

the TIDINGS

News of AAUW-Half Moon Bay

Volume 54, Issue 9

May 2021



Zoe Kersteen-Tucker Living an Open Space Life

Monday, May 17, 2021 • 7 to 9 p.m.

Midpeninsula Regional Open Space District, Zoe continues her personal mission for preserving open space, having previously worked with the Coastside Land Trust and Green Foothills. We have asked her to speak about the ongoing work of MROSD. We also asked if she might address the benefits of spending time in nature.

There are clear physical and mental benefits to being outdoors. And there are myriad studies to back up that statement, including [Mental Floss](#) and [APA](#).

Look at the possibilities for recreation that MROSD provides at

its 26 preserves – hiking, cycling, horse riding, geocaching, docent-led activities – across San Mateo, Santa Clara, and Santa Cruz counties.

Like the good china we are preserving for future generations, MROSD is nature's "good china." Let's preserve it *and* use it. Take time to join with us for this "breath of fresh air" meeting with Zoe Kersteen-Tucker.

Please RSVP your attendance and any guests to prozhon@gmail.com.

Peggy Rozhon, Program VP

Open spaces are like grandma's good china. Why use them rarely or only for special occasions? Why not use them all of the time?

Zoe Kersteen-Tucker is a longtime coastal and environmental protection advocate. As the board member for Ward 7 of the

Join Us for a Breath of Fresh Air

Program VP **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: May 17 at 7 p.m.

Join the Zoom meeting at:

<https://us02web.zoom.us/j/86356889544?pwd=YlFoazc0cmpqYm9nQ0ROczg0c0tpZz09>

Meeting ID: 863 5688 9544

Passcode: 592463

One tap mobile:

+16699009128,,86356889544#,,, *592463# US (San Jose)

+12532158782,,86356889544#,,, *592463# US (Tacoma)



**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 Time Is Flying

Coastside Gives is upon us. Read the article by **Carol Joyce** on page 7 to see how you can get involved. This is our biggest fundraiser for the year.

By now most of us have received two COVID-19 vaccines and are protected. Only time will tell how long that protection will last. Gov. **Gavin Newsom** is

suggesting some loosening of the restrictions in June. Maybe next year we can meet face-to-face. Our board meetings will probably continue on Zoom.

I hope you are all feeling less restricted and able to see more of your family.

Enjoy Spring!

Suzanne Mau

AAUW Election: Make Sure to Vote

Between April 16 and May 7 you should receive an email ballot from AAUW national. If they do not have an email address on file for you, a ballot will be mailed to you.

We will be voting on several issues, the most important being to eliminate the requirement to have a university or AA degree to join AAUW. The other important issue is setting public policy for the next

two years. These policies are:

1. Economic security for all women.
2. Equal access to quality public education for all students.
3. Social and racial justice for all members of society.
4. Several bylaws changes.

Mary Vargas, Public Policy Chair

Find Donation Instructions on Page 7

COASTSIDE
GIVES

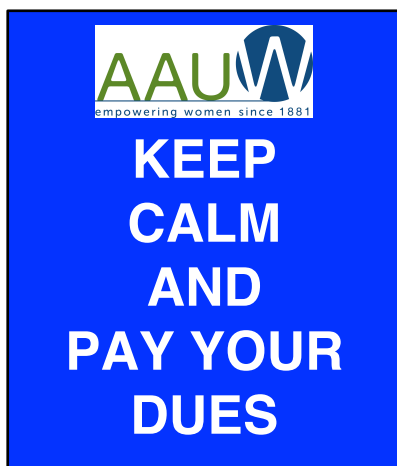
A COASTSIDE DAY OF GIVING

MAY 6th 2021

It's Membership Renewal Time!

It's that time of year when we all need to renew our AAUW membership for the upcoming year.

Total dues are \$110 (\$62 national, \$20 state, and \$28 branch), of which \$87 is tax-deductible because of our IRS 501(c)(3) tax-exempt status (\$59 national and \$28 branch). Please submit payment by June 1.



We are using the national membership payment program (MPP) again to process dues renewals. Around May 5, you should receive an email from the national office directing you to a secure payment site to pay your dues online with a credit card. The subject line will say "AAUW Membership Renewal for Fiscal Year 2022." Simply add your credit card information and the page populates your name and address for you. If there are any changes needed in your personal information, make the changes there and hit "submit." You will receive a receipt for your payment, but please note that it will say only \$59 of your payment is tax-deductible; the correct amount is \$87.

For those who do not wish to pay with a credit card, there will be instructions on how to pay by check. Please use whichever payment method is most convenient for you.

