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**2025/2026 Executive Board**President

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VP Co-Membership

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Alice Down

[rf.amdown@comcast.net](mailto:rf.amdown@comcast.net)**Branch Website:**<https://lompocvandenbergaauw.net/>**Branch Number: 0130****Presidents' Report**

This has been an eventful summer! August is usually a month of vacations, getting the best deal on swimsuits and barbecue grills, before they bring out the Halloween and Christmas decorations! But no poolside naps for us, AAUW was on the move! The August 21 Education Townhall was an amazing success that required weeks of behind-the-scenes planning. There are pictures of the event and more details later in this newsletter. Many thanks to Lucy, Kay, Pam, Barbara, Jenelle, Clara, Carmen, Mary, Janet, Wynn and Alice (reprising their roles as official timekeepers!), Terry, Katie, Leslie, Dulcie and many others! No stone was left unturned as AAUW, Lompoc Unified School District (LUSD), and AHC (Alan Hancock College) promoted the event through email, presentations, radio, TAP TV, KPEG Radio, *ParentSquare*, public and social media announcements, posters staked on school lawns, flyers stuffed into kids backpacks at give-away events, and just plain word of mouth. And while we are saluting August events, I also wanted to thank Barbara and Terry for 'representing' at the Lompoc AHC Hancock Hello event on 8/5 and keeping AAUW front and center for local college students. Looking forward to an event filled fall!

***Dinah Lockhart: President***



### Five Star Status for the 2<sup>nd</sup> Year in a Row!

Just when you thought it couldn't get any better, the **Lompoc-Vandenberg Inc. (CA) Branch** has achieved **all five stars** in the Five Star Program for FY25, the highest national recognition awarded! According to AAUW National, "This distinction reflects exemplary leadership and impact across **Advancement, Public Policy & Advocacy, Governance & Sustainability, Programming, and Communications & External Relations**. Your branch has set a powerful example of mission-aligned, sustainable work that strengthens your community and AAUW nationwide. Thank you for your dedication and for completing the **Annual Branch Survey**, which made this recognition possible." This honor will include our branch featured in a brief video showcasing our accomplishments. We will also receive an honorary "webpage badge" celebrating our FY25 Five-Star achievement. Thank you, Lucy and Kay, for submitting our branch for recognition and for our membership who support and actively participate in each of these categories! Lompoc-Vandenberg was one of only 54 branches (out of 1,000 branches) to be awarded this distinction.

***Dinah Lockhart: President***

### Programs

Attention all members! We are in need of a Programs Chair VP! Do you have ideas for fun and interesting activities that the members can participate with each month? Then you fit the job. We need someone to lead with not only community activities, but social activities to support friendship and community amongst our members. Please contact our President Dinah Lockhart if you are interested.

***Kari Rosson: Newsletter Editor***

### Wonderful Participation in Education Town Hall

The Dual Language Education Town Hall that was held on August 21, 2025 at the Dick DeWees Community Center was a great success. Over 50 people attended the event in person with another 50 watching via Zoom. The total number of YouTube views (in Spanish and in English) were approximately another 100 making the total of attendance plus views 229! The responses to the surveys were overwhelmingly positive with a few suggestions as to how to improve in the future – providing childcare, an ASL interpreter and wider advertising about the event. LUSD Superintendent of Schools, Dr. Clara Finneran and Allan Hancock President, Dr. Kevin Walthers provided impactful and timely information and fielded questions on a range of issues including academic achievement, school safety and student support. A link to the slides presented by Dr. Finneran and Dr. Walthers as well as a link to the Town Hall itself are below.

Many thanks go out to everyone who made this event a success including Terry Forss, Pam Buchanan, Pam Gates, Barbara Bolton, Janet Blevins, Mary Schaeffer, Lucy Thoms-Harrington, Dulcie Sinn, Jenelle Osborne, Leslie Sevier, Wynn Clevenger, Alice Down, Katie Brenna and Dinah Lockhart.

