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| |  | | --- | | Giving Tuesday, November 28A Scholarship Fundraiser | |

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Note that the thermometer is already climbing due to some very generous donations that have already been received (dated 11/28!).  ﻿  **Here’s what you need to know about Giving Tuesday**:  Checks **must be** **dated November 28th** to be partially matched by Amador Community Foundation.  ·      To donate in person **on Tuesday, November 28**, stop by the ACF office, 571 S. Hwy 49, Jackson, from 8 to 4 p.m. or join branch members from 4 to 6:30 p.m. at the Charity Showcase event at St. Katherine Drexel Church Hall iat 11361 Prospect Dr. in Martell. Sixty-five local non-profits supporting the quality of life in the community will be represented to make it easier to connect with the non-profits you support.  ·      If you cannot attend the event, mail a check **dated November 28** by November 22, to AAUW Amador, P.O. Box 611, Sutter Creek, 95685. Or, at a November event, (Libations and Conversations – 11/15; or a Book Club gathering), give your check to Julie, Terrie, Kathy G, Stephanie or Michele Powell who will represent the branch on 11/28.  ·      If you prefer to donate electronically, **go online on November 28** to [**https://amadorcommunityfoundation.org/product/aauw-scholarship-amador-county-chapter-american-association-of-university-women/**](https://urldefense.com/v3/__https:/r20.rs6.net/tn.jsp?f=001cZIDNTfHTy_Sxhwpnky6PnLPCnq5scYVdDKz1JUReZK6dwVZR2JIEEZDchrJPLcM8nFypn1Vl3XbslVbPHgG5VyJNJobaye5IFZYIRTerJxnFiILH1qnL4xNhC1R6JSgYVmSRbquGj_KJVPaD2vbRVnZIAuyRWDwNXol3nl4jejA5cNjCsvdbEth5-MBp1KV2pWCa_ysdTB43BDr16wF177rWlfb-oIIIw577dOlEQUb0V3ZTWu1uz2Z2yaiI-FGO4xagCkrbFmvbGwUczkEfJLCcxMSIxD1&c=7nBOeshqo7ZDNhmzH8rUZ-08u3e2oz_dlmJCP3QMekofFLlq6lfjjQ==&ch=MoKvAeNcRBPdDNghd_w-5CM-Kt-C4SPD7fuIH5wUM3vK6KxgVXilig==__;!!N0J2S6-95Q!6tmizMorZCzkEvoS0xKdWY1tEURiGFZBj1yOvaxsAodt9jep2WmsbwFPokXRqfvphBsNmsvHhlNEx0_KaSBVjCT8XMQnhg$)  ·      Share a post from ACF’s Facebook page  [**https://www.facebook.com/AmadorCommunityFoundation**](https://urldefense.com/v3/__https:/r20.rs6.net/tn.jsp?f=001cZIDNTfHTy_Sxhwpnky6PnLPCnq5scYVdDKz1JUReZK6dwVZR2JIEEZDchrJPLcMeVXSilAlSbz5rWKVRyB1Szg4BHY2kCycQ5TSxoIl07LZsSLycaTrmEZ_7WxgrQhqioKV23HHBNz_VmL_L62iZ5bxrvc367eyAEF2dCdH9tKog_z9MhTFFg==&c=7nBOeshqo7ZDNhmzH8rUZ-08u3e2oz_dlmJCP3QMekofFLlq6lfjjQ==&ch=MoKvAeNcRBPdDNghd_w-5CM-Kt-C4SPD7fuIH5wUM3vK6KxgVXilig==__;!!N0J2S6-95Q!6tmizMorZCzkEvoS0xKdWY1tEURiGFZBj1yOvaxsAodt9jep2WmsbwFPokXRqfvphBsNmsvHhlNEx0_KaSBVjCSqIgZj0w$) to your page and caption it with what you like about being a member of AAUW. Encourage your friends and family to join you in supporting AAUW Amador’s goal to raise $5,000 on Giving Tuesday!  ·      Share the branch Facebook page, which has Giving Tuesday content.[**https://www.facebook.com/profile.php?id=100064785484281**](https://urldefense.com/v3/__https:/r20.rs6.net/tn.jsp?f=001cZIDNTfHTy_Sxhwpnky6PnLPCnq5scYVdDKz1JUReZK6dwVZR2JIEEZDchrJPLcM8K1QCweopKYOaJYO9NS_BRKQ2dbUu5wMg74G0qGZFkoy4wz1952LhYEHNzSGF-aslLwhSTvcmhI4JAHbDIUVBZY7mgUYXSgfTNNt12aXeplbPzGGtXfNcLJe0vbsIR0G&c=7nBOeshqo7ZDNhmzH8rUZ-08u3e2oz_dlmJCP3QMekofFLlq6lfjjQ==&ch=MoKvAeNcRBPdDNghd_w-5CM-Kt-C4SPD7fuIH5wUM3vK6KxgVXilig==__;!!N0J2S6-95Q!6tmizMorZCzkEvoS0xKdWY1tEURiGFZBj1yOvaxsAodt9jep2WmsbwFPokXRqfvphBsNmsvHhlNEx0_KaSBVjCRzxSaHuw$)  We hope to see you between 4 and 6:30pm on November 28th in Martell. Thank you, in advance, for contributing whatever you can to help the Amador branch successfully raise scholarship funds to award in 2024. Let’s do this!  *Submitted by Julie Taylor*  \*\*\*\*\*\*\*\*\*\*\*\*\*   🍭 🍫 🍬 **Leftover Halloween Treats?**  🍭 🍫 🍬﻿  If you still have leftover Halloween candy, please consider donating it for the Giving Tuesday branch table at St. Katherine Drexel Church Hall. We’d love for community members to stop by and chat while enjoying a sweet treat. We know you don’t want to eat it all 😊 and we promise, there won’t be any tricks! Contact Julie at 650-483-5465 to make pick-up arrangements. Thank you!  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* | |

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| |  | | --- | | Holiday Party! **Sunday, December 10 from 2-5pm**  **at the home of Jim and Michele Powell in Pine Grove**  **Details to follow**  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* | |

