



# TAKING ACTION

## MISSOURI PUBLIC POLICY EDUCATION AND ADVOCACY

ALICE KITCHEN, AAUW-KC PUBLIC POLICY CHAIR

Our Public Policy Committee is into some “good trouble” as U.S. Rep. John Lewis (1940–2020) would say.

We are embarking on six initiatives: some new and some with an updated twist. All are aimed at our work to make “social change” for women and girls.

Advocacy is the work of identifying changes that need to happen to make our environment more equitable for women in daily life, their work life and in their community. Social change happens in small steps and the process takes time.

Our initiatives are:

- 1. Elimination of the Use of Salary History in the Hiring Process.** Impact wages: get your local organizations to eliminate the use of salary history in the hiring process. **Carol Cowles** has been at the forefront of doing this in Kansas City. 12 states and 17 cities across the U.S. have succeeded passing legislative change. Women, by virtue of childbearing/rearing, caring for aging parents, working low-wage jobs, and/or working for a non-profit have a lower starting basis and are at a disadvantage when an employer asks for their current salary. (Contact Carol at [carolcowles63@gmail.com](mailto:carolcowles63@gmail.com) or 847-846-3450.)
- 2. Equal Pay Advocates Practices.** **Pat Shores**, Facilitator of the Committee states they are shifting the focus of the Equal

Pay Advocates from the Missouri state legislature to local city officials concerning the gender pay gap. This Committee is transitioning to working with elected officials at the local level. They intend to share information with city officials in support of equal pay for equal work for the women who work in their cities and help them understand that AAUW is a trusted source of information about the gender pay gap. (Contact Pat, [apatriciashores@att.net](mailto:apatriciashores@att.net) or 636-488-4387.)

- 3. Gender Study by Employer.** One way to get larger employers to determine if they are paying their employees equitable wages is to ask them to offer “gender study”. A Gender Study 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 between 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. (Contact **Alice Kitchen**, [inthekitchenak@gmail.com](mailto:inthekitchenak@gmail.com) or 816-589-2047.)
- 4. Paid Leave: Research Project.** Find out which employers in your area provide “Paid Leave” of any kind. Record the

CONTINUED, PAGE 3...

*Nettie Irene Van Der Veer*

## WAGY AWARDS

*Join us for this virtual event to honor and award local community organizations for their work in advancing education and equity for women and girls.*



**Friday, December 3**  
**11:30 a.m.—12:30 p.m.**

This year marks the 24th year of the Wagy Awards, underwritten by a generous bequest from Irene Wagy, a longtime member of AAUW-KC, and donations from Branch members.

Registration is required for this event using the link below, you will receive a confirmation email with details on how to join the event.

PLEASE REGISTER IN ADVANCE: <https://us02web.zoom.us/meeting/register/tZMtc-ChpzsGdXkmJQHdS3PJFtrkxMiqxgd>



## PRESIDENT'S MESSAGE

### *Greetings!*

Trust this finds you well. Fall is here. Fall colors remind us life is beautiful!

The American Association of University Women's (AAUW) mission remains important for the advancement of women and girls. AAUW-Kansas City is marching forward with plans and activities in furthering the mission.

#### **First, AAUW continues our commitment to Diversity, Equity, and Inclusion (DEI).**

Diversity includes everyone. Equity provides everyone with equal access to what they need to accomplish the same outcome. Inclusion is the act of including others.

DEI has enriched my life in so many ways. I appreciate interacting, working and collaborating with women and men of different backgrounds, disciplines, professions, race, color, ethnicities, nationalities, faith, sexual orientation and so forth. We have better outcomes when everyone has a voice and a hand in the projects.

What does DEI mean to you? Please tell us what your experience has been with DEI.

**Second, AAUW encourages women and girls to pursue different disciplines and professions including Science, Technology, Engineering and Mathematics (STEM).** STEM provides a lot of professional opportunities. All disciplines are important.

STEM has been central to who I am as a person and as a professional. I am grateful for the opportunity to work and collaborate with colleagues in different disciplines including Science, Medicine, Engineering, Business, Law and more. My work in the application of medical and scientific innovations to improve health and wellness has helped to impact lives locally and globally. It has helped me to contribute towards research and development, health and wellness, and the economy.

