



Women with Vision

Fallbrook CA Branch

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Website: fallbrook-ca.aauw.net

Young women with dreams become women with vision

Our Mission: Advancing equity for women and girls through advocacy, education, philanthropy, and research. The American Association of University Women is the nation's leading voice promoting equity and education for women and girls.

Focus on Policy

from Joy Frew

States Notch Multiple Equal Pay Victories in 2017

Voters are fed up with the persistent gender pay gap, and many state legislators are listening. In 2015 and 2016, dozens of legislatures proposed and enacted bills and laws addressing pay inequality. In 2017 a whopping 42 states, plus Puerto Rico and Washington DC offered legislative solutions to the gender pay gap. While not all of these bills passed, this growing activity shows that red, blue, and purple states realize that the pay gap is real and that something needs to be done about it.

Five States and Puerto Rico Passed Equal Pay Laws

In 2017, California, Colorado, Delaware, Nevada, Oregon, and Puerto Rico enacted legislation designed to close the gender pay gap through various strategies. California, Delaware, Oregon, and Puerto Rico passed bills to prohibit employers from using a job applicant's salary history during the hiring process. Dozens of other states introduced (though did not pass) similar legislation, and Gov. Andrew Cuomo (D-NY) issued a statewide executive order addressing the issue for state government employees in New York.



Left: AAUW members march for equal pay in San Diego, January 2107

Employers asking applicants about past wages can have major repercussions on future pay: Relying on salary history to set future salary assumes that prior pay was fairly established in the first place. But for a worker who was underpaid (and thus lost wages) at her last job, using that salary to determine her next paycheck only sustains that pay gap. Questions about salary history can therefore

inadvertently introduce bias and discrimination into the recruitment process of a company earnestly trying to avoid it. The work of states to curtail this practice will go a long way in our fight for pay equity.

Another way lawmakers can level the playing field is by ensuring that employees have access to information to identify if they are being paid unfairly. Many states already protect workers who inquire about or share their salary information, but this year Colorado, Nevada, and Puerto Rico enacted or expanded those protections.

Two states also expanded the remedies available to victims of discrimination. New laws in Oregon and Puerto Rico increase penalties or damages to help wronged employees.

Three states passed laws designed to stop pay discrimination before it starts and encourage good employer practices. The Oregon law clarifies what reasons employers may use for paying workers differently and allows employers who are undertaking a valid equal pay assessment to avoid paying damages in a wage discrimination case. Nevada enacted an employer certification program that incentivizes businesses to examine and, if necessary, correct their pay practices. Finally, Delaware created the Office of Women's Advancement and Advocacy to work on issues of pay inequality.

Four States Halted Progress

Despite some exciting wins, the governors of four states vetoed bills that their legislatures had approved, halting equal pay progress.

Gov. Bruce Rauner (R-IL) vetoed an equal pay bill in Illinois, which was sponsored by AAUW member Rep. Anna Moeller (D). AAUW of Illinois and coalition partners are engaging in a campaign to encourage their legislators to override the governor's veto during the special session in late October.

Govs. Paul LePage (R-ME) and Chris Christie (R-NJ) also vetoed equal pay bills in Maine and New Jersey, respectively. This marks the second year in a row that Christie took a red pen to an equal pay bill that elected officials deemed necessary. And in Nevada, Gov. Brian Sandoval (R) vetoed a popular bill that was the most comprehensive equal pay legislation proposed during the 2017 Nevada session.

While we would have loved to celebrate victories in every state, we're heartened to see that equal pay is clearly on the minds of elected officials and their constituents. We anticipate passing exciting legislative solutions to the gender pay gap in the years ahead, led by the hard work of AAUW advocates across the country. For more information, visit:

<https://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

From the serious to the fun and frivolous



Carrie Hughes, left, charmed us all and won “Best Costume”!
Betty Gilby was welcomed to the party by hosts Julie and Paul Norberg.

The Annual Halloween Party was a great success – both for fun and for funds!

...and the fun continues at Movie Night

The date and movie have been changed:

Friday November 10th at Diane and Bob Gill’s home.

Karen and Larry Baker will be reviewing *Thank You for Your Service*, which recently opened and is now playing in many theaters in the area.

Diane and Bob Gill request your RSVPs to 760-414-1957. They will have the GATE OPEN from 6:15pm until 7:00pm. This is a gated community so please try to arrive within the “gate-open” time frame.

*The Mah Jong Tournament was quite
the hit as well.*



Araxy Moosa sounds the bell to start the tournament; Barbara Luther, Marj Freda, and Lini Bennett enjoy the game and the companionship of fellow AAUW members.



Alice Orr and Julie Norberg look over the opportunity drawing prizes.

News from the Mentoring Program

Several of Fallbrook AAUW's Mentoring Program's mentees (all FUHS AVID students) will be competing in a speech contest December 8th in the Community Room of the Fallbrook Library. The topic is: "Women Who Are Changing the World."

The contest will begin promptly at 6 pm. It will be judged by Fallbrook Toastmasters members. There will be refreshments during the break and awards will be presented after that. Contestants will receive certificates of participation and winners will also receive cash prizes.

This year we have 21 mentees: six seniors, nine juniors, and six sophomores. Nine of our mentees will be competing. The other 12 will serve as hostesses.

We mentors believe that this contest plays an important role in our mentees' personal development. We hope you'll support their efforts by attending. Please let me know if you will be able to join us to cheer them on.

Thank you!