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| |  | | --- | | **Wednesday, November 15, 5:30-6:30pm**  **Libations and Conversations**  We will meet at Raven's Reach Winery, 83 Main St., Sutter Creek.  Our speakers are Craig Baracco, Executive Director of Foothill Conservancy and Mara Feeney, longtime leader of the Land Use team. Members, guests and the public are welcome to attend this no fee presentation. No need to RSVP, just come and join the discussion.  *Contact Jacque Fletcher if you would like more information.****209 606-1157 or f***[***letcherja4545@gmail.com***](mailto:fletcherja4545@gmail.com)  ***﻿***  **Monday November 27 2:00pm**  **Great Decisions**  We will meet at the Jackson View Clubhouse to discuss *Climate Migration.*  *New members are always welcome. If you are interested in joining the group, contact Stephanie Young at* [***syoung@calarts.edu***](mailto:syoung@calarts.edu)  **Tuesday, November 28, 4:00-6:30pm**  **Giving Tuesday**  Kathrine Drexel Church  **Page Turners & Book Lovers -- No Meeting in November**  ﻿Our next meeting & holiday lunch will be at 11:30 am on December 13 to decide on our 2024 book list. The deadline for submissions is November 12.  *Contact Sandee Bowman if you are interested in joining the group.* [***Sbowman56@gmail.com***](mailto:Sbowman56@gmail.com)  **The Working Girls Book Group--No Meeting in November**  Our December read is "Tom Lake" by Ann Patchett. Our next meeting will be Tuesday, December 12, 5:30 at Rita Bohl's home. We have also picked books for January. They are " It Ends With Us" and "It Starts With Us" by Colleen Hoover. It is a 2 book series.  *New members are always welcome to our Book Group.  Contact Jacque Fletcher if you would like more information or join the group.****209 606-1157 or***[***fletcherja4545@gmail.com***](mailto:fletcherja4545@gmail.com)  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* | |

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| |  | | --- | | **Congratulations, Rebecca Wilson!**  **Rebecca passed the California Bar on the first try!**  \*\*\*\*\*\*\*\*\*\*\*\*\*  **Tech Trek Alumni News**  Peyton Clark (TT 2019) is a pre-med major at Northern Arizona University – Flagstaff.  From Jazmin Diaz, (TT 2016):  “I am currently in my final year at UC Irvine, where I am triple majoring in Urban Studies, Psychological Sciences, and Criminology, Law and Society with a minor in Biological Sciences. I am also working in a laboratory that focuses on the reliability of child narratives in a forensic context. I am also looking to apply for a PhD in forensic psychology, but I plan on taking a gap year to earn more and gain more financial independence.”  \*\*\*\*\*\*\*\*\*\*\*\*\*  **A New Special Interest Group Has Formed**  **AAUW Branch Walking Group**  **﻿**This new interest group met for their unnatural walk on a damp Monday morning. Attendance was slight, but we are continuing in the spirit of supporting usage and trail development in Amador County, In the past, we had an active Walking Group that has since dispersed and, currently, we have a wonderful opportunity for us to gather to enjoy nature and connection in our County.  *Interested?* Contact [**Sandee Bowman**](mailto:sbowman56@gmail.com)  ﻿\*\*\*\*\*\*\*\*\*\*\*\*\*  **﻿Sunshine**  If you have news about a member who needs to be congratulated on a special occasion or accomplishment, who needs to be encouraged during illness or difficult time, or to be reminded we are here for him/her, please contact Aieleen Parker at [**aieleenparker@gmail.com**](mailto:aieleenparker@gmail.com) or 209-217-8120  \*\*\*\*\*\*\*\*\*\*\*\*\*  **New Members**  If a new member joins at a branch program or meeting they can join at the discounted rate of $76 for the first year as part of the Shape the Future campaign. That includes *Libations & Conversations* events. So if you have a friend or neighbor who may be interested, invite them to one of our programs or L&C's! If you have questions, contact [**Michele Powell**](mailto:powell.michele288@gmail.com).  \*\*\*\*\*\*\*\*\*\*\*\*\***﻿** |  |  | | --- | | **Cork & Fork November Events 11/12** | |

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| |  | | --- | | **21st Annual TURKEY TROT**  *In support of the Interfaith Food Bank*  Thursday, November 23RD, 2023 at 8am  (YES, that is Thanksgiving Day morning)  WHERE Lake Tabeaud, 6 mi. east of Jackson  PLEASE CARPOOL IF YOU CAN-  (Do not park in the driveway east of the entrance to the lake,  entrance to Pagham Star Ranch)  WHAT 2.7 mi. walk/run once around the lake  5.4 mi. walk/run twice around the lake  ENTRY Please consider a monetary donation  or a bag of non-perishable groceries.  *Jess & Roy from Coffee Tree will be there with coffee and treats for purchase.*  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* | |

