

the TIDINGS

News of AAUW-Half Moon Bay

Volume 54, Issue 8

April 2021



Laura Adler AAUW American Fellow

Monday, April 19, 2021 • 7 to 8:30 p.m.

Our monthly Zoom meeting – set for Monday, April 19, from 7 to 8:30 p.m. – will feature AAUW American Fellowship Speaker **Laura Adler**. Her dissertation is *What's a Job Candidate Worth? Pay-Setting, Gender Equity, and the Evolution of Fair Pay*.

Ponder these laws and decisions already on the books: Fair Labor Standards Act, 1938. Equal Pay Act, 1963. Lilly Ledbetter Fair Pay Act, 2009. U.S. Court of Appeals for the Ninth Circuit, *Rizo v. Yovino*, 2018.

The AAUW American Fellowship program began in 1888 and is the oldest non-institutional source of graduate funding for women in the United States.

Because of our branch AAUW

Fund contributions to national grant programs, we are eligible every other year to host a grant speaker. Laura's presentation acts as a means of thanking us for these contributions.

The American Fellowship program began in 1888, a time when women were discouraged from pursuing an education. It is AAUW's largest fellowship program and the oldest non-institutional source of graduate funding for women in the United States. Funding ranges from \$6,000 to \$30,000.

Laura is a PhD candidate in sociology at Harvard University. Her dissertation explores how organizations set pay for new

Continued on page 5

Join Us

VP Programs **Peggy Rozhon** invites you to a Zoom meeting. Please RSVP to her at prozhon@gmail.com if you will attend.

Topic: AAUW-HMB general meeting

When: April 19 at 7 p.m.

Join Zoom meeting at <https://us02web.zoom.us/j/81129494640?pwd=eG1DVGN0SUVVVVkwVWVhHhWd2JrZEJMdz09>

Meeting ID: 811 2949 4640

Passcode: 359607

One tap mobile:

+16699006833,,81129494640#,,,,*359607# US (San Jose)



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

P.O. 1414

El Granada, CA 94018

halfmoonbay-ca.aauw.net



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

The TIDINGS is published 10 times a year, September to June, by AAUW-HMB. Email submissions to aauw.hmb.newsletter@gmail.com

Articles should be pasted into the body of the email. Attach any photos as jpg or png files. 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

Election Season for AAUW-HMB

It is time to elect a new board. We will vote by a show of hands at the general meeting on April 19. The slate of new officers for the Half Moon Bay branch is:

- President
Peggy Rozhon
- Treasurer
Gladys Picht
- Membership VP
Kathleen Freitas
- Membership VP Co-Chair
Lee Ellis
- Program VP
Barbara Cohen
- AAUW Fund VP
Mary Sheridan
- Recording Secretary
Linda Meyer

April is also the month for AAUW's national elections. If you don't like to vote by email, contact me before April 7 so we can get you a mail ballot.

Starting April 7, AAUW members will be asked to vote to elect members to the national board of directors and on amendments to our public policy priorities and bylaws, including a proposal to eliminate AAUW's longstanding degree requirement. Get up to speed on the issues by reviewing the election page on the AAUW website.

Suzanne Mau, President

Find Donation Instructions on Page 7

**COASTSIDE
GIVES**

A COASTSIDE DAY OF GIVING

MAY 6th 2021

Vote on Branch Dues Reduction at April Meeting

At our April 19 meeting, the board will present a motion to reduce the branch dues by \$3 from \$31 to \$28 for fiscal year 2022 (July 1, 2021, to June 30, 2022). This decision was made in light of the upcoming increases in national dues – \$3 in FY 2022, \$5 more in FY 2023, and an additional \$5 in FY 2024, for a total of \$13 over three years. The board believes that the branch can afford to offset the \$3 increase for the upcoming year because our expenses have been less than what was budgeted for the

current year, primarily because virtual meetings are less expensive than in-person gatherings. If approved, total dues for the upcoming year will remain at \$110.

Please note that a vote to reduce dues is for this coming year only; there is no guarantee that the branch could continue to offset upcoming national increases. If you have any questions regarding this motion, please feel free to contact **Mary Sheridan**.

