

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

Renee's Message:

As we watch the beautiful colors of our leaves change, consider the changes that are occurring in the workforce. Jobs are becoming more and more automated by the day. There are a lot of wonderful things about automation taking over a number of jobs. Jobs that are considered dirty or require hard physical labor, jobs that are dangerous or monotonous becoming automated is exciting news.

Unfortunately, the majority of the jobs that are becoming automated are filled by women. Since we certainly can't hold back technology, what can we do to be ready for the changes ahead? We can continue our efforts with women, and especially young girls, to look toward jobs that have a foundation in science, engineering, technology or math. We can also inform them about the changes coming and encourage them to think about how they can be prepared.

Working from home has seen huge increases since the pandemic. This is especially beneficial to working mothers. Particularly if they can manage to find ways to work and have their children at home. As so many changes are inevitable, I firmly believe allowing ourselves to focus on the scary part of change is simply a waste of valuable time. We need to embrace the change and stay ahead of it. The changes we see coming down the road can easily be a huge game changer for women in the workforce.....if they consider them as they are choosing an area to study in school. Change is always going to be happening. Using the inevitable change to your advantage is the best way to thrive in this world. If there is one thing I know it is that women can be flexible when they know the benefits of it. How can you share this information with other women? What sources of communication can you use to spread the word?

As you enjoy the changing colors of the trees, consider how you can give women with whom you have contact early warning of these changes so they can take advantage of them instead of falling victim.

Renee



Upcoming Events:

October 11 ≈ **AAUW Book Club ~ “The Book Woman’s Daughter” by Kim Michele Richardson, led by Doris McCartney. Book Club Chair, Jane Campbell. 10:30 am at Jane’s House.**

October 17 ≈ **Pizza Ranch Fundraising Event = 5-8 pm = 4660 S Bass Pro Drive, Independence, MO 64055**

October 25 ≈ **Branch Meeting ~ Social time 6:30 pm/Meeting 7 pm. Program: Women’s Safety Panel. Speakers: Debbie Fisher Osbourne, Carolina Duin, and Sandy Whitehead share helpful advice.**

November 8 ≈ **AAUW Book Club ~ “Fast Girls” by Elise Hooper, led by Debbie White. Book Club Chair, Jane Campbell. 10:30 am at Jane’s House.**

October Program ~ Pat Bounds, Program Vice-President

The program for the October 25th meeting is "Women’s Safety Panel". Carolina Duin (VALIC Financial Services), Debbie Fisher Osbourne (Charlie’s Auto Collision Repair), and Sandy Whitehead (Preparing for a Doctor’s Visit) provide advice to attendees.

Pizza Ranch Fundraising Event ~ October 17, 5-8 pm at Pizza Ranch, 4660 S Bass Pro Drive, Independence, MO 64055. Please join us for a dinner out and to help in supporting our branch fundraising efforts! There’s a drive-through for your convenience if you can’t attend in person! Organized by Joyce Gillespie, joyceannegillespie@yahoo.com . Let her know if you can help!

Membership Barbara Leabo, Membership Vice-President

The September Birthday Celebration for Title IX's 50th was attended by 19 members and 8 guests (hopefully, soon-to-be members). After pizza and birthday cake, our speaker, Lacie McClellan-Fox, provided information about Title IX. All guests were sent thank you letters with a list of our upcoming programs. Hopefully we'll see them again. The Membership Committee encourages all members to invite prospective members to upcoming meetings. Our goal is to increase membership numbers by 10 this year.

Sue Raymond and Sue Shineman, Independence Branch DEI Co-Chairs

Inclusion and Infusion notes from September “Diversity” discussion

Independence AAUW branch is compliant with the request from AAUW MO State DEI committee. Sue Raymond led the 10-minute ‘Inclusion Infusion’ segment on “What is Diversity.” This was the first small step of learning more about diversity, equity, and inclusion. Six groups of members and guests suggested the following as important areas of diversity for our individual members and the branch as a whole.

