

AAUW advances gender equity for women and girls through research, education and advocacy.

Message from our President, Jolene Cervený:



Dear Members,

If you attended October's meeting or plan to attend November's, you'll have learned about **STEM** education and opportunities for girls in the school system and in the Girl Scouts program. Although women make up nearly half of all employees in the U.S. economy, they hold only 29 percent of STEM jobs. These jobs are pivotal in the advancement of gender equity. As we educate ourselves about this issue, we become powerful advocates. The STEM Committee has already made our commitment visible and we've only just begun.

Work Smart, designed to make a significant impact on gender inequality, is another torch we carry on the branch level. I appreciate the passion and expertise on the national level that developed this program. I especially appreciate the passion of our branch members who makes this program a reality in the lives of girls and women in the community.

Our branch has a great plan to commemorate the **centennial of the women's right to vote** and a grant application to the state AAUW for funding has been submitted. I hope to be able to report the status of grant at our November meeting. I thank everyone who came forward with ideas for this project and especially to Mary Morgan, Lois Domsch, and Sue Shineman, who worked to write that grant application. The description of our plan is as follows:

CENTENNIAL OF WOMEN'S VOTE: THEIR FIGHT...OUR RIGHT.

Description of Project and Goal:

The AAUW Independence Branch will carry out events to make the community aware of the movement that resulted in women having the right to vote and to celebrate the efforts of those who made that a reality. By doing so, our goal is to instill enthusiasm in women today to exercise their right to vote.

Process

To that end, our plan includes the following activities:

- 1. Donate books and DVD's on the suffrage movement to the three local high school libraries.*
- 2. March in community parades carrying banners, wearing sashes and pins, distributing brochures, bookmarks and other information about women's voting rights.*
- 3. Host several viewings of the movie "Iron Jawed Angels" for our members and the community. Highlight a number of women important in the suffrage movement at our branch's February meeting program and invite other local AAUW branches and the community to attend.*

President's Message (cont'd)

4. *Print information on women's voting rights to be distributed at our annual book sale.*
5. *Submit articles about the history of women's voting rights to local newspapers, our branch newsletter, Facebook and our web site.*
6. *Register new voters in various venues and distribute information on the women's vote.*

If our national and state organizations are the backbone of AAUW, the branch organizations are the feet on the ground and the faces in the community. We are a great example of the feet and faces making an impact on the three **highlighted** key issues.

Thanksgiving has become my favorite holiday....the gathering of family and friends, recalling the blessings that we've been given, and of course the food and football! May the Thanksgiving holiday bring you much happiness and many joys.

Jolene Cerveny

Independence Branch AAUW President

Upcoming Events:

Nov. 12 ~ AAUW Book Club = **What the Eyes Don't See** by Mona Hanna-Attisha, led by Jane Campbell

Nov. 19 ~ Monthly Meeting – Program: Dr. Renee Freers, "STEM Within the Public School System." After her extensive studies of secondary education, counseling, and leadership in school administration, she is well equipped to further our knowledge of implementing the STEM (science, technology, engineering, mathematics) program for secondary students.

Nov. 20 ~ Latina Equal Pay Day

Nov. 28 ~ AAUW's 138th Anniversary



Dec. 3 ~ #Giving Tuesday

Dec. 7 ~ Meeting and Christmas Luncheon, Café Verona, 206 W. Lexington, Independence, MO. Cost \$21. Program: Patty Gregory, "The Linus Project". Lois Domsch will be collecting checks/cash for this event.

Dec. 28 ~ Branch Outing ~ Call Kathy Keeton (373-1558) if you are interested in touring the Vaile Mansion and the Bingham-Waggoner home. They will still be decorated in their Christmas finery.



WORK SMART - Closing the Pay Gap with AAUW

At the current rate, the gender pay gap will not close until 2106! In 2018, AAUW announced our bold pledge to train 10 million women in salary negotiation by 2022. We will not wait for policies and employer culture alone to determine when we reach parity. We are working to empower women nationwide with skills to effectively negotiate their salary and benefits and become agents of change in their communities. To date 102,700 women have completed this valuable negotiation too.

Through the online AAUW Work Smart workshops you'll gain confidence in your negotiation style. Through facilitated discussion and role-play, you will learn:

- How to identify and articulate your value.
- How to develop persuasive responses and other negotiation strategies.
- How to conduct objective market research to benchmark a target salary and benefits.
- About the wage gap and its long-term consequences.

Click and share the link <https://salary.aauw.org/>

Encourage your friends, family and colleagues to participate! We can all learn from this valuable too, regardless of one's age or career.

