

FEBRUARY SPEAKER SERIES



Courtesy Healdsburg Tribune

Title IX

Elizabeth Kristin, Staff Attorney

Legal Aid Society – Employment Law Center San Francisco

February 2, 2016

5:00 PM Social Gathering

5:30 PM Brief Business Meeting

5:45 PM Speaker

Healdsburg High School 1024 Prince Avenue, Healdsburg

Title IX is the national law passed in 1972 that requires equal athletic facilities for boys and girls in American schools, from Kindergarten through college.

AAUW feels that the skills young women and men gain from sports participation, including teamwork, leadership, and discipline, can be crucial to their success in higher education and employment. Title IX has had a huge effect on American girls and women, but there is still more to do.

Our Speaker, Elizabeth Kristen, comes from the Legal Aid Society-Employment Law Center in San Francisco. She is a senior staff attorney and director of their Gender Equity Program and LGBT Program. She will present a video about compliance with this law and talk about how to assess whether local high schools comply with Title IX.

—**Heidi Blumenthal**



OUR PRESIDENT'S MESSAGE

SPEAKING OF THE CANDIDATES AND NOMINATIONS...

In case you've missed it, we are now in that season. In our "party" you do not need financial backers to run for office and you can attain leadership positions without allegiance to controversial interest groups. Sounds like Utopia? It isn't. I am, of course, referring to the nominations for the leadership team and candidates for election to **Healdsburg AAUW's** Board of Directors.

This is the way we do it. The by-laws require that the president appoint a nominating committee of four. This committee serves from appointment through the May election. Committee members may serve no more than two consecutive terms. The lingo is "term limits." We strive to put together a committee that maximizes the number of members known to the committee. The theory is that it is easier to twist the arm of a friend than a stranger. It can be hard to fill leadership positions that have no compensation, kick-backs, power, influence, or future big bucks from writing and speaking. Usually, the Vice President is appointed as chair of the nominating committee.

The current chair **Nancy Haiston** has already gotten commitment from most of the Board members to serve a second term, if elected. Nominations for the Board positions are published in advance and voted on at the annual May Business and Speakers Series meeting. However, nominations may also be made from the floor with the consent of the nominee. I am girding my loins for the fight with the candidate trying to unseat me from a second term.

Seriously, the committee is tasked with filling almost 70 positions excluding the various interest group chairs. The non-board member positions are filled by the nominating committee with the consent of the Board. They are not elected. While the process is very democratic, it is difficult to know the skills and interests of all members – especially relatively new members. If you have even a few hours to contribute to the **Branch's** activities from July 1, 2016 – June 30, 2017, contact **Nancy**. Take a look at all of the team leadership positions on the website to see what might be of interest. Don't wait to be asked, check it out.

<http://healdsburgca.aauw.net/files/2015/11/2015-2016-Leadership-Team-Healdsburg.pdf> . If you can't link to this page, go to the website, click on About, then click on Leadership, and finally click on Leadership Team. Don't make the committee members grovel.

Changing the topic, now that I have seen the entire list of donors to Healdsburg AAUW Fund, I must again thank you all. I am overwhelmed by your generosity and support for our branch's activities. Thank you to **Janet Hoehn**, the Fundraising Committee chair, for sending out the year-end solicitation letters and the thank you letters for tax records.

On a sad note, we remember the passing of our member **Doris Golden** and former member **Lucie Jensen**. Both of these women were models for how to live well into the 90s and even second century.

—Ronnie Devitt

Healdsburg Homes Tour 2016

Sunday May 1, 2016

10:00 A.M. to 4:00 P.M.



The Home Selection team has completed home selection and found six great homes to showcase for our 2016 event. Three are great historic homes that have been renovated to perfection. There are also two modern homes to showcase. The final home is a traditional home that has been decorated by the owner who is a professional decorator. It was featured in House Beautiful magazine as the cover of the October Issue and is absolutely gorgeous.

Thank you Yvonne Schell for finding these homes.

