



From Pat's Desk...

One of the big topics in the news lately is sexual harassment. Harvey Weinstein, Bill O'Reilly, Roger Ailes, Bill Cosby... and the list goes on as more and more come forward with allegations of sexual harassment. You can find an excellent article at www.aauw.org entitled "Know Your Rights: Workplace Sexual Harassment". Sexual harassment is a form of sex discrimination that violates [Title VII of the Civil Rights Act of 1964](#). Very generally, "sexual harassment" describes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Did you know there are generally two types of sexual harassment claims? 1. Quid pro quo: an employment decision — like a promotion, an assignment, or even keeping your job — is based on your submission to the sexual harassment. 2. Hostile work environment: the sexual harassment makes your workplace environment intimidating, hostile, or offensive. Read more about this topic on the website.

We had an excellent speaker in October, Dr. Sarah Thébaud, who spoke on "Gender Bias at Work: What is the problem and how can we fix it?" There are often subconscious biases that affect employment and promotions—people are really not aware of the biases that they have that cloud their decision making. She recommended a book by Joan Williams entitled "What Works for Women at Work." So whether it is blatant sex discrimination or subconscious biases, there is still the gender pay gap and a lack of women in leadership roles in both government and business. Learn more on the AAUW recommendations to improve the gaps on their website. It is important that we educate ourselves as well as others on this topic.

Pat Grijalva, President

AAUW Fund

At the October Board meeting of the Lompoc – Vandenberg AAUW Branch, we decided to continue our new tradition of utilizing our holiday celebration on December 3 as an opportunity for members to make donations to the AAUW Fund during the season of giving. As you begin to plan your charitable contributions, prior to the calendar and tax year end, please keep the AAUW Fund in mind. Identify why you are giving and which entities fill that definition. For the 2017 – 2018 academic year, we as AAUW members and supporters were able to award more than \$3.7 to 250 women scholars (26 of those recipients are studying in California) and non-profit organizations orchestrated by the national organization. Our annual Chapter gift is important.

The general membership at the May Annual Meeting also designated the shared profits from the July PCPA event to benefit the AAUW Fund. As of this writing, the check amount is estimated at about \$375.

The Board discussed and approved the concept of a raffle for the AAUW Fund to be held in July. If you would like to help with items or suggestions, please contact me at katismith2002@yahoo.com, or committee members Elena Jones and Mary Beth Parks.

In the October “Scattered Seeds,” a request was made to those members who wish to make a \$100 gift (or more) to assist the AAUW Fund. Again, if fifteen members step up before December 31, 2017, we shall have achieved our annual goal.

Please remember: any day is a good day to contribute to the AAUW Fund!

Kati , AAUW Fund Vice President

Membership

Dear fellow members,

As you know, membership is everyone’s concern. AAUW National reminds us that a “branch’s ability to attract and retain members relates not only to AAUW’s benefits and mission, but also to the satisfying and rewarding experience of being part of the branch team”.

We encourage you to invite prospective members to attend our public events and meetings. They'll hear about inspiring AAUW initiatives and receive a discount on dues if they join at the public meeting.

Membership (Continued)

I also invite you to “Sharpen Your Skills on Fostering Diversity and Inclusion” by attending the free skill-building webinar that AAUW National will hold on November 14th. You will hear ideas and find out best practices for developing diversity and inclusion in our branch. Register on-line at <https://www.aauw.org/event/2017/11/skill-training-webinars/>.

If you'd like to watch the webinar with me, please call or e-mail me so we can get together at my house!

Elena , Membership VP

Branch Programs

Sunday, December 3, 2017—A Holiday Affair

Let's celebrate the 2017 holidays with good friends, good food and good spirit!

Kari is once again opening her beautiful home to us and prospective members. Please bring your favorite holiday appetizer and/or favorite drink to share. The Cabrillo High School Band will entertain us, as they did last year! And we are thinking of new activities with valuable prizes! It should be lots of fun!

Where: Country Club area off St. Andrews Way.

When: Sunday, December 3 from 2-4 pm.

RSVP: lompocvandenbergc@aaauw.net by December 1

I hope you will be able to join us!

