

**Branch Meeting      October 19, 9:30 a.m.**



Peace Lutheran Church  
828 West Main St.  
Grass Valley, CA



**At our October meeting at Peace Lutheran Church, our topic is  
Women in Non-Traditional Positions.**  
Our focus this meeting is on women who hold local elective office.

We are honored to welcome two wonderful guest speakers - Hilary Hodge, Grass Valley City Council member, and Shannan Moon, Nevada County Sheriff. They have agreed to talk to us in an interactive setting, each responding to questions from our moderator. The interview will focus on their experiences and challenges as women running for and holding office in law enforcement and city government. There will be time following the interviews when they can take questions from the audience. This is a great opportunity to connect with two talented women serving our community. Bring your friends and bring your questions!



*Jo Ann Schilling and Francesca Erickson,  
Programs' Co-VPs*



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**Biographical Information for October Speakers.....County Sheriff Shannan Moon** was elected in the November 2018 general election. She is a life-long resident of Nevada County and graduated from Nevada Union High School. She went on to earn a B.S. in Criminal Justice Management. She has worked in the Sheriff's Office for close to 30 years, and in that time has held positions in every principal department. She is the first woman in the 167-year history of the Sheriff's Office to earn promotion to the ranks of Sergeant, Lieutenant and Captain. She leads by example, exemplifying the importance of communication with the community, being responsive to neighborhood issues, development and mentoring of employees, forging collaborative relationships, and planning for the future.

**Hilary Hodge** earned a B.A. in English literature at UC Davis, then she began a career in social services working as a case manager for low-income families. She has lived in Grass Valley for a decade, and over that time has been an activist for social justice. She has worked with community non-profit organizations, and most recently she has served as Executive Director for Sierra Commons, Nevada County's non-profit business education center. In 2018, Hilary entered local politics and ran a tight race for the county Board of Supervisors. She came close to winning a seat and ultimately went on to run for and win a seat last November on Grass Valley's City Council. Her platform supports affordable housing for working people and seniors, partnering with community organizations to mitigate homelessness, promotion of small businesses and job development, and overall, investment in local people and the community.

## AAUW Nevada County Branch Officers 2019-2020

**Elected Officers**

President	Virginia Horowitz	President-Elect	Bup Greenwood
Program Co-VPs	Fran Erickson & Jo Ann Schilling	Finance Officer	Shirley Zeff
Secretary	Susie Monary-Wilson	Membership	Deb Cubberley
AAUW Funds	Melanie Heckel		

**Appointed Officers**

Communications	Cece Royal	Tech Trek	Martha Rees
Interest Groups	Kathleen Shaffer	Local Scholarship	Ann Shulse
Public Policy	Carolyn Feuille	Publicity	Martha Rees
Ways & Means	Barbara Johnson	Parliamentarian	Nancy Knaus
Historian	Kris Welch		

**Contact information for all officers can be found in the Membership Directory.**





Bup Greenwood President-Elect

**Save the Date!****Saturday, November 9<sup>th</sup>, 4-7****Peace Lutheran Church****\$25 presale; \$30 at the door**

Tapas and Trivia is gaining momentum as we roll into October, with the scholarship fundraiser only a month away. Many of you bought tickets at the brunch, others got tickets at book groups or on our web page. Thank you! Those early sales help us plan the food, and pay for some expenses—and they make committee members feel our event will be a success. *That* feeling is priceless.

Tickets will be available at our October meeting, at The Bookseller and at SPD – Nevada City, at Briar Patch, and on our web page. For \$25 you get a fun evening as a spectator or a competitor, complete with wonderful appetizers, desserts, drinks, complimentary wine—and the chance to bid on terrific auction items. All the proceeds go to scholarships (local 75%, national 25%) so buy one or more tickets—even if you can't attend. You can donate tickets to a friend, as many members have in past years. Advance sales let us better plan the food, so thank you for early sales.

