

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 Missouri Public Policy Education and Advocacy

The AAUW MO 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 advocacy work to make “social change” for women and girls and to identify changes needed 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. Committee initiatives are:

Elimination of the Use Of Salary History in the Hiring Process. To impact wages, get your local organizations to eliminate the use of salary history in the hiring process. Twelve states and 17 cities across the U.S. have succeeded in passing legislative change. 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. **Pat Shores**, committee facilitator, states the focus of the equal pay advocates is shifting from the Missouri state legislature to local city officials concerning the gender pay gap. They will share information in support of equal pay for equal work for the women who work in their cities and to help them understand that AAUW is a trusted source of information about the gender pay gap. (See page 6.)

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 do a Gender Study, which 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.**

Continued on page 2



AAUW Public Policies

<https://www.aauw.org/app/uploads/2021/06/2021-Public-Policy-Priorities.pdf>

AAUW National Advocacy Toolkit

<https://www.aauw.org/resources/policy/advocacy-toolkit/>

AAUW Resources on Economic Equity

<https://www.aauw.org/issues/equity/>

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From the President
Sue Shineman, AAUW MO



**AAUW 140th
Anniversary**
November 17, 3 p.m.

Join AAUW for a celebratory event honoring our rich past and looking ahead to a bright—and equitable—future.

We'll share an interview with our distinguished 2021 Alumnae Recognition Awardee, recognize notable branch birthdays, and hear from our board chair Julia Brown and new CEO Gloria L. Blackwell.

Registration Link:
https://us02web.zoom.us/join/zoom-join?join_url=us02web.zoom.us/webinar/register/WN_f-FJ55kDQ9CVLogFovWdmA

For me, every day is Thanksgiving! Serving as your AAUW MO President gives me many reasons to be thankful. The state board is comprised of talented and dedicated women who make my job easy. We have outstanding record keepers to remind me where we are in the growth process. I am thankful for the progressive committees that give direction and new opportunities to our branches - Public Policy, DEI (Diversity, Equity, and Inclusion), College and University, and our new STEM committee. Branches are more involved and are represented by members serving on state committees. Incentive Grants are available for branch enrichment and outreach.

Equal pay advocates have made our AAUW voices heard by state legislators in the past and will now focus on local leaders and issues. The 19th Amendment Task Force presented an outstanding learning opportunity to celebrate the 101st anniversary of women's right to vote. Branches are learning how to become involved with the National Votes for Women Trail Project. Missouri strongly supported dropping the degree requirement for membership to make us a more inclusive organization. Our branches and members collaborate with many organizations to strengthen the impact of efforts in advocating for rights for women and girls. The State Action Plan and Branch Action Plan/Star Award were revised to make them an easy tool for branches to use to meet suggested requirements. The first round of revisions to state bylaws and policies has been made, and another round is being worked on to bring each section up to date with current practices and job responsibilities. Our support for AAUW Fund and Legacy Circle is quite impressive. Plans for another outstanding annual meeting are in the works. All of these fill my heart and soul with thanksgiving.

It is my pleasure to work with our branches and members. I give thanks for each of you!

Missouri Public Policy Education and Advocacy, *continued from page 1*

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 from the local employers. The Kansas City League of Women Voters have a program they can provide 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 (www.facebook.com/ProtectMissouriVoters). **Contact Karen Francis**

Student Engagement Activity: Reach students through the career development office of their school. Find contact information online for the director, share the AAUW webpage www.aauw.org/issues/equity/, and point out the resources linked from that page, including AAUW research on the Gender Pay Gap and the free online Work Smart course. Let them know about the Start Smart program for students. **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 www.aauw.org/issues/education/title-ix/.

Call for Nominations for Board Officers

The Nominating Committee of the AAUW MO Board reminds members that two officer positions will be voted on at the annual meeting next spring. The positions are finance officer and membership vice president. Nominations will be submitted by the Committee and announced in the Winter 2022 *Missouri in Motion*. Suggestions for these positions may be submitted to any of the Nominating Committee members:

Lynne Roney, chair (lynneroney@sbcglobal.net); Su Bacon (pigsubacon@aol.com); Diane Ludwig (DBLudwig22@aol.com); Kay Meyer (kicmeyer51@gmail.com); and Sandra Murdock (sesandram@aol.com).

