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the Shareline

March 2019



Hayward/Castro Valley
Branch

www.hcv-ca.aauw.net

PRESIDENT'S MESSAGE

Hello Branch Members. Rain, rain go away, come again another day! It's been one of the wettest Februarys in a long time, but the deluge we endure now could mean a drought-free summer. Meanwhile, I have just three things to bring to your attention this month, and they are all action oriented.

1. 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.

Recently, the Paycheck Fairness Act advanced out of the House Education and Labor committee! Thanks to the voices of AAUW advocates like you, Congress has made this critical pay equity legislation a top priority. You've heard the statistics — women working full time in the United States are typically paid just 80 percent of what men are paid, and for many women of color, the gap is even wider. Despite federal and state equal pay laws, the gender pay gap persists. But Congressional action can help change this. The bill now moves to the House floor — contact your members of Congress today and urge them to swiftly pass the Paycheck Fairness Act! To sign up, click on the following link to get started right away. <https://www.aauw.org/what-we-do/public-policy/two-minute-activist/>

2. Take Work Smart Online <https://salary.aauw.org/>

Have you ever started to read an article in the New Yorker magazine and finish it two hours later! I have. Then I lift my head, feeling a bit stiff from sitting for so long, but I'm so much more informed. You can be informed and engaged for under two hours when you take the online Work Smart course offered by AAUW. Before you back away because you aren't working any longer, think about all the women you know who are working and the potential members we can garner by promoting the free workshop. The best way to promote the course is to take the course — it's free — it's online — it's engaging. Please make the time to log on. National is tabulating the number of people taking the course in each zip code. Here's a free way for us to put our branch on the map. Let's aim for all our members to take the Work Smart course. Also, share the link with other women in your life. Time on the course can equal \$\$\$ in their income. To begin go to <https://salary.aauw.org>

3. Serve as H-CV Branch leader

H-CV is as vibrant as its leadership. We have benefited from the capable leadership of many of you over the years, and now is your opportunity to come to the Board as an officer or support person. Your expertise, commitment to AAUW, and loyalty to the branch make you a natural. The expectations are clear, the time commitment is minimal, and the rewards are priceless. Please contact Linda Slater (slaterl@sbcglobal.net) or Liz Bathgate (lbbathgate@att.net) about serving as an H-CV leader. We will all be glad you did.



LAF EXPRESS



Legal Advocacy Fund Adopts a New Case: Jane Doe, et al v. Howard University

Jane Doe, et al v. Howard University is a case involving six current and former Howard University female students (Jane Does) who reported sexual assaults in 2014, 2015, and 2016. They allege that these assaults were committed by male employees and students at the university.

The six Jane Doe students filed their claim against Howard University in the U.S. District Court for the District of Columbia. The students asserted that they experienced discrimination in violation of Title IX of the Education Amendments of 1972, which prohibits sex discrimination in education, requiring that schools prevent and remedy known sexual harassment and violence to ensure that students can learn in a safe environment.

The Jane Does maintain that Howard University acted with deliberate indifference to their complaints of sexual assault when the school failed to respond to their requests for information about their cases, and their pleas for support, remedial measures, and academic accommodations. They also claim that Howard violated Title IX by failing to promptly investigate their complaints of sexual assault, ignoring the university's own policy prohibiting sex discrimination, and instead took actions which made them vulnerable to further harassment or assault.

Title IX stipulates that schools must act when they learn about incidents of sexual harassment and that students should not have to endure repeated sexual assaults before the school intervenes. Yet, an increasing number of universities across the country have asserted that they do not need to respond to reports of sexual misconduct unless a student experiences a subsequent incident of harassment or violence.

In 2018, AAUW signed on to two amicus briefs that address Title IX liability based on universities' deliberate indifference: *Weckhorst v. Kansas State University* and *Kollaritsch v. MSU Board of Trustees*. Cases like these, as well as *Jane Doe, et al v. Howard University*, are significant to the protections of students' Title IX rights and to AAUW's mission to ensure students can access education free from sex discrimination.

