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OUR MISSION:

Advancing gender equity through research, education, and advocacy.

EQUITY FOR ALL

Hello everyone!

PRESIDENT'S MESSAGE

This is a month that allows you to participate in branch issues at any level you wish. The Woman's Rally / Call to Action Alley on March 5 is perfect for you to simply attend. Information is included on page 7.

State Representatives will be available by zoom during Lobby Week (April 11-15). Training is on April 7. You need not be afraid that you can't participate. It can be done by zoom or in person and all information will be provided. So now is the time to step up and be heard. (see the email blast sent out on February 21st)

Wishing all of you love and peace. ~Susan

"The smallest deed is better than the grandest intention". Anonymous

FEBRUARY BOARD BLURBS

Zoom Board Meeting - February 7, 2022

- April 11-15 is Lobby Week. State representatives are available by zoom to be lobbied by members. Sign up by 2/28 to participate. A training session will be held to help you negotiate the process. An email blast on February 21st provided specifics to sign up for this activity.
- March 5 is Woman's Rally in SLO. Sign up at Women's March website. (See page 7)
- Fund raising: we will be participating with Sylvester's where we will be selling cards for \$10 for a free hamburger at Sylvester's. Five dollars of the \$10 spent will be given to our branch. (See page 3)
- February Program: zoom presentation by Dawn Addis and Andrea Chmelik regarding Woman's March SLO.
- RIF: Wendi is bagging books to deliver. (See page 4)
- Scholarship: deadline for applications is March 4 (See page 3)
- Tech Trek: plans are for 2 one week in person sessions. We have funds for 7 girls. Applications due 3/20.
- IBC: State presented a new project known as Diversity, Equity, Inclusion. More information to come.

PLEASE NOTE:

For Zoom assistance, please contact Pam Zirion.

MARCH

BOARD MEETING Monday, March 7 @ 6:30 PM / Zoom

MARCH

AHEAD

LOOKING

GENERAL MEETING

Monday, March 21 6:30 PM / Nominations Women's Club, AG

APRIL

BOARD MEETING Monday, April 4 @ 6:30 PM / Zoom

APRIL

GENERAL MEETING

Monday, April 18 6:30 PM / Scholarships Women's Club, AG

MAY

BOARD MEETING Monday, May 2 @ 6:30 PM / Zoom

MAY

GENERAL MEETING

Monday, May 16 6:30 PM / Annual Meeting; Installation, Location TBD

FEBRUARY 21 GENERAL MEETING RECAP

PROGRAM

Speakers: Dawn Addis and Andrea Chmelik
Topic: Women's March SLO (WMSLO)

Call to Action Alley

Dawn and Andrea presented an overview of the SLO Women's Rally and Call to Action Alley to be held on March 5th (see page 7). Dawn conveyed their mission, which is to create a Women-Friendly World. Andrea gave an interesting back-story about how she became involved. They discussed the history of the 2016 D.C. Women's March vs the SLO Women's March. They are similar, but not connected.

Women must be encouraged to find hope inside themselves and not to remain silent. It is essential that women find the power to engage in the process. The Call to Action Alley will present opportunities and resources on how to become engaged.

BUSINESS MEETING

Public Policy: Women's Rally, Lobby Week, and Equal Pay. Mary Matakovich, Kathy Cohen, and Jean B. Slater will attend the Women's Rally Day on March 5.

Scholarship: Deadline is March 4. Scholarships of \$2,000 each will be awarded to five graduating seniors.

Fundraising: Sell \$10 tickets to Sylvester's. Branch receives \$5. Kathy Cohen will contact St. John's to reserve a Bingo date that is close to Thanksgiving.

TechTrek: Two in-person camps at UCSB. Interviews to be March 20. Will send 7 girls.

IBC: Will have a zoom IBC Fellows event for first time in 2 years on February 26th.

March Program: Women's History month. Will spotlight Five Cities/Pismo Beach Branch History - past / present / future. Book exchange.

Membership: Calls being made to fill President slot. Co-Presidents would be OK.

MARCH BIRTHDAYS

MARCH GENERAL MEETING PREVIEW

March 21, 2022 · In-Person @ 6:30 PM!

Creating our Five Cities/Pismo Beach Branch History!

