



Members of Mid-Pen's Climate Change section visited an exhibit of art made from plastic debris at the Cliff House in San Francisco March 3. More photos and a story appear on Page 8.

Mid-Pen's Fund Meeting will hear from fellowship winner at UCSD

By Ann Fleishman

Maritza Sanchez, a doctoral candidate at the University of California San Diego, will speak at the Mid-Peninsula branch virtual Fund Meeting at 10 a.m. April 23.

Please join us in welcoming Maritza. The meeting will also include the election of officers for 2022-'23 and the announcement of the Named Gift Honoree(s).

AAUW has awarded Maritza the American Dissertation Fellowship. Her goal is to become a tenured faculty member in hopes of inspiring the next generation of engineers.



Maritza is studying materials science and engineering. Her research focuses on the development of nanocubes of high-temperature ceramic materials for applications in extreme environments.

She is a first-generation college student and is very passionate about community outreach and diversity and inclusion. She is an active member of the Society of Hispanic Professional Engineers where she has led efforts to increase the number of under-represented students going into graduate school programs, supporting Latinas in the STEM fields, and creating STEM outreach activities for students K-12.

The Zoom presentation will be recorded for anyone who cannot attend.

From the co-president:

In case you've been wondering what 'Nickwhistle' is, read on

By Carole Farina, co-president

This year, AAUW hosts hundreds of outstanding college women from around the country for three days of virtual leadership training, inspiration and networking at its National Conference for College Women Student Leaders (NCCWSL commonly called "Nickwhistle").

In 2019 the conference brought together 800 attendees representing 48 states and more than 300 colleges and universities. The diversity of backgrounds and ideas at NCCWSL is part of what makes it such a transformative experience. The workshops, panels, speakers and activities provide endless opportunities to learn from experts, while peer networking allows them to learn from one another and make lifelong connections.

New this year is an engaging half-day workshop on Design Thinking, a cutting-edge strategy for creative problem-solving. Workshops and panels center on leadership, professional development, knowing how, why and when to be a change maker; women's issues and more.

Through a donation to National, our branch is funding a scholarship of \$195 to enable a deserving young leader to attend the 2022 conference. We earlier gave \$1,000 to AAUW Fund Greatest Needs.

Your creativity at play

Do you excel at dying Easter eggs or creating baskets? Are floral arrangements your celebration of Spring? Funny, beautiful, weird, all are accepted.

Send us photos of your work of inspiration, including yourself if you can, and we will share with other members. Photos should be large resolution in JPEG format.

Your presence at last

An hour or two in the park with those

Mid-Pen members you haven't been with in forever should go on your calendar, Wednesday, April 6, and Thursday, May 5, at Burton Park, San Carlos. Look for Wilma's details in a following article.

Your chance at persuasion

March 16 or after is the time for your friend to join our branch. Her new membership will cover the entire year through June 30, 2023.

If she joins at or soon after attending one of our mission-based programs, she will be entitled to half price of National's dues for the year. This needs to be done with the assistance of our Membership VP.

Bring your friend to our park outing or a meeting and let her get acquainted with our organization.

My turn at gratitude

It has been wonderful and so encouraging to see how our new members have

stepped in to work with our longtimers and brought their new ideas and energy along to invigorate our branch.

Barb Finnegan and Phyllis Hesik are exploring and helping us with Diversity, Equity and Inclusivity. **Beth Swanson** has worked with Cathy Chowenhill and Micki Carter to make our website and Facebook pages more useable, appealing and relevant. (Lost your Directory or Calendar? Up to date versions are on our website. Members Only password is your favorite newsletter.)

For the Public Policy Section, **Gail Langkusch** talked with Carlmont High School faculty about registering seniors to vote. **Theoni Pappas** researched and wrote a Triad article explaining Climate Change. **Jeanne George and Nancy Cantisano** joined hikers/walkers for outings.

Mid-Pen is alive and well.

Who? What? When?