Volunteer Opportunity

Independence Branch AAUW will be sharing information about **WORK SMART** at Blue River Metropolitan Community College on Monday, November 18th and Thursday, November 21st. Joyce Gillespie, Debra Powell, Sue Shineman, and Barbara Leabo will be volunteering. If anyone else would like to help from 11:00 AM till 1:00 PM, contact Barbara Leabo bleabo@yahoo.com.

Barbara Leabo

Message from Kim Churches, AAUW CEO



Kim Churches, National AAUW Chief Executive Officer, said it best: "When I think about the status of women today in education, in the workplace, and in our society, I am pleased by our collective progress. But I'm also clear-eyed about how far we still have to go to be truly equal."

It is truly women who need to continue to fight for change in society ... if we don't fight for ourselves who will? Looking forward to aspiring and achieving together.

Membership Team News:

Membership Team thanks all for participating in our second challenging and exciting 'mixer' of the year! Thanks to all for participating so fully. We look forward to receiving more input from the Members Interest Survey next month; five received so far.

Consider joining Program's December Outing to the Vaile and Bingham-Waggoner decorated for the Holidays on Dec. 28. It will be a great opportunity to socialize with your AAUW family. Contact Kathy Keeton for details:

kathyterrykeeton@comcast.net

Sue Raymond

~~~Please save boxes with lids for Kathy Kelley, for the Book Sale!~~~



#### Empowering Voters. Defending Democracy.

Last month, League of Women Voter volunteers and supporters across the country came together to help make National Voter Registration Day a success! Independence AAUW Branch did its part by registering voters at Blue River Community College and Business-Technology Campus.

But the work isn't over! Elections are quickly approaching in many states! Even if you don't have an election this year, someone in your life probably does, and now is the time to get the information they need so that they can participate.


#### Who represents your beliefs? When, where, and how will you vote?

These are the critical questions to think through now, before Election Day is here. To help, the League is proud to provide [VOTE411.org](http://VOTE411.org), our one-stop-shop for all election-related material.

With up-to-the-minute registration deadlines, absentee and early voting information, an unprecedented level of information about the candidates on your ballot, polling place times and locations, and more, **VOTE411 is the resource to share with voters in your life.**

Information taken from information provided by League of Women Voters.

Sue Shineman



**Accessibility is being able to get in  
the building. Diversity is getting  
invited to the table. Inclusion is  
having a voice at the table.  
Belonging is having your voice  
heard at the table!**



## Independence Branch - "2019 DIAMOND CLUB"

**AAUW Mission: To advance gender equity for women and girls through research, education, and advocacy.**

Independence Branch has a great tradition of supporting AAUW scholarships and programs at the national and local levels.

Following the successful 2015 Diamond Anniversary Donation campaign, AAUW-Independence voted to continue this annual opportunity for individual member gifts with the establishment of the "DIAMOND CLUB."

### **Branch Level: "Diamond Club"**

\$ 75.00 donation to one of the following:

- **AAUW Fund** – tax-deductible – to support the programs and projects at the national level. (Checks made to AAUW. Donations may also be made on-line at [aauw.org](http://aauw.org))
- **Independence School District Foundation** – tax-deductible – local high school scholarships. (Checks made to ISD Foundation: AAUW on the memo line)
- **Re-Entry Scholarship** – KC-Inter Branch Council project – (Checks made to AAUW-Independence)

### **State Level: "Century Club"**

\$ 100.00 donation to national AAUW. (Diamond level, plus \$25.00)

### **State Level: "Century Club Plus"**

\$ 250.00 donation to national AAUW.

Contributions to the fund(s) of your choice will be credited within the calendar year (same as national AAUW.) Recognition will be given at our annual May luncheon.

**Deadline for 2019 Diamond Club contributions is December 7, 2019.** Checks may be given to Lois Domsch, Financial Officer, or to Patt Braley, AAUW Fund Chair.

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### **Give to AAUW Greatest Needs Fund**

Because Greatest Needs funding is unrestricted, it gives AAUW the most flexibility to address the challenges today's women face and seek new programs and opportunities. AAUW appreciates every day and dollar our members spend working for us, and we're particularly grateful for these donations that give us the flexibility to maximize your impact. [Donate today!](#)



## Meeting Minutes from October 24, 2019

Our guest speaker for the October meeting was Ann Einig, from the Girl Scouts of NE Kansas and NW Missouri. She updated us on the general Girl Scout program and focused on the STEM program for girls.

