

Branches and Twigs

Redlands Branch, AAUW
September 2020-part 2

<http://redlands-ca.aauw.net>
Issue 2, 11 Issues Annually



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

ZOOMING INTO MEETINGS



We will be webinar zooming into meetings this fall. We have purchased a subscription to zoom and zoom webinar. This subscription will be available to a number of our officers and chairpersons who may need to use it for meetings. Here are some things you should know about using zoom and zoom webinar

1. You are not required to have the zoom application on your computer, tablet, or phone. You will be sent an invitation to register for the branch meeting webinar. Follow the instructions and register if you plan on joining us.

2. You will then be sent an invitation that will include a connection to join on the day and time provided. Zoom will automatically download to your device what you need to join the webinar.
3. You will not be using video to join the webinar. You'll be able to see those who are leading the webinar but you will not be seen by others. You will be able to ask questions through the Question and Answer feature at the bottom of the screen.
4. To facilitate this new process, we plan on having a practice session on **Thursday, September 3, at 6:30 p.m.** It will only take about 20 minutes. You will receive an invitation to register for this practice session on Wed., Sept. 2. Follow the directions and a link to the practice session will be sent to you. This is a good opportunity to try it out, especially if you have never used zoom.
5. Our first branch meeting zoom webinar will be on Saturday, September 12 at 10:00 am. Invitations to register will be sent on Wed., Sept. 9.

Please join us for both webinars. Even though it will be different than in the past, we are looking forward to launching a new year of AAUW Redlands branch.

~Sue Wallace, President

September Branch Meeting Speaker



We are honored to welcome AAUW National Board Director Mary L. Zupanc, M.D., as our September speaker. Dr. Zupanc is a professor in the Department of Pediatrics and Neurology at the University of California, Irvine (UCI). She is also the UCI Division Chief of Pediatric Neurology, the Chief Neurology Strategy Officer, and the Co-Medical Director of the CHOC Neuroscience Institute. She has published many articles in peer-reviewed journals and has authored several book chapters, particularly on pediatric epilepsy, infantile spasms, and epilepsy surgery. She has served on the executive board of the Child Neurology Society and is currently on the board of directors for the Child Neurology Foundation. Dr. Zupanc will address the COVID pandemic and its impact on society.

-Kathryn Brown

ZOOM Test Session

**Thursday, September 3
6:30 p.m.**

**invitation sent on
Wednesday, September 2*

September Branch

ZOOM Meeting

**Saturday, September 12
10:00 a.m.**

**invitation sent on
Wednesday, September 9*

September Membership Meeting

The September 12th branch meeting opens the new program year for 2020-21. Our interest groups are eagerly waiting to launch into a new year of activities and projects...as allowed. We are meeting via *ZOOM* for the *Reading & the Rainbow*, *I am, Therefore I Think*, planning the *STEM conferences*, offering *Start Smart* to U of R students and talking with our *Adult Literacy* and *CHAT* partners. More interest groups are looking into meeting via *ZOOM*. Lunafest has been rescheduled as a remote event on September 18th and the Footlighters Theater fundraiser will be an outdoor “social distance” event on Friday evening, October 16th.



Please invite your friends, neighbors, and acquaintances to come to our *ZOOM* meeting to explore the mission of AAUW and what this dynamic branch has to offer. Prospective members attending the September 12th meeting or any of our events or meetings can join at a reduced price of \$80.50 for their first year's membership.

If you have questions about membership, feel free to contact Shelley Bodnar at membership@aauw-redlands-ca.org or 909-792-7181.

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### Member Spotlight:

*This Nat Geo email crossed my desk and I thought it might be of interest to AAUW members, especially with the intersectionality of gender and race.*

~Kim Cousins

## NATIONAL GEOGRAPHIC WOMEN OF IMPACT

*By Rachel Hartigan, Senior Writer*



When I took the assignment to write about the suffrage movement for National Geographic, I was immediately struck by how long it took for women to achieve the vote, how many generations were involved, and how much work is still left to be done.

Actually, I was overwhelmed and I feared readers would be too. I didn't know how to do justice to more than 70 years of history, multiple generations of women, and the many complex issues of race, gender, and equity that were raised by women's fight to get the vote—and that are still with us today.

