EMPOWERING WOMEN SINCE 1881

INDEPENDENCE BRANCH
Empowering women since 1940
Vol. 81 No. 6 March 2021

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

## Message from Jolene

Dear Members,

Hello March, 2021. A real milestone when we look back at March 2020!
There is a flurry of activity in the branch as we get closer to the end of our year.
I know you have all gotten a plethora of emails as we address scholarships applications, financial planning, fund raising opportunities, updates on legislative issues and Zoom meetings! This newsletter will highlight upcoming events so be sure to mark your calendars.

March is also Women's History Month. This celebration evolved from a week's long observation to the current month-long one. Following is some of the history of this observation.

- Women's History Month is an annual celebration honoring the contributions of women to American history, culture, and society.
- Women's History Month is observed annually during March to coincide with International Women's Day on March 8.
- Women's History Month grew out of a Women's History Week celebrated in Sonoma County, California, in 1978.
- In 1980, President Jimmy Carter proclaimed the week of March 8th, 1980 as the first National Women's History Week.
- Women's History Week was expanded to Women's History Month by the U.S. Congress in 1987.

Of course, we celebrate women and girls all 12 months of every year! I applaud you all for your support to the work AAUW does to advance our mission…to advance gender equity for women and girls through research, advocacy and education.

*Jolene*

## NOTE FROM OUR FINANCE OFFICER…Lois Domsch

As you are preparing your tax returns, know that $56 of

National AAUW dues are tax deductible.

Branch and state dues do not qualify for that.

## Upcoming Events:

~ March 8 = **International Women's Day**

~ March 20 = 1-2:30 PM: "Earn what you Deserve: Navigating the Gender Pay Gap" Presented by Ellen Irons, President of the St Louis AAUW Branch (more info under Political Info below)… To register: https://slpl.bibliocommons.com/

~ March 22 = **Member's Market** = Check your email from 10 am - 2 pm.

~ March 23 = Independence Branch Zoom Meeting = 6:30 pm Social Time/7:00 pm Meeting

~ March 23 = **Woman of Distinction Nomination Forms Due** (See information below)

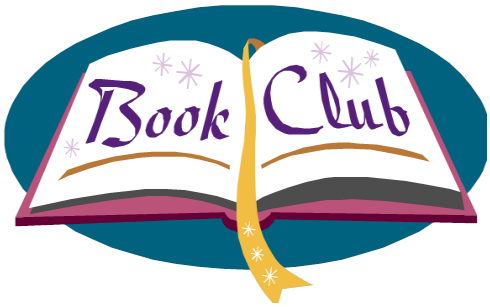
~ March 24 = 10 AM—noon: Equal Pay Day, presented by the Missouri Women's Network. Topics: Pay Equity Gap History, How to talk to your legislators, Pay Gap—Women's Wages Legislation. Registration information to come later.

~ April 5 = **Flower Power orders closed**.

~ April 13 = **AAUW Book Club** = The Yellow Bird Sings by Jennifer Rosner, with Jane Campbell leading the discussion.

## AAUW Book Club = Jane Campbell, Chair

April 13: The Yellow Bird Sings by Jennifer Rosner, with Jane Campbell leading the discussion. We will meet at 9:30 AM in Jane Campbell's garage with the door open. Please feel free to join us, even if you haven't read the book.




## March AAUW Program = March 23, 2021

Kathy Keeton, Program Chair

Zoom Meeting (Meeting link will be sent to members closer to the meeting date) 6:30 pm Social Time/7:00 pm Meeting Starts. Program: Independence branch member Sue Shineman will present the State of the State Address, AAUW style. Her focus will be on public policy and inclusion/equity.

## WOMAN OF ACHIEVEMENT GUIDELINES FOR NOMINATION (Form is printed below)

Fill out the nomination form for Woman of Achievement and return to **Joyce Gillespie, Woman of Achievement Chair**

1) Nominations are to be made by branch members.
2) Nominee must work or have worked, or volunteer or have volunteered in the Independence, MO area.
3) Membership in AAUW is optional.
4) A branch member must submit a written nomination listing the Nominee's achievements in the areas of: Professional / career experience and Volunteer / Special activities and Educational background (college is not required)
5) A brief statement of personal recommendation by the AAUW member making the nomination.

