

*"AAUW advances equity for women and girls through advocacy, education, philanthropy and research"
AAUW is open to graduates who hold the associate, baccalaureate, or higher degree from a qualified college or university.*

You are cordially invited to our February program . . .

Who we are...

The Kirkwood-Webster Groves Branch of AAUW supports the full range of the AAUW mission through its monthly program meetings, special interest study groups, and public outreach events, by engaging in political action, collaborating with local organizations and educational institutions regarding AAUW topics, and by supporting area young women and girls directly. We are one of five branches in the St. Louis, MO area that comprise the AAUW Metro Saint Louis Interbranch Council (IBC).

Branch Officers, 2017-2018

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nobbchristine@gmail.com

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K-WG: <http://kwg-mo.aauw.net>

IBC: <http://stlouis-ibc.aauw.net>

State: www.aauwmo.org

National: www.aauw.org

WHAT YOU NEED TO KNOW ABOUT TITLE IX!

Dana Beteet Daniels

**Senior Human Resources Consultant and Title IX Coordinator
UMSL**

Thursday, February 22, 2018

6:30 – Member Social

7:00 – Program

Webster Groves Public Library

301 E. Lockwood, Webster Groves, MO 63119

Lower Level Meeting Room

One of AAUW's Biennial Action Priorities is the "vigorous enforcement of Title IX and all other civil rights law." Title IX of the Education Amendments of 1972 is the federal law that prohibits discrimination on the basis of sex, including sexual harassment, in education programs and activities. All public and private education institutions that receive any federal funds must comply with Title IX. It applies to all students and staff, male or female, in preschool through post graduate school.

AAUW MO Public Policy has created a Title IX Delivery Project to create an awareness about the purpose and provisions of Title IX and to share information about Title IX: how students are fairing in athletics; monitoring the gender ratio in Science, Technology, Engineering and Math (STEM); Career and Technical Education (CTE) and working to prevent and end sexual harassment and violence; and supporting pregnant and parenting students. The Title IX Delivery Project gives AAUW branches an opportunity to build relationships with local Title IX coordinators to work together to commit to protecting students' civil rights.



Title IX Coordinator Dana Beteet Daniels will share with us her knowledge of Title IX and her perspective on the impact it has had on campus life at UMSL including how UMSL implements and enforces Title IX. This will give us a better understanding of the efforts being made to provide Title IX protection and of the challenges faced by campus administrators.

Our meeting is open to the public, so please feel free to invite friends and neighbors.



Message from President, Chris Nobbe

Happy Galatin's Day! In doing some research on Valentine's Day, I discovered that ancient people celebrated fertility in February and these rituals impacted our

current Valentine's Day. I encourage you to read two interesting articles to learn more (I curated the list for you!):

- This piece by NPR which has been duplicated across the internet:
<https://www.npr.org/2011/02/14/133693152/the-dark-origins-of-valentines-day>
- This well-researched piece by Noach ben Avraham, a spiritual blogger :
<https://acquiescere9.wordpress.com/2014/02/14/valentines-day/>

Like me, you might not know much about the history of Valentine's Day. Or the history of AAUW! AAUW.org has a great timeline <https://history.aauw.org/> to study but I actually like the Wikipedia article better because of the references. The Wikipedia article can be found here:
https://en.wikipedia.org/wiki/American_Association_of_University_Women. If you find errors in the article, I would encourage you to create a Wikipedia account and edit the content of the article. Wikipedia is used by 32,807,925 users so it is important that our story is accurate!

I look forward to seeing you at an event soon, but until then let's connect on Facebook! Our site is here: <https://www.facebook.com/AAUWKWG/>

-Chris

Support Women via [Shower To The People](http://www.showertothepeople.net/donate/)

K-WG will continue to collect donations of NEW, alcohol-free hygiene products for women. Items brought to a meeting will be delivered by Nancy Hutchins. You can also donate online at <http://www.showertothepeople.net/donate/>

Fundraiser for STEM Scholarships

Our next fundraiser requires eating pizza! K-WG will earn 10% of purchases made by anyone who submits the attached flyer at the time of payment for eat in or carry out between 4 and 10 pm. We could earn up to 20% if purchases total \$1500.

