

TUESDAY, NOVEMBER 14

ARE YOU FINANCIALLY LITERATE?
Do you even know what you should know?

AAUW FUND presents
KARLY J. McAVOY
Senior Financial Advisor of Financial Advisors, Inc.



Karla J. McAvoy, a senior financial advisor and principal of Financial Advisors, Inc., in Lafayette, will be our keynote speaker at the **November AAUW Fund** meeting. She will talk about important financial issues facing women at different stages in our lives: managing our finances while working and in retirement, dealing with a spouse's health issues, helping our adult children, helping aging parents, and providing lessons for our children and grandchildren to name just a few.

Karla focuses on providing financial planning services and retirement forecasts. Karla received her BA in Economics from the University of California at Davis. She also received an MBA degree from Santa Clara University in 2001. She worked in the technology industry for about fifteen years, most recently for PeopleSoft, prior to becoming a financial planner. Karla works with families, young professionals, widows, and couples nearing and in retirement. She is also in charge of technology for the firm and is the Chief Compliance Officer.

Peggy Cabaniss, longtime OML member, is co-founder and current board member of Financial Advisors, Inc. Please put November 14th on your calendar.

Turn to page 4 to learn more about the AAUW Fund projects.

Part of AAUW's mission is to increase financial literacy among women.
Bring a friend to this very informative meeting.
Make sure you know what you should know!

PLEASE NOTE:
The November General Meeting will take place on the **SECOND TUESDAY OF THE MONTH** due to the Thanksgiving holiday.

MARKETPLACE @ the November Meeting!

MarketPlace has become a yearly tradition at OML General meetings! *All crafty members are invited to participate.*

We will provide an 8 foot table for you to sell whatever homemade items you'd like. OML takes no commission. It's our gift to you – just in time for the upcoming holidays!

Please email Mary Leigh Miller at mlmiller602@gmail.com by Friday, November 10, if you would like be part of MarketPlace.

HOLIDAY PARTIES

Tuesday, December 5
9:30-11:30 am
at the home of
Sara Lautenbach

Thursday, Dec. 7
4:30-6:30 pm
Holiday Happy Hour
at the home of
Peggy Cabaniss

Look for more information
in the December Triad

Note: There is no General Meeting in December.

... from LAURA'S DESK



Greetings!

As the Holidays approach it is time to reflect on how truly blessed we are to live in such a beautiful community. I feel personally blessed to have had the opportunity to be part of AAUW-OML. The women received me as part of their community with open arms. Their inclusiveness was surprising as I had been widowed very young and had challenges as the odd one out. Not true in this group. I credit them for my happiness today. Working together with my friends here. I found my community. I love all of you, as your part in making a difference in my life.

When asked to be president-elect, which meant I would also be agreeing on being the next President, I thought about it for a long time. One night I could not sleep and kept waking up. I found myself thinking I was being "called" and could not shake my feeling I needed to say "Yes", because AAUW-OML had been so wonderful for me I should give back. The next morning, I said: "Yes" to the nominating committee. I have never looked back. I have been challenged, I have been changed, and I have deeper and more meaningful relationships with the women while we have fun creating an amazing organization. We are doing great things in so many ways.

Part of being a member of an organization is participation in the activities of the group including helping with the priorities (many hands make the tasks easy), interest groups (having fun), and serving on a committee (your voice matters) while supporting our fundraising efforts (we need "your can do "spirit and \$\$\$) in order to fund our expense to pay for Community Outreach and the AAUW National Programs through the Fund (Research, Education Advocacy, Legal Advocacy, etc.)

Our Strategic Plan calls for us to look at how we raise community awareness of AAUW and our mission. The plan also includes forming a committee to help us brainstorm on how we coordinate our fundraising efforts and identify opportunities for financially supporting our priorities. We want those activities to be fun and profitable. I would like to suggest we rephrase our response to the call for help from "Oh! But it is so much work" to "Yes, I'll help.

