



BONFIRE

San Jose Branch

Empowering Women Since 1881



It's Not Too Late - Join the Fun!

Jan Giroux, Gifts for Teens

We have a gift bag assembly site! This year we will be in downtown San Jose, across the street from the Fairmont Hotel.

Where: 100 West San Fernando Street, directly behind the Wells Fargo Bank. On-site parking, \$10-12 per half-day. Consider taking Light Rail.

When: AAUW member day, December 6,
9 am - noon. Contact Beverly@gifts4teens.org

Other volunteer days, December 4-16. Contact Kathy@gifts4teens.org

Donate: store gift cards, \$10.00 amount. Contact Beverly@gifts4teens.org

Cash donation: contact elaine@gifts4teens.org.
Make checks payable to ISPF-AAUW
(memo note - Gifts for Teens)



Holiday Lights Celebration

December 21

5 pm - Potluck

6 - 8 pm - Holiday Lights Walk

Weekend Walkers continues our tradition of celebrating the season with the South Bay Striders. We start with a potluck supper at Headquarters at 5 pm. Around 6 pm we will start our walk along the themed streets of the Willow Glen neighborhood near Headquarters. A map will be provided for a 3-mile walk, but it's easy to customize to whatever distance feels comfortable. Bring a flashlight (for reading street signs) and dress appropriately. All members, family and friends are welcome. Contact [Jean Reed](mailto:Jean.Reed@sbstriders.org) with questions.

Public Policy Holiday Potluck Welcomes You!

Thursday, December 5

6 - 8:30 pm

In lieu of our December meeting, the Public Policy group is holding a holiday potluck supper and social to which all Branch members are invited. We will also have a chance to write a few postcards to disenfranchised voters around the country, encouraging them to re-register to vote - each completed postcard will earn you a raffle ticket! All information and materials will be provided. Bring something to eat or drink and meet us at Wendy Foote's home (please RSVP to [Elissa Stankiewicz](mailto:Elissa.Stankiewicz@publicpolicy.org), who will provide you with the address).

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

President's Corner

Peg Carlson-Bowen



The holidays are upon us—a time to be thankful and perhaps to find ways to serve. We had a record-setting Holiday Boutique, helping women finish college. Gifts for Teens gives us the opportunity to serve together—making scarves and packing holiday gift bags. Neighbors Helping Neighbors allows us to contribute to survival kits by providing donations of personal-sized toiletries to those who need them. Public Policy is inviting anyone to come to a potluck and write postcards to remind disenfranchised voters to re-register and vote.

We've decided to have our all branch Get-Together in early January to kick off the New Year. Next year will be a new opportunity to support our mission and learn how other AAUW Branches do so at our state convention in April. Take time for self-care and reflection.

All the best,
Peg



Neighbors Helping Neighbors

Mary Jane Vitkovich

Have you been traveling lately? Have you collected hotel-size hygiene items on your journeys? We will be putting together hygiene kits for the homeless in January and need the following items:

soap, shampoo, lotion, toothpaste,
toothbrush, combs, and
disposable razors.

Any of these items are appreciated. Bins for your donations are located in the Parlor.

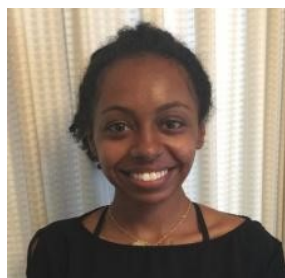
Local Scholarship Holiday Boutique Wrap-Up

Cheryl Markman, Local Scholarship Committee



Happy Holidays and Thank You from the Local Scholarship Committee! Due to the generosity of everyone who contributed to and shopped at the 2019 Holiday Boutique last month, Local Scholarship raised \$10,500, a new record! And this total will go even higher as Branch members still have the opportunity to purchase the remainder of the over 100 baskets contributed by Branch members and Interest Groups (also a record!) and the very few remaining items not sold on the day of the Boutique. Check them out in the Parlor. Other items that helped to make this boutique such a great success included 30 bottles of wine and over 110 embroidered household and craft items. And, of course, the six amazing raffle items, including for the first time a 3-day / 2-night stay at a gorgeous Santa Cruz beach house. Again, thanks to you all for your generous donations and purchases!





An Update on Elsabete Kebede, Local Scholarship Recipient

Cheryl Markman,
Local Scholarship Committee

Elsabete (Elsa) Kebede is another of our 2018 Local Scholarship recipients, who was again awarded a scholarship in 2019. She will graduate with a Bachelor of Science degree in Public Relations, and a minor in Professional and Technical Writing from San José State University in December 2019. You may also recognize her as the initial lead of the SJSU DBH Advertising and PR Agency, which is collaborating with our Branch to improve our branding and visibility in the community. She recently completed her summer internship at W2O Group, an integrated communications firm, where she supported a variety of different accounts in the healthcare sector, including Genentech and City of Hope.

