

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

## *From the President:*

March is National Women's Month and we remember the contributions women have made in the world. On March 8, International Women's Day, the whole world celebrates women and how they have enhanced and strengthened our communication and lives. This year the theme of International Women's Day is #BreakTheBias.

*"Imagine a gender equal world.*

*A world free of bias, stereotypes, and discrimination.*

*A world that is diverse, equitable, and inclusive.*

*A world where difference is valued and celebrated.*

*Together we can forge women's equality.*

*Collectively we can all **#BreakTheBias**.*

*Individually, we're all responsible for our own thoughts and actions - all day, every day.*

*We can break the bias in our communities.*

*We can break the bias in our workplaces.*

*We can break the bias in our schools, colleges and universities.*

*Together, we can all **break the bias** - on International Women's Day (IWD) and beyond."*

I found these inspiring words at <https://www.internationalwomensday.com/Theme>  
AAUW celebrates and works all 12 months to take us closer and closer to the world described above and I am so proud to be a member of such an organization. You should be proud, as well. Your membership, contribution of time and money makes a difference and women are better for it. Thank you!

*Renee*



## ***Upcoming Events:***

**March 22, 2022 ~ Branch Meeting ~** Program: Memorable Women in Independence "Herstory" presented by Gloria Smith, Woman of Achievement 2021 honoree and local historian. Sue Shineman is the contact person for this program. The program will in the hybrid format. A Zoom link will be sent closer to the program.

**April 12, 2022 ~ AAUW Book Club ~** *Big Summer* by Jennifer Weiner, led by Jane Campbell. Reminder...book club starts at 10:30 and meets at Jane's home.

## **Book Club News ~ Jane Campbell, Chairperson**

The Independence AAUW Book Club

met on March 8th in honor of International

Women's Day. They discussed the book

**The Women's March** by Jennifer Chiaverini.

This picture features member Jolene Cerveney and her granddaughter.



## **College/University Barbara Leabo ~ Chairperson**

Sue Shineman and Barbara Leabo will be at Blue River Community College on Wednesday, March 23rd sharing information on Equal Pay Day. Last month AAUW participated in Community Day at Blue River and were able to visit with numerous students about AAUW, WorkSmart, League of Women voter information, plus had the opportunity to register one new voter.



## **The Good News About the Progress Toward Closing the Gender Pay Gap During the Last Four Years**

**Equal Pay Day, March 15, 2022**



### **2022**

AAUW promotes pay equity for women every day.

A movie about Lillie Ledbetter is in the works.

The US Women's Soccer Team got the same contract as the men.

President Biden urged the passage of the Paycheck Fairness Act in his first State of the Union Address.

### **2021**

Over 100,000 women have enrolled in AAUW Work Smart salary negotiations training.

87/193 countries guaranteed some form of equal pay. The U.S. is not one of them.

Belgium, France, Denmark, Luxembourg, Sweden, Canada, Iceland, Portugal and Ireland offered full equal pay rights for men and women.

President Biden's first statement on his Biden Agenda for Women is to "improve economic security by fighting for equal pay..."

Finland plans to let workers see colleagues' salaries to close the gender pay gap.

Actress Jessica Chastain fought for fellow female costars on latest movie to all earn equal pay.

The House of Representatives passed the Paycheck Fairness Act but it failed in the Senate.

### **2020**

Kansas City Council directed city manager to look at the pay of all city employees.

St. Louis City adopted an ordinance that prohibits asking applicants for employment about their salary history, including wages, benefits, and any other compensation during the hiring process.

### **2019**

St. Louis County Executive Dr. Sam Page signed an executive order that bans inquiries into and reliance on salary history for setting pay rates for new hire County employees.

Kansas City adopted an ordinance that prohibits employers from inquiring about an applicant's salary histories.

Eleven states passed fair pay laws. Missouri was not one of them.

## February 2022 AAUW Financial Report

### CHECKING ACCOUNT

<b>BALANCE ON HAND 1/31/2021</b>			<b>\$5845.55</b>
RECEIPTS			
	2/14/2022	Deposit Pizza Ranch % for 1/17/22	95.09
	2/25/2022	Small Box Book Sale	70.00
4639	2/2/2022	January speaker Emily Knox -voided	20.00
4640	2/2/2022	January speaker John Roach-voided	20.00
<b>TOTAL RECEIPTS</b>			<b>\$205.09</b>
<b>TOTAL DISBURSEMENTS</b>			<b>\$27.14</b>
<b>BALANCE ON HAND 2/28/2022</b>			<b>\$6023.50</b>

### SAVINGS ACCOUNT

<b>BALANCE ON HAND 1/31/2021</b>			<b>\$8339.74</b>
TOTAL RECEIPTS			\$0.16
TOTAL DISBURSEMENTS			\$0.00
<b>BALANCE ON HAND 2/28/2022</b>			<b>\$8339.90</b>

**TOTAL ASSETS 2/28/2022: Checking \$6023.5 + Savings \$8339.90 = \$14363.40**

## AAUW MO STATE CONFERENCE 2022 is just around the corner!

It is time to get registration started and everyone a hotel room!

**WE ARE EXCITED TO MEET IN PERSON AND CELEBRATE 100 YEARS OF AAUW MO!!!**  
**Many of you, I will actually see in person for the first time. I am really looking forward to seeing you!**

**The Conference Information page and Registration form are include on the following two pages.**

### TRIBUTE GIFT FOR AAUW LEADERS:

Want to remember favorite AAUW leaders from our last 100 years? Your donation of \$25 for each person will enter their name, and yours, into the 100th Anniversary Program Booklet at the Celebration Dinner, along with their photo, if available. Persons may be living or departed.