There are three items to note:

1. The online form will ask if you want to make an additional donation to AAUW. This donation goes to national AAUW Funds. If you want to support our branch projects, mail a separate check payable to AAUW-HMB to PO Box 1414, El Granada, CA 94018. Please note the program to

which you want to donate on the memo line.

2. If you made changes to your personal information online, please be sure to communicate that information to **Mary Sheridan** at mary.b.sheridan@gmail.com.

3. If you need to request dues assistance this year, please send an email to Mary Sheridan at mary.b.sheridan@gmail.com with the specific amount of support needed. Do not use the online system to renew your dues.

Thank you for continuing to support this dynamic and powerful local and national organization by renewing your membership for the upcoming year. **It would be extremely helpful if you could complete your renewal (using the online system or mailing a check) by June 1.**

Mary Sheridan, Membership Treasurer

Big Lift Collaborative

The Big Lift Cohort meeting was full of positive energy as we discussed the return to school, after school day care, pre-schools, and the Big Lift Summer Program for rising pre-k and kindergarten to third-grade students. The Cabrillo Unified School District representative confirmed that pre-k, kindergarten, and first grades would be back to classroom learning starting April 5. Sixth-grade students return to middle school and other grades are returning soon. Parents can also choose to continue remote learning for their children.

School sessions will be split into morning and afternoon classes for smaller class learning pods. Health protocols will be observed.

The Half Moon Bay Library began to allow some in-person browsing on April 22, while maintaining curbside services. The library is planning two five-week sessions of STEAM — Science, Tech, Engineering, Arts, and Math Camp for older students in grades five through eight. The Boys and Girls Club will continue its learning support pods and coordinating the return to outdoor athletics for middle school students.

The cohort continues to support education for our local students. Hurray for all supporters of equity in education!

Sue Hatfield, AAUW Representative

Dates to Save & Remember

May 6-12
Nurses Week

Friday, May 7
AAUW California Election
Voting Ends

Monday, May 17
AAUW National Election
Online Voting Ends
2 p.m. PDT

•
AAUW-HMB General Meeting
7 p.m.

Wednesday, May 19
AAUW National Election
Results Announced

May 21, 1973
Lynn Genesko, a swimmer,
receives the first athletic
scholarship awarded to a
woman (University of Miami)

May 29, 1943
Norman Rockwell's "Rosie the
Riveter" appears on the cover of
The Saturday Evening Post

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.*

Why Do We Need Your Vote?

Your vote in this year's annual AAUW state election will impact the following areas:

- who represents you on the board of directors,
- public policy priorities for 2021-23, and
- changes to the bylaws.

There are three positions to be filled on the board of directors. The nominees are: President-elect **Sandi Gabe** (uncontested); chief financial officer **Roli Wendorf** (uncontested); and one director, either **Judy Cavin Brown** or **Carol Holzgrafe**.

AAUW California's Public Policy Committee reassesses its directives every two years in light of the ever-changing cultural and legislative landscape. To keep aligned with our mission to advance equity for women and girls and remain consistent with our values of fair and equitable opportunities for our diverse society, vote "yes" on the ballot for:

- economic security for all women,
- equal access to quality public education for all students,
- social and racial justice for all members of society, and
- changes to our bylaws.

We urge you to vote "yes" to two changes related to the board of directors structure.

- The addition of a one-year term director elected in even years to serve opposite the president-elect position, which is elected in odd years. This will eliminate an increasing imbalance of positions elected in even years. (Currently, eight of 12 positions are elected in even years). This imbalance presents a challenge in even years to fill all the board openings and to maintain a level of continuity of experience on the board.

- To align with the best practice of having an odd number of voting members and for budgetary efficiencies that would not alter board effectiveness, we recommend reducing the number of board positions from 12 to 11.

If we have your email address, you will get a link to vote online. A mail-in ballot will be sent to you if we do not have your email address.

The voting period ends on May 7. Click [here](#) for details on candidates, public policy priorities, and changes to the bylaws.

Janice Lee, Nominations & Elections Chair, AAUW California



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New Research on Gender Pay Laws' Impact on Gender Pay Equity

At our April branch meeting, **Laura Adler**, an AAUW American Fellowship recipient, shared the results of her dissertation: "What's a Job Candidate Worth? Pay-Setting, Gender Equity, and the Evolution of Fair Pay." Laura's research focused on how employer's pay practices are impacted by pay equity laws. She looked for changes in pay practices as a result of equal pay laws and the impact on the public policy goal of ending gender pay inequity.