As an advocate for diversity and inclusion in the communications industry, Elsa was a 2018 LAGRANT Foundation recipient and a two-time PRSA Foundation Grant recipient, organizations dedicated to furthering opportunities for minority students in the communications industry. In the 2018-2019 academic year, Elsa served as Vice President of the Public Relations Student Society of America at SJSU, where she helped organize company tours and professional development opportunities for members. In addition, she participated in the student-run communications agency, where she was the account lead for a local non-profit and the social media lead for the 2019 Bateman competition. After graduation, Elsa plans to use her passion for writing, diversity, and inclusion to create space for diverse storytellers in publishing or production.

In her spare time, Elsa enjoys reading and writing. She maintains a blog (storieswithelsa.com), where she writes about a variety of topics, including college and career. She also enjoys watching well-written shows and listening to podcasts with diverse hosts that speak on pop culture, career advice, etc.



An Update on Tiffany Madruga, Local Scholarship Recipient

Cheryl Markman,
Local Scholarship Committee

Tiffany Madruga is another of our 2019 Local Scholarship recipients who was also a recipient in 2018. She is a senior at Harvey Mudd College, where she is studying Computer Science and Media Studies. Tiffany has always been passionate about technology, entrepreneurship, and design, and she hopes to find ways to combine these hobbies through a career in product management. During the school year, she loves being a part of the Harvey Mudd Student newspaper, *The Muddraker*, where she serves as editor-in-chief. She loves being able to learn more about her community and to share stories about the people in it to foster greater understanding among the people. In addition to her interest in journalism, Tiffany also loves learning about human-centered design and applying these concepts to anything that she can. Human-centered design is a process that focuses on using empathy to understand user needs when creating products. She is involved with organizing the human-centered design Hackathon at the Claremont colleges, and engages in several projects that use the framework outside of the classroom. Ultimately, she hopes to be able to create accessible products that can make life easier for those around her.

This past summer, Tiffany worked as a program manager intern at Microsoft. Now that the internship is over, she is able to enjoy spending time with her family and friends while also working to publish a paper on giving effective feedback with her research group. She is excited to have returned to Claremont in the fall, and is looking forward to seeing what the future will bring. She is incredibly thankful for the generous support from AAUW in helping her achieve her dreams.

Meeting with Zoe Lofgren

Susan Karlins, Public Policy Committee



On October 8, Nancy Moreno and Sharon Bouska, along with SJSU student Kayla Flores met with Congresswoman Zoe Lofgren at her San Jose District Office (of note: Nancy's daughter, Alyssa Moreno, had served as a public policy intern this summer and prepared excellent talking points for the meeting before she returned to Berkeley). Here are a few takeaways from the meeting: We are fortunate to have so many women serving in government for the first time, but there is something to be said for the wisdom of the sages who broke open the door. Listening to Representative Lofgren was like being invited to be part of the herstory of women-elected who have fought for women and girls for many years. Lofgren is also one of a handful in Congress who will have been in office (or serving as an aide since completing college) during all three impeachment processes (Nixon, Clinton, and currently). Her wish for AAUW San Jose is that we reach out to sister branches with the goal of creating a groundswell of support for issues on which we have common ground.



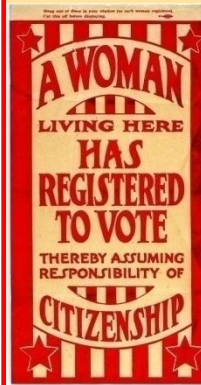
October 2019 Bridge Winners

Bobbie Eckerman

First Monday: Holiday—No Bridge
Second Monday: Mary Braley, Bobbie Eckerman
Second Thursday: Cancelled
Second Friday: Judy Kumagai, Joan Benedetti
Third Friday: Lida Kluzek, Tynka Dees
Fourth Tuesday: Sandra Savage, Darline Wilson

2020 Suffrage Celebration Update

Sharon Bouska



What is new from the We2020 committees? Look at the following ideas and find more on We2020.org and get involved!

Joy of Voting Tool Kit - Want to host your own party to talk ballot initiatives, the importance of voting and deep dive into issues relevant to friends and family in your community? Maybe it's time to think about a voting party for the primaries in March! I know our Branch will hold one or two.

