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As you read this edition, think about who would benefit from the information and please take the time to share it. Also it is the time of year when our nominating committees are hard at work. Please remember the AAUW California website has resources and forms 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.

Jottings with Jane...

Cathy Foxhoven and Jane Niemeier, Co-Presidents, AAUW California, statepresident@aauw-ca.org

STEM or STEAM?

In our recent meeting, the state board discussed changing the emphasis of STEM to STEAM in AAUW California. We still acknowledge that STEM is important for women to narrow the pay gap that exists between men and women. But how will the Arts and Humanities help women in their STEM careers?

I asked Director Ainsley Nies, a software engineer and tech team manager, to give us a quote about the value of the Arts. She said, "Educational and career outcomes are more successful when both sides of our brain interact. Learning science along with the Arts (music, design-thinking, theater, etc.) enable connections and the cross-pollination of ideas, creativity and innovation."

In our third quarter phone calls to branch leaders, the state board will be asking you what you think of changing STEM to STEAM. Perhaps you could discuss this idea with your branch boards and

let us know when we call. We are always eager to hear from our branches.

BREAKING NEWS!

Julia Brown, the chair of the AAUW National Board of Directors, will be speaking at the AAUW California Annual Meeting on April 6th. Julia is a member of the Las Cruces (NM) and Oakland-Piedmont (CA) Branches of AAUW. She will be bringing us a message from AAUW National.

This serves as a reminder to sign up for the AAUW California Annual Meeting which will be held at the Handlery Hotel in San Diego. It will be a day packed with leadership and membership panels, the Speech Trek contest, the annual business meeting and branch recognition, and Julia's speech.

There are limited spots, so click [here](#) and sign up now.

AAUW FUND

Dianne Owens, Director, AAUW Fund Committee Chair, aaufund@aauw-ca.org

IT'S NOT TOO LATE...

The deadline is February 15, 2019, so you still have time to send your Named Gift Honorees names for presentation at your Annual Meeting in late February, March, April or May!

Do you know a person you would like to nominate for our State Named Gift honoree?

The deadline is also February 15, 2019!

HERE ARE THE DETAILS, SO LOOK NO FURTHER!

BRANCH NAMED GIFTS

- For every \$750 donated to AAUW Fund in 2018, you can honor one person or organization!
- The deadline for submitting your Named Gift honorees is February 15, 2019.
- Click [here](#) for the "Branch Named Gift Honoree Nomination Form."

What I need to know

You can still submit names for your branch's Named Gift Honorees or a nomination for the State Named Gift Honoree.

What I need to do

Complete the appropriate online form by February 15.

Should I include this in my branch newsletter?

No. This information is primarily for branch leaders.

- You can put **all your honorees on one form** from your branch.
- Certificates will be mailed to you or given to you at a future meeting. Please put your name and full mailing address on the form.

STATE NAMED GIFT

Do you know someone who has worked tirelessly for AAUW California to further AAUW's Mission and to support equity for all? If so, please nominate them for their contribution to AAUW by completing the "[State Named Gift Honoree Nomination Form](#)". The deadline is February 15, 2019.

Every branch will receive their total AAUW Fund contributions for 2018 in the next few weeks. It takes a while to complete this task, as we have 124 branches in California and are fortunate that many contributions from members and branches are made to AAUW Fund each year! As we said not too many years ago, AAUW FUND is the heart of AAUW!

Happy Valentine's Day!

GOVERNANCE

Sue Cochran, Governance Committee Chair, governance@aauw-ca.org

YOUR BYLAWS MAY NOT BE CORRECT!

One officer = ONE VOTE and CO-officers = TWO VOTES

Many branches are organizing themselves with new and creative methods, such as sharing leadership positions, to continue their responsibilities. This is great and gives them many opportunities. However, it has been brought to the attention of state and National governance that branches might have bylaws or policies that require two elected officers who share a position to also share a vote. This is not compliant with California law. Each officer is entitled to a single, independent vote, even if they are sharing a position. It does not matter whether a branch is incorporated or not with regard to this situation.

A good example is within AAUW California where we have co-presidents. Each of the co-presidents was elected as one of the 12 directors of the state board. Each of the 12 positions is

What I need to know

It is not legal to require co-officers to share one vote.

What I need to do

Review your bylaws and policies. Rewrite as necessary. No approval vote is required.

Should I include this in my branch newsletter?

No. This information is primarily for branch leaders.

entitled to a vote and therefore each of the co-presidents has a vote on the board of directors.

If your branch bylaws or policies state that co-officers share a vote, the branch needs to revise its bylaws to provide for one person/one vote for all board positions. This is easy to do. **The change can be made without a branch vote.** It is simply a matter of re-wording any section that refers to a shared vote to clearly state that each person in a co-position has a vote.

