



Board to Board

A Communication from the

AAUW California Board to Branch Boards

February 2017

It is the time of year when our nominating committees are hard at work. Please remember the AAUW CA website has resources, forms and program ideas to help officers, new and old, do their job. Encouraging prospective officers to check out these supportive resources may make it easier for them to accept a branch position. Additionally branch leaders are supported by communications on a variety of topics from both the state and national levels. Click [HERE](#) for the most common communications, their focus and the key people to whom they are distributed. The second page lists four AAUW publications our members can subscribe to for further information.

REFLECTIONS FROM DONNA...

January was an exciting month. Many of you participated in the women's marches around the state. I loved seeing all of the pictures on our website. The California Board took a stand on January 21st at our meeting in San Diego and it was beautiful. But, we need to keep taking a stand every day. Whether it is at work or in our community, there are opportunities to let people know what is important to women. Women's rights are human rights. Don't get bogged down in the political rhetoric. Become a two minute activist [HERE](#).

Over the past few years you may have noticed that National has introduced many new programs, as well as expanding the Tech Trek program by including our California camps. I have been concerned that they were spreading their resources very thin. I have served on the National Finance Committee since July 2014 and was aware of the resource availability. The National Board of Directors realized that they needed to reevaluate the resource allocations. In February 2015 the National Board established the Resource and Sustainability Task Force to study the situation.

We recently received a letter from National explaining the results of the task force report. They identified the four main areas to which National will devote their resources:

1. Pay Equity - including Start Smart, Work Smart and other Public Policy issues (pay equity, reproductive health care, Affordable Care Act and freedom from violence and assault)
2. Campus Leadership Programs – includes NCCWSL, College and University Partnerships and the National Student Advisory Council
3. Research – producing at least one report each year, usually centered around pay equity or STEM
4. STEM – includes Tech Trek and Tech Savvy

After identifying these areas of focus, the National Board looked at the current staffing and other resource allocations. Like many large organizations they found duplications of effort. This has led to staffing reductions and reallocations of budget. This should not affect us. We will receive the same level of support from National. If you are not receiving responses from National departments during this time of transition, please contact Mark Hopkins. He is the interim CEO and wants to make sure we are supported.

Rest assured that National will continue to address women's issues through our public policy efforts in this trying time. As members of AAUW, the largest women's organization in the nation, we will remain vigilant and keep moving the organization forward.

Donna Mertens, President, AAUW CA, statepresident@aauw-ca.org

LOOKING FOR COMMITTEE CHAIRS AND MEMBERS

The state is looking for a few good people to join the state leadership team. We are offering an opportunity and an adventure for those willing to step up to the next level of leadership in AAUW. Check out "[Call for Appointments](#)" on the website. If you decide to take that step, then fill out the [vita form](#) and send it to Donna Mertens at statepresident@aauw-ca.org.

ANNUAL MEETING

"Making Connections" will be held in San Mateo on April 22nd. Your \$50 registration fee includes the annual meeting, lunch, Speech Trek competition, Branch Program Recognition and introduction of State Board candidates. Seating is limited. Click [HERE](#) for more details and to register.

GOVERNANCE

The AAUW California governance committee is in the process of finalizing the new model branch bylaws. We expect to have them posted on the website by mid-February along with directions for updating and submitting to National. Branches will be required to incorporate the National mandates into their bylaws and submit them to National by the end of this AAUW year, June 30, 2017. Mandated articles do not require the vote of the branch. Branch presidents and bylaws chairs will receive a direct e-mail from the Governance Committee when the models are posted and the moratorium on bylaws changes is lifted.

In addition, as a point of information, National and AAUW California no longer recognize satellite branches as an entity associated with an existing branch. Satellite branches need to become an independent branch entity with an affiliate's agreement and governing documents. The other alternative is for the satellite branch to become an interest group (e.g. [geographic name] area interest group) of the branch they are currently a satellite of and they will then be governed by the affiliate's agreement and bylaws of that branch.

Questions? Please contact governance@aauw-ca.org.

