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CALIFORNIA *Perspective*

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ADVANCING EQUITY FOR WOMEN AND GIRLS THROUGH ADVOCACY, EDUCATION AND RESEARCH

Just as we were going to press with the good news about this year's Named Gift Honoree, Donna Mertens, we received word of Donna's passing on May 25th. This article combines Dianne Owens' original article with additional material by Jan Cook.

2019 STATE NAMED GIFT HONOREE

DONNA MERTENS

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

and Jan Cook
2018 Honoree

Donna Mertens was presented as the 2019 State Named Gift Honoree at the Annual Meeting in San Diego, April 6, 2019. Every year the AAUW California Fund Committee honors AAUW California members who have done outstanding work in supporting the programs and goals of the AAUW Fund and/or AAUW California.



Donna was State President and Chief Financial Officer. Some of her other contributions were: Donna Mertens Special Projects Fund Treasurer, Project Oversight Committee, Speech Trek Treasurer, Financial Literacy Committee.

She was active in the Victor Valley Branch as President, Treasurer and in many other ways. Donna was active in the educational community. She helped develop "FLIP" --a financial literacy program for elementary girls. She worked with a committee to start STEM Day on the Victor Valley Community College campus, which is still going strong 12 years later with 300 participants. She was honored as Victor Valley 2006 Branch Named Gift Honoree and 2018 Online Branch Named Gift Honoree.

Donna was dedicated to the National Conference of College Women Student Leaders (NCCWSL). The Donna Mertens Honorary Fund (Fund #4435) will provide NCCWSL scholarships when completed (\$1,600 is needed). Credit card donations can be made by calling 800-326-2289. Checks made payable to "AAUW" and noting Fund #4435 may be mailed to AAUW, P.O. Box 98045, Washington, DC 20090-8045.

Donna Mertens is survived by her son, Rob Mertens. For all who were touched by Donna, she will be missed. She was a "lady". She was a mentor, a colleague, and a friend. We are all better for knowing Donna Jean Mertens.

*Revised 6-11-19

California Perspective

AAUW California

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What Does the Fox Say?

AAUW CALIFORNIA
VOLUNTEERS ARE
LIKE THE ENERGIZER
BUNNY –

THEY JUST
KEEP GOING
AND GOING!



Co-Presidents
Cathy Foxhoven and Jane Niemeier

Cathy Foxhoven, Co-President
AAUW California

statepresident@aauw-ca.org

It is always hard to say good-bye to the invaluable members who have served on the board for the past several years. However, they don't go away – they just volunteer for more challenges in the organization by serving on committees!

Send an email thanking your outgoing officers. **Pat Ferrer**, our CFO for four years, **Charmen Goehring**, who worked hard on membership recruitment, and **Nancy Mahr**, Public Policy chair, whose leadership made Public Policy so visible to the branches, as they have completed their terms.

Board members **Ainsley Nies**, who helped so many branches, and **Shirley Stowers**, who stepped up to fill a void, have stepped down for personal reasons. **Elaine Johnson** and **Sandi Gabe** have agreed to serve in those vacated board positions.

Also departing are **Sue Cochran**, Governance Chair, who spearheaded all the work to change AAUW California back to a public entity and revised the Policies & Procedures, and **Dawn Johnson**, Parliamentarian, whose attention to detail kept the Board always in line.

It is not too late for you, too, to serve on a state committee even though the application deadline was May 15th. Simply select the committee that you would like to be on by filling out this application ([Click here](#)). We value your service.

[Complete an Online Application](#)

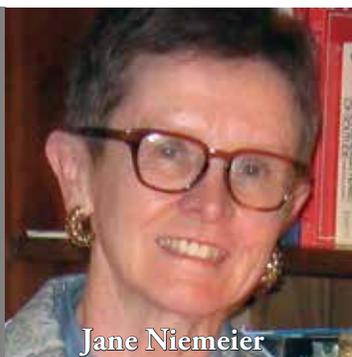
OUR 2019-20 CALIFORNIA BOARD OF DIRECTORS

Shown below are the members of the 2019-20 AAUW California Board of Directors. Shown are each leader's branch affiliation, term of office and tentative committee assignment as of our press time. Although the newly elected board members do not officially take office until July 1, work is already underway to staff up and plan for the coming year. If you would like to help, please submit an application. It is available on the aauw-ca.org website.



