



Holiday Party

December 9, from 1:30–4 p.m.

Home of Dianne and Gerard Blais, 5211 Gunpowder Road, Fairfax

The branch Holiday Party is always a festive social occasion, with spouses and best friends welcomed. If you haven't yet contacted Kelly Espy (703-403-0263), do so *immediately*! The cost is \$20 per person, payable before the event or at the door. The menu, prepared by renowned (at least in our branch) caterer, Kelly Espy, is planned to tickle your tastebuds.

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| Libations: | Red and white wine, assorted soft drinks, and other beverages |
| Appetizers: | Shrimp, Cheese & Fruit Platter, Hot Crab Dip, Crostini with Tomato, and Meatballs |
| Entrées: | Baked Spiral Ham, Freshly Baked Salmon |
| Carbs: | Mashed Potatoes, Pasta with Roasted Vegetables |
| Side Dishes: | Spinach and Mushroom au Gratin |
| | Warm Rolls |
| | Assorted Desserts with Coffee and Tea |

If you have any questions, please contact Kelly, Dianne Blais (703-830-1998), or Kitty Lou Smith (703-323-9214). **Y'all come!**

Book & Author Luncheon Reprise

What a beautiful autumn day we had for our 27th annual Book & Author Luncheon. The setting and the view out the window at the Springfield Golf and Country Club certainly set the tone for our biggest event and fund raiser of the year. From the smooth and efficient check-in to the lovely and tempting array of Silent Auction baskets to the delicious lunch and program of author presentations, everything came together to make for a very special afternoon.

Our four authors not only entertained us with tales of their creative work, but they also thoroughly enjoyed themselves. We were so pleased to be able to sell 58 of their books, and they were delighted to sign them for their new fans.

The final fund-raising tally is not completely firm but it appears that proceeds from book sales, the 50-50 raffle, and of course the incredible Silent Auction will allow us to offer a substantial scholarship to a George Mason student, as well as to contribute for the AAUW Fund. The total will be nearly \$5,600. The Fairfax City Branch has come through once again!



A huge thank you to everyone who helped make our Book & Author Luncheon a success.

Special thanks:

To Sonia Esteve for being an unflappable, totally organized Reservations Chair.

To Sonya Palomaki, the absolute queen of the Silent Auction and her ever-faithful, hardworking team of basket makers (I don't dare start listing names for fear I will leave someone out, but you know who you are) and wrappers (Barb and Joyce), and database keeper (Sue), and Kelly the soup maker and Ida the workshop host.

To our ever-so-able cashiers, Dottie, Gale, Joan, and Anita.

To Jan Humphrey, who kept me on track, knew the answers to so many questions, and once again was our fabulous MC.

To Dianne, Bonnie, Penny, and Jan who hosted our authors and made sure they felt welcome and appreciated.

To all of you who *came* and to all of you who brought a friend or several friends.

To those of you who bought books from our guest authors and really made *their* day.

And to Barbara Klemenz who led the Book & Author Luncheon for so many years and made it into the event we all look forward to every fall and who left me a solid foundation to build on this year.

Many, many thanks.

Paulette Miller



Authors Josh Pachter, Joseph Esposito, Tara Laskowski, and Art Taylor



AAUW of Virginia officers Susan Burk, Sandy Lawrence, Cheryl Spohnholtz, Caroline Pickens, Kate MacLeod, and Sara Anderson

Virginia and the ERA

The Equal Rights Amendment (ERA) to the U.S. Constitution is not dead. Many Virginians would like to be the 38th and last state necessary to ratify it and make it a part of our foundational document. AAUW is contributing to this effort.