So I took a step back from the sweep of history and sought out pivotal moments in the books I was reading and, especially, from the historians I was interviewing. I was looking for moments that crystallized the themes of the suffragists' struggle. [...read more](#)

<https://email.nationalgeographic.com/H/2/v40000017426a336158c8f4a6e966a3578/876614cd-1678-4522-92cb-edbc9acb8f72/HTML>

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September 2020, part 1

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## Sue's News

We had our first board meeting on August 10. I'm so grateful for all those who attended. Meeting on Zoom rather than in person is different but workable. Our major issue was what to do about our branch meetings starting in September. The state and national AAUW does not recommend we meet in person, and our board members agreed. However, we felt it was important for our members to stay in touch with each other and enjoy the stimulation of our local branch meetings. The decision was made to hold Zoom webinars for September,

October, November, and December. You can find the dates for these meetings in our newsletter. The programs are still a work-in-progress, but we hope we can make them as interesting as the ones we have had in person. You will be sent a Zoom link through your email address. You do not need to have Zoom on your computer, smart phone, or tablet. When you click on the link, Zoom will automatically and temporarily download its program onto your device. We will try a test meeting ahead of time to get you familiar with the process. More information on that will be sent to you later. I can tell you our first branch meeting will be similar to those in the past, giving members and potential members the chance to hear about our projects and interest groups and who to contact if you are interested in joining. Some of our interest groups will obviously not be meeting for a while but others are finding ways to proceed.

We are also continuing with two of our major fundraisers, Lunafest and Footlighters. More information about both events will be shared in the newsletter and through emails. The yearbook is being organized and will be mailed to all members sometime in late September. Please note that you will be receiving more emails from AAUW Redlands during this year. Please be sure you check your email regularly and read each one carefully. We are also going to try to keep our Facebook page and webpage updated with recent news. If you have not "liked" our Facebook page, please do so. Don't forget we have three elected at large board members this year, Mary Lou Guerrero, Barbara Simmons, and Judy Dods. If you want anything brought before the board, please contact one of those ladies.

This is going to be a very different year for us as an organization, but I feel we are adjusting to the changes, and I look forward to meeting the challenges facing us. I hope to see everyone at our first Zoom branch meeting in September.

~Sue Wallace

## NEW 2020 Redlands Branch Officers:

*At large officers are the members' representatives on the board*

*Judy Dods.*

*Mary Lou Guerrero*

*Barbara Simmons*



## September Branch Meeting Information

### When

Saturday, September 12, 2020  
**Annual Branch Membership**  
Program 10:00 a.m.

### Where:

ONLINE

***Information on the branch meeting will be sent soon.***

## Branch Meetings:

### 2020-2021

Tuesday, 10/6 evening  
Saturday, 11/7 morning  
Tuesday, 12/1 evening  
Saturday, 1/9 morning  
Saturday, 2/6 morning  
Saturday, 3/6 morning  
Tuesday, 4/6 evening  
Tuesday, 5/4 evening  
Saturday, 6/5 morning