If you have questions, please direct them to governcomm@aauw-ca.org.

COMMUNICATION

Shirley Stowers, Director, Communication Committee Chair, Communications@aauw-ca.org

INQUIRING MINDS WANT TO KNOW

Why is the Branch Officers Report (BOR) so important that it needs to be checked again? After all, presidents completed it by July 1, 2018. One task off the list! Read on to understand why checking it twice or more is necessary.

The webteam uses the names and emails listed in the BOR to communicate with branch presidents and board members. Branch leaders miss information they use to support their branches if the BOR is not checked throughout the year. AAUW California Communications Team supports branch leaders with current information and resources. Those BOR updates are critical to communicating with branch leaders.

Where is the BOR?

- Go to AAUW California aauw-ca.org.
- That takes you to the Home page. On the top row, click the magnifying glass (search).
- Search for Branch Officers Report, then be sure to hit the return/enter key.
- You are now on the page with Branch Officer Report at the top.
- Click the Read More button. You are now on the page to update your BOR. You can go directly there by clicking [HERE](#).

What I need to know

Have any branch officers changed this year?

What I need to do

If so revise the BOR.

Should I include this in my branch newsletter?

No. This information is primarily for branch presidents.

Tips:

- In the summer a userid and password were sent to the outgoing president and president-elect. This is required in order to access the BOR. If you do not have this information, please contact Julika Barrett in the office at office@aauw-ca.org or 916-448-7795.
 - Click on [Instructions](#) to learn how to update your branch's BOR. Plus, check out the FAQ section included in the instructions.
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FINANCE

Pat Ferrer, Chief Financial Officer, Finance Committee Chair, cfo@aauw-ca.org

HAS CALIFORNIA FRANCHISE TAX BOARD CONTACTED YOUR BRANCH?

Branches are starting to get notices that they have lost their designation as a non-profit due to not filing their state income taxes for 3 years in a row (this became mandatory in 2011). To be reinstated, please get a letter from National (email connect@aauw.org) stating that the branch is in good standing under its affiliate agreement with them. Provide that in your response to the Franchise Tax Board. Also, unlike the IRS—you can retroactively file your taxes with FTB—click [here](#) for instructions, but you will still need to provide the letter.

What I need to know

Some branches may lose their non-profit status for failing to file state taxes.

What I need to do

Follow the instructions here if your branch has been notified.

BRANCH TREASURERS—BREAK THROUGH THE GLASS CEILING!

I term out as Chief Financial Officer on June 30, 2019. I know that many of you have the skills needed to do this job. It is all encompassing from the basic accounting, budgeting, investments, insurance and use of the tools to do the job. Break the glass ceiling by stepping up to be Chief Financial Officer for two years! Contact Susan Negrete, Nominations and Elections Committee Chair at nominating@aauw-ca.org.

Should I include this in my branch newsletter?

No. This information is primarily for branch leaders.

Hope to see you at our AAUW California Annual Meeting at the Handlery Hotel, Hotel Circle, San Diego, April 6, 2019!

FINANCIAL LITERACY

Bakula Maniar, Financial Literacy Committee Chair, financialliteracy@aauw-ca.org

ARE WE READY TO CELEBRATE THE 10TH ANNIVERSARY OF THE LILLY LEDBETTER FAIR PAY ACT AND TO TAKE A LEADERSHIP ROLE IN APPROACHING THE NEW CLASS OF WOMEN REPRESENTATIVES IN CONGRESS?

AAUW is thrilled to be working closely with Lilly Ledbetter to make equal pay and the economic security of women a congressional and national priority. The Paycheck Fairness Act was just reintroduced to the new class of the 116th Congress.

Our CEO Kim Churches met with a few Bay Area leaders, suggesting we need to stand out when many women's organizations are doing the same work by promoting our own Financial Literacy programs. These include Start Smart and Work Smart to teach women negotiation skills to achieve pay equity. Hopefully, many of you are getting the online training of [Work Smart](#). We also need to provide new tools to our younger female students by teaching them basic financial literacy using [Money Trek](#).

AAUW California is doing its share by presenting a Financial Literacy panel discussion on all three programs Money Trek, Start Smart, and Work Smart with a follow-up Q & A on [February 16th](#) for the Ventura County Interbranch Council.

Currently, there are workshops of Start Smart and Work Smart being presented all over the [state](#). Please share information of your workshops or any programs related to financial literacy at financialliteracy@aauw-ca.org.

What I need to know

Pay Equity and Financial Literacy are still key AAUW missions.

What I need to do

Promote AAUW-sponsored Financial Literacy programs.

