



REDDING REFLECTIONS

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President
Tara

AAUW REDDING BRANCH, Inc. (www.aauwredding.org)
NOVEMBER 2019

Editor
Dale



Drawing of 891 Palatine Court

By Bev



Artists Reception

Friday, November 1st, 4:30-7:30 p.m.
Art Show Home, 4461 Risstay Way
Deer Creek Manor, Shasta Lake

Enjoy tasty hors d'oeuvres and delicious tidbits. White wine will be served, donations welcome. **Join us** for this annual **Celebration** on the eve of the Home Tour & Art Show. Visit with friends, view and purchase wonderful pieces of art. Note cards will be available as well. **\$10 paid by 10/28, \$15 at the door** or pay on line at www.AAUWredding.org, choose Option #1-\$10

For information on becoming an AAUW member
and joining us at program meetings, go to www.aauwredding.org

President's Message

When you read this message, we will be only days away from our 49th Annual Home Tour and Art Show. It takes many hands and many hours to have a successful event. I hope to see all of you on Saturday, Nov. 2nd, as we do our part to ensure that the goal of raising funds for our scholarship programs is achieved.

November is the month in which we reflect on the things we are thankful for. I can truthfully say that I am thankful for this opportunity to be your President.

I am thankful to be working with a group of dedicated, capable and energetic women which not only enriches my life, but ensures that we support the AAUW Mission Statement of promoting equity for all women and girls through advocacy, education and research.

I am thankful for the friendships developed through AAUW and the fellowship and stimulation of our monthly branch meetings.

I am thankful to you for choosing to be a part of this amazing organization. Together we make a positive difference in the lives of women and girls.

Happy Thanksgiving!

Tara

"It is only with gratitude that life becomes rich."

Dietrich Bonhoeffer

PAST PRESIDENTS

DATE: TUESDAY NOVEMBER 19, 2019
LOCATION: SWEETIE'S RESTAURANT
2012 SOUTH MARKET
REDDING (530) 244-2269
TIME: 11:30 AM
RSVP: DARLENE or BEATRICE

NEW MEMBERS/CHANGE INFORMATION

Nancy

College/University: CSU-Chico State: CA
Highest Degree: BA Year: 1984
Major: Recreation Administration

Loretta

College/University: CSU-Chico State: CA
Highest Degree: Masters Year: 1998
Major: Psychology

Victoria

College/University: San Jose State Univ. State: CA
Highest Degree: BS Year: 1976
Major: Occupational Therapy

Diana

College/University: Ohio University State: Ohio
San Francisco State CA
Golden Gate University CA
Highest Degree: Juris Doctorate Year: 1989
Major: Law

Elizabeth

College/University: San Diego State: CA
Highest Degree: BS Year: 1981
Major: Recreation Therapy

Debra

Jane

Contact AAUW Redding Branch for information on how to communicate with Ellen Chain who is a 50-year member of AAUW and was very active in the Redding Branch prior to her move to Oregon.



Theater Arts - Come Join Us!

Theater Arts – Exciting, Exciting - Come Join Us!

- **Contact Gwen or Pat to be put on the attendance list for a specific play, for information about tickets, seating arrangements, and with any other inquiries.**
- **Salon Socials, get-togethers before or after plays, are TBA for each play.**

U-Prep - David Marr Theater “Guys and Dolls”

Saturday Matinee, November 16, 2:00pm.

Gwen, Coordinator

Tickets Online: <https://uprep.ticketsap.com>

Tickets: Senior/Child \$10.00 - Adult \$20.00

Riverfront Playhouse “A Christmas Carol”

Sunday Matinee, December 8, 2:00pm

Pat, Coordinator

Tickets: Contact Pat

Tickets: \$15.00

If you want to help the American theater, don't be an actress, be an audience.

Quote by Tallulah Bankhead.

"Always Striving For The BEST in Customer Service"

Heatherlee Hamon



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Office: 530-224-6755
email: h.starpm@gmail.com

747 Auditorium Dr.
Redding, CA 96001

PAYPAL PAYMENTS

There are two items that members can pay for using PayPal through the branch website:

Artists' Reception: Option #1--\$10

Home Tour Tickets: Option #4--\$20 each.