| September 2020                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                              |                       |     |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                           |                                  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-----------------------|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|
| Sun                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Mon                          | Tues                  | Wed | Thu                                                                                                                                                                                                                                                              | Fri                                                                                                                                                                                                                                                                       | Sat                              |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                              | 1                     | 2   | 3                                                                                                                                                                                                                                                                | 4                                                                                                                                                                                                                                                                         | 5                                |
| 6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 7<br><i>Labor Day</i>        | 8<br>2pm STEM meeting | 9   | 10                                                                                                                                                                                                                                                               | 11                                                                                                                                                                                                                                                                        | 12<br><b>10am Branch Meeting</b> |
| 13                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 14<br>6:00pm AAUW Board Mtg. | 15                    | 16  | 17                                                                                                                                                                                                                                                               | 18<br>24 hour LUNAFEST screening                                                                                                                                                                                                                                          | 19                               |
| 20                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 21                           | 22                    | 23  | 24<br>1pm & 7pm Reading & Rainbow                                                                                                                                                                                                                                | 25                                                                                                                                                                                                                                                                        | 26                               |
| 27                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 28                           | 29                    | 30  |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                           |                                  |
| <b>Save the dates</b><br><b>Friday Oct. 16 Footlighters Theater Fundraiser</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                              |                       |     |                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                           |                                  |
| <b>AAUW Redlands Board Meeting</b><br>9/14 6pm ZOOM or @ Redlands United Church of Christ, 168 Bellevue Avenue, Redlands<br><i>~Sue Wallace</i><br><br><b>LUNAFEST REMOTE EVENT.</b><br>9/18 24-hour screening pass beginning at 7PM on September 18, 2020 (Pacific Time)<br><a href="https://www.lunafest.org/screenings/redlands-ca-041720">Purchase a \$20 ticket</a> to our screening event<br><a href="https://www.lunafest.org/screenings/redlands-ca-041720">https://www.lunafest.org/screenings/redlands-ca-041720</a><br><i>~Heather Abushanab</i> |                              |                       |     | <b>Reading and Rainbow</b><br>9/24 1pm & 7pm <i>A Woman of No Importance</i> by Sonia Purnell <i>Reservations are not required</i><br><i>~Amy Bisek &amp; Kathryn Brown</i><br><br><b>STEM meeting</b><br>9/8 2pm Contact Kathryn Brown to receive the Zoom link |                                                                                                                                                                                                                                                                           |                                  |
| <b>Branch Officers:</b><br><br><b>President:</b> Sue Wallace, <b>President-elect:</b> Erica Wilson, <b>Communications Vice President:</b> Priya Vedula, <b>Hospitality Vice President:</b> Sue Ferguson, <b>Membership Vice President:</b> Shelley Bodnar, <b>Program Vice President:</b> Martha Lehman, <b>Secretary:</b> Nerni Miller, <b>Treasurer:</b> Ellen Weiss                                                                                                                                                                                      |                              |                       |     |                                                                                                                                                                                                                                                                  | <b>B&amp;T Submission:</b><br><br>The deadline for the <b>October newsletter</b> will be <b>September 5th</b> . Send your articles to the editor via email to <a href="mailto:news@aauw-redlands-ca.org">news@aauw-redlands-ca.org</a> or by mail to Paula Ferri-Milligan |                                  |



The history of the *American Association of University Women* mirrors the progress of women in the United States. As the number of women graduating from college grew, so did our membership.

We've published hundreds of research reports, from an 1885 paper disproving a prevailing myth that college impairs a woman's fertility to most recently, a study documenting the economic impact of workplace sexual harassment. We have supported

the academic achievements of many thousands of scholars, from scientist Marie Curie, the first woman to win a Nobel Peace Prize, to astronaut Judith Resnik, the second woman in travel in space.

Our advocacy efforts have propelled countless new laws, including the Equal Pay Act, first proposed in 1945 and finally passed in 1963; the Title IX amendment in 1972; the Family and Medical Leave Act in 1993; the Lilly Ledbetter Fair Pay Act in 2009; and the Paycheck Fairness Act, which was passed by the U.S. Representatives in 2019 but is awaiting action in the Senate.

*~https://www.aauw.org/about/history/*

## Member News – Condolences



In sympathy and friendship, we send our condolences to Cheryl Jordan on the loss of her husband, Craig.

## Lunafest Rescheduled

The Redlands Lunafest has been rescheduled as a [remote event](#).

Enjoy Lunafest from the comfort of your own home while supporting the programs of AAUW Redlands Branch and Zonta Club of Redlands.

[Purchase a \\$20 ticket](#) to our screening event, and you will be sent a screening pass to view the films.

<https://www.lunafest.org/screenings/redlands-ca-041720>

The screening pass is good for 24 hours beginning at 7PM on September 18, 2020 (Pacific Time!)

~Heather Abushanab



## College/University Partnership

The College and University Partnership Committee co-chairs are in the process of planning events for the upcoming academic year with our partnership colleges, the University of Redlands and Crafton Hills College. One of the issues AAUW addresses is economic security for women. To address equity in pay, AAUW developed the Start Smart Program to



help women negotiate a fair beginning salary raise. With all instruction online, we are planning to offer a Start Smart Zoom workshop for students at the University of Redlands.

Also, plans are going ahead as usual for selection of students for the NCCWSL leadership conference in May, 2021. We are hoping some of our members will join us on this committee.