Co-Presidents: Carole Farina (cfarina@alumni.stanford.edu) and Susanne Burrill (saburrill123@gmail.com)

Membership: Wilma Hoffmann (wilmahoffmann@icloud.com)

Electronic distribution: Cathy Chowenhill (cathychowenhill@comcast.net)

Triad editor: Micki Carter (mickicatr@gmail.com)

Sunshine Lady: Marge Haruff is our Sunshine Lady. Please contact Marge at mharuff@aol.com or (650) 591-9900 if you know anyone who would appreciate a card from Mid-Pen Branch.

Know of a prospective member? Please contact Wilma Hoffmann (wilmahoffmann@icloud.com)

Board Meeting: Tuesday, April 5, at 11 a.m. via Zoom.

Triad Deadline for May will be April 15. Please send articles in Word, Pages or Google.doc and photos (separately, not embedded) as large-format JPEGs to Micki Carter (mickicatr@gmail.com).



Carole Farina

Nominations for Elected Offices for 2022-2023

Here are the nominees who will be elected at the Fund Meeting on April 23:

Co-Presidents: Carole Farina and Chris Panero

Vice President, Programs: Gail Langkusch and Beth Swanson

Vice President, Membership: Wilma Hoffman and Barb Finnegan

Membership Treasurer: Kathy Rafael

Vice President, AAUW Fund: Open

Vice President, Finance: Kathy Rafael

Treasurer: Cathy Chowenhill

Recording Secretary: Margot Diltz

Director: Ellen Van Creveld

International educator to speak to Mid-Pen

Rebecca Zeigler Mano, founder of the United Student Achievers Program, will speak to Mid-Peninsula branch at 11 a.m. Saturday, April 2, via Zoom.

Created while Rebecca worked at the U.S. Embassy in Zimbabwe, USAP has helped more than 500 low-income, high-achieving African graduate students access scholarships, some from AAUW. Support has now extended to refugee children.

Rebecca's vision of educating the underprivileged has spanned borders. Through a dedicated network of educational advisors in various countries, USAP has significantly impacted the lives of these young people.

More than 150 USAP students are now studying in the United States. Most are highly dedicated to their communities, bringing



Rebecca Zeigler Mano

about change both on their campuses and in their communities back home.

Rebecca lives in Harare, Zimbabwe, with her husband and daughters. Raised in San Francisco, she holds a master's degree in international development education from Stanford and a BA in anthropology (magna cum laude) from Brown University in Providence, R.I.

She has been the overseas advising coordinator for the Association of International Educators, which she served as the liaison between the board and international educators worldwide.

Join the [Zoom meeting](#) and invite your friends to watch with you.

Have questions about education or life in Zimbabwe? Come prepared or send them to Carole Farina.

Mid-Pen plans TWO in-person events this spring in San Carlos

By Wilma Hoffmann

Let's meet on April 6 at 10:30 a.m. at Burton Park in San Carlos by the Bocce Ball courts (950 Chestnut St).

Look for our AAUW banner in aqua and white. We will have name tags to help us all recognize each other! How much can we have changed in two years?

We will supply coffee (regular and decaf), tea (regular, decaf and herbal), water (regular and flavored) and homebaked cookies.

Bring your own folding lawn chair for flexible, and more comfortable, seating. We should have pretty spring weather by then, and if it rains, we will all rejoice and just cancel!

RSVP to Barb Finnegan (bafinnegan@

comcast.net) by April 1. We would love some idea of how much baking we need to do!

Now mark your calendar for our second out-door get-together this Spring — BYOBB.

Bring your own brown bag lunch on May 5 to Burton Park at noon.

This time, fruit and cold drinks will be supplied. You prefer some particular fruit or drink? Send Wilma (wilmahoffmann@icloud.com) your suggestions. And I cannot supply alcohol! Same location, same suggestions as before. Check out the May Triad for any additional details.

RSVP to Barb Finnegan (bafinnegan@comcast.net) by May 1.

It will be great to see you all again!

Bring Hope House items along April 6

By Teddi Heinrich

We have received the following Wish List from Hope House and are asking all of you who can participate to bring any of these items to our meeting at Burton Park on April 6.