Fundraising is the next area on which we will focus. We have five committed sponsors who we will start featuring on our website. Please go out of your way to thank and support these sponsors many of whom are multi-year tour participants. Sponsors are now selecting homes **and will choose a home that showcases** their business or **reflects their design preference**. We need more advertisers! The Healdsburg AAUW board is assisting Andrea Wolcott in getting advertisers, but we can always use more help. If you have an idea for an advertiser, **or would be willing to contact some local merchants**, please let Andrea know at andreawolcott14@gmail.com.

Given the number of volunteers we need as docents, we decided not to have a docent greeter outside the houses this year, but are experimenting with a Homes Tour banner instead. **Maureen Keefe** developed the banner and is working on our other signs as well. We hope that the banner will become a tradition and make it easier for attendees to spot the Tour Homes.

Tickets will go on sale February 1st both online and at the Forum. Tickets will be \$35 in advance of the tour or \$40 at the Museum on the day of the tour. Be sure to tell your friends and encourage them to buy their tickets. Please mark the Homes Tour date on your calendar, we can't do it without you!!!!

— Cecile Peters and Kim Alexander, co-chairs

26th Annual Healdsburg Homes Tour

Put May 1, 2016 on your calendar!



BUILDING KNOWLEDGE & ENRICHING THOUGHT

Spring 2016 Course

The Winter season of AAUW Forum is now underway, with a total of nearly 276 people participating in one or both of the two courses taking place at Raven Performing Arts Theater here in Healdsburg.

So now it's time to start thinking about Forum's Spring season! We will be offering only one course, but it will be presented by Bruce Elliott—professor extraordinaire when it comes to describing historical events and personages with a distinctive wit and style.



The topic will be ***Dynasty: Rise and Fall of the Great Houses of Europe***. Devoting a class session to each of six Great Houses, the course will commence with the Medici dynasty in Renaissance Italy, proceed to England for the House of Tudor, and move forward in time to cover the Bourbon dynasty, the Hapsburgs and, ultimately two dynasties that survived into the 20th century: the Hohenzollerns, who managed the Herculean feat of uniting Germany, and the Romanovs in Russia.

Registration opens on February 16th. Classes begin on Thursday, March 17th and continue through April 21st. Proceeds support local educational programs and scholarships for women and girls.

—Katherine Lacy

HEALDSBURG AAUW FUNDRAISING 2015

We are able to do many good things in our community because of the response of our membership to our fundraising efforts. This month I want to recognize and thank the AAUW Fund and Tech Trek donors listed below who made donations in 2015.

AAUW Fund Donations

Hala Al-Shahwany

Joanna Gros-Balthazard

Brush Bernard

Beatrice Coxhead

Ronnie Devitt (in memory of Doris Golden)

Judy Edmonds

Cher Frechette

Mary Ann Gervais

Lynda Guthrie (in memory of Sally Lyle)

Nancy Haiston

Billie Harrison

Healdsburg Physical Therapy

Georgia Helthall

Janet Hoehn

Cynthia Jacobs

Kay Kohler

Terry Leach

Erika Linn

Charlene Luks

Valerie Marder

Patty McHugh

Sylvia & John Gary Melrose

Laura Moore (in memory of Lesley Colligan)

Mary Nienaber (in memory of Elena Monett

Zunino Gomes)

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and Miss Lydia Ducey)

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Shally Schultz

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Suzanne Valla (in honor of Gene Valla)

Shawn Widick, D.D.S.

Gail Wright

Phil Wright

Tech Trek Donations

Heidi Blumenthal

E & M Electric

Healdsburg Kiwanis Club

Mary Le McCune

Rotary Club Healdsburg

sonic.net, Inc.

