

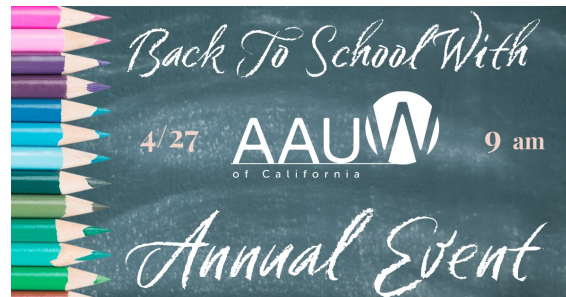


"A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone."

– Sundar Pichai, Google CEO

Visit our Branch Website

AAUW Events



AAUW California Presents

2024 AAUW Annual Event - Back to School!
Saturday, April 27, 2024
9:00 AM - 12:00 Noon

Find out what is happening in the halls of AAUW California. Join the State leadership team for a campus tour, classroom visits, rah-rah assemblies, and awards to star pupils.

Learn what AAUW California is doing for our branch. View the winning Speech Trek and Gov Trek videos. Learn who was awarded Branch Activity of the Year and State Named Gift honoree.

Then choose an elective for extra study in breakout rooms. Warning: there may be pop quizzes! Pack a snack and meet us in the principal's office.

Register for the Event



AAUW National Presents

Membership: Securing Our Future
Wednesday, March 26, 2024
4:00 PM PST

Join us for a special webinar organized by AAUW National's Advancement Committee to share best practices from fellow AAUW Branches, big, small, and virtual, about their member retention and recruitment programs and the resources you can use to help improve your branch's membership.

A Zoom link will be sent upon registration for the event.

[Register for the Event](#)

Bi-Branch Luncheon a Big Success

On Saturday, February 3, 2024, 22 members from the Hayward-Castro Valley and Fremont branches feasted on kabobs, rice and salad at the Ghazni Afghan restaurant in Hayward. We were there to hear **Joyce Weaver, recipient of a 2024 AAUW Career Development Grant.**

Joyce spoke about her goal to become a games designer, specializing in character development. Joyce also spoke about her work in a NICU unit, bringing tears to the eyes of Phie Dai, Fremont branch president, whose son was in neonatal care. More importantly, Joyce has since chatted with Albert, Phie's husband, and is actively tapping his 300+ LinkedIn connections. She already spotted two video game professionals that she wants to be introduced to and three internships for Albert to guide her through. Joyce is also volunteering to help plan our 2025 bi-branch luncheon! As Phie said, "We really gotta cohost more events!"



Branch Interest Groups



Drama Reading Group

Drama Reading will take place on **April 11th at 1 PM** at Liz Bathgate's home. Light refreshments will be served halfway through the reading.

The play this month will be "**Lunch Hour**" by **Jean Kerr**. Never has Jean Kerr's wit had a keener edge or her comic sense more peaks of merriment than in this clever confection where a pair of spouses are having an affair. The New York Times said it was civilized, charming, stylish...Very warm and most amusing...Delicately intervenes laughter and romance.

Please email me if you can make it at elisabethbathgate@icloud.com. Thanks.



Book Group

The Book Group will meet on **Wednesday, April 10, 2024, at 3:30 PM** on Zoom. We will discuss "**March**" by Geraldine Brooks.

March (2005) is a novel that retells Louisa May Alcott's novel *Little Women* from the point of view of Alcott's protagonist's absent father. Brooks has inserted the novel into the classic tale, revealing the events surrounding March's absence during the American Civil War in 1862. The novel won the 2006 Pulitzer Prize for Fiction.

Everyone is welcome. We are a small, but mighty group.

Hope to have you join us. Please RSVP to slaterl@sbcglobal.net and I'll send you the Zoom link.



