

AAUW MISSOURI BOARD MINUTES

Saturday, October 22, 2022

Zoom Call 9:30 a.m.

*This document and officer and committee reports emailed in advance of the meeting to all board members are stored on Google Groups. Elected Officer positions with voting rights have an * and member names are in bold.*

Attendees (bolded names are voting members)

Susan Barley, Linda Berube, Jane Biers, Teri Brecht, **Lois Domsch**, **Karen Francis**, **Mary Jermak**, Joyce Katz, **Marsha Koch**, Pam Kulp, **Diane B. Ludwig**, Corinne Mahaffey, **Debra McArthur**, Kay Meyer, Luna Mukherjee, Sandra Murdock, Sue Shineman, Pat Shores, Betty Takahashi, **Susie Watson**

The meeting was called to order at 9:31 a.m. by President Karen Francis.

Quorum: Susan Barley

Eight of the 9 voting members are present constituting a quorum.

Welcome & Introductions: Karen Francis

Karen reviewed our values of inclusion and connecting. She encouraged everyone to be interactive and share with each other. She asked each attendee to answer the question, "What is your wish for AAUW?"

- Suggestions included: More members; diversity in members; everyone do their personal best to advance AAUW causes; inspire younger women to see the relevance of what we do; focus on the most important things; bring young girls up through STEM and through other areas of women's equality. What can we do as an organization to make membership grow?

- Susie Watson, Kansas City Northland branch, commented never have we had such a volume of new members, many having to do with the pandemic, some with being on Zoom; we partnered with Parkville that brought new friendships, different/new energy, filled in the gaps; invited potential members to events, not necessarily branch members; personal connections and invites make a difference.

- Mary Jermak added to do a project that involves younger members of the community; awareness of AAUW in the community so that people know who we are.

- Karen Francis added to be more collaborative among branches and with organizations we currently work with.

- Debra McArthur commented that her daughter and daughter-in-law attended our state meeting and were very impressed to hear Gloria Blackwell talk about the things she does. They want to do events in the summer, and their branch gained a lot of members over the summer.

Infusion/Inclusion Activity: Sue Shineman

This is a unique program created by the state DEI committee. Sue and Karen serve on the national diversity leadership committee and have shared information about Inclusion/Infusion. At least 21 states have inquired about it, and NCJW St. Louis has also expressed interest in it.

Sue asked everyone to identify what diversity means to them.

- Race, differences, variety, gender, age, skills, experiences, culture, faith, physical abilities

Sue added, "What are your favorite foods? What TV shows do you watch? What music?" She asked, "What are ways we can diversify our meetings? How do we make diversity happen?"

- Karen Francis: Vary the time and location of our meetings.
- Luna Mukherjee: Have different types of speakers, read different books, practice equity, meet both in person and online for equal access.
- Corinne Mahaffey: Step outside our comfort zones with books, food clubs, ethnic restaurants.
- Susie Watson: Better signage—buy a pull-up sign 6' tall; purchase name tags from the AAUW store so that people know who you are; create a tri-fold handout about your branch with contact information.
- Teri Brecht: Display your branch Top 10 board created for the state meeting.

- Sue Shineman: Independence did a fundraiser at a pizza place and displayed their Top 10 branch board and Campus Outreach board.
- Pictures of the Top 10 branch display boards and Campus Outreach boards are in the College University dropbox.

Karen praised the state board for pursuing Diversity and Equity.

Secretary*: Marsha Koch

Minutes of the July board meeting were emailed by Mable Davis because she took the minutes of that meeting. Karen asked everyone to review the minutes and send corrections to Mable. She will email revised minutes to the board for approval via email.

Sue Shineman and Corinne Mahaffey volunteered to be readers of the minutes from today's meeting.

Finance Officer*: Lois Domsch

Lois recognized Patt Braley for her help in transferring information to her about the duties of the finance officer. Lois has completed the 990 report for our taxes and renewed the biennial report for a non-profit for the state of Missouri. The 1st quarter financial report will be filed for review.

