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CALIFORNIA *Perspective*



President Kathleen Doty and Public Policy Co-Chair Sue Miller at the signing of the Equal Pay Act.

WE DID IT!

**Nancy Mahr, Co-Chair
AAUW Public Policy Committee**

Members of the Stronger California coalition, including AAUW CA, who have been actively lobbying legislation in the 2015 session that could positively affect women economically, were invited to the signing of SB 358, the Equal Pay Bill in October.

Seldom does Governor Brown sign bills in such a public way, so this was quite a momentous event! President Kathleen Doty, Sue Miller, Public Policy Co-Chair (both pictured above), and Shannon Smith-Crowley, Legislative Advocate, represented AAUW CA at the signing. Also present was Aileen Rizo, currently in litigation over pay equity (see page 21). She will speak at our Sunday luncheon (see page 6).

Held at the Rosie the Riveter National Monument in Richmond, invited guests included seven "Rosies" – all in their late 80's and early 90's and still very articulate! They were paid wages equal to non-combat men doing the same work, even in the 1940's. Many coalition members brought their children, who were invited to sit on the stage – after all, they can benefit from Equal Pay legislation in the future!

CONVENTION 2016 – AAUW CA EMPOWERING YOU!

Ainsley Nies, Convention Manager

AAUW CA – Empowering You! is our convention theme this year. It's a reminder of how the AAUW Value Promise enables us to be a powerful force for improving the lives of women and girls, and how the community we create at Convention recharges and reaffirms our convictions.

Join us at the San Mateo Marriott San Francisco Airport Hotel, April 15-17, 2016 and empower yourself to empower others! Attend a variety of workshops and plenary sessions; experience the power of self-organizing in the Open Space event, and take advantage of the formal and informal opportunities to engage with members and leaders from other branches. There will be much to draw from. Details start on page 5.



San Mateo Marriott San Francisco Airport Hotel

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LOOKING FORWARD

Kathleen Doty, President



Where to start this mid-year message? How about with three of the major events that have occurred since the fall issue of the California Perspective? The California Fair Pay Act (SB358) was signed into law, making California's equal pay laws the strongest in the nation. We can thank our Public Policy Committee, chaired by Nancy Mahr and Sue Miller, for their hard work on this. The formal agreement with National, integrating California's pioneering Tech Trek program with the National Tech Trek program, has been finalized thanks to the hard work of Linda Stinebaugh, California Tech Trek Coordinator, Elva Vollbrecht, Special Projects Fund President and many others who helped ensure a smooth transition. Some major potholes in our electronic highway have been patched (recovery of our website and transition of our e-mail provider) thanks to the hard work of Deanna Arthur and her Communications Committee.

Running for AAUW CA President was a major leap out of my comfort zone, a leap that would have been unthinkable without the confidence I have gained through AAUW workshops and training along with the encouragement of my AAUW friends. This leap has been wonderfully transformative, so I want to encourage you to take a leap of your own. It doesn't have to be a huge leap; a small move outside your own comfort zone is enough. The first step toward your own leap can be found inside this issue of the California Perspective in the 2016 AAUW CA Convention Empowering You! program. Need help recruiting new members for your branch? There's a workshop for that! Need to enhance your leadership skills and build the confidence to run for an office in your branch or even at state or national? There are workshops for that! Need more information about AAUW Fund? There is a workshop for that! The 2016 AAUW CA Convention has something for everyone, plan now to be there.

Equity is still an issue, but remember, we in AAUW make strides toward equity every day because we belong to a community that breaks through educational and economic barriers so that all women and girls have a fair chance.

ELECTION INFORMATION

Jean Simutis, Chair
Nominations and Elections Committee

When we have state elections in April-May 2016, we will elect a secretary and six directors. The voting period will be April 16 – May 6. Photos and statements of all candidates who were nominated before December 10 are in this issue of the California Perspective.

Additional nominations, submitted with the forms available on the AAUW California website, will be accepted until April 2, 2016, and all candidate goal statements and videos, if the candidates choose to submit them, will be posted on the website in the Elections & Nominations section. The candidates will be introduced at the annual meeting in San Mateo on April 16, but they will not give speeches or campaign during the business session.

On April 16, an email message will be sent by Vote Now with your personal access code and a link to the voting site. If you do not have an email account, or if the message sent to you bounces, you will receive a postcard by first class mail with this information and instructions for requesting a paper ballot if you are unable to vote online. If you plan to request a paper ballot, please do so early enough for mailed ballots to reach Vote Now (located in Florida) by May 6. Detailed instructions for voting online are available on the website.

The national AAUW mailing list is used to deliver your voting information. Please make sure that your contact information, including email address, is shown correctly in AAUW's Member Services Database. Ask your membership chair if you do not know how to do this.

Results of the election will be available and posted on the AAUW California website within 24 hours of the close of voting. The new board will take office on July 1, 2016. For more information about voting procedures, contact me at jsimutis@gmail.com

*Branch Presidents and
Branch Presidents Elect
You are invited to attend the
President's Brunch
from 11 a.m. to 1 p.m. on
April 15, 2016 at the
San Mateo Marriott

I look forward to seeing you there
Donna Mertens
AAUW-CA President Elect*

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LEADER TRAINING WORKSHOPS SCHEDULED

Susan Negrete & Sandi Gabe, Co-Chairs
Leadership Development Committee

Leadership Development is looking forward to serving branch leadership with a new group of non-job alike training workshops at the AAUW CA 2016 Convention in San Mateo. To that end, we've spent the last few months developing and sending surveys throughout the state and analyzing feedback. The topics for the workshops will be determined by the results of our short surveys to branch leaders – we're committed to bringing you the information that will assist branch efforts to mentor, expand, inspire and invigorate your members.

Convention is always a great venue for leadership growth and development! Remind your leaders now to save the date - and encourage your new AAUW members to join us in San Mateo on April 15 – 17, 2016 and enrich their experience of our state organization.

Southern California branches will have the opportunity to preview the convention leadership workshops for only \$20 during a Leadership Development training blitz the weekend of February 20-21, 2016.

SoCal Previews - Save the dates now!

Los Angeles/Inland Empire/Desert:

Saturday, February 20, 2016 from 1:00 to 5:00 p.m.
Presbyterian Intercommunity Hospital (PIH)
Community Conference Rooms
12401 Washington Boulevard, Whittier

Orange County/Riverside/San Diego:

Sunday, February 21, 2016 from 2:30 to 6:00 p.m.
Laguna Woods Village Center – Clubhouse #3
23822 Avenida Sevilla, Laguna Woods

A NEW EMAIL PROVIDER FOR A NEW YEAR

Deanna Arthur, Chair
Communications Committee

The Communications Committee has had a busy few months. For those of you who don't know, there were numerous problems with our AAUW California email. We have replaced our email system with a new carrier. There have been some bumps along the way. There will be more bumps but we will overcome them with perseverance and your patience. The number of spam emails alone has gone from over 200 per day to under 10. We have a fresh start and I am looking forward to serving happier members.

Please use the calendar section to place your branches activities. Non-members visiting our state website could find a program and come to visit you. The same holds true for the California AAUW Facebook page. Please use these tools to increase visibility for your branch.

The Communications team is working on a great presentation for convention. Hope to see many of you there.

We are here to help you. Let the team know what we can do to help.

SPEECH TREK... EMPOWERING HIGH SCHOOL STUDENTS

Cathy Foxhoven, AAUW CA Speech Trek Coordinator
Program Committee

Don't forget to sign up for Saturday's Speech Trek Luncheon when you are registering for convention. We're celebrating our 10th year of Speech Trek!

Prepare to be inspired by three insightful, intelligent, powerful speakers presenting their original speeches on the topic "Gender Bias & Inequality". These three State winners, who placed in the branches' semi-finals, will be competing for \$1500, \$1000, and \$500. You will also be the first to hear the 2016-2017 topic and receive the new Speech Trek brochure.

Convention 2016 AAUW CA



Empowering You!