Soroptomist International of Healdsburg

Sotoyome-Curtis Masonic Lodge 123

The Neel Foundation

—Janet Hoehn, Fundraising Chair

AAUW PUBLIC POLICY

2015 Legislative Update – AAUW California

By Shannon Smith-Crowley, AAUW-California's lobbyist in Sacramento

The 2015 legislative year began slowly in January but soon heated up in part due to our participation in a new, exciting coalition – Stronger California Advocates Network. This coalition, organized by the Women's Policy Institute, was 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. Our 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 stronger California bills with a few non-coalition bills added, but we were very deliberate that our focus was Fair Pay. We sponsored Assembly Concurrent Resolution 50 (Gonzalez) to bring attention to Equal Pay Day, and cosponsored with the California Employment Lawyers Association a bill on closing the gender wage gap, that if the Governor had signed the bill, would have made California first in the nation to have a bill prohibiting employers from using prior salary history to establish new pay. Unfortunately AB 1017 (Campos) was vetoed, along with another progressive bill to attack the gender wage gap, AB 1354 (Dodd) requiring state contractors to have plans in place for fighting gender pay inequities.

The vetoes occurred on the last day the Governor could act, October 11th, by citing our biggest victory of the year, Senate Bill 358 (Jackson), which he signed, as the reason. SB 358 was a sorely needed update to California's Fair Pay Act. Not only does it prohibit retaliation for disclosing wages amongst coworkers, but closes a huge loophole used by employers when employees sued for wage discrimination based on gender. This was a tremendous victory that received national attention, the importance of which should not be discounted amidst our disappointment with the vetoes; but 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. Perhaps not in 2016 but sooner rather than later. We'll take time to marshal our forces and stock our ammunition (data). Part of what would be helpful in the fight are YOUR STORIES. In talking with people about the bill, there was an amazing number who'd either personally been affected or knew someone who had been disadvantaged by having to disclose their prior salary history in order to apply for a job. It can vary from failure to get an interview because your credentials were assessed using your low salary as a proxy, and by that measure you were deemed unqualified and therefore not worthy of an interview. It could be you were paid below the established range, or less than a colleague because the company policy was to pay prior salary plus x% only. Submit your stories to legislativeadvocate@aauw-ca.org. Please include your contact information and if you'd be willing to be public with your story.

Meanwhile, we hope to have our Fair Pay poster person, Aileen Rizo-Acosta, at our 2016 California meeting to talk about the impact of using prior salary history to establish new wages. Aileen and her family traveled to Sacramento from Fresno dozens of times to

persuasively testify on both SB 358 and AB 1017 by relating her compelling story. Read about her story and follow her on Facebook. Her lawsuit against her employer for paying her \$20,000 below a less qualified male colleague because of her prior salary should be heard early in 2016, and we'll make sure to update you. (Public Policy continued on Page 7)

Please "like" us on Facebook (AAUW California) and follow us on Twitter using @aauwcalobbyist and @aauw_ca.

The new legislative year (2nd year of a two-year session) will begin January 4, 2016. The AAUW-CA website will be updated with our new agenda after the March Public Policy Committee meeting. Thanks to your support, especially our Two-Minute Activists, we are able to move our agenda forward.

—Michele St. Clair, Public Policy Director Healdsburg AAUW

CURRENT PUBLIC POLICY INFORMATION: HUMAN TRAFFICKING IN THE MODERN ERA

Human trafficking doesn't affect us, right? So why should we care about something so remote and a problem we can't do anything to stop anyway?

Well, human trafficking is not remote. It's right here in California, in our own neighborhoods. And there *are* things we can do to help curb it.

Based on statistics kept by various organizations, California has a disproportionately large share of this extreme violation of human rights, in spite of a series of laws that the California legislature has passed to try to reduce its incidence.

As globalization erases the borders between countries, the challenges of stopping the flood of human exploitation continue to multiply. Human trafficking has grown to be one of the largest organized criminal activities in the world, second only to drug trafficking. Social scientists estimate that 27 million women, men, and children are victims at any given time. AAUW reports that human trafficking has also emerged in the past decade as one of the fastest-growing criminal activities in the world. And the consequent human suffering is immense.

