

Missouri in Motion



of Missouri

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 2021 Annual State Meeting via Zoom

"What Stands Before Us," Saturday, May 1, 2021

National Youth Poet Laureate Amanda Gorman, "The Hill We Climb" January 20, 2021
"And so we lift our gazes not to what stands between us, but what stands before us."

Join AAUW Missouri members for our annual meeting as we celebrate our achievements in spite of all the challenges of 2020 and look to the opportunities that stand ahead of us in 2021. Our keynote speaker will be National AAUW Board Member Jeanie Latz of Kansas City, who will address AAUW issues and Public Policy priorities to be voted on this year. AAUW prides itself on its priorities being member driven. Voting is your chance to have a voice in setting these priorities.



Jeanie Latz

Jeanie Latz served as executive vice president, chief legal officer, and corporate secretary of Great Plains Energy and currently teaches in the Bloch School of Management at the University of Missouri–Kansas City. She also consults in the areas of corporate governance and strategy. She received a B.S. degree in Business Education from Missouri State University and a J.D. from the University of Missouri.

After election of officers, we'll celebrate our own successes with Missouri Star Awards, AAUW Fund awards, Legacy Circle, the 2020 Woman of Distinction award, and the Outstanding Member recognition.

A Zoom link will be sent closer to the date. Members will be able to phone in if they do not have Zoom. There will be no registration fee this year, but registration is preferred on the form included in this issue and on the state website at aauw-mo.aauw.net.

Schedule

- 9:30 a.m. Welcome; Keynote Speaker: Jeanie Latz, "AAUW Issues Before Us"
- 10:15 a.m. Business Meeting: Election and installation of officers; state awards
- 11:15 a.m. Announcements and adjournment

The Midwest Regional Meeting, originally scheduled for June 2020, instead was held via Zoom on January 30, 2021. AAUW of Michigan hosted the event, with eleven states participating and almost 100 attendees, including 20 AAUW MO board members.
Read about it on page 10.

Table of Contents

	Page
From the President, Gorman Excerpt, 2021 Celebration of 19th Amendment	2
AAUW News, Membership	3
2021–23 Slate of Officers	4
Public Policy	5
Equal Pay Rally, Incentive Grants, Black History Month, Calendar	6
Inclusion & Equity, Legacy Circle, 5-Star, AAUW Note Cards	7
Leaves from the Branches, C/U Partners	8-9
Midwest Regional	10
AAUW Top Webinars, AAUW MO Officers	11
Proposed AAUW MO Bylaws Changes, Kim Churches Letter to Missouri	12
AAUW MO 2021 Annual Meeting Flyer	13

aauw-mo.aauw.net

From the President

Sue Shineman, AAUW MO

Never in my lifetime could I have ever imagined the events and activities surrounding a presidential election. Our democracy came under siege from within following months of false claims of a stolen election. The violence and insurrection in our Capitol on January 6, 2021, revealed the vulnerability of our nation.

AAUW National was prepared on day one to work with the newly elected administration and continue our focus on equity for women and girls. The future looks brighter with Kamala Harris as the first woman in history elected Vice President of the United States and Dr. Jill Biden as First Lady and educator.

Ten of 22 cabinet nominations are women. It is time to celebrate the progress of women. The diversity of those chosen to serve with this administration shows their true desire to work for all of the people. I look forward to the day when descriptors are no longer needed to identify the intersectionality of women in leadership roles.

Likewise, AAUW MO is focused on working for equity for all. Great effort continues under the direction of our Public Policy committee. Letters and emails are being sent to our legislators in support of lessening the gender pay gap. Inclusion and Equity Committee members are learning, sharing and determining what we need to focus on to make an impact on the broad effects of white privilege. The College and University committee has been putting together a plan to share how AAUW can benefit students and impact the economic security for women and families.



Excerpts from U.S. Poet
Laureate Amanda
Gorman,
"The Hill We Climb"
January 20, 2021
Presidential Inauguration



We are striving to forge a union with purpose,
to compose a country committed to all cultures, colors,
characters and conditions of man.

And so we lift our gazes not to what stands between us
but what stands before us.

We close the divide because we know, to put our
future first,

we must first put our differences aside.

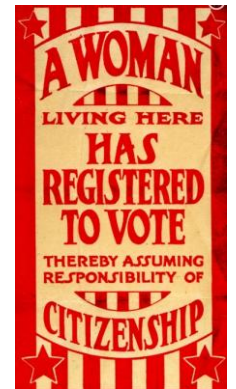
We lay down our arms
so we can reach out our arms
to one another.

We seek harm to none and harmony for all.

But while democracy can be periodically delayed,
it can never be permanently defeated.

2021 Celebration of the 19th Amendment

The AAUW Missouri State Board decided to continue the 2020 Centennial Celebration of the 19th Amendment with two exciting new activities. First, we're starting a new project working with AAUW branches and other organizations to identify significant places and historic events of black suffragists (and other women of color) to be memorialized or celebrated with plaques or physical markers. These locations will become part of a Missouri Women's Suffrage Trail Map and will be shared in a variety of ways.