April 15-17, 2016

San Mateo Marriott, 1770 South Amphlett Blvd., San Mateo, CA 94402

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CONVENTION SPEAKERS



Patricia Fae Ho, Chair of AAUW Board of Directors, will speak Friday night.

Patricia Fae Ho is Chair of the National Board. She has served in many AAUW leadership positions, including Board Vice President, Director-at-Large, Chair of the 2006 National Conference of State Leaders in Washington DC, National Program Committee Co-chair, New England Regional Director, AAUW-MA president and branch president. She is currently

a member of five branches across the U.S. Patricia's other nonprofit work includes leadership positions in Massachusetts and New York with the United Way, YWCA, Head Start, Arts in Education, Planned Parenthood, Girls Coalition of Greater Boston, and Southern New England Girls Collaborative for STEM. She has traveled extensively and has led AAUW delegations to Israel, Cuba, and Poland.



AAUW CA Legislative Advocate Shannon Smith-Crowley will speak at our Sunday luncheon.

Shannon Smith-Crowley, AAUW California's lobbyist, has been a registered lobbyist in California since 1999. She founded Partners In Advocacy in 2003 to specialize in medical and reproductive health advocacy. Before founding PIA, Shannon was Associate Director of Government Relations for the California Medical Association. Shannon received a BA from UC Santa Cruz, a

JD from California Western School of Law and a MHA from USC's Sacramento Center. She is a member of the State Bar, an advisory member of the USC Sacramento Center Advisory Council, and an Executive Committee Member of California Coalition for Reproductive Freedom. She is also a member of Capitol Network, California Women Lead, California Chronic Care Coalition, and, of course, AAUW.

Sheila Weller is a highly prolific, longtime author and magazine journalist covering the lives of significant women, cultural and social change, and investigative-worthy as well as human interest subjects, from true crime to family drama. Her seven books include the beloved 2008 bestseller *Girls Like Us: Carole King, Joni Mitchell, Carly Simon – and the Journey of a Generation*; 2015's much-talked about *The News*

Sorority: Diane Sawyer, Katie Couric, Christiane Amanpour – and the (Ongoing, Imperfect, Complicated) Triumph of Women in TV News; and her highly regarded family memoir, *Dancing At Ciro's: A Family's Love, Loss and Scandal on the Sunset Strip*. She is a regular writer of major features for *Vanity Fair*, as well as *Glamour*, *More*, *Marie Claire*, *The New York Times Book Review*, *Styles* and *Op-Ed*, sections, *New York* magazine, and has written for numerous other magazines. She has won ten awards for her magazine journalism. She currently has a column, "Second Opinion," in *The New York Observer*.



California girl and best-selling author Sheila Weller will speak Saturday night. (photo by Laura Pedrick)



Fair pay advocate Aileen Rizo will speak at our Sunday luncheon.

Aileen Rizo is the Partnership Liaison for the AIMS Center for Math and Science Education, located on the campus of Fresno Pacific University. She has worked in math education for 19 years. She has served in state capacities with the California Dept. of Education and is currently a Statewide Network Educator for

the Smarter Balanced Digital Library. Aileen has two Masters degrees: Educational Technology from Northern Arizona University and Mathematics Education from Fresno Pacific University. She is currently in litigation against the Fresno County Office of Education over pay inequity.

– Friday –

After an invitational brunch for branch presidents, the excitement begins for all of us! In the opening plenary we'll view *The Hunting Ground*, a powerful and controversial documentary film about alleged incidents of rape on US college campuses, and how campus administrations dealt with the women who made the allegations. A facilitated discussion about sexual assault on campus, and other issues raised in the documentary will follow.

On Friday afternoon and on Saturday, we'll be able to purchase items from our Marketplace. The branch items for sale will help fund AAUW projects such as Tech Trek and local scholarships.

In early evening, take the opportunity to meet our state board candidates at the Meet the Candidates reception. Ask questions and hear their ideas first-hand. Dinner follows, and the program is packed with information. We'll have the business session, hear some reports and recognize branches for their outstanding mission-based programs. Our national Board Chair, Patricia Fae Ho will speak following dinner.

Friday Schedule

10:00 a.m. – 6:45 p.m.	Registration
11:00 a.m. - 1:00 p.m.	President's Brunch
1:30 - 6:00 p.m.	Marketplace
1:30 - 3:30 p.m.	"The Hunting Ground"
3:45 - 4:45 p.m.	Facilitated discussion about sexual assault on campus and other issues raised in the documentary
5:00 - 5:45 p.m.	No Host Reception - Meet the Candidates
6:00 - 8:30 p.m.	Dinner, Mission That Matters - Patricia Fae Ho, Business Session, Branch Recognition

Friday Plenary

The Hunting Ground

Our first plenary begins with a viewing of *The Hunting Ground*. The film delves into how sexual assault is handled on college campuses nationwide. Two former University of North Carolina students are the focus of the film. They alleged they were raped while enrolled in school and led a campaign to file a Title IX complaint against the university.



The Producers Guild of America (PGA) has selected *The Hunting Ground* as the winner of its 2016 Stanley Kramer Award - an award established to honor a production, producer or other individual whose achievement or contribution illuminates and raises public awareness of important social issues.

Taking the Lead with OneAAUW: Mission That Matters

In times of unpredictable, tumultuous change, women leaders must take up the challenge of ensuring basic rights and equitable access to opportunity. Our communities need the right people at the right time – which is now. Leadership takes impetus from a powerful mission, unwavering courage and conviction, and skilled, collaborative decision-making. AAUW unites our member leaders through our advocacy issues, programs and opportunities for engagement. Please join in conversation with AAUW Board Chair Patricia Fae Ho and share some thoughts on AAUW present and future.

– Saturday –

We have a day full of engaging workshops, from leadership to recruitment, special project and grant writing, younger members, Tech Trek, and more. As usual, there are so many excellent choices that it's difficult to choose.

Lunch will empower us with renewed inspiration from the Speech Trek Final Competition. We will hear finalists give their speeches on the topic "Gender Bias and Inequality." You can learn more about Speech Trek and this year's three young women finalists on the AAUW CA website.

Late in the afternoon is mingle time. Two special social sessions will be hosted: one for the California Online branch (an opportunity to meet in person!) and another for Younger Members. Everyone interested in learning more about these two groups is welcome. You can also connect with old and new friends at the no-host reception (cash bar) before heading to our Gala Dinner.

At the Gala, AAUW Fund will honor those who made significant donations this year: the State Named Gift recipient (if she's in attendance), any California branch or individual who completed their endowment in 2015, and the top 10 branches who donated the most to the Fund. Our Gala speaker will be bestselling author and award-winning magazine journalist, Sheila Weller.

Saturday Schedule

7:00 a.m. - 7:00 p.m.	Registration
8:00 a.m. - 6:00 p.m.	Marketplace
8:30 a.m. - 10:00 a.m.	Workshops Session A
10:00 a.m.	Voting Begins
10:15 a.m. - 11:45 a.m.	Workshops Session B
12:00 - 2:00 p.m.	Speech Trek Luncheon
2:15 - 3:45 p.m.	Workshops Session C
4:00 - 5:30 p.m.	Workshops Session D
4:00 - 5:30 p.m.	Engagement Time - California Online, Younger Members...
6:00 - 7:00 p.m.	No-Host Reception
6:00 - 7:00 p.m.	Legacy Circle and Mooneen Lecce Giving Circle (by invitation)
7:00 - 10:00 p.m.	Gala Dinner - AAUW Fund & Guest Speaker Sheila Weller

Saturday Workshop Schedule

Workshop Abstracts Start on Page 10

8:30 - 10:00 a.m. Session A

- A1. Leadership* - Let's Get Disruptive: New Ways to Do Old Things
- A2. Roundtable for Recruitment & Engagement
- A3. AAUW Fund - Get the Facts
- A4. "Seduced: The Grooming of America's Teenagers"
- A5. Other People's Money - Finance Your Project

10:15 - 11:45 a.m. Session B

- B1. Leadership* - What Does Your Branch Really Want to Do? Strategic Planning Simplified
- B2. Empowerment Through Mission Based Programs
- B3. Women's Progress in Today's International Society
- B4. Branch Treasurers 101
- B5. Tech Trek Goes National

2:15 p.m. to 3:45 p.m. Session C

- C1. Leadership* - Uh Oh, Member Burnout? Care & Feeding of Volunteers
- C2. Engaging Younger Members
- C3. The Mysteries of Communication
- C4. We did For You- Journey Through History
- C5. Advancing the Mission With C/U Partners
- C6. Understanding Diversity- Social Identity Wheel

4:00-5:30 p.m. Session D

- D1. Leadership* - Embracing Change- Easier Said and Can Be Done!
- D2. Gear Up for the 2016 Election
- D3. Let's talk Tech-Speech Trek
- D4. Leadership* - Advance Your Branch through Technology

*The leadership workshops are designed to build on each other. The Leadership Development Committee recommends that participants register for all four workshops.