Mary Sheridan, Membership Treasurer

Welcome, New Members

Please welcome our newest members: **Chris Ortega** and **Katherine (Kathy) Eslinger**.

Chris lives in Half Moon Bay and graduated from San Francisco State University with a BA in social work. Kathy lives in Moss Beach and also graduated from San Francisco State University with a BA in consumer and family studies.

Although we have not been able to meet in person for our meetings

or interest groups, it is gratifying that we have added to our membership. Many thanks to **Allene Zanger** and **Sue Hatfield** for referring Chris and Kathy.

As the restrictions begin to ease and things reopen, I'm optimistic that we will soon be planning our (in-person) activities.

Kathleen Freitas, Membership Vice President

Big Lift Collaborative

Students will be returning to in-person learning. Hurray for our educators who have continued to teach, parents who have continued to support their students, and students who have focused on learning by computer.

As Cabrillo Unified School District returns students to a hybrid program of in-person and remote learning in April, I'm happy to report that Big Lift is planning the "Inspiring Summer" program for low-income pre-K through third grade.

The Boys and Girls Club has provided learning pods for middle schoolers and is now adding outdoor sports. Daycare programs are reopening. The Half Moon Bay Library is planning its summer programs while continuing to serve the community outside of the building. We are hopeful that the library will reopen in May.


Kudos to all those involved in the Big Lift cohort for their dedication to the ongoing education of the children of the Coastside. Three cheers!

Sue Hatfield, AAUW Representative



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AAUW California Annual Meeting

The AAUW California annual meeting begins at 9:30 a.m. on Saturday, April 17. The meeting will be held via Zoom for a second year. No travel, no hotel reservations, and no lunch, once again. But, that means you can attend at no cost from your office, living room, or kitchen!

You will learn what has been happening in California this past year and it is a lot! You will see the three Speech Trek finalists, learn who our 2020 State Named Gift Honoree is, and see the first Equity Award given to former State Senator **Hannah-Beth Jackson**. AAUW

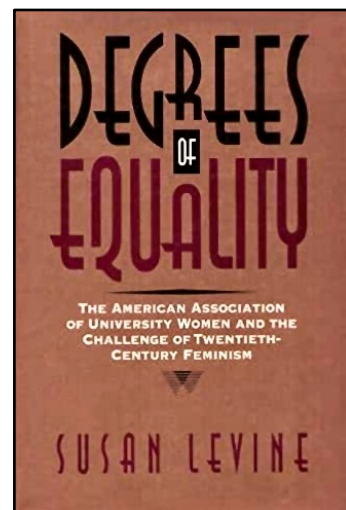
board chair **Julia Brown** will join us and we have a special event brought to us by past Co-President **Cathy Foxhoven**.

The meeting is open to the public. Registration is required and can be accessed [here](#).

Annual Meeting Agenda

- **Business Meeting**
 - Welcome
 - Board accomplishments
 - Financial report
 - State project grant recipients
 - Named Gift Award
- **Speech Trek Video No. 1**
- **Equity Award Honoring Hannah-Beth Jackson**
- **Public Policy Update**
 - Public policy priorities
 - MVM introduction
- **Speech Trek Video No. 2**
- **Activity of the Year Announcement**
- **Update with Julia Brown, AAUW California Board Chair**
 - National update
 - Membership requirement update
- **Speech Trek Video No. 3**
- **Speech Trek Winner Announcement**
- **Introduction of AAUW California Board of Director Candidates**
- **Zoom Performance of “We Did It for You”**

Degrees of Equality: An AAUW History



Are you looking for a beach read for the summer? You might enjoy a history of AAUW published in 1995. Written by **Susan Levine**, PhD, *Degrees of Equality: The American Association of University Women and the Challenge of Twentieth-Century Feminism* (Temple University Press) covers our organization's history beginning with its formation in 1881 as the Association of Collegiate Alumnae.

Levine is the director of the Institute for the Humanities at the University of Illinois Chicago. She suggests that feminism was not so much “reborn” in the 1970s as it was adopted by a rapidly growing constituency of college-educated women demanding the realization of their goals.

Tech Trek Roundup

Branch online participation in Tech Trek continues as two-thirds of California branches opted in for the 2021 virtual season.

