



NUTSHELL

November 2018

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WHAT'S YOUR PASSION? WEDNESDAY, NOVEMBER 7 FROM 4-6 p.m.

If you haven't already done so, it is time to RSVP for the first PARTY with a Purpose. It will be here before you know it.

Our first Party with a Passion is taking the place of our usual Social normally held on the first Wednesday of the month.

Come and join us at Mary Jane Petrick's for a good cause, great conversation and social camaraderie. Simply bring an item to donate that represents one of your passions. Help fill our auction with items that pique the interest of our luncheon shoppers! Hope to see you there.

RSVP by emailing
maryjanepetrick@gmail.com

Or

Liz Wilson at elspeth47@earthlink.net

PRESIDENTS MESSAGE THE CASINO PARTY

GAME NIGHT was a big success and fun was had by all! If you didn't win at one gaming table, you could try another and another and another. Phyllis Hamilton dealt Black Jack or Twenty-One at one table, while Sharon Jeremenko dealt it at another table. Sharon's husband, Peter, explained the rules of roulette to all who sauntered up to his table and soon had a large group whooping and hollering as one or another scored big.

Bennie Smith, Mary's husband, ran the Big Wheel, which awarded bets made on numbers that the Big Wheel stopped on. Another place where lots of whooping and hollering could happen if the wheel landed on a longshot such as a 20 to 1 or even a 10 to 1 slot. Wahoo! Margie Poole commanded the Bingo Table.

Carl Calabro served as bartender and congenial host. We certainly appreciate the dealers and Margie, for all their hard work in making this party a success. And a huge thank you to Carl and Betsy for being so gracious in opening their beautiful home by hosting one of our events again.

Betsy and Carl Calabro had prepared a spiral ham, salad and hot potato dish; many people brought appetizers and accompanying dishes. There were meat balls, chili con queso, chips and dips, cookies, and a great Halloween cake. The food was plentiful and delicious.

As people arrived, they received raffle tickets as they came in the door and an extra one if they brought a non-AAUW member to the party. People could also earn an extra ticket if they cashed in \$4,000 of chips. A drawing was held at the end of the party for six lucky winners.

LAF - WHY DO WE HAVE THE CASINO PARTY?

Each year we raise money for the Legal Advocacy Fund which works to challenge sex discrimination in higher education and the workplace. Sex discrimination today takes a variety of forms: unfair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX of the Education Amendments of 1972. LAF addresses these barriers by informing people of their rights and using the legal system to seek justice and change.

Your NHC AAUW Board set a goal of raising \$1500 for LAF this year. We don't have the final numbers yet, but I can report that we **DID REACH OUR GOAL**. Thirty-nine people attended; seventeen of them were members. Ten members not in attendance donated to the fund. Talk to some of the people who attended and ask them how much fun they had, and maybe next year you will join us.

Continued on next page with party photographs



Serious play but smiling faces!



The Calabro Casino-best in town!

How Would You Like to Work the Same Hours for Half the Pay? That's the Gender Pay Gap for Latinas!

As AAUW's research shows, women of every race and ethnicity experience a gender pay gap. All these groups are paid only a portion of white, non-Hispanic men's earnings: white, non-Hispanic women (77 percent); black women (61 percent). Altogether, women working full time, year-round in the United States in 2017 were paid an average of only 80 percent of what white non-Hispanic men were paid. Hispanic or Latino women only receive 53% of white, non-Hispanic men's earnings.

November 1 is Latina Equal Pay Day.



Join us for Daytime Bridge on Tuesday, November 13, 2018 from 9:45 am – 2:30 pm. Hostess Barbara Hine says she would really love to have everyone there by 10 am at the latest. Barbara adds “I would like everyone to RSVP by Nov. 10th or sooner as we seem to fill up very fast for Bridge lately. Reservations are a must!
Email: Barbarahine1@gmail.com.



Plan to play until 2:30 pm so everyone can enjoy a full day of bridge. Please socialize before and after. Coffee and water are provided, lunch is on you.

