



## Serve on a Selection Panel

Would you like to contribute to women's advancement in education and the workplace? You can help by becoming a member of the AAUW Funds selection panel responsible for finding recipients of our Fellowships and Grants programs.

**WHO:** We seek panelists for our American Fellowships, Career Development Grants, Community Action Grants, International Fellowships and Selected Professions Fellowships.

**WHAT:** Panelists review applications in an online process to recommend awardees to the AAUW Board of Directors. They may be asked to participate in teleconferences to discuss candidates.

**WHEN:** Panelists' terms are two years and begin January 1 of each year.

**HOW:** Prospective panelists must complete an application form by **October 31**. Forms submitted after that date will be held for future appointments.

**REQUIREMENTS:** **American, International and Selected Professions** panelists should have a doctoral or professional degree and be currently employed in one of the following fields: anthropology, architecture, art/art history, biological sciences, botany/ecology, business administration, chemistry, computer science/IT/MIS, economics, education, engineering, English language/literature, foreign language/literature, history (U.S., European, or world), journalism/communications, law, linguistics/ESL, medicine, musicology, physical sciences,

physics, political science/international relations, psychology, public administration, or sociology.

**Career Development and Community Action** panelists should have experience in grant writing and/or grant administration, including evaluation and selection, and in planning and budgeting for similar projects and programs. They should also have knowledge of contemporary career areas for women and equity issues for women and girls. And they should have a strong grasp of institutions of higher education, financial concerns of returning women students and accreditation requirements.

AAUW values and seeks diversity in its appointments. For more information, email [fellowships@aauw.org](mailto:fellowships@aauw.org). It's easy to apply. Click link, choose Fellowships or Grants, and let them know why you can help women break through barriers.

<https://www.aauw.org/resources/programs/fellowships-grants/how-to-help-select-our-recipients/>



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2018-19 American Fellow, Sarah McAnulty

# President's Message

Hello Branch members. I hope you are doing well, finding ways to accommodate the continuing issues with COVID-19, and dealing comfortably with the heat and the smoky fires. If you need any assistance, at all, please let me know.

We are only months away from an important election, not only for President and Congressional/Local seats, but in the **12 ballot measures** up for consideration in California. The CA Secretary of State has a list: <https://tinyurl.com/CA-Ballot-1>

In response, our Branch will partner with the League of Women Voters of the Eden Area (LWVEA) to assist with virtual Candidate and Pros & Cons forums, providing non-partisan information on how each measure affects us and our community. Stay tuned for more information on dates and times. The League also hosts **Voters Edge**, an online information resource where voters can get the facts before they vote and find in-depth information about local candidates and ballot measures. Pass it on.

On social media? Watch for posts from @LWVEA and @AAUWHayCV and forward to your network of friends and family. Our joint Social Media Project is helping our branch become an AAUW 5-Star Branch by aligning our work with the AAUW Strategic Plan and Mission. There are 5 areas of focus: Programs, Advancement, Communications, Public Policy, and Governance. This collaboration meets both a Communications and a Programs criterion. We are on our way! Take a look at all the criterion here: <https://tinyurl.com/5-Star-AAUW>

Finally, in August, AAUW CEO Kim Churches wrote: "In 1988, former AAUW president Sarah Harder gave the Republican and Democratic presidential candidates some good advice: Stop dismissing crucial topics like child care, fair pay and affordable housing as "women's issues." Instead, she framed them as the "kitchen-table issues" that are discussed daily in the homes of families everywhere. More than three decades later, as our nation grapples with a pandemic, an overdue reckoning with racism, and a dismal economy, the wisdom of Harder's words have never been more apparent. For far too long, our country has ignored the problems that matter most to millions, resulting in deep inequalities that hurt us all."

The important thing for you to do is **VOTE** your conscience via your CA Mail-In-Ballot AND encourage others to do the same. I know I can count on you.

