

# THE TWIG - APRIL 2024



March 5, 2024

Dear AAUW Fremont (CA) Branch,

On behalf of the staff and senior leadership at AAUW, I want to extend our sincere appreciation for your participation in the FY23 Branch Impact Survey. Your responses have contributed significantly to our ongoing efforts to measure and celebrate the impactful work carried out by our branches across the country.

We are thrilled to inform you that, based on your responses, the **AAUW Fremont (CA) Branch** has achieved **four stars** in the FY23 AAUW Five Star Recognition Program. This achievement is a testament to your dedication and commitment to advancing our mission, and we applaud your leadership and members for your outstanding contributions in the following categories: Communications and External Relations, Programs, Public Policy and Research, and Governance and Sustainability.

Your branch's accomplishments in these areas reflect your efforts in fostering positive change for women and girls within your community and beyond. We recognize that achieving a Four Star Recognition is no small feat and underscores your unwavering commitment to advancing gender equity.

While we celebrate the achievement of stars in the various categories, it's important to emphasize that every branch's work in FY23 has been instrumental in furthering the mission of AAUW. Whether you achieved one star or five, your dedication has not gone unnoticed. Each accomplishment, no matter the scale, contributes to the collective impact of AAUW and helps us progress toward a more equitable future.

As you reflect on your branch's achievements, take pride in the positive impact you've made and the lives you've touched throughout the past year. Your ongoing support is inspiring, and we are grateful to have branches like yours as integral parts of our organization.

Once again, congratulations on your well-deserved recognition. We look forward to celebrating the continued success and growth of the AAUW Fremont (CA) Branch in the coming years.

Thank you for your commitment to the AAUW mission.

Best regards,

Tremayne A. Parquet

Deputy Director of Advancement

AAUW, 1310 L St. NW, Suite 1000, Washington, DC 20005

## President's Message

Every year, our parent entity hosts the Five-Star National Recognition Program to reward branches for aligning their work with the AAUW mission and new organizational initiatives. I am proud to share that the Fremont Branch has achieved a Four-Star status for 2023. Only 22 out of 1,000 branches nationwide were honored with this distinction!



Fremont was recognized for meeting four top AAUW priorities: **Public Policy** (thanks to Jeanne Delp, our prolific Public Policy Blogger and Chair, and Gene Wang for organizing and hosting our inaugural CA State of the State on Climate Change with Senator Josh Becker); **Governance** (thanks to our leadership team for executing National's FY 2023 Strategic Plan and a sustainable succession plan); **Programs** (thanks to the hard-working STEM Discovery Day, Gov Trek, Ohlone Scholarships, Speech Trek, and Tech Trek committees); and **Communications and Outreach** (in support of AAUW CA's outreach initiatives, we're now on LinkedIn in addition to Instagram, Facebook, and YouTube). Our next goal is to achieve a Five-Star status and meet the donation target for the AAUW Greatest Needs Fund after updating Fremont Branch's tax designation to qualify for corporate grants. A complete list of the 2023 winners is posted on National's website [HERE](#).

Fremont's Four-Star National Recognition Award is the culmination of years and years of forward-thinking and dedicated teamwork from past and current members. I am humbled by my cohorts' and predecessors' unwavering commitment to serving the girls and women of the Tri-Cities since 1961. Please consider joining our leadership team and contributing to AAUW Fremont's proud legacy of community activism. In the new fiscal year starting this July, these board positions will become available: Branch President, Branch Vice President, Branch Finance Officer, Branch Program Chair, Foundation President, and Foundation Secretary. If you are interested in making an impact, forming new friendships, and leading the largest and oldest women's organization in the country, please email me at [aauwfremontbranch@gmail.com](mailto:aauwfremontbranch@gmail.com). Look for information about the leadership nomination and election process in the next issue of *The Twig* and in your inboxes.

In celebration of our Four-Star award and 63 years of service to the Tri-Cities, Alice Manfredi, our multi-talented *Twig* Curator, has created a series of new branch logos. Look for them on various branch communications throughout the year!

Thank you for your continued support,

*Phie K. Dai*

## *Equal Pay Day: Frustrating News*

**By Jeanne Delp**

Each year, this **symbolic day** is used to raise awareness around and combat impact of pay inequities. Equal Pay Day in 2024 was held on March 12. In the past, the date was meant to mark the day that a woman would have to work into the next year to “catch up” with what a man had made in one 12-month cycle, with the acknowledgment that a lot of women *never* “catch up.” Now the date is largely symbolic. Instead, it represents a day to hold space for the current state of the gender pay gap for women, who make 84% of what men do, for full-time, year-round work.

