

THE AAUW KEY

Palo Alto CA Branch

December 2015 • Volume 63 • Number 4

Annual Holiday Social and Giving Event Saturday, December 12th, 2 to 4 pm

**Channing House, Tenth Floor Lounge
850 Webster Street, Palo Alto**

**Coffee, tea and hot cider provided.
Please bring a holiday treat to share.**



This year we are collecting books for the Girls to Women Club of East Palo Alto, and gift cards for Safeway, Lucky, SaveMart, Target, or Trader Joe's in denominations of \$10, \$15, \$25 or \$50 for the YWCA SiliconValley Battered Women's Shelter.

Please bring your donations to the event.

Our Thoughts Are With Marie Wolbach!

The much praised and widely respected founder of the **Tech Trek** program has been hospitalized for some weeks recently. We are happy to hear that she is now at home, although not as well as she would like to be. I know I speak for all of us when we express our love and gratitude to Marie for the wonderful work she has done for girls. Our thoughts and prayers go out to her at this time of her illness. Marie, you are our hero and lots of us are rooting for you.

--Editor, for all of us

Report on September 26 Meeting

Because we had shortened the KEY in November we left out this report of the very successful Fall meeting. Members had a chance to meet **Tech Trek** "graduates" and their parents. The girls brought youth and enthusiasm to this AAUW brunch at Lucie Stern Community Center. Introduced by Anna Zara, they shared their experience by telling us which Tech Trek experience was most memorable for them. Whether it was an experiential trip through the virtual reality lab, exploration of anatomy or a visit with a judge, each professional woman they spent time with made a significant impression on their young minds.

AAUW members found it interesting that of the four parental units at the brunch, three were the fathers of the girls – and the dads seemed quite comfortable in the roomful of women.

Perhaps the most memorable statement was the last parent who spoke to us, the mother of two daughters who have been Tech Trek participants. After the girls spoke, the Mom stated: "I have something to say." She had our attention as she went on to tell us that she was in the ninth grade when she became a mother to her first

daughter, and didn't have the opportunity to finish high school. However, she said, through Tech Trek, "you have opened the world to my daughters. They might never have known the possibilities that are theirs if they had not had this wonderful experience. Now they have big dreams." The eldest daughter is a student at Notre Dame High School, Belmont and was beaming as her Mom spoke of her accomplishments with obvious pride. And that, ladies, is why we support Tech Trek!

-Barbara Bowden

Working to Expand Tech Trek's Reach

We would like to reach more underserved girls from East Menlo Park or East Palo Alto. Besides raising the extra scholarship money, more volunteer time will be needed.

In December Anna Zara will be meeting with branch volunteers to lay out the work that they must do selecting and interviewing girls for the opportunity to be a "Trekker". We hope to be able to send at least one more girl to camp this year. If you want to help Anna with Tech Trek, email techtrek@aauw-paloalto.org.

If you prefer to contribute money, she can also tell you how to make out a check! Remember, your donations to Tech Trek directly benefit local girls.

Help Wanted: editor or co-editors for this newsletter, starting in 2016. Barbara Evans has been editor for four years and would like to give someone else the opportunities to keep the branch informed and perhaps learn new skills while doing so.

**Apply to the leadership team
you know who they are!**



For the Holiday Giving Event, we are suggesting gifts of books for the GirlsToWomen program where board member Tempe Javitz volunteers two afternoons a week. She encourages the girls in physical activity—they hadn't ever jumped rope so Tempe brought jump ropes and showed them what to do.

She and other volunteers also help them with homework or just provide that one-to-one contact that a busy parent can't provide. And the girls all enjoy books: the older ones like to read; the younger ones like to have the volunteers read to them. To give a book is a heart-warming gesture!

The second suggestion for holiday giving is the Silicon Valley YWCA who is asking for various gift cards for the women in their shelters. These house frightened women who often arrive with only the clothes on their and their children's backs and without any of the basic items of everyday living. From diapers and tampons to soap and toothpaste, these women need it all.

