

"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 five branches in the Saint Louis, MO, area that comprise the AAUW Metro Saint Louis Interbranch Council (IBC).

Branch Officers, 2017-2018

Jan Scott, Co-President
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Carol Davis McDonald
Co-President, Newsletter, Website
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Ellen Irons
Director

Sally McGowan
Director

Lorie Jackson
Director

Web Sites:

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

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

State Web Site:
www.aauwmo.org

National Web Site:
www.aauw.org



Holiday Luncheon

**Sunday, December 9, 2018
12:30 AM - 3:00 PM**

**Glen Echo Country Club - Willow Room
3401 Lucas and Hunt Rd, St. Louis, MO 63121**

RSVP to Carol or Jan

Soup: Mushroom Gouda

Salad: Sensation Salad

Quiche: Smoked Chicken & Poblano Pepper
Florentine – Spinach & Swiss Cheese

Dessert: Cookies & Brownies

Includes coffee, tea, water - \$24.00 per person inclusive

(Since GECC wants to be paid with one check, please make your check for \$24, payable to AAUW St Louis, and send or bring to Carol.)



Dear AAUW Friends,

Sue Barley had planned to host her lovely December brunch on December 9th. However, due to the progression of her husband's illness, she will be unable to be in St. Louis. Diane Sher came to our rescue, so to speak, by offering to reserve a room at Glen Echo Country Club (where we had past Spring Fling luncheons). Please join us.

The past few months have been devoted to conversations about our projects and events. Ellen has been keeping everyone updated with e-mail messages. We hope that they haven't gone into your spam folder and that you were able to read them. Since we don't see some of you at our meetings, we are wondering what you would interest you. We look forward to member participation. We would like to hear your thoughts.

BRANCH MEMBER NEWS

Happy October Birthday!

14 - Sue Barley

Happy November Birthday!

22 - Laura X

25 - Malaika Horne

29 - Sally McGowan

Happy December Birthday!

25 - Homa Zafer

We are pleased that **Lorie Jackson** recently joined the St. Louis Branch. Previously, she was a member of the Ferguson-Florissant Branch and rejoined this year. Lorie received her M.A. in Human Resources from Webster University in 2009. She served as adjunct professor at Webster



University teaching HR Management in the Master's program and created. She developed two training modules: Reinventing Yourself After 50--Surviving in a Changing Work Environment, and Book Bags to Briefcases.

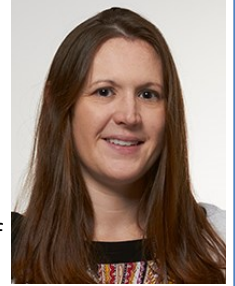
Lorie held several corporate human resources leadership positions in various industries, manufacturing, healthcare (for-profit and federally qualified health centers), telecommunications, food, automotive, pharmaceutical, and staffing. She is the president of Lorie A. Jackson LLC HR Consulting and is the co-founder and CEO at Mosaic Ceiling, a non-profit 501(c)(3) dedicated to empowering women and girls in six key areas (www.mosaicceiling.org). Lorie is very interested in the Start Smart-Work Smart programs and agreed to be a director on the branch board with focus on the Work Smart program that AAUW is promoting.

Lorie can be reached at 314-703-1513 and at loriejackson@mosaicceiling.com.

Congratulations to Ellen Irons!

Ellen was appointed as co-chair of the AAUW of Missouri Public Policy Committee. Dr. A. Patricia Shores (Ballwin-Chesterfield Branch) is the other co-chair. We will be receiving updates from Ellen regarding our responsibilities on AAUW public policy issues.

We would like to welcome **Alicia Pate**, Ph.D., a current member-at-large (national-only member) as the AAUW College-University Partner Member representative for the St. Louis College of Pharmacy. Alicia has come to some of our branch meetings, and we hope she continues to do so. She is the contact for nominating a student for our Interbranch Council NCCWSL scholarship (National Conference for College Women Student Leaders).