Karen Langer Baker

Director, AAUW Mentoring Program

In preparation for the Speech Trek competition, Carole Hodges, who is a founding member of Toastmasters in Fallbrook, spent time with the girls, giving them tips for speaking in front of groups.



Out and About with AAUW Members



Diane Summers at Fallbrook School of the Arts/Art Jam

Announcements and Reminders

Anna Quigley has volunteered to be the manager of our new website.

Check it out at
fallbrook-ca.aauw.net.

Thanks, Anna!

A new set of PowerPoint slides is available to anyone who wants to make a presentation to the community about AAUW Fallbrook.

If you're in charge of an event, please snap a few pictures and send them to

Charlotte for the newsletter:

cseidman@ucsd.edu

Contact Kathy Bierbrauer, our corresponding secretary, if you know of any member who needs a card or note: ckbierbr@gmail.com

Birthday Wishes to...



Nov 5 – Carole Hodges

Nov 5 – Gay Smith

Nov 27 – Linda Gregg

Nov 30 – Marj Freda

Dec 9 – Caryn Meriwether

Dec 15 – Karen Estes

Dec 19 – Susan Duling

National AAUW Webinars Continue

National AAUW will be having monthly skills-training webinars each month on the 2nd Tuesday at 4 Pacific. They cover many interesting topics.

Go to <http://www.aauw.org/event/2017/10/skill-training-webinars/> to register.

Here's what's on the schedule for the remainder of 2017:

November 14, 2017: Diversity and Inclusion Task Force

Learn how to create a more welcoming community for all.

December 12, 2017: Transition and Succession Planning

Get strategies to plan for the future of your state and branch leadership.

AAUW Supplies

AAUW has 2 bins of supplies that are for use in any AAUW event, stored in the garage of Chet and Kathy Bierbrauer. Before purchasing supplies, please check the bins; ckbierbr@gmail.com - or - 760-728-7297

Bin 1:	Bin 2:
Coffee Maker, filters, sugar, sweetener, stir sticks, etc.	1 Navy AAUW Tablecloth.
4 packs crystal lite	2 large packs of napkins
2 small baskets, plastic creamer	10-9" paper plates
7 plastic trays	approx 40 forks white plastic
latex gloves	
3 Mah Jong prizes: scented soy candle, 3-pack bath products, Olde England classic cottage	Many of each: cold drink cups, hot drink cups and Styrofoam cups

For anyone interested, we store our car seat and booster seat on top of bins to use when the Grandkids come. You are welcome to borrow them, if you need them.

AAUW FALLBROOK CA BRANCH Officers and Committee Chairs for 2017-2018

Elected Officers:

President	Elizabeth Leader	858-831-2577
President Elect	OPEN	
1st Vice President, Programs	Jeanie Curtright	760-822-1717
2nd Vice President, Membership	Young Milton	760-522-7481
3rd Vice President, AAUW Fund	Bobbie Miller	760-723-9516
Finance Officer	Teresa Fiske	760-550-2319
Recording Secretary	Charlotte Seidman	760-451-6232
Corresponding Secretary	Kathy Bierbrauer	760-468-4200

Committee Chairs:

Book Discussions	Marj Freda	760-723-9686
Directory	Young Milton/Teresa	760-522-7481
Garden Tour	Committee TBA	
Historian	Nancy Heins-Glaser	973-477-7914
Holiday Party Event	Committee TBA	
Mah Jong	Kathy Bierbrauer	760-468-4200
Mah Jong Tournament	Araxy Moosa/Kathy	760-723-2262
Mentorship Program	Karen Langer Baker	760-500-0393
Movie Group Potluck/Review	Susan Duling	760-390-6069
Newsletter Editor	Charlotte Seidman	760-451-6232
Photographer	OPEN	
Policy	Joy Frew	425-830-7569
Public Relations	Lana Smith	760-445-1465
Scholarships	Young Milton	760-522-7481
Tech Trek Chair	Larissa Anderson	858-342-8794
Website Manager	Anna Quigley	

November

2017

Sunday	Monday	Tuesday	Wed	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5 Happy birthday Carole and Gay	6	7	8	9	10 Movie night**	11 General meeting, Café des Artistes 10 a.m.
12	13	14 AAUW webinar series**	15	16	17	18
19	20	21	22	23 Happy Turkey Day!	24	25
26	27 Happy birthday Linda	28	29	30 Happy birthday Marj	1	2

** see information about this event in the newsletter

Upcoming events: December 8: Speech Trek competition (see article). There will be no general meeting in December. The Holiday Party (more information to follow) will be December 9.

We'll be trying out a new location for the general meetings in the first months of 2018. January, February, and March meetings will be held at the Woman's Club (on the corner of E Mission and S Mission). The January meeting will be our first Garden Tour planning session.

The joint meeting with Temecula in March will feature Anne Hoiberg, Board Member of the Women's Museum of California, and San Diego County Hall of Fame Activist (full article will be coming in the January 2018 issue of the newsletter).



**AAUW San Diego
Interbranch Council
Presents
The Annual
Interbranch Luncheon**

Save the Date!

**Saturday
January 27, 2018**

At the
**Carmel Mountain Ranch Country Club
Rancho Bernardo**

14050 Carmel Ridge Rd, San Diego, CA 92128

Speaker: Kimberly Churches

Chief Executive Officer
American Association of University Women



"AAUW AND THE FUTURE"

11:30 a.m. to 2:00 p.m.

Cost \$40

Includes meal choice, dessert
and non-alcoholic beverage

Reservation forms will be coming November 15, 2017

Questions? Call 619-855-4071