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CALIFORNIA . *Perspective*

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

WE CALLED... YOU ANSWERED... WE LISTENED!

The mission of your California State Board is to facilitate California branches in meeting the vision and mission of AAUW by providing programs, education, and resources. Toward that end, board members have been making contact with branch leaders throughout the state to help us understand the best way to meet that mission, asking "What are your greatest challenges?" and "How can we help?" Overwhelmingly, the responses have been "leadership" and "membership."

We heard you, and on April 6, 2019 these two topics will be the focus of this year's Annual State Meeting. In the morning, your state Membership Committee will present a panel that will address all the concerns you shared with us. Participants will learn how to:

- Find and encourage younger members, through the Young Women's Task Force and through college and university partnerships
- Recruit from diverse populations
- Engage current members and expand membership, through public policy programs and community forums

In the afternoon, the Leadership Development Committee will share skills and tips that will help you:

- Better understand AAUW requirements for leadership positions
- ["We Listened" Continued on Page 2]

2019 AAUW California Annual Meeting Handlery Hotel, San Diego April 6, 2019

7:30 – 9:00	Registration & Breakfast
9:00 – 10:30	Business Meeting
10:30 – 10:45	Break
10:45 – 12:00	Membership Panel
12:15 – 1:15	Lunch
1:15 – 2:15	Speech Trek
2:15 – 2:30	Break
2:30 – 3:45	Leadership Panel
3:45 – 4:00	Closing remarks

California Perspective

AAUW California

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California Perspective is published three times per year. Dues paid by members include a subscription to this publication.

To submit an article, please email the article, author's name, branch, email address, mailing address and phone number to perspective@aauw-ca.org.

If you move, mail address changes to:

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or email changes to connect@aauw.org

or update your member profile on aauw.org.

IT'S ALL ABOUT THE BRANCHES!

Jane Niemeier, Co-President
AAUW California

statepresident@aauw-ca.org

Since the June retreat, your state board has been working diligently to craft a new strategic plan. We finally completed it and approved it in November.

We have three priorities, the first of which is "Expanding Branch Connections and Communications." Many of you have already received two phone calls from the state board members, asking for your input on what branches need and want.

The second priority is "Reinforcing Public Policy Advocacy and Education." We hope that branches will learn the importance of Public Policy work. It keeps our branches engaged and helps grow membership.

"Strengthening Branch Infrastructure" is the third priority. Our aim is to help branches strengthen membership diversity, engagement and board leadership by offering training, programs and tools to attain our goal.

Each state committee has written specific goals and actions to help us complete this work. The updated strategic plan is on our website under AAUW CA Business > [Governance](#). Contact your board members if you have any questions or comments about the strategic plan.



Co-Presidents
Jane Niemeier and Cathy Foxhoven

["We Listened" Continued from Page 1]

- Attain competency skills needed for leaders, such as how to communicate and interact as effective leaders in a volunteer organization
- Develop and attract new leaders
- Develop a framework for sustaining and supporting existing leaders, including how to prevent burn-out

In addition, at the morning business meeting you will be brought up to date on all the great things the board has accomplished on your behalf, be introduced to the candidates for the 2019-21 term, and learn which branches have been selected for recognition for outstanding mission-based programs. And of course, you won't want to miss the highlight of every year's meeting, the Speech Trek Finals. All this, plus breakfast and lunch for only \$65.00!

Please join us on April 6, 2019 at the Handlery Hotel in San Diego. We recommend that you register on our website under AAUW CA Business > [Convention and Annual Meeting](#) or use the form on Page 15 of this issue.

THANK YOU AAUW!

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

Carol Holzgrafe
AAUW Paradise, Chico, and Morgan Hill
carol@holzgrafe.com

Our state board recently put out an SOS call to help the 42 members of the Paradise Branch who lost their homes in the recent fire. We are still totaling the amount in gift cards that AAUW members have sent in, but gift cards have been received from throughout California and also from other states, which include Oregon, North Dakota, Louisiana and Washington. La Mesa-El Cajon alone has given over \$1000!

At a recent San Diego Branch meeting, Jane Niemeier told the members and guests about what had happened in Paradise. One of the guests was a Tech Trek girl from 2017. After the meeting, she contributed a \$25 gift card that her grandmother had given her. All of this generosity means so much to our Paradise members.

Paradise branch members, most of whom lost their houses in the recent Camp Fire, wish to thank the many AAUW members all over the state (and, really, all over the country) for their extreme generosity in sending gift cards, totaling many thousands of dollars, to help us through this difficult period. As with other communities, some members need more help than others. Paradise board meets regularly to distribute the gift cards. We also share them with our Tech Trek families. Mostly, though, we all want to say "Thank you!" AAUW members are awe-inspiring.

Information about how you can help is available on our website under [News](#).



