

**President's Message** We did it! With panche! We participated in our local elections through Adopting TWO Polls and staffing with total of 30 members, family, and friends. We enjoyed a spectacular Bingo and Silent Auction Event gathering friends, community, and avid bingo players into one room for lunch, fun and shopping. We accomplished our goals of fund raising in one month and now it is time to celebrate, relax and enjoy the Holiday season.

You will notice in this newsletter a new column on Diversity, Equity, and Inclusion as well as great information on Public Policy. Our AAUW Branch and AAUW CA are moving forward into the 2023 year with power and strength, determination and engagement and it is all because of YOU, our AAUW members. Thank you! Jean Burns Slater, President

## December Events

- 1 11:30 am Lunch Bunch
- 2 11:30 am Daytime Page Turners
- 5 6:30 pm Board Meeting: Zoom
- 10 3:00 pm Holiday Gathering: Lisa Walker's Home
- 13 6:30 pm Night Readers: Susie Wedell's home
- 21 12:30 pm Finessing Femmes Bridge: Laurie King's home
- 20 Newsletter Deadline

## January Events Preview

- 2 6:30 pm Board meeting: Zoom
- 5 11:30 am Lunch Bunch
- 6 11:30 am Daytime Page Turners
- General Meeting: Details to be Determined
- 20 Newsletter Deadline

## December Birthdays

- 10 Nancy Sperling

### The December General Meeting

### Holiday Gathering

**When – Saturday, December 10  
3:00 PM**

**Where – Lisa Walker's Home**

**520 Cameo Way  
Arroyo Grande**

**More information on page 6**



## December Board Meeting

The December Board meeting will be held on December 5 at 6:30 PM, via Zoom. If you or your committee have an action item to place on the agenda for this meeting, please forward it to Jean Burns Slater, [jbslater2006@gmail.com](mailto:jbslater2006@gmail.com) by December 2 for it to be considered at the meeting. Thank you!

## Bingo and Silent Auction November General Meeting and Major Fun Raiser

On November 5th, we held our Silent Auction in conjunction with our Bingo fundraiser.

Both were highly successful. And, with the boost from funds from our Adopt-a-Poll, will provide adequate funding for our community projects next year.

We wish to thank all who gave their time and energies to ensure the day's success. We had over 80 items (baskets and gift certificates) donated by members and local businesses which netted over \$4300!

All tickets were sold and with donations, the total came to \$2850. Therefore, a grand total for our Annual Fundraiser was \$7100!

Thank you again to those members who gave gift cards for the Bingo Prizes. The 75 attendees enjoyed the socializing, the games and the bag lunch which was a fun addition this year.

We will write a report and discuss suggestions and recommendations for future fundraisers at a late date. Thanks to all who participated in our Fundraiser. You are the best!

Kathy Cohon Pam Zirion





## Thank you to our Donors

With Gratitude to Our Generous Donors for our Silent Auction. Please support these supporters!

Taco Temple	Santa Barbara Zoo	Deltina Coffee Roaster	Talley Farms
5 Star Nails	Ancient Peaks Winery	Margaret Hendrickson	Energy in Motion
Miner's Hardware	Barton/Grey Wolf Cellars	Foxen Winery	Avila Valley Barn
Hula Hut	Garden Street Goldsmiths	Central Coast Quilters	Thread of Faith
A French Touch	Starbucks	Great American Melodrama	
Monarch Books	Fair Oaks Theater	Robin's Restaurant	J.B. Auto
PCPA	Shoreline Inn	Old San Luis BBQ	James Papp
Soaring Hawk Winery		Sweet Pea Bakery	
Chairborne and Churchill Winery		Mersea's Restaurant	
Sycamore Mineral Springs		Kathy Cohon	

## November Board Meeting Report

The November board meeting was held on **Tuesday, November 15 at 6:30 PM**, via ZOOM. This meeting did not meet the quorum requirements so no decisions were made but much information was shared. The information is included in this newsletter: Tech Trek, Public Policy, Friendship Outreach, AAUW Funds, Bingo/Silent Auction, Adopt a Poll and Women in History reports. A request was made to add funds to Hospitality from our unencumbered funds in the 2022-2023 budget year. Funds may also be allotted to Rental Budget line item to cover the cost of a donation to St. John's Church for the use of the hall for Bingo/Silent Auction. These financial budget requests and a change of the title of our reading program from Reading is Fundamental to Eager Readers will be discussed at the next Board meeting.



