

Missouri InMotion



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

Our Vision: Equality for all. **Our Values:** Nonpartisan. Fact-based. Integrity. Inclusion and Intersectionality .

AAUW MO 2019 Annual Conference

AAUW WORK SMART

Closing the Gender Pay Gap One Click at a Time

Holiday Inn Executive Center, Columbia, MO

May 3 and 4, 2019

Exciting things are happening in Missouri! Join us in Columbia for our annual state conference as AAUW MO and guests from AAUW KS meet to:

- ◇ Gain a better understanding of the KS/MO Work Smart Initiative and the work needed to train 1 million people in the next five years
- ◇ Learn more about the significant grant from the Women's Foundation in Kansas City to help fund this project
- ◇ Engage in AAUW Work Smart facilitator training and strategy sessions
- ◇ Become equipped with the knowledge and skills to be Ambassadors for AAUW Work Smart

Friday activities include an AAUW MO state board meeting at 2:30 pm. Dinner with the board is planned for 6:00. Every member is invited and welcome to attend the meeting and the buffet dinner (\$20/person). This is a great opportunity to get to know board members and share branch activities.

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Wendy Doyle, President,
Women's Foundation,
Kansas City, MO



WORK SMART KS/MO To Reach 100,000 Workers

Ten years ago, President Obama signed into law, the *Lilly Ledbetter Fair Pay Act*. In September 2018, in case you missed the rollout in Kansas City, AAUW announced an incredible partnership between AAUW KS/MO and the Women's Foundation, Kansas City, with the goal to train **one million people in Work Smart in five years**. The program begins in Kansas City

and is coming to a city near you. In November 2018, AAUW Work Smart online was launched. It is a free, online version of the Work Smart course that teaches women how to negotiate for higher salaries and become better leaders and communicators. Of course, men can take it, too. You're asking yourself, what can I do to make this successful? AAUW MO and AAUW KS, along with National staff, are collaborating on this exciting opportunity through a joint task force working on just that!

Work Smart is the focus for our State Conference in May, so you'll be learning more about this.

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St. Louis area AAUW leaders met January 14, 2019 with AAUW Senior VP Gloria Blackwell (center, hand on chin) to discuss the KS/MO Work Smart Initiative and AAUW's online salary negotiation course. Blackwell met afterwards with the Women's Foundation of St. Louis about the projects.

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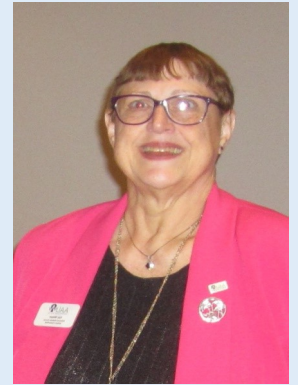
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**GET PAID
WHAT YOU'RE
WORTH.**

From the President

Kay Meyer, AAUW MO

Your AAUW MO Board has been hard at work in spite of the harsh winter weather. We had a very productive meeting with Gloria Blackwell and Kendra Davis of our national office about the Missouri - Kansas Work Smart initiative and AAUW's online salary negotiation course. One of the goals for Work Smart is to have 100,000 women take the free online course by August 1, 2019. We want AAUW members to not only take the online course but also to tell your friends, co-workers, family and anyone you know. The more people who learn negotiating skills the better chance to close the pay gap and attain pay equity for women and girls. Log on to the AAUW website and take the free Work Smart course.



In October several of the AAUW MO Board visited the Boonville Branch. After visiting over dinner, we attended the branch meeting and gave a presentation on Missouri AAUW goals, Public Policy, Programs, AAUW Fund and Diversity and Inclusion. I hope that other Missouri AAUW branches will invite me to come to their branch meetings and get a chance to know more about what all the branches are doing. I think it is important to recognize the AAUW MO branches and members. I want to encourage the branches to take time to fill out the Star Award and Galaxy Award applications and submit them by April 1, 2019. You can find the applications on the AAUW MO website.

Marsha Koch, state program VP, has been busy making arrangements for the annual State Conference that will take place Saturday May 4, 2019. We are focusing on Work Smart and have excellent speakers and breakout sessions planned. Members from AAUW Kansas are planning to join us to do some bi-state planning. Pat Shores and Ellen Irons have been busy working on Title IX and Pay Equity. On April 16, 2019 plan to go to Jefferson City for Equity Action Day and make our voices heard.

AAUW MO is busy and on the go! Please keep in touch and let me know how your branch is helping to fulfill AAUW's mission to advance gender equity for women and girls in your area.

WORK SMART KS/MO — continued from cover page

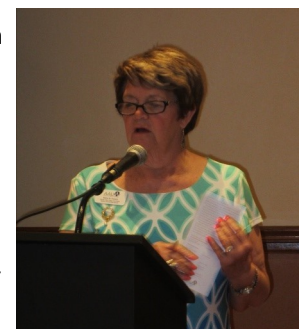
This initiative will be our focus for five years because the pay gap must be closed! According to the 2018 Fact Sheet on the Status of Women in Missouri, at the current rate of "closing the gender pay gap," **women will not receive equal pay until 2066** - that is not a typo, until 2066. Can your great-great granddaughter wait that long?