Alicia, an assistant professor of anatomy and physiology, earned her Bachelor of Science in Biochemistry from University of Missouri-Columbia and a Doctor of Philosophy in Pharmacological and Physiological Science from Saint Louis University. She has many years of experience in the pharmaceutical industry, including research and development for Centocor Biologics and publications management for Mallinckrodt Pharmaceuticals and has worked as an assistant professor of biology and biochemistry at Missouri Baptist University, in addition to her adjunct work at McKendree University and Saint Louis University. Her research interests focus on hormonally-mediated metabolic and cardiovascular changes associated with pregnancy and breastfeeding, and she works in continued collaboration with researchers at Saint Louis University.

Her e-mail address is alicia.pate@stlcp.edu.

Nancy Collins called to let us know that she recently lost her husband, former Chief Petty Officer James Pickett Collins, on Wednesday, October 24, 2018. Interment with full military rites was on November 2, 2018, in Jefferson Barracks National Cemetery. Our hearts go out to you, Nancy, in this time of loss and sorrow.



ST LOUIS INTERBRANCH COUNCIL (IBC)

The AAUW St. Louis Metro Interbranch Council (IBC) consists of representatives from each of the St. Louis AAUW branches. The following officers from each branch are members of IBC: president, program vice president, membership vice president, and a member-at-large. All AAUW members are invited to attend meetings and participate in IBC activities.

The next IBC meeting will be Tuesday, February 26, 2019, 7:00 p.m., at the Oak Bend County Library. All AAUW members are welcome to attend.

IBC MEET 'N EAT LUNCH (formerly Downtown Lunch)

You are invited to meet and lunch with area AAUW members on the 3rd Tuesday of each month at 11:45 am. Good conversation and interesting restaurants! For reservations and car pooling, contact Kay Meyer at 314-962-7487 or kicmeyer@yahoo.com.



Dec 18 **180 Grill & Bar**, 12490 St Charles Rock Rd, Bridgeton 63044, (314) 733-5500.

Future lunch locations to be determined.

IBC ¡ADELANTE! BOOK GROUP

This group, started in 1996 as a component of AAUW's diversity outreach program, meets in September, October, and January through May to discuss books written from diverse perspectives. AAUW members from all St. Louis area branches are welcome.



Where: Barnes & Noble, Chesterfield Oaks Shopping Center, 1600 Clarkson Road

When: 1:30 pm the 4th Thursday of the month

Contact: Teri Brecht, tebrecht@yahoo.com

Jan 24 *Mankiller: A Chief and Her People*, by Wilma Mankiller (autobiography) and Michael Wallis.
Reviewer: Grace Poertner

Feb 28 *Fly Girls: How Five Daring Women Defied All Odds and Made Aviation History*, by Keith O'Brien. Reviewer: Lorna Anderson

Mar 28 *Without You, There is No Us*, by Suki Kim.
Reviewer: Janice Rumpfelt

Apr 25 *Before We Were Yours*, by Lisa Wingate.
Reviewer: Julie Triplett

May 30 *Maude*, by Donna Mayberry. (Fifth Thursday)
Reviewer: Deb McWard

Sep 26 *Just Mercy*, by Bryan Stephenson
Reviewer: Kay Meyer

IBC Branches - Events:

AAUW KIRKWOOD-WEBSTER GROVES BRANCH:

The K-WG Branch recently did a couple of tabling events, at Greentree Festival in September and at the BookFest in the Central West End. In October they held a ballot-issues meeting with a speaker from the League of Women Voters -St Louis. On November 15, despite the winter storm, they had a fundraiser at Zee Bee Market, 7270 Manchester Rd in Maplewood. The store advertises handmade, fair trade, and sustainable products. At 5:30 there were speakers from FORAI, an organization that creates crafts that are fair, local, and refugee made. Members met at nearby Schlafly Bottleworks for supper at 6:30. All branches were invited to join.

FERGUSON-FLORISSANT BRANCH:

In October they had an event titled North County, Rich in Multi-Culturalism. Panelists represented a writer-businesswoman-realtor from Trinidad and Tobago; a Roman Catholic nun with a nursing degree; and a Jordanian with a business degree who teaches Arabic and Islamic studies. They registered voters and had a tabling event at the Ferguson Farmer's Market where they signed up new members. On December 16th they will have their holiday event from 1:00 to 3:00 p.m. at Ferguson First Presbyterian Church.

