Sonoma County National Organization for Women
P O Box 6223
Santa Rosa, CA 95406
www.nowsonoma.org
Info@nowsonoma.org

NOW SONOMA COUNTY MEETING
September 18, 2019 @ 1:00 P.M.
ROUND TABLE PIZZA
MARLOW & GUERNEVILLE
SANTA ROSA
Please join us

President’s Message

What a month August was, and my condolences to all those who lost relatives and friends due to gun violence. In August Congressman Mike Thompson and 213 of his colleagues wrote a letter to Senate Majority Leader Mitch McConnell demanding he immediately call the Senate back into session to pass H.R. 8, the Bipartisan Background Checks Act (https://www.congress.gov/bill/116th-congress/house-bill/8/text) and H.R. 112, the Enhanced Background Checks Act (https://www.congress.gov/bill/116th-congress/house-bill/1112). Both these bipartisan bills were passed by the House in February of this year and have been blocked for a vote by McConnell for more than 160 days. I encourage our members to write a letter of support for these bills. To date there has been no response from Senator McConnell.

On August 26, Women’s Equality Day, we are celebrating 99 years since the adoption of the 19th Amendment to the United States Constitution, which prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex. August 26 serves as an important reminder both of how far we’ve come as a country and how far we still must go. The work is far from over; the fight for women’s rights is still very much a fight. In 2020 we will be celebrating the 100th anniversary of our suffrage. Wow, all this time has passed and women are struggling to keep what we have gained.

Mark Your Calendars, Dec. 8: The Sonoma County 2020 Women’s Suffrage Project will have a celebration kickoff on Sunday, December 8, 2019 at the Saturday Afternoon Club (built in 1894) to begin their yearlong schedule of activities celebrating 100 years since women got the vote. For more information and a list of events go to: https://twitter.com/SoCoWomen2020

Something to think about: “We must reject not only the stereotypes that others hold of us, but also the stereotypes that we hold of ourselves.” —Shirley Chisholm was the first African American woman in Congress (1968) and the first woman and African American to seek the nomination for president of the United States from one of the two major political parties (1972). Of her legacy, Chisholm said, “I want to be remembered as a woman . . . who dared to be a catalyst of change.”
NOW Sonoma County Minutes of August 21, 2019

Meeting was called to order at 1:06 PM

Minutes were accepted as submitted (MSC)

Agenda was approved with additions (MSC)

Financial Report - No current bank statement received as yet; Funds from National NOW for May 2019 were received but we are still waiting for back memberships (2017-18); Webmaster has been paid for 4 months work; PO Box charge for next months was approved; Current cash on hand needs to be "grown;" Technology requires a new phone which is approved (MSC).

Website continues to grow well - pictures have been added.

Planning for 2020 - meeting tonight at KBBF studios - planning for various city’s participations.

New Business
Calendar - Funding has been secured; printer has been secured; a fundraising event is still needed and is planned for October.

Policies and Procedures - Determining who would like to be a part of the Calendar. Details of the specifics of the layout were discussed as well as prices to submit for various types of sections of the calendar as well as for the calendar, itself. The plan is for the calendar to be finished for the October 18th event.

Announcements: The National NOW website needs to be updated with our current contact information.
A Napa resident wants to start up a Napa NOW chapter. CARA (California Alliance for Retired Americans) is providing information about The California Schools and Local Communities Funding Act which will be on the ballot. Meeting is on September 18, 2019, from 10 AM - 12 noon at the Glaser Center. To RSVP for this free meeting, contact sreynolds48@yahoo.com.

Adjourned at 2:35 pm.
September Highlights in US Women’s History

**September 12, 1910** – Alice Stebbins Wells, a former social worker, becomes the first woman police officer with arrest powers in the U.S. (Los Angeles, CA)

**September 14, 1964** – Helen Keller receives the Presidential Medal of Freedom along with 4 other women: Dr. Lena Edwards, Lynn Fontaine, Dr. Helen Taussig, and Leontyne Price

**September 14, 1975** – Elizabeth Ann Seton is canonized and becomes the first American-born saint, founded the first U.S. Order of the Sisters of Charity of St. Joseph

**September 20, 1973** – Billie Jean King defeats Bobby “No-Broad-Can-Beat-Me” Riggs in the battle of the sexes tennis match

**September 25, 1981** – Sandra Day O’Connor is sworn in as the first woman U.S. Supreme Court Justice

**September 26, 1971** – Rep. Shirley Chisholm (D-New York) announces she will enter the Democratic presidential primaries

**September 26, 1973** – Capt. Lorraine Potter, an American Baptist minister, becomes the first woman U.S. Air Force chaplain

**September 29, 1988** – Stacy Allison becomes first American woman to reach the summit of Mt. Everest

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**FIGHT**

**DANCE**

**LOVE**

**IN CASE YOU MISSED IT...**

The Trump administration announced that it would change the way the Endangered Species Act is applied, significantly weakening the nation’s bedrock conservation law and making it harder to protect wildlife from the multiple threats posed by climate change. New York Times