Secondly, the state board is sponsoring a virtual discussion panel to be held in August (tentatively, Aug 26). AAUW MO VP of Program Lynne Roney and Chair of the 2020 Centennial Task Force Ellen Irons will be organizing speakers and program logistics to be finalized by the board in the coming weeks.

Also, make sure to look for the final Master Resource documents coming from the Task Force as promised by the end of February! Here are just two links of the many we are cataloging to access incredible information:
<https://nationalwomenshistoryalliance.org/wp-content/uploads/gazette2020.pdf>;
<https://wndceducationalfoundation.org/home>.

LOOKING BACK, LOOKING AHEAD: From National AAUW MISSION & ACTION

As we look ahead to 2021, AAUW celebrates the rich diversity of the Biden-Harris Administration and 117th Congress, and we pledge to work with these new leaders to make equity a top priority this year. We're particularly pleased that the Administration has created a White House Gender Policy Council charged with implementing a government-wide focus on uplifting the rights of women and girls.

At the same time, it's worth remembering that—despite the difficulties of 2020—we made great strides last year. With your support, we boosted our online professional development offerings, launched a partnership with Historically Black Colleges and Universities (HBCUs), financed landmark court cases, and sent 62,400 letters to Congress urging action on equity priorities. Take a moment to peruse our year in review for some New Year's inspiration.

AAUW MO Membership

Marianne C. Fues, Membership VP

Proposed AAUW Bylaw Change: Key talking points for elimination of the AAUW membership requirement

Our mission is to advance gender equity. We want to bring AAUW membership criteria in line with the mission to advance gender equity which does not have any educational requirement. AAUW empowers women. Requiring a college degree for membership mistakenly implies that only those with degrees could possibly value or advocate for equity and education for girls and women. The average AAUW membership age is 72. In the general population, half have been born after 1980 in the U.S. They look for inclusion: a concept, we hear a lot about now.

A statement from the AAUW Racial and Social Justice Working Group: "While the requirement may have made sense early in our history, by today's standards it is perceived as elitist, exclusionary and out of touch." Every organization must evolve to stay relevant. We need to send a clear message that we welcome all who share our values and goals regardless of whether or not they hold a college degree. Corporations and foundations prefer to work with and/or fund organizations that adhere to their diversity, inclusion, and equity policies and practices. We lose out on dollars that could help us move forward.

AAUW does not have plans today for a name change; the name has not represented who we are and what we do in a long time.

A is for American – we have been working internationally for over 100 years.

A is for Association – member dues constitute only 15-20% of our total revenue so we are more than an association.

U is for University – out dated since 2005 when Associate degrees and higher were allowed.

W is for Women – men were included in 1987 and currently have women, men, and non-binary members. AAUW's Vision is equity for all.

A link will be sent to eligible voters beginning April 7, 2021. Send paper ballot requests to connect@aauw.org. For further information, see www.aauw.org/resources/member/governance-tools/national-election/open-membership-toolkit.

AAUW MO: Eleven of 17 branches have new members, but we lost 66 members this year. Each member can log into the membership database to be sure their information is correct and may print a membership card.

AAUW Bylaws state, "An individual who has paid dues for 50 years and shall become a life member and shall thereafter be exempt from payment of Association dues." Honorary Life Membership may be granted any time after payment of dues for the 50th membership year. This is not granted automatically as a person has to make application to national. For a person to be granted honorary life membership this year, their membership must have started in 1971. Our state bylaws grant exemption from payment of state dues as well.

Shape the Future membership campaign continues. Invite potential new members to an event or meeting and then have the finance officer or membership chair send them the discount link for 50 percent off the national membership fee. Go to www.aauw.org/resources/member/governance-tools/state-branch/shape-the-future-campaign/ for details.

EACH 1, ASK 1 We must keep bringing new people to AAUW! This is a great organization which believes in equal opportunity for all!

2021–2023 Slate of Officers

The AAUW MO Nominating Committee

Jan Scott, Chair, St. Louis Branch; Su Bacon, Parkville Branch; Patt Braley, Independence Branch; Diane B. Ludwig, Columbia Branch; and Sandra Murdock, Ballwin-Chesterfield Branch

The Nominating Committee is pleased to present the following slate of officers. Voting will take place on May 1 at the AAUW MO Conference. The current membership and finance officer terms end in 2022.



President-Elect Karen Francis

Karen is an 11 year AAUW member of the Ballwin-Chesterfield, Ferguson-Florissant and CA Online branches. She's completing her sixth year as the chair of the National AAUW Public Policy Committee. Karen has served on the AAUW MO board as public policy chair, college university chair, AAUW MO-KS Work Smart Task Force chair, member of the Inclusion and Equity committee, and Ballwin-Chesterfield Branch president and public policy director. In addition to her advocacy work with AAUW, in her hometown St. Louis, she's been on the board of Safe Connections, is currently the advocacy director for Women's Voices Raised for Social Justice, a local and state officer with National Women's Political Caucus, represents AAUW with the St. Louis Ending Violence Against Women's Network, active with the MO Voter Protection Coalition and has been a facilitator with the YWCA's Witnessing Whiteness Program. She's a retired educator having been a classroom teacher, middle school counselor and high school administrator.

