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*"AAUW advances equity for women and girls through advocacy, education, philanthropy and research"*

Who we are...

The Saint Louis Branch of AAUW supports the broad goals and actions of AAUW by holding public outreach events, engaging in political action, collaborating with local organizations and educational institutions regarding AAUW topics, and by supporting area young women and girls directly. We promote a "You Can Do It" approach. We are one of six branches in the Saint Louis, MO, area that comprise the AAUW Metro Saint Louis Interbranch Council (IBC).

Branch Officers, 2014-2015

**Jan Scott**, Co-President  
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**Carol Davis McDonald**  
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**Ellen Irons**  
Director at Large, Programs

**Sally McGowan**  
Director at Large, Public Policy

**Fran Irwin**  
Director at Large, IBC

Web Sites:

**Branch Web Site:**  
<http://stlouis-mo.aauw.net>

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

**State Web Site:**  
[www.aauwmo.org](http://www.aauwmo.org)

**National Web Site:**  
[www.aauw.org](http://www.aauw.org)

**ST LOUIS BRANCH UPDATES:**

**Tuesday, July 7, 2015, 6:30 PM**

**Jan Scott's House**

**(314) 727-6876**

**Please join us to make plans for the coming year.** Do you have an idea for a program or topic that we might consider for the next year? A way to build on what we did this past year? What would you like to see our branch do? We would like to hear from you. This will be a "brown bag" supper meeting, so BYOM (meal). Please let Jan know if you can or cannot come.

**Sue Barley was elected as one of the ten directors on the national AAUW board**, as announced at the national convention in San Diego in June. Congratulations, Sue!! Also elected was **Melissa Johnsen**, a former Kirkwood-Webster Groves Branch member who now lives in Colorado. **Malinda Gaul** of Texas, whom many of us know from past regional meetings, was re-elected. The proposal to eliminate the requirement of a degree for membership in AAUW failed by about 15 percent.

**We had an excellent lunch at Pietro's Italian Ristorante** on May 30th. We missed several people, but there are always so many things going on during good-weather months. Thanks to Sally McGowan, we have a record of the discussion. The business discussed was as follows.

1) Some of the new bookmarks that AAUW Metro St. Louis Interbranch Council developed were distributed to the members to deliver to different local city libraries and to pass out to prospective members.

2) Sally made a motion to reimburse Jan for the state convention registration fee, and Fran seconded it. The motion passed.

3) Next on our agenda was next year's Spring Fling. The St. Louis Branch is in charge of arrangements. After reviewing the comments from the 2015 luncheon, we decided to hold it at the same place, which was The Highlands at Forest Park. More planning to be discussed at future meetings.

4) Jan spoke about Title IX. She mentioned that **Karen Francis**, who is a member of the Ballwin-Chesterfield Branch, has been chosen as the new national public policy chair.

5) Jan distributed Office Depot discount cards for the members from a link on the national website. Thanks Jan.

6) Names and bios of the four "Walk of Fame" women will be turned in shortly. Our four picks are **Virginia Minor**, **Edna Gelhorn**, **Annie Malone**, and **Madame Chouteau**.

7) Reminders: to vote in the national AAUW election, membership fees are due, and the annual Equality Day Brunch on Saturday, August 22, from 10 AM till 2 PM at the

Crowne Plaza Hotel, Crystal Ballroom, in Clayton.

- 8) Named gift award certificates, a gift, and flowers were given to **Ellen Irons** and **Sally McGowan** for their hard work and contribution over the past year serving AAUW. Goody bags were given to everyone from Carol.
- 9) And finally, a date was set for our next meeting on Tuesday, July 7<sup>th</sup> at Jan's house at 6:30 pm. We will be discussing what's next for our Notable Women, for our branch, and the Spring Fling. So bring your ideas to the table.

## MEMBERSHIP RENEWAL TIME

**Sue Barley**, our finance officer, mailed everyone a renewal form for the 2015-2016 AAUW year. *Please remember to renew as soon as possible* in order to allow Sue to submit information to the national membership office in a timely fashion. Your membership in our branch is important to us, and we would like to hear from you with both positive comments and helpful criticisms. We also would like to see you as much as possible; or let us know how you are doing. We'll update our members in Member News if you have something you would like to share.