## San Luis Obispo AAUW Branch Invitations

SLO AAUW Branch extends an invitation to help gather and sort toiletries for San Luis Obispo local charities. Collection and assembling of these toiletries will be held on December 10 at 10 am at D.D. Patrick's home 637 Oakridge Dr., San Luis Obispo, 805-459-5657. Please call if you are interested in helping or donating items.

In November, the SLO AAUW Branch invited our AAUW Branch to attend their virtual meeting featuring the SLO Food Bank presentation on issues of food insecurity in the county. Key points were: Food insecurity in SLO is present in 26% of our households, 1 in 6 children are food insecure, and there has been a 13% increase in overall food prices. The Food Bank partners with 85 nonprofits and is part of the Feeding America program, which offers guidance on nutrition and assembling nutrient rich food boxes for distribution. There are 50 locations for food distribution through the nonprofit partnerships for direct distribution in the county. Food rescue, gathering food that might otherwise go to waste, and senior home delivery of food are also important parts of Food Bank SLO program

## Tech Trek

During July of 2023 Tech Trek will be back up and running with both in-person and virtual camps. Once again there will be two camps at UCSB and I have requested space for 6 campers. I will be contacting the Lucia Mar middle schools after the Thanksgiving recess to get permission to contact the science, math, and technology teachers about nominating their 7th grade candidates for the camps. Nominations will happen in January, student applications will be done in February and March, and camper selection will be made before the deadline in April. Much of the process will be done online this year but we will interview in person as we have in the past.

Linda Lidberg, Tech Trek Coordinator



Tech Trek has a new look and feel for the 2023 camp season that speaks to the STEMpowerment everyone who participates feels as a result of the experience. As we get ready to enter Tech Trek's 25th year, we recognize that what has sustained the program for this long is the commitment of its members and alumnae because it made or makes such a difference to them.

After camp this year, nearly 900 of the most recent camp community (campers and staff) were invited to share their talents and expertise to launch Tech Trek into its 25th year with a new logo. 60+ submissions were received from former campers, staff, and Tech Trek aficionados. More than 400 people weighed in on the top seven options and after a bit of fine tuning, the new logo was finalized.

The original logo concept was submitted by McKenna Rose, a 2022 camper selected by the Five Cities-Pismo Beach branch. Her teacher noted that "McKenna Rose is a courageous Next Generation Scientist... McKenna's communication skills are advanced along with her passion for hands-on discovery." We thank McKenna for her brilliant design and passion.

## Friendship Outreach

Several of our current and past members have experienced some difficulties and your kind words, notes, and calls of encouragement will be welcomed. Please share with these women your attentive and caring words.

Wendy Robinson is recovery from hospitalization, surgery, and rehabilitation services. Wendy was our guiding star for Reading is Fundamental for years and years.



Susan Opava suffered a fall and is now recuperating in her home as she determines her next steps for full recovery. Susan has been a past Branch president.

## AAUW Funds

Four nominees were presented for the Named Gift recipient. All past awardees voted and one nominee received majority of the votes. The awardee will be announced at the May meeting. The application to the State will be completed and a Named Honoree pin and a certificate have been ordered.

Submitted by Mary Matakovich.

