

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



### **Renee's Message**

The 2022 Pay Gap report is out from AAUW National, the same group that releases most research reports on the pay gap, and the one each of us supports. We are still making 83% overall to what men are earning. As I take a closer look, I see that women in their 20s are making almost 89%, yet women 45-55 are making only 78%, and that drops to 75% for women over 55. This is particularly concerning

because those are the age groups we generally become the most focused on building for our retirement, and are at a point where the cost of raising our children is reducing, freeing up more to save. When I heard my mom and grandmother talk about AAUW, I was most struck by the focus on closing the wage gap. I was shocked this was actually a problem in the mid-80s. Boy was I naïve! I am still most shocked and saddened with this problem. I am struck even more by the damaging pay gap our fellow women of color face. I firmly believe the best thing we can do for fellow women, and their families, is to keep fighting the pay gap discrepancies. With that said, if you are willing to take steps to do that please let me know. There is a fantastic program called Equal Pay Advocate that I encourage you to investigate. It gives you exactly what steps to take in our very own community to help solve the pay gap problem. Let me know if you are ready to take action.

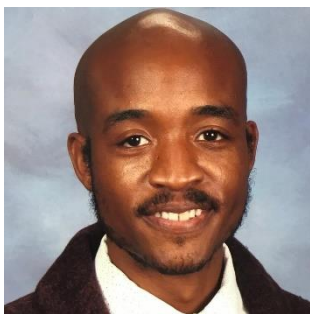
*Renee*

## **Upcoming Events:**

**February 28 ~ AAUW Independence Branch Meeting ~ 6:30 Social Time/Meeting: 7pm ~ Program: How Does Unconscious Bias Happen? Presented by Montel Evans, Thomas Hart Benton Elementary School Principal.**

**March 7 ~ Equal Pay Day ~ Blue River Community College Campus ~ 10am - 12:30pm.**

**March 14 ~ AAUW Book Club ~ *Black Cake*, by Charmaine Wilkerson, led by Jolene Cerveney. 10:30 am at Jane Campbell's house.**



### **February Program ~ Pat Bounds Program VP**

**Montel Evans, Principal at Thomas Hart Benton Elementary School, Independence School District, will be our February 28 speaker. He will share some experiences of Unconscious Bias. Mr. Evans is also a motivational speaker, Missouri Grad, Graceland Grad and UCM Grad. He is sure to enlighten and entertain us.**

### **College/University ~ Barbara Leabo and Sue Shineman, Chairs**

AAUW will be at Blue River Community College on Equal Pay Day on Tuesday, March 7th from 10:00 am - 12:30 pm. Sue Shineman and Barbara Leabo will be registering voters also that day.

If you'd like to volunteer to help share information with the students, please let Barbara know.

### **Memorial Gifts to ISDF ~ Lois Domsch, Chair**

A few years ago one of our AAUW members passed Away and she had designated that memorials go to our Scholarship Fund. That helped us build our ISDF AAUW Account that we now use to give a \$1000 scholarship to an ISD HS girl each year. We still remember Sherry Lane for that lovely thought.

With age creeping up on us, we often are attending funerals for friends and relatives. If the loved one does not designate a charity for memorials, consider a memorial to the ISDF Independence Branch AAUW Account.

In your grief you'll be helping a young girl begin her college career.



## **Inclusion and Equity ~ Sue Raymond and Sue Shineman, Chairs**

### **WHAT IS UNCONSCIOUS BIAS?**

Unconscious biases are:

- prejudices and stereotypes individuals have about certain groups of people that they aren't consciously aware of having.
- attitudes we hold subconsciously and affect the way we feel and think about others around us.
- are mental shortcuts that unfortunately can lead to discrimination in many ways.

Some have been with us since childhood and are very ingrained in our thought process, emotions, and reasoning ability in everyday situations that affect our behavior or responses.