~Susan Bangasser and Pamela Ford  
College/University Partnership Co-Chairs

## Membership Matters

Annual dues for 2020-21 are \$110, which includes \$59 national, \$20 for the state, and \$31 for the branch. There are TWO WAYS to renew:

### ONLINE:

You have been sent an invoice by email

From: "[memberinfo@aauw.org](mailto:memberinfo@aauw.org)"

Subject line: "AAUW Membership Renewal for Fiscal Year 2021"

**Click on the link in the invoice and renew using a credit or debit card**

### BY CHECK:

Check for \$110 made payable to  
AAUW Redlands

Mail to Ellen Cope, 1308 Del Haven Court,  
Redlands, 92374

Any questions, or if you need the emailed invoice to be resent, please contact Ellen

## YOUR MEMBERSHIP MATTERS

Please update any changes/corrections to your contact information for the yearbook by emailing corrected information to [membership@aauw-redlands-ca.org](mailto:membership@aauw-redlands-ca.org)



Welcome to our newest member, Ellen Gruenbaum, who is an anthropologist. She recently retired from Purdue University and returned to Redlands to be near her grandchildren. She previously worked at Cal State, San Bernardino, from 1986-1997.

Ellen graduated from Stanford University and later earned her M.A. and her Ph.D. at the University of Connecticut. She is interested in social justice and participating on the Program Committee.

✂ Please CLIP the yearbook additions and changes (pages 9) & ATTACH TO YOUR 2019-2020 YEARBOOK. The 2020-2021 yearbook will be mailed in late September.

Ellen Gruenbaum

## Calling All STEMInists to the Rescue!



Sadly, we have learned that Mt San Jacinto College is unavailable as a venue for our January 2021 Pass STEM conference this year.

Our Redlands conference is still officially "on calendar" for Wednesday, March 10, 2021, at the U of R,

but the issue of whether our Redlands & Yucaipa school districts will allow their students to participate in a conference, and under what conditions, is unknown, as is what the status of U of R on-campus events will be at that time. It is hoped that more information will become available as the school year advances.

We do have sufficient funds available to go forward this year in some fashion with both conferences. Several of our speakers from last year have expressed interest in participating again this year. And many committee members want to make it happen!

We are holding a Zoom meeting to discuss various alternatives, for our Beaumont & Banning girls, in particular, as well as possible scenarios for the Redlands conference, on Tuesday, September 8, at 2 PM. We encourage all who want to attend—whether you have ever served on the STEM Committee or not—to participate and contribute your ideas. Contact Kathryn Brown at to sign up to receive the zoom link and/or let her know your input prior to the meeting.



Heather's hat project can be viewed at <https://youtu.be/wP47tEJ8cJY>

## Save the NEW DATE for Footlighters Theater Event: October 16!

Due to the July Covid-19 resurgence, the Footlighters were unable to return to indoor rehearsals and performances until further notice, which means their production of *Lost in Yonkers* cannot take place in October. Accordingly, our annual October Footlighters Theater Event will be held outdoors on Friday evening, October 16, and instead of a play, their creative team is working with AAUW to design an outdoor entertainment program. Stay tuned for more details! (If you are interested in helping to plan this fundraising event—which will benefit both AAUW National and our local AAUW Redlands Mission Fund—please contact committee chair Kathryn Brown.



As you know the Tech Trek Camps were cancelled for this year due to the pandemic. Tech Trek UC San Diego worked with Qualcomm (a corporate sponsor of that camp) and together provided a virtual robotics camp for 40 of the scheduled campers. The camp was designed to teach circuitry, coding, and engineering design. The girls were to construct a hat that incorporated these three elements plus some of their own values.

The girls were put into breakout groups that were named for a famous Stemist. Each group had a build coach and a social coach who helped them work through the process. Heather Abushanab, of our branch, was one of the six Build Coaches. The results were amazing! The girls had to make a video presentation of why they built the hat the way they did and how the circuitry and coding were incorporated.

QualComm paid for much of this production and Laguna Beach Branch of AAUW paid the \$75 for each kit. Thank you for that. This was a great experience for the girls who were chosen to participate.

Not yet sure what Tech Trek 2121 will look like. But we are hoping for things to be back to normal by then.  
~Marilyn Shankar



## Attention all Reading Aficionados!

We're happy to introduce you to the following 2020/21 Reading and the Rainbow reading list and schedule. We're very excited to share this year's list of books. Over 25 recommendations were made, and the following selections were voted onto the final list by current Reading and the Rainbow members. It is a lovely collection of fiction and non-fiction, with books set both in present time and throughout history, from multiple cultures and author perspectives. As an AAUW member, you are welcome to join any of the discussion sessions. They are all held on Thursdays, and in most cases, we hold both an afternoon discussion at 1:00 p.m. and an evening discussion at 7:00 p.m. For the foreseeable future, sessions will be held on Zoom. To participate, please contact Amy Bisek and we'll ensure you are on our email update list and that you will receive the Zoom access information each month. Plus, by being on this email list you will be the first to hear if we will transition to live sessions any time soon. If you are already receiving regular updates from Amy via email, there's no need to sign up again. But if you prefer to be dropped from the distribution list, please let her know that as well.