On to the food, which delights our guests even before the Trivia Game begins. We have a lot to live up to after the wonderful spread the kitchen crew turned out last year! Deb Cubberley and the food committee have planned a delicious menu of 10-12 savory or sweet bites to tempt your palate—and we could sure use a few more cooks. We plan for each cook to prepare only one dish, perhaps with a partner, so no one is overwhelmed. Working together we create a feast. Can YOU cook one of these treats? Deviled eggs, cheese-stuffed dates, stuffed mushroom caps, quiche/frittata, prosciutto-wrapped little potatoes, eggplant/tomato spread on pita, chocolate salami, pear tartlets, almond cake—all those and more are on the menu. If you will cook one of them, contact Deb Cubberley at 272-2724 or [debclubberley@comcast.net](mailto:debclubberley@comcast.net). Susie Monary-Wilson is rustling up the wine, and she is on it with four cases ready to go. Let her know if you'd like to underwrite our wine offerings; she'd love your support.



The auction is coming together because of you, our generous members. Interest groups are working on baskets for the silent auction, thanks to all who donated to create those baskets. Pacific Auction is preparing several trips for our live auction. Pictured is a home above Anderson Valley, sleeping 8, offered for 5 days, 4 nights (Friday – Tuesday) and including a five course Chef's Tasting menu with wine pairings for two at the Bewildered Pig. That's a Christmas treat I could enjoy. Other trips might include 8 days/7 nights for 8 in a Costa Rica penthouse condo, a five night Tuscany culinary experience for two, or even a six night stay at the luxurious Fairmont Masai Mara

Safari Club, including two 2.5 hour guided game drives for two. Stay tuned for more details—and think about where you'd like to go.



In addition to these incredible excursions, our members have stepped up to volunteer a collection of exciting items for the live auction. John Shulse, the Pie Man, is donating home-made pies again--just ask Bernadette how tasty they are. For a delightful series of musical afternoons, Barbara Drew and her husband donated two season passes to InConcert Sierra. What a treat! In addition, Virginia Horowitz is offering a lake excursion on her family's brand new houseboat, and Susie Monary-Wilson is hosting Bocce, Brews & BBQ for 10 at her home. Wow! I love these items because it's fun to support each other while benefiting scholarships. Pick one or more of these great offerings and come have some fun bidding.

And speaking of fun, let's not forget the Trivia part of this evening. Team enrollment is in full swing, and the trivia committee tells us to study up on history, geography, sports, and 20th century movies and television. Jo Ann Schilling, Carolyn Feuille and their partners from last year are determined to seize the first place trophy this fall after their stellar second-place finish in January. *You* can register as a 4-person Super Team—we take the first ten teams to register by Oct. 21—or just come and play casually at the big tables while enjoying the food and wine. Choose your level of competition—but come and share the fun.

**Featured Underwriter**

**Nevada City's Best Little Wellness Center**



At MOVE! you will enjoy exercising in a fun, friendly, safe non-intimidating atmosphere. You are guided with personal attention to achieve your goals, get stronger, gain confidence, and discover your potential and zest for life. If you “commit to be fit”, we promise to deliver these goals every time. MOVE offers personal training and small classes so that each client can choose their own fitness schedule. For more information, go to [movetobefit.com](http://movetobefit.com). *Thank* them for their support, and *congratulate* them on their team performance at our first Tapas & Trivia.

*“Marilyn and Wendy know how to mix it up, keep us challenged, teach correct form, and provide options for personal success. I know I’m in good hands at MOVE because, along with Katie’s nutritional expertise, they care, they motivate, they educate, they inspire.” Ann Shulse, AAUW-NC member*

## President's Message....Introducing Some of Our Volunteers

### Virginia Horowitz, President



No doubt you have heard the proverb that, “It takes a Village ... “ Well, it does take a village ... to do things right. Your AAUW Nevada County Branch is like our village. It is a village of women like yourself who believe in the mission and vision of AAUW and who find ways to support that organization locally.

We always need willing volunteers to step up and help with the different tasks and responsibilities that come with being an active member of our Branch. I would like to introduce the members who have stepped up into new roles on the Board for 2019-2020.

#### Joan DeMarce-Rutledge

Joan volunteered to serve as our Financial Underwriter Development Chair. Joan replaced long-time member Bernadette Sylvester who mentored her and encouraged Joan to make her new role her own. Joan has done a wonderful job of making personal visits to the owners of various businesses and companies in the area. She described the awe-inspiring work of AAUW-NC, and encouraging the business owner to donate funds to help underwrite our various Branch operations. Remember, we are a 501(c)(3) organization, and your donations are tax deductible. Joan previously served on the Nominating Committee for our Branch. Thank you, Joan, for the many hours you have dedicated to your new responsibilities.



