



empowering women since 1881  
www.aauw.org

# the Shareline

September 2018



Hayward/Castro Valley  
Branch

www.hcv-ca.aauw.net

## PRESIDENT'S MESSAGE

Welcome to our 2018-2019-program year!

### Help Ensure Good Election Day Turnout: Register Voters Now



Election Day is less than three months away. Every state has their own laws regarding registration. Here in California the deadline for in-person, online and by mail is 15 days before Election Day. What you can do: (1) Make sure you are registered to vote, and (2) Help others in your community register as well. The League of Women Voters of the Eden Area already has designated dates, times, and places where you can assist. Check out their August 2018 Voter <https://my.lwv.org/sites/default/files/leagues/eden-area/voteraug20181.pdf> Send an email to Richard Maurer if you can help. I'll be registering voters at Chabot College, our College Affiliate partner. Come join me! We have the power to elect officials who represent your voice and interests, but first, everyone has to register. Voters are the only ones who can hold candidates and elected officials accountable. Get ready to hold their feet to the fire on Election Day.

### How to be an Ace Negotiator, even if you Hate Conflict



Equal Work for Equal Pay isn't just a slogan. The Gender Pay Gap is real. What to do? Learn how to negotiate the salary you desire. In August, the New York Times printed their article giving advice on negotiating a better salary. One tip: If asked about your past compensation, researchers suggest a script like this one, which is available on the [AAUW's online Salary Skill Builder Workshop](#): "This position is not the same as my last job, I'd like to discuss what my responsibilities would be here and then

determine a fair salary for that job." Practice giving this response until it feels like second nature. Many employers ask about salary history and base your offer upon those past numbers. Try your best not to fall for it: There is no obligation — legal or otherwise — to disclose this information, so your first move should be to parry this question to see if your potential employer will throw out the first number. Still, read the room: Sometimes you'll just have to cough it up. The article goes on to give many more helpful tips. Read it here at <https://www.nytimes.com/2018/08/10/smarter-living/how-to-negotiate-salary.html> It's great to know that AAUW continues to lead the way in addressing the gender pay gap for all women.

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

# Membership

## Please renew NOW!

*From Liz Bathgate*

It has been a struggle to get membership dues from many of our members. I am afraid that many of you do not realize what AAUW is doing locally as well as nationally. Locally, we strive to bring you interesting programs dealing with issues that are relevant to all of us. We also raise funds to send seven girls to Tech Trek Camp. In addition we sent two Chabot College women to AAUW's Leadership Conference in Maryland. We are trying to educate our women and girls about all the possibilities that are out there for them. Science fields are stressed at the Sonoma State Camp and at the Leadership conference, being active as a leader on campus or in your community is the focus. We want more women to run for office on every level!!

Nationally, the biggest focus is **ECONOMIC SECURITY**. As of this date more than 30,000 women have been trained in how to achieve pay equity at their job. Women no longer are going to stand for men being paid more than they are when they do the exact same job. Work Smart is the program that is teaching women how to ask for their proper pay. The goal is to achieve pay equity by 2030. In addition to pay equity, AAUW wants to deepen women's retirement security and quality of life by creating inclusive career pathways for women, free of systemic barriers and biases to attain economic security.

**LEADERSHIP:** The conference in Maryland's goal is to bolster the participation of girls and women in leadership roles throughout their lives. This goal is bearing fruit with all the women who are running for office nationally this year.

**EDUCATION AND TRAINING:** AAUW wants to address the barriers and implicit biases that hinder advancement of women by championing equal access to all levels and fields of education and ensuring education at every level is free from sex discrimination.

**GOVERNANCE AND SUSTAINABILITY:** AAUW has been empowering women since 1861. This is only possible by our implementing best practices in governance, inclusion and organizational functioning and by enhancing financial sustainability by increasing and diversifying revenue. As many of you know, I am on the AAUW Legacy Circle Committee from Washington. We encourage you to think about putting AAUW in your estate plans. We have 9 members of our branch who have already done this with their Trusts. If you want more information about this program, you can contact me at [lbbathgate@att.net](mailto:lbbathgate@att.net) and I will send you the information about all the ways this can be done.

