



WEBSITE: oml-ca.aauw.net • EMAIL: oml.aauw@gmail.com

# General Meeting

## **TUESDAY, JANUARY 18**

DEI Done Right = Belonging 9:30 am

Orinda Community Church • 10 Irwin Way, Orinda



"Diversity and inclusion is about having the room for people to be authentic, because that's when creativity happens."

- Bernard C. Coleman III

**Bernard Coleman III** will speak on Diversity, Equity and Inclusion in the Workplace. He will inform us about what businesses are doing to create a more diverse, equitable, and inclusive workplace, with a focus on "inclusive," where employees can feel like they belong.

He is a dynamic and sought-out speaker who lives in Orinda. We are very lucky to have him speak to our group and are reaching out to other AAUW branches in our area to join us.

Don't miss this interesting and informative meeting!

Please turn to page 3 to read more about our January speaker.

Have you ever had a blind date with a book?

₩ Will it be love at first page?

At our January meeting you will have that chance!

Come to the scholarship table. For a \$5 donation you can choose your blind date! To jump start our book fair, **Orinda Books** in Orinda and **Reasonable Books** in Lafayette have donated some of their books. These books will be wrapped in brown paper with some hints written on the outside.

No awkward moments, no forced conversations, no judgmental looks. It might be a dud or it might be the diamond in the rough. What have you got to lose? The books are brand new, but might have a slight flaw... just like a blind date!

Don't judge a book by its cover, put your fate in trust and choose a book without knowing its title! Who knows – you may fall in love! *Join the fun in January!* 

**Bonnie Fend** 

## General Meeting TUESDAY, FEBRUARY 15

9:30 am • Via Zoom



Public Policy brings you State Senator, Steve Glazer

# IMPORTANT NOTICE:

Due to new COVID issues, we may need to switch to a Zoom meeting in January.

If so, you will be advised via an E-Blast a few days prior to the date.

#### **INSIDE THIS ISSUE**

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#### ... PRESIDENT'S MESSAGE

Welcome to 2022! Hope you had a wonderful holiday to close out 2021!

Our December wine and cheese party at the Moraga Art Gallery was a great success! It was fantastic to see so many members who showed their vaccination cards and attended

in person. We drank some wine from local winemakers, ate food from Herbs and Spice Catering and bid on donated creative items at the silent auction. Thank you to everyone who donated items and to those who bid and won them! Well over \$1,000 was raised for our branch priorities. Thank you to Mary Leigh Miller, Barbara Bell and Laura Wittenberg for organizing the auction. The gallery is a beautiful space full of art and crafts – please visit if you haven't already!

We are making progress on our journey to 5-Star status for 2021-2022. We have held two meetings with a DEI focus and plan two more meetings based on AAUW's mission to advance gender equity for women and girls. We have a DEI chair (Denise Burian) and public policy co-chairs (Laura Monin and Connie Whitting). Our strategic plan, posted in the members section of our website, is in alignment with the AAUW National Plan. In December, the board voted to make a \$1,000 donation from the branch to the AAUW Greatest Needs Fund in honor of AAUW's 140th anniversary. All these items have been entered into the spreadsheet and approved by National. There arte a few items still to be completed, but we are well on theway to renewing our 5-Star status!

Are you a member of AAUW's Action Network? You can make your voice heard on issues of importance for impacting women and girls – parental leave, reproductive justice, Pre-K education, and much more. When you sign up, you will receive e-mail notices asking you to use the online Two-Minute Activist Tool to contact your politicians. It is quick and easy – they provide a message aligned with AAUW's goals – you can send it as is or modify it. Sign up here: <a href="https://www.aauw.org/act/two-minute-activist/">https://www.aauw.org/act/two-minute-activist/</a>. Information will also be available at our January meeting. Make your voice heard to promote equity!

Did you know we have a branch Facebook page as well as a website? The page has summaries of our meetings and pictures of our speakers and meetings. Here is the link: <a href="https://www.facebook.com/AAUWOML/">https://www.facebook.com/AAUWOML/</a>.

Please stay safe as we continue to be challenged by covid!