Cathy Foxhoven

CA Online Branch
Co-President 2018-20
statepresident@aauw-ca.org



Jane Niemeier

La Mesa-El Cajon, San Diego
and On Line Branches
Co-President 2018-20
statepresident@aauw-ca.org



Roli Wendorf

San Francisco Branch
Chief Financial Officer 2019-21
cfo@aauw-ca.org
Finance



Lynne Batchelor

San Diego Branch
Secretary 2018-2020
secretary@aauw-ca.org
Programs



Deanna Arthur

Alhambra/San Gabriel Branch
Director 2018-20
membership@aauw-ca.org
Membership



Sandi Gabe

Mariposa Branch
Director 2018-20
communications@aauw-ca.org
Communications



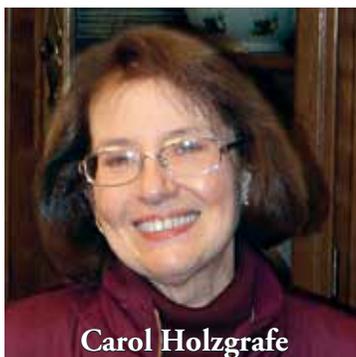
Kathleen Harper

Carlsbad-Oceanside-Vista Branch
Director 2018-2020
publicpolicy@aauw-ca.org
Public Policy



Kimberly Hernandez

Palos Verdes Peninsula Branch
Director 2019-21
program@aauw-ca.org
Programs



Carol Holzgrafe

Chico, Paradise & Morgan Hill
Branches
Director 2019-21
oc@aauw-ca.org
Project Oversight



Elaine Johnson

North Peninsula Branch
Director 2018-20
leaderdev@aauw-ca.org
Leadership Development



Dianne Owens

Lompoc-Vandenberg Branch
President-Elect 2019-20
President 2020-22
aauwfund@aauw-ca.org
AAUW Fund



Sharyn Siebert

Monterey Peninsula Inc. Branch
Director 2018-20
branch@aauw-ca.org
Branch Support



Cathy Foxhoven, Christina Corry, Sophia Ruster, Dominique Ruedaflares, Jane Niemeier and Marlene Cain

WITNESSING THE POWER OF SPEECH TREK!

Marlene Cain, Speech Trek Coordinator
AAUW California Speech Trek
speechtrek@earthlink.net

You can tell the power of a program when you witness the impact it had on both the participants and the audience at the 2019 Speech Trek Finals in San Diego, where the contestants discussed school violence, bringing many listeners to tears. [Contestant videos](#) are available on our AAUW California website.

“Some elementary schools have implemented nursery rhymes which tell kindergarteners what to do if there is a shooter on their campus,” said 3rd Place winner Christina Corry, 9th grade.

“I was 10 years old the first time I heard the words ‘school’ and ‘shooting’ in the same sentence,” recalled 2nd Place winner Sophia Ruster, 11th grade.

“Lockdowns are the norm,” stated 1st Place winner, Dominique Ruedaflares, 9th grade. “It’s no wonder that my generation is called the ‘school-shooting generation’.”

“But we don’t want to be known as the ‘school-shooting generation,’” she continued. “We want to be known as the generation to use our voices to make a change.”

In its 14th year, Speech Trek--a program making a difference in many California communities--continues to

honor its original purpose: “...to promote understanding and communication of mission-critical issues among high school students through their research, preparation and presentation of high-quality speeches while promoting the value of public speaking as a life and leadership skill.”

However, the power of Speech Trek is transcending its original purpose, and that’s exciting news! This power can be witnessed not only through students’ inspirational speeches at the local and state levels, but also can be seen in the classroom, where teachers have:

- assigned Speech Trek topics as extra credit
- required the topic as a written assignment
- incorporated the topic into curriculum
- used the topic as a springboard for “lively classroom discussions.”

In addition, the power of Speech Trek can be seen in the community, where:

- a contestant’s mother reluctantly joined a Toastmasters Club to help her daughter, and joyfully found it propelling her on her own communication journey;
- a contestant was invited to present her speech at her city council, and inspired city officials to consider her recommendations for change; and
- a high school freshman and her mother sought out AAUW to compete in Speech Trek (and subsequently won 1st Place!).

