



2020-2021 Annual Branch Planning Meeting

Make your voice heard. Be part of developing programs and events that align with the AAUW strategic plan, and other initiatives, to foster the organization's mission of advancing gender equity for women and girls.

Due to sheltering in place safety policies, which are anticipated to last into the summer, the Board has decided to hold our annual planning meeting via Zoom.

Saturday, July 11, 2020

9:30 am – 12:30 am

Presenting the AAUW 5-Star Program



Please log on 10 minutes before the meeting using this url:

<https://us02web.zoom.us/j/4223722135?pwd=R1p6ZnN5TVJrZW1aRjE3aTVlL2MvZz09>

Meeting ID: 422 372 2135 Password: AAUW0720

You can also call in by phone: 1-669-900-6833

If you are new to Zoom, please download it (for free!) before the meeting:

<https://zoom.us/>

Research the 5-Star Program at:

<https://www.aauw.org/resources/member/initiatives/5-star-program/>

President's Message

Hi Branch Members. On May 12th, I attended an Equity Network event on Zoom "State Legislators Round Table" featuring a male, Republican legislator from Oregon, and three female, Democratic legislators from Arizona, Florida and Ohio. To watch the events in its entirety, click here: <https://youtu.be/GAHzArjDDTc> The panelists discussed the issues, problems, and hopes for their States as a result of COVID-19. The message from all: get out to vote; get involved in your community response and governance; and support the front-line workers by following the health care guidelines to ensure all of us can get back to work, school and play as safely as possible. AAUW has been pro-active in scheduling **informational online forums** each week on a variety of topics. I send them along as soon as I get the notice, so you can register to participate. Check out upcoming and past events at <https://www.aauw.org/resources/events/equity-network/events/>

I hope many of you have had an opportunity to stay connected to friends and family during this prolonged shelter in place order. I attended the AAUW CA annual meeting, via Zoom, a tool we may be using for a while yet. Highlighted were several branches who had outstanding mission-based programs in 2019. It got me thinking. Our **Branch Planning Meeting will be on Saturday, July 11, 2020 from 9:30 am – 12:30 pm via Zoom**. I will introduce the AAUW Five Star Program, a recognition program that rewards branches for aligning their work with the AAUW mission of advancing equity for women and girls. A star is given for actions and events in each of five (5) areas: **Programs; Advancement; Communications; Public Policy; and Governance**. I'm excited to share it with you and hope you'll attend to hear and see all about it. Planning events, programs, and fundraisers is an important task for any organization. Especially those like ours that are raising funds to support our efforts for Tech Trek, local scholarship to the National Conference of Collegiate Women Student Leaders (NCCWSL), the Educational Foundation (EF), and the Legal Advocacy Fund (LAF). It takes the best and brightest minds to come up with ideas that are important, interesting, entertaining, and profitable. Not a small task.



SAVE THE DATE: Tuesday, October 6, 2020 at 6 pm in the St. Rose Hospital Grand White Tent for the 43rd Annual Volunteer Recognition and Awards Dinner. Our branch is honored to nominate Pat Macsata as our "Heart of Hayward" for 2020. Pat joined our Branch board in 2017, although she's been an AAUW member since 1997 and has been an ardent supporter for the advancement of women and girls in education and all aspects of American life since 1980. She immediately became an active and valued member, bringing her ukulele band to perform at our annual holiday party that first year. Since then she has authored donation letters to local Tech companies in support of Tech Trek, AAUW's summer camp for 7th grade girls; brought a local energy company to Castro Valley Library to present their new energy program; and coordinated on-going "dining out" events for branch members highlighting local ethnic restaurants. Pat's enthusiasm, energy, and spontaneity has brought needed vitality to our Branch. Please plan to come and help us honor her.

Upcoming events



Branch Book Group

The May 18th meeting of the branch book group was canceled due to the continuing sheltering in place and social distancing restrictions from the covid -19 pandemic.

Members will hopefully meet the third Monday afternoon, September 21st. Decisions about discussing these books in the autumn or starting a new season with new books, will be discussed. All have read the books scheduled for this spring: *Bad Blood: Secrets and Lies by a Silicon Valley startup* by John Carreyrou and Delia Owens' popular novel, *Where the Crawdads Sing*. The meetings to discuss those two were canceled due to the virus.

All members of the branch are invited to join these afternoons of books and friends. You are encouraged to come and help plan our new year.

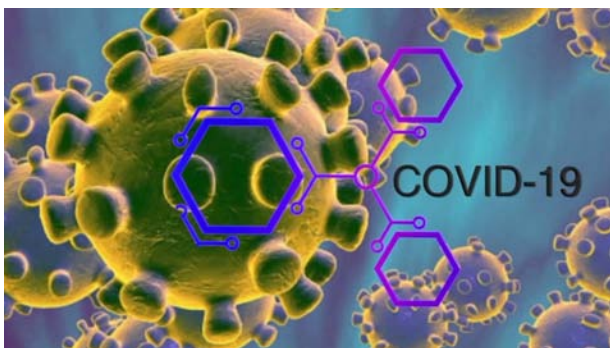
Details about the meeting will be sent out in the late summer.