Mini Grant Applications - A very exciting opportunity for individuals and non-profit groups. Ready to engage with your community and looking for funds? The Office of Women's Policy is administering mini grants to Santa Clara County residents to support community engagement activities and events around the celebration of the Centennial of the 19th Amendment. Grants begin at \$200.

Please share the above information with interested parties!

Kitchen Notes

Pam Dougherty, Building & Properties

Please enjoy our new kitchen! Here are some guidelines for maintaining it so that it continues to be a beautiful, useful and enjoyable space for everyone:

1. Use granite cleaner (under the sink) for final cleanup of counter.
2. Wash, dry and put away all dishes used.
3. Note needed supplies in Go To Binder.
4. Note maintenance issues in Go To Binder.
5. Put dirty linen in linen basket under coffee prep area on the right side.
6. Date and put your name on food left in refrigerator. Unidentified items may be used by anyone and will be tossed at the twice-monthly kitchen inspection.

Please let me know if you have a suggestion. Thank you.

Collaboration Project 2.0 - SJSU DBH Agency and AAUW San Jose

Dominique Grant, Samina Qadri and Roderick Sajor

On Saturday, September 14, San Jose State University's DBH Advertising and PR Agency officially kicked off the second year collaborating with AAUW San Jose by capturing photos of Local Scholarship recipients, Tech Trek campers, members, and much more! The project name is "Collaboration Project 2.0" or "Collab 2.0" for short.

Last year's team accomplished many incredible things. By emphasizing AAUW San Jose's vision through upgraded graphics, branding, press releases, and merchandising, goals were achieved to increase awareness, and membership grew by 20% from the interest collected at the 2019 Women's March. AAUW member Sonia Wright states, "The agency has helped AAUW San Jose move promotion and social media presence ahead much faster than what would have happened organically."

The former team lead of DBH Agency and AAUW San Jose scholarship recipient, Elsa Kebede, gained some valuable insight because of her experience working with AAUW San Jose. Kebede states, "I learned a lot about collaborating and managing a team ... I learned that every piece of a project is vital for the final execution. In my current internship, I always find myself asking a variety of different questions on a project to fully understand all the parts. I've become comfortable with asking questions thanks to my experience with AAUW San Jose."

This year's DBH Agency is excited to collaborate again with AAUW San Jose and use creative strategies to align with the mission of gender equity. We plan on bringing this mission to life by continuing to increase awareness through illuminating graphics and flyers and social media. A project in this year's plan includes presenting an intergenerational video of women in STEM to inspire young girls. Wright states that she looks forward to "recommendations for social media content to promote events, increase awareness and campus student memberships."

"We are very excited to work with AAUW. The Agency team plans on fostering a community that upholds the values of equity, empowerment, justice, and positive change that AAUW represents through an integrated marketing approach," says Dominique Grant, Team Lead, DBH Agency.

The Fight for Equal Pay: Our Legal Advocacy Fund in Action Louise Persson, Legal Advocacy Fund

In 2018, median annual earnings for men in California were \$55,646 compared to \$49,009 for women — an earnings ratio of just 88 percent, or first out of all states and the District of Columbia, according to the most recent census data. The gap is worse for most women of color and working mothers. With congressional gridlock at the federal level, states are working to enact their own legislation. Yes, the gap narrowed over the past half-century, but progress has stalled in recent years. Our federal equal pay laws need an update and agencies can do more to ensure women bring home the pay they have rightfully earned.

Congress must pass federal bills advancing pay equity. We must take action to close the gender pay gap by passing legislation that will enable all women to take home a fair paycheck. These three bills are key:

The Paycheck Fairness Act would protect workers by updating and strengthening the Equal Pay Act of 1963. The Pay Equity for All Act would prohibit employers from seeking salary history during the hiring process. The Fair Pay Act would require employers to provide equal pay for work of equivalent value.

Federal, state and county governments must implement and enforce agency actions to ensure equal pay. Government agencies must take action to help identify and close gender and race-based pay gaps. Our government must ensure that retaliation against employees of federal contractors who discuss or disclose their wages is absolutely prohibited. State and federal government must require employers to annually collect and report summary pay data by gender, race, and ethnicity and ensure that this data is actually collected. Further, government must ensure that salaried employees receive appropriate overtime pay.

New Member Profiles

Claire Campodonico

MARTY BEHLER earned a BA from SJSU and a Teaching Certificate from UC Santa Cruz. She is a Kinesiology Lecturer at SJSU in the college of Health and Human Sciences. Marty learned of AAUW at a Women's Policy meeting at SJSU.

CLARE MULLIN received her master's degree from Redding University. She is actively employed as a designer, TV producer, writer and speaker. She became aware of AAUW as she viewed an AAUW member being interviewed on TV.