In the tradition of AAUW March as Women in History Month, we are proposing that we, the Five Cities/Pismo AAUW Branch create a history of our own...

Let us spotlight ourselves by getting together in-person to reflect on the Branch we created. Let us share our past by looking at our Branch scrapbooks - we have some - bring yours! Discover our present by reviewing our year of programs and accomplishments. Think about your favorites and then we'll formulate our aspirations for our future, guided by our history as a club.

We will also have a **Book Exchange!** Bring a book or two or to exchange for another member's book(s). There will be time to browse and make your selection.

This is an in-person meeting at the Women's Center, starting at 6:30 PM. Bring your mask. No food. Bottled water will be provided. See you there!

TECH TREK

Tech Trek is a GO!

There will be two one-week Tech Trek STEM camps at UCSB this summer. The first camp will be July 10-16 and the second camp will be July 17-23. Nomination forms have gone out to the science, math, and technology teachers that teach 7th grade girls. Each science, math, or technology teacher at Judkins Middle School, Paulding Middle School, Mesa Middle School, and Pacific View Academy may nominate one deserving young lady for the camp.

Once the potential campers have completed their application and written their required essay, a team of Branch members will conduct interviews on March 20th. Ideally, we will be able to select 7 deserving girls for camp. We will introduce the selected girls at our April meeting.

SCHOLARSHIP

Applications for the awarding of up to five AAUW Pismo Beach Five Cities Scholarships at \$2,000 each have been distributed to Arroyo Grande High School, Lopez Continuation High School, New Tech High School, Nipomo High School and Pacific View Alterative School, all within the Lucia Mar Unified School District. All applications are due March 4.

This will be an important year for scholarship awarding and Scholarship Directors sincerely thank all Branch members for their generous contributions. Scholarships will be awarded to an Arroyo Grande student, a Nipomo and New Tech High student, an AVID student, and two scholarships to be awarded to qualified students from any Lucia Mar High School.

With the understanding of the difficulty in school participation in the last two years with the COVID pandemic and the disruption of the typical school program, the Scholarship Board of Directors have adjusted the scoring of applications to reflect the following categories and comparison scoring points:

Grade Point Average:	15 points	Extra-Curricular Activities	10 points
Honors Received	5 points	AP/College Courses	5 points
Essay	15 points	Reader's Discretion	15 points
Leadership	10 points	STEM focus	5 points
Interview	20 points	AAUW bonus	5 points

FUNDRAISING

According to the survey sent out, most of our members prefer to have a restaurant percentage of sales. Well, **Sylvester's Burgers: Big, Hot and Juicy**, has a fundraiser for non-profit groups!

I contacted them and they will give us tickets to sell at \$10 apiece which are good for ANY hamburger on the menu, 1/3 pound or less, including vegetarian ones. 50% goes to us! So, for every ticket we sell, we get \$5. Yay!

The more tickets we sell, the more money we get to support RIF, Tech Trek, and Scholarship! Sylvester's has three locations in the county—Los Osos, Oceano, and Atascadero.

I will get it started and get 250 tickets for ALL of us to sell to neighbors, friends, family. We have 3 months to sell the tickets.

It's a great deal and a win-win for both Sylvester's and AAUW 5 Cities Pismo Beach! ~ Pam Zirion

The Waves

...is a monthly newsletter of the Five Cities Pismo Beach, CA, Branch of AAUW

Vol. 43, No.7 – March 2022

President:

Susan Brazil

Treasurer: Linda Lidberg Secretary: Pat Mulethaler

Parliamentarian: Rose Ann Steiner
AAUW Funds: Mary Matakovich

Public Policy & Scholarship:

Jean Burns Slater

Membership:

Laurie King

Fundraising:

Pam Zirion & Kathy Cohon

Program Committee:

Mary Matakovich and Liz Wineman

Communication / Publicity:

Linda Lidberg, Website Priscilla Alquist, Outreach

Newsletter Editor: Gayle Turner IBC Representative: Linda Lidberg

$\frac{\text{NEWSLETTER DEADLINE IS}}{\text{THE 20}^{\text{TH}} \text{ OF THE MONTH.}}$

Photos are welcome.