BALLWIN-CHESTERFIELD BRANCH:

In October the branch had an associate professor of internal medicine at St Louis University School of Medicine speak on Right Care as We Age: Getting Help that Really Works. In November former TV anchor Betsey Bruce spoke about Why We All Need a Class in Media Literacy. The December event:

- What - Winter Party - Exciting things to purchase, entertainment by City Voices, raffles & games, delicious lunch, wine bar and Mimosas!
- When - Thursday, December 13, 10:30 am - 1:00 pm (snow date December 14)
- Where - Trinity Lutheran Church, 14088 Clayton Road at Hwy 141, 63017
- RSVP: Marcia Block, mhblock@sbcglobal.net, \$25 includes box lunch.

ST CHARLES BRANCH:

In October the branch remembered “Eleanor Roosevelt on Her Birthday October 11, 1884,” with Sue Barley as their speaker. In November they had a game night and AAUW Fund auction. They also had a Meet the Candidates Night with Social Justice in Action. They also meet on the 2nd and 4th Mondays, February through May, to discuss topics in *Great Decisions* by the Foreign Policy Association.

Gift Wrapping Fundraiser.

December 17, 18, 19, and 20 at the Ladue Barnes and Noble. Funds raised are used to send students to the leadership conference (NCCWSL).

Sign up to help: <https://docs.google.com/document/d/1KNtS-aZXqMivcQas7Zr3jp-bc5lu0QiTgv8bpxNStcw/edit?usp=sharing>



AAUW FUND

A Note From Sue Barley

Are you one of the many people who like to give their annual gifts to non-profits at the end of the year? If so, hopefully, you have AAUW in your plans. AAUW Missouri has

challenged each AAUW Missouri member to make the reach to give at least \$30 in 2018. If your gifts total \$100 in 2018, you will be recognized as a member of the AAUW Missouri Century Club. If your gifts total \$250 in 2018, you will be recognized as an AAUW Missouri Century Plus member. All gifts are tax deductible. Your gift will be soft-credited to the AAUW St. Louis Branch.

Member dues cover only 15% of the national budget. This means 85% comes from contributions and other revenue sources, either from members who generously give or from foundations, corporations, and grants. As a member organization, AAUW is counting on member financial support to the AAUW Fund to support our public policy and research teams, our campus and leadership programs, the staff and National Board's ability to meet with members at state conventions and leadership conferences, and more.

It is easy to give through the website with your credit card. You can designate your gift to be used where it is needed most or you can designate your gift to support a part of our strategic plan: Economic Security of Women, Leadership Initiatives for Women, Education and Training for Women, and Governance and Sustainability. You may also send a check, payable to AAUW, via postal mail, to AAUW, P.O. Box 98045, Washington, DC 20090-8045.

Missouri Women's Network Legislative Retreat

It is time to sign up for the Legislative Retreat on Saturday, January 12, 2019, at the HyVee store's community room in Columbia, MO. There will be presentations about our areas of concern for this year's legislative session followed by setting our legislative priorities and training on **FastDemocracy** by Dr. Anatolij Gelimson. FastDemocracy is a federal, state, and local legislative analytics platform that aims to empower political professionals and newcomers alike to be more informed and effective while advocating for policy change. FastDemocracy can help individuals and advocacy groups remain engaged after the elections by making it easy to participate in the legislative process and hold elected officials accountable.

Make your plans now to be a part of this important gathering of Missouri women advocates who care about what is happening in our state. Contact Dr. A. Patricia Shores for an additional information: apatriciashores@att.net or 636.448.4387. Carpools will be formed after registrations are received (by January 4th)

AAUW Outlook Magazine ACTION!

Outlook, our award-winning, quarterly magazine, is now available on line (by default) at www.aauw.org, typing <Outlook> in the search box. If you wish to have a printed copy delivered by the postal service, you may request it via www.aauw.org by doing a search for <Outlook> and filling out a form. You will need your membership number. If you need assistance, contact connect@aauw.org or call 800/326-AAUW.

AAUW Washington Update

TITLE IX UNDER ATTACK: Department of Education Announces Extensive Title IX Rollbacks.