Jan Cushman, President

# **BOARD MEETING December 14, 2021**

The OML Board met a week following our December Wine and Cheese Party at the Moraga Art Gallery. Everyone agreed the party was a success. The venue at the Moraga Art Gallery was both inviting and accessible. It was good to see many members and some former members. The silent auction offered many appealing items. The quilts were admired by all. It was wonderful to enjoy the display of our local artists and craft people. The wine tasting by our two local vintners was enjoyed by the group. The appetizers from Herbs and Spices Catering were delightful.

An important item on the agenda was nominations for our Distinguished Woman award. We have many members who are active in the AAUW and their local community. Consider putting her name in nomination for the Distinguished Woman. Send your letter to Jan Cushman.

Our 2022 new year of programs is developing into meetings you will not want to miss. In January the subject will involve inclusion in the workplace. We plan to meet with an elected official in February and March gives us an international perspective. In April we will have the opportunity to meet our award winners from our middle school girls for STEM camp and high school girls for collegiate futures. 2022 looks to be an exciting one. Be sure to join us.

Maryellen Judson, Secretary

# SEEKING NOMINATIONS for the 2022 DISTINGUISHED WOMAN!! WE NEED YOUR HELP!!

Talk with your friends about who should be selected for this great branch honor! And then write a letter nominating them! Please nominate candidates that you believe have made a significant contribution to their community, to their profession and/or to AAUW. The main qualities we look for are: achievement, leadership, initiative and creativity. Please

send your letters of nomination by February 15, 2022 to Jan Cushman, *jancushman@comcast.net* or 143 Meadow View Road, Orinda, CA 94563. Remember: all information is confidential. Please call me at 925-253-1958 if you have any questions.

Jan Cushman, Distinguished Woman, 2020-21

# FOCUS ON ... DIVERSITY, EQUITY and INCLUSION and MORE ABOUT BERNARD COLEMAN III

As an experienced spokesperson, television personality, thought leader and influencer, **Bernard Coleman** has moderated panels, been featured on panels, facilitated workshops, and presented keynote speeches. You name it; he's done it and brings refreshing candor to his public speaking style.



He also led *Hillary for America's* (HFA) Diversity and Human Resources initiatives, as the first ever Chief Diversity and Human Resources Officer in United States history, for any presidential campaign of either political party. In this role, Bernard helped drive the campaign's institutional planning in support of the mission and goals as well as assessing the strategic diversity indicators and standards that ensure responsibility and accountability for

achieving diversity, multiculturalism, and cultural competence within the diversity and inclusion matrix.

Bernard Coleman is Chief Diversity and Engagement Officer at **Gusto**, an all-inone Human Resources platform that provides an HR application for businesses. He leads Employee Engagement efforts, which encompasses the diversity, equity and inclusion, employee relations and people integrity/governance/compliance functions. In this role, he drives the systemic and holistic diversity and belonging programs throughout Gusto and his efforts span the boundaries of this company working in close collaboration with people program areas like human resources, talent recruitment, analytics, marketing, communications, and branding in an effort to enhance belonging and diversity.

Here are some of his thoughts on leadership, taken from a recent talk on diversity in the workplace: Have you ever image-searched the word "leader?" If you have, you've probably noticed most of the images show pictures of men walking up a mountain, leading a group of other men, or a man standing slightly bigger than everyone else. The image results seldom show women, people of color or other underrepresented people. Apparently, a leadership prerequisite is being a man.

So it begs the question, just what is a leader? As defined, a leader is a person who guides or directs a group, has the ability to lead or undertakes an act or instance of leading. Synonyms commonly associated with leadership often include authoritativeness, influence, command and effectiveness, as well as sway and clout.

By definition, leadership seems fairly clear, but Coleman would argue that leadership is often in the eye of the beholder, and different types of leaders emerge based on what the environment calls for. There is a real cost to organizations that cannot see leadership potential in all of its shapes and sizes. Companies lose out on innovation, which creates a talent and innovation deficit. If we are to truly harness the pool of talent, we need to lay bare the leadership traits that often go unnoticed, particularly when it's not presented in the prototypical archetype.

The above information has been taken from several online sources.