[https://www.canva.com/design/DAGv4F3iWyl/e86qfd8dffa1HOPMrE3EnQ/view?utm\\_content=DAGv4F3iWyl&utm\\_campaign=designshare&utm\\_medium=link2&utm\\_source=uniquelinks&utlId=hbe4dc1b509](https://www.canva.com/design/DAGv4F3iWyl/e86qfd8dffa1HOPMrE3EnQ/view?utm_content=DAGv4F3iWyl&utm_campaign=designshare&utm_medium=link2&utm_source=uniquelinks&utlId=hbe4dc1b509)

[AAUW Lompoc Town Hall August 2025.pptx](#)

<https://youtu.be/yq03ey8R0Ks?si=ENYa0elctMSXpo9a>



**Dinah Lockhart: President**  
**Kay Duffy Taylor: Co-Membership**

### **Impressions of the August Education Townhall and the Start of The School Year**

There is delight at the start of the school year, replete with new school supplies, freshly decorated classrooms, reinvigorated students and teachers, joyful parents, and my favorite, new shoes. In Lompoc Unified, we have had a wonderful start to the 2025-26 school year. We had a few bumps, including complicated password resets, yet overall, it has been smooth. We are on the heels of our first few Measure M bond-funded projects, such as new roofing and flooring, and we are driving forward with very specific actions connected to our three goals: 1) Each of our students will graduate and will be college-and carer-ready; 2) Each of our students will be on grade level in English Language arts and math; and 3) Educational partners (staff, students, families, community members) will work together to ensure that systems and plans meet the diverse needs of our students.

A particular highlight of the start of this school year was the Education Town Hall hosted on August 21 by AAUW, in partnership with The Fund for Santa Barbara and several other organizations. Between the in-person attendees, the Zoom attendees, and those who have watched the recording, 250-plus persons have accessed the information. During this time in our history, in which public education has become an unfortunate central venue for all key political topics and opinions, resulting in deep misunderstanding and the dismantling of one of the key systems of our democratic society, there is no more important time for civil public discourse. We must continue to demonstrate the powerful, broad impact and value of public education without unnecessarily mirroring ourselves in the often-political distractions, by doing the work, sharing the work, and unabashedly declaring its successes. Thank you to our LUSD community, Dr. Walthers and team at Allan Hancock, all of our community partners who generously provided personnel and information, and a particular thank you to the AAUW organizers and volunteers, and The Fund for Santa Barbara. Because of your thoughtful vision and work, a collaborative, positive, informative evening came to fruition, benefitting our entire community.

***Dr. Clara Finneran: Superintendent***



### **IBC Theaterfest is a huge hit!**

Another fun event was the AAUW Interbranch Council social at the August 16th Solvang PCPA for the “Something Rotten” production. Who would have thought Shakespeare was the 16th century equivalent of Elvis?! Sitting down picnic-style and sharing a bite to eat with other AAUW members felt energizing.



## Membership

### **Membership Renewal & Annual Dues**

Thank you for being a member of AAUW and making a positive impact on the lives of girls and women in our community, state and nation.

Many of us have paid our annual dues but those who have not, the time is now to pay your dues. AAUW National dues are \$74.00 and are 100% tax deductible. The CA State dues are \$30.00. Local branch dues remain at \$23.00. In summary, the total is \$127.00.

***If dues become a hardship please reach out! We value and appreciate your membership!!***

Honorary Lifetime members pay 0; lifetime members only pay state and branch dues **by check** (see below):

#### **How to Pay:**

Payment online is through the AAUW National Site at <https://www.aauw.org/> where you will see a Renew Tab after logging in. For payment by check, please make it out to AAUW Lompoc-Vandenberg, note "dues branch CA 130" in the memo line and please mail it to PO 2523, Lompoc, CA 93438.

#### Recruitment Discounts and Waivers - Coupon Codes

The [Shape the Future Campaign](#) discount of 50% off national dues for new members (those entirely new to AAUW or rejoining after two or more years) remains. Use the coupon code **STFFY26** at checkout. The [report](#) of free membership and redemption form is available through **October 31st!** The coupon codes for AAUW College/University member students are **CUStudentFY26** for Student Associates (undergraduates); **CUGradStudentFY26** for Graduate Students.

***Kay Duffy Taylor: Co-Membership VP***  
***Leslie Sevier: Co-Membership VP***







### Treasurer Report

According to our Branch bylaws (Article XIII. Section 3), the annual budget shall be reviewed by the board of directors, published in the branch newsletter, and adopted by the membership no later than October 2025. The board has reviewed the following proposed budget. You have the opportunity to vote on the proposed budget at the General Meeting on September 21st (Sunday) beginning at 1:50pm. Please address any questions regarding the proposed budget to Terry Forss or Jan Keller, co-treasurers.

