



The Grapevine

Healdsburg Branch

Advancing equity for women and girls through advocacy, education, philanthropy, research

May, 2018 <http://healdsburg-ca.aauw.net> Vol. 33 No. 9



The Big Day is almost here! Our team has enjoyed working on the Tour and we hope you will have a great time as well. Most of you will have time to Tour all of the homes in addition to volunteering. Please remember to buy your tickets before **Tour Day** so that we can provide you with your wrist band when you check in beginning at 9:30 a.m. at the Volunteer's table at the Healdsburg Museum at the corner of Fitch and Matheson.

Please invite friends, family and neighbors to the Tour!

We know you'll love the six homes on this year's Tour and you will want to share the day. There is a sneak preview on our **AAUW Facebook** page where the houses will be unveiled, one at a time.

<https://www.facebook.com/healdsburgaauw/>

Hot off the press... **Bob Pennypacker of Healdsburg Sotheby's** has just produced a wonderful video on the history and tradition of the **AAUW Homes Tour**. You can view this video on <https://youtu.be/JTOyZSKCd4I> Feel free to share it with others.

Thank you to our wonderful team for all of the enthusiasm, time, and energy you expended in making the Tour a reality. Thank you all for volunteering the day of the Tour. Plan to return at 4:30 for our after-party organized by **Carol Hazlett** and **Neita Comings**. And, thank you for your support!

— **Carlene Reininga** and **Johanna Lieblein**, co-chairs



President's Message

For the past 2 years, the **Healdsburg Branch AAUW Fund** has been the recipient of a \$10,000 grant from the Al Garren Fund. This grant was distributed as two \$5,000 scholarships – one to a graduating senior and one to a reentry student who was transferring from SRJC to a 4-year college. And now, I'm very excited to share that we have received a **\$250,000 donor directed grant** from the Al Garren Fund. We were asked to apply for this grant, spelling out how the money would be used. Our receipt of the \$250,000 grant was based on our proposal to put the money toward renewable scholarships for reentry women transferring from SRJC to a 4-year college or university. That means after a reentry student receives that first \$4000 scholarship when transferring from the SRJC to a college or university, that student can re-apply at the end of that first year at the college/university level for another scholarship. Criteria for the renewal scholarship will be similar to the first scholarship – units carried, grade point, need, etc. Presenting renewal grants is something we've discussed for several years, but not been able to fund. **Now we can!**

Our annual meeting takes place in May, and as of last year, it is now our annual Meeting & Garden Party. This year, **Sue Campbell** is opening up her home and garden for all of us. If last year is any indication, not only will it be a time to elect our new Board members, it will also be a lot of fun and a great time to visit with your **AAUW** friends. Please come and show your support for the incoming and outgoing Board members.

Did you know?

National AAUW has a group called the [jAdelante! Book of the Month Club](https://www.aauw.org/resource/adelante-book-of-the-month-club/): to spotlight engrossing stories written by women from all backgrounds. There are even web discussions featuring some of the authors. So, if you don't have time to join a physical book group, or find these particular books of interest to you: <https://www.aauw.org/resource/adelante-book-of-the-month-club/> , join the club!

— **Nancy Haiston**



BUILDING KNOWLEDGE & ENRICHING THOUGHT

The **Forum** classes for this year have ended. It was a wonderful series with classes covering history, music, arts, war and politics. This season 771 students attended the 6 classes. We netted over \$28,000 to support our scholarships and grants. Thanks to all of you who supported this community service and fundraiser. We feel that the Forum is as much a community service as a fundraiser as many businesses reap the benefits of having all of us downtown spending our money on coffee, lunches and maybe clothes.....as well as renting the Raven, printed materials from Amoruso, and registration services from So-Eventful.

A special thanks to the Forum committee – **Sharyn Sarquis, Jean Norelli, Angele Rice, Georgia Helthall, Phil Wright, Bob Santos, and Celeste Plaister**; also, to **Mary Fitzgerald** who reached out to the media, **Carol Noack** who did the graphic art work, and **Marisa Manna Ferrell** who takes care of all the registration. It was a great committee evidenced by the success of the season.

We have a great lineup for next year. Registration opens Sept 1.