This is just a small part of the hundreds of gift cards sent by AAUW members to help those Paradise AAUW members who lost their homes. More arrive every day and are distributed by the Paradise board.



Residents of Paradise and Magalia waited in long lines for their mail. The air was toxic for weeks.

In each issue of the *California Perspective*, the Membership Committee will highlight a member or two who are passionate about AAUW California and the work we do on behalf of women and girls in our communities. If you have a suggestion of a member we should highlight, please contact membership@aauw-ca.org.

Member Profile

A DECADE OF LEADERSHIP

Charmen Goehring, Co-Chair
Membership Committee
membership@aauw-ca.org



Susan Negrete

on her branch board, to chairing the Los Angeles County Interbranch Council to adding her talents to the state board and committees, Susan is creating and growing the social connections and community involvement she was seeking when she joined a decade ago.

Susan believes young women are our legacy and she works to create better lives for girls and women by volunteering with the Torrance Tech Trek Project and serving as a dorm mom at camps in the summer. One highlight came last summer while at UC Santa Barbara's Hypatia camp - Susan was able to visit with Tech Trek founder, Marie Wolbach, and hear about the early days and growth of Tech Trek, an experience that touched her greatly. Susan also firmly believes in the power of the Younger Women's Task Force (YWTF) as a way to engage younger women. As she says, they may not have time to get involved in our traditional branches but they believe in our mission and core values. YWTF is a way to connect them to our branch members and Susan re-

cently assisted a group of younger women in Los Angeles to create a chapter! We will hear from Susan and YWTF LA at our annual meeting in April.

Susan considers herself a "change agent" and is honest about challenges facing AAUW and our branches. In a technology driven world, we must make adjustments to our structures and take new looks at leadership and program in order to be successful in the future. Susan Negrete hopes that future sees AAUW and our California branches thriving and our number of YWTF chapters increasing. We are lucky to have Susan working on our side!



WORK SMART A MAJOR SUCCESS IN SAN FRANCISCO

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

Financial Literacy teaches you to successfully negotiate your compensation. Do you know that, in partnership with National AAUW, the San Francisco Friends of the Commission on the Status of Women is planning to train 20,000 women in Work Smart by 2020? Work Smart workshops have been ongoing since August 2018, enabled by a grant from Morgan Stanley for 18 workshops. Of these, eight workshops were held by the end of 2018, and another ten are planned in the January to April 2019 time frame. The AAUW San Francisco Branch Board has agreed to provide funding for yet another eight workshops. San Francisco Branch has also started a collaboration with several local branches active with Start Smart and Work Smart -- San Francisco, Marin, Oakland-Piedmont, Alameda, and San Jose. San Jose, for example, has three Start Smart workshops scheduled for early 2019.

Start Smart and Work Smart are changing the lives of women in California. Start Smart is going strong in colleges and Work Smart is changing lives at the community level. Even though statistics say only 7% of women are negotiating their salaries, we know that in next few years that percentage will change as all the women who are trained by Start Smart and Work Smart will be out in the world with their new skills.

And coming soon--updated Money Trek workshops to assist young women with learning basic financial literacy skills. Our customized program teaches young women the A to Z of finance, banking, credit, student loans, saving and borrowing and much more. We have programs for young girls to working women. Stay tuned and keep us informed about financial literacy workshops making a difference in your neck of woods.

The Financial Literacy Committee members are Bakula Maniar (chair), Mary Morrison, Roli Wendorf and Lynn Janeway.

WELCOME AAUW YOUNGER WOMEN'S TASK FORCE OF LOS ANGELES!

Camille Veneracion, Founder & CEO

AAUW Younger Women's Task Force of Los Angeles
ywtaskforce.la@gmail.com

After a brief launch in 2015, the Younger Women's Task Force of Los Angeles (YWTF-LA) is back with a new Board of Directors, which launched in August 2018.

Los Angeles is one of the most vibrant, diverse, and populous cities in the world, and we knew it was time to build a local task force with a mission to take initiative, strategize, and improve the lives of women, girls and families around us. Together, we empower and shape local leaders in the Los Angeles community.

In August 2018, YWTF-LA Founder, Camille Veneracion, was present to represent the new chapter and also to meet AAUW CEO Kimberly Churches. A strong sup-

YOUNGER WOMEN'S TASK FORCE

powered by AAUW



Younger Women's Task Force of Los Angeles Board (L-R): Jessica Fan, Camille Veneracion, Monica Matsuda and Paulina Galoostian

porter of the YWTF organization, Kim participated in start-up conference calls with Camille. Kim was on hand in Los Angeles to accept UNA's prestigious 2018 Global Citizen Award on behalf of AAUW.

