



MARCH 17 General Meeting

Orinda Community Church
Fellowship Hall
9:30-11:30 am

SPOTLIGHT ON IMMIGRATION

There's so much we may not know about how immigration works (and doesn't work) in our country.

This meeting will be a chance to change that.

Our three panelists are well-informed and currently working or teaching in these fields. They are **Alka Madan** of Bay Area Immigration Services, **Mahvash Hassan**, an independent consultant, and OML branch member, **Dr. Zaida McCall**.

We'll start off being interested and informed by discussing *How do immigrants get into this country?* Did you know there are 26 different visas, with different rules and quotas, and different approximate numbers of holders of such visas now residing here. This is a topic very much in the newspapers and on the evening news and talk shows.



The second panelist will help us understand the effect on our economy, our culture, and our crime statistics as a result of the presence of the immigrants and some of their families. There are truths being spoken and there are un-truths being spoken. Who is to know is which is which? All the myths ... how accurate are they?

Our third panelist will share some insights on at least one major influx of immigrants and the nation and culture that received them.

Following the panelists' sharing, there will be an extended Q&A – that part of the meeting can get down into the interesting “weeds.”

Hope you'll join us – bring a friend.

PLUS ...



Join us in celebrating
the OML 2020 DISTINGUISHED
WOMAN of the YEAR.



Her identity will be announced at the meeting on March 17!

2020-2021 SLATE OF OFFICERS:

CO-PRESIDENTS: Marielle Boortz and Alison MacKenzie
PRESIDENT-ELECT/VP: (open)
AAUW FUND CO-VPs: Diane Bell and Marilyn Evans
PROGRAM VP: Chris Laszcz-Davis
MEMBERSHIP VP: Marie Bonilla
SECRETARY: Linda Bochte
FINANCE VP: Peggy Cabaniss

You will be asked to vote on these candidates at the March meeting.
Read more on page 2.

The board needs the services of any member who is familiar with QuickBooks. Please contact Jan Coe at 925-200-7097

SUNDAY, APRIL 19

Tech Trek & Scholarship AWARDS MEETING

3 ~ 5 pm

Orinda Community Church

Help celebrate young women
in our community.

Listen to their voices and
hear our special guest speaker,
CARA WOLFE

Cara Wolfe actively participated in many OML activities while a student at Acalanes High School. She is now in her second year at UC Berkeley, California.



Read more about her accomplishments in the April issue of the Triad.

... from DENISE'S PERSPECTIVE



Greetings. Our branch just offered the AAUW Work Smart program to members of our community. **Sara Lautenbach** presented the program, coordinated by **Gail Chesler**. It was an excellent program, with lots of participation, great tips and practice on how to negotiate salary and benefits. Several of the women who attended were in the process of negotiating their salaries, and appreciated the resource. Work Smart is a concrete way in which AAUW is helping women reach pay equity. We had about 10 members of the public attend, plus several members from the Danville-Alamo-Walnut Creek Branch, who partnered with us to sponsor the program.

One of my goals as president was to offer the Work Smart program to our community. Check! Another goal was to have some of our programs scheduled during times that working women can attend. We had an evening program last year, and this Sunday afternoon program. Check! The purpose was to offer programs of interest to members of the community, specifically working women, as well as to demonstrate what AAUW-OML has to offer.

There are many activities going on right now in our branch. Scholarship and Tech Trek committees are interviewing candidates for scholarships, to be announced at our Sunday, April 26 meeting. The STEM Conference will be held on Saturday, March 21. Plans are being finalized by the committee. There is still a spot left for a Workshop Monitor, and several for helping out with the Bio-Rad DNA exercise. **Please contact me to volunteer.** There will be a meeting for volunteers at Saint Mary's College on Sunday, March 15, at 10 am.