Please visit these websites for more information on these programs:
GirlsToWomen: <http://www.girlstowomen.org>
YWCA: <http://ywca-sv.org/programs/SN/>

Girls Race to the Top

The Palo Alto Branch, AAUW, is proud of its commitment to support girls as they grow to their full capabilities. The GirlsToWomen Program, the much-acclaimed Tech Trek program and branch involvement in the Girl

Scouts Science Club exemplify that support and commitment.

When girls grow up, our donations to AAUW funds supports them through graduate fellowships and defends their right to gender equity and fair pay in the job market.

Through your donations to EF and LAF you are making a continuing contribution to the advancement of women. Congratulations!

Pay Gap for Business School Graduates

A young woman graduating from one of the top business schools might be assumed to have escaped the pay gap, but a recent article in Bloomberg Business News showed that that is not the case.

Graduates of elite schools earn beginning salaries of \$98,000 for women and \$105,000 for men. But within six years the men were earning an average \$175,000 while the women were earning \$140,000, just 80% of men's earnings.

Also although an MBA benefits both genders, after six years, men are earning 4 times their pre-MBA salary while women are earning 2.7 times their pre-MBA salary. Much of the difference in pay reflects the larger bonuses received by men. Also the pay gap reflects a disproportion in the responsibilities given to the two genders. After six years women MBA's have fewer direct reports.

The pay gap for these highly compensated women mirrors that for working women generally. Some 28% of female MBA alums take time off to raise children while only 2% of men do. This alone doesn't seem to prevent them from attaining management positions, but acts to stall salary growth.

December 2015

2015 Calendar

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 Writers 1:30 p.m.	2 Evening Bridge	3 Board Meeting 1 – 3:00 p.m.	4	5 Supper Club 7:00 p.m.
6	7 Mah Jong, 7:30 p.m.	8 Meditation 9:45 a.m. Mystery Books 1:30 p.m.	9	10	11 Walkers 9:30 a.m.	12 Giving Event 2:00 – 4:00 Channing House Film Buffs 7:00 p.m.
13	14 Fam. History 11:45 p.m. Drama Reading 7:30 p.m.		16	17	18	19
20	21 Mah Jong, Evening Books, both 7:30 p.m.	22 Meditation 9:45 a.m.	23	24	25	26
27	28 Gadabouts 2:00 p.m.	29	30	31		

Board Meeting will be Thursday, Dec. 3 at 1:00. All branch members are welcome to attend, please email president@aauw-paloalto.org for details on meeting location.

With the exception of the Supper Club, you do not need to be a member of the section to attend a meeting, but call the hostess or section chair to see if there is space for you.

Please refer to your directory for contact information.

Monday Evening Books: Meets Monday, December 21, 7:30 p.m. at the home of Elsie Kent in P.A. The book for discussion is “*The Book of Unknown Americans*” by C.R. Henriquez Please let Elsie know if you are coming because access is restricted. Valet parking is provided.

Mystery Books: Meets Tuesday, December 8, at 1:30 p.m. at the home of Marcia Baugh in P.A. Please let Marcia know if you are coming or not.

Drama Reading: We meet on the second Monday at 7:30 p.m. October through May. Call Mildred Saxman for further details.

Evening Bridge: Meets the first Wednesday of the month. More players needed. Call Wilma Milligan for further information.

Family History: The next meeting will be at CIBO, 3398 El Camino at 11:45 on December 14 (2nd Monday) for a no-host lunch. We will learn about Hummel figurines. Members share stories from their families or general historic topics of interest. Please contact Betsy Colby for information.

Film Buffs: Meets Saturday, December 12, at 7:00 in P.A. Our hostess is Elsie Kent. Spouses are welcome. Call Marian Gex for information.

Gad-Abouts: Gad-Abouts meet year round on the fourth Monday of the month at 2 p.m. to plan outings and adventures of all kinds. The next meeting will be December 28 at 2:00 p.m. Please call Scotty Martinson for more information.

Mah Jong: Beginners and advanced players are invited to play Mah Jong, a Chinese tile game. Meets on the first and third Mondays at 7:30 pm. Please call Marcia Baugh for location and other details.