Twists and Turns to
***Empowerment:***
Civil Rights Act of 1964 Title VII
By Liz Wilson

“It shall be an unlawful employment practice for an employer ... to discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment, because of such individual’s race, color, religion, sex, or national origin.”

On June 11, 1963, in an address to the American people, President John F. Kennedy urged the United States Congress to pass a civil rights act which would allow “every American to enjoy the privileges of being American without regard to his race or color.” As introduced, Kennedy’s civil rights bill included provisions to ban discrimination in public accommodations and to enable the U.S. Attorney General to join in lawsuits against state governments operating segregated school systems. It did not include protection against police brutality, provisions to end discrimination in private employment, nor did it grant the Justice Department the power to initiate desegregation or job discrimination law suits. Women were not included as protected parties. At the time of Kennedy’s assassination in November of 1963, the bill had been passed out of the Judiciary Committee and referred to the House Rules Committee, chaired by Howard W. Smith, a segregationist deeply opposed to the bill.

On November 27, 1963, President Lyndon Johnson, in his first address to a joint session of Congress, called for Congress to act on the Civil Rights bill saying, “No memorial oration or eulogy could more eloquently honor President Kennedy’s memory than the earliest passage of the civil rights bill for which he fought so long.” His exhortation for passage of this bill opened the door for the inclusion of women as a protected class under the provisions of the bill.

The chairman of the Judiciary Committee chose to ignore normal House procedure and filed a petition to discharge the bill from the Rules Committee. Knowing that there were enough signatures to uphold the discharge petition, Chairman Smith allowed the bill to pass through the Rules Committee. However, while his ultimate motives are uncertain, there is speculation that he intended to scuttle the passage of the final bill by introducing an amendment to include women as a protected class. It was reported that the House chamber erupted into jeers and laughter when he introduced his amendment. Representative Martha Griffiths (D-MI), an AAUW member, responded, “I presume that if there had been any necessity to point out that women were a second-class sex, the laughter would have proved it.” Thanks to the efforts of Representative Griffiths to secure needed votes, this amended version of the Civil Rights Act passed through the House on a 290-130 vote.

Upon its arrival in the Senate, Senate Majority Leader Mike Mansfield suspended normal order and referred the bill immediately to the floor for a second reading and debate where the “Southern Bloc” filibustered the bill for 54 days. A substitute bill that weakened the government’s power to regulate the conduct of private business was introduced and passed 73-27. The House quickly voted to pass the Senate’s version of the bill, 289-126. The Civil Rights Act of 1964 was signed in to law by President Lyndon Johnson on July 2, 1964.

Civil Rights Act of 1964 Title VII - continued

Title VII of the Civil Rights Act of 1964 prohibits employers from discriminating against employees based on sex, race, color, national origin, and religion. It generally applies to employers with 15 or more employees, including federal, state, and local governments. Title VII also applies to private and public colleges and universities, employment agencies, and labor organizations. It forbids discrimination in **any aspect** of employment including: hiring and firing; compensation, assignment, or classification of employees; transfer, promotion, layoff, or recall; job advertisements; recruitment; testing; use of company facilities; training and apprenticeship programs; fringe benefits; pay, retirement plans, and disability leave; and other terms and conditions of employment.