OUR FIRST ASK: Every member take the Work Smart online course yourself, and if you're saying "I'm not looking for a job, I'm retired," then become an AAUW Work Smart ambassador - one who can address the issue and share our mission for Pay Equity and Closing the Gender Pay Gap.

OUR FIRST BENCHMARK TARGET: **To have 100,000 people take the online course by the 1st of August.**



You probably have questions and want to know how you and your branch can learn more about this initiative. Our May 3-4 Conference is all about just that. You can also reach out to me, Karen Francis, chair of the AAUW KS/MO Women's Foundation Work Smart Task Force at karenbitzafrancis@yahoo.com, and a member of the Task Force will get in touch with you.



Karen Francis
Task Force Chair

Missouri ranks 34th in Nation in Pay Equity

MO State Conference — continued from page 1

Before opening our Saturday conference you will have time to enjoy a continental breakfast, register/check-in, view table displays and sales tables, and connect with members from across the state and from Kansas.

The conference opens with a celebration of all that you do for AAUW and AAUW MO with awards for:

- branches that have earned the AAUW MO STAR Award and/or the GALAXY Award by meeting mission-based goals
- branches that have the highest amount of contributions to AAUW
- members who gave at the Century Club level and higher
- members who have joined the Legacy Circle

Voting for nominated new officers will take place followed by their installation. Branch group photos will also be taken.

Following the state celebration will be a presentation by an AAUW leader (to be announced when confirmed) describing the requirements of the Work Smart grants received from Women's Foundation in Kansas City, and Coca-Cola, the work being done at AAUW national, and the efforts needed by AAUW branches to reach the goal of training 10 million women in salary negotiation by 2022.

We are delighted to announce that [Wendy Doyle](#), CEO of the Women's Foundation, Kansas City, and partner in the KS/MO Work Smart Initiative, is our luncheon speaker. The Women's Foundation promotes equity and opportunity for women of all ages, using research, philanthropy and policy solutions to make meaningful change. It awarded AAUW a \$50,000 grant to kick off this bi-state initiative.

With a job this big, we are going to need guidance and training. We are pleased to announce that Karen Francis of our AAUW leadership, is chairing the Task Force. She will address the conference in the afternoon. Sessions will then prepare each member to be an Ambassador for Work Smart including:



- ◆ Work Smart facilitator training (bring own laptop)
- ◆ Strategizing to meet Work Smart Initiative goals
- ◆ Bi-state KS and MO planning and coordination
- ◆ Practice being an Ambassador and/or a Facilitator

Our state, bi-state, and national leaders will close our conference by presenting a Work Smart Action Plan that will enable us to achieve our KS/MO Work Smart Initiative goals and help close the gender pay gap!

To assist branches in attending, AAUW MO is utilizing the Branch Incentive Grants program to offer travel funding. Find the application on the AAUW MO website.

A registration form with costs and hotel information is included on page 4 in this newsletter and is on the AAUW MO website (aauw-mo.aauw.net). See related articles in the newsletter about this exciting KS/MO Work Smart Initiative. For details on Work Smart, see page 11. Please join us in Columbia on May 3-4.

Sales and Display Tables Available at Conference

Have programs to highlight or items to sell? Contact Marsha Koch, program VP, to reserve space at the conference to display great ideas and share fundraisers.



MO STAR AND GALAXY AWARDS

DEADLINE APRIL 1, 2019

Forms must be submitted to Marsha Koch, program VP, by the deadline. Forms are in the back of the State Directory sent to each branch president and also on the AAUW MO website at aauw-mo.aauw.net/branches/forms.



Closing the Gender Pay Gap One Click at a Time

2019 AAUW MO Annual Conference

May 3-4, 2019

Holiday Inn Executive Center — 2200 I-70 Drive SW, Columbia, MO

- May 3** 2:30 AAUW MO Board Meeting
6:00 Dinner with the AAUW MO Outgoing/Incoming Board; all are welcome
7:30 After-Dinner Activity (TBA)
- May 4** 7:00 Registration and Check-In, Breakfast, Displays, Networking
9:00 Welcome by Kay Meyer, AAUW MO President
Celebrate AAUW MO with Awards, Installation of Officers, and Photos
10:30 AAUW KS/MO Work Smart Initiative (presenter TBA)
11:45 Lunch with Wendy Doyle, CEO Women's Foundation, Kansas City
1:30 Preparing Ambassadors for Work Smart – attend one
A: Work Smart Facilitator Training
B: Diversity Inclusion
3:00 Practice, Practice, Practice
3:30 Moving Forward
4:00 Q&A and Close

Early Bird Registration Deadline is April 15

Funds are available to assist branch members in attending this conference.

