

Missouri in Motion



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 of Missouri is proud to sponsor

“Women's Suffrage, Racism and Intersectionality: One year after the 19th Amendment Centennial”

August 26, 2021 7 p.m. Zoom Panel Event is Now Open for Registration

Register Here: [August 26th Panel "Women's Suffrage, Racism and Intersectionality"](#)

Two distinguished speakers: Dr. April Langley and Dr. Carmaletta Williams

Quotes from the speakers' notes about the program:

“Overall, we want to infuse the celebratory discussion of the 19th Amendment with a focus on Black women’s struggle for human rights as precursor to and critical umbrella under which the movement for civic rights was launched. Namely, we want to provide an understanding of how the Black Women’s struggles for human, civic, and civil and human rights intersected but was different from white women’s movement—place, purpose—effective movements.”

“We want to discuss...Black women’s historical and contemporary struggle for equity and human rights as the umbrella under which we can begin to understand women’s suffrage as well as social justice movements for many underrepresented and oppressed peoples....To understand human rights and the injustices endured by black women we need to study herstories.”

Dr. April Langley, chair of Black Studies Department, Associate Professor of English and Black Studies at the University of Missouri-Columbia. April Langley began teaching at the University of Missouri in 2001, when she joined the faculty as an assistant professor of English in the newly developed area concentration of African Diaspora Studies. Langley specializes in eighteenth and nineteenth-century African American and American literature and theory. Her courses include such topics as early black narrative forms, eighteenth-century Afro-British American poetics, and nineteenth-century black women writers. Her article “Bonded Justice: Race, Class, Gender, and Suffrage” can be found in the MO Humanities Journal from Summer of 2019: Bonded Justice - Race, Class, Gender and Suffrage. See more bio details: blackstudies.missouri.edu/people/langley



Dr. Carmaletta M. Williams, Executive Director of Black Archives of Mid-America in Kansas City. Carmaletta Williams earned bachelor's and master's degrees in English from UMKC and a PhD in English from KU. She taught for 28 years at Johnson County Community College. She has also taught in Wuhan, People’s Republic of China; in Accra, Ghana; Paris, France; Guinea, West Africa and in The Netherlands. Her publications include *Langston Hughes in the Classroom*; *My Dear Boy: Letters from Carrie Hughes to Langston Hughes 1926-1938*; study guides on Langston Hughes and Zora Neale Hurston; *Of Two Spirits: African American and Native American Racial Identity Formation*; and two children’s books. She received an Emmy for her portrayal of Zora Neale Hurston (<https://kclibrary.org/blog/library-life/library-now-multiple-emmy-winner>).



From the President Sue Shineman, AAUW MO



2020-2021 What a year! We made lemonade out of the lemons!

AAUW MO set and surpassed goals despite all of the challenges we faced. We were stronger together as we moved forward. Thank you to each of you for your continued dedication and helping to increase the visibility of AAUW in your community.

Your State Board met four times via Zoom. State committees, Public Policy, College /University, DEI (Diversity, Equity, and Inclusion), met monthly via Zoom to move the mission and vision of AAUW forward in a way that can be shared with each branch. I encourage you to volunteer to serve on one of these state committees and the newly formed STEM committee (page 5). **You are needed!**

Branch presidents were engaged monthly in focus group calls to learn from state committee chairs about expectations, job responsibilities, and new ways to reach out, as well as sharing branch ideas with each other. Branch successes and special member recognitions were celebrated at our annual meeting via Zoom.

The year 2021–22 is off to an exciting start!