#### Kris Welch



Kris volunteered to assume the responsibilities of Historian. That Board position had been vacant for a few years, and Kris volunteered to serve in that important position for our Branch. Kris carefully scans The Union and Yuba Net everyday to locate articles about our Branch and preserve them in print form for our history and legacy archives. If you have information about the history of our Branch or come across an article about “our village”, please let Kris know. Much of our Branch history can be found in the Searls Historical Library, the archive of the Nevada County Historical Society. Thank you, Kris, for your hard work and dedication to our Branch.

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## President's Message...Introducing Some of Our Volunteers...continued

### Nancy Knaus

Nancy is a well-known, long-time member of AAUW and our Branch. Nancy has held many roles over the years of her membership, and her most recent one, Parliamentarian, finds Nancy at all our Branch Board Meetings, *Robert's Rules of Order* in hand to help guide the Board in conducting our Board Meetings and making decisions as a group. (The book is designed for use in ordinary societies rather than legislative assemblies, and it is the most commonly adopted parliamentary authority among societies in the United States.) If our by-laws need updating or changing this year, Nancy will lead those efforts, as well. Your help is much appreciated, Nancy.



### Sue Miller

Sue Miller is the editor of our Lodestone which you receive nine months of the year. Sue is responsible for gathering all the monthly articles and updated Branch information, arranging them for print in The Lodestone, and proofreading all submissions. Sue works with each Board member individually, guiding her through this submittal process in a gentle way that produces the best efforts from each of us. Editing the Lodestone is a monthly job, and Sue does it with a very generous heart. Sue has held this position before and was willing to step up and volunteer for our Branch again. Thank you, Sue, for volunteering to guide our monthly efforts in communicating with our members.

### Kathleen Shaffer

Kathleen is a relatively new Branch member who knew the best way to get to know members is to get involved right away. Last year Kathleen helped with our Tapas and Trivia fundraiser with responsibility for part of the emcee work and for crafting many of the questions for the teams and audience to respond to. This year Kathleen volunteered to serve as the Interest Group Coordinator. She is responsible for gathering all the information from the Interest Group leaders and submitting articles to Sue Miller for the Lodestone every month. Kathleen also coordinates with each Interest Group leader so snacks are provided at each of our General Meetings. Kathleen was mentored by Stephanie Norton who held the position of Interest Group Coordinator for many years. Kathleen met with several Interest Group Coordinators during the summer to help guarantee a smooth start to our year at our Welcome Back Brunch on September 21<sup>st</sup>. Kathleen, we appreciate your guidance and dedication to our Branch.



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## President's Message...Introducing Some of Our Volunteers...continued



### Barbara Johnson

Barbara has stepped up as Ways and Means Chair, assuming those responsibilities from long time member Ann Shulse. Ways and Means raises operational funds needed to run our Branch. Barbara has some great new ideas for branded items she can sell to help raise needed funds. She also has AAUW T-shirts and tote bags for sale. Look for her display at each General Meeting and most of our events. Barbara and Ann worked together last year on the Quilt raffle, and Barbara volunteered to help “our village” this year in a very visible and proactive way. Barbara is an energetic supporter of our Branch and urges everyone to purchase a branded T-shirts and wear it at community events to “advertise” who we are! Ann and Barbara worked closely together, so the transition to Barbara’s new position is seamless and continues without a misstep. Thank you, Barbara, for your enthusiasm and tremendous support.

**There are many ways, big and small, that you can help our Branch be successful. Some are behind the scenes. Some are front and center. All help is appreciated, always! If you want more information about how you can become and stay involved in our Branch, please contact me right away. Also, when you see Barbara, Kathleen, Sue, Nancy, Kris, or Joan at a General Meeting or event, please thank them for the hours they dedicate to our Branch – our Village!!**

*Virginia Horowitz*  
President

## Board Highlights

*Susie Monary-Wilson*

The Board met on Wednesday, August 14th. Topics covered included planning for the September Welcome Back Brunch on September 21<sup>st</sup> at Peace Lutheran church at 10 AM, updates to our Strategic Plan, changes in the AAUW National Funds categories and initial plans for our Community Forum on Domestic Violence scheduled for April 4<sup>th</sup> of next year.



