



EMPOWERING WOMEN SINCE 1881

## INDEPENDENCE BRANCH

Empowering women since 1940

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

### A Message from Jolene

By now you all received the postcard from AAUW MO urging you to vote YES for the elimination of the degree requirement for membership and approval of the 2021-2023 Public Policy Priorities. Voting opened on the 7<sup>th</sup> of April and closes on May 17<sup>th</sup>. If you haven't already voted, please do so now.



Our branch April program will feature the high school students awarded our scholarships and the Woman of Achievement recipient.

This is one of my favorite programs. It embodies the mission and vision of AAUW. I want to thank Kathy Vest and Joyce Gillespie for their time and dedication to Student Awards and Woman of Achievement committees.

I have gotten confirmation that our Flower Power order is being processed. I, for one, am excited to dig in the dirt. As soon as the order comes in, I'll contact all of you gardeners! Come on April showers, we have May flowers to plant!

I found this article on the national website. This seems to be a timely topic as the President just announced his massive infrastructure plans. Pathways for women in these fields will be critical.

## Harassment, Bias Drive Women Away from Lucrative Manufacturing Jobs

AAUW has released new research, [\*Factory Flaw: The Attrition and Retention of Women in Manufacturing\*](#), made possible by the support of the Arconic Foundation. The study explores the challenges women face in male-dominated industries and the barriers that hinder their success. The report also outlines how employers can build a more competitive workforce by addressing these longstanding issues and creating more pathways for women in the manufacturing fields — especially as we begin to rebuild our economy after the pandemic.

Jolene

### Upcoming Events:

- April 7~May 17 ~ **AAUW Voting** = Degree Requirement Elimination and Public Policy Priorities
- April 26 ~ Members' Market = Check your email for information!
- April 27 ~ Branch Zoom Meeting = 6:30 pm/Social time, 7:00 pm/Meeting = **Awards Night** ~ Presentation of High School Scholarships and Woman of Achievement  
Zoom Link will be sent to members closer to the meeting
- May 11 ~ AAUW Independence **Book Club**, see information on the next page.

### April Program:

The AAUW program for April is always a highlight of the year. Kathy Vest and her awards committee will be introducing and presenting our college scholarships to three recipients, one young woman from each of the Independence School District secondary schools, William Chrisman, Truman, and Vanhorn. It is, also, with anticipation that we will meet the Independence branch of AAUW Woman of Achievement recipient for 2020-2021 as she is introduced by committee chair Joyce Gillespie.

~Kathy Keeton, Program Chair

*The AAUW 2020–2021*

*Woman of Achievement Award* selectee is Gloria Smith, who will be honored at our April 27, 2021 Zoom meeting.....

*Gloria has been a vibrant worker in the greater Independence area through many years and we are pleased to give her this well-deserved Award.*

*Thanks to those AAUW members for assisting with the nomination and selection process.*

*~Joyce Gillespie, Woman of Achievement Chair*





## **AAUW Book Club**

In May, we will be reading **Caste** by Isabel Wilkerson, with Sue Raymond leading our discussion. We will meet at 9:30 AM, May 11, at Jane Campbell's home (2815 B Chatelain Ct), and all are welcome.

~Jane Campbell, Book Club Chairperson



## **Dues Are Due for 2021-2022**

*The National AAUW Board voted to raise national dues \$3/year for several years. State and Branch stay the same. Therefore, our new dues are...*

(Association-\$62, State-\$10, Branch \$16 which you pay in one lump sum)

## **Total-\$88**

Save yourself a stamp and respond by **credit card** when the invoice comes by email from national\*\*

(It's really simple—just a couple of clicks)

OR

Mail check payable to AAUW by June 1 to Lois Domsch,  
3349 S Scott, Independence MO 64052

\*\*DO NOT go to the website to renew, you will receive a renewal invoice through secured email link in the next few days.





## **Please VOTE on National Issues – Now through May 17**

### **I challenge each branch member to participate in shaping the future of AAUW**

Each member received an email on or about April 7, 2021 from Shannon Wolfe, AAUW. The Subject Line: Vote now to shape AAUW's future, includes your personal link to vote. Please make note of your Member ID and PIN, as you will need to enter them to vote. Click on the VOTE NOW button to get started.

This year, members' voices will determine our path forward as an organization. We are asking you to vote on amendments to our Public Policy Priorities and bylaws, including a proposal to eliminate AAUW's longstanding membership degree requirement. You will also vote on four candidates to rejoin AAUW's 15-person board of directors.