#### NEW MEMBERS in 2021

2021 has come to a close and we are happy to mention again our new members that joined us this year.

Nicola Longmuir (UNC - Chapel Hill) just joined us in December. During the year Monica Fitzgerald, Sharon Flower, Libby Henry, Sandy Mod, Jenee Palmer, Rashmi Shukla, Sharie Simon and Aeleon Soine became OML members. Please look for them at upcoming meetings and introduce yourself.

Marie Bonilla, VP, Membership

## YOUR BRANCH NEEDS YOU

The nominating committee is starting to look for women interested in taking on various positions in our branch leadership.

We have been such an effective branch because of all the women who have led our organization over the years. If you are interested in helping, please contact Marie Bonilla, Barbara Bell or Gail Chesler. Many of the positions have two people sharing the job to make it even easier.

Thank you for your consideration.

#### SCHOLARSHIP APPLICATIONS

OML's high school scholarship application is on our website. We are offering a \$2,000 scholarship to one senior at each of our three high school—Acalanes, Campolindo and Miramonte. If you know a student who participates in community service and leadership activities, please let her know about our scholarship. The application deadline is February 15, 2022.



#### **PUBLIC POLICY**

## Women's Reproductive Rights - Where Are We Now?

by Claire Noonan, AAUW CA Public Policy

#### Title IX



Next year will mark 50 years since the passage of Title IX, a landmark civil rights law prohibiting sex discrimination by ensuring women and girls have access to equitable education free from discrimination and harassment.

AAUW was not only instrumental to the creation and passage of Title IX in 1972, but we remain fierce advocates for it today. Examples of our recent involvement are as follows:

- Fund remarkable women like Rachael Rollins, the first woman district attorney in Boston. After Rollins fought to get her lacrosse team reinstated under Title IX as a college athlete, she used her AAUW Fellowship to research Title IX in New England.
- Push back against new rules that would make it harder for students to come forward about sexual harassment or assault and get the support they need under Title IX.
- Advocate for the Gender Equity in Education Act (GEEA), which would provide educational entities and Title IX coordinators the resources, training and technical assistance necessary to ensure equity in education.

This year made painfully clear—we can never trust that any law is "settled." By constant vigilance we are learning ways to make legislation stronger and more effective so that progress can be protected.

> **Laura Monin and Connie Whitting Co-Chairs, Public Policy**

#### **BURCKHALTER UPDATE**

New furniture is in the library at Burckhalter, and we are ready to get going on classes coming to the library!

> We are having a work party on Monday Jan 10, 9 am-12 noon and on Friday Jan 14, 9 am-12 noon.

Books need to be put back on the shelves and new books covered and labeled for circulation. Please contact Janette Maher at *kidlitlvr@hotmail.com* if you would like to help on our work days or join us for our regular weekly classes.

Janette Maher, Burckhalter Coordinator

By January 22, 2022, the 49th anniversary of the Roe v Wade decision, SCOTUS (the Supreme Court of the United States) will have heard arguments on Texas SB 8 legislation banning pregnancy termination after six weeks and Mississippi's legislation (Dobbs vs. Jackson Women's Health Organization) to ban abortion after 15 weeks

What are the issues? For Texas, it isn't about the constitutionality of the legislation, i.e. the fundamental right decided by Roe v Wade. Instead, a decision will be made on the tactics used by the Texas legislature – delegating their enforcement duties to citizens – to preclude lawsuits against the State.

The decision on the Mississippi legislation will be straightforward. One, SCOTUS could overturn Roe v Wade. Two, the court could limit legal standing to challenges on state law, e.g. doctors wouldn't be able to challenge on behalf of patients. Three, new legal standards for the evaluation of abortion regulations may be created so states aren't required to show that the benefits of an abortion ban outweigh the undue burden to patients – reversing Planned Parenthood v Casey. (Women's Health Policy, 11/21/2021)

One hundred six state laws have been passed to restrict abortion in 2021. Activists, like AAUW, are bringing lawsuits before the Supreme Court. AAUW has submitted an amicus brief for Dobbs vs. Jackson Women's Health Organization as to the constitutionality of the Mississippi law.

