



# BONFIRE

San Jose Branch

Empowering Women Since 1881

## SAVE THE DATES

**Willow Glen Walk**  
November 9, 9 am - 10 am

Walk historic Willow Glen and see the murals of Palm Haven. Meet on the front steps of Headquarters, walk with Weekend Walkers to learn a bit about the Willow Glen neighborhood, and build up an appetite for shopping at the Local Scholarship Holiday Boutique! Contact Katherine Linnemann with questions.

**All Are Invited - Be Engaged**  
**Coffee and Conversation**  
November 16, 10 am - noon

This event helps new members to acclimate and navigate the wide array of activities and programs AAUW offers. It is a casual and social meet-up to welcome our new members and ensure they are connected and engaged.

**Holiday Lights Walk & Potluck**  
**Hosted by Weekend Walkers**  
December 21

5 pm - Holiday Potluck Supper  
6 pm - Willow Glen Holiday Lights Walk

Contact [Jean Reed](#) with questions

## Eighteenth Annual Holiday Boutique

### Supporting Local Scholarship

**Saturday, November 9, 10 am – 2 pm**

### AAUW San Jose Headquarters

**1165 Minnesota Avenue, San Jose**

It's that time again! Come to the Local Scholarship Holiday Boutique and get a head start on your holiday shopping. And in doing so, help make a difference in a college woman's life! The event is open to the public, so bring your family and friends. Credit cards, checks and cash are all accepted and welcomed!

A special feature this year will be a raffle of two nights, three days at the Capitola beach house donated by a fabulous member. This easy-walk-to-the-beach house sleeps nine to eleven. Don't miss this opportunity to win a very special weekend with your family.

Gift items available for purchase will include themed gift baskets, baked goods, cookies-in-a-jar, fun aprons, potholders and table covers, hand-knitted scarves and so much more! There will also be wonderful items like a quilt, jewelry or woven shawl to win by entering the raffle. We welcome your handmade items; to donate, please contact [Virginia Beck](#).

Thanks to your generosity and your keen shopping abilities at the last Boutique, we were able to award over \$74,000 in scholarships to 16 recipients, helping them to further their college education at four-year institutions. With your continued support, we can make a difference to even more deserving women next year.

**“To advance gender equity for women and girls through research, education, and advocacy.”**

## President's Corner

Peg Carlson-Bowen



How do we face the daily onslaught of national controversies, federal policies that are anti-equity, unnerving climate news, and scenes showing a lack of compassion between people of differing views?

They say all politics is local, and there's nothing more local than yourself. Some members recently went to a workshop sponsored by the League of Women Voters and AAUW Sunnyvale-Cupertino that taught techniques to bridge divides - I heard good things! Members have mentioned the book "Crucial Conversations" as a useful resource for handling contentious situations (think of the Thanksgiving table with relatives whose politics might challenge you ...). Or explore an alternative calming technique (I plan on trying "Goat Yoga" - you have to Google it to understand ...).

For me, just being with other AAUW members reassures me how much good there is in the world. I attended the AAUW Funds luncheon in October, and hearing from AAUW Fellowship recipients in our area reminded me that AAUW's sponsorship is making the world a more interesting, informed and connected place.

"The best way to find yourself is to lose yourself in service to others," said Mahatma Gandhi. The November Third Wednesday attendees will make scarves for Gifts for Teens (NO previous experience necessary!). Neighbors Helping Neighbors is involved with seven different agencies to help our community and always have a worthy drive going. Local Scholarship's Boutique is November 9 (I love shopping for a cause!), and a contribution to Tech Trek is an easy win! Find an event that fits your busy life and give yourself a boost.

We also are excited about our newly-chartered San Jose State University AAUW Chapter! I guarantee that getting to know these students will lift your spirits. Graduates from AAUW Evergreen are involved, and we have started a "Show Up for Students" group to support and be supported by these amazing people. Meet-n-Greets are in the works with our own Tiamatha Thomas at the helm as president. Look for more on this and join us.

Don't forget to spoil yourself with a friendly book club, a film fan Sunday, a weekend group walk, a warm cup of tea, a cozy afternoon by the fireplace or a conversation with a good friend. Self-care gives you the strength to persevere. Take care.



### Warm Clothing and Hygiene Items Collections

Mary Jane Vitkovich, Neighbors Helping Neighbors

Brrr ... it's getting cold outside and our community needs your help to stay warm. Neighbors Helping Neighbors is collecting gently-used jackets, sweaters, warm hats, scarves, sweatshirts, and gloves. These items will be donated to Santa Maria Urban Ministry. Put your donated items in the bins located in the Parlor.

