

# the TIDINGS

News of AAUW-Half Moon Bay

Volume 52, Issue 5

January 2019

## Education, Here and Now



Illustration: Johns Hopkins University/Know Your IX [www.knowyourix.org](http://www.knowyourix.org)

Monday, Jan. 14, 2019 • 6:30 to 9 p.m.

Doors open at 6:15 p.m.

Community Room, Half Moon Bay Library

AAUW's mission statement reads as follows: "Advancing equity for women and girls through advocacy, education, philanthropy, and research."

January's speaker will give us insight into educational opportunities for young women right here, in our own district, with particular regard to STEM and Title IX.

Superintendent Jane Yuster heads up the Cabrillo Unified School District. We have invited her to speak to us about Title IX, particularly with regard to how it works in our district.

Part of the Education Amendments of 1972, Title IX states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance."

There is a perception that Title IX only applies to sports, but athletics is only one key area addressed by the law. The other areas are: access to higher education; career education, education for pregnant and parenting

students, employment, learning environment, math and science, sexual harassment, standardized testing and technology.

We hope you will join us for this informative evening about educational opportunities for women here and now.

*Meeting reminders: Hospitality provided by South Half Moon Bay. Yuster's presentation will begin at 7 p.m. Branch business meeting to follow.*

*This meeting is open to the public.*



**American Association  
of University Women  
Half Moon Bay Branch**

P.O. 1414

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[halfmoonbay-ca.aauw.net](http://halfmoonbay-ca.aauw.net)



Email blasts must be approved by the President. Email preferred.

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Articles should be sent as Word attachments or pasted into the body of the email.

Sara R. Hayden, Editor

Betty Lee-Kendall,

E-mailed Circulation

Deadline is the 15th of the month prior to publication.

### Neighborhood Groups

South Half Moon Bay, Central Half Moon Bay, North Half Moon Bay, El Granada/Miramar and Moss Beach/Montara. Look for the distribution in your directory.

AAUW advances equity for women and girls through advocacy, education, philanthropy and research.

AAUW Half Moon Bay Branch is a tax-exempt 501(c)(3) corporation. Your contribution is tax-deductible.

## President's Message

2019 – A new year.

A new year, a new beginning, a time to reflect. I gave up making new year's resolutions a long time ago. Why set myself up? I've replaced those with reflection at the new year. Am I where I want to be? How is the balance in my life? What about new challenges? Notice the absence of negativity. You can always look for the good. It makes you feel better. Why not?

We should do the same thing with our branch. What can your branch do for you? What can you do for your branch? To give you some thoughts toward this, I offer the following:

- Tech Trek, local scholarships, Speech Trek and STEM Camp all

need your help.

- Fundraisers, Pumpkin Festival, Coastside Gives, White Elephant, and Theatre Party are the backbone for our scholarships and are always in need of help.

- With 149 active members, who will be willing to commit to being an officer/appointed officer next year? (Our 20-year Tech Trek coordinator wanted to retire this year, but there was no one to replace her.)

- Are there mission-based projects you want our branch to do that we aren't doing?

As your President, I am always willing to listen. If you have branch concerns or ideas, let me know. Welcome to 2019!

*Barbara Von Glahn, President*

## Advancing equity for women and girls

Our national AAUW has launched strategic plans to help women attain financial security. The goal is to train 10 million women in salary negotiation by 2022 to erase the pay gap and make pay equity a reality by 2030.

A committee was formed to support and encourage branches to train girls and women to understand everyday financial decisions in their lives. This basic understanding will empower them to make decisions

about money throughout their lives. Financial literacy is critical to all areas of equity because it is the fuel that powers everything that women do.

Watch upcoming AAUW CA and AAUW information on what branches are doing to meet this goal. See [page 6](#) to learn more about AAUW Work Smart Salary Negotiation Workshops in our area.

*Barbara Von Glahn, President*

## Welcome New Members

Our Branch has three new members this month.

**Kathleen Freitas** lives in Half Moon Bay and attended Antioch University, Seattle.

**Lisa Jewett** is from Half Moon Bay and went to UCLA.

**Barbara Nielsen** of Montara went to University of Washington.

## AAUW National: A Year of Successes

Happy holidays! With your support, it's been a banner year for AAUW. Thanks for helping us achieve so many successes, including:

- Helping 40 states and the District of Columbia introduce or consider pay-equity legislation, with six to passing laws – California, Connecticut, Hawaii, New Jersey, Vermont and Washington.