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| |  | | --- | | **SUMMARY of AAUW Amador Leadership Committee Meeting Minutes**  **Date: Thursday, November 2, 2023 at 4:00pm / via Zoom**  *Present: Terrie Houseman, Stephanie Young, Julie Taylor, Sandee Bowman, Michele Powell, Gretchen Carlson, Barb Gurnari*    **Old Business**:  **Review & Approve minutes** from October 5th  **Revised 2023-2024 Budget Approved**    **Giving Tuesday**(Julie): Giving Tuesday notice will be in the 11/21/23 Ledger. Cost - $35. 195 post cards will go out next week; includes lots of Bay Area, Central Valley and Sacramento people. The table at the event will have posters, easels, candy, membership brochures, a “Who Are We? Flyer, and our social media contact information.    **Gov Trek:** Sandee has contacted and sent information to the local high schools and will send emails and digital attachments to Calaveras high schools as well. ACTION: Sandee to send flyer to Janet (FB) and Deborah (website) and Terrie. Applications are accepted until January 20. Any eligible student can sign up for it and branch members can volunteer as a breakout room mentor.    **Fundraising Ideas**(Terrie, Stephanie): Terrie observed that the membership seems to not be willing to do any major fundraising event. No one has stepped up to lead in this area. Others observed that our membership demographics are in the process of changing: many are older, have done a lot of the heavy lifting and do not have the energy to take up the mantle. Newer members may have no idea of what is entailed and are still employed and have no time to devote to a large endeavor. With these limitations in mind, the Committee went over the 11 ideas put together by Steph plus 2 more from members and the consensus was that there are 2-3 that may be do-able:    *1.*     *ADOPT– A–FUND” FUNDRAISER*  This could be a targeted campaign over a couple of months to raise funds for branch operations. Members could contribute all or any part of the budgeted costs in a category. Examples: Insurance, Printing & Postage, Hospitality Supplies, Storage Unit, Yearly PO Box Rental, Fundraising Expenses, Programs or Most Needed.    *2.*     *DIRECT CONTRIBUTION FUNDRAISER:*  Ask members to contribute from $75-$100 each (or whatever they are comfortable with) to go towards our operating expenses. Based on the Budget, Operating Expenses will be $7100 and Scholarships will be $7000. Based on 70 members, this would be good for a short term/one-year strategy in March/April time frame. Or it could be a adopted as a regular fundraising appeal.    3.     *RAFFLE BASKETS OR PURSE AUCTION:*  Similar to a basket raffle, we could purchase interesting secondhand purses, and fill them with interesting “stuff”. This could be combined with our Authors and Chocolate event.    4.     *Other possible ideas: FASHION SHOW, CELEBRITY SPEAKER*, PARTICIPATION EVENT, such as Bingo, Paint & Sip, etc. *TEA & FOOD PAIRING (OR WINE & FOOD PAIRING), “Use iGive to Support Tech Trek While You Shop Online”*    **Brown Paper Tickets Update** (Terrie): We have not yet received the money we earned on the Home Tour from our online sales. Terrie has created a strategy that involves creating a paper trail of our dealings with BPT. She sent a letter to the Washington State Attorney General and  the Better Business Bureau. It has also been recommended that we send a demand letter by certified mail, which Terrie will handle. Other suggestion: send a notice to KCRA and other outlets about our problem. Emphasize our small local stature and how hugely this impacts us and our non-profit mission. ACTION: Terriewants to also have an initial conversation with a lawyer to check out our options. Also, has a possible contact in Oakland for a Class Action law firm. Could find no resource in our area.    **Bylaws Review**(Terrie): Cutting and pasting corrections to Bylaws is simple, but Terrie found out about an Affiliate Agreement from 2009 that all branches were to sign but has yet to locate a copy of it. Searching our records now.    **Vacancies in Publicity and Hospitality**(Terrie): These positions still need to be filled.    **Committee Reports**    **Finance**(Sandee): 2022-2023 Budget has been approved and “put to bed”.  Finance report: *See Handout:* *2023-2024 BUDGET Plan V. Actual 10.31.23 (2 tabs).