Star Award/Branch Action Plan

Diane Ludwig and Pat Shores

The AAUW MO board made two changes to the State and Branch Action Plans at its October 23 meeting to help clarify two sections of the STAR Award/Branch Action Plan. The first change is in the Education & Research section. The criteria were changed to "achieving 3 of 5" from the original "4 of 5." The second change is to item #40, AAUW Fund, where the statement now reads: "Make a **branch** gift to the Fund in honor of AAUW's 140th anniversary." It is hoped these changes will assist branches in achieving the stated goals and receiving stars.

December is a good time to review the Branch Action Plan and see how the branch is doing. Star award reports will be due on April 1, 2022 covering activities from April 1, 2021, through March 31, 2022.

National AAUW developed the AAUW Strategic Plan 2.0 and the state board wrote Missouri State Board Action Plans this summer for the state to follow and identified Branch Action Plans for the branches to use. Pat Shores monitors the Missouri State Board Action Plans, and state board members discuss how the state is doing in meeting the goals at every AAUW MO board meeting.

Membership

Membership VP Marianne Cole Fues

Each 1, Ask 1

Set your 2021–22 personal goal to **EACH 1, Ask 1** to become a member of your branch! AAUW is a great organization! Whom do **YOU** know that supports women and girls and would like to be an AAUW member?

Work with your membership vice president and your program vice president to help prepare programs and activities for your branch. Invite prospective members to your meetings. Remember that we each can help make the branch successful!

Messages from AAUW National:

1. **Renew** before November 30 to restore good standing and remain on your branch roster!
2. **Recruit** new/lapsed (2 yrs+) members with 50 percent off National dues using the **Shape the Future Campaign** (www.aauw.org/resources/member/governance-tools/state-branch/shape-the-future-campaign/). Invite new prospects and lapsed members (2 yrs+) to your meetings/events and offer them 50% off National dues (\$31) under the Shape the Future campaign.
3. **Work with your branch finance officer** to access the Shape-the-Future discount link.

Make the ASK today!

Membership

AAUW is a community of more than 170,000 people standing strong for gender equity. Your membership makes our powerful voice even louder on critical issues affecting women and girls.

Diversity – Equity – Inclusion

DEI Term Awareness; AAUW MO DEI Co-chairs are Kay Meyer and Mabel Davis.

This year AAUW National has put greater emphasis on DEI – Diversity, Equity, and Inclusion. Each branch was asked to have a DEI chair to share the importance of these in every aspect of our branch programs, activities and outreach.

Diversity

1. Includes everyone: all ages, gender, language, race, national origin, religious beliefs, physical ability / disability, sexual orientation, skills, thinking styles, and ethnic and cultural differences.
2. Characteristics that make each of us unique.
3. It's not about 'them' – it is about each person coming to terms with his or her attitudes, beliefs and experiences about others and gaining comfort with differences



Why Promote Equity?

AAUW is the nation's premier organization:

1. Fighting for gender equity
2. Advocating to narrow the pay gap for women
3. Championing equal opportunity for women in education
4. Working together to support laws and policies that enable women's success

Equity

1. The condition of having or being composed of differing elements
2. Variety
3. The inclusion of different types of people in a group or organization programs intended to promote diversity

Inclusion

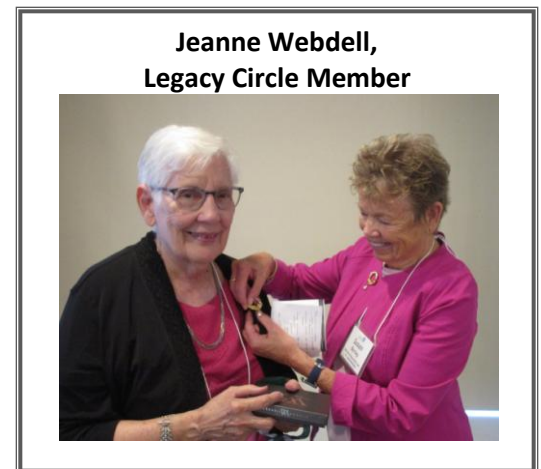
The act of including

The state of being included

The act or practice of including and accommodating people who have historically been excluded (because of their race, gender, sexuality, age, education, nationality, disability or ability)

Now is the Time to Support AAUW

Jeanne Webdell of the Kirkwood-Webster Groves and Ballwin-Chesterfield branches was welcomed to the **AAUW Legacy Circle** by National Legacy Circle Team Liaison **Susan Barley**. Jeanne is one of 25 Missouri Legacy Circle members who have expressed their commitment to the mission of AAUW through a planned gift. Legacy gifts are critical to supporting AAUW's mission, as AAUW continues to break through educational and economic barriers so all women have a fair chance.