DIANE RUDDLE attended both SJSU and Cal State University East Bay earning a BA in Chemistry. She has worked as a Project Manager. She would appreciate referrals for new employment opportunities. Member Nancy Moreno referred her to our Branch.

BROOKS SZOLYGA earned a BA from UC Berkeley and a MS from Cal State University East Bay. She is retired after a twenty-five-year career in high tech. She was also a docent at the Asian Art Museum for twenty-two years.

LaVERNE WASHINGTON received a BA from UC San Diego and a JD from Hastings College of Law. She has a career as a Legal Analyst. She learned of AAUW from a friend. She joined because she supports women in social and political activism.

KATHERINE OVEN graduated from Santa Clara University with a BS in Civil Engineering. Now retired after a nearly forty-year career in Water Resources, Katherine learned of AAUW from a fellow passenger during a ride with Lyft.

MARSHA POLLAK earned a BA from Miami University in Oxford Ohio and a MA from Simmons College in Boston MA. Before her retirement, she had a long career as a Librarian. Before joining our Branch, Marsha was a National member. Member Barb Purdy referred her to our Branch.

How to Support AAUW's Mission

Sonia Wright

AAUW Fund Vice President &

College/University Relations Board Representative

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. Contributions to AAUW are fully tax-deductible and can be sent to P.O. Box 98045, Washington, DC 20090-8045 or online at www.aauw.org/contribute.



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

AAUW BONFIRE San Jose Branch

December 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** and then contact [Katherine Linnemann](#). RSVP means that the group needs to know who will attend. Weekend Walkers meet most Saturdays and Sundays at 8am for an hour-long walk. To receive weekly e-mails regarding walks contact [Jean Reed](#).

- Tue Dec 3 10 - 12pm **German Conversation** (RSVP [Barbara Snyder](#))
11:30 – 2pm **Lunch Bunch Boulder Ridge Golf Club** RSVP by 11/29 ([Sharon Potter](#))
- Wed Dec 4 7 - 8:30pm **AAUW BOARD Meeting** ([President](#))
- Thu Dec 5 1 - 3pm **Knitting Know How** (RSVP [Margaret McCartney](#))
6 - 8:30pm **Public Policy Potluck- see insert** ([Elissa Stankiewicz](#))
- Sun Dec 8 All day **Film Fans** (RSVP [Linda Snashall](#))
- Mon Dec 9 10 - 1pm **Bridge 2nd Monday** (RSVP [Rosemary Busch](#))
5:30 - 9:30pm **Light Gourmet** (RSVP [Cheryl Markman](#))
- Tue Dec 10 11:30 - 1:30pm **Book Discussion am** ([Lida Kluzek](#))
10 - 11:30am **Conversacion Espanol** (RSVP [Barbara Snyder](#))
- Wed Dec 11 9:30 - 3pm **Art Appreciation** ([Jan Bartolotta](#))
- Thu Dec 12 1 - 4pm **Bridge 2nd Thursday** (RSVP [Bobbie Eckerman](#))
- Fri Dec 13 10 - 2pm **Duplicate Bridge** (RSVP [Lida Kluzek](#))
- Sat Dec 14 6:30 - 9:30pm **Couples Gourmet** (RSVP [Harriet Tower](#))
- Mon Dec 16 6:30 - 8:30pm **International Gourmet:** (Hostess [Jan Bartolotta](#))
- Tue Dec 17 10 - 11:45am **French Conversation** (RSVP [Barbara Snyder](#))
1 - 3pm **Knitting Know How** (RSVP [Margaret McCartney](#))
- Thu Dec 19 10 - 12pm **Family History** ([Susan Brundage](#))
- Fri Dec 20 10 - 1pm **Bridge** (RSVP [Lida Kluzek](#))
- Sat Dec 21 4 - 9pm **Weekend Walkers Holiday Lights Walk** ([Jean Reed](#))

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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

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PERIODICALS

POSTAGE PAID

AAUW San Jose Branch *Established 1909*



SAVE THE DATE



Pithy Poster Potluck

Back again for 2020! Create your poster for the Women's March, eat good food, and laugh with friends!

Wednesday, Jan. 15, 6:30-8:30 pm @ HQ.

Open to All AAUW Members

Public Policy will have: non-partisan sign suggestions, basic poster board, and markers.

Please bring your own poster embellishments...and food/drink to share.

No RSVP needed. For questions, contact Elissa Stankiewicz.



Empowering Women Since 1881

See the San Jose Branch Website at www.aauwsanjose.org for more information.