* The encumbered line items have been identified (per last LC Meeting). The total encumbered amount spent is $2957. Remaining encumbered expenses total $2429.    Reviewed our Cash position. Both scholarship recipients (Cal Poly and Cal State-Chico) have collected their funds through their schools.    Need a financial review: This may be something that we can do ourselves via a small committee. ACTION: Terrie will talk to some members who may be willing to serve on this committee.    **Membership**(Michele, Stephanie):  Status of October renewals: Michele reported that of the 7 members who are due to renew in October/November, 5 have agreed to renew, 1 will not renew, and 1 is still pending.    Honorary Lifetime Membership status: regarding members who have 50+ years of membership: they do not have to pay branch, state or national dues. We can give them the option not to pay dues or they can opt to make a contribution to the branch. Current Honorary Members are: Sandi Baracco, Marge Chisolm, Francine Pogue and Loretta Porteous.    Shape the Future: When someone joins at an event, they can join at a discounted rate, which is $76 this year.    New Members: Terrie is putting together a “Welcome Package” for new members to include a welcome letter and a California shaped lapel pin with poppies. Cost is $2 each. (*see Handout of picture of the pin*). LC agreed on this expense. Other members can purchase the pin if they wish. Terrie talked to Jacque Fletcher who suggested that new members be introduced at the Holiday Party, hosted by Michele and Jim Powell. LC agreed.    **Programs and Events** (Stephanie)  We are not adding an event in November; we will be supporting the Giving Tuesday event.  55-Year Celebration Event/Anniversary Logo: this new logo is on our Facebook page. Deborah also has it and will add it to our website.    Holiday party at Michele’s: scheduled for December 10. ACTION: Steph to put notice in the mid-November Gold Filings. ACTION: Steph, Terrie & Michele to talk later to work on details.    **Funds**(Julie): 34 potential speakers, have a shortlist of speakers for a March or April presentation. Julie and Steph listened to the candidates and narrowed the list to two possible speakers. ACTION: Julieto email a link to the LC so we can listen and comment at the next meeting. ACTION: Julie will be submitting paperwork for our Annual Funds Contribution.    **Communication**  Website Update (Deborah): Deborah has been experiencing difficulties working with National and has applied for Super Editor capacity from them. We will have more functionality this way.  Google Docs Update(Deborah): has been held up due to website difficulties.  Tech Trek (Gretchen): attended a Zoom of the TechTrek coordinators. Things are moving forward, will contact teachers in December, January requests are due, November she will have all the docs needed to send out.  Facebook (Janet): no update  YouTube/Email (Barb): Steph provided a thumb drive of the October speaker to Barb. ACTION: Barb to post to our YouTube site; then get it to Deborah to post on our website.  **New Business**  New speaker system purchased with wireless microphones: Steph has received the new system, but not all the mics. It is more portable (has wheels) and less cumbersome. It is to be placed in storage for use as needed; ACTION: Juie to put together a way to sell the old one, which is still a good system.  **Adjourn:**5:44p.m.  **Next meeting: Thursday, December 7th at 4:00pm** \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* | |

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| |  | | --- | | **Member Recommendation**  Candace Diamond recommends a 4-book series of mysteries set in Palestine--A timely recommendation. All are available from the LINK+ interlibrary service and are highly rated on reader websites.    Author: Matt Beynon Rees / Protagonist: Omar Yussef  #1: Collaborator of Bethlehem  #2: Grave in Gaza  #3: The Samaritan's Secret  #4: Fourth Assassin  **Four Women Win Nobel Prizes This Year**  Jailed Iranian activist **Narges Mohammadi** was awarded this year’s Nobel Peace Prize for her fight against the oppression of women and her efforts to promote human rights and freedom. Mohammadi, 51, has continued her struggle even after the regime in Tehran convicted her five times and sentenced her to a total of 31 years in prison, as well as 154 lashes, the Oslo-based Norwegian Nobel Committee said in a recent statement. She is the second Iranian woman to be awarded the prize after human rights lawyer Shirin Ebadi in 2003. She’s also the fifth person to receive the accolade while under arrest.  **Claudia Goldin**produced ground-breaking research on women in the workforce and is the third woman to receive the Nobel Prize in Economics since the award started in 1969. She has spent decades analyzing 200 years of historical data to produce research showing the history of women in the job market. Her research includes pieces on the drivers of female labor-force participation, the origins of the gender pay gap, and hiring biases against women. She was the first woman to secure tenure in Harvard’s economics department.  **Katalin Kariko**and her fellow researcher Drew Weissman were awarded the Nobel Prize in Physiology of Medicine for their discoveries concerning nucleoside base modifications that enabled the development of effective mRNA vaccines against COVID-19. They found a way to modify mRNA and later developed a delivery technique to package the mRNA in lipid nanoparticles. This makes it possible for mRNA to reach the proper part of the body and trigger an immune response to fight disease.  **Anne L’Huiller**, along with Pierre Agostini and Ferenc Krausz, received the Nobel Prize in Physics for having demonstrated a way of creating extremely short pulses of light (measured in attoseconds) that can be used to measure the rapid processes in which electrons move or change energy. When electrons move in atoms and molecules, they move on attosecond timescales. By generating pulses of light that last tens or hundreds of attoseconds, scientists can study the movements of electrons.  ﻿  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*  **Women Go on Strike in Iceland, the Most Gender Equal Society**  BY RAGNHILDUR SIGURDARDOTTIR, BLOOMBERG  The prime minister joined other women in Iceland on a strike to call attention to the remaining inequalities in their society even though the country ranks highest globally in terms of gender parity. The protest, in which women are encouraged to stop working for a full day, is intended to highlight challenges including a gender pay gap, the uneven burden of unpaid work within the home and violence that still afflicts women disproportionately.  The day has echoes back to 1975, when 90% of the island’s female workforce first walked out of their jobs and handed children to their fathers for an eye-opening demonstration of the importance of their work, both paid and unpaid.  Iceland is the most gender equal country in the world based on economic opportunities, educational attainment, health care outcomes and political leadership, according to the World Economic Forum, a title it’s held onto for the past 14 years. It has closed 91.2% of its gender gap according to the forum’s Global Gender Gap Index, where 100% denotes full parity, and compares with about 75% for the US.  “That’s led many to feel that equality has been reached,” said Sonja Ýr Thorbergsdottir, who runs public sector federation of labor unions BSRB. “That’s very far from the truth. There is still a long way to go,” she said, with 40% of women subject to violence at some point in their lives and with women’s median incomes on average 21% lower than men’s.  “Do you call this equality?” the slogan of Tuesday’s demonstration asks.  The main reason for the gender disparity in Iceland, according to Thorbergsdottir, is line of work, with female dominated sectors offering lower salaries. Another problem is that women bear more of the burden at home, including the mental load. “It isn’t women’s choice to work fewer hours than men,” she said. “It’s because they do more unpaid work.”  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*  **Women Are Asking for Promotions, but Men Keep GettingThem**  BY ELLA CERON AND EMILY CHANG / BLOOMBERG  Women want to be leaders in the workplace, but employers are still passing them by in favor of their male counterparts. For every 100 men promoted to a manager role in 2022, only 87 women received the same boost, according to the Women in the Workplace report by Sheryl Sandberg’s [LeanIn.Org](https://urldefense.com/v3/__http:/LeanIn.Org__;!!N0J2S6-95Q!6tmizMorZCzkEvoS0xKdWY1tEURiGFZBj1yOvaxsAodt9jep2WmsbwFPokXRqfvphBsNmsvHhlNEx0_KaSBVjCTf2awxKw$) and McKinsey & Co.  One reason for the gap: the way men and women tend to receive their promotions. “We promote men based on potential and women have to have already proven it to you,” Sandberg said in an interview. “You can’t prove you can be a manager until you’re a manager.”  \*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\* | |

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