

## 'TIS THE SEASON

Saturday December 3, 2016



Lois Ledger  
Co-Program Chair

*In the cider-producing counties in the South of England wassailing refers to a traditional ceremony that involves singing and drinking to the health of trees on Twelfth Night in the hopes that they might better thrive. The name comes from the salute 'Waes Hail', first used as a simple greeting.*

You are invited to Wassail on December 3 at 10 a.m. when the Long Beach Branch of the American Association of University Women meet at the home of Co-President Cacia Kim and Lee Tsao in Lakewood.



Prospective members and friends of members are welcome. Enjoy meeting and catching up with the activities of members while sampling delectable holiday fare and traditional wassail. Join us and meet members who enjoy the Branch activities like International Cuisine, Great Decisions Groups, Public Policy, and Cultural Adventures. AAUW empowers all women and girls to reach their highest potential.

No need to RSVP - for questions call Lois Ledger.

**AAUW's Mission Statement:** *AAUW advances equity for women and girls through advocacy, education, philanthropy and research.*

**AAUW's Value Promise:** *By joining AAUW, we belong to a community that breaks through educational and economic barriers so that all women and girls have a fair chance.*

# Branch News

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## Courtesy

**Best wishes to  
December birthdays!**

**Happy  
Holidays!**

7—Pearl Harbor Remembered

21—December Solstice

25—Christmas Day

26—Kwanzaa

*Thanks to Daphne and to **Baja Sonora** for the  
delicious lunch at the last meeting!*

"The tragedy of life is not death, but what  
we let die inside of us while we live."

~ Norman Cousins

## CALENDAR EVENTS

Meetings are the first Saturdays, except in Sept., January,  
March and May (changed to avoid holidays).

December 3\* – January 7 – February 4 – March 9 (dinner)–  
April 1 — May 6 \* – June 3

\* The December Wassail, held in the morning,  
and the May Garden Party, held in the afternoon, will be at  
private homes.

**AAUW-LONG BEACH website:**

[www.aauw-longbeach.org](http://www.aauw-longbeach.org)



**AAUW email address:**

[AAUWLongBeach@gmail.com](mailto:AAUWLongBeach@gmail.com)

**We're on Facebook!**

[www.facebook.com/aauwlongbeachca](http://www.facebook.com/aauwlongbeachca)

**Follow AAUW on**

<http://www.linkedin.com/groups/AAUW-Long-Beach-CA-Branch-7001584/about>



## SAVE THE DATE

Registration is now open for the **AAUW National Convention!** Join us  
June 14–17 in Washington, D.C., to lobby Congress, hone your leadership  
skills, and network with AAUW leaders. Register now to take advantage of  
the best-value rate and save more than \$25.

[convention.aauw.org/tag/convention-2017/](http://convention.aauw.org/tag/convention-2017/)

**EXECUTIVE COMMITTEE MEETINGS**—All meetings will be held on the third Monday  
of the month, social time at 6:30pm with meeting at 7:00pm. All meetings will be at the  
Unitarian Universalist Church at Atherton and Bellflower Blvd. Room 2.  
Dates: Dec. 19, Feb. 20 and April 17

**FULL BOARD OF DIRECTORS MEETINGS**—All meetings will be held on the third  
Monday of the month, social time 6:30pm with meeting at 7:00pm. Meetings will be at  
the Unitarian Universalist church, Room 2. Dates: Oct. 17, Jan. 16 and March 20



Has any of your contact information changed? Phone? Email? Address? Help us to keep you  
informed in a timely manner. Send your changes to Database Coordinator George Jackson,  
at [georgeljackson@gmail.com](mailto:georgeljackson@gmail.com) or call 562-377-1670.

Send any Branch news or Courtesy items to Editor: Rebecca Low    [rlow1@hotmail.com](mailto:rlow1@hotmail.com)



*"Life should not be a journey to the grave with the intention of arriving safely in a pretty and well preserved body, but rather to skid in broadside in a cloud of smoke, thoroughly used up, totally worn out, and loudly proclaiming . . . . **"WOW! What a RIDE!"*** ~ Hunter S. Thompson

What a ride, indeed! We close 2016 with another successful year of education, advocacy, and fundraising on behalf of women and girls in our community. With educational programs about women in Iran and sexual harassment on college campuses, fundraising events that support women authors and movie makers, and workshops on salary negotiations and equal pay, our Branch achieved another year of milestones in our unstoppable march forward to achieve equity for women and girls.

It is now time to **wassail**! And for those of you who are wondering – yes, the word can be used as a verb. As a verb, the word "wassail" means to "celebrate with others in a noisy, lively way." It can also mean a "drinking bout". We invite you to do the former, not the latter. This year's **Holiday Wassail** will be at the home of Cacilia Kim and Lee Tsao on December 3 and they welcome you, your family and friends to celebrate the Branch, its members and our many achievements.