## Third Wednesday ... and More Make a Gift for Teens

This year there are two chances to help make fleece scarves for Gift for Teens. We will be working at Headquarters on the morning of Tuesday, October 29, from 9 am until noon, and again on November 20 as our Third Wednesday program, from 7 pm to 9 pm. The warm scarves add a great homemade touch to the gift bags that will go to some 1,200 deserving teens during the holidays. No sewing is required; we simply clip, tie and wrap the scarves. Working as a team is fun and efficient. Please plan to join us! Contact [Sharon Bouska](#) with questions.

## AAUW Membership Family is Growing! Nancy Moreno, Membership Committee

It is exciting to start off the new year with an engaged and growing membership family. Seven more new members were welcomed into AAUW San Jose at the Open House held on September 28. They came for a variety of reasons, and the lively discussion helped confirm they had found the right place. A new way to say our acronym was even shared ... "AAUDub (W)" ... that has a great ring to it, as we are all Women Warriors! Thank you to all who participated or invited new friends to attend.

### Highlights of why people join included the following:

- Help leave the world a better place
- Read more books
- Get the vote out! And be active in the world
- Self-Care – "fill my cup" and be Re-Energized!
- Partner with and Inspire, Equip and Guide future generations
- Intrigued with the vast array of activities to engage and find their fit
- Meeting new people and re-shifting their involvement to a new level
- Connecting with others that share their passion; e.g., food preservation and sustainability

Our next Membership event is the Coffee and Conversation on Saturday, November 16 from 10 am - noon. Together we are helping the Branch to grow!

## Restoring Civil Dialogue Moving from Polarization to Collaboration

Nancy Moreno, Public Policy Committee

Civil dialogue is the ongoing and structured conversation that is generally used by policymakers. It allows for discourse in the communication of thoughts and ideas and requires respect of the other participants. This was the topic of an event held on September 21, "Bringing Back Effective Government," co-sponsored by the Santa Clara County AAUW Interbranch Council and the League of Women Voters.

It was a worthwhile event to attend, and it provided the tools and framework to develop skills while practicing the principles of civil discourse in community discussions. An introductory overview of the process and techniques was presented, then new skills used in a multi-generational discussion of three topics, which included students from Presentation High School. There was a timed section for discussion, and roles included a facilitator, note taker, and participants. Intent was to provide the practice so others may hold civil conversations in their communities for courteous and constructive communication based on mutual respect, fairness, and attentive listening.

Principles taught were from the Kettering Foundation, which focuses on democracy and particularly the role of citizens. Techniques were similar to the STATE method outlined in the book "Crucial Conversations" to resolve conflict when it arises and stay focused on goals to avoid reacting emotionally: Share the facts (not your story or opinion); Tell your story after first stating the facts; Ask for other's paths – let them tell their story or viewpoint; Talk tentatively, remind yourself assumptions are not facts; Encourage testing. Create a safe place by active listening and respect.

Here are some resources for more information:  
Kettering Foundation - [Deliberative Democracy Consortium](#); [Living Room Conversations](#); [National Institute for Civil Discourse](#); [Better Angels program](#)  
"Crucial Conversations: Tools for Talking When Stakes Are High" written by Kerry Patterson, Joseph Grenny, Ron McMillan, Al Switzler, Stephen R. Covey

**Branch General Fund Budget for 2019-2020**

Pat Diamond, Finance Officer

At the October 2 meeting, the Board of Directors approved the Branch’s General Fund (operating) and Building Fund (maintenance of Headquarters) budgets. The budgets are summarized below; the complete budgets are available upon request.

**General Fund Budget for 2019-2020**

Pat Diamond, Finance Officer

**Income: \$16,300:**

- Dues and Roundup \$7,350
- Donations and Other \$8,950

**Expenses: \$18,485:**

- Membership \$1,045
- Programs \$5,190
- WE2020 and Women’s March \$300
- BONFIRE and Handbook \$1,210
- Interest Group Coordinator and misc. \$230
- Community Action Projects \$480
- Fall Gathering \$1,260
- Annual and other meetings \$525
- AAUW Conventions and Training \$5,000
- Operating Expenses \$2,015
- President/Board/Treasurer \$590
- Computer/Internet/Equipment \$640