During her presentation, Laura took us through how she identified a gap in existing research on why gender pay inequality continues despite equal pay laws and advocacy. She noted that earlier research focused on individual factors, such as work/family conflict, or aggregate factors, such as data indicating employees in top-paying jobs are mostly men and low-paying jobs are held mostly by women. Laura concluded that previous research did not address the impact of equal pay laws and advocacy on pay practices, especially how organizations determine starting salaries. She began her own research to address the question: What is the relationship between pay practices and gender pay inequality?

Using PowerPoint slides, Laura walked us through her research methodology: reviewing 50 years of archival data, conducting 80 interviews with corporate paysetters and experts, and running an original resume survey experiment. Her research revealed historical changes

in pay practices were impacted by major but unrecognized shifts that were made in reaction to the equal



pay/comparable worth movement and court decisions.

Laura used salary history bans to explore how legislation impacts pay practices. The result was a hypothesis that the shift from asking for salary history to salary expectations would have a negative impact on equal pay. The hypothesis was validated by her resume survey experiment, which revealed that women were penalized more than men when sharing salary expectations rather than their salary histories.

Ultimately, Laura concluded that:

- Pay practices have been shaped by debates over gender equity.
- Well-intentioned laws often have unintended consequences.
- Historically contingent processes have created a lack of accountability and there is really no one to hold accountable for gender pay inequality.

During the discussion that

followed, branch members noted the positive impact Laura's real-world research will have on future efforts to achieve gender pay equality. A member with HR experience confirmed she observed many of the examples Laura discussed of salary history laws' impact on pay-setting practices. In response to a question about gender pay gap by industry, Laura provided the following link to a PayScale report with information that might be helpful: payscale.com/data/gender-pay-gap.

Thanks to AAUW National and AAUW California for the biannual opportunity to hear from recipients of AAUW scholarships and grants in recognition of our support of the AAUW Fund and our three research and project grants: the **Edna Cox** grant, the **Ruth Raffello** grant and the Half Moon Bay 50th Anniversary grant. You can learn about the 2020-21 recipients of the branch grants by using the information found on page 7 of our branch directory.

*Carol Joyce, Vice President
AAUW Funds*



AAUW Washington Update

The nominations of two dedicated civil rights champions – AAUW-supported **Vanita Gupta** and **Kristen Clarke** to positions at the U.S. Department of Justice are historic for our nation. Their appointments signal a strong commitment to civil rights accountability and enforcement that is acutely needed in our country.

In a bipartisan and hard-won victory, the Senate finally pushed back against the racist and sexist treatment of these candidates and confirmed Gupta, who will be the first woman of color Associate Attorney General of the United States. Now we must continue the groundswell of support for the confirmation of Clarke, who would be the first Black woman to become Assistant Attorney General for the Civil Rights Division at the Department of Justice.

AAUW stands with the AAPI community to demand an end to the rising tide of anti-Asian racism and violence. Along with AAUW CEO **Kim Churches'** statement, AAUW signed onto a "Letter to President Biden Calling for Emergency Safety

and Relief for Asian American and Pacific Islander Communities" and endorsed testimony to the House Judiciary Committee on anti-Asian violence.

In condemnation of continued recent hate crimes, AAUW joined the "Letter to Congress Encouraging Support for the Khalid Jabara and Heather Heyer NO HATE Act."

AAUW joins 35 civil rights and education organizations in signing "The Civil Rights Principles for Student Loan Debt Cancellation," outlining how to ensure that broad loan cancellation provides for equity and supports all student loan holders, especially women and Black and Latino individuals, who have been disproportionately impacted by the crushing debt of student loans.

In the past month, AAUW has signed on to important efforts regarding student loan debt and forgiveness, paid sick leave, and more. Check out our [letters, comments, testimony and legal briefs](#) to learn more about AAUW's positions and advocacy efforts regarding economic security, civil rights and education.

AAUW CA Board Supports Bylaws Change

The AAUW California board of directors joins the AAUW national board and numerous other state boards in supporting a "yes" vote on the bylaws change to remove the degree requirement for membership in AAUW. To learn more visit our [AAUW California website](#) and the [AAUW website](#).


This is an important election that requires a two-thirds vote to approve the change. AAUW has survived for more than 130 years because it has been willing to change as the world has changed. Now it is our turn to help AAUW continue to thrive with the changing times.

It is up to us to ensure that our children and grandchildren can enjoy AAUW for the foreseeable future! Vote yes between April 7 and May 17.