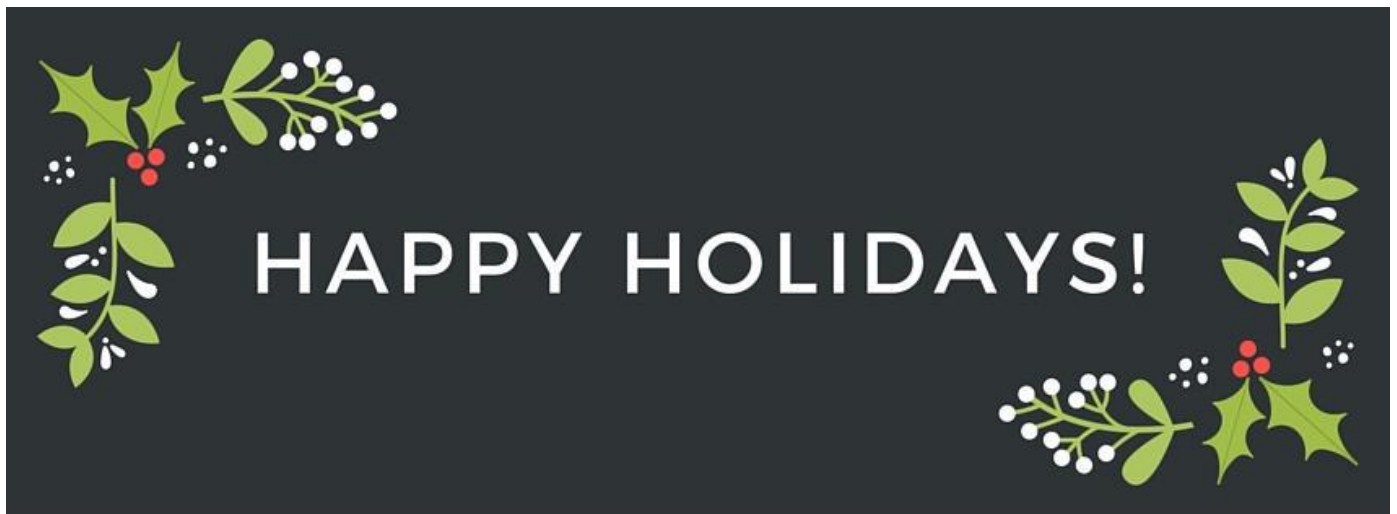
## Lunch Bunch

**Mason Bar and Kitchen**  
**307 E. Branch Street, Arroyo Grande**  
**Thursday December 1<sup>st</sup>, at 11:30 AM**

Reservations must be received by Tuesday, November 29

Contact Joan Knowlton

[jknow98@gmail.com](mailto:jknow98@gmail.com) or 805-773-2845



# *AAUW HOLIDAY SOCIAL*

*Sat Dec 10<sup>th</sup> 3 pm*

*Potluck and White Elephant Gift Exchange  
Home of Lisa Walker 520 Cameo Way AG*

*Let's Enjoy celebrating the season with friends,  
holiday food and a Bell-Ringing Concert!*

*Potluck will include appetizers, salads & desserts*

*Last names A-H: Bring salads*

*Last names I-P Bring appetizers*

*Last names R-Z Bring desserts*

*Hot Mulled Cider, Iced Tea & Tableware provided*

*Bring a Wrapped White Elephant Gift to exchange  
(no need to buy anything... bring something from your  
home that someone else could better use)*

*Bring a bottle of your favorite wine (optional)*

*Come Dressed in your Most Festive Outfit!*

*RSVP to Lisa Walker by Dec 6th*

*Text (805) 9048732 or*

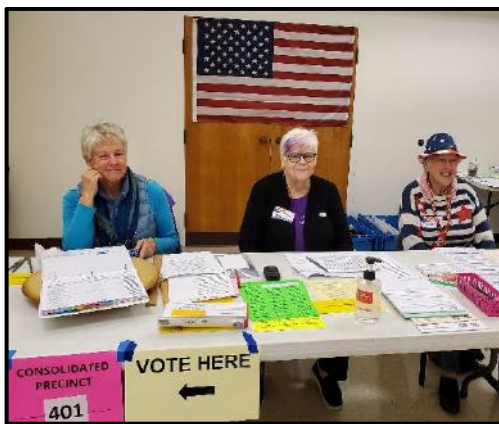
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# ADOPT A POLL