Come to the International Women's Day Event – Flyer on Next Page

Friday, March 8, 2019 5:00 – 8:00 PM
Hayward City Hall
777 B Street, 2nd Floor
Hayward, CA 94541

Join us for an evening of dynamic speakers, networking and fellowship in celebration of International Women's Day. The program speakers will explore how education transforms the lives of women and girls. Co-sponsored by Dining for Women, City of Hayward, League of Women Voters Eden Area, AAUW Hayward/Castro Valley Branch, HUSD, Eden Area Interfaith Coalition, and Hayward-Ghazni Sister City Committee.

Speakers

- **Pooja Rathaur**, Student, Mount Eden High School. "Why, Because I am a Girl"
- **Dr. Karen Hossfeld**, Ph.D., Department of Sociology & Sexuality Studies, SFSU. "Who Do We Teach Girls to Be? Gender Socialization and Social Change"
- **Najia Karim**, BS, M.Ed., RD, Director of Cultural Society of Afghan Women and Founder of Armaghan Foundation. "Afghan Women's and Girls' Achievements through Education"
- **Daniel Perlman**, Ph.D., Director for Girls Programming and Evaluation, OASIS Initiative, UC Berkeley. "Pathways to Choice: Delaying Marriage through Girls' Education in Rural Niger"

The event is free and open to the public. Free parking and close to Hayward BART.



International Women's Day

Education Transforms the Lives of Women & Girls

Join us for an evening of dynamic speakers, networking, and fellowship in celebration of International Women's Day, Hayward Style

Friday, March 8, 2019

5 PM to 8 PM

Hayward City Hall

777 B St. 2nd Floor

Hayward, CA

Free Event - Free Parking

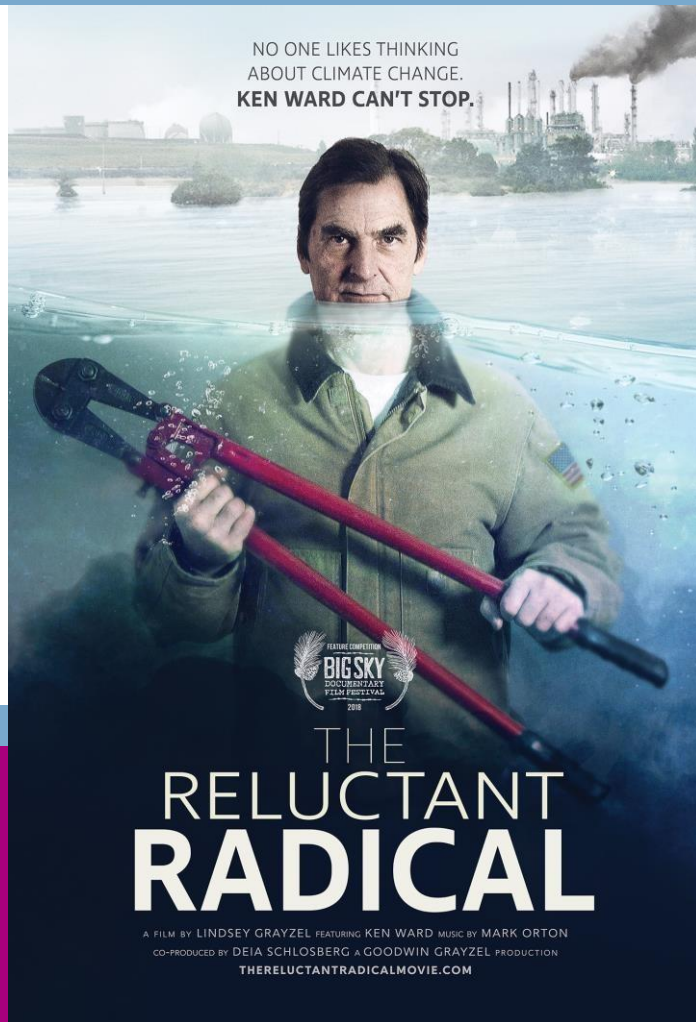
RSVP: <https://international-womens-day-hayward-tickets.eventbrite.com>

For more information: west1@diningforwomen.org



Join us for a special EARTH DAY film screening

THE RELUCTANT RADICAL



THE RELUCTANT RADICAL follows activist Ken Ward as he 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 also the fulfillment that comes from following one's moral calling – even if that means breaking the law.