The original deadline for ratification has long passed, but this is not a sufficient reason for the Virginia legislature not to proceed on the issue for several reasons:

- The deadline is not included in the proposed amendment Congress submitted to the states, and the Constitution does not expressly authorize Congress to impose deadlines on the ratification process.
- A recent Congressional Research Service report outlined two legislative branch options to add the ERA to the Constitution. Congress can pass bills to remove or extend the deadline, or Congress can accept ratification by the 38th state. For example, the 27th Amendment (on congressional raises) took more than 200 years to become fully ratified and added to the Constitution, setting a precedent for a lengthy ratification period.
- The U. S. Supreme Court has never rejected any ratified amendments, nor has Congress.
- After the 2018 legislative session declined to allow ERA resolutions to come to the floor in either the House or the Senate, Virginia Attorney General Mark Herring wrote a lengthy letter to a state senator saying,

"You have requested that I 'render a formal opinion on the following question: Would ratification of the ERA by Virginia General Assembly have any legal effect?' . . . It is my opinion that the lapse of the ERA's original extended ratification period has not disempowered the General Assembly from passing a ratifying resolution. Given Congress's substantial power over the amending process, I cannot conclude that Congress would be powerless to extend or remove the ERA's ratification deadline and recognize as valid a State's intervening act of ratification. Indeed, legislation currently pending in Congress seeks to exercise that very power" (11 May 2018).

In the 2019 session of the Virginia legislature members will consider the amendment again. AAUW of Virginia is committed to supporting this effort. For more information, go to <https://varatifyera.org/>. AAUW of Virginia has prepared a booklet with additional information, "Unfinished Business." For a copy of this, go to <https://aauw-va.net/>.

Thanks to Sylvia Rogers, Harrisonburg AAUW, for this information.

"We are not supposed to be all equal. Let's just forget that. We are supposed to have equal rights under law. If we do that, we have done enough."
—Ben Stein (writer, lawyer, actor, commentator)



NEW JOB CHECKLIST

- Update résumé
- Write cover letter
- Take AAUW's free salary negotiation training course **Work Smart Online!**

Sign up now at salary.aauw.org




**Launches Work Smart
SALARY NEGOTIATION
WORKSHOP
ONLINE FREE**

<https://salary.aauw.org/>

AAUW Work Smart is free online for *anyone* looking to learn how to negotiate a salary increase or promotion. Share with everyone you know!

Work Smart is designed to show you

- How to identify and articulate your personal value to an employer
- How to develop an arsenal of persuasive responses and other negotiation strategies, including how to get a raise or promotion
- How to conduct objective market research to benchmark a target salary and benefits
- How the gender wage gap results in long-term consequences

Why is negotiation so important? AAUW's research on the gender pay gap shows that, one year out of college, women are already paid significantly less than men. Women who work full time take home 80 cents for every dollar a full-time male worker is paid. And over a lifetime, those lost potential earnings add up.

Women who negotiate can increase their potential to earn higher salaries and better benefits packages. By negotiating fair and equitable salaries, you'll be better able to pay off loans, buy the things you want and need, and even save for retirement.

The Work Smart program has already trained more than 30,000 women, and nearly all participants report increased knowledge, skills, and confidence in negotiating.



AAUW is working with partners across communities, cities, and states to offer free salary negotiation workshops—and eliminate the gender pay gap for good! Learn more at <https://www.aauw.org/>

Welcome, Elfriede!

Our Vice President for Membership Sue Manganiello is happy to report that we have a new member, Elfriede Dustin. She joined AAUW Fairfax City after attending the Book & Author Luncheon. Please be sure to give her a warm welcome when you see her.



Elfriede is a technical director who works on improving system engineering efforts. She has a B.A. in Computer Science from Kansas State University and has more than 20 years of IT experience implementing effective systems engineering strategies, both in government and commercial programs. She is the author or co-author of 6 books related to software testing and published a novel in 2016. She says her goal is to continue helping to contribute to advances in software engineering.

Her novel, "Save me Twice," is based on a true story of two German brothers who were forced to join the SS near the end of World War II. They are captured by Russian troops. The younger one managed to escape, however, and surrendered to the Americans. Check it out on amazon.com!

New Rules for Title IX Enforcement

U.S. Secretary of Education Betsy DeVos has published new rules on how colleges and universities are to handle accusations of sexual assault and harassment. The changes from the previous rules will give new rights to the accused, reduce liability for universities, significantly restrict the definition of sexual harassment, and change the standard of proof required to evaluate allegations.

