

West Side Stories

Western Sussex (DE) Affiliate of the Delaware AAUW
January 2019 Edition



It was with great fun and through creative process that our AAUW branch welcomed Laura Cannon (and her daughters Haley & Carly) of Bricolage Barn in Seaford, DE.

Laura came to our November meeting to share her love of crafts, which she has now turned into a thriving business, offering crafting products and workshops

The Bricolage Barn is a unique storefront and workshop space which offers new workshops every month. Seating is first come, first served, but you can easily check the monthly calendar at www.bricolagebarn.com for information and the number to secure your craft spot.

Laura teaches workshops as does many other talented community members.

Not only can you create, but you can also shop at the Barn.

Chalk Couture, Scentsy products, Handmarks Jewelry, and much more are available for purchase.

Stop by and support this great small business, run by Laura, in our great small community!



Door prize winners!

2018-19 Meeting Dates:

~~September 26, 2018~~

~~November 28, 2018~~

January 23, 2019

March 27, 2019

May 22, 2019



All meetings begin with dinner around 6pm, followed by a program ending around 8pm.

MENU

January Menu

Plated Salad

Broiled Flounder & Lemon

Pork Loin & Applesauce

Mashed Potatoes

Zucchini & Broccoli Florets

Lemon Meringue Pie

Chocolate Cheesecake

RSVP to Shirley

629-8806 or

blackwell629@comcast.net

RSVP by
January 18!



DE AAUW information
can be easily accessed by
going to their website at:
<https://aauw-de.aauw.net>



Yearly membership is \$70.
If you have questions, please
contact Barbara Johnson,
Membership Chair.

Just a note, non-paying
members will be removed from
our rosters.

Please continue to bring friends
who may be interested in
joining. The only way we can
grow is if we keep sharing with
our friends!

WESTERN SUSSEX LEADERSHIP

President - Joyce Mackler

Treasurer - Ellen Wright

Secretary - Pat Davidson

Membership - Barbara Johnson

Program - Shirley Blackwell & Mikki Madden

Newsletter - Mikki Madden

International - Rajani Purandare

Scholarships - Marcia Windley & Lisa Tobin

Sunshine - Mary Ellen Farquhar

Past Pres. & State Nominating - Pat Davidson

VACANT - Bylaws & Public Policy



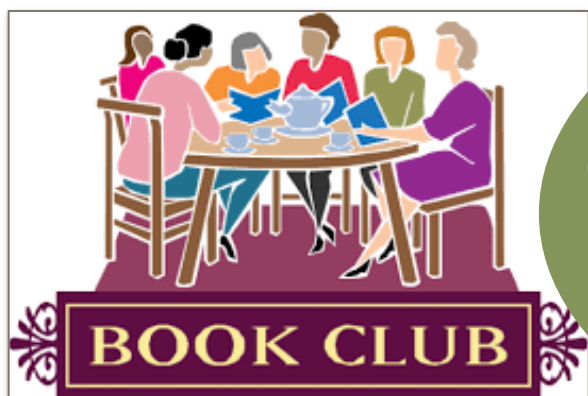
Please take the time to check on our furry and feathered friends during this winter season. If you have bird seed, or commercial winter feed for animals that winter over, please consider spreading it outside to help them, especially when snow and ice cover up their stores and natural food on the ground.

Both birds and squirrels keep our natural balance in check, so help them out when you can!

We are pleased to be able to offer TWO \$1000.00 scholarships for two graduating ladies this coming spring. Applications will be received and a committee will review and interview eligible candidates. If you would like to serve on this committee, please see Marcia or Lisa. It's exciting to support young women in their pursuits of higher education.



CONGRATULATIONS to
Sandy Insley of Laurel, Delaware
She was the winner of the Bon Appetit gift certificate!



JOIN THE BOOK CLUB!

Come and meet up the second Monday of every month in the Allen Room of the Seaford Library at 4:00pm.

Visit at: <http://www.seaforddistrictlibrary.org/adult.html>
for more info!