Branches estimate more than 750 students will attend the 2021 Virtual Camp season. Three camp weeks are being planned to accommodate the branch estimates of selected 2020 and 2021 students. A fourth camp can be organized if needed.

Virtual Camp received a \$24,000 grant from Qualcomm. Tech Trek's longtime corporate affiliate supported the 2020 virtual pilot and, with this grant, now is supporting our 2021 season. We appreciate the years of support that Qualcomm has provided the UC San Diego residential camp and are grateful they've increased their support for the virtual program.

Volunteers needed: We're looking for branch volunteers and Tech Trek alumnae. We still need more camp coaches, instructors, assistant directors, and logistics coordinators. You can work for more than one camp. Click [here](#)

for applications.

Tech Trek in a virtual format is a unique STEM program experience. If you'd like to donate to this program, click [here](#).

The Virtual Camp leadership team thanks the California branches that chose to opt in. Your willingness to learn something new – to adjust long-standing branch processes and join a paperless model for submitting MOUs, branch data, and consent forms, school contacts, and nomination information – is amazing!

Thank you for pivoting and trusting in technology. STEM is, after all, why Tech Trek exists.

For Tech Trek program or finance questions, contact **Alice Hill** and **Susan Negrete**, Tech Trek Co-Coordinators, at techtrek@aauw-ca.org.

For 2021 Virtual Camp questions, contact **Mary Isaac**, 2021 Virtual Camp director, at 2021TTVirtualCamp@aauw-ca.org.

Susan Negrete, and Alice Hill, Tech Trek State co-coordinators

Laura Adler

Continued from page 1

employees, identifying organizational practices and cultural ideas that reproduce and legitimize gender pay inequality. Her past research addresses the preference for precarious work among aspiring artists, state efforts to regulate the gig economy, and the cultural factors that shape whether people use their social networks to get a job. She has a master's in city planning from UC Berkeley and a bachelor of arts in humanities from Yale University.

Carol Joyce, AAUW-HMB Fund VP, will host the evening.

Please advise **Peggy Rozhon** if you will attend. We ask this every month for two reasons: to make sure we have a supportive number of members to honor our speaker's talents and efforts and to keep a list of attendees so that we can keep a watchful eye for any nefarious Zoom "gate crashers." So, please, R.S.V.P. to prozhon@gmail.com.



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Dates to Save & Remember

Wednesday, April 7
AAUW National Election
Voting Begins

Friday, April 16
AAUW California Election
Voting Begins

Saturday, April 17
AAUW California
Annual Meeting
9:30 a.m.

Monday, April 19
General Meeting
7 p.m.

Monday, May 17
General Meeting
7 p.m.

Saturday, June 19
Recognition Luncheon
11 a.m.

*Please check calendars
on the [AAUW-HMB](#),
[AAUW-CA](#) and [AAUW](#)
websites for updates,
additional events and
announcements.*

Public Policy News from National

On Feb. 2, my co-chair **Sue Miller** and I met via Zoom with AAUW Public Policy Director **Kate Nielsen** and her assistant **Robin Lucas**, along with state public policy chairs across the nation, to get updates on changes to the landscape with the a new administration and Congress. Here is a summary of that discussion:

The AAUW Public Policy team sent notice of our priorities for the new year, including a letter to President Joe Biden focused on women's economic security and education access and a letter to the 117th Congress about Passing the Paycheck Fairness Act and the Equity in Education Act.

You can read both of these letters at [aauw.org](#).

We also reviewed the Biden Administration and Congressional priorities, which included 28 executive orders, 11 presidential memoranda, and five proclamations in the first two weeks.

Those orders covered COVID-19, including student-debt relief and opening of schools; anti-discrimination, including removing barriers; DACA relief, and a task force to reunite families; and protecting women's health at home and abroad, including access to

abortions.

We discussed new legislation from Congress, including a \$1.9 trillion COVID-19 relief package. The package includes:

- extending paid sick and family leave through September (14 weeks),
- increasing the federal minimum wage to \$15 an hour,
- assistance to those at risk of losing jobs and/or their homes,
- \$3 billion in food relief,
- a \$25 billion emergency fund for child care providers.