Perhaps the most controversial change is allowing attorneys for the accused to cross-examine accusers. This turns the process of evaluating the claims of the accuser into more of a trial than a disciplinary procedure, according to critics of the change. It would also decrease the number of survivors willing to come forward. Who would agree to close questioning on intimate matters by a high-priced, experienced lawyer? DeVos claims the change would correct a bias in the procedure that favors the accuser.

Under the new rules, schools will have the option of choosing the standard of proof they will use: either the "preponderance of the evidence," used under the old rules, or the more exacting "clear and convincing" evidence.

The proposed revision considerably narrows the definition of sexual harassment from "unwelcome conduct of a sexual nature" to "unwelcome conduct on the basis of sex that is so severe, pervasive and objectively offensive that it denies a person access to the school's education program or activity." In addition, incidents must happen as part of the schools programs or activities and be reported to officials "with authority to take corrective action." Both these restrictions drastically restrict the types and circumstances of events that are subject to school discipline, to the detriment of achieving gender equity on campuses across the country.

The new rules will undergo a period of public comment before final revisions are made and the final rules are published.

Sources: Laura Meckler, "DeVos set to bolster rights of accused in Title IX cases," *Washington Post*, 11-15-18; Laura Meckler, "DeVos rewrites rules for handling sexual assault," *Washington Post*, 11-17-18.

AAUW Advocates for Rigorous Enforcement of Title IX

AAUW signed onto a Title IX case that seeks to clarify when a university's liability for deliberate indifference under Title IX is triggered. On interlocutory appeal, the U.S. Court of Appeals for the Sixth Circuit will consider whether the plaintiffs must assert that they suffered further acts of discrimination as a result of the university's inaction in order to prove the school's deliberate indifference to their harm.

Four female students at Michigan State were sexually assaulted by male students. After they reported their assaults to MSU, the university failed to conduct prompt investigations; failed to provide the young women with any services, academic accommodations, or safety plans to allow them to continue to attend classes and activities without fear of running into their assailants; and failed to provide the victims with a fair process by refusing to inform them of their rights to participate in hearings or appeals.

The young women brought an action against the university's board of trustees in a United States District Court, which held that three plaintiffs properly established that the university's board of trustees was deliberately indifferent to reports of sexual assault.

The University appealed immediately to the Sixth Circuit. On appeal, Michigan State argues that it can only be held liable under Title IX if its deliberate indifference caused the young women further harm, meaning caused them to be sexually assaulted or harassed again. This argument is in direct opposition to the purpose of Title IX, which was passed to ensure that no student is denied educational opportunities on the basis of sex. Allowing another sexual assault or incident of harassment to happen before a university is found in violation of Title IX would subject students to the very discrimination that Title IX was enacted to eliminate.

AAUW hopes that the district court's holding will be affirmed. The Association signed onto this brief because we advocate for the vigorous enforcement of Title IX and other civil rights laws that ensure equal educational opportunities.



***Come to the
Roanoke Valley!***

**AAUW of Virginia State Conference
Saturday, April 6, 2019
With activities Friday, April 5, 2019
Roanoke Valley
At the Vinton War Memorial, Vinton, VA**

Selected Election Results

In the next Congress, At least 125 women (106 Democrats and 19 Republicans) will serve overall, increasing the percentage of women in Congress from 20 percent to 23 percent at minimum. Three additional House races featuring a woman candidate remain too close to call (as of November 20).

In November, 42 women were elected as U.S. Senators and Congress members: 38 are Democrats, and 4 are Republicans. They include the first Native American and the first Muslim women in the House of Representatives. Of the 10 newly elected Senators, half are women. More than 100 women will serve in the next session of the House, a new high.

Sources: Center for American Women and Politics, Rutgers University, [Press Release] Results: Women Candidates in the 2018 Elections, 11-20-18; Catie Edmondson and Jasmine C. Lee, "Meet the New Freshmen in Congress: More Democrats, Diversity and Women," *New York Times*, 11-28-18.