#### PROPOSED

#### LOMPOC-VANDENBERG AAUW ANNUAL BUDGET 7/1/25-6/30/26

LINE ITEMS	BALANCE 7/1/25	PROJECTED INCOME	PROJECTED EXPENSES	BALANCE 6/30/26 PROJECTED
<b>GENERAL ACCOUNT</b>	<b>\$11,611.25</b>			<b>\$11,052.00</b>
Membership 80x \$23	\$8479.00	\$1,840.00		\$10,319.00
Programs	\$586.40		\$400.00	\$186.40
Administrative: i.e. Insurance, Office Supplies, Postal, Corp. Fees, Zoom	\$2,545.85		\$2,000.00	\$545.85
Interest (Admin)		\$0.75		\$ .75
<b>SCHOLARSHIP</b>	<b>\$4,073.29</b>	<b>\$2,000.00</b>	<b>\$2,000.00</b>	<b>\$4,073.29</b>
<b>PEDAL THE PACIFIC</b>	<b>\$100.00</b>		<b>\$100.00</b>	<b>0</b>
<b>FUND FOR SB</b>	<b>\$3,302.57</b>		<b>\$3,302.57</b>	<b>0</b>
<b>TOTALS</b>	<b>\$19,087.11</b>	<b>\$3,840.75</b>	<b>\$7,802.57</b>	<b>\$15,125.29</b>



**Terry Forss, Jan Keller: Co-Treasurers**

## Public Policy

### **Understanding the Urgency of Branch Participation in the Public Policy School Board Project**

By Seena Trigas, Member AAUW California Public Policy School Board Project

The constant noises that surround us today has had the effect on many of us wanting to “shut the door” and withdraw behind a protective shield. This is not an option if we want to protect our democracy and the rights declared in our Constitution. We must continue to protest against national policies that threaten our basic core principles, and take a stand at the state and local levels where we can have even greater impact. AAUW California’s mission and public policies are being threatened, and we will not stand by and allow this to happen. The articles that follow in our monthly AAUW California reports will present the specific violations of protected rights implemented by federal policies and local school boards throughout our state. Let’s start with a brief historical overview on the importance of our free public school system and the important role it plays in preserving our democracy.

Colonial America began the journey in Massachusetts Bay (1635) with the founding of the Boston Latin School, initially to promote the Puritan faith. Dame Schools providing reading skills for younger children were also established, and a Massachusetts law in 1647 demanded that every town comprised of 50 or more families must provide a teacher to instruct on reading and writing.

Our new nation began its journey into public education with the Land Ordinance 1785/NW Ordinance 1787 providing that the new western territories be allotted land for public school purposes. The founding fathers clearly connected the role of education in protecting our democratic republic. Thomas Jefferson proposed a system of broad, free, public education and strongly believed that “in order for a society to be self-governed, it had to be educated and free thinking.” He saw the role of education as one giving “every citizen the information he needs...to understand his duties to his neighbors and country...to know his rights.”

During the 1830s, in the era of Jacksonian Democracy, focus was on the common man achieving the vote (dropping property requirements or paying taxes); our nation witnessed the beginning of a new era in public education espousing that an informed citizenry is essential for democratic participation and the health of the republic. A key focus was on the large number of immigrants coming to our shores; we needed to instill common values in all children to prepare them for their roles within our society. It’s at this time that Thomas Mann (Massachusetts) will lead the nation in the Common School Movement, a driving force resulting in widespread free public education.

These hard-fought gains are under attack and it begins with local elections for school board members. Organizations with money are backing candidates who are attempting to restrict student rights and censure the curriculum/books available that would provide factual, open discourse. These efforts will have the exact opposite effect from the intentions of our forebears: a generation of children exposed to limited information and unprepared to engage in critical thinking necessary to fully realize the American experiment in democracy.

Please watch for future articles that will describe how the Public Policy School Board Project is fighting back. Our advocacy and commitment to our public schools is critical, with a great deal at stake. Jefferson ended this discussion: "...Only educated citizens could make the American experiment in self-government succeed."

PS:

September is also filled with online events held via Zoom, including Saint Mary's College of California New Education for Women's Leadership Institute one-day conference "[Women's Leadership in the Current Political Moment](#)" on **Sept 4th, 9:50 am-5:30 pm**; AAUW LACIC's [September program](#) on Generative AI and its impact on education, health and mental health on **Sept 14th at 2-4 pm**; AAUW Washington Online Branch's [Program on Title IX](#) on **Sept 17th, 5:30-7 pm**; the League of Women Voters' program entitled, "[The Challenges to Voting Rights Then and Now](#)" on **Sept 18th, 1-2:30 pm**; and the Public School Defenders Hub Monitors & Observers Training on "[The Brown Act](#)" on **Sept 25th, 6:30-8:30 pm**.