- Age
- Experience
- Language
- Race & Diversity in schools
- Staying with what is familiar
- Thinking styles
- Changes in our culture
- Gender
- Focus topics in book club discussions
- Disability accommodations
- Unseen diverse situations

Unconscious Bias – ‘Inclusion Infusion’ topic for October

We all know what overt biases are, but did you know that we all have unconscious biases, too? These are biases that might be inconsistent with our values, that we would never knowingly act on and that we weren’t even aware we had. And having them doesn’t make us racist or sexist or homophobic, for example. Still, becoming aware of them is the first step to ridding ourselves of them.

The easiest way to understand unconscious bias is to figure out why it happens. At any given moment we are bombarded with lots of different information, but our brains can only process a fraction of that information at once. So, to help us try and make sense of the world around us, our brain uses short cuts.

Those short cuts are shaped and informed by our experiences. But, because sometimes the things we need to make sense of are unfamiliar, bias can enter the picture.



If you wish to delve deeper into a study of Unconscious Bias, this is just one of many resources. “Everyday Bias: Identifying and Navigating Unconscious Judgments in Our Daily Lives” – author Howard Ross 2014

Public Policy ~ Kelley Reetzke, Chair



Check out Voter Education.

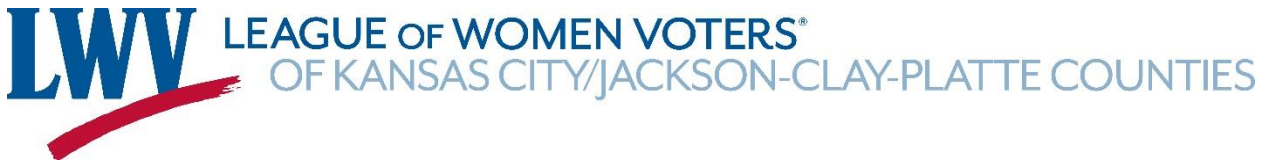


National Voter Education Week

What is National Voter Education Week?

NVEW is a nonpartisan voter education campaign held the first week of October that equips voters (especially new voters) with the tools, information, and confidence they need to cast their ballots.

The first section is called “5 Days/5 Actions. Designed to help voters bridge the gap between registering to vote and finally casting a ballot.



To visit **LWV website** on Educating Voters follow this [link](#).

VOTE411.org

Launched by the League of Women Voters Education Fund (LWVEF) in October of 2006, VOTE411.org is a "one-stop-shop" for election related information. It provides nonpartisan information to the public with both general and state-specific information on the following aspects of the election process.

For information specific to Missouri including the location of polling locations follow this link [VOTE411 for Missouri](#).

Found under “Missouri Voting Information” are three (3) topics that we discussed during a meeting:

[Absentee Ballots](#)

[Early Voting](#)

[ID Requirement for Voting](#)

At VOTE411.org, voter registration is designed to attract younger generations (Millennial, Gen Z, etc.). by offering registration in many languages and partnering with **Rock the Vote**.



What is Rock the Vote?

Rock the Vote is the most trusted and effective nonpartisan nonprofit dedicated to building the political power of young people. In 1990, music executives founded Rock the Vote in response to the censorship of hip-hop and rap artists. MTV promoted the message that “Censorship is Un-American” and activated millions of young people across the country to exercise their rights and vote.

Public Policy (Continued) ~ Kelley Reetzke, Chair

Check out the article called “A Generation Without Representation.”



In the September 2022 issue of the AARP magazine, I found an election special page. I loved it because most of the content was directed at Missouri voters. Here are

links suggested for MO voters to check out. [How To Vote In Missouri's 2022 Elections](#). Check out “What races are on the ballot in 2022”? A nice springboard for organizing personal voter education. Also suggested to visit the Missouri Secretary of State website at <https://www.sos.mo.gov/elections>.

Kansas City Board of Election Commissioners

This information is only for Kansas City, Missouri residents.

Note: I found the homepage of this site messy; the link will land on the “Voters” section.



Available information:

1. Download Sample Ballot
2. Check out the [Voter Rights](#)
3. [An interesting look at voting machines](#).



The information found here is for Jackson County residents that don't live in Kansas City.

This site contains the same information as the previous site. Here are a couple of interesting topics:

1. [Maps of districts and precincts](#)
2. The FAQ section is very thorough.

