



AAUW Ballwin-Chesterfield (MO) Branch

National and AAUW MO Award-Winning Branch

Branching Out

February 2024
Volume 44 No. 7

AAUW Advances Gender Equity for Women and Girls
Through Research, Education, and Advocacy.

ballwin-chesterfield.com

February 8, 2024

Ballwin Golf Course Events Center, 333 Holloway Rd., Ballwin 63011

Social Time 9 a.m.

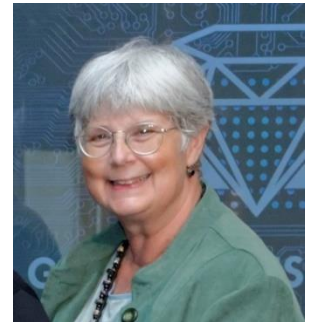
Business Meeting 9:30 a.m.

Program 10:30 a.m.

Unconscious Bias and Microaggressions: How to Handle in Real Time Ellen E. Irons, AAUW MO Leader

This one-hour program will assist women to identify the small and not-so-small microaggression attacks they receive regularly and to provide tools to respond in real-time. We will also look at our own unintended involvement in microaggressions and learn new language and behaviors to avoid these situations.

Key topics covered will be unconscious biases—we all have them--- and how they drive microaggressions, how to handle microaggressions in real time, when we commit them, and when we receive them. See page 2 for additional information.



Program Vice-President Kathy Brown

President's Corner

Greetings to all as we celebrate Black History Month during this month of friendship, love, and an extra day.

On February 24, a legislative retreat will be held on Zoom. I attended last year so I recommend this opportunity. Approximately 15 organizations will be represented and will speak for about five minutes each about their group, how they hope to affect legislation, and how you can be involved. It is very informative and well worth 90 minutes of your day. Watch for a Zoom link to be distributed around February 3.

Do not forget that the B-C Boosters is an ongoing fundraiser for the branch. We will collect contributions until April, which will be allocated first to the Operating Fund, and then to scholarships, if possible. Simply place a check in your green envelope and mail to Linda Roberson or bring it to the branch meeting. Any amount is welcome. <https://ballwinchesterfield-mo.aauw.net/files/2023/11/2023-4-BC-Booster-form.pdf>.

The IBC Spring Fling will be held March 23 at Catering to You in Florissant. This will be a time to honor **Doris Nistler**, the Ballwin-Chesterfield IBC Barbara Lackritz AAUW Award honoree. After lunch, **Bev Schuetz** will speak about Women Entrepreneurs. The form for this luncheon is posted on the branch website, ballwinchesterfield-mo.aauw.net. Please let me know if you would like to attend-and need to carpool.

Of course, laws will not eliminate prejudice from the hearts of human beings. But that is no reason to allow prejudice to continue to be enshrined in our laws - to perpetuate injustice through inaction. Shirley Chisholm, 11/30/1924 to 1/1/2005



Sage Taber



Sandy Brody

Ballwin-Chesterfield Presidents Sandy Brody and Sage Taber

Unconscious Bias and Microaggressions



If you plan to attend, please review two pre-readings so we may dive more deeply into real-time responses to microaggression.

file:///C:/Users/Owner/Desktop/NEWSLETTER/Additional%20-%

https://academicaffairs.ucsc.edu/events/documents/Microaggressions_Examples_Arial_2014_11_12.pdf

Ballwin-Chesterfield Donations

The winter party, Sassy Soiree, was well attended and a remarkable success. Thanks to everyone who purchased box lunches and made donations. In total, \$1635 were raised to support the AAUW Ballwin-Chesterfield Operating Fund.

Donations to the AAUW Fund and the B-C Booster program are still welcome and encouraged. If you have already made your donations, thank you! If not, remember that donations to either or both programs can be any amount you wish.

Donations to the B-C Boosters can be paid by check and sent to Linda Roberson at her address in the Directory. Donations to AAUW Fund can be made via credit card on the AAUW national website or by check sent to my address in the Directory.

Finance Officer Jean Light

Barbara Lackritz AAUW Award Honoree

The branch is delighted to announce that **Doris Nistler** has been selected to receive the Barbara Lackritz Award for Ballwin-Chesterfield.