I might learn something new, make a new friend, and have fun all while helping to fulfill the mission of AAUW-OML. Our Scholarship Committee has a new FUNdraiser in the works and could use some help, Stem has a need for people who are comfortable with computers to help with spreadsheets and organizing information on the workshops or tracking volunteers. Tech Trek had the SHRED Fest and we had lots of fun and made enough money for several camp scholarships. So I hope when you get a call you will say YES because I can guarantee that you will have fun and get to know everyone a little better and we will have a chance to know you. Those who play together stay together. Come join in the play!

Board Meeting HIGHLIGHTS Tuesday, October 10

In only a few months, the 2017-2018 year is off to a busy start. So far, we've organized our Showcase meeting and met with State School Superintendent Tom Torlakson.

We've had Tech Trek's Shred Fest and Restaurant Walk fundraisers. Scholarship sponsored five events for high school training and testing, which help pay for the awards we give out. Members have donated needed items to Burckhalter School. And, our branch, through the Inter-Branch Council, has donated to the Appointments Training event, which seeks to promote and encourage women to take part in government.

Membership Co-Chairs Alison MacKenzie and Mary Levey have worked with editor Triad publisher, Mary Leigh Miller, to put out our new Directory, while Pat Lopker's advertising committee has sold the advertisements.

But that is just a start. Other interesting speakers are lined up for future general meetings. Holiday gatherings are set, see page for details.

Don't forget the Marketplace at the November meeting where you can purchase members' homemade items for your gift list. The Scholarship Committee is working on a fun "game day" fundraiser for February. See page 6. And, our May Luncheon chair, Marla Schroeder, has already saved the date with Moraga Country Club.

Meanwhile, STEM Co-Chairs, Heidi Mayer and Stacia Cragholm, are busily organizing the conference to be held at Saint. Mary's College on March 17, 2018. And the Public Policy committee is looking for "a few good women" to get involved. Talk to Jan Coe or Laura Monin if you are interested.

FOCUS ON ... PUBLIC POLICY

Superintendent of Schools Tom Torlakson Talks of Achievements, Names Goals for California Public Education at October Meeting

OML members and guests welcomed Tom Torlakson, CA State Superintendent of Public Instruction (SSPI), at the October General Meeting.

Torlakson graduated from high school in 1967 amidst a war, the fight for civil rights and the women’s movement. Though that was 50 years ago, students today are facing very similar issues and it’s imperative that they learn to think critically and to analyze the news vs. “fake news.” Torlakson advocates for a TEAM (Together Everyone Accomplishes More) approach in which the teacher helps students to take charge of their own learning.

After the 2016 election Torlakson helped to establish a “safe haven” designation for schools. California is home to 300,000 undocumented students and even more undocumented parents. Schools should not be the immigration police. Presently 116 school districts have adopted the designation. In the face of proposals by President Trump, Torlakson vows:

- *to get DACA (Deferred Action for Childhood Arrivals) back in place,
- *to maintain funding for after school programs, and
- *to sustain money for Title 2/professional development for teachers.



Left to right: Denise Burian, Tom Torlakson, State Superintendent of Schools, Laura Wittenberg, Laura Monin, Jan Coe and Cherie Khaund

Torlakson takes pride in these accomplishments during his tenure as SSPI:

- *High school graduation rates are up from 73 to 83 percent.
- *More career/tech courses are being offered in high schools and students are making real-world connections and acquiring the skills that will serve them after graduation.
- *The passing rate for students taking AP exams is up.
- *Admission to the CSU system is up.
- *High school students can concurrently take free community college classes leading to earlier graduation from college and decreased student debt.

Torlakson commended AAUW as a shining light for many of the programs that he has fought for over the years. This is not a time for complacency. AAUW members must continue to be activists.

**Jan Coe and Laura Monin
Public Policy Co-Chairs**



Mary Leigh Miller, Jill Fernald , and Natalie Faye

FOCUS ON ... PUBLIC POLICY*(continued from page 1)***The Legal Advocacy Fund:****Challenging Sex Discrimination in Higher Education and the Workplace**

The Legal Advocacy Fund works to challenge sex discrimination in higher education and the workplace. Use of Fund resources ranges from community outreach programs to the backing of major cases.

