



From Pam...

Rise up and VOTE!

Pam, President



Programs

Vote 2020: AAUW Dual Language Virtual Candidate Forums - Phenomenally Impactful

AAUW hosted 2 Dual Language Virtual Candidate Forums in October as a service to the community. Our forum on 1 October for candidates running for city council and mayor was professionally moderated by AAUW State President and our own Lompoc-Vandenberg member Dianne Owens. Our forum on 8 October for candidates running for Lompoc School Board was professionally moderated by long-time educator and AAUW ally Mike P. Our time keepers for both forums kept things on track: Wynn and Tim.

The attendance numbers for these forums topped 350 in Zoom attendees alone, while many additional people viewed the forums on TAP TV or listened on KPEG. The feedback was overwhelmingly positive and appreciative of AAUW hosting these forums, the only non-partisan dual language virtual forums held where 100% of the candidates running participated. For the first time, the forums were interpreted live in Spanish providing greater access to these candidates by our entire community. These forums were also recorded and, as of tonight (10/25/20), the forums have been viewed over 200 times. Against an industry standard benchmark for Zoom, AAUW forum participation results were over 50% higher than the benchmark standard! In addition to providing non-partisan candidate forums, AAUW included vital, up-to-date information to the community on how to vote safely this year...the year marking the 100th anniversary of the first votes for women in the US!

Many thanks to the forum planning team who made these forums such a success: Barbara B., Marell, Amy, Pam, Alice, Elena and Mike. Many thanks to Janet who assisted on the city forum planning team. In addition, the Zoom technical team was in action, thanks to Pam and Kari. They say it takes a village and, with virtual Zoom forums, it takes a village on steroids: a committed, persistent and professional team which continues in the tradition of AAUW by distinguishing itself in making positive impacts on our community.

A few members of AAUW and a few members from the community asked whether the questions to the candidates were shared in advance of the city forum. They were not. For both forums, the candidates received broad topic areas a week before the forum, but not the specific questions which were asked the night of the forum. If a candidate read a response, it is likely that the campaign office prepared a standard response around the topic area alone.

Programs (Continued)

Finally, all of this was possible (live translation, live streaming and recording, Zoom webinar fees, publication outreach and more!) with the funding awarded to AAUW from the Emerging Need Grant by the Fund for Santa Barbara.

Didn't get a chance to see them live? You can still access the recorded forums either on our AAUW [YouTube](#) channel or on Tap TV channel.

And importantly: our power is our voice and our voice is our vote. Let's vote and assist others in registering and knowing how to vote safely!

Save the date!

Get your Ugly On... it's a virtual Holiday AAUW celebration on Friday, December 4, 5-6 PM!

We all have them and now it's time to find them! Deep in the bowels of the darkest corner of your closet... your ugly Christmas sweater (or equivalent). There will be a general meeting, an ugly sweater contest and some other holiday fun and cheer... virtually, as we get ready to put a bow on 2020!

In the spirit of the holidays, let me know by email if you are interested in mentoring a middle school girl. With all the experience and wisdom in our chapter, we could further our impact in the next generation.

Lucy, Program VP



Public Policy

As I write this on October 24, ten days before the general election on November 3, at least 33% of voters in the Lompoc-Vandenberg area have already voted and turned in their absentee ballots. This is good news. The more voters who choose to vote early, the sooner we will get the results of local elections.

Public Policy (Continued)

In our pursuit of AAUW's position that women should be equally represented in the fields of Science, Technology, Engineering and Mathematics (STEM), it is useful to understand the implicit biases at work against the attainment of this goal. The following is from the AAUW website on the subject of our hidden prejudices with regard to women in leadership. We have a lot of work to do!

"Most people have unconscious biases that have been shaped by the world around us. Uncovering the biases is an important step to eliminating them. This interactive quiz* — created by AAUW, Project Implicit and Harvard University — will help you identify your implicit biases about women in leadership roles.

Studies using the Implicit Association Test (IAT) have shown that most people more easily associate men with science and women with the arts, men with careers and women with homemaking, and men with being leaders and women with being supporters.

For example, academic scientists who looked at identical résumés belonging either to "John" or "Jennifer" perceived Jennifer as less competent. They were less likely to offer to mentor Jennifer and were **more likely to say they would hire John** to be a lab manager. When asked what starting salary they'd offer the two candidates based on the same résumé, they proposed a salary that was \$4,000 (13%) higher for John than for Jennifer. And female scientists showed the same type of bias against Jennifer that male scientists did.

Fortunately, studies suggest that it may be possible to reduce bias in our minds and in our workplaces. **One study** found that systematic consideration of personal judgments can help combat bias in the evaluation of women in leadership positions. **Another** of university professors indicated that a program of anti-bias education improved the environment in their departments. Knowing about the unconscious associations and connections we hold is the first step toward correcting our biases.

So how do we uncover them? AAUW has collaborated with Project Implicit and Harvard University researchers to create a test that looks at the mental associations we make between gender and a variety of concepts, many of which affect our beliefs about women in positions of leadership."

