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November 2025

Welcome to the *California Compass*, the monthly roadmap sent to every member from your state AAUW organization!



Charmen's Compass Callouts: A message from Charmen Goehring, AAUW California President

November is National Higher Education Month, and what better way to celebrate than to watch AAUW award a former Selected Professions Fellow with the 2025 Alumnae Recognition Award on November 20th? Yie-Hsin Hung is currently the CEO of State Street Investment Management and has been featured on several Most Influential lists, including being ranked #53 on the 2024 Forbes list of the Most Powerful Women in the World! Since we are too far from Washington, D.C. to attend in person, sign up [HERE](#) to watch the livestream.

Nominations are now open for the AAUW California State Board! We are specifically seeking someone with web services skills, managing the website among other tasks, as well as someone with knowledge of and a passion for the AAUW Fund. You can find all the details [HERE](#). Serving on the board is a fantastic way to learn more about

AAUW, help provide tools and guidance to our branches, and meet some really special people!

Your state leadership team is beginning to plan for our next virtual Annual Event, scheduled for April 2026. While we understand that some members miss our in-person events, in light of the rising costs of holding events, being on Zoom helps us be better stewards of your dues and donations. We have also found the virtual platform to be more accessible to members, with an average of 100-150 more people attending online than would be able to participate in person. We are seeking your ideas for speakers, topics, and more. Please send any feedback to Charmen at statepresident@aauw-ca.org. Also, consider hosting a watch party with some of your fellow branch members to view the event on April 18, 2026.



National Needle: News from AAUW National

AAUW is a Power Partner with the League of Women Voters (LWV), alongside the National Council of Jewish Women (NCJW), on Unite and Rise 8.5. Unite and Rise 8.5 is a nationwide nonpartisan, non-violent initiative of the LWV that seeks to engage 8.5 million people in civic education, community activation, and voter turnout support. Through *It's My Vote*, AAUW will collaborate with local partners to host non-partisan events, share clear voting information, and connect policy to real life, while honoring each organization's strengths, brand, and non-partisan guidelines. You can get involved by connecting with your local LWV or NCJW to co-host forums, civic holiday activities, or voter informational events. AAUW will provide us with webinars, monthly actions, and resources over the next year.

It's a hard truth—there is no gender equity without pay equity. The pay gap has had a detrimental impact on people and families for generations. Unfortunately, after many years of slowly narrowing, the gap has actually been widening over the past two years. When including all women earners, women are paid 75 cents for every dollar paid to men. What has AAUW been doing to reverse the situation? AAUW has been providing salary negotiation, financial literacy, and advocacy training to thousands of women. Our signature document, *The Not So Simple Truth*, a gender pay report, is being updated with the most current data to examine root causes of persistent inequities and to highlight policies and practices that can close the pay gap. The 2025 update can be found [HERE](#). Please share with others.



On the Horizon: Highlights from the State Committees

Tech Trek

Even if you can't volunteer to help select campers or volunteer at a camp, every dollar donated to Tech Trek California helps fund a 100% volunteer-operated, tax-deductible (through the Special Projects Fund) program of AAUW California.

Donate [HERE](#); donate often! Pick a camp or General Program from the dropdown list if you wish to specify your donation.

And don't forget to TYTTV (Thank Your Tech Trek Volunteers) without whom Tech Trek would not be the success it is!

Mary Isaac, Tech Trek Program Director, techtrek@aauw-ca.org

Public Policy

AAUW California 2025 Legislative Agenda

We celebrate the 11 bills on our Legislative Agenda that were signed into law, and the resounding failure of three bills that we opposed. Some highlights:

- AB 260 - signed into law! This bill protects access to medication abortion.
- SB 627- signed into law! This bill bans law enforcement officers from wearing facial coverings while on duty. This is the first such law enacted in the nation!
- AB 579 is dead! This bill would have stated that parents' refusal to acknowledge a child's gender identity can never be considered a form of abuse, and therefore cannot be considered in a custody dispute.

See the full article [HERE](#). For more information about these bills AND practice with ChatGPT, interact with ChatGPT ([HERE](#)) using the prompt "Can you give me a summary of California AB 260 (2025)?"

