



Newsletter of the
Saint Louis Branch
(Since 1893)

2018-2019, No. 4

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

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, 2018-2019

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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



**AAUW St. Louis
Annual Celebration
And Election Meeting**

**Tuesday, May 21, 2019 - 6:00 p.m.
Pietro's**

3801 Watson Rd, St. Louis 63109

- We have met here before and enjoyed their food. It's a good place to gather. We hope you will be able to join us. We will be ordering from the menu.
- Per Ellen's e-mail to everyone earlier this month, we will be electing officers — Ellen has accepted to be the president. Members who attended can summarize the state convention for us, and we can brainstorm and discuss ideas for projects and meetings for the coming year.
- Please RSVP to Ellen (ironnew@msn.com) or Carol by phone (636-277-0511) or e-mail (davis-mcdonald@outlook.com) or if you need directions, a ride, or information. The side street off Watson is Mardel Ave. Parking is on either street or in the lot off Mardel.

SUPPORT AAUW'S MISSION

In order to promote equity for women and girls, members need to support AAUW's critical work! AAUW counts on member support to carry out our bold, strategic vision for the future. Thank you to the 2018 AAUW member donors from our branch:

**Sue Barley - Mary Bruemmer - Nancy Collins - Kathleen Farrell
Carol Davis McDonald - Sally McGowan - Ellen Irons - Jan Scott - Margaret Weck**

A new giving year has begun. Please consider a gift to AAUW Greatest Needs Fund to allow AAUW the flexibility to respond rapidly to new and emerging challenges facing women and girls and to utilize your gift where it's needed most. Contributions to AAUW are fully tax-deductible and can be sent to PO Box 98045, Washington, DC 20090, or made online at www.aauw.org/contribute. Every dollar you give is credited to the AAUW St. Louis Branch.

In conjunction with the St. Louis College of Pharmacy, the St. Louis Branch held a successful workshop presentation to students on February 27th on Navigating the Gender Pay Gap: Strategies to Negotiate Your Best Career Opportunities. Presenters were St. Louis Branch Director **Lorie Jackson**, co-founder and CEO of Mosaic Ceiling; and **Kathy Bernard**, CEO of WiserU, LLC. Although an exam prevented several students from attending, a repeat performance possibly will occur at an opportune time and date.

Earth Day Festival. Branch members, as well as members from other branches, manned a booth in the rain (early Saturday) and wind at the **Earth Day Festival** that was held in Forest Park near the lower Muny parking lot. AAUW literature was available for interested people, some of whom signed our list for follow up. Bookmarks were handed out containing information on AAUW's free, online, Work Smart workshop, a course designed to equip you with the knowledge and skills to negotiate for fair and equal pay.



Have you started your free online salary negotiation course yet?

Gender is not negotiable, but negotiating salaries and benefits salaries is! In Missouri, at the current rate of closing the gender pay gap, white women will have pay equity by 2066; Black and Hispanic women will have to wait much longer. Black women earn only 61 cents and Latinas only 53 cents per dollar when compared to the earnings of white men. Haven't we waited long enough? Let's not leave money on the table unless it's a tip and a Work Smart Book Mark.

You may not work anymore, but we would like members to take the course in order to advertise it to friends and relatives. (Men can take it as well. Negotiations happen all the time in life.) Empower the women in your life to negotiate for fair and equal pay by directing them to salary.aauw.org to register for this course.

Complete AAUW Work Smart Online to learn essential negotiating skills and become an advocate in AAUW's fight to eliminate the gender pay gap by 2030.

Our first benchmark to achieving this by August 1, 2019, is to have 100,000 people register to take Work Smart Online (WSO) to honor AAUW's grant from Coca-Cola. Your participation is important.



Sally McGowan, Lydia Richardson, and Vette Goods after the canopy was taken down due to high winds.



Left: Chris Nobbe, Kirkwood-Webster Groves Branch president, volunteered to help at the booth.



Kay Meyer, Kirkwood-Webster Groves and Ballwin-Chesterfield branches and president of AAUW MO, also volunteered.



Jan Scott and Carol Davis McDonald took the Saturday afternoon shift.

BRANCH MEMBER NEWS

Belated Happy April Birthday!

- 7 - Amy Weisser
- 10 - Kathleen Farrell
- 21 - Margaret Weck

Belated Happy May Birthday!

- 17 - Nancy Collins

Happy July Birthday!

- 8 - Barbara Johnson
- 27 - Ellen Irons

Happy August Birthday!

