



November 2019



## CO-PRESIDENTS MESSAGE

Our October 10th meeting featured short speeches by our 2019 Girls State candidate, Maya Wong, and our 2019 Tech Trekkers, Diana Reyes, Olivia Parker, Alana Hendricks, Miya Casci and Zara Arington. All six girls expressed their appreciation for our branch's support. It was inspirational to hear how much these girls got out of their experience.

Maya explained the setup of Girls State: each girl was assigned a fictitious city and county to represent. Party platforms (Nationalists and Federalists) were adopted and elections held. The experience opened her eyes to governance and public speaking.

The Tech Trekkers thoroughly enjoyed their experiences, in diverse fields such as engineering, anatomy and genetics. Each singled out the programs in forensics, "Girls with Confidence" and "Reality Fair" as being especially memorable. The Reality Fair taught budgeting skills—none of the girls had ever written a check before, and while writing checks may be a thing of the past when these girls set up their own households, budgeting will never go out of style.

We all enjoyed a chance to mingle with the girls, their parents, and the math and science teachers from middle school. Thanks to **Johnnie Lee** and her helpers for setting up the ice cream social which followed. And whether you were able to attend or not, thanks to everyone who donates to Girls State and Tech Trek!

An important "Save the Date" is coming up: **AAUW California's biannual state-wide meeting**, held this year in **San Francisco April 17 - 19, 2020**. Ann Yuhas, Patricia Watters and I attended the April 2018 convention held in Southern California. The presentations were informative, motivating and just plain fun. We have **\$1,000** in our budget earmarked to help reimburse members who wish to attend. One painless way to cut down on expenses: volunteer to work at the convention. The jobs are time-limited and well-defined. Besides stretching our funds, it was a great way to meet fellow AAUW'ers.

I would like to start a column, "**AAUW Action**," which will highlight a legal case supported by AAUW Legal Advocacy Fund, a position AAUW has taken on pending legislation, or a program supported by AAUW. My first column is on page 2.

*Kym Pipkin* – [kymberly.pipkin@icloud.com](mailto:kymberly.pipkin@icloud.com)

*Ginger Wilson* – [wilson\\_virginia@att.net](mailto:wilson_virginia@att.net)

## MARK YOUR CALENDARS

**Nov. 14, 1 PM:** Nordic Search & Rescue @ Fairway Community Center.

**Dec. 19, 11:30 AM:** Holiday luncheon at Spindleshanks in Kings Beach

## LEADERSHIP MEETING

**Nov. 14:** 11 AM, Fairway Community Center.

## GENERAL MEETING



Over the past four decades, volunteers with **Tahoe Nordic Search and Rescue** have rescued more than 500 people lost in the Sierra backcountry-- and it all began with the search for a 12-year-old boy who wasn't discovered in time.

Since 1976, the **All Volunteer** Tahoe Nordic Search & Rescue team has been heading out in blinding blizzards, often in the middle of the night, seeking to find and return to their loved ones, those lost in the mountains around North Lake Tahoe. While the goal is simple, the task is not. It takes a group of crack back-country skiers and snowmobilers who know where to go, when to go and how to get there as quickly as possible. Once they get there, their work has just begun; then they have to get people out safely.

Come out to show your support for this unique team and to bone up on information about safety in our mountains at our **November 14th** meeting at the Fairway Community Center, Tahoe City, at **1 pm**.

Johnnie Lee Don – [johnnieleedon1@gmail.com](mailto:johnnieleedon1@gmail.com)



## AAUW FUND

Ladies, please consider making a gift to the **AAUW Fund** before the end of the year. Our branch only needs to contribute another **\$168.50** more to the Fund to qualify for TWO Named Gift Honorees this year. This would be a great milestone for our club to reach.

There are 2 ways to contribute. The first is to write a check to the AAUW Fund and mail it to our P.O. Box 5612 in Tahoe City, CA 96145. The second is to donate online through the website:

<http://www.aauw.org/resource/the-aauw-fund-faq/> and then click on the window "Make a Gift to the AAUW Today". Please notify our finance officer

**Patricia Watters** at [pwrl@aol.com](mailto:pwrl@aol.com) if you donate this way.

You can specify that your gift goes to support certain initiatives that you can read about on the website. For example, there is a **Legal Advocacy Fund** (under Economic Security Fund) that you could contribute to. It is quite timely right now because of all of the important issues affecting women coming before the Supreme Court in the near future.

