



### President's Message

Equal Pay Day again is in April — this year it is designated as April 2. As you all probably know by now, Equal Pay Day is designated as the day by which women in general need to work into the new year to match the pay of men in the prior year. Equal Pay Day statistics are much more disturbing when one separates pay by race: Latinas' Equal Pay Day is November 20, 2019; Native women's Equal Pay Day is September 23, 2019; Black women's Equal Pay Day is August 22, 2019; White women's Equal Pay Day is April 19, 2019; and Asian American women's Equal Pay Day is March 5, 2019. On average, women are paid 80 cents for every dollar paid to men. AAUW has been addressing this issue for decades, and it is finally being recognized by society at large.

The New York Times reported on the pay gap in Germany where women are paid an average of 21 % less than men, one of Europe's widest gender gaps according to the Times. In recognition of this pay gap, Berlin's public transit system decided to have a women's ticket for one day which cost 5.50 euros instead of the normal 7 euros. It was, however, just for one day.

AAUW's Work Smart/Start Smart program is a significant step toward reducing the pay gap by teaching women to negotiate for salary and benefits. It is well-known that women have been reluctant to negotiate in the workplace. Indeed, I never once negotiated in my career, and I know I am not alone! AAUW San Francisco has been working with the Friends of the Commission on the Status of Women to present Work Smart workshops in San Francisco.

It is now possible to participate in the Work Smart program online. It is free and open to all! The link is [salary.aauw.org](http://salary.aauw.org) Roli Wendorf and I are going to a program on April 1 at the YWCA Marin involving a group demonstration of the online program with live advice from experienced leaders. The program is a partnership of AAUW Marin and the YWCA Marin. It is important for all of us to take the online training even if we are no longer working. We all have friends and relatives who could benefit from our knowledge. Finally, the National Committee on Pay Equity suggests that we all wear red on April 2 to symbolize how far women are "in the red" with their pay.

**Barbara Spencer, President**

## About WORK SMART On Line\*

**REMINDER!**  
**Help AAUW reach its goal**  
**of training 10 million women in**  
**salary negotiation by 2022**

AAUW Work Smart is a salary negotiation workshop to help women develop the confidence and skills needed to negotiate their starting salaries, raises and promotions. Research shows that women are more reluctant than men to ask for higher pay. Developing negotiation skills helps provide the language to ask and also close the gender wage gap.

This fall, national AAUW announced the availability of free online workshop open to anyone, and urges all members to take the workshop and spread the word.

The workshop is self-paced and done individually. Just go to [salary.aauw.org](http://salary.aauw.org) and click the button to get started. You will be asked to first create a login ID and password, and then you can get started with the workshop modules.

Our retired branch members might wonder why they need to do this workshop. The material covered is so compelling that we are confident that if you become familiar with it, you will think of working women in your lives who can benefit from it. You will also be helping AAUW reach its goal of training 10 million women in salary negotiation by 2022. National is asking each member to take the workshop and pass it along to 20 others as a way of reaching our first million.

We hope you will participate!

**Roli Wendorf**

*\*First appeared in Avanti, March 2019*

## AAUWSF Board Meeting

The next board meeting is on **Wednesday, April 10, 2019**, at Corrine Sacks' condo, 1835 Franklin St. #401 (between Sacramento and Clay).

Call Corrine at 415-292-4130 if you have any questions.

The potluck will begin at 6:30 pm., and the meeting will start at 7 pm. Please let Barbara know if you are unable to attend.

## Afternoons With Books

**Date: Friday, April 19, 2019 at 1:30 PM**

**Book/Author: Monterey Bay**, by Lindsay Hatton

**Hostess: Connie Armitage**, 1952 16th Ave.

Please **RSVP** to Connie at 415-681-2110

or [connie\\_armitage@yahoo.com](mailto:connie_armitage@yahoo.com)

## International Book Group

**Date: Monday, April 15, 2019 at 7:00 PM**

**Book/Author: The Friend**, by Sigrid Nunez

**Hostess: Nancy Shapiro**, 1683 42nd Avenue

Please **RSVP** to Nancy at 415-731-2654 or

[nancy.shapiro@sonic.net](mailto:nancy.shapiro@sonic.net)

## Mystery/Adventure Book Group

**Date/Time: April 25, 2019 at 7:30 PM**

**Book/Author: Snow Bird**, by Ragnar Jonasson

**Hostess: Jane Hansen's**, 601 Van Ness Ave. #326

**Reviewer: Beth Wells**

**RSVP: 415-225-6985**

## Lunch Bunch

**Note that Lunch Bunch has changed to the first Wednesday of each month!**

**Wednesday, April 3, 2019 at noon**

**Restaurant:** Yum Yum Sushi

**Address:** 2181 Irving St.  
(between 22<sup>nd</sup> and 23<sup>rd</sup> Avenue)

**RSVP to:** Mary Suter, [marsuter@yahoo.com](mailto:marsuter@yahoo.com)

## Tech Trek

Wow, the interviews are over for 2019. We thank the following AAUW Members for handling the many jobs involved, March 9 and 10.