Janet, Public Policy Chair

AAUW-CA News

Keep the questions coming to ASK US FIRST at askusfirst@aauw-ca.org to get an answer to any question. If one of our Leadership Team members does not know the answer, we will find out for you.

In addition to creating our next issue of the new *California Connection*, the Communications team has been hard at work finalizing and publishing both the [2020-2021 AAUW California Directory](#) and the [AAUW California Administrative Packet](#). The password is required to access the California Directory. Both are posted on the website and everyone who requested a printed copy will receive it in mid-September. The Directory contains the listings of state committee members, the AAUW California calendar, the webinar schedule, and more.

Do you have an idea for a project that could enhance the mission of AAUW in 2021-22? Perhaps you are already developing one. Could you use a little financial help? AAUW California is offering grants of up to \$500 for the best one or two proposals. You have time to get organized: applications are due on March 1, 2021. Any member, branch, or AAUW affiliate may apply. Click [HERE](#) for directions and application forms.



AAUW Fund

Remember churro sales? Lompoc Monopoly? Lobster Fly in? Long-time members will remember these fundraisers for what was then known as EF (Educational Foundation).

That was then. This is now. The annual appeal for the Branch AAUW Fund will occur during the month of November. With the election behind us, we now should focus on all the good work AAUW does to support women in education. Our branch goal is \$1,500. Many members have already contributed to the national appeal via products and programs online. With Covid-19, our branch won't be meeting physically, so I am asking that members who wish to donate to AAUW Fund this year send a check to me or directly to Leslie, our treasurer, by November 30th. These checks should be made out to Lompoc-Vandenberg AAUW, but note on the check it is for AAUW Fund. If you want your donation to go to a particular category, please note the number from the chart on the next page on your check also.

We need to send our branch contribution in early December.

AAUW Fund (Continued)

How to Support AAUW's Mission

Thank you for promoting equity for women and girls by supporting AAUW's critical work! When supporting the following funds, you give AAUW the ability to carry out its bold, strategic vision for the future.



AAUW Greatest Needs Fund (9110)

Allows AAUW the flexibility to respond rapidly to new and emerging challenges facing women and girls and to utilize your gift where it's needed most. This fund ensures the strength, relevance, and viability of AAUW into the future.



Education and Training Fund (4450)

Addresses the barriers and implicit biases that hinder the advancement of women by championing equal access to education and ensuring that education at every level is free from sex discrimination.

**STEM
Title IX
Pathways to Jobs**

*Examples of programs include:
Fellowships Alumnae Initiatives
Fellowships and Grants
Public Policy
Research*



Economic Security Fund (4449)

Ensures livelihoods for women through achieving pay equity for women, providing training in salary negotiation, and deepening women's retirement security and quality of life.

**Pay Equity
Title VII
Retirement Security**

*Examples of programs include:
Start Smart
Work Smart
Work Smart Online
Legal Advocacy Fund*



Leadership Fund (4452)

Supports the effort to close the gender gap in leadership opportunities by bolstering the participation of and increasing the number of girls and women in leadership roles, particularly in education and nonprofit organizations.

**Career
Workplace
Training**

*Examples of programs include:
Campus Action Projects
Empower
NCCWSL*

Contributions to AAUW are fully tax-deductible and can be sent to the address below or made online at www.aauw.org/contribute.

P.O. Box 98045
Washington, DC 20090-8045
800.326.2289 | connect@aauw.org
www.aauw.org

Marell, AAUW Fund VP

Interest Groups

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.



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

Because of the restrictions that restaurants are under due to COVID-19, formal Dine Out is canceled for now.

But please support our local restaurants by ordering take-out. There are two places to find out who is serving and what you can order. The first is the Lompoc Chamber of Commerce and the other is the Lompoc Restaurants Facebook page.

Thanks everyone.

Leslie & Billye, Co-Chairs



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

Please contact P.M. Book Explorers members for future books and locations.

We usually meet the 3rd Wednesday 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. If you suggest a book, please check to see if it is in paperback or available through the library. Please feel free to contact Gail for further information.

Gail, Chair



Interest Groups (Continued)**Roaming Readers (1st Monday of the month)**

Please contact Roaming Readers members for the future books and locations.

Roaming Readers usually 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, Co-Chairs

**Calendar of Events**

November 2	Roaming Readers: Contact organizers
November 18	PM Book Explorers: Contact organizers
December 4	Branch General Meeting & Holiday Party
December 7	Roaming Readers: Contact organizers
December 16	PM Book Explorers: Contact organizers

Lompoc-Vandenberg AAUW Branch Information

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

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

LV Branch e-mail address: lompocvandenberg-ca@aauw.net

Facebook: [Lompoc-Vandenberg AAUW](https://www.facebook.com/Lompoc-Vandenberg-AAUW)

Instagram: [@aauw_lompocvandenberg](https://www.instagram.com/aauw_lompocvandenberg)

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