- Joining Kansas City Mayor Sly James and the Women's Foundation to launch Work Smart in Kansas City, the first phase of a large-scale initiation to train one million women to negotiate for better salaries across Kansas and Missouri.

- Launching the free online version of Work Smart, which is instrumental in our efforts to close the gender pay gap by 2030.

- Supporting plaintiff Aileen Rizo in Rizo v. Fresno County Office of Education, a critical court decision in the fight for

equal pay. In April, after AAUW joined an amicus brief to help move the case forward, the Ninth Circuit ruled that using prior salary alone wasn't enough to justify a wage differential – a huge leap forward in addressing compensation inequity.

We're setting our sights even higher for 2019. This year, we'll continue to prioritize the economic security of all women and ensure that business leaders, educators and lawmakers do the same. And we'll work closely with the members of the 116th Congress – a record number of whom are women – to adopt a robust equity agenda. We're deeply appreciative of your continued support of AAUW's mission and we are so proud that you stand with us!

Best wishes for the new year,  
*Kendra L. Davis, Senior Vice President of Advancement and Partnerships and Claudia Richards, Deputy Director, Member Experience*

## Worldwide Gender Equality

The Interbranch Council (IBC) is comprised of geographically close AAUW branches that meet periodically to discuss pertinent issues. These meetings are attended by the Presidents or a representative from each branch. Our IBC consists of the following branches: San Francisco, Pacifica, San Mateo, North Peninsula and Mid-Peninsula.

On Nov. 10, I attended the informative meeting and learned of a regional event that had been planned last summer. **Kathleen Cha**, who is a past National Director and AAUW CA President, will be speaking about “Worldwide Gender Equality.” It should be an interesting and timely topic. The meeting will take place on Saturday, Feb. 2, from 11:30 a.m. to 2 p.m. at the Burlingame Parks and Recreation located at 850 Burlingame Ave., Burlingame. Of course, there will be food.

*Barbara Von Glahn, President*



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## AAUW Annual Art Contest

The 2019 Art Contest opens on Jan. 8. This year AAUW is giving special preference to submissions that reflect AAUW's mission and values.

We hear about the gender gap all the time — in salary, in math and science fields, in leadership. But one of the most glaring and long-standing gaps is in the art world. For centuries women artists were unrecognized, discouraged or even discredited simply because they were not men.

Today, things have changed – some. Still, as of 2012, only 4 percent of artists on display at the Metropolitan Museum of Art were women. There remains just one major museum in the world dedicated solely to women artists. That's why we host an annual art contest to give women artists the equal attention they deserve.

As in years past, the six winning entries will be featured in a collection of notecards mailed to AAUW members in the spring. Visit [www.aauw.org/contests](http://www.aauw.org/contests) for details.

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## Speech Trek Update

**Paulette Eisen** and **Mary Vargas** visited the senior English classes of Joe Sims at Half Moon Bay High School to speak to his students about Speech Trek.

The theme this year deals with violence in schools. Students are to prepare a five-minute speech that they will present for judging at our Feb. 11 general meeting.

This year the Board has decided to award one \$100 first prize and two runner-up prizes of \$50 each. We have applications from four students this year. Paulette Eisen and **Mary Breen** will coach the students and help them prepare for the contest.

**Allene Zanger** and Mary Vargas are Speech Trek Co-Chairs; Allene will take over the contest part of this project in January and February.

*Mary Vargas. Speech Trek Co-Chair*

## C of C Education Committee

Moonridge needs tutors from 1:30 to 3 p.m. and from 3:15 to 4:30 p.m. If you're interested, just drop in.

College of San Mateo is running a "Career and Workforce Hub" to bridge the gap between employers and students by providing students with career exploration and preparation services, and working with businesses to create internships and employment placement.

The State of California has a substantial budget surplus. Cabrillo Unified School District Superintendent Jane Yuster has requested that we bug Governor-elect Gavin Newsom about using that surplus for "full and fair funding" for the schools according to Prop. 98, which was passed in 1988. California presently ranks 46th in the nation on school funding.

*Mary Alice Pearce, Chamber of Commerce Education Committee Chair*

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## What's Happening with Title IX?