**Deficit: \$2,185** (excess of expenses over income will be taken from General Fund reserves)

**Building Fund Budget for 2019-2020**

Pam Dougherty, Building & Properties Chair

**Income: \$26,710** (mainly from rental income)

**Expenses: \$34,482**

- Taxes and Insurance \$4,441
- Clean/Janitor \$2,600
- Utilities \$3,815
- Gardening & Landscape \$2,250
- Repair and Maintenance - Short Term \$3,125
- Other \$400
- Repair and Maintenance - Long Term \$17,851

**Deficit: \$7,772** (excess of expenses over income will be taken from Building Fund reserves)

**AAUW and BAWSI**

Jean Reed, Title IX/Sports Equity



BAWSI (Bay Area Women’s Sports Initiative) invites AAUW members to observe BAWSI in action at two upcoming events at local elementary schools:

BAWSI Girls, October 29 at 3 pm, Scott Lane Elementary School, 1925 Scott Blvd., Santa Clara

BAWSI Rollers, November 22 at 1:45 pm, Blackford Elementary School, 1970 Willow Street, San Jose

BAWSI provides afterschool sports programs to help increase resiliency in children living with adversity. Activities are led by college athletes for 3<sup>rd</sup> to 5<sup>th</sup> graders in underserved communities. You will be moved by the enthusiasm and energy that is generated on these local playgrounds. RSVP to [Jean Reed](#) so that we can arrange site passes with the schools in advance.



**September 2019 Bridge Winners**

Bobbie Eckerman

- First Monday: Cancelled
- Second Monday: Cancelled
- Second Thursday: Darline Wilson, Judy Hart
- Second Friday: Cancelled
- Third Friday: Virginia Beck, Lida Kluzek
- Fourth Tuesday: Judy Hart, Darline Wilson

**Communications Communiqué**

With the 2019-2020 Branch year officially underway, this is a good opportunity to update you on some changes to our Committee, and remind you that you are instrumental in helping us show the community how active and involved our Branch is -- through the website, on Facebook, and in the BONFIRE.

After several years as our excellent BONFIRE Editor, Anne Wustrow has decided it's time to pass the torch along, and we are pleased to welcome Ruth Dusan, who steps into the Editor role starting with this issue. We thank Anne for her dedication and attention to detail that resulted in a quality product each month, and look forward to working with Ruth going forward. Elin Bolt will remain as the "article in-take person," so please continue to send your articles each month to Elin. ‘

We would also like to acknowledge our other hard working members of the BONFIRE team, including Peg Carlson-Bowen, who reviews the copy for appropriateness and completeness, while Katherine Linnemann produces the calendar for inclusion in the BONFIRE. Jan Giroux does the proofreading of the clean copy, which is submitted to Barb Purdy, who arranges the copy into the beautiful print format that you receive via USPS or via email. Kathy Heihn prints labels for non-email members and sends them to Linda Guyer, who picks up and distributes the newsletter. Also helping in the background are Elizabeth Guimarin and Linda Snashall, as administrators. We appreciate all of you and look forward to a new year of great collaborating and communicating!

**Wednesday Night Book Group**

Laura Manthey and Nancy Hooton, Co-Chairs

The Wednesday Night Book Group has been meeting for longer than anyone can remember! We meet eight times a year (October, November, January-June) from 7 pm - 8:30 pm at Headquarters. We read a wide variety of books, which are selected by the group the previous spring. One person starts us off with information about the book and author and then leads the discussion. We are a lively group and welcome new members at any time.

**Aileen Rizo’s Fight for Fair Pay Continues  
Supported by LAF**

Louise Persson, Legal Advocacy Fund

Pay equity is a matter of simple fairness. Aileen Rizo, a coordinator at the Fresno County Office of Education, was paid far less than a man in a similar position, despite her greater experience and seniority, because her previous salary was less than his. After trying to remedy the situation with no success, Aileen Rizo eventually filed suit under the Equal Pay Act and California’s sex discrimination statutes. Aileen is a Legal Advocacy Fund (LAF) supported plaintiff. AAUW and the LAF have been fighting for Aileen and others by advocating for pay equity and fairness in compensation and benefits. We continue to work for economic self-sufficiency for all women.

Why does the Aileen Rizo case matter? Basing pay on salary history is one factor that can perpetuate the pay gap, precisely because women are typically paid less than men. Many people don’t understand the domino effect that pay inequity can have on economic security. Aileen’s case sheds light on this important, yet often unrecognized, factor that contributes to the pay gap.