Registration is under way for the AAUW-CA State Convention, which will be held Friday, April 17, through Sunday, April 19, at the Westin SF Airport Hotel. (See the AAUW-CA website) Our CEO, **Kim Churches** will speak at the Saturday dinner, and Congresswoman **Jackie Spier** will speak at the Sunday lunch. Several board members are attending at least one of the days, but we encourage non-board members to attend as well, especially since it is in the Bay Area this year. Our board recently approved reimbursing members for part of the registration fees. Please contact me if you are interested in attending.

It is that time of year again to elect officers for the 2020-2021 year. The current slate of officers are listed on the front page of this Triad. Some of the positions are still vacant. Thank you to those that will serve next year. I won't say that being an officer is not extra work – it is. But I will say that the rewards outweigh the effort, and it is not all work as we enjoy each other's company. Please reach out of your comfort zone and volunteer to ensure we continue to have a thriving branch in the future. Just go for it – it's worth it. I have gotten to know many members while on the board. By going to meetings, and participating in committees, plus interest group activities, I have developed friendships that I would not have otherwise, and it has enriched my life.

March 8 is International Women's Day. *This year is the hundredth anniversary of women getting the right to vote.* Voting is our superpower! Don't forget to vote by or on March 3.

Denise Burian, President

NOMINATING COMMITTEE REPORT

This year's nominating committee consisted of **Pat Beckner, Jan Coe** and **Leslie Pfeifer**. We are tasked with developing a slate of branch officers for 2020-2021, and started by contacting all of the current board members. We are grateful that several current board members are willing to serve another term. The committee brainstormed and gathered names. Ideally the elected board consists of current board members, new members, and former board members who have not served recently.

The slate for elected officers is published on the front page. These officers will be voted on and elected at the March General Meeting. There are still numerous ways to serve the branch next year. We would like to have as many members involved as possible. If you would like to help in any capacity, please contact one of us and we will get you connected.

**Jan Coe, Chair,
Nominating Committee**

BOARD MEETING HIGHLIGHTS February 11, 2020

Gail Chesler and her committee are busy reading nominating letters for the Distinguished Woman award to be decided by March 6.

The February General Meeting will feature the Work Smart presentation. March General Meeting will bring information about immigration. April General Meeting will have Cara Wolfe, former participant in many AAUW-OML programs, who is currently studying Computer Science at UC Berkeley.

The AAUW State Convention will be held in San Francisco this year and members are encouraged to attend one or more days. There will also be evening events.

Linda Bochte, Secretary

FOCUS ON ... STEM CONFERENCE • MARCH 21

Franceska Hinkamp Keynote Speaker at the STEM Conference



Franceska Hinkamp, a Pediatric Genetic Counselor at the UCLA Institute for Precision Health, certainly did not start out with a STEM related career in her sights. Social justice, empowering young people in the child welfare system, and supporting transitioning foster teens through resource connection was her passion. Franceska's enthusiasm and skill in bringing the social and physical sciences together to pioneer a new career, genetic counseling, is a story worth hearing. Franceska received her BA in Sociology as class valedictorian and Davies Forum Scholar from University of San Francisco in 2012. Her honors thesis was titled "*Going to the Dark Side: A Sociological Analysis of Pre-Teen 'Glitz' Beauty Pageants.*"

After college she joined the Jesuit Volunteer Corps and committed to a year of service in an underserved community in rural Washington state. In her role as an employment program and housing coordinator for youth in the foster care system, she recognized the impact that a supportive person could have at a time when a person feels powerless. She went on to work for The Mockingbird Society, a leading youth advocacy organization based in Seattle during which time she trained youth to be their best advocates by using their stories to inform legislative solutions to systemic problems in the foster care system.

Her incidental discovery of the field of genetic counseling led to her "ah ha!" moment. In this quickly growing clinical field, she recognized an opportunity to merge her social science background and advocacy experience with the exciting advances in medical genetics. She attended graduate school at Northwestern University, Chicago, Illinois – one of the top schools in Genetic Counseling – and earned her Master's of Science degree in Human Genetics.

