NOVEMBER & DECEMBER 2024 SPOKESWOMAN

## THE SPOKESWOMAN

https://davis-ca.aauw.net



## **Book Groups Open New Worlds**

By Stephanie DeGraff-Hunt

One of the joys of being retired is having more time to read. Being a member of our AAUW Book Group, the Yolo County Library Book Group, and the Alta California Book Group has opened up marvelous avenues of discovery for me. I always loved to read and since retiring, the three book groups I actively participate in have led me to read books that I would in all probability not have discovered on my own. So much gratitude goes to the members of these book groups for their reading suggestions.

The recent treasure that has touched my heart is Amy Tan's book, *The Backyard Bird Chronicles*, published in 2024. The beginning of Amy Tan's exploration began in 2016 as world controversies led her to focus on the smaller and more peaceful and beautiful world of her own backyard. Her passion for observing and learning about birds expanded exponentially throughout the pandemic and her childlike delight in discovering and learning about the bird life around her drew me in immediately. Her writing evokes the excitement I felt in teaching nine- and tenyear-olds about the amazing beauty and possibilities of our world. I guess you would say I am smitten with Amy Tan's love for the wonder and beauty of birds.

What particularly impressed me about her Chronicles was her constant childlike wonder at what she was learning about birds. Throughout the book she comes up with countless lists of questions wondering about the life of the birds she observes for hours in her own backyard. Her questions lead her to expand her knowledge by working with serious birders, ornithologists, biologists, and bird conservation organizations such as the American Bird Conservancy, WildAid, WildCare, Point Blue Conservation Science, and the California Academy of Sciences.

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## November & December Calendar

Saturday, November 9, 9 am: Monthly Book Group Meeting on Zoom

Tuesday, November 19, Celebrate the 19th: Post-Election Webinar; Zoom link is not yet posted

Sunday, December 8, 2024, 3 pm-5 pm: Reading of the Universal Declaration of Human Rights

Thursday, December 12, 2024, 7 pm: Monthly Board Meeting

\*Due to holiday events and travel schedules, the book group meeting and Celebrate the 19th gathering will not be held.

#### Save the Dates!

Saturday, January 11, 2025, 9am: Book Group Meeting

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Sunday, January 12, 2025, 2 pm to 4 pm: Post-Holiday Gathering; details to follow

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Saturday, January 25, noon to 2:30 pm: Annual AAUW Fund Luncheon (see article on pp. 7-8)

To top it all off she sketches the birds, combines colors with top-of-the-line colored pencils, and includes keen and witty descriptions of the birds' behaviors in her Chronicles. She studied drawing with John Muir Laws who taught her how to draw and journal and to be intentionally curious in nature. For an archive of free drawing classes she recommends www.JohnMuirLaws.com. The chapters where she delves into running commentary on the interactions of different species are absolutely delightful, making one peel with laughter at the foibles of little birds. The sketches and drawings of her observations add to the joy of understanding.

The Backyard Bird Chronicles has reignited my joy in treasuring nature around us. I joined a local birding group in September, now receive invitations to the <u>Cornell Lab Bird Academy</u> programs, and downloaded the <u>Merlin Bird App</u> which helps identify birds' songs. Perhaps an unfulfilled ambition for me is to emulate Christopher Whistler, a long-time Davis resident, who had the amazing ability to identify many birds simply by hearing their songs. My experience with him and a few other neighbors on a three-hour ramble along the West Pond in Davis several years ago revealed his many talents and I am sorry that he is no longer with us to share his incredible abilities. His love for birds was unrivaled.

I have been on a few birding walks during my life, but thanks to Amy Tan's The Backyard Bird Chronicles I am inspired to up the ante and delve into birding more seriously. For a few years, I have been following and reading about the local Audubon Group (formerly Yolo Audubon Society), which recently changed its name to the <u>Yolo Bird Alliance</u>. During the pandemic they held meetings via Zoom and continue to this day to use a hybrid model with in-person meetings at the Senior Center and recordings available soon afterwards. Their members take incredible photos. The Yolo Bird Alliance publication, The Burrowing Owl, can be found <u>HERE</u>.

Even if you are not enticed by the title, I encourage you to listen to Amy Tan's book and then go out and buy her book as her drawings and sketches of the birds are excellent. What wonderful creatures there are in our world to appreciate. And we all need a reminder of the beauty that is around us.