"I was speechless and humbled when I was asked to be your President. Being introduced to AAUW has changed my life. Prior to retiring, I worked with a life coach; my final assignment was to write a goal, and mine was "to find an organization that gave voice to women and families who didn't have one...". AAUW certainly filled the bill! AAUW MO is a role model for other states; everything we do is collaborative, mission-focused and fun. I look forward to working with all of our AAUW members and together, we'll break down barriers and shatter the glass ceiling for all women and girls."

Program Vice President Diane B. Ludwig

Diane, a 49 year AAUW member, has served as a leader on state AAUW boards in both Oklahoma and Missouri since the early 1980's. She has been president of AAUW MO and president of the Oklahoma City, Tulsa, Kirkwood-Webster Groves, St. Louis and Columbia branches. From 2009–15 Diane served on the national AAUW Fundraising committee, serving four years as chair/co-chair, a position she loved.

"I'm very honored to be asked to serve as program vice president for AAUW MO. Strong programs are another of my passions. AAUW is an organization growing and changing in the ways it helps women and girls and that change is exciting! I hope to continue the great momentum we have going here in Missouri and help branches and the state to provide impactful ways to implement AAUW's mission, vision and values."



Secretary Marsha Koch

In 1984, a colleague invited Marsha to a Kirkwood-Webster Groves Branch meeting, and she immediately joined. She has held every branch officer position and several state board positions, including president, program vice president, and presently board secretary. She 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 is a St. Louis native. She attended Southeast Missouri State University and 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 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.

Missouri State Public Policy Committee

Joanie Shores, AAUW MO Public Policy

"These are the times that try men's souls." And women's! Influencing public policy becomes even more vital to advocate for women's rights and to preserve our democracy. So we have done what we women do the best—collaborate and achieve consensus. In Kansas City, we form coalitions with the League of Women Voters and the Women's Equality Coalition. Here are some exciting results:

- City-wide ban on salary history required on job applications,
- City Council Resolution celebrating 100 Year Suffrage Anniversary and pledging to continue the fight for gender pay equity,
- Proposal to adopt Cities for CEDAW (UN Convention to Eliminate Discrimination Against Women).

AAUW MO branches promoted GOTV (Get Out the Vote) with LWV on Voter Registration and phone banking, and worked with the Missouri Voter Protection Coalition on the Postcard Campaign to 'Finish The Job' for the Georgia special election.

You are urged to contact National legislators about HR-1, *For the People Act*, which addresses barriers to accessible voting and supports nonpartisan redistricting commissions.

Absentee voting for municipal primaries is underway. The deadline to request an absentee ballot: request by February 17 for the March 3 primary and by March 21 for the April 6 primary.

Throughout, we meticulously observe our nonpartisan status, advocating for issues not candidates or political parties. A shout out to all extraordinary women who labor on public policy.

Four Equal Pay Bills Filed in Missouri Legislature

AAUW members are supporting these bills for closing the gender wage gap and opening doors for women and families in the Missouri marketplace.

Three Senate bills have been assigned to the Small Business and Industry Committee.

- MO SB 59, Karla May-Modifies provisions relating to employment practices relating to gender (prohibits paying less wages)
- MO SB 111, Lauren Arthur-Prohibits employer or prospective employers from inquiring into an employee or prospective employee's salary history.
- MO SB 143, Doug Beck-Creates new provisions governing employer hiring practices (prohibits inquiring into salary history)

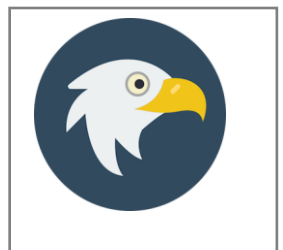
Here are the members of the Committee. Let them know that you support equal pay for equal work.

- Chair, Eric Burlison, 20th, Republican
- Vice Chair, Mike Moon, 29th, Republican
- Doug Beck, 1st, Democrat and filed his own bill
- Mike Bernskoetter, 6th, Republican
- Andrew Koenig, 15th, Republican
- Barbara Washington, 9th, Democrat and previous supporter
- Paul Wieland, 22nd, Republican

One House bill has been filed, MO H 832, Emily Weber, Prohibits employers from engaging in certain forms of discrimination based on gender. Second Read.

FastDemocracy

FastDemocracy is a federal, state and local legislative analytics platform that aims to empower political professionals and newcomers alike to be more informed and effective while advocating for policy change. FastDemocracy can help individuals and advocacy groups remain engaged after the elections by making it easy to participate in the legislative process and hold elected officials accountable. Free subscribers get daily or weekly email updates, an overview of relevant legislation, bill summaries and searchable voting records on their legislators and committees. You can contact legislators with the click of a button or share legislation on social media. [Sign up for free version.](#)



Gender equity is NOT NEGOTIABLE, salaries and benefits are!
Learn how—take AAUW's FREE Work Smart Online course @ salary.aauw.org.