– Sunday –

Sunday morning, we'll hold our first-ever Open Space event at an AAUW convention! The Open Space theme is "Empowering Each Other: Sharing Our Wisdom." If you're unfamiliar with the Open Space format, please see the *Open Space Overview* article in this newsletter for more information. Visual Notes artist Elizabeth McClellan will join us to add an additional perspective to our event. A Continental breakfast will be provided, giving you plenty of food for thought.

Lunch is the last session of the 2016 convention. Our program will feature Shannon Smith-Crowley, AAUW CA Legislative Advocate, and guest speaker Aileen Rizo. Shannon will speak on legislation - both past and coming up. AAUW supported equal pay bills last year, only one of which was signed by the Governor. She will include this legislative effort in her remarks.

Aileen is fighting a lawsuit against her county's discriminatory policy. Her case has received national attention, including an in-depth report by Maria Shriver. Aileen will speak about equal pay and tell her story of determination. We'll end lunch and the convention with some brief closing remarks by our state president, Kathleen Doty.

Sunday Schedule

7:30 a.m. - 12:00 p.m.	Registration
8:30 - 11:30 a.m.	Empowering Each Other: Sharing our Wisdom - Open Space Event with Continental Breakfast
12:00 p.m. - 2:30 p.m.	Public Policy Luncheon and legislator, closing remarks

An Overview of Open Space

Ainsley Nies, Convention Manager

Open Space is an approach to organizing meetings that allows groups of all sizes to self-organize, create an agenda, and solve problems. The nature of Open Space (formally called Open Space Technology) is self-organization! Using a simple framework, we will empower ourselves to build the agenda together then

attend the sessions that have real meaning for each of us.

Since 1983, the Open Space movement has spread internationally and grown to the point where each year hundreds of conferences organize on its principles. It has broad use – from NASA, church and non-profits, technical organizations, to inside large corporations, and more. The format for the entire Girl Scouts 50th National Convention (1800 people) was Open Space. It's time for us to gain from this tool.

There are three essential elements in an Open Space event:

1 Opening the Circle: We begin with a Welcome. The facilitator will explain the Open Space guidelines and describe how we'll create our agenda of sessions. Next, participants are invited to propose sessions. To host a session, you'll briefly announce your topic, assign it a space and time to meet, and post the session on the Marketplace (agenda wall). When all sessions are posted, you'll browse the Marketplace and initial sessions that interest you.

2 Session Time: Session hosts show up at the appointed time and location, initiate the topic conversation, and see that notes are taken. As a participant, you may attend any session you like and move freely between sessions.

3 Closing the Circle: A time for reflection and comments.

Notes about creating session topics: Really, you don't need to prepare papers or slides! Topics are about what's important to you and/or your branch right now. It can be about sharing a successful branch program, event or practice. Some of the best topics are about how to solve problems or ask for help with something your branch is struggling to master.

If you are a workshop presenter, consider hosting an Open Space session for follow up actions/Q&A, and announce it in your session. You might also host a session to recap your workshop, so people who weren't able to attend can still take home the important ideas.

There is much more to Open Space than can be covered in this brief overview. For questions about Open Space at the convention, contact Ainsley Nies - anies@aauw-ca.org For details about Open Space Technology, see: https://en.wikipedia.org/wiki/Open_Space_Technology or <http://openspaceworld.org/wp2/>

WORKSHOP ABSTRACTS

8:30-10:00 a.m. Session A

A1. Leadership Track. Let's Get Disruptive: New Ways to Do Old Things. Tried and True works. But so does disruptive thinking. Sometimes a branch needs to think outside the box, go out on a limb, take a chance and try some new ways of delivering the mission. This session will primarily be a brainstorming forum to share branch stories of innovative and game-changing activities they have tried for Membership, Administration, Member Meetings, Marketing, Programs, Technology, Communication and Fundraising. Maybe they worked and maybe they didn't, but all participants can be inspired by thoughts of trailblazing. Discussion will focus on determining what a branch needs to change and why, creating a litmus test for what to keep and what to jettison, and how to take a chance on doing something different.

A2. Program, Passion, People: The Roundtable for Recruitment and Engagement. Do you want to know what inspires people to join AAUW? We'll show you! This session will teach you how to find potential new members and get your existing members recruiting alongside you, with help from success stories of other AAUW branches. When you understand what your fellow members care about, you can turn them into engaged advocates and ambassadors for your organization. This session will teach you how to discover what your members are interested in and how they prefer to engage. Not just a lecture, this session will offer attendees the opportunity to learn from each other, share problems and successes and leave ready to convert members into engaged volunteers.

A3. The AAUW Fund—Get the Facts. Attendees will learn about the difference between restricted and unrestricted donations, fundraising guidelines and they will be given fundraising ideas. The newest policies and procedures from AAUW will be included.

A4. Seduced: The Grooming of America's Teenagers. This presentation will focus on how predators access, groom, recruit and exploit young people into sex trafficking and sextortion. It is based on real cases and is designed to educate us on how predators work and how to keep kids safe. Today over a million predators can access our youth and influence their thinking about morality, spirituality, sexuality and issues like abortion and ISIS. We will explore a variety of social media, video chat

rooms, live streaming and online role playing games and how they are utilized to influence and exploit teenagers.

A5. Other People's Money: How to finance your branch project using the AAUW CA Special Projects Fund, Basic Grant Writing Skills and AAUW Community Action Grants. This workshop will offer useful information for branches that are interested in securing grant funding to support their community projects. The workshop will include an introduction to basic grant writing skills and resources, information about the Special Projects Fund which provides branches with a way to attract funders and donors who want their donations to be tax deductible and some information about a grant source that is specifically designed to help branches reach out to their community—the AAUW Community Actions Grants Program.

10:15-11:45 a.m. Session B

B1. Leadership Track. What Does Your Branch Really Want to Do? Strategic Planning Simplified. If you don't know where you are going, you might wind up someplace else. Take your existing vacation planning skills to create a branch plan! In this interactive session you'll review the key steps to put together a blueprint, identify common planning pitfalls and learn how to translate your existing skills to be successful with a volunteer organization. At the end of this session you'll be able to assemble and track a plan and have the tools to lead a group through a planning session.

B2. Roundtable for Empowerment through Mission Based Programs. Each roundtable presents different Mission Based Programs to promote both equity and education for women and girls. We are passionate about our mission and our programs to achieve that mission. AAUW's 140 year long history is proof of the success of these programs. Topics will include financial literacy, pay equity, Title IX and diversity.

B3. Women's Progress in Today's International Society. This workshop features two notable speakers Jane Roberts and Dr. Sipra Sengupta. They will discuss the achievements and the progress that has been made by women from various part of the developing world. The focus will be on the status of women focusing on education, gender equality and socio-economic issues.

WORKSHOP ABSTRACTS

B4. Branch Treasurers 101: Empowering You as a Branch Treasurer! Attendees will be able to find instructions regarding filing Federal and State income tax returns; requirements for non-profit filings with the State of California; options for maintaining branch financial records; suggested formats to report financial status of the branch; prepare a branch budget; how to document branch income and expenses; and using simple Excel spreadsheets to track deposits and expenditures. Additional topics will include understanding the Funds Assessment and Insurance billing from AAUW-CA; benefits of participating in MPP; changes as a result of Tech Trek moving to National; fund-raising guidelines from National related to AAUW Fund. Attendees will be shown how to navigate to pertinent information on our AAUW CA website and that of AAUW.