- Oct 9-Nov 13 Peter Elman
History of Rock & Roll: The Golden Years, Part 2 - 1965-1975
- Oct 11-Nov 15 Steven Campbell
Our Amazing Brains: How to Use New Brain Science to Make Your Mind Magnificent
- Jan 8-Feb 12 Chris O'Sullivan
The Abraham Lincoln Era: A Man of his Century
- Jan 10-Feb 14 Larry Eilenberg
American Politics in the Movies
- Mar 19-Apr 23 Kayleen Asbo
Undaunting Dante: Art and Music of the Divine Comedy
- Mar 21-Apr 25 Douglas Kenning
Oh, Jerusalem: A History of the Navel of the World

Hope to see you all at the **Forum** next fall.

— Liz Loebel, Chair

California PUBLIC POLICY

Busy Session = Branch Advocacy Needed

The **Public Policy committee** met last month with our policy advocate, **Shannon Smith-Crowley**, and reviewed the bills that have been introduced into the current legislative session. With **Shannon's** expertise and the committee members' research, we narrowed the list down to 31 bills. We will be sponsoring two, supporting others and watching a few to see how they evolve over the next few months. You can view the list in our [bill tracking feature](#) on the **AAUW California** website. In the coming months, **Shannon**, as well as the committee, will be reaching out to branches for advocacy support at the local level.

Watch for further information on branch advocacy how-tos and plan to attend our advocacy plenary on Friday afternoon at convention later this month. The fabulous **Lisa Maatz**, former Public Policy director for AAUW, will be joining us in the presentation!

Charmen Goehring, and Nancy Mahr, Directors, Public Policy Committee Co-Chair, publicpolicy@aauw-ca.org

— Submitted by **Michele St. Clair**

EQUAL PAY DAY A REAL SUCCESS

Our branch “celebrated” **Equal Pay Day**, the day women’s wages (on average) “catch up” with men’s, on April 10 by selling cookies at Big John’s, Oliver’s in Windsor and downtown Cloverdale. We sold close to 400 cookies, generously donated by Costeaux bakery, and raised \$482. Our press coverage was great with a letter to the editor in the Press Democrat by **Hillary Kambour**, in articles in the SonomaWest papers, and a radio interview by Kathleen Riley on Women Speaks. We also presented proclamations at the Healdsburg, Windsor, and Cloverdale city council meetings (see page 5). So by all counts, it was a very successful campaign.

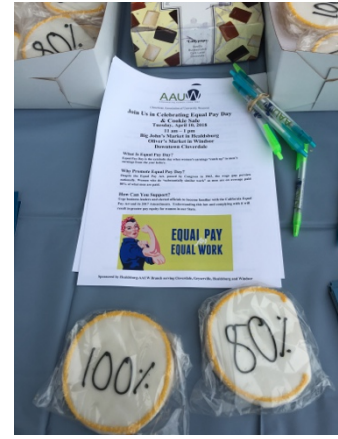
And we had fun! We saw lots of Healdsburg friends, neighbors and **AAUW** members at Big John’s. Here’s what **Terry Bloom** wrote about Windsor: “Exhausted but happy, Windsor did great. We feel we reached a lot of men who were not sensitive to the inequity in pay.” But I think the Cloverdale team had the most fun (see accompanying photo). Here’s what **Diane Bartleson** wrote: “Though not a money maker, we wound up giving away cookies to a couple of homeless guys and a bus driver, who pored over the literature. Curiously, a number of darling/nice men stopped by in cars and on foot for lengthy, meaningful and, for me anyhow, memorable conversations. “

Thanks go to many for making the event such a success. First of all, our supporters – Costeaux, Big John’s and Oliver’s. Craig’s Party Store in Santa Rosa also discounted the helium for our balloons. Thanks too to the city councils for supporting our proclamations and to Ray Holley and SonomaWest for covering the cookie sale. The biggest thanks go to the **Public Policy Committee and the branch volunteers** who helped make it all happen. Our **Public Policy Committee**, chaired by **Michele St. Clair**, includes **Terry Bloom**, who was responsible for all Windsor activities, **Diane Bartleson**, who was responsible for all Cloverdale activities, **Ann Allan**, who crafted our flyer and sold cookies in Healdsburg, **Kathleen Riley**, who helped with the balloons and the radio interview, **Hillary Kambour**, who wrote our articles and eblasts, **Beth Wolk**, who helped out in Windsor and **Sue Campbell**, who coordinated all activities for the event. This team was supported by **Leslie Everett and Barbara Epstein**, who helped wrap cookies, **Violet Nelson and Sharon Le Roy**, who helped out in Windsor, **Judy Edmonds**, who helped out in Healdsburg and **Karla Rosen, Winky Merrill and Debbie Potmesil**, who helped out in Cloverdale.