In addition to my three key words for 2020–21, Communication, Transparency, and Inclusion, my new word for this year is Collaborate. I am always eager to assist you and your branch in any way I can. Join us in celebrating the 101st Anniversary of the 19th Amendment on August 26. AAUW MO looks forward to a productive year:

- Nine branches are represented on the state board, plus an additional three on committees.
- All committees will continue to meet monthly via Zoom.
- The AAUW MO Star Award/Branch Action Plan is in place and ready to be adopted by each branch and used for planning your year.
- A very exciting opportunity to participate in the National Votes for Women Trail project will be introduced to branches soon.
- Our Pay Equity Advocates will change to a focus on local issues.
- College-University will focus on community colleges to share Work Smart and benefits of partnership with AAUW
- DEI will continue to learn, explore, and share with branches to increase awareness
- Public Policy will share new ways to collaborate with other organizations to fulfill the AAUW mission and priorities
- STEM is the newest committee to be added to the state board.
- Your branch board is encouraged to have a chair or representative for each of these important areas stated above.
- AAUW is celebrating 140 years of advancing equity for women and girls.

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Reaching For The Stars

Pat Shores, MO Action Plan Chair and
Diane B. Ludwig, AAUW MO Program VP

AAUW MO currently has ten branches who earned AAUW MO Stars last year as they promoted AAUW's mission. We hope to have even more in 2021–22. Stars are earned by branches for meeting goals of AAUW MO and national AAUW. Many branches plan their activities around meeting these goals and earning STARS.

There are two new documents for the state organization and the branches to use in implementing AAUW's mission in Missouri. The documents were developed by Sue Shineman, Lois Domsch, Karen Frances, Diane Ludwig, and Pat Shores; reviewed by Sue Barley, Linda Berube and Marsha Koch; and approved by the AAUW Missouri board at the July 2021 meeting.

The first document, *Missouri State and Branch Action Plans, 2021–22*, includes the national AAUW Strategic Plan 2.0, the Missouri State Board Action Plans, the Branch Action Plans and the requirements of the national Five-Star Award Application and the Star Award & Branch Action Plan 2021–22 (formerly called the Star Award).

The second document, *Star Award & Branch Action Plan 2021–22*, can be used as a branch planning tool for the year and as the application for AAUW MO Star Award at the end of the year.

Copies of the documents are available on the AAUW MO website under FORMS and were sent to branch presidents in mid-July.

<https://aauw-mo.aauw.net/membership/forms/>



EACH 1, Call 1 for AAUW

EACH 1, Bring 1 for AAUW

Incentive Grants

Incentive Grants Co-chairs Teri Brecht,
Shirley Breeze, Pam Kulp

STEAM...STEM....PROJECTS



Making branch plans for 2021–22?

Check out **Incentive Grants** for projects, programs, certificates, and more ways to apply for grants anytime this year!

<https://aauw-mo.aauw.net/incentive-grants/>

Membership

Membership VP Marianne Coles Fues

EACH 1, Invite 1

A **Membership Outreach Rush Party!** Each branch is challenged to schedule a 'Reach Out To Others' event (thanks to Independence Branch for the name)! Set up stations for the areas that national and your branch feature during the year so invitees can roam and question.

Meeting outdoors at a park shelter? Set up your materials and stations with members answering questions. Meeting over Zoom? Set up breakout rooms for the areas with a member there with posters and materials to field questions.

Make it a public event and use **Shape the Future** to recruit members at half price (\$31) for national dues. www.aauw.org/resources/member/governance-tools/state-branch/shape-the-future-campaign/.

Remember: this is an item on this year's **Star Award Branch Action Plan!**

ALWAYS make the ASK!

AAUW Webinars News & Insights

Explore the Issues, Get Empowered, Take Action Through Recent Webinars

May 17, 2021 **Equitable Recovery:** COVID-19 exacerbated deep-rooted inequities in business practices that disempower the most vulnerable workers and business owners in our communities. Join us as we discuss how we can achieve a post-pandemic future where women and people of color in the workforce not only survive, but thrive by transforming internal practices to center equity and inclusion. Sponsor: Berkeley Haas School of Business.

Creating Inclusive Perspectives: Join AAUW for a conversation on how various sectors — like STEM, nonprofits and more — are impacted by inequities in the field and how they are investing in and holding themselves accountable towards greater diversity and more inclusive perspectives. Learn ways you can personally and professionally create and bolster more inclusivity with practical solutions. Sponsor: API.