- 16 - Linda Lindsey
- 27 - Gwen Cotton

Named Gift Honorees

Deserving 2019 Named Gift Honorees were recognized at the annual state meeting in Columbia on May 3-4. Honorees are selected by each branch on the basis of their service, leadership, and significant commitment to the AAUW mission and the branch. One individual may be chosen for each \$500 a branch has contributed to the AAUW Fund. Congratulations to the St. Louis Branch honorees, **Ellen Irons** and **Lorie Jackson!** Your participation and contributions are greatly appreciated.

Branch Meetings

Members have been getting together on the second Tuesday each month to discuss plans and possible projects for the branch. These meetings have been held at 5:30 p.m. at The Pasta House on Delmar at Bonhomme in University City. Ellen Irons has been issuing e-mail notices to members. Please join us. We welcome ideas for activities and events. If you have a recommendation for a different meeting place, please let us know.

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, May 28, 2019, 7:00 p.m., at the Thornhill Branch SL County Library.

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

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

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

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.



May 21 DD Mau Vietnamese Eatery, 11982 Dorsett Rd, Maryland Heights 63043

Jun 18 Union 30, 705 Olive St, St Louis 63101

Future lunch locations to be determined.

AAUW OF MISSOURI

Public Policy Update

As we head into the final week of this legislative session (May 17 is the last day), please consider contacting your local representative and senator with your thoughts on these critical issues:

- SB 259 that would curtail students' rights in due process proceedings for Title IX complaints at higher education institutions
- SB 292 that would allow for charter school expansion
- HB 575 that would allow firearms on college campuses for those faculty and staff members designated as campus protection officers
- HJR 48 that would modify laws pertaining to the influence of special interest groups on the state legislature and would repeal part of CleanMO the amendment voters passed in November.

Contact Karen Francis (karenbitzafrancis@yahoo.com) for more information.

Have You Been Downloading Your AAUW Outlook Magazine?

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 MO 2019 Annual Conference

Another successful state conference, thanks to Program Vice President **Marsha Koch** and her many helpers. The theme was AAUW Work Smart: Closing the Gender Gap One Click at a Time. The Holiday Inn Executive Center in Columbia has been the site of several past conferences, and they did a great job for us again this year.

The branch received a 10-Star Award and recognition for contributions to AAUW Fund. Four members attended: Sue Barley, Ellen Irons, Jan Scott, and Carol Davis McDonald, pictured below.



NATIONAL

Update in the Spencer Case

Spencer v. Virginia State University: A Case on Gender Equity in Academia

On Monday March 18, 2019, the U.S. Court of Appeals for the Fourth Circuit affirmed the decision of the lower U.S. District Court for the Eastern District of Virginia, which granted summary judgment in favor of Virginia State University. The Fourth Circuit found that Spencer's work was not equal to that of her comparators and the wage disparity that she experienced was based on "a factor other than sex" under the *Equal Pay Act*. After reviewing the district court's decision, the Fourth Circuit found that the district court's ruling was appropriate because there was "no genuine dispute as to any material fact" — meaning Spencer did not meet the requirements to overcome a motion for summary judgment. Spencer's other claims did not survive either.

Spencer filed a motion for rehearing and rehearing en banc in the Fourth Circuit, but the Fourth Circuit denied the motion on April 15, 2019.

The Supreme Court Finally Addresses the Rizzo Case - in part. Aileen Rizzo's Fight for Fair Pay Continues

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On August 30, 2018, Fresno County Superintendent of Schools filed a petition for appeal with the Supreme Court of the United States to challenge the decision of the U.S. Court of Appeals for the Ninth Circuit, which had found in favor of Aileen Rizo's Equal Pay Act case. The Ninth Circuit had held that using prior salary alone, as a "factor other than sex" or in combination with other factors, cannot justify a wage differential under the Equal Pay Act.

On February 25, 2019, the Supreme Court vacated and remanded the Ninth Circuit's decision, which means that they determined that the Ninth Circuit's decision was flawed. It was sent back to the appellate court for additional review. The Court arrived at this conclusion without reviewing the merits of the equal pay case, focusing solely on the second issue before the Court, which was whether a federal court can count the vote of a judge who dies before the decision is issued. This was relevant because the judge who authored the Ninth Circuit decision died on March 29, 2018, although he had voted and issued his opinion prior to his death.

In April, the Ninth Circuit issued an order indicating that Judge Bea has been drawn as the replacement for Judge Reinhardt on the *en banc* panel.

