



# The Branch

December 2019/January 2020



## *2019 Holiday Gala and Raffle Saturday, December 7*

*Win great raffle prizes, meet our re-entry scholarship recipients and make a contribution to next year's scholarships for women re-entry students at HSU.*

### **Baywood Golf and Country Club**

3600 Buttermilk Lane, Arcata  
for directions, call (707) 822-3686

9:00: Arrival at Baywood to view prizes and "shop"  
9:30: registration & social  
10:00: brunch & meeting

The brunch menu is assorted Danish pastries, house made muffins, scrambled eggs with red/green peppers, roasted red potatoes, fresh fruit platter, coffee, tea, & orange juice on request.

\$27.00 for brunch/\$10.00 for beverage only.

*For those helping with the set up on Friday, Dec. 6<sup>th</sup>, the room is ready from 2:00 PM on.  
Don't forget to bring your address labels to stick on the back of*

*your tickets.*

*If your caller has not reached you by Thursday, November 21, please call Maggie Gordon to make your reservation.*

*It is our Branch policy that if you make a reservation, you will be expected to pay for your meal whether you attend or not.*



## President's Letter

We had another interesting meeting and everything ran so smoothly. Thank you so much Alex Stillman and Jeanne Harris. I learned so much about the Humboldt State Library. I am eager to try out the flight simulator. Ethan Alburo spoke so well about the Geography Bee. Ellie Gaynor has done such a nice job with Geography Bee, thank you Ellie.

December is our fundraiser for the reentry scholarship. I am excited to hear our winners speak at our brunch. I am also eager to support our fundraiser. I hope you all will donate something for our auction. You may deliver items to my house, Jan Nicolai, Maggie Augustine, Rose Ann Hurst, Carol Kinser. Please be willing to support this event through both donations and participation in our auction. Thank you to Adair Paul and her loyal committee for all the hard work they do.

After our December Brunch, our next meeting will be in February as we take January off. I wish everyone a Happy Thanksgiving, Merry Christmas and Happy New Year. Thank you for everything you do for AAUW I am so grateful for your help. A very important final thanks to Shelley Mitchell who writes our wonderful newsletter and keeps us informed in a timely manner.

Mary Lou Lowrey

## AAUW RE-ENTRY SCHOLARSHIP COMMITTEE

HAPPY HOLIDAYS! The Committee would like to thank all who have participated in the raffle for the months of September – November. Now December is the last time for members to support the AAUW Re-entry Scholarship Fund by participating in the Gala Auction.

This Gala is held at Baywood Golf and County Club which is always beautifully decorated for the Holiday Season. Members graciously donate fantastic and beautiful items for the auction. Additionally raffle tickets are sold. So members have one more chance to get the winning ticket for a beautiful kimono. There will be two drawings for a winning ticket since there are two kimonos.

The Gala is special in another way. The recipient for the Re-entry Scholarship is introduced at the meeting and the members get a chance to meet her. The committee diligently reviewed the applications and interviewed 4 applicants. From those four the recipient was selected. It was most difficult to select the "best" one. All had fantastic stories and are accomplished women who deserve support in their academic endeavors. We wish AAUW Branch could support all of them.

So the Committee welcomes all to the December Gala and appreciate the support that the membership has given to this endeavor over the years.

Again thank you and have a Happy Holiday Season.

## Annette Kellerman, athletic feminist

Annette Kellerman, born in July 1887, was encumbered by Victorian mores and modest clothing, largely excluding women from water sports. Kellerman's 1907 arrival in the U.S. erupted in scandal when she appeared in Boston in a one-piece bathing suit. Arrested for indecent exposure, the case brought her instant fame as the progenitor of modern swimwear.



She went on to make a number of Hollywood films about swimming, earning her the title of "Douglas Fairbanks of the Screen Girls Athletic Association." She helped to introduce synchronized swimming with her Aquabelles, encouraging women to break away from the anti-athletic tradition of their gender. As "swimming's greatest saleswoman" Kellerman took an exotic sport and moved it into popular culture.

*Devil May Care, Tony Horwitz*

## International Advocacy

Click [HERE](#) for the International Advocacy page on the AAUW California website. It has a new design and a new purpose: to provide you with the latest news and information on issues relating to women globally.

Inside you'll find these features and more:

In the News- Recent articles about women around the world.

Branch Events and Programs- Branch events related to women's involvement in global issues.

Important Dates in History for Women- Includes "this month in history," and other featured dates.

Important Date- November 25, 2019, International Day for the Elimination of Violence against Women

## California Legislative Update

This legislative year, legislators and advocates pushed the needle and tested how far the Governor would go to support sexual harassment survivors, parent workers, reproductive health and research, and students. While former Governor Brown vetoed many pieces of legislation that would have provided increased protections to women, students, and workers, Governor Newsom demonstrated a stark contrast from his predecessor. By October 13, 2019 Governor Newsom signed 870 bills out of the 1,042 bills that were presented to him.