*Rachael Swift*- [racswift@gmail.com](mailto:racswift@gmail.com)

## SAVE THE DATE – DECEMBER 19



*Holiday Luncheon at **Spindleshanks** in Kings Beach on **December 19th** at **11:30 am**. We'll be sending out menu choices and price in November.*

## AAUW ACTION

By giving to **AAUW Legal Advocacy Fund** through a **donation to AAUW Fund**, you'll be supporting AAUW in its efforts to educate women about their rights and use the legal system to seek justice and change. Sex discrimination today takes a variety of forms: unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX of the Education Amendments of 1972.

Today, we're focusing on a case arising out of the **Equal Pay Act of 1963**. You would think that half a century later we wouldn't have to still argue about equal pay! Pay equity is a matter of simple fairness. Yet in 2016, women who worked full time were paid just 80 cents for every dollar paid to men—minority women suffer an even bigger gender pay gap. The following case highlights a significant underlying factor that contributes to the pay gap: employers'

practice of relying on an employee's salary history to set new salary levels.

**Aileen Rizo** worked as a math consultant for the Fresno County Office of Education (FCOE) training instructors in new ways of teaching math. Rizo was hired by the FCOE in 2009 after earning a master's degree and teaching for 13 years. She and her family moved from Arizona to California for her new position.

In 2012, a newly hired male colleague mentioned to Rizo that he had been placed at step nine on the county's 10-step pay scale. Rizo was shocked - she had been placed at step one on the scale when she began her job, even though she had more experience and seniority than her male colleague. Rizo filed an internal complaint with FCOE, which stated that new employees' salaries are based on just one factor: the employee's salary history. Rizo's less-experienced colleague had been given a higher salary because he had been paid more at his previous job than she had been paid at her previous job (which, again, was as a teacher in Arizona).

Rizo eventually filed suit under the Equal Pay Act of 1963 and California's sex discrimination statutes. AAUW joined an amicus brief supporting Rizo's position that using prior salary alone to calculate current wages perpetuates existing pay disparities and undermines the legislative intent of the Equal Pay Act, which attempted to address pay inequity based on sex. Cutting to the chase (ignoring several convoluted legal rulings in the case), the U.S. Court of Appeals ruled 6 to 5 in Rizo's favor in 2018. The U.S. Supreme Court vacated that ruling earlier this year because the judge who authored the majority opinion died after he wrote the opinion, but prior to it being published. The case was returned (remanded) back to the U.S. Court of Appeals to be re-heard. AAUW will continue to support Rizo through its legal case-support program as her case moves through the remand process.

This case also magnifies the need for strong federal legislation that eliminates the practice of using prior salary alone to calculate current wages. AAUW supports the Paycheck Fairness Act, which easily passed the House in May 2019, but has yet to be taken up in the Senate.

**Kym Pipkin** -Co-President - [kymberly.pipkin@icloud.com](mailto:kymberly.pipkin@icloud.com)



Our Girls State delegate, **Maya Wong**, and her parents attended the October 10<sup>th</sup> meeting. Maya shared her experience learning about our democratic government processes. The weeklong Girls State program allowed her to develop public speaking skills and to form many new friendships.

We also invited Joanne Schope, the ALA representative from South Tahoe to our event.



Christine Madden – [madden@garlic.com](mailto:madden@garlic.com)



Thank you, Tech Trek girls, parents, teachers, sponsors and AAUW-NT members for a memorable October 10<sup>th</sup> afternoon at the Fairway Center, where our 2019 Tech Trek and Girls State girls told us about their camp experiences before our ice cream social.





Priscilla Mills shared her experience as Dorm Mom

All the girls spoke so eloquently about the highlights of their camps and their new discoveries about themselves and the world. One Trekker, Olivia, spoke entirely extemporaneously! Another Trekker, Diana, was on vacation, but her mother videotaped her talk and we showed it successfully to our full room. Thank you, Trekkers Zara, Miya, Alana, Olivia and Diana, and GS Maya Wong!