**PLEASE RENEW! Please follow this link to renew your membership:**

<https://www.aauw.org/national-member-join-renew/> If you don't wish to use your card, you can send Liz a check made out to AAUW for \$94.00. Send it to 22112 Queen Street Castro Valley CA 94546.

### **LIFE MEMBERS:**

There are two ways a member can be a Life Member. One is to pay the dues for years to come and the other is to have been a member for 50 years. Many of us paid dues ahead of time when the price was not astronomical. By having done that we no longer pay dues to National.

### **50 YEAR LIFE MEMBERS:**

This year we welcome two new 50 year members. Charlotte Davis and Margaret Wiles joined our branch in 1968. They join the list of 13 other life members who have over 50 years in their membership. They are Jane Arndt, Pat Ball, Ursula Batz, Barbara Borgstede, Ann Gebhart, Marty Kennelly, Kimiko Kitayama, Genie Lester, Ruth Leth, Leona Nichandros, Lois Peach and Alice Robie. I want to congratulate these ladies for their dedication to AAUW and its principals over the past 50 + years.

# Ice Cream Social



## TECH TREK

Come meet the Trekkers and hear about their adventures in camp

**DATE:** Saturday, September 15, 2018

**WHERE:** Faith Lutheran Church

20080 Redwood Road, Castro Valley

**TIME:** 2pm to 4 pm

**RSVP:** Judy Harrison:  
jharrison663@comcast.net







## State Attacks on Reproductive Rights Continue

With Justice Anthony Kennedy's retirement from the U.S. Supreme Court, questions about access to reproductive health care loom large. A change in the Court's makeup could lead to severely weakening or overturning *Roe v. Wade*, giving states leeway to restrict abortion rights in new and expansive ways. According to a report from the [Guttmacher Institute](#), 29 states are already considered hostile to abortion rights and four states have laws on the books that would immediately ban abortion if *Roe v. Wade* were overturned. In the first half of 2018, 11 states passed 22 new provisions to restrict abortion access. These laws took various forms, including banning abortion under some circumstances and requiring providers to report extensive information about the reasons for an abortion or complications relating to the procedure. Additionally, four states opted to restrict funding for family planning. The onslaught of attacks does not look to be ending any time soon, with voters in at least three states – Alabama, Oregon, and West Virginia – [considering](#) ballot measures restricting abortion access this fall. Despite all these detrimental proposals and setbacks, 27 states and the District of Columbia did enact legislation expanding or protecting reproductive rights this year.

## Cities and States Continue to Notch Pay Equity Wins

[California](#) became the latest state to enact pay equity legislation. Gov. Jerry Brown (D) signed a bill, backed by AAUW of California, which clarifies the state's prohibition on the use of salary history to establish future wages. The [Illinois](#) legislature passed a bill that would limit this practice as well. That bill awaits Gov. Bruce Rauner's (R) signature. He vetoed a similar bill last year, but AAUW of Illinois advocates are encouraging him to sign this version into law. Illinois Rep. Anna Moeller (D-Elgin), an AAUW member, sponsored both bills. Not to be outdone, cities also continue to take action. The [Kansas City, Missouri](#), city council unanimously passed a resolution removing salary history questions from applications for city employment positions.



Last week, President Donald Trump [nominated](#) Judge Brett Kavanaugh to a lifetime appointment on the U.S. Supreme Court, following the retirement of Justice Anthony Kennedy. If confirmed, Kavanaugh will have a say in the health, education, and economic security of women and girls for decades to come. As such, we [urge](#) senators to fully and fairly vet Kavanaugh's nomination to ensure he will be an independent, fair-minded jurist who will uphold protections that are critical to the equity of women and girls.

As members of the Senate consider Kavanaugh's record, states are also reacting to the nomination. In particular, many are [preparing](#) for *Roe v. Wade* to be rolled back or entirely overturned, leaving the status of legal abortion to vary from state to state. Some states are working to shore up access to abortion, while others are striving to criminalize the procedure and the women who attempt to access it.

AAUW is committed to working at all levels of government to ensure that every woman's fundamental rights – to access healthcare, use contraception, have an abortion, and have the freedom to marry who we choose, among others – are protected. Anything less is unacceptable.