Sex discrimination today takes a variety of forms: unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX of the Amendments of 1972. LAF addresses these barriers by informing people of their rights and using the legal system to seek justice and change. AAUW does not provide legal advice or legal representation.

The AAUW National website is a valuable resource for anyone pursuing legal help. The "Finding Legal Help" page answers such basic questions as "How much time do I have to find a lawyer," or "I want to hire a lawyer. Where do I go for a referral?" The site also offers a list by state of legal aid organizations. Other pages outline rights at the workplace and on campus.

LAF also offers two grants: the Case Support Travel Grant and the Campus Outreach Program Grant. The travel

grant makes it possible for AAUW members to meet plaintiffs and advocates that LAF supports and to hear their stories at AAUW state and regional conventions. The campus outreach grant provides funds for social justice events on campus.

Donated Dollars at Work**Rizo v. Fresno County Office of Education**

On April 27, 2017, several members of OML attended a hearing in San Francisco before the U.S. Court of Appeals in the Rizo v. Fresno County Office of Education case. Rizo originally filed suit against FCOE when she learned that her employer was paying a male colleague more merely on the basis of prior salary, even though Rizo had more experience than he had.

Arlene Rizo works as a math consultant for FCOE, training instructors in new ways of teaching math. She was hired in 2009 after earning a master's degree and teaching for 13 years. In 2012 she learned that a recently hired male colleague was placed at step nine in a one to ten scale, while she was hired at level one. Rizo says that after filing an internal complaint, she was told that the FCOE based new employees' salaries on just one factor: the employee's salary history.

At that April 27 hearing, the appeals court held that using prior salary

alone to calculate current wages can be permissible under the Equal Pay Act as a "factor other than sex" if the defendant shows that its use of prior salary was reasonable and followed a business policy.

AAUW joined an amicus brief that supported Rizo's petition for rehearing en banc (in front of all of the judges of a court rather than only a selected panel) and urged the Ninth Circuit to reconsider. The Ninth Circuit granted Rizo's petition on August 29. AAUW continues to support Rizo through the legal case support program as her case moves through various stages of the judicial system.

AAUW's paramount concern for Rizo and others is achieving pay equity. Basing pay on salary history is one factor that can perpetuate the wage gap, precisely because women are generally paid less than men. But many people don't understand the domino effect that pay inequity can have; Rizo's case could help shed light on this important yet often unrecognized factor that contributes to the wage gap.

The AAUW Legal Advocacy Fund has been crucial to the success of many gender discrimination cases since 1981. The case support program provides financial and organizational backing for plaintiffs who are challenging gender discrimination in education and the workplace. The funds come directly from the contributions of AAUW members.

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EXECUTIVE COMMITTEE 2017-2018**President**

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Judy Hammon

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

MEMBERSHIP

Welcome to Our New Membe; Saint Mary's College Representative

We warmly welcome Dr. Kristen Beck as a new member. She has a PhD in mathematics from the University of Texas at Arlington. She and her partner, Tanya, live in Oakland.

Dr. Beck is a professor at Saint. Mary's College in Moraga. Sant Mary's College is one of 800 AAUW college/university partner members. Each college/university member can have two representatives who receive a free AAUW national membership. As Saint. Mary's representative, Dr. Beck serves as an on campus liaison between students and AAUW-OM. Many of you may alren on campus ady know Dr. Beck from her work with us on our March STEM conference. In recognition of and appreciation for this work our Board voted to cover Dr. Beck's state and branch membership. Thank you, Dr. Beck. We look forward to working with you again this year.

2017-2018 Directories—Pick Yours Up, Save Mailing Costs

The new directories are out—you can't miss them with their neon green covers! Each member at the October meeting got her copy and many were kind enough to pick up a copy for a friend or two not at the meeting. We will have the remaining directories at the November meeting. Those not picked up in November will be mailed. However, mailing costs nearly \$2.00 a directory! So, we strongly encourage you to come to the November meeting and pick up your directory and a friend's, if possible. Thanks for saving the branch the expense.