In addition, the ACLU and others have brought lawsuits against other Mississippi abortion-related legislation like regulations for informed consent, a waiting period before the procedure, and a ban on telemedicine visits.

Surveys show that 60-70 percent of Americans approve of abortion in all or most circumstances. Only 20 percent think abortion should be illegal in all circumstances. (New York Times, Upshot (5/19/2021). AAUW and AAUW California stand with the majority, and the time to act is now. We must pressure the Senate to pass the Women's Health Protection Act. The legislation must become law in this session. Unfair changes in representation have occurred with redistricting. Votes in the 2022 midterm elections that would elect representatives who would vote for this bill could be suppressed.

Detailed information on the current position for women's reproductive health is available from the Guttmacher Institute.

#### **SCHOLARSHIP • YOUNG WOMEN WITH VISION**

#### Celebrating Our 2021 Scholarship Winners • Campolindo High School



#### **Helen Kaidantzis**

Helen has a passion for STEM. She attended Tech Trek and attended our STEM Conference as a middle school student. As a freshman at Campolindo her leadership skills became evident as she participated in our branch STEM Conference at Saint Mary's and, in her senior year, the Girls4

STEM webinar. Throughout her four years of high school Helen helped plan the conference and organized the attendance procedure. Helen recruited middle school girls, trained youth and adult volunteers, plus supervised workshops. Helen was instrumental in designing the Girls4STEM program. She brainstormed possible speakers and interviewed presenters. She attended practice presentation to give the presenters feedback making them relevant to middle school girls.

"There is a blatant need for more girls to pursue STEM. For us to build an equitable world, we must be equal partners. Inequality and mental health are global issues, affecting the careers of women everywhere."

Helen also encouraged dialogue about mental health. She volunteered at In Touch, a student led, nonprofit that seeks to promote mental health among teens. She designed and distributed a mental health curriculum and posted blogs on mindfulness and wellness.

Helen also volunteered for the Lafayette-Moraga Youth Organization and was co-president of the Children's Skin Disease Foundation. Her other interests include beekeeping and photography.

At the bookstore, our AAUW table will feature a variety of

books for all ages and highlight our AAUW-OML community scholarships. Many of the books will be recently released,

be of different genres and recommended by some of our



#### Jacqueline Artiaga

Jacqueline stepped up and began volunteering through Charity League in the seventh grade. Her time volunteering at the Bay Area Rescue Mission allowed her to learn more about herself and strengthened her desire to give back.

"The more I was volunteering, the better I understood the privileges I have been granted. . . . It taught me that people who may fall on dark, difficult times can persevere and find a better life if provided some support and a nutritious meal."

As a result of her early volunteer efforts, and then as a Campolindo student, Jacqueline became the voice of equity and cultural change. As a member of the Black Student Union and the Equity Team she coordinated campus diversity clubs and cultural events. As Co-Commissioner of Diversity she advocated for diversifying district curriculum resulting in the successful introduction of authors of color into the English curriculum. In addition, she led district-wide diversity efforts and represented Campolindo to the governing district. She spoke at governing board meetings and parent club meetings.

Jacqueline also volunteered at the Lawrence Hall of Science and Nation-State of Play Podcast. The latter involved assembling raw audio to ensure cogent interviews and question politicians, CEOs, and advisors about their involvement in California's government.

Mary Ann McLeod, Co-Chair, Scholarship

#### COMING IN FEBRUARY... SCHOLARSHIP'S BOOK FAIR @ ORINDA BOOKS



AAUW members.

In the month of

February, Scholarship will again be holding a book fair with Orinda Books to raise money for our scholarships.

You will be able to purchase these books online, by phone or in the store. You can pay by credit card, check or gift card.

- Online orders: https://www.orindabooks.com
  - **Phone orders:** call Monday Saturday between 10 and 3 at 925-254-7606
- **Email orders:** send to pat@orindabooks.com.

A list of the featured books with brief synopsis can be found on our website https://oml-ca.aauw.net/files/2021/12/Treat-Your-Shelf.pdf. We hope you will find something of interest, something to enjoy and add to your bookshelf!