Big thanks to **Johnnie Lee** and her super scoopers for treating us all to the ice cream buffet. Those hats topped it all off.



Holding the girls talks after school allowed for current and past teachers to attend, including Lindee Eckert (retired), Devon Hamel (7<sup>th</sup> Math), Julia Anderson (7<sup>th</sup> Science) and teacher mom, Renee Arington (8<sup>th</sup> Science). Principal Chad Lindeen was tied up with events at NTS and could not attend.

*Meri McEneny- Tech Trek Coordinator –*  
[mmceneny@gmail.com](mailto:mmceneny@gmail.com)



## MEMBERSHIP

We now have **64** members. Printed copies of the current directory are available for \$10 at the general meeting.

A PDF of the printed directory is posted on our website, as well as a member roster that has the most current information.

<https://northtahoe-ca.aauw.net/members/>

Contact Dana Loury, our Communications officer, at [northtahoeaauw@gmail.com](mailto:northtahoeaauw@gmail.com) for the password to access the directory.

If you know someone who would like to join our branch, contact Cheryl Allen, membership VP ([cherylkallen@cs.com](mailto:cherylkallen@cs.com)) to receive a membership application form by email or snail mail. The form is also available on the website.

<https://northtahoe-ca.aauw.net/about/membership-information/>

<https://northtahoe-ca.aauw.net/>

## Membership Communications.

Please let our corresponding secretary **Linda Larish** ([llarish@sbcglobal.net](mailto:llarish@sbcglobal.net)) know about any member news that should be recognized with a card or note from our branch.

## INTEREST GROUPS



### BOOK GROUP

Our group meets usually on the last Tuesday of the month, but this November we will meet the week BEFORE Thanksgiving. We will be meeting on **November 19<sup>th</sup>** at the **Tahoe Yacht Club** immediately following the Great Decisions meeting. Bring your own lunch and gather from 12-12:30. Discussion will begin at 12:30 led by JoAnn Cobb as we discuss Kate Bowler's book, *"Everything Happens for a Reason."*

We're choosing January-June's books on **December 10<sup>th</sup>** at our Cookie Exchange. Note that 12/10 is an irregular date, too. Please email **Mary Koons** ([marynk31@gmail.com](mailto:marynk31@gmail.com)) your suggestions to be included in our ballot.



### BRIDGE

October Bridge is being hosted by **Lynn Flagg** at her home in Reno, on the day before Halloween: Wednesday, **October 30<sup>th</sup>**. Costumes are encouraged but not required. As always, we welcome anyone who would wish to participate. Please contact **Betsey Husted** at [Betseyhusted18@gmail.com](mailto:Betseyhusted18@gmail.com), or 702-499-4332 with any questions.



### GREAT DECISIONS

The November Great Decisions meeting will be held at the Tahoe Yacht Club in Tahoe City from **10 am until noon** on Tuesday, **November 19<sup>th</sup>** with **Kathie Julian** as moderator.

The subject for the month will be *"The state of the State department and American diplomacy"*. This department has a unique global reach in foreign service carrying out vital work in the international arena by creating coalitions with countries facing multiple challenges.

This meeting will end the year for our interest group and we will resume in January of 2020.

We meet on the third Tuesday of each month for eight months of the year to discuss current worldly issues as they relate to us as a nation.

We begin with a video followed by a discussion answering the questions at the end of each chapter in our book.

Our wonderful members keep our discussions at a stimulating pace and we never leave without learning something new!

Linda Schwoob - [lschwoob@yahoo.com](mailto:lschwoob@yahoo.com)

### North Tahoe AAUW website:

<https://northtahoe-ca.aauw.net/>

### AAUW California website:

<http://www.aauw-ca.org/>

User name: **member**

Password: **aauwca** (case sensitive)



### CALENDAR

#### OCTOBER

29: Book Group

30: Bridge

#### NOVEMBER

14: General and Leadership Meetings

19: Book Group & Great Decisions