This month, the Department of Education [released](#) a Notice of Proposed Rulemaking that would make sweeping changes to Title IX's regulations and have significant implications for students' civil rights. Specifically, the proposed changes would weaken Title IX's protections by narrowing the definition of sexual harassment to potentially exclude much of the abuse students experience and by limiting how schools will respond to reports of sexual harassment. In addition, the rule would put in place school processes that make it harder for students to come forward and receive the support they need when they experience sexual harassment or assault. The changes are part of a [systematic effort](#) by the administration to dismantle Title IX protections. AAUW stands with survivors, and we remain committed to protecting and defending Title IX and to pursuing its vigorous enforcement. The proposed changes are subject to a 60 day notice and comment period, and it is critical that advocates use this time to make their voices heard and stand up against any attacks on Title IX that attempt to diminish students' protections. [Add your name here to oppose the changes, and to learn more about how you can help fight back.](#)

Schools Are Still Underreporting Sexual Harassment and Assault. [Title IX of the Education Amendments of 1972](#) prohibits sex discrimination in any school or program receiving federal funding and promises students an education free from sexual harassment or violence. But AAUW research has found that [women on college campuses](#) and [girls in junior high and high school](#) frequently experience sexual harassment, sexual abuse or assault, and other crimes or behavior that constitute sex discrimination under Title IX. These experiences hurt their ability to focus on their academic goals and can diminish their equal access to educational opportunities. Even though we know these problems exist, [educational institutions frequently fail to accurately report](#) the sexual harassment or assault that is occurring on their watch: In 2016, 89% of college campuses reported zero incidents of rape, and 79% of schools with grades 7-12 reported zero allegations of sexual harassment. This underreporting flies in the face of the legal responsibility educational institutions have to accurately monitor, disclose, and diligently respond to sexual harassment and assault.

Bits and Pieces:

✦ **REMINDER: 2019-2021 Public Policy Priorities Comment Period Now Open.** Every two years, AAUW members vote on revisions to our Public Policy Priorities. Now through

January 11, 2019, you can [comment on and indicate support for the changes](#) recommended by the AAUW Public Policy Committee. Be sure to take advantage of this opportunity to [submit feedback on AAUW's 2019-2021 Public Policy Priorities!](#)

✦ The FBI [released](#) its annual hate crime statistics in November, showing a [17 percent increase](#) in hate crimes in 2017. AAUW recently joined a group of civil rights organizations to place a full-page [advertisement](#) in *The New York Times* and *Pittsburgh Post-Gazette* to display solidarity with victims of hate crimes.

✦ The Department of Health and Human Services just finalized a [rule](#) allowing employers to opt out of providing contraceptive coverage previously mandated by the Affordable Care Act based on employers' moral or religious objections. AAUW [submitted comments](#) in opposition to the rule during the Notice of Proposed Rulemaking period

✦ **To Combat Sexual Harassment in the Workplace, Work on Transparency.** Earlier this month, [Google](#) announced that it would remove provisions in employee contracts denying workers the right to sue in court over claims of sexual harassment and discrimination. [Facebook](#) followed suit the following day. Previously, Google required, as a condition of employment, that these claims be handled through mandatory, pre-dispute arbitration or "forced" arbitration — a process that is often expensive, favors employers, lacks transparency and due process, and requires employees to waive their right to pursue their claims in court. It is important to see action from individual employers since states are facing legal roadblocks which prevent meaningful progress in this realm. For example, earlier this year, [Washington](#) passed a law invalidating any employment contract that requires employees to waive their rights to pursue a cause of action or publicly file a complaint, and [New York](#) passed a law prohibiting mandatory arbitration clauses that pertain to sexual harassment. However, the Federal Arbitration Act preempts state laws that try to limit forced arbitration so it remains to be seen whether these laws will stand.

Legal Advocacy in Action

AAUW Advocates for Rigorous Enforcement of Title IX
AAUW signed onto [Kollaritsch v. MSU Board of Trustees](#), a case that seeks to clarify when a university's liability for deliberate indifference under Title IX is triggered. On interlocutory appeal, the U.S. Court of Appeals for the Sixth Circuit will consider whether the plaintiffs must assert that they suffered further acts of discrimination as a result of the university's inaction in

order to prove the school's deliberate indifference to their harm.