You can tell the power of a branch by the programs it embraces! Speech Trek empowers the conversation on mission-critical topics among all within earshot, and the speeches continue to reverberate in the community,

throughout California, and beyond via social media.

This year's topic--"How Can We Eliminate Violence Aimed at Our Schools?"--was especially relevant to the youthful speakers, whose suggestions included the following:

1. Raise the age to purchase guns to 21
2. Lower the voting age to 16 for school board elections (note: already done in Berkeley and parts of Maryland)
3. Outlaw gun sales to violent criminals
4. Ban semiautomatic weapons
5. Run for office
6. Create a website for anonymous reporting of behavioral changes

Contestants were gracious in their gratitude for the opportunity to speak out. "Thank you for hosting the speech trek competition on a crucial topic today," wrote Dominique. "Our voices need to be heard and I am so thankful to have a platform to share my views." She went on to express her gratitude to "all the wonderful AAUW members."

Witness the power of Speech Trek at your branch this school year! Make Speech Trek part of your 2020 vision! The [2019-2020 Speech Trek Branch Tool Kit](#) will be available soon on the AAUW California website with the new topic:

"Women have been marching toward equality for over 100 years, starting with the Women's March of 1913 and continuing to the women's marches at present. **Are men and women truly equal today or are the suffragettes of 1920 still suffering in 2020?**"

Find out the answer at your branch's Speech Trek!

CONGRATULATIONS AAUW MEMBERS YOU DONATED \$471,581 TO AAUW FUND IN 2018!

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

The Top 10 Branches (total contribution)

1. Danville-Alamo-Walnut Creek	\$32,207
2. Marin, Inc.	\$30,960
3. San Jose, Inc.	\$27,438
4. Roseville-South Placer	\$16,970
5. Morgan Hill	\$15,171
6. Sunnyvale-Cupertino	\$14,863
7. Long Beach	\$14,789
8. Hayward-Castro Valley	\$13,074
9. Redding	\$11,364
10. Napa County	\$10,239

The Top 10 Branches (*per capita* contribution)

1. San Fernando Valley	\$202.05
2. Berkeley	\$189.62
3. Marin, Inc.	\$178.96
4. San Diego	\$141.79
5. Danville-Alamo-Walnut Creek	\$129.35
6. Woodland	\$124.81
7. La Palma-Cerritos	\$124.79
8. Hayward-Castro Valley, Inc.	\$119.94
9. Sunnyvale-Cupertino	\$116.12
10. Long Beach, Inc.	\$111.20

Thanks for all your fundraising success in 2018! Let's continue our good work in 2019 to reach \$500,000!

OCTOBER 2019 AAUW FUND LUNCHEONS SAVE THESE DATES

- Saturday, October 5: Basque Cultural Center, South San Francisco
- Sunday, October 6: Danville Crow Canyon Country Club
- Sunday, October 27: Seal Beach Old Ranch Country Club

Details for registration will be sent soon. The speakers will be our California AAUW Fellows for 2019-20! Mark your calendars and please join us for an inspiring afternoon!

SAYING GOODBYE TO LINDA

Carol Holzgrafe, Chair
Project Oversight Committee
poc@aauw-ca.org



Linda Stinebaugh

Linda Stinebaugh formally ends her five years as State Tech Trek Coordinator on June 30, but will train her replacements through the end of the camp season. Continuity is good.

Her term began with some tumult. 2015 is when Tech Trek California began joining the AAUW National effort. Begun with high hopes that National's full-time staff would share its legal expertise and ease our project's issues with financial tracking (understandably an almost overwhelming job), after a two-year trial period National returned the finance function to AAUW California. They kept the rest of the project. Details of that change are still being worked out.

As with most jobs, that of State Tech Trek Coordinator came with high points and low points. Linda's highs (as with most of us involved with the camps): "Getting to see the different camps and realizing what a great job we all do for these girls. I am continually impressed by the wonderful camaraderie and dedication of the staff at each camp."

Her low points were the lack of volunteers and people who don't follow instructions. Again, common issues.