Sue Cochran, AAUW CA Governance Committee Chair, sjcaauw@sonic.net

STATE PROJECTS OVERSIGHT COMMITTEE

The State Projects Oversight Committee asked several branches to share the questions they use when interviewing Tech Trek candidates. We put together a compilation of questions that includes the questions suggested in the National Toolkit for Tech Trek. Please click [HERE](#) to see the document.

Jane Niemeier, Chair, State Projects Oversight Committee, jniemeie@hotmail.com

COMMUNICATIONS COMMITTEE

In a couple of months, we'll begin planning for the 2017-2018 Branch Officer Report (BOR) updates. We recognize that branch leadership positions have evolved and that the traditional roles we have in the BOR no longer fit quite as well as they used to. If your branch has unique positions, we'd like to invite you to participate in a brainstorming session with the Communications Team in March. Please let me know if you're interested in joining the discussion. Date TBD.

Sandi Gabe, Director, Communications Committee Chair, sandi.gabe@hotmail.com

CALIFORNIA PERSPECTIVE SURVEY

Last summer the AAUW California Communications Committee surveyed members to identify website needs. Based on member feedback, our redesigned AAUW CA website was launched last October.

We now invite your opinions regarding the California Perspective.

What do you think of the publication's form, cost, content, format, tone and length? We hope you will take the time to tell us what you like and what you don't like about the California Perspective so that it fits your needs.

Complete the survey online by clicking [HERE](#)

Jim Doty, Perspective Editor, jedoty@sbcglobal.net

AAUW FUND

Branches and individuals can nominate a special member to be selected as AAUW California Named Gift Honoree for 2017 or branches can nominate a member as a Branch Named Gift Honoree. Nominees for this award have shown dedication by contributing to the AAUW mission at the branch and/or state level. Nominations are due February 15, 2017. Click [HERE](#) to access the forms. Thank you to those of you who've turned them in early.

We enjoy reading branch newsletters and seeing that branches are working on a variety of AAUW mission related activities while doing fun things as well. There are sometimes references to chapters and chapter activities. While many organizations call their entities chapters or clubs, AAUW refers to its entities as branches. This can be confusing, especially when members belong to multiple organizations.

Thank you to all of the branches and individual AAUW members who made donations to the AAUW Fund in 2016. AAUW California continues to be one of the top contributors to the AAUW Fund that supports the Fellowship and Grant recipients who are the embodiment of the AAUW value promise. Year-end branch contribution reports should be arriving from National at the end of February. We'll distribute the reports as soon as we receive them.

Happy Valentine's Day!

Sharon Westafer, Director, Chair Fund Committee aaufund@aauw-ca.org

CALLING ALL AAUW MEMBERS IN THE VICINITY OF SAN FRANCISCO: AAUW LAF LITIGANT AILEEN RIZO NEEDS YOUR SUPPORT!

On Feb. 17th, Aileen Rizo's case will be heard in front of 2-3 judges from the Ninth District Federal Court. Please consider attending! Your presence means so much in communicating that equal work deserves equal pay. If upheld, her case will set precedent that prior pay alone cannot justify a wage discrepancy.

Time: Friday, February 17th session begins at 9am, doors open at 8:30am; Place: JAMES R. BROWNING COURTHOUSE 95 7TH STREET, SAN FRANCISCO, CA 94103; Courtroom 2, third floor, room 330. This hearing will be in front of 2-3 judges from the Federal 9th Circuit Court. Click [HERE](#) for a link to the court website for directions.

This appeal was initiated by her employer in rejection of the Eastern District's ruling on her behalf. Judge Michael Seng's order agreed that prior pay could not justify a pay gap between genders. The EEOC has issued a 38 page amicus brief on her behalf to the 9th Circuit Court. We are looking forward to the court upholding the lower court's decision setting precedence about prior pay. Jim Yovino, the Superintendent of Fresno County Office of Education and Ms. Rizo's former employer, is the name mentioned as the defendant.
Tobi Balma, LAF Committee

EQUAL PAY DAY IS COMING TUESDAY, APRIL 4, 2017

Host your event on campus.

