutors, whether they need lots of help or are the brightest in the class. “The first day I began working with students in the computer lab, I got an unexpected hug from a little guy wearing glasses – that just made my day!” says **Sheila Apte** who began tutoring at Burckhalter this fall. It doesn’t take long for a new tutor to experience the wonderful rewards of this job! Sheila continued, “I enjoy working with students who are accelerated in math skills as it is fun showing them new things they can do with their skills – such as designing structures. They are so enthusiastic, it is a joy to work with them. Many have not had a lot of individual attention in their classes, I think, so having a tutor is special for them.”



Our all-volunteer library is amazing – new recruits as well as our “old timers” contribute to the many tasks that make the library a favorite place in the school. Each class has a weekly library visit. On a recent day, a newcomer, **Linda Bochte**, played a musical selection as each class entered and settled on the “reading rug.” Most of the students were able to identify the violin and piano as the main instruments.

For the 2nd grade class, *Ten Orange Pumpkins* was read aloud and a discussion of the rhymes followed. On another day, old timers **Alison Mackenzie, Mary Levey** (pictured at left) and **Kanan Shah** read *Animal Riddles* and students who correctly guessed the

animal in the description were given stickers.

Children love to get awards! For a special education class, the volunteers were alerted that a Native American was a guest that day and they quickly selected several books about Indians introducing native dress, teepees, pueblos, the many uses of the buffalo, etc., and the children were fascinated, many choosing books about Native Americans for their weekly book.

If you are looking for a meaningful “job” with no experience necessary and amazing rewards, please contact one of our volunteers or either of the co-chairs. We always need more tutors and library volunteers and you will be glad you did!

Carol Messinger & Pat Beckner,
Co-chairs Burckhalter Project

AAUW-OML BRANCH SCHOLARSHIPS

Developing Leadership Skills Through Community Service

AAUW *Leadership Essentials* lists ways women can develop leadership skills. Through our branch scholarships we encourage young women who have discovered leadership skills through their community service and are pursuing their aspirations. Here’s what one of our past recipients has to say:



Caiseen Kelley –
Miramonte graduate,
Harvard Freshman

“I had entered *Girls Who Code* believing the most important skills I would learn

would be technical skills, but the importance of asking questions and engaging with my students became the defining theme of the club. I learned to adapt my plans and to focus on engaging with the girls.”

Look for future articles on
past scholarship recipients



Scholarship's Fourth Annual
VALENTINE EVENT

Thursday,
February 9, 2017

A Special Heart-Healthy Treat!
At AMPHORA
Purveyor of Fine Olive Oil,
in Lafayette
Learn and Taste

Look for Details
at November's Meeting

ADVERTISING CAMPAIGN REPORT

A Very Successful Advertising Campaign!

Wow! That was fast and we more than met our goal.

The new OML Member Directory is published and distributed. This year we have three new advertisers: **East Bay Appliance Guy**, **Jill West Nutrition Consulting**, and **The UPS Store** (turn to page 8 to read more about UPS). OML thanks and appreciates their participation in our branch.

Also, thank you to our many renewing advertisers including nine members who purchased ads. You can see their graphic ads beautifully presented by design editor, **Mary Leigh Miller** throughout the new directory. Kudos to her for her leadership and detailed work on both the OML Member Directory and the TRIAD Newsletter. At <http://oml-ca.aauw.net>, the refreshed OML advertisers/sponsors web page has been completed by webmaster **Bonnie Gallogly** and consulting member, **Jeanne Melaugh**. Please extend a special thanks to them for their expertise and great attention to detail.

Six ads were featured in a slide presentation at the October General Meeting attended by over 100 Members and guests. These included the three new advertisers and three of our renewing ones: **Joan Evans** – founding partner of Village Associates, **Lana Reichick**, distributor of ViaVenté, and **New Delhi Bistro**. Other slide presentations at OML general meetings will follow in coming months.

We are all blessed to live in an area that listens and values the mission of AAUW and the work of its members. Our ten-member advertising team walks into community businesses to sell ads; at the same time, we spread the knowledge of the OML projects and programs that benefit women and girls. With great appreciation, I thank the 2016-17 ad team: **Diane Bell-Rettger**, **Stacia Cragholm**, **K deGroot**, **Bonnie Gallogly**, **Elaine Gallaher**, **Maryellen Judson**, **Pat Lopker**, **Mary Leigh Miller**, **Lana Reichick** and **Laura Wittenberg**. *Great job!*

Now it's your turn! At the November 17th meeting, please take home one or two of the updated handy phone cards providing "advertising face." Be sure to keep one in your car. *Your support is essential.* Visit and do business with our community "friends." Continue to express appreciation for their advertising and for their support of the AAUW mission. *We are all one TEAM making the future possible.*