AAUW 5 Cities Website:

https://fivecitiespismobeachca.aauw.net

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

RIF NEWS

Although the RIF committee hasn't been able to visit classrooms since early 2020, we have been delivering bags of books to each of our schools several times each school year. Teachers of grade 3 students at Grover Beach and Fairgrove and teachers of grades 3 and 4 students at Oceano Elementary pick up their bags of books from the school office and distribute them for us. We include a letter to the students in each bag of books, and we always provide about 10 extra books for each teacher to use as she sees fit. We thought you would like to see a sample letter to students and a heartfelt thank you letter from one of our teachers.

\$ 32 2 %

Note to the third and fourth grade teachers at Oceano School:

Dear Students,

When you open your new book, you will see a bookplate that shows that your book is from RIF (Reading is Fundamental). The organization giving you a book is AAUW, a group of women who value education and reading. RIF is one of our favorite projects because we love young people, and we want to encourage you to become lifelong readers.

We love reading and know how important it is to your education, and we want you to go as far in school as you want to go. You know that to become good at anything you need to practice, so we hope you will read a lot and share your new book with your family. Maybe you can read it out loud to your younger brothers and sisters or mom and dad. We have heard that pets like to listen to stories, too!

We hope you enjoy school and always do your best. Keep reading!!

Love from the RIF Ladies of AAUW: Ms. Wendy, Ms. Lauren, Ms. Margaret, & Ms. Nancy Dear Ann, Callie, Leslie and Rachelle,

We just want to thank you for all you are doing and have been doing during the past two difficult years. It may seem that no one knows what you are going through, and we really don't, but many of us in AAUW are retired teachers so we may have an inkling of how hard it has been. Teaching is challenging during the best of times because we are trying to meet the needs of every student and there's never enough of us to go around or enough time to get it all done.

We appreciate your dedication and caring, and we thank you for distributing books to your students when we can't visit your classrooms. We are wishing you all the best and hoping for an end to these crazy times.

Love from the RIF ladies of AAUW PS. I'll be leaving your bags of books in the office about. 11 AM tomorrow. Feel free to use the extras as you wish.

 $\sim Wendy\ Robinson,\ RIFF\ Coordinator$

Letter from Oceano:

Dearest Wendy, Lauren, Margaret, and Nancy,

Gone are the days of elaborate gigantic thank you notes, but the feelings of gratitude have not changed. I read your meaningful note to the class and filled in the name for each student. I made sure I looked up every book and had the AR level and quiz number included.

I kept the *My Father's Dragon* book because my set of 6 was down to 5, and now it is a complete set again. I also kept the book *Medical Miracles*. I plan on reading one miracle a day. When I am done, it will go in with the extra books.

I took the extra books that were not AR and some that were AR and put them in my book boxes. At the end of every month if a student has reached their reading goal, they get to pick one AR book and one non-AR book or magazine.

I also give class cash and some other surprise, so most kids work hard to earn their reading goal, even the ones who can barely read bless their little hearts. Everyone got to pick out a new book to put in their decorated valentine bag.

You put the icing on the cake (and that is a true compliment during this Covid Valentine Day with absolutely zero food allowed)! Thank you as always for caring about Oceano students and generously giving them a special bran-new book!

Ann Dreizler Oceano Elementary 4th Grade

PUBLIC POLICY

FOR IMMEDIATE RELEASE: Thursday, January 27, 2022

CALIFORNIA SIGNS EQUAL PAY PLEDGE, HIGHLIGHTS INVESTMENTS AND ACTIONS TO ADVANCE PAY AND GENDER EQUITY

Led by First Partner Jennifer Siebel Newsom, the California Equal Pay Pledge seeks to turn the nation's strongest pay laws into the smallest pay gap. For the first time in state history, California will establish a Chief Equity Officer to lead efforts to improve state hiring with an equity focus.

SACRAMENTO – Building on previous actions to ensure gender and pay equity, Governor Gavin Newsom, First Partner Jennifer Siebel Newsom, and the California Department of Human Resources (CalHR) today announced the State of California has signed the California Equal Pay Pledge, an initiative the First Partner launched to close the gender pay gap. Governor Newsom also announced the creation of a new Chief Equity Officer position to lead efforts to improve state hiring and other procedures with an equity focus, including efforts to achieve pay parity among the state government workforce.