In 2021, there is enormous pressure on long-standing organizations like AAUW to compete with new and emerging organizations like Times Up, Girl Up and Girls Who Code. AAUW must meet the challenge of remaining relevant in 2021 and into the future. That requires opening membership and increasing our Diversity, Equity, and Inclusion efforts.

Your AAUW MO Board supports both the elimination of the degree requirement and the bylaws changes. We encourage you to vote online to ensure your ballot will be received and counted immediately. Paper ballots have been mailed to those without email addresses on file and must be postmarked by Friday, April 30, 2021.

**Please VOTE today!** Your voice and your vote are vital. The future of AAUW is in your hands.

*Sue Shineman*

*AAUW MO President*

## Finance Committee Report to the Branch Membership

In our finance committee meeting 3-13-21 we addressed 2 questions: What are our goals for our money? Where should the money sit?

Our two goals are:

1. Help high school girls become more successful in life by relieving educational debt. Supporting them how and when we can. Continue a relationship with them; aid doesn't stop with just money; provide leadership opportunities, discussions on equity; introduce them to what AAUW has to offer them as college women, i.e. NCCWSL, webinars, etc.
2. Address "issues" – in the community and AAUW MO priorities, i.e. diversity, equity, inclusion, public policy, college/university, education. Identify where we can have an impact and implement an action plan.

Where should our money sit?

- We will continue to retain money in our bank account for "issues" we wish to support, whether it be Re-Entry Scholarships, Special Projects, Conferences, Leadership training, etc.
- Money for educational aid to ISD students will be in the ISDF.

How should our money sit in the ISDF?

1. ISDF – "temporarily restricted" fund – This is what we have now. It draws no interest. We can "spend it down" to zero for ISD students.
  - If we leave it as "temporarily restricted" – we can spend it down yearly for our 3 scholarships for 10 years till it is all gone.
  - In the meantime, we can allocate our fund-raising money for other "issues."
  - When ISDF money is all gone we would have to start funding our educational projects with money generated each year. Year-by-year we have no guarantee what our fund-raising efforts will bring.
  - Without an account with ISDF, we could no longer claim the 501©3 status provided through association with the ISDF. Yet, for most individuals that is no longer a concern for tax purposes; however, it might be if we are able to partner with businesses and corporations.
2. ISDF – endowment – We can sign a contract and convert our money in that account, \$16, 341, into an endowment. Add additional money to bring it up to \$20,000. It will draw 4-5% return which we can apply towards educational opportunities for ISD students.
  - The corpus, or base of money we have put in the account, is the property of the ISDF and we will get a percentage of that to use each year, based on the growth of their investments.
  - We will be assured that some portion of the money we wish to give for scholarships or other educational activities in the ISD is already funded and we would have to add less to make up the difference.
  - Any unspent money during the year converts to the corpus. The corpus is owned by the foundation forever, but it is invested and could grow, so the 4-5% could be larger.
  - If our branch ever dissolves, the ISDF keeps the investment we made.

Come with questions to the meeting and/or contact Lois or any other committee member to clarify the choices. **We will vote on how to handle the ISDF account at the April meeting.**

## Membership 2020-2021

In this year of turmoil, we looked for ways to stay in touch and be supportive of each other. Thanks to several members who shared how they survived; we learned survival tips such as:

∞ Swimming at the indoor pool twice a week & studying art at the Nelson; ∞ Working/teaching at an alternative school in Blue Springs- maintaining learning face to face; ∞ Cooking, puzzles, binge watching on Peacock, Zoom meetings, live-streaming church services, books, & sewing projects; ∞ Teaching yourself to knit socks; enjoying online church services in haute couture style – Chiefs shirt and jeans. ∞ Working puzzles, completing 2 or 3 daily crossword puzzles, chasing dust bunnies around the house and learned to Zoom for AAUW, UMKC Retirees Association and church. ∞ Continuing as caregiver, by default, becoming the Zoom ‘go-to’ person working with all MO clubs; providing encouragement to keep up the good work of AAUW. ∞ Finding new favorite job and pastime is caring for her new grandson 3 days/week. ∞ New goal - staying in shape and exercise more. ∞ Finding new and inventive ways to spend holidays with family – all spaced out and socially distanced; keeping up with doctor appointments, finding time to read and work puzzles; staying in touch via zoom. ∞ Staying in touch with kids in college; working through the mounds of paperwork following the death of family member; participating in preparation program for ladies who are interested in serving in a political office and loving it! ∞ Personally experiencing COVID (all is well now); caring for Mom, painting the now empty room left by her son who got his own apartment! Keeping us all up to date with AAUW announcements and Newsletter ∞ Doing a lot of reading, TV watching; keeping in touch with friends and as Sunday School class President, lots of phone time keeping everyone informed and connected ∞ Spending Christmas with family in Colorado – celebrating being together and the beautiful weather. ∞ Staying in touch with groups via zoom – hooking rugs, and even yoga; Was in one of four quartets that alternated providing music for online worship services; even had Christmas and Easter programs.