The case involves four young women — Emily Kollaritsch, Jane Roe 1, Jane Roe 2, and Shayna Gross — who were sexually assaulted by male students while they were attending Michigan State University (“MSU”). After they reported their assaults to MSU, the university failed to conduct prompt investigations; failed to provide the young women with any services, academic accommodations, or safety plans to allow them to continue to attend classes and activities without fear of running into their assailants; and failed to provide the victims with a fair process by refusing to inform them of their rights to participate in hearings or appeals.

The young women brought an action against the university's board of trustees in the United States District Court, W.D. Michigan, Southern Division, asserting claims under Title IX and Michigan laws. The district court's decision held, in pertinent part, that three plaintiffs properly established that the university's board of trustees were deliberately indifferent to reports of sexual assault.

MSU officials moved to certify interlocutory appeal immediately to the Sixth Circuit. The district court granted the right to appeal. On appeal, MSU argues that it can only be held liable under Title IX if its deliberate indifference caused the young women further harm, meaning caused them to be sexually assaulted or harassed again. This argument is in direct opposition to the purpose of Title IX, which was passed to ensure that no student is denied educational opportunities on the basis of sex. Allowing another sexual assault or incident of harassment to happen before a university is found in violation of IX would subject students to the very discrimination that Title IX was enacted to eliminate.

We hope that the district court's holding will be affirmed. AAUW signed onto this brief because we advocate for the vigorous enforcement of Title IX and other civil rights laws that ensure equal educational opportunities. In addition, AAUW believes that education is the key to economic prosperity and gender equality and advocates for climates free of harassment, bullying, and sexual assault. When hostile environments exist within academic institutions, it denies access to education, which can impact the economic security and leadership opportunities for women and girls.

AAUW Continues the Fight for Fair Pay

AAUW signed onto an amicus brief in [Gordon v. United States](#) to challenge an erroneous interpretation of the Equal Pay Act of 1963 (EPA) before the *en banc* (full) panel of U.S. Court of Appeals for the Federal Circuit.

The plaintiffs in the case are Gayle Gordon and Theresa Maxwell, physicians in the Department of Emergency Medicine of the Central Arkansas Veteran's Healthcare System in Little Rock, Arkansas. They brought claims under the EPA, challenging the agency's failure to pay them wages equal to three male colleagues in the Emergency Department. The plaintiffs were subject to a pay freeze and did not get the raises that the male doctors received. Despite producing evidence of this pay disparity, a panel of the Federal Circuit affirmed the lower court's dismissal of the case on summary judgment, saying that the plaintiff-appellants failed to establish that the pay differential was “historically or presently based on sex.”

This interpretation of the EPA was also used in a previous panel decision in *Yant v. United States* in December 2009, which required additional evidence beyond the statutory requirements in order to prove an EPA claim.

In order to sustain an EPA claim, a plaintiff must only demonstrate that an employer “pay[s] wages to employees ... at a rate less than the rate at which he pays wages to employees of the opposite sex ... for equal work.” The employee will prevail unless the employer can prove one of four affirmative defenses, including merit, seniority, productivity, or a factor other than sex.

Nonetheless, using the *Yant* framework, the court said a plaintiff must make a “showing that discrimination based on sex exists or at one time existed.” The brief argues that this interpretation is contrary to Supreme Court precedent and the structure of the EPA.

Requiring this additional proof will result in the dismissal of EPA claims because employers will allege that an employee did not properly plead their case if they do not provide this additional proof, which they are not required to prove under the statute. This creates an unnecessary legal burden to challenging gender pay discrimination under the EPA because it incorporates aspects of the Title VII, which has a different statutory framework where a plaintiff has a different burden of proof.

AAUW signed on to this brief because economic security is one of AAUW's core values. To achieve economic self-sufficiency for all women, AAUW advocates for pay equity and vigorous enforcement of statutes like the EPA. If left unchallenged, this decision will provide another avenue for employers to weaken protections under the EPA by making it harder for an employee to succeed under an EPA claim. AAUW supports cases that argue for robust interpretations of the EPA, as we are simultaneously fighting to update and strengthen the law through our support of the Paycheck Fairness Act, a federal bill currently pending in Congress. If passed the law would, among other provisions, close loopholes in the EPA that have widened over time because of harmful court decisions.