Should I include this in my branch newsletter?

Yes. Provide information on the Work Smart online training, any nearby Start Smart workshops and the Money Trek materials on the AAUW California website.

LEADERSHIP DEVELOPMENT

Sharyn Siebert, Director, Leadership Development Committee Chair, leaderdev@aauw-ca.org

NEWBIES TO DO-BEES

As we in California have a 12-month growing season, it is not too late to plant the seeds of future leadership now. Spring and election season is just around the corner.

What I need to know

It's not too early to recruit new leaders.

What I need to do

With the plethora of information available on the national and state websites, the AAUW knowledge can be learned. The Annual Meeting will be chock full of useful information.

I know I have mentioned this suggestion before, but wanted to relay how this has worked in my branch. We have asked newbies to do a small job, and those new members have even reached out to others to join-- due to their excitement about AAUW!

Attend the Annual Meeting and consult the AAUW website to learn about how to be an AAUW leader.

Should I include this in my branch newsletter?

Yes. Give members links to the leadership materials on the AAUW website and to the registration form to attend the AAUW California Annual Meeting.

NOMINATIONS & ELECTIONS

Susan Negrete, Nominations & Elections Chair, nominating@aauw-ca.org

DO YOU HAVE TALENTED MEMBERS WHO REGRET NOT STEPPING UP TO RUN FOR THE BOARD?

Late candidates will be accepted until April 4, 2019, for 3 open positions: CFO, Director at Large and President-Elect. Contact nominating@aauw-ca.org to get them on the Mission Train!

The California Perspective will be published soon, and AAUW-California postcards are in production for the upcoming 2019 Election.

All current candidates can be viewed by clicking [here](#).

But wait! Do you know a willing late candidate? They can still get aboard the Mission train!

Members who'd like to run can still declare their candidacy for any of the 3 open offices; **online applications must be submitted by April 4, 2019.**

Got questions? Contact the Nominations & Elections Chair: nominating@aauw-ca.org

What I need to know

Late candidates will be still be accepted for a position on the state board.

What I need to do

Follow the instructions to submit an application by April 4.

Should I include this in my branch newsletter?

Yes. Members may be interested in serving.

PUBLIC POLICY

Nancy Mahr, Director, Public Policy Committee Chair, publicpolicy@aauw-ca.org

MEMBERS HELP SHAPE PUBLIC POLICY PRIORITIES FOR 2019-21

Many thanks to the members and branches that participated in the review and revision of our state Public Policy Priorities that were in place for 2017-2019. We were so pleased that 526 members completed the survey. Many members indicated that they liked the priorities as they were. And there were excellent comments and thoughtful suggestions for specific changes.

Almost 200 comments or suggestions on a wide range of issues were put forward by members.

Input from the members made a significant impact on the final document that the committee has proposed. Each committee member reviewed the survey results, reading every item from members. We then had a conference call to discuss members' comments and suggestions, along with the current list of priorities and the national public policy priorities. The final list of priorities incorporates ideas that came from our members.

The newly proposed priorities are in the winter issue of the [California Perspective](#) and are posted on the website [HERE](#).

In April and May, AAUW California members will vote on the Public Policy Priorities for 2019-2021. If approved, the Priorities go into effect July 2019.

Again, thanks to members who shared their thoughts on our priorities and contributed to our new priorities for the coming two years.

Don't forget to vote!

PROGRAM

Kathleen Harper, Director, Program Committee Chair, program@aauw-ca.org

THIS MONTH'S SPOTLIGHT IS ON...

What I need to know

The state Public Policy priorities were revised for 2019-2021 with much valuable member feedback.

What I need to do

Vote on whether to approve the policies in April and May.

Should I include this in my branch newsletter?

Yes. Members should know their input was considered.

What I need to know

VISALIA-SEQUOIA

For their January meeting, members of the Visalia-Sequoia Branch invited Brent Davis, Athletic Director for the College of Sequoias (COS), to discuss how COS maintains gender equality in their athletic programs. Mr. Davis explained that it is based on the male/female enrollment of the college, which is then reflected in the different sports. With some sports, the problem is recruiting enough students to meet percentages, such as volleyball and tennis. Of course, football is a problem but they're working on it! Enrollment gender ratios continually change which affect the make-up of teams. It is a constant on-going process. Members noted that it was refreshing to hear how COS is hard at work making sure Title IX is being complied with.

This program is a great example of how your branch can use local resources for speakers on mission-based topics that are interesting as well as educational.

At the Annual Meeting on April 6th, AAUW California will be recognizing branches who are engaged in ongoing programs/projects that are mission-based and/or interactive with their communities. If you would like to be considered, send a description to Kathi Harper at program@aauw-ca.org.