How has STEM impacted your life and community? Please tell us what STEM can do for you.

**Third, AAUW is working hard for pay equity.** Women and people of color still do not get equal pay for equal work. It is improving but there is more work to be done for us to reach pay equity.

***Have you or anyone you know suffered from pay inequity?*** Make plans to attend our upcoming webinar **Negotiating with Confidence: Salary Negotiation Webinar Designed for Women on November 19 at 11:30 a.m. CST.** Invite a friend to join! (See page 3 for more information and to register.)

We also would like to invite you to the virtual **Wagy Awards on December 3.** We will honor and award local community organizations for their work in advancing education and equity for women and girls. (See cover page.)

Every other Friday, AAUW-KC holds a Friday Forum to discuss topics of interest. Join us! It is open to members and non-members. (See more in Monthly Special-Interest Groups, page 4.)

We would love to hear from you! How are you doing? How is your community doing? Reach out via email at [aauwkc@gmail.com](mailto:aauwkc@gmail.com)

Best regards and be well!

**Dr. Luna Mukherjee**  
AAUW-KC President



**Dr. Luna Mukherjee's** professional background is in the application of medical and scientific innovations for improving health and wellness. She is an inventor, entrepreneur, an intellectual property professional and a consultant.

She earned her doctoral degree (PhD) in Biomedical Sciences from Mayo Clinic College of Medicine and Masters in Business Administration from Xavier University. She is an author on multiple scientific publications. Her research work in Drug Metabolism and Disposition was selected for the cover page of the journal, a rare honor. She is an inventor on two patents.

Dr. Mukherjee's 20+ years of experience is in research and development, innovations

and applications, entrepreneurship and leadership. She has worked at Universities, Hospitals and Medical Centers. She has set up collaborations and partnerships with small, medium and large companies both local and global. Her endeavors have resulted in the wider application of medical and scientific innovations for improving health and wellness. It has also resulted in public and private collaborations, revenue generation, funding for further research and development, and recognition of innovators and institutions.

She has been actively involved in community service. She has organized blood drives, food drives, genotype drives (to increase donors). Along with friends and colleagues, she has been involved in fundraising (proceeds benefiting children's charitable care and education fund), donating and gift packing for children in need, and preparing meals for McDonald's house and women's shelter.

She deeply cares about children's health and wellness. She has worked on application of pediatric innovations. She volunteered for research to help children who are blind.

She has served in many leadership roles. She has mentored women, minorities and young professionals for their professional advancement. She is actively involved with different organizations advocating for women's issues and rights. She has made presentations as an invited speaker and moderated panel discussions.

She has a wide range of interests and hobbies including cuisine, reading, music, gardening, travelling, yoga and meditation.

She has interacted, worked and collaborated with women and men of different backgrounds, disciplines, professions, race, color, ethnicity, nationality, sexual orientation, faith and so forth.

Dr. Mukherjee has won many awards including International Howard Bremer Award for Young Technology Development Professionals, Diversity Award and a Governor's Medal.

Contact: [lunam2012@gmail.com](mailto:lunam2012@gmail.com)



## NEGOTIATING WITH CONFIDENCE:

**SALARY NEGOTIATION WEBINAR DESIGNED FOR WOMEN**



Date: **Friday, November 19, 2021**

Time: **11:30 a.m. CST**

Registration Link: [https://us02web.zoom.us/webinar/register/WN\\_drcKO-MxR8GQwbf3MLJZeg](https://us02web.zoom.us/webinar/register/WN_drcKO-MxR8GQwbf3MLJZeg)

Women working full time and year-round are paid 82 cents for every dollar paid to a man who works full time and year-round. For most women, particularly women of color, the pay gap is even wider. Help close the gender wage gap by taking the AAUW Work Smart Salary Negotiation Webinar for Women. Learn strategies for negotiating your next job, earned promotion, or for more flexible benefits.