Even before joining Tech Trek in 2005, Linda had produced a database and registration program for her branch's (Oxnard) one-day STEM camp, then was recruited for TT UCSB. And the rest is history.

Her professional life – among other things - was, naturally, in the IT department (both hardware and software) of a nationwide title insurance company. Once she retired, Linda was free to take on more time-consuming work and Tech Trek loomed large.

Her passions are computers and teaching; her hobbies motorcycles (in the past), photography, and music (guitar and piano). In fact, Linda re-worked a song called "Best Week of My Life" that is used as background for the 20-minute slideshow from the Santa Barbara camps.

Susan Negrete and Alice Hill will share the positions of State Tech Trek Coordinator and Financial Liaison. Susan commented, "Since joining AAUW, I've admired Linda's service and dedication to the Tech Trek Program. We have big shoes to fill and I look forward to working with her to prepare for the 2020 camps."

And from Alice: "Linda has provided steadfast and fearless leadership to Tech Trek at a vital time As a branch coordinator for more than a decade, I am forever grateful for her knowledge and her assistance."

I know how intense Linda's job can be. I was Co-Coordinator for seven years and director of two camps for a total of seven. I know that Linda will step down with many thanks from Tech Trekkers everywhere.

TECH TREK ALUMNI GROUP SPOTLIGHT ON WOMEN IN STEM CAREERS

Charlotte Maguy, Co- President
Tech Trek Alumni Group (TTAG) South Bay
techtrekalum@yahoo.com

Since the February 2019 issue, the South Bay Tech Trek Alumni Group (TTAG) has been busy in community outreach programs. In March we hosted another successful Women in STEM Careers forum at the Redondo Beach Public Library.

Organized by the girls in the Tech Trek Alumni Group and Emceed by Terry Hays-Horner, Beach Cities AAUW TTAG Advisor, the forum provided an afternoon of dynamic speakers sharing their perspectives from a range of professional fields.



TTAG committee with the presenters.

Audience members heard from aerospace engineer Geataeus Willocks whose journey began with earning Electrical Engineering degrees from Ohio State and Johns Hopkins University, and is now working directly with the US Air Force Space and Missile Center in Los Angeles. We also followed Elaine Lee's story on becoming a leading architect at a large multinational design firm. As an Executive Sales representative at Intuitive, Holly Hipwell Durad spoke about her ability to communicate her extensive knowledge of the Da Vinci surgical system to surgeons and hospitals throughout the United States. Finally, Dr. Sonia Rebels shared her experience pursuing her passion in the field of surgery and women's health care while also taking the audience on an in-depth tour of how she performs her surgeries.

Research shows that environmental and social barriers, including stereotypes and social bias, continue to block women's progress in STEM (*Why So Few? Women in Science, Technology, Engineering, and Math*. 2010 AAUW report). Since girls are more likely to use technology when they see its real-world applications, the concept of TTAG and Women in STEM forums aims to offer young women insight into high-demand STEM careers in a global economy, presented by women who have experienced and achieved success in these fields.

By connecting with the role models right in our own backyard, we hope that girls in our community will be inspired!

AAUW TRI-BRANCH CELEBRATES WOMEN EMPOWERMENT

Indrani Chatterjee
International Advocacy Representative
Program Committee

international@aauw-ca.org

The Torrance, Beach Cities and Palos Verdes Peninsula branches hosted a very successful program "Celebration of Women Empowerment: The State of Women's Equity in Los Angeles County Today." The event was well-attended by members and guests alike and achieved the primary mission of bringing members from three neighboring branches under one roof to network and discuss women's progress in the local community level. The meeting also strengthened the AAUW mission and vision about women's issues within the local cross-cultural community. The cultural diversity outreach has motivated three attending guests to join as new members of the AAUW network.

Ms. Elena Fernandez, Chief of Program, St. John's Well Child & Family Center, spoke about growing up in a Mexican family in South Los Angeles with a determination to achieve higher education and a successful professional career. She also spoke about Latin women being under-represented in the corporate world at the decision-making level.