### More States Ensure Parents have Access to Paid Leave

Across the country, there is huge [support](#) for paid family and medical leave, with a majority of people suggesting that employers should implement these policies. [Research](#) suggests that there are myriad benefits as well – for infants, parents, families, employers, and the economy. While Congress is still weighing the best approach to take federally, including by holding a [Senate hearing on paid leave](#) last week, [states](#) are increasingly taking action to ensure that their residents have access to the leave that they need. [Delaware](#) Gov. John Carney (D) recently signed a bill into law granting 12 weeks of paid parental leave to state workers. AAUW of Delaware members advocated for the bill and were present at its signing. Similarly, [Virginia](#) Gov. Ralph Northam (D) signed an executive order ensuring that employees of executive branch state agencies can access 8 weeks of paid parental leave to care for a child. Additionally, [Massachusetts](#) Gov. Charlie Baker (R) signed a sweeping bill into law. It creates a family and medical leave program funded through employer and employee contributions, which will give employees access to 12 weeks of paid family and medical leave and 20 weeks of paid medical leave. It also raises the minimum wage to \$15 per hour by 2023, and lowers the state sales tax while establishing a permanent sales tax holiday. The compromise bill was not without controversy – it failed to eliminate the tipped minimum wage and does away with time-and-a-half pay for those who work on Sunday and holidays.



### AAUW Mourns the Loss of LAF Founder Katherine "Kappy" Eaton

Katherine "Kappy" Eaton passed away earlier this month at age 94. Eaton was well known throughout AAUW and valued greatly within her AAUW member state of Oregon. During her longstanding commitment to the organization she served as the executive vice president of AAUW and started the Legal Advocacy Fund during the 1981 AAUW National Convention. Since then LAF has provided millions of dollars to balance the scales of justice for people working toward gender equity through the legal system.

Eaton's legacy will live on through the hundreds of landmark cases LAF has supported, such as [Wal-Mart v. Dukes](#) and [Cioca v. Rumsfeld](#), as well as ongoing cases with the potential to change the future legal landscape, such as [Rizo v. Fresno County Office of Education](#).

Thank you, Kappy Eaton, for your visionary leadership.

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**Hello, I am Pat Macsata, a member of AAUW Board, and I'd like to resurrect our branch Dine-Out events, with emphasis on ethnic cuisine. Our area is rich with dining possibilities. For our first get together I propose Dyafa, at 44 Webster Street in J L Sq.**

**Let's meet on Thursday, September 20, at 6:30pm to experience this new addition to our rich dining scene. Here is link to Dyafa via Yelp: <https://yelp.to/qTKq/JhH9GDjQiP>**

Please let me know you are coming, and RSVP via email at: [Patmacsata@briarmediallc.com](mailto:Patmacsata@briarmediallc.com), or Tel 510/278-5477.

# ADVANCING PAY EQUITY

**What would you do if you found out that your male co-worker made much more than you?**

**Come hear what Aileen Rizo** did when she learned that the starting salary of her male co-worker, who was recently hired, was much higher than hers.

**Come hear about *Rizo v. Yovino***, a landmark case that raises the issue whether prior salary perpetuates the gender pay gap. The AAUW Legal Advocacy Fund supported Rizo in her lawsuit.

**SATURDAY • SEP 22 • 4-6 PM**

Richard C. Trudeau Conference Center

**11500 SKYLINE BOULEVARD**

**OAKLAND • CA 94619**

Reserve your seat today at

<http://bit.ly/AdvancingPayEquity9222018>

or call (510) 303-6225. Admission is free but seating is limited. Event is open to the public.

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EQUAL WORK



EQUAL PAY

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*"With her groundbreaking wage-discrimination case... this trailblazing educator and mom of three is helping to close the gender salary gap."*

Harper's Bazaar, August 2018



Aileen Rizo is a lifelong learner with two master's degrees. She has spent over 20 years in education and has purposefully worked in mathematics education at all levels to close academic achievement gaps, empower lower economic communities, and promote groups underrepresented in these fields.

