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the Shareline

June 2018



Hayward/Castro Valley
Branch

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PRESIDENT'S MESSAGE

Happy June Branch Members,



"Without leaps of imagination or dreaming, we lose the excitement of possibilities. Dreaming, after all is a form of planning." — Gloria Steinem

Gloria Marie Steinem, an American feminist, journalist, and social and political activist knew the value of planning to make her work as media spokesperson for the women's liberation movement viable in the late 1960's, early 1970's. Implementing AAUW mission-based programs also takes planning, and it's time to do our planning for program year (PY) 2018-19.

Join me and your Board members at the Annual Branch Planning meeting on **Monday, July 16, 2018 from 5:30 – 8:30 PM** at the home of Liz Bathgate 22112 Queen St. in Castro Valley, CA. Please RSVP your attendance to me at slaterl@sbcglobal.net by Friday, July 13th. Your voice is important and appreciated!

As a result of my attendance at the CA Convention in May, I began a plan to update our Branch Facebook page with new pictures, text, and a secure Group sight for members only. If you have an individual Facebook page, you got an invitation to join the secure Group for AAUW Hayward-Castro Valley Branch, or to become my Facebook friend, so you can receive an invitation. Our goal is to use this Facebook group to share pertinent information for branch members only, in addition to Yahoo! Groups. If you have not responded to my Facebook friend request, please do so asap so I can send you an invite to join the branch group.

I also utilized Facebook to launch a media campaign for our fundraiser with MOD Pizza in Castro Valley to promote our scholarship for the National Conference for Collegiate Women Student Leaders (NCCWSL) in Baltimore, MD in June. Thank you to everyone who came out for pizza and salad. It gave our branch a chance to hook up with a local business interested in philanthropy and community involvement. If you know of a local business who is like-minded, please bring them to my attention. Benefiting from their philanthropy is a win-win.



This will be the last Shareline, until August, so please mark your calendars for a few events coming up at the end of summer that you'll want to attend:

Monday, August 20th is the Tech Trek fundraiser at Gianni's Italian Bistro in San Ramon, CA. Let Judy Harrison know if you'd like to be a wait staff for the event.

Saturday, September 8th time and place to be announced. The Alameda County Inter-Branch Council (IBC) will host an LAF event featuring a special guest speaker.

Enjoy your summer. I'll see everyone at the Annual Branch Planning meeting July 16th.

Linda Slater, Administrative Officer, AAUW Hayward-Castro Valley Branch.

SPOTLIGHT



Louisville Metro Council, Several States, Ban Salary History, But Philadelphia Ordinance Stalled

Last week, the [Louisville](#), Kentucky Metro Council unanimously voted to prohibit the use of salary history during the hiring process. AAUW of Kentucky members were instrumental in achieving this victory. AAUW staff drafted the ordinance language, and AAUW of Kentucky members asked Louisville Metro Councilwoman Mary Woolridge to sponsor it. AAUW members then worked with the councilwoman to frame the issue, encouraging her to call it a “salary history ban” rather than a “pay equity bill” to mitigate opposition and engage more men, also impacted by the practice, in the conversation. The tactic worked and all present council members agreed to co-sponsor the ordinance and voted unanimously to pass it. The mayor is expected to sign it on Tuesday, May 22. AAUW of Kentucky members plan to take their fight to the statehouse in 2019.

Over the past few weeks several states have also advanced salary history bans. With AAUW of [Vermont](#) members in attendance, Gov. Phil Scott (R-VT) signed a bill into law on Friday, and similar bills are expected to be codified in [Connecticut](#) and [Hawaii](#) soon.

Unfortunately, it hasn't been all good news on the local equal pay front. A U.S. District Court judge recently struck down part of [Philadelphia's](#) citywide salary history ban, finding that prohibiting employers from *asking* about salary history violates the employers' First Amendment right to free speech. Still, the judge upheld a part of the ban that prohibits employers from *relying* on salary history during the hiring process. AAUW signed onto an [amicus brief](#) in support of the law.



ITEMS NEEDED FOR FUNDRAISER at Gianni's August 20th

Back by popular demand! Dee Butner is creating baskets for the August 20th Tech Trek fundraiser. Dee says that people especially enjoy the wine baskets, so if possible, please consider donating money, wine, cheese and/or the accouterments. Also, if you yourself would like to create a basket, please give to Dee and she will gladly sell them! Any donation is appreciated. To contribute, please contact Dee Butner at (510) 537-8541. Or send a check or shipment to her address is at: [4789 Rollinghills Way--Castro Valley, CA 94546](#). She will accept items at any time up until August.

Membership Renewal

The Time is Now!

From Liz Bathgate

I sent out a renewal notice from National AAUW in early May. Many of you renewed online and others sent me checks.

WHY SHOULD WE CARE? WHAT IS THE RELEVANCE AND IMPACT OF AAUW NATIONALLY AND LOCALLY?

PAY EQUITY: Did you know that AAUW is committed to closing the pay gap for women in the U.S. by 2030? We have already taught 33,000 women to negotiate their salaries through our in-person AAUW Work Smart workshops. Our national office is completing work on a free online module that will train 10 million women in salary negotiation techniques by 2022.