Save the Date Equal Pay Virtual Rally

Via Zoom

March 24, 2021

10 a.m.–noon

For Information Contact

Karen Francis, karenbitzafrancis@yahoo.com

Shirley Breeze, sbreeze@mindspring.com

AAUW-MO Incentive Grants

**Is 2021 the year for a branch project?
Where could your branch request funds?**

Check out www.aauw-mo-aauw.net.
AAUW Missouri Reserves & The Fund of Peg Witt
for Incentive Grants details

**Teri Brecht, Shirley Breeze, Pam Kulp
Incentive Grant Co-Chairs**

Ten of the Most Important Black Women in History

www.thoughtco.com/notable-african-american-women-4151777

Black women have made important contributions to the United States throughout its history and continue to impact society. They have broken barriers, challenged the status quo, and fought for equal rights in politics, science, the arts, and more.

Contralto Marian Anderson (1897–1993) an important 20th century singer, performed at the White House for the Roosevelts in 1936. She received the Presidential Medal of Freedom in 1963 and a Grammy Lifetime Achievement Award in 1991. **Mary McLeod Bethune** (1875–1955) co-founded the Bethune-Cookman University in Florida and the Daytona Normal and Industrial Institute to educate Black girls and was president for two decades. She advised Presidents Coolidge, Hoover, and Roosevelt. **Shirley Chisholm** (1924–2005) ran for the Democratic presidential nomination in 1972, the first Black woman to do so in a major political party. Active in state and national politics, she was the first Black woman to serve in Congress (1968). She co-founded the Congressional Black Caucus. Chisholm devoted her life to civil rights and women's issues. **Althea Gibson** (1927–2003) dominated the American Tennis Association circuit, reserved for Black players. In 1950, Gibson broke the tennis color barrier, and thereafter became the first African American to play at Wimbledon. **Dorothy Height** (1912–2010) led the National Council of Negro Women and was a leading figure in the 1963 March on Washington. Her early work as an educator in New York City caught the attention of Eleanor Roosevelt. Height received the Presidential Medal of Freedom in 1994.

Rosa Parks (1913–2005) Parks is best known for her 1955 arrest for refusing to give up her bus seat to a white rider. This sparked the 381-day Montgomery Bus Boycott, which eventually desegregated that city's public transit. She remained active in civil rights until her death. **Augusta Savage** (1892–1962) sculptor. Her first commission was a sculpture of W.E.B. Du Bois, and later Frederick Douglass and W. C. Handy. **Harriet Tubman** (1822–1913) escaped to freedom in 1849. Over the next 12 years, she helped more than 300 slaves escape by the Underground Railroad. During the Civil War, Tubman worked as a nurse, a scout, and a spy for Union forces; afterwards, she established schools for the formerly enslaved and became involved in women's rights. Born in Africa, **Phillis Wheatley** (1753–1784) came to the U.S. at age 8, when she was captured and sold into enslavement. Her owners, impressed by Phillis' intellect, taught her to read and write, which led her to her interest in poetry writing. In 1773, her first volume of poems was published in London; she became known in the U.S. and the United Kingdom. **Charlotte Ray** (1850–1911) is the first US African American woman lawyer and the first admitted to the bar in Washington D.C. Race and gender were obstacles to a law career; eventually Ray became a teacher in New York City.

2020–21 AAUW of Missouri Calendar of Upcoming Events aauw-mo.aauw.net

February 1–28

Black History Month

March 1–31

Women's History Month

**March 9 International Relations Lecture
Artificial Intelligence & Data and Regulation, Dr. Anshuman Singh,
UMSL Department of Information
Technology,
<https://zoom.us/j/3844225785>**

March 16

**Shape the Future: new members
join and get 3½ months free**

March 24

Equal Pay Virtual Rally

April 1

**AAUW MO Star Award
application deadline**

**April 13 International Relations Lecture
Historical Heritage & Racist Art,
Dr. Akiko Tsuchiya, Washington
University Department of
Romance Languages & Literature,
<https://zoom.us/j/3844225785>**

AAUW of Missouri

April 24

Board meeting via Zoom

May 1

**AAUW of Missouri Annual
Meeting via Zoom**

AAUW's Commitment to Inclusion & Equity

Nancy Hutchins, AAUW of Missouri Inclusion and Equity Committee Chair

AAUW puts forth a bold future vision with the AAUW Strategic Plan 2.0. The AAUW Strategic Plan (2018) provided the foundation and vision to advance gender equity for women and girls. These align with the enormous social, political and organizational changes seen in the past two years. The AAUW Inclusion & Equity Committee—made up of member leaders dedicated to AAUW's mission, vision and values—launched the Diversity, Equity & Inclusion Toolkit (DEI) this fall. The tool kit is divided into five sections:

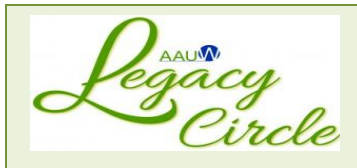
1. Our Commitment
2. Getting Started with Difficult Conversations
3. Key Terms and Concepts
4. Dimensions of Diversity and Identity
5. What's Next

Each section provides resources from a reading list, websites and videos to offer suggestions for students and the workplace. DEI resources identify best practices for promoting diversity, equity and inclusion within AAUW with guidelines for how branches, national members, student members and individual members can demonstrate an understanding of the mission, values, goals and strategic plan. AAUW encourages ongoing dialogue that will inspire all members to bring these values to their personal and professional interactions. The goal is to turn conversations into actionable goals and strategies for each branch.