## MEMBER NEWS

As noted above, **Sue Barley**, our finance officer, was elected as a director to the AAUW national board. Again, congratulations and good luck, Sue! In a message to members, Sue said, "Thank you for your wonderful friendship and support that helped elect me to the AAUW Board of Directors. I appreciate it so much."

### Happy July Birthdays!

8 – Barbara Johnson  
27 – Ellen Irons

### Happy August Birthdays!

4 – Fran Irwin  
22 – Elinor Gent  
27 – Gwen Cotton

## INTERBRANCH COUNCIL UPDATES

The next Interbranch Council meeting will be on August 25th at 7 PM in the small meeting room at the Thornhill Branch Library off Fee Fee Road in Creve Coeur. Members of IBC are the president, program vice president, membership vice president, and a member at large from each branch. All members are welcome to attend.

## DOWNTOWN LUNCH GROUP

Here are the places to be on the 3<sup>rd</sup> Tuesday of the month at 11:45 AM. Please join us – we have lots of good conversation. For reservations contact **Kay Meyer** at 314-962-7487 or [kicmeyer@yahoo.com](mailto:kicmeyer@yahoo.com).



- July 21** **Maggie's Restaurant**, 9035 South Main Street, St. Charles, 636-947-3883
- Aug 18** **Everest Café and Bar**, 4145 Manchester Ave., St. Louis (The Grove), 314-531-4800
- Sep 15** **Mary Ann's Tea Room**, 4732 McPherson Ave., St. Louis 63108, 314-361-5303
- Oct 20** **Mama Josephine's**, 4000 Shaw Blvd, St. Louis, 314-771-4001
- Nov 17** **Old Standard Fried Chicken**, 1621 Tower Grove Ave., St. Louis, MO 63110, 314-932-7818
- Dec 15** **The Restaurant at the Cheshire**, 7036 Clayton Ave., St. Louis, 314-932-7818

## AAUW ¡Adelante! Book Group

Book clubs are a fun, social way to open a dialogue on women, diversity, and change. Many AAUW members share a love of reading; and that love, partnered with a desire to seek out books written from diverse perspectives, launched a component of AAUW's diversity outreach program in 1996 – AAUW's ¡Adelante! Book-of-the-Month Club. The St. Louis IBC book group meets September through May.



**Where:** Barnes & Noble, Chesterfield Oaks Shopping Center, 1600 Clarkson Rd.

**When:** 1:30 p.m. the fourth Thursday of the month.

**Contact:** **Teri Brecht**, [tebrecht@yahoo.com](mailto:tebrecht@yahoo.com). AAUW members from all St. Louis area branches are welcome.

**Upcoming books:**

"People call me a feminist whenever I express sentiments that differentiate me from a doormat or a prostitute." — Cicely Isabel Fairfield, pen name Rebecca West (1892–1983)

"If women are expected to do the same work as men, we must teach them the same things." — Plato (427 B.C.–347 B.C.)

"Women have the right to mount the scaffold; they should likewise have the right to mount the rostrum." — Olympe de Gouges, (1748–1793)

How: Make checks payable to: Missouri Women's Network and mail to Julia Triplett. Please include your name, address, city, state, zip, e-mail address, and phone number. (A registration form/flyer was included in the May branch newsletter.)

Deadline: August 15, 2015. Call **Shirley Breeze** (314-831-5359) or **Pat Shores** (636-938-3958) for additional information or (limited number) late reservations.

## Afternoon Book Group

This is a joint group with the Kirkwood-Webster Groves Branch. The group meets the 4<sup>th</sup> Monday of each month at 4:00 PM at St. Louis Bread Company on Manchester in Kirkwood (or a place to be announced). Friends, family, and guests are always welcome to join the discussion. Contacts: **Barbara Johnson**, 314-962-3501, or **Kay Meyer**, 314-962-7487 or kicmeyer@yahoo.com. Here is the reading list for the next few months:

- |        |  |
|--------|--|
| Jul 27 | <i>Spider Woman's Daughter</i> , by Anne Hillerman   |
| Aug 24 | <i>The History Boys</i> , by Alan Bennett  |
| Sep 28 | <i>Infidel</i> , by Ayaan Hirsi Ali  |
| Oct 26 | <i>The Touch</i> , by Colleen McCullough   |
| Nov 23 | <i>Lady Almina and the Real Downton Abbey: The Lost Legacy of Highclere Castle</i> , by Fiona Carnavon               |
| Jan 25 | <i>The Passion of Artemisia</i> , by Susan Vreeland  |
| Feb 22 | <i>The Boys in the Boat: Nine Americans and Their Epic Quest at the 1936 Berlin Olympics</i> , by Daniel James Brown |
| Mar 28 | <i>At the Water's Edge</i> , by Sara Gruen   |
| Apr 25 | <i>When Men Betray</i> , by Webb Hubbell [K-WG Branch member Lynne Roney's cousin]                                   |
| May 23 | Planning meeting   |
| Jun 27 | <i>Go Set the Watchman</i> , by Harper Lee   |

## MISSOURI WOMEN AND THE WAGE GAP

In Missouri a woman who holds a full-time job is paid, on average, \$34,708 per year, while a man who holds a full-time job is paid \$43,921. This means that women in Missouri are paid 79 cents for every dollar paid to men, amounting to a yearly wage gap of \$9,213. Nationally, women who hold jobs full time, year round, are paid, on average, just 78 cents for every dollar paid to men. For women of color, the wage gap is larger. On average, African American women are paid 64 cents, and Latinas are paid just 56 cents for every dollar paid to white, non-Hispanic men.

**Missouri women and families cannot afford discrimination and lower wages.** Missouri women are responsible for the economic security of their families. In the US today, mothers are primary or sole breadwinners in nearly 40 percent of families, and married mothers are the primary or co-breadwinners in nearly two-thirds of families. That means women's wages are key to their families' ability to make ends meet and get ahead. In Missouri 288,319 family households are headed by women. About 32 percent of those families (92,550 family households) have incomes that fall below the poverty level. Eliminating the wage gap would provide much-needed income to women whose wages sustain their households.

**The wage gap cannot be explained by personal choices.** It persists regardless of industry. In the civilian industries that employ the most full-time employees—health care and social assistance, manufacturing, retail trade, and educational services—women are consistently paid less than men. For example, in the health care and social assistance industry, women are paid just 71 cents/dollar paid to men. In manufacturing, just 73 cents. In retail trade, 78 cents. In educational services, women are paid 87 cents/dollar paid to men.

**The wage gap is present within occupations.** Among the occupations with the most people working full time, year round nationally—sales, production, management, and office and administrative support—women are paid less than men. (Sales, 63 cents; production, 68 cents; management, 75 cents; office/admin support, 89 cents.)

**The wage gap exists regardless of education level.** Educational attainment alone will not eliminate the wage gap. Nationally, women with master's degrees working full time, year round, are paid just 71 cents/dollar paid to men with master's degrees. Among full-time, year-round workers, women with doctoral degrees are paid less than men with master's degrees, and women with master's degrees are paid less than men with bachelor's degrees.

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## Missouri Women's Network

**Don't forget to register** for the 28<sup>th</sup> Annual Equality Day Brunch held in celebration of the 95<sup>th</sup> anniversary of women getting the vote.

- When: Saturday, **August 22, 2015** – 10 am-2pm (registration at 9 am)
- Where: Crowne Plaza Hotel, Crystal Ballroom, 7750 Carondelet, Clayton
- What: Plenty of good food, key-note speaker, election and legislative issues, political action, awards, women's equity
- Cost: Brunch and program, \$37 (students \$15). (If you would like to join or re-join, organization dues are \$30, individual dues are \$20)

**Experts warn that the wage gap will not close in most women's lifetimes.** If change continues at the same slow pace as it has during the last 50 years, it will take nearly 50 more years—until 2058 (2066 in Missouri)—for women and men to finally reach pay parity.

**The public overwhelmingly supports fair pay policies.** Nearly half of likely voters in the US (49 %) believe that the wage gap has a major impact on the US economy as a whole. More than two-thirds of US voters (68 %) favor policies that would address gender discrimination, including paying women less than men for the same work. Less than one-quarter of voters oppose such a proposal. Both women (72 %) and men (64 %) say they are supportive.

**Nearly two-thirds of voters support the Paycheck Fairness Act, a federal proposal that would help combat wage discrimination.** In a 2014 nationwide survey, 62 percent of likely voters said they supported it. Support crosses demographic and ideological lines (83% of Democrats, 58% of independents, 44% of Republican voters).