Members are encouraged to give to the Greatest Needs Fund to meet budget obligations, expand programs, and continue to make AAUW a vital force in achieving gender equity. Donations are needed to meet financial demands that go beyond member dues. In the spring, AAUW MO will recognize members to the Century Club (at least \$100 accumulative donations) and the Century Club Plus (at least \$250 accumulative donations). The top five total giving branches and the top five per capita giving branches will be honored. New, this year: all branches with at least 50 percent of members making individual gifts, will be celebrated.

AAUW MO 2020-21 Board Meets Giving Goal

AAUW MO require all state officers – elected, appointed, and committee chairs – donate to the AAUW Fund to achieve 100% board participation. All 26 members of Missouri’s board made individual contributions to AAUW July 1, 2020– June 30, 2021. A total of \$11,018, was submitted.



Missouri 2021 Bicentennial Time Capsule Project

AAUW MO Historian Jane Biers

AAUW MO contributed a document for inclusion in the State Historical Society of Missouri's (SHSMO) time capsule, a celebration of Missouri's 200th anniversary. The capsule will be opened in 25 years in 2046. As requested by SHSMO, all entries consisted of three parts: The Past, The Present, and Notes to Future Missourians. The list of nine items in The Notes included projects dear to AAUW, such as ratification of the ERA, Missouri Legislature support of Title IX, and installation of more women in the Hall of Famous Missourians in the State Capitol. AAUW MO received a Certificate of Contribution in appreciation of our contribution.



Incentive Grants Recently Awarded

Co-chairs Teri Brecht Shirley Breeze, Pam Kulp

2019 to Independence Branch

2021 to Parkville Branch

2022 to **YOUR** Branch Here!!

Making branch plans for 2021–22? Check out **Incentive Grants**, aauw-mo.aauw.net/incentive-grants/, for projects, programs, certificates, and more ways to apply for grants anytime this year!

AAUW MO STEM Committee

During 2021 AAUW of Missouri created a state-wide STEM committee led by co-chairs **Barbara McQuitty** and **Sandra Murdock**, both Ballwin-Chesterfield branch members. For some time, each has been a leader in local branch STEM projects.

The committee is up and running with a kick-off meeting held in October and a mid-November meeting via Zoom. They are gathering information about STEM activities state-wide. The goal is to involve every branch in STEM this year. Some ideas to promote STEM within your branch are to have a branch speaker on a STEM topic and its importance for young women. Other suggestions are to include an article on the importance of STEM in your branch newsletter and to become aware of STEM resources within your community, such as STEM teachers. We hope to have branches who currently have STEM projects in place be available to offer recommendations for sources of materials and also to offer tips to make projects work easier.

The committee invites AAUW MO members to become part of the effort to promote STEM. Please contact co-chair Barb (bjmcquitty@aol.com) or Sandra (ssesandram@aol.com) for further information.

2021–22 AAUW MO Calendar of Upcoming Events

November

- 15 Application Deadline Career Development Grants
- 17 AAUW's 140th Anniversary Celebration Via Zoom, 3 p.m. CST
- 28 National AAUW Founded
- 30 Membership Cutoff—all non-renewed removed from active files

December

- 1 Application Deadline Community Action Grants
- 31 Application Deadline Selected Professionals Fellowships

January

- TBD Women's Legislative Retreat
- 22 AAUW MO Board Meeting, Via Zoom

aauw-mo.aauw.net

Visit AAUWMO.ORG Your Online Resource Webmanager Joyce Katz

The AAUW Missouri website is not only a timely resource for branches and members, but also an introduction to AAUW as an organization. Visitors can learn about priorities specific to Missouri actions as well as National AAUW's focus. We hope visitors are encouraged to contact a branch and join in our efforts! Visit the site soon!

Votes for Women Trail Project Launched

The Votes for Women Trail project has moved from the planning stages to being fully launched. State Coordinator **Pat Shores** and **Ellen Irons**, chair of 19th Amendment Centennial Celebration Task Force, prepared a packet containing documents for the branches to learn about the project. The packet was then sent to branch presidents and leaders.

Three information sessions were held via Zoom in October. An abbreviated session was delivered at the AAUW MO Public Policy meeting on October 26. Any additional sessions will be delivered upon request through Pat, or members can request a link to the recording of the October 23 session for independent viewing.



