



EMPOWERING WOMEN SINCE 1881

INDEPENDENCE BRANCH

Empowering women since 1940

Vol. 80 No. 4 December 2019

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

Dear Members,

I'm going to take advantage of this Nov/Dec combined newsletter to share some thoughts on the trifecta of holidays: Thanksgiving, Christmas, and New Year's.



GRATITUDE

Thanksgiving may be a fading memory at this point but I am always grateful for the contributions each of you make to our programs from the AAUW Fund to the Yearbook and everything in between. We have made the first steps to supporting STEM in our schools; have persisted in establishing a relationship with Blue River Community College; explored and evaluated different approaches to sustaining our financial status allowing us to contribute to the education of women and girls; and continue to spread the word of Work Smart. Thank you to the members who indeed work to "advance gender equity for women and girls."

JOY

We are in the midst of all the sight, sounds, and scents of this season. Be it a gift of time, talent or treasure, the joy of giving is the hallmark of Christmas. I wanted to add a quote from my all-time favorite Christmas movie "It's a Wonderful Life". It's the wisdom of Pa Bailey who said "All you take with you is that which you've given away."

We heard about the Project Linus at our Christmas Brunch meeting. Like those warm blankets, may you be wrapped in the joy, peace and comfort of Christmas.

REFLECT

And that brings us to the New Year, 2020. As I reflect on this past year, I think of the dear friends that we lost. Myla Gentry and Carol Kelley, both long time branch members, were passionately committed to our mission. We fondly remember them. Looking forward, the new year looks to be an exciting one, full of celebration of significant and historic accomplishments. Together, I'm confident we'll make it a memorable year.

Happy Thanksgiving, Merry Christmas, and Cheers to the New Year.

Jolene Cerveny

Upcoming Events

~ Saturday, December 28 = Tour of Vaile Mansion and Bingham Waggoner home (see next section). If interested in touring the Vaile Mansion and the Bingham-Waggoner home, decorated for the season, please contact Kathy Keeton kathyterrykeeton@comcast.net

~ Tuesday, January 7 = Branch Board Meeting at Perkins Restaurant, 3939 S. Bolger Ct. Board Members Only.

~ Tuesday, January 14 = Book Club, now held each month at Jane Campbell's house, 9:15 am for coffee, 9:30 for discussion. Book: The Matriarch: Barbara Bush by Susan Page, led by Patt Braley. Location: Jane's House = 2815 B Chatelain Ct., Indep. MO 816-392-9626



~ Tuesday, January 28 = Independence Branch AAUW Meeting, Program: "How Title IX Can Affect Students of Higher Education", Natalie Holick, Director of Equal Opportunity/Title IX Officer at KU

Book Fair 2020



Mark your calendars for...

- March 5, 6, & 7 at the Independence Center 8:00am-9:00pm
- Set-up Wednesday, March 4 at 7:30 pm
- Sorting/pricing will begin Saturday, January 11 at 9:00 am
- UHaul on 24 Highway across from Chrisman High School

***Keep your eyes open for books and boxes with lids.

STEM Bins = Mary Morgan

After contacting Amy Hawley, Principal of Proctor Elementary, about AAUW's goal of promoting STEM to young girls, I was tasked with working with the school Librarian, Jodi McHenry. We reviewed the STEM bin project I had found on the Teachers Pay Teachers website and she purchased the downloadable file for our use. Linda O'Brien and I purchased the needed supplies and assembled the 34 bins. They were delivered on October 10th. On November 11th, I participated in the time set aside by Mrs. McHenry for a group of six first and second grade girls to utilize the STEM bins. After working with these girls, I could see how this simplistic approach is a great way to have girls experience STEM.



STEM Bins ↑

Contents ↓



STEM Task Cards ↑ and
← ↓ students completing a
variety of tasks from bins



Work Smart Information at MCC

Representing the Independence Branch AAUW, Barbara Leabo, Sue Shineman, Joyce Gillespie and Debra Powell participated in the MCC Blue River Community Cares event in November. A table was set up two different days with information about Work Smart and Pay Equity. We put Work Smart information in the hands of 31 students (both male and female). All attendees were very interested in the disparity in salaries and how families are directly effected by long term results.

It was a pleasant surprise to have 2009 Nowlin Middle School Award recipient, Samantha Ashley, visited our table.