The pay gap differs significantly across different kinds of work and among different communities. To reflect this reality, AAUW National presents pay gap statistics that reflect more accurate and relevant demography. . . . For instance, we can get a better sense of disparities when we can compare Native American women who work full-time, year-round (59 cents for every dollar paid to non-Hispanic white men), and Native American women who do not work full-time, year-round (55 cents for every dollar paid to non-Hispanic white men). AAUW National also includes LGBTQIA+ people in the pay gap model to point out the absence of data, as the U.S. Census Bureau does not currently collect the necessary information to actually track disparities within the community.

The AAUW Equal Pay Day Calendar encompasses a cross-section of women, including those who work part-time or seasonally, to represent a more accurate picture of how the gender pay gap impacts diverse communities. Taking a more inclusive approach ensures that we can advocate on behalf of all women in the workforce.

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**Editor:** Jennifer Foster  
**Deadlines:** 25th of the month before publication  
 Send items for The TWIG to Jennifer Foster at [jejenfo@yahoo.com](mailto:jejenfo@yahoo.com)

### AAUW EQUAL PAY DAY CALENDAR Symbolic Pay Days

- All Women’s Equal Pay Day – **March 12**
- Asian American, Native Hawaiian and Pacific Islander Women’s Equal Pay Day – **April 3**
- LGBTQIA+ Equal Pay Awareness Day – **June 13**
- Black Women’s Equal Pay Day – **July 9**
- Moms’ Equal Pay Day – **August 7**
- Native Hawaiian and Pacific Islander (NHPI) Women’s Equal Pay Day – **August 28**
- Latina Equal Pay Day – **October 3**
- Native Women’s Equal Pay Day – **November 21**

SHORT HISTORY LESSON: In 1963, when the Equal Pay Act was signed by Congress, women made 59 cents on average for every dollar earned by men (based on Census figures of median wages of full-time, year-round workers). By 2012, women earned 77 cents to men's dollar, a narrowing of the wage gap by less than half a cent a year. Over a working lifetime, this wage disparity costs the average American woman and her family an estimated \$700,000 to \$2 million, impacting Social Security benefits and pensions.

The National Committee on Pay Equity (NCPE), founded in 1979, is a coalition of women's and civil rights organizations, labor unions, religious, professional, legal, and educational associations, commissions on women, state and local pay equity coalitions and individuals working to eliminate sex- and race-based wage discrimination and to achieve pay equity.

Sources: AAUW Board to Board newsletter for March 2024, National AAUW Pay Equity program, and the National Committee on Pay Equity.

Want more information?

- [AAUW Equal Pay Calendar](#)
- [National Committee on Pay Equity](#)

## *"Equal Pay-Day" Cookie Event Needs Volunteers*

Fellow AAUW members -- It's that time of year again. Once again AAUW will be distributing "Equal Pay-Day" cookies at the Ohlone College Gender & Equity Fair in Fremont on April 24 between 11am-1pm. We need volunteers to bake the cookies and volunteers to help set up the booth and distribute the cookies.

"Equal Pay-Day" cookies are cookies with 20% of the cookie removed to illustrate that women in general receive 20% less pay than men do for doing the same job! The statistics are worse for women of color. Last year AAUW distributed approximately 25 dozen cookies to Ohlone students, and we hope to do so this year as well.


The cookies must be packed in individual wax sandwich bags and delivered to Avis Kresin at 5740 Birch Terrace, Fremont, by 9am on April 24. If you don't have wax sandwich bags, deliver the cookies to Avis by 7pm April 23, and she'll package them.

We're also looking for six volunteers to help distribute the cookies (two shifts of three people per shift). Besides distributing cookies and talking to Ohlone students, volunteers will help set up the booth, beginning at 10am (tables and chairs provided by Ohlone), and take down the booth after the event is over.

Ohlone parking passes will be provided. This is a fun event where you get to meet lots of students. We also answer questions about AAUW as well as advocate for equal pay for all women.

To volunteer, contact Randy Fewel at [jailteacher@comcast.net](mailto:jailteacher@comcast.net) or Avis Kresin at 510-378-7617 or [akresin1611@gmail.com](mailto:akresin1611@gmail.com).