When: February 13, 4 – 10 pm

Where: Dewey's Pizza

124 E. Lockwood Avenue, Webster Groves

Contact: [Chris Nobbe](#), 314-323-0053

Show the attached form at the time of your purchase or show it from your phone in an email. Please encourage your family and friends to eat pizza for K-WG AAUW!

Meet 'n Geek

This informal group expands members' knowledge of technology and develop a social media presence for branch. Bring your own device, and we will help you get social!

When: February 27, 9:30-11

Topic: Exploring Site Resources

Where: Oak Bend Branch, St. Louis County Library
842 S. Holmes Avenue 63122

Contact: [Chris Nobbe](#), 314-323-0053

Public Policy

Karen Francis of AAUW MO Public Policy reports SUCCESS for one of this year's Missouri bills that AAUW MO supports:

H 1246 Human Trafficking Hotline Posters

Requires the Department of Public Safety to develop human trafficking hotline posters. PASSED AND READY FOR GOVERNOR'S SIGNATURE.

AAUW MO also supports this bill; contact your legislator and urge him/her to pass this bill:

H 1461 Address Confidentiality Program

Modifies provisions relating to the Address Confidentiality Program. PUBLIC HEARINGS COMPLETED.

Learn more about all the issues AAUW supports at:

<https://www.aauw.org/what-we-do/public-policy/aauw-issues/>

St. Louis Metro AAUW Interbranch Council (IBC)

2018 International Relations Lecture Series

The St. Louis AAUW branches have partnered for almost 80 years with the Tuesday Women's Association (TWA) from The Ethical Society to present four free lectures to the community on aspects of international relations. The lectures are scheduled for the 2nd Tuesdays of January through April. Gather at 10 am for coffee and social time in the lower level meeting room. Attendees are invited to bring a lunch and stay afterwards to further discuss the topic. (See the attached flyer.)

When: February 13: The History of the Korean Crisis
Time: 10 am Social; 10:45 am Lecture
Where: The Ethical Society
9001 Clayton Road, 63117
In case of inclement weather, please call 314-991-0995 x 224. Please note that the driveway is heated!

AAUW Eat and Meet Lunch Group

This group meets every 3rd Tuesday.

When: February 20, 11:30 am
Where: Circa STL
1090 Old Des Peres Road, 63121
314-394-1194 (American)
RSVP: [Kay Meyer](#), 314-962-7487
kicmeyer51@gmail.com

IBC ¡Adelante! Book Group

This group meets the 4th Thursday of the month.

When: February 22, 1:30 pm
Where: Barnes & Noble
1600 Clarkson Road (Chesterfield)
Book: Then Comes Marriage: United States V. Windsor and the Defeat of DOMA
Author: Roberta Kaplan
Reviewer: Deb McWard

IBC Meeting

All members are invited. Focus of the meeting will be finalizing plans for the April Spring Fling program and fundraisers.

When: February 27, 7 - 9 pm
Where: Daniel Boone Branch Library, Room 2
300 Clarkson Road, 63011
Contact: [Chris Nobbe](#), 314-323-0053

Report from MWN Legislative Retreat

This year's Missouri Women's Network annual retreat in January was well attended by over 35 representatives of women's groups across the state. After a lively presentation and discussion of major issues affecting women, the group voted to determine which issues were of most importance to move toward changing the environment for women. The "Top 5" issues are shown here in red at the top of the list of all issues presented.

Voting Rights, Redistricting /Gerrymandering
Ethics/Finance Reform
Reproductive Justice
Education
Courts, Judges
Labor Equity (equal pay)
Healthcare, Medicare, Medicaid
ERA
Human Trafficking
Environment
LGBTQ Discrimination
Harrassment
Infrastructure
Criminal Justice Reform
Gun Violence
Domestic Violence
Net Neutrality
Tax Reform

Events that Support the AAUW Mission

This section contains information about events sponsored by local organizations that support our AAUW mission. If you know of an event that you would like to see listed here, submit information about it to [Marsha Koch](#), mkwkoch@outlook.com.

National Council of Jewish Women ([NCJW](#))

Advocacy in Action Lunch & Learn Series

Bring your own lunch. Please RSVP to Lisa at 314-993-5181/lgjerswald@ncjwstl.org to ensure adequate seating.

