

Climate activist Shelley Silbert to speak to Mid-Pen March 14

Shelley Silbert, executive director of Great Old Broads for Wilderness, will talk about Climate Change: Its Impact on Public Lands and Our Lives at 10:30 a.m. Saturday, March 14 at the Redwood Shores Library.

Great Old Broads for Wilderness is a national grassroots organization — led by women — that engages and inspires activism to preserve and protect wilderness and wild lands. Great Old Broads trains and supports women as grassroots leaders and advocates for 40 grassroots chapters across the country.

Silbert is responsible for leading the organization’s strategic initiatives, including a major goal to make public lands part of the solution to climate change.

“Our wild landscapes have been drilled and mined for energy for over a century, but now we know that these very activities are leading to global environmental disaster,” Silbert said. “We believe land that belongs to the public should serve the public interest.

“We can choose to keep fossil fuel safely underground while we protect and restore our forests, grasslands, and deserts to minimize climate change and allow public lands the resilience to adapt to those changes we can’t avoid.”

As part of the organization’s work in 2019, Great Old Broads received a \$300,000 foundation grant to establish a Climate Education and Stewardship Program. The program will engage rural and urban communities in collaborative education, stewardship and ecological restoration projects to increase carbon sequestration and climate resilience on public lands, empowering residents to safeguard communities and natural habitat against climate change.

The curriculum in development will form the basis for public talks presented in the spring and summer of 2020.

Before she joined Great Old Broads for



Shelley Silbert



Wilderness, Shelley was Director of Strategic Initiatives at Northern Arizona University from 2003 -2011, leading development of environmental and Native American programs. From 1994-2003, she directed The Nature Conservancy’s Northern Arizona Program, managing three nature preserves and leading conservation, restoration, and outreach programs. From 1988-1991, she worked for the University of Arizona as Director of the Centro Rural de Investigaciones Agropecuarias in central Mexico, bringing university students and faculty to Mexico to conduct applied research on rural development initiatives.

Reach out to friends who are concerned about climate change and invite them to come to hear Silbert speak on March 14.

Equal Pay Day slips three days closer to equity this year

By Micki Carter

March 31 is Equal Pay Day!

It means that most women had to work all last year and right up to March 31, 2020, to be paid as much as the typical man took home by Dec. 31, 2019.

Last year, Equal Pay Day was on April 2 so the women workers of America have moved three-days closer to pay equity.



The women of Mid-Peninsula Branch of AAUW will be handing out book-marks explaining the lack of pay equity for women on March 31 at CalTrain stations in San Mateo and Redwood City during the afternoon commute to spread the word.

If you’d like to join them, contact Carole Farina at cfarina@alumni.stanford.edu.

What else can you do? Urge your elected officials to support the Paycheck Fairness Act before Congress now. And learn how to advocate for your own fair salary at <https://salary.aauw.org>.

You can also inform yourself. Did you know that women working full time are paid, on average, only 80 cents for every dollar paid to a man — a figure that has changed by less than a nickel during the 21st Century?

The gender pay gap exists across all demographics, in every part of the country, and in nearly every line of work — including female-dominated professions like teaching and nursing.

The pay gap tends to be larger for women of color.

President's Message Quit stewing and take action!

By Carole Farina
Co-President,
Mid-Peninsula Branch

You have heard it before. An optimistic viewpoint yields a longer, happier and healthier life and is confirmed by recent long-term studies. It promotes problem-solving and ways to reframe challenges more effectively.

When we are discouraged, instead of stewing, we can take an active part in changing the situation. Branch members marched for women's issues on Jan. 18 with a joyful, mixed age and gender crowd. Others will be handing out informational bookmarks at local libraries and train stations for Equal Pay Day March 31 when a

woman's pay finally equals a man's 2019 pay. Sign-up with me at cfarina@alumni.stanford.edu.

At home you can help save the boreal forest of Canada, one of the last big intact forests and a giant storage reservoir of carbon dioxide whose tree fiber goes into paper towels and other tissues. When possible, substitute a cloth towel. Replace paper and plastic wraps with reusable Bee's Wrap or silicone covers or stretch lids.

Go a step further and become a grassroots activist to lobby for your ideals. Join us March 14 to hear Shelley Silbert's views on preserving our democracy and our environment with today's climate and other challenges.