# AAUW-CA Happenings



The final figures are in, and California had donations to the Greatest Needs Fund of approximately \$534,200 in 2023! This is \$84,000 more than projected. **Fremont donated \$935.** . . The annual AAUW-CA meeting/event will be held April 27 from 9am to noon. Learn what AAUW California is doing for your branch, View the winning Speech Trek and Gov Trek videos, and learn who was awarded Branch Activity of the Year and State Named Gift Honoree. Register **Here.** . . Volunteer Help is needed for the TechTrek program. Opportunities available include:

- Being an intern or co-director for the Virtual Camp or Camp Carson, **which**

## The Impact of Your Support

AAUW benefits from diversified revenue sources which include contributions, a generously supported endowment, and dues revenue. However - **dues revenue does not cover the full cost of supporting our membership** - over 10,000 of our members (and growing) are Honorary Lifetime members (non-dues paying). Our endowed Fellowships and Grants funding will sustain these restricted programs in perpetuity - however **only 5% of our Net Assets are unrestricted.**

**Supporting the sustainability and effective operations of the National organization directly benefits our Members, Fellowships and Grants Alumnae, Advocates and the communities we serve.**

## Our Focus



### Advocacy

Our members, supporters and staff work on local, state and federal levels to support laws and policies that enable women's success.



### Education

We champion equal opportunities in education. Though more than 60% of college graduates are women, they face barriers and biases throughout their schooling.



### Economic Security

We've been working to narrow the gender pay gap, which greets women as soon as they enter the workforce and widens throughout their working lives.

## How are donations to Greatest Needs Used?

### Research & Policy

Updates to and dissemination of our widely-cited signature research reports: and advocating for AAUW's values - our Research and Policy budgets are supported almost entirely by Greatest Needs

### Programs

Staff time and other direct expenses for NCCWSL, Salary Negotiation, Financial Literacy and Leadership Programs

### Membership

Supporting our members with resources and opportunities to engage. Dues do not cover the full cost of our membership support

### Communications

Keeping AAUW at the forefront of a National dialogue about Women's Equity, growing our media exposure and maintaining our prominent seat at the table



**Donate and Join Us Today!**

[www.aauw.org/give](http://www.aauw.org/give)

**Fremont TechTrekks will attend this summer.** The schedule is set and the speakers are already booked for this year.

- Making copies of the Flash Drive for the Virtual Campers.
- Being a CampDoc administrator (a task done from home).
- Volunteering to be the Custodian of Record for *Live Scan* with the state if you have a couple of hours a week for two months or so. You'll also need a clean record with the FBI. *Live Scan* is the digital fingerprinting process required of each person who works at a TechTrek in-person camp (except for casual visitors).

If you can help, send a message to [techtrek@aauw-ca.org](mailto:techtrek@aauw-ca.org).



## Changemakers

### Malala Yousafzai

#### Youth Education Activist, 2014 Nobel Peace Prize Winner

My name is Malala Yousafzai (you-soff-zeye). You might remember me as that girl who was shot in the head by the Taliban. I was born in the Swat Valley of Pakistan. My family was unlike many Sunni Muslim families who celebrated the birth of a boy and hid their newborn daughters away. My parents refused to hide me. In fact, they were so proud to have a daughter that they named me after a famous warrior woman named Malalai.



When I was 10, I read the book *Twilight* by Stephanie Meyer. The thought of being a vampire appealed to me as a way to fight off the Taliban. I also dreamt of inventing an anti-Taliban machine that would sniff them out and destroy their guns. Taliban is a radical militant group that took control of my hometown near the border of Afghanistan. They restrict women's rights and ban girls' education beyond the sixth grade.

When I was 12, my family heard that the British Broadcasting Corporation (BBC) was looking for a Pakistani schoolgirl to write about the challenges of attending school in our country. I was angry that the Taliban denied girls the right to an education, so my father and I decided I would write an anonymous blog for the BBC. People worldwide wanted to hear my story, so I agreed to reveal my identity to be filmed for a documentary. Even though I was awarded Pakistan's first National Youth Peace Prize, I became a target for the Taliban.

My life changed forever when I was 15. A masked gunman got on my school bus and shot me in the head, neck, and shoulder. The attempt to kill me made international news, and many rallied to my cause to fight for girls' education. The Pakistani government passed the Right to Education Bill, the first of its kind. I set up the Malala Fund to help education activists worldwide advocate for free education for girls.

On my 16th birthday, I spoke at the UN: "The terrorists thought they would change my aims and stop my ambitions, but nothing changed in my life except this: weakness, fear, and hopelessness died. Strength, power, and courage were born." A year later, while I was in school, I learned I had been awarded the Nobel Peace Prize. I was the first Pakistani and, at age 17, the youngest person ever to win.