Equity Network Events

April 16, 2020 - As part of AAUW's mission to advance equity for women and girls, the National team has put together a variety of webinars, on various topics, to inform and engage members while we shelter in place. Here's one regarding voting and voter rights.

Getting Out the Vote During a Pandemic

To watch click here: <https://youtu.be/iJlaiDCSCBs>



The COVID-19 crisis poses an unprecedented challenge to our electoral process. Learn about the pandemic's impact on voter access, gain key "get out the vote" and voter education resources, and identify priority policy issues facing women and families this election.

To view all of the webinar events hosted by the Equity Network visit their webpage at <https://www.aauw.org/resources/events/equity-network/events/>



HAYWARD CHAMBER OF COMMERCE

A dozen families of Winton Middle School students will benefit from a \$2,400 gift from Hayward's Zenith Engineers that will be used for needed groceries.

In the photo, Winton Principal Lisa Tess accepts a check from Zenith partner Vincent Yan. On the far right is company president Senthil Puliyadi and to the right of the principal is Zenith CEO Nikhil Choudhary. On the far left is Rebecca Bell, Puente English teacher, and HCV AAUW member, at Winton who will work with teachers and staff to acquire and distribute the food. The Hayward Education Foundation assisted in the effort.



GOOD NEWS – Great Plates Delivered

Governor Gavin Newsom has announced an exciting new plan in California to bring three nutritious meals a day to seniors in need, while providing meaningful work to those who have lost their jobs due to the coronavirus pandemic. The first program of its kind in the nation, **‘Great Plates Delivered’** will support struggling restaurants to rehire or retain staff, prepare the meals, and deliver them to those in need. Eligible seniors will be provided with 21 meals per week.

All of this will be accomplished through a partnership with the Federal Emergency Management Agency (FEMA), and state and local governments. FEMA will cover 75% of the cost, with the state picking up most of the remaining tab. Restaurants will be reimbursed at per diem rates of \$16 for breakfasts, \$17 for lunches and up to \$28 for dinners.

“This partnership will allow ... restaurants to start rehiring people or keep people currently employed and start preparing meals, three meals a day, seven days a week, and have those meals delivered to our seniors all throughout the state of California,” Gov. Newsom said. The state will also focus its resources on helping local growers. “We want to make sure we are focused on locally produced produce,” Newsom said. “We want to connect our farms to this effort. We want to focus our values throughout the state of California to get a lot of independent restaurants up and running again as well and have a diversity of options.”

If you or someone you know in California can benefit from this program, or if you would like to get involved in the relief efforts, more [information can be found here](#), on the state’s website.

Reprinted, in part, an article of May 9, 2020 by Michael Goonan of the Good News Network

<https://www.goodnewsnetwork.org/california-will-start-paying-restaurants-to-deliver-food-to-seniors-in-need/>



Public Policy

The American Association of University Women (AAUW) is proud to announce its gender policy agenda, which outlines our priority issues for the 2020 election season. As a non-partisan organization, AAUW does not endorse specific candidates, but throughout our 140-year history, we have been a staunch advocate for policies that improve the lives of girls, women and their families. Here's what AAUW would like to see implemented to advance gender equality in education and the workplace.

Economic Security

- 1. Ensure Equal Pay for Equal Work.** Women working full time still typically make 82 cents on the dollar as compared to men, and women of color experience even wider gaps. Policymakers need to close the stubborn gender and racial pay gaps.
 - **Federal:** pass the Paycheck Fairness Act, the Pay Equity for All Act and the Fair Pay Act. Implement regulations to help businesses identify and correct biased pay practices, such as collecting wage data aggregated by sex and race.
 - **State and local:** states should identify holes in existing laws and work to fill those gaps. Municipalities should enact salary-history bans and require wage-data collection.
- 2. Implement Paid Leave and Paid Sick Days.** Unlike the majority of developed countries worldwide, the U.S. does not guarantee paid time off for illness, family care or parental leave. Offering such paid time off would improve worker performance, benefiting employees, employers and the economy. Elected officials must adopt policies to give workers paid time off for illness and care giving.
 - **Federal:** pass the Family and Medical Insurance Leave (FAMILY) Act and the Healthy Families Act.
 - **State and local:** states should establish paid leave programs or insurance laws for illness and care giving. Governors can enact policies providing protections to state workers if the legislature will not act. Municipalities should pass legislation providing protections to municipal workers if the state will not act.
- 3. Stop Harassment in the Workplace.** Instituting robust protections against sexual, racial and other forms of harassment in employment will lead to great economic security for women. Policymakers should prioritize policies that put workers first and allow everyone to do their

jobs without the threat of harassment or retaliation.

- **Federal:** pass the BE HEARD in the Workplace Act, the EMPOWER Act, and the Forced Arbitration Injustice Repeal Act.
- **State:** ban mandatory arbitration and nondisclosure agreements as a condition of employment, expand the workers covered by anti-harassment laws, and codify strong anti-retaliation policies.