B5. Tech Trek Goes National! Are you wondering how CA Tech Trek will fit into the new national program? In this workshop you will learn how this merger will benefit our camps, how the transition will occur, how to collect money and you will have an opportunity to have all of your questions answered.

2:15-3:45 p.m. Session C

C1. Leadership Track. Uh Oh, Member Burnout? Care and Feeding of Volunteers. Getting and keeping volunteers is both an art and a science. This session will explore ways to reframe your Help Wanted “ask” by designing a Volunteer Value Promise that underscores how helping AAUW will personally benefit the volunteer, instead of the other way around. Participants will look at engaging more volunteers by restructuring tasks for maximum participation, communicating “openings” more attractively, matching member skills with project needs, training volunteers and empowering them with skin in the game. Participants will also brainstorm new ideas for volunteer recognition. Is a Thank You in the newsletter enough? The group will discuss what type of recognition works for the modern volunteer and brainstorm innovative ways to deliver it.

C2. Engaging Younger Members in the AAUW Mission. Engaging with younger women with AAUW’s mission is critical for recruitment and retention which in turn is critical for AAUW’s continued success and growth. Whether a branch wants to be more “younger

member friendly” or they wish to start or collaborate with a Younger Women’s Task Force chapter in their area, understanding what younger women are looking for and need from an organization is crucial in order to engage all members.

C3. The Mysteries of Communication. All you ever wanted to know about AAUW in the information age. In this workshop you will become familiar with branch communications (i.e. newsletters and yearbooks), the state website, state communications (Perspective, B2B, Snapshots, President’s message, legislation notifications), the national website, social media and you will learn how to access relevant information.

C4. We Did It For You! Women’s Journey Through History. AAUW is the nation’s leading voice promoting equity and education for women and girls. *We Did It For You! Women’s Journey Through History* brings to life the last 450 years of women’s struggle for equality in a way that is fun and educational. Everyone walks away from one of these productions or workshops having learned something and feeling more empowered. When we understand the limitations placed on us by the legacy of the patriarchal society that we live in, then we are armed with knowledge of where and how to break down barriers. You can see the future by knowing how the past is bringing you to it.

C5. Advancing the Mission with Your Local CU Partner: Tips and Tools. The program will be two-fold – the first part will introduce the branches to the tools and programs available for them to share with their local college/university partner. The second part will showcase successful branches with C/U partner programs. Three branches will share their experiences with \$tart \$mart, Elect Her, and NCCWSL at their local college/university partners.

C6. Understanding Diversity– Social Identity Wheel. A critical part of making your branch more diverse and inclusive is to engage members in a dialogue. One of the best strategies is to help your members examine and understand their own identities, attitudes, and beliefs about diversity. Talking about these issues shows your members that diversity and inclusion are serious priorities and that you are open to having difficult but necessary discussions on these topics. In this workshop, participants will reflect on and discuss the identities that

WORKSHOP ABSTRACTS

are most important to them. The workshop will help participants get to know each other better and allow members to express important parts of their identities that may otherwise not be known. Participants will also be asked to reflect on the value of their identities by considering which of those is most and least important to them and why that may be. Participants can expect to better understand how the world around them allows or does not allow them to make choices about what identities are most important.

2:15-3:45 p.m. Session D

D1. Leadership Track. Embracing Change – Easier Said, and Can be Done! Most people agree that change is hard – but it can be accomplished with a minimum amount of chaos and pain. Some people love change! Learn how to recognize when change is needed, who can drive it and how to systematically plan for it. This session will use change management and team building theory that can easily be put into practice. Discussion will focus on identification of needs and what methods will support the change.

D2. Gear Up for the 2016 Election. The Public Policy Committee, including our advocate Shannon Smith-Crowley, will present a workshop to help branches gear up for the 2016 election cycle – both the June primary and November general election. Using materials and plans (developed by AAUW national for the 2016 election), we will focus on these areas: Voter trends by demographic groups; Voter registration; Voter education; and the importance of and strategies to Get-Out-the-Vote. The differing approaches for 501(c)3 and 501(c)4 branches will be covered. We will also look at the 2016 ballot measures that are in progress. Participants will have an opportunity to share their best practices gained from past election activities.

D3. Let's Talk Tech: Speech Trek in the 21st Century. Technology is becoming easier and easier in the 21st Century. The purpose of this program will be to educate current and potential Speech Trek branch coordinators on the "smart-phone" filming of the local competitions, the ease of posting it to YouTube for viewing, and the inexpensive equipment needed to enhance the filming. Additionally, the value of this new technology stresses the importance and fairness of the immediacy and spon-

taneity of the local contests.

D4. Leadership Track. Advance Your Branch through Technology. It might feel daunting to take that first step. This session will explore social media options such as Facebook and Twitter and tools such as Mailchimp and Survey Monkey to give you practical advice for what tools to use, which ones you can avoid. Discussion will focus on how to get started using these tools to improve your branch visibility and participation and how they can lead to increased membership.

Registering for Convention Volunteering is as Easy as 1-2-3!

Cathy Foxhoven, Local Arrangements Chair

Seriously, registering to volunteer at Convention 2016 is "as easy as 1-2-3"!

There are over 100 volunteer spots available: Registration, Greeters, Marketplace, Friday's Business Session/Dinner, Workshops, Friday Afternoon Plenary, Saturday's Speech Trek Luncheon, Saturday's Gala Dinner, Workshops, Sunday's Open Space, Sunday's Public Policy Lunch, Volunteer Room, and Packets. Please be aware that all these positions are on a first come-first serve basis, so register early to get the spots you want!

All you have to do is:

1. Go to aauw-ca.org website and click on *www.volunteerspot.com*
2. Fill out all required lines of information, including where and when you want to volunteer for hours adding up to 6 hours.
3. Show up at convention to fulfill your required hours to receive the discounted convention registration.

Volunteers will receive a substantial discount on the convention registration fee. However, you must register for the convention separately. Volunteering does not automatically register you for the convention. If you still have more questions, please contact aauwfox@gmail.com.

AAUW CALIFORNIA CONVENTION REGISTRATION FORM

April 15-17, 2016

Note: Complete a separate registration form for each person attending (including each guest for meals) and attach payment for the total amount due.

Early Registration through February 26, 2016 **SAVE \$100!**

Regular Registration Postmark Deadline February 27 – March 25, 2016 **SAVE \$50**

Late Registration Postmark Deadline after March 25, 2016

PLEASE PRINT ALL INFORMATION ON THIS FORM

Name Tag Information

Name: _____

Branch: _____

Leadership Position*: _____

for (check one): ☐ Branch ☐ State ☐ Association ☐ Convention

First time attendee? ☐ Yes

Meal only attendee? ☐ Yes

ADA needs? ☐ Yes

Contact Information

Mailing Address: _____

: _____

: _____

City: _____ State _____ ZIP _____ - _____

Phone No. (days): (____) ____ - ____ ext ____ (evenings): (____) ____ - ____ ext ____

E-mail Address: _____ @ _____

Emergency Contact: (Name) _____ Phone (____) ____ - ____

Do you intend to register to stay at the Marriott Hotel during convention? ☐ Yes ☐ No

Do not wait until the last minute to register. Seating may be limited during some sessions and meals.

All refund requests must be in writing and postmarked by March 25, 2016.

All cancellations will be subject to a \$50 processing fee.

Americans With Disabilities: If any provision, service or equipment is needed per the Americans With Disabilities Act (ADA) please check the "ADA needs" box above. You will be contacted for further information. Request must be no later than March 25, 2016.

SHARE YOUR PLANS - Saturday Workshop Choices

Help us be prepared by indicating below the events you plan to attend. The information you provide will facilitate room assignments and handout availability. You are not obligated to attend the events selected. Workshops are subject to change and/or cancellation. Attendance is on a first-come, first-served basis.