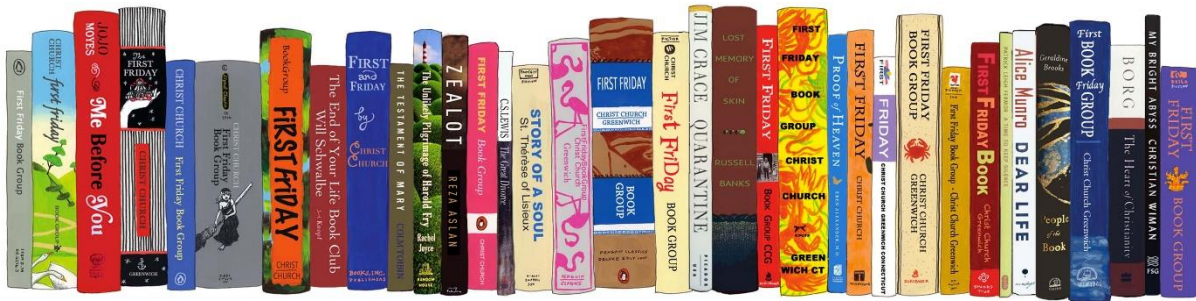
Several categories of protection from discrimination in employment have been excluded from protection under the Civil Rights Act of 1964 – age, disability, and sexual preference and/or gender identity. Age Discrimination is addressed under the Age Discrimination in Employment Act (ADEA) while individuals with disabilities receive protection under the Americans with Disabilities Act. The question of protection based on sexual preference and/or gender identity remains fluid.

In 1986 the Supreme Court ruled (*Meritor Savings Bank v. Vinson*) that sexual harassment is sex discrimination and is prohibited by Title VII. Same-sex sexual harassment has also been held to be prohibited by Title VII in a unanimous decision written by Justice Antonin Scalia (*Oncale v. Sundowner Offshore Services, Inc.*). In 2012 the Equal Employment Opportunity Commission ruled that employment discrimination based on gender identity or transgender status is prohibited under Title VII. In April 2015, the US District Court for the Southern District of Georgia dismissed the complaint *Evans v. Georgia Regional Hospital* based on two factors – the 180-day window to file EEOC complaints had expired (although EEOC had not so indicated) and Title VII had not been written to cover discrimination against homosexuals. The decision was appealed to the 11th District US Circuit Court of Appeals which ruled that only the Supreme Court could determine if Title VII applied. On December 11, 2017 the Supreme Court refused to hear the appeal.

Although Attorney General Eric Holder issued a memorandum declaring that the United States Justice Department aligned with the EEOC declaration and the Department of Justice already had stopped opposing claims of discrimination brought by federal transgender employees, in October of 2017 Attorney General Jeff Sessions withdrew the Holder memorandum stating that Title VII should be narrowly interpreted to cover discrimination between “men and women.” However, on February 4, 2017 (*Hively v. Ivy Tech Comty. Coll. of Ind.*) the 7th U.S. Circuit Court of Appeals ruled that Title VII prohibited discrimination based on sexual orientation. On February 26, 2018 (*Zarda v. Altitude Express, Inc.*), the 2nd U.S. Circuit Court of Appeals ruled “because sexual orientation is a function of sex and sex is a protected characteristic under Title VII it follows that sexual orientation is also protected.”

A pair of newly filed petitions to the Supreme Court present strong indication that the moment has come for the justices to decide whether gay and lesbian employees are protected from workplace discrimination under Title VII of the Civil Rights Act. We’ll have to wait and see.

Be sure to come to the November Branch meeting for a brief poster session about problems, processes and procedures in filing an appeal to the EEOC about possible Title VII violations. For a copy of the reference list for this article, contact Margie Poole, Nutshell Editor or Liz Wilson, article author.



Daytime Lit

Meets Thursday, November 1, to discuss Ordinary Grace by William Kent Kruger. Coffee and conversation will commence at 9:30 with reviews beginning at 10:00.

Better Read than Dead readers will meet in the home of Betty Tongberg. RSVP to: candbtongberg@att.net. Vada Boyle will review.

Lit Happens meets at Gleannloch Farms. Shirley Ada and Jane Egner co-hostess. RSVP to Shirley at shaltonada@aol.com or to Jane at twoeggsjane2@msn.com. Sharon Jeremenko will review.

Both groups will meet at Mo's Irish Pub for lunch afterwards.

RSVP!! Please call or email your hostess so she knows how many to prepare for.

Prime Time Lit

Discussion starts promptly at 6:30 pm. If you want to order food and/or visit, plan to arrive at 6 pm. We meet at Spring Creek Barbeque.

On November 26, Mary Jane Petrick and Linn Smyth will lead a discussion of Three Daughters of Eve by Elif Shafak.

