

The Waves AAUW

April 2024- Volume 45 - Number 8

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President's Message April, a time for spring, celebration of our scholarship recipients and hold our annual meeting. It is hard to grasp that another year has flown by. Now we elect officers for the 2024-2025 year and renew memberships. In our May newsletter we will have a quick review of our 2023-2024 and the important projects to which we all continued. In this April newsletter you will read about local, county, state, country and global influences of our mission to advance gender equity for women and girls through research, education and advocacy. Women in History visits to elementary schools, pgs. 3 & 19. Eager Readers' treasure hunting for books, pg. 5, Adopt a Poll, pg. 4, Scholarship grants to our local high school women pgs. 8-9, state wide efforts to keep our school boards from attacks by local religious and political extremists on books, curriculum, teachers, librarians, and district staff, pg. 10, Equal Pay Day efforts, pgs. 13-16, and the importance of education for women around the world, pgs. 16-19 It is all here in this very newsletter, your window to the world through the AAUW mission. Thank you for being a local and global influencer.

April Events

- 1 6:30 pm Board Meeting: Zoom
- 4 11:30 am Lunch Bunch:
- 5 11:30 am Daytime Page Turners
- 9 6:30 pm Night Readers: Linda Kime's home
- 15 12:30 Let's Talk Travel: Greenhouse Coffee, A. G
- 15 6:30 General Meeting Arroyo Grande Women's Club
- 17 12:30 pm Finessing Femmes Bridge: Linda Lidberg's home
- 20 Newsletter Deadline
- 22 7:00 pm Great Decisions: Kathi Pettersen's home

May Events Preview

- 2 11:30 am Lunch Bunch
- 3 11:30 am Daytime Page Turners
- 6 6:30 pm Board Meeting Zoom
- 18 10:00 General Meeting: Pam Zirion's home

April Birthdays

Patti Melsheimer
Mary Jorstad
Ellen Christensen Foster

April General Meeting

April 15, Monday 6:30pm

Women' Club Arroyo Grande

Topic: Annual Meeting

Scholarship Recipient Celebration

See page 2

Upcoming April Board Meeting

The April Board meeting will be held on Monday, April 1 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 by March 27 for it to be considered at this meeting. Thank you.

April General Annual Meeting April 15, Monday 6:30 pm

Arroyo Grande Women's Club

Scholarship Recipients

Annual Meeting: April 15 Monday, 6:30 pm Arroyo Grande Women's Club

Officer Elections

Five Cities Pismo Beach Scholarship Awardees

The nominating committee, Rose Ann Steiner, Susan Brazil and Patti Melsheimer, presented a slate of officers for 2024-2025 to the Board at the March Board meeting and to the Branch members at the March general meeting. The slate includes: President Jean Burns Slater, Secretary Pam Zirion, Treasurer Erica Hinojosa. Election voting will take place at the April 15, 2024 Annual meeting. Installation will occur in May. Additional nominations from Branch members are open until April 1 to allow notification to all Branch members 14 days prior to the election. Present your nominations to a member of the Nominating Committee for consideration.

Five Cities Pismo Beach AAUW Scholarship awardees will be presented, along with their families at this Annual meeting. This is a very meaningful program and illustrates who we are as a committed community partner.

Hospitality

Refreshment Plates for Monday, April 15th General Meeting: Our Scholarship Winners

If you want to bring a refreshment to this meeting, here are the refreshments plates that are needed:

1 Fruit Plate

2 Cookie or Bar Plates

IF you can bring one of these refreshment plates.... Please Text Maureen Kelly with your name and what you can bring and specify that it is for the APRIL 15th meeting

Again...first 3 volunteering members are the winners!

Nominating Committee

The nominating committee presented the following slate of officers for 2024-2025 at the March general meeting: President Jean Slater, Secretary Pam Zirion, Treasurer Erica Hinojosa. The slate was approved by the Board. Voting will take place at the April general meeting. Installation will occur in May.

Membership Renewal

Our membership renewal letter is included in this newsletter on page 12. If no personal info has changed you need only to submit a check for \$105 made out to 5 Cities Pismo Beach AAUW and mail it to P.O. Box 1604, Pismo Beach CA 93448. You may mail your check to Erica Hinojosa or to the post office box.

Want to win \$50?? As an Incentive to join early we are doing a raffle this year. If you mail your renewal in April, you will be given three chances to win, renew in May for two chances and renew by June 15th, one chance. Good luck and remember to increase your winning potential, join early.



Friendship Outreach

There may be a group of people who could use rides to our AAUW meetings, especially when they are in the evening, such as our April 15, Scholarship meeting. Branch members may be healthy but do not drive, especially at night. Pat Muhlethaler, Laurie King, Nancy Sperling, Kathi Pettersen, Joan Knowlton, and others may need extra help to join our meetings. Please consider reaching out by offering a ride or two.

Good News:

Erica Hinojosa's son Enzo, made the Paulding 7th grade Volleyball Team. Congratulations to both Erica and Kathi Pettersen, the proud grandma!

In the past month, members have traveled to interesting locations. Maureen Kelly visited her mom in Palm Springs and Gaye Peltzman and husband Ed enjoyed a vacation trip to the Cabo San Lucas area of Mexico. New member Amanda Sherlock is traveling to Kauai and Priscilla Alquist and husband Jim will be visiting the Baltic countries.

Susan Brazil has moved from her home on the Mesa to the Avila Senior Living residence on Marsh in San Luis Obispo. We are looking forward to hearing about living in downtown SLO within walking distance to so many stores and events!

Health Updates:

Pam Zirion has completed her radiation treatments and is feeling well enough to be out and about on long trips on her bicycle. Good for you, Pam! Pam also wanted all new members to remember that she is the New Member Ambassador. She welcomes you all to AAUW. You can call her for information or assistance with our Branch. She was the member who portrayed RBG at our last meeting!