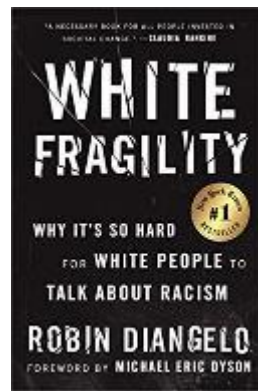
- Sept 24 (1:00 and 7:00pm)  
*A Woman of No Importance*, Sonia Purnell
- Oct 22 (1:00 and 7:00 pm)  
*I am Malala: The Girl Who Stood Up for Education and was Shot by the Taliban*, Malala Yousafzai
- Nov 19 (1:00 and 7:00 pm)  
*The Other Americans*, Laila Lalami
- Dec Holiday break - no meetings
- Jan 28 (1:00 and 7:00 pm) *The Overstory*, Richard Powers
- Feb 25 (1:00 and 7:00 pm)  
*The New Jim Crow: Mass Incarceration in the Age of Color Blindness*, Michelle Alexander
- Mar 25 (1:00 and 7:00 pm)  
*The Silent Patient*, Alex Michaelides
- Apr 22 (1:00 and 7:00 pm)  
*Hidden Valley Road: Inside the Mind of an American Family*, Robert Kolker
- May 27 (6:00 pm only) Book Nominations
- June 24 (1:00 and 7:00 pm)  
*The Nickel Boys*, Colson Whitehead
- July 22 (7:00 pm only) *American Dirt*, Jeanine Cummins
- Aug 26 (7:00 pm only) *The Island of Sea Women*, Lisa See

We are seeking volunteers for the discussion facilitator role at each session. Please let Amy know when it will work into your schedule.

Feel free to reach out to Amy or Kathryn for any questions you may have. We hope you will be able to join us!

~Amy Bisek & Kathryn Brown

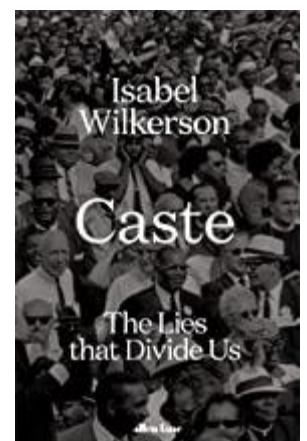
## WHITE FRAGILITY



On August 6<sup>th</sup>, 21 of us gathered on Zoom to discuss the book *White Fragility* by Robin DiAngelo. We met together for an introduction session and then divided into breakout rooms to discuss the book in more detail. We first discussed the definition as presented by the author, of Racism, White Fragility, White Privilege, and other terms. Racism, according to DiAngelo is a cultural and historical system-wide phenomenon, which we as white people have benefited from throughout our lives. We whites are all racist, which does not mean that we are “bad.” Racism is inevitable. It is built into the system under which we live. We experience white privilege because the system promotes white superiority whether we want it or not. By white fragility, she means the ways that white people react to discussions of racism (anger, avoidance, fear, sadness...) that interrupt our ability to deal with the issue. We, as whites, have never really explored our own racism and white fragility and how it has affected our lives. We discussed both the intellectual meanings of racism, white fragility, white privilege and the ways in which it has personally affected our lives.

For many of us, it was the first time that we had looked at these issues and especially how racism has entered our lives from the time we were children. We are going to continue the discussion on August 21. We will use an excellent interview done with Robin DiAngelo as our starting point. Hopefully, the discussion of Racism will continue in the future, with the book *Caste* by Isobel Wilkerson, an Oprah selection. If anyone wants to join us for future discussions about Racism, please email me, and I'll add you to the list.