Coffee? Wine? Where?

Throughout the year many of you have enjoyed meeting and chatting with new members and old at our Coffee on Us and Wine and Conversation gatherings. We'd love to hear from you about whether we should continue these gatherings in the new year. We'd also be interested in suggestions for new places and/or times. Be in touch: mele829@aol.com or alimac2020@gmail.com. Thanks for your input.

For Special Interest News

The First Friday Film group met for the first time on October 6 to see "Victoria and Abdul" followed by lunch and conversation at Urban Spoon. Our next film will be on Friday November 10. Janita Gee will be coordinating and picking the movie. If you are not on our email list and would like to be, send an email to patbeckner@yahoo.com.

MUSEUM MAVENS

This group will have its first outing of the 2017-2018 season to the **Blackhawk Museum** at Danville to see the current exhibition.



FRIDAY NOVEMBER 3*

We will carpool to Blackhawk Museum in time for a 1 pm docent tour and visit, preceded by lunch at anyone of a number of Blackhawk Plaza restaurants. We expect to return home around 3 pm.

SPIRIT OF THE OLD WEST

Jerry Fick has been collecting Indian, pioneer, fur trapping, cowboy, cavalry and gunfighter artifacts for years. In 2014 he offered his collection to Ken Behring and the Blackhawk Museum. The presentation is outstanding!

* NOTE: Date is different from presented at the OML September meeting. Contact **Maryellen Judson**, thjudson@aol.com 925-283-2387 for more info and to RSVP.

NEXT TRIP

YOUR CHOICE

PICK a MUSEUM and DATE

Contact **MaryellenJvudsen**

Basics for Burckhalter

Our Basics for Burckhalter supply drive at the September Showcase was such a success, we will be asking for the same assistance again at the December Holiday Parties. Paper towels, tissues and hand sanitizer are high on the teachers' lists. We will have a more complete wish list in the December Triad.

SCHOLARSHIP NEWS

EYH-STEM CONFERENCE

The Scholarship Committee is showcasing our 2017 awardees by highlighting their developing leadership skills and including a quote from their application.

The Scholarship Committee is quoting our second 2017 awardee Zoe Portnoff; the recipient of our \$5,000 Gail Uilkema Award. Zoe’s love of animals led her to volunteer at the Tony LaRussa’s Animal Rescue Foundation for six years. She grew into a leadership position through the ARF Teen Leadership Program. By joining an extracurricular school program, the Academic Decathlon Club, she learned the important leadership skills of working and learning with her peers.



**Leadership Skills:
LEARN LEADERSHIP FROM YOUR PEERS**

**Zoe Portnoff
Campolindo Graduate
Attending UC Irvine**

“Although I didn’t realize it at the time, I made the most significant decision of my high school career beginning freshman year when I approached the Academic Decathlon booth on Club Day and added my name to the member list. I was excited to meet new people and eager for the academic challenge. As captain, I am responsible for working with students and teachers to provide a friendly, inclusive and open learning environment. This responsibility has helped me become aware of and responsive to the different needs of team members. I am very grateful for the opportunity to gain more experience and confidence in my abilities as a leader. I have fulfilled the club leadership responsibilities of attracting new members and leading the team through tournaments.”

STEM HIGHLIGHTS

Mark your calendars for March 17, 2018 for our third STEM Conference at Saint Mary’s College. Eve Phillips, mayor of Orinda and MIT grad, is our keynote speaker. A Miramonte graduate, she will be addressing the trials and tribulations of being a techie.

Letters were sent out this week to past Tech Trekkers, Sister-to-Sister trainees, and others, recruiting high school girls to be ambassadors and volunteers for the conference. If you know a STEM-savvy girl who would like to be a part of our priority event and encourage her to contact us.

Our outreach to other communities now includes Hayward, Oakland, Richmond, Hercules, Alameda, and Antioch. We are hopeful that 25 percent of the 200 attendees will be from underserved communities. Registration will open in January

A shout-out to Chris Laszcz-Davis for recruiting workshop presenters.