When: February 15: Legislative Priorities
Learn the talking points on a variety of hot-button issues
Where: NCJW St. Louis
295 N. Lindbergh, 63141

Lobby Day - Long-acting reversible contraception

When: March 8, 7:30 am-all day
Travel to Jefferson City to lobby
Contact: Heather Silverman, 314-993-5181

AAUW MO

MEET NEW AAUW CEO KIMBERLY CHURCHES!

CEO Kim Churches has chosen to attend our state conference! She will be with us Friday night for an informal reception and Saturday morning to be our keynote speaker. This is a great opportunity to hear her plans for AAUW. Make plans to attend:

TAKING THE LEAD 2018 Annual State Conference

May 4-5, 2018
Holiday Inn Executive Center
2200 I-70 Drive SW, Columbia, MO

In addition to the annual AAUW MO business meeting the conference includes:

- Informative sessions
 - Building Your Branch Website
 - How to Spot Fake News
 - Using Social Media
- Branch officer training
- Panel discussion of issues facing young women

At the end of this newsletter is more information about the conference and a registration form. Make your room reservations early to get the best rate.

Information will also be in *Missouri in Motion*, [AAUW MO's](#) newsletter, which is available on the state's website at <http://aauw-mo.aauw.net/>. Contact Marsha Koch, 636-256-3746, for more information.

AAUW National

Join the AAUW Two-Minute Activist Team

It is never too late to register to receive urgent e-mail notices from AAUW when your advocacy is needed most. Last year, Two-Minute Activists sent over 200,000 messages to members of Congress, ensuring our "mission of gender equity was heard in the halls of power."

Register by clicking [here](#); scroll about half way down the page to register for emails. Visit <http://www.aauw.org/resource/two-minute-activist-mobile/> to register for the mobile option or simply text the word "AAUW" to phone number 21333.

Calendar

February 2018 – Black History Month

- 1 NCCWSL Regular Registration Opens
- 13 International Relations Lecture Series #2
- 13 Dewey's Pizza Give Back Night, 4:00-10:00
- 15 Board Meeting, 1:00-3:00 (open to all members)
- 20 Eat and Meet, Circa STL
- 22 K-WG Meeting, 6:30, Webster Library
- 27 IBC Meeting, 7:00

March 2018 – Women's History Month

- 8 International Women's Day
- 13 International Relations Lecture Series #3
- 20 Eat and Meet, Mango
- 22 K-WG Meeting, 6:30, Webster Library

April 2018 – Sexual Assault Awareness Month

- 7 National Girl Me Too Day
- 10 International Relations Lecture Series #4
- 10 MO Women's Network Equity Action Day
Jefferson City, MO
- 17 Eat and Meet, The Clover and the Bee
- 21 IBC Spring Fling, Glen Echo Country Club
- 30 NCCWSL Regular Registration Ends

May 2018

- 4 AAUW MO Board Meeting, Columbia, MO
Reception for AAUW CEO Kimberly Church
- 5 AAUW MO Conference, Columbia, MO
- 15 Eat and Meet, Cathy's Kitchen
- 22 K-WG Meeting, 6:30, Webster Library
- 30 – NCCWSL
- June 2

June 2018

- 16 K-WG End-of-Year Celebration Luncheon, TBA
- 19 Eat and Meet, Square One Brewery & Distillery

August 2018

- 25 MO Women's Network 30th Annual Women's Equality Day Brunch

Send items for the newsletter to:

Marsha Koch

mkwkoch@outlook.com 636-256-3746



Eat Pizza to Raise Some Dough!



All friends & families of the American Association of University
Women are invited to dinner on

TUESDAY FEBRUARY 13TH 2018

Join us at the Dewey's Pizza at 124 E. Lockwood in Webster Groves

Present this paper certificate or via mobile device & up to 20% of all food & beverage purchases from 4pm - 10pm (dine-in or carry-out) will be donated to

[American Association of University Women](#)



Kirkwood-Webster Groves (MO) Branch

ONLY VALID AT DEWEY'S PIZZA IN WEBSTER GROVES

124 E. Lockwood Ave. Webster Groves, MO. 63119

(314)961-1000

DEWMORE

TAKING THE LEAD

AAUW MO Conference

May 4 and 5, 2018
Holiday Inn Executive Center
2200 I-70 Drive SW, Columbia, MO

AAUW MO members are **TAKING THE LEAD** in advancing equity for women and girls through advocacy, education, philanthropy, and research with its annual state conference on May 4 and 5 at the Holiday Inn Executive Center in Columbia, Missouri. Conference sessions have been designed to give members the skills needed and the inspiration to continue the great work of AAUW.