Hopefully all these efforts made a real difference by raising the awareness level around this important issue and helping sensitize local businesses to the need to pay women fairly and equitably.

—**Sue Campbell**

EQUAL PAY DAY A REAL SUCCESS



Equal Pay Day Proclamation

WHEREAS, more than 50 years after the passage of the Equal Pay Act, women, especially minority women, continue to suffer the consequences of unequal pay; and

WHEREAS, according to the U.S. Census Bureau, women working full time, year round in 2016 typically earned 80% percent of what men earned, indicating little change or progress in pay equity; and

WHEREAS, according to *Graduating to a Pay Gap*, a 2012 research report by the American Association of University Women (AAUW), the gender pay gap is evident one year after college graduation, even after controlling for factors known to affect earnings, such as occupation, hours worked, and college major; and

WHEREAS, in 2009 the Lilly Ledbetter Fair Pay Act was signed into law, which gives back to employees their day in court to challenge a pay gap, and now we must pass the Paycheck Fairness Act, which would amend the Equal Pay Act by closing loopholes and improving the law's effectiveness; and

WHEREAS, according to one estimate, college-educated women working full time earn more than a half million dollars less than their male peers do over the course of a lifetime; and

WHEREAS, nearly four in 10 mothers are primary breadwinners in their households, and nearly two-thirds are primary or significant earners, making pay equity critical to families' economic security; and

WHEREAS, a lifetime of lower pay means women have less income to save for retirement and less income counted in a Social Security or pension benefit formula; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs while enhancing the American economy; and

WHEREAS, Tuesday, April 10, symbolizes the time in 2018 when the wages paid to American women catch up to the wages paid to men from the previous year,

NOW, THEREFORE, I, *Brigitte Mansell*, Mayor of Healdsburg, do hereby proclaim Tuesday, April 10, 2018:

EQUAL PAY DAY

The Healdsburg City Council urges the citizens of Healdsburg to recognize the full value of women's skills and significant contributions to the labor force and further encourages businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the official seal of Healdsburg to be affixed.

—Public Policy Committee

AAUW AND WOMEN'S SALARY HISTORY – A COURT CASE

On April 9th, an 11-judge panel for the Ninth Circuit Court of Appeals ruled that employers can't use a woman's salary history to rationalize paying her less than a man doing the same job.

– VOX Apr 10, 2018

The Story behind the Rizo Case

Aileen Rizo worked as a math consultant for the Fresno County Office of Education (FCOE) in Fresno, California, training instructors in new ways of teaching math. Rizo was hired by the FCOE in 2009 after earning a master's degree and teaching for 13 years. She and her family moved from Arizona to California for her new position.

In 2012, Rizo says, a male colleague who had recently been hired mentioned that he had been placed at step nine on the county's 10-step pay scale. Rizo was shocked — she had been placed at step one on the scale when she began her job, even though she understood that she had more experience and seniority than her male colleague. Rizo says that after filing an internal complaint, she was told that the FCOE based new employees' salaries on just one factor: the employee's salary history. Because of the county's policy it seemed that Rizo's less-experienced colleague was given a higher salary only because he had been paid more at his previous job than she had been paid at her previous job.

Rizo eventually filed suit under the Equal Pay Act and California's sex discrimination statutes. The case was filed in the U.S District Court for the Eastern District of California in 2014 and moved through the judicial system. In April 2017 the U.S. Court of Appeals for the Ninth Circuit handed down an unfavorable decision in Rizo's case. A three-judge panel held that using prior salary alone to calculate current wages can be permissible under the Equal Pay Act as a "factor other than sex" if the defendant shows that its use of prior salary was reasonable and effectuated a business policy.