Carole Farina

Plan to elect officers and vote on the bylaws change April 4

Here are the nominees for the elected officers of the Mid-Peninsula branch for the year 2020-21, beginning in July.

The election will take place at the annual AAUW Fund luncheon on April 4. The Treasurer position urgently needs a volunteer who will be guided by Margot Diltz.

Nominated Officers for 2020-2021

- Presidents: Cathy Chowenhill and Carole Farina
- Vice president, Programs: Kathy Morrow and Kathy Mountain
- Vice president, Membership: Vicci Mueller
- Vice president, Membership Treasurer: Mary Spring
- Vice president, AAUW Funds: Carolyn Miller
- Treasurer:
- Admin/Financial Secretary: Mary Spring
- Recording Secretary: Marilyn Zack
- Directors-at-Large.: Wilma Hoffmann and Ellen Van Creveld

Also on the agenda for the April meeting will be a vote on this proposal:

Mid-Peninsula Branch Bylaws Amendment

Background: The Branch has had two Vice-Presidents for AAUW Funds—Education Fund and Legal Advocacy Fund. Due to reorganization at National, allowing just one person designated for Funds on their officer roster, the Branch Board is recommending that we change the Branch Bylaws to have just one Vice-President for AAUW Funds. This position would report to the branch about and manage any donations to any of the AAUW Funds, including legal advocacy. The position may be held by two co-vice-presidents.

Proposed change (see bold strike-through words to be removed):

ARTICLE X. OFFICERS

Section 1. Officers: The elected officers shall be a president; vice presidents for program, membership, AAUW Fund ~~and Legal Advocacy Fund~~; secretary, financial secretary, treasurer, and director-at-large.

Who? What? When?

Co-Presidents: Cathy Chowenhill (cathychowenhill@comcast.net) and Carole Farina (cfarina@alumni.stanford.edu)

Membership: Vicci Mueller (591-5444) and Cristina Avila-Summer-ville (594-0464)

Distribution: Ellen Van Creveld (591-0814)

Electronic distribution: Cathy Chowenhill

Triad editor: Micki Carter (mickicar-tr@gmail.com)

Sunshine Lady: Marge Haruff is our Sunshine Lady. Please contact Marge at mharuff@aol.com or 592-9900 if you know anyone who would appreciate a card from Mid-Pen Branch.

Know of a prospective member? Please contact Vicci Mueller (viccim@aol.com).

Board Meeting: Tuesday, March 3 at 10:30 a.m. at the Community Activities Building, 1400 Roosevelt Ave., Redwood City.

Triad Deadline for April will be March 10. Please send articles in Word format to Micki Carter (mickicartr@gmail.com).

Women's Leadership Conference will take place at Skyline College

Join the County of San Mateo Commission on the Status of Women for a full-day conference offering a unique perspective on women's leadership.

The Women's Leadership Conference is a day-long event where people share their perspectives on women's leadership in our county. These people are invested in creating change in the workplace, government, startups, community groups and other sectors of society to empower and develop more female leaders in San Mateo County.

The conference will be Saturday, March 7, from 8:30 a.m. – 5:30 p.m. at Skyline College in San Bruno. The cost is \$69.

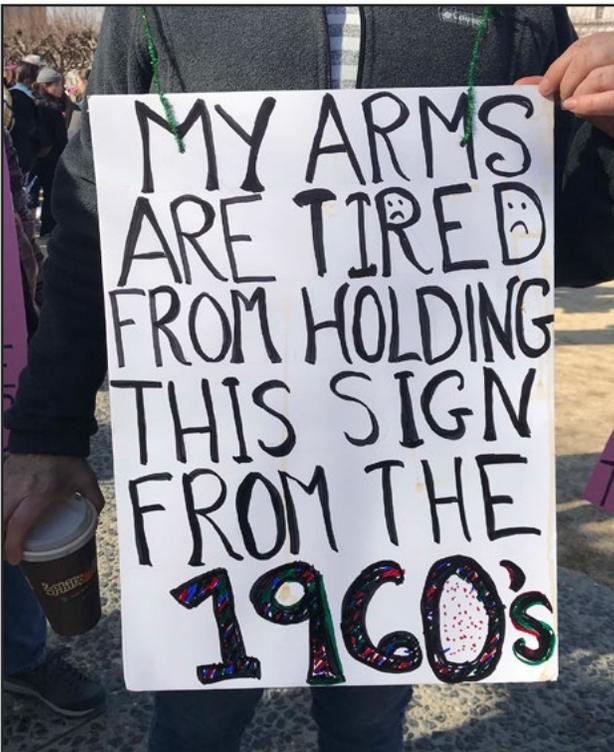
Click [here](#) for more information about the event!