Ann started as director of STEM with Community Partnership, then moved to leadership role a year ago. She partners with 250 organizations, with financial literacy, art and culture organizations. STEM (Science, Technology, Engineering and Math). Researchers and experts in STEM education all agree that increasing the number of women in STEM fields is important to expand our nation's pool of women workers, educators and innovators for the future.



*Kathy Keeton, Ann Einig and  
Jolene Cerveny*

Community partners (have 100 partners), offer Girl Scouts from grades K-12 opportunity to see how they can improve the world. They have partners in Performing arts, visual arts and all major and minor art activities.

First group -**Daisies (K-1<sup>st</sup> grade)** do field trips and hands-on STEM activities exploring the outdoors. Complete a Service Project-like gathering donations for an animal shelter.

Second group-**Brownies (2<sup>nd</sup>-3<sup>rd</sup> grade)** do field trips and hands-on STEM activities exploring the environment. Complete a Take Action Project-like promoting recycling with other classmates.

Third group-**Juniors (4<sup>th</sup>-5<sup>th</sup> grade)** Participate in STEM days with universities & student organizations like Society of Women Engineers. Earn the Girl Scout Bronze Award by completing a Take Action project with STEM emphasis.

Fourth Group-**Cadettes (6<sup>th</sup>-8<sup>th</sup> grade)** Attend one of the Spark Events and connect with female STEM role models in skill-building activities. Be a part of Girl Scout Cookie Construction project-- a six-month process designing, planning and building a structure supported by role models. In a field they are interested in.

Fifth Group-**Seniors (9<sup>th</sup>-10<sup>th</sup> grade)** Attend one of the Spark Events and connect with female STEM role models in skill-building activities. Take the lead and show younger Girl Scouts what is possible through STEM while at camp or a troop meeting.

Sixth Group-**Ambassadors (11<sup>th</sup> – 12<sup>th</sup> Grade)** Engage in a university shadow days and network with STEM mentors. Take the lead and show younger Girl Scouts what is possible through STEM by leading skill-building activities and sharing personal education and career plans.

Ann did mention that the Girl Scouts do tend to lose girls at the 8<sup>th</sup> grade level because of sports and school activities.

Girl Scouts offer many different events that are part of a “fun with purpose” curriculum to inspire girls to embrace the scientific discoveries in their lives.

- Journey Delivery-developed to take girls thru what a career (i.e.-a engineer) might look like.
- Cookie Construction-is held at Crown Center and is judged event, thru help of role models.
- Camp Invention-they have a National Hall of Fame, which shows inventions that we use every day.
- Spark Events-for older Girl Scouts, with STEM role models in skill-building activities of what a career might look like.
- Speed Networking events-talk with STEM employees about a career they are interested in for the future.
- Spanish Speaking events-offering Spanish events for girls who speak the Spanish language.

## Meeting Minutes from October 24, 2019 (cont'd)

**Jolene**-began our meeting with reciting our AAUW Mission statement together. New Business, Jolene asked if minutes have been approved from September meeting? Sue Shineman stated that minutes had been approved from last meeting.

**Patt Braley**-AAUW Fund, we have had two projects that members have been interested in for the last 46 years, Book Fair and the High School Scholarship Fund. We have 14 Diamond Club members, 10 out of 13 members are also Century Club members. (more information in the newsletter).

**Renee Freers** - Public Policy, become a 2 minute activist, sign us on the web site, will take you very little time to do so. You can view a form letter made up for members to send out to their state representative's about issues on equal pay, equal rights and Title 9, to mention just a few issues. Missouri is fair in equal pay for women via the state of Kansas. Kansas earnings have not changed since 2004. Women make .77 cents to the \$1.00. There are 33% of women 25 + years that have a B.S. degree.

**Sue Shineman**- Work Smart, Sue would like to set up training for women at the workshops we do at the colleges, on wage training for future employment.

**Linda O'Brien** – STEM Report They purchases supplies for 30 boxes for STEM boxes. Librarian and clerks had some ideas on usage of the boxes for the students. Supplies were play dough, magnetic things, toothpicks and straws for building activities.

**Barb Leabo**-College/University, our next event is at Blue River MCC Community College, Nov. 18th & 21st. We will be offering Work Smart sessions, she asked for members to volunteer for the two dates. We had many volunteers offer to step up to work.

**Sue Raymond**- New Membership, she is working with her team to get more members intergraded. We had 28 members attend the meeting. Awarded a door prize. Message shared from (New Tender Foot Member) Debra Powell. Debra has lived in Independence for 10 years, has been in Computer Science, a realtor and Interior Design. She loves taking Aerobics. Message shared from (Old Hand Member), Karole Palmer. Karole retired from teaching speech in the Independence School District and doing private contracting. She is a full-time grandmother three days a week.