□

Once again, our Five Cities Pismo Beach branch helped support our democratic process by staffing two Adopt-a-Poll precincts. We had 17 members, 1 former member, 3 members' husbands, and 9 friends/family members who kept the voting process flowing smoothly all day long. The outside drive-up/drop off ballot box and inside Voter Assistance table were staffed by County-provided workers and two students, one from Mission College Prep and one from Cuesta College. They literally "weathered the weather" to help voters fill four entire ballot boxes with drop off ballots. The other three Adopt-a-Poll precincts joining us at the South County Regional Center were staffed by the Genealogical Society and the Arroyo Grande Woman's Club. Supervision of all five precincts, the lobby Voter Assistance table, and the outside drop off was also our responsibility and thankfully there were only a few issues that had to be resolved. Workers from all five precincts kept us well fed with an incredible variety of snacks and goodies as well as coffee and water. As workers helped identify voters, tallied the number of ballots issued, and issued ballots, the conversations and connections between old and new friends were an added bonus for the day.



You have probably heard by now that the new state-led program Gov Trek will be coming to branches in January 2023! The goal of Gov Trek is to address the shortage of women in the halls of power by inspiring high school junior and senior girls to consider careers in public service and elected office. During this virtual program, students will interact with women legislators, explore career options, and learn about the inner workings of a political campaign, culminating in a group competition to create a realistic campaign simulation.



What will the branch's role be? Branches will not need to be involved in a student selection process and there is no charge for student participation. Students will register directly with the state Gov Trek program. But branches are vitally needed to publicize the program in your schools and community. Come and see how easy we've made it for you with readymade materials and easy steps.

Join Gov Trek! It's an easy way to provide a high impact mission-based program that will result in community exposure and possibly new members!

If we want more women running the world, this is how we start.

Regards, Shauna Oenning Ruyle

Gov Trek Program Director

AAUW California [govtrek@aauw-ca.org](mailto:govtrek@aauw-ca.org)

## **Public Policy News**

**Lobby Days are Here Again....** Ginny Hatfield, AAUW California Public Policy Committee Member

Save the Dates: **March 21<sup>st</sup> and March 22<sup>nd</sup>**, are the AAUW CA scheduled Lobby Days. Mark your calendars and be sure to sign up to participate when our Lobby Day registration arrives in your January mailbox. Advocating for our top 3 priority bills is fundamental to achieving our legislative priorities by addressing economic security for all women, providing equal access to public education and insuring social and racial justice for all members of society. We need all members on board and will be counting on you to reach out to our elected officials in the CA legislature.

Our Public Policy Committee will make it easy for you to do so. This year instead of a full week, Lobby Day will consist of two days and will occur while the legislature is in session, not on break. Hopefully, this will provide more opportunity to actually speak with a member in lieu of a staffer. Our plans are to make it hybrid – virtual and in-person. Those branches in and around Sacramento would have the option of in-person meetings at the Capitol with the remaining branches meeting virtually or in-person with staffers in the district. So, a bit more flexibility this year as the committee feels it's beneficial to establish relationships with our elected leaders' local staff.

Our AAUW legislative Advocate will be scheduling meetings with the member offices willing to participate, and once you return your Lobby Day survey, the committee will begin to assemble branch participants and match them with Assembly and Senate districts in order to assign teams. We will provide you with material on the bills we are supporting and have scheduled a mandatory training webinar for March 20th, so you'll have the information at your fingertips. If you have participated in Lobby Day in the past, we would love to hear from you on what worked and what didn't, please send your comments to [publicpolicy@aauw-ca.org](mailto:publicpolicy@aauw-ca.org).



