



Missouri Public Policy Education and Advocacy

To contact any officer, please use the 'contact' form on this website.

Our Public Policy Committee is into some “good trouble” as John Lewis would say. We are embarking on six initiatives: some new and some with an updated twist. All are aimed at our work to make “social change” for women and girls.

Advocacy is the work of identifying changes that need to happen to make our environment more equitable for women in daily life, their work life, and in their community. Social change happens in small steps and the process takes time.

Our Initiatives are:

- **Elimination of the use of salary history in the hiring process.**
Impact wages: get your local organizations to eliminate the use of salary history in the hiring **process**. Carol Cowles has been at the forefront of doing this IN KC. 12 states and 17 cities across the US have succeeded passing legislative change. in Women, by virtue of childbearing/rearing, caring for aging parents, working low wage jobs, and/or working for a non-profit have a lower starting basis and are at a disadvantage when an employer asks for their current salary.
(Contact: Carol Cowles)
- **Equal Pay Advocates Practices.** Pat Shores, Facilitator of the Committee states they are shifting the focus of the Equal Pay Advocates from the Missouri state legislature to local city officials concerning the gender pay gap. This Committee is transitioning to working with elected officials at the local level. They intend to share information with city officials in support of equal pay for equal work for the women who work in their cities and help them understand that AAUW is a trusted source of information about the gender pay gap.

Contact: (Pat Shores)

➤ **Gender Study by employer.**

One way to get larger employers to determine if they are paying their employees equitable wages is to ask them to often “gender study”. A Gender Study calls for an analysis of each job code and each employee in that job code comparing women and men based on experience, education, skills, and value. Disparity exists just by the nature of the hiring process between new workers coming into the workforce and long-time employees whose wages have not moved upward as they should. University Economics or Research Departments can often lend a student to do the research or are willing to contract with an employer to do this.

(Contact: Alice Kitchen)

➤ **Paid Leave: Research project. Find out which employers in your area provide “Paid Leave” of any kind.**

Record the employers, the number of employees, the type of Paid Leave Plan they offer and the payer source. This research is a starting point for advocating for Paid Leave for the local employers. The KC League of Women Voters have a program they can provide to your Branches as a starting point to secure the background on the benefits and challenges to advancing this practice. (Contact: Alice Kitchen)

Voter Education and Advocacy:

Several members are active with the Missouri Voter Protection Coalition and at the local level.

(Contact: Karen Francis).

Also, Student Engagement Activity: Connect with a university, community college, Extension office or vocational school. Find a faculty or administrator who is willing to identify and introduce you to student’s equal pay, so we are going to lessen the time and energy we spend at the state level and transfer our efforts to the local level.

(Contact: Debra McArthur)

➤ **Title IX: Review how the local organizations, university, community college, or private college are overseeing Title IX.** Are they current on the standards? Who is overseeing the performance standards? How well do students know what Title IX is about and how it affects them? This can be done as a research project, a survey process, or a records review. See AAUW website on Title IX.

➤ (Contact: Debra McArthur)