Among the most significant pieces of legislation that were returned with the Governor's signature, fourteen bills will become law due to the advocacy and research support offered

by AAUW and other grassroots organizations. The fourteen bills include:

**AB 9 (Reyes): Employment Discrimination: Limitations of Actions**

The bill will extend the time for filing harassment and discrimination claims under California's Fair Employment and Housing Act (FEHA). Specifically, the bill will extend a pre-filing requirement with the Department of Fair Employment and Housing (DFEH) from one year to three years, allowing survivors additional time to seek redress.

**AB 51 (Gonzalez): Employment Discrimination: Enforcement**

The bill prohibits an employer from requiring an employee to waive any right, forum or procedure for a labor code violation as a condition of employment, continued employment or receipt of employment benefits. These workplace protections will provide better protections for women who comprise the majority of sexual harassment and pay equity claims.

**AB 59 (Kalra): Elections: Polling Places: College and University Campuses**

The bill will direct a county elections official to consider a vote center location on a public or private university with the intent to increase youth voter turnout. Consideration of polling places on campus would provide youth with increased access and help eliminate historically low voter turnout.

**AB 170 (Gonzalez): Worker Status: Employees and Independent Contractors**

The bill will close a gap in the law to ensure that employers do not resort to subcontractor agreements for purposes of avoiding liability for sexual harassment claims. This will provide legal recourse and workplace protections to women with sexual harassment claims.

**AB 218 (Gonzalez): Damages: Childhood Sexual Assault: Statute of Limitations**

The bill will increase the civil statute of limitations period for commencement of a sexual assault cause of action. This will aid sexual assault survivors sufficient time to access civil remedies.

**AB 381 (Reyes) Postsecondary Education: Sexual Assault and Sexual Violence Prevention Training: Intimate Partner and Dating Violence**

The bill will ensure that prevention and bystander intervention outreach on dating violence information is made available to incoming students during orientation. This bill will implement necessary systems across colleges and universities to ensure that students understand what domestic violence is and how to report it.

**AB 543 (Smith): Education: Sexual Harassment: Written Policy: Posters**

The bill ensures that all 9<sup>th</sup> through 12<sup>th</sup> grade students receive a written policy on sexual harassment information during orientation. Students will be well informed and armed with the necessary tools to report sexual harassment on school grounds. AAUW's report *"Schools Are Still Underreporting Sexual Harassment and Assault"* was critical in helping support the legislative analyses for AB 543.

**AB 749 (Stone): Settlement Agreements: Restraints in Trade**

The bill prohibits the use of "no rehire" clauses in settlement agreements that broadly restrict future employment opportunities for workers settling a sexual harassment or other claims. This will provide a foundation for better equity in employment, including for women who comprise the majority of sexual harassment claims.

**AB 809 (Santiago): Public Postsecondary Education: Child Development Programs: Priority Enrollment: Title IX Protection: Pregnancy and Parental Status.** Mandates that public postsecondary institutions provide notice to students to ensure that pregnant and student parents are aware of their Title IX rights. This will ensure that student parents have the necessary tools to be able to succeed in higher education institutions by alleviating the challenges associated with being a single parent.

AB 922 (Burke): Reproductive Health and Research: Oocyte Procurement

The bill will allow a woman providing human oocytes for research to be compensated for her time, discomfort, and inconvenience in the same manner as other research subjects. Research is critical to the progress of reproductive health where many unanswered questions remain.

SB 24 (Leyva): Public Health: Public University Student Health Centers: Abortion by Medication Techniques

The bill will increase access to reproductive health services for students at public universities and colleges by providing medication abortion at student health centers. SB 24 will ensure that California's students' rights to access comprehensive reproductive healthcare will be protected.

SB 142 (Wiener): Employees: Lactation Accommodation

The bill requires employers to have a written lactation policy and lactation spaces that meet minimum requirements for lactating workers. While existing law requires employers to provide parents with the time and space to express breastmilk, SB 142 places specific guidelines to ensure that parents are sufficiently protected in the workplace.

While AAUW scored significant wins, there were undoubtedly some losses that will require attention during the next legislative year. Two year bills that may be considered in the 2020 legislative year include:

AB 758 (Carrillo) would have clarified that the California Fair Pay Act applies to gender nonconforming and transgender workers. While the original legal intent of the Act was to ensure that all employees who perform substantially similar work are paid fairly, the language created legal loopholes which would have been clarified through AB 758.

SB 171 (Jackson) would have required payroll data to be broken down by gender, race, ethnicity and job category. These reports would be submitted to state agencies to enable them to identify patterns of wage disparities and allow for enforcement of California's equal pay laws.

SB 493 (Jackson) would have implemented a process for higher education institutions to prevent, respond and investigate sexual harassment claims. In addition to procedural protections, the bill would have required training of employees engaged in the grievance procedures on trauma-informed best practices and training on implicit bias.