Both the incoming and outgoing AAUW MO board will meet at 3 pm on Friday, and following the meeting at 5:30, dinner will be served in the board room! Every member is welcome to attend the meeting and the dinner (\$15/person). This is a great opportunity to learn what the board does and get to know board members.

AAUW MO Reception in Honor of **CEO Kimberly Churches** Friday, May 4 at 7 pm

We are especially honored that AAUW's NEW CEO Kimberly Churches has chosen to visit our state conference! This will be her FIRST visit to AAUW MO, and we want to **show her AAUW MO!** Kim's energy and leadership are infectious, and you won't want to miss this opportunity to meet her. She arrives Friday and leaves Saturday after speaking at our conference on Saturday morning. AAUW MO will host a reception at the hotel so that you can welcome her to AAUW MO.



Kim comes to AAUW from the Brookings Institution where she was the managing director. She guided Brookings, providing vision and problem-solving while focusing on expansive partnerships, external relations, and advancement. Before joining Brookings, Kim was an associate vice chancellor at the University of Denver, a director of development at the University of North Florida, and a division director at the American Heart Association. She has extensive experience working collaboratively on education (K-12 and higher education) as well as capacity building among grassroots groups and national and international nonprofits. She earned her BA at Florida State University in English Education and the Certified Fund Raising Executive affiliation in 2002. Read more about her many accomplishments and leadership work at <https://www.aauw.org/author/kimberlychurches/>.

Our conference kicks off early Saturday morning with Breakfast and Registration/Check-In. At 8:30 after a welcome by AAUW MO President Jan Scott, we will hear from CEO Kimberly Churches. You are in for a treat! Kim's speech at National Convention last June was inspirational!

The AAUW MO annual business meeting will include the announcement of STAR and GALAXY awards to branches, installation of new officers, recognition of giving by branch, and branch group photos.

Following the state meeting there will be three sessions for you to choose from:

Building Your Branch Website, Joyce Katz, AAUW MO's First Webmaster

Calling all branch webmasters! Join Joyce Katz as she demonstrates how to maintain and enhance your branch website. If your branch does not have a website, let Joyce know. She will create one

for you, and pair you with an experienced webmaster. Webmasters of newly created websites are eligible for reduced conference registration.

How to Spot Fake News, Jake Parsons, Columbia Public Library

What is "fake news?" At a time when fake news is often passed off as real and real news is discounted as fake, learning how to evaluate has become even more critical. This program was presented in November at the Columbia Branch. Diane Ludwig, branch president, noted, "I knew there was a lot of fake news going on but had no idea it is a business people actually make money from. Jake did an excellent presentation and provided tips on how to spot fake news. We all came away much better informed."

Using Social Media, Renee Davidson, Digital Communications Manager, AAUW

Facebook. Twitter. Instagram. RSS Feeds. What are they? Why should AAUW branches use them? Renee develops and executes AAUW's online content and social media strategies and helps manage AAUW's award-winning blog. You will feel her passion and enthusiasm for social media as she shares her knowledge and tips!

At mid-day we will gather for **Lunch with Your Branch Counterpart**. Seating will be by branch position; for instance, all branch presidents will be at one table, all program vice presidents at another table, etc. A leader will be assigned to each table to discuss duties of the position and facilitate discussion about best practices. Don't miss this opportunity to learn and share ideas with your counterparts!

We'll end our very busy day with an energizing **Young Women's Panel Discussion** on issues they face as well as opportunities afforded them in today's world. Is there gender equity in student activity groups? How are women encouraged to pursue non-traditional careers? What type of opportunities are there for women to serve in leadership positions? What resources are available to students who feel unsafe? What is your experience in the workforce? These questions and more will kick off a lively discussion that is sure to spark interest and put us in touch with young women!

In honor of special guest CEO Kimberly Churches, AAUW MO will provide up to \$200 per branch to be used to defray the expense of attending. Details are being sent to branch presidents.

A registration form with registration costs and hotel information is included in this newsletter and on the AAUW MO website.