Laurie King's daughter suddenly passed recently. We extend our sincere condolences to Laurie for her loss. You may remember her daughter as she attended several of our meetings and was a great support for Laurie.

Women in History General meeting Saturday, March 16

Mesa Dunes Mobile Home Park Club House





Can you identify our special women guest stars from History?

Hatti Caraway: First Woman elected to the U.S. Senate Julia Morgan: Architect

Ruth Bader Ginsberg: Supreme Court Justice Dorothea Lange: Photo Journalist

Special thanks are offered to Carol Dempsey for arranging the use of Mesa Dunes Mobile Home Park Club House. Thank you, Carole!

See page 19 of this newsletter for a listing of our past Women in History Presentations. You may remember some very influential women from our Branch and from History.

Re Cap of the February General Meeting, February 24, Saturday 10 am Nipomo Library Community Room

The League of Women Voters of San Luis Obispo County provided information on Voter Services and the upcoming March 5 primary election at our February General Meeting. Julie Rodewald and Ed Cabrera explained the League's Voter Services along with their mission of Empowering Voters and Defending Democracy. This is vital nonprofit organization provides voter information. The meeting was well received and attended. Thank you for staying engaged in our local, state and national democratic activities.



Adopt A Poll What Would We do Without You?

Dear Precinct #309 Volunteers,

I can't thank you enough for your time and dedication yesterday. Knowing that I could count on you to make voting easy and cheerful for those who came to exercise their democratic rights took a lot off my shoulders. All of you who braved the chill at 6:00 am, who gave up 4 hours in the middle of your day, and those who hung in until we balanced (YEA!), you are indeed blessed.

Special thanks to Jeff Portney and Michael Zigelman for trekking outside to pick up signs and putting tables and chairs away at the end of a very long day. And to think we are going to do this again in November! Thank you! Thank you! Thank you! **Linda**

Thank you for your work assisting voters at the polls yesterday. We know it's important. We know yesterday was pretty slow and it had a side benefit of letting us spend time visiting and catching up with friends and meeting new friends. I hope you look back upon the day with a smile. It was slow and a bit quiet and I hope everyone went home with a good feeling of a job well done. Thank you so much for stepping up. Thanks for your time. Go forward knowing that we did well and we did good. You did well and you did good. Yay for us! Yay for AAUW! Thanks. **Kathy Cohon**



Eager Readers

Over 600 elementary students went on a Treasure Hunt to select a book of their choice to read and keep. Students from Grover Beach Elementary, Dana Elementary and Nipomo Elementary in the Lucia Mar Unified School selected their own books during the month of March. Beth Hutton ordered books through Scholastic and our members' generosity in fund raising provided the money to purchase these books for distribution, placing books selected by the young readers into their hands and homes. Look at the evidence of a book Treasure Hunt.





SYLVESTER’S BURGERS FUNDRAISER

We are hoping to have available at the April meeting, the discount cards from Sylvester’s Burgers. Last year we received half the cost of each card for our treasury.

Members talked about eating out with friends, giving the discount cards as gifts to family and friends, treating friends to lunch after a game or an event, giving them as appreciation tips to the mail deliverer and other service providers and just eating those delicious burgers themselves.

All for fun and **\$ \$** Yes. Kathy Cohon

Speaking of Fund Raising:

Last year at the Bingo and Silent Auction, we mistakenly charged sales tax on gift cards. We need to rectify that mistake and the Board decided to notify those participants who purchased \$100 or more on gift cards during the Silent Auction and offer a free admission to next year’s event on November 16, 2024. Unfortunately, we do not have addresses for some qualifying buyers, and I am wondering if you know of or sold to any of the following people:

K. Dowdall

Theresa Hertel

Bonnie

Please notify me so we can send the person the letter to apologize for our “faux pas”.

Thank you,

Pam Zirion, Silent Auction Chairperson

2024 Bingo & Silent Auction

Mark Your Calendar: Saturday November 16, 2024

Lunch Bunch: April 4

We have enjoyed experiencing different cuisines in Lunch Bunch this year. And now it is time for many people's favorite - light and delicious French cooking at Le Ciel Crepes Café, 3211 Broad St, San Luis Obispo. French food can be heavy but few things are as light and satisfying as French crepes. On Thurs. April 4th, 11:30 am we will have a choice of savory and /or sweet crepes along with soups, salads, and sandwiches. As to desserts, take a look at the website of our choice for this month - Le Ciel and you will find what the sweet crepes include. Phone:(805) 783-2013 Website: lecielcrepecafe.rakoon.biz

Le Ciel is easy to find in SLO and has the advantage of ample FREE parking and no need to go downtown. You can find Le Ciel on the left-hand side of Broad St. in a small shopping center where Orcutt Rd. meets Broad. Turn in to the right and go straight ahead and you will land right in front of the restaurant. It is a small setting, but can easily be re-arranged to accommodate us. Please send your RSVP to Carole Dempsey at medipharmix@aol.com by end of day on April 1st."

Great Decisions: Prepare to Discuss the World

Our next meeting of Great Decisions will be held on April 22 at 7:00 pm. Our topic for April is Technology Denial and Sino-American Rivalry, held in the home of Kathi Pettersen. Joan Florence will be providing the treats. The relationship between China and the United States in the arena of technology, the independence of Taiwan, Chinese claims in the South China Sea, North Korea and its nuclear program, suppression of democracy in Hong Kong, all lead to important discussions. World discussions in the Great Decisions Program recognizes the importance of community conversations of global events and topics. If interested in joining the discussion for 2024, contact Priscilla. Questions: palquist@gmail.com, jbslater2006@gmail.com

Morro Bay AAUW Garden Tour

Mark your calendars because the AAUW Garden Tour is back! The tour is scheduled for Sunday, April 28th from 12-5pm. There are four gardens featured, and we highly recommend that you visit them all, however; the tour is self-guided and can be enjoyed at the pleasure of your own pace.