Today, she provides pioneering genetic counseling in pediatrics, adult medical genetics, neonatal intensive care and pediatric cancer predisposition at UCLA in Los Angeles. She was recently awarded the National Society of Genetic Counseling Best Student Abstract Award at the National Society of Genetic Counselors Conference in Salt Lake City.

On a personal note, Franceska participated in the Sister-to-Sister Summit hosted by AAUW as a middle schooler in 2002 and again as a mentor in high school in 2008. She shares, "that day as a participant shifted the way I thought about my social identity as a young woman and my participation as a mentor was meaningful and helped to shape my leadership abilities." Outside of work, Franceska enjoys practicing hot yoga, cooking up vegan feasts for friends and family and training her dog at a canine agility gym.

**Chris Laszcz-Davis,
STEM Committee Member**

STEM Volunteers

It is very rewarding to volunteer at the STEM Conference. If you are available on Saturday, March 21 from 7:30 to 9 am to help with registration, or from 7:30 am to 3 pm to be a Workshop Monitor, and haven't signed up yet, please contact **Denise Burian**. You will have fun, learn something new, and lunch is included.

There will be a special volunteer training day on Sunday, March 12 from 10 am to noon at the Soda Center on the college campus.

The Parent Program

We are very excited to share with our members the keynote speaker for the Parent Education Workshop to be held at Saint Mary's College in the Soda Center, Clay's Hall as part of the STEM program. **Dr. Rand Morimoto**, Ph.D is the former Cybersecurity Advisor to the White House and a Saint Mary's College Trustee who has been in the tech industry for over 40 years.

Dr. Rand Morimoto has also worked in academics to bridge fundamental knowledge and learning in a tech-driven global environment. Dr. Morimoto has written dozens of books on safety and security on the Internet including a recently published book titled *Is That Really True? – How Disinformation Dangerously Impacts Our Thinking*, focusing on the use (and misuse) of social media in the distribution of individual perspectives and opinions that are frequently misinterpreted as facts. He will provide guidance on what parents can do in helping their teenagers better understand the role each individual plays in their own cyber protection and security as they navigate the digital world around them.

Feel free to join us. The program begins at 8:45 am.

**Laura Wittenberg,
STEM Committee Member**

FOCUS ON ... MEET the STEM CONFERENCE AMBASSADORS

The ambassadors are responsible for training volunteers and overseeing the logistics of the conference. The STEM Conference committee believes they deserve recognition for enhancing our volunteer community. Four of the young women below (with an *) have been ambassadors for at least one previous conference and the others are new. Their reflections capture some of the experiences and learning skills they have gained.



Chloë De Smedt

During my experience as an ambassador, I have learned what it means to not be scared to reach out to people that I do not know.



Emilia Gutman

I am a junior in high school and I am very detail oriented so I have greatly enjoyed being on the planning end of an amazing and inspiring event for middle schoolers.

In 2016 I received a scholarship to Tech Trek, which opened my eyes to many new possibilities in STEM, and as an ambassador I hope to do the same for other middle school girls interested in STEM.



Liesel Hilkemeyer

My experience as an ambassador has allowed me to be a leader for other girls exploring STEM, and I am grateful to be able to give back to the same community

that gave me wonderful opportunities when I was younger. I loved being surrounded by others who were passionate about science and want to give similar experiences to others.



Helen Kaidantzis •

As a STEM conference ambassador I have learned incredible leadership skills while also being able to share my love for STEM with other young, passionate girls.



Isabelle Katz

Being an ambassador so far has been such an inspiring experience, and I can't wait to continue to encourage middle school girls to be more involved in STEM.



Abbie Lee *

As an ambassador, I've been able to see all of the work and detail that goes into coordinating the STEM Conference, and in doing so, I've improved important skills like organization and communication.



Isabelle Liu *

Through my involvement in the conference, I have been able to give middle school girls in my community the opportunity to learn about STEM

while also reinforcing my own love for STEM.



Lindsay Scarpitti

In working with the STEM Conference, it has been inspiring to watch girls make new discoveries and be able to explore their love

for STEM while also meeting other girls with similar interests.