And because we need it, we wanted to end this dispatch with a solid win for preserving pluralistic democracy. On August 14th, a federal judge delivered a major legal victory for public education and civil rights. In *American Federation of Teachers et al. v. U.S. Department of Education et al.*, the court struck down the Trump-Vance administration's attempt to force schools nationwide to censor lessons, eliminate diversity and inclusion programs, and sign unlawful compliance certifications under threat of losing federal funding and facing criminal penalties.

**Mary Schaefer: Public Policy Chair**



**Important!** Legislation is being proposed by CA Senate Joint Resolution (SJ1-Weiner) which would rescind all of California's prior calls for an Article 5 National Constitutional Convention to prevent such a constitutional convention from being manipulated to undermine protections for voting rights, immigrants, LGBTQ+ people, people of color, and women.

[https://drive.google.com/file/d/1yFpSG13KyrSD8U\\_npRbVoTqo7UDSKy5j/view?usp=drivesdk](https://drive.google.com/file/d/1yFpSG13KyrSD8U_npRbVoTqo7UDSKy5j/view?usp=drivesdk)

These are unprecedented times, where each of us needs to act, even if it's by showing up. As I was reading Gail Collins' book "When Everything Changed: The Amazing Journey of American Women from 1960 to the Present" she recounts an event from the life of Betty Friedan, Smith College graduate and mom of 3 children, who co-founded the National Organization for Women (NOW). In 1970 Ms. Friedan led a historic nationwide strike against low wages paid to women for doing the same work that men received higher wages for. According to Ms. Collins, the overwhelming success of that strike reminded Ms. Friedan of a famous Jewish queen from the Bible who was prophetically told "Perhaps you were born for such a time as this." And perhaps we can all believe the same prediction, that we are here at this momentous time to educate, inform, and inspire positive action!

**Dinah Lockhart: President**



### AAUW Funds

If you are like me, you are fretting about the policies of the current administration and wavering between anger and hopelessness. The best antidote for me is to DO SOMETHING!

How about donating to AAUW Fund that gives the organization the power to take meaningful action on our behalf in support of our shared goals?

When you donate you can select the area you most want to support:

The Greatest Needs Fund, The Education and Training Fund, The Economic Security Fund, The Leadership Fund, or my personal favorite right now, the AAUW Action Fund that aims to support your political actions such as writing to your Congressperson.

**I recommend that you search AAUW Funds on line to get the full picture:**

Today, we face a proposal that could deeply undermine the work of every AAUW branch and state, our higher education partners, and countless nonprofits advancing justice across the country. The Department of Education has proposed a rule that threatens **AAUW, higher education, and nonprofits nationwide.**

- **What it does:** Gives officials new power to decide — based on politics or ideology — which nonprofits “deserve” to participate in Public Service Loan Forgiveness (PSLF).
- **Why it matters:** Branches and states may hesitate to speak out for fear of being targeted. Communities could lose access to education, health care, and justice. Staff could lose loan forgiveness even after years of service.

**We cannot allow PSLF to become a political weapon. Submit a comment by September 17.**

***Alice Down: AAUW Funds VP***



### College/University Liaison

**Big news: AAUW College/University e-Newsletter!**

We're launching a **College/University (C/U) e-Newsletter** — Quarterly news just for campus professionals, students, and AAUW C/U Relations officers with curated content tailored to your interests. See what [C/U is an AAUW member](#) in your community. Invite others to join us!



***Barbara Bolton: College Relations***

### TECH TREK

More than 750 campers have now joined more than 16,000 girls and women as part of the Trekker community, thanks to the unwavering persistence of founder Marie Wolback and others since 1997 in preserving its mission for girls.

Here are some results from our summer of Tech Trek camps across the state.

- There were eight in-person camps at campuses across the state.
- 700 campers completed in person, 53 completed virtual.
- 105 branches and organizations sponsored attendees across the state.
- Over 450 volunteers contributed over 20,000 hours of their time; about half were former Trekkers!!
- 95% of campers thought the experience was meaningful at some level, even if it was just the campus food that impressed them most.

Some of the campers may have thought that the week of camp was all that Tech Trek was about, but it was just the beginning. Now, they have the opportunity to become part of a tribe of like-minded girls and women who want to see them succeed at whatever they do on their STEM journey by helping them discover who they are meant to be and the future they are meant to create in their lifetime.

I hope many of our members will be able to attend our TT Camper's Presentation on September 21<sup>st</sup>, at St Mary's Episcopal Church Meeting Room. You have all worked hard by contributing to our TT camper's fund. Only you can make this opportunity available to our Lompoc girls.

