

## AAUW MISSOURI BOARD MINUTES

Saturday, October 23, 2021

Zoom Call 10 a.m.

*This document and officer and committee reports emailed in advance of the meeting are stored on Google Docs.*

### Attendees (bolded names are voting members)

**Susan Barley**, Linda Berube, Jane Biers, **Patt Braley**, Teri Brecht, Lois Domsch, **Marianne Fues**, Nancy Hutchins, **Mary Jermak**, Barbara Johnson, Joyce Katz, **Alice Kitchen**, **Marsha Koch**, Pam Kulp, **Diane Ludwig**, **Debra McArthur**, Kay Meyer, Sandra Murdock, **Sue Shineman**, Pat Shores

### Call to Order and Welcome New Board Members: Sue Shineman, President

Sue called the meeting to order at 10:06 a.m. and welcomed the new STEM Co-Chairs Sandra Murdock and Barbara McQuitty, although Barbara could not be with us today. Both are from the Ballwin-Chesterfield Branch and have extensive experience in STEM activities.

Sue welcomed and thanked each board member for all their work in the past few months. She said we continue to do business in a new way, and AAUW MO is stronger because we have met and exceeded the challenges.

### Quorum: Linda Berube

Eight of the 10 voting members are present (Karen Francis was unable to attend and Alice Kitchen temporarily left the meeting) and another 11 non-voting members. When Alice Kitchen is able to join the meeting, there will be 9 voting members and 11 non-voting members present for a total of 20.

### Approval of Agenda

There were no additions to the agenda; it was approved as is. Pat Shores and Lois Domsch volunteered to be readers of the minutes from today's meeting.

### Approval of July 10, 2021, State Board Minutes: Marsha Koch

The minutes were approved as corrected. The approved version will be sent to the board.

### Finance Officer: Patt Braley

Patt quickly reviewed the 1<sup>st</sup> quarter financial report; there has been very little spent. We have \$40,426.43 total cash and non-cash. Diane reported that the Directory cost more this year because her local Office Depot closed, and we did not get the same discount from the local print shop she used. Jane Biers will investigate using the University's print services next year. There were no questions, and the annual report will be filed for review.

### President: Sue Shineman

Sue quickly reviewed her report as it had not gone out until the day before the meeting. She stressed that she is ready and eager to work with the board to strategize 'next steps' for moving AAUW forward. She asked the board to think about having five or six shorter board meetings a year, instead of four very long ones, so that the board could address issues in a more timely manner and help everyone stay on top of what is happening with all areas of the Board. This will be discussed further at the end of today's meeting.

Sue explained that today's Board Meeting is a Training / Leadership Workshop Retreat. We have a lot of new infrastructure being built, and she wants everyone to be able to understand the work of the committees and to be able to answer questions or know who to go to for the answers. We will continue to tell branches that we don't expect them to pick up everything being introduced because there are so many new opportunities to consider. So much of the work being done by AAUW MO – Public Policy, College/University Relations, Membership, Programs, Diversity, Equity, and Inclusion – cuts across the projects we do –STEM, 100<sup>th</sup> Anniversary of the 19<sup>th</sup> Amendment, Votes for Women Trail, Voter Education and Advocacy, Title IX.

Today's meeting will include training on:

- DEI (ties everything together and should be considered in every aspect of branch activities)
- Public Policy
- College/University Relations

Sue reminded everyone that only new or highlighted report information should be shared during our meeting.

AAUW's new CEO is Gloria Blackwell. She has been with AAUW for 17 years, she knows the in's and out's of membership and branch and state needs, she knows us, and as Julia Brown, Chair of the Board stated, "She is the right leader at the right time."

AAUW is beginning a new 140<sup>th</sup> anniversary webinar series on October 27 at 3 pm CST with a conversation with Dr. Patricia Bell Scott author and professor at the University of GA.

Program Vice President: Diane Ludwig

The state annual conference will include dinner and a reception on Friday, May 6, and the state business meeting on Saturday, May 7.