We also talked about the reintroduced Raise the Wage Act, which will increase the federal minimum wage to \$15 per hour by 2025.

AAUW has been working on the Paycheck Fairness Act since 1997. It was reintroduced on Feb. 1 and has strong bipartisan support, prohibits retaliation for discussing pay, closes loopholes in the Equal Pay Act, and prevents the use of prior salary history in hiring decisions.

You can help lobby for the Paycheck Fairness Act by reviewing AAUW's Toolkit at [aauw.org](#) and taking action yourself.

Kathi Harper, Public Policy Co-Chair, AAUW California



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*Your Support is Crucial to Funding
Our Local Programs and the National AAUW Fund*

With the likelihood that the 2021 Pumpkin Festival will be cancelled, it is even more important to make the May 6 Coastsides Gives program a success. We are incredibly fortunate to be able to raise funds online through Coastsides Gives during this challenging time.

Help Our Branch Make the Most of this Opportunity!
**Raise \$10,000 for local branch programs and the AAUW Fund;
A matching gift of \$4,000 will double your donation**

Here are your options to donate:

Can't wait until May 6 to make your donation?

- You can make your donation online beginning April 1 by clicking [here](#).
- Or copy and paste the following into your browser: <https://www.coastsidegives.org/aauwhmb>.

Give by check

- Make a donation by writing a check or making a donation through your donor-advised fund or IRA. Send the check to AAUW-HMB, PO Box 1414, El Granada, CA 94018 with Memo: Coastsides Gives 2021.

Help us earn prizes

- In addition to making your donation, you can help us earn prizes. Watch for an email in mid-April.

Donate on May 6 from midnight to 11:59 p.m.

- Make your online donation and ask family and friends to give as well.
- You can make your donation online on May 6 by clicking [here](#).
- Or copy and paste the following into your browser: <https://www.coastsidegives.org/aauwhmb>.

Volunteer to help make Coastsides Gives a success

- Make sure we don't miss out on extra money – volunteer to help earn social media prizes.
- Contacting members you know personally has a greater impact – volunteer to make reminder phone calls or emails to branch members.

Contact Carol Joyce at
carollanphearjoyce@gmail.com
to volunteer.

**COASTSIDE
GIVES**
A COASTSIDE DAY OF GIVING
MAY 6th 2021

The Collar of Dissent: Jackie Speier Speaks About RBG

Congresswoman **Jackie Speier** gave a tribute to the late **Ruth Bader Ginsburg** at the annual meeting of AAUW’s Monterey Bay Interbranch Council in February, wearing a replica of one of Ginsburg’s collars.

Rep. Speier, 14th Congressional District, is a graduate of UC Davis and UC Hastings College of Law. She advocates for women’s rights and supports the decisions made by Justice Ginsburg for fair pay, LGBTQ equality, and same-sex marriage. She is on the House Armed Services Committee, the House Permanent Select Committee on Intelligence, and the House Committee on Oversight and Reform. In 2018,



she wrote *Undaunted: Surviving Jonestown, Summoning Courage, and Fighting Back* and is a member of the AAUW North Peninsula branch.

You can watch Rep. Speier’s speech and the concluding question-and-answer session on [YouTube](#).

WANTED

Do you share posts on Facebook with family and friends?

We need two to three volunteers to help us win social media prizes during Coastside Gives.

Details of the prizes will be announced on April 8 and must be completed by May 6.

Contact Carol Joyce at carollanphearjoyce@gmail.com for information.



Diversity and Inclusion: Do You Belong?

A sense of belonging is critical for AAUW members to feel valued. The new interactive DEI (Diversity, Equity & Inclusion) Toolkit defines and explains key terms and concepts.

If diversity means the characteristics that make us unique, and inclusion refers to behaviors and actions, then what is belonging? And why is it important?

Belonging is feeling like you are a part of something, that you actually matter. It isn’t necessarily about being liked, but rather being needed.

AAUW needs all of these things together – diversity, inclusion, and belonging – for our branches to continue to grow and thrive.