## Recap of the October 12th Book Group's discussion of "Lovely One" by Ketanji Brown Jackson

By Carolyn Van Hoecke



The Book Group met on Zoom October 12th to discuss "Lovely One" by Ketanji Brown Jackson. In attendance were Barbara Durst, Verena Borton, Estelle Shiroma, Stephanie DeGraff-Hunt, and Carolyn Van Hoecke.

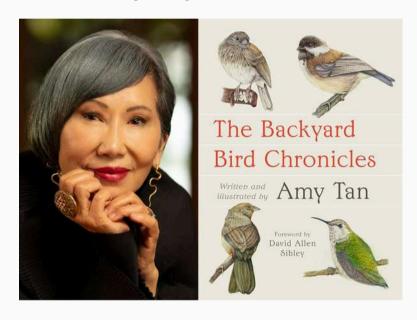
The author is the first Black female Supreme Court justice. The book's title is the English translation of the author's first and middle names, Ketanji Onyika, based on a suggestion from her aunt, a Peace Corps worker stationed in West Africa. Justice Jackson learned from her educator parents to take pride in her heritage since birth and presents herself as an icon of what it is possible to achieve in America today. She seems destined for the position, having decided at age 4 that she wanted to be a lawyer and having dedicated her exceptional talents to move toward that goal. Although there were many impediments to overcome along the way, she managed to excel on the debate team, and in musical theater, student government, and social activism. She is well prepared to be a member of the nation's highest tribunal with undergraduate and law degrees from Harvard. She also clerked for the man whom she would replace on the court and held responsible management positions in the Federal Government with a specialty in the controversial area of sentencing guidelines, all while juggling duties as wife and mother with a large diverse family spread out from North to South. She is married to a surgeon, also from a large family, who is a descendant of a delegate to the Continental Congress.

Our discussion tried to cover the breadth of the author's career from being a new mother in a major law firm to her briefly disappointing stint as a journalist trying to make a difference. She adapted to so many situations and used the opportunities presented to strengthen her resume from so many different aspects, that we had a hard time keeping track. The book gives us many personal details about the day-to-day realities of trying to maintain a clear forward major career path while dealing with the complexities of life. It was clear to readers that this book was not a ghost-written manuscript.

The many personal anecdotes are heartfelt – from the needs of an autistic child to the responsibility for maintaining marriage and family relationships. We spent much time discussing the current statistics and barriers to women, especially new mothers, and how the author was forced to make hard choices along the way that many cannot or will not make. We watched video clips of <u>highlights from her confirmation hearing</u> to assess how she was treated by members of Congress.

# Recap of the November 9th Book Group's discussion of "The Backyard Bird Chronicles" by Amy Tan

By Carolyn Van Hoecke



The book group met on November 9 on Zoom with Barbara Durst, Verena Borton, Estelle Shiroma, Stephanie DeGraff-Hunt and Carolyn Van Hoecke.

This month we took a little detour from our trend toward complex literature to delve into a sort of scientific memoir from beloved local author Amy Tan. "The Backyard Bird Chronicles" is exactly as described. It extracts gems from the notes and illustrations of nine journals about observing birds in nature; but this is not just anybody's casual diary. Amy Tan is a nationally acclaimed best-selling author who teaches a Master Class on writing and is known for her attention to important details. In addition, she has been taking bird drawing classes from John Muir Laws (Laws Guide to Drawing Birds) and participating in nature journaling classes and field trips for many years. This year, she was a keynote speaker for the natural journaling conference Wild Wonder. Besides being inducted into the American Academy of Arts and Letters, she recently received the National Humanities Medals and serves on the board of the American Bird Conservancy.

Imagine you were a famous person who needed to withdraw from the world because of COVID. Imagine the place you had available was a custom designed house with three glass walls and a planted roof, with a view through your own oak grove to the postcard picture perfection of Sausalito Harbor and San Francisco Bay beyond. Imagine you had a talent to write and a talent to draw and a situation with many wild birds right at your window. Imagine economics was no concern. What would you do? Amy draws us into her world, starting from 2017, and proceeding through 2022. She shows us how she has learned and improved both her art and her powers of observation. In all, she has captured 64 species of visitors in all their heroic and complicated interactions, and done so with wonder, pathos, and delight. There are also a few villains in the story. The raptors, rats and squirrels get their share of notice. The illustrations are the prize. Taken from her journals, the bird drawings capture the beauty and distinctive personalities of the various visitors. While you are being completely charmed by her narrative, you will also learn a lot about Northern California birds. This newsletter also includes an article by Stephanie DeGraff-Hunt who provides further insights about the delights of reading this book.