To learn more, visit [Branch Incentive Program](https://aauw-mo.aauw.net/membership/forms/) (<https://aauw-mo.aauw.net/membership/forms/>).

Send Form Below with Your Check Payable to "AAUW MO" to State Finance VP

Patt Braley, 508 NW Murray Road, Apt 214, Lees Summit, MO 64081 (816-461-8555)

Make Hotel Reservations by April 15

Rooms are being held on May 3 for conference attendees. Early reservations are required. To reserve a room for \$109.95 (two double beds), call 573-445-8531. Standard guest check-in is at 4 pm, and check-out is 11 am. No refunds on no-show reservations.

----- REGISTRATION FORM ----- REGISTRATION FORM ----- REGISTRATION FORM -----

2019 AAUW MO Annual Conference

Name: _____ Branch: _____

Phone: _____ Email: _____

AAUW Affiliation(s): ☐ branch ☐ state ☐ national ☐ college/university ☐ student _____
Name of college/university

List branch/state/National positions you currently hold or will hold in 2019-20:

Please note special needs/meal requirements: _____

Do you plan to attend Friday AAUW MO Board meeting? ☐ Yes ☐ No

Registration: _____ Friday Dinner with Board \$20
(includes breakfast and lunch) _____ Early Bird Registration \$60 (by April 15)
_____ General Registration \$70 (after April 15)
_____ Student Registration \$30

\$_____ **TOTAL ENCLOSED**

2019-2021 Slate of Officers

The AAUW MO Nominating Committee: **Su Bacon**, Parkville Branch; **Patt Braley**, Independence Branch; **Linda Evans**, Columbia Branch; **Diane Ludwig**, Columbia Branch, chair; and **Julie Triplett**, Ballwin-Chesterfield Branch. **The committee is pleased to present the following slate of officers for the 2019-2021 biennium. Voting will take place on May 4 at the State Conference in Columbia.**

President-Elect — Sue Shineman, Independence Branch

Sue has been a member of AAUW since 1971. She has served as corresponding secretary, historian, newsletter editor, and program vice president. She is currently serving as president of the Independence Branch, in her second year of a second term. She currently serves as AAUW MO membership vice president.

She graduated from Brown-Mackie School of Business in 1965 and Kansas State University in 1969. After working 10 years as a department manager for the Jones Store, she managed temporary staffing agencies for 10 years. Currently she is a caregiver and helps clients in their homes. Sue is married to Jim, her friend of 40+ years. She has three married daughters (all with careers in the field of education), one step-daughter, nine grandchildren, and one great grandson.



Sue Shineman

Growth through community outreach and involvement with like-minded organizations is her focus for attracting new members.

Program Vice President – Lynne Roney, Kirkwood-Webster Groves Branch



Lynne Roney

Lynne Roney is a former president of AAUW MO (2006-8) and former president, program vice president, and secretary of her Kirkwood-Webster Groves Branch. Lynne manages the websites for AAUW MO, the St. Louis IBC, and her branch and is president of her church women's group. She is a retired medical editor.

Lynne has a B.A. degree in French and English from the University of Tennessee and a M.A. in French from the University of North Carolina. Previous careers include CIA officer, small-town newspaper staffer, university instructor, and freelance writer/editor. She and Allan recently celebrated their 50th wedding anniversary. They have two daughters. Elizabeth is coordinator of a residency program at Memorial Health University Medical Center in Savannah, GA, and has three sons. Christine, a former *Missouri in Motion* editor, teaches journalism and English at Parkway Central High School in St. Louis. She and husband Marc have two daughters. Lynne enjoys walking, reading, and traveling, the latest trip being a Danube River cruise and upcoming a trip to Cuba with Road Scholar.

Secretary—Marsha Koch, Kirkwood-Webster Groves Branch

Way back in 1984, a colleague invited Marsha Koch to a Kirkwood-Webster Groves Branch meeting, and she immediately joined. She has held every branch officer position and several state board positions, including program vice president and president, and owes her love for AAUW and willingness to serve to the colleague who invited her to a meeting— past AAUW MO state president, the late Jean Shull.

Marsha was born and raised in St. Louis. After high school, she worked for two years before attending Southeast Missouri State University. She taught business education at Oakville High School for nine years. While her children were young, Marsha worked part-time for St. Louis Community College teaching computer software education. In 1994 she returned to full-time work at Washington University in St. Louis in the central IT department rising to director of administration. She retired in 2016 and loves having the time and freedom to devote to her interests— grandchildren, AAUW and women's issues, genealogy, sewing, and playing bridge with long-time friends.



Marsha Koch

AAUW Outlook Magazine Available in Two Formats

Outlook, our award-winning, national quarterly magazine, is now available online at www.aauw.org, by typing 'Outlook' in the search box. If you wish to have a printed copy delivered by the postal service, you may request it via www.aauw.org by doing a search for and filling out a form. You will need your membership number. If you need assistance, contact connect@aauw.org or call 1-800-326-AAUW.