Lynn Wolfe *

As an ambassador I've discovered that I have the ability to create and implement solutions.

Prepared by Isabelle Liu

STEM Committee Meeting

• March 12 – 10 am
at Stacia Cragholm's home
3975 S. Peardale Dr., Lafayette

Training Workshop for Volunteers

• March 15– 10 am-noon
at Saint Mary's College
Soda Center



SCHOLARSHIP NEWS



ON THE ROAD to LEADERSHIP

2019 Scholarship Award Recipient

GENIE LEE

**Campolindo High School, Class of 2019
University of California, Berkeley**

Genie Lee spent four years working on Campolindo’s *La Puma* magazine. Her senior year she was co-editor in chief and lifestyle editor. Genie has also volunteered at her church, John Muir Hospital and Contra Costa Libraries. Dedicated to exploring her Korean culture and language, Genie has taught elementary students at the Contra Costa Korean School, and says, “Teaching Korean to sprouting, young students taught me that languages had the endless power to bridge gaps between those who come from different areas of the world.” She has become “an individual unafraid to show my heritage and encourage others to express theirs.”

Korean and English aren’t Genie’s only languages. Her Campolindo high school German teacher wrote this about Genie: “Genie is fully engaged in the process of learning. In class, I can count on her to offer insightful comments and ask intelligent questions. Her interest is genuine, as it must be for one to achieve such a high level of proficiency.”

In her letter of recommendation for Genie, Yeon Park, the classroom teacher writes: “Genie is one of the most dedicated, passionate, and hardworking teacher’s assistants that I have had the pleasure of working with.” . . . “I can see through her intentions of helping the students learn the language with grand passion in her (and their) roots. She also brings fun to the leaning environment with constant smiles and playful attitudes. My students absolutely adore her, which is the great balance I see for my assistants.”

THANK YOU!

Thank you to **Jill Fernald, Therese Tamaro, Lucy Olson** and **Sally Swanson** who attended our interview workshop and are ready to interview high school and college applicants. We are in the process of interviewing 16 high school seniors. No doubt, we will meet some amazing young women in the next two weeks. The college deadline is March 9. Our Awards Ceremony is Sunday, April 19.

**Mary Ann McLeod, Co-Chair,
Scholarship Committee**

Choose Your Prize • SILENT RAFFLE

Get your raffle tickets ... Time is running out!

The scholarship committee is holding a special silent raffle to benefit the high school and Saint Mary’s AAUW NCCWSL scholarships. The last time you can buy tickets is at the March meetings. The cost of the tickets are two for \$5, five for \$10 and 20 for \$20. Put your name and phone number on the ticket, then place your tickets in the box or boxes representing the prize of your choice. We will be picking a winning ticket from each box at the March 17 meeting. *You do not need to be present to win.* Winners will be notified by phone.

Here is a list of prizes that you can choose!

- Two sets with four tickets each for an Oakland A’s game for outfield seating in April or May. Value \$80.
- Yoga with Elaine, three classes. Value \$66.
- Shelby’s restaurant gift card. Value \$50.
- Ristorante Amoroma gift certificate. Value \$50.
- Bowl of Beautiful Succulents. Value \$25.
- Gift bag with Amphora Olive oil & Balsamic vinegar with bread dipping spices and bowl. Value \$35
- Bottle of 2014 Opolo Red Blend wine with basket of goodies. Value \$47.
- Nine holes of golf for two with a cart at Diablo Hills with 12 balls and covers for clubs. Value \$80.
- Bottle of Denner Vineyards Ditch Digger Wine (red blend) 2015. Value \$70, according to *Wine Enthusiast*.
- *Leadership in War*, book by Andrew Roberts with mug and tea/hot chocolate. Value \$35.
- *Rustic Joyful Food Cookbook* by Danielle Kartes plus a quilted pot holder and home-made goodies. Value \$45.
- Berkeley Symphony, 2 tickets to any symphonic concert to be used by April 2020. Value \$30
- A bottle of Schurffenberger Brut with cheese plate. Value \$30.
- Crystal six inch bowl. Value \$40.