Tickets are \$15 and can be purchased at Volumes of Pleasure in Los Osos, Coalesce Bookstore in Morro Bay, Farm Supply (locations include SLO, AG and Paso Robles), My805Tix.com and with any AAUW member. Tickets are on sale now! We hope you'll join us!

This is the major fundraiser for the Morro Bay Branch of the American Association of University Women. The proceeds are used for high school scholarships in Morro Bay, a nursing scholarship at Cuesta college and to send several 7th grade girls to a TECH summer camp at CSU Monterey Bay in July, to study STEM subjects.

Join us in the garden
for the
36th Annual
GARDEN TOUR

Hosted by the
American Association
of University Women!

PROCEEDS ARE USED FOR HIGH SCHOOL SCHOLARSHIPS IN MORRO BAY, A NURSING SCHOLARSHIP AT CUENTA COLLEGE AND TO SEND SEVERAL 7TH GRADE GIRLS TO A TECH SUMMER CAMP AT CSU MONTEREY BAY IN JULY, TO STUDY THE STEM SUBJECTS.

YOUR SUPPORT IS GREATLY APPRECIATED!

We hope you'll join us!

SUNDAY APRIL 28 2024
FROM 12-5PM
TICKETS ARE \$15

TICKETS CAN BE PURCHASED AT:
VOLUMES OF PLEASURE IN LOS OSOS
COALESCE BOOKSTORE IN MORRO BAY
FARM SUPPLY (LOCATIONS INCLUDE SLO, AG
AND PASO ROBLES)
MY805TIX.COM - USE THE QR CODE
OR WITH ANY AAUW MEMBER

GET YOUR WALKING SHOES ON!
SCAN THE QR CODE TO EASILY PURCHASE YOUR TICKET!

Let's Talk Travel



To kick off the travel calendar for this year, three members and one husband drove to the Carrizo Plain National Monument to view the wildflowers and participate in a guided hike of Painted Rock and later a walk on the Soda Lake Boardwalk for a panoramic view of Soda Lake and the colorful Carrizo Plain. All agreed that they enjoyed a spectacular day!

Other events on the travel calendar for 2024 are:

PCPA Performance in Solvang

An evening at Sensorio in Paso Robles

A tour of Hearst Castle

To help us plan other great events and find more information about these excursions, please join us for our next meeting on Monday, April 15 at 12:30 PM at Greenhouse Coffee Company, 1064 E. Grand Ave., Arroyo Grande. “Life is about the adventures you take and the memories you make.” Anonymous

Scholarship

The Scholarship Directors will meet on April 3 to determine how many scholarships will be awarded this year, to whom, and the amount for each scholarship. This year there were 19 applicants. Each application was evaluated and 14 applicants were selected for interviews. We anticipate to select 9 recipients with each receiving a \$2,000 scholarship.

The Scholarship Corporation is dedicated to provide as much scholarship funds as possible for deserving young women. Funds for the scholarships are from donations specifically for the 501(c)3 Scholarship Corporation. Each year 10% of Branch fundraising is allocated to the Scholarship Corporation (\$740.93 for the 2023-24 year). In addition, several years ago, an Endowment was created for the specific purpose to fund scholarships and up to 10% of the Fund is used each year. This Endowment was significantly enhanced by two estate sales. The Scholarship Corporation also receives and encourages individual donations.

The Scholarship Corporation thanks the community and the Five Cities Pismo Beach Branch and members for their generous support. Without this generosity, scholarships would be few and very limited in amount.

Bylaws of the Five Cities Pismo Beach Scholarship Corporation were reviewed and revised at the February meeting and will be sent to the proper government office for acceptance. This change provides an opportunity for applicants to take advantage of the Community College Promise Program which offers free tuition to local students and a pathway to transfer to a four-year university.

The Specific Purpose of the Scholarship Corporation has been revised to state the following:

Specific Purposes

Within the context of the general purposes stated above, this corporation shall raise funds for the granting of scholarships to qualified female high school students who are graduating from a high school within the Lucia Mar Unified School District to enable them to enter an accredited four-year college, university, trade school, technical institute, community college or vocational program on a pathway to a four-year graduate degree in pursuit of specific goals in accordance with Section 501(c)(3) of the Internal Revenue Code. This purpose is in furtherance of AAUW's mission to promote lifelong education for women.



Scholarship Results

Tech Trek Results

When Beth Hutton was distributing books through the Eager Reader Program to Nipomo Elementary School 6th graders, Lexi Johnson, a sixth-grade teacher, recognized Beth and told her that Beth had awarded her an AAUW Scholarship when she was a high school senior. This lovely young woman received a \$1,000 scholarship in 2015-2016 to attend Azusa Pacific. Her name at that time was Lexi Breana Neuman. Our scholarships pay back to our community.

While distributing books to elementary students at Dana Elementary, a sixth-grade teacher informed us that she was a former Tech Trekker from our Tech Trek program, loved the program and participated two years, one year as a counselor. Our Tech Trek pays back to our community.



Scholarship Recipient now Teacher Lexi Johnson



Tech Trekker now Teacher Krista Kaizen

Lucia Mar Unified School District School Board Meeting Dates

Our close relationship with Lucia Mar Unified School District supports our interest in their school board meetings. Find a partner and visit a school board meeting or two.