### **EXAMPLES OF UNCONSCIOUS BIAS**

- **AFFINITY BIAS:** Affinity bias, also known as similarity bias, is the tendency people have to connect with others who share similar interests, experiences and backgrounds.
- **CONFIRMATION BIAS:** Confirmation bias is the inclination to draw conclusions about a situation or person based on your personal desires, beliefs and prejudices rather than on unbiased merit.
- **ATTRIBUTION BIAS:** Attribution bias is a phenomenon where you try to make sense of or judge a person's behavior based on prior observations and interactions you've had with that individual that make up your perception of them.
- **CONFORMITY BIAS:** Conformity bias is the tendency people have to act similar to the people around them regardless of their own personal beliefs or idiosyncrasies — also known as peer pressure.
- **THE HALO EFFECT:** The halo effect is the tendency people have to place another person on a pedestal after learning something impressive about them.
- **THE HORNS EFFECT:** The horns effect is the tendency people have to view another person negatively after learning something unpleasant or negative about them.
- **THE CONTRAST EFFECT:** The contrast effect is when you compare two or more things that you have come into contact with — either simultaneously or one after another — causing you to exaggerate the performance of one in contrast to the other.
- **GENDER BIAS:** Gender bias is the tendency to prefer one gender over another gender.
- **AGEISM:** Ageism in the workplace is the tendency to have negative feelings about another person based on their age.
- **NAME BIAS:** Name bias is the tendency people have to judge and prefer people with certain types of names — typically names that are of Anglo origin.
- **BEAUTY BIAS:** Beauty bias is a social behavior where people believe that attractive people are more successful, competent and qualified.
- **HEIGHT BIAS:** Height bias or heightism is the tendency to judge a person who is significantly short or tall.
- **ANCHOR BIAS:** Anchor bias or expectation anchor bias is when someone holds onto an initial, singular piece of information to make decisions.
- **NONVERBAL BIAS:** Nonverbal bias is analyzing nonverbal communication attributes such as body language and letting it affect a decision or opinion.
- **AUTHORITY BIAS:** Authority bias refers to when an idea or opinion is given more attention or thought to be more accurate because it was provided by an authority figure.
- **OVERCONFIDENCE BIAS:** The overconfidence bias refers to a person's tendency to be more confident in their capabilities than they should be.

Link to full article: <https://builtin.com/diversity-inclusion/unconscious-bias-examples>

## Nominating Committee Report 2023-2025 ~ Sue Shineman, Chair

The following officers have been nominated, and when elected are eager to lead the Independence Branch of AAUW to the next level of advocacy and action. Voting will take place at the March 28 branch meeting.

AAUW Independence was founded in 1940 with the mission of advancing education for women and girls. Our mission today is to advance gender equity for women and girls through research, advocacy and education.

- President: Karol Palmer
- Program Co-VPs: Patty Chadwick and Sue Raymond
- Recording Secretary: Gail Metcalf Schartel

## Upcoming Fundraising Opportunity ~ Joyce Gillespie

The Pizza Ranch volunteer night is Monday, March 20, 5 to 8 pm. We need at least six AAUW ladies to work that night...Please consider working to benefit our Branch. It is a fun event where we share our people skills and humor with many Pizza Ranch customers.



## Artwork Submitted to National AAUW Art Contest

New Member, Patty Petet, submitted these two works of art to the AAUW National Art Contest...Pansies in a Can and Trees by the Creek. Voting Closed February 10<sup>th</sup>. Good luck, Patty. Beautiful work!



## 2023-2024 Dues Renewal



In October 2020, the national board approved a 3-year dues increase schedule. 2023-2024 will be the final year completing this motion.

Our member dues cover only 13% of the national AAUW budget. There will not be an increase in state or branch dues.

Total dues for Independence members will be \$98 and are due no later than June 1, 2023.

National dues = \$72 (\$69 is tax deductible)

State dues = \$10

Branch dues = \$16

Patt Braley, Financial Officer

There will not be a Financial Report this month. January and February Financial Reports will be included in the March Newsletter.

## WOMAN OF ACHIEVEMENT GUIDELINES FOR NOMINATION

Fill out the nomination form for Woman of Achievement and return to Joyce Gillespie, Woman of Achievement Chair, no later than March 31, 2023.

[Joyceannegillespie@yahoo.com](mailto:Joyceannegillespie@yahoo.com) or 6140 Raytown Rd, Apt 401, Raytown, MO 64133-4016

- 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 degree is not required)
- 5) A brief statement of personal recommendation by the AAUW member making the nomination.

Joyce Gillespie, Chair



## 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, no later than March 31, 2023.

[Joyceannegillespie@yahoo.com](mailto:Joyceannegillespie@yahoo.com) or 6140 Raytown Rd, Apt 401, Raytown, MO 64133-4016

## REENTRY SCHOLARSHIP AWARDS 'HIGH TEA'



**SATURDAY, APRIL 15, 2023      10:30 A.M. –12:30 P.M.**

***Joy Coffee – Café & Coffee Shop***

***14300 E US Hwy 40, Independence, MO 64055***

I-70 to south on Noland Road to 40 Hwy. 1 block east of Noland Road  
Next door to Church of the Four Corners