ADVOCACY: Do you use AAUW's Two Minute Activist tool? This online tool allowed AAUW members and supporters to send 270,000 messages to members of Congress to demand stronger, after laws for women and girls last year. We continue our fight to uphold Title IX to ensure that women and girls have equal access to all fields and levels of education.

EDUCATION: Are you aware that AAUW is one of the world's largest sources of funding for graduate women? Last year AAUW awarded \$3.7 million in fellowships and grants to 250 women and community projects, expanding women's potential and supporting their future promise.

I have two fellowships that I personally funded. If you came to our Fellowship Luncheon in either October or February, you met my fellow, Kim Long. I was privileged to attend the reading of her dissertation at Cal last Thursday. She explained her research and even showed a picture of the two of us taken at our luncheon and explained to the audience how much AAUW meant to her being able to finish her PhD in Neuroscience.

This past year Margaret Hankle's Research and Projects Grant was completed. This means that this money can now be used forever to help branch members in the U.S. work on special projects. AAUW National will give this money to branches that apply for these grants.

I will be sending out the invoice from National again for those who missed it last month. Your membership is vitally important, not only locally, but nationally, as you can see from the information above.

Many members have sent in money to support Tech Trek and NCCWSL when they renewed. Thank you for your generosity.

Celebrate Yourself and Learn to Say No: Niken Carpenter's Advice to Immigrant Women

May 16, 2018



2014–15 AAUW Career Development Grantee Niken Carpenter (right) poses with AAUW CEO Kimberly Churches (left) at the AAUW of Pennsylvania state convention.

When 2014–15 AAUW Career Development Grantee **Niken Astari Carpenter** first moved to the United States 11 years ago, she didn't know many people. She had worked on a task force for the president of Indonesia and served as a judge for the Supreme Court of Indonesia for nearly 12 years, but as a newcomer to Erie, Pennsylvania, she wanted something more than an impressive résumé: a sense of community. She worked unpaid jobs, pursued educational opportunities, and looked for ways to integrate into the community. One day she met AAUW members at a meeting for Global Friends, an interest group of the **AAUW Erie (PA) Branch** that consisted of immigrant women, newcomers to Erie, and community members who were interested in cultural immersion. There she found lifelong friends, mentors, and at last a connection to a community.

Today, she serves as **the executive assistant to the mayor of Erie**

and as the city's first Liaison to Refugees and Immigrants in addition to serving as president-elect of the Erie branch. She has also worked with Pennsylvania Governor Tom Wolf's

Advisory Commission on Asian American Pacific Affairs.

Carpenter paved a path to success in Indonesia and in the United States, but it did not come easy. "I was not raised by a mom," she says. "When I was a kid, my mom was still a teenager, so she was busy with her own life. I moved from one family to another family, from one neighbor to a different neighbor. I made money by selling vegetables at a traditional bazaar."

Members of the Erie branch encouraged her to apply to AAUW's **Career Development Grant** to fund her master's in management from Penn State University. They also made her realize that she needed to stop accepting unpaid positions. "They said to me, 'Look, Niken, we know you have a good heart and you want to help people, but at some point you need to learn how to say no.' I am really thankful that they were willing to guide me and help me figure out my priorities and teach me how to say no," she says.

The community connections and networking opportunities that AAUW offered also led Carpenter to her current position at city hall, where she represents the interests of Erie's refugee and immigrant population. As an immigrant herself, she's extremely passionate about her job. "Every immigrant story inspires me to do my job. I did not have the guidance, so I am glad I can provide some guidance to others," she says.

Though Carpenter has overcome great adversity to get where she is today, she still struggles with one thing in particular. "I have a hard time celebrating my accomplishments," she admits. "We [immigrant women] always forget to celebrate our achievements. We work hard, we work hard, we work hard, and once we get there we forget to praise ourselves."

"Every immigrant story inspires me to do my job. I did not have the guidance, so I am glad I can provide some guidance to others."

— 2014–15 AAUW Career Development Grantee Niken Carpenter

MEMBER NEWS



If you have news about a member who needs to be congratulated on a special occasion or accomplishment, who needs to be encouraged during illness or difficult time, or to be reminded we are here for him/her, please contact your corresponding secretary Barbara Jones at 538.0516 or by email atbb_jones@pacbell.net. Let's let our friends know we care.



The May book group meeting at Helene Victor's home marked the end of another outstanding year for the members. While enjoying Helene's wonderful refreshments, we heard a fine review of James Comey's *A Higher Loyalty* by Ruth Rymer and a lively discussion followed.

There will be no book group meetings during the summer. Our first meeting of the new year will be on Monday, September 17th, at the home of Olive Riley-Steward. Mark your calendars now and watch for announcements in the August issue of *The Shareline*.

DRAMA READING

We have had such a low turnout for the play reading that I am considering dropping our group. We receive the plays each month from another branch and thus have a new one each time we meet. When we get only three people to come, it is very difficult to read a play with nine characters.



If you are interested in the continuation of this group, please let me know. We have been doing it for 20 years so it is hard to give it up. You might have a suggestion on what time of day we should meet. We changed it this year to an afternoon time, which leaves out any of our members who work. Please call Liz at 581-0546.