June 2, 2021 **Five Star Updates:** AAUW national is excited to announce that the Five Star Recognition program will restart in FY22 providing another opportunity for your branch or state to be recognized for furthering AAUW's mission. Learn about program updates and how your AAUW affiliate can be recognized for its work.

June 17, 2021 **DEI Toolkit:** Join national Inclusion & Equity Committee members to discuss our newest Plug and Play Program, *Understanding Diversity, Equity and Inclusion*, to learn about key terms and concepts within DEI that will help you create branch programming to achieve your equity and inclusion goals.

Results of National Membership Vote

As you know, the vote to eliminate the degree requirement for membership did not pass. However, each time we vote, we gain more support for being inclusive of all women who support the mission of AAUW. Thank you to each of you who voted! Our efforts will continue.

- 70.8 percent of Missouri members who participated voted YES in support of the bylaws change
- 25 percent of all AAUW members voted
- 63 percent voted in favor of dropping the degree requirement (66.7 percent or 2/3 of those voting is required for passage)
- We have voted on this issue three times in the last 10 years. and each time we are closer to being inclusive of all women.
- AAUW National has a very visible focus on diversity, equity, and inclusion
- The national board is 100 percent behind this change, and they will continue to work for passage of this change to our bylaws.

Letter from AAUW National Board Chair

The past year has brought many transitions for all of us—and it is with bittersweet emotions that I write to share one more today: Kim Churches announced this week that she'll be stepping down as AAUW CEO on October 1 to pursue an exciting new professional opportunity. While I'm sad to see Kim go, I'm happy for her and so proud of what we've accomplished together under her leadership.

The AAUW Board of Directors has a robust continuity plan in place, and the Executive Committee of the Board will meet to determine next steps shortly. Kim is dedicated to a smooth transition and will remain a passionate member of AAUW. Her devotion to gender and racial equity is unwavering.

Since Kim joined AAUW in the spring of 2017, she's been fiercely committed to our mission of advancing gender equity. Kim will soon become President/CEO of The Washington Center, where she'll combine her focus on gender equity with her background in higher-education leadership. She sees potential synergies between her new position and AAUW.

Let me add, too, that AAUW is emerging from the pandemic with a solid commitment to our mission and our members, stronger financial management, good governance, diversifying revenue streams, and capable and dedicated staff. And with last year's updates to our strategic plan, which prioritize STEM outreach and developing inclusive pipelines for women of color, we have a roadmap to guide us.



Onward,

Julia T. Brown, Esq.
AAUW National Board Chair



Stem Committee AAUW MO

STEM is the newest committee to be added to the state board. **YOU are needed!** We are just forming the committee, structure, and guidelines. Please contact Sue Shineman with your interest to join us as we brainstorm to gather ideas for activities and support, and to share current branch involvement with STEM.

State committees meet once a month via Zoom. You can choose to just join us for the brainstorming sessions or volunteer to join the STEM Team. **Either way YOU are needed** to share your experience and ideas.

Each branch is encouraged to have a STEM chair on your board to receive and share information from AAUW MO and National. It can be combined with another position.

AAUW supports promoting and strengthening science, technology, engineering and math (STEM) education, especially for girls and underrepresented populations.

Download the Quick Facts: Did You Know?

- Unconscious gender bias is a significant barrier to girls' progress in STEM. Early education plays a critical role for girls' development, setting the stage for their level of interest, confidence, and achievements, particularly in STEM.
- Reducing barriers in STEM is a step toward increasing America's global competitiveness.
- STEM jobs are expected to grow by 18.7 percent from 2010 to 2020. Non-STEM jobs are expected to grow by 14.3 percent.
- Although women make up nearly half of all employees in the U.S. economy, they hold only 29 percent of STEM jobs.
- Women are particularly underrepresented in the computing and engineering fields, where they represent 26 percent and 12 percent of workers, respectively. Women of color face an even greater lack of representation, Black and Hispanic women accounting for only 2 percent of engineers.