## DEMOGRAPHICS - MISSOURI

(Institute for Women's Policy Research, Data 2015)

Statistic	Women	Men
Number, all ages	3,081,854	2,962,317
Median age	39	36
Proportion, aged >64	16.6%	13.4%
Proportion, aged <36	44.6%	47.8%
Same-sex partner households	7,938	5,281
Living in metro areas, all ages	69.2%	68.1%
Immigrants, all ages	3.9%	3.7%
With a disability, aged 21-64	12.4%	14.2%

## POVERTY & OPPORTUNITY

Rank: 32

Grade: D+

Statistic	Women	Men	Rank
Health insurance	82.9%	79.9%	27
Bachelor's degree or +	27.1%	27.0%	31
Own businesses	26.1%	47.2%	33
Above poverty	84.2%	87.6%	29

## EMPLOYMENT & EARNINGS

Rank: 30

Grade: C

Statistic	Women	Men	Rank
Workers earn	\$34,000	\$43,000	36
Gender ratio, 79.1%			25
Labor force participation	59.9%	67.9%	22
Share of all in managerial and professional jobs	38.3%	31.0%	32

## VIOLENCE & SAFETY

	Girls	Boys
Physical dating violence, Grades 9-12	11.6%	7.4%
Sexual dating violence, Grades 9-12	0.0%	0.0%
Harassment or bullying, 9-12	30.4%	20.0%
Electronic bullying, 9-12	0.0%	0.0%

## NATIONAL NEWS

### BENEFITS:

#### Help AAUW and Save on Office Supplies at the Same Time

Did you know that AAUW members can now save up to 80 percent at Office Depot and Office Max, online or in stores? You also get free next-day delivery if you spend more than \$50. *Exclusive low printing costs.* (Print free card at <http://www.officediscounts.org/aauw.html>)



### SOLVE THE EQUATION

**Add Women!** Why are there still so few women in engineering and computing? Just 12% of engineers are women, and the number of women in computing has fallen from 35% in 1990 to just 26%. Stereotypes and biases hold everyone back. Think you're hiring the right person? You might not be. Studies show that stereotypes and biases often lead employers—both men and women—to select male candidates, regardless of qualifications. One study found that the women who leave engineering are just like the women who stay. The difference is the workplace culture.

Harvey Mudd College dramatically increased the number of women computer science majors at the school in just five years by:

- Revising their required introductory computer science course to emphasize broad applications of computer science and accommodate different levels of experience.
- Providing students with early research opportunities
- Sending women students to the Grace Hopper Celebration in Computing.

Female computer science graduates nationally ranged from 19% in 2007 to 18% in 2014. At Harvey Mudd College, they ranged from 6% in 2007 to 38% in 2014! What if we expanded these efforts to businesses and K-12 education?

Workforce diversity is good for business. In less than 10 years, the United States will need 1.7 million more engineers and computer scientists. Adding women strengthens the talent pool and leads to better creativity, innovation, and productivity.

## WASHINGTON UPDATE

**WE NEED YOUR HELP!** At AAUW's National Convention in San Diego, attendees heard from Catherine E. Lhamon, the assistant secretary for civil rights at the U.S. Department of Education. She spoke about the important work being done to enforce Title IX and end sex discrimination in schools.

This issue is at the core of AAUW's mission to empower

women. Title IX protects all students and, as AAUW's members and supporters know, covers everything from campus sexual violence to single-sex education.

We need your help! The U.S. Department of Education has just released new resources to help coordinators at schools understand the full scope of their jobs. But not all Title IX coordinators know about these tools. That's where you come in! AAUW members and supporters can help by spreading the word in their communities.

Convention attendees signed cards pledging to personally deliver the new resources to the Title IX coordinators at their local schools. We can sign up to do this on the national website, [www.aauw.org](http://www.aauw.org), under the Two-Minute Activist.

### **Every Child Achieves Act of 2015 Faces Resistance from Congressional Tri-Caucus.**

Expressing concern with the lack of civil rights provisions included in the Every Child Achieves Act, the Congressional Tri-Caucus sent a letter this week to Sen. Lamar Alexander (R-TN) and Sen. Patty Murray (D-WA). **The Congressional Tri-Caucus includes** representatives from the Congressional Black Caucus, the Congressional Hispanic Caucus, and the Congressional Asian Pacific American Caucus. In the letter, the Congressional Tri-Caucus emphasized the importance of several civil rights policy priorities that are currently not included in the education bill: accountability for state and local school districts, equitable distribution of resources to help needier schools, and the enforcement and transparency of annual data collection and reporting. The Every Child Achieves Act, which is scheduled to be considered by the Senate soon, would reauthorize No Child Left Behind, also known as the Elementary and Secondary Education Act (ESEA).