Please do NOT bundle these payments. Make a separate transaction for each item. The items go into separate bank accounts and bundling them makes for difficult bookkeeping. Thank you, Martha, Branch Treasurer

LAF (Legal Advocacy Fund) News Summary

Victories in Court

LAF Supported Case, **Portz v. St. Cloud State University**, Decided in Favor of Female Student Athletes.

Rizo v. Yovino

New briefs were ordered in this pay equity case. Aileen Rizo spoke to Redding AAUW a few years ago. AAUW will continue to support Rizo through our legal case support program and to advocate for pay equity and fairness in compensation and benefits as a means to achieve economic self-sufficiency for women.

If you wish further information about any of these cases let me know.

Cathe

STEM (Science, Technology, Engineering, Mathematics) Why We Do It?

Women in STEM is not a new topic. It's been discussed and debated for as long as I can remember, decades really. So why are we still discussing it and why is it relevant today? Ongoing research by the U.S. government, AAUW National Organization, and current news reports paint a **distressing** picture of the condition of women in STEM fields. The reason **we** should care is - STEM fields have the largest projected growth of job and income sectors. **To leave women behind in STEM jobs is to leave women behind economically.**

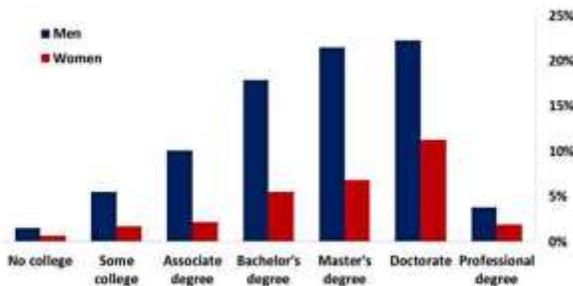
What's happening today?

In 2017 the U.S. published their most recent *Women in STEM update* from the Office of the Chief Economist and found "America's STEM workforce is crucial for generating new ideas, receiving and commercializing patents, and providing the flexibility and critical thinking required in the modern economy. While women continue to make gains across the broader economy, they remain underrepresented in STEM

jobs and among STEM degree holders.”⁽⁵⁾ Key findings from that report are:

- Women filled 47% of all U.S. jobs in 2015 but held only 24% of STEM jobs. Likewise, women constitute slightly more than half of college-educated workers but makeup only 25% of college-educated STEM workers.
- Women with STEM jobs earned 35% more than comparable women in non-STEM jobs – even higher than the 30% STEM premium for men. As a result, the gender wage gap is smaller in STEM jobs than in non-STEM jobs. Women with STEM jobs also earned 40 % more than men with non-STEM jobs.
- While nearly as many women hold undergraduate degrees as men overall, they make up only about 30% of all STEM degree holders. Women make up a disproportionately low share of degree holders in all STEM fields, particularly engineering.
- Women with STEM degrees are less likely than their male counterparts to work in a STEM occupation; they are more likely to work in education or healthcare.

Figure 1: Share of Workers in STEM Jobs by Gender and Educational Attainment, 2015



Source: OCE calculations using American Community Survey public use microdata.
Note: Professional degrees include medical, dental, veterinary, and law degrees. Estimates are for employed persons age 16 and over.

Taken from OCE Women in STEM: Update, 2017.

The problem is complex and the solutions are not easy. AAUW National has commissioned multiple studies and research. They found a drop-off/drop-out of women who do graduate with a STEM degree vs. those who actually enter the STEM workplace. They found hiring bias. Their research showed that 2 identical resumes fielded with different names on them, one a man's name and one a woman's name, the resume with a man's name received more job offers, higher pay offers and mentorship offers.

Further factors found that must be addressed which contribute to the underrepresentation of women in STEM fields include:

- Combating stereotypes and bias
- Emphasizing social relevance
- Cultivating a sense of belonging
- Changing the environment

Additionally, current news reports illuminate a persistent hostile work environment for women in STEM fields, including at Google. Google, a technology giant, global leader

and innovator, is accused of gender-based wage and hiring discrimination and sexual harassment. Lawsuits brought in 2017 and their effects are on-going.

What can we do about it?