TAKING THE LEAD 2018 Annual State Conference

May 4-5, 2018
Holiday Inn Executive Center
2200 I-70 Drive SW, Columbia, MO

MEET NEW AAUW CEO KIM CHURCHES!

| | | |
|-------|-------|---|
| May 4 | 3:00 | AAUW MO State Board Meeting |
| | 5:30 | Dinner with the AAUW MO Outgoing and Incoming Board (\$15/person) |
| | 7:00 | State Reception for CEO Kimberly Churches (cash bar) (NOTE: Kim will be with us Friday evening and Saturday morning only.) |
| May 5 | 7:30 | Registration and Check-In, Breakfast, Displays |
| | 8:30 | Welcome and Introduction of Guests – MO President Jan Scott A Call to Action – CEO Kimberly Churches |
| | 10:00 | MO Annual Business Meeting, Awards, Installation of Officers, Photos |
| | 11:00 | Taking the LEAD Workshops - attend one: A: Building Your Branch Website B: How to Spot Fake News C: Social Media 101 |
| | 12:15 | Lunch and Learn with Your Branch Counterparts |
| | 2:00 | Panel Discussion: Young Women's Perspectives |
| | 3:00 | Q&A and Closing |

~ Early Bird Registration by April 15 – Make hotel reservations* by April 15 ~

*Rooms are being held for conference attendees who wish to stay May 4. To reserve a room for \$109.95 (two double beds), call 573-445-8531 and use code 'UW8'. Standard guest check-in is at 4 pm, and check-out is 11 am. No refunds on no-show reservations.

REGISTRATION FORM ----- REGISTRATION FORM ----- REGISTRATION FORM ----- REGISTRATION FORM

Don't miss out on this great opportunity to meet our new AAUW CEO Kimberly Churches!
AAUW MO will provide up to \$200 per branch to be used to defray the expense of members attending. Check with your branch president for details.

Name: _____ Address: _____
Phone: _____ Email: _____

AAUW Affiliation(s): ☐ branch ☐ state ☐ National ☐ College/University ☐ student

Name of branch(es) or University: _____

List branch/state/National positions you currently hold or will hold in 2018-19:

Please note special needs/meal requirements: _____

Do you plan to attend the Friday evening reception for CEO Kim Churches? ☐ Yes ☐ No

Send form with your check payable to "AAUW MO" to State Finance VP:

Ellen Johnson
4505 Headwood Drive #7
Kansas City, MO 64111
(816-931-5288)

| | |
|---|----------------|
| <input type="checkbox"/> Dinner with the Board | \$ 15 |
| Registration type: | |
| <input type="checkbox"/> Early Bird | \$ 60 |
| <input type="checkbox"/> General (after April 15) | \$ 70 |
| <input type="checkbox"/> Student | \$ 30 |
| <input type="checkbox"/> New Branch Webmaster | \$ 30 |
| (available to branches with no website) | |
| TOTAL DUE | \$ ____ |



**Tuesday Women's Association of Ethical Society and
American Association of University Women present the:**

2018 International Relations Lecture Series

Ethical Society of St Louis
9001 Clayton Road
St Louis, MO 63117

Each lecture will begin promptly at 10:45 the 2nd Tuesday of the month, January to April, in the upper auditorium. The public is cordially invited. There is no fee, but all contributions are greatly appreciated. Free parking is available in the rear of the building. The 45 - 50 minute lecture will be followed by a question and answer period. Attendees are invited to bring lunch and to stay and discuss the day's topic. In case of inclement weather, you may call 314-991-0955, ext. 224

February 13, 2018

Mistakes of the Past: Making Sense of the North Korean Crisis

Daniel Pieper, Ph.D., East Asian Studies Department, Washington University in St. Louis

Dr. Pieper is a lecturer at Washington University whose research focuses on the cultural history of modern Korea. He spent seven years living in South Korea, most recently as a Fulbright Junior Researcher in Seoul from 2016-2017 where he witnessed the massive peaceful protest that removed the right-wing Korean president Park Geunhye from power. Dr. Pieper will present a brief history of how thoughtless geopolitical

division by superpowers resulted in war, ideological dictatorships, and now the surreal juxtaposition of a hyper-modern model democracy and the last Stalinist state on earth. Dr. Pieper will also discuss issues of North and South Korean identity and the disparate perceptions of the North Korean crisis in the United States and in South Korea.