**AAUW Independence Branch Woman of Achievement Nominee**

*(Please feel free to submit the information in your own words or in paragraph format. Include any recommendations, words of accolade from friends or co-workers). Attach additional pages as needed.*

Name: _____

Address: _____
_____

Phone _____Mobile Phone _____

e-mail _____

AAUW Member making this nomination: _____

Member Phone/Mobile Phone _____

e-mail _____

NOMINEE'S INFORMATION Professional / Career Experience:
_____
_____

_____

Volunteer / Community Activities:
_____

_____
_____
_____

AAUW Activities (if a member)
_____

_____
_____

Educational History and Achievements:
_____

_____

_____

On the reverse side, please write a brief statement telling the committee why you feel this nominee should be considered for this award.

Member Signature _____ Date _____

Send nominations to Joyce Gillespie

## Political Policy Information = Renee Freers

- Webinar Information: I attended a webinar a couple of weeks ago about the entitled "2021 and Priorities of the New Administration." In a nutshell the content of the webinar reviewed executive orders on the President's desk and those that were signed that meet our mission. Members are encouraged to review public policy priorities, critical bills--both federal and in Missouri, and how to leverage our individual advocacy power in 2021.
- Last week the Equality Act was reintroduced in Congress. The Equality Act is written to provide the most comprehensive legal protections to LGBTQ individuals in United States history. For more information, go to AAUW Two - Minute Activist website at https://www.aauw.org/act/two-minute-activist/ and scroll down the page to the "Civil Rights" section for more information.
- The question from our last meeting: When a bill has been sent to committee can the members be emailed directly? The answer is yes. Go to https://house.mo.gov/LegislationSP.aspx and first locate the bill of interest: For example: SB 59. Click on the link to the bill. Click on the SB59 hyperlink (image attached). In the header of the opening page is a link to the committee that is reviewing the bill (image attached). Follow that link to the members of the committee.

Missouri Senate | Full Bill Text | All Actions | Amendments/CCRs/CCSs | Available Summaries | Committee Minutes | Fiscal Notes | List of 2021 Senate Bills

**SB 59** Modifies provisions relating to employment practices relating to gender

**Sponsor:** May
**Committee:** Small Business and Industry
**Journal Page:** S120
**Calendar Position:**

Follow link to committee members.

**LR Number:** 1028S.01I
**Last Action:** 1/14/2021 - Second Read and Referred S Small Business and Industry Committee
**Title:**
**Effective Date:** August 28, 2021

**Current Bill Summary**

SB 59 - Under current law, no employer shall pay wage rates to any female that are less than the wage rates paid to male employees for the same quantity and quality of the same classification of work. This act prohibits any employer from paying an employee of any gender wages less than those paid to employees of the opposite gender for the same work performed under similar working conditions. Certain exceptions are made for wage payment differentials that are based on merit systems, regional economic factors, factors that measure pay due to output, or other bona fide factors other than gender. Employers are prohibited from reducing wages to comply with this act.

The act redefines wages to include all compensation and specifically includes bonuses, stock options, awards or tips, non-monetary compensation, and any compensation that has economic value to an employee.

The act creates a civil cause of action for violations of this act. Employees may seek recovery of actual damages and compensatory damages, not to exceed twice the wages awarded. Furthermore, an employee prevailing in an action may recover reasonable attorney's fees and court costs. Courts are authorized to issue an injunction against employers for violation of the provisions of the act.

Employers are prohibited from retaliating against employees who utilize the protections of this act. Furthermore, employees may file a civil action for actual and compensatory damages for such retaliation.

Current law requires an action alleging an unlawful payment practice based on gender to be brought within 6 months of the date of the alleged violation. This act permits actions to be brought within two years of the alleged violation.

This act is identical to SB 682 (2020) and substantially similar to SB 95 (2019), SB 700 (2018), SB 1064 (2018), HB 2190 (2018), SB 205 (2017), SB 350 (2017), HB 518 (2017), HB 559 (2017), SB 695 (2016), SB 952 (2016), HB 2249 (2016), HB 2356 (2016), HB 2370 (2016), HB 2403 (2016), HB 2660 (2016), SB 247 (2015), SB 873 (2004) and HB 1069 (2002) and similar to HB 349 (2011), SB 647 (2010), and HB 1962 (2010).

SCOTT SVAGERA

**Amendments**

No Amendments Found.

**Political Policy Information….** (Contributed by Renee Freers, Kelley Reetzke, and Sue Shineman)

- Political Meeting Information

  - This can be a great time to include women in the focus on marginalized members of society
  - Kansas City has made a lot of progress, with equal representation in leadership roles
  - There are a number of ways we can support and promote and this a good time to consider what impact we want to make.