Women who worked full time in 2016 were paid just 80 cents for every dollar paid to men. When the gender pay gap is broken down across different populations, the numbers can become even more stark. This case highlights a significant factor that contributes to the pay gap: relying on an employee’s salary history to set new salary levels. Because women are traditionally paid less than men, basing salary on previous history ensures unequal pay will continue.

You can stand with AAUW and take action for fair pay by using the Two Minute Activist button on the AAUW site.

***“There is always, always something  
to be thankful for.”***

## New Member Profiles

Claire Campodonico

**NELL AIELLO** earned a BS from UC Santa Cruz and a MS from the University of Utah. Before retiring, she worked in the field of Information Science. She happily discovered our Branch when patronizing the library next door to Headquarters.

**LINDA DORIAN** attended Michigan State University where she received both her BA and MA degrees. Linda is now retired from her career in teaching. She was referred by member Virginia Beck.

**ANNE KAROLY** received a BS degree from CSU Fresno as well as her MA from Virginia Theological Seminary. She is actively employed as a US Census Partnership Specialist. She learned of AAUW when she attended the Women's Leadership Conference.

**CATHERINE KILKENNY** was referred to our Branch by member Mary Ann Carnevale. Catherine earned her BA from Santa Clara University. Before retiring, she was employed as a Technical Editor and Writer.

**LAURA KIM** would like to credit three members for encouraging her to join our Branch: Peg Carlson-Bowen, Elissa Stankiewicz and Mary Ann Carnevale. After earning a BA from UC Santa Cruz and a MA from Pacific Coast College, Laura has been employed as an analyst for a governmental agency.

**LEIGH ANN MOORE** is a CPA and Tax Manager. She graduated from SJSU with a BS degree. We are happy to welcome her back as she renews her membership of 2010-2013. She enjoys our Walking Group very much.

**ANN PONIKVAR** graduated from Bowling Green State University in Ohio where she earned a BA in Education. She is now retired from a career in teaching. Members Barb Purdy and Jean Meyer introduced Ann to our Branch.

## In Memoriam

Susan Hood passed away on September 27. She was a long-time member of our Branch and of the French Conversation Group. She spoke beautiful French, and conversing with her in French was always a pleasure. Her lovely, rather formal manners and sweet nature graced any gathering she attended. She was a skilled pianist and cellist; she played cello with the Winchester Orchestra for many years. She also played weekly with a chamber music group. She suffered greatly from Parkinson's disease and is now free of that pain. She will be greatly missed.

Statement of Ownership, Management, and Circulation  
AAUW San Jose Branch  
10/1/2013

Statement of Ownership, Management, and Circulation  
AAUW San Jose Branch  
10/1/2013

Statement of Ownership, Management, and Circulation  
AAUW San Jose Branch  
10/1/2013



# AAUW BONFIRE San Jose Branch

## November 2019 Calendar

Unless otherwise noted, all meetings are at Headquarters and are shown in **BLUE**. Events in **RED** meet elsewhere. To schedule a meeting, check the [Branch Calendar](#), then contact Katherine Linnemann. RSVP means the group needs to know who will attend. Weekend Walkers meets most Saturdays and Sundays at 8am for an hour-long walk. To receive weekly emails about walks, contact [Jean Reed](#).

