

Clayton

American Association of
University Women



AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

February 2016 newsletter

February Program: EF LUNCHEON

SPEAKER: Lina Marie Murillo, recipient of an AAUW Education Opportunities Fund Scholarship, speaking on the history of women's reproductive health.

Lina-Maria Murillo attended University of Texas, El Paso, History, and is a PhD candidate: Researches the history of reproduction, birth control, eugenics and multiracial/multiethnic issues. Lina's parents are immigrants from Colombia.

When: SATURDAY, FEBRUARY 20, 2016 at 11:00 a.m.

Where: We are teaming with the Concord Branch we meet at the
Concord United Methodist Church, 1645 West Street, Concord, CA

What: Please bring a salad to share. *Contact Susan or Carol as to what
you're bringing! Sue—672-1477 or Carol—798-3092

For our 2015-16 class, AAUW awarded a total of 3.7 million in funding for individual women and community projects serving women and girls.

EF and LAF donations will gratefully be accepted at the FUNDS Luncheon on Saturday, February 20, 2016. A basket will be provided for your dona-

tions. If you prefer, you may mail your contributions to the AAUW Funds VP's listed below.

Thank you in advance for your continued support for these worthy foundations.

Susan Coulston and Carol Gurradd,
AAUW Funds Co-Vice Presidents

AAUW has provided more than
\$100 MILLION to more than
12,000 WOMEN and projects

From all 50 states

And more than
140 countries



AAUW
www.aauw.org



WANT TO HAVE THE BIGGEST IMPACT? GIVE TO THE AAUW FUND!

The unrestricted AAUW Fund bolsters existing AAUW programs that help women in our communities, schools, workplaces, and leadership positions. Unrestricted gifts offer AAUW the dexterity to invest in growing successful programs to reach more people.

Traditionally, AAUW members have supported their favorite causes by restricting their gifts to specific programs. Today, technological advances facilitate closer ties among members across the country and better programmatic collaboration. Every AAUW program and initiative is interconnected ~ research reports go hand in hand with our on-campus programming, Tech Trek camps, national and state policy work, and more ~ and those connections in turn create new women leaders and AAUW members.

With the exception of our fellowship and grants program, which is entirely supported by restricted gifts, more than 60% of AAUW's annual program expenses draw from the AAUW Fund. All other AAUW programs and projects rely on new money each year from the AAUW Fund. Giving to the AAUW Fund creates opportunities to help sustain and grow the projects and programs with the greatest need.

Pay Equity

A key component of financial fitness and independence is the ability of women to achieve pay equity. Since its founding in 1881, AAUW has been committed to promoting equity for all girls and women. As part of this effort AAUW advocates for policies and programs that allow women to achieve economic security. AAUW's 2007-2009 Public Policy Program states that AAUW advocates "pay equity and fairness in compensation, equitable access and advancement in employment" and "vigorous enforcement of employment and discrimination statutes."

AAUW believes that pay equity is a simple matter of justice and continues to support initiatives that seek to close the persistent and sizable wage gaps between men and women. According to AAUW poll research, when asked if a pay gap exists 75 percent say they agree. Working together, AAUW members and branches can make meaningful and powerful changes in their communities to achieve the goal of pay equity.

What is Pay Equity?

Pay equity refers to the elimination of sex and race discrimination in the setting of wages. It means fair pay for work. Pay equity encompasses:

- Equal pay for equal or same work where identical jobs are compared;
- Equal pay for work of an equal value or comparable worth for jobs that are not identical but are of an equal value;
- Strategies that address women's low pay and promote living wage;
- Ending discrimination in pay scales and systems.

California Fair Pay Act: Summary of Changes to Law

The Women's Bureau of the Department of Labor hosted a webinar, "Emerging Strategies towards Pay Equity," and AAUW advocates were invited to participate. Highlighted in the webinar was the passage of the California Fair Pay Act.