The following bill was vetoed by Governor Newsom:

AB 500 (Gonzalez) would have required school districts, charter schools and community colleges to provide paid leave to school employees for pregnancy, miscarriage, childbirth and recovery. Given that over 70% of school employees are women, adequate pregnancy leave is necessary to ensure that schools retain women employees.

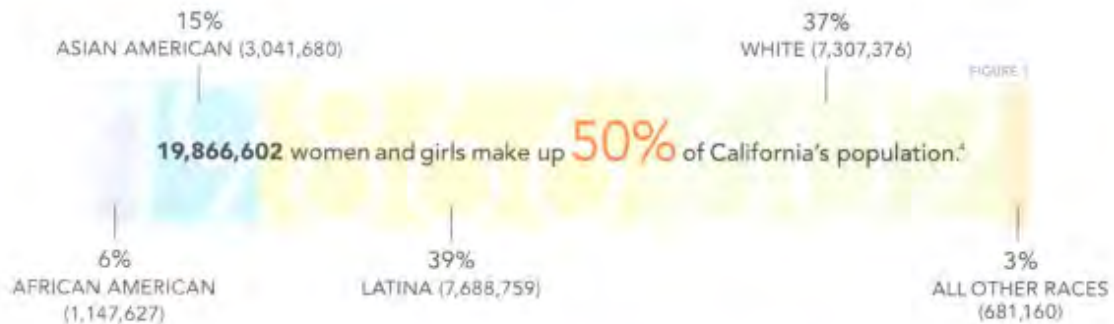
All in all, AAUW's advocacy and policy research shaped California's 2019 legislation; however, there is more work to be done around pay equity and maternity leave issues. The California Legislature reconvenes on January 6, 2020. You can contact your legislators with one click by signing up for the Two Minute Activist on the AAUW Website.

## A SNAPSHOT OF WOMEN & GIRLS IN CALIFORNIA

**5%** of California's women identify as **lesbian, bisexual, or transgender**.<sup>1</sup>

**11%** of all California women are **differently-abled**, with more than one-third (36%) of women 65 years and over being differently-abled.<sup>2</sup>

**8%** of California veterans are women; **women veterans** account for less than one percent of California's women.<sup>3</sup>



California's **undocumented population** is estimated to be **2.5–3 MILLION** people, roughly half of whom (48%) are women.<sup>5</sup>

**34%** of all California women have **never been married**.<sup>6</sup>

**38** is the **median age** of California women.<sup>7</sup>

California registers as **1 of 5** states with the **greatest degree of religious diversity** in the nation.<sup>8</sup>



# GENDER PARITY & INCLUSION IN CALIFORNIA

FIGURE 2



4.



This autumn marks the 20th fall semester of the Julia Morgan School for Girls, on the Mills College campus in Oakland, CA, an all-girls middle school in Oakland, California named for Julia Morgan, the building's architect and the first woman to be licensed in California as an architect. The school is housed in a historical and architecturally significant building that she designed. The

building was constructed in 1924 and was originally used for The Ming Quong Home for Chinese girls, an orphanage. It was purchased and donated to Mills College in 1936 and became known as Graduate House. After 1960 it was known as Alderwood Hall.<sup>[2]</sup> In 2004, the building was renovated for use as the Julia Morgan School for Girls.<sup>[3]</sup> The building is located at 5000 MacArthur Boulevard.

Julia Morgan is an appropriate name for a girls' school with high expectations. Julia was the first woman graduate from UC Berkeley, then known as Cal, with degrees in engineering and architecture. She has been well known for nearly 700 buildings in California that she designed. Many are strikingly and stylistically beautiful, and she is very widely known for the architecture and design work she did on Hearst Castle.



Don't forget that there will be no branch meeting in January. See you at the Red Lion Inn on February 1

Cyril Oberlander, Dean of HSU library, shared new amazing learning activities and entrepreneurial endeavors. He invited us to visit and tour the library. I am hoping some of you have had a chance. Alex Stillman



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 E-mail: kenth@alsb.com Toll Free: 800-794-1643  
 www.alsb.com

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Editor:  
 Shelley Mitchell  
 shelleydmitchell@gmail.com  
 Submissions welcome: deadline is the 15<sup>th</sup> of each month

**Mission.** To advance gender equity for women and girls through research, education, and advocacy.  
 Vision. Equity for all.  
 Values. Nonpartisan. Fact-based.

AAUW is the nation's leading voice promoting equity and education for women and girls. Since our founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political.

Editor's Note: Last year the board voted to switch the *Branch* to a primarily emailed publication. An email publication looks different than a printed newsletter. It is meant to be viewed on a screen (computer, phone, tablet) and while it is printable, it looks different when it is printed. The best way to print it is to save it as a pdf file and then print that. Please let me know if you have problems viewing or printing it and I will try to work with Constant Contact to resolve them. Shelley

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