Missy Maceyko and Amy Hom, Directors, Public Policy Co-chairs,
publicpolicy@aauw-ca.org

Nominations and Elections

The state board invites you to consider running for a board position in 2026. We will be electing a board secretary, four two-year directors, and one one-year director. Serving on the state board as one of 11 leaders is a very good thing. If you have any questions, please feel free to contact me, Gail Swain, at nominating@aauw-ca.org, or our state president, Charlene Goehring, at statepresident@aauw-ca.org.

Gail Swain, Nominations and Elections Chair, nominating@aauw-ca.org

Strategic Planning

In speaking to members from all over the state, as well as attending national activities, I have become aware that many of us do not realize that donated money is not all the same. Money donated to Tech Trek can only be used for Tech Trek; that is called a designated fund. At the national level, the huge sum of money that makes up our Fellowships and Grants is also designated funds. The **only** money that can be used “as needed” is money donated to the Greatest Needs Fund #9110. Currently, only 17% of AAUW members donated to any national fund.

One way to earn the branch recognition “Advancement” star from AAUW National is to have more members donate this year than last year. Not in dollars (although that would be nice), but individuals. So, if 10 members donated last year and this year 11 do, you have done it! Watch this column for a new tip each month!

Donna Holmes, Director, Strategic Plan Consultant, strategic-planning@aauw-ca.org

Branch Development

Have you heard about *Volunteers First*? It is a way of connecting with each other that is founded on recent, credible worldwide research showing that volunteers are motivated to continue serving the cause they have chosen to join when they gain something intangible that is unique to each of them: their intrinsic motivators. Consider how an individually tailored approach to attracting members and volunteers could benefit you. Watch the *Volunteers First* videos for some ideas. Click [HERE](#) for more information. We hope you will find inspiration and discover your niche within AAUW.

Sigrid Moranz and Rebecca Gomez, Directors, Branch Development Co-chairs, branch-development@aauw-ca.org



Book Bearings: Mission-related book recommendations from the bookshelves of the state leadership team and committee members.

How to Stand Up to a Dictator: The Fight for Our Future, by Maria Ressa (2022).

Recommended by Marty McKnew, AAUW California Governance Chair and Parliamentarian.

- Marty describes the book as “[a] Nobel Peace Prize winner and international journalist writes about her struggles in the Philippines against censorship and authoritarianism.”
- Marty recommends the book because she feels, “it is important that we all understand we cannot take democracy for granted [and] how important it is to stand up for what we believe.”

Demystifying Disability: What to Know, What to Say, and How to Be an Ally by Emily Ladau (2021).

Recommended by Charmen Goehring, AAUW California President.

- Charmen recommends this book because, “People with disabilities are the world’s largest minority, yet many of us—disabled and non-disabled alike—don’t know how to act, what to say, or how to be an ally to the disabled community. As a special education teacher and with a mother navigating mobility issues due to Parkinson’s disease, this is personal for me. Part of equity and inclusion work is learning to be an ally for all marginalized people.”
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Wayfinder Links: Helpful links to the AAUW California or AAUW National websites

Click [HERE](#) to download a virtual AAUW Zoom background.



Monthly Trivia Question:

In 1913, the Washington D.C. Branch of AAUW issued a study of civil service jobs that found women earned __% of what men in similar roles earned.

Click [HERE](#) for contest rules and to enter your response.

Answer to last month's question ('How is AAUW tied to Nobel Prize-winning scientist Marie Curie?'): They purchased 1 oz of radium for her research. Congratulations to the contest winners: Sandy Kirkpatrick, Sharon Bouska, and Mary Linnemann

Questions or Comments?

We would love to hear from you! You can reach the *California Compass* editors at cc@aauw-ca.org.

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AAUW's mission: To advance gender equity for women and girls through research, education, and advocacy.

[AAUW.org](https://aauw.org)

AAUW California's mission: AAUW California facilitates California branches in meeting the vision and mission of AAUW by providing programs, education and resources.

www.aauw-ca.org



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