Board meetings are held monthly on the Wednesday prior to the Saturday general meeting, September through May, from 2 to 4pm at Brunswick Village Assisted Living Community in the conference room. All members are welcome to attend!

**AAUW FUND NEWS***Melanie Heckel*

Last month I described the newly -named AAUW Fund categories: Education and Training Fund, Economic Security Fund, and Leadership Fund. This month, I would like to focus on the Economic Security Fund which is intended to ensure livelihoods for women through achieving pay equity for women, providing training in salary negotiation, and deepening women's retirement security and quality of life. Under this category lies the Legal Advocacy Fund (LAF), which we have followed and supported for a long time.



Annual Supreme Court Update - I was able to listen to a live Supreme Court update presented by Deborah Vagins, Senior Vice President of Public Policy and Research, and Kate Nielson, staff attorney. The cases they discussed fell into three broad categories: employment and education, health care, and voting rights.

Equal Pay - Under the first category, *Yovino (aka Fresno County Board of Education) v. Rizo* again made the news. Aileen Rizo was paid less than her less-qualified colleagues on the basis of her salary history. On April 9, 2018, the full 9<sup>th</sup> Circuit Court of Appeals ruled in her favor, finding that prior pay could not be used to determine salary. This was a major victory! However, the Fresno County Board of Education appealed this decision to the Supreme Court. The basis of their appeal was the fact that one of the justices died about a week before the opinion was officially rendered. On February 25, 2019, the Supreme Court granted the appeal and remanded the Rizo case back to the 9<sup>th</sup> Circuit for a new hearing and decision. That is certainly a surprising and unusual basis upon which to overturn a Court decision. The merits will have to be considered again by the 9<sup>th</sup> Circuit.

Sex Discrimination - Three cases are pending before the Supreme Court regarding sex discrimination in the workplace. In one case, a worker was fired for changing gender while employed, and in the other two, workers were fired when they revealed they were gay. Plaintiffs argue, and AAUW supports through Amicus briefs, that such firings violate Title VII that prevents discrimination on the basis of sex. The employers argue, and the Trump Department of Justice agrees, that such protection applies only to sex at birth and not to transgender persons or to sexual orientation. It would be a huge loss for the LGBTQ community if this protection is lost through a decision of the Supreme Court.

Now for the good news! The Supreme Court decided not to take up an appeal that let a lower court decision stand that AAUW supports. This decision supports the Boyertown Area School District and keeps in place their policy to allow students to utilize school bathrooms based on their sexual identity rather than birth gender.

Several other cases were discussed and the bottom line is that many important protections are at risk. These include reproductive rights, voting rights, and the rights of the LGBTQ community. Stay tuned!

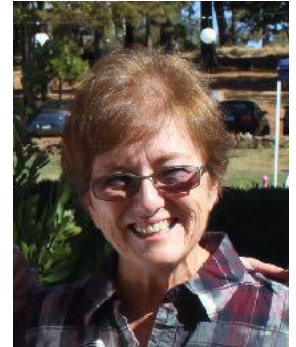


### Local Scholarship

**Ann Shulse**



The Local Scholarship Team loves to award money! How about you?! Would you like to join the fun? We will be having our first meeting this month and another in the Spring. Our three committees — high school, Sierra College, and re-entry — meet each spring to review applications and choose our recipients.



If you are interested in being a part of this active group, please contact Ann Shulse at [ajshulse@gmail.com](mailto:ajshulse@gmail.com) or 530-265-6871.

I scream, you scream, we all scream for our Local Scholarship recipients! In June we enjoyed eating ice cream and meeting five of our recipients.