AAUW research shows that the gender pay gap starts just one year after college graduation, so your local campus is a perfect place to take your Equal Pay Day activities! Activities like [tabling](#), [issue forums](#), and "unequal" bake sales are well-suited to a college audience. Think creatively about engaging students!



"Unequal" cookies are always a hit; everyone wants the whole cookie, not 80% of a cookie.

Connect with AAUW College and University Partners and student organizations. Search [C/U Partners in California](#) to see if your local institution is an AAUW college/university partner member and find out if they have an [AAUW student organization](#). If they're already involved with AAUW, find out what their Equal Pay Day plans are and how you can collaborate with them and other allies on campus.

Host an AAUW Smart Start salary negotiation workshop on campus.

This is the perfect time to bring a salary negotiation workshop to your school. A salary negotiation event can be a part of a full day or full week of Equal Pay Day activities.

Tina Byrne, Chair, California C/U Committee, aauwtina@gmail.com

PUBLIC POLICY

Congratulations to all of your branch members who participated in the [Women's March](#) on January 21. AAUW had a great turn out. Check out the AAUW CA website for photos from various locations.

In our last Board-to-Board message, we urged you to encourage your branch members to sign up for [Action Alerts](#). We want to repeat that request. There is so much happening with the new federal administration and the beginning of the new state legislative session. We want to be a strong voice for women's issues. Action Alerts are one way each member can be part of that voice.

Pay equity is one of the state and national key priority issues. April 4 is Equal Pay Day. Start planning the ways in which your branch can speak out for pay equity on that day in your community. The Public Policy Committee will send an article on Equal Pay Day to branch presidents and public policy chairs. This will give you some ideas on ways to celebrate Equal Pay Day. The opening paragraphs can also be used in branch newsletters to inform members of the importance of the day and pay equity. Don't let Equal Pay Day go by unnoticed **Sue Miller**, suellen-aauw@wavecable.org and **Nancy Mahr**, nlmahr@verizon.net, AAUW Public Policy Co-Chairs

ELECTION & NOMINATIONS

Election Information will be sent to email address on file.

The AAUW California election period begins on April 22. Before then, we will be sending information about voting to all members using the email addresses that are in the AAUW National Member Services Database (MSD). Members who don't have email addresses will receive mail at the address in the MSD. While you are checking the member records to be sure that the February 1 count is correct, please make sure that all email addresses and postal addresses are current.

Jean Simutis, Nominations & Elections Committee, jsimutis@gmail.com

SPEECH TREK ALERT!

All submittals for the Speech Trek semi-finals are due by March 1, 2017. Please send the link for your 1st place winner's video to speechtrek@aauwca.org.

Cathy Foxhoven, Director, AAUW CA Speech Trek Coordinator, speechtrek@aauw-ca.org

LEADERSHIP DAYS ALERT!

Registrations for the Leadership Day is available online [HERE](#). Don't miss out on the helpful, informative workshops that are being offered for the low price of \$25. That price includes lunch!

Topics include:

- **Conflict Resolution Improvised**
- **Enact to Engage: Modeling the Value Promise**
- **Lobbying and Advocacy**
- **Empower, Engage, and Retain Younger Members**
- **Dealing with an Aging Membership**

Cathy Foxhoven, Director, AAUW CA Leadership Development, aauwfox@gmail.com

BRANCH SUPPORT

Using the videos available on the National AAUW site (<http://www.aauw.org/>) is a great way that a number of branches use to find ideas, inspiration and resources for interest groups, branch and community meetings. You can find videos by looking in specific topic areas ([Public Policy](#), etc.) or to see the variety of what's available do a search for "[video](#)". The videos are generally short and cover a wide variety of topics, including some "how to" videos for making the best use of the information. The videos are a wonderful resource. Don't miss out on what they can provide!

Please don't hesitate to contact your Branch Liaison or me if you have any questions or concerns. You can find us by clicking on "Branch Support" at the top of our AAUW CA homepage, then selecting [Support Contacts](#).

Ainsley Nies, Director, Branch Support, branch@aauw-ca.org

Message sent to Group(s): BranchLeadership, State, Blanding

AAUW California
<http://www.aauw-ca.org>

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