Hope House can always use NEW socks,

underwear and notebooks.

Towels of all sizes, may be used, as long as they are in nice condition.

They would also appreciate monetary contributions (checks, gift cards) which are more practical than having to purchase those new items ourselves.



Anna Faith, a member of the Monterey Peninsula branch of AAUW, spoke to her branch in March about the horror her native country, Ukraine, is experiencing today. The recording of her talk is available [here](#) for the next week or so. You are welcome to watch the Zoom presentation at your own convenience. Anna has also provided the slides she used to illustrate her talk. You can access them [here](#).

Climate Change

What wonders you can find in soil beneath us

By Victoria Kline Cosley

How many of you are aware of the importance of our earth's soil in its role to maintain the Earth's balance?

In fact, a diverse ecosystem exists for the sole purpose of providing a variety of functions to maintain Earth's balance.

This biodiversity of life forms, from bacteria and fungi to tiny insects, earthworms and moles, all living underground, are busy maintaining a healthy soil by processing waste organic matter. This sustains life above ground (plants, animals and humans) as well as keeping at bay and decontaminating polluted land.

In addition, this vast underground ecosystem provides raw materials for new pharmaceuticals to tackle infectious diseases.

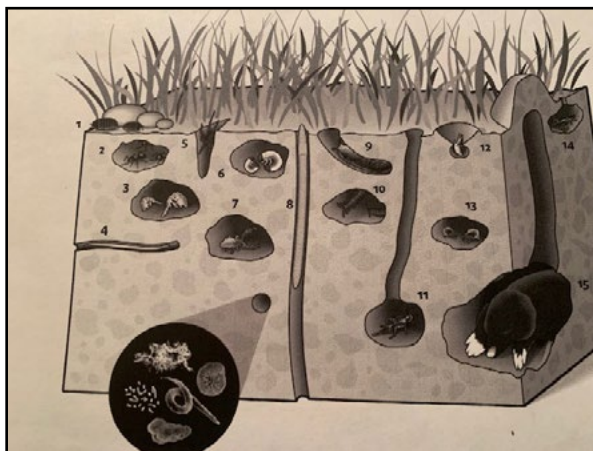
Actually, soil represents the largest carbon pool on the Earth's surface after the oceans. Its ecosystem regulates the carbon flux and the water cycle. Carbon is twice as high in soil as in the atmosphere and two or three times greater than the amount in all living matter.

These biodiverse communities need sufficient raw material, such as dead organic matter. They decompose the waste to produce humus, a complex organic matter with nutrients necessary to sustain plants. Humus can only be made and processed by the underground community. We have not yet found a way to make humus in the lab.

Soil organisms work the sand, clay or silt, forming new structures and habitats, which aerate the soil and allow water to permeate it. Some species of fungi, for example, produce a sticky protein that binds soil particles together to stabilize soil, while larger creatures like termites drive tunnels through the soil.

Storing and purifying water is a vital role of the underground communities. As water infiltrates the ground, contaminants including bacteria and viruses, are absorbed by soil particles, making the water both clean and safe.

Meanwhile, channels, nests and galleries created by earthworms, ants and termites all promote water absorption. Vegetation, with its leaf litter and root system, helps to capture water and to structure the below



ground soil. Cutting back vegetation, for example, by deforestation, does the opposite, allowing soil to be washed away.

Without a vibrant soil community, the soil becomes poor in structure and water run-off increases, leading to erosion and flooding. What would then replace the soil's ability to absorb, cleanse and store water? The building of more water treatment facilities.

The underground creatures, like humans, are not free from contacting diseases that would upset their balance. Controlling outbreaks in the soil community maintains balance. It works when the full complement of community workers is occupied with the tasks they are skilled to do.

But when there's a shortage of one species, other species are unable to make up the difference. It would take years, even decades, to replace just one species.

If just one species became ill, it could cause serious crop destruction on a massive scale, creating a potential disaster for human communities.