Thank you for all your support!

***Wynn Clevenger: Tech Trek Chair***



YOU ARE INVITED TO JOIN US ON SEPTEMBER 21st  
ST. MARY'S EPISCOPAL CHURCH MEETING ROOM  
2800 Harris Grade Rd.

**MEMBER'S GENERAL MEETING 1:50-2:00pm**

(Members please bring anyone who might  
be interested in joining AAUW)

**MEMBERSHIP TEA**

**2:00-2:30pm**

**2025 TECH TREK CAMPER'S  
PRESENTATION**

**2:30-4:00pm**

Please bring family members who would like to  
meet the 2025 campers.

Refreshments will be served

RSVP to: Wynn Clevenger: [wynn.cleveng@gmail.com](mailto:wynn.cleveng@gmail.com)



## Diversity, Equity and Inclusion

### **Top DEI Initiative Examples to Implement in 2025:**

## Aligning with Emerging Workplace Trends

-Omer Usanmaz

Diversity, Equity, Inclusion, and Accessibility (DEIA) initiatives are now very important for organizational success. This is true in the United States, Canada, and worldwide. DEIA programs are based on equal employment laws, the Civil Rights Act of 1964, Title VII, and the Equal Employment Opportunity framework. They address workplace discrimination. They also run affirmative action programs. They promote fair environments for all employees. This includes marginalized groups, Black Americans, transgender individuals, and persons with disabilities.

Diversity and inclusion initiatives promote fairness. They also promote respect and equal opportunities. They do this in corporate America. They also do it in federal contractors, higher education, the military, and international organizations. Federal employees and grantees follow rules like Executive Order 11246, Executive Order 13985, and guidance from the Office of Management and Budget. These rules ensure they comply with civil rights protections and race-conscious policies. They include pay equity audits and skills-based hiring programs.

Recent political actions show that DEI initiatives have become a contested topic. These actions include efforts by Trump, the Florida Board of Governors, Greg Abbott, and the Stop WOKE Act. They appear in debates about Presidential or legislative actions. Research consistently shows that diversity initiatives improve work culture. They also increase employee satisfaction and boost organizational performance.

## Why DEI Initiatives Drive Organizational Benefits

- Organizations that focus on diversity, equity, and inclusion see clear benefits in many areas.
- Innovation and Productivity: Diverse teams enhance creative problem-solving, leverage multiple perspectives, and improve workplace diversity training outcomes. Programs like Project Life-Changer and DEI workshops support employees in developing leadership skills.
- Financial Performance: Studies, including LinkedIn surveys, show that inclusive organizations often outperform competitors, attract job seekers from



underrepresented groups, and respond positively to shareholder pressure for ethical and socially responsible practices.

- **Workplace Culture Change:** DEIA programs foster belonging, reduce discrimination, and support international diversity. Programs include mentorship software, Neurodiversity Programs, Accessibility initiatives, and skills-based hiring.
- **Legal and Ethical Compliance:** Implementing DEI frameworks ensures adherence to federal anti-discrimination policies, the Age Discrimination in Employment Act, Don't Ask, Don't Tell, and other civil rights protections. Attorney General oversight and Supreme Court rulings often guide policy implementation.
- **Long-Term Business Benefits:** Equity Action Plans and DEI in Canada benchmarks signal commitment to business ethics and help organizations maintain a competitive edge.
- According to McKinsey & Company, companies with high racial and ethnic diversity are 35% more likely to perform better financially than their peers. Investing in DEIA is both a moral obligation and a strategic business move.



### Common DEI Initiatives

- Organizations use several strategies. These strategies help them include DEIA principles effectively.
- **Inclusion and DEIA Workshops:** Train employees on unconscious bias, microaggressions, critical race theory, and cultural competency. Tools like the Implicit Association Test and consumer research insights help measure effectiveness.

- **Employee Resource Groups (ERGs)**: Support networks and professional development for employees from diverse backgrounds, including LGBTQ+, parents, and minority-owned business networks.
- **Recruitment and Hiring Practices**: Employ skills-based hiring, race-conscious policies, affirmative action programs, and employment equity strategies to diversify talent pipelines. Federal employment practices and agencies like the Office of Personnel Management ensure compliance.
- **Policy Changes and Accessibility Initiatives**: Address pay equity, academic freedom, environmental justice, supply chain diversity, and sexual orientation inclusivity.
- **Employee Engagement and Retention**: Qooper Mentoring Software enable feedback collection through employee satisfaction surveys, supporting retention and promotion rates monitoring.