Lucia Mar USD Board of Trustees Meeting Dates

602 Orchard Arroyo Grande 7:00 pm

April 23

May 7

May 21

June 11

June 18

How One Branch Has Put the School Board Project into Action

By Laurinda Ochoa, Member AAUW California Public Policy School Board Project Committee

Last year the AAUW Danville-Alamo-Walnut Creek branch said “Yes” to the AAUW California School Board Project (SBP) call to action. In August our branch members started to attend monthly local school board meetings and witnessed attacks by local religious and political extremists on books, curriculum, teachers, librarians and district staff.

Based on social media statements by people who want to “return schools to local control of concerned parents,” we believe our school district and adjacent districts are being targeted by groups intent on changing public education in California. As AAUW members we support our state and national public policy priorities of providing honest, equitable, and inclusive, quality public education for all students.

To implement the SBP and work toward these public policy goals, our branch has taken a three-step approach:

1. Educate our members and the public about the issues facing public education by hosting Issue Programs and, later, Candidate Forums;
2. Advocate for our public education priorities by speaking up at local Board of Education (BOE) meetings to support board decisions that are consistent with AAUW policies and values;
3. Collaborate by forming coalitions with local groups to educate the public about the importance of supporting public education and those candidates that believe in honest and equitable quality education for all.

EDUCATION:

We encourage all branches to host an SBP program by inviting local experts to speak about what is happening in your districts. Often, accurate information is not available from local media and we need to hear from people engaged in public education to understand the local issues. PTA, BOE members, district superintendents, librarians, teachers, and informed parents can provide valuable insights.

ADVOCACY:

We hope all branches attend BOE meetings and have one speaker advocating AAUW values. Board members and school staff have voiced appreciation to AAUW members for speaking up in support of public education. Often AAUW is one of the few voices of reason and civility at these meetings. Our voices can change the tone of the public discussion.

COLLABORATION:

We’ve learned our Education and Advocacy efforts naturally lead to other people and groups being interested in working together with AAUW to protect public education. We are now working with others in a two-county area to “Lift Up Public Education” by educating the public, advocating for public education, and demonstrating community support for our local school districts. For more information on how we organized our coalition and distributed the workload, visit our website [here](#).

We encourage other branches to support quality public education and promote critical AAUW values by taking these simple steps to build member and community support for Quality Public Education.

**AAUW Five Cities Pismo Beach
February 2024 Treasurer Report**

Operating Expenses	23-24 Budget	23-24 YTD	YTD Vs Budget
Meeting Rent (<i>Church, 2xWomen</i>)	\$486.00	\$393.00	-\$93.00
Membership Directory (40)	\$95.70	\$122.89	\$27.19
Program Expenses (<i>Zoom</i>)	\$149.90	\$149.90	\$0.00
Hospitality	\$116.20		-\$116.20
Insurance	\$245.00	\$185.00	-\$60.00
Post Office Box Rental	\$176.00	\$176.00	\$0.00
Treasurer's Expenses (<i>20 Stamps</i>)	\$13.20		-\$13.20
Newsletter Expenses	\$10.00		-\$10.00
Raffle/Bingo permit (exp. Dec)	\$0.00		
Annual State Renewal Fee	\$25.00	\$25.00	\$0.00
Membership adjustment	\$0.00		
<i>Undistributed Unencumbered funds</i>	\$100.00		-\$100.00
EXPENSES	\$1,317.00	\$1,051.79	--\$365.21

Account Balance 2.4.2024	\$44,249.09
<i>Reserves (Tech Trek, Op. Exp.)</i>	-33,892.02
Monthly reserve draws	
<i>Unencumbered funds</i>	-\$212.10
Monthly expenses	-\$707.15
Remaining operating funds	\$9,862.33

2023-2024 Dues collected to date, 42 members: \$3,929
2023-2024 Dues to State/National \$3,383 (1 dual branch)
Branch portion of dues: \$546 (\$13/member) 42 members

Operating Income	23-24 Budgeted	YTD	YTD Vs. Budget
42 Memberships @ \$13	\$455.00	\$546.00	\$91.00
Advertising (11 Sponsors)	\$600.00	\$600.00	\$0.00
Unencumbered Funds	\$262.00	\$362.00	-\$100.00
Operating Income	\$1,317.00	\$1,508.00	\$191.00

Fundraising Income as of 12.4.23			
	Gross	Exp./Tax	Net
Fall Bingo and Silent Auction	\$8,037.97	\$628.65	\$7,409.32
Adopt-a-Poll	\$0.00	\$0.00	\$0.00
Sylvesters	\$0.00	\$0.00	\$0.00
Total Fundraising Income	\$8,037.97	\$628.65	\$7,409.32

Reserve 2023-2024	Carry Over	Distribution	Balance
Scholarship (10%)	\$0.00	\$740.93	\$740.93
Tech Trek (32.5%)	\$6,935.54	\$2,408.03	\$9,343.57
Eager Reader(22.5%)	\$3,840.93	\$1,677.10	\$5,508.03
AAUW Funds (15%)	\$1,486.50	\$1,111.40	\$2,597.90
General Reserve (20%)	\$14,319.71	\$1,481.86	\$15,701.58
Total Reserves on Hand	\$26,582.69	\$7,409.32	\$33,892.01

Fundraising Distribution 2023-2024 of \$9910.02		
Scholarship (10%)	\$991.00	This amount is added to the Carry over from 2022-2023
Tech Trek (32.5%)	\$3,220.76	
Eager Reader (22.5%)	\$2,229.75	
AAUW Funds (15%)	\$1,486.50	
General Reserves (20%)	\$1,982.00	
Fundraising Totals	\$9,910.02	

Monthly expenses: taxes(holding funds), membership reimbursements

FACT SHEET: On Equal Pay Day, the Biden-Harris Administration Announces Actions to Continue Advancing Pay Equity and Women's Economic Security March 12, 2024 White House Press Release

Today, on Equal Pay Day, we celebrate how far we have come—and how far we have yet to go—in closing the gender pay gap. Under the Biden-Harris Administration, America has seen an unprecedented—and equitable—economic recovery, building back an economy that is the strongest in the world. Women's labor force participation is the highest it has been in decades, and the gender pay gap is the narrowest it has ever been on record.