The half day parent program is being coordinated by Laura Wittenberg, assisted by Jan Winter, one of Stanley’s teachers who routinely nominate girls for our Tech Trek program.

Denise Burian shared ways to improve our training day and campus tours, so all volunteers will know their roles and be familiar with the Saint Mary’s campus. If you have some suggestions to improve our conference, come to our next meeting, November 7 at 1 pm at Stacia’s home. We would love to hear your ideas and recruit you to help at the conference.

We are looking for hearty volunteers to help in the weeks leading up to March 17. Call us.

Save the Date!



Scholarship Valentine Party
A Game Day

February 12, 2018



**Stacia Cragholm,
Coordinator, EYH-STEM**

TECH TREK REPORT

Tech Trek Fundraisers Were a Great Success!

Thank you to everyone who supported the Shred•Fest by working and bringing papers to be shredded at 5A Rent-A-Space! The October weather and air quality cooperated to help us out. The event went smoothly as car after car came with boxes of papers to be pulverized. Net proceeds were \$1,646!



Photos, clockwise from top

Laura Wittenberg, Sandy Fox-Sohner in front of the shredding truck.

Husbands and Tech Trek dads loading up.

Mary Leigh Miller, Pat Lopker, Janette Maher, Christine Walwyn enjoy the Restaurant Walk

Elaine Chow-Davis, Judy Hammon, Natalie Davis greet cars.

Therese Tamaro and Christine Walwyn tend the cash-box.



Special thanks to our volunteers, many of whom have worked this event all four years: Sheila Apte, Jan Cushman, Elaine Chow-Davis, Sandy Fox-Sohner and husband Steve, Judy Helder, Judy Hammon and husband Jud, Therese Tamaro, Christine Walwyn, and Laura Wittenberg. Tech Trekkers Natalie Davis, Katie Bonderud and her dad Brad, Olivia House and her dad Chris, Hannah Liu and her mom Tang, and Tech Trek dad Michael Swan were a huge help. Strong publicity efforts were supported by Elaine Chow Davis, Sharon Doi Swan, Ellen Beans, Tory Courtney, Mary Leigh Miller, Marty Schimbor, and Lana Reichick.



The Restaurant Walk was much fun as we walked around Walnut Creek sampling great food from 24 restaurants—chicken, hummus, salad, tri-tip sandwiches, coffee, crepes, ice cream and more! The proceeds from ticket sales and donations from those who could not attend was \$640.

Thank you for your on-going support for our Tech Trek program! Our team will soon ask teachers at the intermediate schools to recommend their next set of girls. We plan to send seven girls again this year! The funds from our fundraisers will pay for 2.4 scholarships. Your donations are very welcome.

OML ADVERTISING CAMPAIGN

ADVERTISING CAMPAIGN REPORT

The 2017 OML Member Directory was published and distributed in October. OML Branch publications also include the TRIAD newsletter and the AAUW-OML website, both communicating the tremendous work we do as AAUW members. All three showcase the many advertisers/sponsors who in turn honor the work of this branch. Money raised by the sale of advertising, beyond covering the cost of branch publications, is used to supplement branch financial costs as we plan programs toward the advancement of equity for women and girls.

The ten-member OML advertising team walks into community businesses to sell ads; at the same time, we spread the knowledge of AAUW projects and programs that benefit women and girls. With great appreciation, I thank the 2017-18 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 ladies!

Seven ads were featured in a slide presentation at the October General Meeting attended by members and guests. With a focus on restaurants and gifts, included were a new advertiser and six renewing advertisers. Other slide presentations will follow at future public meetings.

Joining our advertisers this year is *The Image Studio*, located in Lafayette across from the Lafayette Library. Owned by image consultants, Marjory De Roeck and Carolyn Woodworth, their services include individual appointments and support, as well as offering classes and presentations. "A small change can have a big effect on your appearance. Whether you want guidance on what colors are most complimentary, how to update your makeup, what clothes in your closet should be purged or what hairstyle is the most youthful, they can help. OML thanks and appreciates their participation. (You can see their ad on page 24 of the new Directory.)