YWTF-LA focuses on three main initiatives: (1) provide consulting services for female-led nonprofits, social impact groups, and small businesses; (2) improve the lives of families, women, and children in Los Angeles through volunteering; (3) host social and philanthropic events to raise funds and awareness for critical causes and social issues.

In early December 2018, the Board members launched their first mentorship initiative. The young girls were summer 2018 Tech Trek campers pursuing STEM careers, which were Camille's dorm girls. She wanted to continue that friendship and mentorship, and her Board couldn't agree more. They are excited to announce that they will provide bi-annual innovative mentorship events and support with their members.

In 2019, we will arrange volunteering opportunities with Taking the Reins, the Downtown Women's Center, and the Ronald McDonald House Charities.

We look forward to an exciting year ahead!

You can learn more at the website: <https://ywtf-la.aauw.net/> and through social networks: @YWTaskForceLA.

THOUGHTS ABOUT GLOBAL WOMEN'S ADVOCACY

By Michele Croci, Member
International Advocacy Committee
michelecroci2@gmail.com

Why international feminine advocacy? Don't we have enough to do here in the States? My answer: As advocates for equity we stand together. We may live in the U.S., but all of our counterparts abroad are part of OUR STORY. As we become stronger, so they shall. And as we all do, we will shift the energy on this globe... ..finally! It is in this philosophical vein that we address global gender diversity.

An example of the benefit of gender diversity is seen in the corporate context. The benefits of having women on boards are not just theoretical. Data analyzed by Catalyst reveals that between 2004 and 2008 the top quartile of companies with the highest percentage

of women directors outperformed companies in the quartile with the lowest percentage by 26% (measured by return on invested capital). And that's just in the United States. Just because the U.S. isn't budging from 12% of women on boards doesn't mean other countries are similarly stuck. Countries including Norway, Spain and France all have opted for quotas that require women to hold a certain percentage of corporate boards' seats (usually 40%). (Source: "The New Case for Women on Corporate Boards: New Perspectives, Increased Profits" *Forbes*, 2012)

When we think about gender equity outside the United States, as you would expect, gender issues vary across Europe, because it is a collection of many different countries with their respective cultures and traditions. For instance, as I visited central and southern Europe, it was quite noticeable that younger women were making different choices than their previous generations. It seems that women of child bearing age are waiting much longer to get married and have children. Many young women I spoke with were not interested in having children. Their focus was on their work or career.

So, it appears that there is a new agenda in town. How do women balance their female identity with all the different roles they have? Well, clearly there is a trade-off. Especially in southern European countries like Spain and Italy, I noticed that women were delaying the "marriage decision" (and having children) until mid-thirties. My observations have been confirmed with recent research by a European organization called JUMP (<http://jump.eu.com/about-us/mission/>) which found that in Central and Southern Europe, motherhood is still considered a full-time commitment for the woman. "... the consequence of this is that the birth rate and the rate of participation of women in the economy is much lower in these countries (*Forbes*, 2018). I travelled up and down Europe and I found the trends consistent.

However, we all know that change is hard and even harder for those who are in power, who often have a stake in maintaining the status quo. I love this statement: It is a well-known phenomenon, denounced by Léo Thiers-Vidal, "The privileged is not conscious of his privileges, because it is against his interest to be." So we have our work cut out for us, here and in Europe. I have not even mentioned the tremendous issues we face in our African, Middle Eastern and Asian countries.

The Power of Leaving a Legacy

Making a planned gift to AAUW is a simple way to support our mission and leave a lasting impact.

Benefits of Estate Giving

- Estate gifts allow you flexibility to provide for your family and support AAUW.
- Bequests do not affect your cash flow during your lifetime.
- Certain planned gifts may reduce estate or capital gains taxes.
- There is no minimum gift requirement, and every gift can be tailored to suit your specific wishes.

For more information and giving options, please call AAUW's planned giving office at 877-357-5587.



What can we do to further our advancement for freedom of expression and proper sharing of political power—here and abroad? Think globally, act locally first. Here is a simple four-step approach to building gender diversity awareness at your branch or chapter:

1. Understand what you are talking about: Our goal is to achieve an equitable representation of genders (including LGBTQ) throughout the community. How diverse is your community? Does your branch reflect your community's gender diversity?
2. Sell Gender Diversity. Start small. Get a core group of branch/chapter members to develop a plan to increase gender diversity and to pitch that plan, using quick one-page fact sheets to distribute online and face-to-face. Local women-owned businesses and local educational institution would be keen participants.
3. Prepare for the Change. Building awareness and change takes time and effort. Constant demands for gender equity can result in "gender fatigue" within the community and organizations with whom you are working. Be prepared for resistance and keep the wheels turning by providing positive feedback.
4. Sustain your Benefits. This is a long-term process: gear up psychologically for it; celebrate your successes wherever you see them, however small; and constantly talk it up. DO IT!