The DEI Toolkit provides guidelines for discussions about uncomfortable issues. The toolkit provides resources for every size branch, with a format for discussions that encourages participation. That participation might be as an active listener or a vocal contributor.

Elaine Johnson, Director

Living Our Vision of Equity for All

If not now, then when?

After 140 years, we believe it's time to invite everybody with similar goals to join AAUW. The AAUW California Board of Directors invites you to learn why.

We work hard for the AAUW vision of equity for all and the mission of advancing gender equity, education, health issues, and more. But so do others, including many without a college degree. Are we missing out on their energy, ideas, and help? Before you vote, please review aauw.org. It reflects our inclusive mission for equity. Our current membership bylaws do not.

Here is some history that may surprise you: Until the late 1940s, only women with four-year degrees from a small list of accredited, elite universities could join AAUW. According to **Sharon Schuster**, past AAUW National and California president, "some would like to forget that we used to vote on prospective members — with all of the implications of what that meant."

The World War II years broadened AAUW's vision and all women with four-year degrees from any accredited schools were invited to join; applicants were required to present their degree certificates.

The next requirements to be dropped were accreditation and proof of degree. Then the four-year degree requirement was dropped as holders of three-year nursing degrees and two-year associate degrees became eligible. Eligibility was also extended to students working toward a degree. In the 1980s, men were allowed to join. Now, in 2021, most membership requirements have been eliminated and only one remains: that

of the two-year degree.

AAUW California understands why some members might be reluctant to embrace this idea: it has long been a badge of accomplishment for women to earn a college degree, and we all enjoy socializing with others who enjoy the same things. But shared values are not an automatic byproduct of a college degree.

Before we discuss the benefits of removing this last barrier, you should know that quite a few foundations refuse to grant funds to organizations that discriminate. Yes, that is how they view this requirement. And this reduced funding pool restricts our work.

The younger generations do not view our restriction receptively either. We believe that they are more likely to join organizations with an open membership working for similar goals.

The same can be said for potential members of more diverse backgrounds. We have the same vision for the future of all women and all girls; we should work together. And we can do that more effectively if we welcome everybody. Also, in order to provide support for those excluded or marginalized, we need to stop excluding and marginalizing. We need to *live* our mission and vision.

So, how would AAUW change if everyone could join?

Your enthusiastic Tech Trek moms without degrees want to help our splendid STEM camps. Now they could.

New people might join your board to help with AAUW projects and events. They will bring fresh

perspectives.

Remember when you had a friend who wanted to join AAUW but was one year short of a degree? Now she could.

This would be AAUW's future face: more people of all backgrounds and colors, more hands working on our mission, more members to join discussion groups. We would be an organization that welcomes everybody.

And, how would it *not* change AAUW or your branch?

It will not affect AAUW's unique breadth of programming, research, policy, advocacy, fellowships and grants, and grassroots membership.

It will not change your branch's involvement in local scholarships or interest groups.

It will not change the mission of the branch. Mission is not determined by a college degree, but by belief in and dedication to equality for women.

"AAUW has survived because of our ability to change and because our membership requirements have changed over the years," said Sharon Schuster.

So, when April 7 arrives, remember the issues we raise here and cast your vote in the AAUW National election for a positive future and an AAUW that welcomes everybody. As much as we value the way we have been, we can also value the way we will be. It's time we walked the talk.

Carol Holzgrafe, Director, Branch Assistance Contact, AAUW California

April 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
28	29	30	31	1	2	3
4	5	6	7	8	9	10
			AAUW National Election Voting Begins			
11	12	13	14	15	16	17
					AAUW California Election Voting Begins	AAUW California Annual Meeting 9:30 a.m.
18	19	20	21	22	23	24
	General Meeting 7 p.m.	Great Decisions 5:30 p.m.				
25	26	27	28	29	30	1
		Evening Book Group 7 p.m.	Janus noon			

Interest Groups Carrying On

Evening Book Group: On April 27 at 7 p.m. via Zoom we will discuss an Erik Larson book, *The Splendid and the Vile*. To join this vibrant group, email **Nancy Evans** at egnancy@comcast.net.