L to R: Mikaela Galbraith (USF),  
Andrea Beltran (Harvard),  
Bethany Ponte UCD),  
Layla Stroer (UCD), and  
Natalie Webster (UCD)

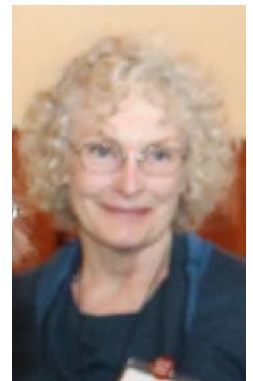


### Membership

*Deb Cubberley*

Please be sure to welcome new member Alicia Funk who joined us over the summer. Recruited by Stephanie Facchini and Bup Greenwood, she comes well recommended! Alicia’s hobbies include native plants, hiking, and reading. She is very active in the California Native Plant Society. She presently works part time as a writer. You will find her contact information in the new membership directory.

This is the beginning of a new AAUW year, and it is an excellent time for potential new members to join us to get the most out of their experience and their dues. If you know someone who might be interested in joining, please encourage them to submit an application. If you have questions, please feel free to contact me.



**Public Policy**

Carolyn Feuille

**Pay Equity Victories Across the Country**

Good news! Pay equity protections are on the rise this year. One of the most encouraging developments was *Alabama's* passage of a pay equity law. Until this year, the state was one of only two that did not have any state-level pay equity protections. In addition to requiring equal pay for employees of different races or sexes who perform equal work, the law also prohibits employers from retaliating against job applicants who refuse to provide their wage history.

*Illinois, Maine, New Jersey, New York and Washington* all updated their laws to include a ban on using salary history during the hiring process, a practice that can carry forward past pay inequities.

*Illinois* also added a provision to its law narrowing the reasons employers can use to justify a pay difference, and *New York* expanded its law to ensure equal compensation for substantially similar work among protected classes beyond gender.

Similarly, *Nebraska* ensured that workers can discuss their salaries without the fear of retaliation. Three additional states --- *Maryland, Nevada and Wyoming*—raised penalties or increased damages for violations of their existing laws.

*Oregon* became the most recent state to enact a paid family and medical leave bill this past August. The new law applies to a wide range of care needs and features an inclusive definition of family; it covers everyone who works for an employer with one or more employees and an option for self-employed workers to opt-in to the program.

In *California* several bills are still pending in the 2019 legislative session. One of these would require employers to collect comprehensive pay data annually. And,...did you know that *California* ranks *first* in the nation with 89% in gender pay equity? (However, pay equity is still even lower for most women of color – the average is 62% for black women and 54% for Hispanic women.)

Many thanks to the AAUW members who advocated throughout the legislative process to get these bills across the finish line!!





## Interest Groups Report

*Kathleen Shaffer*

September 21 is the kick-off meeting for the new year. Take some time at the meeting to visit the Interest Groups display tables. Members from each group will be at the display tables to talk about their activities, and perhaps interest you in joining one of them.

### Updates from the Interest Groups

#### Arts & Crafts

Leader Stephanie Norton's report: Arts and Crafts meets the 1st Thursday, October 3, at 10am at the home of Pat Pedersen to work on decorations for Tapas & Trivia. RSVP to Sue Miller ([sierrasue@icloud.com](mailto:sierrasue@icloud.com)) by September 26 if you are able to join in. More to follow for those who respond.

#### The Non-Fiction Book Group

Non-fiction book group will meet Oct 15th, 12:30-2:00, at Grass Valley Florist. We will be discussing *The Fifth Risk* by Michael Lewis. New members or drop-ins are always welcome. Please contact Deborah York for more info or if you need a ride.

#### The Mostly Fiction Book Discussion Group

The Mostly Fiction Book Discussion group selects eight books to discuss during each of the monthly meetings. The title includes the descriptor "mostly" because a few of the selections may be from the non-fiction genre. The question of the ratio of fiction to non-fiction has been discussed among the members each year. Our October selection will be a biography, *The Woman Who Smashed Codes* by Jason Fagone. Our meeting will be Thursday, October 10th at 1:00 in the home of Carolyn Woods. Please RSVP to her or contact Robin Laverty-Reves if you have questions.

#### Gardening Group

Stay tuned! The Garden Group will plan our October 24 outing when we have our initial event at our Potluck and Plant & Garden Item Exchange on September 26 at Ellie Anderson's garden. Plan on coming! Call Ellie for information.

#### Gourmet Adventures

Group Leader Shirley Racine reports that the first dinner will be October 12th. All newcomers are invited. Call Shirley if you have questions.

