



# Eugene-Lane Branch The News

December 2017

<http://eugenelane-or.aauw.net>

## AAUW Eugene-Lane Branch Holiday Brunch

**Saturday, December 9**

Westminster Presbyterian Church  
777 Coburg Road, Eugene  
Social time: 9:30 am  
Holiday Brunch: 10 am



### ACT NOW! LIMITED TIME OFFER!

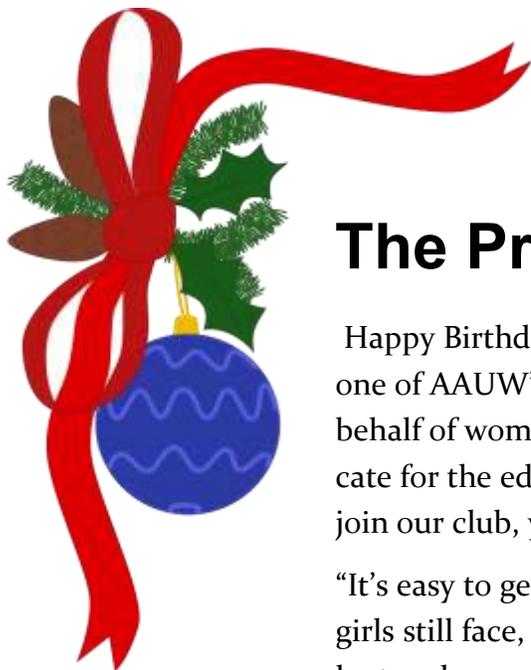
Now is the time to get your reservation in for our festive, delicious Holiday Brunch! It will be Saturday, December 9, but *the deadline to sign up is December 1*. We will have a fabulous brunch by Elizabeth Stuart, whose menu will include scrambled eggs, bacon and sausage, quinoa spinach salad, fruit tray, yogurt and granola, assorted desserts and fruit juices. Our entertainment will be a middle-school girls' choir from the Oregon Children's Choir. Spouses, friends and family are welcome guests.

Brunch will cost \$25 per person. Please mail your check (made out to Eugene-Lane AAUW) to Stephanie Winsor, our Finance Vice-President, by December 1. For questions, or if you'd like to help with decorations, contact Carol Hildebrand.



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## The President's Corner

Happy Birthday to AAUW! We are 136 years old as of November 28. Each one of AAUW's birthdays marks another year of advocacy and activism on behalf of women and girls everywhere. AAUW is a wonderful place to advocate for the education and empowerment of women and girls. You don't just join our club, you join our mission.

"It's easy to get bogged down in the scope of the barriers that women and girls still face, lamenting that it is 2017 and we're still dealing with such virulent and pervasive sexism. But AAUW has always set itself apart by offering solutions to the problems of the day, and now we are investing even more in the process of setting goals that we intend to achieve, and soon." Hannah Moulton Belec, AAUW Managing Editor of Outlook.

Check out the strategic planning AAUW is doing in the fall issue of Outlook delivered to your email November 17. We can do our bit by attending the Lobby Day on February 9, 2018. Let's bring a carload of Eugene-Lane members to Salem. We will also be conducting a round table discussion at our February Branch meeting regarding State and local priorities.

By now you have received the Funds letter from our chairperson, Ardith Hinman. Please give your tax deductible gifts and consider a bit more this year. With more and more women finding the courage to speak out about injustices they will need more monetary support. The AAUW LAF (Legal Advocacy Fund) has fought battles for girls and women for many years and will continue. See the story of one the women helped by the fund in this issue of The News.

I hope your Holiday season is happy. We have many Eugene-Lane Branch activities planned as you can see in this issue. There is no Board meeting in December, and there will be no January 1 newsletter. We will send out a Reader Board regarding our January Branch meeting.