[X] Mark Your Choices

Session A 8:30-10:00 a.m.	Session B 10:15-11:45 a.m.	Session C 2:15-3:45 p.m.	Session D 4:00-5:30 p.m.
A1. Leadership: Inovation	B1. Leadership: Planning	C1. Leadership: Volunteers	D1. Leadership: Change
A2. Recruitment	B2. Empowerment	C2. Younger Members	D2. 2016 Election
A3. AAUW Fund	B3. International Progress	C3. Communication	D3. Speech Trek Tech
A4. "Seduced..."	B4. Branch Treasurers	C4. Women's History	D4. Leadership: Branch
A5. Other People's Money	B5. Tech Trek	C5. C/U Partners	Technology
		C6. Diversity	

SEND THIS ENTIRE FORM (FRONT & BACK) TO:

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

or fax to: (916) 448-1729

or register online at our website aauw-ca.org

phone (916) 448-7795

REGISTER FOR THE CONVENTION

Choose Package A, Package B, or make individual selections. "Basic Convention" does not include meals. Programs during meals are not available without purchase of meal. All meals are open to guests, however, each guest must complete a separate registration form (be sure to mark the "Meals Only" box on the front) and attach payment for the total amount due. If you have any special food requirements, please check the box provided at the end of this section and we will contact you.

Package A (Save \$45)

☐ Early Reg. \$199 ☐ Regular Reg. \$249 ☐ Late Reg. \$299

Package A Includes:

Friday Dinner/Business Session/Branch Recognition

Select Entree: ☐ Chicken Breast Mushroom Glaçe ☐ Tilapia

Filet Piperade or ☐ Mushroom Risotto

Sunday Luncheon/Public Policy

Select Entree: ☐ Chicken Breast with Sun-dried Tomato Relish

☐ Couscous with Roasted Asparagus and Portabellas

Package B (Save \$80)

☐ Early Reg. \$239 ☐ Regular Reg. \$349 ☐ Late Reg. \$399

Package B Includes:

Friday Dinner/Business Session/Branch Recognition

Select Entree: ☐ Chicken Breast Mushroom Glaçe

☐ Tilapia Filet Piperade or ☐ Mushroom Risotto

Saturday Lunch/Speech Trek

Select Entree: ☐ Chicken Fajitas ☐ Tofu Stir Fry

Saturday Gala Dinner

Select Entree: ☐ Roast Loin of Pork ☐ Salmon Filet

Dijonaise or ☐ Vegetable Wellington

Sunday Continental Breakfast/Open Session

Sunday Luncheon/Public Policy

Select Entree: ☐ Chicken Breast with Sun-dried Tomato

Relish ☐ Couscous with Roasted Asparagus & Portabellas

Thinking Outside The Package

Basic Convention (Workshops, Marketplace and Displays, but does not include meal events)

☐ All Three Days:

☐ Early Reg. \$149 ☐ Reg. Reg. \$199 ☐ Late Reg. \$249

☐ Convention Worker (requires 6 hours) 3 days \$105
(must be verified by Local Arrangements Chair)

☐ Full Time Student 3 days \$25

☐ C/U Partner Representative 3 days \$99

☐ One Day Only: ☐ Friday ☐ Saturday or ☐ Sunday \$105

Meal Events (does not include workshops)

☐ President's Brunch - Branch Pres & Pres-Elect Only \$40

Select Entree: ☐ Three Egg Scramble, Sausage & Potato

☐ Tofu Scramble with Mushrooms, Asparagus & Tomato

☐ Friday Dinner/Business Session/Branch Recognition \$55

Select Entree: ☐ Chicken Breast Mushroom Glaçe

☐ Tilapia Filet Piperade or ☐ Mushroom Risotto

☐ Saturday Lunch/Speech Trek \$40

Select Entree: ☐ Chicken Fajitas ☐ Tofu Stir Fry

☐ Saturday Gala Dinner \$65

Select Entree: ☐ Roast Loin of Pork ☐ Salmon Filet

Dijonaise or ☐ Vegetable Wellington

☐ Sunday Continental Breakfast/Open Session \$30

☐ Sunday Luncheon/Public Policy \$40

Select Entree: ☐ Chicken Breast with Sun-dried Tomato

Relish ☐ Couscous with Roasted Asparagus & Portabellas

☐ **Special Food Requirements** Check if you have any special food requirements. You will be contacted for further information.

TOTAL AMOUNT ENCLOSED (Registration and meals) \$ _____

PAYMENT METHOD

☐ Check payable to: AAUW California/CC Fund

☐ Credit Card: ☐ MasterCard ☐ Visa Card Number: _____ Exp. Date _____

Cardholder Name (PRINT): _____

REGISTER BY

Billing Address: _____

FEBRUARY 26 AND

City: _____

SAVE \$100!

State: _____ ZIP _____ - _____

Signature _____

SEND THIS ENTIRE FORM (FRONT & BACK) TO:

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

or fax to: (916) 448-1729

or register online at our website aauw-ca.org

phone (916) 448-7795

CONVENTION ACCOMMODATIONS AND TRAVEL

San Mateo Marriott

1770 South Amphlett Blvd.

San Mateo, CA 94402

Phone: (650) 653-6000

Fax (650) 653-6088

Toll Free: (800) 228-9290

<http://www.sanmateomarriott.com/>

Reservations

Must be made by Wednesday, March 23, 2016.
Room availability not guaranteed after this date.

Room Rates (plus tax)

Single or Double \$139/night

Parking: Self parking flat rate of \$12 per day.
Valet parking \$15

Hotel Amenities:

- 100% non-smoking guest rooms
- Complimentary High speed wired and wireless Internet access in Guest Rooms. (not available in Convention Rooms)
- State-of-the-art fitness center featuring free weights, cardio and resistance equipment
- Heated outdoor pool and whirlpool with sundeck
- Complimentary full-service business center

Area Airports

San Francisco International Airport - SFO

- Airport Phone: +1-650-821-8211
- 8 miles north of hotel
- Courtesy hotel phone available
- Transportation:
Hotel shuttle: Complimentary hourly shuttle 5 a.m. to 9 p.m. Phone: 1-650-653-6000
SuperShuttle: \$21 (estimated one-way fare)
Taxi: \$35 (estimated one-way fare)

San Jose International Airport - SJC

- Airport Phone: +1-408-392-3600
- 26 miles south of hotel
- Transportation:
The hotel does not provide shuttle service to SJC.
SuperShuttle: \$92 (estimated one-way fare)



Directions to Hotel

From the North: Take US-101 south to CA-92 west exit 414B toward Half Moon Bay. From CA-92 take exit 12C toward Delaware St. Turn right onto Concar Drive which turns into South Amphlett Blvd. Hotel entrance on left, facing US-101.

From the South: Take US-101 north to CA-92 west exit 414B toward Half Moon Bay. From CA-92 west, take exit 12C toward Delaware St. Turn right onto Concar Drive which turns into South Amphlett Blvd. Hotel entrance on left, facing US-101.

From the East: Take CA-92 West over San Mateo Bridge (\$6 toll) to exit 12C toward Delaware St. Turn right onto Concar Drive which becomes South Amphlett Blvd. Hotel entrance on left, facing US-101.

From the West: Take CA-92 east to exit 12C toward Delaware St. Turn left onto Delaware Street then right onto Concar Drive which turns into South Amphlett Blvd. Hotel entrance on left, facing US-101.

From Above*: (not recommended) Hotel is in northwest quadrant of the US-101/CA-92 interchange. Open your parachute while at least 2000 feet above the ground. Land in unused portion of parking lot.

From Below*: (not possible) Hotel does not allow public access to basement.