#### Great Decisions

Great Decisions is America's largest discussion program on world affairs. The 8-session program involves reading the Great Decisions Briefing Book, usually 10 pages per session, watching a 20-minute DVD, and meeting in a discussion group to discuss the most critical global issues facing America today. Our formal meetings are held Feb through May, and our informal summer sessions are currently underway. Summer topics focus on local and national issues. Contact Susie Monary-Wilson for more info at [monarywilson@msn.com](mailto:monarywilson@msn.com) or by phone 530-470-9272.

#### Gracious Helpers

Gracious Helpers is a Branch interest group that provides meals and support to members who are ill, recovering from surgery, or caring for a family member. Gourmet cooking is not required! Simple fare is often most appreciated, along with the caring friend who prepares and delivers it. We are always in need of volunteers because not all group members are available at all times. Sometimes they too need help. We hope you will consider joining our team. "Many hands make light work." Gracious Helpers is an easy, enjoyable way to be of service to our long-time members and make new friends as well. For additional information, please contact Cheryl Morris.

#### AAUW Hikers

There will be hikes on Monday, October 7, and Wednesday, October 16. Place to be announced via email. Please contact Stephanie Facchini if you are interested and are not on her list.

**Contact information for members is in the Membership Directory.**



# October 2019



Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
				Arts and Crafts		
6	7	8	9	10	11	12
	AAUWalkers			Mostly Fiction Books		Gourmet Adventures
13	14	15	16	17	18	19
	Columbus Day		AAUWalkers			
		Non Fiction Books				
20	21	22	23	24	25	26
		Great Decisions		Gardening Group		
27	28	29	30	31		

**See details for Interest Groups on previous page.  
Contact information for members is in the Membership Directory.**



**AAUW Nevada County Branch Box 326 Grass Valley, CA 95945**

**Web: [www.nevadacounty-ca.aauw.net](http://www.nevadacounty-ca.aauw.net) Email: [contactinfo@aauwnevadacounty.org](mailto:contactinfo@aauwnevadacounty.org)**

**Blog: [contactinfo1.aauw@blogger.com](http://contactinfo1.aauw@blogger.com)**

AAUW advances equity for women and girls through advocacy, education, philanthropy and research. AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, sexual orientation, national religion, disability or class. By joining AAUW we belong to a community that breaks through educational and economic barriers so all women have a fair chance.

**YOUR GIFT TO OUR SCHOLARSHIP AND FELLOWSHIP PROGRAMS ENABLES WOMEN  
TO BROADEN THEIR HORIZONS THROUGH EDUCATION**

**Donor's Name** \_\_\_\_\_ **Amount** \_\_\_\_\_

**Address** \_\_\_\_\_

(Optional)\_In memory / honor of (circle one) \_\_\_\_\_

**LOCAL SCHOLARSHIPS:**

\_\_\_\_ **Tech Trek** [8th grade summer science, technology, engineering, math (STEM) camp]. Please make check payable to AAUW Nevada County Branch. Note Tech Trek on memo line.

\_\_\_\_ **Local Scholarships** (high school, Sierra College & re-entry). Please make checks payable to AAUW NCB Charitable Trust.

**NATIONAL PROGRAMS:**

\_\_\_\_ Please make **checks payable to the AAUW Fund**; National will use your donation where it is most needed to support equity for women. However, you may note a specific fund, such as the Education and Training Fund or Legal Advocacy Fund (LAF), if you wish.

**BRANCH PROGRAMS:** Please make your **check payable to AAUW - NCB.**

\_\_\_\_ **Angel Fund** (dues assistance for members in need). Note Angel Fund on memo line; aid is confidential.

\_\_\_\_ **Local Branch Operations** (Program, Membership, Publicity, Admin. Etc.). **Note Branch Operations on memo line.**

Mail your donation to AAUW Nevada County Branch, PO Box 326, Grass Valley, CA 95945-0326

Remember: Indicate above to which program you are donating. Write separate checks if you are donating to more than one program.  
AAUW Nev. Co. Branch is a 501(c)3 non profit, tax ID number EIN 94-6095030.

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**Copy Deadline** .....10th day of the month before publication

**To contact the Nevada County Branch.....530-470-9395**