But a soil rich in biodiversity is better able to control pests because it contains both a range of predator species and a varied supply of nutrients. While some nutrients may support the pest species, others will be detrimental to it.

In general, a more diverse ecosystem has a better balance of species and greater capacity to impede pest development. Harnessing this natural pest-control service can also replace the need for broad-spectrum pesticides which, as well as harming

beneficial insects, can have many other unintended and costly consequences

Another benefit of biodiversity in underground soil communities is the numerous medicines that have been discovered that improve human life. The soil is like a great medicine cabinet for the future where micro-organisms such as bacteria and fungi are constantly producing genetic compounds to fight other microbes.

Scientists are always on the lookout for previously unknown soil species, as the unique survival strategies of any one of them may offer the potential to create life-saving pharmaceuticals. This is particularly important work, considering how bacteria divide very quickly and are able to evolve and mutate in order to survive.

Presently, the world has experienced one such fast moving bacteria where its rapid divide has caused major public health problems. Scientists across the globe worked day and night to provide a vaccine to slow the transmission of the Covid-19 virus from one human to another.

But, climate change has impacted soil organisms directly by altering their habitat and food web, or indirectly, through increased erosion, droughts and wildfires.

Climate change is affecting carbon storage and climate control where higher temperatures promotes the faster breakdown of organic material in soil. That then causes an accelerated release of carbon dioxide into the atmosphere, leading to further rises of temperature in a positive feedback cycle.

In addition climate change further affects the areas of nutrient cycling and fertility, temperature and rainfall, water control, pest control, new forms of virus and the list goes on.

The story of the underground community doesn't end here. There is still a great deal more to know about the diverse roles assigned to the many thousand of species, who live underground and keep our soil rich..

If you're on Facebook, lend Mid-Pen a hand

3 simple actions can expand reach of Mid-Pen branch

By Beth Swanson

Currently, our branch has a Facebook Group where we post photos and information about upcoming programs and events, group meetings, and interesting facts about issues affecting women.

This group on Facebook was created primarily to help us to get the word out to our members and communities and share information about AAUW, how to join, and to communicate the work that AAUW is doing in the U.S. to advance gender equity.

Statistically, 82% of college graduates are on Facebook, and 69% of U.S. adults use Facebook. AAUW National and State offices have provided us with training on how to use Facebook effectively to assist with our branch goals.

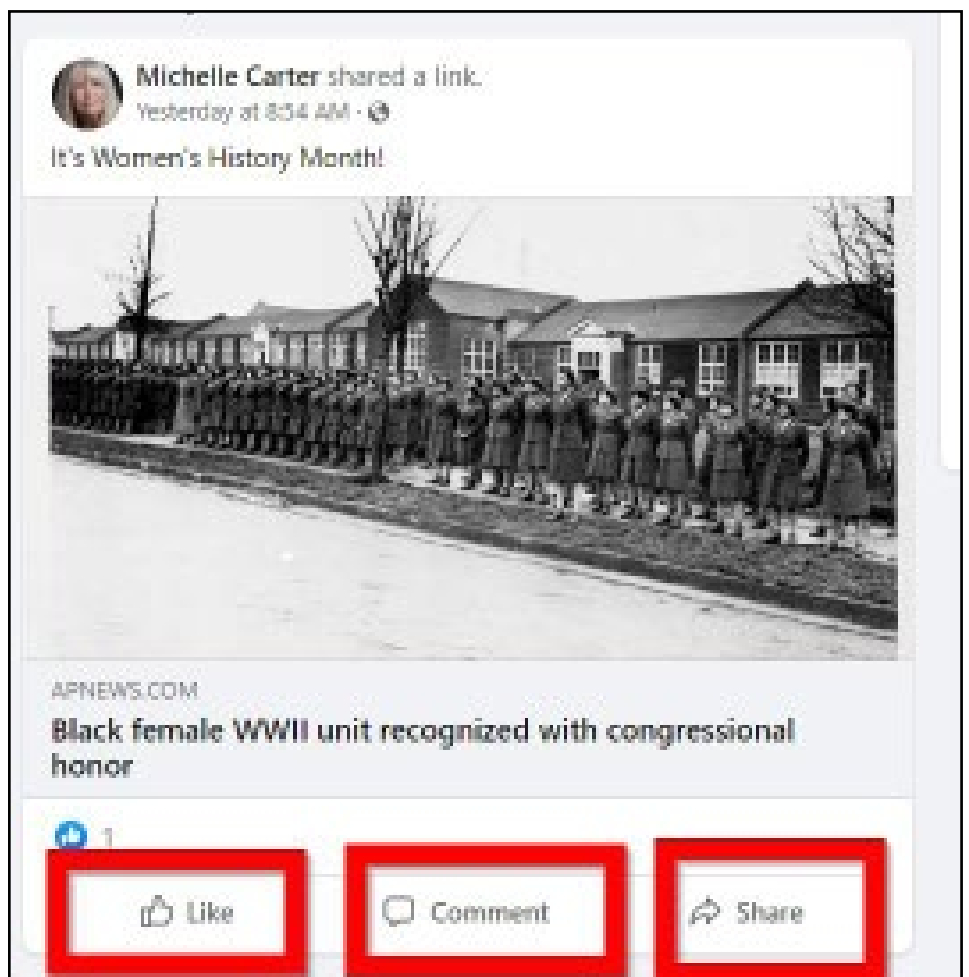
We know that not all our members are Facebook users, but for those of you who are, we would appreciate your help by doing a couple of easy things for us:

1. Join our Facebook Group: Log into your Facebook account (either on your smart phone, your tablet or desktop computer). Go [here](#) (or you can just search for AAUW Mid-Peninsula and our group will come up). Click on the Join Group button.

2. Once you have joined the group, the posts that Micki Carter and I are posting will show up in your Facebook listings. You'll see photos from group meetings, information on upcoming events, and interesting information about issues affecting women, as well as inspiring stories about important women in history.

3. As articles come up in your Facebook, please LIKE, COMMENT, or SHARE the posts. By doing this you are helping us get the word out to our community, and we'll reach new potential members, educate others about the important work that AAUW is doing, and support other women in our group and AAUW groups across the U.S.

Any questions about our Facebook group, how to access it, interest in helping to be part of our social media team, or ideas



about content, can be directed to either our leadership team, Micki Carter or myself. We truly appreciate all your input and look

forward to growing our membership and advancing the efforts of AAUW.

Interest Sections

Interested? It's likely someone else is as well

All About Food

All About Food will meet via Zoom on Thursday, March 31, at 4 p.m. to discuss how to incorporate beneficial foods into our diets and plan a visit to a local innovative farm. Contact Carole Farina at cfarina@alumni.stanford.edu for meeting link.

Book Bunch

Our discussions are usually the third Friday at 10 a.m. This April meeting is the fourth Friday, April 22, to clear the spring break of grandchildren. Carolyn Miller will lead a discussion of *The Memory Keeper's Daughter* by Kim Edwards at her home. RSVP to her at mfmiller34@aol.com.

Our May 20 book is *A Long Petal of the Sea* by Isabel Allende, hosted and led by Mirna Hirschl at her home. If you cannot come in person, contact Wilma Hoffmann at wilmahoffmann@icloud.com to arrange a virtual presence. It really does work!

Climate Change

The climate change section for April will be doing an environmental service project (yet to be determined) on Earth Day, April 22. A notice will be sent to members once we have decided which project. If you would like to be added to the group, please email boothsherry1@gmail.com.

Public Policy

Public policy will meet on March 22 from 3-5 p.m. We will discuss our "Action at Home" items to be shared with members and also to solicit ideas for action locally, in state, and nationally.

Please join us to voice your opinions and help us grow Mid-Peninsula's Public Policy Section. Look for an email announcement for the meetings's particulars prior to the meeting date.

A decision is pending as to whether to meet in person or by Zoom. Please email ybergero@mac.com to voice your choice. We look forward to your participation and input to make Mid-Pen Public Policy Section an active part of our branch now that Covid may be ending.