On the Star Award and Branch Action Plan 2021-22, Diane Ludwig moved that "these changes be made:

1. EDUCATION AND RESEARCH Area – Change the number to achieve on Education & Research to 3 of 5 (instead of 4 of 5) since #19, the National Votes for Women's Trail Project, will not be easy for all branches to participate in this year. More time may be needed for research and identification of candidates.
2. AAUW FUND, item #40 – Add BRANCH to statement so it reads: Make branch gift to Fund in honor of AAUW's 140<sup>th</sup> anniversary."

**CARRIED UNANIMOUSLY.**

Instructions on where to send donations to the 140<sup>th</sup> Anniversary campaign were sent by Susan Barley to each branch fund chair. She will send to branch finance officers as well.

Membership Vice President: Marianne Fues

Noah Hartsfield, Manager of Stephens College Center for Career and Professional Development, has become a certified facilitator with the Work Smart Start Smart program. He is being asked to work with classes and is available to work with groups on campus.

Two branches have no current members in MSD: Canton—their dues have been sent in to National, and they should appear in the MSD; Cape Girardeau—member Jean Cairns will mail their dues to Patt Braley and National.

Jeff City, Joplin, Nevada, and St. Charles are 100% renewed. Pat Shores said that all of Ballwin-Chesterfield's members have paid. Patt Braley confirmed that she received Canton's dues. Marianne expressed great frustration with National not correcting errors she has notified them about.

Missouri Action Plan (formerly Strategic Plan): Pat Shores and Diane Ludwig

Pat's role is to watch that what we are doing at the state matches what we are supposed to be doing according to our plan. As part of her role, she will be asking if branches are working with branch chairs. We made a commitment that we would use the plan and see how we are doing throughout the year.

Diversity, Equity, and Inclusion (DEI): Nancy Hutchins and Kay Meyer

Nancy and Kay presented a PowerPoint on assessing a branch's DEI. This is a two-year program. They have done a presentation to Kansas City branch, branch presidents, and DEI branch chairs. A presentation to Kansas City Northland is scheduled. The MO chairs also attend meetings with DEI chairs from other states.

Mary Jermak suggested that each month a portion of DEI information on the National website be copied and sent to branch newsletter editors as part of a recurring series. Marianne Fues suggested that the PowerPoint contain only key words; the talking script should have the full ideas. Linda Berube suggested that the presenter allow time for the reader to read the slides before presenting new information.

Sue Shineman thanked the DEI committee for their work on making this a presentation that can be used by branches not only in MO but across the country.

STEM: Sandra Murdock

Sandra reported that the STEM committee has met and formed goals to:

1. establish STEM committees in every branch
2. offer STEM activities
3. have 3-4 Zoom meetings with all branches with ideas for STEM activities
4. prepare newsletter articles and printed materials such as brochures
5. schedule speakers

They are planning a meeting in November with all branches. Some branches have STEM activities already planned. Sandra asked that suggestions for programs be sent to her.

**MOTION** by Marsha Koch that "I move to create a STEM budget of \$300 per year." This is consistent with the budget for DEI and allows for growth of the program. It was suggested that this budget be created for this current year only. Marsha withdrew her motion and made a new motion, "I move to create a STEM budget of \$300."

**CARRIED UNANIMOUSLY.**

Branch Incentive Grants: Pam Kulp

See Pam's Branch Incentive Grants report for updates about branches receiving grants. Pam reported that the committee has suggestions on how to improve procedures and policies for incentive grants. Pam will resend those to Sue Shineman for review.

AAUW Fund & Legacy Circle: Susan Barley

See Susan's AAUW Fund detailed report for updates. She congratulated board members for meeting the 100% Board participation goal in 2021. Susan will be sending the 2<sup>nd</sup> and 3<sup>rd</sup> quarter giving reports to branches shortly. Most of the branches have Fund chairs.

No one was opposed to making changes in recognizing branch giving beginning in 2022 as stated in her report. Susan asked Linda Berube to begin the process for updating our Policies III. C. 1. j.

Public Policy: Alice Kitchen

See Alice's Public Policy report for a detailed list of initiatives to bring about social change and accomplish AAUW's goals. These initiatives touch many of the areas we work on – College/University, Diversity, Equity, and Inclusion, STEM, Membership, and Programs.