AAUW MO Public Policy Focuses on Branch Actions

Pat Shores and Ellen Irons, Public Policy Co-Chairs

As the MO State Public Policy Committee, our job is to encourage advocacy efforts and to provide information and support to our Missouri branches and members in their activities. In the Fall 2018 issue, we discussed that we are focusing on three action areas in Missouri for 2018-2019:

◆ “Get Out the Vote” ◆ “The Protection and Enforcement of Title IX” ◆ “Closing the Gender Pay Gap”

The “Get Out the Vote” activities were very successful this year, with most branches taking at least one action and sometimes launching multiple events. Our state-wide efforts assisted in the passage of two propositions that AAUW Missouri supported: **Amendment 1**: Lobbying, Campaign Finance and Redistricting Initiative and **Proposition B**: Raising Minimum Wage.



“The Protection and Enforcement of Title IX” efforts kicked into gear on November 16, 2018, when national sent our an Action Alert to members and branches about the newly released Department of Education's proposed changes to Title IX. The proposed changes would weaken Title IX's protections significantly. Our actions included:

- Members were encouraged to individually sign on to AAUW National's petition and to also submit comments through the Federal Register commentary page. The links were sent via email to branch presidents and public policy leaders.
- Per national's request, we wrote comments representing the AAUW MO State organization and submitted them to national for posting to the *Federal Register*.
- The comment period was open through January 28, 2019, and has now closed.

“Closing the Gender Pay Gap” is our current focus. We encourage branches to hold their own activities, attend our state meeting in May, and respond to our alerts on selected legislation in the Missouri legislature. Our work has included:

- Hard copy packets on “Closing the Gender Pay Gap” sent to each branch in December 2018.
- Reviewing and identifying pay equity-related bills to be monitored in the 2019 legislative session.
 - HB145 “Ellington; Brandon - Equal Pay for Equal work”
 - HB328 “Beck - Prohibits employers from inquiring about an employee or applicant's salary history information”
 - SB95 “Sifton - Modifies provisions relating to employee past wages being discussed when hiring”
- Letters sent to new and incumbent legislators to build partnership relationships and invite them to sponsor pay equity legislation.
- Branches sent “The Fight for Pay Equity: A Federal Road Map,” an excellent document from national showing where Missouri and all other states are with recommended legislation to support pay equity. [Equal-Pay-Laws-by-State](#)
- Signed AAUW MO onto the “Paycheck Fairness Act organizational sign-on letter” prepared by National.

Upcoming: **April 16** is Equity Action Day at the Capitol. We hope you can attend!

We are always interested in your comments or requests for assistance. Please feel free to contact either of us with your input.

Equity Action Day

Tuesday, April 16, 2019

State Capitol Building—Jefferson City

Join like-minded women in making a difference!

Speakers - - Networking - - Lobbying

Details coming in early March

Contact: Karen Francis

at karenbitzafrancis@yahoo.com or 314-739-4425



NCCWSL Looking for Young Leaders

Deborah McWard, College/University Relations Chair

The National Conference for College Women Student Leaders (NCCWSL - pronounced 'nick-whistle' for convenience) is one of the premier programs of AAUW. It is a three-day conference held in the Washington, DC, area at the end of May. It brings together nearly 1,000 college women from all over the country. MO AAUW sponsors one national scholarship. Both the St. Louis and Kansas City IBCs send students, as many as funding will allow. Students are selected by committees made up of area members from applications submitted through the CU reps. Some universities also participate by sending worthy campus leaders to the conference. Several branches send funding to national to support NCCWSL scholarships.

There are several reasons to participate in sending young women leaders to NCCWSL - either through funding a national scholarship or providing local ones. Foremost is that it provides great leadership training for those who attend and encourages them to bring back new skills to their campuses. Attendees often refer to the event as life-changing. It also offers AAUW members an opportunity to make ourselves a presence on local campuses.

National History Day in Missouri

Betty Takahashi, History Day Chair

History Day in Missouri will be on April 27, 2019, on the campus of University of Missouri-Columbia. The theme this year is TRIUMPH and TRAGEDY in HISTORY. Again, AAUW of Missouri will be awarding three \$100

special prizes in the Junior and Senior divisions on Performance and Documentary. If you would be interested in being a judge, please contact Betty. The time would be from 8:15 a.m.-12:00 noon. Breakfast and lunch will be provided.

I know you would enjoy meeting the students and being with your AAUW friends. Betty's email address is bjctakahashi@yahoo.com and phone number is 636-281-4776.



**Empowering Women
Since 1881**

WORDS MAKE A DIFFERENCE

Mable Davis, Diversity and Inclusion Chair

When it comes to applying diversity and inclusion practices, it is good to understand that there are some specific language principles or guidelines to consider. First, it is important to include physical and mental disabilities of a person in the category of diversification. Thus, use universal phrases such as "I believe in you." This helps us to stay inclusive. Next, always consider using gender neutral language. For example, using "guys" is gendered language—instead use inclusive words such as "you all," "teammates," or "everyone." Finally, remember that including diversity and inclusion programming into your organization and business is actually a way to boost momentum and support.