Title IX was signed into law by President Richard Nixon in 1972. It protects people from gender-based discrimination in educational programs or activities that receive federal assistance. Besides offering all programs to all students, this can include sexual assault, relationship abuse, stalking and sexual harassment.

Education Secretary Betsy DeVos intends to rescind Obama-era Title IX guidance that many survivors feel could unfairly shield those accused of sexual misconduct.

The biggest change included in the Department of Education's interim guidance is that it allows universities to modify the standard of evidence in campus assault cases. The new guidance allows schools to move from a preponderance of evidence model to a "clear and convincing standard" of proof. The sentence in such cases does not necessarily carry legal complications, but can lead to school disciplinary actions and expulsion.

It will be interesting to continue to monitor these proposed changes to Title IX.

*Mary Vargas, Public Policy Co-Chair*

# Celebrating 2018 Scholarship Winners: Michelle Schabinger

“My passions lie in forensic anthropology and using knowledge of human skeletal biology and feminist theory to seek justice for victims and their families.” – *Michelle Schabinger*

Michelle received the Edna Cox Scholarship. She is a senior at UC-Santa Cruz majoring in anthropology and feminist studies. Michelle’s career goal is to become a forensic anthropologist. In her own words, she “hopes to identify forms of violence on skeletal remains to allow room for stories of marginalized people whose stories were either written out of history or simply not told due to bias and

systemic oppression.” She is proud to be a woman in STEM.

In addition to studying, Michelle has worked in a variety of paid and volunteer positions while at UCSC including more than 100 hours this year in science laboratories at the university. Furthermore, Michelle has spent more than 50 hours with the women’s rugby team.

This past summer, Michelle continued her work at Point Montara Lighthouse Hostel and she had an internship at the San Mateo County Coroner’s Office.

*Suzanne DuFore, Scholarship Chair*



## Pumpkin Festival Product Change

I posted an article in the December Tidings requesting ideas for another food item besides pumpkin bread to sell at pumpkin festival.

Thank you to all who have responded with great ideas. It’s not too late to forward your ideas. Please email, call or talk to me!

*Barbara Von Glahn, President*

## White Elephant Sale Update

Great news: We were able to wrangle up a Publicity Committee to help us with the White Elephant Sale so it is officially going to happen. Please see below for the basic details and start sorting and saving your treasures for the sale!

**Sale date:** Saturday, June 1

**Setup dates:** Thursday and Friday, May 30 and 31


**Location:** Train Depot (the building located at the base of the Johnston House on Higgins Canyon Road in the south end of Half Moon Bay)

More details on what to donate, when to drop off, and how to volunteer will appear in the February *Tidings*.

*Peggy Rozhon and Mary Sheridan, White Elephant Co-Chairs*



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Studio Owner  
**Mojo Yoga**  
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coastsidebooks@gmail.com | Half Moon Bay, CA 94019

# Work Smart Salary Negotiation Workshop: Empowering Working Women in San Francisco

Learn to negotiate your financial future through an AAUW Work Smart Salary Negotiation Workshop.

Whether you are negotiating for a new job or an earned raise or promotion, in every workshop you will gain confidence to:

- identify and articulate your personal value;
- develop an arsenal of persuasive responses and other negotiation strategies; and
- conduct objective market research to benchmark a target salary and benefits.

Why is negotiation so important? **AAUW's research** on the gender pay gap shows that, **one year out of college**, women are already paid significantly less than men. Women who work full time take home 80 cents for every dollar a full-time male worker is paid. And over a lifetime, those lost potential earnings add up.

Women who negotiate increase

their potential to earn higher salaries and better benefits packages. By negotiating fair and equitable salaries, you'll be better able to pay off loans, buy the things you want and need, and even save for retirement.

## A Collaborative Initiative

AAUW, the **Friends of the Commission on the Status of Women**, and the **San Francisco Commission on the Status of Women** launched a large-scale, grassroots initiative to teach 20,000 women by 2020 to negotiate their salaries and benefits packages with confidence. The initiative also aims to help **close the gender pay**

## gap in San Francisco.

In 2017, median earnings for men in the San Francisco metro area were \$76,502 compared with \$63,306 for women — an earnings ratio of just 83 percent. And for most women, the pay gap is wider. Latinas working in San Francisco are paid 40 cents for every dollar white, non-Hispanic men are paid; African-American women 51 cents; and Asian-American women 65 cents.