Meditation: Meets the second and fourth Tuesdays, 10 a.m., at the First Christian Church, 2890 Middlefield Rd., Palo Alto. Please call Charlotte Jackson for further information.

Supper Club: Meets on the first Saturday at 7 p.m. Call Sylvia Witcher or Mary Morrison for information.

Walkers: Please call Mary Ashley for information or join the email list at

Wine Tasting: Wine Tasting meets on the 4th Sunday of the month, from 5 to 7 p.m. **There is no meeting in December.** Members study and taste wines, domestic and imported, selected by members of the group. Spouses are welcome. Contact Kathy Mize, Carol Hansen, or Barbara Bowden for more information.

Writers: Meets Tuesday, December 1, at 1:30 p.m. Call Marcia Baugh for location and to RSVP. There will be only one meeting in December.

New Members

We welcome Marsha Duro and Gerda Wilson to the Palo Alto branch.

Tech Time AAUW Science Club

September 26: the first club session was organized by chemist Earth Light Lowe and AAUW volunteer Lori Van Houten. This workshop in the scientific method involved a test to identify a “mystery white powder”. It was specified that the powder was one of four things: flour, chalk, baking soda or powdered sugar.



Each girl was to test one pile of a known substance and record the result. They discovered that iodine dropped on flour made it turn blue. Vinegar caused baking soda to fizz and water dissolved the sugar.



After observing those results, the girls had to apply the same tests to samples of the unidentified powder to identify it correctly.

In the October and November meetings the girls had a chance to work with robots provided by Robotic Education foundation. In October the girls raced robots in relays. In November the robots were used in a game, with the object being to make the robot knock orange balls off the ramp.



Take my word for it: it's NOT easy!

Ten Ways to Get More Women into Tech

These suggestions are from the AAUW Career and Workplace Newsletter.

Summarized by *KEY* editor

- 1) Make sure that you yourself don't have a bias about what is right for girls.
- 2) Remember that engineers are made, not born.
- 3) Let the girls in your life tinker with things, break toys, get dirty and fail.
- 4) Don't let your schools limit girls' opportunities.
- 5) Emphasize the social utility of engineering and technology.
- 6) As a woman working in a technical field, seek out opportunities to serve as a role model.
- 7) If you are a man in a tech area, make a point of demanding that women be included on panels and in conferences.
- 8) If you are an employer, make sure that your managers do not use gender stereotypes when hiring.
- 9) As a manager try to remove gender info from job applications and evaluations.
- 10) If you're at the top of an organization make it clear and explicit that attracting and retaining more women to do technical work is a priority.

Some editorial comments:

Barbara Bowden commented in her report on the fall meeting with Tech Trek parents that several of the parents there were dads.

Last year when we had out "Diversity Begins with Girls" panel, several of the women mentioned the importance of their fathers in their choice of careers and how much support the women had received from them.

So dads and granddads and brothers all can follow these suggestions. In some ways it may be more comfortable for them to accept the need for point 3 than for the more traditionally raised women of the family.

There is a quite delightful book written by some young friends:

"50 Dangerous Things You Should Let Your Children Do". Some of the activities have the potential for danger such as whittling or making a fire. Others are useful skills such as changing a tire or hammering a nail.

Gever Tully, the author, also puts on a summer camp where girls as well as boys use real tools to build real objects.

Upcoming Events

Saturday, December 12

Holiday Giving Event

2:00 to 4:00 p.m.

Channing House

Thursday, February 11

Talk by an EF Fellowship Recipient

Unitarian Universalist Church

Fireside Room 7:30 p.m.

Save This Date

Saturday, April 9

Authors' Luncheon

benefit for TechTrek



The Key
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PERIODICALS

Palo Alto Branch 2014-2015 Leadership Team:
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AAUW promotes equity for all women and girls, lifelong education and positive societal change.

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Section Calendar items may be sent to the Calendar Editor by the 10th of the month at: calendar@aauw-paloalto.org

Postmaster: Send address changes to AAUW Administrative Secretary. P.O. Box 60653, Palo Alto, CA 94306-0653.
I certify that the above information is true and complete: Barbara Evans, Editor.