Linda Slater, Administrative Officer

# Book Group



Monday, September 21, 2020  
2 PM

Boy, what a summer! If you're like me you've been missing our Book group. I want to thank those of you who have responded to my last email. I appreciate your thoughtful responses. Hearing from you has made me hope we can meet in person in the not-too-distant future. I do miss you and our delightful discussions.

Linda Slater and I are working out a way to run Zoom meetings to start off our year. We would like to have the first zoom meeting on Monday afternoon, September 21 at 2 pm, which would have been our first meeting under normal circumstances.

As many of you requested last spring when we had to cancel meetings, we'd like to start the new season with one of the books we postponed – Delia Owens' *Where the Crawdads Sing*. Pat Macsata has agreed to facilitate the discussion.

To help Linda plan and set up Zoom, **please let me know as soon as possible if you will be joining the virtual meeting**. She needs to know how many and who will be zooming. Thanks.

Thanks for your flexibility and patience as we deal with these difficult, different times, and work to keep our special book group together, and hope for a return to normalcy soon.

Barbara Jones

## New to ZOOMing

Hello Branch Members. Would you like to participate in Drama Group, Book Club, or the great AAUW and AAUW CA webinars, but are nervous about trying Zoom? Well here are the few simple steps you need to take to enable you to participate via Zoom.

Zoom is an easy-to-use online platform for virtual meetings, video conferencing and messaging. First things first, you need to download the Zoom application to your desktop or tablet (Microsoft or Mac); tablet or phone.

1. Copy and paste this link into your desktop or tablet browser to download the Zoom application (Microsoft or Mac).

<https://zoom.us/support/download>

To find the phone application go to the Store function on your phone and search for Zoom. Download the application.

2. Setup a Zoom account with an email and password. This will allow you to join any meeting easily. Many find that once they begin to Zoom their calendars fill up with fun virtual activities. There is no cost to sign up for Zoom, or to join meetings using your free Zoom account.
3. After signing in you will go to your Zoom account Home page. To join a new meeting, you will need the Zoom meeting ID and password provided by the organizer via an email, or by phone.
4. Now you are in a meeting. You can use a set of earplugs plugged into the audio jack of your PC to hear and talk during meetings. You can purchase an external camera if your PC monitor does not have an internal camera because it's an older model. Most laptops have built in cameras and speakers, but you should check your equipment to be sure you have audio and video capability.
5. If you do not have audio or video capability on your PC, tablet or laptop, don't lose faith. You can connect to Zoom meetings via your Smart phone, by dialing into the Zoom meeting. A phone number to dial in is provided by the organizer.



# Drama Reading



**October 15, 2020**

1:00 pm on the third Thursday of each month.

We will begin our new year of Drama Reading on October 15<sup>th</sup>. Once again, we will use the Zoom virtual platform.

I do not have the play list as yet, but should be getting it soon and will let you know what the first play will be. I will ask you to pick up the play on my porch the week of the reading and please return it by Monday the next week as I have to mail them on to the next branch.

It will be fun to reconnect on Zoom and see how everyone is doing.

Liz Bathgate

## Social Media

I hope you've been following the Facebook, Instagram, Twitter, SnapChat and Next Door bi-weekly posts put out by @AAUWHayCV and @LWVEA.

The posts/tweets represent the collaboration between our Branch and the League of Women Voters of the Eden Area (LWVEA). We call it our Social Media project.

Begun in June 2020 and extending through election day November 3, 2020, the Social Media Project is our effort to **Get Out the Vote**, and also make people aware of the excellent information available to assist them with voting and making thoughtful decisions about voting.

This is an important initiative for both organizations to ensure all Americans have "Their Voice, Their Vote".

Our Social Media Project posts/tweets are culled from non-partisan organizations across the online network. Sites like the CA Secretary of State, League of Women Voters, Rock the Vote, Women Vote 100, AAUW, and many others that are focusing on voter rights, voter access, and accurate voter information.