Our next book group meeting will be via Zoom on Saturday, January 11, 2025 at 9:00am. The book selection is "James" by Percival Everett. Everett won the National Book Award for fiction with "James." The plot is a retelling of "The Adventures of Huckleberry Finn" from the viewpoint of Huck's companion Jim. Available in hardback, paperback, Kindle, and Audiobook. To be added to the mailing list to receive the Zoom link, contact Karen Lemcke at <a href="mailto:lemckekaren@yahoo.com">lemckekaren@yahoo.com</a>.

#### Fall Friends and Family Gathering on October 13

The annual fall Friends and Family Gathering was held on Sunday, October 13 at the Cannery Ranch House. The highlight of the event was hearing from our four 2024 Tech Trek campers about what they learned during the weeklong STEM camp held at UC Davis from July 14 to 20. Stephanie interviewed each of the campers and asked what they were most excited about after attending camp. All were enthusiastic about what they learned in their core classes which included Anatomy and Physiology (Sophia), Climate Science Engineering (Isla and Olivia), and Genetics (Kinsey). Isla suggested changes at home to reduce her family's carbon footprint. Olivia is already exploring how she can get financial aid to attend college. Sophia wants to pursue a career in science, perhaps in a laboratory. Kinsey said she made new friends and continues to stay in touch with them. Sally Ho, Senior Counselor at camp, recently moved to southern California and made a special trip to attend this event. She shared her thoughts on how Tech Trek was life-changing, influencing her college major (Evolution, Ecology, and Biodiversity) and future plans to pursue medical school.

Branch members visited with Tech Trekkers and their families who were grateful for the opportunity that we provided for their daughters. We will continue to follow the girls as they progress through junior high and high school.



Sophia, Isla, Sally (Sr. Counselor), Olivia, and Kinsey (L to R)

#### October Celebrate the 19th: Visit to Winters

By Shahla Farahnak

On Saturday, October 19, branch members (Shahla, Carolyn, Gwendolyn, Heidi, and Rhonda) met in Winters for lunch at Chuy's Taqueria and a tour of the city led by Shahla. It was a beautiful day and after lunch, the group took a stroll through beautiful downtown Winters and visited the Winters Museum, checked out gift shops and local stores, and enjoyed the collection of arts by over 100 artists available for sale at the Winters Collective and picked up a few early Christmas presents. A few of us extended the day by enjoying wine tasting at Turkovich Winery. We had a good conversation about further engagement of our Davis and Woodland members in future activities and ideas for a Celebrate the 19th get-together in Woodland.

The Winters Museum exhibits currently include Remembering Monticello (lost city under Lake Berryessa), Lost Japanese Community of Winters, and Look Back at Winters History. The local newspaper, the Winters Express, is also printed at this location. The display of old print equipment, as well as various original US flags as different states joined the union, was very interesting. Another highlight of the museum visit was the display of the photos taken by Dorothea Lange (commissioned by Life Magazine at the time) depicting life in the town of Monticello before it was inundated when the Monticello Dam was built (completed in 1957) to fill Lake Berryessa. The book group members who read the book "The Bohemians" (the life story of photographer Dorothea Lange) in July were especially interested in the exhibit. See the July/August Spokeswoman book group article.

For more information about the City of Winters, see <a href="https://www.discoverwinters.com/">https://www.discoverwinters.com/</a>.



Below: Photographs taken by Dorothea Lange during the construction of Monticello Dam.



Left: Shahla, Gwendolyn, Heidi, Carolyn, and Rhonda (L to R) standing in front of photos taken by Dorothea Lange at Monticello, the town that was abandoned to construct the Monticello Dam.

### AAUW Fund Luncheon on January 25, 2025

Save the date for the Annual Capital Counties Interbranch Council (IBC) gathering on Saturday, January 25, 2025 from noon to 2:30 pm at Northridge Country Club, 7600 Madison Ave., Fair Oaks. Introductions begin at noon, followed by lunch and speakers highlighting two AAUW Fund recipients. Online or mailed payment must be received by January 6. Information for mailing checks can be found below. Include the form when you mail in payment.

The Northridge Country Club is about a 45-minute drive from Davis. If you would like to carpool or can drive others, please contact Stephanie DeGraff-Hunt at <a href="mailto:sdegraffhunt@gmail.com">sdegraffhunt@gmail.com</a> or (530) 902-8394.