Stem As a Step Toward Pay Equity

In general, women with college degrees earn more than women without, and women with a college degree in STEM earn more. Women with STEM jobs earned 27.7 percent more than comparable women in non-STEM jobs — considerably higher than the STEM wage premium for men. As a result, the gender wage gap is smaller in STEM jobs than in non-STEM jobs.

There are many ways to increase women's and girls' engagement in STEM:

- Emphasize STEM skills in early education, K–12, and higher education.
- Cultivate girls' achievements by exposing them to female role models in STEM and encouraging high school girls to take calculus, physics, chemistry, computer science, and engineering classes.
- Actively support and recognize female students of all ages engaged in STEM activities and classes.
- Teacher training must include recognition and avoidance of implicit gender bias, awareness of stereotype threat, techniques to improve spatial skills, and ways to promote a growth mind-set.
- Enforce Title IX to improve school climates for women and girls. to advance in STEM.



Votes for Women Trail Project Update from the 19th Amendment Centennial Celebration Task Force

Chair Ellen Irons, Project Lead Pat Shores

This **AAUW MO state-wide** project, approved at the April 2021 board meeting, is moving along. We will meet with the project team via Zoom in August, with state-wide kickoff in September. The AAUW MO VFWT Project has the goal of guiding our branches to find and collectively post new sites to the National Votes for Women Trail, a project of The National Collaborative for Women's History Sites.

The National Votes for Women Trail is collecting sites from all over our country to tell the untold story of suffrage for all women, of all ethnicities, that extends well past the passage of the 19th amendment. Currently there are 44 state coordinators and over 2000 sites in their database. See <https://ncwhs.org/votes-for-women-trail/>.

AAUW MO Project Lead Pat Shores has been gaining valuable experience through her work with the League of Women Voters of Metro St. Louis. In a joint project between AAUW MO and the LWV, Pat has completed four applications, which are being posted to the Missouri Trail. The new posts are The Greenwood Cemetery, where 50,000 African Americans are buried and is the final resting place of three St. Louis suffragists and first African American women listed on the Missouri Trail: Maria L. Harrison, Mary Alice Ford Pitts, and Arsanian Williams. Pat's expertise is now being integrated into our AAUW guidelines.



Gender equity is NOT NEGOTIABLE.

Salaries and benefits are!

Learn how – take AAUW's FREE Work Smart Online course
@ salary.aauw.org.

AAUW's salary negotiation programs
have trained over

180K

women to negotiate their salaries
and benefits to date.

Kirkwood-Webster Branch President Eugenia Webdell states that they will encourage members and sign purchasers to display their signs again for the 101st Anniversary. K-WG will include the zoom link for the August 26 AAUW MO panel discussion and will tell sign holders how to nominate a person for the "National Votes for Women Trail" suffragist recognition project.

★ **THANK YOU** ★
SUFFRAGISTS

100TH ANNIVERSARY OF THE 19TH AMENDMENT

CELEBRATE WOMEN'S RIGHT TO VOTE!

2021–22 AAUW MO Calendar of Upcoming Events

August 3	Black Women's Equal Pay Day
August 10	Missouri 2021 Bicentennial
August 26	19th Amendment Centennial Celebration Panel Via Zoom
September 30	Updates due for AAUW MO state directory
October 16	Kirkwood-Webster Groves Branch 50th Anniversary Celebration
October 23	AAUW MO Board Meeting, Via Zoom
October 31	Membership renewal final deadline
November 28	National AAUW Founded
January 22	AAUW MO Board Meeting, Via Zoom

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Leaves from the Branches

The Ballwin-Chesterfield Branch

During the past year Ballwin-Chesterfield held only two in-person gatherings; but thanks to the technology of email and ZOOM, we conducted business as usual. The branch received the Missouri 10-Star Award, National Five Star Award, contributed to AAUW Fund, and held a successful annual fundraiser. Thanks to the creativity of our board and support of our members, we had a wonderful year.