Mable Davis had requested a small budget to pay for boosts of some of our postings on Facebook; Sue Shineman spoke with Mable last evening and reported that Mable would like to table her request until the next meeting.

Missouri and Branch Action Plans: Pat Shores

Pat explained that the Strategic Plan from National is the basis for our State Action Plan, which is the basis for the state's 10-Star Award for branches. She and Diane Ludwig reviewed all of the plans to ensure their accuracy.

Lois Domsch moved, and Marsha Koch seconded, that "the board approve the Missouri Action Plan as presented."
CARRIED.

Pat noted that in our State Action Plan we included "work to change the National membership requirement." Susan Barley said that the membership requirement change will not be on the spring ballot; Pat emphasized that we want to keep the issue in front of our members. Sue Shineman volunteered to track work on this issue and keep members informed via friendly messages.

President*: Karen Francis

Karen reported that National is aware that their approach to presenting the membership requirement change for a vote must be different from what it was last time it was voted on so that it will pass. Karen reported MO is viewed as a leader in DEI due to the work of our DEI Committee. We have also been invited to join a national committee to explore ways to connect with colleges and universities.

Administrative Assistant: Pat Shores

Pat requested emergency contact information from everyone.

Program Vice President*: Diane Ludwig

Diane asked everyone to review the directory and send corrections/updates to her.

Membership Vice President*: Susie Watson

Every branch needs to focus on inviting new people so that you can tell them about AAUW. At your meeting have a fun activity such as a photo booth with props or a game such as "Who Am I?" Names of prominent people are taped onto people's backs, and they ask questions to help them identify the picture. Make it a fun meet and greet! Tell them about the issues you support and about your interest groups.

Karen suggested that a regular Zoom meeting for branch membership officers be set up. She will talk with Susie about it.

Susie has not received 2022-2023 membership data from National. Lois Domsch noted that as of the end of August the state has received \$3,503 from national for state memberships, which would be for 350 state memberships.

Pat Shores said you could look at each branch member roster on Community Hub; presidents, membership vice presidents, and finance officers can look at branch rosters. Susan Barley has a current list and will email it to Susie.

AAUW Fund*: Susan Barley

Susan congratulated the board for 100% giving participation to the AAUW Fund last board term. This year's board term started July 1 and goes through June 30, 2023. Four members have given since July 1. She noted that gifts made in November-December will be matched up to \$80,000. Please publicize this to your branches.

Karen Francis expressed her concern with National about the disregard for members' privacy by sharing donation reports with dollar amounts with so many people. She has written National about her concerns.

Immediate Past President: Sue Shineman

The 2023 National 5-Star application has been updated on the website. The program has been streamlined, and branches will receive a survey to find out what they are doing so that they can share that information. Sue will reach out to past presidents to form a committee to submit an application for AAUW Missouri. Susan Barley added that the National 5-Star Award is an annual award that branches should apply for each year.

This year Sue will chair the Woman of Distinction committee; next year the president-elect will be chair. She will form a committee of 3-5 people to review applications and to select the awardee. She will send the application form to branches. The award will be presented at the May annual meeting.

Communications*: Mary Jermak / Joyce Katz

The deadline for submitting articles for fall *MiM* is November 5. Mary's report includes suggestions of items to include in this issue. Mary recommended following the principles of the book *Smart Brevity*--say more with less (ex: Axios newsletters). She makes sure branches send her their current newsletters, and Joyce puts them on our website. Joyce has put directions for using Office Depot's ODP business solutions for AAUW discounts on our website. You can also download a discount card from the Office Depot website and have it laminated at Office Depot.

Public Policy / Equal Pay Advocates Facilitator: Pat Shores

Equal pay advocates will not begin work until after January 1.