**Leadership Accountability**: Track progress with Diversity reports and hold Chief Diversity Officers accountable for leadership development, measurable goals, and DEI compliance.

### DEI Initiative Examples

Below are examples of DEI initiatives used in federal, corporate, and educational settings.

#### 1. Inclusive Hiring Practices

**Blind Recruitment**: Remove identifying details from resumes to reduce bias.

**Diverse Interview Panels**: Ensure multiple perspectives in hiring decisions.

**Inclusive Job Descriptions**: Highlight organizational commitment to diversity, equity, and inclusion.

#### 2. Employee Resource Groups (ERGs)

- Support networks for employees from diverse backgrounds.
- Offer mentorship, networking, and professional development.
- Advocate for DEI policies, racial progress, and workplace inclusion.

#### 3. Mentorship Programs

- Pair underrepresented employees with senior leaders.
- Provide career guidance, leadership development, and skills-based growth.
- Enhance diversity in leadership pipelines.

#### 4. Equity Action Plans

- Developed in response to Executive Order 13985 and other mandates.
- Include measurable goals, pay equity audits, and race-conscious hiring programs.

#### 5. Inclusive Benefits and Policies

- Gender-affirming healthcare, adoption assistance, and accommodations for employees with disabilities.
- Address workplace discrimination, academic freedom, and environmental justice.

#### 6. DEI Training and Workshops



- Education on unconscious bias, microaggressions, and cultural competency.
- Leadership training for creating inclusive teams and supporting underrepresented groups.

#### 7. Supplier Diversity Programs & Community Engagement

- Partner with minority-owned businesses and support local initiatives.
- Promote economic inclusion, multiculturalism, and strengthen community ties.

### DEIA in Action: Federal and Corporate Examples

- Federal Workforce and Contractors: Office of Management and Budget, Federal grantees, and Pentagon programs enforce DEI frameworks and Equity Action Plans.
- Corporate America: Utilize mentorship software, diversity statements, and pay equity audits.
- Higher Education: Address race-based admissions, race preferences, and university admissions policies while adhering to civil rights laws.
- Military: Focus on inclusive leadership, neurodiversity, and accessibility initiatives.
- Political and Legal Contexts: Influenced by the Supreme Court, Attorney General, Stop WOKE Act, and Presidential or legislative action.

### Measuring and Improving DEIA Outcomes

**Data Analysis:** Track workforce demographics, retention and promotion rates, and workplace diversity.

**Employee Feedback:** Use employee satisfaction surveys to gather anonymous insights on inclusion.

**Targeted Action Plans:** Prioritize issues by urgency using Equity Action Plans.

**Leadership Accountability:** Regular Diversity reports ensure Chief Diversity Officer and leadership buy-in.

**Continuous Improvement:** Combat DEI fatigue and adapt programs to changing organizational needs.

### In Summary: Common DEI Initiatives

- Inclusive Hiring Practices
- Blind recruitment, diverse interview panels, inclusive job descriptions.
- Employee Resource Groups (ERGs)
- Support networks, mentorship, advocacy for DEI policies.
- DEI Training and Education
- Workshops on bias, microaggressions, critical race theory, and cultural competency.

- Pay Equity Audits
- Analyze compensation and implement transparent pay practices.
- Flexible Work Arrangements
- Remote work, flexible hours, job-sharing.
- Accessibility Initiatives
- Modify workspaces, assistive technologies, and accommodations.
- Supplier Diversity Programs
- Partner with minority-owned businesses and promote economic inclusion.
- Community Engagement and Social Responsibility
- Volunteer programs, local partnerships, and support for marginalized communities.

### Key Takeaways

- DEI Initiative Examples are essential for building inclusive, equitable, and productive workplaces.
- Inclusive Hiring Practices like blind recruitment, diverse panels, and inclusive job descriptions reduce bias and improve workforce diversity.
- Employee Resource Groups (ERGs) and mentorship programs support underrepresented employees, enhance leadership pipelines, and foster belonging.
- Equity Action Plans and pay equity audits ensure measurable progress and compliance with federal anti-discrimination policies.
- DEI Training and Workshops address unconscious bias, microaggressions, cultural competency, and critical race theory.
- Accessibility Initiatives and inclusive benefits promote participation and support for employees with disabilities, caregivers, and marginalized groups.
- Supplier Diversity Programs and community engagement strengthen economic inclusion and corporate social responsibility.
- Leadership Accountability through Diversity reports, Chief Diversity Officer oversight, and leadership development ensures DEIA goals are actionable.
- Federal and corporate frameworks like Executive Orders, Civil Rights Act of 1964, Title VII, and federal employment practices guide race-conscious hiring programs, affirmative action, and workplace equity.
- Continuous measurement through employee satisfaction surveys, retention and promotion rates, and Workplace DEI reports is key to combating DEI fatigue and adapting initiatives over time.

