

Newsletter of the Kirkwood–Webster Groves Branch Founded April 1971 ~ Celebrating 50 Years!

2022-2023, No. 4, November 2022

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

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

Branch Officers, 2022-2023 Co-President: Jeanne Webdell 573-751-0943 jeannewebdell@gmail.com

Co-President:

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Secretary: Cathy Gilbert 314-922-8367 cathygrace49@yahoo.com

Thursday, November 17, 2022 7:00 pm CST via Zoom

Let's Talk Patient and Caregiver Advocacy: How to Advocate for What Matters to You

Melissa Williams, director of grassroots advocacy and partnerships at National Patient Advocate Foundation, will provide an overview about the field of patient advocacy, resources available to patients and caregivers, and actions people can take in their communities to make sure they're heard and understood by their doctors and care team.



The National Patient Advocate Foundation (<u>NPAF</u>) is dedicated to amplifying the voices of patients and advocating for better access to affordable, equitable, quality care. <u>Melissa Williams</u> oversees the volunteer program and leads all grassroots advocacy initiatives that advance the organization's policy goals.

Register in advance to receive the link. Click here



Sign Protest in Front of City Hall

Jeanne donated one of our signs to join other signs about voting and women's rights to make decisions about their own bodies.



Jeanne

THANKFUL, adj.

1. feeling or expressing gratitude, appre-

ciation

We have so many AAUW reasons to be thankful this Thanksgiving season and encourage you to ponder the many things you, too, are thankful for.



Marsha

We are thankful:

- for our board that works hard to accomplish AAUW goals of equity for women and girls, making the selection of just one 2022 Barbara Lackritz Service Awardee from a number of excellent nominees difficult.
- for the scholarships awarded at the National level and the STEM scholarships given by our branch.
- for members who send in their membership dues, support our fundraising activities, attend our meetings, read our newsletters, and offer encouragement.
- to be a part of an organization where everyone's ideas and insights are treated with respect.
- for the friendships and encouragement we give to each other.
- that through AAUW we are able to impact women's lives around the world.
- for the many ways AAUW members work to make the world a better place.

What are you thankful for?

Jeanne and Marsha



You voted! Here are the results of the survey from **Affton School District** asking, "What traits, skills, and mindsets do students need to be successful, regardless of the area they choose to pursue?" Of the 30 competencies listed below, you chose the Top 10 in the column on the right as those you consider to be most important/valuable for an Affton School District student to possess upon graduation. Learn more about each competency/term here: <u>https://</u>

www.afftonschools.net/page/portrait-of-a-graduate.

Select From: Collaboration Communication Compassionate Confidence Conflict Resolution Content Knowledge Contributors Courageous Creativity & Innovation Curiosity Dependability Entrepreneurial Financial Literacy Leadership Media Literacy Positivity Problem Solving Resourceful Responsibility Self/Goal-Directed **TOP 10**

Adaptability Civic Literacy Conscientious Critical Thinking Environmentally Responsible Global Citizens Integrity Lifelong Learner Perseverance Technology Literacy

TWO ADDITIONAL TERMS Awareness Philanthropic

Virginia Minor Honored with Historical Roadside Marker

The National Votes for Women Trail, a project of the National Collaborative for Women's History Sites, has collaborated with the William G. Pomeroy Foundation to install historical roadside markers in every state to commemorate events and leaders of the women's suffrage movement. The first one in St. Louis was placed on the property of the Schlafly Tap Room, 2100 Locust, St. Louis, MO, earlier this year. This marker commemorated the "Golden Lane" of women who lined Locust street to gain support for suffrage from delegates to the Democratic Convention.

AAUW, League of Women Voters members, and other interested parties attended the dedication of the marker commemorating the work of a hard-working women's suffrage leader, Virginia Minor, on October 15, 2022. The marker was installed at the site of a previous home, currently occupied by Provident Counseling, 2652 Olive Blvd, Louis, MO.