Women Empowerment event: Elaina Fernandez, Speaker; Indrani Chatterjee, President Torrance Branch; Vickie McCorkendale, President Beach Cities Branch; Carmen Estrada-Schaye, Speaker; and Emily Williams, Moderator

Dr. Carmen Estrada-Schaye spoke about overcoming barriers to establish her role as an educator and an entrepreneur. She also spoke about growing up in a Latin family and the importance of cultural diversity. Dr. Estrada-Schaye has been nominated to be in the Women & Girls Initiative (WGI) Governing Council for 4th District by Los Angeles County Supervisor Janice Hahn.

The moderator and presenter, Emily Williams, Senior Deputy for Los Angeles County Supervisor Mark Ridley-Thomas, spoke about WGI's mission to increase equity, justice and leadership opportunity for women and girls and the vision to empower them to reach their full potential.

The meeting evolved from an International Advocacy article published in the Fall 2018 issue of the *California Perspective*.

STANDING ROOM ONLY AT ANNUAL MEETING!

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

Members from all over California packed the room at the Handlery Hotel in San Diego for the State Annual Meeting. The theme was “We Called...You Answered...We Listened.”

Co-Presidents, Cathy Foxhoven and Jane Niemeier, began the day with a recap of the accomplishments of the state committees. Program Committee Chair, Kathi Harper, presented special awards to branches that have ongoing mission-based programs, and Oversight Committee Chair, Lynne Batchelor, awarded grants to two

projects that promote our mission. One of the high points of the morning was when AAUW Fund Chair, Dianne Owens, presented Donna Mertens as the State Named Gift Honoree.

The next event was a Membership Panel that was packed with ideas about how to get new members for our branches. Next was lunch during which we heard from our National Board Chair Julia Brown who highlighted the efforts of National to get 100,000 women trained in Work Smart by August.

After lunch we were all amazed by the three young women who were the finalists in Speech Trek. The topic was “How can we eliminate violence aimed at our schools?” Following these wonderful speakers was a Leadership Panel, during which we received a leadership development tool kit.

If you missed this meeting, the [handouts](#) are available online. Be sure to attend our convention which will be held in the north on April 16–19, 2020.

AAUW California's Mission Train has reached its destination:

OUR 2019 ELECTION RESULTS ARE IN!

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

You listened to the candidates, reviewed Public Policy priorities – and you voted! We're pleased to announce the results of AAUW California's 2019 Election.

Welcome our New 2019 – 2021 Board Members
President-Elect:

Dianne Owens
Lompoc – Vandenberg Branch

Chief Financial Officer:
Roli Wendorf

San Francisco Branch

Director(s) at Large:

Kimberly Hernandez
Palos Verdes Peninsula Branch
Carol Holzgrafe
Chico, Paradise & Morgan Hill Branches

Public Policy Priorities PASSED – by 99% of voting members.

A voting membership represents an informed, engaged and thriving organization! Your vote contributed to the vitality and health of AAUW California – and we thank you for traveling with us on the 2019 MISSION TRAIN!

PUBLIC POLICY/ LEGISLATIVE UPDATE

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

2018-19 LEGISLATION REPORT

We began the 2018-19 year with 43 bills. Along the way, some were dropped, some defeated, and some were held in committee. The Governor vetoed eight bills that had made it through the Legislature. Twelve of our bills became law (chaptered). These address employment practices that relate to sexual harassment and/or discrimination, equal pay, whistleblower protection, the legal treatment of cases of discrimination and sexual assault, sex health education for students, and lactation accommodation for students.

NEW STATE LEGISLATIVE AGENDA 2019-20

The AAUW California Legislative Priorities have been finalized. The list of bills on which AAUW has taken positions can be accessed through the AAUW California website under “[Bill Tracking](#).”

The Public Policy Committee uses a study process and discussion in selecting bills on which to take positions. The committee narrows the possibilities to enable a manageable list for our legislative advocate. We began with a list of 63 bills and approved positions on 43, which includes several bills that we are watching as they move through the Legislature.

Shannon Smith-Crowley is our part-time state legislative advocate. She oversees the ongoing tracking and action on current bills. She is charged with planning the advocacy effort on the bills selected by the Public Policy Committee for priority status in the legislative session. She continually updates our online bill list to reflect current status.