*Humor. Do Not Attempt

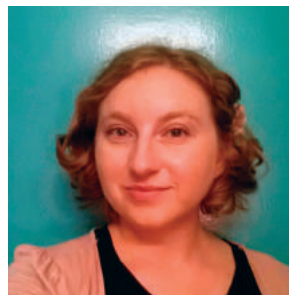
2016 LEADERSHIP CANDIDATE STATEMENTS



Jane Niemeier candidate for Director (2016-18)

I will work with AAUW CA to accomplish our mission of breaking through barriers for women and girls. I believe that this mission should take place not only in our local branches, in our state and in our nation, but

in the entire world. As a state director, I have worked closely with the Tech Trek leaders to ensure that our girls are getting the best possible experience. Tech Trek is one of the most important things that we do.



Alex Bellenger candidate for Director (2016-18)

The issues of gender violence prevention and women and girls' leadership are important for advancing women's and girls' equity. As a Director for AAUW, California, I will work toward these issues as well as toward

recruiting young women to the student affiliates and the YWTFs. With help from California's AAUW branches, I will work to ensure California public schools can identify their Title IX Coordinators and successfully work for gender equality.



Sharon Westafter candidate for Director (2016-18)

Reason(s) for running for this office: Women have made great strides in the pursuit of equality and AAUW has contributed significantly to these achievements. There is

still much to do and I am interested in continuing to work with committed branch and board members, through communication and education, to achieve equity for women and girls. Open communication AAUW is vital for members to understand the various programs and projects of AAUW and I enjoy facilitating these communications.



Ainsley Nies candidate for Director (2016-18)

Inspired by the AAUW Value Promise, I will:

- develop an approach to evaluate the real-world effects of our programs; measures to tell us if we are doing the right things, not only doing things right.
- engage with branches to learn how the Value Promise is delivering for them, so the board will know how to help fill any gaps.
- work with board committees to incorporate the Value Promise into their areas of responsibility, so that state efforts align on delivery of the Promise.

THE BOARD OF DIRECTORS

The AAUW CA Board of Directors consists of the President, President-Elect, Chief Financial Officer, Secretary, and eight general directors. The board exercises all powers of AAUW CA. Its responsibilities include:

- Promote the mission of education and equity for all women and girls and the programs of AAUW.
- Be familiar with all aspects of AAUW and work closely with all officers and chairs.
- Attend district and IBC meetings as members of their district team.
- Visit branches when requested under the leader-on-loan program.
- Meet at least 3 times per year plus an orientation.
- Attend leadership weekend, if held.
- Develop & review a 2-year state strategic plan.
- Approve the annual AAUW CA budget, using the

strategic plan to guide budget priorities.

- Approve, in advance, all state fundraising activities per established policies.
- Approve, in advance, participation in coalitions in accordance with guidelines. Represent AAUW CA in approved coalitions.
- Approve projects undertaken by AAUW CA.
- Review the state dues and recommend changes if necessary.
- Approve appointments to standing committees and task force(s) of the state. Set committee size, travel and per diem, and office administrative fees.
- Determine the number and boundaries of geographical regions (AKA districts) within the state.
- Participate in workshop, symposia, etc. at the state convention and at district meetings.
- Make recommendations for necessary changes to the policies and procedures.

FINANCIAL FITNESS FOR LIFE

Jan Cook, Financial Literacy Representative
Program Committee

As a leading education, research and advocacy organization, AAUW California is paving a path for girls and women to achieve economic security: financial fitness for life. Our goal is to provide AAUW branches with the information and tools required to implement financial literacy programs within the individual branches and as a community program.

There are many programs available for financial literacy.

Six **Money Trek** modules have been developed by AAUW CA for teaching financial basics. The modules can be down-loaded from our web site.

The **FLIP** (Financial Literacy Is Personal) program is designed for students in grades 5-8. The project prepares students for financial independence, management decisions and behaviors.

Biz Kid\$ is the place where kids teach kids about money. Program clips and lesson plans are available on their bizkids.com website. It is aired on KOCE, primary Public Broadcasting System television station serving Los Angeles, at 8:30 a.m. on Saturday mornings.

The Centsables is a program for younger kids available on their centsables.com website and at 11:00 a.m. on Saturday on Fox Business News (FBN).

AAUW's **\$tart \$mart** and **Work Smart** programs are designed to empower women with the skills and confidence to successfully negotiate their salary and benefits packages. **\$tart \$mart** workshops are specifically designed for college students about to enter the job market. Created for working women, **Work Smart** is an interactive workshop that teaches them to confidently evaluate, negotiate, and articulate their worth in the job market. By learning strategies and practicing effective language, participants gain valuable skills they can use throughout their lives — well beyond their next negotiation.

In answer to an inquiry from Mary Layman, a member of the Roseville/South Placer Branch, I researched

programs for women 40 to 60 years old who are facing retirement and are unprepared. I went to Bank of America, Union Bank and Schools First websites and they linked me to www.about.com. Searching for "Retirement+Finance" on about.com produced a long list of websites. **After Retirement – Money** over 55 is the website that I like (<http://moneyover55.about.com/od/postretirementplanning/>). You can look at some others on the same page, but I think this is the best. There are templates, videos and blogs. There is enough information for you to use. Also, you may be able to get a bank educational representative to help you (for free). You can check your own bank's website and look for Financial Literacy/retirement.

INTERNATIONAL ADVOCACY DESK

Indrani Chatterjee, International Advocacy Rep.
Program Committee

In September 2015, the member countries of the United Nations adopted the Sustainable Development Goals (SDGs), which will be implemented over the next 15 years. There are 17 goals.

The fifth goal of the SDGs is to "Achieve gender equality and empower all women and girls." Equality means having power, self-determination, access to information, and equal opportunities. Gender equality demands that women have a seat at the table and are also valued for their skills and contributions.

The April 16, 2016 AAUW-CA Convention will showcase a workshop about "Women's Progression in Today's International Society" to discuss women's progress and issues like gender equality. This workshop will have speakers and Q&A Session. It is highly recommended to International Relation Chairs from all Branches to attend.

International Days to Remember:

February 20	World Day of Social Justice
March 8	International Women's Day
April 7	World Health Day
April 22	International Mother Earth Day

WELCOME NEW MEMBERS!

Kathy Andreini and Ginny Hatfield, Co-Chairs
Membership Committee

Are you a new (or newish) member? Welcome to AAUW. We're so glad you joined us. Old (sorry, long standing) members don't go away. We're glad you're members too - There's a message for you below.

By now you will have received A Members Guide to AAUW which tells you Our Story and details our Issues of Advocacy, Community, Education, Workplace and Leadership. We hope you've had a chance to get involved in your branch by joining an interest group, attending branch meetings and supporting branch programs such as Speech Trek and Tech Trek. There are other ways to be involved too. You could: serve on a committee; help with a fund raiser; help with a phone tree; offer to drive others to a meeting; help with a website/facebook page; share your passion by presenting a program; bring a friend or neighbor to a meeting...

Be sure to complete the new member survey that your branch sends so that the leaders can match your interests, skills, and talents with branch activities. We hope you will find value in your AAUW membership and will be a member for a long time to come.

You can also keep up with opportunities to be involved in supporting women and girls at the State and National levels by checking out the State website www.aauw-ca.org and the National website www.aauw.org. There are many opportunities for involvement that only require a few minutes to send an email. Check out the Two Minute Activist on the National website.

Long standing members - We hope you will remember when you were a newbie and be very welcoming to new members. It is so easy to become comfortable with talking and sitting with people you know that you may inadvertently give the impression that your branch doesn't welcome new members. At meetings make it a practice to speak to and sit with those who you don't know. You'll broaden your horizons and maybe make a new friend.

Some of you may have been members "forever" and are

just comfortable participating minimally - you've "been there done that." Of course, that's fine if it's all you can really manage. You are certainly valued at any level of participation, but consider that you have a lot to offer as a member with "history" and experience. Mentoring a new member is a great way to contribute or maybe you could chair/co-chair or volunteer for a committee or project.

Another great way to become involved with AAUW is to attend the State Convention. You'll see all about it in this issue. We always come away excited and inspired by what we have done and what we have yet to do - because "equity is still an issue."