Minor was the 1867 founding president of the Woman Suffrage Association of Missouri. Her attempt to register to vote was rejected; and on October 15, 1872, she sued. The case reached the United States Supreme Court that ruled: "Neither the Constitution nor the fourteenth amendment made all citizens voters ... a provision in a state constitution which confines the right of voting to 'male citizens of the United States,' is no violation of the Federal Constitution. In such a state women have no right to vote." The court's decision in *Minor v. Happersett* led to a shift in strategy by suffragists to focus efforts on obtaining women's suffrage through a constitutional amendment.





The branch outing for December will be the St. Louis County Community Chorus Holiday Concert, "Season of

Light," on Sunday, **December 11**, at 7:00 pm.

K-WG AAUW member **Gloria Campion** is a member of the chorus. Watch for information on tickets and a gathering for dinner before the concert.

The chorus website is https://www.stlccc.org/.

Mark Your Calendar

Native American Heritage Month Nov **Election Day** Nov 8 Nov 14 KWG board meeting, 7:00 pm via Zoom Nov 17 KWG Branch meeting 7:00 pm via Zoom Nov 22 IBC meeting, 7:00 pm via Zoom Nov 28 Movie Club Nov 29 **Giving Tuesday** Nov 30 Native Women's Equal Pay Day Dec 11 St. Louis County Chorus holiday concert

A Big Thank You

to **Kay Meyer**, her husband Bruce, and her friend Sherry for spending Saturday (November 5)



in Ste. Genevieve at Pecanapalooza selling our pecans—despite the weather! Kay said the rain had stopped by the time they arrived. The wind was too high to use the canopy and affected the wind chill factor. Even though there was a little competition, they sold all the cinnamon glazed pecans. Due to the heat in Georgia, we were unable to buy pecans with chocolate, but customers were asking about them.

We have ordered chocolate (dark, milk, caramel clusters) now that the weather has cooled off, so don't hesitate to call in your order to Carol. They should be arriving very soon.

Star Awards

New Board Member Gloria Campion will be chairing a committee as the branch develops an application for the FIVE STAR National Recognition Award.



In addition, she will be working with other board members on the state TEN STAR recognition award.

This work will involve input from board members and members of the branch, verifying and aligning our compliance to the criteria for each award.

"We cannot solve a crisis without treating it as a crisis. [...] And if solutions within the system are so impossible to find, then maybe we should change the system itself?"
Greta Thunberg, climate change activist

CARE AND CONCERN

Deb McWard's husband Dick passed away on Monday, October 31. Messages of condolences and prayers for comfort for the family



With Deepest Sympathy...

may be sent to Deb McWard, 38 Village View Drive, Chesterfield, MO 63017-1971. Visitation will be on Wednesday, November 9, from 4 to 8 at Schroeder Funeral Home, 14960 Manchester Road, 63011, and the funeral service will be at Manchester UMC, 129 Woods Mill Road, 63011, on Thursday, November 10, at 11 am.

Join the

Movie Group



If you would like to join in, let Carol, Nancy Hutchins, or Becky

Clausen know so a Zoom link can be emailed to you. Each of us watches a selected movie on Netflix. The movie is then discussed by the group.

The next movie is *The Imitation Game* (2014) **on November 28**. Discussion will be led by Nancy Hutchins. The film tells the inspiring story of mathematician Alan Turing and his team of code-breakers whose work was crucial to British efforts to break German codes in World War Two. Actors: Benedict Cumberbatch, Keira Knightley, Mark Strong, Rory Kinnear, Matthew Goode; Directed by: Morten Tyldum.

For those interested: Becky Clausen has done some research on women who were also key to breaking the codes and wants movie club members to know about the following two books about Elizabeth Friedman:

https://slouc.na2.iiivega.com/search/card?id=10a193b7-339b-5b1e-af63-db138853c570&entityType=FormatGroup The woman all spies fear : code breaker Elizebeth Smith Friedman and her hidden life, by Amy Butler Greenfield, published: 2021 | English

https://slouc.na2.iiivega.com/search/card?id=93b44580d1df-5d80-a420-10bb856fd620&entityType=FormatGroup The woman who smashed codes : a true story of love, spies, and the unlikely heroine who outwitted America's enemies, by Jason Fagone, published: 2017 | English

AAUW METRO ST LOUIS INTERBRANCH COUNCIL (IBC)

KWG is **one of the five branches** that form the AAUW Metro St. Louis Interbranch Council, more commonly known as IBC. They meet 4 times a year, some virtually and some in person. Each branch is allowed 3 voting delegates, and historically the officers of each branch have served as those delegates.