1. Leslie Yuan
2. Kelly Joseph
3. Corrine Sacks
4. Susan Kwock
5. Connie Armitage
6. Nancy Shapiro
7. Mary Suter
8. Esther Wong
9. Elaine Butler
10. Marlene Forde
11. Roli Wendorf
12. Mary Renner
13. Rosaura Valle
14. Sheila Bost

I hope I didn't miss any wonderful members. A big thank you goes to our Alums and Support for Families that again provided us free interview rooms. I will name our Alums and winners next month.

### **Hold the Date for Tech Trek Send-Off:**

Mark your calendar to celebrate our 2019 Campers on **May 18, 2-4 at Sport's Basement**, 1590 Bryant St. SF. You all made it possible in so many ways.

**Elaine Butler, Tech Trek Coordinator**

## Korea's Joan of Arc

### Pat Camarena

Gwan-sun is considered to be the Joan of Arc of Korea. Born in December of 1902 near Cheonan, in the South Chungcheong province of Korea, she was considered an intelligent child. She could memorize Bible passages upon hearing them only once. Her parents were very proud of her desire to get an advanced education at Ewha University. Her expenses were offset through a scholarship program which required her to work as a teacher after graduation. Few Korean women were able to go on to higher levels academically at that time. While she was still a student at the Ewha Girls' High School, she witnessed the beginnings of the March First Movement. This movement was considered to be a peaceful demonstration by the Korean people against Japanese rule. Gwan-sun was one of six people from her school who took part in the demonstrations in Seoul. In March of 1919 she had to return home because all of the schools were shut down by the Governor-General of Korea in an attempt to squelch the ongoing independence protests. Along with her family, Gwan-sun continued to work encouraging people to join the independence movement that was starting to grow. Going to nearby towns, she spread the word about an organized demonstration that she had planned with a few other students. The demonstration took place in early April. Within a few hours the Japanese military police arrived and fired on the unarmed Korean protestors, killing 19 people, including both of her parents. Gwan-sun was arrested and jailed. Gwan was only 16. The Japanese military police offered to give her a lighter sentence if she would admit her guilt and cooperate in finding other protest collaborators. This she refused to do even after being severely tortured. She was taken to prison. At her subsequent trial the proceedings were controlled by a Japanese judge. Despite her



attempts to obtain what she believed to be a fair trial, she received a guilty verdict on counts of sedition and security laws violations. She received a five year sentence in Seodaemun Prison. During her time of incarceration she continued to support the Korean independence movement. Japanese prison officers severely punished and tortured her. She was confined in an isolated cell after being found to be continuing to plan a large-scale protest with her fellow inmates on the first anniversary of the March 1st demonstration in 1919. She died on September 28, 1920 from injuries sustained in prison from the torture and beatings inflicted upon her. She had not even reached her 18th birthday. The Japanese colonial government subsequently implemented more lenient political controls.

Just a few years ago, records were discovered that disclosed details of the protests during the period that included Gwan-sun's incarceration. Of the 45,000 who were arrested in relation to the protests, 7,500 died at the hands of the Japanese authorities. For a young girl, Gwan-sun Yu left an enormous impression on the Korean people. "My only remorse" she wrote from prison, "is not being able to do more than dedicating my life to my country."

After the independence of Korea after WWII, a shrine was built to honor her. A memorial service was organized. Gwan-sun became known as "Korea's Joan of Arc." Awards and a film about her life have served to remind Koreans of this young girl's sacrifice for her country.

[www.myhero.com](http://www.myhero.com)

[www.korea.net](http://www.korea.net)

**Playing Now**

**Paula Campbell**

Before I discuss Yoga Play, the subject of this month's review, I think it's time for me to define some theatre terms. In the review of Hello Dolly I made reference to the use of scrim – to a scene played in front of a scrim while a major set change is taking place.