Hosted by



For information about donating to the AAUW Legal Advocacy Fund, see <http://bit.ly/LAFdonateRizo>

*AAUW advances gender equity for women and girls through research, education, and advocacy.*



## **THE HAYWARD VOLUNTEER DINNER IS COMING UP ON OCTOBER 9TH AT THE ST ROSE TENT.**

Tuesday evening, October 9th, the 41st Annual Hayward Volunteer Recognition and Awards dinner will be held at the St. Rose Hospital Giant White Tent. This year our AAUW branch is honoring our President Linda Slater. Judy Harrison is being honored by the city with its highest honor.

Judy Harrison will be honored with the Lifetime Achievement Award. Judy has been a volunteer most of her life, including time in the Peace Corps when she was just out of college. Locally, the list of her achievements is awesome. For AAUW, she has been the chairperson of Tech Trek for the past ten years, also serving as "dorm mom" at the science camps. She has given an annual "Arm Chair Travel" program each January at Baywood Court, sharing pictures, souvenirs and stories of her many world-wide travels. Judy has been an active member of the board and is always available for helping at programs and fundraising events.

For the City of Hayward, her activities are numerous. She has been President of the Friends of the Hayward Library for many years, and served on the Library Commission for eight years. As a member of the Friends, she has spent countless hours sorting and selling used books to raise money for library programs. She co-chaired committees for Measure C (Protect Hayward's Future, which is bringing the city its new library which will open this autumn), Measure L (for Hayward's schools) and Measure M (for Hayward's workers). All measures passed. She is now co-chairing of the New Leaf, raising funds for the new library. She was a founding member of the Hayward Education Foundation, served on the board and organized Run for Excellence to fundraise and award grants.

Linda Slater is the Hayward/Castro Valley branch nominee as our volunteer of the year. Linda is currently the branch Administrative Officer. She has held this office several times in recent years, alternating as the branch treasurer. She has tirelessly worked to bring special programs and recognition to AAUW. Last year she was the chairperson of the special branch exhibit at the Hayward Area Historical Society as we celebrated our 75th anniversary. Thank you, Linda for all you do for our branch and its membership.

**Congratulations, Judy and Linda! We're very proud of you both!**

AAUW will have its own table if we get 10 of us to attend. Reservations can be made thru Supervisor Richard Valle's office, by calling 510.670.6150. Please make your reservations now so we can all sit together.

# 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](mailto:atbb_jones@pacbell.net). Let's let our friends know we care.

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Evelyn Gertler, who was in an auto accident early in the summer, spent time in rehab and is now home in Castro Valley. She continues physical therapy and is getting better every day. We wish her a continued good recovery.

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Our condolences to Shirlee Lustig whose husband Harold passed away. Shirlee writes she is planning to come to coming activities and programs in future months.



The donor of the mystery diamond ring gift for the Tech Trek raffle was Ruth Rymer, who holds a degree (among others) of "Graduate Gemologist" from the Gemological Institute of America. Thank you, Ruth!

If you want to see more of Ruth's affordable and antique jewelry, visit her booth at The Artisan Place across from Safeway on Redwood Road and Castro Valley Blvd.

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## DRAMA READING

We will once again be having plays sent to us each month. We have been meeting on the second Wednesday afternoon each month starting in October. This new time has not been good for some of our group. If you are interested in belonging to this fun group, please email me and I will send out a choice of times and you can choose which date and time might work best for you. For those of you who are new to our branch, we meet once a month to read a new play. We each take a part and read it cold. It is great fun and I always make dessert for the group since we meet in my home. Liz Bathgate [lbathgate@att.net](mailto:lbathgate@att.net)





## Attention all members of the Branch Book Group!

Our first meeting of the new year will be Monday afternoon, September 17, at the Hayward home of Olive Riley-Steward, 32174 Bernice Way, 2-4 p.m. Refreshments will be served.

This will be our annual "Summer Summary" when each member will give a brief (3-5 minutes) review of a book she has enjoyed and would like to share with everyone. From these reviews, we'll select four books for group reads for the year ahead. Select a book you especially enjoyed and you

think would be a good one for all of us, and come prepared.

All branch members are welcome to join our meetings of good books, special friends, great refreshments and stimulating conversations. If you are new to the group, or are a member who is bringing a guest or are unable to attend, please call Olive at 471-3332. Your courtesy helps our hostess plan refreshments and seating.

Looking forward to seeing everyone and beginning another fine year of books and friends.