Let me repeat: as advocates for equity we stand together. We may live in the U.S., but our counterparts abroad are part of OUR STORY. I love what the legendary feminist, Gloria Steinem, says about it, "Women do not ask for more inclusion. They offer real transformation."

CELEBRATING SEMESTER SUCCESS

Donna Lilly, College & University Chair
Membership Committee

CU@aauw-ca.org

What does learning leadership skills look like? Jasmine Holliday and Samantha Carrillo said it is a lot of work but a bunch of fun. Jasmine, President of the CSU San Marcos AAUW Student Club, and Samantha, Secretary,



Jasmine Holliday, President of the CSU San Marcos AAUW Student Club, and Samantha Carrillo, Secretary, were honored with Certificates of Achievement

were honored with Certificates of Achievement to add to their resume at the end-of-semester gathering of Del Mar-Leucadia member supporters and fellow Club members. AAUW visibility on and off campus was highlighted through resume writing workshops, Start Smart workshops at the Career Center, signing up e-student associates on campus, volunteering weekly to help youth at the Women's Resource Center in Oceanside, touring the Women's Museum of California in San Diego and organizing women leaders for the Speakers Series. One goal of the club members for the spring semester is to raise funds to send a student to the National Conference of College Women Student Leaders (www.nccwsl.org) by shredding negative thoughts and beginning each day with positivity.

BECOME A CAMPUS CHANGE AGENT

Donna Lilly, College & University Chair
Membership Committee

CU@aauw-ca.org

I was honored to join eight students excited and eager to organize an AAUW Student Club at their first strategic planning meeting at Saddleback College in Mission Viejo in November. Recruitment of students by Lee Winocur Field and Marge Sosa to establish a club on campus became a reality when Dr. Emily Quinlan,

attorney and Associate Professor of Law at Saddleback College, agreed to serve as Club Advisor. She delivered a draft AAUW Student Club charter agreement for the students' consideration to form a new club at their next meeting.

After a brief Q&A on the draft charter agreement, students asked how to become an AAUW member. To my delight, everyone easily joined AAUW as a free e-Student Associate by logging online at aauw.org/join on the phone.

"What issues shall we focus on?" was the next question. Again the students turned to their phones to search the AAUW website for suggestions. Several ideas emerged:

- Become a campus change agent and apply for a Campus Action Project grant up to \$5000 to combat stereotypes associated with women of color or other issues of importance to students.
- Create a fundraiser to help with expenses to attend the National Conference for College Women Student Leaders in June 2019.
- Stand out as a leader and bring Start Smart workshops to campus to learn the skills of negotiating a salary and benefits.
- Move to the front lines of social justice by becoming a [Two Minute Activist](#).

Lee, Marge, Emily and I advised the students to focus on issues important to them.

FUNDING AVAILABLE FOR YOUR PROJECT

Lynne Batchelor, Chair
State Projects Oversight Committee
spoc@aauw-ca.org

When you think of AAUW projects do you have a champagne appetite but, alas, only a beer budget? AAUW California has a cure for that.

This year AAUW California will be awarding two \$500 grants to a member, branch or a group closely linked to AAUW California, such as an Interbranch Council. Your only limit is your imagination; any project that supports our mission qualifies for consideration. Our objective is to enable you to complete your project in the hope that it can be replicated in other branches.

Tech Trek grew from an idea of Marie Wolbach and her branch to a national project and your idea can provide a similar inspiration. The application process is simple and can be accessed by looking on our website under AAUW California Business and locating State Project Grant.

The deadline to tell us about your fabulous idea is March 1, 2019. Good luck!

NOVEMBER VOTER TURNOUT HIGHEST IN 36 YEARS!

Shannon Smith-Crowley
Legislative Advocate
legislativeadvocate@aauw-ca.org

Secretary of State Alex Padilla has announced certifying results for the November 6 election and releasing the Statement of the Vote, says 64.5% of registered voters cast a ballot, "turnout was the highest for any midterm general election since 1982;" other statistics: there were 19,696,371 registered voters for November 2018 election compared to 17,803,823 registered voters for November 2014; 12,712,542 voters cast their ballot in November 2018 compared to 7,513,972 in 2014, a 69.2% increase in turnout. A full [Statement of Vote](#) is on the Secretary of State's website.



VOLUNTEERS NEEDED!

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

Are you looking for something worthwhile to do in your spare time? We are looking for motivated individuals to volunteer for Tech Trek, our wonderful STEM program for girls. If you have tech skills and would like to join us, please contact me at techtrek@aauw-ca.org. Our camps are looking for dorm moms, teachers, workshop presenters, on-site volunteers, future camp directors, web

editors, and most importantly, a new state coordinator, as I am termed out at the end of this camp season.