Jennifer Reisch of Equal Rights Advocates of San Francisco presented a summary of the impact of the Fair Pay Act (FPA) on closing loopholes and strengthening and clarifying pay equity issues in California. The new pay equity laws are the strongest in the nation and will serve as a model for other states in the U.S.



Successful strategies and progress are also happening in states such as Minnesota and Massachusetts – it was an inspiring report to the pay equity advocates participating in the webinar.

Major provisions of the FPA (takes effect on January 1, 2016):

Ensures that employees performing substantially similar work are paid equally

Revises the "bona fide factor other than sex" defense to require employers to provide a business necessity for using the factor

Ensures that any legitimate, non-sex related factors relied upon are applied reasonably and account for the entire pay differential

Eliminates "same establishment" requirement Strengthens EPA's anti-pay secrecy provisions by prohibiting retaliation or discrimination against employees who disclose, discuss, or inquire about their own or co-workers' wages for the purpose of exercising rights under the law

Passage of the California Fair Pay Act is an historic and critical step toward ensuring that women in California are seen and valued as equals.



AAUW CO-PRESIDENTS' MESSAGE

Lola Rohr and Joan Chesterman, Co-Presidents

Once again January became a busy month for AAUW members. If you didn't attend the general meeting this month you missed a very informative presentation, by members of the Ruth Bancroft Gardens. We learned about drought tolerant plants and succulents. There were plants to purchase. Our Program VP's, Jeanne Boyd and Carol Herrington, have done a great job this year of presenting us with subjects that are interesting and educational. The March meeting looks to continue this, with a presentation from Birds Unlimited.

Our February general meeting is our annual Funds Luncheon, on Feb 20th at 11:30 at the United Methodist Church with the Concord branch. Our branch is to supply the salads this year. So everyone bring something yummy to serve at least 8-10 people. Also don't forget to make your donations to the AAUW Funds. We will be having a recipient of one of our Educational Grants speaking. We find this meeting inspiring each year when we see how well our donations are making a difference in the advanced education of young women. Be sure to come.

There is a Smart Start workshop planned on March 10th. Elena Noble told us all about Smart Start at our October meeting. This is a program that our branch is supporting along with all the other branches from Contra Costa County. If you are interested in attending this workshop contact Elena Noble at enoble4@astound.net.

The Spaghetti Feed committee is starting to gear up for our one and only fund raiser. Make sure you put April 27th on your calendar and be sure to help out in any way you can. This has been very successful for us in the past and although it is a lot of work, most find it fun and rewarding. One gets to know other members better by working along side each other.

An e-mail will be sent out to all for working assignments, and tickets will be given to all members to sell. Let's make this year's feed the most successful yet!

The nominating committee has come up with a great slate for the coming year 2016-2017:

President: Joyce Atkinson and Carol Gurrad

President Elect: Joyce Atkinson and Carol Gurrad

Program VP: Carol Herrington and Jeanne Boyd

Membership VP: Marsha Hart

Funds VP: Susan Coulston and Lola Rohrs

Secretary: Joan Chesterman

Treasurer: Carol Wolfe

The election will be held at our March general meeting. Any additional nominations are welcome from the floor prior to the vote.

Lola Rohrs, and Joan Chesterman Co-Presidents



Beading Section

Let's have fun - come to our first beading meeting at the home of Roseann. Call for directions or look in the directory. Please RSVP.

February 25, Thursday at 10:30 a.m. We will make some simple ear rings. All supplies will be provided.



The **2015-2016 Clayton AAUW Directories** were distributed at the Holiday Party. If you were not able to attend, please pick your directory up from our membership chairs.

Roseann Krane, Communications

Public Policy

2015 Legislative Update In January of 2015, AAUW CA joined and is currently participating in a new and exciting coalition – Str^onger California Advocates Network. This coalition, organized by the Women's Policy Institute, is made up of two dozen groups, some with established Capitol credentials and many new to advocacy but with significant experience in working with communities affected by the four pillars of the California women's economic agenda.