<u>The purpose of IBC is</u> to foster cooperation among member branches and to financially support programs and projects and to open channels of communication among branches for the sharing of ideas and interests.

The next IBC meeting is at 7 p.m. on November 22, 2022, via **ZOOM.** The website is https://stlouis-ibc.aauw.net/.

IBC ¡ADELANTE! BOOK GROUP

This group meets in September, October, and January through May to discuss books written from diverse perspectives.



Where: Currently via Zoom

When: 1:30 pm the 4th Thursday of the month in September, October, January, February, March, April, May

Contact: Contact Deb McWard (314-607-2908) for sign-up. Send suggestions for book selection titles/authors to Teri Brecht <u>tebrecht@yahoo.com</u>.

- Jan 26 *Hidden Valley Road: Inside the Mind of an American Family,* by Robert Kolker; national mentoring (400 p); Jan Barrett, facilitator
- Feb 23 Jackie, Janet & Lee: Secret Lives of Janet Auchincloss and Her Daughters, by J. Randy Taraborrelli; black history (528 p); Deb McWard, facilitator
- Mar 23 The Girl with Seven Names: A North Korean Defector's Story, by Hyeonseo Lee (Lee Hyeonseo) with John David; women's history (320 p); Carol Davis McDonald, facilitator
- Apr 27 The Bookshop of the Broken Hearted, by Robert Hillman; sexual assault awareness (304 p); Teri Brecht or Karen Francis, facilitator
- May 25 *This Tender Land: A Novel*, by William Kent Krueger; Asian-Pacific American heritage;

Metro St. Louis Branch Programs

Ballwin-Chesterfield Branch—November 10, 9:30 am, Ballwin Events Facility, 333 Holloway Rd, 63011. Galen Gritts, a registered member of the Cherokee Nation, will talk about indigenous people and their history in this area long before statehood. Gritts will relate the story of the historic tribes in Missouri and their forced removal from their homes by the U.S. government. Gritts' presentation, "The Forgotten Trunk in the Attic," will address what it's like to be a Native person in Missouri and the continued presence and importance of indigenous people to the future of Missouri history, life, and culture

Ferguson-Florissant Branch—No meeting this month.

Saint Charles Branch—November 3, 1 pm, Faith United Methodist Church, St. Charles –held its Annual "Greatest Needs" Un-Auction and Fun Day.

St. Louis Branch—November 16, 6:30 pm, via Zoom. "The Equal Rights Amendment - Updates and Why We Need it More than Ever – the Broad Perspective." Contact Ellen Irons (ironnew@msn.com) for Zoom link.



IBC "Annual Event" Luncheon Recognizing Barbara Lackritz Honorees

Saturday, March 18, 2023

Program speaker: Acclaimed author Nicole Evelina Registration flyer to follow!

KWG has a new money-making project for our STEM scholarship. We will be selling Panera gift cards. "Let Panera® Catering take care of the YUM, so you can take care of the cheer!" Jeanne will order the gift cards as soon as she gets the okay from Panera that our application has been accepted. Let her know if you are interested.





Thursday, November 10, 7 p.m. In-person program at The Center of Clayton 50 Gay Ave., St. Louis, MO 63105 Proof of COVID-19 vaccination and a mask will be required for entry. Doors open at 6:30 p.m., program begins 7 p.m. Program will also be available on Zoom. **Registration is required; please register here!**

Our speakers, representing two local, community organizations, will share how chronic mental illness can be significantly impacted through psychosocial recovery practices and robust resources. National Alliance on Mental Illness (NAMI), St. Louis's Jessie Brown will ensure providers receive the latest updates on accessing valuable resources supportive of their clients and families. Jennifer Higginbotham will showcase the Independence Center's evidence-based clubhouse model of integrated mental health care and the impact on psychosocial rehabilitation. Hear first-hand narratives from those not just surviving but thriving with mental illness.