- Mon Nov 4    10 am - 1 pm **Bridge First Monday** (RSVP [Bobbie Eckerman](#))  
6:30 pm - 8 pm **Neighbors Helping Neighbors** ([Bobbie Baker](#))
- Tue Nov 5    10 am - 12 pm **German Conversation** (RSVP [Barbara Snyder](#))
- Wed Nov 6    7 pm - 8:30 pm **AAUW BOARD Meeting** ([President](#))
- Thu Nov 7    1 pm - 3:00 pm **Knitting Know How** (RSVP [Margaret McCartney](#))  
7 pm - 8:30 pm **Public Policy Committee** ([Elissa Stankiewicz](#))
- Fri Nov 8    10 am - 2 pm **Duplicate Bridge** (RSVP [Lida Kluzek](#))
- Sat Nov 9    9 am -10 am **Willow Glen Walk** ([Jean Reed](#))  
10 am – 2 pm **Holiday Boutique** ([Virginia Beck](#))  
6:30 pm - 9:30 pm **Couples Gourmet** (RSVP [Harriet Tower](#))
- Sun Nov 10    All day **Film Fans** (RSVP [Linda Snashall](#))
- Mon Nov 11    10 am - 1 pm **Bridge 2nd Monday** (RSVP [Rosemary Busch](#))  
6 pm - 9 pm **Light Gourmet** (RSVP [Cheryl Markman](#))
- Tue Nov 12    10 am -11:30 am **Book Discussion AM** Unsheltered by Barbara Kingsolver (RSVP [Lida Klusek](#))  
10 am - 11:30 am **Conversacion Espanol** (RSVP [Barbara Snyder](#))
- Wed Nov 13    9:30 am - 3 pm **Art Appreciation** Oakland Museum Burning Man: Origami ([Jan Bartolotta](#))  
7 pm - 8:30 pm **Evening Book Discussion:** My Sister the Serial Killer by Oyinkan Braithwaite –  
([Laura Manthey](#))
- Thu Nov 14    1 pm - 4 pm **Bridge 2nd Thursday** (RSVP [Bobbie Eckerman](#))  
7 pm - 8:30 pm **Work Smart Salary Negotiations** Willow Glen Public Library ([Sari Fitzwater](#))
- Fri Nov 15    10 am - 1 pm **Bridge** (RSVP [Lida Kluzek](#))
- Sat Nov 16    10 am – 12 pm **Coffee and Conversation** (RSVP [Nancy Moreno](#))
- Mon Nov 18    9:30 am - 11 am **Exploring World Literature:** A Green Road by Anne Enright ([Diana Taylor](#))
- Tue Nov 19    10 am - 11:45 am **French Conversation** (RSVP [Barbara Snyder](#))  
1 am - 3 pm **Knitting Know How** (RSVP [Margaret McCartney](#))
- Wed Nov 20    9:30 am - 11:30am **3rd Wed Program:** Make a Gift for Teens ([Sharon Bouska](#))
- Thu Nov 21    10 am - 12 pm **Family History** ([Susan Brundage](#))  
7 pm - 8:30 pm **Mystery Lovers** Norwegian by Night by Derek B. Miller([Sharon Shephard](#))
- Fri Nov 22    1 pm - 3 pm **Local Scholarship** ([Margaret Bard](#))
- Mon Nov 25    9:30 am - 11 am **Building and Properties Committee** ([Pamela Dougherty](#))  
11:30am - 12:30 pm **Gourmet Vegetarian** ([Jean Wyatt](#))
- Tue Nov 26    1 pm - 4 pm **Bridge 4th Tuesday** (RSVP [Bobbie Eckerman](#))
- Thu Nov 28    6:30 pm - 8:30 pm **Game Night** ([Sandee Plymire](#))

**San Jose Branch BONFIRE** (USPS 857-400) is published monthly except July for \$8.95 per year by AAUW San Jose Branch, 1165 Minnesota Ave., San Jose CA 95125-3324.

Periodicals Postage Paid at San Jose, CA

Postmaster: Send address changes to AAUW San Jose Branch, 1165 Minnesota Avenue, San Jose, CA

**President:** Peg Carlson-Bowen

**BONFIRE Editor:** Ruth Dusan

**Editorial Staff:** Elin Bolt, Copy Editor; Katherine Linnemann, Calendar Editor; Jan Giroux, Proofreader; Barb Purdy, Layout Editor

**Distribution:** Linda Guyer

**Change of Address:** Kathy Heihn

**BONFIRE ARTICLE SUBMITTAL RULES:**

The sole purpose of this publication is to convey the association's business to its membership. Only articles and announcements related to Branch business will be considered for inclusion.

**San Jose Branch**  
**AAUW Headquarters**  
1165 Minnesota Avenue  
San Jose, CA 95125-3324  
Phone: 408-294-2430

**PERIODICALS**  
**POSTAGE PAID**

**AAUW San Jose Branch *Established 1909***



**Fill a Bag - Feel the Joy**

Jan Giroux, Gifts for Teens

Get in the giving and holiday spirit. Sign up now to help prepare and fill holiday gift bags. Remember, AAUW has a day and shift already reserved for members: December 6 from 9 am to noon. To reserve your spot, contact [beverly@gifts4teens.org](mailto:beverly@gifts4teens.org) as the slots fill up fast. For other dates to volunteer (December 4 - 18), contact [kathy@gifts4teens.org](mailto:kathy@gifts4teens.org).

Urgently needed is a workspace to assemble the gift bags. Working space requirements are 3,000 - 6,000 square feet with parking available. If you know of a possible location, please contact [ebenoit@gifts4teens.org](mailto:ebenoit@gifts4teens.org).

Come share in the fun while giving back to local low income and homeless teens.



*Empowering Women Since 1881*

See the San Jose Branch Website at [www.aauwsanjose.org](http://www.aauwsanjose.org) for more information.