Mid-Pen members join the Women's March

A sizable contingent of Mid-Peninsula branch members joined AAUW members and thousands of other women marching for women's rights in San Francisco in Janu-

ary. Wilma Hoffman, who brought her daughter and granddaughter along, commented on the incredible diversity and youth of the marchers.



Sections gather to play, hike, eat, think, talk

Book Bunch: We will NOT be meeting at Pat Armstrong's home for a few weeks. Contact June Hennig for updates on meeting places. At 12:30 on Friday, March 20, we will be discussing *The Soul of the Octopus: A Surprising Exploration into the Wonder of Consciousness* by Sy Montgomery. For April 17, we will read *The Overstory*, a novel by Richard Powers. Contact June Hennig at 650-593-6541 or pjhennig1@gmail.com for questions or directions and info on the place we will meet that month.

Great Decisions Foreign Affairs

Group: This discussion group meets on the fourth Wednesday of each month to discuss current foreign policy topics. The discussions are based on articles from the booklet *Great Decisions*, which is published annually by the Foreign Policy Association. This month's article is No. 3 – Red Sea Region. Join us Wednesday, March 25, for the discussion from 1-3 p.m. at Linda Townsend's home, 1824 Bayview Ave., Belmont. Email Linda at townsend2@comcast.net or call (650) 867-7127 with any questions.

Hiking: March 5: San Francisco — Chinatown, Chinese Historical Society and lunch at New Fortune Dim Sum; March 12: Woodside — Huddart Park; March 19: Redwood City — Bair Island; and March 26: Half Moon Bay. For questions, contact Stephanie Katz at stk4@lehigh.edu

French Conversation: We're meeting at Chris Panero's house, 165 Belvedere, San Carlos, on Tuesday, March 10, at 1:30 p.m. Bring your French and be prepared to enjoy! RSVP to Chris at cpanero@gmail.com or 650-593-5495. Send questions to Laverne Rabinowitz at Lrainbow24@yahoo.com.

Spanish Conversation: The Spanish Conversation group will meet at 2:30 p.m. Monday, March 2, at Marilyn Zack's home and Monday, March 16, at Leonor Urbain's home. The group is going out to lunch

on the fifth Monday, March 30, at 1 p.m. Please let Teddy Heinrich know if you will be joining us for any or all of our March meetings at teddyhei@aol.com

Gamesters: We will meet on March 19 at 1 p.m. at the home of Barbara Barth, 2211 Thurm Ave., Belmont. Lately we have been playing Hand and Foot and/or Mexican Train. Everyone is welcome to join us but please call Barbara (650-591-5097) so she can plan treats

Out to Lunch: We will meet March 11 at 1 p.m. to venture into new territory, the new north section of the Hillsdale Mall. Pinstripes Restaurant is located on the ground floor of the building and is very elegant in decor and reasonably quiet. Please don't be concerned by online references to the bowling alley or bocce ball court. Directions: Turn onto 31st Avenue and go toward Nordstrom's. Turn right at the first light. You will see the Pinstripes sign on the building on your right, approximately where Sears used to be. Continue past the building and turn left into the parking garage. As you enter the parking aisle, look up at the round signs on the ceiling — red for section is full or green for spaces available — clever! After you have parked, retrace your steps past the building to the front entrance. You may need to walk one or two blocks. If this is too much walking, call Barbara, and I will drop you off. The menu is a nice variety of soups, salads, sandwiches, pizza, pasta, etc. Bring your spirit of adventure and plan to explore this new part of Hillsdale after lunch. Perhaps you can find another interesting restaurant for next month! To make your reservation, please call Barbara Barth at 650-591-5097 or email bab22@ix.netcom.com. We hope to see you there.

Bocce Ball: Looking ahead to April 1 for the first outing for Bocce Ball. More details next month, but contact Lois Monroe (650-593-1950 or

loiswmonroe@gmail.com) with any questions or concerns.

Bridge: Interested in playing Bridge? Please call Helene Haughney at 592-2517.

