



empowering women since 1881
www.aauw.org

the Shareline

October 2018



Hayward/Castro Valley
Branch

www.hcv-ca.aauw.net

PRESIDENT'S MESSAGE

Hello Members. I hope that the following two articles for our October Shareline will encourage you to become support the programs of AAUW that support the mission to "Advance gender equity for women and girls through research, education and advocacy" (Adopted June 2018).

Aileen Rizo – Educator, Mother and AAUW Legal Advocacy Fund (LAF) Litigant

Those of us fortunate enough to attend the September 22nd event hosted by the Alameda County Inter-Branch Council (ACIBC) were moved to hear the story of Aileen Rizo and her ground-breaking equal pay and gender discrimination case against the Fresno County Board of Education. Six years ago, Mrs. Rizo overheard a conversation. She learned a male co-worker, with less education and seniority, was given a starting salary \$13,000 above hers based on his salary history. When she confronted her employer, they defended their practice. Mrs. Rizo decided to sue and has been fighting ever since. The court case is still unresolved, as the County has appealed to the Supreme Court.

AAUW has utilized the Legal Advocacy Fund to provide: (1) Financial support to cover costs of travel, accommodation, fees, and depositions; (2) Organizational support for amicus briefs and statements of support; and (3) Emotional support by AAUW members appearing at hearings and court proceedings. Mrs. Rizo acknowledges this support helps her family, though she believes the fight for equal pay and gender equality is not just for her, but also for her daughters and her community. She is a mother of three, and a lifelong educator who purposely worked in Mathematics, at all grade levels, to help close academic achievement gaps for economic groups underrepresented in the field.



Support the work of the AAUW Legal Advocacy Fund.



To support this ongoing work Login to <https://ww2.aauw.org/donate-gift/> *

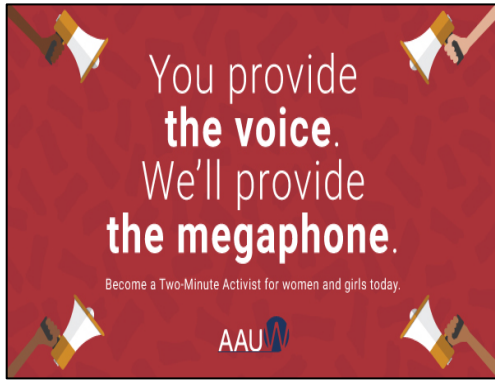
Click on Search for a Specific Program, **Choose Legal Advocacy Fund**
*complete your information, including your AAUW Member ID (lookup

your member ID at https://svc.aauw.org/recore/inc/member_id_lookup_wp.asp) * Complete your donation.

All donated funds go directly to litigant support. See all supported litigants at <https://www.aauw.org/what-we-do/legal-resources/strategic-case-support/laf-cases/>

Become a Two Minute Activist!

Take action on issues impacting women and girls by joining AAUW's Action Network. As a Two-Minute Activist, you will receive urgent email notices when your advocacy is needed most. We'll provide all the tools you need to call or send messages to your members of Congress, write letters to the editor for your local newspapers, contact your state legislators about pressing issues, and more.



Receive urgent e-mail notices to contact your members of Congress right in your inbox. Join the AAUW Action Network today! Sign up at: <https://www.aauw.org/what-we-do/public-policy/two-minute-activist/>

AAUW Announces Strategic Initiatives for 2018 and Beyond

AAUW has been empowering women as individuals and as a community since 1881. For more than 130 years, we have worked together as a national grassroots organization to improve the lives of millions of women and their families. Chief Executive Officer, Kimberley Churches hopes AAUW will be the international leader in pay equity and gender equality through our strategic initiatives adopted June 2018.



Education and Training – Address the barriers and implicit biases that hinder advancement of women

Goal 1: Champion equal access to all levels of education

Address barriers to success for girls and women through improvement of learning environments; Grow educational pathways for all women, especially those leading to high-earning careers.

Goal 2: Ensure Education at all levels is free from sex discrimination

Protect and expand compliance with Title IX and other civil rights laws across all U.S. states and territories; Ensure Title IX coordinators are well trained and adequately resourced.



Economic Security – Ensuring Livelihoods for Women - Train 10 million women in salary negotiations by 2022

Goal 1: Achieve pay equity by 2030

Champion pay equity federally and in all U.S. states and territories; Lead the nation in providing salary negotiation programs for employees and employers.



Leadership – Closing the Gender Gap in Leadership Opportunities

Goal 1: Bolster participation of women and girls in leadership throughout their lives

Empower early and midcareer women to seek and succeed in leadership opportunities; Expand leadership opportunities for women over 55 years of age or retired.

Goal 2: Advance the number of women in leadership, particularly in education and non-profits

Become a national resource on the impact of leadership development activities for the advancement of women into leadership roles; Increase the inclusion and numbers of women serving on governing and advisory boards.