Rizo argued that using prior salary alone to calculate current wages perpetuates existing pay disparities and undermines the legislative intent of the Equal Pay Act, which is to address pay inequity based on sex.

Why Rizo Matters

Basing pay on salary history is one factor that can perpetuate the pay gap, precisely because women are typically paid less than men. But many people don't understand the domino effect that pay inequity can have on economic security. Rizo's case sheds light on this important yet often unrecognized factor that contributes to the pay gap.

This unfavorable ruling magnified the need for strong state and federal legislation that eliminates the practice of using prior salary alone to calculate current wages. Federal legislation like the Paycheck Fairness Act, currently pending in Congress, addresses the "factor other than sex" affirmative defense of employers by forcing them to articulate a necessary business justification for pay differentials. The legislation also prohibits reliance on salary history during hiring. This legislation will help close the gender pay gap and promote economic security for women.

In the absence of such federal legislation, women like Aileen Rizo and **AAUW** continue to fight for equal pay in the states, through a broad range of research, policy, and legal advocacy. **AAUW** joined an amicus brief in support of Rizo's petition for rehearing *en banc* — in front of all the judges of a court rather than only a selected panel — and urged the Ninth Circuit to reconsider. In August 2017 the Ninth Circuit granted a petition for rehearing *en banc* and it was reheard with the full panel in December 2017.

On April 9, 2018, the Ninth Circuit held that using prior salary alone, as a "factor other than sex," or in combination with other factors cannot justify a wage differential, further reasoning that this would allow employers to profit on this inequity and perpetuate a gender wage gap in direct contrast with the intent of the Equal Pay Act of 1963.

AAUW continues to support Rizo through its legal case-support program as her case moves through various stages of the judicial system. (Sources: VOX, AAUW) —Submitted by **Michele St. Clair**

COMMUNITY SERVICE

Summaries of Community Services Activities for this Year.

I asked each of the Coordinators of the Community Services programs to report for this edition of the Grapevine, what services their program had provided for students this school year and the names of the AAUW volunteers who helped make it possible. Below are their reports. As you will see they are a dedicated and energetic group and these programs do a lot to bring about valuable learning opportunities for our students.

—Dee McGuffey

Reading Rocks - Healdsburg Elementary School —Shally Schultz

At HES we are in 4 classes weekly serving about 88 students. The volunteers are **Diane Burnley, Pat Nelson, Gail Wright, Naomi Ramsden, Julie Hanamura** and one substitute when needed. Six total hours weekly.

Holiday Books were purchased with **AAUW** funds and given to 104 students at HES. **Diane, Pat, Georgia Helthall, Nancy Haiston, Yvonne Hyatt, and Judy Edmonds** and I helped distribute the books to six classes. (Always very appreciated by the teachers and students. —DM)

Reading Rocks – West Side School —Pat Bertapelle

Denny Martin, Yvonne Hyatt, and Georgia Helthall meet once each week on a one to one basis with up to 3 students - all first graders (there are 24) in a special “reading room nook” set aside for the tutors with books, table/chairs and white board. We also have three on call subs - **Judy Edmonds, Angele Rice** and myself. The teacher, Ms. Dalton, looks forward to our work and notes that it is making a difference in the reading abilities of her students.

Future Prep - Cloverdale High School —Cecile Peters

Connie Cservenyak, an **AAUW** member and I, with Christi Calson (the Work-Based Learning Coordinator at CHS), get together at the beginning of the school year to select a topic for three different sessions. The selection is based on assessments of student career interests. This year’s sessions were on Architecture and Construction, Small Business Entrepreneurs and Environmental Sciences. Each session features 5-6 professionals and small groups of students rotating every 15-20 minutes to another professional, allowing for more interaction between the speaker and students. Usually there are 35-40 students at each two hour session from the 9th to 12th grades. We serve a pizza lunch at the end. Pizza is always a winner.