So now the research and fun begin!

Contact **Pat Shores** for more information at apatriciashores@att.net.

Panel for the 19TH Amendment 101st Celebration A Success

Ellen Irons

The AAUW Missouri panel "Women's Suffrage, Racism and Intersectionality - One year after the 19th Amendment Centennial" was held via Zoom on August 26 with two inspiring speakers: **Dr. April Langley**, associate professor of English and Black Studies at the University of Missouri-Columbia and **Dr. Carmaletha Williams**, executive director of Black Archives of Mid-America in Kansas City.

Moderated by Ellen Irons, the program asked the speakers three essential questions:

Can you share with us your perspectives on black women's historical human rights struggle and suffrage?

What are your thoughts on contemporary social justice in the context of black women's history?

How do you define or understand intersectionality?

The speakers' responses and interactions with each other created an inspiring and ever-deepening discussion. Audience questions and answers at the end added another dimension, as the speakers encouraged us all to think about intersectionality in our own lives. The program drew 96 participants from six states with members of over 12 different AAUW branches and over 10 other organizations represented. Feedback was extremely positive.

Many thanks to the AAUW MO and branch members who made this event a success.

Pay Equity

Pat Shores

AAUW of Missouri is shifting the focus of the Equal Pay Advocates from communicating with Missouri state legislators to meeting with local city officials about the gender pay gap. We are making the change because most members of the Senate and House of Representatives have not been receptive to discussing the gender pay gap nor bringing bills to the floor. Five bills were filed last year, and some were assigned to a committee, but none had a hearing. As the registered AAUW of MO lobbyist, Pat will continue to monitor the equal pay bills in the next session.

AAUW branch members established a personal relationship with local officials in 2020-21 when asked to support proclamations for the 100th anniversary of women getting the votes. We want to build on that relationship with our Equal Pay Advocate meetings. We will share information in support of equal pay for equal work for the women who work in their cities and also help local officials see that AAUW is a trusted source of information about the gender pay gap.

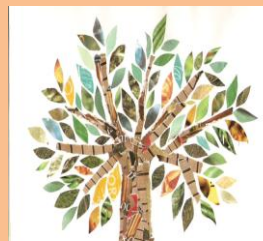
The Ballwin-Chesterfield Branch

Ballwin-Chesterfield started 2021-22 with a welcome back picnic in July and the chance to see old friends again. In August many committees were able to hold in-person or zoom planning sessions. We had our first in-person Dollars for Scholars event, a tour of the St. Louis Aquarium!



September brought our Homecoming Brunch with 80 members in attendance and several new members, the first in-person branch meeting since March 2020. The October meeting, both in person and on Zoom, gave us hope that we will soon be up and running as normal. We were able to sign up for Dollars for Scholars events and purchase Panera cards and beans for our world-famous bean soup. Branch interest groups are continuing to meet, either in person or via Zoom. B-C's annual Eleanor Roosevelt walk was October 19, a fundraiser for National AAUW research. We are excited to celebrate the branch's 40th anniversary with a Birthday Party Luncheon on December 9 and invite you to join our celebration!

Leaves from the Branches



Ballwin-Chesterfield's annual Eleanor Roosevelt Walk. First row, L-R: Carol Derington, Eileen Krahman, Marilyn Fletcher, Pat Shores. Second row, L-R: Marie Neville, Jean Elliott, Marian Bauer, Susan Fenwick, Karen Francis

Boonville Program Speakers Gigi Quinlan McAreavy and Kate Fejell



The Boonville Branch

Boonville members greeted each other enthusiastically in September at our first in-person meeting since March 2020.

Boonville City Administrator **Kate Fejell** and Director of Economic Development for Cooper County **Gigi Quinlan McAreavy** presented a lively and informative program, "Success During the Pandemic."

These two talented women reported on Boonville and Cooper County's accomplishments during this challenging time. In October Associate Professor Brett G. Johnson, University of Missouri School of Journalism, outlined "Procedure for Determining News Accuracy."

Leaves from the Branches

The Canton Branch



The Canton Branch held its annual Dressed for Success event. Pictured are Program Chair Carol Mathieson, student Anton Kozeleski and her mother Linda. The branch got Linda involved to do minor alterations of clothes for the students.

Independence Voter Registration



The Nevada Branch celebrates 70 years! Pictured are several of the members prior to the October meeting with a decorated cookie commemorating the 70th anniversary of the branch.