Download, view, and save the Strategic Plan online at <https://www.aauw.org/who-we-are/strategic-plan/>



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.



New data released last week from the U.S. Census Bureau reveals that the gender pay gap remains stubbornly stuck – women working full-time, year-round still take home just [80 percent](#) of men's wages, on average. Unless we change course, women will not achieve pay equity until the year 2106.

But AAUW is working hard to change that story. By advocating for strong policies, producing cutting edge research, supporting plaintiffs through our [Legal Advocacy Fund](#), and training 10 million women to [negotiate their salaries](#) by 2022, we're moving the needle. While it is crucial to continue pushing for policy change at the [federal level](#) to ensure that all workers are fairly covered, [states](#) and cities are acting as engines of change. This year alone six states passed new pay equity laws, and we're still hoping Gov. Bruce Rauner (R-IL) will sign a bill into law in Illinois.

There is more work to do. From California where women take home, on average, 89 percent of the man's dollar, to Louisiana where women only receive 69 percent on the dollar, there are opportunities to change policies and culture. With your help we can increase the number of states with strong laws on the books and decrease the gap. Read on to learn how you can disseminate this information, utilize AAUW resources, and bring change to your community.

SPOTLIGHT



How Can I Use the New Gender Pay Gap Data to Advocate for Change?

If you aren't content to wait until 2106 for the gender pay gap to close, it's time to think creatively about using AAUW's resources to advocate for change in your city or state. Our [state-specific policy guide roadmaps](#) examine the gender pay gap in every state and Congressional District, and provide analysis of each state's laws and recommendations to address the pay gap. Check out which provisions your state currently has on the books and which crucial ones are missing. Then talk to your elected officials about how to close the gap. AAUW staff can help draft legislation, suggest talking points or advocacy strategies to advance proposals, and mobilize constituents to contact their elected officials about closing the gender pay gap. AAUW's [advocacy tools](#) also provide valuable resources and ideas to advance this work. And if you are not already a member of [AAUW's Action Network](#), [sign up here](#) to reach your elected officials. Now more than ever we need voices speaking truth to power. Urge your friends and family to sign up, too!

State Appeals Court Finds State Employees Are Covered By New Mexico Equal Pay Law

In 2013, New Mexico passed the [Fair Pay for Women Act](#), prohibiting employers from paying discriminatory wages based on gender and allowing for back pay and damages. Women in the New Mexico Corrections Department filed suit under the law, claiming they were not compensated fairly and asking for lost wages that resulted from earning less than male colleagues with the same positions. But the Department argued that the law did not apply to state government employees. The state [Court of Appeals](#) agreed with the women and sent the case back to the state District Court. The Department is currently weighing whether to appeal the case to the New Mexico Supreme Court.



AAUW Signs on to Amicus Brief in Immigrant Abortion Access Case

In [Azar v. Garza](#) (formerly *Garza v. Hargan*), the issue before the United States Court of Appeals for the D.C. Circuit is whether the government can set and enforce policies that veto an individual's right to access abortion care; intimidate and coerce individuals who choose to end their pregnancies; and do so on the basis of the individual's age and immigration status.

AAUW signed onto an amicus brief asking the D.C. Circuit to affirm the class certification and preliminary injunction issued by the U. S. District Court for the District of Columbia, which would allow access to abortion without the interference of this government policy despite immigration status. The district court order defined the class as all pregnant, unaccompanied immigrant minors who are or will be in the legal custody of the federal government.

This amicus brief was offered in support of Jane Doe, Jane Moe, Jane Poe, and Jane Roe ("the Janes") and a class of unaccompanied immigrant minors in the custody of the Office of Refugee Resettlement (ORR), who are being denied access to abortion. The American Civil Liberties Union (ACLU) represents the Janes and filed a preliminary injunction on their behalf, describing attempts by ORR Director Scott Lloyd to personally coerce young women to carry their pregnancies to term instead of having an abortion, and to personally force them to go to religiously-affiliated "crisis pregnancy centers."

On October 13, 2017, the ACLU filed an emergency lawsuit in federal court to fight on behalf of Jane Doe, who was being prevented from accessing abortion care. On October 18, 2017, the district court granted a temporary restraining order prohibiting the government from interfering with Jane Doe's access to her abortion provider, but the government sought an emergency stay of that order from the D.C. Circuit.

A three-judge panel of the D.C. Circuit set aside key parts of the temporary restraining order and sent the case back to the district court to see if Jane Doe could find a sponsor to whom ORR could transfer custody before the end of October. Judge Brett Kavanaugh, nominee for the U. S. Supreme Court, was seated on this three-judge panel and [ruled to delay the abortion](#), holding this did not unduly burden her right to an abortion. Four days later, the full D.C. Circuit panel of judges reheard the case and ruled that the young woman was entitled to exercise her right to choose without delay. Judge Kavanaugh dissented from that second decision, adopting troubling language in his opinion and signaling his lack of support for this constitutional right.