Wherever you (or your branch) are in the journey to build cultural competence, AAUW encourages you to carefully read through this toolkit, access the resources and have group discussions to explore the content thoughtfully and respectfully. AAUW MO's active Inclusion and Equity Committee welcomes your participation.

Visionary AAUW Members Wanted!

Is today the day for you to become a Legacy Circle member? Missouri is looking for new Legacy Circle members to recognize at the state spring conference. It is time to make the decision and join in the celebration with 686 other Legacy Circle members.



There are many ways to include AAUW in your planned giving—include AAUW in your will; name AAUW as a beneficiary (whole or percentage) of your IRA; your retirement plan; your life insurance. More information is available at <https://www.aauw.org/resources/member/support-aauw/leave-a-legacy/>. Heather Miller, AAUW Director of Advancement, 202.785.7766, is ready to answer questions. Sue Barley, Legacy Circle Liaison, barley702@gmail.com, can tell you more.

Look to the future. Look at AAUW's mission. Be visionary. Help make our dreams come true. Become an AAUW Legacy Circle member—help make it happen.

Annual Art Contest Note Cards

The 2021 annual art contest is well underway. Through March 3, AAUW members can vote for their ten favorite entries. The six winning entries will be featured in a collection of note cards mailed to AAUW members in the spring.

You will be asked to make an optional donation to AAUW for the cards. This is a wonderful opportunity for you to easily make a gift to AAUW.

Missouri Star Awards



Reminder!
Deadline April 1, 2021

Forms must be submitted to AAUW MO Program VP Lynne Roney by the deadline. Forms are sent to each branch president, are in the back of the state directory, and are also on the AAUW MO website at aauw-mo.aauw.net/membership/forms.



Leaves from the Branches

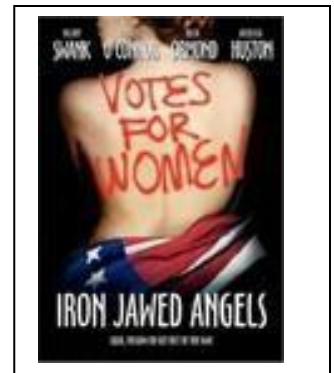
The Ballwin-Chesterfield Branch of AAUW continues to Zoom meetings, programs, book clubs and interest groups, but in addition we have turned to old methods of communication. Twice since the beginning of the pandemic, the board has attempted to reach every member on the telephone. The calls are intended to check on the health and well-being of

members and to offer information regarding branch events and national programs. This summer we asked each person to give us their birth date (not the year, of course) and the membership committee is sending a birthday card in the U.S. mail to each member. Since we can't greet everyone in person, it is one opportunity we have to acknowledge our members on their special day.

December is usually our time to gather for a fundraising luncheon with auctions, small craft items for purchase and delicious edibles for sale. The challenge was to raise the money needed without gathering in person. Thanks to the leadership of Marcia Block and Linda Kridel, the event was a great success. They found an interesting speaker, had a slide show created of members' holiday photos, and asked for individual contributions. In addition, five of our members pooled their personal funds to obtain gift certificates and memberships to create a wonderful raffle prize worth \$500.

Canton Branch

In December we co-hosted, with our Culver Stockton (C-SC) campus colleagues, a showing of *Iron Jawed Angels*, which was available by Zoom or on a campus site. We also worked with the director of Career and Internship Services for students to take the Work Smart seminar at salary.aauw.org. We also sent this link to women faculty and staff on campus. Our next major event is in March for Women's History Month.



Columbia Branch

Healthcare was a fall topic as members had a Zoom program by the Boone County Public Health Department on the *Status of the Corona virus: Then and Now*. December brought the annual Red Stocking Tree fundraiser for the AAUW Fund, done via Zoom, with a fun activity allowing members to go into Zoom breakout rooms. State President Sue Shineman greeted our members via Zoom in January with a great overview of AAUW MO and good discussions on the upcoming state meeting in May, national voting, and the recently held legislative retreat.

As we learn to take Zooming in stride, our branch continues many of our favorite activities. The monthly Women at Lunch group continues as we sip and Zoom, enjoying casual social time with our AAUW friends. The Book Club is thriving with a solid list of great reads and great discussions! Board meetings have good attendance and planning for the rest of the year is in place. Popular topics include pay equity and diversity. We are working with Columbia Public Schools to again present STEM awards to middle-school girls—via Zoom, of course.

The St. Louis Branch has been meeting regularly via Zoom. We have especially enjoyed our newly formed Movie Club. Since November, we have watched and discussed *My Octopus Teacher*, *The Social Dilemma*, and *Ma Rainey's Black Bottom*. We also were invited by Sue Barley to join the AAUW Greater Naples FL Branch in viewing and hearing comments on the important film *Rigged*.

In member news, we welcomed a new member. Lifetime member Nancy Collins was recognized by Delta Sigma Theta Sorority (74 years) and she received a Living Legacy Recognition award by Saint James African Methodist Episcopal church.