View [voting districts](#)

MISSION & ACTION

AAUW's newsletter



GENDER PAY GAP: TOO WIDE BY ANY MEASURE

Dear AAUW Members,

On this first full day of Fall, I find myself reflecting on transitions. As hard as it may feel to let go of summer, holding on won't stop the seasons. Like it or not, I need to grab a sweater as I head out the door.

While change isn't always easy, it's my job as a leader to ensure AAUW evolves during times of societal transformation, even as our commitment to equity remains steadfast.

For example, during the pandemic, millions of women were forced out of the workforce due to layoffs and caregiving demands. We knew AAUW's typical method of calculating the gender pay gap—by assessing only full-time, year-round workers—wouldn't tell the whole story.

That's why, this year, we compared all wage earners, including part-time and seasonal workers. When we used this analysis on the [data released last week by the U.S. Census Bureau](#), women were paid barely three-quarters—just 77%—of what men earned in 2021.

And the pay gaps for Black women (64%) and Latinas (54%) were beyond egregious when compared to white, non-Hispanic men. Even the traditional calculation showed the overall pay gap had, at best, stagnated.

By any measure, the numbers are unacceptable. But AAUW has been driving progress for 140 years, and we won't stop now. Remember, we're change agents too.

Sincerely,



A handwritten signature in black ink that reads "Gloria Blackwell".

Gloria L. Blackwell, Chief Executive Officer

AAUW Fund ~ Lois Domsch, Chair

Century Club 2022 – AAUW Independence

Independence Branch has a great tradition of supporting AAUW scholarships and programs at the national and local levels. Since 2015 AAUW Independence has recognized members who have made personal donations to the AAUW Fund and to our branch projects. Your support to these funds is greatly appreciated and helps us meet our budget!

“CENTURY CLUB” refers to a \$100.00 donation in any of these levels:

State Level: “Century Club” Recognition

- \$100.00 donation to national AAUW Fund – tax deductible-
- To support the programs and projects at the national level.
- (Checks made to AAUW or on-line donations at aauw.org)

State Level: “Century Club Plus” Recognition

- \$250.00 to national AAUW Fund – tax deductible –
- To support the programs and projects at the national level.
- (Checks made to AAUW or on-line donations at aauw.org)

Branch Level: “Century Club” Recognition

\$100.00 cumulative donations to any of the following:

- **AAUW Fund** – tax deductible – to support the programs and projects at the national level. (Checks made to AAUW or on-line at aauw.org)
- **Independence School District Foundation** – tax deductible – local high school scholarships. (Checks made to ISD Foundation: AAUW account on the memo line)
- **AAUW Independence “As Needed” Fund** – flexible funds for additional branch projects. (Checks made to AAUW Independence)

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 2022 Century Club contributions is December 10, 2022. Checks may be given to Patt Braley, Financial Officer, or to Lois Domsch, AAUW Fund Chair.

Thank you for your continued support of AAUW!

Financial Report ~ Patt Braley, Financial Officer

SEPTEMBER 2022 AAUW-INDEPENDENCE Financial Report

CHECKING ACCOUNT

BALANCE ON HAND 7/1/2022

RECEIPTS

9/22/2022 KC-IBC - Transfer of ReEntry Funds \$ 888.48

TOTAL RECEIPTS \$ 888.48

DISBURSEMENTS

4657 9/27/2022 Lacie Fox - Sept Speaker \$ 50.00

4658 9/27/2022 P Bounds - FUMC Rent \$ 120.00

4659 9/27/2022 B Leabo - MVP \$ 55.59

4660 9/27/2022 B Leabo - CU \$ 30.57

4661 9/29/2022 CopyPrint - Yearbooks \$ 94.48

TOTAL DISBURSEMENTS \$ 350.64

BALANCE ON HAND 9/30/2022

SAVINGS ACCOUNT

BALANCE ON HAND 9/1/2022

RECEIPTS

9/30/2022 Dividend September 0.07

DISBURSEMENTS

None

TOTAL DISBURSEMENTS

None

BALANCE ON HAND 9/30/2022

TOTAL ASSETS 9/30/2022: Checking \$5,763.20 + Savings \$3,340.47 = \$9,103.67

(Includes KCIBC-ReEntry Fund \$888.28)