## North Ridge Country Club, 7600 Madison Ave. Fair Oaks

# Join the party! AAUW Fund Luncheon

Sponsored by your Capital Counties Interbranch Council

Saturday, January 25, 2025 Noon – 2:30 PM; doors open 11:30

Keynote speaker: Charmen Goehring, AAUW California President, speaking on our current challenges & opportunities, and on the positive work of AAUW Funds.

In addition, two active AAUW Fund Scholars will share their remarkable journeys, highlighting the details and progress of the work AAUW is supporting.

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check for \$32 to AAUW Sacra	the table! To use a credit card (fees apply) click here, mento. Mail to Reservations Coordinator, Hedda Smith 0. Online or mailed payment must be received by tion, & menu choice:	ison, 4033 Main
Name	Branch_	
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AAUM	Menu choices:  Turkey Breast, Mashed potatoes, vegetables Thai Chicken Salad Pasta Primavera (vegetarian) AND Limoncello cake OR Fruit cup	OR OR

## I-House Thanks International Festival Sponsors\*

Dear International Festival Sponsors,

We did it! Despite the extreme heat, we had a very successful and joyful International Festival on October 5th and 6th. Over 145 people enjoyed our preview Tasting Dinner and concert on Saturday evening October 5th. On October 6th, we had a backyard filled with music and dance all day, 5 successful workshops in the community room with over 20 participants each, delicious food in our parking lot, and a park filled with artisan vendors. We estimate that around 800-1000 people attended the event and we had over 50 volunteers, 60 performers (20 groups), 5 workshop leaders, and over 50 booths in participation.

We worked with the City of Davis, UC Davis, and Yolo County for various logistics like permitting, waste collection, and use of the park. We also contracted with 6 small local businesses for sound engineering, event management, food vendors, photography, videography, and advertising. It was a true community collaboration, made possible by your support. We have also learned a whole lot by producing a large-scale festival onsite at International House Davis for the first time, and we are planning to make it even better next time!

Sincere thanks from everyone at International House Davis! We hope to see you at I-House soon.

Shelly Gilbride, Ph.D. Executive Director, International House

\* AAUW Davis Branch was a Community Supporter.

## **UNA Update**

by Verena Borton

### UN Day – "Taking Action on the Sustainable Development Goals in Davis"

Our thanks to those of you who attended our October 27 UN Day celebration along with more than 60 other community members representing a wide range of ages. The program itself focused on a better understanding of the Sustainable Development Goals, featured fifth graders from North Davis Elementary, UCD undergraduate SDG interns through Global Affairs, and the executive director of a local nonprofit – Davis Community Meals and Housing - that incorporates many of the SDGs in its service to the Davis community.

Organizing a program based on this partnership of various groups with input from I-House was time-consuming and complicated, but also very meaningful in bringing together individuals with similar interests who might not normally meet. UNA seeks to reach out to anyone interested in world affairs and specifically UN-related matters. This event was a good example of UNA's mission to educate, inspire and advocate.















### **UCD Student UNA Chapter Set to Launch in January**

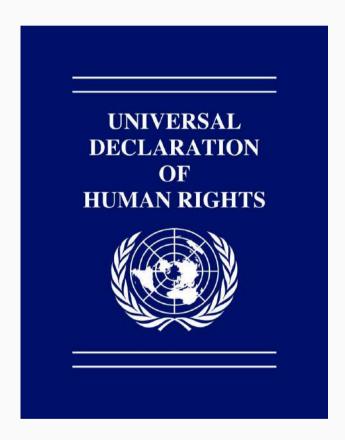
Although we have traditionally had many youth members in our Community chapter, student attendance at our events has been minimal. Now they will soon be able to become involved in a student chapter on campus that is expected to launch in January, thanks to leadership by our board member Edgar Trujillo and a few enthusiastic undergraduates. Their membership is free up to age 26. We are hoping to develop healthy synergy and collaboration between the Campus and Community chapters.

#### The 18th Communal Reading of the Universal Declaration of Human Rights

On Sunday, December 8, from 3-5 p.m., we will once again gather at International House for the annual Human Rights Day observance when the 30 individual articles of the UDHR are read in as many native languages and English. Each year participants relate afterwards how meaningful this experience was for them and how revealing to learn about the rights to which we are all entitled in an ideal world. The UDHR will mark its 76th anniversary on December 10.

For more see Human Rights Day 2023 Write Up & Photos:

<u>Impressions of a gathering to focus on the United Nations' Universal Declaration of Human Rights — UNA-USA Davis Chapter.</u>



**Please consider offering to be a reader**, especially if you have not previously taken part in this special event that illustrates the diversity of Davis and the universality of human rights. Please contact Verena at <a href="weerena.borton@unadavis.org">werena.borton@unadavis.org</a> to volunteer. More details will be provided, but there is only minimal need for preparation. Last year we had a hard time filling all the English slots!

