

*"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  
 314-727-6876  
 jan@wypstlouis.com

**Carol Davis McDonald**  
 Co-President, Newsletter, Website  
 636-227-0511  
 davis-mcdonald@outlook.com

**Susan Barley**, Finance Officer,  
 AAUW Fund, Bylaws and Policies  
 314-361-2920  
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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](http://www.aauwmo.org)

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

**Missouri Women's Network's Annual  
 LEGISLATIVE RETREAT**

**Saturday, January 12, 2019 - 8:30 AM - 2:30 PM**  
**Hy-Vee Store Community Room**  
**405 E. Nifong Blvd, Columbia, MO 65201**

**Tentative Schedule:**

- 8:30 - 9:00 Continental Breakfast (provided)
- 9:00 - 9:45 Welcome, Introductions  
 Review of the 2018 Legislative Session
- 9:45 -10:00 Break
- 10:00 -12:00 Presentations, Bills, and Set 2019 Legislative Priorities
- 12:00 - 1:00 Lunch on your own at the Hy Vee
- 1:00 - 2:30 Fast Democracy Training with Anatolij Gelimson

See page 4 for more information. Call Carol or Ellen for carpool information.  
 Contact Dr. A. Patricia Shores for reservations: [apatriciashores@att.net](mailto:apatriciashores@att.net)

**A Fun Outing**

Join us, as AAUW STL members get together to see and then chat about "On the Basis of Sex."

**Movie Time:** Sunday, January 6, 12:30 show at Plaza Frontenac Theater

**Coffee and Chat Afterward:** St. Louis Bread Company in Plaza Frontenac, off Clayton Rd

*On the Basis of Sex is a 2018 American biographical legal drama film based on the life and early cases of Supreme Court Justice Ruth Bader Ginsburg. Directed by Mimi Leder and written by Daniel Stiepleman, it stars Felicity Jones as Ginsburg, with Armie Hammer, Justin Theroux, Jack Reynor, Cailee Spaeny, Sam Waterston, and Kathy Bates in supporting roles.*

We will meet at the theater at least 15 minutes early, buy our tickets separately, then sit together. We will have a chance to talk about the movie afterward at the St. Louis Bread Company at the north end of the plaza, just off Clayton Rd. The movie runs two hours.

Please RSVP to Ellen so we can be looking for you.



**Our next planning meeting** is on January 8, 2019, 5:30 PM, at the Pasta House on Delmar in University City. Please RSVP to Ellen so we get a count for the table settings. We will be focusing on planning for our Branch-sponsored Closing the Gender Wage Gap forum tentatively to be held at the St. Louis College of Pharmacy on February 27, 2019.

## Public Policy by Ellen Irons

The AAUW of Missouri Public Policy Committee sends out regular email messages on the priority actions being taken throughout the state. Their recent message includes information about the following two time-sensitive areas needing input from AAUW members. Both have deadlines coming up in January.

- ◆ **Please provide input to proposed 2019-2021 AAUW Public Policy Priorities. Deadline: January 11, 2019.** On November 1, 2018, AAUW kicked off the comment period for our 2019-2021 Public Policy Priorities (PPP). Members provide extremely important feedback on proposed changes and comments are read carefully by national. The opportunity to submit feedback in support of the PPP or to propose changes runs through January 11th at <https://www.aauw.org/policy-priority/public-policy-priorities/> When you click on the link, make sure to log in to your AAUW account. Read through the suggested changes, which are color coded to help you see what was changed. You can add comments at the end of the page.
- ◆ **Please join the AAUW Petition Action and Provide Comments on Suggested Changes to Title IX. Deadline: January 28, 2019.**
  - The newly released Department of Education's proposed changes to Title IX would weaken its protections significantly. (An Action Alert was sent out on Friday, November 16, 2018.) Click on this link to add your name to AAUW's action: [TAKE ACTION - JOIN AAUW IN OPPOSING PROPOSED CHANGES TO TITLE IX](#)
  - In addition to signing on the with the petition, it is possible to write comments directly into the online *Federal Register* site ([Federal Register Title IX Proposed Changes, Online Comments Site](#)). The comment period is open until January 28, 2019.