Contact Bonnie Fend for tickets and information.

Please support our young women’s scholarships and buy raffle tickets!

~ THANK YOU TO OUR DONORS ~

Scholarship Committee would like to acknowledge and thank our Community Donors for contributing to our Raffle.

Amphora in Lafayette • Orinda Books in Orinda • Shelby’s Restaurant in Orinda • Ristorante Amoroma in Moraga • Elaine Watson • Dennis Fay • Diablo Hills in Walnut Creek • Oakland A’s • Laura Wittenberg • Jill Eberhard • Bonnie Fend

MEET OUR ADVERTISERS

Have you tried Bistro Burger & Grill yet?

Just across the side street from Trader Joe's parking lot on Mountain View Drive in Lafayette, this new advertiser is a FIND. When you're in the mood for a good burger, there are nine options at Bistro Burger, all made with natural, grass-fed Niman Ranch beef, grown with care. A favorite of a few OML members is the Alaskan sock-eye salmon burger, with a side order of sweet potato fries. Or top your favorite salad with a salmon fillet. You can even request a serving of grilled shrimp – owner Nick's personal special that's not on the menu.

This is a great place to stop for lunch after OML meetings, when you are running errands in town, or you want to catch a ballgame, a brew, and a bite. You can even get an old-fashioned milkshake, malt, or root bear float.

Find close metered parking on Mount Diablo Boulevard or in the big private lot behind the restaurant. Occasionally, there is a free spot nearby.

Check out their ad, page 25 in the directory. Tell them you saw their AAUW ad for a discount on your food order. Be sure to let them know you are an AAUW repeat customer, so they become a repeat advertiser in our directory. Tell your server to tell Nick, "Thanks for their support."

- WiFi password: Bistro965 – as in 965 Mountain View Drive, Lafayette. 925-298-5372
- Open at 11:00 most days; 11:30 on Sunday.
- Close at 8:30, Wednesday thru Saturday.
- Close at 8:00, Sunday thru Tuesday.
- Order Take-out and Catering online at: *bistroburger-lafayette.com*



**Lana Reichick,
Advertising Team Member**

Look for future articles on our 2019-20 advertisers by members of the OML advertising team. Please support our advertisers by frequenting their businesses and availing yourselves of the services they provide. Let them know you saw their ads in the OML Membership Directory.



RESTAURANT | CATERING

2 Theater Square • Suite 152 • Orinda
925-254-9687 • shelbysorinda@sbcglobal.net
www.shelbyseatbetter.com

Shelby's ad was inadvertently left out of the current OML Directory, so we will be featuring them each month in the Triad instead. Please plan to frequent this restaurant and be sure to tell them you appreciate their continued support of our branch.

2019-20 AAUW OML SPONSORS/ ADVERTISERS

*AAUW members

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Hearing Science of Walnut Creek
Herbs & Spices Catering, Alameda
– Wendy Shay
Milner's Jewelers, Countrywood
Shopping Center, Pleasant Hill
The Service Outlet – Marc Harvey,
San Ramon

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

JANUARY INTERBRANCH COUNCIL MEETING

The Interbranch Council (IBC) meets four to five times per year with the purpose of encouraging cooperation among Contra Costa County AAUW branches in order to serve the community and promote AAUW's mission. Representatives from each Contra Costa County branch and the Benicia-Vallejo Branch attend IBC meetings.

Items of interest reported and discussed at the January 28, 2020 IBC meeting are summarized below.

