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the Shareline

February 2019



Hayward/Castro Valley
Branch

www.hcv-ca.aauw.net

PRESIDENT'S MESSAGE

I hope you had a delightful holiday and excited to begin a brand new year with the branch.



International Women's Day A program of celebration

Save the Date: Friday, March 8, 2019 from 5 – 8 PM at Hayward City Hall, 2nd Floor. More info soon.

Many of you were out in force on Saturday, January 19, 2019 to attend a Women's March in Oakland, Modesto, Pleasanton, or San Francisco, to name a few happening around the Bay. It was a powerful show of unity for women everywhere. The 2017 Women's March inspired hundreds of women to vote, and dozens to run and win elected office. The womensmarch.com website says it best: "We stand in solidarity with our partners and children to protect our rights, our safety, our health, and our families..."



Ready for a Raise?

Let 2019 be your year to get paid what you deserve.

Take our free e-course to learn how to negotiate for more money and better benefits.

Register Now

The AAUW 2018-19 Strategic Priorities: Education and Training; Economic Security; and Leadership have motivated AAUW to work with partners across communities, cities and states to offer free online and in-person salary negotiation workshops – and to eliminate the gender pay gap for good! The goal is to train 10 million women in salary negotiation by 2022. Whether you, or someone you know, are negotiating for a new job or an earned raise or promotion, in every workshop you will gain confidence to:

- Identify and articulate your personal value,
- Develop an arsenal of persuasive responses and other negotiation strategies, and
- Conduct objective market research to benchmark a target salary and benefits

Negotiation is so important. AAUW research, "The Simple Truth about the Gender Pay Gap" shows that, one year out of college, women are already paid 20% less than men. Read more about the 2018-19 AAUW Strategic Plan and what you can do to help promote economic security for women and girls.

<https://www.aauw.org/who-we-are/strategic-plan/>

Lots to do this year. Hope to see you all at some of the events. Linda Slater, Admin Officer.



LAF EXPRESS



Legal Advocacy in Action: AAUW Supports Joint Action Challenging Systemic Discrimination

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AAUW signed on to an amicus brief in [Kassman v. KPMG](#) in the U.S. Court of Appeals for the Second Circuit. This important case concerns discrimination of thousands of women in their pay and promotions.

Kassman v. KPMG seeks to clarify the law with respect to Rule 23 class certification standards. Over time, courts have been weakening class certification standards, which then limits women's ability to pursue joint action challenging systemic discrimination.

Rule 23 of the Federal Rules of Civil Procedure establishes the framework for certifying a class of litigants.

AAUW signed on to this brief because we advocate for equitable access and advancement in employment, including vigorous enforcement of employment discrimination statutes. In addition, the brief clarifies the legal standards for bringing class actions established in *Wal-Mart v. Dukes*. AAUW helped provide financial support to Betty Dukes and signed on to an amicus brief to support her case.

The nine named plaintiffs in the current case are bringing a sex discrimination class action case on behalf of a nationwide class of more than 10,000 female KPMG employees, from 2009 to the present, against defendant KPMG. The plaintiffs are asserting disparate impact and disparate treatment claims under Title VII of the Civil Rights Act of 1964 and similar claims under New York State law.

Plaintiffs originally filed this suit on June 2, 2011, in the U.S. District Court for the Southern District of New York. The district court denied certification of the Title VII class because the court determined that plaintiffs did not show a "common question" sufficient to meet the Rule 23 standard. A "common question" is one of the factors courts use to determine whether a group of plaintiffs share enough commonality in their claims to bring a case together. Under Rule 23, the court erroneously focused on class size and geographic dispersion of class members to reach its holding. The court's reasoning misapplies *Wal-Mart v. Dukes* and therefore the plaintiffs are appealing the ruling to the Second Circuit.

AAUW supports this effort because the ability to bring group action in order to challenge systemic and pervasive discrimination in compensation and advancement within the workforce is essential to obtaining economic security.