America’s agricultural landscape is now 48 times more toxic to honeybees, and likely other insects, than it was 25 years ago, almost entirely due to widespread use of so-called neonicotinoid pesticides. National Geographic

The Trump administration introduced a new rule making it harder for low-income, legal immigrants who receive food stamps or other forms of taxpayer-funded assistance to stay in the country legally. NBC News

In conversations with aides, Trump has—with varying degrees of seriousness—floated the idea of the U.S. buying Greenland. WSJ

Toxic algae is killing dogs across the country. WebMD

*It is #NotNormal...*

*...for the President of the United States to urge Israel to deny entry to two U.S. congresswomen.*

*...for the President of the United States to retweet conspiracy theories.*

*...for the President of the United States to use an Asian accent to mock U.S. allies at a fundraiser.*

*...for the President of the United States to ridicule a supporter’s physical appearance, telling the man that he had a “serious weight problem” and should get some exercise.*

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**Women in office spur more women to run**

When women ascend to different elected offices, there’s also a sizable multiplier effect. After women are elected to statewide office, including governorships and Senate seats, more women pursue roles in the state legislature four years down the line, according to research by Amelia Showalter, the digital analytics director for President Obama’s 2012 reelection campaign.
Why gender will define the 2020 election

Paul Waldman Opinion writer July 11, 2019

When the 2020 presidential primary race began, many Democratic voters worried that if their party nominates a woman, it will be 2016 all over again: a campaign saturated in toxic sexism that ended in a victory for America’s most toxic sexist, a man who became president despite being on tape bragging about his ability to sexually assault women with impunity. The country, they feared, might just not be ready to elect a woman to its highest office.

With the campaign in full swing, those fears have not disappeared, even if they may have diminished a bit. What’s clearer than ever is that given how the two parties are evolving, no matter who the Democratic nominee is, gender will be a critical factor in the outcome of the 2020 election.

But it’s complicated. Let’s start first in North Carolina, where a primary runoff was held Tuesday for a special election to fill the seat of the late Rep. Walter B. Jones (R), in a solidly Republican district. Those concerned about the increasingly male face of the GOP invested time and money in the candidacy of Joan Perry, who got trounced by Greg Murphy, a state representative.

As Julie Hirschfeld Davis of the New York Times reported from North Carolina, Perry ran into a suspicion that despite the extremely conservative stances she took on issues, “maybe because she’s a woman she might not be as hard-line as I want her to be,” as Davis put it, characterizing the views of GOP voters.

So with Perry’s loss, the number of Republican women in the House will stay at an incredible 13, out of 197 Republicans. In other words, the House GOP caucus is 93 percent male. Republicans do only slightly better in the Senate, where their caucus is 85 percent male (the figures for Democrats are 62 and 64 percent male, respectively).

Plenty of Republicans are concerned that this dynamic affects how the party is perceived when it comes to competitive elections: Women struggle to win Republican primaries, leaving the face of the party almost entirely male, and combined with the positions the party takes, such as its unceasing efforts to outlaw abortion, it ends up sending a message of unremitting hostility to women. As Rep. Liz Cheney (R-Wyo.) said in response to Perry’s loss, “We have to work very hard as Republicans to convince more women to run for office, but also to convince more women to vote for us.”

But when they don’t — and when the party is led by President Trump — voters (both women and men) begin to see the entire GOP as sexist. As political scientist Brain Schaffner argues, based on an analysis of 2016 and 2018 voting patterns:

In 2018, Republican House candidates were penalized by voters who don’t hold sexist views in a way they were not in 2016. And [Trump’s] rhetoric does not appear to be winning the party any new supporters to make up for those losses … the data here suggest that after two years as president, Trump’s sexism has begun to become part of the Republican Party’s branding for GOP House candidates.

But the picture is even more complicated, because it isn’t only Republicans who hold sexist beliefs. As Schaffner and Sam Luks explain in The Post, about a quarter of Democratic voters hold beliefs they categorize as “hostile sexism” based on answers to survey questions asking respondents whether they agree with statements such as “Most women fail to appreciate all that men do for them” and “Women seek to gain power by getting control over men.” And those beliefs have a strong effect on which presidential candidate they’re supporting, at least so far:

Among the least sexist voters, [Joe] Biden and [Sen. Elizabeth] Warren are neck-and-neck; among the most sexist Democratic primary voters, Biden is preferred by as much as a four-to-one margin. Warren’s support drops from nearly 30 percent among the least sexist voters to less than 10 percent among those who are most sexist. Harris’s support drops from around 15 percent among the least sexist voters to less than 5 percent among those who are most sexist.

That doesn’t mean that the female candidates are doomed, just that it’s one factor hurting them and helping the male candidates. Nor does it mean that even the most sexist Democratic voters won’t support their party’s candidate in the general election if she’s a woman; party identity will be the most powerful force at play, probably overwhelming every other consideration.