Alice presented a PowerPoint, designed for branch presidents' use when talking about Public Policy initiatives. She also created a MO Public Policy Education and Advocacy Kit that contains links to National's resources and shared that with branch presidents. Many of our initiatives are planting the seeds for future change. The branches should choose the initiative and the local area they want to focus on. Each initiative will need its own plan and step-by-step approach. The point person for the initiative can assist branches with their plans and approach.

<u>Point Person</u>	<u>Initiative</u>
Carol Cowles	Impact on Wages (elimination of the use of salary history in the hiring process)
Alice Kitchen	Paid Leave (MO auditor's office has the best policy in the state) Gender Equity (gender study of jobs)
Debra McArthur	Title IX Voter Education and Advocacy (student engagement activity, voter initiatives)
Pat Shores	Equal Pay Advocates

Sue added that working on some of these initiatives could be an opportunity for members who don't get out to dig for information such as salary information online.

It was suggested that Alice email the PowerPoint to the board to gather suggestions for improvements. Linda Berube offered her assistance.

Pat Shores reported that our work on Equal Pay with state representatives has not been productive (most of the people we voted to represent us were not receptive to equal pay issues) which is why future work will be focused on building personal relationships with local officials. All MO branches except Cape Girardeau and KC Northland have equal pay advocates many of whom have experience in the role having worked as advocates for the past two years, and Pat will meet with them to form a plan of action at the local level.

Alice also reported that there was a very long hearing for ERA in Congress. The opposition was not receptive and was very harsh. Alice can provide the link to view it.

Communications: Mary Jermak

- *MO in Motion*--Mary Jermak
  - A review of the state Communication policies to bring them in line with current practices and job responsibilities is in progress, and a report will be given at the January meeting. The deadline for articles for *MiM* is Friday, November 5, so that it can be distributed November 19. Postal mailings have decreased from more than 75 to 33. Mary will work with Marianne Fues to ensure the remaining 33 are members.

- Directory--Diane Ludwig
  - Diane asked that changes and suggestions for the Directory be sent to her by November 1 so that a list of changes can be distributed after mid-November. Diane thanked everyone for their contributions. Diane received thanks from many board members for taking on this major project and doing it so well. It is now a 52-page document!
- Webmaster--Joyce Katz
  - Joyce has been working with branches that do not have a website. Some have a FaceBook presence, and links to those pages have been added. Only four branches do not have a web presence: Nevada, Canton, Jefferson City, and Cape Girardeau. She will work with those branches about the best way to establish a web presence. Joyce will also be reviewing the layout of the site and re-organizing based on suggestions from the board.
- Facebook--Nancy Hutchins
  - Nancy reported that she tries to post daily on the AAUW MO and the Mighty Girl FaceBook pages as well as the AAUW Equity and Inclusion page. Mable Davis, also on the committee, also posts regularly.

Bylaws/Governance: Linda Berube

Linda asked everyone to review the bylaws and policies and send her changes that need to be made. She welcomes any and all suggestions. The versions in the new directory are current.

Votes for Women Trail Project: Pat Shores

Pat Shores reported for Ellen Irons who in her report thanked everyone who helped with the August 26 panel event for the 100<sup>th</sup> Anniversary of the 19<sup>th</sup> Amendment. There were 150 registered, 72 affiliated with a branch, and 6 states represented. We have learned about 2 more branches who received proclamations for the 100<sup>th</sup> Anniversary making a total of 19 proclamations.

Pat and Ellen have met with 10 of our branches about working on this project and are excited about the interest being generating. Work on the project doesn't have to start right away and will most likely be a multi-year project. Debra McArthur completed the training yesterday and contacted the archivist at Park University about whether they had an intern who could work on this project. She also emailed information about the project to Professor Dr. Alisa Ford at Maryville University who did a program about suffragists from rural MO. Pat and Ellen are available to do a program. Jane Biers offered her extra copies of Show Me Missouri Women as a resource.

College/University Relations: Debra McArthur

Debra shared her PowerPoint on College/University Relations with information about membership benefits to colleges and universities. She presented it to branch presidents at their monthly meeting this past week and has sent it to C/U committee members. Diane explained that page 26 of the directory lists current and lapsed C/U memberships.