AAUW Work Smart is designed to help women in the workforce negotiate for a new job, raise or promotion. AAUW originally had a two hour in person workshop to help women gain confidence in their own negotiation style through facilitated discussion and role-playing. These classes are being offered all over the country. Locally it will be offered in San Francisco on February 21st from 11-1pm at 101 California Street 3rd floor at Morgan Stanley.

Now they have developed a one-hour course that women can take on line. Their goal is to get 100,000 women trained by the end of June. I personally have taken the course and find that it should be a great aid for women who are working now and will face the date when they need to ask for a raise or move to a new company and ask for their proper salary based on their skills not their sex or their past salary history. You can take the course on line by going to AAUW.org and typing in Work Smart.

The picture you see is the business card was designed by one of the Oakland-Piedmont members. We were given them when we showed up to walk in the Oakland Women's March on January 19th. I spent my time at the march talking to young women who were employed and telling them about this course that they can take on line for no cost.

If you have female relatives or friends who are working, please tell them about the course and take it yourself to see what our great organization is doing for the women in our country. Women are still paid way under what their male counterparts earn. AAUW's goal is to have EQUAL PAY by 2030. They need our help to achieve this goal.



MAJOR GIFTS, Liz Bathgate

As many of you know, I am on the National Legacy Circle Team. In that capacity, I am encouraged to inform our members of ways that you can leave a legacy to AAUW.

One way is to use your IRA as a Major Gift and Planned Giving Tool. Most people consider IRA as just an investment, but it is more than that. You can keep your stocks, mutual funds, bonds and other assets in them and enjoy the benefits gained from them. IRAs can also be used as a charitable tool to start a legacy with your favorite charity. They can be used as a major gift tool as well as a planned giving tool. Personally, I gift my required minimum distribution each year to the charities of my choice, including AAUW. This saves me from getting taxed on these distributions as income. Another way you can use your IRA is to name a charity as a beneficiary of the IRA or a portion of it. By doing that your estate and heirs could bypass the tax concerns with inheriting an IRA.

If you want more information on this, please contact Liz Bathgate.

TITLE IX

Thanks to the Trump Presidency and his war on women, Title IX is being threatened. Betsy DeVos, our Secretary of Education has her department working to systematically dismantle Title IX protections. After rescinding critical guidance documents in September 2017, the department has now announced a plan to make sweeping changes to Title IX's regulations which would have significant implications for students' civil rights for federal enforcement of the law.

The two documents that were rescinded had provided much-needed clarification about what Title IX requires schools to do to prevent and address sex discrimination in educational programs. Specifically, these documents gave critical guidance to schools about their legal obligations under Title IX to respond promptly and fairly to allegations of sexual assault and set forth guidelines for how to handle these allegations.

Thanks to All who attended the Fellowship Luncheon on February 2nd...

This was a great success with over 40 women in attendance from three branches. The speaker was Liz Bathgate's Fellow Louise Ly who is studying at U.C. Berkeley for a PHD in Sociology.

Louise was born in Santa Clara to parents who were refugees of the Vietnam War and immigrated to the U.S. in the late 70's. In an undergraduate course at U.C. San Diego she learned that social inequalities are driven by historical, structural, and institutional forms, not by individuals' shortcomings. As a young, queer woman of color facing some of these obstacles in her everyday life, she found sociology deeply relevant to her on a personal level.

When she graduated with honors from San Diego she thought about teaching, but having explored issues on identity, belonging and social norms, she decided to pursue a PHD.

Her passion for research had been sparked and becoming a professor at a large public research university would enable her to combine these interests and her desire to teach and mentor diverse students.

Her research involves studying interracial couples. She showed slides about her studies with these couples and described how their interactions with their children might be different than a couple who were not racially mixed.

FUTURE PROGRAM:

Jennifer Koney, who is a member of our branch and very involved in the Climate Crisis that we all face, is presenting a program where we will show the movie "The Reluctant Radical".