Traffickers use violence, debt bondage, and other forms of coercion to manipulate victims into engaging in commercial sex acts or labor services against their will. "Human trafficking is a violation of human rights where an individual is forced or tricked into work and unable to leave for any number of reasons," says Tiffany Williams, advocacy director at the Institute for Policy Studies' Break the Chain Campaign (www.ips-dc.org). It's important to note that this definition rests on force and coercion, not movement across borders. Indeed, much of human trafficking is done for the purpose of extracting labor services.

Labor-trafficked victims are coerced, but instead of being sexually exploited, victims are abused in a variety of labor settings including domestic work, small businesses, large farms, and factories.

This form of modern-day slavery uses trickery, force, and coercion, and it can be found in our very own neighborhoods. Surprisingly, in bedroom communities some unscrupulous couples keep housekeepers and nannies in modern bondage. Teachers are brought from overseas and forced to sign over 10 percent of their salaries. Undocumented agricultural workers are often taken advantage of by "coyotes" and agribusiness to work long hours for little or no pay. Underage boys and girls are tricked into sex slavery. (In fact, due to their extreme vulnerability, all sex workers under the age of 18 are considered to be trafficking victims.)

Though the epidemic of human trafficking affects people from all backgrounds, social classes, and cultures, it disproportionately affects women and girls who account for 55 percent of forced labor and 75 percent of all trafficked victims around the world.

This is why AAUW has made human trafficking one of the issues it officially works to eliminate.

We as individual AAUW members can help in a number of ways. Inform your friends and family, and your neighbors about the widespread incidence of human trafficking. Be alert to possible instances of labor-trafficking in your community. When meeting with elected officials, inform them about the facts and your concerns. Sign up for AAUW Action Alerts and follow up when AAUW emails them to you.
(Human Trafficking in the Modern Era, continued on Page 8)

Should you become aware of suspicious activity that suggests human trafficking, it's important to report it. To do so, call one of these hotline numbers:

- **The National Human Trafficking Resource Center Hotline**
 - 1-888-373-7888 or
- **The U.S. Department of Justice Hotline**
 - 1-888-428-7581

—Michele St. Clair, Public Policy Director Healdsburg AAUW

PUBLIC POLICY TEAM

Are you interested in current events? Would you like to feel that you're making a difference in the political process, especially on issues that AAUW cares about? The Healdsburg branch of AAUW is looking for members who would like to serve on the Public Policy Committee. Meetings are held once per month, except in summer, and the team works on all sorts of interesting things like getting out the vote and promoting Equal Pay Day. **Call Michele at 433-8090 for more information.**

SAVE THE DATE!

March Speaker Series, March 1, 2016

Speaker: Detective Sergeant Cecile Focha

Mark your calendars to meet **Detective Sergeant Cecile Focha of the Sonoma County Sheriff's Department**. This single mom joined the Sheriff's Department in 1998, worked the graveyard shift patrol for years, and was a **Detective in the Domestic Violence/Sexual Assault Investigations unit**. In 2006, she was promoted to Sergeant (the second female in the history of the Department) and returned to patrol. She was later promoted to Detective Sergeant (the first female to hold that rank in the Department). She is currently assigned as the Press Information Officer, in charge of all media relations. (You will see her name often in *Press Democrat* reports.)

Cecile will talk to us about working in a non-traditional field, the kind of obstacles she encounters in a mostly male environment, and the things that interest her about her job.

—Heidi Blumenthal

COMMUNITY SERVICE

More Than Just Career Choices . . . *Future Prep*

Our Career Choices program has been going on over seven years, but now we have a new name. To better explain what we do, the program is now called: ***Future Prep: Career Choices and Life Skills***.

This past school year we have engaged with students at Healdsburg High School with various traditional career panels such as Health Care and Engineering. But in addition, the teachers have also called on us for help in several of their classes.

In one instance half a dozen of us helped the students in three Civics classes to decide on and implement a community action project. These ranged from approaching the City for a stop sign on one student's street, to two girls arranging for dozens of books to be sent to impoverished schools in Guatemala.