Historian: Jane Biers

Jane reminded us that records of disbanded branches should be archived. Marianne confirmed that a certified letter advising them where to send records and remaining funds was sent to Maryville.

Jane did not get records from Raytown when they disbanded (about 2011). Sue Shineman will reach out to a member in Independence who had been a member of Raytown asking about their records. Jane also requested a brief historical summary of Raytown for the archives.

Diane Ludwig thanked Jane for preparing an entry about AAUW for the state's historical time capsule that will be opened in 50 years.

Kansas City Interbranch Council: Debra McArthur

Debra appreciates Sue bringing branch presidents together in a monthly meeting; it has really helped branches connect and share information about programs and events. Kansas City IBC is planning an in-person event for April.

Sue Shineman invited everyone to attend KC Northland's virtual program at 2:30 on October 24 where a local actress will portray Carrie Chapman Catt, suffragist and peace activist and founder of the League of Women Voters.

St. Louis Interbranch Council: Barbara Johnson

St. Louis IBC has been planning an in-person spring event for March 26. Kirkwood-Webster Groves branch celebrated its 50<sup>th</sup> anniversary with a luncheon which was very well attended. Ballwin-Chesterfield branch will soon be celebrating its 40<sup>th</sup> anniversary.

New Business

In accordance with Policy III. C. 4. b., Debra McArthur moved that "we approve the list of public policy initiatives as our public policy program." (The list was presented by Alice Kitchen earlier in the meeting.)  
**CARRIED.**

In response to a question about LAF, Susan Barley reported that there have been no new plaintiffs for quite a while. National is not asking for donations. Debra McArthur noted that Parkville requested a program from National and has not received a response.

Calendar

- November 5 – *MO in MOTION* deadline
- November 28 – AAUW's 140<sup>th</sup> Birthday (1881)
- December 9 – Ballwin-Chesterfield's 40<sup>th</sup> Anniversary Celebration
- 2022 Board Meetings via Zoom 10:00 am – 3:00 pm
  - January 22
  - April 30
- May 6 – Reception, Dinner, and Celebration in Columbia
- May 7 – State Meeting in Columbia

Announcements

Susan Barley moved that "we give \$140 from the MO treasury to National in honor of their 140<sup>th</sup> Anniversary." After discussion, Susan amended her motion to "give \$533 (\$1 per member) to the AAUW Greatest Need Fund in honor of their 140<sup>th</sup> anniversary on November 28."

**CARRIED UNANIMOUSLY.**

The Executive Board (elected officers) will meet after this meeting to determine if and what we want to send Kim Churches as a thank you from AAUW MO.

There was discussion about having 6 rather than 4 board meetings a year. The 2 non-quarterly meetings could be for leadership training and reports from high-activity board positions. All MO members would be invited to all the meetings (as they are today). After discussion it was agreed that we stick to our regularly scheduled board meetings for the remainder of this membership year and plan for 2 additional board/training meetings in the next year.

Sue asked for a show of hands to continue having board meetings by Zoom; everyone agreed.

Everyone agreed we should have one in-person annual meeting this membership year.

It was suggested that we request Gloria Blackwell, newly appointed CEO of AAUW, as guest speaker at our May annual conference.

For our May meeting Diane Ludwig, Lois Domsch, and Jane Biers highly recommended a DEI program by three women at Stephens College: Shaashawn S. Dial, Director of Diversity, Equity and Inclusion; Sady Mayer Strand, Director and ADA/Section 504 Coordinator; and Shannon Blankenship Walls, Title IX Coordinator and special assistant to the president. Diane, Lois, and Jane were very impressed with how they reach out to students and get them involved.

Sue thanked everyone for their thoughts, ideas, and dedication to the mission of AAUW. She noted that we are seeing much more branch involvement and growth due to the planning and dedication of each board member.

The meeting adjourned at 2:28 pm.

Respectfully submitted,  
*Marsha Koch*  
Marsha Koch

#### Executive Board Post Meeting

The decision was made to send Kim Churches an "official" letter on AAUW MO letterhead thanking her for her outstanding service to AAUW and to AAUW MO. Diane has a good idea what should be in the letter and will draft a letter for us to review.