April's meeting will be on April 26 from 3-5 p.m.

French Conversation

We'll be meeting on Tuesday, April 12. Come to Leslie Pasahow's home at 1:30 p.m. Questions: Check with Laverne Rabinowitz (Lrainbow24@yahoo.com).

Walk/Talk & Gawk

The group continues to meet on Thursday mornings. Members of the group suggest walks, hikes, routes and the time and place to meet, and then someone leads

and does the emails for that week. Stephanie Katz is the contact (stk4@lehigh.edu).

Historic Preservation

The Courthouse Docket on March 19 featured a play about notable women of San Mateo County, including: Leonora Armsby (1874-1962), president of the San Francisco Symphony and the Philharmonic Society of San Mateo County; Margaret Pauline Brown (1875-1959), a Colma teacher; Sybil Easterday (1876-1961), a painter and sculptor from Tunitas Creek; Mary Margaret Anderson (1926-2019), a Menlo Park art collector and philanthropist who donated the Anderson Collection to Stanford University; and Arabella Decker, a Half Moon Bay painter.

On Saturday, April 30, at 1 p.m., Courtroom A, San Mateo County History Museum, 2200 Broadway, Redwood City, the in-person Courthouse Docket will present Sequoia Healthcare District: Past, Present, and Future.

While you're there, check out the current exhibit in the Rotunda, *Japanese American Internment at Tanforan: Photographs by Dorothea Lange*. Other historic sites to visit: Woodside Store (1854) 3300 Tripp Road, Woodside, Tuesdays and Thursdays, 10 a.m.-4 p.m., and Saturdays and Sundays, noon-4 p.m.; Sanchez Adobe, 1000 Linda Mar Blvd, Pacifica, Tuesdays and Thursdays, 10 a.m.-4 p.m., and Saturdays and Sundays, noon-3 p.m.

Note: A memorial about the Japanese Internment at Tanforan in San Bruno will be dedicated April 28, which is the 80th anniversary of the opening of Tanforan Racetrack as an "assembly center."

Out to Lunch

Gamesters

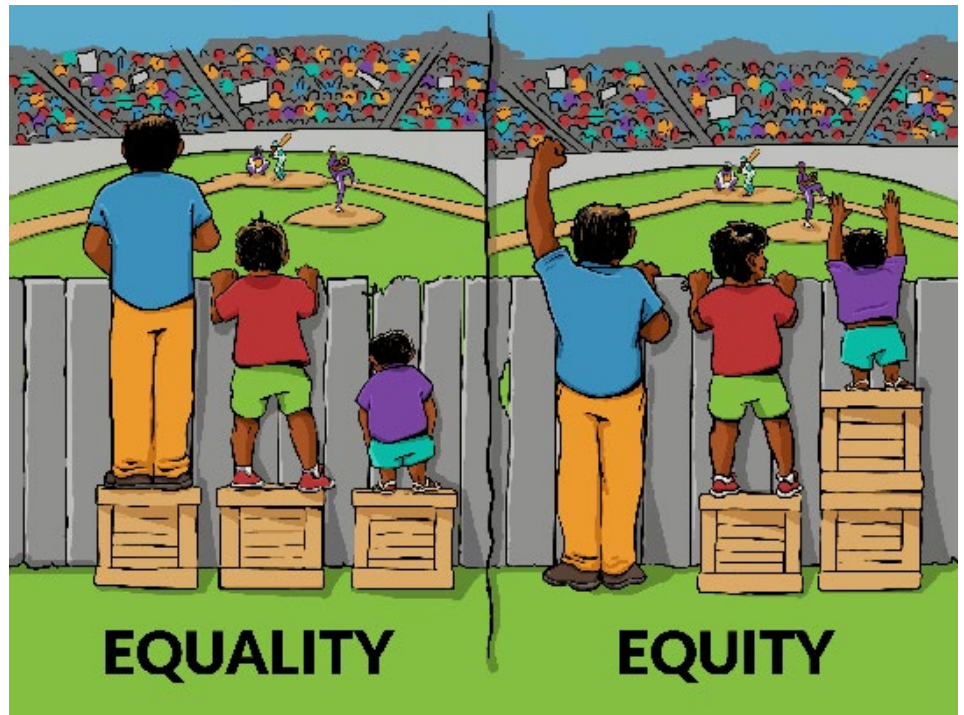
Women in Literature

So far, I've heard from only a couple of people who'd like to resume these sections. It takes five members to have a section. So let me know if you are interested! Contact Nancy Oliver at nancy1oliver@earthlink.net.