MILLION WOMEN MENTORS

Around the world and across every industry, science, technology, engineering, and math (STEM) fields are profoundly transforming society. Women make up nearly half the total U.S. workforce, but just a quarter of the STEM workforce. More than half of all college graduates are women, but women earn only 20 percent of physics, engineering, and computer science bachelor's degrees. Only 15 percent of high school girls in the U.S. express interest in pursuing STEM college majors or careers (compared to 40 percent of high school boys).

Million Women Mentors (MWM), is a collaborative effort between 60 national partners, including AAUW. Our goal is to increase girls' interest in pursuing STEM education and careers, and give them the confidence they need to thrive, by providing STEM mentors.

Through an automated, scalable and easy-to-use platform, MWM eliminates the obstacles that have stymied past efforts of similar scope. MWM's program gives STEM professionals a choice of mentorship opportunities (face-to-face, online, paid internships or apprenticeships, workplace mentoring, or sponsorship) in order to reach and assist young women of all demographics. So far, 500,000 have pledged support. MWM will support one million STEM mentors.

Contact the AAUW CA office (office@aauw.org or phone (916) 448-7795) for more information.

HOW ELECT HER CAME TO SADDLEBACK COLLEGE

**Tina Byrne, C/U Chair
Membership Committee**

Elect Her workshops will be presented on four California campuses in the spring of 2016: Saddleback College, San Jose State University, Sierra College, and University of Redlands/Crafton Hills College. We asked Marge Sosa of the San Clemente/Capo Bay Branch and Lucy Hendrix of Saddleback College to tell us about the process of bringing Elect Her to the Saddleback campus that will take place April 8, 2016.

Marge has been involved in College/University (C/U) activities for about five years. Her branch has presented the movies “Femme” and “Miss Representation” at Saddleback, participated in a voter registration drive on campus, and gathered the funds needed to purchase Saddleback a three year Start Smart license with a grant from San Diego Gas and Electric. Students and faculty see the value in Start Smart; they see the service AAUW is providing. Marge had great luck working with the Health Sciences Department with a professor becoming a Start Smart facilitator the first year; now she is approaching other departments.

Lucy Hendrix is a 19 year old sophomore at Saddleback, studying history and Spanish, living in Laguna Niguel. Lucy is the Chief Justice at Saddleback, the only female within the top executive board of student government. Lucy is also in the Pre Law Society and the Honor Society. Lucy will graduate in one more year and will be running for Student Body President next year. Asked about her plans after Saddleback she said she is thinking about UCLA or Berkeley and law school after that.

So, how did these two dynamic women become the team that brought Elect Her to Saddleback? Marge reached out to Audra DiPadova, Director of Student Life and Advisor for Student Government, and Audra reached out to Lucy. Lucy completed the application process for Elect Her with a little help from Marge. They never met until after the application process was completed. Audra DiPadova will be the advisor on Elect Her and Christine Hernandez will be the facilitator. The branch will be paying \$400 sometime after the workshop; AAUW pays

for the rest of the workshop.

For those of you thinking that presenting an Elect Her workshop is far more than you could ever imagine doing; AAUW has a wonderful tool kit to get you through the process. There is a monthly conference call with the 50 nationwide campuses; templates for a flyer, press release, newsletter article, reminder email, and nomination emails; and best practices for student recruitment article. Elect Her has all the social media with a webpage, a Facebook page, an alumnae LinkedIn group, and is on Twitter and Instagram.

If you are close to any of those campuses, ask to attend their Elect Her workshop. Our committee will send more information on all the workshops as that information becomes available to us.

YOUNGER MEMBERS COMMITTEE

**Charmen Goehring, Chair
Younger Member's Task Force**

As the state's newest committee, the Younger Member's group is just getting off the ground. We have had our first conference call and laid out some plans for the rest of the year, including: creating a thorough how-to manual for starting Younger Women's Task Force (YWTF) chapters; recruitment activities in San Diego, Los Angeles and Long Beach; ways to educate AAUW members about YWTF; and seeking additional committee members from Northern and Central California. Our strategic plan goal is to bring California's number of YWTF chapters from one to five active. We are well on our way but need your help too! Contact Charmen Goehring, Chair, at 207-756-0406 or cgoehring@aauw-ca.org for more information.

We will also present a workshop at the AAUW-CA annual convention in April on the topic of younger members- how to collaborate with, support and recruit them. Plan to attend to discover what these younger members are looking for and how AAUW can provide it. We will also host a special time for younger members to meet each other at convention to discuss their interests, needs, ideas and plans. Watch for more information on convention activities!

CAROL HOLZGRAFE AAUW CA NAMED GIFT HONOREE

Sharon Westafer, Director, Chair, AAUW CA Fund Committee

The State Named Gift award is the highest award given by AAUW California, other than having a fellowship or grant named in one's honor. This award is given to recognize an AAUW member who has done outstanding work to promote the programs and goals of AAUW Funds and /or AAUW California.



Congratulations to Carol Holzgrafe, 2014 AAUW California Named Gift Honoree. The award was presented at the October AAUW Fund Luncheon held at the Crow Canyon Country Club in Danville. Like many AAUW members, Carol is an avid reader and belongs to several book groups. She met her husband, with whom she celebrated their 50th wedding anniversary in June, while playing trumpet in her college band. She belongs to three AAUW branches and she has served as president of all three, as well as holding numerous jobs in all three at one time or another. She and her husband have twin daughters, one grandchild and a cat named Maggie.

Carol was nominated by three branches; a condensed version of their nomination remarks follows. "While she has contributed immensely to her branches, no one, except possibly founder Marie Wolbach, has done more for Tech Trek and Carol deserves to be recognized. She began as a Dorm Mom at Stanford Tech Trek camp in 2001 and she has taken Tech Trek to new heights, coordinating, speaking, fund raising and promoting Tech Trek all over the state. Despite wildfires in 2010 near her home, she left to volunteer at Tech Trek camps throughout CA. She has helped find and train directors,

negotiated college contracts, interviewed campers and is always ready with Plan B. She has strengthened CA Tech Trek to the highly honored program we have today, and is the most hands on AAUW advocate for young girls."

October Fund Luncheons Great Success

Sharon Westafer, Director, Chair, AAUW CA Fund Committee

The Fund luncheons in October were a great success! Over 280 members heard 12 Fellowship and Grant recipients speak in Irvine or in Danville. These women are working on projects and studies as varied as cancer research, safe ways to eradicate weeds that affect rice crops, the ecology of coastal marine habitats, leading social enterprise and job readiness programs for women in poverty in Los Angeles and in Tanzania and the history of women's reproductive health and rights along the U.S.-Mexico border. They are inspirational examples of how the interest money from endowments helps women pursue their dreams.

By now, you've received the 2014 AAUW Annual Report. It's a wonderful compilation of the work AAUW does and how your Fund contributions work to promote



Fellowship and Grant recipients who spoke at the Irvine luncheon from left to right: Alejandra Rosas, Aurora Ruvalcaba, Sheiba Kaufman, Parisa Mansourifard, Bonnie Williams Farrier and Nicole De La Loza Rivera



Fellowship and Grant recipients who spoke at the Danville luncheon from left to right: Helen Rocha, Lina-Maria Murillo, May Elmofty, Whitney Brim-DeForest, Fay Chang, Michelle Ty, Kristin de Nesnera

the AAUW mission.. The Fund committee commends California AAUW members and branches for your generosity in supporting the various AAUW Funds. California is number one in donations to the AAUW Fund. These figures are for the 2014-2015 fiscal year which ended July 31. Thank you for your hard work, your commitment to AAUW, and your generosity!

We hope to see you at the State convention in April when we'll celebrate more achievements by AAUW California branches!

LAF PLAINTIFF AILEEN RIZO WINS RIGHT TO PROCEED TO TRIAL

Amalia Lam, AAUW

LAF-supported plaintiff Aileen Rizo's case has survived summary judgment to move ahead to trial. *Rizo v. Fresno County Office of Education* highlights a significant underlying factor that contributes to the wage gap: employers' practice of relying on an employee's prior salary history to set new salary levels. AAUW is proud to support the case through our Legal Advocacy Fund. The trial is scheduled to begin in January. Read more about Rizo's case on the aauw.org LAF page and stay tuned to *LAF Express* for more information.