College University*: Debra McArthur

Debra reported that Kansas City branches have had great activity. Several people have been visiting local colleges—UMKC, Park University, Maplewood Community College, Blue River Community College, and KCK Community College. Fifty-nine new Missouri student members have been submitted to National. She is excited that branches in St. Louis are making a plan for similar activities at colleges. Visits have highlighted our issues of pay equity and women's reproductive rights. We have also set up voter registration for students. To enroll students, download the membership form to a laptop and make it available at the campus visit.

Debra noted that on the National website all Missouri schools are showing lapsed memberships. The committee will focus on helping schools get what they need to pay their membership. Susan Barley is working with Culver-Stockton because they want to pay their membership but have not received an invoice. National has told Debra that invoices have been sent.

Susan Barley included in her report instructions for CU reps to join a branch using an express link that will not charge them for National membership.

Joyce Katz asked to be notified when there is a change in CU memberships so that she can update our website.

Public Policy*: Alice Kitchen

In addition to updates on six initiatives in her report, St. Louis City has passed a Paid Leave plan. Her report includes links to MU's research on paid leave. There has been progress on eliminating salary history in the hiring process. Lawsuits have been filed against the new voting laws. Alice will send a fact sheet on MO voting to Joyce Katz to post on our website and to all branch presidents for distribution to members. Out-of-state students need to have a government-issued photo ID to vote in Missouri.

There is a push by some in MO to have a state constitutional convention, but Alice explained that the reason not to do that is because the Missouri congress is very anti-public access and anti-women's issues and could undo current laws such as Medicaid expansion.

Diversity, Equity, & Inclusion (DEI): Kay Meyer / Luna Mukherjee

Luna is reaching out to branch DEI chairs. The monthly meeting is now the 2nd Tuesday at 5 p.m. All are welcome. Many thanks to Sue Shineman for creating the Inclusion Fusion programs for branches.

STEM: Sandra Murdock

Pam Kulp reported that there are about 200 STEM coloring books in Kansas City. Sue Shineman will take a case to Karen Francis in November. Tuesday, November 8, is National STEM Day.

NEW BUSINESS

Directory online : Diane Ludwig

Ballwin-Chesterfield branch does not put their directory on their website. Members are directed to not save the email with the directory in it but to save the directory to their desktop. Joyce does not recommend putting our directory on our website. If we had a digital copy that could be emailed to each board member and state president, that would be ok. Diane will form a small committee to investigate and test the process.

Parliamentarian / Governance / Bylaws: Linda Berube

Possible Bylaws Changes in Board Positions: Karen Francis

Karen would like each of the four state committees—Public Policy; College University Relations; Diversity, Equity, Inclusion; and Science, Technology, Engineering, Math—to be elected/voting positions on state boards. That would give all four focus areas of AAUW a vote. According to our bylaws, there must be more elected officers than appointed officers.

Karen suggested making AAUW Fund an elected position so that we continue to have more elected officers than appointed officers or making the past president position a voting position. Linda Berube suggested leaving things as they are. We have always said that everyone on the board has a voice. Increasing the size of the board requires more board members to be in attendance in order to have a quorum.

From the last time we reviewed a change of our board, Susan Barley noted that the best practice was that the past president serve on the board as an advisor but not as a voting member. MO is the 19th largest state in AAUW with 478 members. She looked at Maryland (475 members); they have a DEI person on their board with only 9 or 10 people on their board. In Indiana (407 members), half of their board positions are vacant. Only one other state has a STEM person on their board. She urges that we **not** make any changes. We have 28 people on our board, 1 for every 17 members in MO. We all talk and listen to each other. Jane Biers agreed.

A non-binding straw poll of all present resulted in 5 of 18 for the change, 4 undecided, and 8 against the bylaws change. Pat Shores noted that there are 28 board members but only 18 present and no reason to rush into this. She requested that the comments made by Linda, Sue, Karen, and Susan be shared via email before making a decision. Linda Berube, Mary Jermak, and Susan Barley will prepare "cons," and Karen Francis and Betty Takahashi will prepare "pros."