Members of Walk/Talk & Gawk enjoy Bedwell Bayfront Park on an outing.

Diversity, Equity, Inclusion



Equality/Equity: So what's the difference?

By Phyllis Hesik

In previous Triads we have addressed Diversity, Equity and Inclusion in general, and Diversity in particular. In this issue we will discuss Equity as it pertains to our organization.

Merriam-Webster Dictionary defines “equity” as

“a : justice according to natural law or right specifically : freedom from bias or favoritism

“b : something that is equitable”

Every AAUW member should understand what we mean by Equity. After all, we are the nation’s premier organization fighting for gender equity. We fight to narrow the pay gap for women, champion equal opportunity for women in education,

and work together to support laws and policies that enable women’s success.

So you may wonder why we have a resource on a term we’re all familiar with: Because even with all our understanding, there’s still something we can learn.

Equity vs. Equality

Although these two words have the same root, they don’t mean the same thing. They are often used interchangeably, even though they differ in meaning.

Equality means everyone gets the same access to — or amount of — something.

Equity, by contrast, is about everyone having equal access to what they need to be successful. And those needs can be quite different.

You may be familiar with Angus Maguire’s images of three children standing on boxes to watch a ballgame over the fence (see above). In the first image, each of the children has one of the same-sized boxes: Equality.

However, because the children are different heights, the shortest child still can’t see.

In the second image, the tallest child, who doesn’t need a box to see over the fence, gives his to the shortest of the children, enabling all of the children to see over the fence: Equity!

The key difference here is fairness in the distribution of resources (the boxes) to each child enabling them to all achieve their goal (seeing the game).

WIRE can help you break into local government service

Are you interested in serving on one of your local boards or commissions?

Appointed positions on boards and commissions are where much of the work in your city and the county gets done. While advisory, these seats allow for citizen input into important decision-making.

A board and commission seat can be the first step toward elective office or dedicated non-elected civic participation. It’s a good

way to get to know your community, and for leaders to get to know you.

Currently, 10 vacancies for the County of San Mateo are ready for applications. A few examples include the Mental Health and Substance Abuse Recovery Commission, Coastside and Bayside Design Review Committees, and the Resource Conservation District.

Visit WIRE’s Appointed Offices page for

more information, and click [here](#) to see the full list of local opportunities.

Recruitment efforts happen year-round, rather than during an election-year cycle. Contact WIRE for more information; it has an Appointed Position Committee that is ready to help you get started.

Feel free to pass along this information to members of your communities and networks.



Climate section visits exhibit at Cliff House

Mid-Pen's Climate Change group met at the former Cliff House Restaurant in San Francisco March 3 to view an art exhibit based on the impact of the Earth's climate crisis. The exhibit brings together the works of 27 international artists. Among them are Andy Goldsworthy, Jana Winderen, Maja Petric and Judith and Richard Lang. The exhibit transforms the bleakness and death brought on by climate change into fanciful worlds of art momentarily deceiving our minds into believing the fruits of climate change are not so bad after all. One Beach Plastic

artistically presents meals made from plastic straws, bottle caps, cigarette butts and other plastic debris harvested from a beach, which appear tantalizing, sumptuous and almost edible. Goldsworthy's space of cracked restaurant table tops emphasizes the starkness, desolation and devastation created by a drought. About 15 members of the Climate Change section attended the exhibit, which will run through March 27. For more information, click [here](#). Admission is free, and tickets are available through [Eventbrite](#).