- Did You Know?
  **You can become a Two-Minute Activist**
  Members of AAUW's Action Network receive urgent e-mail notices and text messages when their advocacy is needed most. With the online Two-Minute Activist tool, it takes just minutes and an internet connection to make your voice heard on issues impacting women and girls! You can choose any or all of the following topics: Civil rights, STEM, Economic Security, Education, Title IX, Pay Equity.
  https://www.aauw.org/act/two-minute-activist/

- **Learning Opportunities:**
  - March 20, 1-2:30 PM: "Earn what you Deserve: Navigating the Gender Pay Gap" Presented by Ellen Irons, President of the St Louis AAUW Branch. This is entry level information based on the Work Smart Program. It will provide key information on the gender pay gap issue and involve participants in negotiation skill exercises. Free. To register: https://slpl.bibliocommons.com/events/5fd923828a984025003e86c9
  - March 24, 10 AM—noon: Equal Pay Day, presented by the Missouri Women's Network. Topics: Pay Equity Gap History, How to talk to your legislators, Pay Gap—Women's Wages Legislation. Registration information to come later.
  - Save the Date: August 26: 101st Anniversary of the 19th Amendment. More information to follow.

- **HB 349** (Bill verbiage translated by Renee Freers)
  This bill steals money (tuition tax credit) from public schools, and the students they serve, and allows parents to send the money to private schools or keep it in their pockets for homeschooling.
  This bill is a leftover from the former Secretary of Education. This is an example of what could happen if this bill passes. The former Secretary of Education siphoned CARES (Coronavirus Aid, Relief, and Economic Security) money that should have gone to public schools into private schools. As an example: A wealthy private high school received $2.5 million in CARES money for 800 students, while a suburban public school received $1.2 million in CARES funds for 15,000 students.
  HB 349 could possibly gut public education.

  The bill has already passed the house with 84 yes votes; the minimum number required for approval and had a first read to the senate on March 1, 2021 and second reading on March 3, 2021. Please contact **all** of Missouri's state senators and encourage (or insist) a no vote on this bill. It's bad for public schools and it's bad for kids.

  Follow this link to find a list of all Missouri Senators: https://www.senate.mo.gov/2021-senator-listing-2/

## Political Policy Information (Cont'd)….

- **Upcoming Vote on the Degree Requirement for Membership**
  "The AAUW National Board of Directors strongly supports elimination of the degree requirement for membership and will put the requirement up for a membership vote this spring. While AAUW is fiercely committed to the educational attainment of all women, given our commitment to inclusion, this is simply the right thing to do."
  Some Reasons to vote yes/Talking Points:
  "Eliminating the degree requirement will bring AAUW membership criteria in line with its mission – to advance gender equity. Greater diversity can only strengthen AAUW and our ability to advance equity. Times have changed and society has changed.
  AAUW strives to meet our mission and society's needs today."
  https://www.aauw.org/resources/member/governance-tools/national-election/open-%20membership-toolkit/

- **Membership Vote on National Public Policy Priorities 2021-2023**
  "In 2018, AAUW put forth a bold vision for our future with a new strategic plan. The plan included actionable goals and tactics towards achieving equity, along with the values, mission and vision for the organization. We updated the plan in 2020. But words are only as good as the paper they are printed on if they are not embodied in all we do. Our values include being fiercely nonpartisan, always fact-based and with the utmost of integrity, and a commitment to inclusion and intersectionality.

  As the Inclusion & Equity Committee launches this updated set of resources on diversity, equity and inclusion in Fall 2020, I'm reminded of one of our key goals within the plan: ***Embody the goals and spirit of inclusion, diversity and intersectionality across all AAUW activities and participants.***
  We need to not only value the importance of intersectionality, diversity and equity, we must do the work — and it is lifelong work, core to our mission and vision. Systemic racism is firmly rooted in the U.S. and the injustices of today mirror our shameful history, from police brutality to the disproportionate impact of COVID-19 on communities of color.