Out to Supper: For the next few months, we will be revisiting some of our popular restaurant choices. On Wednesday, March 18, we will meet at 5:30 p.m. for the early bird special at Izzy's, 525 Skyway Road, San Carlos. Great prices and perfect portions of prime rib and Izzy's famous side dishes. RSVP to Lois Monroe (650-593-1950 or loiswmonroe@gmail.com) by Monday, March 16.

Historic Preservation: Join us in the afternoon of March 14 (after our general meeting) to enjoy the vignettes of notable women of the county, enacted from 1-2 p.m., in Courtroom A of the San Mateo County History Museum, 2200 Broadway, Redwood City. Contact Nancy Oliver (650-592-5822) if you are coming.

Women in Literature: Continuing our focus on Women's Suffrage, on Monday, March 2, we will discuss *Mr. President, How Long Must We Wait?* by Tina Cassidy, at 7 p.m. at the home of Mirna Hirschl. Call Nancy Oliver (650-592-5822) if you're coming. For April 6, our selection is *Hidden Figures: The Untold Story* by Margot Lee Shetterly.

Mystery Books: We meet on March 17 at 1 p.m. Call Judy Hartnett at 591-3601 for location.

Public Policy: "The World of Cosmetics: Manipulation or choice?" is the topic to be discussed by Barbara Regello during the March 24 meeting of the Public Policy Section from 3-5 p.m. at the home of Wilma Hoffman, 909 Crestview Drive, San Carlos. Please let Wilma know if you will be attending (650-595-3933 wilmahoffmann@iCloud.com). And please bring along your own questions and observations about cosmetics to share with the group.



The women of Neighborhood 10 of the Mid-Peninsula branch enjoyed their holiday luncheon in January (after the Triad deadline) so here they are, with their holiday smiles, looking ahead to a healthy, wealthy and wise 2020!

Check out a new media outlet and newsroom: 19thnews.org

By Ann Fleishman

Jackie's Reading Picks of Feb. 1 published an article regarding a new media outlet called The 19th. It is a nonprofit, nonpartisan newsroom, reporting at the intersection of gender, politics and policy.

"There is still work to be done in terms of equity, whether it is in the ballot box or beyond," says the site's publisher, Amanda Zamora.

Polling shows women have views different from men on issues like climate change or President Trump. The 19th founders feel you need to have a healthy media ecosystem in order to support a functioning democracy. The goal of The 19th is to empower women, particularly those historically underserved by the media. Women are underrepresented in politics and policy journalism and in newsroom leadership, which influences what stories are told, how the news is covered, and whose voices are elevated.

The 19th expects to be up and running this summer. Until then, they will be publishing under The 19th banner with their inaugural news partner, The Washington Post. (Under the Post's masthead, is written



"Democracy Dies in Darkness.") You can sign up to have their stories emailed to you. Their website is 19thnews.org.

The 19th is teaming with the League of Women Voters and a co-working partner, The Riveter, to convene with women voters in several cities, including Austin, Los Angeles, Denver, Seattle, Minneapolis and Atlanta.

Is this a place for AAUW to become involved? Their goals appear to be similar to ours.

Annual Bridge event will feature catered luncheon on May 1

By Ellen Van Creveld

Our annual tournament bridge luncheon this year will have a slightly different format.

It will be Friday, May 1, at 11:30 a.m. at the home of Linda Townsend, 1824 Bayview, Belmont

The lunch will be catered with the following choices:

- Asian Chicken salad
- Beef fajita salad
- Caramelized onion quiche

All with garnish, rolls, coffee, iced tea, water and cookies for dessert.

The cost will be \$30, and the event is also open to all outside bridge lovers. Please send your check before April 15 to Ellen Van Creveld, 2304 Coronet Blvd., Belmont, made out to Ellen.

Don't forget to add your menu choice.

There is street parking and very limited parking on the driveway close to the front door (but only after the caterer has finished unloading the car).

Peninsula site for state convention April 17-19

“Remembering the Past, Rockin’ the Future” will be theme of the AAUW State Convention April 17-19 at the Westin San Francisco Hotel in Millbrae.

What’s on the agenda?

- A hands-on project to help the women and girls in Rwanda.
- One thousand steps to bring equality to women and girls.
- A celebration of the 100th anniversary of women getting the right to vote!
- Opportunities to interact with inspiring, like-minded people.
- Workshops, plenaries, films, and speakers.
- The thought-provoking words of AAUW President Kim Churches

Cathy Foxhoven and Jane Niemeier, co-presidents, AAUW California, tell us, “At our upcoming state convention, we will meet some women from the past who have had a great impact on our lives.