When: Saturday, April 20th
1 to 3 pm

Where: Castro Valley Library
3600 Norbridge Ave
Castro Valley, CA

Film screening followed by a discussion panel.

www.aclibrary.org

Location is wheelchair accessible. For other accommodation, please contact the library at least 10 working days prior. Voice (510) 667-7900 / TTY 888-663-0660.





More Momentum in 2019 for Passage of the ERA

The Equal Rights Amendment (ERA) to the U.S. Constitution would guarantee constitutional equality between men and women — a concept a majority of Americans agree is necessary. First proposed in 1923, the ERA was ratified by 35 of the necessary 38 states by 1977. However, Congress imposed a deadline to complete ratification by 1982. In 2017 and 2018, Nevada and Illinois became the 36th and 37th states, respectively, to ratify the ERA. Now several states are striving to be the 38th. A particularly robust campaign is underway in Virginia where AAUW of Virginia advocates are leading the charge. If Virginia, or another state, ratifies the amendment further action from Congress would be necessary to complete the process.

Meanwhile, other states are working to add similar protections to their state constitutions. In January, with the support of AAUW of Delaware members, Delaware lawmakers amended their state constitution to include: “Equality of rights under the law shall not be denied or abridged on account of sex.” A similar measure is moving forward in the Minnesota legislature.

States and Localities Rush to Introduce Pay Equity Bills in 2019 Sessions

With legislative sessions underway in almost every state, lawmakers are introducing a bevy of pay equity bills. At least 36 states have bills seeking to close the gender pay gap. Some executives at the state and city levels have already implemented new protections — Atlanta Mayor Keisha Lance Bottoms just announced that applications for jobs with the city would no longer include a question about a candidate’s prior salary in previous positions. Meanwhile, Wyoming became the first state to enact a law in 2019; it increases fines and penalties for employers who pay discriminatory wages.

LEGISLATION

Paid Leave Programs are a Priority in Many States

During the 2019 state legislative sessions, at least half of all states have introduced bills to institute or expand a paid leave program to help workers care for a newborn or ill family member. To date, four states — California, New Jersey, New York and Rhode Island — have paid family and medical leave laws in place, and Massachusetts, Washington, and Washington, D.C. will soon join their ranks. Studies of the existing programs show that they help families care for children and relatives, allow mothers to breastfeed longer, and reduce the use of nursing homes. It is no wonder that these programs are politically popular. In fact, New Jersey Gov. Phil Murphy (D) is expected to sign a bill that would expand his state’s already successful program.

LEGISLATION,cont...

New York Expands Access to Reproductive Care as Other States Threaten to Backtrack

Legislation pertaining to health care access, specifically the right to access reproductive health care such as abortion, has been in the spotlight in the first few weeks of state legislative sessions. In New York, Gov. Andrew Cuomo (D) signed the Reproductive Health Act into law on the anniversary of Roe v. Wade in January. The law codifies and expands upon Roe v. Wade, ensuring that women can access abortion care later in pregnancy when their life or health is at risk and when the fetus is not viable, and protecting the doctors who provide that vital care. Meanwhile, a district court judge in Iowa declared a state law — which would have banned nearly all abortions after a fetal heartbeat is detected — unconstitutional. The decision recognizes that the fundamental right to safe and legal abortion cannot be legislated away. The Iowa bill was not the first of its kind, similar bills and laws have been vetoed by governors or struck down by the courts in Ohio, North Dakota, and Arkansas. Just this year, lawmakers in several states are once again introducing bills to put in place these onerous restrictions even though they keep ultimately failing. Experts predict that the trend will continue in an effort to elicit a circuit split (federal circuit courts giving different rulings on an issue) and push the U.S. Supreme Court to take up the issue.

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.

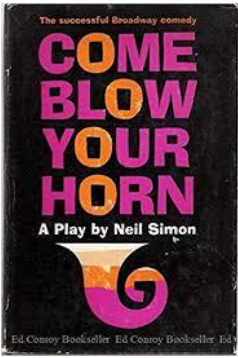
Honor for Penny Peck

Penny, who is a member of our branch, is being honored at Bill Quirk 's Annual Woman of the Year Celebration for her dedication to Education over the years.

