

BAYNOTES

Empowering Women since 1881 – Through Advocacy, Education, Philanthropy and Research
Branch Website: greenbayarea-wi.aauw.net

AAWW Branch Holiday Lunch

A Special thank you to Mary Barker, Liz Pierce, and Mary Schmidt for the wonderful Holiday Brunch at St. Brendan's Inn. What a Great way to begin the holiday season!

The Green Bay Girl Chorus got us in the holiday spirit with seasonal selections and we all enjoyed the sing along. Director Kari Green reminded us these strong, talented, thinking young women are the future who will continue to work for women and peace.



INTEREST/STUDY GROUPS

ART STUDY GROUP

Handwoven Textiles

Thursday, December 15 from 10 a.m. to noon

Hostess: Laura Fisher Bonvallet

1150 Hill Drive, Oneida

Co-hostess: Sue Hendricks

Directions to Laura's home:

Hwy 29 West to County FF (Howard/Hobart Exit). Head south (left at end of ramp) on FF (Hillcrest Dr.) through three roundabouts. Turn West (right) onto Hill Drive. Travel .6 miles to 1150 Hill Dr. Hobart. House is two story gray on right (north) side of road. Long winding drive. After entering driveway there will be another drive that "y" off to the right. Sign says "Studio". Take that drive and parking is near a large out building. Studio entrance is on the side of the house through four patio doors, up brick walkway and steps.

BOOK GROUP – meets the 4th Tuesday of each month at the Reader's Loft at 3:30pm.

No meeting in December.

We will meet on January 24th, Tuesday to discuss

The Man Called Ove by Frederick Backman.

"Behind the cranky exterior there is a story and a sadness. So when one November morning a chatty young couple with two chatty young daughters move in next door and accidentally flatten Ove's mailbox, it is the leadin to a comical and heartwarming tale of unkept cats, unexpected friendship and the ancient art of backing up a U-Haul. All of which will change one cranky old man and a local residents' association to their very foundations." Amazon

GIFT WRAPPING FUNDRAISER

Our Branch is holiday gift wrapping at Barnes and Noble. Bev Braun is seeking volunteers to help on Fri. Dec. 9; Mon. Dec. 12, Tues Dec. 20; Fri. Dec. 23; & Dec. 24. . Donations collected will go toward Branch Scholarships. Call Bev (499-4961) or email her at bbraun5@new.rr.com) to volunteer.

BRANCH COMMITTEE ACTIVITIES

MEMBERSHIP

Janice McCarthy and Maryl Hitchcock.

Member Lisa Ubbelohde just finished a second surgery on her broken foot. She is at Woodside for several weeks to recuperate. I know she would love to hear from you. She is available for visitors. It would be best to call ahead because she does not know when she will be taken for P.T. and O.T. Her number is 920-598-0218.

If you have an AAUW Directory date October 16, would you please add Betsy McDowell's name:

McDOWELL, BETSY

University of Massachusetts, BA in Ed

Occupation: Retired

1479 Navigator Way #53, De Pere 54115

Cell: 412-2725

Email: btsmcdwill@gmail.com

Welcome to our newest member:

Maggie Desch

1027 Robin Street

DePere 54115

330-0252

m_desch@hotmail.com

We have 50 registered members. The Directory has been issued, make sure you pick one up at the meetings. We found members weren't filling out the renewal membership form so we are not getting updated information. Form should be filled out when sending in money for renewal.

It's been great seeing guests at branch meetings. The programs have been excellent and it's the best way to sell our AAUW to others.

Mark your calendar for our January Branch meeting. Monday, January 16 for soup and a movie: A League of Their Own. More info next month.

VIRTUAL DREAMERS & DOERS

Jill Lauritsen

We had hoped to have celebrated our 10th Dreamers and Doers along with our branch's 90th birthday at the end of March. Unfortunately the event has been cancelled. It was difficult to get members to commit to some key positions and therefore a decision was made by those who had attended the last D&D meeting. I wish to thank all those who had committed and came to the organizational meetings. Your ideas and commitment were greatly appreciated.