## Conclusion

Focusing on DEI initiative examples helps organizations build workplaces that are inclusive, fair, and productive. These initiatives include mentorship programs. They include skills-based hiring. They improve accessibility. They hold leaders accountable. They encourage innovation, improve employee morale, and strengthen business ethics. DEIA is a strategic long-term investment in equity, diversity, and inclusion. Federal agencies use it. Corporate America uses it. Higher education and international groups use it too.

***Submitted by: Kari Rosson: Newsletter Editor***



## Interest Groups

### **Mission Walkers Group (Weekdays)**

Join the AAUW women who walk the La Purisima Mission every Monday through Friday at 8:15 am. Just show up to enjoy the walk and great company. If you need more information, contact Marell Brooks. If you are interested in walking on the weekends, please let the group know.



### **Dine-out, Food, Fun and Friends Group**

**Sept. 18:** Dave's Restaurant at the Village Inn. **Reservations will be required.** Contact Leslie or Billye by **Tuesday September 16.**



**Oct. 16:** Vega Vineyard. We will carpool for this one meeting at St. Mary's at 11:45 a.m.

**Nov. 20:** Old Town Bar and Grill

***Billye Iverson and Leslie Sevier: Co-Chairs***



**Roaming Readers (1<sup>st</sup> Monday of the month)**

September 8 All the Queen's Men (S.J. Bennett)

Myra

October 6 The Late Show (Michael Connelly)

Cathy

Roaming Readers is open to all AAUW members; we welcome anyone interested to visit a meeting. We meet at 9:00 a.m. on the first Monday of each month (on the second Monday if the first is a holiday). We meet in rotating members' homes in person and via ZOOM. For general information or to arrange a visit to a specific meeting, please call Cathy Rudolph.

***Carol Ann Johnson and Cathy Rudolph: Co-Chairs***

**Communications****Phone Tree**

Want to help? Contact our Chair: Leslie Sevier at [bookstor@verizon.net](mailto:bookstor@verizon.net).

**Social Media Guru**

Denise Robles is chairing the branch's social media accounts. Have something that would be great to post from the branch? Contact Denise at [denilu29@icloud.com](mailto:denilu29@icloud.com).

**Directories!!**

Many thanks to Dianne Owen for the latest hard copy of the branch directory. **But she is now retiring from it.** We need a volunteer to manage the files and update the directory for publication for this year.

***Please note there are some updates to the latest print copy:***

**Kay Duffy Taylor**

Phone correction: [805-551-8702](tel:805-551-8702)

***Please add new member information:***

**Amy Wilson**

Email: [pumpkinvinecreek@gmail.com](mailto:pumpkinvinecreek@gmail.com)

### Keep Up to Date on the latest AAUW news!

#### Members Not Receiving Messages from AAUW

Share this resubscribe link with members who are **NOT** receiving AAUW emails:

[https://secure.everyaction.com/p/8fvkDOF\\_gkmwgUN5RDy1tw2](https://secure.everyaction.com/p/8fvkDOF_gkmwgUN5RDy1tw2)

#### **Are you getting AAUW National emails? Is your contact information up to date?**

We're moving to a new mass email platform to better serve you! Access your AAUW personal snapshot and update your contact information and preferences.

Frequent users, click [LOG IN](#) as usual. Non-frequent users, click [LOG IN](#), then below the blue log in button, click FORGOT PASSWORD. Enter your email address and click **RESET YOUR PASSWORD** to receive and confirm a new password to access your Personal Snapshot. Need help? Email [connect@aauw.org](mailto:connect@aauw.org) and enter LOG IN HELP in the subject line.