You can take an **online workshop** at any time.

*"After meeting twice with the hiring manager about salary, I am happy to report that I walked out of that negotiation with a 40 percent increase in my pay. ... I really stood my ground and negotiated. I start my new role in less than two weeks and I couldn't be any happier. This workshop really changed my life."*

— AAUW Work Smart participant

DATE	TIME	LOCATION	REGISTER
Jan 29, 2019	6 to 8 p.m.	Sports Basement Community Space 610 Mason Street	<a href="#">Register Now »</a>
Feb 7, 2019	4 to 6 p.m.	Morgan Stanley 101 California Street, 3rd Floor	<a href="#">Register Now »</a>
Feb 21, 2019	11 a.m. to 1 p.m.	Morgan Stanley 101 California Street, 3rd Floor	<a href="#">Register Now »</a>
Mar 27, 2019	6 to 8 p.m.	SF Main Library 100 Larkin Road	<a href="#">Register Now »</a>
Apr 2, 2019	4 to 6 p.m.	Morgan Stanley 101 California Street, 3rd Floor	<a href="#">Register Now »</a>

## Paradise AAUW Branch

We are all too aware of the devastating Camp Fire that ravaged Paradise and the surrounding area. AAUW has a Paradise branch and only their President's house survived. If you would like to send a gift card to that branch to be distributed to its members as needed, please send it to their President at:

Carol Holzgrafe  
C/O Lawton  
1112 Bidwell Ave.  
Chico, CA 95926

One Paradise branch member has relocated to Belmont and the San Mateo AAUW branch is assisting with her needs.

*Barbara Von Glahn, President*

## Key AAUW National Dates

Jan. 8: The **2019 AAUW Art Contest** begins accepting entries. AAUW will give special preference to submissions that reflect AAUW's **mission and values**.

Jan. 11: 2019 AAUW National Election season reminder: Members can propose amendments to any AAUW bylaw until 6 p.m. ET.

Feb. 15: Early-bird registration ends for the **National Conference for College Women Student Leaders** in College Park, MD. The conference runs May 29 to June 1.



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# January 2019

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
30	31	<b>1</b> New Year's Day	<b>2</b>	<b>3</b> Writers Group 10 a.m.	<b>4</b> Out & About 10 a.m.	<b>5</b>
<b>6</b>	<b>7</b> Walk & Talk 10 a.m.	<b>8</b>	<b>9</b>	<b>10</b> Great Books 2 p.m.	<b>11</b> Out to Breakfast 8:30 a.m.	<b>12</b>
<b>13</b>	<b>14</b> Walk & Talk 10 a.m.  General Meeting 6:30 p.m.	<b>15</b>	<b>16</b>	<b>17</b> Writers Group 10 a.m.	<b>18</b> Bridge 10:30 a.m.	<b>19</b> Gourmet 6 p.m.
<b>20</b>	<b>21</b> Martin Luther King Day Walk & Talk 10 a.m.	<b>22</b>	<b>23</b> Janus Noon	<b>24</b>	<b>25</b>	<b>26</b>
<b>27</b>	<b>28</b> Walk & Talk 10 a.m.	<b>29</b> Evening Book Group 6:30 p.m.	<b>30</b>	<b>31</b>	1	2



# Join an Interest Group, Make New Friends

Happy New Year to all. We have a total of 10 Interest Groups and we're interested in getting an 11th started. Send me your ideas and we'll try to get it established.

A few of the Interest Groups are having difficulty getting someone to take over as chair. It usually doesn't involve much, so if you belong to a chair-less group please consider taking the helm.

*Carol Forster, Interest Group Coordinator*

650-726-4984

[carolforster@sbcglobal.net](mailto:carolforster@sbcglobal.net)

**Bridge:** Our first game of 2019 will be on Friday, Jan. 18, at 10:30 a.m. Our hostess will be **Nina Nelson**. If you have any questions or want to reserve a space, contact **Ruth Rafello** at 650-728-3013 or [rrafello@coastside.net](mailto:rrafello@coastside.net).

**Evening Book Group:** On Jan. 29 **Susan Perls** will lead us in a discussion of *Heart* by Malis de Karrangalon. We'll meet at **Madeline McReynolds'** home at 6:30 p.m. for mingling and munching. Discussion will start at 7 p.m.