- OML was complimented for organizing an AAUW table at the January 18 Walnut Creek Women's March. Danville-Alamo-Walnut Creek (DAW) and Benicia-Vallejo Branches joined OML at the table, which brought good visibility and publicity for AAUW branches.
- National AAUW guidance on branch records retention is that financial reports and minutes need to be kept forever so can prove non-profit status. One IBC member suggested storing records on CDs and noted that flash (thumb) drives have high failure rates.
- DAW branch recently met with Congressman DeSaulnier. They discussed two areas needing attention: the need for civic education in schools and how to identify fake news. He is open to collaborating with AAUW and recommended the book "They Don't Represent Us, Reclaiming Our Democracy" by Lawrence Lessig.
- DAW public policy chair proposed that IBC take on a civics in schools project, e.g., a project listed in www.edutopia.org, or form a special interests group to do so.
- Delta Contra Costa Branch reported they netted about \$12,000 in their holiday gift wrapping fundraisers at the Antioch Mall and Barnes & Noble store.
- Clayton Branch netted about \$2,000 at a fashion show fundraiser event at J Jill. Their March program will celebrate the Clayton library's 25th birthday; the Branch was instrumental in creating the library.
- Pleasant Hill-Martinez Branch has formed some new interest groups: hiking, medical/health care. They continue to run Study of Art and Music classes at Fair Oaks Elementary. Two of their fundraisers are a Soup Supper and "Painting With a Twist" (drink wine and paint).
- DAW reported that their Holiday Home Tour fundraiser for Tech Trek and local scholarships netted about \$18,000;

they plan to hold the event again this year. Their January program was a joint program with San Ramon Branch at which the League of Women Voters made a presentation on the petition to amend the November 2020 ballot measure regarding commercial property tax law to add a small business exemption.

- Concord Branch is moving their annual fundraiser from Mother's Day to Father's Day and partnering with a local car show group to remake the event into a wine/bar crawl with cars.
- San Ramon Branch's annual Tips for Change fundraiser for Tech Trek was at Gianni's Italian Bistro in San Ramon on February 10; the event included a raffle of wine and chocolate gift baskets. March program speaker is a professional organizer.
- Benicia-Vallejo Branch has sold about \$2,000 in tickets thus far for their annual March wine and cheese fundraiser, held at a member's house. Their January program was a candidates forum with the League of Women Voters.
- West Contra Costa Branch has a Global (issues) Interest Group. Upcoming branch programs include: local fire and EMT personnel presentation on emergency response (January), "Sisters in Crime" authors (women mystery writers, February), court appointed special advocates program for abused or neglected children (CASA, in March).

Marielle Boortz, Co-President-Elect

AAUW Mission

AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

Value Promise of AAUW

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.



BURCKHALTER NEWS

Our first box of books purchased with the grant from the Friends of the Oakland Public School Libraries (FOPSL) has arrived and many have already been checked out by students. New books, like so many new things, are always popular.

We now have the opportunity to apply for a mini grant from FOPSL. Should we be granted the money, we will purchase the books that have been nominated for the California Young Readers Medal 2020-2021. The CYRM website is a good place to look for suggestions if you are in the market for a book to give to a young person:

<https://www.californiayoungreadermedal.org/>

We are always looking for volunteers to work with us at Burckhalter, either in the library or as tutors. If you or someone you know is interested, please contact **Joanie Jump** at 925-876-4639. Membership in AAUW is not necessary.

Joan Jump,
Burckhalter Coordinator



FEBRUARY MEETING WRAP-UP



Sunday afternoon, February 23, visitors from the community and branch members attended a **Salary Negotiating Workshop** held in Community Hall at the Lafayette Library. OML branch member **Sara Lautenbach** was the attention-getting and holding facilitator. She did a great job, working off an informative Power Point and encouraging the audience to participate in mock interviews. We are grateful, too, for the grand cookie display assembled by **Judy Helder**, our hospitality chair.



The workshop was particularly interesting from a strategy perspective by those who believe they will be negotiating for a salary in the hopeful near future. It was good we had some extra copies of the workbook to satisfy the requests after the session for “I need one of these for my son-in-law..... my daughter” etc.

The workshop was a combined meeting by our branch and the Danville-Alamo-Walnut Creek Branch. Thanks to all who attended and participated.