Peace,  
*Cindy*



## Book Group Holiday Lunch

Monday, December 11, 11:30 am



22 Club Road  
Eugene, OR 97401

RSVP to Cindy at 541-344-4572  
or [cindyparkeraauw@gmail.com](mailto:cindyparkeraauw@gmail.com)  
by Saturday, December 9



## Out-to-Lunch Bunch

Wednesday, December 13, 11:30 am



Valley River Inn  
1000 Valley River Way  
Eugene, OR 97401

RSVP to Carene at 541-344-9704  
or [carene@deltanet-consultants.com](mailto:carene@deltanet-consultants.com)  
by Monday, December 11



**AAUW**  
**PUBLIC POLICY PDATE**  
**December 2017**  
**Kappy Eaton**



## STATE OF THE STATE

### 2018 CITIZEN INITIATIVE PROPOSALS

No new petitions (IPs) have been filed since October, with the total at 37. This is at the lowest number in several years, but more can be brought forward. Only four have been certified for circulation, meaning they have reached at least 1000 signatures. Access to information about the petitions has become more difficult with the change in the Secretary of State (SOS), although it still is available via the SOS Election Division computer analysis.

Reviewed in November were (a) IP1 – Constitutional Amendment to stop public funding for abortions; (b) IP5 – Constitutional amendment to require all registered voters to re-register before the 2020 presidential election; and (c) IP22 – Repeal the law that limits state and local law enforcement from enforcement of federal immigration legislation. The newly qualified petition, IP2, deals with grassroots petitions. It will require the SOS to allow all petitions that are filed to be considered. Currently, the SOS has a 30-day requirement in which to review any proposed IP against specified criteria before referring it to the Attorney General for a ballot title.

We will continue to monitor the initiative process and keep you informed with the status of those filed. Usually most are submitted by early in the new year to allow as much time as possible for signatures prior to the July deadline.

Among those are the following:

\*IP6 – Repeal Oregon’s Sanctuary” law

\*IP10, IP11 – Oregon Right to Vote

\*IPs 12, 28 – Get Big money Out of Politics

\*IPs 13 – 18 –Oregon Vaccine laws

\*IP19 – Maintain Citizen Legislature

### BALLOT ACCESS

Oregon continues to be clear of voter suppression which is now limiting citizen access to voter registration and participation in government activity across the country. That status is being challenged by IP5 and possibly IP2. At the same time, progress is being made in several states. The North Carolina legislature passed a law in October that lowers the number of signatures for newly-qualifying parties. It was vetoed by the governor, but over-ruled. It also lowers the number of signatures needed on petitions and addresses deadlines.

Remember  
LOBBY DAY  
February 9, 2018

The changes are expected to help the struggle in other states that require very large numbers of petition signatures for candidates of parties outside Republican and Democrats. The only states requiring more than 25,000 signatures for all presidential candidates are California, Indiana, Michigan and Texas. Oklahoma changed from requiring a large number to a very large fee. The California law is being challenged in court.

The new North Carolina statute is the biggest gain for ballot access since 1998 when Florida voters passed a ballot measure that eliminated mandatory petitions for ballot access for new parties and non-presidential independent candidates. The North Carolina success is especially significant because it had been introduced in the legislature for the past 28 years.



*An AAUW Eugene-Lane OR Program*

## CHiPS Update

The CHiPS Committee recommended and our Board approved sending \$250 to the Classroom Law Project for eight students (mostly female) from Willamette High School to participate in the two Mock Trials. Additional money is available for clothing, transportation and meals if needed.

In October, Dain Nelson, Willamette High School teacher said the Mock Trial Team had already had two practices with 14 students at each meeting, and an additional 10 students who may compete, pending schedule changes. Nelson said, "Since the 40 students in my combined Intro to Law classes are learning the form of Mock Trial and the practice case, I have numerous students who may elect to join the team once Fall activities end."

In November, Nelson wrote, "Things have been moving along recently, with my Law class doing their first case simulation, and the arrangement of a meeting with the South Eugene and North Eugene coaches, creating a network for scrimmages and resources. I'm hopeful that all of this will help to maximize the benefits to students of your organization's contributions."

**Many thanks!!!** To all branch members who made contributions of educational activities and advocacy, words of encouragement and, of course, your donations to making CHiPS happen! Any further donations should be made through AAUW Oregon Special Projects. All the money will come to the CHiPS program, but by channeling it through Special Projects you can get a tax deduction.