Dining Out Event

Dear Members. Last fall some of us needed to find an early dinner venue near Chabot College. We discovered **Bamboo Steamer, 24297 Hesperian Blvd., Hayward.**

It was an outstanding dining experience, and we invite you to meet up there for lunch on **Wednesday, April 17, at 12:30** to enjoy Chinese dumplings and sophisticated cooking.

Save your place at the round table by sending an email to Pat Macsata at patmacsata@gmail.com.

President's Message

Your Board

Linda Slater - President
slaterl@sbcglobal.net

Helene Carr - Treasurer
helene.carr@yahoo.com

Liz Bathgate - Recording Secretary
elisabethbathgate@icloud.com

Judy Harrison - Tech Trek
jharrison663@comcast.net

Pat Macsata - Dining Out
patmacsata@gmail.com

Helene Victor - Tech Trek
darrell.and.helene@gmail.com

Sandy Boswell - IBC
sandyboswell@rocketmail.com

A Message from AAUW Action Fund

March 12th was Equal Pay Day. A day to raise awareness about the pay inequity still prevalent in our communities. While the Equal Pay Act of 1963 made it illegal for employers to pay unequal wages to men and women who perform substantially equal work, there is still more to be done to address this and the uneven impact of the pay gap on women on color.

On average, a Black woman working full-time, year-round earns only **69 cents** for every dollar paid to a non-Hispanic white man. For Latinas, that number drops to **57 cents**.

While the reasons for the pay gap are complex – including gender and racial discrimination, workplace harassment, occupational segregation, and a lack of workplace policies that support family caregiving – there are steps that can be taken to eliminate it.

AAUW Hayward-Castro Valley Branch board meetings occur on the first Monday of every month at 6:30 PM on Zoom. Contact Linda for Zoom information.

All branch members are encouraged to attend board meetings.

AAUW's mission is to advance equity for women and girls through advocacy, education and research.
<https://www.aauw.org>

AAUW California's mission: AAUW California facilitates California branches in meeting the vision and mission of AAUW by providing programs, education and resources.
<https://www.aauw-ca.org>

Pay transparency can help address gender and racial pay gaps by preventing both unconscious bias and outright discrimination that skews compensation.

AAUW's analysis has shown that the gender wage gap tends to be narrower in job sectors where wages are transparent. As of December 2023, ten states, the District of Columbia and several cities have enacted salary transparency laws. The Salary Transparency Act (H.R. 1599) would require employers across the country to provide salary ranges for jobs to applicants and employees regardless of where they live.

The federal government recently implemented a new measure to reduce racial and gender pay inequities for federal employees by banning the use of current or past pay when determining the salaries of new federal employees. AAUW applauds the proposed rule to extend this practice to federal contractors along with a provision to post salary ranges in job listings.

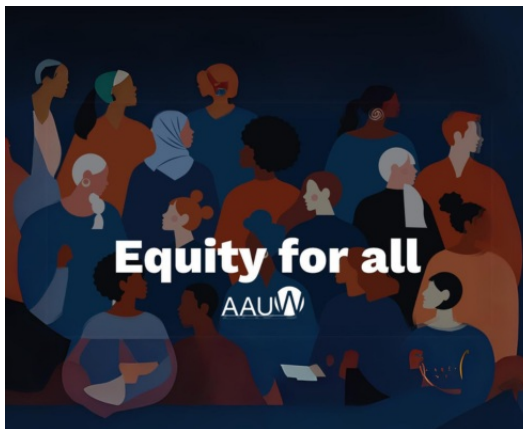
The importance of having data to help identify and eliminate gender and racial pay discrimination cannot be understated. AAUW continues to urge the Equal Employment Opportunity Commission (EEOC) to move quickly to reinstate the EEO-1 pay data collection as a way to help identify and eliminate pay discrimination and close the wage gap nationwide.

As we recognize Equal Pay Day on March 12, we must also recognize the need to for a comprehensive policy approach at both the state and federal level in order to fully advance pay equity for all women.