Our branch has many elected officials who have put themselves out there in front of voters because they believe in their cause.

**Bill Quirk** is our Assembly Member and is running for office again.

**April Oquenda** has been recruited to run for the Hayward School Board because she is a University Professor with a PhD in English and believes in our schools.

**Sara Lamnin** is on the Hayward City Council and is running to retain her job.

**Mark Salinas** is on the Hayward City Council and is running for Mayor.

**Aisha Knowles** is on the Alameda County School Board.

**Jo Loss** is on the Castro Valley School Board.

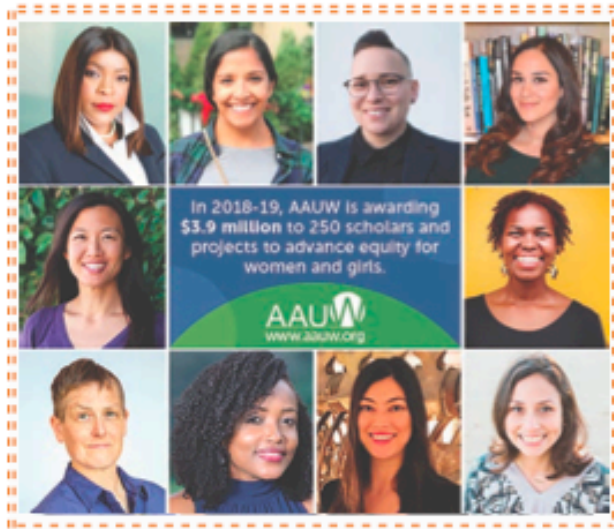
**Al Mendall** is on the Hayward City Council.

**Penny Peck** is on the San Lorenzo School Board.

**Melanie Wade** is on the State AAUW Board.



**The AAUW California Fund Committee invites you to celebrate and honor our  
2018-2019 California Fellowship and Grant Recipients!**



**NORTHERN CALIFORNIA – SOUTH SAN FRANCISCO**

**Saturday, October 6, 2018**

**RSVP: September 26, 2018**

**12:00 Noon to 3:00 PM**

**(Check In at 11:30 AM)**

**Basque Cultural Center**

**599 Railroad Ave - South San Francisco, CA 94080**

**Meal Selection (choose one):**

☐ Chicken with Mushroom Sauce

☐ Vegetarian Penne Pasta

**Registration Link:**

<https://san-francisco-fund-luncheon.eventbrite.com>

**NORTHERN CALIFORNIA – DANVILLE**

**Sunday, October 7, 2018**

**RSVP: September 26, 2018**

**12:00 Noon to 3:00 PM**

**(Check In at 11:30 AM)**

**Crow Canyon Country Club**

**711 Silver Lake Drive – Danville, CA 94526**

**Meal Selection (choose one):**

☐ Sunburst Chicken Salad with Berries, Oranges

☐ Vegetarian Sunburst Salad

**Registration Link:**

<https://danville-fund-luncheon.eventbrite.com>

**SOUTHERN CALIFORNIA – SEAL BEACH**

**Saturday, October 13, 2018**

**RSVP: September 26, 2018**

**12:00 Noon to 3:00 PM**

**(Check In at 11:30 AM)**

**Old Ranch Country Club**

**3901 Lampson Avenue – Seal Beach, CA 90740**

**Meal Selection (choose one):**

☐ Morgan Chicken Salad with Mango, Papaya

☐ Vegetarian Morgan Salad

**Registration Link:**

<https://seal-beach-fund-luncheon.eventbrite.com>

**AAUW FUND LUNCHEON RESERVATION**

1. Register online through Eventbrite (see links above for choice of luncheon events). – **OR** –
2. Mail your \$45.00 check or credit card information to 1331 Garden Highway, Suite 100, Sacramento, CA 95833.

Name: \_\_\_\_\_; Branch: \_\_\_\_\_

Address: \_\_\_\_\_; Phone: \_\_\_\_\_

\_\_\_\_\_; Email: \_\_\_\_\_

Credit Card No. \_\_\_\_\_

Expiration Date: \_\_\_\_\_; Security Code (on back): \_\_\_\_\_

For questions about the events, call the AAUW CA Office at 916-448-7795