We would also like to thank all those who contributed to the AAUW Fund at the November Branch meeting. If you haven't donated yet, we'd like to remind you that the deadline for your donation to count for 2016 is no later than December 31. You can donate online by accessing the AAUW CA website, AAUW-CA.org and going to AAUW Fund, or you can go directly to the AAUW National site, go to the member services database and enter your personal site where donations can be made. You'll receive an acknowledgment via email within minutes.

### It's almost time for Great Decisions 2017

In recent weeks you've heard references to 1<sup>st</sup> strike/no strike, hunger in Venezuela, Aleppo, and Brexit. What do we do when India and Pakistan shoot at each other? Are Trade Agreements useful? What's with the South China Sea? Why is Congress having second thoughts about suing Saudi Arabia? These are some of the areas Great Decisions 2017 will be exploring.

AAUW-Long Beach sponsors three discussion groups which meet during February and March at members' homes—one group on Wednesday evenings, one on Friday afternoons, and one on Tuesday mornings. Members prepare by reading one section of the *Great Decisions* briefing book published by the Foreign Policy Association; other relevant sources are welcomed. The self-moderated groups discuss the pros and cons of the topic under consideration. Everyone has a turn to contribute or pass; all opinions are respected. Many of our members find the meetings to be thought-provoking and enjoyable.

If you are interested in joining one of the groups, contact Flo Pickett about Wednesday nights, Deloris Mayuga for Friday afternoons, and Norma Grady for Tuesday mornings—or even about forming another group. The Great Decisions books cost \$25. Make out your check to Norma Grady and either send it to 3591 Claremore Avenue, Long Beach, 90808-3104, or bring it to the Wassail next month. I will need the orders by December 20. Hope to hear from you. If you have questions, please call me at (562) 596-2819.

## 14<sup>th</sup> Annual AAUW LB STEM Career Conference

It's that time of year again!

We are looking for volunteers to assist at the 14th AAUW Long Beach Science, Technology, Engineering, and Mathematics (STEM) Career Conference. Volunteers for this event are needed to take on tasks like facilitating speakers, helping with registration, preparing bags and refreshments, and, photographers! You will not be disappointed volunteering at this Conference.

We are also seeking a Workshop Assignment Specialist - please contact Mary Lamo or Frances Rozner for details about this position. The Conference is scheduled for Friday, February 24, 2017 from 4:30pm - 7:00pm. (volunteers arrive earlier!) at LBCC (Liberal Arts Campus).



**STEM** Science, Technology,  
Engineering, Mathematics

If you are interested in being a volunteer or have any questions about assisting at the STEM Conference, please email Darlene Daclan at [darlene\\_daclan@yahoo.com](mailto:darlene_daclan@yahoo.com) or call at 562/673-6909.

Margaret Huebner  
New Member Chair

### New Members Join Long Beach Branch



During October, we had the following four individuals join the Long Beach Branch. We extend a warm welcome and hope to see them at our meetings and participating in our many activities:

**Rupsi Burman** is a resident of Orange County, but works in Long Beach. She is the founder of the Hope in Life Foundation, and this foundation's mission is very much in alignment with the goals of AAUW, for the empowerment of women and children via training and education. She is a graduate of Calcutta University in India with a BA in Geography, an MA in Geography from Ranchi University, Jharkhand, India, and a MBA from Western Carolina University, North Carolina. She can be reached at [rupsiburman@gmail.com](mailto:rupsiburman@gmail.com)

**Eunis Christensen** moved recently from San Diego where she was an active member of the San Diego AAUW Branch, and also a WorkSmart Facilitator. Eunis is a graduate of San Diego State University with a BSBA in Finance and MBA Finance. She also holds various Fitness Instructor Designations beginning with the UC Irvine Extended Studies, Fitness Instructor Certificate, Group Fitness Instructor Certification, the American Council on Exercise Health Coach; Lifestyle & Weight Management Certification, and most recently, the Functional Aging Institute Certificate. Eunis is also a Zumba Gold Instructor, Black Belt Level TRX Suspension Training Instructor. She joined the Long Beach Branch, and will continue also in the San Diego Branch. Eunis can be reached at [eunis@aauwsandiego.org](mailto:eunis@aauwsandiego.org).

**Kimberly Johnson**, a Long Beach resident, is a graduate of Pepperdine University with a doctorate in Organizational Leadership (2013), and is an administrator in the Long Beach Unified School District. She is a member of Alpha Kappa Alpha Sorority and Jack & Jill of America, and she has held many officer positions with these organizations. She can be reached at [kjohnson@lbschools.net](mailto:kjohnson@lbschools.net)

**Sophia Meng-Chhom**, a resident of Long Beach, is a graduate of CSU, Dominguez Hills with a B.S. in Public Administration (2009). She has been employed by the City of Long Beach since 2007. She can be reached at [cclbtransport562@gmail.com](mailto:cclbtransport562@gmail.com).