- Other actions to take:
  - [Learn more](#) about the Department of Education's actions to weaken Title IX and what they would mean for students' civil rights and safety.
  - [Submit a letter to the editor](#) to your local paper to help educate others in your community about what's at stake.
  - [Share AAUW's petition with friends, family, and neighbors.](#) It's crucial that advocates speak up - loudly - and fight back against any attempts to diminish critical protections for students.

## BRANCH MEMBER NEWS

### Happy January Birthday!

4 - Lynn Voss

### Happy February Birthday!

11 - Jan Scott

26 - Mary Bruemmer

### Happy March Birthday!

4 - Diane Sher

**WELCOME** to our newest member, **Candy Low!** Candy lives in Affton. She obtained an AAS in paralegal studies from Northern Virginia Community College (1996), a BFA in fine arts/graphic design from the University of Missouri-St. Louis (2006), and a Masters in history and museum studies, also from UMSL (2008). She is a self-employed as a designer for Dogwood Studios. Candy was the recipient of an AAUW scholarship while in the undergraduate program at UMSL. Her contact information is (314) 550-0357 and can-



*"I am a feminist. I've been female for a long time now. I'd be stupid not to be on my own side."*

--Maya Angelou

## 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.

### 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](mailto:kicmeyer@yahoo.com).



Jan 15 **J's Pitaria**, 5003 Gravois Ave in the Bevo neighborhood.

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](mailto: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 Rumfelt

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

### Save the Date

### IBC Spring Fling Luncheon

When: Saturday, March 23, 2019. Registration begins at 10:30 AM

Where: The Highlands Golf and Tennis Club, 5163 Clayton Rd, eastern side of Forest Park

AAUW St. Charles is in charge of the fundraiser, a Treasure Chest Raffle. The program includes sharing by NCCWSL students and presentation of the Barbara Lackritz Award.

### IBC Branches - Events:

#### AAUW KIRKWOOD-WEBSTER GROVES BRANCH:

Plans are in the works to go as a group to see "On the Basis of Sex" at the Landmark Plaza Frontenac Theater.

#### FERGUSON-FLORISSANT BRANCH:

On January 28th there will be a game day from 10 AM - 2 PM at the Lutheran Church of the Living Christ on New Halls Ferry at Concord. There will be raffle baskets and a silent auction. Lunch will be a combination of an entrée and donated salads, veggies, and desserts. Everyone is invited to come and bring as many toiletries as you can for dispersal to those in need. For information, contact Carolyn ([herkcmw@att.net](mailto:herkcmw@att.net)) or Carolynn ([carhenning@att.net](mailto:carhenning@att.net)).

#### BALLWIN-CHESTERFIELD BRANCH:

The monthly meeting will feature a panel of first responders on prevention and response. The officers will share their experiences in police and fire protection and the services their departments provide our community. The emphasis will be on prevention of accidents and crime and their response to those incidents. Professional staff are available to do in-home safety and security assessments. This will be of particular interest to those who live alone and may be coping with health issues.

When: January 10, 2019, 10:30 AM

Where: Trinity Lutheran Church, 14088 Clayton Rd at 141

**ST CHARLES BRANCH:** No January meeting. April 27th is their annual AAUW Trivia date, 1--3:30 PM, a unique ladies-only afternoon to raise funds for the two annual St. Charles County High School scholarships.

### Gift Wrapping Fundraiser.

On December 17, 18, 19, and 20, members from the branches wrapped gifts for tips at the Ladue Barnes and Noble. Funds raised made it possible to send two students rather than one to the leadership conference (NCCWSL). Thanks to all who helped!



### Something to Keep in Mind: An Appeal

Deb McWard, AAUW MO College-University Liaison

The **National Conference for College Women Student Leaders** (NCCWSL - pr. nick-whistle for convenience) is one of the premier programs of AAUW. It is a three-day conference held in the Washington, DC, area at the end of May. It brings together nearly 1000 college women from all over. Our St. Louis branches, by means of IBC, have been enabling at least one and sometimes two students from our area AAUW colleges and universities to attend this conference every year for the past five years. Students are nominated by their college or university AAUW reps and chosen by a selection committee made up of members of the branches.

There are several reasons we participate. Foremost is that it provides great leadership training for those who attend and encourages them to bring back new skills to their campuses. It also offers us an opportunity to make ourselves a presence on local campuses.