TREASURER'S REPORT - November 2018

OPERATING EXPENSES ACCOUNT

Beginning Balance	\$1498.88
Income Total	\$361.00
Dues	\$151.00
Nov. Dinner Mtg.	\$210.00
Expenses Total	\$569.10
Manor House (Nov. mtg.)	\$233.10
Dues (National)	\$118.00
Dues (State)	\$18.00
AAUW Fund Cont.	\$200.00
Ending Balance	\$1290.78

SCHOLARSHIP ACCOUNT

Beginning Balance	\$6640.19
Income Total	\$61.10
Raffle	\$660.00
Interest (Aug, Sept)	\$1.10
Expenses Total	\$100.00
Bon Appetit Gift Card (S Blackwell)	\$100.00
Ending Balance	\$7201.29

Please send any newsletter
information to Mikki Madden
at



WE WILL SOON BE
WORKING ON OUR
GERANIUM SALES
ORGANIZATION IN
ORDER TO BE
READY FOR OUR
SPRING FUND
RAISER.

PLEASE SEE PAT
DAVIDSON IF YOU
HAVE QUESTIONS
OR WOULD LIKE TO
ASSIST HER IN



Branch member total donations to AAUW funds is \$195!
Individuals who donate \$100 or more receive a lapel pin.

Did you know that ALL snowflakes have 6 sides?

All 50 states have had some type of snow.

Most snowflakes fall at 2-5 feet per second!



Please take the time to visit our state site at <https://aauw-de.aauw.net> for information about upcoming events that are taking place in and around our state.



Our state webpage is a plethora of information about what's happening through our AAUW, especially at the national level.



High Street Custom Frame, LLC shop is looking for digital photos of people, events, and places around Seaford to be printed and framed in their store window.

All community members are invited to submit photos at highstreetcustomframe@yahoo.com.

If you are a shutterbug, or just take a great photo of something going on in our community, consider sending it to the shop for their window!

Please welcome Robin Bowyer to our group!

Robin is lifetime member of AAUW, formerly of the Charles County, MD branch. She now resides at the Manor House. We are looking forward to getting to know her better!

WELCOME ROBIN!



Photos of our ladies creating and assembling their Holiday Oil Jars with Laura's help and supplies!

(302)
381-0499



create



A Message from Joyce

Happy New Year to everyone. I hope you all enjoyed our November meeting and had a chance to burn your candles over the holiday. I will admit I am saving mine for now and just enjoying looking at it on my counter. Please make a note of our January meeting date coming up soon.

I thought I would touch base on a topic of concern to AAUW members: the proposed changes to Title IX Regulation. I have read the comments on the AAUW website, the background and summary information from the Department of Education (DOE) website, and several commentaries from leading new sources. The Regulation itself is 144 pages long and since I read enough government regulations for work, I skipped reading the Regulation in its entirety, but it is on the DOE website if you are so motivated.

There are several important proposed changes to the Regulation. Most affect institutions of higher education. To avoid bias, I have followed the outline provided by the DOE highlighting changes as I understand them.

1. The definition of sexual harassment actionable under Title IX would **CHANGE** from “unwelcome conduct of a sexual nature” to any of three types of behavior:
 - a. A school employee conditioning an educational benefit or service upon a person’s participation in unwelcome sexual conduct, or
 - b. Unwelcome conduct on the basis of sex that is so severe, pervasive and objectively offensive that it effectively denies a person equal access to the schools’ education program or activity; or
 - c. Sexual assault as that crime is defined in the Clery Act regulations.
2. The schools’ obligation to respond is triggered only when certain conditions are met.
 - a. The school itself must have actual knowledge of sexual harassment. This means that if an incident is reported to a Title IX Coordinator, the school will have “actual knowledge”. The test for whether reporting by any other school employee gives the school actual knowledge is whether the person given notice of the report is an official with authority to take corrective action. This is a **CHANGE** from the mandatory reporting that most colleges have adopted which designates that nearly every campus employee is a mandatory reporter of sexual misconduct who must alert the Title IX Coordinator.
 - b. **CHANGE:** The alleged harassment must involve conduct that occurred within the school’s own program or activity. According to the DOE this change is because “Title IX by its own text applies to discrimination occurring “under any education program or activity” receiving federal funds.” Critics point out that incidents that occur in relation to Greek activities may be included but it is unclear if those that occur in off campus apartments would have to be investigated.
 - c. **CHANGE:** Incidents that occur outside of the United States, for example during study abroad programs, would also not trigger an investigation.
3. Schools must treat seriously all reports of sexual harassment that meet the definition of harassment and the conditions of actual knowledge and jurisdiction discussed above.
 - a. The school only must investigate concerns when a formal complaint is filed.
 - b. **CHANGE:** If a school investigates a formal complaint and follows grievance procedures consistent with the proposed regulation, then the school has a safe harbor against a finding of deliberate indifference with respect to the school’s response to the formal complaint.