Stewardship Capital, Ltd. INVESTMENT ACCOUNT

BALANCE \$4,835.79

ISDF Temporarily Restricted Account

STATEMENT 5/27/2022 \$ 14,326.55

AAUW Independence Branch September 27, 2022 Meeting Minutes

Members Present: Patt Braley, Pat Bounds, Jane Campbell, Jolene Cerveney, Patty Chadwick, Nancy Comtois, Lisa Cox, Lois Domsch, Renee Freers, Karen Johnson, Jan Keeler, Kathy Kelley, Barbara Leabo, Sue Raymond, Kelley Reetzkee, Gail Metcalf Schartel, Sue Shineman, Judy Tyson

Guests: Brenda Allen, Lindsay Cox, Becky Genge, Debbie Madick, Lacie McClellan-Fox, Marilyn, McMahon, Sharon Mitchell, Pat Taylor

Renee Freers opened the meeting at 6:50, welcoming members and guests alike. For the benefit of guests, she cited the many goals and accomplishments of AAUW as an organization, emphasizing promotion of women's rights, education, opposing gender bias and promoting STEM equity. Barbara Leabo introduced the guests in attendance.

Renee explained that typical meetings of the Independence branch included a 30 minute social time from 6:30-7; a speaker for 30 minutes with questions and answers following and a short business meeting on the fourth Tuesday of each month. Meetings are held at the First United Methodist Church with the exception of the December and May meetings which are typically held off-site and include a meal.

Pat Bounds introduced Lacie McClellan-Fox, who has a bachelor's degree in criminal justice, a master's degree in forensic investigations, experience as a para-legal, an investigator for the Missouri Department of Corrections, ADA Specialist and Deputy Title IX Coordinator at UMKC and currently is the Title IX Coordinator and Civil Rights Administrator for the Metropolitan Community Colleges.

Ms. McClellan-Fox spoke of the many misunderstandings of Title IX, chief among them that it pertains only to women in athletics. She noted that civil rights compliance includes issues of equity and apply to all education programs, providing accommodation for those involved in matters related to complaints of non-compliance. She noted that training faculty to recognize the rights of students and how to offer support is a challenge. The overall goal is to educate everyone on relationships and healthy communication. Title IX is a confidential reporting source for sexual harassment and abuse lodged by students and employees. She noted that during the pandemic, complaints escalated.

Those present asked a few questions and showed their appreciation for her presentation.

Sue Raymond and Sue Shineman presented an Inclusion Infusion activity focused on identifying diversity from a personal perspective and on an organizational perspective. The groups reported out their findings. It was noted that diversity, equity and inclusion were goals for the branch, the state and national AAUW.

Renee announced that while there was no fund-raising chairperson, Joyce Gillespie had contacted Pizza Ranch and arranged for the branch to participate bussing tables and helping out at Pizza Ranch on October 17th from 5-8 p.m. All are invited to participate. Sue Shineman will investigate the possibility of doing a similar fundraiser at Culver's.

Patt Braley, the financial officer, reported that she, Lois Domsch and the Finance Committee had worked over the summer to create a budget. She reported that the budget was in the 2022-2023 yearbook but needed to be approved by the Branch. The motion for accept the budget was approved by a unanimous vote.

Jane Campbell thanked Kathy Kelley for her assistance with setting up the refreshments.

AAUW Independence Branch September 27, 2022 Meeting Minutes (Continued)

Pat Bounds said that for the May 13th meeting, it was proposed to use the Bingham Waggoner carriage house. Those present approved of this suggestion and Pat will follow-up to make those arrangements.

Barbara Leabo reported that a group had been at Blue River Community College and signed up 12 students for AAUW Student Affiliate Membership and had registered 17 new voters.

Barbara Leabo and Karen Johnson drew names for door prizes. Kathy Kelley and Debbie Madick were the recipients.

Jane Campbell asked for volunteers to set up refreshments for the October meeting. Sue Raymond and Lois Domsch volunteered.

Patty Chadwick said that she had distributed the 2022-2023 Yearbooks, but if she had missed anyone, they were at the table with labels on each.

Renee noted that there would be two speakers at the October meeting, a financial expert and someone to discuss how to approach car repair situations. She thanked all for attending. There being no further business, the meeting adjourned at 8:13 p.m.

Respectfully submitted,

Gail Metcalf Schartel