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### MISSOURI PUBLIC POLICY EDUCATION AND ADVOCACY

employers, the number of employees, the type of Paid Leave Plan they offer 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 have a program they can provide to your Branches as a starting point to secure the background on the benefits and challenges to advancing this practice. (Contact **Alice Kitchen**, [inthekitchenak@gmail.com](mailto:inthekitchenak@gmail.com) or 816-589-2047.)

**5. Voter Education and Advocacy.** Several members are active with the Missouri Voter Protection Coalition and at the local level. (Contact **Karen Francis**, [karenbitafrancis@yahoo.com](mailto:karenbitafrancis@yahoo.com) or 314-223-4235.) Also, **Student Engagement Activity.** Connect with a universities, community colleges, extension offices, and vocational schools. Find faculty or an administrator who is willing to identify and introduce you to student's equal pay, so we can lessen the time and energy we spend at the state level and transfer our efforts to the local level. (Contact **Debra McArthur**, [poeticnews@gmail.com](mailto:poeticnews@gmail.com) or 816-741-2683.)

**6. Title IX.** Review how local organizations, universities community colleges, and private colleges are overseeing Title IX. Are they current on the standards? Who is overseeing 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. See AAUW's website on Title IX. (Contact **Debra McArthur**, [poeticnews@gmail.com](mailto:poeticnews@gmail.com) or 816-741-2683.)

### CLEARING OUT OLD PAPERWORK?

If any of those old papers, include and especially are handwritten or typed notes, memos, photos, and letters are from your time with AAUW, our archivist wants them.

I will pick up at your convenience. If you don't want it released to the archive just yet, tell me, and I will hold it to the date you specify.

Please contact **Corinne Mahaffey**, [corinne.mahaffey@gmail.com](mailto:corinne.mahaffey@gmail.com) or 816-645-1350.

### DANGEROUS COATS SHARON OWENS



SOMEONE CLEVER ONCE SAID x WOMEN WERE NOT ALLOWED POCKETS x IN CASE THEY CARRIED LEAFLETS x TO SPREAD SEDITION x WHICH MEANS UNREST x TO YOU & ME x A GRANDIOSE WORD x FOR COMMONSENSE x FAIRNESS x KINDNESS x EQUALITY x SO LADIES START SEWING x DANGEROUS COATS x MADE OF POCKETS & SEDITION

**JOIN  
OR RENEW**

### MISSION

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

### 2021-2022 ANNUAL DUES: \$92

Dues cover National membership (\$62), State membership (\$10), plus Kansas City membership (\$20). Send **\$92**, payable to **AAUW-KC** to **Linda Berube, 13020 Grand Ave, Kansas City, MO 64145** or you can join or renew at: [aauw.org/membership](http://aauw.org/membership)

In principle and practice, AAUW values and seeks diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.





## 2021 THORPE MENN LITERARY EXCELLENCE AWARD WINNERS



**Lisa D. Stewart** (pictured, center) was awarded the 2021 Thorpe Menn Award on October 9, for her memoir *The Big Quiet: One Women's Horseback Ride Home* at the award luncheon held in the Community Hall at the Midwest Genealogy Center, a Mid-Continent Library, in Independence. She was presented with \$300 and a framed certificate.

Of note, Lisa's husband **Robert Stewart** won the Thorpe Menn Award in 2004

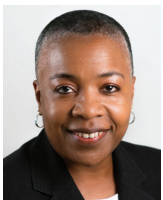
for his book *Outside Language: Essays*.

**Steve Liwer** was first runner-up (pictured, right) for his book, *The Music Between Us: Memoir of a Bedside Musician*, and **Barbara Loots** (pictured, left) was second runner-up for her book of poetry, *The Beekeeper and Other Love Poems*. Both were presented with \$100 and a framed certificate.

**Andrea Warren**, the 2020 winner for her young reader book, *Enemy Child: The Story of Norman Mineta, a Boy Imprisoned in a Japanese American Internment Camp During World War II* was our keynote speaker. She recounted her journey as an author writing nine books for young readers.

Over 50 guests were welcomed by **Steven V. Potter**, Director of Libraries, Mid-Continent Library, who surprised the committee by offering to hold the 2022 luncheon at the new center at Woodneath Library.