We realize the importance of our voices only when we are silenced, and I refused to be silenced. No longer am I just that girl who was shot by the Taliban. I am Malala.

Adapted from AAUW Thousand Oaks *Profiles of Women Past and Present*, 2018

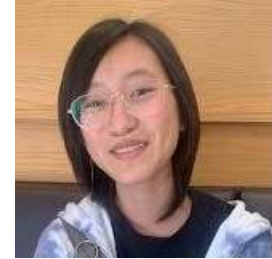
## BRANCH NEWS

### *TechTrek Girls Ready for Cal State Monterey Bay*

Fremont Branch members Sowjanya Vutukur, Randy Fewel, Caroline Harris, and our former SpeechTrek winner, Harshini Sanjay, had the pleasure of interviewing our seven TechTrek candidates. The girls were nominated by their science teachers from Itliong Vera Cruz Middle School, Cesar Chavez Middle School, and Centerville Middle School.



**Alyzandra Lopez**



**Anna Zhou**

Our biggest problem was getting nominations from the schools. We started in September and sent emails to all STEM teachers at middle schools in the Tri-City area. Reminders were sent, and in the end we had 14 nominations from the Union City, Fremont, and Newark School Districts. However, out of the 14 girls nominated by their teachers, only seven completed the application process.



**Mikayla Weiss**

Students not only had to be nominated by their teacher, but then had to complete a 500-word essay using an online software called CampDocs. Students and their parents were interviewed and their questions were answered about TechTrek and Cal State Monterey Bay, Camp Carson. The committee approved all seven girls.



**Navreet Salhotra**

Our TechTrek Ice Cream Social has been tentatively set for Saturday, June 2. We hope you will join us at that event.



**Cassandra Lim**



**Nicole Pham**



**Natalie Pham**

## *Women's History Tea and Talk*

**By Kathy Garfinkle**

AAUW members gathered at the home of Kathy Garfinkle on Wednesday, March 13, to observe Women's History Month by sharing the stories of their own personal lives. This year the focus was on our members and their fascinating journeys. The participants including Jo Szeto, Judy Wolf, Randy Fewel, Pauline Weaver, Kimmi Tang, Maria Elena Gomez, Kathy Garfinkle, and Rosemarie Everett were eager to begin the discourse. A white board was available for participants to write a character trait they admired in themselves or other women they knew.

Things really got on the way when we worked with partners and tried to guess something we did not know about our partner. We began our open discussion by relating our most fun and memorable experiences. This opened the channel of communication, and we began to discuss many other topics from family history to education and childhood memories. The meeting took a more serious turn when we discussed the challenges of aging and focused on talking about alternative living situations when elder care is necessary. We also considered the importance of openly talking about death and not making it a taboo subject. From there the more casual conversation just continued until our gathering concluded after 2 ½ hours. We shared our lives and our friendships as we honored our place in Women's History.



Women's History Month participants were, from left, Pauline Weaver, Maria Elena Gomez, Randy Fewel, Jo Szeto, Kathy Garfinkle, Rosemarie Everett, Kimmi Tang, and Judy Wolf.



## What's New in the Garden



### *Time To Plant*

**By Kris Sandoe**

Now that the soil has warmed up and the weather is settling, it is time to plant your vegetables!

If you started tomatoes, peppers, and eggplants indoors, they still need to be “hardened off.” This process gets the tender, young plants used to being outside. Start with moving your plants outside for an hour or two at a time. Increase the time spent outside on your porch or semi-enclosed area. This process can take 10 days to 2 weeks. I find myself getting impatient and placing them outside for longer times. Sometimes they are fine, but sometimes that is too much heat or wind stress for them.



Local nurseries are full of plants as well, if you did not start your own.

When you transplant your tomato plants, try digging a 6-inch trench and burying 2/3 of the transplant on its side rather than a deep hole—this leads to stronger plants. Just curve the main stem up and cover the rest of the plant (including some of the side stems) with soil. This results in the stems creating more roots.

Remember to improve your beds before transplanting.

I usually add compost and chicken manure to mine. I dig down at least one foot and work the amendments in well.

Now is also the time to plant or transplant zucchini, summer and winter squash, and many lovely annual and perennial flowers for your gardens.

## Money, Money, Money



### *How Fast Can Your Money Grow?*

**By Judy Wolf**

Can money be fun to play with? Let's use the magic number of 72. Why is 72 a magic number? Just see how you can play with it.

Using this number with your investments can tell you a lot about your rate of return and length of time it would take to double your money.