In her 25 years as a branch in many ways, both passion has been in Fund. She organized three questions; raised funds;

But Doris has done so Parliamentarian, Bylaws and International Relations ready to bring her even writing clever lyrics to Lotto boards to raise funds at winter parties and was instrumental in organizing Munching Matters. In addition, Doris served as secretary on the AAUW MO board for several years.



member, Doris has served the large and small. Her greatest support of the Legal Advocacy trivia nights and wrote the and supported Title IX efforts.

much more, serving as chair, Program Vice President, representative. She is always keyboard to play at luncheons, amuse us. Recently she created

Congratulations to Doris on her well-deserved award. Please plan on attending the IBC Luncheon March 23 to celebrate Doris' service to AAUW and enjoy seeing fellow AAUW members from the greater St. Louis area.

IBC Barbara Lackritz AAUW Award Committee Members, Marcia Block, Mary Jermak, and Joyce Katz

What is Pay Equity?



Pay equity is the concept of compensating employees who have similar job functions with comparably equal pay, regardless of their gender, race, ethnicity, or other status. This practice is often more complex because employers must weigh other factors, like the employee's education, work experience, and the specific responsibilities of the position.

Dr. Claudia Golden of Harvard University and recent winner of the Nobel Prize for her research on women in

the workforce has spent much of her career on this very issue. Her research shows that across developed economies around the world, women earn thirteen percent less on average. Within the U.S., women earn 84 percent of what men earn in comparable positions.

There is bias at work as shown by a study by Dr. Golden on U.S. Symphony orchestras who began doing "blind" auditions. The candidates for an orchestra position auditioned behind a screen where their gender could not be determined. This study showed that blind auditions increased the number of women playing in major orchestras where subsequently compensation was also higher.

As women continue to dominate in educational attainment and become employed in higher paid STEM positions, it will be critical for organizations to eliminate bias and develop more formal competitive pay systems. Legislation which had been in effect and ongoing discrimination lawsuits have only had some impact. As written in the Harvard Business Review, companies can ensure their organization is paying employees fairly by starting annual pay equity audits of employee salaries.

Public Policy Committee Member Marge Andersen

The 2024 American Association of University Women of Missouri (AAUW MO) Legislative Retreat

AAUW MO is facilitating another Legislative Retreat on Saturday, February 24, 2024, via Zoom, 9 a.m.–11:30 a.m. The leaders of 15 Missouri organizations will give a brief description of their group, an explanation of their main legislative priority, and the bill number, title, and author of two bills they would like us to monitor.

Activists from organizations across the state will share information about pay equity, ERA, book bans, sensible gun safety, LGBTQ+, abortion action, voter protection, and much more.

AAUW MO President, Karen Francis, will send the Zoom link in early February.

Meeting ID: 811 4538 4169

Passcode: 589130

For more information contact Karen. Please join us as we strive to do what Ruth Bader Ginsburg suggests:

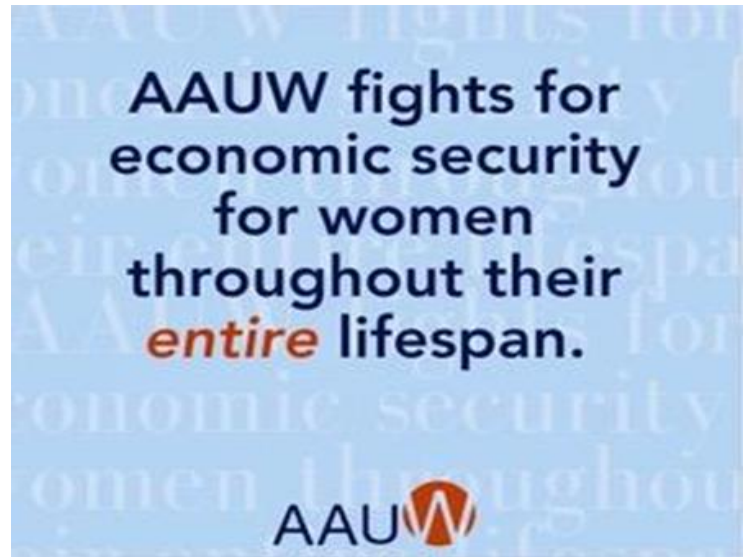
Fight for things you care about but do it in a way that leads others to join us.

Summer Picnic Planning Meeting

A Summer Picnic planning meeting will be scheduled in February.

Please let Carol Derington know if you would like to join the group where some fresh new ideas will be developed.