At the same time, President Biden recognizes we still have work left to do. Women workers are still paid on average only 84 cents for every dollar paid to men. And the disparities are even greater for many women of color. These inequities cost women more than \$1 trillion every year, and add up to hundreds of thousands of dollars lost over the course of a career for individual workers.

President Biden and Vice President Harris remain committed to closing gender and racial wage gaps and ensuring all people have a fair and equal opportunity to participate in the labor force and support their families. Closing wage gaps is critical to strengthening and growing the economy. This Equal Pay Day, the Biden-Harris Administration reaffirms its commitment to tackling pay gaps and announces new efforts to continue to build our understanding of pay disparities, address inequities, and support women's economic security.

These actions will:

- **Promote equitable access to good-paying jobs.** Last week, the President signed the [Executive Order on Scaling and Expanding the Use of Registered Apprenticeships](#), which will expand and diversify Registered Apprenticeship programs, benefitting women and other underrepresented workers by increasing access to high-quality pathways to good-paying, family-sustaining jobs.
- **Support equal pay and further understanding of pay inequities.** Today, [for the first time](#), the Equal Employment Opportunity Commission (EEOC) is [making available](#) aggregate pay data from 2017 and 2018—collected from private employers and Federal contractors with 100 or more employees—via a user-friendly interactive tool, allowing researchers, stakeholders, and the public to better understand pay disparities based on sex, race/ethnicity, geography, industry, job category, and more.
- **Address occupational segregation.** Today, the Department of Labor (DOL) is issuing an [update](#) to the *Bearing the Cost* report, analyzing the impact of “occupational segregation” on women's economic security, particularly for Black and Hispanic women. Occupational segregation—the overrepresentation of women and people of color in occupations and industries that pay less, and their underrepresentation in occupations and industries that pay more—is a key contributor to pay inequity. DOL found that, over the course of a year, Black women lost \$42.7 billion and Hispanic women lost \$53.3 billion in wages compared to white men due to the impacts of occupational segregation.

Today's announcements follow recent actions the Biden-Harris Administration has taken to further pay equity and transparency. On Equal Pay Day 2022, the President issued an [Executive Order](#) that committed to eliminate discriminatory pay practices in the Federal government and Federal contracting workforces. In January 2024, the Administration made good on that promise by committing to:

- **Advance pay equity for Federal workers.** The Office of Personnel Management (OPM) published a [final rule](#) ensuring that more than 80 Federal agencies will no longer consider an individual's non-Federal current or past pay when determining the salaries of Federal employees. Ending the consideration of salary history in pay-setting decisions is a proven way to curb pay discrimination that often follows workers from job to job.
- **Promote economy, efficiency, and effectiveness in Federal contracting** by advancing pay equity and pay transparency laws. The Federal Acquisition Regulatory (FAR) Council issued a [proposal](#) to prohibit Federal contractors and subcontractors from seeking and considering information about job applicants' compensation history for employment decisions for personnel working on or in connection with a government contract. In addition, the proposal would require Federal contractors and subcontractors to disclose expected salary ranges in job postings, a policy shown to reduce pay inequities. These proposals will also help Federal contractors recruit, diversify, and retain talent; improve job satisfaction and performance; and reduce turnover—all factors associated with promoting the economy, efficiency, and effectiveness of the Federal contractor workforce.
- **Affirm equal pay obligations for Federal contractors.** DOL's Office of Federal Contract Compliance Programs (OFCCP) issued new [guidance](#) clarifying existing protections against discrimination in hiring or pay decisions. The guidance will help Federal contractors and employees understand when reliance on an individual's compensation history for hiring or pay decisions may result in unlawful discrimination.

These efforts build upon actions the Biden-Harris Administration has taken to close gender and racial wage gaps and strengthen women's economic security, which has led to the lowest unemployment rate among women since 1953. These include:

- **Ensuring women have access to good-paying jobs being created by the President's Investing in America agenda.** The Biden-Harris Administration's investments through the American Rescue Plan (ARP), Bipartisan Infrastructure Law (BIL), CHIPS and Science Act, and Inflation Reduction Act (IRA) have created thousands of good-paying jobs in industries of the future. The Administration has taken steps to ensure increased access to these jobs, including for women, people of color, and members of other communities currently underrepresented in these growing sectors have equitable access to these careers. These steps include:
 - **Launching the Good Jobs Initiative.** DOL's [Good Jobs Initiative](#) provides critical information to workers, employers, and government agencies to improve job quality, empower workers, and ensure workers, especially those from underserved communities, can access good union jobs free from discrimination and harassment. The Initiative is dedicated to advancing the Departments of Labor and Commerce's [Good Jobs Principles](#), which address recruitment and hiring; diversity, equity, inclusion, and accessibility; and pay. Key

implementing agencies have signed [memoranda of understanding](#) with DOL to support the Good Jobs Initiative, promote equitable workforce development, and ensure workers have what they need to deliver on the President's once-in-a-generation Investing in America agenda.