Sue Shineman, Samantha Ashley
and Barbara Leabo

Treasurer's Report = Lois Domsch

November 2019 AAUW Financial Report

CHECKING ACCOUNT

BALANCE ON HAND 10/31/2019			\$594.64
RECEIPTS			
	11/21/2019	Deposit 13 Dec luncheons	\$273
TOTAL RECEIPTS			\$273.00
DISBURSEMENTS			
	4596	11/20/2019 Renee Freers - Nov speaker	40.00
	4597	11/20/2019 Mary Morgan - Special Projects: STEM	30.36
TOTAL DISBURSEMENTS			\$70.36
BALANCE ON HAND 11/30/2019			\$797.28

SAVINGS ACCOUNT

BALANCE ON HAND 10/31/2019			\$9582.45
TOTAL RECEIPTS	Dividend November	\$1.18	
TOTAL DISBURSEMENTS			\$0.00
BALANCE ON HAND 11/30/2019			\$9583.63

TOTAL ASSETS 11/30/2019: Checking \$797.28 + Savings \$9583.63 = \$10380.91

Job seekers now protected from salary history discussion in KC

KMBZ News Staff 10/31/2019

KANSAS CITY, Mo. -- A new ordinance went into effect Thursday, October 31 in KCMO which, will make employers asking job seekers for salary history information illegal in the city. The ordinance was passed unanimously by the City Council in May of 2019.

Wendy Doyle is the President and CEO of the Women's Foundation, an organization which led the charge for the ordinance. She told KMBZ it's a big win for workers in Kansas City, especially women.

"One of our priorities is the inequity in pay between women and men," Doyle explained. "Banning salary history from employment applications is one strategy to solving a very complex problem."

Thursday, October 31, it became illegal for a potential employer to even ask about how much money you've made in the past from a potential employer is, 'what are your salary requirements?'," Doyle said. "So that's a different conversation."

Doyle suggested turning the question back on an interviewer, instead asking what a salary range for a given position may be.

The new law will apply to all businesses in Kansas City, Missouri with six or more employees. City leaders hope that it will help foster a more level playing field for workers when they're scoping out new employment band help close the gender pay gap.

Side note from Sue Shineman: There is even more reason now, for women to register for Work Smart Online to learn salary negotiation skills and be prepared for questions such as these. Please refer for friends, co-workers and family to salary.aauw.org. AAUW's free Work Smart Online is our gift to the next generation!

Minutes from Nov. 19 Meeting

The Meeting was called to order by Jolene Cerveny. The minutes from the last meeting were approved as published.

-Program = Kathy Keeton reminded us of our Christmas luncheon December 7th. Program starts at 11:00 at Café Verona, with lunch served at 11:30.

-Membership = Patty Chadwick stated that Yearbooks that have not yet been picked up will be sent to those members.

-Corresponding Secretary = Nancy Comtois shared that she sent cards to Carolyn Weeks (due to illness), and to Judy Gutekunst (get well).

-STEM = Mary Morgan gave a report and shared pictures of the STEM bins that they took to Procter Elementary. (See section in newsletter with photos)

-College/University = AAUW members were present at Blue River Metropolitan Community College on 11/18 & 11/21 presenting information on Work Smart to students.

-Public Policy, Laura Vernon spoke about the state of Virginia will be approving Equal Rights in January. There are still 12 states that have not ratified the Equal Rights Amendment, Missouri being one of them.

- Renee Freers spoke about the US Senior Women's National Soccer Team's lawsuit that has been granted class status under equal pay.
- Women's Network has several important research articles available and lists AAUW as the source for equal pay information.

-Financial = Lois spoke about the conclusions that the Finance committee made regarding 501c3. This would require a separate Name, Board, Minutes, and set of reports. The question was raised as to whether or not this would be sustainable. After talking to the Independence School District, it was determined that tax-deductible donations could be made through the Independence School District Foundation. (Mark donations as designated for the AAUW Fund.) These funds can be used for STEM summer camp, Dual college credit classes, specialized STEM projects, as well as the traditional Scholarships. At this time we will not pursue 501c3 status.

-Scholarships/Re-Entry = Kathy Vest spoke about Re-entry Scholarships, following the Interbranch Council (IBC) meeting. The number and amount given for scholarships will be determined by the amount of funds donated. The Re-Entry Brunch will be held in the Briarcliff area at Trezo Mare Restaurant, 4105 N Mulberry Dr., KC, MO on April 18th from 9-1:00 p.m. Kathy Vest asked for volunteers to assist with the Independence Schools scholarships. If interested, please reach out to her at rvest16@comcast.net

-Book Fair = Kathy Kelley reported the Book Fair will be held March 5-7th, with set-up on Wednesday March 4th. We will begin sorting at the UHaul location on January 11. Barrels are to be distributed after the first of the year.