Leaves from the Branches

Kirkwood-Webster Groves Branch

For its December meeting, members toured the Missouri History Museum exhibit on the Suffragist movement. Titled *Beyond the Ballot – St. Louis and Suffrage*, the exhibit also highlights interesting and groundbreaking women of early St. Louis.

Outside the exhibit room was one of the signs that Kirkwood-Webster did as a project to celebrate 100 years of the right to vote. The exhibit will be at the museum until March 20, 2022.



High School teacher/coaches:
Billy Dinman, Jared Hook, and Jason Windes

Independence Branch

Robotics Team: Stem In Action

Members of the First Robotics Independence, the robotics team of the Independence School District, presented and demonstrated their robot Rogue Wire to the Independence branch of AAUW at their November meeting.

The team, about 30 percent of whom are girls, is composed of students from all three Independence School District high schools. Working about 15 hours a week, they designed and built their robot to compete in the 2020 robotics competition season. Funding for the team came from the school district foundation along with grants.

In the course of creating, building and competing with the robot, the students gained practical skills such as machining, CAD and computer programming. They also improved skills such as critical thinking, leadership and teamwork.

C/U Partner's Update

"AAUW NCCWSL 2021—An All New Virtual Experience: Challenge yourself. Inspire others. Create impact"

Karen Francis, C/U Chair

With COVID making in-person connections nearly impossible, AAUW's signature program, the National Conference for College Women Student Leaders (NCCWSL), will be held May 25–26, 2021 via Zoom. Young women college leaders benefit from two days of AAUW leadership training, inspiration and networking. See www.nccwstl.org for information.

Registration is now open. If finances are a concern, and most applicants may fall in this category, complete a NCCWSL scholarship application, instead of "Register Now," and apply by February 28. Early bird registration is \$95 and closes on February 28. In the past, branches, IBCs, and AAUW MO funded individuals or requested that contributions fund a Missouri applicant.

The C/U committee, Karen Francis, Jane Biers, Stephanie Holthaus, Deb McWard, Sue Shineman and Lois Domsch, recommend AAUW members learn about this outstanding opportunity and encourage college women you know to attend.

Midwest Regional Meeting, via Zoom January 30

AAUW of Michigan hosted, with participants from Arkansas, Illinois, Indiana, Iowa, Kansas, Michigan, Missouri, Nebraska, Oklahoma, Texas, and Wisconsin and almost 100 participants.

Kim Churches opened with priorities and presented the AAUW Equity Wish List www.aauw.org/resources/news/our-equity-wish-list-for-the-new-administration/: COVID Relief, Women's Economic Security, and Educational Equity. AAUW has a seat at the table in the Biden administration. She promoted watching and discussing webinars at the branch level; the 5-Star Program; VOTE; and said "digital communication is not going away." Board Vice-President **Malinda Gaul** spoke about the proposed bylaws change to membership criteria. The national board of directors is taking the lead because this is such an important issue for the organization.

AAUW MO was well-represented with 20 board members in attendance. Each participated in a breakout session according to board responsibility. Presidents, Sue Shineman; program vice presidents, Lynne Roney, Diane Ludwig, Pam Kulp; membership vice presidents, Marianne Fues; finance vice presidents and funds directors Sue Barley, Lois Domsch, Patt Braley; webmaster/social media/communication, Mary Jermak, Debra McArthur, Marsha Koch; College/University Jane Biers, Stephanie Holthaus; diversity and inclusion, Nancy Hutchins, Kay Meyer, Mable Davis; bylaws/resolutions/policies, Linda Berube; public policy, Joanie Shores, Karen Francis, Pat Shores.

Sue Shineman observed that AAUW MO is in a better position than most states attending, based on board leadership positions, participation, communicating and connecting with branches. It is important to increase visibility of AAUW in our communities, be involved in community committees/organizations, and share who we are based on our Public Policy Priorities. A question for states and branches: Who is AAUW in your community? How are we branding AAUW in the community?

Pat Shores, public policy, said mutual successes and difficulties during Covid were reviewed. FastDemocracy.com was suggested as an excellent reference for tracking bills (see page 5). Women are encouraged to get involved at the local level in both political parties, so their influence can filter up. The importance of encouraging women to run for office was stressed.

Lynne Roney said she, Diane Ludwig and Pam Kulp highlighted Missouri's successful 2020-21 programming, including suffragist recognition signs and towns that issued 19th Amendment Centennial proclamations; incentive grants; and successful branch Zoom meetings. Program ideas included:

- Help members be comfortable using Zoom/technology; have an 800 help number. Get members' and guests' permission before recording. Have the state AAUW buy a Zoom license for branch use. Have regular counterpart officer calls.
- Have virtual and in-person state meetings in alternating years. Balance issue-oriented virtual meetings with others, such as book clubs and happy hours, to support members' need for socialization and contact. Reinstitute phone trees to check in on members.
- Ask what you are doing for racial equity.

From **C/U, Jane Biers** reported that renewals were down in the states. Personal connections were important, but COVID has made this difficult. All would like guidelines/support from National. The importance of having reps at partner/member institutions who were knowledgeable and engaged was stressed. Perhaps a Forum for C/U officers and reps could be held on the Membership Database to improve communication and provide new ideas for retention and recruitment. Intensive marketing to institutions is needed regarding benefits to faculty, staff, and students. Likewise, branches need to be better informed about the C/U program. Some have not heard of the program and its many benefits. Benefits for branches that make a connection with an institution should also be promoted.