The AAUW MO Diversity and Inclusion Committee had an extreme amount of fun celebrating Global Diversity Awareness Month in October 2018. We had a book talk with Shane Mullen from Left Bank Books in St. Louis. He discussed new authors and books on a variety of diverse backgrounds.

In October, we showed our new state presentation on diversity and inclusion to the AAUW Boonville Branch at their general meeting. It was nice to see many people attending these events. The AAUW MO Diversity and Inclusion Committee looks forward to creating more events that inspire people to share, learn and incorporate diversity and inclusion.



Members enjoy trip to Left Bank Books in St. Louis



LEAVES FROM THE BRANCHES

Boonville Branch

In October the branch welcomed AAUW MO state leaders Kay Meyer, president, Marsha Koch, program VP, Pat Shores, public policy co-chair, and Mable Davis, diversity and inclusion chair. Mable presented the new Diversity Program which Boonville branch members recommend other branches consider for a program.



In December members enjoyed an ornament exchange and lots of holiday fun!

Independence Branch

On November 27, the Independence Branch took the opportunity to have a party and celebrated the 137th Birthday of AAUW national with cake and singing Happy Birthday to AAUW. Each member chose a birthday card, addressed it and partnered with another member to learn more about each other. Birthday cards were exchanged and will be sent on their birthday. It was a fun evening celebrating, and also learning as our guest speaker, Sharon Williams, shared information regarding 'Issues of Individuals with Disabilities.'



Kansas City Interbranch

The Kansas City Inter-branch Council Re-entry Woman of the Year awards brunch is coming up on Saturday, April 20. The women will share their personal experiences of daunting challenges and rewarding successes upon returning to college to earn their degree.

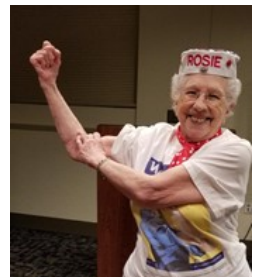
Kansas City Branch

Each year the Kansas City Branch of AAUW, through its Nettie Irene Van Der Veer Waggy Fund, awards grants to local social service and cultural organizations for projects that support AAUW's mission. In 2018, 28 organizations submitted letters of interest. The following five were awarded grants at the 2018 Waggy Awards & Holiday Luncheon on December 8: Epic Inc.-The Grooming Project; Gordon Parks Elementary School for Girls on The Run for At-Risk Girls; Journey to NewLife, a project of Journey House; the Women's Foundation of Greater Kansas City for Improvement of Work Force Development for Women through Salary Negotiation Training - Using AAUW-developed curriculum "Work Smart;" and Unicorn Theatre for productions illuminating social issues.

The annual joint meeting of AAUW Kansas City and Shawnee Mission branches is set for Saturday, February 9, 2019. The program will include special guests and speakers discussing Women in STEM. The March branch program focuses on Women in the Correctional System and features a panel of women social workers discussing roadblocks to housing, employment, education, financial resources, and family reunification among other issues.

Kansas City Northland Branch

This picture, taken at the November branch meeting, is of an original 'Rosie the Riveter,' Eleanor Bennett, branch member. She worked on the line for American Airlines. Eleanor is a special lady—very entertaining and educational. Only down note, we found out that the iconic 'Rosie the Riveter' that shows up on tees, posters, etc., was NEVER a worker. She was a model! How disappointing.



The branch has also started a movie group—a morning show and then lunch and discussion. Thus far we've seen "The Book Club" and "The Green Book." We also attended the Truman Library for the "American Experience: The Great War - Part 1" about World War I. This was a pre-screening of a series to be on PBS. This was very educational and extremely moving. Many of us remember WWII or have friends or relatives who talked about it. I don't think any of us was that cognizant of the horrors of WWI.

Parkville Branch

The Parkville Branch, in conjunction with Park University, utilized the latest technology to connect with AAUW national. Recent speakers included Gloria Blackwell, senior vice president of fellowships and programs, and LAF plaintiff, Susan Daria Landino. Debra McArthur, branch president and Park University faculty, sent the following report on the process involved.

"Our meeting space (Park University) is set up with computer/projector/screen and internet access. Our A/V department also added a video camera with mic, and we use a program called Zoom for the virtual meeting. It's a free program and is very easy to use. Go online to Zoom.com and you can find out more. It's like SKYPE but better.

Originally, I contacted AAUW national by emailing Kim Churches directly to see if she would be willing to do a virtual presentation for us. She was not available, but they put me in touch with Gloria Blackwell, senior vice president for fellowships and programs. They have a conference room at AAUW that is set up for it. Last year, when Susan Daria Landino was at our state conference. I asked her if she would consider doing a virtual presentation for us, and she said yes. She gave me her business card, and I contacted her directly to set it up."