- **Expanding access to good-paying construction jobs.** To ensure women can access the almost 200,000 new construction jobs expected from the Biden-Harris Administration's historic investments, the Department of Commerce launched the [Million Women in Construction](#) initiative, which calls on chip manufacturers, construction companies and unions to bring one million women into the construction industry over the next decade, roughly doubling women's representation in the industry. DOL also launched the [Mega Construction Project \(Megaproject\) Program](#), which fosters equal employment opportunity on designated BIL- and CHIPS-funded construction projects through intensive on-the-ground assistance to remove hiring barriers and promote consideration of a diverse pool of qualified workers, including women, people of color, veterans, and people with disabilities.
- **Improving access to child care** for the semiconductor workforce through CHIPS and Science Act implementation requirements. The Department of Commerce's [implementation](#) of the CHIPS and Science Act included a historic requirement that applicants requesting over \$150 million in direct funding submit plans to provide accessible, affordable, high-quality child care.
- **Increasing access to affordable care and supporting caregivers.** Access to affordable, high-quality care is essential to ensuring parents, especially moms, can participate fully in the workforce. From day one, the Biden-Harris Administration has focused on ways to lower child care costs for hardworking families and improve wages for child care workers. The ARP Child Care Stabilization program delivered historic support to over 225,000 child care programs serving as many as 10 million children across the country. Over 90% of the child care programs that have received assistance are women-owned. The Council of Economic Advisors [found](#) that this stabilization funding supported savings for families with young children, raised the real wages of child care workers, and helped hundreds of thousands of women with young children enter or re-enter the workforce.

In addition, in April 2023, President Biden signed an [Executive Order](#) with more than 50 directives to nearly every cabinet-level agency to increase access to affordable, high-quality care and boost job quality for early educators and long-term care workers, who are disproportionately women of color. Among the many actions agencies have taken, the Department of Health and Human Services [finalized](#) a rule strengthening the Child Care and Development Block Grant (CCDBG) program and lowering child care costs for more than 100,000 families.

- **Increasing the minimum wage.** The President issued [Executive Orders](#) directing the Administration to work toward ensuring that employees working on Federal contracts and Federal employees earned at least a \$15 per hour minimum wage. Those directives went into effect in January 2022, raising the wages of about 370,000 Federal employees and employees of Federal contractors. In addition to helping the government do its work more efficiently, these directives take a step towards narrowing racial and gender disparities in income, as many low paid workers are women and people of color. The order also eliminates the subminimum wage for workers with disabilities on Federal contracts. The President has called on Congress to raise the Federal minimum wage to

\$15 an hour, so that American workers can have a job that delivers dignity and to make greater strides towards pay equity.

- **Supporting women-owned businesses and entrepreneurs.** Under the Biden-Harris Administration, Small Business Administration-backed loans to women-owned small businesses are up more than 60 percent, totaling \$5.1 billion in lending to women-owned businesses in FY23. And a new [report](#) found that from 2019 to 2023, women’s small business formation surged, substantially outpacing overall formation. This Administration has invested \$70 million in the [Women Business Centers](#) (WBC) network, expanding it for the first time into all 50 states and tripling the number of WBCs at Historically Black Colleges and Universities, Hispanic-Serving Institutions, and other minority-serving institutions. President Biden is also investing \$10 billion through the ARP [State Small Business Credit Initiative](#) (SSBCI) to help States, territories, and Tribal governments leverage tens of billions more in matching public and private dollars to support small businesses across the United States, with a particular focus on historically underserved entrepreneurs, including women business owners. The ARP Restaurant Revitalization Fund helped over 40,000 women-owned restaurants and bars—thanks in part to steps taken by the Administration to ensure that women-owned and socially and economically disadvantaged businesses were able to access assistance.

UNESCO

Why educating women is more important than we realize

Originally published in The Times of India on 27 September 2022 by Kadambari Rana (teacher and independent educationist).



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[The Times of India](#)

The Stri or the Female Energy is the creatrix, mother of all gods, conqueror of all evil, dispenser of all boons in the Indian culture. She is considered the divine power of the universe from where all beings are born. This divine female energy is worshipped with intense adoration and devotion in India.

Yet, it is in India itself that we find the most intense contradiction towards the female shakti.

On one hand we surrender to the divine Durga to protect us and on the other hand we look down upon the feminine principle with condemnation, contempt, cause of all failures, source of lust and miseries.

An Indian woman suffers this wrath both in her mind and heart right from her birth. She struggles to understand her true role, position, and identity in human society. She lives in a dilemma, wondering whether to relate to the feminine deities being erected all around her or to an unborn female avatar which was never allowed to be born.

Since ancient times women have not been denied legal, social, and educational rights in India but certainly in practice they have been more preoccupied and confined to domestic affairs and that is where their social subordination began.

Despite such subjugation, women have survived important roles such as bold householders, strong mothers, queens, administrators, warriors, elected representatives and leaders. Therefore, despite oppression and denial, India has, time and again, truly experienced the shakti of this female creative force.

The way forward for India and humans in general is to treat the Female Shakti (The Feminine Powerhouse) with respect, deep regard, equal access to experiences, learning and opportunities. All sexes should be allowed to find, above all sexual differences, their full inner potential.

India, the land of diversity and contrast, India the ardent worshipper of the Shakti-The Durga can perhaps lead mankind into human success based in deep regard for the deep inner potential, intellectual prowess and ingenuity of women. Denying women their due place is denying mankind its due success.

Women Across the Globe

The battle for legal, civil, social, and educational equality is a central element of woman's rights globally. However, a deeper understanding of the women's needs has revealed that in daily life they struggle to voice their objections and opinions, struggle to agree or disagree, condemn, or promote, speak, share, discuss, and struggle to manage, participate and lead.

Therefore, it would not be incorrect to state that the battle is only half won if the women get access to education and opportunities but no access to exercise their will.

Women across the globe may be characterized by diversity in feminine energy and feminine approach to life, work, family, and society yet their basic emotional, psychological, physical, mental, intellectual, social, professional, and creative needs tie them together to a common cause. The common cause being-women across the globe want to be active participants and decision makers in their own lives and refuse the passivity that is expected of them.