Gail Chesler, VP, Programs

MONTHLY ACTIVITIES

EVENING SALON

Thursday, March 5 • 7-9 pm
Home of Janette Maher

This is an open discussion group talking about cultural and social issues of the day. Contact Janette, kidlitlvr@hotmail.com for more information. To get on the email list, contact Denise Burian, denburian@gmail.com.

GIG

(Games Interest Group)
Friday, March 13 • 1:30-4 pm
Hostess to be announced

If you would like to join us on the second Friday in March (or want to get your name added to the GIG list), email Laura Wittenberg at laura.wittenberg.MFT@gmail.com. She will contact you with where to meet this month.

ANYONE WHO HAS READ THE BOOK

Friday, March 21
10 am • Orinda Books

Anyone Who Has Read the Book meets at Orinda Books at 10 am on the third Friday of the month. This month, the book is *Unsheltered* by Barbara Kingsolver. Contact **Jill Eberhard** (254-5589) or **Marilyn Evans** (376-3484) for more information. For a list of books for the coming year: <https://oml-ca.aauw.net/interests/anyone/>.

Please refer to the back page for complete information on all upcoming events and monthly special interest activities.

THE TRIAD Staff

Editor
Mary Leigh Miller, 631-9694
email: mlmiller602@gmail.com

Copy Editor
Lynda Leonard, 254-6254
email: lyndaeleonard@gmail.com

EXECUTIVE COMMITTEE 2019-20

President – Denise Burian
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Vice-President, Program – Gail Chesler

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

PUBLIC POLICY UPDATE



2018-19 Legislative Year Closes – Wins for 12 AAUW-Supported Bills

(From AAUW CA Perspective)

January 2019 brought a new Governor to California. While the previous Governor, Jerry Brown, was supportive of many of AAUW California priorities, it is expected that Governor Gavin Newsom has an even greater appreciation for our priorities and values. The CA legislature continues to have an interest in questioning the status quo and moving the needle on issues including the gender pay gap, sexual harassment, employment discrimination, Title IX, family leave, childcare, and education.

However, many issues were overshadowed by a few bills that seemed to take the oxygen out of the room and took up considerable time and attention. While unrelated, they still affected the AAUW California agenda because of the focus on them. There were major fights over legislation to limit medical exemptions for vaccines, regulation of internet privacy, and pharmaceutical price controls. Also notable was a significant battle over the codification of case law to clearly delineate which workers are employees versus independent contractors. With the 2018-19 legislative session finally at an end, members of the AAUW California Public Policy Committee, along with our Legislative Advocate Shannon Smith-Crowley, are proud to report that 12 of our AAUW-supported bills were signed into law. Some of our bills, including paid family leave and elimination of the sales tax on menstrual products and diapers, have been dealt with by the budget process, rendering the bills unnecessary. While AAUW scored significant wins, there were some losses that will require attention during the next legislative year.

Three of our bills became two-year bills that may be considered in the 2020 legislative year. These included two of our major bills. The first, SB 171, would have required payroll data to be broken down by gender, race, ethnicity, and job

category, and reported to state agencies. The reports would enable state agencies to identify patterns of wage disparities, allowing enforcement of California's equal pay laws. The second bill, SB 493, would have implemented a process for higher education institutions to prevent, respond and investigate sexual harassment claims. In addition to procedural protections, the bill would have required training of employees engaged in the grievance procedures on trauma-informed best practices and training on implicit bias. A third bill, AB 500, which would have provided maternity leave to California teachers and school employees, was passed, but then vetoed by the Governor.

AAUW's advocacy and policy research shaped California's 2019 legislation, but there is more work to be done around pay equity and maternity leave.

For further information on these bills, visit our legislative bill tracker at <http://www.aauw-ca.org/bill-tracking/>

Equal Pay Day – Wear Red!