~Erica Wilson

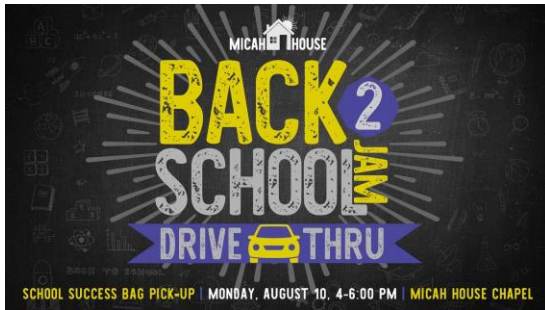


## Back to School Backpack Project

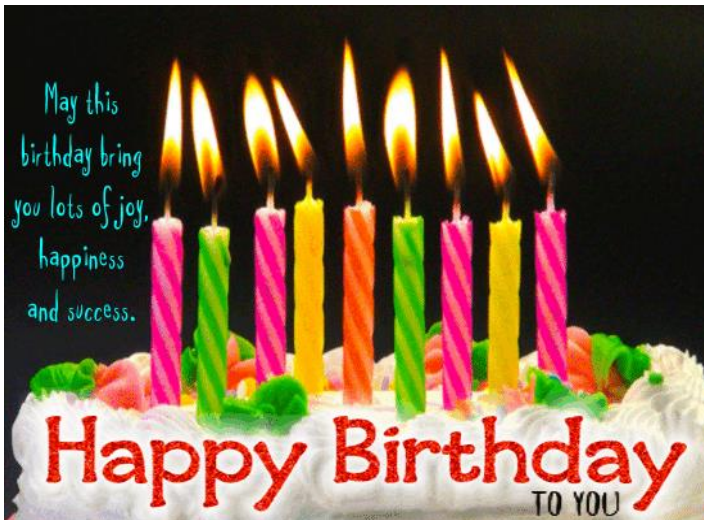
Thanks to those members who generously donated to our Back-to-School project. Due to CDC recommendations, the usual collection of school supplies by Family Service and Micah House was put on hold, and only monetary donations were accepted. Staff used the donations

to purchase supplies for a Safe Sack drive-thru to support the online learning that students in RUSD are doing this year. Our contribution provided for 11 bags, and your support is appreciated.

~Dawn Romo, Back-to-School Project Chair



## HAPPY September Birthdays



Mary Jane Auerbacher  
Del Barrett  
Marina Battaglioli  
Linda Browning  
Char Burgess  
Susan Celoli  
Beverly Cox  
Karen Darnell  
Cheri Dawes

Katherine Gifford  
Judy Handleman  
Nancy Johnston-Lashier  
Cassie MacDuff  
Cathryn Olman  
Kim Roman  
Linda Rowland  
Sue Wallace  
Kathy Warren

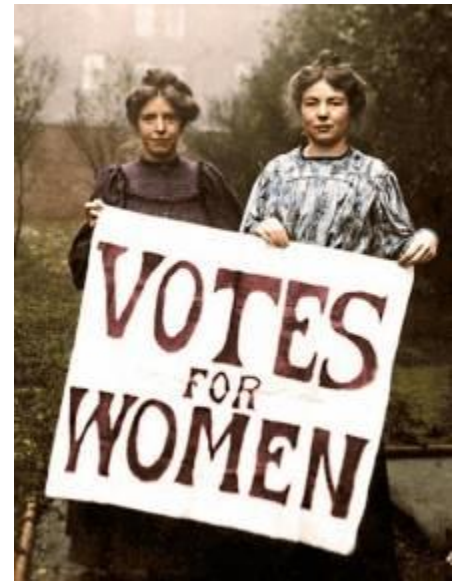
~Pat Belk

## Women's Suffrage Centennial

### August 26th

August 26 marks the 100th anniversary of the enactment of the 19th Amendment, which gave women the right to vote in 1920.

Suffragists began their organized fight for women's equality in 1848 when they demanded the



right to vote during the first women's rights convention in Seneca Falls, New York. For the next 72 years, women leaders lobbied, marched, picketed, and protested for the right to the ballot. The U.S. House of Representatives finally approved the Susan B. Anthony Amendment, which guaranteed women the right to vote, on May 21, 1919. The U.S. Senate followed two weeks later, and the 19th Amendment went to the states, where it had to be ratified by 3/4ths of the then-48 states to be added to the Constitution. By a vote of 50-47, Tennessee became the last state needed to ratify the 19th Amendment on August 18, 1920. Secretary of State Bainbridge Colby issued a proclamation declaring the 19th Amendment ratified and part of the US Constitution on August 26, 1920, forever protecting American women's right to vote.