But here’s what we know: Gender is going to be a critical factor in both the primaries and the general election in 2020. It will make it harder for a woman to become the Democratic nominee, not only because of a certain degree of sexism among Democratic voters but also because of the perception that the wider electorate is sexist and therefore nominating a man is a safer choice.

That perception may be right, or it may be wrong. We can’t be sure yet because we don’t know exactly what the general election will be like. The dynamics will change depending on which man or woman faces off against Trump. Trump himself may do more or less to emphasize his own misogyny. Other issues could become more important.

But it does seem clear that the gender gap is only growing bigger. In 2016 it was the highest in history: Trump won men’s votes by 11 points (52-41), while Hillary Clinton won women’s votes by 15 points (54-39). What has happened since then? More women have come forward to accuse the president of sexual assault, the GOP became more male in its public face, we had the battle over Brett M. Kavanaugh’s Supreme Court nomination, Republicans got closer than ever to overturning Roe v. Wade (and might succeed before November 2020) and six Democratic women ran for president.

That’s a recipe for a general election in which questions of gender and sexism matter more than ever. Especially if the Democratic nominee is a woman, but even if it’s a man.
Talking to an employer—or a prospective one—about money is never easy. Some people find it so challenging, in fact, that they quickly accept the first salary offer that comes with a new job. Or they hesitate to ask for a raise, even when they’re 110% certain they deserve one. That’s not the wisest way to go. Most employers fully expect to negotiate and build funds into their compensation budget for just that reason. That’s why it’s critical to face your fears and tackle them head on.

Here are the four hurdles to overcome when negotiating salary—and advice on how to do it.

Hurdle: Determining What You’re Worth

Tackle it: This may be the easiest of all because, thanks to the almighty Internet, there’s plenty of information at your fingertips. Start your research by looking at websites like PayScale, Salary.com or the one run by the U.S. Bureau of Labor Statistics. Professional associations are a good resource, as is asking colleagues and co-workers for “allpark” salary info in your company or field. (While discussing salary is no longer as taboo as it once was, some companies still have rules that prohibit workers from talking about wages. So be sure you know the relevant laws and policies.) When figuring out an appropriate salary, consider your education, training and credentials, years of experience and geographic location (pay varies from place to place). Aim to come up with a “salary range” for your specific job, and be realistic—but a bit ambitious—in setting your target salary.

Hurdle: Articulating Your Value

Tackle it: Being a self-promoter doesn’t come naturally to a lot of people. But if you don’t appreciate what you bring to the table, how can you expect someone else to? When preparing to negotiate with an employer, start by making a list of your skills and qualifications. Be ready to offer specific examples of what you’ve accomplished in past roles and what you believe you’ll be able to achieve going forward. Don’t exaggerate, but this isn’t the time for modesty either. Once you’ve finished your list of skills, experience and achievements, commit it to memory. Then practice, practice, practice so you will feel comfortable talking about how great you are. Ask friends or family to role-play so you feel super confident making your case when the time comes.

Hurdle: Knowing What (and What Not) to Say

Tackle it: When interviewing for a job, it’s best to delay conversations about compensation until you actually have an offer. But this can be tricky. A prospective employer might ask what you’re currently earning (though inquiring about salary history has been outlawed in many states.) Or, more commonly, you might be asked for your salary expectations. If that happens, do your best to deflect the questions—and avoid being the first to name a number. (If you do, you could end up with an offer of less than what the employer was prepared to pay!) Instead, respond by asking what the position pays and waiting for a response. If you’ve pressed, give a range and an explanation of how you came up with it. Say something like, “According to my research, the market rate for a Marketing Manager with my level of experience in this city is $60,000 – $70,000. I would like to be considered for a salary within this range.” Then reiterate the value you bring to the company and the expertise and skills that you have.

Hurdle: Thinking Only About Your Paycheck

Tackle it: Salary is only one piece of your total compensation package, so don’t focus exclusively on that. While benefits like health care and matching 401K tend to be standard, employers sometimes have more flexibility when it comes to negotiating paid time off, flexible schedules and remote work options. Think about the benefits that are most important to you, then confidently and politely ask for them. Remember, the worst that can happen is that you’ll be turned down. Once you do get an offer that’s satisfactory, ask for it in writing. Take a day or so to think it over before signing on the dotted line. This is standard business practice, so no one will be put off.

Of course, all of this is much easier said than done, so make sure to put time and effort into preparing as best you can. Do that by taking the AAUW Work Smart Online, a free and easy course that will give you all the information and tools you need to get the salary you deserve.
RENEWAL AND MEMBERSHIP FORM
Regular Membership $40/year. $75/two years. $115/3 years.
Reduced dues $15 - $30.

NAME __________________________________________

ADDRESS _________________________________________

PHONE # _________________________________________

EMAIL ___________________________________________

MAIL TO:
N.O.W. Sonoma County National Organization for Women
P O Box 6223 Santa Rosa, CA 95406
707 -545-5036

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