So -- what is a scrim? A scrim is a curtain that covers the entire stage, that drops from the flies, and has a very specific purpose, an almost magic quality. That quality is that when the stage in front of it is lit, the scrim looks like a solid curtain – players can sing, dance, perform however they wish in front of what looks solid – a painted scenic backdrop. BUT when a scrim is lit from behind, it's transparent – the audience sees the scene behind it, not the scene painted on it – we see right

through it to the set behind it. A front lit scrim is used to hide activity on the stage behind it from the audience.

I said the scrim drops from the flies -- what are the flies? Opera houses and many theatres that house musicals have a structure built on the roof – a tall, (height of the stage) wide (width of the stage) building. That's the fly house, built there to hold and store scenery that flies. Flying is when scenery, curtains, backdrops, sometimes actual set pieces, including furniture, are raised and lowered to the stage from above – they fly onto the stage from the flyhouse. Don't confuse this with an actor flying – think perhaps as in Peter Pan. Actor flying is an entirely different kettle of fish which uses a system developed by the Foy family in the last century. Pretty much any show in which an actor flies will have a program credit, "flying by Foy." But the term "the flies" or "the flyhouse" or a reference to scenery that "flies" refers to the structure on the rooftop of the theatre building.

When I first moved to SF, I drove past a building downtown that had what was clearly a fly house on the roof. It was an office building – I was puzzled. A little research told me that it was indeed an old theatre, converted cheaply with the roof flyhouse left intact. Look up (when it's safe to do so) when you drive downtown – can you see any flyhouses?

Have you ever heard or used the term "upstaged"? "She upstaged him", his proposal upstaged ours" for instance. This term comes from a specific and deliberate action on stage, which later became an idiom in American English. Next month I'll examine the nine playing areas into which the stage is divided and show you how the term "upstage" moved from the theatre into general usage.

Enough technical terminology -- let's look at Dipika Guha's Yoga Play, now onstage at the

SFPlayhouse. Beautifully directed by Bill English, expertly performed by an acting ensemble that seems as if they've worked together all their lives, headed by Susi Damilano, Yoga Play is a joy to watch.

I love comedy, but rarely find myself sitting in my seat laughing so hard the seat shakes. I can't recall the last time I laughed so much – Yoga Play is a hilarious comedy, based on real life social problems. The premise is simple – the protagonists own and run an upscale women's clothing company, which specializes in yoga wear. The company and the clothes it makes are imbued, according to their advertising, with a spiritual overlay (as well as a won't-wash-out lavender scent). Goodness and spiritual enlightenment are IN the clothes – the clothes will imbue the wearer with these traits. Then – disaster strikes. Forget goodness and enlightenment, turns out the subcontractor in India has staffed the factories with 12 year olds. The clothes are actually made by children, in sweatshops, under appalling conditions. The company is devastated. How can they repair their image – how to counteract the onslaught of negative publicity they are about to drown in?

After more soul searching they find a solution – they will find a guru – an Indian spiritualist so holy, so above the sordid constraints of business, so pure, so enlightened that his very presence will purify their products and their process. So the search for the guru begins. There are many false starts – the guru is from Queens, NY, not India – the guru never speaks-- the guru is old and filthy dirty, etc. Finally an acceptable guru is found in a remote Indian village. Local connections swear by him. The company flies him to the US, awaits his arrival with bated breath, and welcomes him with open arms – till they realize he is a fraud – not an Indian spiritualist, but an American white man in guru style robes.

What happens next – the desperate moves to save the day, the coaching to make the faux guru acceptable to American customers – the plans that are hatched, until they finally think he’s ready for a TV appearance that will, by his holy presence, cleanse the company and restore faith in it. What happens – will it work – can they pull it off see -- **Yoga Play** and find out. And bring a handkerchief, you may laugh so hard you cry.

**Yoga Play**, through April 20. SF Playhouse 450 Post Street (2nd Floor of Kensington Park Hotel) between Mason and Powell. Tickets: Box Office 415-677-9596 Fax: 415-677-9597 Online: <https://www.sfplayhouse.org/sfph/get-tickets/> Tues-Wed-Thurs 7pm, Fri-Sat 8pm, Sat 3pm, (some) Suns 2pm.



n.b. **Falsettos** is currently at the Golden Gate. Forget it – not even worth reviewing.