Speech Trek —Hillary Kambour

Six students competed in Speech Trek this year which took place at Healdsburg High School library on February 22nd. The subject was “How Can We Stand Up to Sexism”. Three girls and three boys competed. Each student had a coach: **Annie Himmelstein, Diane Burnley, Hillary Kambour, Paul Frenchette, Anita Kratka, and Cheri Kratka.**

The first place winner was Eden Winniford, a junior at Cloverdale High School. While she did not go on to compete at the state level, she was really impressive! The judges were Dr. David Anderson (now retired) former Healdsburg Chief of Police and Mayor Susan Jones, and Civil Rights attorney Toni Lisoni. (The co-coordinator of this program is **Diane Burnley.** —DM)

GEMS —Vicki Pearson

Eight former Tech Trek nominees from 2017 went to Medtronics April 20th. Thank you for **Mary Farha and Karla Rosen** who provided guidance and proof-read communications distributed to each of the schools, parents and students. (A summary of the trip plus photos will be in the June Grapevine. —DM)

More COMMUNITY SERVICE

Expanding Your Horizons: 26th Annual Sonoma County Hands On STEM Workshop Day

Launch rockets! Build a dome! Count beetles! Program a robot! Learn about Medicine, Chemistry, Ecology and more!

Expanding Your Horizons Sonoma County is a one day conference encouraging 7th and 8th grade students to pursue careers in science, technology, engineering and mathematics. On Saturday, April 14, 2018 close to 200 students from Sonoma, Lake, Mendocino, Napa, and Marin counties participated in three sessions of hand-on workshops led by women experts in STEM fields and occupations at Sonoma State University.

Thank you to our local **AAUW** branch for supporting this exciting event. Regional sponsors include Sonoma State University, Santa Rosa Junior College and Keysight Technologies.

Violet Nelson, Georgia Helthall, Vicki Pearson and Victoria Toboni generously donated their time to volunteer at the check-in tables to get the day off to a smooth start! We know the students all had an amazing experience. Thank you, ladies!
—Victoria Toboni

Healdsburg AAUW and a Community Event

Join the Parade on May 24! Sign up by May 1st!

Last year we had so much fun representing **AAUW** in **Healdsburg Twilight Parade** that we're going to do it again! This year's parade theme is "**Sonoma Strong! Ag lives on!**"

We will wear T-shirts that read "**AAUW: Cultivating Female Minds**", and – if you like - also wear gardening gloves and carry a watering can or trowel. We will parade with our Tech Trek girls and some of the high school girls to whom we've awarded scholarships to 4-year colleges. The girls will wear straw hats decorated with colorful flowers and will carry whirligig flowers.



The metaphor: We are the cultivators and our AAUW Scholars are our flower garden!

Please join us! We're looking for 20 volunteers to walk in the parade or ride on the float. We will all wear this snazzy T-shirt (100% cotton, pre-washed and pre-shrunk). We are asking each parade participant to pay \$10 for the T-shirt. It will be yours to keep!

The deadline to join the parade and order a T-shirt is May 1.



Please contact me at winkymerrill@gmail.com and let me know your T-shirt size (S, M, L, XL) Also let me know if you'd prefer to ride in the truck or walk. Mail checks to **Winky Merrill**, 2335 West Dry Creek Rd, Healdsburg.

If you'd like to WATCH the parade with fellow **AAUW** members, please gather together on the corner by the Healdsburg Library. See you there!
—Winky Merrill

Healdsburg AAUW Fundraising Event

CannaCraft Tour and Vintner's Lunch

Join us for a tour of this family owned, sustainably farmed, cannabis producer & distributor. This is a rare opportunity to go behind the scenes of this state-of-the-art facility. Get an in-depth look at the cannabis industry, learn about cannabis, and cannabis therapeutics.

This is a fundraising event for the Healdsburg **AAUW**. In 2020, the **AAUW National Convention** will celebrate the 100th anniversary of women's right to vote. With the theme of the convention focused on this momentous anniversary, and the opportunity to network with women from all over the country, we will be raising funds so that more of our members can participate.

Tour Description: Presentation will be by Martin Lee. We will learn the history, and view the Extraction Room and Chocolate Infusion Lab. The anticipated length of the tour: 90-120 minutes.

A Vintner's Lunch will be generously provided by CannaCraft consisting of salads, charcuterie, cheeses and fruit. Vegans and gluten free visitors will be accommodated; however, if you have specific dietary needs (i.e. nightshade or nut allergies) please consider bringing a bag lunch.