SAVE THE DATE: Friday, January 12, 2018: International Night in India, Bhutan and Nepal at Valley of the Flowers Church, 6 pm for Indian potluck! 7 pm Program! More details will follow in the January 2018 “Scattered Seeds”

Branch Programs (Continued)

2017 Member Directory

The new Directory has been printed and hand delivered or mailed to each member. If you didn't receive your new copy, please let us know. Many thanks to everyone who took copies at the last meeting and delivered them to save us postage. The ones left after the meeting were delivered by Elena, Pamela and me.

Our Directory is now posted on our website under the "Members Only" tab which requires the password sent to you a few days ago! Missed that email? Let me know and I will send it again. Remember this password is just for our members as secret "stuff" is shared there! If you haven't looked at our website lately, take a peek at <http://lompocvanderberg-ca.aauw.net> as it has been updated recently by a talented AAUW staff member in DC.

Dianne Owens, Program VP

Public Policy

I recently added the Lompoc Vandenberg branch website to my bookmarks and found that from there, I can access the Two Minute Activist site to weigh in on current legislation. Here are two important educational issues currently being addressed:

Public Funds for Public Schools: Oppose Private School Vouchers!

"Public funds belong in public schools. When those funds are re-directed to private and religious schools through school voucher programs, we put the education and civil rights of women and girls at risk. Private and religious schools are not held to the same civil rights and accountability standards as public schools, and for this reason, AAUW has long opposed the use of public funds for voucher programs.

Urge your members of Congress to stand up for public education by opposing private school voucher programs!

Although promoted as "school choice," vouchers do not provide true choices for students and parents. Not all public school students can access voucher schools, as private schools can reject any applicant they choose. Most concerning, private schools often do not have to adhere to federal civil rights laws, specifically Title IX, allowing for the discrimination of students on the basis of sex, disability, or English language ability.

Public Policy (Continued)

It is imperative that we use taxpayer dollars for educational programs that are held to high standards and measures of accountability. Voucher programs provide little accountability to taxpayers because many private schools do not adhere to the same curriculum and reporting requirements of public schools. Research has also shown that voucher programs do not improve academic opportunity and student performance; students enrolled in voucher programs usually perform at the same level or below that of students in public schools.

Take action now. Tell Congress we shouldn't give our tax dollars to unaccountable private schools.

Instead of funneling federal taxpayer dollars to private schools, Congress should invest these funds in public schools that are accessible to all students, no matter their gender, disability, economic status, or educational achievement."

Tell Congress: Stand Up for Dreamers! Pass the Dream Act Without Amendment

"For the past five years, the Deferred Action for Childhood Arrivals (DACA) program has provided nearly 800,000 recipients the ability to attend school, go to work, and contribute to our economy without fear of deportation. But with a simple swipe of the pen, President Trump has moved toward ending the DACA program, taking with it the opportunity for thousands of immigrants to achieve the American Dream.

DACA recipients – also known as Dreamers – are an integral part of our communities. Ninety-seven percent are either in school or employed. One-quarter are enrolled in institutions of higher education while another third are in high school and considering their options for postsecondary education and

career training. AAUW understands the impact that education has on the lives of students and on the nation's overall prosperity and strength. The DACA program has opened the doors to higher education for thousands of Dreamers, while developing a skilled workforce prepared to compete in the global economy. Our commitment to increasing opportunities in education for all women and girls stands firm.

Tell Congress: Stand Up for Dreamers! Pass the Dream Act Without Amendment (Continued)

The President's decision to end DACA is both morally and fiscally irresponsible and Congress must take action. Tell Congress we must protect Dreamers and pass the Dream Act today!

The Dream Act is a bipartisan, bicameral bill that would offer many, including DACA recipients, protection from deportation while allowing them to continue to access education or work and contribute to our society. Our higher education system and our economy are stronger because of contributions of DACA recipients."

Marell Brooks, Public Policy Chair

Interest Groups**Dine-out, Food, Fun and Friends Group (2nd Thursday of the month)**

The November Dine-out will be Thursday, November 9th at the Willows Restaurant located at the Chumash Resort and Casino. Those who would like to carpool will meet at St. Mary's Church at 5:15 p.m. Reservations must be in by Tuesday. No exceptions. Please email or call Leslie for reservations. The Bookstore - 735-9729. Email at bookstor@verizon.net

The December Dine-out will be December 14th at The Far Western in Old Orcutt. We will send more details via email to the normal dine-out group. If you are interested in attending, please contact Leslie or Billye.