"I'm proud to announce that California has signed the Equal Pay Pledge to advance pay equity in our workforce," said Governor Newsom. "Signing the pledge and establishing a Chief Equity Officer position are just the latest examples of our continued commitment to ensuring our state government workforce practices reflect the highest standards of economic, gender and racial equity."

The announcement follows the unveiling of the Governor's California Blueprint, which includes a proposed \$1.4 million package to improve awareness of state pay equity rights and inform enforcement efforts against those that violate equal pay laws.

"We can't reach full gender equity or close persistent gender and racial wealth gaps without reaching pay equity," said California First Partner Jennifer Siebel Newsom, whose California for ALL Women campaign promotes initiatives that build women's economic equity, support equal representation, and advance a family-first agenda. "As the state's largest employer, California is leading by example. I call on other employers to join us as we work to create a California where all women are valued, respected, and paid equitably."

Over 60 major California employers, including Airbnb, Apple, Gap Inc., Intel and Twitter, have signed the pledge, which the First Partner leads in collaboration with the California Commission on the Status of Women and Girls and the California Labor Commissioner's Office. By signing the Equal Pay Pledge, signatories agree to conduct an annual, company-wide gender pay analysis, review hiring and promotion procedures to reduce unconscious bias and structural barriers, and promote best practices to close the pay gap.

California regularly releases summarized annual pay data for state employees through Cal HR's Women's Earnings Report, Annual Census and Total Compensation Reports. The latest <u>Women's Earnings Report</u>, which includes state employee pay data from 2020, indicates that the state worker gender pay gap has trended downward since 2010. In 2010, the civil service gender pay gap was 21.3 percent and decreased to 14.3 percent in 2020. For the first time, the Women's Earnings Report incorporates additional data sets to provide a better understanding of how state employees are compensated in each bargaining unit.

California has some of the strongest pay laws in the country, including a law signed by Governor Newsom in 2020 to promote compliance with state equal pay and anti-discrimination laws through mandated statewide pay data reporting for employers with 100 or more employees. Despite continued progress since the enactment of the California Equal Pay Act of 1949, studies estimate that California women continue to lose a combined \$87 billion a year due to the wage gap, with Latina, Black and Native American women experiencing the widest gaps.

Governor Gavin Newsom State Capitol Building

PUBLIC POLICY (con't)

WHAT ARE YOU DOING THIS YEAR TO MARK EQUAL PAY DAY?

Ginny Hatfield and Shelley Mitchell - AAUW CA Public Policy Committee

AAUW believes that pay equity and equal employment opportunity are matters of simple fairness. We know that on the average, women earn about 80 cents for every dollar men earn. Started by the National Committee on Pay Equity (NCPE) in 1996, the goal of Equal Pay Day was to raise awareness about the gender wage gap.

Each year this date symbolizes how far into the year women must work to earn what men earned in the previous year. The date normally moves earlier each year as the wage gap closes, as women's average wages rise faster than men's. Equal Pay Day was traditionally a Tuesday in April, but happily, in 2021, the date was March 24, meaning that things had improved. And this year the news is even better – all women in the aggregate will reach parity with all white men on March 15, 2022. Better, but we're still not there.

On June 10, 2021, the Paycheck Fairness Act, which had passed the House of Representatives and amends the Fair Labor Standards Act of 1938 by providing more effective remedies to victims of wage discrimination based on sex, was filibustered in the Senate on a 49-50 vote. Now is the time to let your elected officials know how you feel about this failure to codify pay equity.

THANK YOU TO OUR SPONSORS



AAUW Branches throughout the country have marked this day with activities that highlight the wage gap. Here are some suggestions for things your branch can do.

- Write your representatives in Congress to encourage them to support the Paycheck Fairness Act.
- Encourage your local city council or county board of supervisors to issue a proclamation in support of pay equity.
- Wear Red to symbolize that women's paychecks are "in the red" when compared to men.
- Write a letter to the editor of your local paper or offer to submit an op-ed.
- Share a timely post on social media to spread awareness.
- Hold an event on your local campus and offer cookies to women that are proportionately smaller than the ones you offer to men. Also invite participants to become student affiliate members of AAUW.
- Invite community members to an "unhappy hour."