Choices in the determination of one's reproductive life and increased access to health care and family planning services are core tenants of AAUW policy. AAUW signed onto this brief because we support the civil and human rights of all immigrants. We also support international family planning programs that are consistent with AAUW policy.

The procedural history of this case has been long and protracted, with various challenges from the government. The government's appeal of the district court's preliminary injunction and class certification are scheduled for oral argument on September 26.

Speak Out for Women's Rights: Urge Your Senators to Oppose Judge Kavanaugh





Today, the Senate Judiciary Committee will begin its hearing to consider Judge Brett Kavanaugh's confirmation to the U.S. Supreme Court – despite the fact that his full record has still not been released. The record that is available, however, makes it clear that Judge Kavanaugh would put at risk the issues that are central to AAUW's mission.

Senators must know we're watching and that we will hold them accountable to their votes. Call yours now at 1-855-973-0824 to urge them to oppose Judge Kavanaugh's confirmation!

AAUW supports:

-  Self-determination in reproductive health decisions
-  Access to quality, affordable health care
-  Vigorous enforcement of and full access to constitutional and civil rights
-  Economic self-sufficiency for all women

Judge Kavanaugh's record shows:

-  He would put access to abortion and contraception at risk
-  He called into question the protections of the ACA
-  He is willing to do grave harm to women by restricting access to the ballot
-  He has little support for workers' rights, including low wage workers, workers of color, and immigrant workers

Your voice matters! **Senators will be persuaded by the personal stories constituents share about what's at stake with Judge Kavanaugh's confirmation.** AAUW's toll-free number, 1-855-973-0824, will automatically connect you to the office of one of your senators. Let them know what's on the line for women and girls in your state if Judge Kavanaugh is confirmed – from the erosion of health care coverage for pre-existing conditions to the elimination of access to abortion and contraception.

Judge Kavanaugh has shown he won't stand up for the health, education, and economic security of women and girls — and we won't stand for that. Take action today to oppose Judge Kavanaugh's confirmation to the Supreme Court.



DINE OUT October 22nd, 6pm China Garden

Our initial ethnic dinner event of this year at Dyafa was a delightful success. For October, we propose a Chinese restaurant close to home. In fact China Garden is across the street from Trader Joe's on Redwood Road in Castro Valley. We will each order a dish to share from the menu, and sit at round tables to socialize. Let's plan to meet at 6:30pm.

Please call Pat Macsata at 510/278-5477 or email at patmacsata@briarmediallc.com by noon on 10/22/2018 so we can reserve tables.

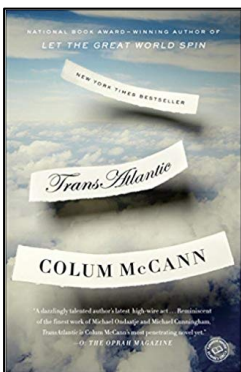


DRAMA READING: EVERYONE IS WELCOME!!

We meet the THIRD THURSDAY OF EACH MONTH at 1:30pm at Liz Bathgate's home. We read a different play each month and then enjoy refreshments between acts. Call me if you plan to come at 581-0461 so I will have enough dessert for all.

Liz

BOOK CLUB



The next meeting of the branch book group will be 2-4 Monday afternoon, October 15, at the home of Helene Victor, 19253 Parkview Rd., Castro Valley. This will be our first group read of the year, Colum McCann's fascinating novel, *TransAtlantic*. Carol Jarvis will facilitate our discussion. Refreshments will be served.

The meeting is open to all branch members interested in good books, special friends, and wonderful afternoons of lively conversation. If you are new to the group or are bringing a guest, please contact Helene at 886-1640. Your courtesy helps our hostess plan seating and refreshments. Regular members who are coming do not need to call.

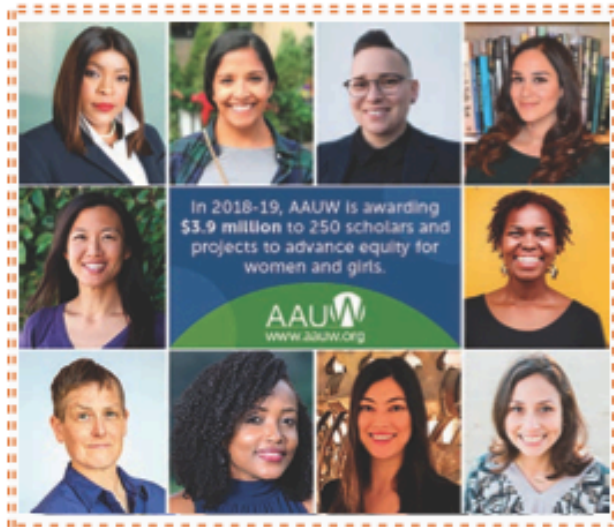
MEMBER NEWS



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 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