MAKE PUBLIC POLICY PART OF YOUR BRANCH PLAN

As many AAUW California branches change leadership, and hold summer planning sessions, make an effort to include public policy in your branch plans. Many branches engage in election activities or educational issue meetings. Public policy offers branches great opportunities for AAUW visibility in your communities!

Branches can be prepared to act when needed by building rapport with local legislative offices in advance. If a legislative office already knows what AAUW is and who we are, they will be more receptive when asked for support on a bill.

Legislative Action Alerts are one of our key advocacy tools. Individual members sign up to receive alerts and, when Shannon directs that grassroots action is needed, an alert is sent out to the list of subscribers. We are just entering into the period where more voices will be needed on pending bills. You can sign up for [Action Alerts](#) on the national website, which automatically will also sign you up for the state website. You will also receive national Action Alerts on federal issues.

AAUW’s messaging reflects our long-standing commitment to issue-based advocacy for policies that empower women and girls. Our positions are on policies, not people or parties.

As the year progresses, Public Policy Committee members will be sending public policy messages to the branches through the *California Perspective*, Board-To-Board communications to branch officers, and in messages to the branch Public Policy Chairs.

SIX BRANCHES RECOGNIZED FOR MISSION-BASED PROGRAMS

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

The Program Committee selected six branches for recognition for their ongoing mission-based programs. Kathi Harper, Program Chair, assisted by Program committee member Harriet Gerza, presented certificates to the following honorees:

- Atascadero: **STEM Trek for former Tech Trek campers.** The Tech Trek committee plans a variety of field trips for the girls during summer and the school year that relate to the STEM fields.

- **Citrus Heights/American River: “Days for Girls.”** This international project, which is good for the environment, gives girls the ability to address their menstrual cycle, get an education, retain their dignity and is good for the environment.
- **Del Mar-Leucadia: “Rights at Risk: Time for Action!”** The Del Mar branch was honored for developing a mission-based theme at the beginning of the year, and tailoring each month’s membership meeting program around that theme, always ending with an action item for members.
- **Greater Whittier Area: 26th Annual Math/Science Conference for 8th Grade Girls.** In January the branch hosted 369 students and 26 advisers at the conference held at Whittier College. 26 middle schools sent at least 14 girls each.
- **Healdsburg: GEMS and Future Prep.** This branch is so energized by AAUW’s mission, they were honored for two programs: GEMS – Girls Engaged in Math and Science, and Future Prep (originally called Career Tracks). GEMS focuses on girls in 8th-12th grade, many of whom have attended Tech Trek. Future Prep, established around 2008, is a career day event for which the branch develops and provides the program events to the school and finds the presenters.
- **Long Beach: STEM Conference.** This conference is held at Long Beach City College, where women with careers in science, technology, engineering and math present workshops to middle-school girls to excite them about the possibilities of such careers and to encourage them to attend college.

AAUW California encourages all branches to develop mission-based programs, and the board hopes these dynamic projects will serve as an inspiration.



COLLEGE & UNIVERSITY SUMMER OPPORTUNITIES

Donna Lilly, College & University Chair
Membership Committee
donnalilly@roadrunner.com

Summertime welcomes opportunities to prepare for a successful new year on campus and within your branch.

Opportunity one---Welcome the two C/U Representatives at your local campus partner as a new member of your branch. C/U Representatives have free national (\$59) and California (\$20) memberships. You can waive branch dues or ask them to pay only branch dues.

Opportunity two---Ask your local campus partner to renew their \$175 AAUW partnership dues.

Opportunity three---Invite a NCCWSL student to speak at a branch meeting. After the NCCWSL Conference in early June, a list of attendees from California campuses will be available from donnalilly@roadrunner.com

Opportunity four---Give a Grad a Gift! You can give the gift of national and state membership to anyone graduating this year or within the last two years. Go to <http://www.aauw.org/give-grad-gift/>

Opportunity five---Post your branch C/U Chairs in your Branch Officer Report (BOR) when you email to AAUW national and AAUW California. C/U Chairs will receive the Campus Connection e-news, communicate with the California C/U Committee and have an opportunity to connect with other Branch C/U Chairs.