4. **Raise the Minimum Wage and Eliminate the Tipped Minimum Wage.** Women comprise a majority of the low-wage workforce, and Black women and Latinas are significantly over-represented in the low-wage workforce. Elected officials need to raise the minimum wage to an adequate level to keep millions of families from living in poverty.

- **Federal:** pass the Raise Wage Act of 2019.
- **State:** pass legislation to raise the state minimum wage to \$15 per hour and eliminate the tipped minimum wage. Repeal any laws preempting localities from raising the minimum wage above the state level

5. **Close the Retirement Gap.** Because of such factors as the gender pay gap and time away from work for care giving responsibilities, women lose out on hundreds of thousands of dollars in earnings, making it difficult for them to accumulate savings. Lawmakers need to address the retirement wage gap by protecting Social Security and strengthening retirement benefits and programs, including pension improvements.

- **Federal:** maintain and strengthen current Social Security benefits, including full cost-of-living adjustments, guaranteed lifetime benefits, a progressive benefit formula, spousal and widow benefits and disability and survivor benefits.
- **State:** require employers to offer a retirement savings plan for workers or create a marketplace to facilitate plan assessments.

6. **Protect Pregnant Workers.** Pregnant workers are sometimes pushed out of their jobs unnecessarily, but simple reasonable accommodations could help protect their health and ensure that they could continue working to support their families. Lawmakers should support pregnant workers by ensuring that they do not have to choose between their own health or the job and income they need.

- **Federal:** pass the Pregnant Workers Fairness Act.
- **State:** establish protections for pregnant works so that they can access reasonable accommodations.

Education

- 1. Defend and Strengthen Title IX.** Since the passage of Title IX of the Education Amendments of 1972, schools have made significant strides in providing equal access to education. But barriers still exist, particularly for women and underrepresented populations. Elected officials must bolster the protections afforded by Title IX and faithfully implement and enforce this vital law.
 - **Federal:** pass the Hold Accountable and Lend Transparency on Campus Sexual Violence Act, the Patsy T. Mink and Louise M. Slaughter Gender Equity in Education Act (GEEA), the Tyler Clementi Higher Education Anti-Harassment Act, and advocate against regulatory action seeking to weaken Title IX protections and enforcement.
 - **State:** enact laws that align with the statutory provisions and intent of Title IX, making it clear and easy for schools to support students in accessing their education.
- 2. Reduce Student Debt.** Women hold two-thirds of the nation's \$1.46 trillion educational debt. Policymakers should protect grant programs, champion tuition- and debt-free options and expand loan forgiveness programs.
 - **Federal:** protect and expand the Pell Grant Program, make loan repayment and forgiveness programs more accessible to borrowers and address the costs students face beyond tuition by supporting programs like the Child Care Access Means Parents in School (CCAMPIS) program.
 - **State:** enact loan repayment and forgiveness programs, increase need-based grant aid, and create "promise" programs that cover tuition and non-tuition expenses so the neediest students can succeed.
- 3. Expand Opportunities for Women and Girls in STEM.** Careers in science, technology, engineering and math (STEM) are rapidly growing, but bias and discrimination inhibit women and girls from pursuing these fields. Lawmakers should help battle implicit and explicit bias by promoting programs that increase women's participation and advancement in STEM education and careers.
 - **Federal:** pass the STEM Opportunities Act.
 - **State:** establish grants and programs that encourage women and minorities to pursue STEM education and training.

Foundational Rights

- 1. Expand and Protect the Right to Vote.** Voting discrimination is a threat to the very foundation of our democracy. Ensuring the right to vote is a prerequisite to establishing all the other policies AAUW advocates. Elected officials must protect and expand voting rights.
 - **Federal:** pass the Voting Rights Amendment Act.
 - **State:** establish automatic voter registration, promote early and online voting, institute voting modernization measures, support criminal re-enfranchisement and end partisan gerrymandering by creating nonpartisan redistricting procedures.
- 2. Ensure Access to High-Quality Healthcare.** It is critical to women's economic security to have access to high-quality, affordable healthcare, including reproductive health care and family planning, and to have the control over such decisions. Policymakers must ensure all people have equal access to such care.
 - **Federal:** pass the Women's Health Protection Act and protect the Affordable Care Act.
 - **State:** expand access to health care, specifically reproductive health care, and states that have enacted harmful policies must roll them back.
- 3. Ratify the Equal Rights Amendment.** The Equal Rights Amendment (ERA) would guarantee constitutional equality between men and women — a concept the majority of Americans agree is necessary and that most people believe is already codified. Lawmakers should ratify the ERA to ensure that advances we have made in women's equality are not changed or revoked.
 - **Federal:** pass the joint resolution removing the deadline for ratification of the ERA or support the language of the ERA as a new amendment.
 - **State:** ratify the ERA if your state has not already done so and pass a state-level ERA (California has ratified).

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 510.538.0516 or by email at bb_jones@pacbell.net. *Let's let our friends know we care.*