Today, more than 68 million women vote in elections because of the courageous suffragists who never gave up the fight for equality. Explore the resources below to learn more about the story of the 19th Amendment and women's fight for the ballot.

[~https://www.womensvote100.org/learn](https://www.womensvote100.org/learn)





## Get to Know AAUW Redlands Treasurer



My name is Ellen Weiss, and I am pleased to begin my term as the Redlands Branch AAUW Treasurer. Following in my 92-year old mother's footsteps (a 66-year lifetime member), I first joined our branch in the mid-1980s. During that time I was a co-chair of the food group (now called California Cuisine); however, with my job and my family's many activities taking up much of my free time, my membership lapsed until I rejoined our branch in 2018.

I was born in San Francisco and raised in the Bay Area. I then moved to Los Angeles to attend UCLA where I received my B.A. in Art History and met my husband, Michael. While Michael was pursuing his Ph.D. in Psychology, we lived in Gainesville, Florida, and Baltimore, Maryland, and I worked as a legal secretary. We settled in Redlands in 1982 when Michael became a professor at CSUSB, and I

began my career in office management. I was the office manager of a counseling center and group home for developmentally delayed children for 12 years in Colton. I then managed an optometry practice for three years, and since 1997, I have been the office administrator of Shimoff Law Corporation (formerly McPeters, McAlearney, Shimoff & Hatt) in downtown Redlands. Although I now work part-time, I still handle all of the day-to-day duties and operations (i.e., bookkeeping, payroll, personnel) of the law firm.

After being diagnosed with a brain tumor in 1989, Michael passed away in 2010, and at that time my children were both living out town. I was thrilled when my daughter, Emily, a pediatrician at the Highland Beaver Medical Office, her husband, Justin, a senior vice president with Access Hope, and their two children (Zoe 11 and Noah 6½) relocated back to Redlands from Burbank five years ago. I am so fortunate to have them a mile away and to be a part of my grandchildren's lives. My son, Zach, and his wife, Britt, live in downtown San Diego. Zach is an insurance broker, and Britt is studio manager for a wedding video production company. Britt and Zach were married in Joshua Tree on March 21, in one of the first "coronavirus" weddings, five days after Governor Newsome shut down California. Although there were only 12 of us in attendance, we're hopeful the celebration that was to be held in Cabo and has been postponed until January 2021, can still occur.

In addition to spending time with my family and friends, I enjoy baking, gardening, reading, shopping, and walking every morning with a wonderful group of women. I love to travel, and I'm hopeful a vaccine is soon available, so I can look forward to new adventures and reschedule the cruise that was cancelled this summer.



The [Legal Advocacy Fund](#) (LAF) works to challenge sex discrimination in higher education and the workplace. Our resources range from community outreach programs to backing of major cases.

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 and can affect both women and men. LAF addresses these barriers by informing people of their rights and using the legal system to seek justice and change.

## Legal Affairs Update

Good News-**Aileen Rizo** has prevailed in her case against the Fresno County Office of Education.

Many of us were very moved when Aileen spoke at our March Branch meeting in 2019. She touched our hearts as she related the story of her years-long battle with the Fresno County Office of Education.

In 2012, while lunching with co-workers, Aileen learned a recent male hire, with less job experience, less seniority, and fewer degrees, had been hired into a



pay grade significantly higher than the pay grade she had achieved after working four years for the Fresno school systems. Initially, Aileen believed this inequity would be corrected by the human resources department of the school system. It was in discussions with human resources that she learned the sole criteria the system applied when determining initial salary was prior salary history. Aileen had previously worked in another state where teachers' salaries were much lower than in California. Additionally, women are historically paid less than men; therefore, starting salaries based on history alone creates and perpetuates the gender pay gap. Aileen ultimately sued Fresno County in 2014. In 2015, AAUW adopted Aileen's case, providing both funds and legal advocacy and has remained by her side through her long struggle. Her case ultimately reached the U.S. Supreme Court. On July 2, 2020, the court declined to hear the case, sending it back to the Ninth Circuit where the previous finding in her favor prevailed. According to the Fresno Bee, the issue of settlement is yet to be determined. Will Fresno County attempt to reach settlement or be content to let a judge decide fair settlement for Aileen?