Bonnie Fend, Co-Chair, Scholarship

#### STEM & GIRLS4STEM WEBINARS

#### **Girls4STEM Webinars**



The first Girls4STEM webinar was postponed to Sunday, February 6, 2022. The speaker will be **Maritza Sanchez**, the AAUW Fellowship recipient who spoke at our November meeting. We think the message she shared with us will be very interesting to high school girls who are trying to figure out what they want to do.

Her talk is entitled "Why Studying Materials Science Is Like Playing Tetris." Maritza has BS and MS degrees in Mechanical Engineering and is a PhD candidate at UC San Diego.

The next speaker is **Sheryl Mordo**, P.E., B.S. Civil Engineering and her presentation is "A Career Path Unplanned: From High School Math Class to Civil Engineer to Global Real Estate Projects." Sheryl went from loving math at Deer Valley High School in Antioch to Senior Project Manager for real estate construction projects at Intuit, the premier tax processing software. I know Sheryl personally and worked with her. She is very impressive and accomplished project manager and will talk about her career journey and the challenges she faced over the last 12 years in a career in which women are definitely the minority.

Registration is available on our Girls4STEM webpage: https://oml-ca.aauw.net/girls4stem-webinars/

#### 2022 STEM Conference



The 2022 STEM Conference for middle school girls will be held on Saturday, March 19, 2022 at Saint Mary's College. Even today, women make up about 28 percent of the workforce in STEM jobs. Our work to increase this result

matters and it does make a difference in the lives of young girls when they choose their classes in high school!

Registration will open on February 1 so let the middle school girls in your life know about it. More information is on our OML STEM Conference website page. We will need some of you to be workshop monitors and some volunteers to work registration as the girls arrive.

We will be asking for volunteer sign-ups in February. *All attendees, workshop leaders and volunteers must be vaccinated and wear masks.* Contact Denise Burian for more information and to volunteer.

#### Denise Burian, Chair, STEM and Girls4STEM Committees



#### **SPECIAL INTEREST ACTIVITIES**

#### EVENING SALON Thursday January 6 & 20 Via Zoom • 7 pm

This discussion group will meet via Zoom this month. Contact Denise Burian for details and to get on the email list: *denburian@gmail.com*.

#### DEI – BLM ALLIES GROUP Wednesday, January 12 & 26 Via Zoom • 10-11:15 am

Our next book to read and discuss is *Real American* by Julie Lythcott-Hains. Read about a fourth of the book for our discussion on January 12. Contact Denise Burian for details and an email invite, denburian@gmail.com.

## **GREAT DECISIONS No Meeting This Month**

Watch for an email notice this month regarding your book pick-up for the upcoming Great Decisions series. Contact Judy Helder for more information.

#### MUSEUM MAVENS Wednesday, January 19 Via Zoom • 12 noon

Join us for Zoom museum tours every Wednesday from 11 am - 12 noon with a program called *Well Connected*, and online discussions of tours every third Wednesday of the month, at noon, hosted by **Marielle Boortz**. For more information, email **Marjorie Singler** at *singlermarjorie@gmail.com* or text 925 878-5915.

#### ORIGAMI ANYONE? January 3 & 17 Via Zoom • 1 pm

Because of COVID we will meet via Zoom January 3 and possibly the 17th. Please tell **Lynda Leonard** if you plan to attend, *lyndaeleonard@gmail. com*, and she will send you a Zoom link.

# ANYONE WHO HAS READ THE BOOK Friday, January 21 10 am • via Zoom Euphoria by Lily King

Starting this month we will be having two new group leaders: **Susan Wilson** and **Mary Mlynek**. We will continue through May, 2022 with the previously selected books

#### BIKE RIDING GROUP Thursday, January 27 • 9:30 am NOTE: One week earlier

Join us for biking on the Iron Horse Trail or the Contra Costa Canal Trail — mostly flat, few hills and a great time to get some exercise and talk. Please let **Diane Bell** know, *dianelouise2020@yahoo.com*.

#### BOCCE BALL 1st & 3rd Mondays Moraga Commons • 9:30 am

Check with **Mary Leigh Miller** about play dates in January. Due to weather conditions, we may not play. Contact her at 925 360-4443 or online at *mlmiller602@gmail.com*.