A completely fun project was judging one of the culinary class assignments. The students were instructed to make crudité and dips, with attention being paid to both presentation and taste. The students were quite serious about the project, so we as judges attempted to be equally as serious. However, it was difficult when the dips were all delicious, and you can see from the photos the effort they put into their presentation. Personally, I felt as much a cheerleader as a judge. (The judging was held just before school was let out for the holidays, and you will note that one of the platters is arranged to look like a Christmas tree.)



This program is also being offered at Cloverdale High School, under **Diane Bartleson** and **Val Marder**. This school year they offered panels on Human Services and Technology, the latter one being facilitated by **Liz Loebel**. The Cloverdale HS program has not been in existence as long as Healdsburg's, and with a new principal just settling in they are not quite ready for the expanded program as yet. However, Diane and Val are doing a marvelous job and the panels are much appreciated by the students.

— **Judy Edmonds**

TECH TREK

Are You Interested in Volunteering for Tech Trek?

Every year our Healdsburg branch sends 8th-grade girls (9 of them last year) from our local junior high schools to Tech Trek Camp Marie Curie at Stanford. This year camp is scheduled for July 10-16, and the Camp Director, Pat Ivester, is looking for volunteers to fill a number of key roles, including the following:

- IT Assistant -- Prepares computers to be used at Tech Trek. Assists with computer hardware and software needs, working with Assistant Director.
- Camp Photographer -- Takes pictures of all aspects of camp for Facebook, National, Dorm Moms and Branches, working with Social Media Coordinator.
- Marketing Coordinator -- Ensures Tech Trek receives full media attention in local area.
- Social Media Coordinator -- Manages Tech Trek camp social media, photo, blog and web efforts, working with Marketing Coordinator.
- Backup Nurse – A full-time Nurse has been identified, but a backup would be helpful.
- Backup Dorm Mom – All Dorm Mom positions have currently been filled, but there may be a need for last-minute substitutes.
- Branch Visitations Coordinator -- Helps organize and conduct branch visitations (dates and times to be coordinated with Camp Director).

The IT Assistant and Camp Photographer roles require on-site involvement every day of camp, and unfortunately on-campus housing is not provided (it's saved for the girls). So unless you have housing in the Palo Alto area, you probably shouldn't volunteer for those roles. Members from branches closer to Stanford will likely fill them. Both the Marketing and Social Media Coordinator roles do not require on-site involvement but are active both before and after camp. The Marketing Coordinator role is actually active all year, promoting AAUW and Tech Trek. The Backup Nurse role does require that you are an RN or LPN. If you are required to take over from the full-time Nurse, you would be provided with on-campus housing, since it is a 24/7 job during camp. Some of you have been a Dorm Mom, so you know that it also is a 24/7 on-campus job-and a fun one-with housing included. The Branch Visitations Coordinator role is active before and during camp and requires time on campus when the visitations occur. Last year Camp Curie experienced visits from the branches, National and the newspapers.

There is also the potential to help out with camper sign-in on the first day of camp, July 10. And there may be other volunteer jobs that come up. So if any of these roles sound interesting to you, please let me know, and I will put you in contact with Pat.

We also have Tech Trek roles in our branch that you may be interested in, including helping with fund-raising, selecting our campers or organizing programs for our Tech Trek alums and friends (GEMS). If any of those sound appealing, please let me, **Sue Campbell** or **Nancy Haiston** know.

—Sue Campbell

SAVE THE DATES AAUW SOCIAL GATHERINGS

FEBRUARY HAPPY HOUR Thursday, February 11, 2016



Please join us for our first **Happy Hour** of 2016, a pre-Valentine's Day get-together that will be held at **Hudson Street Wineries**. Hudson Street Wineries carries several brand name wines. You will have the opportunity to purchase from a choice of several wine varietals. White wines will be \$5 a glass, and red wines will be \$7 a glass. **Please bring a small appetizer to share (for 8-10 or so).**

Time: 5:00 – 7:00 pm

RSVP: Please **RSVP by Friday, February 5, 2016** to carolhazlett@me.com

Directions from the Plaza: Take Matheson Street east, turn right on Fitch Street. Continue on Fitch Street which will curve eastward and become Hudson Street. Hudson Street Wineries is on your right, across the street from Healdsburg Lumber.