National Liaison / Legacy Circle: Susan Barley

Susan is our National liaison and serves on the National Advancement committee (membership and giving). She sends updates on Advancement to AAUW Missouri and four other states. Karen sends the report to branch presidents. Susan said to feel free to share her report with members.

Votes for Women Missouri Trail Project: Pat Shores for Ellen Irons

Pat is working with Ellen Irons to extend the celebration of the historic 19th amendment. Anna Jones in Kansas City has been honored with a historical site marker; there will be an article in *MiM*. Virginia Minor in St. Louis was honored with a historical marker at the site of her home. In the spring in Maryville, a women's band that was invited to play in Washington, D.C., will be honored.

Historian: Jane Biers

Jane continues to work on our history and asked when the state 5-star award was initiated. Several offered that it was during Ardy Pearson's presidency.

Sue Shineman tracked down records from the now defunct Raytown branch, and Jane will add them to our archives.

Jane asked for information about legislative lobbying at the Capitol; Karen noted that we have not been to the Capitol for lobbying in quite a few years.

Webmaster: Joyce Katz

Karen praised the work Joyce does for our fabulous website.

Branch Incentive Grants: Pam Kulp

Karen Francis reported that she, Sue Shineman and Diane Ludwig attended Boonville's 120-year Equality Day luncheon which was based on a local 1920 cookbook.

Missouri History Day: Betty Takahashi

The Missouri history competition is April 23.

KC IBC: Sue Shineman / Corinne Mahaffey

Corinne reported that the Kansas City branches will be sharing their program information and newsletters.

Sixty people attended the presentation of their Thorpe Menn Literary Excellence Award. The award was established in 1979 by AAUW-KC to honor Thorpe Menn (1912-1979), long-time book editor of the Kansas City Star. The Thorpe Menn reading committee is looking for more members; you do not have to be a member of a Kansas City branch to participate. The Waggy awards committee meets in November. The 100 High School Girls project is on hold because fewer and fewer students were participating, the quality of students had declined, and counselors changed weekly, making consistency and communication extremely difficult. They have invited Shawnee Mission to their events.

STL IBC: Betty Takahashi / Teri Brecht

Teri shared that the annual spring event of the St. Louis IBC will be on March 18 at Edgewild in Chesterfield.

Nominating Committee 2022-2023: Lynne Roney

Kay Meyer reported for Lynne Roney. The positions to fill next year are: President-Elect, Program Vice-President, and Secretary. Diane is eligible for another term but Marsha is not.

College University Relations: Debra McArthur

Some branches are awarding scholarships to current college students at non-partner schools. National "strongly recommends that branches work with partner schools in awarding scholarship funds." Debra recommends that we not mandate that branches only give awards to partner schools but that we adopt National's wording.

Women of Distinction Membership Awards: Karen Francis

Last year we honored Frances Foerschler at the annual state meeting for her 100th birthday and many years of service to AAUW. The reaction from conference attendees was excellent. Karen asked if a Woman of Distinction from each branch should be honored. Should we expand the categories for honoring members? Karen Francis reported that in 38 years we have recognized only 23 women. Susan Barley thinks we should keep our awards program as it is and give awards for special circumstances (such as a 100th birthday). We don't want to minimize the awards we give. The award is given annually, and Debra McArthur agreed with Susan that there is no reason for more awards. Karen asked members to think about this.

Branch Support / Regional Conference: Karen Francis

There will be a conference planning meeting in November to create the agenda for the conference. Then we will seek input from other states.

Announcements

- *MISSOURI in MOTION* deadline: November 5, 2022
- 2022-2023 Future Board Meetings o January 21, 9:30-2:00 o March 25 o May 5

- MO History Day: April 22, 2023
- State Meeting: May 6, 2023
- NCCWSL: May 31 - June 3, 2023

Susie Watson reminded everyone to invite women from partner colleges/universities to branch meetings.

AAUW is encouraging individual online use of Work Smart.

The meeting adjourned at 12:41 pm.

Respectfully submitted,

Marsha Koch

Marsha Koch, Secretary