AAUW Action Fund: Washington Update - March 7, 2024

[Learn more about AAUW Action Fund](#)

Public Policy



Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Women's Equal Pay Day

April 3 is the first of several Equal Pay Days which acknowledge the disparate impact of the wage gap for women of color. AANHPI women with professional

degrees lose \$800,000 compared to non-Hispanic white men over the course of a lifetime.

Despite work at the state and federal level, there continues to be a disparity in wages for men and women. AAUW endorsed the [2024 Equal Pay Day Resolution](#) introduced in Congress on March 12.

Ask Congress to support the Paycheck Fairness Act.

Take Action Now

March Community Events

Supporting Birds
Through Climate Change



The Hayward Friends of the Library presents:

Supporting Birds Through Climate Change
Saturday, March 30, 2024
1:00 - 2:00 PM

Hayward Public Library
888 C Street, Hayward, CA
Community Learning Center

How are birds responding to climate change and other challenges? Which breeds have been most affected, and how are local groups working to help? This program will combine highlights from the most recent U.S. State of the Birds report with personal observations from a highly active birder.

Your guide: scientist and storyteller Bob Lewis, who won the American Birding Association's Chandler Robbins Award for teaching. His life list includes more than 5,000 birds, and he has a story for each of them.

This program is part of Hayward Public Library's Bay Area Birding series. Look for related programs throughout the year.

Next up: Love is in the Air: Birds and Courting, June 22.

Register by March 30. Space is limited.



Hayward Library presents.

**3rd Annual Plant Swap
Saturday, April 13, 2024
11:00 AM - 1:00 PM**

Heritage Plaza
835 C Street, Hayward, CA.

Bring your extra plants to our 3rd Annual Plant Swap and take home some plants your neighbors have brought!

If you don't have plants to bring, it is okay!

The swap will be across from the Library in Heritage Plaza.

Open to the public and free of charge. No registration required.



San Leandro History Museum presents.

**Industry in San Leandro @ 21st Amendment Tap Room
Saturday, April 13, 2024
12:00 Noon - 4:00 PM**

21st Amendment Tap Room
2010 Williams St., San Leandro, CA.

Join the San Leandro History Museum at 21st Amendment Brewing for a unique program event. Learn about San Leandro's Industrial History by viewing a small exhibition with a short hands-on activity.

This program is free and does not require registration and will be open from 12 pm to 4 pm, so drop by anytime during that window to explore the past and present of San Leandro's Industrial History.

21st Amendment will also be hosting a small brew tasting for program participants. The program is designed for ages 21+. We look forward to seeing you there!



San Lorenzo Library presents.

NorCal Bats
Sunday, April 14, 2024
2:30 PM - 3:30 PM

San Lorenzo Library
395 Paseo Grande, San Lorenzo, CA

Join the San Lorenzo Library for a special presentation all about bats!

NorCal Bats staff will share information on the importance of bats on our environment, the myths that surround them, and present live bats (California native species).

Please register to reserve your spot. If available walk-ins will be welcome.

[For More Information](#)



The Friends of the Hayward Library presents.

A New Leaf Bookstore Book Sale
Saturday, April 20, 2024
10:30 AM - 3:30 PM

Pop into the New Leaf Bookstore on the first floor, across from the Children's Room, for some great deals!

All proceeds support library programs for kids, teens, and adults.

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 branch president, Linda Slater at slaterl@sbcglobal.net.

Membership Matters



The Hayward-Castro Valley values you as a member. This vital organization, which advances equity for women and girls, is strongest when we all join together. Please renew online or make your dues check payable to **AAUW-HCV**:

Renew **BY CHECK**: Mail to Liz Bathgate, membership chair, at 22112 Queen St. Castro Valley, CA 94546. Regular member \$107; Life member \$15; Dual member \$15.

Renew **ONLINE**: Go to [Login - AAUW](#)

Questions? Send an email to elisabethbathgate@icloud.com

AAUW Hayward-Castro Valley | PO Box 642, Hayward, CA 94543

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