The agenda had four established pillars under which two dozen bills on which we advocated as a coalition were categorized. Pillar One – Fair Pay and Job Opportunities Pillar Two – Access to Childcare Pillar Three – Family Friendly Workplace Pillar Four – Eradicating Poverty AAUW California's agenda primarily focused on Pillar One – Fair Pay and Job Opportunities, and supported many of the Str^onger California bills with a few non-coalition bills added, but we were very deliberate that our focus was Fair Pay.

Unfortunately AB 1017 (Assemblymember Campos) was vetoed, along with another progressive bill to attack the gender wage gap, AB 1354 (Assemblymember Dodd) requiring state contractors to have plans in place for fighting gender pay inequities.

The Governor, on the last day he could sign bills into law, justified the vetoes by citing our biggest victory of the year, Senate Bill 358 (Senator Jackson), which he signed, as the reason. This is a tremendous victory that received national attention.

We know from the AAUW Analysis of Gender Pay Laws by State that multiple avenues of addressing this problem are needed. This is particularly true after the recent disappointing news from the census that the gender pay gap has barely budged in the last decade. "We'll be back," said AAUW CA Public Policy Co-Director, Nancy Maher. If you have wage discrimination stories, let us know at legislativeadvocate@aauw-ca.org. Personal stories are a force to be reckoned with in our struggle for pay equity.

Clayton AAUW
We are part of the AAUW Contra Costa County IBC

www.ClaytonAAUW.org

American Association of University Women
AAUW California Office, 1331 Garden Highway, Suite 100, Sacramento, CA 95833

The Clayton American Association of University Women Branch was chartered on May 13, 1974. The AAUW promotes equity for women and girls, lifelong education, and positive societal change.

**Great Decisions is America's
 largest discussion program
 on world affairs.**



The program provides background information and policy options for the eight most critical issues facing America each year and serves as the focal text for discussion groups across the country. **Contact JoAnn Caspar to participate.** Topics for 2016 are:

[Shifting Alliances in the Middle East](#)

[The Rise of ISIS](#)

[The Future of Kurdistan](#)

[International Migration](#)

[Korean Choices](#)

[The United Nations Post-2015](#)

[Climate Geopolitics](#)

[Cuba and the U.S.](#)



Afternoon Book Group Fall Selections

The Book Group will meet at 2:30 pm at the home of Priscilla.

For February 24 is "The Unlikely Pilgrimage of Harold Fry" by Rachel Joyce.

We are always interested in new ideas for books to read.

Contact Jill Day for more details.



Field Trips: Senior Safaris

Savannah & Charleston <> April 12-19, 2016

American Queen Steamboat Company, Columbia & Snake Rivers, Clarkston: May 9-17, 2016. 9 days from \$4,395, inc. hotel stay. (Details to follow).

Cape Cod & Nantucket <> Sept 10-16, 2016

**Please RSVP to Marge Hennigar (707)751-1858 mhennigar@sbcglobal.net
Nancy Sloan, Talbot Tours, 1952 Camden Ave, San Jose, CA 95124, (408) 879-0101
(800) 662-9933**

Yes, it's not too early to pick one of our deluxe tours Scottsdale <> San Antonio <> New Orleans Cruise. Ask for our brochure!

DAY TRIPS 2015

For more information and/or a flyer, please call Ed and Marge Hennigar at 1-707-246-9150 (cell), email: mhennigar@sbcglobal.net.

For day trip information, contact either Marge or Adela Oldford at 1-925-672-9446, Vacation Discounters number is 1-888-655-6141. Talbot Tours 1-800-662-9933.

Thanks Adela



Couples Bridge: To find out about couples bridge please contact Carol Wolfe to participate



Evening Bridge meets at 7:30 pm the second Wednesday in the month. Contact Maryann Hayes for more details.



Couples Bridge meets the fourth Saturday in the month. Contact Carol Wolfe for more details.