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Double Your Donation and Help Us Win Prizes During Coastside Gives – May 6, midnight to 11:59 p.m.

Our goal is to raise \$10,000 for local branch programs and the AAUW Fund. Your donation will be doubled thanks to a \$4,000 matching fund created by AAUW Half Moon Bay members.

Tune in to KHMB
during the 9 a.m. Power Hour to
hear Ruth Rafello
talk about AAUW

9 a.m. Power Hour

Help us win \$1,000 by donating between 9 and 9:59 a.m.

We need the most donors during the 9 a.m. hour to win \$1,000.
Your donation of \$10 or more helps us compete against other nonprofits.

Other nonprofits might have larger donor bases, but **we are AAUW!**

We don't shy away from a challenge!

Make a Power Hour online donation by clicking [here](#).

Winning the Power Hour would be like finding a \$1,000 check in our PO box!

- If you can't donate on May 6 between 9 and 10 a.m., you can donate online anytime until May 6 before 11:59 p.m.
- You can make your donation online by clicking [here](#).
- Or copy and paste the following into your browser: <https://www.coastsidegives.org/aauwhmb>.

How to donate by check

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

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

Contact Carol Joyce at
carollanpharjoyce@gmail.com if
you have questions.

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

May 2021

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
25	26	27	28	29	30	1
2	3	4	5	6	7	8
					Voting Ends in AAUW California Election	
9	10	11	12	13	14	15
16	17	18	19	20	21	22
	AAUW National Election Online Voting Ends at 2 p.m. PDT	Great Decisions 5:30 p.m.	AAUW National Election Results Announced			
23	24	25	26	27	28	29
			Janus Noon			
30	31	1	2	3	4	5
	Memorial Day					

Interest Groups

Evening Book Group: We continue to meet over Zoom and enjoy lively discussions. 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: The May topic is the dynamic situation of Brexit. I'm sure we'll have to do some updating to the booklet information.

There are electronic links to the topic so you don't need to have the *Great Decisions* book. If you're not already on the list, email **Barbara Von Glahn** and she will send you the details. There are always interesting discussions and opinions!

Visit www.fpa.org for more information.



Janus: Janus will meet May 26 at noon. We have not yet received permission for outdoor gatherings, but if we do, the host will be **Nina Nelson**. Otherwise, we'll meet on Zoom. Group members will be notified. If you'd like to join, 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.

Miss the Annual Meeting?

Having our annual state meeting online afforded more members the opportunity to attend. But, if you were unable to tune in in April, you can catch up on the activities of the day at aauw-ca.org.

From there, you can watch the annual meeting proceedings, including:

- Speech Trek presentations
First place **Lilian Chang** (California Online). Second place **Halle Schaffer** (Del Mar-Leucadia). Third place **Lauryn McGuire** (La Mesa El Cajon).

- AAUW national board chair **Julia Brown**'s presentation.

- **Harriet Tower** (California Online) chosen as state Named Honoree Award winner.

- The first Equity Award given to former State Senator **Hannah-Beth Jackson**.

- Learn what has been happening at the state level this past year.



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AAUW California Public Policy News

Our first (virtual) state lobby day was a huge success. AAUW members – 111 of us! – from 68 branches visited 36 Assembly and 23 Senate offices, and the public policy co-chairs visited with Gov. **Gavin Newsom**'s staff. Many offices were familiar with AAUW and we had a great opportunity to educate those who weren't, as well as to advocate for our top-priority bills. Please consider joining us next year.

The Public Policy Committee has completed its review of the bills for this legislative season and the [2020-21 Bill Tracker](#) can now be found on the website.

In 2021, AAUW California will focus on childcare, which meets the

goals of all of our three pillars.

Without affordable childcare for families, women are often the ones to leave their jobs or forgo education to care for their children. This has been the case for tens of thousands of women during the COVID pandemic, jeopardizing their financial security and ability to get higher paying jobs.

We are supporting a package of legislation that will improve access to quality early childhood education for low-income children and especially children of color, make family fees affordable, and improve the quality of childcare for children aged 0 – 3.

AB 92: Waives family fees through Oct. 22, then restructures

rates for family fees (AAUW California is a co-sponsor of this bill).

AB 22: Transitional kindergarten for four-year olds.

SB 70: Mandatory kindergarten.

SB 246: Restructuring childcare rate reimbursement to improve the quality of childcare.

AB 1361: Expulsion and suspension of children from childcare.

These bills help women achieve economic security, improve the quality of childcare and early learning in preparation for education and helps eliminate bias in how children of color are treated in childcare.



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