A modern progressive woman prides herself with all her feminine virtues. She wishes to embrace her own self in entirety not to put men down but only to break out of an oppressed state so that she can realize her own untapped full potential.

Women today are capable of and want to accumulate the advantages of both the sexes, but she is not willing to pay an unfair price for achieving this. For instance, a young mother wants the right to work or not to work to lie within the realms of her decision-making powers.

She wishes to be able to make a choice between scenarios where in one she wishes to fully involve herself in her motherhood and suspend her professional aspirations without being made to feel undeserving or financially dependent. Or in another scenario where she wishes to strike a balance between her motherhood and professional duties and yet not labelled as irresponsible and selfish. Such a state of choice with dignity would be true liberation for a young mother.

Equal Education is a Steppingstone Towards Gender Equality, Quality Socialization and Economic Growth

Denying women access to equal and quality education opportunities encourages gender segregation and stereotypical behavior in society. Perceptions towards gender roles are sowed by members of family and society very early on in the lives of men and women which adversely impacts the quality of the socialization process.

Creating gender neutral learning environments can serve as a steppingstone to quality socialization. This in turn can help in creating favorable position for women in creative, scientific, technological, professional endeavors and lessen their personal and social struggles.

Any society that denies and discourages women from boldly participating in the learning process is only encouraging biased patterns that are deeply rooted in promoting the influential masculine identity.

Quality education can help both men and women understand these deep-seated issues in our society, raise their collective and individual levels of awareness, understand the importance of all people, irrespective of sex, in building a healthy and conscious society. In order to ensure sustainable development, it has become imperative to recognize the importance of all the sexes.

When a girl is educated, she is empowered. She can make her own decisions, raise the standard of living for her family and children, create more job opportunities, and reform society as a whole. As a result, a shift in attitudes toward girl child education in India is urgently needed. Every girl child deserves to be treated with love and respect. If all girls complete their education and participate in the workforce, India could add a whopping \$770 billion to the country's GDP by 2025!

Childs Right and You (CRY). Some Important Statistics

As per statistics presented by UNICEF, 129 million girls are out of school around the world, including 32 million of primary school age, 30 million of lower-secondary school age, and 67 million of upper-secondary school age.

Borgen Project, a US based not for profit, study has revealed that every year, 23 million girls in India drop out of school after they begin menstruating due to lack of sanitary napkin dispensers and overall hygiene awareness in schools.

As per National Survey of India, Literacy Rate in India has increased from 73% in 2011 to 77.7% in 2022, however it still stands behind the global literacy rate which stands at 86.5% (as per UNESCO). Of the 77.7% Indian literacy rate in 2022, male literacy rate stands at 84.7% and female literacy rate stands at 70.3% as compared to global average female literacy rate of 79% (as per UNESCO).

There are several factors that influence poorer literacy rates in women as compared to men, the biggest and most crucial factors being inequality and sex-based discrimination. This discrimination pushes the girl child to either never be born (female infanticide) or the woman to be predominantly pushed into household affairs.

Low enrolment rates, high dropout rates, social discrimination, unsafe public spaces, prioritizing boy child education are some other important factors that negatively influence female education.

The History of Five Cities Pismo Beach AAUW Branch Women in History Program

1990	Carrie Nation	Winona Green
1991	Susan B Anthony	Martha Rigby
	Amelia Earhart	Enid Barrett
	Julia Morgan	Winona Green
	Florence Nightingale	Barbara Homer
	Sacagawea	Elaine Olson
1992	Sally Ride	Sharon Hassler
	Louisa May Alcott	Lynn Titus
	Elizabeth Blackwell	Susan Gray
	Rachel Carson	Martha Rigby
	Antonia Novella	Esther Iglesias
	Rosa Parks	Sara Beth Green
	Eleanor Roosevelt	Elaine Olson
	Elizabeth Cady Stanton	Tori Manzar
	March Fong Eu	Eva Lo
	1993	Clara Barton
Pearl Buck		Peggy Moore
Susan Butcher		Martha Rigby
March Fong Eu		Eva Lo
Admiral Grace Murray Hopper		Laura Nelson
Anne Morrow Lindberg		Elaine Olson
Sojourner Truth		Sara Beth Green
1994	Jane Addams	Sharon Lowell
	Margaret Bourke-White	Elaine Olson
	Mary Cassat	Mary Cardoza
	Jane Goodall	Martha Rigby
	Georgia O'Keefe	Beverlee Handley
1995	Babe Didrikson Zaharias	Judy Paperno
	Maya Angelou	Kashi Smith