Finding community via AAUW has been important to keep us connected in this time of separation. It’s awesome to see members’ faces on Zoom meetings. Others participated contributing items for Members Market, doing Book Club, Creating Thank you to Essential Workers, Supporting members who lost loved ones. I’m sure I’ve omitted something; but wanted to Thank All of You for helping us Survive; and even Thrive during this trying time. Recognizing Zoom is not for everyone; it has enabled us to ‘keep going’. Those of you who so far have avoided Zoom; Membership Team hopes you’ll join us for the April meeting and our final get-together in May.

Using closing from Sue Shineman “Stronger together as we advance equity for women and girls through research, education and advocacy.”

*~Sue Raymond, Membership Chair*



## Public Policy ~ Renee Freers and Kelley Reetzke

- 1.) March 24th, was the day that marked how many days working women lose money for. In other words, since we get paid 82 cents to the \$1 of a man we basically had been working for free since Jan. 1st.
- 2.) Pay Check Fairness passed in 2020 and is being considered again.
- 3.) ERA Progress passed with bipartisan support (yea) to remove the arbitrary deadline to ratify. This is great news.
- 4.) Education bills in MO are being considered that will hurt public schools dramatically. If we are interested in increasing inclusion and equity there is no more important way to do that then keep our public schools strong and well-funded. There are bills to send money away from public education...to voucher programs, to private schools, and home schools. Be looking for information and be aware of what they are doing.
- 5.) AAUW Vote starts on April 7th. View the ballot and be ready.

### March 2021 AAUW Financial Report

#### CHECKING ACCOUNT

<b>BALANCE ON HAND 2/28/2020</b>			<b>\$1402.50</b>
RECEIPTS			
3/5/2021	Deposit MM Feb \$35 + \$20 and Jan \$51	106	
	Deposit - Tips Pizza Ranch	289	
3/15/2021	Kathy Kelley - Flower Power order	42	
3/27/2021	Deposit -1/2 Price Books - cash	147	
3/27/2021	Deposit - Flower Power 3 checks	192	
3/27/2021	Deposit - Members Market Gail Schartel	55	
3/27/2021	Deposit - Pizza Ranch 10% profit	168.69	
3/27/2021	Deposit - Flower Power checks	704	
<b>TOTAL RECEIPTS</b>		<b>\$1703.69</b>	
DISBURSEMENTS			
4625	3/5/2021 Feb Panelist - Dena Norris	20	
4626	3/5/2021 The Examiner - Thank You ad	281.5	
4627	3/26/2021 THCF Toni Thornton Sch Fund - ReEntry	158	
4628	3/27/2021 Flower Power order	569	
<b>TOTAL DISBURSEMENTS</b>		<b>\$1028.5</b>	
<b>BALANCE ON HAND 3/31/2021</b>			<b>\$2077.69</b>

#### SAVINGS ACCOUNT

<b>BALANCE ON HAND 2/28/2020</b>			<b>\$10337.63</b>
RECEIPTS			
<b>TOTAL RECEIPTS</b>		<b>\$0.22</b>	
TOTAL DISBURSEMENTS		\$0.00	
<b>BALANCE ON HAND 3/31/2021</b>			<b>\$10337.85</b>

**TOTAL ASSETS 3/31/2021: Checking \$2077.69 + Savings \$10337.85 = \$ 12415.54**

## **March 23, 2021 Business Meeting**

Kathy Keeton introduced our guest speaker tonight: Sue Shineman.

Sue joined AAUW in 1972; served a four-year term as our branch President, and is currently Missouri AAUW State President. She hosts monthly Zoom calls for four Missouri State branches including our Independence branch.

In her "State of the State Address: AAUW Style" Sue reminded us about the National Vote starting on April 7<sup>th</sup>. Members will get an email enabling them to cast a vote on two issues. The first issue is the 2021-2023 policy priorities: diversity, inclusion and equity being a key focus. This would be a "Yes" vote. Second issue is to eliminate degree requirements for AAUW membership. We need to have an "open door" policy. This would also be a "Yes" vote. On the state level, a task force will coordinate the work of the College & University, Public Policy, and Inclusion & Equity committees. May 1<sup>st</sup> is the MO State Annual Meeting, it will be held virtually, from 9:30 – 11:30AM.