We are an advocacy group – we are change makers. Our mission is to advocate for women and girls both nationally and locally. One way we are able to address the problems of women in STEM and reach hundreds of women locally is through our Women in STEM Conference. This vehicle enables us to address all four of the contributing factors to underrepresentation of women in STEM fields, reported above, at an early age in our community. In fact, the well-known importance of conferences/events that focus on the celebration of women in STEM fields is recognized and used by Harvey Mudd College. One of the strategies they used to increase the number of women graduating in computer science from 12% to approximately 40% in 5 years' time was to take female students to the Grace Hopper Celebration of Women in Computing conference.

Conclusion

Solving the problem of the underrepresentation of women in STEM career fields is important and complex. It merits our attention. As an advocacy group it is our mission to support and promote women in STEM locally. Our best tool that enables hundreds of young women to be reached is Women in STEM Conference. Our next conference will be March 7, 2020.

Bibliography

1. AAUW. (2019, October). *Women in STEM: search*. Retrieved from American Association of University Women: aauw.org
2. Christianne Corbett, M. A. (2015). *Solving the Equation*. Washington, DC 20036: AAUW.
3. O'Brien, S. P. (2018, November 1). *CNN, Business*. Retrieved from Google Employees Walk Out Over Sexual Harassment Scandals: <https://www.cnn.com/2018/11/01/tech/google-employee-walkout-andy-rubin/index.html>
4. O'Connor, C. (2017, September 14). *Google Sued for Gender Discrimination by Female Former Employees*. Retrieved from Forbes: <https://www.forbes.com/sites/clareoconnor/2017/09/14/google-sued-for-gender-discrimination-by-female-former-employees/#104f010b50c9>
5. U.S. Dept. of Commerce. (2017). *Women in STEM: Update*. Retrieved from <https://www.commerce.gov/news/fact-sheets/2017/11/women-stem-2017-update>

Maureen and Lana, STEM co-chairs



PUBLIC POLICY

DO YOU KNOW... the meaning of all those terms the legislature uses?

Our legislative system is not simple, and it is important to understand what some of the more obscure terms mean in order to understand where a particular bill is in the process.

Enrolled bill: A bill that is the final copy of a bill or joint resolution which has passed both chambers in identical form. It is printed on parchment paper, signed by appropriate House and Senate officials, and submitted to the governor/president for signature.

A bill is "**chaptered**" by the Secretary of State after it has passed through both houses of the Legislature and has been signed by the Governor or becomes law without the Governor's signature.

Trailer bill: A trailer bill is almost always used in the budget process and is written in a way that implements the spending parameters or levels established in a funding bill. A trailer bill can also be used for nonbudget purposes.

Two-year bill: A bill that is "dead," "stalled," "held" or simply "not moved" by the author in the first year of a two-year session and cannot be heard again until the second year of the session. Generally a bill becomes a two-year bill when it fails to meet a legislative deadline, such as a fiscal committee or policy committee deadline. A bill cannot become a two-year bill in the second year of the session since there is no additional year to which the bill would be carried over.

Suspense file: Bills that will cost the state more than a previously established amount (generally \$150,000 annually) are placed on the fiscal committee's suspense file. At a subsequent meeting, bills may be removed from the suspense file due to changes in cost estimates, amendments that remove the cost to the state, or political decisions. In recent years, moving a bill to the suspense file has been handled equitably without regard to political party or issue. While the suspense file is a good management tool to evaluate fiscal issues and their impacts on the state budget, it also is a great place to see bad bills die and, unfortunately, to see good bills die because of fiscal impacts. The term "suspense" probably refers to the concept of holding a bill in limbo or a place where one is not sure what will happen to it ("I'll keep you in suspense until I decide").

For a really good 17 page description of how to navigate the legislative process in CA, see the information by the League of Cities at:

https://ssc.ca.gov/forms_pubs/navigating_the_legislative_process.pdf.

To find out the status of a particular bill that you are interested in go to <http://leginfo.legislature.ca.gov> Bill Information.

Susan
Public Policy Chair



AAUW Members

**Friendly Reminder
It's EF Raffle Time
Fantastic Raffle Prizes Await
Purchase Your Tickets
Don't miss out on November 2nd !!!**

Thank you.