For more information, email Mary McVeigh at: mom4grandmom8@yahoo.com.

Beyond Candy Crush October Meeting Report

What a fantastically fun meeting with Karen North, West Harris County AAUW member and In Partnership with Code.org representative. We made binary bracelets using our first name initial.



We programmed Bee Bots to move in straight lines and squares and line danced to problem solve the correct sequence of code. The Bee Bot looks simple with its 5 coding buttons, but it can be programmed to complete complex tasks and is used in classrooms from K-12.



Last month we all created Khan Academy accounts and began to learn Java Script. Karen introduced us to Code.org and encouraged us to create various sized boxes using block code.

Wow! Block coding is much more “coder friendly” than script coding. Karen told us that men and boys seem to prefer script coding while girls and women prefer block coding. Both can be used to create complex code.



Karen also gave us several ideas of ways to empower girls to become code savvy. One way is to volunteer in our local elementary schools to help teachers as they introduce coding to their classrooms. Another is to help “judge” essay submissions to the aspirations.org scholarship competition. Karen will be sending the group more information about this.

She was impressed that we have a group that is interested in learning to code. We may be small, but we are mighty!

And a closing reminder, we will not be meeting in November or December. Since we are a small (but mighty) group, when we resume in January of 2019, we might want to consider meeting in individual homes and maybe changing our name – Small but Mighty?

Have YOU Voted Yet?

Reminder: Please send your votes to Suzanne Beaty by Monday, November 5 at 5:00 p.m.

(She has only received 15 responses to date.)

Now is the time for our members to vote for women nominated to be the Outstanding Woman in the Community and the Outstanding Woman in Education for 2019. Winners will be recognized at our Outstanding Women Luncheon on Saturday, March 2, 2019.

All monies raised at the luncheon will fund our community grant recipients continuing a 28-year legacy of the North Harris County AAUW.

The women nominated for Outstanding Woman in the Community are Debbie Allison and Deborah Johnson. The women nominated for Outstanding Woman in Education are Peggy Winters and Kati Woodward.

Sharon Glasgow sent out a voting memo, complete with bios of all four candidates. To respond, simply write the names of the two women for whom you are voting and hit reply. If you did not get the email, contact Sharon at Glasgow_sharon@yahoo.com ASAP!

Voting closes on Monday, November 5, 2018 at 5:00 p.m. CST for all email responses and for all US Mail received by that time. Suzanne Beaty will receive all email votes and the votes from women who prefer to respond via US Mail.

Send email responses

to: aauw.suzanneb@gmail.com

Send US Mail responses to Suzanne Beaty.

If you have questions about the voting process, please send Suzanne a message at aauw.suzanneb@gmail.com

Lively Arts Group

The Lively Arts Group is dedicated to facilitating AAUW members' attendance at cultural events in one of two ways:

1. Creation of a data base that indicates the fine arts interests of each member so that members can collaborate with others having similar interests to arrange carpools to performances, exchange with or donate tickets to other members, and organize monthly Lively Arts outings to specific events, +/- meals.
2. Just want some company and/or a ride to a cultural event? Call anyone with your interests from the grid. An expanded interest survey will be distributed soon.

Be sure you are included!



Thursday, November 15, 2018

7:00 pm Social -- 7:30 pm Program
Greenwood Forest Residents' Club

Jim Robertson, Chairman of Cypress Creek Greenway Project

Chairman Jim Robertson of the Cypress Creek Greenway Project and Cypress Creek Flood Control Coalition will present an overview and update of the committee's development and improvements.

The vision of the Cypress Creek Greenway Project is to create a continuous 40-mile greenbelt along Cypress Creek to where it joins Spring Creek. Besides flood control, the project will aid in the preservation and conservation of the natural areas along the creek, creating natural flood plain buffers, as well as wild life habitats.

OCTOBER TRAVELMANIA RECAP

Travelmania does not meet in November or December, so we wish you a Happy Thanksgiving, Merry Christmas, and Happy New Year!