Funding comes out of the IBC budget, and branches do contribute. The gift-wrapping project in December also raises money. Because we work with campus programs that usually maintain bare budgets, IBC offers a package of registration and airfare. Registration costs just under \$500. Airfare seems to increase each year, but we hope we can find fares for around four hundred dollars or less. Then each student is given some extra money for incidentals, such as bus fares and meals on the road.

This year we have enough to fund one student. Last year we were able to send two. Now comes the pitch: Because of our membership support, AAUW can maintain its mission, and so we pay our dues in good faith. Wouldn't it be fun to see some local results, such as students who will come to branch meetings or our Spring Fling, as they did last year, and talk about their NCCWSL experience and aspirations because we enabled them to attend? All we are suggesting is that, when you're tired of sifting through all the requests from every single charity who has you on their mailing list, you consider donating to the IBC NCCWSL fund. Carol Davis McDonald

(827 Bergquist Drive, 63011) keeps very good records and will accept any amount (payable to AAUW Metro St Louis IBC with NCCWSL on the memo line). We will be deciding by the end of the first week in February how many students we can send this this year. Any money not used in one year will be carried over, so there is no real deadline. Again, this is something to keep in mind.

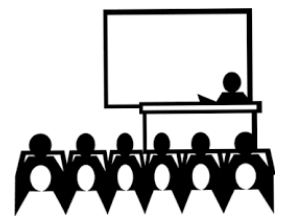
### Missouri Women's Network Legislative Retreat

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](mailto:apatriciashores@att.net) or 636.448.4387. Carpools will be formed after registrations are received (by Jan. 4th).

### International Relations Lecture Series

A Project of the Tuesday Women's Association of the Ethical Society and the American Association of University Women.



Each meeting will begin promptly at 10:45 AM the 2nd Tuesday of the month, January to April, in the upper auditorium of the Ethical Society, 9001 Clayton Rd, Ladue. The public is cordially invited. There is no fee, but all contributions are greatly appreciated. Free parking is available in the rear of the building. The 45-50 minute lecture will be followed by a question and answer period. Attendees are invited to bring lunch and stay to discuss the day's topic. In case of inclement weather, you may call 314-991-0955, ext 224.

January 8: **A Specter Haunting Europe: Relative Deprivations and the Resurgence of Far-Right Extremism in Western Democracies**

(continued)

**Joyce Marie Mushaben** is a curators' professor of comparative politics at UMSL. She is the author of many books and the recipient of many awards. Professor Mushaben will explore the causes of the resurgent ethno-nationalism across EU states, including the aftereffects of the 2008-2009 global financial crisis and reactions to the 2015 refugee crisis. Dr. Mushaben will discuss forces driving "white nationalist" groups in the US, underscoring several curious gender twists. Focusing on Germany as a special case, she concludes with the ways right-wing extremist currents have been shaped by eastern resentments dating back to misguided unification policies of the 1990s.

Coordinator: Sharon Poe

Assistant Coordinator: Julie Triplett

### **February 12: Fake News, Social Media, and the Impact on Freedom of the Press**

**Kevin Horrigan**, a long-time St. Louis journalist, recently retired as deputy editorial page editor and Sunday op ed columnist for the *St. Louis Post-Dispatch*, where he spent most of his 43-year professional career. In 1983 Mr. Horrigan joined the *St. Louis Sun*, which failed after seven months, launching his 10-year career as a radio talk show host at KMOX and KTRS. He returned to the *Post-Dispatch* in 2000 as an editorial writer and columnist.

Coordinator: Marcia Cline

Assistant Coordinator: Susan Teicher

### **March 12: Dark Money and Plutocracy: Who's Pulling the Strings?**

Professor Jeffrey A. Winters is the political science department chair at Northwestern; and professor and director of the Equality Development and Globalization Studies (EDGS) Program. He specializes in oligarchs and elites spanning a range of historical and contemporary cases. His book *Oligarchy* (Cambridge 2011) won APSA's 2012 Gregory M. Luebbert Award for Best Book in Comparative Politics. His research on publications and teaching focus on the areas of comparative and political economy. In addition to oligarchy, important themes in his work include state capital relations, capital mobility and the structural power of investors, the World Bank, human rights, authoritarianism, and democratic transitions in post-colonial states. He has conducted extensive research in the regional of Southeast Asia.