Working with Tech Trek is one of the most rewarding things you can do, as we are shaping the future by encouraging more girls to go into STEM careers. Come join the fun!

For more information about [Tech Trek](#) visit our website.

TECH TREK ALUMNI GROUP: TAKING TECHIES TO THE NEXT LEVEL

Charlotte Maguy, Head of Communications
Tech Trek Alumni Group (TTAG)
Charlotte.maguy@gmail.com
techtrekalum@yahoo.com

Have you ever wondered what those bright, talented young girls do after attending AAUW's Tech Trek Math and Science Camp for Girls?

Well, several years ago, a few inspired and motivated Tech Trekkers decided to establish a Tech Trek Alumnae Group (TTAG). With the guidance of AAUW Torrance, Beach Cities, and Palos Verdes California Branch members, TTAG South Bay organizes educational events for the community such as College Prep 101 and Women in STEM forums, reunion events for past campers, tours of local STEM companies, coding classes, and much more. To plan these events, we have a smaller Tech Trek Alumnae Committee (TTAC) that meets monthly.

Representatives of our group also attended the 20th Tech Trek Reunion and Luncheon Event in the spring, helping with setup and centerpieces. Working closely with dedicated AAUW members, Tech Trek alumnae have had the great pleasure of making meaningful and lasting connections. We are working with other Southern California AAUW branches as they begin to develop their own TTAG associations.

Keeping the connections we Tech Trekkers have formed is so important. We are grateful to AAUW and look forward to informing its members about the exciting work we continue to do in our communities. For more information, please send us an email!

FUNDRAISING HELP FROM THE AAUW CALIFORNIA BOARD

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

I know many of you have asked our AAUW California board with help fundraising. Have you considered applying for grants? Many companies have foundations with specific funding strategies. Non-profits are another source, as they need to distribute their net profits.

There should be directories at your local library, as well as the ubiquitous information available on the internet about those entities that might be a fit for your programs (i.e. Tech Trek). Information regarding potential foundations to which one might apply also can be found at Guidestar.org. Most of these applications are on-line, allowing the grant writer to determine the information required.

My branch gets grants from several local non-profits, including the foundations funded by profits from church-run thrift shops in our local area. At convention, I heard that the [Wells Fargo Foundation](#) funded a Start/Work Smart license for one interbranch council, which then gave that license to the local college to use.

Another possibility is the [Amazon Smile](#) program, which could benefit your branch enrolled program at no additional cost to the shopper. Whoever in the branch is responsible for local scholarships, for example, can enroll that fund in this program. Then the shopper needs to choose among the enrolled charities, under the Amazon Smile.org list. One that has been on there for a long time is the AAUW SPF fund.

The funds are automatically deposited into the enrolled program's own bank account (as input during enrollment). This could especially benefit larger branches with many members who shop at Amazon. Further information about this painless possibility is available on the Amazon website.

We hope this is helpful.



AAUW Fund recipients at the Danville luncheon (Left to Right): Kait Murray, Davis Community Grant; Sam Gebb, UC Berkeley; Andrea Morgan, UC Berkeley; Maya Ostrander, UC Berkeley and Sylvia Lewin, UC Berkeley.



AAUW Fund recipients at Seal Beach luncheon (Left to Right): Kathleen Riola, UCLA; Araceli Calderon, UC Irvine; Emily Truong, UCLA; Marlen Rios-Hernandez, UC Riverside; Christina Hughes, U of Washington; Heidi Feldman, UC San Diego and Melissa Lo, Cedars-Sinai Medical Center



AAUW Fund recipients at the South San Francisco luncheon (Left to Right): Kate Cowan, San Jose Girl Scouts; Meltem Tutar, Stanford; Janka Dell, Stanford; Heidi Rogers, UC Santa Cruz; Jessica Adepoju, Stanford and Diana Juarez-Madera, Stanford.

SUCCESSFUL FALL AAUW FUND LUNCHEONS

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

In October 2018, over 250 AAUW members and guests heard 13 Fellows & Grant recipients speak eloquently and passionately about their projects and studies for 2018-19! Everyone who attended in South San Francisco, Danville and Seal Beach came away proud to be an AAUW member and a contributor to AAUW Fund!

Videos from the luncheons are on our website under [AAUW Fund](#). There is still time to schedule one of our 33 California Fellows & Grant recipients for your interbranch council or branch meeting. Contact Fellows Scheduler, Sharon Westafer at aauwfundspeakers@aauw-ca.org or 562-493-4749.

AAUW has introduced a plan which will support its Mission and the new Strategic Plan. Check the AAUW and the AAUW California website to view a video and see how our support will allow AAUW the flexibility to rapidly respond to new and emerging challenges facing women and girls with the AAUW Greatest Needs Fund (9110), the Education and Training Fund (4450), the Economic Security Fund (4449) and the Leadership Fund (4452).