**HOSTED BY THE INDEPENDENCE BRANCH**

**COST: \$30**

**Cost helps pay for scholarship winners' and their guests' meals**

**Please notify Sue Shineman the number planning to attend by Thursday, April 6**

**[sueshineman46@gmail.com](mailto:sueshineman46@gmail.com)**

**Please send payment by Thursday, April 6<sup>th</sup> to Patt Braley**

**508 NW Murray Rd., Apt. 214, Lee's Summit, MO 64081**

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

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Name: \_\_\_\_\_

Branch: \_\_\_\_\_ Phone: \_\_\_\_\_

Email: \_\_\_\_\_

No. of meals: \_\_\_\_\_ Total for meals (\$30 each) \_\_\_\_\_

Extra donation toward a guest luncheon: \_\_\_\_\_

Extra donation toward Reentry Scholarships: \_\_\_\_\_



**We look forward to your support of this important event**



## What Do We Mean by “Public Policies”?

- A piece of legislation at any level
- Guidelines in procurement such as RFPs
- Program requirements
- Regulations that govern programs
- Cross-agency Initiatives
- Mayoral or gubernatorial Initiatives

→ A **request for proposal** (RFP) is a document that an organization posts to elicit a response. i.e., A Bill



The new congress is seated and AAUW’s work advocating for women and girls is under way!

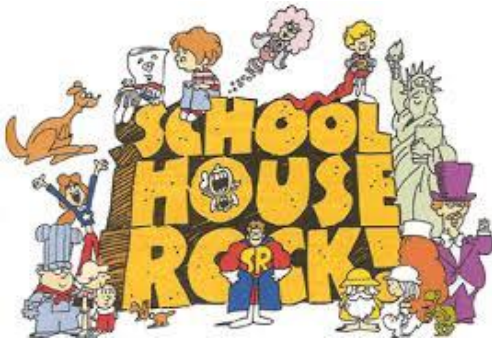
Sue Shineman attended the AAUW MO Public Policy meeting and shared the notes and action items with me. [Follow this link to access the information.](#)

There is a link to all the Missouri legislative bills to watch. Warning! There’s a bunch of them!

I highlighted the section on Curbside Voting because it is an important issue and a mission we can get involved in easily. Thoughts?

Ms. Magazine is now a Power Partner with AAUW. As part of our special partnership, AAUW is pleased to offer AAUW members a [free, one-year subscription](#) to Ms. Magazine.

AAUW CEO Gloria Blackwell’s recent [Ms. article](#) about the need to push harder for women leaders. The article is in the January issue can be accessed by everyone. Subscriber or not.



Let’s have some fun! For a refresher on how a bill becomes a law, follow this link to the original (1975) [Schoolhouse Rock Video, “I’m Just a Bill”](#). It’s definitely dated. I had fun picking out the items that would be depicted differently present day.

There is also a [2021 version of “I’m Just a Bill”](#) This video is specific to the infrastructure bill and has a political vibe.

**\*\*\*Please click [here](#) for Kelley’s Notes / Action Items from January 23, 2023**

**AAUW MO Public Policy Meeting**



## AAUW Independence Branch January 24, 2023 Meeting Minutes

Members Present: Patt Braley, Pat Bounds, Jane Campbell, Jolene Cerveney, Patty Chadwick, Nancy Comtois, Lisa Cox, Lois Domsch, Joyce Gillespie, Barbara Leabo, Sue Raymond, Gail Metcalf Schartel, Kelley Reetzke, Sue Shineman, Judy Tyson

Guest: Karen Wright

Pat Bounds opened the meeting at 7:00 indicating that Renee was ill. She asked Barbara Leabo to introduce the evening's speaker.

Barbara introduced Karen Wright, the Senior Director of Curriculum and Instruction for Literacy KC. Ms. Wright presented a program entitled, "Refugee Resettlement: An Introduction to our Newest Neighbors." She explained the various methods of coming into the United States as a refugee, distinguishing those who come with I-94 Visas having gained prior approval to arrive, asylum seekers who arrive with no notice and SIV (Special Immigrant Visa program) refugees who helped the United States government in Afghanistan or Iraq. All refugees are considered humanitarian parolees with 90 days to be resettled into the United States. She emphasized that all but the asylum seekers went through background checks that often take years to complete. She addressed the traumas that refugees face, including the reasons they have left their home countries followed by the acculturation needed to settle into 'normal' life in the United States. After discussing many of the steps required to meet within 90 days, Ms. Wright encouraged those interested in volunteering to contact her through LinkedIn/Karen Wright.