### **Michigan First Lady Hosts Summit on Sexual Assault Prevention.**

In Lansing last month, 450 lawmakers, college representatives, activists, and students gathered to discuss ways to prevent sexual assault on college campuses. The summit included stories from survivors, presentations on best practices for prevention, and group sessions on handling trauma. **AAUW of Michigan** State Public Policy Chair, Amanda Phillips, was in attendance and noted, "Creating a 'climate change' on campus for everyone is the new mantra, as an umbrella word to promote universal change in attitudes about sexual assault." Governor Rick Snyder revealed that \$500,000 of the state budget would be allocated towards sexual assault prevention programs on college campuses.

**June 4th Marks Moms' Equal Pay Day.** While we "celebrated" Equal Pay Day on April 14th this year, we must also take time to "celebrate" the other Equal Pay Days that occur throughout the year. On June 4th we marked Moms' Equal Pay Day, the symbolic day when the average salaries of mothers who work full time, year-round, catch up to the salaries that fathers earned the previous year. Across racial backgrounds, education levels, geographic regions, and occupations nationwide, the gender pay gap persists, hurting the economic security of women and families and undermining the economy as a whole.

**AAUW Cheer:** Melissa Mayeux, a teen from France, may be the first woman to be signed by a Major League Baseball team. Mayeux is only 16 years old and currently plays for two French national teams as the shortstop.

**AAUW Jeer:** Gov. Scott Walker (R-WI) made statements regarding equal pay for women, associating the issue of equal pay to people being dependent on the government. Walker claims that fighting for equal pay "pits one group of American's versus another."

**AAUW Cheer:** Erin Paisley, a Canadian high school student, designed her own **prom dress with recycled papers** from her math class. She decorated the dress with the message, "I've received my education. Not every woman has that right." Paisley wanted to raise awareness about the significant global educational gap between boys and girls, and to remind others of the privilege of access to secondary education.

**AAUW Jeer:** Nobel laureate Tim Hunt made last month about issues with "girls" in labs, stating that they cause "trouble" since they tend to "cry" at criticism and "fall in love" with their male colleagues. Female scientists and male allies around the world took to Twitter with some #distractinglysexy responses. Following the outcry over his comments, **Hunt resigned from his position** with the University College London. AAUW is proud take a stand against these outdated attitudes by supporting STEM education for girls.

**AAUW Cheer:** The University of Oxford is set to appoint Professor Louise Richardson as its vice-chancellor. Richardson will be the university's first female vice-chancellor since its records began nearly 800 years ago. When asked about her nomination, Richardson said, "I look forward to the day when a woman being appointed isn't in itself news." We couldn't agree more.

**AAUW Jeer:** While discussing her new book, **Phyllis Schlafly** explained why women actually like the gender pay gap. According to Schlafly, "Women like to marry a man who makes more than she does so then she can take time off and work fewer hours when she has something she'd rather do, like have a kid and look after her children. So the pay gap, really, is something that women like." Not only is this explanation based on antiquated gender stereotypes, it fails to mention the role discrimination plays in the pay gap. We invite Schlafly to take some time to read AAUW's *The Simple Truth about the Gender Pay Gap* to learn more.

### **Bits and Pieces**

- A survey from the *National Journal* gave women who work on Capitol Hill the chance to **speak out** about their experiences in the historically male dominated work environment. Women staffers cite making less money than men with the same job, being passed over for lower ranking male colleagues when answering questions, and even not being allowed to be in the same room alone with male members of Congress to avoid scandal.
- New research from Harvard Business School found that **women are more likely to be judged**—and to judge

themselves—for spending more time at work rather than at home with their families. Many women have anxiety surrounding the stigma of working women neglecting their families and are therefore less likely to work as many hours as men, to be offered travel opportunities, and to gain promotions.