There is ample parking on the street as well as in the parking lot!

We look forward to what we hope will be a terrific turnout!

— Carol Hazlett and Neita Comings

LUNCH BUNCH Wednesday, February 24, 2016

Please join us for the next **Lunch Bunch** gathering at **Par-Take Tasting Room**, 248 Healdsburg Avenue in downtown Healdsburg. We'll enjoy three courses, with wines paired to each course---salad, main, and dessert.

The tasting room will be closed to the public so we'll have the place to ourselves. The time is 12:00 noon, the cost is \$30 per person, and we are limited to a maximum of 37 attendees. Wine may be purchased by the glass or bottle, in addition to that served with lunch; a discount will be offered off the regular retail cost.

With advance notice, we can accommodate members who may have food related issues (allergies, etc.). As most of you are aware, parking downtown can pose a problem so we encourage you to car pool. We can provide an email list of attendees upon request, a week or two prior to the event.

Please email sharynbarney@comcast.net or call her at 707-473-9555 to reserve your spot. Send your check made out to **Sharyn Sarquis** to Sharyn at 110 Parkwoods Court, Healdsburg 95448. All payments must be received no later than **Wednesday, February 17**, as we must give Par-Take a final headcount by that date.

— Sharyn Sarquis and Mickey Sarquis

**The following is a Women's History Month Presentation sponsored by
Santa Rosa AAUW:**

Amazing Women Pilots During World War II



Featuring Jeane Slone: Researcher, Author and Presenter

Come and Join AAUW Santa Rosa Branch for a power point presentation in recognition of Women's History Month.

Speaker: Jeane Slone

Author of three books: *She Flew Bombers*, *She Built Ships*, and *She Was An American Spy*.

Television show hostess, *Writer/Speak*; Board Member of California Redwood Writer's Club

Member of Healdsburg Literary Guild, Military Writer's Society of America and

Pacific Coast Air Museum.

Luncheon & Program: Saturday, March 12, 2016, 11:45-2:30 pm

Church of the Roses, 2500 Patio Court, Santa Rosa – Montgomery Village

(Parking behind the Church or in Lucky's Parking lot)

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Reservations for AAUW Santa Rosa **Women Pilots** Luncheon/Program

\$20 per person

Name of Attendees: _____

Contact Phone: _____ Email: _____

Amount enclosed @ \$20 per person X number _____ attending = \$ _____

Please make check's out to AAUW Santa Rosa with *Pilots* on the Memo line

Mail by March 1 to: Marianne Holt, 1775 Brandee Lane, Santa Rosa, CA 95403

NEW MEMBERS

New Member Contact Information

Hallie Beacham	hbeAcham@gmail.com
Kelly Ebeling	Kelly@4everywhere.com
Joanne Johnson	jojo7678@aol.com
Mary Farha	howfarmary@yahoo.com
Linda Miller	lindasumiller@gmail.com
Karen Warburton	kwarburton2@gmai.com
Barbara Zarakov	barbarahobson@sbcglobal.net

REMINDERS

Would you like to be a new member buddy?

New members are the life blood of our AAUW organization, and the experience of a new friend is invaluable. If you are interested in being a **BUDDY** for a new member contact **Pat Bertapelle** at pat@vbbn.com

If you are aware of any member who is ill, has had an operation, an accident, or has passed away, please notify **Sheila Kneass** so that a card can be sent to the person or family from **AAUW**. Sheila's contact information is skneass@att.net or 707-433-5646.

The ***Grapevine*** is published online each month, except in July and August. Please submit articles, announcements, and photographs by the 15th of the month for the following month to the ***Grapevine*** editor, **Diane Burnley**, dburnley@aol.com.