	Hillary Rodham Clinton	Laurie Brummett
	Lillian Moller Gilbreth	Laura Nelson
	Juliet Gordon Low	Margaret Bennett
	Barbara McClintock	Kathy Cohon
1996	Anne Frank	Laurie Brummett
	Nancy Kelsey	Carol Harvey
	Maria Mitchell	Laura Nelson
	Lucretia Mott	Martha Rigby
1997	Nelly Bly	Carol Harvey
	Mary Harris (Mother Jones)	Susan Opava
	Dolores Huerta	Anita Smith
	Anne Morrow Lindberg	Elaine Olson
	Sandra Day O'Connor	Majorie Cawelti
	Rachel Carson	Kathy Cohon
1998	Clara Barton	Elvera Horning
	Margaret Bourke-White	Marianne Fairfield
	Emma Lazarus	Judy Klinger
	Harriet Quimby	Elaine Olson
	Rachel Carson	Kathy Cohon
1999	Susan B Anthony	Kathy Cohon
	Annie K. Bidwell	Elaine Olson
	Julia Morgan	Mary Padua
	Sandra Day O'Connor	Audrey Mertz
	Eleanor Roosevelt	Angie King
	Elizabeth Cady Stanton	Dawn Williams
2000	Abigail Adams	Connie Katzenstein
	Admiral Grace Murray Hopper	Laura Nelson
	Dolores Huerta	Kenny Chavez
	Sacagawea	Kathy Cohon
2001	Beatrix Potter	Bonnie deVoss
	Dorothea Lange	Marianne Fairfield
	Rosie the Riveter	Elaine Olson
	Madeline Albright	Elvera Horning
	Sally Ride	Patti Melsheimer
2002	Historical Women of South County, San Luis	Obispo
2003	Susan B Anthony	Mary Morgan
	Rachel Carson	Kathy Cohon
	Marie Curie	Helen Begin
	Patty Reed	Irene Wetzel
	Eleanor Roosevelt	Richelle Cash
2004	Nellie Bly	Rosie Cavillo
	Jane Goodall	Kathy Cohon
	Alice Paul	Mary Morgan
	Patty Reed	Irene Wetzel
2005	Jane Goodall	Kathy Cohon
	Patty Reed	Irene Wetzel
	Eleanor Roosevelt	Angie King
	Elizabeth Cady Stanton	Mary Morgan
2006	Annie K. Bidwell	Elaine Olson
	Julia Morgan	Kathy Cohon
	Eleanor Roosevelt	Angie King
2007	Abigil Adams	Elaine Olson
	Maria Josefa Carrillo de Dana	Susan Gray
	Rachel Carson	Kathy Cohon
	Sandra Day O'Connor	Marilyn Corey

2008	Abigail Adams Ellen Cressy Nancy Kelsey Maria Eva Duarte d Peron	Elaine Olson Susan Gray Kathy Cohon Jackie Lopez
2009	Betsy Ross Alice Paul Barbara McClintock Elizabeth Blackwell	Elin McCall Kathy Cohon Maureen Briggs Susan Archdeacon
2010	Martha Washington Clara M. H. McGuigan Julia Morgan Jennette Rankin	Elin McCall Lee Whipple Kathy Cohon Jean Burns Slater
2011	Susan B. Anthony	Kathy Cohon
2012	Harriet Russell Strong Harriet Quimby	Jean Burns Slater Kathy Cohon
2013	Julia Morgan Rachel Carson Harriet Beecher Stowe Jane Goodall	Pam Zirion Kathy Cohon Jean Burns Slater Abby Adams
2014	Dorothea Lange Alice Paul Dame Daphne Sheldrick Julia Morgan	Pam Zirion Kathy Cohon Abby Adams Sandra Pitt
2015	Laura Ingalls Wilder Amelia Earhart Nancy Kelsey	Pam Zirion Sandra Pitt Kathy Cohon
2016	Sacagawea Sandra Day O'Connor Alice Paul Amelia Earhart	Pam Zirion Jean Burns Slater Kathy Cohon Judith Bernstein
2017	Rachel Carson Jackie Cochran Julia Morgan	Kathy Cohon Pam Zirion Sandra Pitt
2018	_____	
2019	_____	
2020	Information on Seneca Falls, 1848, White Hat Suffragettes, Equal Rights Amendment Today	
2021	COVID _____	
2022	_____	
2023	Julia Morgan Rachel Carson Madeline Albright	Pam Zirion Kathy Cohon Jean Burns Slater
2024	Julia Morgan Hattie Caraway Dorothea Lange Ruth Bader Ginsberg	Kathy Cohon Jean Burns Slater Mary Jorstad Pam Zirion

March is "Women's History Month" and 2024 is the thirty-second year of the Women in History project of Five Cities Pismo Beach AAUW. During the month of March, Women's History Month, this program is made available to the students of Lucia Mar Unified School District as an educational enrichment, providing information on women's lives, stories often ignored in history books.

In Memoriam

Winona Green, a Life Member of AAUW, started and starred in the first portrayal of a Woman in History for the Five Cities Pismo Beach AAUW Branch in 1990. She felt the need to tell women's stories and grabbed her hatchet to show us how it could be done. She gifted to the Branch a wonderful project and purpose.

2023-2025



PUBLIC POLICY PRIORITIES

The AAUW California Public Policy Program establishes policy directives that will guide our members, inform our legislative priorities, serve our mission to advance equity for women and girls through advocacy, and are consistent with our values of achieving fair and equitable opportunities for our diverse society. Toward that end, AAUW California advocates policies that promote, enhance and ensure:

Economic Security for All Women, including:

- Equity in the workplace
- Enforcement of workplace anti-discrimination statutes
- Security in retirement
- Access to job training for career development
- Work-life balance, including access to quality affordable childcare and paid sick and caregiving leave

Social and Racial Justice for All Members of Society, including:


- Self-determination in reproductive health
- Equal access to quality affordable health care, housing and a healthy environment
- Freedom from violence in all its forms and wherever it occurs, including violence against historically marginalized groups, and support for policies that reduce or prevent gun violence.
- Guarantee of civil and constitutional rights for all, including all forms of gender identity and expression, and all family structures
- Protection and expansion of voting rights
- Support for United Nations sustainable development goals which address human rights and women's and girls' concerns

Equal Access to Quality Public Education for All Students, including:

- Vigorous enforcement of Title IX
- Adequate and equitable funding at all educational levels, including pre-school and post-secondary
- Removal of barriers for girls to access instruction in STEM fields
- Civics instruction in all CA high schools
- Access to diverse staff and curriculum that represents historically accurate information
- Funding adequate to support a strong infrastructure, and equitable access to resources, including technology
- Opposition to the use of public funds for nonpublic and charter schools that do not meet public school civil rights and accountability standards

Increased Representation of Women in Leadership Roles, including:

- Proportional appointment to publicly held corporate boards
- Access to leadership skills training
- Access to programs that promote participation in public service careers



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