

August 2019



Empowering women since 1881

The Shareline

President's Message

Hello Members. I hope you are having a wonderful summer, enjoying family and friends, vacationing to places far and wide, and just relaxing a bit. This month, I'll highlight AAUW's strategic priority of Economic Security.



ECONOMIC SECURITY and THE PAYCHECK FAIRNESS ACT

Good News on the Economic Security front, a top strategic priority for AAUW. On March 27, 2019, House Democrats, and 7 Republicans, easily passed the **Paycheck Fairness Act** — their latest in a long series of attempts to make sure women and men are paid equally. The final vote was 242-187. The bill's author Rep. Rosa DeLauro (D-CT) first introduced the bill in 1997. "It's a very simple concept: Men and women in the same

job, with the same experience and education deserve the same pay," says DeLauro. Unfortunately, a gender pay gap has long existed; women who work full time in the United States make, on average, 82 cents for every dollar their male counterparts make. California fairs a bit better. Click here to see how each States measures up: <https://www.aauw.org/resource/gender-pay-gap-by-state-and-congressional-district/>

Why it's taking so long for Congress to do something about the gender pay gap? It's the 11th time DeLauro (D-CT) has brought up this bill, and its second time passing the House of Representatives. A number of things have hampered the bill's progress, most notably the number of years Democrats spent out of the majority. But other impediments include delays while the courts figured out how to interpret the original 1963 law, according to Vasu Reddy, senior policy counsel for the National Partnership for Women and Families. DeLauro, Pelosi, and other Democrats recognize the time is ripe to press the issue again. Equal pay for equal work is having a renewed moment, especially in the wake of the #MeToo movement. Click for Quick FAQs about the Paycheck Fairness Act: <https://www.aauw.org/files/2019/03/Quick-Facts-Paycheck-Fairness-Act-March19-nsa.pdf>

What can you, as an AAUW member do to support this important piece of legislation?

(1) Sign up as a *Two-minute Activist* to support important issues like gender equity. Encourage the Senate to pass the legislation. Your voice counts. <https://www.aauw.org/what-we-do/public-policy/two-minute-activist/>.

(2) Encourage women, still in college, working or even retired to take the online Work SMART workshop on salary negotiation. The workshop is designed to help you negotiate for a new job, a raise, or a promotion. Together AAUW and LUNA Bar have championed a goal to train 10 million women in salary negotiation by 2022. Watch their video and register for the course. <https://salary.aauw.org/luna/>

(3) Support local businesses that champion Equal Pay policies. Companies like LUNA Bar, Starbucks, Accenture and L’Oreal are creating best practices and how to’s for themselves to ensure their hiring practices are fair and based on experience and education, regardless of gender. This article is from 2016, but still relevant. <https://www.diversitybestpractices.com/how-companies-are-achieving-pay-equity>

Annual Volunteer Recognition

Tuesday, October 8, 2019 at 6 pm in the St. Rose Hospital Grand White Tent is the 42nd Annual Volunteer Recognition and Awards Dinner. The Hayward-Castro Valley Branch will honor Rebecca (Becky) Bell as our “Heart of Hayward” for her outstanding editorial ship of the *Shareline* for the past two years. Becky surrendered her commitment to focus on her teaching career and education. We wish her all the best and thank her profusely for her time and talent as our *Shareline* editor. Please plan to come and help us honor her. More to follow regarding ticket sales.

Linda Slater,
H-CV Branch President

Public Policy

AAUW 2019 – 2021 Public Policy Priorities: Adopted in May 2019 the AAUW National priorities inform state and local action. Biennial priorities for national action are chosen according to the criteria of viability, critical need, strong member support, and potential for distinctive AAUW contribution or leadership. *The Public Policy Priorities underscore AAUW’s mission to advance gender equity for women and girls through research, education, and advocacy.* Based on the National Board’s adoption of the 2018 strategic plan for AAUW, national public policy priorities are focused first on our major areas of focus: education and training, economic security, and leadership.

To support a strong system of public education that promotes gender fairness, equity, diversity and inclusivity, and to address the barriers and implicit biases that hinder the advancement of women and girls, AAUW advocates

- Vigorous enforcement of Title IX and all other civil rights laws pertaining to education

- Adequate and equitable funding for quality public education for all students
- Opposition to the use of public funds for nonpublic elementary and secondary education and to charter schools that do not adhere to the same civil rights and accountability standards as required of other public schools
- Increased support for and protection of programs that meet the needs of girls and women in elementary, secondary, and postsecondary education, including strong promotion of science, technology, engineering, and math (STEM) education and comprehensive sexual health education
- Increased support for and access to affordable higher education for women and disadvantaged populations
- Support for practices that halt the flow of students from schools to prisons, including reforming school disciplinary practices that disproportionately punish girls and students of color

To achieve economic security for all women, AAUW advocates

- Pay equity and fairness in compensation and benefits
- Equitable access and advancement in employment, free from systemic barriers and biases, including vigorous enforcement of employment discrimination statutes
- Closing the gender and race gaps in leadership opportunities for women of all backgrounds
- Greater availability of and access to a high standard of benefits and policies that promote work-life balance, including quality and affordable dependent care and paid family, medical, and sick leave
- Programs that provide women with education, training, and support for success in the workforce, including nontraditional occupations and women's entrepreneurship
- Strengthening programs, including welfare and career and technical education, to improve postsecondary education access, career development, and earning potential
- Strengthening retirement benefits and programs, including pension improvements and protecting Social Security, Medicare, and Medicaid from privatization
- Access for all women to the full range of health care services to ensure economic security
- Increasing the number of quality jobs that pay a living wage