If your money doubles in three years: Take 3 into 72 and you have 24. 24% would be your rate of return. If you put cash into a CD or other fixed-rate instrument you can determine when that amount would double. Suppose your rate of return was 6%, take 6 into 72 and it would be 12 years for your money to double.

## SPECIAL INTEREST GROUPS



### Afternoon Lit

Afternoon Lit will meet at the home of Patty Allen on April 30 at 2 pm. She will review *Small Things Like These* by Claire Keegan. Please let her know if you are attending.



### Book Talk

On April 8, 1 p.m., Book Talkers will meet at the home of Carol Ramos for Carol's discussion of *The Diamond Eye* by Kate Quinn. The novel is a historical fiction account of a Russian woman who had more than 300 kills as a sniper during World War II.



### Cultural Cuisine

This month we will be going to Fremont Afghan Kabob, located at 5379 Mowry Avenue.

Time is 6:30pm on Tuesday, April 16. Fremont Afghan Kabob is near the Country Way Restaurant between Farwell and the freeway.

Please RSVP to Judy Wolf at 510-657-5589 or [judyjudyjudy1940@gmail.com](mailto:judyjudyjudy1940@gmail.com) by Sunday, April 14, at 5pm.



### Tuesday Chat with ESL Students

Tuesday Chat meets every Tuesday afternoon from 4pm to 5pm at the Fremont Main Library, 4200 Stevenson, Fukaya Room A, to chat with ESL speakers about everyday topics. The program is to help people from foreign countries improve their English conversational skills.

People new to the USA living in the Tri-City area come to the library and meet with native English speakers and work on conversation. Several of the tutors have been AAUW members. During the covid pandemic, the group met on Zoom. Now the ESL chat is back at the library.

If you enjoy talking and meeting people of other cultures, this is a way to expand your world-wide experiences. Please consider joining the group. For more information, call Jui-Lan Liu at the Fremont Main Library at 510-745-1444, or email her at [jliu@aclibrary.org](mailto:jliu@aclibrary.org).

## ARTS Exploring the Arts

By Karen L. McCreedy

Olive Hyde Art Gallery, 123 Washington Blvd., Fremont, CA 94539

Opening Reception: April 12 (7-9 pm),

The Gallery is open Thursday-Sunday, 12 noon – 5pm during exhibitions



## Yoga for Body and Spirit

This group meets every Thursday at 11:15 at Jo Szeto's house. Lunch is included. For more information, call Jo.

## THIS 'N THAT

### *Important Dates*

- Should we open AAUW membership to any individual who supports AAUW's mission of advancing equity for women and girls? Vote online from April 3 to noon on May 15. Results will be announced online May 15. For more information, click on the **February Twig**, or attend AAUW National's Q&A Webinar on Tuesday, April 2, at 4pm. Click **here** to register.
- All members are welcome to attend the next Branch board of directors meeting on April 5 from 10am to noon at 4116 Thornton Avenue, Fremont. If you would like to attend but can't meet at 10am on a Friday, please let us know your availability by emailing **aaufremontbranch@gmail.com**
- Winners of the AAUW Fremont scholarships for Ohlone College students will be announced April 10 by the Ohlone Foundation. One scholarship will be given to a student graduating from Ohlone and attending a four-year school, and two scholarships will be given to continuing students.
- Ohlone's annual Gender Day will be held April 24. To volunteer, or for more information, click on **"Equal Pay-Day" Cookie Event Needs Volunteers**.
- The AAUW CA annual meeting/event will be April 27. Registration is required. Click **here** to register. For more information, click on **AAUW-CA Happenings**.
- The installation of new officers will be held June 1, at a location still to be determined.
- TechTrek Ice Cream Social is tentatively planned for June 2. Come out and meet the girls you are sending to Camp Carson at Cal State Monterey Bay.

## *Support Our Members*



Enjoy new and bestselling titles for all ages personally curated by Amy and her staff at Banter Bookshop in downtown Fremont! **AAUW Fremont book club titles receive a 15% discount.** Click on the photo to browse Banter's in-store events.



Katryn Bury is the author of the tween detective series *Drew Leclair Gets a Clue* (nominated for three book awards) and *Drew Leclair Crushes the Case*. Click on the image to learn about Katryn's third title, debuting Fall 2024!



Alice's Photoland, your Twig Curator Alice Manfredi's professional portrait studio, covers all types of shoots such as: Family, Mother & Child, Maternity, Engagement, Graduations, and more. Click on the logo to see samples of her work.