## AAUW NAMES GLORIA L. BLACKWELL AS NEW CEO



"I stand in a unique place, and I plan to use my skills and expertise to build a new and stronger vision for AAUW. I vow to grow our impact across all communities and expand our commitment to infuse equity and inclusion in everything we do."

— Gloria L. Blackwell

**Gloria L. Blackwell**, who currently serves as AAUW's Executive Vice President and Chief Program Officer, was chosen for the role of CEO because of her deep executive experience and her impressive record of innovative contributions to AAUW's mission, according to AAUW Board President **Julia T. Brown**.

"As AAUW proudly celebrates 140 years of advancing equity for women and girls this year, we know that Gloria is the right leader at the right time," Brown said. "Her outstanding talents are unparalleled assets to AAUW. The Board and all our members are privileged to partner with Gloria to continue to uplift our mission and vision of equity for all."

Read the entire release: <https://www.aauw.org/resources/news/aauw-names-gloria-l-blackwell-as-new-ceo/#:~:text=October%2013%2C%202021,in%20Paris%2C%20France.%C2%A0>

## MONTHLY SPECIAL-INTEREST GROUPS

### 2ND & 4TH FRIDAY FORUM / 10–11 AM

• NOV 12 & 26 / DEC 10 / JAN 7 & 21

You're invited to join the Friday Forum discussion group held on 2nd and 4th Friday's from 10–11 a.m. Held virtually via Zoom, we discuss everything from current events to international issues. During a recent meeting we studied the judicial system as set forth in the constitution. It made for a spirited discussion as we reviewed the good, the bad and the ugly!

• FEB 11 & 25 / MAR 11 & 25

BEGINNING FEBRUARY 11, FRIDAY FORUM WILL FEATURE THE GREAT DECISIONS SERIES PROGRAM. Background information is provided for study and policy options for the eight most critical issues facing America each year and serves as the focal text for discussion groups across the country. 2022 Great Decisions discussion topics include:

- Roles of international organizations in a global pandemic
- Struggles over the melting Arctic
- Brexit and the European Union
- China's role in Africa

Great Decisions briefing books must be ordered by Dec. 15, 2021. Make your \$25 check payable to **Ardy Pearson** and mail to her at: **1012 W 66th Terr, KCMO 64113**.

Please email **Linda Berube** at [ljbaauw@hotmail.com](mailto:ljbaauw@hotmail.com) for the link to join us for Friday Forum/Great Decisions.

For further information, contact **Joanie Shores** at [joanashores1010@gmail.com](mailto:joanashores1010@gmail.com) or call **1-660-200-5809**. We welcome you to join us!

### 3RD THURSDAY "BOOKS & BREWS" / 6–7 PM

Co-sponsored with the Kansas City Public Library, our book club, "Books and Brews" meetings are held via Zoom on the 3rd Thursday of each month at 6 p.m. During this time of social distancing and libraries open only for drop off and pick up, our reading and appreciation of the virtual event have both increased! Facilitated by **Jane Hatch** with **Carol Cowles** and **Sue Coy** providing assistance, meetings are lively as diverse opinions and preferences are shared. Books are selected yearly by the membership and members volunteer to lead the discussions. The benefits of this interesting community collaboration are many, including acquainting newcomers with AAUW-KC. New members are always welcome!

• NOV 18 *DEAR EDWARD* BY ANN NAPOLITARO

MODERATOR: AUDREY MYERS

• DEC 16 *DEACON KING KONG* BY JAMES MCBRIDE

MODERATOR: SUE COY

• JAN 20 *HOW MUCH OF THESE HILLS IS GOLD* BY C. PAM ZHANG

MODERATOR: KAY ENGLER

Please contact **Linda Berube** at [ljbaauw@hotmail.com](mailto:ljbaauw@hotmail.com) for information on how to attend via Zoom.

Questions? Contact **Carol Cowles**, [carolcowles63@gmail.com](mailto:carolcowles63@gmail.com) / 847-846-3450

For more information and news, please visit

<http://kansascity-mo.aauw.net/>