Opportunity six---Consider the exciting benefits to campus students and your branch by helping students create an AAUW Student Organization on campus. Currently 130 Student Organizations are chartered in the U. S. with 14 Student Organizations in California. Go to www.aauw.org/resource/forming-aauw-student-organizations/

Become a campus change agent by setting goals during the summer and taking action steps in the fall semester.



FINANCIAL LITERACY

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

Do you know that the Financial Literacy program was introduced to AAUW California in 2008? It was our privilege to start a brand new program for AAUW California with the goal of teaching basic financial literacy concepts to high school and college students. Every generation has to learn their own lessons from major financial debacles, and 2008 was a year to learn from. Lack of financial literacy is a major burden for young people in general and women, specifically.



In 2008, we started with *Start Smart*, a salary negotiations workshop to teach negotiation skills to college women. You can find more information at <https://salary.org/start-smart>. In the last ten years, we presented

more than 250 Start Smart workshops and trained many college women to negotiate their salary and benefit packages. In the meantime we started developing our own financial literacy project called *Money Trek*.

Money Trek is a project to engage both high school and college students to learn basic financial literacy concepts. You can find Money Trek at <http://www.aauw-ca.org/money-trek-workshop/>. This program contains six ready-to-deliver modules that are accompanied by a handout/workbook, with examples and exercises that our branches can use to teach students basic financial skills. The modules can be customized according to

the age of the group. Each module can be presented in sixty to ninety minutes. The modules are designed to be presented in pairs. The workshop overview provides a summary of the program and can be presented to your branch and Interbranch Council or program group.



The Financial Literacy Program also presents AAUW *Work Smart* workshops to negotiate for a new job, raise, or promotion. In every two-hour workshop, participants gain confidence in negotiation

techniques through a facilitated discussion and role-play. You can find more information at <https://salary.org/work-smart>.

As 2018-2019 comes to an end, the Financial Literacy committee celebrates what we have accomplished. We have completely revamped the program and redesigned our webpage. We also presented a program with all three projects of Money Trek, Start Smart and Work Smart. Our work is coming to a conclusion and I hope branches will carry on this program which already has had a significant impact on the financial literacy of many girls and women. Thank you for the opportunity.

SIGN UP FOR WORK SMART NOW!!

AAUW National wants to train 100,000 women in Work Smart by August. You are probably thinking that you don't need it because you are retired or at the end of your career. However, you will learn new techniques that you can pass on to the young people in your life. Please sign up now. The online course only takes an hour, and here is the link: <https://salary.aauw.org/>



of California
 California Perspective
 AAUW California Office
 1331 Garden Highway, Suite 100
 Sacramento, CA 95833

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AAUW'S VALUE PROMISE:

BY JOINING AAUW, YOU BELONG TO A COMMUNITY THAT BREAKS THROUGH EDUCATIONAL AND ECONOMIC BARRIERS SO THAT ALL WOMEN AND GIRLS HAVE A FAIR CHANCE.

AAUW CALIFORNIA'S ELECTED AND APPOINTED LEADERS ARE WORKING TOGETHER TO DELIVER ON THE AAUW VALUE PROMISE. PLEASE JOIN WITH US -- THE PREMIER ORGANIZATION IN CALIFORNIA FOR WOMEN.

The Power of Leaving a Legacy

Making a planned gift to AAUW is an easy way to make a real impact and leave an enduring legacy that will benefit AAUW long into the future. Planned gifts—or bequests—are gifts that you designate in your will, estate, or trust.

Benefits of Planned Giving

- Planned gifts afford you flexibility to provide for your family and support AAUW.
- Certain planned gifts may reduce estate or capital gains taxes.
- Planned gifts need not affect your cash flow during your lifetime.
- Certain types of planned gifts allow you to support AAUW while also providing income for the rest of your life—or a fixed income for a loved one.
- The joy of knowing that your legacy gift will sustain AAUW's programs for years to come is the ultimate benefit!

Join the Legacy Circle today and make a real impact in the fight for fair pay, education and training, women's leadership opportunities, and economic security. There is no minimum gift requirement to join the Legacy Circle, and it's a great way to ensure that your wishes will be honored now and in the future.

To learn more call AAUW's planned giving office at 877.357.5587. You may also request a brochure by emailing Heather Miller, AAUW's director of planned giving, at millerh@aauw.org.



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