She has been a children's librarian for more than 30 years and is currently a member of the San Lorenzo School Board where she has served since 2012 . Since 2002 she has been a part-time instructor at San Jose State University, specializing in classes on children's and tween services and programming. She has written three books on children's services.

She is very active in the League of Women Voters and in our branch serves with me each year to pick the Chabot College student who we send to NCCWSL.

Congratulations Penny on an honor well deserved!!



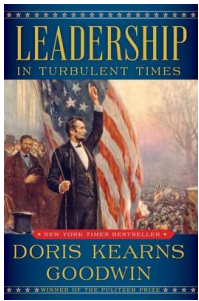
DRAMA READING: EVERYONE IS WELCOME!!

The play for March 21st will be "Come Blow Your Horn by Neil Simon. We will meet at 1pm at Liz Bathgate's home.

The play is about Alan Baker's younger brother, Buddy, who shows up one day after finally moving out of their father's home. His older brother lives in a luxurious Manhattan apartment and is a swinging, girl-chasing bachelor who prefers his carefree life alone. Buddy quickly adopts Alan's lifestyle, while their father, Harry, grows frustrated at the irresponsibility of his sons.

It should be a great read and dessert will be served.

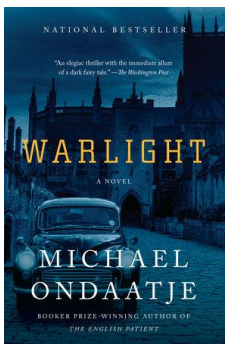
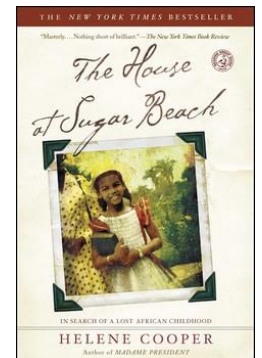
BOOK CLUB



The March meeting of the branch book group will be on Monday afternoon, 2-4, March 18th at the home of Margaret Hankle, 2244 Heathrow Pl., San Leandro. Ruth Rymer will review the latest bestseller by Doris Kearns Goodwin, Leadership in Turbulent Times. The book is a brilliant study of four men, Abraham Lincoln, Theodore Roosevelt, Franklin D. Roosevelt and Lyndon Johnson, were were President of the United States in times which threatened the very existence of the nation. All four are examples of creative, intelligent leadership as they dealt with turbulent issues. Refreshments will be served.

If you are a regular member of the group and cannot join us, or are bringing a guest, please call Margaret at 667-9556. Your courtesy helps our hostess plan seating and refreshments. Thank you.

We'll have a group read in April. Barbara Jones will facilitate a discussion of Helene Cooper's autobiography, House at Sugar Beach. Helene is currently a reporter for the New York Times covering Washington, D.C. She was born and raised in Liberia where her family was part of the elite "Congo" class. Read the fascinating, well-written book and come join in what promises to be a dynamic discussion.



Our meeting in May, the last of the current year, is another group read, Michael Ondaatje's bestseller, Warlight. Brenda Senturia will facilitate the discussion.

More on future meetings will be coming later.

Looking forward to seeing you at all of these three meetings. All members of the branch are welcome.



The Power of Leaving a Legacy

Making a planned gift to AAUW is an easy way to make a real impact and leave an enduring legacy that will benefit AAUW long into the future. Planned gifts—or bequests—are gifts that you designate in your will, estate, or trust.

Benefits of Planned Giving

- Planned gifts afford you flexibility to provide for your family and support AAUW.
- Certain planned gifts may reduce estate or capital gains taxes.
- Planned gifts need not affect your cash flow during your lifetime.
- Certain types of planned gifts allow you to support AAUW while also providing income for the rest of your life—or a fixed income for a loved one.
- The joy of knowing that your legacy gift will sustain AAUW's programs for years to come is the ultimate benefit!

Join the Legacy Circle today and make a real impact in the fight for fair pay, education and training, women's leadership opportunities, and economic security. There is no minimum gift requirement to join the Legacy Circle, and it's a great way to ensure that your wishes will be honored now and in the future.

AAUW
Legacy Circle