The case of **Dr. Jennifer Freyd** is awaiting hearing by the Ninth Circuit Court of Appeals. Dr. Freyd sued the University of Oregon for failure to bring her salary, as per UO policy, into alignment with salaries of male professors who hold the same position, are no more accomplished, and have less seniority than she. Disparities in salaries developed when retention raises were given to professors who pursued outside job offers. The US District Court for the District of Oregon-Eugene Division found against Dr. Freyd, but her case awaits appeal to the Ninth District Court. AAUW is currently supporting Dr. Freyd in her legal battle. Dr. Freyd is also supported by the American Association of University Professors.

Please remember the Legal Advocacy work done by AAUW in your donations and gift giving this year.

~Debbie Seibly, LAF Chair

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ADULT LITERACY GRADUATES ACHIEVE PERSONAL AND BUSINESS SUCCESS

Many adults who join the Redlands Adult Literacy Program want to improve their reading and writing skills, so they can get better jobs, further their own education, and advocate for their children. Through hard work and perseverance, adult learners can change their own and their family's lives for the better. The following is a story of adult learners who graduated from the Redlands Adult Literacy Program and, with their new literacy skills, started a business, earned a GED, and encouraged their children to excel in their education.

Monica Sanchez joined the adult literacy program in February of 2014 because she needed to become an advocate for her special-needs son. Working with her tutor, she gained literacy skills that enabled her to communicate effectively with teachers and medical professionals, understand medical directives, and support her son. She celebrated when she earned her GED in 2017 because this opened doors to better employment. In 2018, she was hired by the Redlands Unified School District to work as a campus monitor at an elementary school.

Monica's husband, Armando Sanchez, also joined the literacy program in 2014. His goals were to improve his reading and writing in order to advance at his job at Ashley Furniture and to have a better life. After working as a maintenance supervisor job at La-Z-Boy Furniture, Armando started a trucking business that now employs four truck drivers.



Because the school closure left Monica newly unemployed, she was available to support her husband in his business. As a proficient reader and writer, she helps her husband with office work, including calculating weekly payroll for each of their employees.

Armando and Monica are role models for their three children, encouraging them to set their own goals and to do well in school. Improving her own literacy enabled Monica to help her children with their schoolwork. Their oldest, Axel, was awarded scholarships for college and has graduated with a nursing degree. Allen, their middle son, has dreams of going to college and living in a dorm like his big brother. Their daughter, Amanda, sees how hard her mother works and is very proud of her.

Monica shared that improving her reading and writing has changed her life. “When you have a new vision, it changes everything you can see. You can learn, you can read all kinds of things, and that opens new doors.” When asked what he would tell others who want to improve their literacy, Armando said, “You can do it, I think the top is the sky. You can do anything. Improving literacy has helped me a lot.”

The pandemic has not slowed down adult literacy activities. If you are interested in becoming a tutor or if you would like help in reading and writing, please call Diane Shimota, Adult Literacy Coordinator, at 909.798.7565, ext. 4138, or email her at literacy@akspl.org. The literacy program is free to all participants.

Literacy Changes Lives!!!

Congratulations to AAUW's 2020–21 Fellowships and Grants Awardees!

In April, **AAUW** announced more than 200 awards and \$3.5 million in **funding** for fellows and grantees in the 2020–21 award year. These exceptional recipients will pursue academic work and lead innovative community projects to empower women and girls. AAUW has awarded over \$115 million in fellowships and grants to more than 13,000 scholars and organizations in 50 states, Washington, D.C., Puerto Rico and Guam and 150 countries, one of the largest scholarship programs for women in the world.



Redlands Branch was one of four sponsors for an AAUW American Fellowship awarded to Holly Okonkwo

Award Year: 2020-21

Award: American Fellowship

Institution: Claremont Graduate University

Location: Claremont, California

Discipline: Anthropology and archaeology

Degree and Specialization: Postdoctoral, Gender Studies, Black Feminism, Science and Technology Studies

Project Name: Liberatory Code: Black women and the Politics of Computing

In her research, Holly Okonkwo explores the material and cultural practices of scientific knowledge production and technology development in the United States and West Africa, with a focus on the politics of race, gender, class, and coloniality. Her current book project explores the experiences of black women technologists, their technical innovations, and how they navigate and negotiate complex issues of race, gender, community and marginalization. Her goal is to complete this book project and attain tenure.