We came up with the idea to have a **Virtual Dreamers and Doers** this year. Since we do give scholarships every year to women attending the colleges in the Brown County area, we need a way to continue to support those scholarships. We had something similar to this during our transition from the Book Fair to Dreamers and Doers. With a Virtual fund raiser you donate money to our scholarship fund in place of any hours you would have given to the project. It's a great way to continue to give without all of the work.

Since we will be celebrating our branch's 90th birthday in 2017, why not consider a \$90 donation in our honor!! We understand that not everyone is able to do this, but we would like members to contribute what they can. Remember, you won't putting in hours for D&D this upcoming year or paying for a dinner.

If you make your donation now it can be tax deductible. We would like to have all monies by the end of January so we know how many scholarships we can offer.

We still have funds which support one of the \$1,000 scholarships and part of another one. The Pat Hinckley Scholarship was a two year commitment made by her husband Jim and from memorials we collected in her memory.

Thank you very much. If you have any questions please contact me personally. Jill Lauritsen 471-2602.

PRESIDENT'S MESSAGE

Sara Ramaker

I have really struggled with what to say in this note. To say I was stunned and disheartened by the election results and the turn our country has taken is an understatement. I wanted to just turn off all news and focus on something inward. I was reminded of a novel and of what a young man told his father about his life. When I think big, I am discouraged by all the problems in the world - the wars, the hate, the environment, the poverty. But when I think small, my life is wonderful. I have a loving family, good friends, a lovely place to live and a job I enjoy.

Thinking small – focusing on what our branch learned this fall, I can find plenty of hope. In each of our meetings we have seen girls and women stand up and use their voices to support girls and women. Lexy and Kylie gave an impressive talk about STEM education and Jolie told us how girls can do anything as well as boys. These lovely poised middle schoolers showed us we have local families that are supporting strong girls and a school system that created a program to give them a forum to speak. Ashley Lecker and Representative Amanda Stuck spoke to us of their experience as legislative aides. Amanda ran for office and now serves as a state assembly representative from Appleton area. We learned not only about the ins and outs of the legislative office but that despite the setbacks, these women will continue to advocate for women's issues. It was refreshing to meet such a talented woman willing to challenge the old boys network of the state assembly. (She told us the women have to be better prepared, because she often gets only one chance to speak or ask a question and she wants to make sure it is a strong one.) Finally, Colleen Grusznski told us about her experiences as a lobbyist in Madison for a nonprofit consortium. Although she lacked the money and influence that it buys, she continued to meet and speak for her causes. *We learned the best way to influence your legislator is with a phone call.*

Thinking big – I went to the AAUW website. There I read: “The election is over, but AAUW continues to work. While the new administration and 115th Congress raises concerns about challenges to AAUW’s priorities, there may be some strategic opportunities for AAUW to advance our mission. You can help AAUW take the next steps to make sure women, girls and their families are a priority in this country. *Democracy demands work every day of the year, and we know that our AAUW community is up to the challenge.* (emphasis added).

We must just roll up our sleeves and be ever more vigilant. We may not be able to stop them from passing laws or issuing executive orders that are against women, but we can make sure that when they do, everyone knows exactly what they are doing and how it will affect each of us. I am asking each of you to keep your eyes on what the state and federal legislatures are doing. If you see something you think all of the branch should know about, let me know so that I can inform the branch. Call your state and federal legislators and let them know how you feel on the issues.

On a lighter note, we are trying a new event for our January branch meeting. Long before the election, we decided we needed time as a branch to relax and enjoy each other and that is what we are doing in January. Sandy Melroy is opening her house to all of us and we will do soup and a movie. It is a time to relax so no need to dress up. (You can come in your pajamas if you want.) The film will be [A League of Our Own](#), about the professional women’s baseball league. It is a delightful film and one I can watch over and over again. I do hope you will all plan to join us.

For the next few weeks I will think small and really focus on enjoying my family and friends and the holiday season. Then I will return refreshed and eager to work for AAUW. We have lots of fun and interesting activities planned. I wish you and your families a very happy and healthy holiday season.

Finally, I want to thank all of you who have given so very much to AAUW. The best part of this job is getting to know all of you better. There is a wonderful sense of accomplishment working together and I never want to take any of your hard work for granted.