To guarantee equality, individual rights, and social justice for a diverse and inclusive society, AAUW advocates

- Vigorous enforcement of and full access to civil and constitutional rights, including affirmative action and expanding voting rights
- Self-determination of one's reproductive health decisions
- Universal access to quality, affordable health care and comprehensive family planning services, including expansion of patients' rights
- Freedom from violence and fear of violence, including hate crimes, in homes, schools, workplaces, and communities
- Support for U.N. programs that address human rights and women's and girls' concerns
- Freedom in the definition of self and family and a guarantee of civil rights for all family structures
- Passage and ratification of the Equal Rights Amendment

Download the 2019-2021 Public Policy Priorities

AAUW's Public Policy Priorities can be downloaded and printed for reference or use at events.

<https://www.aauw.org/files/2019/06/Public-Policy-Priorities-2019-2021-nsa.pdf>

Healthy Aging Month



September is Healthy Aging Month: This national health promotion is designed to broaden awareness of positive aspects of aging and to provide inspiration for adults, ages 50+, to improve their physical, mental, social and financial health. The campaign is developed and produced by Educational Television Network, Inc (ETNET), a non-profit corporation based in Pennsylvania. For further information, check out the website at <https://healthyaging.net/>.

Whether you want to subscribe or not, there is a plethora of additional websites focusing in on healthy aging like AARP and Scientific American. In addition, Stanford Medicine offers a free online, 8-part, healthy aging course to help you identify areas where your personal life-style choices can improve your longevity. Take the course here <http://med.stanford.edu/healthyagingclass.html>

Sometimes we think it's a no-brainer, but it takes some work and consistency to stay fit and healthy. Keep at it!

Upcoming events



Book Club

When: Monday, September 16, 2-4 pm

Where: Olive Riley-Steward's home

After a summer of catching up on favorite reading activities, branch book group members will begin a new season of sharing those books and enjoying pleasant afternoons with good friends. Members will briefly share a book they recently enjoyed and, the group will select four books as group reads over the year ahead. Those who wish to review a favorite book will have the opportunity to sign-up and select a date for the review. Refreshments will be served.

All branch members are welcome to join this always-enthusiastic branch interest group which meets the second Monday of each month, except in December, June, July, and August. If you wish to join us or have questions, please call or email Barbara Jones at bb_jones@pacbell.net.

If you are a regular member but cannot come on September 16, please let Barbara know. Keeping our hostess informed about attendance helps her plan refreshments and seating. Your courtesy is appreciated.

Further details about this meeting will be sent to all group members a week before September 16. Looking forward to seeing you there as we organize another fine year of books and friendships.



Drama Reading

When: October 17, 1:00pm

Where: Liz Bathgate's home

We will resume reading our plays starting in October (on the third Thursday of each month). We read a new play each month, and all of us gets a chance to read one or more parts depending on how many come each time. We always end with a great dessert created by one of our members.



Welcome and Welcome Back: Catch up with friends and meet new members at our fall Ice Cream Social. We will also hear from the 7 Tech Trek Campers about their amazing camp experience and how Tech Trek changed their lives.

Ice Cream Social



TECH TREK

Come meet the Trekkers and hear about their adventures in camp

DATE: Saturday, September 28, 2019

WHERE: Faith Lutheran Church
20080 Redwood Road, Castro Valley

TIME: 2 pm to 4 pm

RSVP: Judy Harrison:
jharrison663@comcast.net





Gianni's
ITALIAN BISTRO



TIPS FOR CHANGE EVENT

Benefitting



MONDAY, AUGUST 19
Reservations
Available Between
5:00 and 8:00 PM

Tech Trek is a one-week STEM (Science, Technology, Engineering, and Mathematics) camp for 7th grade girls. They live in dorms as college students and participate in challenging hands-on STEM-related activities throughout the week. AAUW* of California founded Tech Trek in 1998 to encourage girls to develop interest, excitement, and self-confidence in STEM fields.

This Tips for Change event will support girls selected to attend Tech Trek camp in summer 2020. Volunteers and supporters of AAUW* will be your servers for the evening. Enjoy a wonderful dinner and support a worthy cause.

Call (925) 820-6969 for reservations!
or go to: yelp.com

* The mission of the American Association of University Women (AAUW): Advancing equity for women and girls through research, education, and advocacy. AAUW is the nation's leading voice promoting equity and education for women and girls. Since our founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day – educational, social, economic, and political.

2065 San Ramon Valley Blvd. San Ramon, Ca. 94583
www.giannissanramon.com ● 925-820-6969

Donate a Decorated Basket



Please donate decorated baskets (theme of your choice) for the raffle at the Tips for Change event. Last year, we raised \$500 from the raffle. Proceeds will support girls selected to attend Tech Trek STEM Camp in 2020.

To donate a basket, please contact Dee Butner at kinder55@aol.com or (510) 537-8541

Membership



Thank you for renewing your membership for this year. If you have not sent in your \$94.00 in dues, please do so soon. Renewing your membership soon will ensure you are included in the membership roster.



Hayward/Castro Valley Branch
www.hcv-ca.aauw.net