“Did you know that the first woman to run for President of the United States was Victoria Woodhull? She believed that women already had the right to vote because the 14th and 15th Amendments had given all citizens the right to vote.

“In 1872, she selected the former slave



and abolitionist leader Frederick Douglass as her running mate and made an attempt to run for the highest office in our land, but the government refused to put their names on the ballot.

“After she and her sister made a fortune as stockbrokers, they started a newspaper that advocated, among other things, sex education, short skirts and women’s suffrage.

“Perhaps you will run into Ms. Woodhull at the convention or maybe you will see the great suffragist, Elizabeth Cady Stanton or the brave and wonderful Harriet Tubman.”

To find more convention details or register, click [here](#).

Volunteer and earn a discount!

A suggestion from Co-President Cathy Chowenhill: “We hope you’re planning to go to the AAUW California Convention in April!

“They give a discount if you volunteer for five hours. The slots are beginning to fill up, so find a friend, make a plan, and sign up for some good volunteer slots (Carole and I just did).”

This should get you there.

You’ve come a long way, baby, but you’re not there yet!

By Ginny Hatfield,
AAUW-CA Public Policy

Perhaps many of you will recall the advertising slogan from the late ‘60s, “You’ve come a long way, baby.” This slogan aptly fits the rise of the feminist movement in America which most of us agree dates back to the Seneca Falls, N.Y., convention in July 1848.

Aug. 26 will mark the 100th anniversary of the passage of the 19th Amendment to the U.S. Constitution, the culmination of the Women’s Suffrage Movement. It took over seven decades for a woman’s right to vote to be guaranteed as the law of the land.

Since then, we have seen successive waves of the Women’s Rights movement. Activists in the 1960s and ‘70s sought equal rights and opportunities along with greater personal freedom for women. But this second wave also encompassed every area of

women’s experience – politics, work, the family and sexuality.

Major legislative victories were accomplished during this period: Equal Pay Act, Title VII of the Civil Rights Act, legalization of birth control for married and unmarried couples, Title X Family Planning Program, Title IX, and the Roe v Wade decision.

Third-wave feminists sought to question, reclaim and redefine the ideas, words and media that have transmitted ideas about gender, gender roles, womanhood, beauty and sexuality.

Fourth-wave feminism refers to a “resurgence of interest in feminism that began around 2012 and is associated with the use of social media.”

The movement is “defined by technology,” according to a British feminist, and “is characterized by (social media tools) that challenge misogyny and further gender

equality.” Scandals involving the harassment, abuse and murder of women and girls have kickstarted movements such as the “Me Too” movement.

Where will feminism go from here? We’ve still got our work cut out for us as well as some unfinished business: Namely the ratification of the Equal Rights Amendment, which has now obtained approval by the requisite 38 states, and faces court challenges or perhaps a legislative solution; and the ratification by the U.S. Senate of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the international bill of rights adopted by the United Nations in 1979.

AAUW has played a notable role in these waves of feminism and will continue to do so as we strive for social and economic justice – because we’re not there yet.

Remember that women must lobby for their worth

By Micki Carter

March 8 is International Woman's Day, and I can already hear the chorus of yawns. It's a very big deal in Europe where women are widely celebrated — at least for one day. But here, not so much.

Still, the social and political achievements of women are getting a lot of press of late. All those female legislators dressed in blinding white were impossible to miss at the State of the Union address last month, and their message ("We're here. Deal with it!") is still echoing. Surely that's something women in this country can celebrate today.

Maybe the cheers are muffled because we'll be observing Equal Pay Day on March 31. You won't find it on any calendar, but it provides a jarring reminder that the average woman had to work all of 2019 and right up to March 31, 2020, to be paid as much as the typical man took home by Dec. 31, 2019.

That's three additional months of wielding a scalpel or sealing a deal or pounding a keyboard that the guy in the next cubicle didn't have to put in to bring home the identical paycheck. It's even worse for women of color. Latina workers won't reach Equal Pay Day until Aug. 26!

We can be grateful that most labor contracts demand equal pay for equal work (even if equal opportunity for every job is the stuff of another discussion). But what about the majority of women in the work force who don't have that protection? The tech industry is notorious for its subtle biases against minorities, and women are at the top of that heap.