November Lunch & Learn: Advocacy in Action

NCJW's Israel Programming With Kalela Lancaster

When: Thursday, Nov 17 | 12:00 PM - 1:00 PM Where: Zoom - Register Here

Did you know? For more than 70 years, NCJW has been supporting women, children and families throughout Israeli society regardless of ethnicity, religion, and economic status. NCJW does its work through a gender lens, empowering Israeli and American women to advocate for a robust civil society. With our grants to Israeli organizations, participation in advocacy coalitions, policy statements, and our pioneering work in education and research, NCJW is a leader of women's and gender rights in Israel.

For our November Lunch and Learn, we are thrilled to welcome Kalela Lancaster, NCJW Israel's Program Manager, who will speak about the impact our programs have had in underserved communities all over Israel.

Kalela Lancaster joined NCJW as Israel Program Manager in November 2021, with responsibility for driving NCJW's strategy to strengthen the feminist field in Israel through a range of capacity building and philanthropic initiatives, and for engaging NCJW advocates in our Israel work.

Questions? Email Jen Bernstein at jbernstein@ncjwstl.org or call (314) 993.5181.

GATEWAY HUMAN TRAFFICKING



R.S.V.P.



Education is for improving the lives of others and for leaving your community and world better than you found it.

Marian Wright Edelman



AAUW and AAUW MO

If you have not made your 2022 donation, or you want to make an additional donation, now is the perfect time to do so! Through December 31, the AAUW Board of Directors and Committee

Leaders will match – dollar for dollar – every donation up to \$80,000! Giving today will double the impact of your gift. All gifts are tax deductible. AAUW strongly encourages all

gifts support AAUW's Greatest Needs so that funds may be used as needed to sustain the organization. If you wish, you may mail a check (payable to AAUW) to AAUW, P.O. Box 98045, Washington, DC 20090-8045.

Put our branch name in the memo line and we will receive soft-credit for your donation. You can, of course, donate online.

Webinars:

In case you missed them, two recent webinars are available online:

 October 18--In Conversation with Alumna Dr. Keisha Blain. Dr. Blain, 2016-17 AAUW American Fellow and a full professor at Brown University, discusses her most recent book Until I Am Free: Fannie Lou Hamer's Enduring Message to America, a riveting biography and intellectual history of Black activist Fannie Lou Hamer. A blend of social commentary, biography, and intellectual history, Until I Am

Free is a manifesto for anyone committed to social justice. The book challenges us to listen to a working-poor and disabled Black woman activist and intellectual of the civil rights movement as we grapple with contemporary concerns around race, inequality, and social justice. Award-winning historian and *New York Times* best-selling author Keisha N. Blain situates Fannie Lou Hamer as a key political thinker alongside leaders, such as Martin Luther King Jr., Malcolm X, and Rosa Parks, and demonstrates how her ideas remain salient for a new generation of activists committed to dismantling systems of oppression in the United States and across the globe.

• October 19—The Importance of the Well-Informed Voter. Join the AAUW Action Fund and special guests for a discussion on the upcoming 2022 midterm election, including the presentation of key AAUW Action Fund resources.

Public Policy from Alice Kitchen, AAUW MO

October 22 updates are in red text

Branch Equal-Pay Advocates meet with city officials to share information about the gender pay gap. Six advocates had their first meeting in 2022 to find out if the women who work

for the city are being paid fairly. Those advocates will schedule a second meeting with officials in 2023 to ask if the city will stop collecting salary history which puts female new hires at a disadvantage. Other advocates will be scheduling their first meeting with a city official in 2023.