Deadline: May 1. Contact Diane Ludwig for details ([dbludwig22@aol.com](mailto:dbludwig22@aol.com) or 573-642-4664).  
Do as many Tribute gifts as you like!

Photos are NOT required. If you want to use a photo for your Tribute, check with Diane Ludwig as she has quite a few on file from having done the newsletter.

The hotel room will be *approximately* \$139 including taxes / fees. Use the Registration Link on the flyer (emailed to members) or call the hotel directly. Be sure to tell them you are with American Association of University Women. The **Registration Link is also shown here...**  
[American Assn. of University Women](#)

Sue Shineman

## **AAUW Independence Branch February 22, 2022 Meeting Minutes**

Gail Metcalf Schartel ~ Recording Secretary

Members Present: Judy Austin, Pat Bounds, Patt Braley, Jane Campbell, Jolene Cerveney, Patty Chadwick, Nancy Comtois, Lois Domsch, Renee Freers, Joyce Gillespie, Jan Keeler, Kathy Keeton, Kathy Kelley, Barbara Leabo, Karol Palmer, Sue Raymond, Kelley Reetzke, Gail Metcalf Schartel, Sue Shineman, Judy Tyson, Kathy Vest, Courtney Yount-McGinnis

Renee Freers welcomed all in attendance at 7:00 p.m. those in person and those on Zoom. She reported that she had attended a legislative update program for a variety of women's groups and reflected on AAUW's role. She read the Mission and Vision Statements for AAUW as a reminder to all of the organization's purpose. She then asked Pat Bounds to introduce the evening's speakers.

Pat introduced Courtney Yount-McGinnis and Sue Raymond as the speakers on the topic of Diversity, Equity and Inclusion. Courtney and Sue generated discussion about all the times members have noticed diversity or questioned inclusion or equity. Courtney noted that AAUW has embraced efforts to study and focus on diversity, equity and inclusion [DEI] for the past four years and likely will add accessibility to that effort in years to come. She announced that she would be sending information on various opportunities to engage in DEI related activities on a regular basis to all members. One of the first of these will be a movie night sponsored by the DEI committee in March.

Renee started the business portion of the meeting by asking for a report from the Nominations Committee.

Sue Shineman reported that the following slate of officers had been identified: Finance Chair: Patt Braley; Membership Co-Chairs: Barbara Leabo and Karen Johnson; and Corresponding Secretary: Kathy Kelley.

Sue also discussed the 'No Work Book Sale.' She noted that she brought some books and all were welcome to take books, putting money in the basket. Funds raised go towards scholarships. All are invited to donate a book or two each month but advised against bringing boxes of books.

Patt Braley said that the branch had completed the requirements for the AAUW Fund Star, which is only one portion of the 10 stars that can be awarded annually for branch achievements. Additional stars are for program, membership, etc. Patt stated the full report was in the January newsletter and encouraged members to read it for more information. She thanked everyone for their generosity.

Kelley Reetzke reminded members that special books from prior book sales had been pulled to be sold separately. She said she had investigated how best to sell them. Patty Chadwick and Kelly went through the books, cataloging them. She said that a lot of work would be involved in pursuing the sales. Renee agreed to provide the list of books available to anyone who thought they could help get the best price for the books. Renee said there was no timeline for this and the sale falls under fund-raising.

Kelley, as chair for Public Policy, reported that most bills in the legislature have not moved. She announced that a lawsuit by the U.S. Women's National Team and the US Soccer Federation had been settled for \$24 million, making women's salaries equitable to that of the men's.

Barbara Leabo reported that she and Sue Shineman had been at Blue River Community College on President's Day and had 7 or 8 sign their attendance sheet and registered one person to vote. She said that one of those registered would receive a \$50 gift card to the campus bookstore. Because it was president's day, they handed out cherry lifesaver suckers for Washington's birthday. They made a number of contacts and distributed a variety of information, including Work Smart. She said that they would return in March for Equal Pay Day. Sue added that she had printed out copies of the AAUW Two Minute Activist and distributed them as well.

## **AAUW Independence Branch February 22, 2022 Meeting Minutes (cont'd)**

Joyce Gillespie said that the Jackson County Historical Society had approached the group about buying a table for \$800 for their annual dinner. She thought he could be a future speaker. She noted a historical reenactor, Mike Calvert. Renee noted that the Jackson County Historical society wanted to get more young people involved in history. Kathy Vest reported that Mike Calvert serves on the city's Tourism Board.

Renee reminded members that the state conference would be held in Columbia, MO on May 6-7, with a banquet on Friday evening celebrating 100 years of AAUW in Missouri and presentations and meeting on Saturday. Sue noted that registration information would be available in March and that there would be opportunities to honor former members of AAUW as part of the celebration. Renee said that information about Stars Awards would be announced during the meeting and the Independence Branch wants to set a good example.

Nancy Comtois said that a card had been sent to Edwina Forke in February, upon the death of her husband Jerry. She read a response from Edwina that was received.

Jane thanks Patty Chadwick for her help with Hospitality for the meeting. She announced that Book Club will now meet at 10:30 a.m. rather than 9:30 a.m. on the second Tuesday of each month.

Joyce Gillespie said that she had nomination forms for Women of Achievement and needed nominations by March 3<sup>rd</sup> so that a committee could meet the week of March 13<sup>th</sup> to select a winner.

Kelley Reetzke won the door prize from Sue Raymond.

Renee thanked all for attending and there being no further business, the meeting adjourned at 8:30 p.m.

Respectfully submitted,

Gail Metcalf Schartel