### Save the Date!

There will be an upcoming webinar on Proposition 50 on Tuesday October 7<sup>th</sup> at 5:30pm, sponsored by the AAUW Santa Barbara Branch and the League of Women Voters of Santa Barbara County. Proposition 50 is on the ballot this November. If passed, there would be a temporarily redrawing of CA congressional district maps in response to gerrymandering efforts in other states. The Proposition has supporters and detractors on both sides of the aisle. The **informational webinar** will be nonpartisan, and be moderated by Claire VanBlaricum of the AAUW Santa Barbara branch and Shane Stark, retired legal counsel with Santa Barbara County District Attorney's office. *The webinar will be recorded and translated into Spanish for publishing on YouTube. Registration link will be emailed when available.*

### Calendar of Events

**September 18: (CA AAUW):** AAUW Fall Member Gathering 5 - 6 p.m. ET.

[Register here and join us for AAUW's Fall Member Gathering!](#)

**September 21: (LV Branch)** Membership General Meeting and Tech Trek 1:50 – 4:00pm  
St. Mary Episcopal Church: 2800 Harris Grade Rd, Lompoc.





### **AAUW Participates at** **Dia De Los Muertos**

Calling all Disney “Coco” fans and Katrina wannabes! AAUW will have a table ‘altar’ (display of traditional and/or educational objects/art) at the Sunday Nov. 2, 2025 Dia De Los Muertos celebration at the El Camino school from 1pm to 6pm. If you have ideas on a Dia DLM-themed AAUW display, please let me know. We will also need volunteers to help set up, staff, and break-down our AAUW table on Sunday. A planning meeting will be scheduled in October.

***Dinah Lockhart: President***





Spotlight

### Jean Jacoby Obituary

Jean Lewis Jacoby, 94, died August 12, 2025 at Friendship House, Solvang. Born on February 6, 1931 in Olean, New York and raised in Jamestown, New York, she was the daughter of Pauline (Wildman) Lewis and Leland L. Lewis. She attended St. Lawrence University, University of Edinburgh, and The University of Montana, earning a BA and MA in Sociology.

Jean was a 60-year-resident of Lompoc where she (and husband Richard "Dick" Jacoby) played a prominent role in the community. She was politically active as a member of the Lompoc Democratic Club and The American Association of University Women. Her service to the community included volunteering with Friends of the Library, The Lompoc Museum, The Historical Society and Meals on Wheels as well as serving on the Lompoc Planning Commission and the Santa Barbara County Grand Jury. She was an enthusiastic supporter of the arts and was on the boards of The Lompoc Music Association and The Community Concert Association for many years.

Jean was a talented gardener and cook who entertained friends and family with great style. She was a keen bicyclist, hiker and book lover cherished for her generosity, creativity and service to others. Throughout her life she stood up for peace and social justice.

Jean was predeceased by husband of 66 years, Richard Jacoby. She is survived by daughter Leigh Jacoby, son Kam Jacoby, brother Arthur E. Lewis, and granddaughter Anna Jacoby-Heron. Donations may be made to The Lompoc Food Pantry.



### Recipe Corner

#### *Apple Coffee Cake with Crumble Topping and Brown Sugar Glaze*

##### Ingredients

###### Cake:

1 stick plus 2 teaspoons unsalted butter  
1 1/2 cups packed light brown sugar  
2 large eggs  
2 cups all-purpose flour  
1 teaspoon baking soda  
1 teaspoon ground cinnamon  
1/2 teaspoon salt  
1 cup sour cream  
1/2 teaspoon pure vanilla extract  
2 cups peeled, cored and chopped apples

###### Crumble Topping:

1/2 cup packed light brown sugar  
1/2 cup all-purpose flour  
1/2 teaspoon ground cinnamon  
4 tablespoons unsalted butter, softened

###### Brown Sugar Glaze:

1/2 cup packed light brown sugar  
1/2 teaspoon vanilla extract  
2 tablespoons water  
[Get Ingredients](#)



##### Directions

Preheat the oven to 350 degrees F. Lightly grease a 13 by 9-inch glass baking dish with 2 teaspoons of the butter.

In a large bowl, cream together the remaining stick of butter and sugar until light and fluffy. Add the eggs 1 at a time, beating after the addition of each. In a separate bowl or on a piece of parchment, sift together the flour, baking soda, cinnamon, and salt. Add to the wet ingredients, alternating with the sour cream and vanilla. Fold in the apples. Pour into the prepared baking dish, spreading out to the edges.

To make the topping, in a bowl, combine the sugar, flour, cinnamon, and butter, and mix until it resembles coarse crumbs. Sprinkle the topping over the cake and bake until golden brown and set, 35 to 40 minutes. Remove from the oven and let cool on a wire rack for at least 10 minutes.

To make the glaze, in a bowl, combine the sugar, vanilla, and water and mix until smooth. Drizzle the cake with the glaze and let harden slightly. Serve warm.



### **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](mailto: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: Kari Rosson***