LEGAL ADVOCACY FUND (LAF)

Mary Schmidt

Thank you and congratulations to everyone who supported the Legal Advocacy Fund through individual donations and/or by purchasing tickets for the raffle at our December Luncheon. We raised \$345.00 for LAF; I believe that is a new record!

LAF works to support women who are facing discrimination in the workplace. Below is an article written by the Legal Advocacy Fund Committee illustrating just one example of how are donations are used to help individuals. Keep up the good work!

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

Title VII from 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 employees 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.

LEGISLATIVE NEWS

Sara Ramaker

Women, Peace and Security Act (H.R. 54332)

AAUW supports and applauds the passage of the Women, Peace and Security Act, with bipartisan support, by the House of Representatives. This act would empower women by giving them a seat at the

negotiating table, ensuring that their voices are heard and their concerns are addressed in the peace process.

Research shows that women's involvement in peace processes has led to a 20 percent increase in the probability of an agreement lasting at least 2 years and a 35 percent increase in the probability of an agreement lasting at least 15 years. Despite the obvious success women only make up 10 percent of negotiators in peace agreements

The Act describes its purpose as follows:

“The systematic exclusion of women from decision-making related to peace and security hurts the US government's ability to address the many national security and foreign policy challenges that our country confronts. Decades of research proves it: from negotiating a peace agreement in Syria to combating the spread of ISIS, women's inclusion must be a priority. The Women, Peace and Security Act would, among other things:

- Turn a national strategy into law, built upon the US National Action Plan on Women, Peace and Security – launched in 2011;

- Require the president to provide reports to Congress that evaluate US diplomatic and foreign assistance vis-a-vis women's participation;

- Make an official statement that it is US policy to promote the meaningful participation of women in all aspects of conflict prevention, management and resolution;

- Mandate training for US defense, diplomatic and development personnel on the value of women's inclusion and strategies for achieving it; and

- Require the Secretary of State and USAID Administrator to establish guidelines for overseas personnel to ensure women's meaningful participation in consultations with key stake holders on preventing and resolving conflict.”

The matter now goes before the Senate. **AAUW encourages you to contact Wisconsin Senators Ron Johnson (202)224-5223 and Tammy Baldwin (202)224-5653 and ask them to support the passage of The Women, Peace and Security Act (Senate Bill 224). Now more than ever women's voices must be heard.**

Update in Fight for Pay Equity

In 2015, U.S. women working full time, year-round were paid just 80 percent of U.S. men's median income. In our district the pay gap is 76.4 percent. In Wisconsin as whole the pay gap is 78%, the sixth state when ranking states from smallest gap to largest gap. Wisconsin While a portion of this gap can be explained by various factors, an apples-to-apples comparison looking at workers one year out of college and controlling for factors known to affect earnings, such as major, occupation and hours worked reveals there is still an unexplained 7 percent gender pay gap. Despite this persistent gap, the Equal Pay Act has not been updated since 1963. President Obama signed three orders in 2014 to address gaps in federal equal pay protections – there by protecting segments of the civilian workforce from pay discrimination despite congressional gridlock. The necessary regulations, however, to implement these executive orders have not been completed. AAUW supports the enactment of the following bills:

- (1) Paycheck Fairness Act (S.862/H.R.1619) would close loopholes in the Equal Pay Act of 1963 by creating incentives for employers to follow the law, empowering women to negotiate for equal pay, and strengthening federal outreach and enforcement efforts.

- (2) Pay Equity Act for All Act (H.R.6030) This bill would provide important protections to workers by prohibiting employers from asking job applicants for their salary history before making an offer.

2017 STATE CONVENTION

Barbara Wilson

The AAUW State Convention will be held at the Bridgewood Resort in Neenah, Wisconsin on April 21-22, 2017. As the convention is in our district, every branch is asked to contribute time and effort to the convention. We will be responsible for registration. Most of our work will be done before the convention begins, but we will need members to staff the registration tables on Friday afternoon and Saturday morning. The good thing about registration is that once it is completed, we will be free to fully enjoy the rest of the convention. At the next few meetings, we will be circulating sign-up sheets for the convention.