Your branch's mission-based program can be considered for recognition at the Annual Meeting.

What I need to do

Send a description to Kathi Harper at program@aauw-ca.org.

Should I include this in my branch newsletter?

Yes, if you are submitting an exemplary program for recognition. Members might also be interested in programs that other branches are doing.

MEMBERSHIP

Deanna Arthur, Director and Charmen Goehring, Director, Membership Committee Co-Chairs,
membership@aauw-ca.org

MEMBERSHIP LOVE IN FEBRUARY!

With the polar vortex far away from California, it's time to start planning spring membership activities. Consider partnering with your local student AAUW chapter on the local campus to host a graduation reception and offer a free membership to each graduate through the [Give a Grad a Gift](#) program. Have a table at spring campus festivals and events. Make sure students at C/U partner campuses know they can be e-students for free and invite them to your branch events. Come to the [Annual Meeting](#) on April 6 in San Diego and explore more ideas for retaining current members and attracting new ones during the membership panel.

What I need to know

New members can be recruited in many ways on college campuses and through the Give a Grad a Gift program.

What I need to do

Be sure your branch's membership total is correct when the Membership count is released in February.

Reminder: February 1 membership counts will be out soon-please check and verify they are correct for your branch. If you have questions, contact membership@aauw-ca.org.

Spring is coming soon- bring some new life to your branch with new members!

Should I include this in my branch newsletter?

Yes. Include information on the Give a Grad a Gift program.

PROJECT OVERSIGHT

Lynne Batchelor, Project Oversight Committee Chair, oc@aauw-ca.org

IS TODAY YOUR LUCKY DAY?

You only have until March 1 to send in your application for a State Project Grant. Just think what you could accomplish with \$500 seed money! Use your imagination, get those creative juices flowing and dream big. The only requirement for the grant is that it supports our mission. If your idea can be replicated in other branches, that is a bonus.

The very simple [application form](#) is on our website so please look it up, fill it in and send it in for your bonus cash!

What I need to know

\$500 State Project Grants are available for branches to pilot creative projects.

What I need to do

Submit the online application by March 1.

Should I include this in my branch newsletter?

Yes. Consider asking members for ideas.

SPEECH TREK

Marlene Cain, AAUW California Speech Trek Coordinator, speechtrek@aauw-ca.org

“HOW CAN WE ELIMINATE VIOLENCE AIMED AT OUR SCHOOLS?” SPEECH TREK 2019 UPDATE!

Branches throughout the state are answering this question. We are in Speech Trek contest season, and the competition is heating up!

A quick reminder (please refer to your [MOU](#) for specific details):

1. Please ensure that videos are raw footage (unedited) and that the speaker can be easily seen and heard.

What I need to know

Branches are actively conducting their Speech Trek contests.

What I need to do

Review the tips for submitting your Speech Trek winner's video.

2. Send your Notification of First Place winner and \$25 check by March 1.
3. Please upload your First Place Winner to YouTube by March 1st, with the following information: Branch Name, "First Place Winner", full name of First Place Winner, and Speech Trek 2019. This information is essential to locate your Winner.

Plan on attending the Finals at the Annual Meeting on April 6.

Should I include this in my branch newsletter?

Yes. Encourage members to attend the Finals.

Congratulations to all participating branches who are empowering the next generation by helping students develop critical thinking and communication skills.

How can we eliminate violence aimed at our schools? Come find out at the Annual Meeting on Saturday, April 6, 2019, at the Handlery Hotel in beautiful San Diego!

TECH TREK

Linda Stinebaugh, Tech Trek State Coordinator, techtrek@aauw-ca.org

Contributed by Jane Niemeier, Co-President, AAUW California, statepresident@aauw-ca.org

TECH TREK NEEDS YOUR HELP!

If this were a classroom, many of us who are teachers would say that Tech Trek is our star pupil. However, our star cannot exist without volunteers like you.

Currently, the position of Tech Trek Financial Liaison for the state is vacant. This crucial person prepares the budgets for all the camps and submits them to the state board for approval. Other duties include reviewing and approving vouchers from the camp treasurers and training camp treasurers.

In just a few short months, the camps will be starting up again, so we do need someone with a financial background to step up and help. Are you this person?

For more information, contact Jane Niemeier, statepresident@aauw-ca.org or Linda Stinebaugh, techtrek@aauw-ca.org, the Tech Trek State Coordinator.

What I need to know

Tech Trek needs someone to be the state Financial Liaison.

What I need to do

Step up! Contact Jane Niemeier or Linda Stinebaugh for more information.

Should I include this in my branch newsletter?

Yes. You may have a member interested in serving.