This movie is about an activist, Ken Ward, who confronts his fears and puts himself in the direct path of the fossil fuel industry to combat climate change. The film reveals both the personal costs and the fulfillment that comes from following one's moral calling - even if that means breaking the law. The film follows Ken through a series of direct actions, culminating with an action that shuts down all the U.S. tar sands oil pipelines and threatens to put him behind bars for 20 years.

We will have a lively discussion after the film is shown.

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.

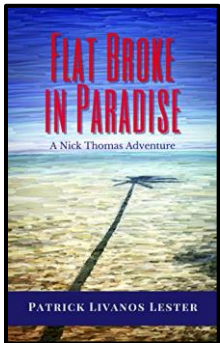
GET WELL SOON!

We all send our best wishes to Pat Mascata for a speedy recovery from recent hip replacement surgery. Pat, we need you to get back to planning the wonderful ethnic dining out adventures we've been enjoying this year!

DRAMA READING: EVERYONE IS WELCOME!!

This month on February 21st at 1pm we will be reading *Isn't it Romantic*, written by Wendy Wasserstein. This play is a brightly witty, trenchantly observant contemporary comedy. It follows the lives of two very different women thru fast moving series of inventive, alternately hilarious and touchingly revealing scenes. The play explores their parallel stories with uncommon wit and wisdom resulting in a heightened awareness of their goals toward achieving maturity.

BOOK CLUB



Patrick Lester's recently published novel, *Flat Broke in Paradise* is our third group read this year. Patrick, son of Genie Lester, longtime member of the branch, will lead the discussion via Skype. The novel is a fascinating story of mystery and adventure in the Bay Area as well as in the South Pacific.

We will meet at Genie's home, 22516 Charlene Way, Castro Valley, on Monday afternoon, February 18th, from 2-4. Refreshments will be served.

If you are new to the group, or if you are a regular member who cannot attend or plan to bring a guest, please contact Genie at 581-8172 or by email at kenandgenie@yahoo.com. Your courtesy helps our hostess plan refreshments and seating. Thank you.

Our March meeting will be a review of Doris Kearns Goodwin's latest bestseller, *Leadership in Turbulent Times*. Ruth Rymer will discuss this brilliant study of four presidents, Abraham Lincoln, Theodore Roosevelt, Franklin D. Roosevelt and Lyndon Johnson. These four men were faced with serious challenges to the very structure of our nation and lead the country with skill to bring positive changes that benefited all Americans.

Our next group read will be in April when we'll discuss Helene Cooper's autobiography of growing up as part of the elite in Liberia, *The House at Sugar Beach*. Barbara Jones will facilitate the discussion.

All members of the branch are welcome to join these afternoons of friends, books and discussions.



“Hi branch members. I hope you will vote for one of my two photographs titled "Cactus Flower" and "Half Dome in Yosemite" in the AAUW Art contest for AAUW notecards. Thanks for your consideration, Nancy Turner”

As women we hear a lot about the gender gap — in salary, in leadership roles, in math and science fields. But one of the most long-standing gaps exists in the art world. For centuries, women artists were not encouraged or even recognized. The few who broke through were discredited simply because they were not men.

Things have changed, but a wide gap persists: Only 30% of artists represented by commercial galleries are women, and women working in arts professions are paid almost \$20,000 less per year than men. This is what motivates AAUW to host an annual art contest: Our goal is to give women artists the attention they deserve.

The winning entries will be featured in a collection of note cards mailed to AAUW members in the spring. To view this year's entries, like Nancy's, read the contest rules, or submit your own art work by February 7, 2019 click on the link below. The contest winners are chosen by AAUW members across the country. You must be an AAUW member when voting opens. The voting period for 2019 is **February 12th – 26th**. Members may vote ONE time for their 10 favorite entries.

<https://www.aauw.org/contests/>