In July we began our 40th year as an AAUW branch. We held our annual indoor summer picnic with at least 45 members and a guest in attendance. In addition to welcoming a new member and renewing old friendships, we enjoyed delicious birthday cupcakes and sang an original 40th birthday song written by Doris Nistler. We plan to continue to celebrate this branch milestone for the rest of the fall with trivia, raffles, surprises, and a great party in December.



B-C members enjoy summer camaraderie.



Science Student Scholar Awards presentation at Columbia Public Schools by Linda Godwin (far left, standing, with awardees) and Linda Evans, branch president, far right, standing.

Columbia Branch

Cautiously we planned and held an in-person award ceremony in conjunction with Columbia Public Schools for 7th grade girls to present Science Student Scholar Awards on May 19. Linda Godwin, retired astronaut, showed photos from her space endeavors. She then congratulated each girl and presented her the award certificate.

On May 22, after more than a year, we met as a branch face-to-face, outside at a local park. We installed our new officers and recognized outgoing officers. Our on-line "Women at Lunch" group continues to meet and enjoyed a 'visit' from Grace Butler in June. Now in planning mode, the branch looks forward to using the new Branch Action Plan to lay the groundwork for our AAUW activities in the coming months as we strive to again be a 10-Star Branch and implement AAUW's mission.

St. Louis IBC Leatrice McNeal, the 2020 NCCWSL scholarship recipient from St. Louis IBC, lost out on the in-person conference but attended virtually this year. She is a student at Webster University. She expresses her thanks to Deb McWard, IBC co-chair.

"Thank you so much to AAUW and St. Louis IBC for granting my scholarship to attend this wonderful event and for creating the event in the first place to help disadvantaged college women like myself. I loved the financial literacy and civil engagement panels; they were informative on how to save money for the unforeseeable future and how to better engage with the community. If I wasn't graduating this year, I would definitely attend again."

Leaves from the Branches



Jeanine York-Garesche



Daniel Shavers



Pamela Meyers

Jeanine York-Garesche, *Mu Gamma*, and Daniel Shavers, *Epsilon Tau*, members of the *St. Louis Area Alumni* presented a program called "How Teaching Music as Changed During the Pandemic" for the January 11, 2021. They were then asked by member Pamela Meyers, *Epsilon Tau*, to present the program for the AAUW (American Association of University Women) on March 13, 2021. Jeanine talked about virtual private music lessons and Daniel spoke about teaching public school band in different settings: totally virtual, in-person, and hybrid, which was a combination of virtual and in-person.

Ferguson-Florissant Branch

Pictured at left is an item from *The Triangle*, the publication of Mu Phi Epsilon music fraternity, Volume 115, Issue 1, Spring 2021 which highlights AAUW events. Pictured is Branch President Pamela Meyers.

York-Garesche and Shavers were program presenters at Ferguson-Florissant's January meeting program about the music educator's 2020 pandemic teaching experiences. Also mentioned is the AAUW St. Louis 2021 IBC *Zoom to Spring* event, where the educators related their experiences.

https://issuu.com/muphiepsilon/docs/triangle-spring115012021_web/s/12160968

Kirkwood-Webster Groves Branch

is celebrating its 50th anniversary with a brunch at the Greenbriar Hills Country Club on October 16, from 10–2. All are invited.

Watch for more details or contact any of the K-WG officers at <https://kwg-mo.aauw.net/about/>



The Nevada Branch met in May for their year-end dinner and membership drive. Several members invited guests where all heard from a local scholarship recipient. Five additional members were added to the branch's membership after the meeting. Outgoing President Sheryl Baer was presented with a live plant for her dedication and leadership over the past four years.



St. Louis Branch

The St. Louis Branch has continued to enjoy lively discussions at our monthly movie club via Zoom. Our last two movies were *Audrey* and *Philomena*. The July selection is *The Zookeeper's Wife*. We will meet this summer via Zoom to conduct regular branch business and plan our year's activities. We are excited to be using the new AAUW MO Branch Action Planning document that was presented at the July 10 board meeting.