Mary Lamo, Frances Rozner, and Sharon Westafer



As of November 4, our branch had successfully completed two Work Smart workshops, with 37 attendees at the one held by the Port of Long Beach for their Women's Leadership Circle and 10 attendees drawn from the public at the workshop hosted by the Junior League of Long Beach at their office [see photos]. The final one on **November 12**, also open to the public, is being held at the Third District Field Office/ Conservation Corps meeting room under the sponsorship of LB Councilwoman and AAUW member, Suzie Price.



Many thanks to the following AAUW LB members who very ably took on the early challenge to facilitate the workshops: Karen Gustafson (with administrative assistance from facilitator, Daphne Ching-Jackson), Margaret Huebner, Frances Rozner, Anne Supple, and Judy Willis.

The Planning Committee will meet on December 7 to evaluate the implementation of our completed Long Beach Work Smart pilot program and to determine next steps. The busy Planning Committee members:

Shelley Arnold, Alex Bellenger, Indrani Chatterjee, Daphne Ching-Jackson, Darlene Daclan, Margaret Huebner, Marie Kiss, Mary Lamo, Elise Roberts, Frances Rozner, Anne Supple, Sharon Westafer, and Judy Willis.



## BOARD BRIEF

Regular Board business was conducted at the Board meeting in October. The following motions were made and approved:

### Motion by Pat Ferrer

"I move that the AAUW Long Beach Board approve a fundraiser for Tech Trek at the January 2017 branch meeting". Motion was seconded by Elsa-Karen Braden.

### Motion by Deloris Mayuga

"I move that the policy and procedures of AAUW-Long Beach be amended as follows:

Budget Item 5b. Funds in the Reserve Fund may be used for branch activities, projects and operations, with Board approval. Budget item 5c. Funds from the Reserve Fund may pay for convention travel, registration, lodging, and a food stipend for the President-Elect when attending State and National conventions. The same may be paid for the current president when attending the State Convention. In odd-numbered years for as long as the AAUW National convention is biennial, the Reserve Fund may also pay for convention travel, registration, lodging, and a food stipend for the incoming President-Elect." Motion was seconded by Lois Ledger.

### Motion by Deloris Mayuga

"I move that the Board recommend to the Branch that the Standing rules of AAUW-Long Beach be amended as follows: Budget Item 2a. Balances which exist in the general fund accounts at the end of the fiscal year shall be transferred to the Reserve fund." Motion was seconded by Gail Morrison.

### Motion by Deloris Mayuga

"I move that the Board recommend to the Branch that a Reserve Fund account be created and the funds in the Convention Funds be transferred into the Reserve Fund." Motion was seconded by Gail Morrison.

# Gosset v Latch, Cooper, Alfred E. Mann Institute for Biomedical Engineering, University of Southern California: a Title VII Case

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Adopted September, 2016

## The Story Behind the Gosset Case

Nathalie Gosset has worked for 30 years in STEM as a female engineer. She is one of the 12 percent of women who work and have built a career in engineering and who have made significant contributions to the advancement of technology. She is an AAUW member who has actively supported Tech Trek.

In 2003, Gosset was hired by AMI-USC, first as a Senior Engineering Manager and then as the Senior Director of Marketing and Technology Innovation Evaluation, a position right below the Executive Director, Dr. Lasch. Gosset claims that she was subjected to ongoing sexual harassment by Dr. 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 4 year scholarship awarded to her daughter by USC through their tuition exchange program. Gosset is currently in Arbitration Hearings, claiming sexual discrimination, harassment and retaliation under Title VII of the Civil Rights Act of 1964 and CA Fair Employment and Housing Act, a hostile work environment and wrongful termination.

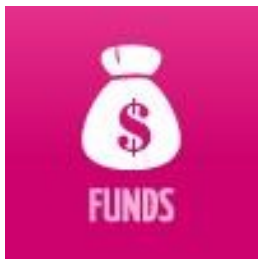


## Why Gosset Matters

Sexual harassment is a form of sex discrimination that violates [Title VII of the Civil Rights Act of 1964](#). Very generally, “sexual harassment” describes unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. Title VII is a federal law that 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 you for filing a charge of harassment or speaking out against harassment. It also protects you from retaliation if you choose to participate in an investigation, proceeding, or hearing on behalf of a co-worker who you believe has had his or her rights violated under Title VII.