Coordinator: Kayla Vaughan

Assistant Coordinator: Carolyn Herkstroeter



March 13, 2018

Human Trafficking an International Problem

Whitney Howland has worked as the Human Trafficking Victim Services Social Worker at the International Institute of St. Louis since 2016. In this role, she provides intensive case management to clients and screens potential victims of trafficking, provides technical assistance and training to service providers. Currently she acts as the agency's liaison to the Federal District of Eastern Missouri's Human Trafficking Task Force, and she

organizes the St. Louis Rescue and Restore Coalition.

Coordinator: Pam Ross

Assistant Coordinator: Julia Triplett



April 10, 2018

The Assault on Global Democracy

Ryan D. Kulik has spent over 20 years working as a lobbyist and public relations consultant with an emphasis in Government communications. He specializes in taking controversial issues and creating new partnerships with the goal of implementing positive social change. Through SeedSing.com, Mr. Kulik has created a community of independent journalists who, without influence or bias, spotlight the politics and

popular culture of the day.

Recent years have seen the global communities get more connected with the rise of inexpensive technology. Many people, like Mr. Kulik, thought this new global connectivity would advance the humanist philosophy and bring freedom to a larger group of people. The rise of nationalist figures like Donald Trump, Narendra Modi, and Rodrigo Duterte has shown a retreat of traditional humanist values. Is the dream of Global Democracy gone? What does the future of freedom look like?

Coordinator: Usha Sathe

Assistant Coordinator: Nancy Hutchins

AAUW – KIRKWOOD-WEBSTER GROVES BRANCH

New Member Form – 2017-2018

Welcome to Kirkwood-Webster Groves Branch! Please provide the following membership information:

Full Name: _____ Preferred First Name for Nametag: _____

Address: _____ Birthday: _____

(Street) (City) (Zip) (mm/dd)

Preferred phone: ____ Home # _____ Cell # _____ Email: _____

Preferred method for receiving branch and state newsletters: ____ Email ____ USPS

| Degree | Area of Study | College/University | Year |
|--------|---------------|--------------------|------|
| | | | |
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| | | | | | |
|---|---------------------------|---------------------|--------------------------------|----------------|---------------|
| The AAUW year is July 1 - June 30. Membership paid after March 15 extends through June 30 of the following year; i.e., 2019. | Association (National) | Missouri (State) | Kirkwood- Webster Groves | Total | Choose One |
| New Member | \$49* | \$10 | \$15 | \$74 | |
| New Dual Member Primary Branch: _____ | n/a | \$10 or n/a | \$15 | \$15 | |
| Special 2018 Membership Campaigns | | | | | |
| Shape-the-Future (join Mar 16-Dec 31) | \$24.50* | \$10 | \$15 | \$49.50 | |
| Current Graduate Student | \$18.81* | \$10 | \$15 | \$43.81 | |
| Give a Grad-a-Gift (min. 2-year Associate) | \$0 | \$0 | \$15 | \$15 | |
| Undergraduate Student Affiliates | | | | | |
| Student's school is an AAUW C/U partner member | Free online | \$3 | \$6 | \$9 | |
| Student's school is <u>not</u> an AAUW C/U partner member | \$17* | \$3 | \$6 | \$26 | |
| Representative at an AAUW C/U Partner Member joining branch/state | Incl in C/U Membership | \$10 | \$15 | \$25 | |
| Current AAUW Member-at-Large joining branch/state | Incl in MAL dues | \$10 | \$15 | \$25 | |
| *IRS regulations allow that \$46 (or \$23 if half price) of AAUW membership dues is a charitable contribution. Suggestion: Make a note for your 2017 tax folder. | | | | | |

(continued on next page)

Want help with this form? Call K-WG Finance VP Carol Davis McDonald, 636-227-0511

Mail this completed form with your check payable to AAUW to:

**Carol Davis McDonald
827 Bergquist Drive
Manchester, MO 63011-4215**

Optional: Please provide additional personal information for the Kirkwood-Webster Groves Branch membership directory to help us learn more about you and your accomplishments.

Employment Status: ☐ Retired from Job Title/ Company: _____

Employed ☐ F/T ☐ P/T ☐ Self at Company Name/Number: _____

Volunteer work:

What would you like us to know about you? (e.g., family, AAUW interests, publications, awards, achievements, hobbies, interests, special skills, etc.)