Hospitality Chair Carol Derington



Save The Date

Spring Luncheon, "Encircling All Women"

Thursday, May 9, 2024

**Location: Marriott West Hotel
660 Maryville Center Dr. St. Louis 63141**

Social Hour: 11 a.m. Lunch: 12 noon

Spring Luncheon Director, Yvonne Ward

Dollars for Scholars Events

International Relations Lecture Series, a DFS event

The Ethical Society of St. Louis, 9001 Clayton Road, 63117

Tuesday, February 13, 10:45 – 11:30 a.m. Cost: \$10

Carpool Available Optional lunch afterward.

Speaker Dr. Anshuman Singh, an AI educator, researcher, entrepreneur and co-founder at an education startup that is building an online AI university. The topic is Generative AI and new questions around ethics and safety of AI.

Sponsors **Marge Andersen and Nancy Pierson**

Succulent Planter Private Party for AAUW

Chesterfield Valley Nursery 16825 N Outer 40 Rd., 63005

Friday, March 1, 1–3 p.m. Level 1 (\$35) Level 2 (\$50)

(\$10 to DFS included in cost)

Learn to assemble your own succulent or cactus planter as the perfect accent to your home décor or as a gift to a friend.

Complimentary snack bar provided and a 20 percent coupon for additional purchases. Level 1 chooses one succulent or cactus to take home. Level 2 creates and keeps a planter, a selection of succulents and cacti, decorative rock, and potting mix.

Sponsor **Nancy Pierson**

Coffee Concert at Kirkwood Performing Arts Center (Black Box Theater) Taylor and Monroe Streets, Kirkwood

Tuesday March 5 Concert at 10 a.m.

Discounted cost is \$25 (\$15 to DFS).

Complementary coffee, tea, pastries at 9 a.m.

Performer: TBD Sponsor **Roz Marx**

Check website and Friday Reminders for updates

Coffee Concert at Kirkwood Performing Arts Center (Black Box Theater) Taylor and Monroe Streets, Kirkwood

Tuesday March 19 Concert at 10 a.m.

Discounted cost is \$25 (\$15 to DFS).

Complementary coffee, tea, pastries at 9 a.m.

Performer: TBD Sponsor **Roz Marx**

Check website and Friday Reminders for updates

There's Fun in the Factory Sammy Soap Tour

123 Argonne, Kirkwood, 63122

Friday, March 22, noon Cost \$25 (\$15 to DFS)

Learn about cold process soap making where art meets chemistry in the factory and the result is magic. Shop in their interesting store afterward. Optional lunch nearby at Billy G's. Mail your \$25 check to Pat Shores.

Sponsors **Marian Bauer and Pat Shores**

Sip for Scholars Coffee Bar Cost \$2 per cup

Elegant Edible Raffle—Bring some cash for a chance to win a home-made delectable dessert made by a fellow member.

Book, Puzzle, CD, DVR Sale—Donate current books from last five years. Exceptions made for the classics. No textbooks please. Children's books in good condition will be accepted. Please limit your donations to 10 items.

The AAUW DFS Honor Roll

In Memory of Betty Jo Hogan

Honor a friend or family member. To donate In Memory Of, email **Nancy Pierson** the name of the honoree and contact information to whom the acknowledgement postcard is to be sent.

Send donation checks, payable to AAUW B-C, to Finance Officer **Jean Light** with Honor Roll on the memo line. Dollars for Scholars donations are not tax-deductible.

AAUW Ballwin-Chesterfield Board

www.aauw.org/resources/member/why-join/

Elected Officers

Co-Presidents Sage Taber & Sandy Brody

VP Program Janet Sloey & Kathy Brown

VP Membership April Walgren & Susie Teicher

Finance Officer Jean Light

Secretary/Archivist Mary Jermak

Elected Directors

AAUW Fund Suzanne Couch & Karen Francis

Public Policy Angela Janik & Marian Bauer

Appointed Directors

Branch Fundraising Sandy Brody & Sage Taber

Directory Ann Patrice O'Shaughnessy & Joyce Katz

Dollars for Scholars Nancy Pierson

Governance Marsha Weppelman

Hospitality Carol Derington & Suzanne Couch

Newsletter Editors Mary Jermak, Joyce Katz, & Pat Shores

University Liaison Susan Shriver

Special Events

Spring Luncheon Yvonne Ward & Carol Anthony

STEM Marcia Block

Web Managers Joyce Katz & Carolyn Brown

- Board meetings— first Thursday 9:30 a.m., September–November and February–May
- Branch meetings are the second Thursday of the month. September–April 9:30 a.m.–11:30 a.m.
- The May Luncheon is the second Thursday of May and Summer Picnic the second Thursday of July.
- Contact branch officers: <https://ballwinchesterfield.mo.aauw.net/contact-us/> or the [Directory](#).
- *Branching Out* is published 10 times annually.