Leslie & Billye, Chairs

AAUW WOW Group — "Women Of Wine"

The Women of Wine shall meet four times this coming year. January we shall be doing champagnes and desserts. More information will be provided at a later time.

Contact Billye for information if you are interested in learning more about wine.

Billye

Roaming Readers (1st Monday of the month)

<u>Date</u>	<u>Book</u>	<u>Host</u>
November 6	All-Girl Filling Station's Last Reunion (Fannie Flag)	Carol Ann
December 4	The Light Between Oceans (M.L. Stedman)	Eileen
January 8	Reader's Choice	
February 5	My Brilliant Friend (Elena Ferrante)	Myra
March 5	My Life on the Road (Gloria Steinem)	Leah
April 2	Mrs. Lincoln's Dressmaker (Jennifer Chiaverini)	Cathy
May 7	The Other Einstein (Maria Benedict)	Sally

Roaming Readers meets the first Monday of each month at 9:00 a.m. at a place of the host's choice. If a holiday falls on the first Monday of the month, we meet on the second Monday. Guests are always welcome. Questions can be directed to the co-chairs: Carol Ann and Cathy

Carol Ann and Cathy, Co-Chairs

P.M. Book Explorers (3rd Wednesday of each month)

November 15, "Dark Money" by Jane Mayer; Location - ??; Treats - ??; Drinks - ??

December - no meeting

January 17 "Unfinished Business" by Anne Marie Slaughter; Location - ??; Treats - ??; Drinks - ??

We usually meet the 3rd Wed. of each month at 7 p.m. Members whose homes are not convenient can volunteer to bring treats or beverage. The hostess will provide water and tea. Please e-mail me if you would like to volunteer treats or beverage and possible book choices. The following books have been suggested: "My Stroke of Insight", "In Dubious Battle", "Rogue Lawyer", "Just Mercy". If you suggest a book, please check to see if it is in paperback. Some of our members do not use e-books and find hardbacks would not be their first choice to purchase if the book is not available through the library. The three books listed are all available in paperback. Please feel free to contact Gail for further information.

Gail, Chair

Armchair Travelers (4th Thursday of the month)

Maureen, Cindi, and Julie will share their boating adventures along the Columbia River. We will meet at Sally's home on Thursday, Nov. 16 at 7:00 p.m.

Thanks Elena for putting it on Evite too.

In December we won't have a program and January will be the travel program at the AAUW general meeting and February I have a program set-up for Cuba. I also have to announce that I will have to give-up doing Armchair Travelers after the February program. I have done it for four years and feel I need to give someone else this opportunity.

Sally, Chair

Mission Walkers Group (Weekdays)

Join the AAUW women who walk the La Purisima Mission every Monday through Friday at 8:30 am. Just show up to enjoy the walk and great company. If you need more information, contact Marell. If you are interested in walking on the weekends, please let the group know.

Calendar of Events

November 2	General Meeting & Program: "amuyich: Spirit of Generosity"
November 6	Roaming Readers: "All-Girl Filling Station's Last Reunion" by Fannie Flag
November 9	Dine Out Group at Willows at Chumash Casino
November 15	PM Book Explorers "Dark Money" by Jane Mayer
November 16	Armchair Travelers: Boating Adventures along the Columbia River
December 3	Holiday Social
December 4	Roaming Readers: "The Light Between Oceans" by M.L. Stedman
December 14	Dine Out Group at Far Western Tavern in Orcutt
January 12	International Night to India, Bhutan and Nepal
August 11	Santa Barbara County IBC PCPA event: Mamma Mia!

Lompoc-Vandenberg AAUW Branch Information

LV Branch Website: <http://lompocvandenberg-ca.aauw.net/>

LV Branch Mailing address: P.O. Box 2523. Lompoc, CA 93438

Facebook: Lompoc-Vandenberg AAUW

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research. AAUW values and seeks a diverse membership. There is no barrier to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, or disability.

Scattered Seeds Editor: Julie