Prior posts have focused on voter rights, voter readiness and 19<sup>th</sup> Amendment. In September look for posts/tweets focused on mail-in ballots and the pros & cons forums hosted by LWVEA which will be so important, as there are 12 propositions up for vote this November.

While you're on your Facebook, Instagram, or Twitter account please **Like and Follow our Branch posts/tweets and share with** your network of family and friends!

# Black Women and the Pay Gap

This is a longer article. I hope you'll read through to the end. Imagine having to work seven additional months just to earn the same pay as male co-workers. According to the U.S. Census, on average, Black women were paid 62% of what non-Hispanic white men were paid in 2018. That means it takes the typical Black woman 19 months to be paid what the average white man takes home in 12 months. This is by no means the lowest rate, but extremely detrimental to the families of Black women because they participate in the workforce at a higher rate than most other non-white women.

AAUW's stellar research on the Pay Gap entitled [\*The Simple Truth about the Gender Pay Gap includes the following chart by race, updated in 2019:\*](#)

- White women make 82 cents on the dollar.
- Black women make 62 cents on the dollar.
- Hispanic women make 54 cents on the dollar.
- Asian women make 89 cents on the dollar.
- Native Hawaiian or Other Pacific Islander women make 61 cents on the dollar.
- American Indian or Alaska Native make 57 cents on the dollar.

So, what are the reasons for this disparity in pay? There are several outlined here.

## 1. Intersecting Injustice

Black women and girls live at the intersection of sexism and racism. While sexism and racism are distinct forms of discrimination that manifest differently, their effects are compounded when a person experiences both at the same time. Intersectional discrimination perpetuates the racial and gender wealth gaps, limits Black women's access to educational opportunities, and impedes their career advancement.

## 2. The Wealth Gap

This explains why Black women's earnings are so far behind those of both white men and white women. In 2013, the median white household had 13 times the wealth ("wealth" refers to total assets minus debts) of the median Black household — specifically, the median white household had about \$134,000 to the median Black household's \$11,000.

The wealth gap Black families experience can be traced to historic injustices such as slavery, segregation, redlining (the practice of differentiating areas of a city or town by race, often leading to the denial of necessary goods and services to people who live in those areas), unequal access to government programs like welfare and the G.I. Bill and ongoing institutionalized and systematic discrimination. This disparity in wealth spans generations and perpetuates unequal pay and diminished opportunities, decreasing the amount of resources that Black families can devote to education and career advancement.

### 3. Education

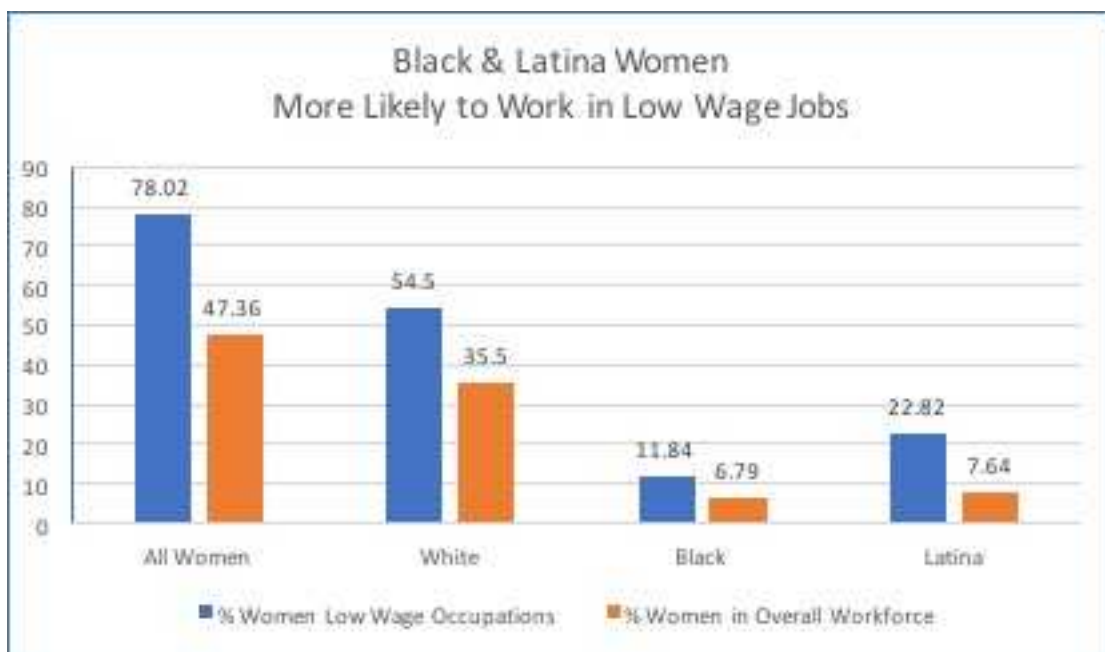
While education is often thought of as a great equalizer, it does not shield women of color from the pay gap or the wealth gap. Recent research by Demos, a “think-and-do” tank that powers the movement for a just, inclusive, multiracial democracy, found that the median white adult who dropped out of high school has 70% more wealth than the median Black adult with some college education. That means relying on education alone to close the pay gap will not work for women, especially Black women.