Also, thank you to our many renewing advertisers including seven very loyal members. Their graphic ads are beautifully presented throughout the new directory by design editor, Mary Leigh Miller. Kudos to her for leadership and detailed work on both the OML Member Directory and the Triad Newsletter. At www.oml-ca.aauw.net, the refreshed OML advertisers/sponsors web page has been updated by webmaster Bonnie Gallogly and consulting member, Jeanne Melaugh. They are experts with attention to detail.

Now it's your turn! Always be on the lookout for new advertisers. Kudos to Leslie Pfeifer for doing just that with The Image Studio. Call any team member with a name. At the November 17th general meeting, please take home one or more of the handy updated phone cards providing "advertising face." Your support of these local businesses is invaluable to them and to our branch. As you visit and do business with community friends, please express appreciation for their support of the AAUW mission.

Pat Lopker, Advertising Coordinator

2017-18 AAUW OML
SPONSORS/ ADVERTISERS

*AAUW members

LAFAYETTE

Asian Accents – Original Designs in Jewelry by K. de Groot*
Creative Alterations – Josef Jamko-chain
Diablo Foods
The Image Studio
Jill West Nutrition Consulting*
Matthew McLeod, Realtor –
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
Royal Siam Thai Cuisine
The UPS Store
ViaVienté – Lana Reichick*

ORINDA

Joan Evans* & Angie Evans Traxinger,
Village Associates Real Estate
Piccolo Napoli
Redwood Cottage Sea Ranch
Vacation Rental – Elaine Gallaher*
Shelby's Restaurant
Soraya Golesorkhi*, Realtor –
Coldwell Banker

WALNUT CREEK & Beyond

Bay Alarm Company
Hearing Science of Walnut Creek
Herbs & Spices Catering, Alameda

Please refer to the new membership directory for complete advertising information.

NOVEMBER AT A GLANCE

PLEASE NOTE THE CHANGE TO THE FIRST AND SECOND TUESDAYS FOR THE NOVEMBER BOARD AND GENERAL MEETINGS DUE TO THANKSGIVING.

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

2 THUR – STEM CONFERENCE Meeting
1 pm – Home of Stacia Cragholm

3 FRI – MUSEUM MAVENS
Trip to the Blackhawk Museum (*see page 5 for details*)

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

4 SAT – INTERNATIONAL TRAVEL
Contact Sara Lautenbach for info

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

7 TUES – BOARD MEETING
1 pm – Orinda Community Church
Please note: the first Tuesday of the month

10 FRI – FIRST FRIDAY FILM GROUP
Call Janita Gee for more information or email patbeckner@yahoo.com.

13, 27 MON – GOLF
Contact Jan Gee for t-time and venue, 938-1316

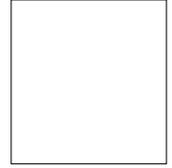
14 TUES – NOVEMBER GENERAL MEETING
AAUW FUND PROGRAM: *Karla J. McAvoy*
Are You Financially Literate?
9:30 am – Orinda Community Church

15 WED – MEMOIRS & MUSINGS
1-3 pm – Contact Carol Messinger for details, 283-8741

17 FRI – ANYONE WHO HAS READ THE BOOK
A Man Called Ove by Fredrick Backman
10 am – Orinda Books, 276 Village Square, Orinda
Contact Mary Hake, 254-1435

17 FRI – LETS GO TO THE MOVIES

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



Contact Mary Leigh Miller, 631-9694, for more info.

16 THUR – STEM CONFERENCE Meeting
1 pm – Home of Stacia Cragholm

24 TUE – DECEMBER TRIAD DEADLINE
Send items to Mary Leigh Miller, mlmiller602@gmail.com

IMPORTANT NOTICE TO ALL SPECIAL INTEREST COORDINATORS:

If your group decides to meet on a different day or time than normal, please contact our Calendar Coordinator, BONNIE GALLOGLY, so she can update the website calendar.