St. Louis IBC

IBC branch members participated in gift-wrapping-for-tips at a Barnes and Noble location the week before Christmas. The tips were dedicated to the NCCWSL scholarship fund that is used to send students from area AAUW C-U member institutions to the conference each spring. In addition, branches donate to the IBC NCCWSL fund, which has allowed IBC to send one or two students each year. Students are recommended by the AAUW C-U rep from each institution. A committee of delegates from each branch will review the applications to select two students.

The annual Spring Fling is set for March 23, and guests will include recent NCCWSL students.

St. Louis Branch

Branch members went to the movies with RBG! The new movie, *On the Basis of Sex*, was just out, and members joined together on January 17 to enjoy sharing in the life story of a remarkable woman of our times and a champion for equality.

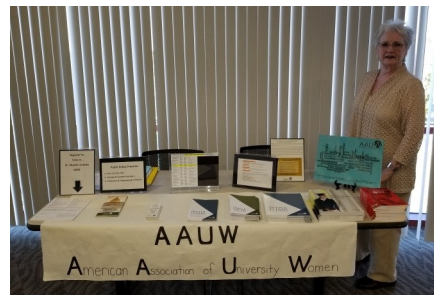


Ruth Bader Ginsburg

The branch is now organizing a workshop presentation, *Navigating the Gender Pay Gap: Strategies to Negotiate Your Best Career Opportunities*, with its AAUW member college, the St. Louis College of Pharmacy. The event is scheduled for February 27, 2019. Kathy Bernard, CEO, WiserU, LLC, will present *Know How to Navigate*, an overview of gender pay inequity in pharmaceutical and other medical fields, as well as larger culture change issues. Lorie Jackson, co-founder and CEO of Mosaic Ceiling and St. Louis Branch member, will present *Know Your Worth in Your Field and How to Ask for More*.

St. Charles Branch

The St. Charles Branch hosted a table at *Yellow Butterfly Workshop* at Lindenwood University, September 28, for the Midwest Human Trafficking Conference. Approximately 235 professionals (the majority of whom were women) attended. The conference brought together multi-disciplinary professionals from law enforcement, the legal profession, child protective services,



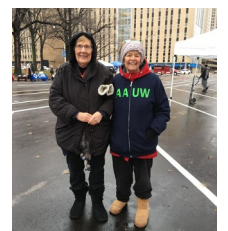
Pam Kulp at the AAUW table

victim advocacy agencies, traumatic stress organizations, medical and mental health/treatment providers, youth-serving organizations, school administration, educators and school counselors, faith groups, and the

public. The informational table displayed AAUW literature, book-marks, etc., and was staffed throughout the day by St. Charles members Pam Kulp, Bonnie Dillard, Rose Ann Weeks, and Grace Poertner. For *Get Out the Vote*, applications for voter registration were also available to attendees.

MARCH VOTE ACT

AAUW was on the front lines at the St. Louis Women's March on Saturday, January 19, 2019. Karen Francis (right) and Jeanne Webdell, St. Louis IBC members, worked in the AAUW booth at the Action Fair that day. AAUW MO was a sponsor of the Women's March and participated in the Action Fair. Many stopped by to learn about AAUW. The conversations revolved around AAUW's Public Policy Priorities, Closing the Gender Pay Gap and our Work Smart online course. It was a great day !!!!!



Canton Branch



Branch members annually hold a "Dress for Success" clothing fair to assist young women in preparing for the work world. Here, Carol Mathieson, long-time member and branch leader, helps students get started on

the process. The branch also works with Culver University students on an Activity Fair. Recently they hosted a panel after the play *Dear Friend*.

Columbia Branch

Below, Linda Evans (left), branch president, greets Grace Butler at the annual Holiday Event on December 8. The Red Stocking Tree fundraiser was a big success and raised just over \$1,000 for AAUW Fund.

Earlier in the year, the branch hosted the 4th annual Holly Burgess Public Policy Forum which focused on 'Equal Justice



Under the Law?' The branch has also had programs on "Privilege and Bias: Race and Perceptions in the Columbia Public Schools," and the Missouri Innocence Project.

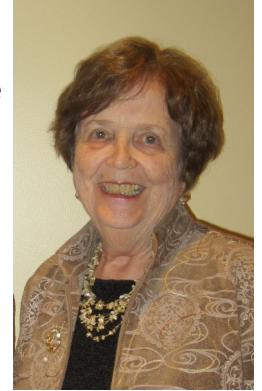
Ferguson - Florissant Branch

The October program took a look at the lives of three diverse women and their lives in North County, St. Louis. Panelists were Ruffina Anklesaria from Trinidad and Tobago, a writer, business woman and realtor; Sister Mary Michael McCulla, a Roman Catholic nun with a nursing degree; and Sousan Darwech, from Jordan, now an American citizen, with a business degree. A Muslim, Mrs. Darwech teaches Islamic studies and Arabic for a private weekend school. Each participant shared the positive aspects of being a woman of diversity in North County as well as some of the challenges that have been encountered.

The branch hosted State President, Kay Meyer, at their September reception. They also continue with the Adelante book group, did gift wrapping during the holidays and held a January Game Day fundraiser.