Remember that contributions to AAUW are fully tax-deductible. Your support will ensure the strength, relevance and viability of AAUW into the future.

AAUW Fund Raffle

DINING WITH THE DOTYS



Let us prepare a semi-formal dinner for you and three of your friends in our home in Alhambra on May 11th (or as arranged). Raffle tickets are \$10 each – 3 for \$25. Please make checks payable to “AAUW Fund”. All tickets and proceeds must be turned in by April 1, 2019 to the Dotys (1224 S. 4th St., Alhambra, CA. 91801). The winning ticket

will be drawn on April 15, 2019. Ticket holders do not need to be present at the drawing to win.

One hundred percent of ticket proceeds will be donated to AAUW Fund to help complete unfinished AAUW California endowments. Questions? Call 626-284-0763

Risk Averse?

You can bypass the raffle! We will prepare a semi-formal dinner for you and three of your friends if you send us a donation of \$500 or more for the AAUW Fund. No ticket required.

2019 AAUW CALIFORNIA ELECTION



Anne Davis East



Kimberly Hernandez



Dianne Owens



Lynne Batchelor

LEADERSHIP CANDIDATES

Our bylaws limit the AAUW California Board of Directors to twelve members, including president, president-elect, secretary, chief financial officer (CFO) and directors. In 2019 we are voting to elect four positions: president-elect (one-year term 2019–2020), chief financial officer (two-year term 2019-2021), and two directors (two-year term 2019-2021).

There will be a three-week voting period from April 22nd to May 13th, 2019. We provide every member the opportunity to vote electronically, with phone voting for those who cannot vote online. The roster will be requested from AAUW in early March, so every branch has time to make sure that all email and mailing addresses are correct.

When the election period starts, each member with a valid email address on file with National AAUW will receive an email message containing a personal invitation to vote. There will be a link to click that will take you to the ballot. No password or code needs to be entered. Voting can be done on tablets or smartphones as well as computers. Members who do not have a working email address will be mailed a postcard with information about how to vote online or by phone.

Anne Davis East Director Candidate

With thirty years of dedication to women and children nonprofits, my goal in seeking an AAUW Board of Directors role is to continue the strides made on women's issues but also to increase community education on the importance of AAUW leading the march on the numerous controversy's facing all women.

Kimberly Hernandez Director Candidate

As an AAUW-PVP member and NCCWSL Project Manager at Marymount California University, I have invested three years empowering women to discover their true, personal and professional potential preparing them to break through glass ceilings. If elected as Director-at-Large to AAUW California's Board, the essence of my role is to advocate for young women of color in an effort to recruit passionate, forward-thinking women while honoring AAUW's legacy and mission.

Dianne Owens President Elect Candidate

Using my leadership/organizational skills, along with my energy/enthusiasm for AAUW, I plan to invigorate and excite our California branches to engage new members and new leaders. We will offer skills necessary for members and branches to reach new heights of involvement in their communities. AAUW California must work member to member/ branch to branch to ensure gender & pay equity in a society that includes and values everyone. Together we can make all things possible!

Lynne Batchelor President Elect Candidate

Although I value and appreciate every member and branch at whatever level they participate, my goal is to increase participation in, awareness of, connection to national/state programs, priorities, goals and resources. I want to think globally and work locally to build bridges connecting our legacy of advocacy to new approaches, opportunities and organizations. By strengthening the bonds between branches/members/AAUW California, we will ensure the continuation of our powerful, diverse, dynamic voice for equity.

2019 AAUW CALIFORNIA ELECTION

PUBLIC POLICY PRIORITIES 2019-2021

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

Kathi Harper	Ginny Hatfield
Alicia Hetman	Karen Jackel
Archana Maniar	Melissa Maceyko
Sue Miller	Claire Noonan
Shannon Smith-Crowley, Advocate	

Public Policy Priorities guide all AAUW California actions that relate to public policy issues, including action on legislation. Our priorities are reviewed and revised every two years. In 2018, we began the review and revision for 2019-2021.

In November, we sent out an every-member electronic survey. This survey listed the priorities and asked members to agree with the current statements or to offer suggestions for changes. 482 members completed the survey. The majority of the participants indicated agreement with the current priorities. A number of members provided comments and made suggestions for specific changes.

The Public Policy Committee reviewed the survey results and discussed suggested changes. Based on the total survey response, the Committee made revisions to the current priorities as reflected in the accompanying document.

Please review the proposed Public Policy Priorities for 2019-2021. You will have the opportunity to vote to accept the full document in April 2019. If approved, the priorities go into effect July 2019. We will continue to use our current priorities through June 2019.

The Public Policy Committee thanks members who participated in the survey and commends the many thoughtful suggestions that members offered.