Noella



ALERT ALERT ALERT

Please be prepared to bring socks to the December Branch meeting. More information to follow...



and Bar, formerly Gironda's Italian Restaurant. We have also met at The Sailing Boat, Puerto Vallarta, Woody's Brewing Co. and Marie Callendar's, but Karline's remains our preferred venue. You will need to reserve your spot by calling or e-mailing Adrienne

Save these dates for our next three meetings:

January 22nd – Speaker: Linda will speak on her trip to Iceland.

February 26th - Speaker: Joan, Yreka AAUW & my sister-in-law, will speak on her recent trip to Australia and trekking in Tasmania.

April 28th – Speaker: Debbie will speak on her trip to Lithuania, Russia, Poland and the Czech Republic.



SCRABBLE!

We will meet on Friday, November 22nd at Deja Vu. I have reserved the upstairs area. Those who choose to eat may order at 11:30 and we will begin play at 12:00. New players are welcome. We have "cheat sheets" with lists of two and three letter words. Let me know if you are planning on coming.

Debbie, Section Chair



International Travel Section (ITS)

The International Interests Section, sometime called the Travel Group or Travel Section, meets at 5:30 PM on the 4th Wednesday of January, February and April, omitting the other months because of conflicting holidays late in the month. Each meeting features speakers who share their international travel experiences to such wonderful places as Ireland, England, Myanmar, Spain, Bhutan, India, Cuba, and South Africa, to name just a few. And, those in attendance have an opportunity to share their experiences briefly through their response to a different, special focus question each time. The meetings are open to any AAUW member and their family and friends. Attendance changes from meeting to meeting, and all are welcome. Our favorite venue has been Karline's Restaurant

DRAMA SECTIONS



Drama Divas--open to all AAUW members

We will be reading The Octette Bridge Club by P.J. Berry.

Evening Drama:

Wednesday, November 6th, 6 p.m. at the home of Judy

Judy: Marie Calendar Pie

Mary: Nuts

Cathe: White Wine

Sharon: Red Wine

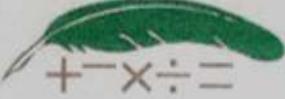
Daytime Drama:

Wednesday, November 13th, 11 a.m.

Round Table Pizza in the Mt. Shasta Mall

RSVP: Cheryl

NOVEMBER BOOK SECTIONS



**Hathaway,
Ksenzulak
& Lapp, LLP**
Certified Public
Accountants

1681 E. Cypress Ave.
Redding, CA 96002

Karina C. Lapp, CPA
Partner

530.222.2898
Fax 530.222.2980
KarinaL@HKLcpa.com



Madame Bovary By Gustave Flaubert

Madame Bovary (1856) is the French writer Gustave Flaubert's debut novel. The story focuses on a doctor's wife, Emma Bovary, who has adulterous affairs and lives beyond her means in order to escape the banalities and emptiness of provincial life. Though the basic plot is rather simple, even archetypal, the novel's true art lies in its details and hidden patterns. The novel is now considered Flaubert's masterpiece, as well as a seminal work of realism and one of the most influential novels ever written.

Tuesday, November 19 at 2:00 pm

Wednesday, November 20 at 7:00 pm

Leader and Host for both sessions:

Bonnie

Please RSVP



**NO WINE TASTINGS FOR NOVEMBER
OR DECEMBER. WE WILL RESUME
IN JANUARY.**

AAUW REDDING BRANCH, INC.
P. O. BOX 994593
REDDING CA 96099-4593

AAUW advances equity for women and girls through
advocacy, education, philanthropy, and research.

AAUW Educational Foundation—the world’s largest source of funding exclusively for graduate women—
supports aspiring scholars around the globe, teachers, and activists in local communities, women at critical
stages of their careers and those pursuing professions where women are underrepresented.

The Foundation Funds:

- Groundbreaking Research
- Vital Community Action Projects
- Symposia, Roundtables, and Forums
- Fellowships and Grants
- Special Awards
- AAUW Legal Advocacy Fund

AAUW is California’s most active and diverse organization for women offering:
Action for Equity
Personal and Professional Growth
Community Leadership
Friendships

In principal and 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.

Visit our website at www.aauwredding.org