



Missouri Public Policy Education and Advocacy Kit

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. This kit is designed to give you areas to examine in your area and focus in on them with a laser beam to sift out areas to target to create strategies to begin the steps to advocating for change. Social change happens in small steps and the processes takes time.

Here are some example issues that lend themselves to change at the local level in the municipal, county, university, school board or corporate level.

- 1. Elimination of the use of salary history in the hiring process.** Impact wages: get your local organizations eliminate the use of salary history in the hiring **process**. Women, by virtue of childbearing/rearing, caring for aging parents, working low wage jobs, and/or working for a now profit have a lower starting basis and are at a disadvantage when an employer asks for their current salary. This practice discriminates against most applicants and assures the employer of getting new employees as the lowest wage needed to make the hire. (Contact: Carol Cowles, carolcowles63@gmail.com 847-846-3450)

Per recent report from Carol Cowles besides Kansas City, St. Louis County has eliminated the use of salary history in the hiring process. Cities working on eliminating the use of salary history in the hiring process are St. Louis City, Joplin, Boonville, and Eureka.

- 2. Equal Pay Advocates Practices.** Pat Shores, AAUW of Missouri Equal Pay Advocates Facilitator AAUW of Missouri is shifting the focus of the Equal Pay Advocates from the Missouri state legislature to local city officials concerning the gender pay gap. Most members, and the leadership, of the

Missouri Senate and Missouri House of Representatives have not been receptive to discussing the gender pay gap or to bringing bills to the floor that pertain to 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.

In 2020-2021 AAUW established a personal relationship with seventeen local officials when we asked them to support AAUW proclamations recognizing the 100th anniversary of women getting the vote. Through face-to-face meetings in 2021-2022, we want to continue that relationship. We 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, apatriciashores@att.net 636-488-4387)

See Pat Shores report.

- 3. Gender Study: employers often do “workforce analysis”** to determine where they stand in paying the various job codes ranges. Few employers want to be worst payers in the community or in their field. If they are doing this you can 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 and 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, inthekitchenak@gmail.com 816-589-2047)

The Kansas City Gender Study that was initiated by the Women’s Equality Collation (WEC) was released in April 2021. WEC members reviewed it, raised 3+ pages of comments and question to be addressed. In the meantime, Mayor Quinton Lucas appointed Alice Kitchen to the KC Human Rights Committee. The position on the Commission entails establishing a Gender Equity Task Force of the Kansas City Human Rights Commission with investigative and regulatory powers. The Gender Equity Task Force with have its first meeting in March, 2022 and will meet twice a month.

4. Paid Leave: research project. Find out which employers in your area provide “Paid Leave” of any kind. Record the employers, the number of employees, this type of Paid Leave Plan the 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, intheKitchenak@gmail.com 816-589-2047)

Paid Leave is being promoted by AAUW members, the Women’s Foundation, and the Chamber of Commerce in St. Louis. The St. Louis LWV are now able to support this effort.

5. Voter Education and Advocacy: 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 AAUW. (Contact: Karen Francis, karenbitzafrancis@yahoo.com 314-223-4235)

In addition to participation in the MO Voter Portion Coalition, we will support advocacy around supporting the Citizen Ballot Initiative as it is a oppose any attempts to make the work, cost, or any other method of creating obstacles to the purpose of the Initiative. The bills we oppose are HJR133, HJR132

6. Title IX: Review how the local organizations, university, community college, or private college is 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. (Contact: Ann Schultis aschultis@hotmail.com 816-456-0669)

Members of our Public Policy Committee Ann Schultis, Carol Cox, Alice Kitchen and Deb Mc Arthur of the Colleges and Universities Committee reviewed Survey reports from each of the University of Missouri system, St. Louis, Rolla, Kansas City, and Columbia and wrote summaries of their findings. With the help of Sue Shineman, we were able to get Lynn Roney to take our findings and put them in a report on Title IX with a focus on what we AAUW MO can do to help improve the capacity of the program statewide. The executive branch is scheduled to announce their improvement in late spring.

National 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/>