**Nominations** – Jolene thanked Karen Johnson, Patty Chadwick, and Karol Palmer for serving on the Nomination committee. With a show of hands, the candidates for 2021-2022 officers were unanimously elected. They are: President: Renee Freers; Vice-President, Program: Pat Bounds and Recording Secretary: Gail Metcalf Scharrel. Installation of new officers will happen at the May meeting.

**Finance** – Lois Domsch led the discussion on the Finance Committee report (see attached) addressing our ISDF fund. One option is to leave the fund of approximately \$16,000 at its current status ("temporarily restricted" fund), and spend it down over the next 10 years. The other option would be to add funds and convert to an endowment of \$20,000 in the ISDF, using the interest to fund scholarships. Interest earned would be between 4-5%. If our AAUW branch dissolved in the future, these funds (\$20,000) would go to the ISDF.

There was also some discussion about using a financial advisor in regard to the money in our Community America saving account. Also discussed was the possibility of investing in money market and/or in other types of accounts where more interest could be generated. Also discussed was the idea of using our scholarship funds to support students taking dual credit classes.

The money in the ISDF has to be used for Independence students. That could be in our current scholarships, or in dual credit classes, STEM camps, or assemblies. The funding of other community activities was also discussed. ISDF funds could not be used for community activities. We will vote on how to structure our investment at ISDF at the April meeting; make it an endowment or spend it down.

**Fundraising** – Jolene reported on our recent fundraising and thanked those who worked at the Pizza Ranch event. That event raised \$437.69, (we made \$269.00 in tips alone)! ½ Price Book Sales: \$133.25. The Flower Power sale will end Friday March 24<sup>th</sup>. The branch will make 50% of those sales which are currently at \$700. March's MEMBERs MARKET netted \$55.00.

**VP. Program** – Kathy Keeton reported our presentation in April will be Independence High School Student Awards by Kathy Vest. Also, recognition of our 2021 Woman of Achievement by Joyce Gillespie.



## **March 23, 2021 Business Meeting (continued)**

**Corresponding Secretary** – Nancy Comtois sent “Get Well” card to Debbie Barkley and a “Sympathy” card to Sue Raymond.

**Membership** – Sue Raymond excitedly mentioned that we had 23 members at our Zoom meeting tonight. She also requested help with contacting other members who have not been attending the meetings this year. If other members would not mind making a call to them.

**Book Club** – Jolene reported the next meeting will be April 13<sup>th</sup> in Jane Campbell’s garage. The book is “The Yellow Bird Sings” by Jennifer Rosner, discussion to be led by Jane Campbell.

**Bylaws/Parliamentarian** – Sue Shineman reported she has been working on bylaws and standing rules. After the National vote, she will update and bring up at the June board meeting.

**Newsletter** – Lisa Cox requested that board members need to have their reports to her by the 7<sup>th</sup> of April. Lisa also asked members to review changes to our website.

**Public Policy** – Renee Freers spoke to the significance of March 24<sup>th</sup> Women’s Equity Day, explaining this is essentially the first day of the year women get paid as they are make \$.82 on the dollar earned by men. The Paycheck Fairness Act has been introduced. It would ensure individuals cannot be asked about their earning history. This practice has been used to keep women’s salaries lower. The ERA (Equal Right Amendment) received a bipartisan support to remove the arbitrary deadline for ratification. The large number of states that have not yet ratified, they can continue to work toward that.

**Re-Entry/ Student Awards** – Kathy Vest reported 19 applications were received this year for the re-entry scholarships. The recipients of these awards will be announced at an April 17<sup>th</sup> Zoom event.

For the high school scholarships, there were fourteen applicants from Truman High School, seventeen from Van Horn High School, and eleven from William Chrisman High School. The applications were reviewed and the top three students from each high school were submitted. This year we are awarding scholarships of \$750, which will be a big surprise for the students. These awards will be presented at our April 27<sup>th</sup> meeting.

**Woman of Achievement** – Joyce Gillespie reported we have received one excellent nomination for Women of Achievement. She will get together with Sue Raymond, so they can be in contact with this person. Recognition of our 2021 Woman of Achievement will also be done at our April meeting.

Jolene will be sending out the Star Award application to all officers and committee chairs for input. She will submitted by March 30<sup>th</sup>.

Meeting adjourned.

Submitted by:  
Jeanne Schneider, Recording Secretary