Branch Interest Group Events

Interest group social events bring together members with similar interests.

Try one! Contact an Interest Group Chair.

See <https://ballwinchesterfield-mo.aauw.net/interest-groups/> or pages 9–11 of your Directory.

Book Groups Welcome All Readers

Download book lists at

<https://ballwinchesterfield-mo.aauw.net/interest-groups/>

Literature I 3rd Thursday, 9:30 a.m.

February 15

Properties of Thirst by Marianne Wiggins will be reviewed by Alice Crippen.

Hostess Alice Crippen

Contact Alice Crippen.

Literature II 4th Monday, 11 a.m.

February 26

Remarkably Bright Creatures by Shelby Van Pelt will be reviewed by Ann Patrice O'Shaughnessy

Hearth Room, Town & Country Commons

Contact Joyce Katz or Erlaine Eltomi for your reservation or for more information.

Reading Reality 2nd Tuesday, 1 p.m.

February 13

Master Slave Husband Wife by Ilyan Woo will be reviewed by Marcia Block

Hostess: Marcia Block

For information about this non-fiction book group, contact Marcia Block or Mary Kay Wolfe.

AAUW ¡Adelante! 4th Thursday, 1:30 p.m.

February 22

Gender Queer by Maia Kobabe will be reviewed by Nancy Hutchins.

This IBC group meets by ZOOM* and reads books written from diverse perspectives.

*Contact Patty Murray (pattymurrayaauw@gmail.com).

Bridge Groups

If you would like to play bridge, contact a bridge group chairperson.

Social Bridge 3rd Monday, 10 a.m.

February 19 Contact Ellen Friedman or Jean Light.

Duplicate Bridge I 1st Tuesday, 11 a.m.

February 6, Contact Chris Magilligan or Elaine Frost.

Duplicate Bridge II 4th Tuesday, 11 a.m.

February 27 Contact Alice Crippen or Elaine Frost

Expressions 1st Tuesday, 12:30 p.m.

(note new time)

February 6

Holy Cross Lutheran Church, 13014 Olive Blvd, 63141

Handmade Galentine cards (\$5 fee/card)

Lunch Bunch (bring your own lunch and drink) meets at 12:30 p.m. Activity starts at about 1:15 p.m.

Directions to the entrance to the Sunday School Youth room: Park at the back in the first parking lot of the church.

There is a second set of double doors. Enter, then go around the corner to the right from this new entrance.

Please register in advance with Pam Kulp.

Movie Group 3rd Thursday, 11:15 a.m.

February 15 Talayna's restaurant

68 Four Seasons Shopping Center, Chesterfield 63017

All it takes is a love of movies and discussion to enjoy this group.

Contact Ann Riley or Mersine Kallaos.

Munching Matters 2nd Wednesday, 11 a.m.

"Lunch with Food for Thought"

February 14

Mimi's Bistro and Bakery

17240 Chesterfield Airport Rd., Chesterfield

Hear the unique experiences of member-speaker Gloria Campion, who will share from her 50 years as a multi-branch AAUW member.

Contact Doris Nistler or Julie Triplett to make your reservation, or for more information.

Out-to-Lunch 3rd Wednesday, 11:30 a.m.

February 21

Gulf Shores, 12528 Olive Blvd. 63141

Enjoy lunch with your AAUW friends!

Contact Mary Biggs to make a reservation by email or phone.

Play Readers 3rd Monday, 12:30 p.m.

February 19

Join with friends to deepen your enjoyment of favorite plays. Members will be contacted with meeting details.

Contact Marilyn Fletcher to learn more and join.

Walking Group 4th Wednesday, 9:30 a.m.

Resumes in April 2024

Enjoy weekly walks with friends in local parklands!

Get on the contact list by telling Michele you'd like to join.

Contact Michele Mangnall.