Lobby Day is our chance to make a concerted impact on the priorities and values we, as AAUW members, hold dear. It brings out the “advocates” in all us for improving the economic and educational lives of women and girls. And goodness knows, we need that commitment now more than ever. So, mark those calendars and join us on Lobby Day/s.

### **American Association of University Women of California Announces Termination of Twitter Account**

(Sacramento, California) - The board of directors of the American Association of University Women of California (AAUW California) announced that it terminated its account with the social media platform Twitter effective November 9, 2022. As the local branch of this parent organization, AAUW supports this action.

The decision was based on several actions taken by Elon Musk both before and since his takeover of this social media platform. Primarily, AAUW California is concerned that the incidence of hate speech, disinformation, discriminatory and misogynistic rhetoric, and the spread of dangerous and divisive theories will continue to rise under his stewardship.

Mr. Musk purchased Twitter on October 27, 2022. Within 24 hours, the platform was inundated with hate and disinformation. Montclair State University researchers who study how often certain homophobic, antisemitic, and racial hate terms are used found that, on average, just over 1,000 such tweets were posted in a 12-hour period before Musk acquired Twitter. According to the report, on October 28, in the first 12 hours following his acquisition, hate speech was tweeted an estimated 4,778 times. In addition, on October 30, 2022, Mr. Musk personally tweeted a link to an article in the *Santa Monica Observer* which promoted a dangerous and homophobic conspiracy theory about the violent attack on the husband of Speaker of the House Nancy Pelosi. Mr. Musk’s other business ventures, Tesla automobile company and SpaceX, a space exploration company, have been plagued by claims of sexual harassment.

As an organization that supports equity for women and girls, values the advancement of fair and equitable opportunities for everyone in our diverse society, and opposes hate, violence and harassment against members of any demographic group, AAUW California can no longer be associated with this platform.

### **Women In History -- Herstory**

In March we will celebrate our 31st year of presenting Women in History portrayals for the Elementary Classrooms in Lucia Mar Unified School District. We offered our presentation to the schools one year after Winona Green, portraying temperance fighter Carrie Nation, waving a hatchet, and screaming about that demon liquor, stormed her way from the back of the room into our March 1990 meeting. Her noisy arrival was an unexpected, heart-stopping moment for us. And after we got back our breath, we laughed at the impact she had had and we decided we wanted to share women's stories with the students in LMUSD.

**Next March, 2023 we will again visit classrooms.** If you want to portray a WIH, please contact me. We have scripts and costumes for you. And how shall we celebrate at our Branch meeting in arch? Please let me know your ideas for a program.

Thank you. Cheers, Kathy Cohon



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## Diversity AAUW National Tool Kit

### Definition of *diversity*

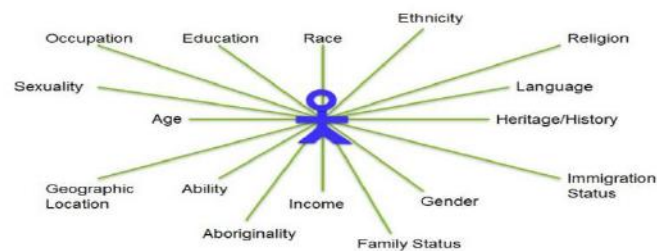


- 1 : the condition of having or being composed of differing elements : variety especially : the inclusion of different types of people (such as people of different races or cultures) in a group or organization programs intended to promote diversity in schools
- 2 : an instance of being composed of differing elements or qualities : an instance of being diverse a diversity of opinion

Source: **Merriam-Webster Dictionary**

Variety. That’s what diversity means in essence. But it also means that recognizing what makes us different and unique is important and, without taking diversity into consideration, we run the risk of excluding some individuals. Failing to incorporate diversity into what we do at AAUW – not just our membership, but throughout the organization– and aligning it to our organizational mission and goals can cause a catastrophic error that we may not be able to recover from.