Peggy Shippen, CHiPS Chair

# *Gosset v. Lasch, Cooper, Alfred E. Mann Institute for Biomedical Engineering, University of Southern California: A Sexual Harassment Case*



*Nathalie Gosset*

## **Adopted September 2016\***

[Title VII of the Civil Rights Act of 1964](#) protects employees from sexual harassment and forbids employers from retaliating against their employees for filing a charge of harassment or speaking out against harassment. Nathalie Gosset, the plaintiff in *Gosset v. Lasch, Cooper, Alfred E. Mann Institute for Biomedical Engineering, University of Southern California*, alleges that she experienced sexual harassment by her employer and was terminated after she reported the behavior. Sexual harassment is a form of sex discrimination that violates Title VII, and [retaliation](#) against [employees who report harassment](#) is alarmingly widespread.

## **The Story behind the *Gosset* Case**

Nathalie Gosset has worked for 30 years as an engineer. In a dramatically male-dominated field (just [12 percent of engineers are women](#)), she has built a career and made significant contributions to the advancement of technology. She is also an AAUW member and active [AAUW Tech Trek](#) supporter.

In 2003, Gosset was hired by the Alfred E. Mann Institute at the University of Southern California as a senior engineering manager. She went on to become the senior director of marketing and technology innovation evaluation, a position directly below the executive director, Jonathan Lasch. Gosset claims that she was subjected to ongoing sexual harassment by Lasch, who became her supervisor in 2007, and that when she reported the conduct to the senior director of finances and human resources, her claims were disregarded and she faced retaliation for reporting them. After reporting her allegations, she claims that her ability to perform her duties was obstructed, her duties were reassigned, and reprimands were issued. She was terminated in 2015, as was the full four-year scholarship awarded to her daughter by the university through its tuition exchange program.

Gosset is currently in arbitration hearings, claiming a hostile work environment and wrongful termination as well as sexual discrimination, harassment, and retaliation under Title VII of the Civil Rights Act of 1964 and the California Fair Employment and Housing Act.

## Why *Gosset* Matters

Title VII prohibits discrimination in employment on the basis of sex, race, color, national origin, and religion, and it applies to employers with 15 or more employees, including federal, state, and local governments.

What constitutes [sexual harassment](#) can vary depending on the situation and people involved. It might include behaviors like unwelcome sexual advances, requests for sexual favors, direct or indirect threats or bribes for sexual activity, sexual innuendos and comments, sexually suggestive jokes, unwelcome touching or brushing against a person, pervasive displays of materials with sexually illicit or graphic content, and attempted or completed sexual assault.

A hostile-environment claim usually requires proof of a pattern of offensive conduct. Nevertheless, a single, unusually severe incident of harassment may be sufficient to constitute a Title VII violation; the more severe the harassment, the less need to show a repetitive series of incidents. This is particularly true when the harassment is physical.

Title VII forbids employers from retaliating against a victim for filing a charge of harassment or speaking out against harassment. It also protects employ-

ees from retaliation if they choose to participate in an investigation, proceeding, or hearing on behalf of a co-worker who they believe has had her or his rights violated under Title VII.

\*Title VII cases are one of the types of cases adopted and supported by the [AAUW Legal Advocacy Fund](#). Although the *Gosset* case is in the arbitration phase, the AAUW LAF Committee adopted this case because sexual harassment is a core issue that AAUW, and specifically LAF, fight to put an end to. Because *Gosset v. Lasch* is in arbitration and not a federal case, AAUW cannot offer financial support. However, we will dedicate our moral support to this individual, to her case, and to the upholding of Title VII's protections.

## AAUW Members and Supporters

### Make It Possible

The [AAUW Legal Advocacy Fund](#) has been crucial to the success of many gender discrimination cases during its 35-year history. The [case support program](#) provides financial and organizational backing for plaintiffs who are challenging gender discrimination in education and the workplace. The funds come directly from the [generous contributions](#) of AAUW members.

*This post was written by members of the AAUW Legal Advocacy Fund Committee.*

Read more about Nathalie Gosset's experience in Gretchen Carlson's new book *Be Fierce: Stop Harassment and Take Your Power Back*, which chronicles stories from women who confronted workplace harassment.