Stepping Up to National Leadership

Yvonne Morrison never expected to be co-chair of the National Fundraising Committee of AAUW. She happily served as the state AAUW Fund chair (Educational Fund chair, when she started) and enjoyed the work. Her knowledge and insights grew, and eventually she became a member on the national Fundraising Committee, and later the co-chair.



Yvonne Morrison

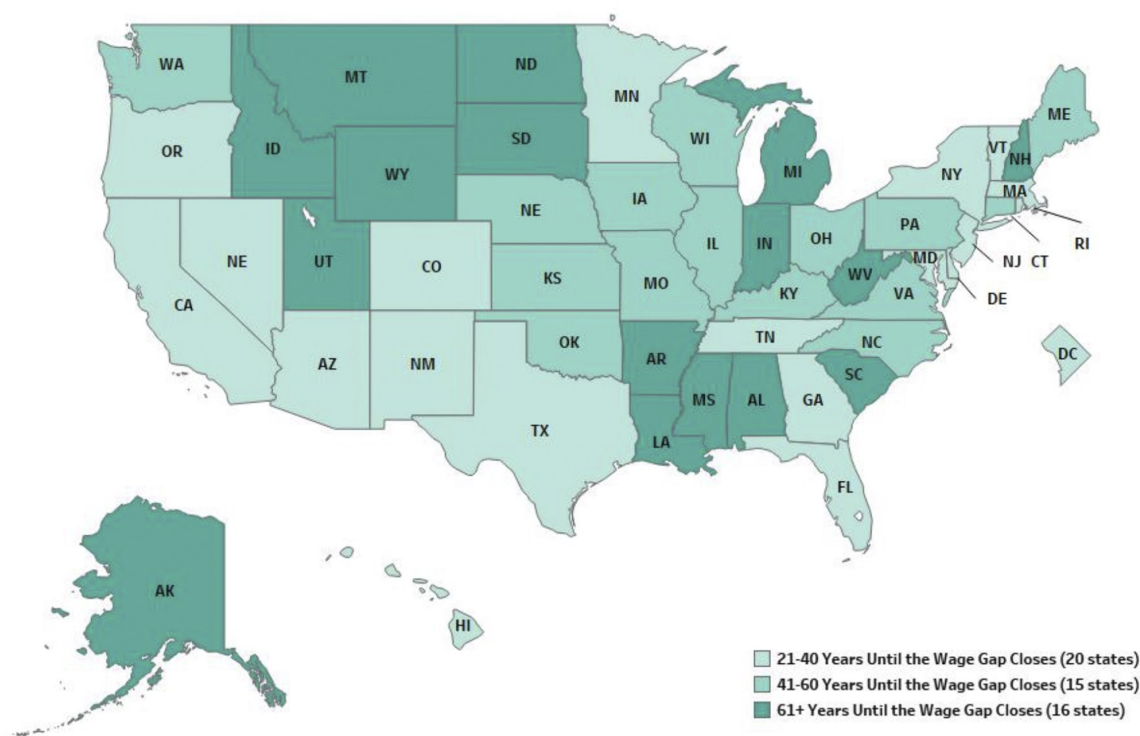
Yvonne noted, "To be on a national committee offers you an insight on how our organization actually works and allows you to be involved in the process. You are given a chance to meet and to work with our dedicated AAUW leaders and staff.

The committee meetings are held by conference calls, and most of the communication is accomplished by email. The committees are composed of members from all areas of the country. This gives you an opportunity to know what other AAUW branches and states are doing. If you are proud of AAUW's mission and want to help fulfill that mission, then it is time for you to apply for a national committee and to become part of the action. I promise it will be a very rewarding experience."

Missouri works to have strong, insightful leaders like Yvonne serving on national committees. New committee structures are being determined now, and information will be available soon. Please encourage AAUW leaders in your branch to consider applying. If you are interested, contact Roberta Travis (travisr@aauw.org) in the national office. Consider where you can be effective in leading our organization.



What States are Best and Worst for Equal Pay



Work Smart—Know Your Worth

AAUW has been ramping up its [Work Smart initiative](#) by expanding workshops in communities, cities, and states across the U.S. Now, with the recent launch of [Work Smart Online](#), the program is poised to accelerate toward its ambitious goal of **training 10 million women in salary negotiation by 2022**.

“[Work Smart](#) and [Start Smart](#) (the version for college students), are key components of our multipronged effort to chip away at the gender wage gap,” explains Gloria Blackwell, AAUW senior vice president of fellowships and programs. She says that, obviously, negotiating salary alone won’t put women on par with men in terms of wages. AAUW works with lawmakers and also employers to change policies, practices, and workplace cultures around pay discrimination.

“But we also know that women are less likely than men to negotiate for salaries and raises. In fact, men are four times more likely to negotiate,” Blackwell continues. “So, training people to do so is another way to move the needle on closing the gender pay gap.”