  AAUW must commit and continuously recommit to fighting for justice, long-term and lasting change, and we stand in solidarity against racism. But, as AAUW is nearing 140 years old, we also acknowledge that as an organization we have a lot of our own work to do in diversity, equity and inclusion."

  https://www.aauw.org/resources/member/governance-tools/dei-toolkit/commitment-statement/

**February** 2021 AAUW Financial Report
Lois Domsch, Financial Officer

**CHECKING ACCOUNT**

| | | | | | |
|---|---|---|---|---|---|
| **BALANCE ON HAND 1/31/2020** | | | | | **$3552.50** |
| RECEIPTS | | | | | |
| | 2/26/2021 | Deposit Members Market Jan | | 45 | |
| | 2/27/2021 | Deposit MM Feb #1 $35+Pizza Ranch Fund Raiser | | 85 | |
| **TOTAL RECEIPTS** | | | **$130.00** | | |
| DISBURSEMENTS | | | | | |
| 4621 | 2/6/2021 | AAUW - memorial for 7 members deceased 19-21 | 70 | | |
| 4622 | 2/19/2021 | AAUW Parkville Branch ReEntry scholarship | 690 | | |
| 4623 | 2/26/2021 | ISDF - 3 HS girl scholarships | 1500 | | |
| 4624 | 2/26/2021 | Feb Panelist - Sarah Morris | 20 | | |
| **TOTAL DISBURSEMENTS** | | | **$2280.00** | | |
| **BALANCE ON HAND 2/28/2021** | | | | **$1402.50** | |

**SAVINGS ACCOUNT**

| | | |
|---|---|---|
| **BALANCE ON HAND 1/31/2020** | | **$10337.43** |
| RECEIPTS | | |
| **TOTAL RECEIPTS** | **$0.20** | |
| TOTAL DISBURSEMENTS | $0.00 | |
| **BALANCE ON HAND 2/28/2021** | | **$10337.63** |

**TOTAL ASSETS 1/31/2021: Checking $1402.50 + Savings $10337.63 = $11740.13**

## AAUW LEGACY CIRCLE

### Plan Wisely - for Today's Needs and for Tomorrow

How do you take care of the people and things that matter most to you – now and for the future?

Through careful planning, you can benefit your loved ones and your charitable interests while investing in equity for women and girls. Some reasons to create a plan include:

- Taking care of loved ones
- Memorializing someone you care about
- Advancing equity for women and girls through AAUW
- Increasing current income for you or others
- Passing more on to heirs with reduced taxes
- Reducing income tax
- Avoiding capital gains tax

As you consider what is important to you and how to reflect that in your legacy, we invite you to reach out to AAUW. Our knowledgeable gift planning staff is available to assist with any questions you may have. You may also request a brochure by calling or emailing AAUW's National Office.

For assistance, contact Heather Miller at: 202-785-7766 or by email, at **millerh@aauw.org** or Speak with Susan Barley, AAUW Legacy Circle Team Liaison, **barley702@gmail.com**.

empowering women since 1881

# REENTRY AWARDS CEREMONY

## SATURDAY, APRIL 17, 2021 10:00 AM

**To be held online via Zoom. You will receive a link by email.**

**HOSTED BY THE PARKVILLE BRANCH**

**The Reentry Scholarship program provides a financial award to women who have returned to college after a lapse of 5 or more years in their education and have proven their commitment by successfully completing at least one semester of a degree program with a GPA of 3.0 or higher since reentry. Recipients are chosen by AAUW members on the basis of submitted essays and letters of recommendation.**

## All donations will support scholarships this year

**To receive a link to attend by Zoom, please email**

**debaauw@gmail.com (include your name, please)**

**Please send scholarship donations to Debra McArthur**

**8018 NW Cadwallader Rd, Kansas City, MO 64152**

**Check made out to: AAUW Parkville Branch**

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**Name:_____**

**Branch: _____ Phone:_____**

**Email:_____**

**Donation toward Reentry Scholarships: _____**

## February 23, 2021 Branch Program and Meeting

**Our program was a panel discussion "Deeper in Debt-Student Loan Debt"** presented by:
Mindy Hagar – bank student loan officer

Dena Norris – financial aid associate vice provost director of education counselor at KU

Sarah Morris – a recent college graduate

**The February meeting was called to order by President Jolene Cerveny.**

No corrections or additions noted to published minutes of the February general meeting. They stand approved as published.

**VP, Program** – Kathy Keeton reported our guest speaker for the March 23rd meeting will be our own Sue Shineman. She will present the State of the State Address, AAUW Style, focusing on Public Policy and Inclusion/Equity.

**Membership** – Sue Raymond mentioned we had 21 members attend the meeting tonight via Zoom, along with four guests. Sue will still accept your emails on what you have been doing to share with members.