Dates to Remember

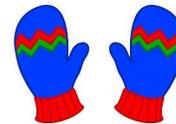
December 9	Holiday Party
February 5	AAUW of Virginia Reception for Women Legislators, Richmond
February 6	AAUW of Virginia State Lobby Day, Richmond
April 6	AAUW of Virginia State Conference hosted by Roanoke Valley

Interest Groups

Afternoon Lit

Wednesday, December 19, at 1 p.m. (note the change of date)

Home of Jean Golightly
10701 Howerton Avenue, Fairfax
703-591-9363
jeancgo@aol.com



The group will discuss *When the English Fall: A Novel*, by David Williams. Please let Jean know by Sunday, December 16, if you plan to attend.

Wednesday, January 16, at 1 p.m.

Home of Dottie Joslin
11110 Del Rio Drive, Fairfax
703-591-9035
j.joslin3@verizon.net

The group will discuss *The Hidden Brain: How Our Unconscious Minds Elect Presidents, Control Markets, Wage Wars, and Save our Lives*, by Shankar Vedantam. Please let Dottie know by January 13 if you plan to attend.



Musical Notes

Date TBD

Home of Olga Burns

10623 Timberidge Road, Fairfax Station

703-239-2876

rubato12@aol.com

We will meet in January at a date yet to be determined. Regular attendees will be notified. Contact Olga Burns for information.

Night Owls

Tuesday, December 11, at 6:30 p.m.

Home of Jan Humphrey

3604 Gawaine Court, Annandale

703-573-6253

dandjhumph@aol.com



Light supper will be followed by our discussion of *The Little Paris Bookshop*, by Nina George, led by Paulette Miller. Please let Jan know if you will be attending.

Saturday, January 19, at noon

Home of Kelly Espy

5814 Spruce Grove Court, Haymarket

703-403-0263

kellyespy@aol.com

In January we will gather for our only day-time meeting. Lunch will be followed by our discussion of *Beartown* by Frederik Backman. The moderator is Anita Light. Please let Kelly know if you will be attending.

For planning purposes, below is a list of the books we will be reading through July 2019:

February 12, 2019, *Lincoln in the Bardo*, by George Saunders

March 12, 2019, *A Gentleman in Moscow*, by Amor Towles

April 19, 2019, *Peace Like a River*, by Lief Enger

May 14, 2019, *Sing, Unburied, Sing*, by Jesmyn Ward

June 11, 2019, Planning Meeting

July 9, 2019, *The Great Alone*, by Kristin Hannah

“Every constitution written since the end of World War II includes a provision that men and women are citizens of equal stature. Ours does not.”

—Justice Ruth Bader Ginsburg



Our Mission:
**AAUW advances equity for women and girls through research, education,
 and advocacy.**

**AAUW—FAIRFAX CITY BRANCH
 MEMBERSHIP APPLICATION**

Membership is open to all graduates who have a two year or a more advanced degree from an accredited institution. AAUW values and seeks a diverse membership.

You can join *online* at aauw.org. Click on *Join (or Membership)*. Under Branch Member, click on the *Join/Renew* button. Follow the prompts. We are "VA3042 Fairfax City."

Or, Complete the application below and mail it with your check to the treasurer.

Name: _____

Address: _____

City, State, Zip: _____

Phone: (H) _____ (W) _____ (C) _____

E-Mail: _____

Degree: _____ College: _____ Field: _____

Degree: _____ College: _____ Field: _____

DUES: \$87 (\$59 national, \$15 state, \$13 branch) for membership through June 30, 2019.

Note: \$56 of the national dues is tax deductible.

TRANSFERS: If transferring from National Membership (MAL) or another branch, the dues you owe may differ. To learn the correct amount of dues, contact:

Sue Manganiello, Membership V.P., smango54@yahoo.com, 703/764-1453, or

Dottie Joslin, Treasurer, j.joslin3@verizon.net; 703/591-9035.

Membership expiration date: _____ AAUW ID #, if known: _____

How did you hear about the Fairfax City Branch of AAUW? _____

PAYMENT: Make check payable to *AAUW—Fairfax City Branch*.

Please send this form and your check to the treasurer:

DOTTIE JOSLIN
 11110 DEL RIO DR
 FAIRFAX, VA 22030-5339

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Branch Event Chair:

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Interest Group Chairs:

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arnoldjh52@aol.com

Night Owls: Paulette Miller
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Musical Notes: Olga Burns
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