As an organization, we are realistic: We don’t expect all our members to read a few definitions and become experts in diversity, equity and inclusion. So these resources are meant as a guide to help answer some basic questions and to share additional resources that can be discussed and viewed as part of branch meetings, state conferences and the national conference. We hope to help build your diversity knowledge, equip you with the right tools and develop the capabilities to implement these actions.



**Diversity means variety and is all about what makes us unique.**

What are some of the dimensions of diversity? They can be anything that has been historically used to differentiate groups, such as ethnicity, gender, religious beliefs, or socio-economic status. Some of these dimensions are more visible than others, and some are more salient in the United States than in other parts of the world, given our history of discrimination and exclusion. Dimensions of diversity can be broken down into two categories:

– **primary** dimensions, which cannot be changed, and **secondary** dimensions, which we have some control over.

## What's the relationship between dimensions of diversity and identity?

Identity is a combination of characteristics, attributes, experiences or behaviors that make us each who we are. Many of these dimensions of diversity give meaning to our identity: For example, "I am a parent, I am a doctor, I am from New York." All of these are elements of an individual's identity.

Identity evolves over one's lifetime, but it always dictates how we see ourselves and how others see us. When you meet someone new or see someone for the first time, what do you notice? How does that shape your interactions?

Author Jane Elsea lists the [nine most important things](#) people in our society tend to notice in others, in order of importance:

Skin Color	Gender	Age	Appearance	Facial Expressions	Eye Contact	Movement
	Personal Space	Touch				

Dealing with diversity can be daunting. It will help to keep in mind the [Seven Underlying Principles of Diversity](#):

1. Diversity is an inside job, meaning that diversity is not about "them." Rather, it is about each person coming to terms with his or her attitudes, beliefs and experiences about others and gaining comfort with difference.
2. Diversity goes beyond race and gender. The diversity tent is big enough to include everyone — young and old, homeless and affluent, immigrant and native, white and black, rural and urban, gang member and corporate professional.
3. No one is the target of blame for current or past inequities. All human beings have been socialized to behave in certain ways, and all of us are at times both perpetrators and victims of discrimination and stereotypes. The idea is to move forward in creating more opportunities.
4. Human beings are ethnocentric, seeing the world through their own narrow view and judging the world by their familiar yardstick. This is not bad, but it can be a source of conflict if we do not accommodate and value other ways of being.
5. The human species resists change. This makes the constant adaptation required by diversity difficult for people already overwhelmed by staggering transitions in today's communities and organizations.
6. Human beings find comfort in likeness. We tend to seek the company of those most similar to us in a variety of ways... age, gender and ethnicity being just several of many.
7. It is difficult for people to share power. History shows that we rarely do it voluntarily. Understanding this past can help clarify why there is sometimes a backlash associated with diversity efforts from people who believe they will lose in this experience.

All these truisms about the human species do not make people mean-spirited or cruel. It just makes us human. Nevertheless, these realities make dealing with diversity a challenge. The beauty of diversity — and the thing that makes it so powerful — is learning to appreciate it and creating an environment where it can grow and thrive. Diversity can be a great source of strength. Our aim is to create an environment where we can explore our differences in a safe and respectful way that helps each person understand their value and celebrates what diversity brings to AAUW.



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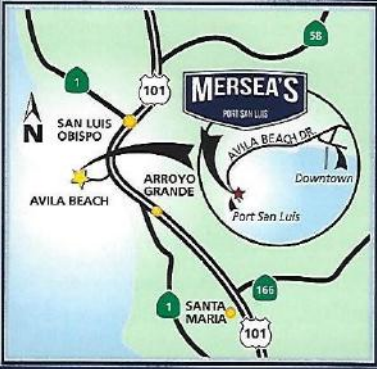
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