**Financial** – Lois Domsch (see Financial Report attachment)

The Finance Committee clarified the status of our find with the ISDF. We learned that our ISDF account is actually **a "temporarily restricted" fund**; it is not an endowment as we have thought all along and as the ISDF thought too. Per ISDF contact, Amy Knipp, non-profit guidelines change periodically over time and an attorney who specializes in non-profits found that our fund, established in 2002, was not established as an endowed fund; therefore, it should not receive investment proceedings. That means we will not get any interest on the money in that account. For approximately 17 years it was misclassified, and we did receive interest over that time. But from now on our account will make no interest on our money ($16,341.55).

We have developed a whole list of questions to ask Amy Knipp, to help us truly understand the various options we may have. With that information we will develop several alternative solutions on how to best move forward with investments and how to use our investments for future branch priorities.

We will send out ahead of time options we are considering and bring those to the next branch meeting, letting the branch ask lots of questions. We will then give you an "incubation period" to think about what we as a branch should do and we will vote on a plan at the April branch meeting.

**AAUW Fund** – Patt Braley reported that we have 12 Century Club members, 16 Diamond Club members and 1 Century Club Plus member. Personal financial donations have become an important part of our financial goals and should be continued and recognized. With the Finance Committee looking at our entire donation procedure and the ISDF funds, we may be changing the Diamond Club fund.

**AAUW Book Club** – Gail Metcalf Schartel will lead the the next book club discussion. The book is "The Gifted School" by Bruce Holsinger. Meeting is on March 9th at 9:30 a.m.

**Fundraising** – Jolene reported our Members Market made $90 on February 22, thanks to those who participated!
Monday, March 8th: Pizza Ranch Community Impact Event. Eat pizza on that Monday from 5 to 8 p.m. and help us make some dough!

Wednesday, March 10th: Bring your donated books to the parking lot of the First United Methodist Church from 11 a.m.- 1 p.m. Jolene will collect them and take them to Half Price Books for resale.

**February Business Meeting (Cont'd)**

**Fundraising (cont'd)**

Flower Power: This is a new opportunity for us. We make 50% of our sales. Attached is the catalog for your preview. (see Flower Power attachment). I have a limited number of printed catalogs and order forms and they will be available on the 10th also. So, here's how the sale will be conducted: turn in either your paper order or send your order via email to me by April 15th. The money for the order must accompany the order, checks made to the Independence Branch AAUW. If you are sending your order via email, send your check to Lois.

This is the website where the catalog can be previewed. Also, it is attached in this email.

https://www.flowerpowerfundraising.com/media/wysiwyg/Spring-InfoKit.pdf (flowerpowerfundraising.com )

Stay calm and plant on!

**Nominations** – Jolene mentioned our candidates for the 2021-2022 officers are President, Renee Freers; Vice-President Program, Pat Bounds and Recording Secretary, Gail Metcalf Schartel. We will be voting in March for the new officers.

**Public Policy** – Renee Freers reported there is a modified provision related to gender, which is the Senate Bill 69. It says no employer shall pay wage rates to females that is less than wage rates paid to a male. A man cannot make less than a woman if situation is that way. It includes bonuses, stock options, awards, and tips. A lot of ways to play with income, and make things look okay on a piece of paper. Our Kansas City leadership does have equal representation with several leading women. For instance, the chief of the fire department is a woman.

Sue Shineman added the Missouri Legislature brought up again the photo ID requirements for voting. The bill gives voters two options; you can show you photo ID to cast your ballot or cast a provisional ballot. It causes voter suppression. There are many women in outlying areas that do not have photo ID's.

**Re-entry/Student Awards** – Kathy Vest reported our current leader for Re-entry sent out applications to all community colleges which are under one system, including Blue River and Longview. This was a good idea. Completed applications will be duplicated for judges to read online and score them. Need some readers, let Kathy know if you can volunteer. An online award ceremony will replace the traditional brunch again this year.

Student Awards – students are applying for our scholarships. The deadline is April 1st. We again find our branch struggling to find a way to recognize middle school girls. Consideration had been given to tap into those who participated in STEM through robotics teams. Those teams are not functioning this year. Hopefully next year we can resume this part of our Student Award program.

**Woman of Achievement** – Joyce Gillespie stated we will be meeting on April 27th for this award. She still has a few nomination forms that need to be turned in by March 10th if you have a person in mind. Maybe you would like to nominate a group of ladies. Like a group of ladies that have worked awfully hard in our school districts.

Meeting adjourned.

Submitted by:
Jeanne Schneider