Gourmet: It's time to start thinking ahead to the revival of this tasteful group. With the advent of warmer weather *outside* eating is possible and welcoming. If you agree let's get a planning meeting together, outside and masked, to kickstart its revival. Email **Katie Murdock** at ktgm4@aol.com if you're interested.



Great Decisions: We're Zooming the third Tuesday of the month, April 20, at 5:30 p.m.

Our March topic was "Global Supply Chains and U.S. National Security." The shutdown of global supplies because of the COVID-19 pandemic reminded us of our global economic interdependence. What are some of the lasting effects that the pandemic could have on

global supply chains and trade? There are also national security issues dealing with the "factory of the world" – China. Can we really de-couple?

We will discuss another security concern in April – the Persian Gulf. There have been seven missions involving a U.S. B-52 in the past six months over the Persian Gulf as a show of force and commitment to security in the area of Iran. Tensions are high and involve Israel, Qatar, and Saudi Arabia. We will learn the historical influences that have led to these tensions in addition to current events.

There are links to the topic so you don't need to have the Foreign Policy Association's *Great Decisions* book. If you're not already on the list, contact **Barbara Von Glahn**. We always have interesting discussions and opinions! Visit fpa.org for more information.



Janus: Janus will continue Zoom meetings as long as members

are interested. We had six participants in March. Our next meeting is April 28 at noon. If you would like to join the fun, please email **Mary Alice Pearce** at maalice_hmb@comcast.net and she will send you the link.



Writing Group: I have heard from several people expressing interest in the revival of this group. I have a proposal for a slightly different format that I call "The Archaeology of Your Life." This would encompass not only writing but also photos, genealogy, and memories that would lead to more writing, initially as a journal that could lead to memoirs, fiction, and nonfiction. This would be akin to an archaeological "dig" into the many layers of your life and your family to unearth many surprises. This is fun whether your prime interest is memoir, fiction, non-fiction, poetry, or genealogy. For more information email **Katie Murdock** at ktgm4@aol.com.

Upcoming AAUW California Webinars

In addition to our annual meeting, AAUW California will host "Congratulations! You've joined AAUW. Now get the most from your membership" on April 28. We'll review the expansive committees, programs, and projects that make up this public organization and identify how you can help make a difference.

On May 10, "Beyond the Newsletter" will cover traditional

and innovative publicity tools to promote your events to both the branch and the public.

On May 26, it's "Don't Hesitate ...Communicate! Oral, Written, Nonverbal Communication Skills: Speaking Across Generational Divides." You'll learn how to lead (not herd) cats in your leadership role and work with diverse personalities.

Register for these and other

webinars at AAUW California's [webinar page](#), where you can also find recordings of previous events.

If you have any issues finding information on the website or how to register for a webinar, please contact the webteam at webteam@aauw-ca.org.

Tracey Clark, Director, Communications Committee Chair

Women in Non-Traditional Roles

More women are participating in areas traditionally filled by men. For example, three Bay Area women are vying to be the first woman on the moon. Petaluma native **Nicole Aunapu Mann**, Napa native **Kate Rubins**, and **Megan McArthur** of Mountain View are logging endless hours of training for a chance to make the historic walk.



Oakland native **Amelia Schimmel** will be the first woman to handle public address duties for the Oakland A's home games at RingCentral Coliseum.



A review of Title IX from the past few years could pave the way

to a major shift in how colleges handle allegations of sexual misconduct. While in office, Secretary of Education **Betsy DeVos** made changes to Title IX that reduced the liability of colleges and universities for investigating sexual misconduct claims and bolstered the due process rights of the accused with the right to cross-examine their accusers, which discouraged many victims from coming forward.



President **Joe Biden** has established the White House Gender Policy Council. In addition, President Biden has made the Equality Act, which would extend federal civil rights

protections to LGBTQ people, a top priority.

As the Equality Act heads to the Senate after winning House approval, its prospects seem bleak mostly because of opposition from conservative religious leaders. It would extend protections to employment, housing, education, and public accommodations such as restaurants, theaters, hotels, libraries, gas stations, and retail stores, as well as homeless shelters and adoption or foster-care agencies that receive federal funding. We will keep a watchful eye on this act as it reaches the Senate.

Mary Vargas, Public Policy Chair



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