**Gourmet:** On Saturday, Jan. 19, "A Winter Soiree" will be held at **Dianne** and **Bo Bobko's** home. A sit-down dinner – limited to 24 people – will begin at 6 p.m. The deadline for signing up is Jan. 5. Please email [dbobko@aol.com](mailto:dbobko@aol.com) to sign up now. Get your name in early as this is sure to be a sellout. More information and the menu recipes will be sent sometime during the week of Jan. 7.

**Great books:** The book selected for Great Books in January is *Rebecca* by Daphne du Maurier. The meeting will be held on Thursday, Jan. 10, from 2 to 4 p.m. at the home of **Carolyn Valoria**. Please let Carolyn know if you will attend.

**Great Decisions:** The Great Decisions interest group uses topics from a book published by the Foreign Policy Association that all members buy (\$32 plus shipping). The books are now available for purchase. Eight topics regarding current crucial global issues are discussed; these can be viewed at [www.fpa.org](http://www.fpa.org).

Because of the growing size of the group, there may be a second group. The group meets the second Tuesday of the month at 7 p.m. in members' homes. If another group is established, days and times can be determined to best fit the needs of that group.

Meetings will start Feb. 12 and go through September 2019. If interested, please email **Barbara Von Glahn** at [barbara\\_hmb@yahoo.com](mailto:barbara_hmb@yahoo.com) or phone 650-726-7696.

**Janus:** Our January luncheon will be at the home of **Ruth Rafello** in Montara. We will meet at noon on Wednesday, Jan. 23. Remember to RSVP (yes or no) to her. Please bring a potluck dish to serve eight to 10 people and \$3 for the hostess. If you would like to be on the group list, please e-mail **Mary Alice Pearce** at [maalice\\_hmb@comcast.net](mailto:maalice_hmb@comcast.net).

**Out & About:** Friday, Jan. 4, we'll visit The Museum of American Heritage in Palo Alto. Meet at the New Leaf parking lot near the bus stop at 10 a.m. Suggested donation is \$5; guided tour is \$3. Please RSVP to **Sara Hayden** by Wednesday, Jan. 2, at [hayden.sara@gmail.com](mailto:hayden.sara@gmail.com) and indicate if you can drive that day. For more info, visit [www.moah.org](http://www.moah.org).

**Out to Breakfast:** We meet every second Friday at 8:30 a.m. at Mezza Luna Café in Princeton. There is no need to RSVP – all are welcome! Our January breakfast is on Friday, Jan. 11 at 8:30 a.m. at Mezza Luna Café. We hope to see you there!

**Walk and Talk:** Join us on Monday mornings at 10 a.m. for a walk on our beautiful Coastside. We are usually gone for about two hours. If you'd like to be on our email list to find out where we will be walking each week, please send your email address to **Marilyn Garrison** at [marilyngarr@hotmail.com](mailto:marilyngarr@hotmail.com).

## Writers Group

On Jan. 3 we'll all be busy writing from **Jean Slanger's** clever prompts. On Jan. 17 each person will read from her work.

Meetings are 10 a.m. to noon in the conference room at Lesley Gardens. All genres are represented and it is a treat to hear the memoirs. Come and share your memories. No experience needed.

# Share Your AAUW Events with the Branch



The **Evening Book Group** met for a holiday potluck and book discussion at Madeline McReynold's home in December. Members are identified left to right:

Bottom row: **Madeline McReynolds, Linda Lowens, Helen Paul, Jean Slanger.**

Second row: **June Baxter, Sue Hatfield, Janie Keeler.**

Third row: **Maura Jones, Karen Hume, Irene Baume, Bonnie McGuinness.**

Fourth row: **Lee Ellis, Marianne Harrison, Katie Murdock.**

Fifth row: **Marilyn Garrison, Antoinette Wrubel.**

Top row: **Nancy Evans, Paulette Eisen.**

What has your Interest Group been doing? Let us know. Have photos from previous AAUW meetings? Please send your photos to **Sara Hayden**, Tidings Editor, at [aauw.hmb.newsletter@gmail.com](mailto:aauw.hmb.newsletter@gmail.com).



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In principle and practice, AAUW values and seeks a diverse membership. There shall be no barrier to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class.