Diane Sher and Ellen Irons continue to meet (via Zoom) with leaders of the Eastern Missouri Girl Scouts organization to discuss a variety of projects and collaborations. We are exploring ways AAUW members can be part of helping girls achieve badges. We will be discussing this with the St. Louis Branch, and a volunteer orientation will be held in August. We are also invited to the Girl Scout's fall Round Up event to do two AAUW tablings in October. The project will be open to other branches; details to follow.

St. Charles Branch

Since 1938 St. Charles Branch AAUW has awarded scholarships to high school senior women. The Covid 19 pandemic could not halt this proud tradition! Applications were accepted from any high school in St. Charles County. Normally the committee reviews the applications, and the two recipients and parents attend the branch's May meeting. This spring, however, applications were evaluated, and the committee met via Zoom. Two committee members presented the scholarship certificates in person at their respective high schools with congratulations from counselors or administrators. Recipients of the scholarships include Ally Willis from Timberland High School in Wentzville and Emily Zheng from Francis Howell North in St. Charles.



Teri Brecht and Rose Ann Weeks present award certificate to Ally Willis.



Teri Brecht and Rose Ann Weeks present award certificate to Emily Zheng.

Kansas City Branch

Kansas City Women Ask the City Council for a Gender Equity Commission.

On July 14th, our Coalition presented at the finance committee meeting and gave our full report to the city council. The first reading will be given in early August. AAUW members were there in full force.

Copies of the report are available by contacting Alice Kitchen, inthekitchenak@gmail.com.



AAUW MO State Board 2021–22 To contact a state officer, go to <https://aauw-mo.aauw.net/contact-us/>.

President Sue Shineman, Independence	Program VP Diane B. Ludwig, Columbia	Public Policy Chair Alice Kitchens, Kansas City	Secretary Marsha Koch, Kirkwood-Webster Groves
Membership VP Marianne Fues, Columbia	Past President/Advisor 5-Star National Recognition Program Kay Meyer, Kirkwood-Webster Groves	Historian Jane Biers, Columbia	Communications/Newsletter Mary Jermak, Ballwin-Chesterfield
President Elect/ National Liaison Karen Francis, Ballwin-Chesterfield	Directory Diane Ludwig, Columbia	Missouri Action Plan Chair Pat Shores, Ballwin-Chesterfield	Governance/Bylaws Parliamentarian Linda Berube, Kansas City
Finance Officer Patt Braley, Independence	DEI Diversity, Equity, Inclusion Nancy Hutchins & Kay Meyer, Kirkwood-Webster Groves Mable Davis, Ferguson-Florissant	MO Star Award/Branch Action Plan Chair Diane Ludwig, Columbia	Administrative Assistant Lois Domsch, Independence
AAUW Fund Sue Barley, Ballwin-Chesterfield	Branch Incentive Grant Teresa Brecht & Pam Kulp, St. Charles Shirley Breeze, Ferguson-Florissant	Missouri History Day Betty Takahashi, St. Charles	Kansas City IBC Co-chairs Debra McArthur, Parkville Sue Shineman, Independence
Web Manager/Facebook Admin Joyce Katz, Ballwin-Chesterfield	Pay Equity Advocate Chair Pat Shores, Ballwin-Chesterfield	19th Amendment Task Force Ellen Irons, St. Louis	St. Louis IBC Co-chairs Deb McWard and Barbara Johnson, Kirkwood-Webster Groves
College University Chair Debra McArthur, Parkville		Votes for Women Trail Ellen Irons, Chair St. Louis Pat Shores, Lead Ballwin-Chesterfield	Nominating Committee Lynne Roney, Chair Kirkwood-Webster Groves
STEM Co-Chairs Barbara McQuitty & Sandra Murdock, Ballwin-Chesterfield			



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. *Missouri in Motion* and branch newsletters are available for download at aauw-mo.aauw.net.
- Send a copy of your branch newsletter to State Historian Jane Biers, biersj@missouri.edu; Web manager Joyce Katz, joycekatz44@gmail.com; and AAUW MO President Sue Shineman, sueshineman46@gmail.com.
- 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.