#### HIKING EAST BAY REGIONAL PARKS 1st & 3rd Saturdays 10 am - noon

**Feb. 5**: If interested in joining the hiking group for a moderate mostly flat three mile hike, meet at Rite Aid in Orinda at 9:15am for carpooling to Robert Crown Memorial State beach in Alameda.

**Feb. 19:** A local hike right in our own backyard on the Lafayette-Moraga trail. Hear what the naturalist has to tell us about where we live. Hike starts at St. Mary's Road Trail Staging Area at 10 am.

There may be hikes in January, weather permitting. Contact **Janette Maher** for more information, *kidlitlvr@hotmail.com*.

### 2020-21 AAUW OML SPONSORS/ ADVERTISERS \*AAUW members

#### **LAFAYETTE**

Asian Accents – Original Designs in Jewelry by K. de Groot\* Bistro Burger & Grill Creative Alterations – Josef Jamkochain DIABLO FOODS Persons Plastic & Reconstructive Surgery – Barbara Persons, MD FACS SPINE & SPORTCARE ASSOCIATES

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#### **MORAGA**

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National Assoc. for Advancement of
Female People – Diane Bell\*
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#### **WALNUT CREEK & Beyond**

Bay Alarm Company
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Hearing Science of Walnut Creek
Herbs & Spices Catering, Alameda
– Wendy Shay
Milner's Jewelers, Countrywood
Shopping Center, Pleasant Hill
Superior Carpet Cleaning – Robin Hartshorn
The Service Outlet – Marc Harvey,

Please refer to the membership directory for complete advertising information.

San Ramon



#### JANUARY 2022 AT A GLANCE

#### HAPPY NEW YEAR!

1 SAT – CRITICS CHOICE BOOK GROUP Pass your book.

3, 17 MON – BOCCE BALL 9:30 am – Moraga Commons bocce ball courts Contact Mary Leigh Miller, *mlmiller602@gmail.com Read more on page 7*.

3, 17 MON – ORIGAMI ANYONE 1 pm Via Zoom – Contact Lynda Leonard *Read more on page 7*.

4, 18 TUES – STEM and Girls4STEM PLANNING MTG. 4 pm – Via Zoom Contact Denise Burian for more details, *denburian@gmail.com* 

5 WED – GREAT DECISIONS *No meeting this month.* 

6, 20 – THUR – EVENING SALON 7 pm – Via Zoom Read more on page 7.

8 SAT – INTERNATIONAL TRAVEL GROUP Contact Sara Lautenbach, sara@lautenbachs.com

10, 24 MON – GOLF GROUP Contact Jan Gee for time and venue, *jgee17@yahoo.com*.

#### 11 TUE - BOARD MEETING

1 pm – Via Zoom Contact Jan Cushman to be included.

12, 26 WED – DEI-BLM GROUP 10 am – Via Zoom Read more on page 7.15 SAT – HIKING GROUP Read more on page 7.

18 TUE – GENERAL MEETING
DEI Done Right = Belonging, with Bernard Coleman
9:30 am – Orinda Community Church

19 WED – MUSEUM MAVENS 12 noon – Via Zoom Read more on page 7.

19 WED – MEMOIRS & MUSINGS 1 pm – Via Zoom Contact Carol Messinger.

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21 FRI – ANYONE WHO HAS READ THE BOOK 10 am – Via Zoom. *Read more on page 7.* 

21 FRI – LETS GO TO THE MOVIES Contact Mary Leigh Miller, mlmiller602@gmail.com.

24 MON – DEADLINE for FEBRUARY 2022 TRIAD Send all articles to Mary Leigh Miller, 925 360-4443 *mlmiller602gmail.com*.

27 THURS – BIKE RIDING GROUP Contact Diane Bell, *dianelouise2020@yahoo.com*. *Read more on page 7*.

#### **FEBRUARY 2022**

**8 TUE - BOARD MEETING** 

1 pm – Via Zoom Contact Jan Cushman to be included.

15 TUE – GENERAL MEETING Public Policy Program with Steve Glazer 9:30 am – Via Zoom

## 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.