- A recent study found that, despite African Americans having the highest rates of voting ever and the greatest number of representatives in Congress ever, policies that the black community supports are still **the least likely to become law**. The same stands for women, the poor, and Hispanics; as more of these groups want federal legislation to be passed, the less likely it is to be adopted. America’s policy on both the state and federal levels favor what whites, men, and the rich support, which is a clear representation of how much money controls policy in this country.

- The for-profit college industry now has to face tough new regulations as ruled by a federal court recently, which would limit their ability to target low-income students. The most prominent regulation includes the right for the U.S. Department of Education to demand that such schools prove that their graduates are making enough money to pay off their student loans.

- A poll conducted by the Washington Post found that one in five women who attended college in the last four years were survivors of sexual assault. Many of the participants in the poll mentioned confusion on what consent is and when a sexual encounter is crossing the line, showing an obvious need for more comprehensive sexual assault trainings on college campuses. The poll also found that two thirds of the reported unwanted sexual encounters involved alcohol, demonstrating that alcohol awareness programs are much needed on college campuses as well.

- Meryl Streep wrote a letter to every member of Congress stating, the Equal Rights Amendment (ERA) “represents a fundamental human right that must be included in our Constitution as a matter of principle.” The letter urges Congress to take a stand against inequality and support the ERA.

- Rep. Linda Sánchez (D-CA.) and Rep. Chris Gibson (D-NY) reintroduced the *Safe Schools Improvement Act*, a bill requiring local educational agencies to establish **anti-bullying and anti-harassment policies** that prevent and prohibit such conduct. Every student deserves a safe place to learn, and AAUW believes that maintaining a safe climate at schools is the bedrock component to ending school violence. AAUW supports the Safe Schools Improvement Act which would give schools necessary resources to combat bullying, harassment, and negative school climates.

- Last month, AAUW held a special launch for *Solving the Equation at Google offices* in Washington, D.C. The event brought AAUW research about girls and women in engineering and computing to Capitol Hill. Rep. Donna Edwards (D-MD) gave a keynote address highlighting her background in science, technology, engineering, and math (STEM) at the Goddard Space Flight Center. She spoke about the critical importance of including girls and women in the STEM pipeline to strengthen the U.S. economy. The event

also included two panels; one panel concerned policy solutions to engage girls and women in STEM, while the other covered ways to attract and retain women in STEM fields.

- **Chipotle Mexican Grill** announced that, beginning next month, both part-time and salaried workers will receive benefits such as paid vacations, sick pay, and tuition reimbursements. These increased benefits are part of the movement by advocates to urge chain restaurants to improve working conditions and invest in younger workers.

- This week, Sen. Patty Murray (D-WA) introduced the Affordability IS Access Act. The legislation would make oral **birth control available over the counter** without a prescription, and women with insurance would incur no out of pocket costs.

- Adding to the recent revelations of ethical misconduct within FIFA, this week *The Guardian* published an op-ed that calls on the organization to end its pervasive gender bias. The op-ed highlighted many areas of **unequal treatment for men and women within FIFA**. Some of these include the fact that women’s world cup is being played on a more dangerous surface, female soccer players are paid a pittance compared to their male counterparts, and that FIFA has a serious lack of women in top leadership positions.

- According to a report by the Organization for Economic Cooperation and Development (OECD), the global inequality gap continues to grow and, “has reached a tipping point.” In the U.S., **the average income of the top 10 percent of earners was 19 times higher** than the income of the bottom 10 percent of earners. The report argues that less inequality benefits everyone and is better for stimulating economic growth. Two of the high priority measures put forth by the OECD to counteract inequality include taxing the rich and advocating for gender equality.

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## MARK YOUR CALENDARS

- Jul 9 AAUW St. Louis planning meeting
- Jul 18 AAUW MO board meeting, Columbia
- Aug 14 Social Security 80<sup>th</sup> anniversary
- Aug 15 Registration deadline, Equality Day brunch
- Aug 22 St. Louis Equality Day celebration
- Aug 26 Women’s Equality Day
- Oct 17 MO board meeting, Fayette
- Oct 26-28 Vision 2020 Conference, Nashville

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Anything you want to share with our members? Please send articles and information for the newsletter to Carol Davis McDonald, 827 Bergquist Drive, Manchester, MO 63011-4215, or [davis-mcdonald@juno.com](mailto:davis-mcdonald@juno.com).