**April Birthdays**

Patricia Arango	April 1
Joanne Mandel	April 6
Holly Millar	April 21
Roberta Guise	April 28

**Birthday Not Announced?**  
 If your birthday is not here and you’d like to have it included (or corrected), contact the Membership VP.

**AAUWSF Board**

**President**

**Barbara Spencer**  
[barbaracspencer@gmail.com](mailto:barbaracspencer@gmail.com)  
 (415) 221-6690

**Treasurer**

**Corrine Sacks**  
[cpsacks@yahoo.com](mailto:cpsacks@yahoo.com)  
 (415) 292-4130

**Secretary**

**Kelly Joseph**  
[kelly.wysinger@sbcglobal.net](mailto:kelly.wysinger@sbcglobal.net)  
 (415)821-1737

**Program VP**

**Membership VP and Webmaster**

**Nancy Shapiro**  
[nancy.shapiro@sonic.net](mailto:nancy.shapiro@sonic.net)  
 (415) 731-2654

**Public Policy**

**Legal Advocacy VP & Education Fund VP**

**Avanti Editor**

**Corrine Sacks**  
[cpsacks@yahoo.com](mailto:cpsacks@yahoo.com)  
 (415) 292-4130

**Silver Jubilee Fund Chair**

**Mary Suter**  
[marsuter@yahoo.com](mailto:marsuter@yahoo.com)  
 (415) 665-1185

**Voter Information**

**Sheila Bost**  
[wawonast@earthlink.net](mailto:wawonast@earthlink.net)  
 (415)664-4985

**Tech Trek**

**Elaine Butler**  
[ElaineButler124@Comcast.net](mailto:ElaineButler124@Comcast.net)  
 (415) 826-3172

**College/University Liaison**

**April 2019**

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3 Lunch Bunch noon	4	5	6
7	8	9	10 Board Meeting 7pm	11	12	13
14	15 Int'l Bk Grp 7 pm	16	17	18	19 Afternoon/ Books 1:30pm	20
21	22	23	24	25 Myst/Adv Bks: 7:30pm	26	27
28	29	30				

*The size of your dreams must always exceed your current capacity to achieve them. If your dreams do not scare you, they are not big enough.*

**Ellen Johnson Sirleaf**



**Avanti Editor**

AAUW  
 San Francisco Branch  
 P.O. Box 31405  
 San Francisco, CA 94131-0405  
 Address Correction Requested

The American Association of University Women (AAUW), founded in 1881, is the nation’s leading organization advocating equity for women and girls. It has a national membership of 150,000. People of every race, creed, age, sexual orientation, national origin, and level of physical ability are invited to join.

AAUW California was launched in San Francisco in 1886 and began lobbying immediately. Check out our website [www.aauwsf.org](http://www.aauwsf.org)



**AAUW advances equity for women and girls through advocacy, education, philanthropy, and research**

**Marie Curie & AAUW**

The year was 1919. Europe had been ravaged by World War I and radium was far too expensive for a scientist of modest means to afford for experiments. This was true even for one as famous as Madame Marie Curie. As a result, her groundbreaking research had reached a virtual standstill.

Then the AAUW came to the rescue. Members from Maine to California helped raise an astonishing \$156,413, enabling Madame Curie to purchase one gram of radium and continue her experiments that helped her create the field of nuclear chemistry and forever change the course of science. Madame Curie received the Nobel Prize for her work, but was not admitted to the French *Academie des Sciences* until she won an incredible second Nobel Prize...all because she was a woman. More than 75 years later, there are still only three women members.

**Pay Equity**

AAUW has been on the front lines fighting for Pay Equity for over a hundred years.

AAUW was there in the Oval Office in 1963 when President John F. Kennedy signed the Equal Pay Act into law.

AAUW was there in 2009 when President Barack Obama signed the Lilly Ledbetter Fair Pay Act into law.

AAUW continues the fight for the passage of the Paycheck Fairness Act to ensure women have further equal pay protections. The pay gap is real.

AAUW will continue the fight to achieve pay equity; the economic security of American families depends on it.

**Legal Advocacy Fund**

Founded in 1981, the Legal Advocacy Fund (LAF) works to achieve equity for women in higher education by recognizing indicative efforts to improve the climate for women on campus; by offering assistance to women faculty, staff, and students who have grievances against colleges and universities; and by supporting sex discrimination lawsuits.

The LAF Board only approves support of cases which are currently involved in litigation, and that have the potential to set legal precedent.

The Legal Advocacy Fund’s annual Progress in Equity Award recognizes indicative and replicable college and university programs.