### 4. Occupational segregation

Black women are more likely to work in lower-paying service occupations (like food service, domestic work and health care assistance) than any other industry and less likely to work in the higher-paying engineering and tech fields or managerial positions. The U.S. Bureau of Labor Statistics shows that the percentage of Black women who are full-time minimum-wage workers is higher than that of any other racial group.

To make matters worse, there is an even bigger pay gap in the service industry, where women make less per week than women working full-time across all occupations. That is why a livable minimum wage is crucial to all women (who make up two-thirds of tipped workers), and especially Black women.

In addition to being overrepresented at the low-paying end of the spectrum, Black women are underrepresented at the top making up just 1% of the high-paying engineering workforce and 3% of computing. Among the few Black women who do break into these careers, discriminatory practices drive many out.





Source: AAUW calculations based on five select low-wage occupations (defined by a median weekly income of less than \$500) using U.S. Census Bureau, 2018, ACS using IPUMS. Figures are for employed workers.

### **Why Equal Pay Matters**

The pay and wealth disparities that Black women face affect not only individuals, but also the people around them. Since 80% of Black mothers are the sole, co-breadwinners or primary breadwinners for their households, a fair salary can mean the difference between struggling and sustainability for a family. Paying all workers fairly means more women can support their families while also contributing to the overall economy. True pay equity requires a multifaceted strategy that addresses both the gendered and racialized injustices that Black women encounter every day.

AAUW has supported Pay Equity for decades. The Lilly Ledbetter Fair Pay Act, signed into law by President Obama in 2009, bolsters work protection against pay discrimination. In July 2020 legal advocacy recipient Aileen Rizo won her court case that states employers cannot justify paying women less than men for the same work based on salary history. Both women were backed with AAUW Funds and legal support.

Additionally, AAUW-CA is co-sponsoring S.B. 973, a bill aimed at identifying pay inequality through data collection. S.B. 973 would require employers with 100 or more employees to report payroll data broken down by gender, race, ethnicity and job category to the Department of Fair Employment and Housing (DFEH). Data would be in aggregate form and not publicly available. This would help with the enforcement of the California Fair Pay Act and would allow employers to self-correct any inconsistencies internally.

Please help address these disparities in pay equity by asking your CA Assembly member to support S.B. 973 today and help close the gender pay gap for all women. Thank you.

<https://tinyurl.com/AAUW-CA-Take-Action>

## **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 at [bb\\_jones@pacbell.net](mailto:bb_jones@pacbell.net). Let's let our friends know we care.