Title VII cases are one of the types of cases adopted and supported by the AAUW Legal Advocacy Fund Committee. Although the *Gosset* case is in the arbitration phase, the LAF Committee adopted this case because the alleged facts, if substantiated, are totally inconsistent with what AAUW and LAF stand for and try to eradicate. Even at the arbitration stage, this case and its alleged facts, cry out for support. Because this case is in arbitration and is not a federal case at this time, the LAF Committee felt that, even though we cannot fund an arbitration case, we wanted to give our moral support to this individual and her case. The facts in her case, if true, are egregious and truly violate Title VII.

## 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.

# BRANCH INTEREST GROUPS

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Joining an AAUW members-only interest group (or many) is a great way to get to know other members on a more personal level. Make friends while participating in fun, informative and educational activities.

To start a new interest group, submit a description to the President and it will be passed along to Ellen Mathis, Interest Group Coordinator, for help with implementation.

*Reminder: All interest group participants MUST be AAUW Long Beach members. Guests may attend a meeting group or an interest group a maximum of three times before they are required to join AAUW. Interest groups are for the benefit of AAUW members.*



**Book Chat Plus Group** members present the most interesting book they have recently read, film they have seen or the most exciting travel experience they have had. If time allows, all three! Light refreshments are served along with the intriguing conversation. We meet the 1st Tuesday at 10 a.m. Contact **Betty Thompson**, 562 - 430 - 8438 or [bettythom@aol.com](mailto:bettythom@aol.com)



**Cultural Adventures Group** plans trips to museums and other points of interest. It is usually a mid-week tour & lunch scheduled several times a year. Join a group that enjoys checking out museums and other cultural interests. Contact **Joan Gustafson** at 562-439-3130 or **Fay Denny** [faydenny@yahoo.com](mailto:faydenny@yahoo.com) Ideas welcome for Spring.



**Great Decisions Group** meets weekly to discuss, share opinions and ideas on a critical global issue. *To all Great Decisions Group members:* Great Decisions book information is available at the branch meetings. If you plan to participate, you may also contact a group coordinator or Contact **Julie Taboada** at 562-856-0709 or [jutaboada@verizon.net](mailto:jutaboada@verizon.net)



**International Cuisine Group** meets and dines at restaurants of different ethnicity in the local area. It is usually scheduled every few months on a Wednesday within an easy drive of LB. Car pooling is an option Come join a group who enjoys unique flavors of the world. Contact **JoAnn Kuroda** at 562-429-6923 or email at [sojoinlb@aol.com](mailto:sojoinlb@aol.com).



**Literary Ladies Group** meets to discuss and compare thoughts on a selected book, fiction or non-fiction. Each member takes a turn recommending and leading the group. The group comes together to hear thoughts and insights from others in the group. They meet the 2<sup>nd</sup> Monday of the month at 12:30 p.m. There is a maximum of 12, and a waiting list. Contact **Sharon Westafer**, 562-493-4749 if interested. The book selection for December is *Where'd You Go, Bernadette* by Maria Semple



**Public Policy** meetings, explore, discuss and support the active legislative issues of AAUW, which underscore our mission of promoting equity and education for all women and girls. The group passes on knowledge and information to all branch members and encourage them to become involved with AAUW issues.  
For the next meeting - Contact **Flo Pickett**



**Residential Rentals Discussion Group** meets the 3<sup>rd</sup> Wednesday of odd months year round from 10:00-11:30 am. Our next meeting in 2016 is being planned. Anyone with an interest in residential rental is welcome. We cover current landlord/tenant topics, share experiences and work to keep current in the housing industry all in an informal setting. Ellen Mathis and Joan Gustafson Co-Chair and invite you to check the group out.



Contact Ellen Mathis, 562-433-6509 or [emathis@verizon.net](mailto:emathis@verizon.net) to discuss ideas or details for meetings (what, where, time, etc.).

IDENTIFICATION STATEMENT: AAUW Vantage (USPS 361-850) is published monthly except in July and August by the Long Beach Branch of the American Association of University Women (AAUW), P O Box 15023, Long Beach, CA 90815. Periodical postage paid at Long Beach, CA. Postmaster: send address changes for AAUW Vantage to P O Box 15023, Long Beach, CA 90815.

## AAUW Long Beach Branch

In principle and 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 or disability

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(NO payment required, cost is \$5.00)

Pay by credit card using Pay Pal at  
aauw-longbeach.org - select Family and Friends to avoid  
the usage fee to the branch

**NO RESERVATION NEEDED!!**

*A meal reservation is a financial commitment and  
refunds shall not be made.*

### AAUW BRANCH EVENT Saturday, December 3, 2016

Wassail Party

10:00 a.m. to 12:00 p.m.

Place: Home of Branch President Cacilia Kim  
and AAUW member Lee Tsao  
Check Roster for address  
Lakewood, CA 90712

Meal: Delicious goodies donated by members

Price: No charge!

Questions about the location?

Daphne Ching-Jackson  
dchingjackson@verizon.net

or Pam Rayburn at  
pam.rayburn@csulb.edu