Sue Barley attended the AAUW Funds session. Directors stated that their primary concern is to educate members that there was no further need for donations to fellowships and grants. Instead, contributions should go to greatest needs, which includes programs, the ability to react quickly to current equity issues, and to maintain the national office's varied daily expenses.

Marianne C. Fues stated that in the membership session, participants reported the numbers of branches and members. There are 11 U.S. virtual branches. An important tip mentioned was to be sure that your branch membership form is current. Several larger states use a district model with district coordinators who dispense state information to branches.

Bylaws/Policies/Resolutions, Linda Berube: Concern about finding latest state and branch bylaws was raised and the direction was to contact state and branch presidents who can access this information on the national website. Past AAUW Missouri governance officers should be congratulated for keeping this information up to date on a thumb drive for successors. Missouri's direction to simplify bylaws and move more detail to policies is the recommended direction. We also discussed the proposal to change membership requirements. Of interest was keeping a database of past resolutions and having public policy issues presented as resolutions. AAUW Missouri might want to consider presenting one or more resolutions around inclusion and diversity and ERA at the May meeting.

Web master/socialmedia/communication, **Mary Jermak** stated that position responsibilities and positives this year were discussed. **In most sessions, Zoom was seen to be an overwhelming positive. Supporting member access in varied ways is a priority.**

Joining a Zoom Call for the First Time; Fun and Easy

Online Connection:

<https://www.youtube.com/watch?v=9isp3qPeQ0E&t=317s>.

AAUW Top Five Member Webinars in 2020

1. Holding Space: How to Start and Continue Conversations on Race, Equity and Inclusion AAUW Fellow alumna Dr. Taharee Jackson leads this conversation on why being able to talk about race is critical to achieving equity.
2. Interview with Diane Rehm CEO Kim Churches talks with renowned radio host and author about resilience in the face of challenges and loss.
3. Archeology of the Self: Sustaining Racial Literacy in the Movement for Change AAUW Fellow alumna Yolanda Sealy-Ruiz takes us on a collective journey of the "Archeology of the Self" — an action-oriented process requiring love, humility, reflection and a commitment to working against racial injustice.
4. Is Your Perspective Inclusive? Lisette Garcia, Ph.D., Pamela Fuller and Sheila Amo explore unconscious bias and what it means to have an inclusive perspective.
5. Perspectives from the AAUW Legal Advocacy Fund: Justice Ginsburg's Legacy and the Future of the Court AAUW's Public Policy team discusses Justice Ginsburg's legacy and AAUW's role in shaping history.

AAUW MO State Board For 2020–21

To contact a state officer, go to <https://aauw-mo.aauw.net/contact-us/>.

President Sue Shineman, Independence	Vice President for Program Lynne Roney, Kirkwood-Webster Groves	Vice President for Membership Marianne Fues, Columbia	Secretary Marsha Koch, Kirkwood-Webster Groves
Finance Officer Patt Braley, Independence	Public Policy Chair Joanie Shores, Kansas City	Past President/Advisor Kay Meyer, Kirkwood-Webster Groves	Newsletter Editor Mary Jermak, Ballwin-Chesterfield
AAUW Fund Sue Barley, Ballwin-Chesterfield	Communications/Directory Diane Ludwig, Columbia	Historian Jane Biers, Columbia	Governance/Bylaws Parliamentarian Linda Berube, Kansas City
Web Manager/Social Media Lynne Roney, Kirkwood-Webster Groves	Inclusion & Equity Nancy Hutchins & Kay Meyer, Kirkwood-Webster Groves Mable Davis, Ferguson-Florissant	Pay Equity Task Force Karen Francis, Ballwin-Chesterfield	Kansas City IBC Chair Jolene Cerveney, Independence
College University Chair & National Liaison Karen Francis, Ballwin-Chesterfield	Branch Incentive Grant Pam Kulp, St. Charles Shirley Breeze, Ferguson-Florissant Teresa Brecht, St. Charles	Strategic Plan Monitor Diane Ludwig, Columbia Pat Shores, Ballwin-Chesterfield	St. Louis IBC Co-Chairs Deb McWard and Barbara Johnson, Kirkwood-Webster Groves
Facebook Administrator Nancy Hutchins, Kirkwood-Webster Groves Mabel Davis, Ferguson-Florissant	Administrative Assistant Lois Domsch, Independence	Missouri History Day Betty Takahashi, St. Charles 19th Amendment Task Force Ellen Irons, St. Louis	Nominating Committee Jan Scott, St. Louis

Missouri in Motion, Member Services Database (MSD), and Social Media

Newsletter items are requested for branch news, announcements and photographs. Please send to Editor Mary Jermak, lnystl@gmail.com. Send a copy of your branch newsletter to State Historian Jane Biers, biersj@missouri.edu; Web manager Lynne Roney, lynneroney@sbcglobal.net; and AAUW MO President Sue Shineman, sueshineman46@gmail.com. *Missouri in Motion* and branch newsletters are available for download at aauw-mo.aauw.net.