Pat Bounds led the group in thanking Ms. Wright for her presentation.

After a short break, Sue Raymond introduced the Inclusion Infusion activity for the evening. Groups discussed their experiences feeling especially included versus times they felt especially excluded. Each table reported out on their discussions. Sue suggested that members look at YouTube videos featuring Amy Waninger for more information on inclusion.

Pat Bounds asked for review and approval of the November minutes. There were no corrections nor objections and the minutes stood approved. Lisa Cox said that she had included a description of the December meeting in the latest newsletter.

Lois Domsch thanked all who had given to the organization and reported that the required national contributions had been met. She suggested that if the opportunity arose, donations could be made to the Independence School District Foundation/AAUW account for memorials that would contribute to the scholarship fund. She said that 12 members would be honored for obtaining Branch Century Club, 6 members qualified for the State Century Club honors and 3 members achieved State Century Club Plus honors. At the May Branch and State meetings, those members will be recognized.

Sue Shineman announced that on April 19 from 5-8 p.m. members will work at Culver's to raise funds for the scholarship program. The Branch will receive 10% of sales plus tips delivering food to those in the drive-thru and in the restaurant during that time.

Joyce Gillespie noted that a similar activity at Pizza Ranch would be held on March 20<sup>th</sup> from 5-8 p.m.

Joyce also asked that nominations for the Woman of Achievement be submitted by March 31<sup>st</sup>.

Patt Braley said that the financial report was included in the newsletter reflecting income and expenditures. She said that she was working with National to recover a duplicate payment. She noted that the Stewardship Capital account stood at \$4,824.43 with no management fees. Given the market, that balance was considered good.

Barbara Leabo announced that Patty Petet had joined the Branch during the December meeting and had also submitted two entries into the art contest.

Jane Campbell thanked Jan Keeler and Lisa Cox for their assistance with setting up the refreshments. She noted that Nancy Comtois and Judy Tyson had volunteered to assist with refreshments in February.

## AAUW Independence Branch January 24, 2023 Meeting Minutes (Continued)

Lisa Cox said she would request information for the next newsletter.

Kelley Reetzke reported that passage of the Pregnant Workers Fairness Act made her optimistic about the Paycheck Fairness legislation.

The group briefly discussed the Missouri Secretary of State's proposed rules for public libraries. Sue Shineman reported that over sixteen thousand responses had been sent to the Secretary of State.

Sue Shineman announced that the Reentry Scholarship Awards High Tea would be held Saturday, April 15<sup>th</sup> from 10:30 a.m. – 12:30 p.m. at the Joy Coffee – Café and Coffee Shop at 14300 E.US Hwy 40. The cost is \$30 per person. She said 7 \$1,000 scholarships would be awarded.

Patty Chadwick announced she had mailed out the remainder of the yearbooks and had a few extra if someone needed another.

Jolene Cerveney reported she was still sending STEM coloring books out to those requesting them.

Sue Shineman announced that Montel Evans, Principal of Thomas Benton Elementary School would speak on Unconscious Bias at the February 28<sup>th</sup> Branch meeting. Joyce Gillespie asked that members consider nominations for the Woman of Achievement. Information on requirements and the application are included in the latest newsletter.

Pat Bounds reminded members of the Board that a Board meeting would be held on January 31<sup>st</sup> at the First United Methodist Church at 6 p.m. and would include a Potato Bar provided by Renee and Pat.

Sue Raymond announced that she would help when Judy Austin volunteers with the AARP Tax Service and suggested others might like to volunteer also.

Barbara Leabo encouraged members to bring guests to meetings to help grow membership. She then presented Nancy Comtois with a door prize.

Joyce Gillespie reminded members of several activities happening in the next month including:

1/29/23 - Nelson Atkins Museum Lunar New Year celebration starting at 10 a.m.

2/13/23 - Bess Truman Tea Book Event at the Truman Library from 2-4 p.m.

3/23/23 -Jackson County Historical Society annual banquet at the Genealogy Library from 6-8; cost is \$80.

She also mentioned Anna Marie's Teas in Liberty where a monthly Tea Party is held.

Patt Braley told of a Bridge Party she attended where Bess Truman was a participant, scoring the lowest score of all in attendance and winning a prize: 'The Buck Stops Here' desk plaque.

Pat Bounds announced that February 9<sup>th</sup> at 7 p.m. the Young Matrons will present 'The Jacks' at Truman High School. The performance is open to everyone.

There being no further business, the meeting adjourned at 8:29 p.m.

Respectfully submitted,

Gail Metcalf Schartel