## BRANCH LEADERSHIP TEAM

### Board Officers

|                                |                                   |
|--------------------------------|-----------------------------------|
| President:                     | Cindy Parker                      |
| Program Vice-President:        | Carol Hildebrand                  |
| Program Committee:             | Kappy Eaton                       |
| Membership Vice-President:     | Linda Wittorff                    |
| Finance Vice-President:        | Stephanie Winsor                  |
| Communications Vice-President: | Elleen Levy                       |
| Recording Secretary            | Elena Rae                         |
| AAUW Funds Co-Chairs:          | Ardith Hinman                     |
| Public Policy:                 | Kappy Eaton &<br>Charleen Justice |

### Member Chairs

|                                  |                    |
|----------------------------------|--------------------|
| Advertising & Branch Fundraiser: |                    |
| Book Exchange:                   | Peg Emery          |
| Branch Brochure:                 | Wendy Cook         |
| Bylaws:                          | Peggy Shippen      |
| Calling Committee:               | Judy Greer         |
| CHiPS Committee:                 | Peggy Shippen      |
| Directory:                       | Carene Davis-Stitt |
| Financial Records:               | Pat Zeller         |
| Historian:                       | Marian Spath       |
| Hospitality:                     | Jill McCleary      |
| LCC C/U Representative:          |                    |
| Looking Glass Outreach:          | Board members      |
| Newsletter:                      | Carene Davis-Stitt |
| Reader Board:                    | Marian Spath       |
| Website Manager:                 | Wendy Cook         |

**The new Advertising Manager will need business cards that you gather from business establishments you frequent. Please keep collecting them!**

## VISION

**AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy, and measurable change in critical areas impacting the lives of women and girls.**

## MISSION

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

## VALUE PROMISE

**By joining AAUW, we belong to a community that breaks through economic barriers so that all women have a fair chance.**

## DIVERSITY

**In principle and in practice, AAUW values and seeks a diverse membership. There shall be no barriers to full participation in the organization on the basis of gender, race, creed, age, sexual orientation national origin, disability or class.**

## The News

is published monthly, September through June, by AAUW Eugene-Lane Branch. It is distributed to members by e-mail or regular mail.

Deadline is the 20<sup>th</sup> of each month, August through May. Items are to be submitted to the editor by that date.

### Staff

Editor: Carene Davis-Stitt  
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Proofreading & Distribution: Cindy Parker  
541-344-4572  
cindyparkeraauw@gmail.com

## Board Meeting Schedule

No Board Meeting in December

## Monthly Branch Meeting Schedule

Meetings are on Saturday mornings at Westminster Presbyterian Church, 777 Coburg Road, 9:30 a.m. to noon.

Programs are subject to change.

Monthly program information is available in the branch newsletter and on the website at:

<http://eugenelane-or.aauw.net/Newsletter>

### December 9, 2017

Holiday Brunch with holiday music by a girls' choir

### January 13, 2018

"My Career as a Professional Baseball Player" by Lois Youngen

### February 10, 2018

TBA

### March 10, 2018

"Celebrating the Rosies" by Yvonne Fasold

### April 14, 2018

TBA

### May 12, 2018

Annual Meeting

### June 9, 2018

TBA

## Interest and Project Groups

Branch members are invited to join any group. Please call the contact person for details. If you're interested in forming a new group, please contact the branch president.

### Afternoon Book Group—3rd Monday at 2 pm

Meets in homes of members.

Contact Cindy Parker, 541-344-4572

### Alpha Bridge—Every Tuesday at 1:30 pm

Willamalane Senior Activity Center, Springfield

Contact Ardith Hinman 541-747-4310

### Out-to-Lunch Bunch

Contact Carol Hildebrand, carodane@aol.com, 541-344-4267



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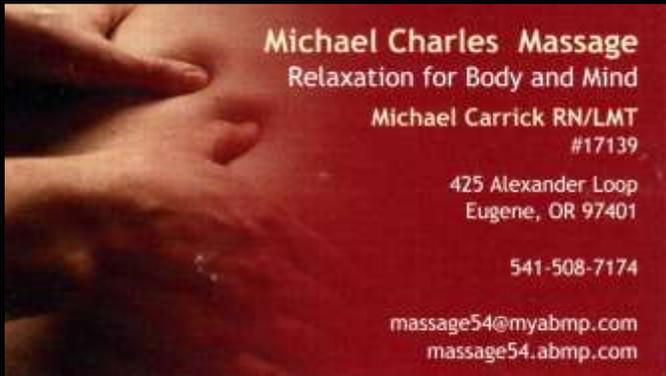
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