For website additions or corrections, contact Lynne Roney via the website contact form.

Update your contact information at aauw.org/. Click on 'Member Services,' then on MSD for your personal profile.

See us on Facebook at AAUW-MO. Submit items to Nancy Hutchins.

AAUW Missouri Proposed Bylaws Changes

Linda Berube, AAUW Missouri Governance and Parliamentarian

The AAUW Missouri board is proposing the following changes to our bylaws to be approved by the membership at our May 2021 meeting.

Change 1 to Article VII, Section II provides clarification of the process for fifty-year honorary life membership adding that application must be made and approved by the association.

Suggested new wording:

Section 2. Membership and Dues. Fifty-Year Honorary Life Member. After a member has paid Association dues for fifty years, application may be made to be named a Fifty-Year Honorary Life Member. Upon AAUW approval of the application, they will be exempt from the payment of state dues.

Change 2 changes the title of vice president for membership to membership vice president and vice president for program to program vice president. This change requires changes in Article X, sections 1 and 4 and Article XII, Section 1 to change to the new title for each of these positions.

Change 3 to Article XIII, Sections 1 and 2 will clarify the process for creating standing and special committees. This change will remove the names of standing committee chairs from the bylaws and resolve conflict between Section 1 and Section 2 of Article XIII. These changes give the board better flexibility in adding or removing standing committees as the need arises or priorities change.

Suggested change

Section 1. Standing Committees Chairs.

The president shall appoint the standing committee chairs identified in the policies of the state. The president may establish additional standing committees and chairs as needed with the consent of the executive committee. They will serve on the Board of Directors as non-voting members of the board.

Section 2. Special Committees and Task Forces. The president may establish special committees as needed with consent of the executive committee. The president may appoint chairs as needed. The committee chairs will serve as non-voting members of the state Board of Directors.

Change 4 to Article XVI, Sections 1 and 4 will clarify that annual meetings of the membership can be held virtually and that voting can be completed by electronic means and replace "postmark date" with "date of official notice." It also removes references to referring to state meetings as state leadership conferences or state conventions.

Suggested change:

ARTICLE XVI. MEETINGS OF THE MEMBERSHIP

Section 1. Annual Meeting. The state shall hold an annual state meeting to conduct the business of the state organization, including but not limited to electing officers, establishing dues, reviewing the budget, amending bylaws, and receiving reports. The meeting may be held in person, by conference call or by video conference. The exact time, format, and place shall be determined by the Board of Directors. In the event a meeting cannot be held due to unforeseen circumstances, a vote on required state business may be taken by electronic means.

Section 4. Voting.

- a. Each voting member of the Affiliate in good standing by the record date, which is one day preceding the date of the official notice of the meeting or vote, will be entitled to one vote.
- b. The quorum shall be five percent (5%) of the members of the Affiliate as set by the AAUW official February 1 count, preceding the meeting or vote.

Current Bylaws are available on our website at the following link:
aauw-mo.aauw.net/files/2012/08/2016AAUWMOBylawsNovFINAL.pdf



Dear AAUW Missouri Members,

It's time to turn the page on history. But the work ahead is monumental. As we look to recover from one of the most tragic, turbulent and divisive periods in memory, we cannot return to the "normal" that got us here—a status quo characterized by systemic gender and racial inequity.

We need you to build a new foundation for the democracy we fought so hard for last year.

With your help, we'll partner with the Biden-Harris Administration, state legislators, and the historically diverse 117th Congress to create the equitable future we all deserve.

Our 2021 priorities include:

- Providing urgent COVID relief and paid leave to the women on whose shoulders our economy depends.
- Canceling student debt, two-thirds of which is borne by women and which weighs most heavily on women of color.
- Closing racial and gender pay gaps by outlawing the use of salary history in job applications and adopting other measures.
- Raising the federal minimum wage to ensure the millions of low-wage and essential workers—most of whom are women—can support themselves and their families.

We're heartened by the new Administration's commitment to equity in its policy agenda.

There is so much we can accomplish this year together.

With gratitude,



Kimberly Churches, CEO



What Stands Before Us
2021 Annual State Meeting

May 1, 2021

Via Zoom (link will be sent later)

State Board Meeting

April 24 — 10 a.m. AAUW MO Board meeting; all members are welcome to attend.

Annual State Meeting

May 1 — 9:30 a.m. Welcome by Sue Shineman, AAUW MO President

9:45 a.m. Guest speaker Jeanie Latz, AAUW Board Member, *AAUW Issues Before Us*

10:15 a.m. Election and installation of officers, awards

11:15 a.m. Announcements and adjournment

Registration Form

Name: _____ Address: _____

Phone: _____ Email: _____

AAUW Affiliation(s): ☐ branch ☐ state ☐ National ☐ College/University ☐ student

Name of branch(es) or university: _____

List branch/state/National positions you currently hold or will hold in 2021–22:

Do you plan to attend April 24 board meeting? ☐ Yes ☐ No

Deadline **April 18, 2021**. Mail to:
Lynne Roney, 412 Oakley Dr., St. Louis, MO 63105
or email lynneroney@sbcglobal.net.