AAUW has been fighting for Rizo and others by advocating for pay equity and fairness in compensation and benefits as a means to achieve economic self-sufficiency for all women. We will continue to support her case through our legal case support program. Read her full story [here](#).

Why Rizo Matters

Basing pay on salary history can perpetuate the pay gap because women are typically paid less than men. If an employer bases the salary of a new employee on past wages, any prior discrimination in those wages is carried forward. This domino effect perpetuates pay inequity and has an impact on a woman's economic security. Rizo's case sheds light on this important yet often unrecognized factor contributing to the pay gap.

AAUW Washington Update

State Spotlight: AAUW state affiliates across the country are working to make their state the 38th to ratify the Equal Rights Amendment (ERA). AAUW of Louisiana held a lobby day about the ERA, and just this past week, engaged advocates to call and [email](#) their state senators ahead of a vote. North Carolina has continued their tireless education and advocacy for the ERA, and last fall, the state AAUW organization adopted a resolution supporting the ERA. [In Missouri](#), an AAUW member .

advocate testified in the state legislature about the ERA. AAUW of Arizona sent out an Action Network email to generate messages asking legislators to support their state's ratification of the ERA. And AAUW advocates in Virginia led a robust charge in their state, including in-person lobbying and a postcard campaign. We're excited to see such great work continuing on this important issue!

With state legislative sessions in full force this spring, several AAUW state organizations have held state lobby days, visiting their state capitols to advocate for AAUW priority issues. **AAUW of Missouri** held their annual [Equity Action Day](#), including legislative briefings and citizen lobbying. AAUW of Pennsylvania held a [rally](#) in support of equal pay, [met](#) with Pennsylvania First Lady Francis Wolf, and then attended individual meetings with elected officials. And AAUW of Louisiana worked in coalition on an ERA lobby day. To learn more about holding meetings with your elected officials, check out AAUW's [how-to guide](#)!

Bits and Pieces:

✦ On Friday, the U.S. Department of Justice [appealed](#) U.S. District Judge Tanya Chutkan's decision to reinstate the U.S. Equal Employment Opportunity Commission's (EEOC) pay data collection. Her ruling requires employers to report two years of pay data by sex, race, and ethnicity to the EEOC, which would help the agency better identify trends in pay discrimination. The case is now before the D.C Circuit Court of Appeals. Stay tuned for more updates as this case proceeds.

✦ AAUW signed on to an [amicus brief](#) in support of appellant Jane Doe in the lawsuit *Jane Doe v. University of Kentucky*, a case AAUW's Legal Advocacy Fund has [supported](#) since 2017. It centers around a student who was sexually assaulted while enrolled in a dual enrollment partnership between Bluegrass Community and Technical College (BCTC) and the University of Kentucky. She sued the university for failing to carry out its responsibilities under Title IX following her assault. The case is currently on appeal in the Sixth Circuit.

✦ AAUW has recently updated a number of useful advocacy resources on our website. Check out our updated Quick Facts on the [Paycheck Fairness Act](#), [Equal Pay](#) and [Title IX](#), as well as our numerous, updated [Know Your Rights at Work](#) and [Know Your Rights on Campus](#) legal advocacy resources.

✦ AAUW joined 48 other education and advocacy organizations this week in continuing to oppose the Department of Education's decision to rescind guidance that helped schools to address disciplinary practices that are

disproportionately harming students of color and students with disabilities.

✦ A U.S. District Judge granted a nationwide preliminary injunction to [block](#) the Department of Health and Human Service's Title X "gag rule," which would prohibit providers that receive Title X funding from discussing abortion with their patients. AAUW [opposed](#) these regulations, and both [AAUW of Hawaii](#) and [AAUW of California](#) also submitted comments in opposition.

✦ The Trump administration announced a rule in late April that allows health care providers to refuse to provide services based on their religious beliefs. AAUW supports increased access to quality, affordable health care, including reproductive health care, and opposes attempts to limit this access.

✦ The House Education and Labor Subcommittee on Civil Rights and Human Services held a hearing in April on the Equality Act (H.R. 5). AAUW supports swift passage of the Equality Act, which would amend existing federal civil rights laws to provide explicit protections against discrimination based on sexual orientation and gender identity. This is the second House committee to hear testimony on the bill, following last week's hearing in the Judiciary Committee.

**ATTACHED IS AN E-MAIL
TEMPLATE provided by the
national office for our use to
invite friends and family to
the Work Smart Online
course. Please use it, or
something you might prefer
to use.**

***Share your news! Send articles for the newsletter
to Carol Davis McDonald
314-623-1847 — davis-mcdonald@outlook.com***