Coordinator: Deana Stevenson

Assistant Coordinator: Patricia Scott

### **April 9: The Intersection of Religion and Politics in an International Setting**

Dr. Harvey R. Fields, Jr, is the assistant dean of Student Success at Washington University. A native of Augusta, GA, he earned bachelor's degrees in chemistry and chemical

engineering from Morehouse College and the Georgia Institute of Technology, respectively. Dr. Fields earned his doctorate in chemistry at Washington University in St. Louis and has worked there for over 15 years in various administrative and leadership roles in student and academic affairs. He also is a licensed and ordained minister and recently retired as a pastor of a local church after 27 years of service. He has had the privilege of traveling to several countries, including Haiti, South Africa, Ghana, England, Scotland, France, and The Netherlands.

Coordinator: Vett Goods

Assistance Coordinator: Nancy Hutchins

## **AAUW Washington Update**

### **One Thing You Must Do:**

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 [2019 AAUW Art Contest](#)

opens on January 8, 2019, and members can start submitting their entries. Special preference will be given to submissions that reflect AAUW's [mission and values](#).



### **AAUW Outlook Magazine ACTION!**

*Outlook*, our award-winning, quarterly magazine, is now available on line (by default) at [www.aauw.org](http://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](http://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](mailto:connect@aauw.org) or call 800/326-AAUW.

## Legal Advocacy in Action: AAUW Amicus Work Impacts Real People

In *Tudor v. Southeastern Oklahoma State University*, the United States Court of Appeals for the Tenth Circuit will address whether the failure to reinstate Rachel Tudor, Ph.D., a former professor at Southeastern Oklahoma State University (Southeastern), disregards [Title VII's](#) preference for reinstatement as a remedy after an employee has experienced discrimination. Since reinstatement was not permitted by the lower court, the Tenth Circuit will also consider if the court failed to examine important evidence regarding her front pay compensation. Finally, the Tenth Circuit will examine if applying a statutory cap on the total damages she can collect was appropriate.

Reinstatement (i.e., returning to a job) is important because it keeps an employee on track for advancement. Some employers claim that reinstatement is not feasible, but that disregards the spirit of Title VII's broad remedial protections of making plaintiffs whole. Instead, employers may look to award front pay as a preferred remedy to discrimination, preventing the employee from returning to work and to her level of seniority.

In this case, Tudor underwent a gender transition from male to female while employed as a tenure-track professor at Southeastern. She endured sex discrimination and retaliation in connection with her application for tenure. After she failed to get tenure, the school eventually terminated her employment. She sued and, in November 2017, a unanimous jury found that Southeastern's reasons for denying Tudor's 2009–10 tenure application and refusing to allow her to reapply for tenure in the 2010–11 cycle, were pretext for sex discrimination and retaliation. The jury gave a total award of \$1,165,000.

After the trial, Tudor moved for reinstatement as an associate professor with tenure, and Southeastern opposed. The district court denied Tudor's reinstatement requests, finding that it was not feasible to reinstate Tudor to her tenure-track position primarily due to alleged hostility between the parties during the Title VII litigation. Tudor moved for front pay for the remainder of her expected professional life, since undisputed evidence showed she did not have prospects of obtaining a tenured professorship elsewhere.

The district court awarded Tudor a reduced award of \$360,040.77, representing the Title VII statutory cap of \$300,000 and \$60,040.77 in front pay.

Tudor appealed the case to the Tenth Circuit, arguing that reinstatement is Title VII's presumptive, preferred remedy and that the district court fundamentally erred in

reducing the jury's award. We signed on to an amicus brief in support of her claim.

AAUW signed on to the brief in this case because we strongly oppose all forms of discrimination and support protection for the civil rights of all individuals. AAUW also advocates for [pay equity and fairness in compensation and benefits](#) and equitable access and advancement in employment, including vigorous enforcement of employment discrimination statutes to help workers achieve economic self-sufficiency. In adherence with our member-adopted [Public Policy Priorities](#), AAUW supports civil rights for LGBTQ Americans.

### Bits and Pieces:

✦ AAUW submitted comments to the Department of Homeland Security opposing a proposal that would take away health care, housing, and food assistance from low-income immigrant families, including children, by expanding a rule which deems some immigrants a "public charge."