**Open to AAUW members first
(Spouses and friends may come if there's room)**

Two dates available – 30 guests per tour

Tour 1: Wednesday, May 16 at 11:30 AM (4 openings left for AAUW members)

Tour 2: Thursday, May 17 at 11:30 AM

2330 Circadian Way in Santa Rosa, CA

\$30/person

To reserve for Wednesday, May 16, send your check made out to **"Healdsburg AAUW"** to Laura Kimbro, 227 Grant St., Healdsburg
For more information contact Laura at ltkimbro@icloud.com

To reserve for Thursday, May 17, send your check made out to **"Healdsburg AAUW"** to Karen Thomas, 233 Grant St., Healdsburg
For more information contact Karen at 808kst@gmail.com

If you have any mobility issues, please let us know in advance.

Help support our Branch by attending this fundraising event! **RSVP BY MAY 8**

—Karen Thomas

Social Activities

2018 Post Homes Tour Happy Hour

Sunday, May 6, at 4:15

Our **Homes Tour** is less than a month away! We will again be celebrating our success afterwards in the beautiful and convenient Healdsburg Museum garden, and you will receive a News Blast request for your RSVP in another week or so.

Because we do not have a winery pouring for us this year, we will be providing our own wine. We will ask that those of you attending alone bring a bottle of wine or a non-alcoholic beverage to share if you will not be drinking wine. For couples, we will ask that you provide a bottle of wine plus a simple appetizer if it is convenient for you. Water and ice will be provided.

We look forward to a day of great success, and are wishing for a wonderful turnout to celebrate together!

RSVP: Carol 707.799.1362 or Neita 602.670.4320

—Carol Haslett and Neita Cummings

ANNUAL MEETING AND GARDEN PARTY

Saturday, May 19th, 2018, 11:00-2:00

The Home and Garden of Sue Campbell

3101 Westside Road, Healdsburg, California

The time has come for the last meeting of our **AAUW** year. This meeting will include saying an appreciative goodbye to this years' officers, along with the voting and installation of our new officers.

Immediately following, we will celebrate the occasion with our annual potluck luncheon!

Please arrive before 11:00 and bring a dish to share:

Last names beginning with A-J, please bring a dessert.

Last names beginning with K-Z, please bring a salad.

Beverages and water will be provided.

We suggest that you carpool, and remember your nametag.

Please RSVP to Carol Novak, novak@sonic.net or 707-433-3937 by May 5th.

*Note: If you can come at 10 a.m. that day to help with set up, or stay a few minutes to help cleanup, please let me know. I would be so grateful!

Hope to see you there!

—Carol Novak

MEMBERSHIP

NEW MEMBER COFFEE

A successful and well-received meet and greet New Member Coffee was held on Thursday, March 22, 2018. New members welcomed: **Linda Compisi, Susan Cook, Carroll Estes, Julia Graves, Rebecca La Londe, Vicki Pearson, and Laura Tyler.** Thank you to Board Members in attendance: **Nancy Haiston, Ronnie Devitt, Julie Hanamura, and Charlene Luks.** A hearty thank you to **Pat Bertapelle** for her warm hospitality and hosting the event in her lovely home!

-- **Patty McHugh**

New Member Info

Nicki Recto nickir1@yahoo.com

Member News

Helle Siegert has suffered a stroke and is in rehab. For those wishing to visit **Helle** while she is recuperating, she is at the Summerfield Healthcare Center at 1280 Summerfield Road, Santa Rosa. I'm sure she would welcome visitors; it is best to keep your visits on the shorter side.

-- **Violet Nelson**

If you are interested in being a 'Buddy' for a new member please contact **Pat Bertapelle**, pat@vbbn.comNew members are the life blood of our organization, and the experience of a new friend is invaluable!

If you are aware of any member who is ill, has had an operation, an accident, or has passed away, please notify **Maria Lucidi** so that a card can be sent to the person or family from **AAUW**.

mlucidi5@gmail.com

or (707) 838-1483

FOR YOUR INFORMATION:

Occasionally the email and/or website links do not work for some of our **AAUW** members.

If this occurs

- For emails, go to your own email site and type in the email address
- For websites, go to Google and type in the website address

We apologize for this inconvenience; however, we have been unsuccessful in correcting this occasional glitch.

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