#### **UN News of Note**

The fate of the eventual outcome of the Congressional **budget to finance our UN dues** has been hanging in the balance depending on the outcome of the election. Defunding of many UN agencies according to the earlier vote in the House was described in a previous Spokeswoman. The hope has been for a more positive Senate vote but that is also less likely now.

The Biden administration has chosen not to seek a second term on the **United Nations Human Rights Council** in the upcoming uncontested ballot, meaning the U.S. will not hold a seat on the 47-member council until at least 2028. UNA-USA is disappointed by this decision but remains committed to advocating for U.S. involvement and human rights. We are committed to emphasizing the importance of having a seat at the table on such critical issues.

There is grave concern about the **threats to humanitarian efforts in Gaza** and the West Bank following the Israeli Knesset's adoption of new laws on October 28. These laws, to be implemented within 90 days, likely will collapse **UNRWA**'s operations, which have provided essential aid and services to Palestinian refugees since 1949 under a mandate from the UN General Assembly to provide humanitarian assistance and protection to Palestine refugees pending a political solution to their plight.

These changes will have a devastating effect on health, education, and social services for vulnerable populations in Gaza, the West Bank, and East Jerusalem. Looking to the West Bank, 96 UNRWA schools (47,000 students), three vocational training centers, 43 health clinics, and one hospital will close. Social service support will cease to 150,000 Palestinian refugees.

The yearly UN Climate Summit, COP29, took place in Baku, Azerbaijan from November 11-22. It is an annual meeting of the 197 signatories that joined the UN Framework Convention on Climate Change, an international treaty adopted in 1992 to stabilize the world's greenhouse gas emissions. Outside of the formal negotiations, COPs have also become key moments for a broader set of actors, including businesses, NGOs, local governments and others, to announce major new climate initiatives and commitments.



The incoming administration has named Elise Stefanik (Republican Congresswoman from NY) as **Ambassador to the United Nations**.



#### **AAUW National News**

#### AAUW will stay focused on our mission

I write to you today with conviction and resolve, even though for the second time, our country has decided it wasn't ready to have a highly qualified woman hold our nation's highest office. I am grateful for everyone who stood up and used their voices for the rights of women and girls, and for the significant wins across states on key issues. To anyone feeling uncertainty about what lies ahead — know that you are not alone.

It is AAUW's commitment to gender equity that allows me to write to you today with this clear-eyed promise: We will persist.

AAUW has been preparing for this scenario, and we will share more as we prepare policy priorities for the 119th Congress. Here's the bottom line: Our strength comes from our collective voice, and together we will continue the work to support women's education and economic empowerment.



Thank you for standing with us.



In solidarity,

**Gloria L. Blackwell**Chief Executive Officer

#### **AAUW-CA News**

#### Public Policy News A Successful 2024 Legislative Agenda

by Amy Hom and Missy Maceyko, Co-chairs AAUW California Public Policy

2024 has been an exciting year for AAUW California's Legislative Agenda. Many excellent bills were introduced in the legislature early in the year. The Public Policy Committee evaluated over 60 of these bills that were most closely aligned with our Public Policy Priorities. Our committee met virtually over a weekend in March to discuss and vote on the best bills to include in our 2024 Legislative Agenda, prioritizing them into A, B, C, and Watch categories. We selected 41 bills for our Legislative Agenda, not including the Watch bills, and from March through September we worked to educate about and advocate for these bills.

Thanks to the many AAUW members who participated in Lobby Days, to those who called or wrote to their legislators and the Governor through our Action Alert Network, and thanks in no small part to the tireless efforts of Kathy Van Osten, our Legislative Advocate, 29 of the 41 bills on our Legislative Agenda made it to the Governor's desk, and 25 of them have been signed into law!

Excitingly, all three of our A priority bills were signed by the Governor:

- Our signature bill <u>AB 2843</u> was authored and sponsored by AAUW California. The bill eliminates cost sharing, including deductibles, from being imposed on any rape survivor seeking medical care following a rape. The bill was inspired when Kathi Harper, Public Policy Director, read an <u>OpEd piece</u> in the Los Angeles Times by <u>Dr. Samuel Dickman</u>, Chief Medical Officer at Planned Parenthood of Montana, describing the plight of countless rape survivors who do not seek medical care following their assault because of prohibitive costs. AB 2843 removes the cost barrier, ensuring that survivors can receive the care they need following a traumatic sexual attack.
- AB 2326, also sponsored by AAUW California, requires the Chancellors of the Community Colleges and the State Universities, and the President of the University of California, to provide an annual report of their schools' compliance with Title IX. The report will be publicly, orally presented to the Senate and Assembly Budget Subcommittees on Education Finance.
- <u>AB 2099</u> makes it possible for the District Attorney to pursue felony charges for the posting of information about reproductive health care patients or providers if the posting and subsequent actions result in bodily injury.