Whatever you decide to do, start planning now.

We can't wait for equal pay!

You can get more information and samples of proclamations and letters from the <u>National Committee on Pay Equity</u>.

You can also find out more on AAUW National's website on Pay Equity at https://www.aauw.org/resources/article/pay-gap-faqs/.

VOTER'S EDGE VOLUNTEER

Voter's Edge is sponsored by the LWVC and is an online resource for voters to learn about candidates and measures on the ballot. Your role as a member of the team will be to contact candidates and urge them to participate by submitting their information to the Voter's Edge website.



This is where persistence pays off and it is a rewarding experience when one of your candidates participates. This work will begin in late March once all the candidates are known and will run through May. Training will be available before the work starts. If you have not used Voter's Edge check it out at www.votersedge.org. Sign up to join the team by contacting Juliane McAdam at voterinformation@lwvslo.org.

PUBLIC POLICY (con't)

MARCH WOMEN'S RALLY - 6TH ANNUAL EVENT - RALLY TO ENGAGE FOR EQUITY!

March is Women's History Month. We are excited to get together with hope, enthusiasm and purpose to celebrate women, while continue advocating for a future that is truly equal. If you are interested in carpooling, please contact Jean Burns Slater.

ENGAGE FOR EQUITY RALLY

Date: March 5

Location: Mitchell Park, SLO

Rally: **1 PM - 3 PM**

Call to Action Alley: 12 PM - 4 PM

There is a SLO AAUW booth in the alley. You help will be appreciated.

SPEAKERS & PERFORMERS

Wendy Lucas, yak tit^yu tit^yu yak tiłhini Northern Chumash Tribe member

Erica A. Stewart, San Luis Obispo Mayor

Yessenia Echevarria, Paso People's Action

Ben Vargas, Jackie Beatty and Gracie Edler,

Planned Parenthood Generation Action

Serrina Ruggles, GALA Pride and Diversity Center

Eve Barajas, Paso Robles High School Equality Club President

Dian Sousa, Poet & Activist

... and music by DJ Felly Fell

Check out who is coming to Call to Action Alley!

https://womensmarchslo.com/call-to-action-alley-engage-for-equity/?mc_cid=7354c4d54e&mc_eid=96ac0517df

DONATE to Engage for Equality:

https://www.flipcause.com/secure/donate/MTM0MDky

SIGN UP to Volunteer:

https://www.flipcause.com/secure/volunteer_step2/MTM0MDky/100614 ?mc_cid=7354c4d54e&mc_eid=96ac0517df

RSVP:

https://www.flipcause.com/secure/event_step2/MTM0MDkv/139367

Call to Action Alley & Engage for Equity MARCH 5



We invite you to visit the Call to Action Alley in Mitchell Park on March 5, 2022, from 12 PM - 4 PM, at the Engage for Equity rally. These local non-profit organizations will be present to talk to you about who they are, what they do, and how you can get involved and make a difference in your community. Check back for an updated list!

RENEE A. DAVID CERTIFIED PUBLIC ACCOUNTANT 129 N. HALCYON ROAD ARROYO GRANDE, CA 93420 (805) 473-9274 FAX 473-9275

SPOTLIGHT ON LISA WALKER

Lisa was born into a family with three older siblings with great "kid" recollections of her youth. Santa Paula was a small community with memories of orange and lemon groves, bicycle riding, Girl Scouts and Future Farmers of America. While a high school student, she worked at State Farm Insurance, filing and phoning and then at an optometrist's office after school.

College was always talked about; it was just natural that Lisa would attend. Cal Poly San Luis Obispo was her choice. Lisa married her high school sweetheart, and when Jim asked her father for her hand in marriage, her father's first concern was that Lisa should finish college. Jim, her husband of 35 years, proved to be a worthy partner. Their wedding was during Lisa's junior year of college, they bought a house, settled in San Luis Obispo County and have stayed ever since.

Since Lisa was their youngest child, once retired, her parents moved to Nipomo to be near her and her family. This was a wonderful family support, allowing Lisa to work and feel confident that her children were in a loving environment. Lisa was employed in a public accounting firm shortly after college, followed by corporate accounting in the Santa Maria and San Luis Obispo areas.