✦ AAUW joined 36 organizations in signing an additional letter to the Department of Health and Human Services, continuing to urge them to reject narrowing of the definition of sex. The proposed change to the definition of sex would exclude and actively harm transgender, nonbinary, and intersex people.

✦ Last month, the Trump administration rescinded Obama-era school discipline guidance that aimed to address disproportionately high disciplinary rates for students of color. The announcement comes just three days after the Federal Commission on School Safety led by Secretary of Education Betsy DeVos released a report detailing their recommendations for schools. Despite claiming to be responding to school shootings, the report provides few suggestions for directly addressing gun violence, instead encouraging improving services for students, hardening schools, training school personnel in the use of firearms, and recommending the rescission of Obama-era school discipline guidance. Disproportionate school discipline constitutes discrimination, and AAUW urges the administration to reverse this action and instead reaffirm their commitment to supporting equal rights and opportunity for all.

[Share your news! Send articles for the newsletter to Carol Davis McDonald](#)

[314-623-1847](tel:314-623-1847) — [davis-mcdonald@outlook.com](mailto:davis-mcdonald@outlook.com)

# AAUW St. Louis Metro Interbranch Council 2019 Spring Fling



**Saturday, March 23, 2019 10:30 a.m.–2:00 p.m.**

5163 Clayton Ave, St. Louis, MO 63110

For directions: <https://goo.gl/maps/UN2KGxGYk182>

10:30 am – Registration, Networking, and Treasure Chests Raffle

11:30 am – Welcome, Luncheon, Break

12:30-1:30 pm – NCCWSL Students Share, Barb Lackritz Award, Announcements

**Menu:** Choice of Entrée Salads or Hot Entrée

Luncheon cost is \$35 or \$40 respectively. See menu choices below.

Guests are welcome.

**Directions:** From I-64/40 travelling east, exit at Kingshighway. Go left (North). Stay in the left lane. The first major intersection with a light after the highway is Hospital Drive. Get in the left turn lane and turn into the park. Stay to the left until Hospital Dr joins Clayton Avenue. Turn RIGHT on Clayton Ave. Go past Faulkner Dr. The next road to the RIGHT is the entrance to the Highlands. It is unnamed. There are short brick columns on each side of the road and split rail fencing along the road. Turn RIGHT into the unnamed street. The Highlands Banquet Center is a short drive ahead.

Maps will be available to attendees.

Registration deadline: March 13, 2019. Make check payable to:

AAUW Metro St. Louis IBC and mail form and check to

Carol Davis McDonald, 827 Bergquist Dr., Manchester MO 63011-4215.

For more information, contact Shirley Breeze: 314-831-5359; sbreeze@mindspring.com

-----Please cut here, select your meal and send form below with your check-----

Print: Name \_\_\_\_\_ Branch \_\_\_\_\_

E-mail \_\_\_\_\_ Phone \_\_\_\_\_

Address \_\_\_\_\_

### MENU CHOICES

CIRCLE ONE

**TWO ENTRÉE SALADS OFFERED: PICK ONE OR THE OTHER**

Paired w/ Fresh Fruit, Accompanied with Artisan Flatbreads and Butter, Coffee, Tea & Water, & Dessert.

1) **Probstein Cobb Salad:** A Blend of Lettuce, Diced Tomatoes, Avocado, Boiled Egg, Bacon, Turkey & Blue Cheese \$35

OR

2) **Clubhouse Chicken Salad:** White Meat Chicken Salad served on Boston butter lettuce with multi grain bread \$35

OR

3) **HOT LUNCHEON ENTREEE**

**Chicken Parmesan:** Chicken breast w/ a light crust, marinara sauce w/ mozzarella; House Garden Salad; OR

Seasonal Vegetables, Whipped Potatoes, Baked Rolls, Artisan Flatbreads & Butter, Coffee, Tea & Water, & \$40

Dessert.

I am not able to attend, but want to make a donation of: \$ \_\_\_\_\_

Check total enclosed: \$ \_\_\_\_\_

*(If paying for guests, please print their names and entrée choice on the back of this form.)*

*Vegetarian option available by request. Please list any dietary restrictions on the back.*