- c. When no formal complaint is filed, and school must still offer the complainant supportive measures to get a safe harbor. (This does not apply to K-12 schools which require the Title IX Coordinator to file a formal complaint even when a young victim does not want to file.) Supportive measures would be available to both the complainants and respondents to preserve each party's equal access to their education. Measures may include changing dorm rooms, changing classes, etc.
 - d. Serial predator or repeat offender situations require the Title IX Coordinator to file a formal complaint to investigate even when the complainant does not request this.
4. School grievance procedures must contain certain protections for the parties involved.
- a. There is a presumption of innocence for the respondent. **CHANGES** in the Regulation would allow colleges to apply the standard of proof, "clear and convincing evidence" threshold. The current standard when deciding whether sexual misconduct occurred is the "preponderance of evidence", a lower standard of proof.
 - b. The school must objectively evaluate all evidence, decision-makers must not have conflicts of interest or bias and must be provided training materials.
 - c. When the respondent is found guilty, the complainant must be given remedies designed to restore or preserve equal access to education.
 - d. Reasonable and prompt timeframes for process are required and a respondent cannot face discipline without due process.
5. When a formal complaint is filed the school must give written notice to the parties containing sufficient details to permit a party to prepare for any initial interview and proceed with a factual investigation.
- a. The school, not the parties have the burden of gathering evidence.
 - b. Both parties have equal opportunity to present witnesses and evidence and gag orders are not permitted.
 - c. Both parties may have an advisor which could be an attorney.
 - d. The school must provide to both parties equal access to review all the evidence.
 - e. At colleges, a final determination must be made at a live hearing, and cross-examination must be allowed (with rape shield protections against asking about a complainant's sexual history) and must be conducted by each party's advisor. No personal confrontation is allowed. This is a big **CHANGE** from the prior Regulation where cross-examination was discouraged because of its potential to retraumatize victims.
6. After the investigation a written determination must be sent to both parties explaining for each allegation whether the respondent is responsible or not including the facts and evidence on which the conclusion is based.
- a. The determination must be made by a decision maker who is not the same person as the Title IX Coordinator or the investigator.
 - b. The determination must include remedies the school will provide to the survivor.
7. Both parties have the right to appeal.
8. A school may facilitate informal resolution of a sexual harassment complaint as long as the process is voluntary for all parties. **CHANGE:** Previously mediation versus a formal investigation and adjudication process was deemed to be inappropriate in cases involving an alleged sexual assault. The concern was that alleged victims might feel pressured by their colleges to go to mediation.

Proponents say that this could appeal to victims who do not want to see the person who assaulted them to be suspended or expelled.

9. Schools must create and maintain records documenting every Title IX report of which it becomes aware.
10. The DOE will not assess damages against a school for violation of regulations. Instead schools will be brought into compliance.
11. **CHANGE:** The proposed Regulation will allow an institution to see religious exemption in response to a Department investigation with or without previously submitting a statement seeking religious exemption.

I encourage you to read further on the proposed Regulation on your own. From now until January 28, there is an opportunity to weigh in with the Department of Education on the proposed changes. You can do this on the AAUW website by clicking the link "Take Action". This will lead you to a pre-written statement you can sign. Just above that there is a link to the Department of Education site "Notice of Proposed Rule-Making" where you can write and submit a formal comment in your own words.



Please remember that as the weather grows colder, many of our community members are without proper clothing, shelter, and food.

The ACE center in Seaford, near Davelli's, is always looking for donations of clean clothing and bedding as well as sugar and coffee supplies.

Drop off your new or gently used clothing and bedding, or consider picking up sugar and coffee on your next grocery run.

Any help is greatly appreciated!

Late Breaking News: January book selections are as follows -

Moloka'i by Alan Brennert and In the Midst of Winter by Isabel Allende

February - The Soloist by Steve Lopez and Black Eyed Susans by Julia Heaberlin