Two of our B priority bills were signed into law:

• <u>AB 1790</u> requires the CSU system to report on the implementation of recommendations provided in the California State Auditor report, to ensure Title IX

- compliance and protections against sexual harassment.
- AB 1831 expands the law prohibiting the possession and distribution of material depicting minors performing sexual activities to include AI and computer-generated images.

And very significantly, AB 1955 was signed into law. This was a C priority bill only because it was added to our Legislative Agenda later in the process.

 AB 1955 prohibits public schools from notifying parents if their child uses a different name or pronouns or identifies as a different gender than assigned at birth.
 California is the first state in the nation to ban forced outing of transgender students.

For additional details on all the bills on the 2024 Legislative Agenda, see our bill tracking report <u>HERE</u>.

And if you have not yet signed up for Action Alerts, and would like to be notified about opportunities to advocate for AAUW California's priority legislation in 2025, please sign up <u>HERE</u>.

#### Lilly Ledbetter: A Beacon of Equality and Justice

by Erica Dias, Member AAUW California Public Policy Committee

One of <u>AAUW California's Public Policy Priorities</u> is economic security for all women, including equity in the workplace and enforcement of anti-discrimination statutes. Last week, an icon in the equal pay movement, <u>Lilly Ledbetter</u>, passed away at 86.

Ledbetter's story is not just one of individual resilience; it embodies the ongoing struggle for women's equality in the workplace. Lilly worked for nearly two decades at <u>Goodyear</u> <u>Tire & Rubber Company</u> and uncovered that she was being paid thousands less per year than her male counterparts. This revelation sparked a fire within her, igniting a campaign that would forever alter the landscape of equal pay in America.

In 2007, Ledbetter <u>took her fight to the Supreme Court</u> yet <u>the Court's ruling</u> was disheartening; it stated that she had filed her complaint outside the statute of limitations. In response to the 5-4 majority opinion, Justice Ruth Bader Ginsberg provided <u>one of her infamous and noteworthy dissenting opinions</u>, calling out the eight male justices for their apathy. "The court does not comprehend or is indifferent to the insidious way in which women can be victims of pay discrimination," she said, imploring Congress to act.

Undaunted, Lilly remained a voice for many. Her activism ultimately led to the introduction of the <u>Lilly Ledbetter Fair Pay Act of 2009</u>, which President Obama signed into law as his first piece of legislation. This landmark act marked a significant victory in the fight for gender equality, sending a clear message that pay discrimination would not be tolerated.

Beyond the legislative impact of the Act, Lilly became an icon of empowerment and perseverance, traveling the world and encouraging others to stand up for their rights. Her memoir, <u>Grace and Grit: My Fight for Equal Pay and Fairness at Goodyear and Beyond</u> emphasized the importance of awareness and action in combating workplace discrimination. At the peak of the #MeToo movement, her <u>opinion piece</u> in the New York Times linked workplace sexual harassment to pay inequity. <u>Lilly</u>, <u>a feature film based on her life</u>, premiered at the Hamptons International Film Festival on October 10, 2024, just two days before her passing.

Lilly's journey reminds us that individual stories can catalyze monumental change and that every voice matters in the quest for equality. The <u>AAUW Legal Advocacy Fund</u> (<u>LAF</u>) challenges sex discrimination in higher education and the workplace. The Fund has provided millions in support of hundreds of cases. View <u>Past Cases</u> and <u>Current Cases</u> to learn more.

Ledbetter's legacy shows us that change is possible through persistence, courage, and community. As we reflect on her contributions, we are called to continue the work of advocating for equality, ensuring that future generations inherit a world where every individual is compensated fairly for their contributions, regardless of gender. Together, we can continue to champion the cause of equality and ensure that Lilly's legacy endures.



## BE AS ACTIVE AS YOU CAN, BUT STAY A MEMBER!



We wish you a bountiful Thanksgiving and joy in whatever you celebrate in December. See you in 2025!

Formatted By: Emmi Kuimelis