Elimination of the use of Salary History in the Hiring Process. Impact on wages: get your local organizations to eliminate the use of salary history in the hiring process. Women, by virtue of childbearing/rearing, caring for aging parents, working low wage jobs, and/or working for a nonprofit have a lower starting basis and are at a disadvantage when an employer asks for their current salary. This practice discriminates against most applicants and assures the employer of getting new employees at the lowest wage needed to make the hire. **Per state board report from Carol Cowles, besides Kansas City, St. Louis County has eliminated the use of salary history in the hiring process. Cities eliminating the use of salary history in the hiring process are St. Louis City, Joplin, Boonville, and Eureka.**

Gender Study. Employers often do "workforce analysis" to determine where they stand in paying the various job code ranges. Few employers want to be worst payers in the community or in their field. If they are doing this, you can ask them to do a gender study, which calls for an analysis of each job code and each employee in that job code comparing women and men based on experience, education, skills, and value. Disparity exists just by the nature of the hiring process, new workers coming into the workforce, and long-time employees whose wages have not moved upward as they should. University economics or research departments can often lend a student to do the research or are willing to contract with an employer to do this. The Kansas City Gender Study that was initiated by the Women's Equality Collation (WEC) was released in April 2021. WEC members reviewed it, raised 3+ pages of comments and questions to be addressed. In the meantime, Mayor Quinton Lucas appointed Alice Kitchen to the KC Human Rights Committee. The position on the Commission entails establishing a Gender Equity Task Force with investigative and regulatory powers. (continued on next page)

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Paid Leave: Research Project. Find out which employers in your area provide "paid leave" of any kind. Record the employers, the number of employees, the type of paid leave plan offered, and the payer source. This research is a starting point for advocating for paid leave for the local employers. The KC League of Women Voters has a program they can provide to branches as a starting point to secure the background on the benefits and challenges to advancing this practice. Paid Leave is being promoted by AAUW members, the Women's Foundation, and the Chamber of Commerce in St. Louis. The St. Louis LWV is now able to support this effort. Links to the full paid leave report by MU Institute of Public Policy, as well as the individual briefs:

Research on Paid Leave in Missouri

<u>Prospects for Expanded Paid Sick Leave Mandates in Missouri: Summary</u> <u>Estimating Lack of Access to Paid Leave and Use of Paid Leave Among Workers Employed in Missouri: Summary</u>

Estimating Public and Private Sector Missouri Workers' Lack of Access to Paid Leave: Summary

Cost-Benefit Analysis of a 3/5 Paid Sick Leave Proposal for Missouri

Voter Education and Advocacy: Student Engagement Activity. Connect with a university, community college, extension office, or vocational school. Find a faculty or administrator who is willing to identify and introduce you to AAUW. In addition to participation in the MO Voter Protection Coalition, we will support advocacy around supporting the Citizen Ballot Initiative as it is and oppose any attempts to make the work, cost, or any other method of creating obstacles to the purpose of the Initiative. The bills we oppose are HJR133, HJR132.

Title IX. Review how the local organizations, universities, community colleges, or private colleges are overseeing Title IX. Are they current on the standards? Who is overseeing the performance standards? How well do students know what Title IX is about and how it affects them? This can be done as a research project, a survey process, or a records review. Members of our Public Policy Committee Ann Schultis, Carol Cox, Alice Kitchen, and Deb McArthur of the Colleges and Universities Committee reviewed survey reports from each in the University of Missouri system--St. Louis, Rolla, Kansas City, and Columbia--and wrote summaries of their findings. Lynne Roney organized our findings into a report on Title IX with a focus on what AAUW MO can do to help improve the capacity of the program statewide. The executive branch is scheduled to announce their improvements in late spring. 9/22/22: Three of our members, Carol Coles, Karen Francis, and I have submitted comments for the public comments period. The Title IX proposed rules were lengthened and carefully nuanced to add serious clarity. They were received by Kate Nielsen, who plans to consolidate all national member comments into a cohesive submission. When the reforms are finalized, we will send them on to you.

Anyone who like to get involved with the work being done at the state level should contact Marsha or Jeanne.