Pat Lopker,
Advertising Coordinator

THE TRIAD Staff

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EXECUTIVE COMMITTEE 2016-2017

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AAUW Association Website: <http://www.oml-ca.aauw.net>
California AAUW Website: www.aauw-ca.org

2016-17 AAUW OML SPONSORS/ ADVERTISERS

*AAUW members

LAFAYETTE

Asian Accents – Original Designs in
Jewelry by K. de Groot*
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Jill West Nutrition Consulting*
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Dudum Real Estate Group
Open Sesame Natural Foods
Persons Plastic & Reconstructive Surgery
– Barbara Persons, MD FACS
Ware Designs – Fine Jewelry

MORAGA

AAAAA Rent-A-Space
Goodwill Industries of the Greater East Bay
National Assoc. for Advancement of
Female People – Diane Bell-Rettger*
Neighborhood Computers
New Delhi Bistro
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Moraga Chamber of Commerce
The UPS Store
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East Bay Appliance Guy
Hearing Science of Walnut Creek
Herbs & Spices Catering, Alameda
Maxine Christison Interior Design –
Maxine Christison*

Please refer to your current
membership directory for complete
advertising information.

OCTOBER MEETING WRAP-UP

Our October general meeting *Does Your Yes Mean No* was an overwhelming success! Well over 100 attendees including over 25 visitors heard League of Women Voters-Diablo Valley spokeswomen, Carol Murota and Sue Brandy, (*in photo at right*) give a thorough review of California and Contra Costa propositions.



Thanks go out to the AAUW Board members who acted as facilitators at the 12 table discussions following the LWV presentation.

Kudos to: **Pat Beckner, Diane Bell-Rettger, Denise Burian, Gail Chesler, Tory Courtney, Jan Cushman, Judy Helder, Maryellen Judson, Mary Ann McLeod, Mary Leigh Miller, Ksenija Olmer and Laura Wittenberg.**

AAUW Public Policy Committee hopes that the education provided will help you in casting your vote. **“YOUR VOTE IS YOUR VOICE”**

Jan Coe & Laura Monin, Public Policy Co-Chairs



Photos by K. deGroot



2016-17 AAUW OML SPONSORS/ ADVERTISERS SPECIAL REPORT

Welcome to a New Advertiser The UPS Store



Lamorinda resident **Doug Meyer** is the owner of all three Lamorinda locations of The UPS Store, a one-stop location for shipping, printing, faxing, copy-

ing, laminating, binding, packaging, passport photos and office supplies, plus many other business services.

Michelle Marcucci (*pictured above on right*) is manager and notary at the Moraga location. This store recently moved to a larger location in Suite C (next to CVS) in the Moraga Center, with convenient parking.

The UPS Stores in all three Lamorinda towns can provide many services, including private mail boxes to securely receive packages and mail. In addition to Notary services, they can provide Livescan fingerprinting and other unique services. The UPS Store can make holiday packing and shipping easy, without long lines at the post office.

When you stop at the location near you, tell them you are an AAUW member and thank them for becoming our directory advertiser. Check out their ad on page 46.

Lana Reichick, Advertising Team Member



PLEASE NOTE: in the Directory ad, the addresses for the Lafayette and Orinda locations are reversed. We apologize for the error.

AAUW FUND, *continued*

Barriers and Bias: The Status of Women in Leadership

In late March of 2016, AAUW released *Barriers and Bias: The Status of Women in Leadership*, new research documenting why women are still woefully under-represented in top leadership positions. The report demonstrates how that gender leadership gap limits both women and our society and details real solutions for lawmakers, industry leaders, and everyday Americans.

“This issue affects every American sector, every industry, and every worker. We know there’s no shortage of qualified and ambitious women who are ready to lead. What’s missing is opportunity,” said AAUW CEO Linda D. Hallman, CAE. “What can we do about it? Too much existing literature on women’s leadership wrongly asks how to ‘fix’ women leaders. Our report turns the lens around to focus on what society can do and why it’s important to do it, while also providing a tool for us to look in the mirror and confront our own biases.”

Barriers and Bias offers an in-depth and expansive set of findings and recommendations for policy makers, industry leaders, and individuals:

- For policy makers, the report outlines ways to promote equity and diversity at the local and national levels and demonstrates why closing the gender leadership gap is good for both the country and lawmakers’ constituents at home.
- For businesses, the report details both the bottom-line and cultural implications of losing opportunities to the gender leadership gap, while offering a set of recommendations that range from blind résumé reviews and flexible schedules to evidence-based diversity training.
- For individuals, the report shows how closing the gender leadership gap supports a healthier work-life balance and illustrates the effects of the leadership gap on women from diverse backgrounds.