So what can we do about it? All those women who wore white have a chance to deliver now that Congress is debating the Paycheck Fairness Act, but California already has one of the strongest pay-equity



policies in the country. It's possible we can't legislate this injustice away. Maybe it's on us, on women, to dig ourselves out.

Organizations like AAUW have long recognized that women may be their own worst enemies when it comes to pay equity. Put bluntly, we don't know how to ask. We may not even believe we're entitled to ask!

When I was reporter with a Newspaper Guild contract and gender-neutral salaries were spelled out for everyone, I was astonished to learn that some people got paid MORE than the contract dictated. They had asked for more and got it; I didn't even know I could.

As I moved into management, I was so focused on crashing through that glass ceiling that being paid the same as (or more than) the man I followed was nothing more than an afterthought. It never occurred to me to evaluate the contribution I would bring to the company and negotiate.

After all, they had hired me to do a job that only men had done before me. I was too busy being grateful to consider that women

who work full time take home 80 cents for every dollar a full-time male worker makes or to realize that it was up to me to speak for me, to ask.

AAUW has extended a lifeline to working women in the form of its Work Smart workshops. Women learn how to figure out what they're worth, based on market research, and how to ask for it with each new job or promotion. They role-play to learn the language of negotiation with persuasive responses and assertive strategies. Another program, Start Smart, seeks to send female college graduates out into the job market armed to fight for their own pay equity. (You can find details about both workshops [here](#).)

It's no revelation that male and female brains are hard-wired differently. But women don't have to do any gender-busting to start pushing Equal Pay Day back from March 31 to the first of the year. We just have to learn to be clear-eyed, unequivocal and prepared when it comes to evaluating our real worth as an employee.

And we have to ask.

Just a reminder that the February general meeting will take place at 2 p.m. Feb. 22 at the Main Redwood City Library.

Make your reservations for the April 4 Fund Luncheon

Mid-Peninsula Branch's Annual Meeting and Funds Luncheon will take place Saturday, April 4, at 11:30 a.m. at Donato Enoteca, 1041 Middlefield Road, Redwood City.

Hear from a current AAUW Fellow from Stanford University, elect new officers, learn about AAUW Funds, discover our special Named Gift Honoree, bid on special gift baskets and visit with friends!

Lunch will include Insalata Mista (mixed greens with tomato and house vinaigrette), dessert of organic lemon panna cotta with local orange sauce and coffee.

Menu choices will be Caramel de Zucca (ravioli with squash, Amaretto crumbs, cheese sauce and brown butter sage); Pollo Arrosto in Tecia (roasted free range chicken, Yukon potatoes, Bosane olives and oregano); Bigoli E Coda (Bigoli pasta with Nebbiolo braised oxtail and asparagus).

You will order your meal at the restaurant.

Reservations are due March 31; mail your check for \$40, made out to AAUW-Mid-Peninsula Branch, to Phyllis Hesik, 16 Robin Way, San Carlos 94070.

Mid-Peninsula-CA.AAUW.net • AAUW-Mid-Pen@Earthlink.net

March 2020 at a glance

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2 2:30 p.m. Spanish 7 p.m. Women in Literature	3 10:30 a.m. Board Meeting	4	5 9 a.m. Hiking	6	7
8	9	10 1:30 p.m. French	11 1 p.m. Out to Lunch	12 9 a.m. Hiking	13	14 10:30 a.m. General meeting with Shelley Silbert 1 p.m. Historic Preservation
15	16 2:30 p.m. Spanish	17 1 p.m. Mystery Books	18 5:30 p.m. Out to Supper	19 9 a.m. Hiking 1 p.m. Gamesters	20 12:30 p.m. Book Bunch	21
22	23	24 3 p.m. Public Policy	25 1 p.m. Great Decisions	26 9 a.m. Hiking	27	28
29	30 1 p.m. Spanish	31				

In principle 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, class or disability. AAUW promotes equity for all women and girls, lifelong education and positive social change.



The hikers of Mid-Pen branch spent a foggy Thursday morning tramping along Sawyer Camp Trail near the Crystal Springs Lakes in unincorporated San Mateo County. The hiking section has hikes planned every Thursday. Sometimes they even include lunch out on their adventures. Check out their March schedule on Page 4 of the Triad.