The next Equal Pay Day is Tuesday, March 31, 2020. This date symbolizes how far into the year women must work to earn what men earned in the previous year. The National Committee on Pay Equity reminds us to wear red to symbolize how far women and minorities are “in the red” with their pay.

AAUW's updated publication *The Simple Truth* is based on the most recently released data from the US Census Bureau. In 2018 women received just 82 cents for every dollar paid to a man. Women of color often face a wider gap compared to white men. Black women make 62 cents on the dollar; and Latinas make 54 cents on the dollar. The pay gap has only decreased by a nickel in the 21st century.

Jan Coe, Co-Chair, Public Policy

AAUW FUND UPDATE

The Coca-Cola Foundation Renews Its Support for AAUW With \$500,000

The Coca-Cola Foundation has awarded a \$500,000 grant to the American Association of University Women (AAUW) to support its Women's Empowerment Program, which trains women in leadership and workplace negotiation skills as part of a multipronged effort to close the gender wage gap. More than 100,000 women are expected to benefit from the program in 2020.

This marks the second year in a row that The Coca-Cola Foundation has awarded a half million in funding to AAUW. Last year, the grant enabled the expansion of AAUW's training programs, including the development of an online version of the Work Smart salary negotiation course. This year, the focus will be on delivering the trainings to college and university students, as well as faculty, staff, and alumni networks, with a particular focus on historically black colleges and universities.

Lynda Leonard, Co-VP, AAUW Fund

**MARCH 2020
AT A GLANCE**

1 SUN – CRITICS CHOICE BOOK GROUP
Pass along your books.

4, 11, 18, 25 WED – GREAT DECISIONS
9:30-11:30 am – Hacienda de las Flores

5 THUR – EVENING SALON
7 pm – Home of Janette Maher

6 FRI – DAYTIME MOVIE GROUP
Movie: *Emma*. Time and Theater TBA
Contact Bonnie Fend, brfend@sbcglobal.com to get on the email list. Open to all members.

7 SAT – INTERNATIONAL TRAVEL GROUP
6:30 pm – Home of Mary Leigh Miller
Topic: South America, Part 1

9, 23 MON – GOLF GROUP
Contact Jan Gee for time and venue, jgee17@yahoo.com.

10 TUE – BOARD MEETING
1 pm – Orinda Community Church

12 THUR – STEM CONFERENCE COMM. MEETING
10 am – Home of Stacia Cragholm
Contact Stacia for details, staciawater@hotmail.com.

13 FRI – GAMES INTEREST GROUP (GIG)
1:30-4 pm – Venue TBA

15 SUN – STEM VOLUNTEER TRAINING
10 am-noon – Soda Center, Saint Mary's College

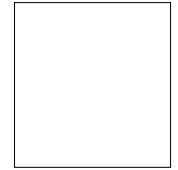
17 TUE – GENERAL MEETING
IMMIGRATION, plus Announcement of the 2020 Distinguished Woman and Executive Board Vote
9:30-11:30 am – Orinda Community Church

18 WED – MEMOIRS & MUSINGS
1-3 pm – We meet every month, in members homes.
Contact Carol Messinger – messingerd@aol.com or 891-4201.

20 FRI – ANYONE WHO HAS READ THE BOOK
10 am – Orinda Books
Book to discuss: *Unsheltered* by Barbara Kingsolver.
For more info, contact Jill Eberhard or Marilyn Evans.

21 SAT – STEM CONFERENCE
7:30 am-3:30 pm – Saint Mary's College

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



24 TUE – DEADLINE for APRIL TRIAD
Send all articles to Mary Leigh Miller, 631-9694
mlmiller602gmail.com.

27 FRI – LETS GO TO THE MOVIES
Contact Mary Leigh Miller, mlmiller602@gmail.com.
Note the change to the fourth Friday, this month only.

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

APRIL 2020
Look for more listings in the APRIL issue.

14 TUE – BOARD MEETING
1 pm – Orinda Community Church

19 SUN – GENERAL MEETING
AWARDS MEETING
3-5 pm – Orinda Community Church

**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.