Lisa's career included accounting and human resources in agriculture, manufacturing, health care and she recently retired from the nonprofit, VTC Enterprises in Santa Maria. She and Jim carefully planned their full retirement. However, since 2016, Lisa continues to serve as an administrative surveyor (auditor) for the Commission on Accreditation of Rehabilitation Facilities (CARF).

She audits nonprofit and VA facilities in administrative areas such as leadership, board governance, accounting and finance, health and safety, human resources and information technology. She travels out of state, nationwide, for this position, approximately four times a year, keeping Lisa apprised of best practices, allowing her to meet other surveyors and nonprofit management, and introducing her to new organizations and cities.

Travel is a major focus for Lisa and her husband, having visited 42 countries on 6 continents. Antarctica is on the to-do list! She appreciates tours as organized, efficient and focused, including cruising. Lisa and Jim try to incorporate one international trip each year. Lisa has traveled to 48 states and hopes to pick up the last two, Montana and North Dakota, when she and Jim take a road trip to Yellowstone.

Lisa and Jim's children are successful in their adult lives. Coty is an aeronautical engineer (B.S., M.S.), employed by Lockheed Martin Aerospace in Palmdale, CA. Ashlynn, a former Five Cities Pismo Beach AAUW Tech Trek student, received her B.S. in Health Science from Cal State Channel Islands. She is now studying nursing at Concordia University in Irvine CA and hopes to graduate R.N., B.S.N. in August 2022.

Lisa loves antiquing and she and Jim built a beautiful Victorian home. The house is furnished with many antiques collected during their marriage, as well as, antiques she purchased when she was still in high school! When Lisa was growing up, her parents were members of the Ventura County Model A Ford Club, and her father's 1931 Model A Ford was his pride and joy. One member had a Victorian house, introducing Lisa to Victorian architecture and antiques. When Lisa's father passed away in 2016, the Model A was gifted to Jim and Lisa, who have now, in retirement, joined the "Cuesta Crankers" Model A Ford Club of SLO County



A love of books and reading allows Lisa to discuss topics with her husband. Other interests include cooking group, bunco, wine tasting, driving their '64 Mustang convertible, gym exercise and staying fit. She has been a member of AAUW for over 30 years, either in the Five Cities Pismo Beach or Santa Maria Branches or both. Community service is a focus through Friends of the Price House, Human Resources Associations, Rotary and Options Family of Services in Morro Bay.

Special accomplishments include earning her Certified Management Accountant (CMA) designation and then her CPA license while an adult with full family and employment responsibilities.

Words of wisdom include, "Work before Play", which she instilled in her children while they were growing up. She is a hard-core life planner and does not like surprises. She may become more spontaneous in retirement. Maybe.

Lisa has plenty of plans to occupy her time, with more volunteer and social activities and a trip to South Africa in the fall. Things can change and Lisa is adaptable and ready for this retirement chapter, full steam ahead!

THANK YOU TO OUR SPONSORS

INTEREST GROUPS









Great Decisions

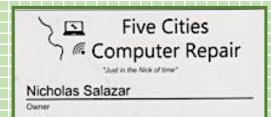
TOPIC: THE RENEWED CLIMATE CHANGE AGENDA

COVID's drastic effect on the economic growth of nation states made the air cleaner but created more unemployment. The pandemic served as a bell weather for the global challenge of mitigating human made greenhouse gas emissions. Learn more about this topic through our reading, DVD and discussion.

Location: Back in person at Patti Melsheimer's home

Date & Time: March 28 @ 7 PM

Leader: Gaye Peltzman



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AAUW NIGHT READERS...... Tuesday, 3/8 @ 6:30

@ Pat Muhlethaler's
FINESSING FEMMES BRIDGE...... Meeting TBD

Official AAUW Interest Group Contacts:

Great Decisions	Priscilla Alquist / Jean Burns Slater
Lunch Bunch	Joan Knowlton
Night Readers Book Group.	Alternates
Theatre Goers	Judy Zaretzka

Independent AAUW Interest Group Contacts:

Check out the 5-Cities Pismo Beach Facebook page: https://www.facebook.com/profile.php?id=100072143045075