During social time the members participated in Nevada Branch trivia. Questions included highlighting members of the branch of over 30 years, past fund-raising efforts, and representation to AAUW MO and National leadership roles.

The program theme for the 2021–22 year is women in nontraditional roles. This fall we have welcomed two new members to our branch.

The Columbia Branch

On October 19, the branch took a look at local DEI, ADA, and Title IX efforts at Stephens College. The meeting featured professional staff members from Stephens: **Shaashawn S. Dial**, heading up DEI, **Sady Mayer Strand**, ADA specialist, and **Shannon Walls**, Title IX administrator. They informed the branch about Stephens College's efforts to support diversity, equity, inclusion, and belonging at Stephens. ADA, DEI, and Title IX have been brought together in a combined initiative for an across-the-campus approach.

Later in October, the branch celebrated Halloween 2021 via Zoom, joined by a branch member from Greece at midnight (her time). The AAUW Masked Halloween and Happy Cauldron Hour was the second time members have come together with their own cauldron beverage, Halloween decoration, or pumpkin-carving disaster. On December 6, the branch board and interested members will meet to plan the programs for the second half of the year.

The Independence Branch has been registering students to vote at Blue River Community College for at least 12 years. October 5 was the first time in 18 months we have been able to be on campus.

Many students are continuing with online learning, so fewer students were available. We work in conjunction with the Jackson County Election Board twice a year to offer this opportunity.



Nevada Branch members celebrate 70th anniversary.

First row, L-R: Karen Ebert, Beverly Harbit, Phyllis Sprengle. Back row, L-R: Sheryl Baer, Oindrila Roy, Judy Campbell, Sara Compton, Shirley Garnett

The Joplin Branch

Public Policy Chair Diane Adams shared their 2020 proclamation photo October 2021. The total number of Proclamations for AAUW MO is now 19 Cities!



The Parkville Branch



Branch President Debra McArthur was honored to accept this proclamation from the City of Parkville, Mayor Nan Johnston presenting. The event was the public watch party for the AAUW MO panel "Women's Suffrage, Racism and Intersectionality on August 26.

The St. Louis Branch An eight-person group visited the Missouri History Museum's "Beyond the Ballot" Exhibit in October and then enjoyed lunch in the Museum restaurant - our first in-person outing this year! The branch added new DEI co-chairs, **Jan Scott** and **Sally McGowan**, and new CU co-chairs, **Diane Sher** and **Ellen Irons**, per the AAUW MO request. We welcomed back two returning members, **Sheila Bassoppo-Moyo** and **Homa Zafer**. Movie Club has continued via Zoom on the 4th Mondays of each month and has been a very inspiring experience.

The St. Charles Branch

Barbara Kay, former history teacher, portrayed suffragette Elizabeth Cady Stanton at the October meeting. Barbara portrays a dozen or more famous women throughout history. The branch continued its annual commemoration of Anna Eleanor Roosevelt's October birthday with a special cake and photo display.



K-WG 50th Anniversary Celebration Proclamations presented by state representatives **Sarah Hunsicker (l)**, **Barbara Phifer (r)** and **Jo Doll** and also proclamations from the Mayors of **Kirkwood** and **Webster Groves**.

The Kirkwood-Webster Groves Branch celebrates its 50th anniversary on October 16. There were 61 people in attendance. Using a theme of celebration, branch history was shared, and also the 50 years of progress made toward equity for women was reviewed.

Speaker **Judge Robin Ransom**, the first Black woman to serve on the Missouri Supreme Court, said: "Whenever you are the first of anything, people are waiting to see how you perform. I always say that it's OK to be the first; you just want to make sure you're not the last. I don't care what it is, be it your gender or your race, you want to go in and knock it out of the park and do the best that you can, so the doors remain open for others to come behind you."

Judge Ransom included inspirational quotes from notable AAUW Trailblazers:

"Tremendous amounts of talent are being lost to our society just because that talent wears a skirt." **Shirley Chisholm**

"Women belong in all places where decisions are being made. It shouldn't be that women are the exception." **Ruth Bader Ginsburg**

"I'll be happy if the last thing they say about me after I die is that I made a difference."

Lily Ledbetter

Supreme Court Judge Robin Ransom



AAUW MO State Board 2021-22To 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	Communications/Newsletter Mary Jermak, Ballwin-Chesterfield	Historian Jane Biers, Columbia
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 Kay Meyer, Kirkwood-Webster Groves Mable Davis, Ballwin-Chesterfield	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 Joyce Katz 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.