PROPOSED AAUW CALIFORNIA PUBLIC POLICY ACTION PRIORITIES 2019 - 2021

The AAUW California Public Policy program supports its mission to advance equity for women and girls through advocacy, education and research, and complements the national Public Policy program. AAUW California's priorities for action are chosen according to the criteria of viability, critical need, and member support. No order of importance is implied in the listing of the priorities.

To achieve economic security for all women, AAUW California advocates:

- Pay equity, fairness in compensation and benefits, and economic justice.
- Equitable access and advancement in employment, through vigorous enforcement of employment antidiscrimination statutes, including age discrimination.
- Strengthening retirement benefits and programs, including public pension viability, and protecting Social Security from privatization or reduction in benefits.
- Programs that provide all women with education, including financial literacy, training, and support for success in the work force.
- Strengthening programs that encourage career development and earning potential, including career and technical education, access to postsecondary education, job training for welfare recipients and training for incarcerated women.
- Policies that support work-life balance, including medical leave, family leave, quality and affordable child and dependent care.

To support a strong system of high quality public education, AAUW California advocates:

- Vigorous enforcement of federal Title IX (Education

ELECTION

- Amendments of 1972) and all other federal and California civil rights laws pertaining to education.
- Adequate and equitable funding for high quality public education for all students, including preschoolers.
- Increased support for programs that break through barriers for women and girls in science, technology, engineering, and math (STEM) fields.
- Protection of programs that meet the needs of girls and women in all levels of education and fields of study, including sexual health education and athletics.
- Opposition to the use of public funds for nonpublic elementary and secondary education, and for charter schools that do not adhere to the same civil rights and accountability standards as required of other public schools.
- Support for and adequate funding that gives women and other disadvantaged populations access to higher education, including two-year degree programs and vocational training.

To guarantee equality, individual rights and social justice for a diverse and inclusive society, AAUW California advocates:

- Self-determination of one's reproductive health decisions.
- Increased access to quality, affordable health care, and comprehensive family planning services.
- Freedom from violence and fear of violence, including bullying, sexual harassment, sexual assault, human trafficking, hate crimes and gun violence, in homes, schools, workplaces and communities.
- Strengthening California programs, including affordable housing, that improve the lives of women, children and families living at or below the poverty level.
- Support for United Nations programs that address human rights and women's and girls' concerns.
- Freedom in definition of self-identity and family, and guarantee of civil rights for all forms of self-identity and all family structures.
- Vigorous protection of and full access to civil and constitutional rights for all. Continued support for passage of the Equal Rights Amendment.

CALIFORNIA ONLINE BRANCH HAS OUTSTANDING PROGRAM ON FEMINISM AND WOMEN OF COLOR

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

The California Online Branch operates through several email lists, which are for members only, as well as a Facebook group. This branch “welcomes all who are interested in discussing AAUW policy issues, participating in action projects to further AAUW’s mission goals, and getting to know a diverse group of people from across the state and country.”

Like all branches, the Online branch features monthly programs. Their September program, “The Intersection of Racism and Sexism: Where Feminism Fails Women of Color” was an excellent example of what they have to offer. The program looked at the issue covering four sub-topics: (1) history of the early 20th century (passage of the 19th Amendment), (2) history of the 1960s/70s (Civil Rights Movement and Second Wave Feminist Movement), (3) Current Events (Black Lives Matter, #MeToo), and (4) White Privilege. The program featured a panel of six distinguished experts on these topics, including four Ph.D. Assistant Professors and prior AAUW Fellows, AAUW Senior VP of Fellowships and Programs Gloria Blackwell, and AAUW Archivist and Historian Suzanne Gould.

If you would like more information about this exceptional program, we encourage you to check it out on the branch's website at ca-online.aauw.net, click on “Programs.” There you will find an outstanding library of resources that will enrich your understanding of this complex and timely subject should you want to explore further. You will also find the answer to this intriguing question put to Suzanne Gould during the discussion: “Did AAUW fully embrace equal rights for all, or exhibit some of the same racism that has been documented

in other women's advocacy organizations of that era?"
Hint: the answer will probably shock you!

The website also has a link to join the branch and a link to join the Facebook group. If you're looking for an opportunity to dive into mission-based programming, this branch is for you!



AAUW CALIFORNIA PUSH FOR DIVERSITY RE-ENERGIZED

Mitra Baghdadi, Chair
Diversity Committee
membership@aauw-ca.org

We are very happy to announce a renewed drive for diversity. The Diversity Committee aims to assist branches with implementing effective strategies for expanding AAUW membership and for increasing diversity and inclusion among membership. Over the course of the next year we will focus on education, creating literature and webinars that you can stream from the state AAUW website. We will host a column, "Diversity Asks" in *California Perspective*, *Board to Board*, and in local issues of *the Vantage*. Through the column we will introduce diversity issues and terminology, and answer any questions you may have about diversity and inclusion. Send your inquiries to Diversity Asks to the e-mail address DiversityAsks.AAUWCA@gmail.com.