Join us on January 15 for Linda Massie's program on "Exploring America's Treasures - Our National Parks," which has been the most requested topic.

Laura Barousse's October program on Madagascar, The Eighth Continent" was well attended at the home of Sue Mason since our usual location was hosting a corporate function on October 16th. Thanks to historian Lena Habiby we can share a few photos.



The Village requested that we participate in their Christmas sale for which we received the two following donations. In addition, we collected \$150 which will be donated in appreciation for letting us meet in their Multi-Purpose room for two years at no cost.

Donations included a Christmas Tree serving platter & 4 mugs made by Waechtersbach, Germany which was donated by Kati Woodward and 4 glass serving bowls on an Acacia wood platter, made by Libbey. Many thanks to the mystery donor.





This is an early Heads Up about the AAUW Daytime Lit December meeting. More information will follow as emails will be sent out in November as usual.

There is no limit on the number of those "lunching" since this meeting will be held at a restaurant.

OUR BOOK SELECTION: Annette Matthews will review [Astrophysics for People in a Hurry](#) by Neil deGrasse Tyson.

- **WHAT:** December Lit review, discussion, lunch and gift exchange
- **WHEN:** Thursday, December 6, 2018
- **WHERE:** Clementine's Restaurant ~ 6448 Cypress Creek Parkway
- **COST:** \$32.00 ~ there will be a cash bar

- **MENU:**
 - Caesar Salad
 - Pollo Francesca ~ panko breaded chicken topped with capers, artichoke hearts and spinach in a light Alfredo sauce served with tortellini pomodoro
 - Tiramisu or Chocolate Suicide Cake
 - Coffee and Tea
- **ADDITIONAL INFORMATION:** Make checks payable to KATHERINE ANNE GRACE and send to her address as listed in the Directory.

RESERVATIONS: deadline is November 26th.

PLEASE LET ANNE KNOW IF YOU ARE COMING TO THE MEETING ONLY AND NOT EATING LUNCH!

Activities Updates

Gourmet

Meets the 2nd Friday to sample tantalizing cuisines and enjoy memorable excursions.

Hungry for more information?
Please contact Marge Mitchell
MitchellFamilyTX@sbcglobal.net

Screen Savors Tuesday, Nov. 27th

Enjoy a current movie with AAUW friends. Movie selection will be announced the Friday before. Contact Jane Egner to be added to the notification list at twoeggsjane2@msn.com.

Mah Jongg

This month only, the group will meet at 1:00 pm on 11/28, the 4th Wednesday.

For more information, contact chair Mary Jane Petrick at maryjanepetrick@gmail.com



HAPPY BIRTHDAY IN

NOVEMBER TO:

J. Shaw	11 - 5
D. McDaniel	11 - 7
C. Norman	11 - 10
J. Callaway	11 - 13
T. Trainor	11 - 15
P. Field	11 - 19
S. Hemphill	11 - 22
M. Rice	11 - 24
P. Bredewater	11 - 25
M. Smith	11 - 26
V. Boyle	11 - 27
N. Briggs	11 - 27
P. Arena	11 - 29



Know someone who could use a note of encouragement, a get-well card, or just a thinking of you card? If so, e-mail or call Sharon Glasgow; she will send a note or card on behalf of NHC AAUW.

Sharon Glasgow
glasgow_sharon@yahoo.com

November 2018

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
				1 Daytime Lit	2	3
4	5	6 <u>VOTE</u>	7 Party with a Purpose 4-6	8 Board Mtg	9 Gourmet	10 Deadline for Bridge RSVP's
11	12	13 Bridge	14	15 Branch Program	16	17
18	19	20	21	22	23	24
25	26 Prime Time Lit	27 Screen Savors	28 Advanced Mah Jongg	29	30	

CONTACT INFORMATION UPDATES

Please send any changes of address, phone numbers, or email addresses that you would like the branch members to be aware of to Membership VP Brenda Van Derbur. She will issue cumulative updates to the yearbook/directory.