**Kathy Keeton**- Program VP, suggested an event for AAUW on December 28th. Visit the Vail Mansion, go to lunch, then visit the Bingham-Waggoner Estate. Would like to see if others are interested in attending. Contact Kathy, if you are wanting to attend on the 28<sup>th</sup>.

**Kathy Kelly**-Book Fair, is still scheduled for March. We will need books and boxes with lids. Barrels will go out after Christmas. Sorting books at the U-Haul will start in January.

**Judy Tyson**-Publicity, had given an article to Jeff Fox to publish, it didn't get printed. She will be looking for a new source.

**Lisa Cox**-Newsletter/Webmaster, shared two changes in address and email address for two members.

Jolene, expressed "thank you" to 15 members who met to brain storm about our branch's plan for the Centennial commemoration of the 19<sup>th</sup> amendment and the 80<sup>th</sup> anniversary of our branch. We have come up with a plan, timeline eventually an application for incentive grant from the state AAUW. She has asked each member to draft an article about the suffrage movement history, and stories about women whom made it possible for women to have the right to vote.

Meeting was adjourned.

**Jeanne Schneider**, Recording Secretary



## Finance Committee News

The finance committee met several times over the summer and fall to explore whether or not it would be advantageous for our branch to incorporate as a 501c3 organization so that more fund-raising opportunities could open up for us. We gathered information from the national AAUW, several state branches and from the Independence School District Foundation, where we have a 501c3 AAUW Scholarship Account and to which we have been depositing book fair money for distribution to the 3 HS scholarships each year. National AAUW would allow us to have a second designation so that we would be both a 501c4, which we are now, plus a 501c3. We also studied how to incorporate in MO and request tax exempt status in the state and nationally, and it is feasible but sustainability might become an issue in the future, depending on membership. In conferring with the ISDF further, we learned that we can expand use of our AAUW account for several goals the committee identified, provided our funds be used for current ISD students: scholarships for STEM summer camps, HS dual credit STEM courses, sponsoring speakers for HS/MS assemblies, and larger/more HS scholarships. We could not use it to fund ReEntry Scholarships nor the AAUW NCCWSL (College Women's Leadership) Conference, since neither of them support current ISD students. We can continue increasing the fund significantly until it becomes endowed. Sponsors and contributors can simply write checks to ISDF memo: AAUW Fund, and they are donating to a 501c3. Hopefully that would satisfy possible future donors.

The committee recommends that we expand our use of the ISDF's 501c3 AAUW Fund to meet our programming goals by educating our members and our donors that it exists and that we are a non-profit with its use. As we publicize the 501c3 AAUW Fund we have with ISDF, we hope to garner more donations and opportunities for fund raisers to meet our branch's goals. We will re-evaluate in a year our success at attracting more donations/fund raisers using this classification.

Lois Domsch

### **October 2019 AAUW Financial Report**

#### **CHECKING ACCOUNT**

**BALANCE ON HAND 9/30/2019** **\$641.79**

##### **RECEIPTS**

|                       |                             |     |              |
|-----------------------|-----------------------------|-----|--------------|
| 10/15/2019            | Deposit - 1 mbrshp          | 85  |              |
| 10/31/2019            | Deposit 8 Dec Luncheons     | 168 |              |
| 10/31/2019            | 1st deposit Book Fair money | 38  |              |
| <b>TOTAL RECEIPTS</b> |                             |     | <b>\$291</b> |

##### **DISBURSEMENTS**

|                            |            |                                 |        |                 |
|----------------------------|------------|---------------------------------|--------|-----------------|
| 4593                       | 10/19/2019 | AHT Insurance                   | 190    |                 |
| 4594                       | 10/22/2019 | Anne Einig, Speaker October     | 40     |                 |
| 4595                       | 10/19/2019 | Linda O'Brien, Special Projects | 108.15 |                 |
| <b>TOTAL DISBURSEMENTS</b> |            |                                 |        | <b>\$338.15</b> |

**BALANCE ON HAND 10/31/2019** **\$594.64**

#### **SAVINGS ACCOUNT**

**BALANCE ON HAND 9/30/2019** **\$9581.23**

|                            |                  |        |               |
|----------------------------|------------------|--------|---------------|
| <b>TOTAL RECEIPTS</b>      | Dividend October | \$1.22 |               |
| <b>TOTAL DISBURSEMENTS</b> |                  |        | <b>\$0.00</b> |

**BALANCE ON HAND 10/31/2019** **\$9582.45**

**TOTAL ASSETS 10/31/2019: Checking \$594.64 + Savings \$9582.45 = \$10,177.09**