The Diversity Committee is also seeking additional committee members to join us in implementing this new initiative. Tasks would include creating and updating diversity and inclusion educational and outreach materials and events, writing Diversity Asks columns, and responding to member queries. As such, we ask that new committee members have a well-developed understanding of diversity and inclusion and that they can devote between 5 to 12 hours per month.

Thank you to our state leadership and AAUW for their continued support of diversity and inclusion.

CAN A 5-MINUTE SPEECH HELP ELIMINATE VIOLENCE?

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

The 2018-2019 Speech Trek topic is: "How can we—students, parents, faculty, our communities, and organizations such as AAUW—eliminate violence aimed at our schools? What actions can we take to prevent another tragedy from taking place?"

On Saturday, April 6, 2019, in San Diego, the top three finalists from throughout California will compete for cash prizes and the honor of winning the 2018-2019 Eleanor Stem Allen Memorial Speech Trek, AAUW CA's annual speech contest for high school students.

Enjoy a lovely lunch as our finalists entertain, inform and inspire you with their 5-6 minute speeches on this provocative and mission-based topic.

In February, 2018, after a gunman stormed the halls of Marjory Stoneman Douglas High School in Florida, student voices rang out with their grief, rage and frustration over this reoccurring tragedy.

Three voices will ring out at the annual meeting. Will you be there to hear them?

"When the whole world is silent," said Malala Yousafzai, the 21-year-old Pakistani activist for female education and the youngest Nobel Prize laureate, "even one voice becomes powerful."

Can a 5-minute speech help eliminate violence aimed at our schools? Come find out April 6!

**REGISTER BY
March 31, 2019
Seating is limited!**

We Called! You Answered! We Listened!

2019 AAUW California Annual Meeting & Speech Trek Final
April 6, 2019

Handlery Hotel, 950 Hotel Circle North, San Diego, CA 92108

If you wish to book a hotel room at the special rate of \$125 for a single or a double, click on or type in this link.

<https://reservations.travelclick.com/98118?groupID=2357714#/guestsandrooms>

REGISTER FOR THE ANNUAL MEETING ONLINE AT AAUW-CA.ORG (RECOMMENDED)

OR

COMPLETE THIS FORM AND SEND IT ALONG WITH PAYMENT TO:

AAUW California • 1331 Garden Highway, Suite 100, Sacramento, CA 95833

REGISTRATION FORM

Please complete one registration form for each attendee. Please print all information.

Registration includes hot breakfast buffet, state annual meeting, two panels, lunch and the Speech Trek final.

NAME TAG INFORMATION:

Name: _____

Branch: _____

ADDITIONAL CONTACT INFORMATION:

Mailing Address: _____

City: _____ State: ____ Zip: _____ - _____

Best phone number to contact you: (____) _____ - _____

E-mail Address: _____@_____

ADA Needs? Yes. Check if you need any provision, service or equipment per the Americans with Disabilities Act. You will be contacted for further information.

LUNCH MEAL CHOICE: Chicken Piccata Miso Glazed Salmon Vegetarian

PAYMENT METHOD: Check payable to: AAUW California/CC Fund MasterCard Visa

Card Number: _____

Exp. Date: ____/____ 3-digit card security code: _____

Cardholder Name (PRINT): _____

Billing Address: _____

City: _____ State: ____ ZIP _____ - _____

Signature: _____

TOTAL AMOUNT ENCLOSED (\$65 per person): \$ _____

Note: Please note, no refunds will be honored after March 1, 2019. All cancellations will be subject to a \$25 processing fee. Address questions about hotel arrangements or lunch to Jane Niemeier, AAUW CA Co-President, at jniemeie@hotmail.com or Julika Barrett, Office Manager, at office@aauw-ca.org or (916) 448-7735.



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California Perspective
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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.

SAVE A TREE! (AND OUR BUDGET)

You can save paper and reduce our costs by choosing to stop receiving a mailed paper copy of this newsletter. Nearly 2,000 have already made this choice, and they're saving postage too. It's easy—just send email to

savepostage@aauw-ca.org

with the word YES in the subject line.

We use the email addresses listed in the AAUW National Member Services Database (MSD) to send *California Perspective* electronically to every California member. If you are not receiving the electronic copy, your email address might be incorrect or missing from the record. Please update your profile in MSD on the national website (aauw.org). You can: mail address changes to:

AAUW
1310 L St. NW, Suite 1000
Washington, DC 20005

or call 1-800-326-2289

or email changes to connect@aauw.org

or ask your branch treasurer to update the MSD for you.