AAUW’s [Work Smart](#) curriculum is based on the best research on how to best navigate the complexity of job offers and promotions. Through presentations and interactive exercises, participants learn to research fair and equitable salaries and benefits in their fields (and geographic areas) and to clearly tout the skills and experience they bring to the table. Participants also learn the precise words and tactics to use when negotiating, all of which helps build the necessary confidence to negotiate a fair salary or promotion.

To help reach the bold goal of getting 10 million women trained in salary negotiation by 2022, AAUW issued a “**Members Mobilize a Million**” challenge, asking everyone to share the course with at least 20 people in their network. “It’s a great program, and we know that it works,” says Blackwell, citing surveys showing that women overwhelmingly reported high levels of satisfaction from the course. “Our priority now is to get as many people as possible to take the online course so we can meet our goal – and continue our overall mission of closing the gender wage gap — hopefully before 2030.”

AAUW National has requested that all AAUW members take the one-hour web based curriculum — and then ask 20 women to do the same. The course is free, but requires registration. <https://courses.aauw.org/learn>.

Some branches are making an event out of this. Members take the course by themselves, Then have a branch meeting to review and discuss the content.

2019 AAUW Missouri Calendar of Upcoming Events

January 31	Applications available for national board
February 7	Last day to submit art to national Art Contest
Feb 12-26	Voting on Art Contest for note card designs
February 15	NCCWSL early registration closes
March 29	Deadline for national board applications
March 31	Comment deadline on proposed national bylaws amendments/resolutions
April 16	EQUITY ACTION DAY, State Capitol, Jefferson City
April 27	MO History Day, Columbia
April 20	NCCWSL regular registration closes
May 3	State Board Meeting, Columbia
May 4	AAUW MO State Conference, Columbia
May 29-June 1	NCCWSL (Natl Conference for College Women Student Leaders), College Park, MD
June 30	Officer changes, reports and dues deadline
July 1	New AAUW year begins

The AAUW MO Newsletter

Newsletter items desired: branch news items, announcements, and photographs are welcome. Please submit items and/or corrections to Diane B. Ludwig, Communication Chair, at DBLudwig22@aol.com

Remember to send a copy of your branch newsletter to the following: 1) State Historian, Jane Biers at biersj@missouri.edu, 2) Webmanager, Lynne Roney at lynneroney@sbcglobal.net and 3) State President, Kay Meyer at kicmeyer51@gmail.com.

Branch newsletters are now shared across the state on our state website, aauw-mo.aauw.net. *Missouri in Motion* issues are always available for download from the website. Advise Lynne Roney of additions or corrections to the website at lynneroney@sbcglobal.net

Please send address and email changes to national headquarters at: AAUW Records Office, 1310 L Street NW, Suite 1000, Washington, DC 20005 OR make changes online at <http://www.aauw.org/> click on 'Member Services' then on 'Member Services Database.'

American Association of University Women of Missouri
aauw-mo.aauw.net
 Facebook: search for AAUW-MO

c/o Diane B. Ludwig, Communication Chair
 504 Church Street, Fulton, MO 65251

AAUW MO State Board for 2018-2019

President Kay Meyer 314-962-7487 kicmeyer51@gmail.com Kirkwood-Webster Groves Branch	President-Elect Open in 2018-2019	Vice President for Program Marsha Koch 636-256-3746 mkwkoch@outlook.com Kirkwood-Wester Groves Branch	Vice President for Membership Sue Shineman 816-365-1180 sueshineman46@gmail.com Independence Branch	Secretary Doris Nistler 314-786-5517 dnistler14@att.net Ballwin-Chesterfield Branch
Finance Officer Patt Braley 816-461-8555 pattbraley@sbcglobal.net Independence Branch	Past President/Strategic Plan Jan Scott 314-727-6876 jan@stlwomenonthemove.com St. Louis Branch	AAUW Fund Ellen Johnson 816-931-5288 ellen.johnson@gmail.com Kansas City Branch	Governance/Bylaws Marianne Fues 573-445-0344 marafues@hotmail.com Columbia Branch	College University Relations Deb McWard 636-733-0757 debmcward@earthlink.net Kirkwood-Webster Groves Branch
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Administrative Asst Aide-de-camp Nancy Hutchins 314-631-1982 bodaciouspsychobabe@yahoo.com Kirkwood-Webster Groves Branch	Kansas City IBC Chair Debra McArthur 816-741-2683 debra.mcarthur@park.edu Parkville Branch	St. Louis IBC Co-Chair Shirley Breeze 314-831-5359 sbreeze@mindspring.com Ferguson-Florissant Branch	St. Louis IBC Co-Chair Pat Kelemen 314-831-6884 pkelemen@hotmail.com Ferguson-Florissant Branch	MO History Day Betty Takahashi 636-281-4776 bjctakahashi@yahoo.com St. Charles Branch

National Liaison: Sue Barley, AAUW Board of Directors, 314-361-2920, barley702@gmail.com; Ballwin-Chesterfield Branch