BAY AREA BRANCHES JOIN COALITION TO FIGHT HUMAN TRAFFICKING

**Nancy Mahr, Co-Chair
Public Policy Committee**

Last November, the Public Policy Committee of the San Jose AAUW Branch presented a program of awareness and education and a call to action for members and the community. Outreach was focused on awareness of trafficking in our neighborhoods and protecting the vulnerable members of our community. The speaker was from 3Strands, an organization that brings information and awareness to high school and junior high populations and outreach into the community through media and programs.

The Bay Area has mobilized and joined together in coalition with leadership and coordination from the South Bay Coalition to End Human Trafficking. Super Bowl 50 is a catalyst for the coming together of many community organizations, law enforcement, activists and volunteers. While the data from previous areas where a Super Bowl has taken place is not conclusive in terms of tracking an increase in commercial sexual activities in that area, the Coalition, whose slogan is "Building Capacity through Collaboration, is using the platform for their cause. Sharan Dhanoa, a coordinator at South Bay Coalition to End Human Trafficking, is leading the Multi-County Human Trafficking Working Group. Training is being offered to community workers (law enforcement, transportation workers, airport and hotel staff) and volunteers in observing and reporting. All nine Bay Area counties have established anti-trafficking task forces, with a Multi-County Human Trafficking Working Group.

AAUW branches in the Bay Area, including Santa Clara County where Super Bowl 50 will take place, have joined the Coalition. Branches send members to the working group meetings and participate in the outreach programs through branch social media. The reporting hotline number is being publicized to members and the community.

FROM YOUR AAUW NATIONAL BOARD

AAUW BRANCH PROGRAM RESOURCE COMMITTEE

Bakula Maniar, Director,
AAUW Branch Program Resource Committee

Hello Friends,

I am serving as a second year member of the AAUW Branch Program Resource Committee (BPRC). The committee collaborates with AAUW staff to promote the use of available AAUW resources to support branch and state mission-based programs within our communities. Our conference call occurs on the third Monday of the month from 2:30 to 3:30 P.M. Pacific time. During our conference calls we address how to help branches and the states to promote mission-based programs in our respective communities from existing resources on the AAUW.org website and provide links to get directly to the resources .

Below are the links that will directly connect you to the resources at [aauw.org](http://www.aauw.org)

- Who we are at <http://www.aauw.org/who-we-are/leadership-and-staff/committeetask-forces/>
- Mission-Based Branch Programs FAQ at <http://www.aauw.org/resource/mission-based-programs-faq/>
- Programs in a Box at <http://www.aauw.org/resources/by-type/programs-in-a-box/> and <http://www.aauw.org/resource/programs-in-a-box/>
- PIAB Tool Kit at <http://www.aauw.org/resource/program-in-a-box-tool-kit/>
- Leadership Essentials at <http://www.aauw.org/resource/essentials-for-branch-programming/>
- How to Spice Up Your Branch Programming at <http://www.aauw.org/resource/how-to-spice-up-your-branch-programming/>
- Leadership Essentials – survey members and supporters to help shape the future branch programs.

We also recommend branches to One AAUW and the newest Diversity and Inclusion tool kit.

The member of BPRC works with the assigned State Program Directors or State Presidents in order to coordinate and exchange information about specific questions and try to provide them help if they need. Last year's survey provided very interesting information to guide us for the actions we are taking now.

Our priorities as a national committee are:

1. Promote the use of current AAUW resources.
2. Support branch and state to promote mission-based programs.
3. Inclusion and Diversity.

On the recommendation of Fallbrook branch of AAUW California, I am assigned to look into AVID program (Advancement Via Individual Determination) and see if there is a way to incorporate AVID with our established programming addressing the mentoring of the high school girls with college goals. I appreciate this opportunity to make my suggestions to the committee and hope to make some impact on young women's lives.

FUTURE LEADERS OF AAUW

Donna Lilly, Co-Chair
AAUW College/University Committee

The top 10 partner campuses in California that helped to recruit 1358 e-student affiliates this year are University of the Pacific (Stockton), Sierra College (Rocklin), San Jose Community College, CSU Monterey, CSU San Marcos, CSU Sacramento, Pasadena City College, Napa College, UC Irvine, and CSU Long Beach.

Come to state convention to learn the techniques of recruiting the future leaders of AAUW through \$tart \$mart, Work \$mart, Elect Her, It's My Vote: I Will Be Heard, Equal Pay Day events, welcome to campus club day, faculty promotion of AAUW programs, and students returning to campus after attending National Conference for College Women Student Leaders.

CALIFORNIA'S EQUAL PAY BILL CREATES NATION'S STRONGEST PAY EQUITY LAW

SB 358, the Equal Pay Bill, an act to amend Section 1197.5 of California's Labor Code, is now Chapter 546 of the Statutes of 2015. In enacting the bill, the California Legislature found and declared the following:

- In 2014, a woman working full time year round earned an average of 84 cents to every dollar a man earned. This wage gap extends across almost all occupations reporting in California. This gap is far worse for women of color; Latina women in California make only 44 cents for every dollar a white male makes, the biggest gap for Latina women in the nation.
- While the state's overall wage gap is slightly lower than the national average of 78 cents to the dollar, the persistent disparity in earnings still has a significant impact on the economic security and welfare of millions of working women and their families. Collectively, women working full time in California lose approximately \$33,650,294,544 (yes, over 33 billion dollars) each year due to the gender wage gap. The wage gap contributes to the higher statewide poverty rate among women, which stands at 18 percent, compared to approximately 15 percent for men, and the poverty rate is even higher for women of color and single women living with children.
- California has prohibited gender-based wage discrimination since 1949. Section 1197.5 of the Labor Code was enacted to redress the segregation of women into historically undervalued occupations, but it has evolved over the last four decades so that it is now virtually identical to the federal Equal Pay Act of 1963 (29 U.S.C. Sec. 206(d)). However, the state provisions are rarely utilized because the current statutory language makes it difficult to establish a successful claim.
- To eliminate the gender wage gap in California, the state's equal pay provisions and laws regarding wage disclosures must be improved.

Pre-existing California law made it a misdemeanor for an employer to pay a wage less than the rate paid to an employee of the opposite sex. Employers were prohibited from paying an employee less than the rates paid to employees of the opposite sex *in the same establishment* for equal work. SB 358 revised that prohibition to eliminate the requirement that the wage differential be within the same establishment.

Pre-existing law allowed pay differentials pursuant to a seniority system, a merit system, a system which measures earnings by quantity or quality of production, or a differential based on any bona fide factor other than sex. SB 358 revised and recast the exceptions to require the employer to affirmatively demonstrate that a wage differential is based upon one or more specified factors. The bill also requires the employer to demonstrate that each factor relied upon is applied reasonably, and that the one or more factors relied upon account for the entire differential.

SB 358 prohibits an employer from discharging, or in any manner discriminating or retaliating against, any employee by reason of any action taken by the employee to invoke or assist in any manner the enforcement of these provisions. If an employer does retaliate, the employee can sue for reinstatement and reimbursement for lost wages and work benefits caused by the acts of the employer, including interest thereon, as well as appropriate equitable relief.

Pre-existing law prohibited an employer from conditioning employment on requiring an employee to refrain from disclosing the amount of his or her wages, signing a waiver of the right to disclose the amount of those wages, or discriminating against an employee for making such a disclosure. The bill prohibits an employer from prohibiting an employee from disclosing the employee's own wages, discussing the wages of others, inquiring about another employee's wages, or aiding or encouraging any other employee to exercise his or her rights under these provisions.

The bill also increased the duration of employer recordkeeping requirements from 2 years to 3 years.



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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 CA'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.

*Branch Presidents and
Branch Presidents Elect*

You are invited to attend the

President's Brunch

from 11 a.m. to 1 p.m. on

April 15, 2016 at the

San Mateo Marriott

I look forward to seeing you there

Donna Mertens

AAUW-CA President Elect