The report is being released in coordination with AAUW’s new Implicit Association Test about women’s leadership. The test was developed in collaboration with Harvard University’s Project Implicit so that everyday Americans and leaders alike can measure their own biases about gender and leadership – biases people may not know they have.

The bad news? AAUW’s initial findings reveal that, on average, most people have a negative bias toward women in leadership. The good news? *Barriers and Bias* provides real steps to confront those biases – and the barriers standing in the way of women leaders and society as a whole.



Marie Bonilla
AAUW Fund VP

SPECIAL INTERESTS

The Bike Group enjoyed a ride along the Bay to the Rosie the Riveter National Monument. Beautiful day, great companionship, good exercise!



(l to r) **Patty Proctor, Diane Bell-Rettger, Jan Cushman and Ellen Beans.**

Contact Ellen at ellen.beans@gmail.com if you’d like to join this group that gets together to ride on the first Friday of each month.

RESTAURANT WALK FUNDRAISER

Thanks to everyone who joined us for the **Walnut Creek Restaurant Walk** to raise money for Tech Trek. We enjoyed a stroll and samples of salmon mousse, hummus and chicken, shrimp ceviche, bahn mi pulled pork, cookies, ice cream and more excellent food.

Most importantly, we raised \$695 for Tech Trek scholarships! Special thanks to **Sara Lautenbach** and **Patty Proctor** for helping with ticket sales to people outside our branch.



NOVEMBER at a GLANCE

1 TUE – CRITICS CHOICE BOOK GROUP
Pass along your book.

1 TUES – BRIDGE GROUP
12 noon – Joyce Dickey 825-7991

4 FRI– BIKE GROUP
Contact Ellen Beans, ellen.beans@gmail.com

5 SAT – INTERNATIONAL TRAVEL GROUP
Switzerland! at the home of Jan Cushman
Check with Ksenija Soster-Olmer for more info

8 TUES – BOARD MEETING
1 pm – Location for all board meetings: Atria,
1545 Pleasant Hill Rd., Lafayette

11 FRI – *COFFEE ON US*
9:30-10:30 am – Starbucks, Rheem Shopping Center, Moraga
All OML members plus guests welcome

14, 28 MON – GOLF
Contact Jan Gee for t-time and venue, 938-1316

15 TUES – AAUW FUNDS GENERAL MEETING
Keynote Speaker: Catharine Baker
9:30 am – Orinda Community Church Fellowship Hall
10 Irwin Way, Orinda

16 WED – MEMOIRS & MUSINGS
Contact Carol Messinger 283-8741

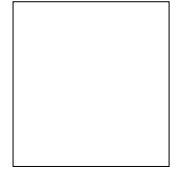
18 FRI – ANYONE WHO HAS READ THE BOOK
10 am – Orinda Books, 276 Village Square, Orinda
The Girl With Seven Names, by Hyeonseon Lee
Contact Judy Peak, 376-0540, for more info

18 FRI – LET'S GO TO THE MOVIES
Contact Mary Leigh Miller, 631-9694 for more info

23 WED – NOVEMBER TRIAD DEADLINE
Send articles to Mary Leigh Miller; mlmiller602@gmail.com

24 THUR – *HAPPY THANKSGIVING!*

AAUW-OML
Database Coord.
52 Wandel Drive
Moraga, CA 94556



DECEMBER 2016

Look for more listings in the December Triad

9 FRI – HOLIDAY WINE & CHEESE
10 am – Home of Sandy Fox-Sohner
(see more info on front page)

13 TUE – HOLIDAY COFFEE
10 am – Home of Jean Tuemmler
(see more info on front page)

13 TUES – BOARD MEETING
1 pm – Atria, 1545 Pleasant Hill Rd., Lafayette

The **HAYWARD / CASTRO VALLEY BRANCH** invites you to join its members in celebrating their 75th anniversary at a special **LUNCHEON** on **SATURDAY, DECEMBER 3**, at the Redwood Canyon Golf Club.

For more information and to make reservations, go to the branch website: <http://hcv-ca.aauw.net>. Deadline for making reservations is Nov. 22 and the cost is \$50 (\$20 is a tax deductible donation to AAUW Fund)

IMPORTANT NOTICE TO ALL SPECIAL INTEREST COORDINATORS

If your group decides to meet on a different day or time than normal or if you are no longer meeting, please contact our Calendar Coordinator, BONNIE GALLOGLY, so she can update the website calendar.