



Ferguson-Florissant (MO) Branch

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Pat Kelemen, Editor

NEXT BOARD MEETING

The board will meet on March 7, 11:30 at the Corner Coffee House.

FEBRUARY PROGRAM RESCHEDULED

Inclement weather forced the cancellation of the February 15 branch meeting and program. It has been rescheduled for **February 29 at Immanuel UCC in Ferguson**. The meeting will begin at 10:00 am. Lawyer and branch member Robyn Stranquist will speak about Estate Planning in Missouri. This topic is important for everyone, especially senior citizens, near-seniors, and their families. The meeting is free and open to the public. **We are aware of a number of guests who had planned to attend at the original time. If you know anyone who is interested, please spread the word to them.**

MARCH BRANCH MEETING March 21 at 7:00 pm.

Noted African American Women from Missouri

Author and educator, Dr. John Wright will present the March program at the Ferguson Florissant (North County) AAUW meeting. Dr. Wright has written extensively on the black experience in Missouri. His latest books are entitled "Ethnic St. Louis" and "African American St. Louis. His presentation will feature noted African American women from Missouri, in honor of March Women's History Month. Included in the presentation will be such notables as Josephine Baker, Annie Malone, and Julia Davis, among others. Copies of his latest books will be available at the event.

The branch meeting will be March 21, 2016, at 7:00 at Immanuel UCC, 211 Church Street, Ferguson. The program is free and open to the public. For more information call 314-522-0413, 314-831-5359, or 314-831-6884.

PRESIDENTS' LETTER by Shirley Breeze

Celebrating Women in March--Women's History Month

Over the past few years there has been a national "discussion" about public recognitions (statues, plaques, busts, etc.) of men who supported slavery. In this age of a new emphasis on diversity and the recent public protests in a number of cities, many people have indicated that recognizing these men is inappropriate and have pressed for their removal.

Wait! What about women represented in permanent form such as statues, plaques, busts, etc. As anyone might guess, these are scarce in Missouri. There have been some limited efforts to identify where public statues, plaques, busts, etc., of women exist. There is a bust of Clara Cleghorn Hoffman at the University of Missouri in Columbia; a marker in Independence recognizes where Bess Truman was born; there is also a marker in Hannibal where Molly Brown was born; as small steel plate in Princeton marks the site of Calamity Jane's birthplace; Hannah Cole has a granite stone in Booneville; the state capitol in Jefferson City has busts of Josephine Baker, Susan Blow, Mother Rose Philippine Duchesne, Betty Grable,

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Virginia Minor, Ginger Rogers, Sacajawea, and Laura Ingalls Wilder. Lexington has a monument to the Madonna of the Trail, and in St. Louis 33 women are represented on the Walk of Fame in the Delmar Loop. Several other towns have artifacts in local museums, restored houses, etc. But, generally, recognitions of women are limited.

Many people have participated in the statewide effort last year to install a bust of Virginia Minor in the Hall of Famous Missourians in the state capitol; the gala event was recognized with the unveiling of a bust in her honor. Currently, there is a similar effort underway to obtain approval for a bust of Maya Angelou. Speaker of the House Todd Richardson controls the Hall; he should be e-mailed at todd.richardson@house.mo.gov to express interest in Maya Angelou becoming the ninth women's bust in the Hall. Currently, there are 37 men in the Hall of Famous Missourians and only eight women.

AAUW POLICY ACCOMPLISHMENTS IN 2015

AAUW Action Fund Capitol Hill Lobby Corps made over 1,300 visits to senators and members of Congress on issues important to women and families. Lobby Corps members were toasted by U.S. House Minority Leader Nancy Pelosi and Sen. Mazie Hirono (D-HI) in recognition of the corps' 40 years of citizen lobbying.

SOME THOUGHTS ON AGE, DIVERSITY, AND THE ADEA by Judy Holmes, Diversity Committee Chair

One area sometimes mentioned in our Diversity Committee meetings is AGE. AAUW members come from many age groups. They can be college students, millennials, baby boomers, senior citizens. There are young career women, mothers, grandmothers, and great-grandmothers.

Each age has its joys and each has its challenges. One outgrowth of challenges is the ADEA--the Age Discrimination and Employment Act. This act forbids age discrimination in the workplace against people who are age 40 and over. It does not protect workers under the age of 40, but some states do have laws that protect younger workers.

The ADEA was passed in 1967. It specifically prohibits discrimination in hiring, promotions, wages, termination of employment and layoffs, training and fringe benefits. It prohibits stating age preference or limits in notices and advertising.

This law has been on the books for almost 50 years. It has been enforced in many ways with varying outcomes. It can be a fine tool when needed.

In reviewing various on-line articles, blogs and writings, the general wisdom seems to be that it is best to get involved legally in these matters when the infraction is egregious--that is, especially blatant and easy to prove. These types of legal matters often take much time, energy and money and meet with varying degrees of success. When involved in a situation where one is already employed, it is often the best or only choice of solution.

There is a lot of online advice about avoiding or circumventing age discrimination issues when applying for a position. Most of that involves researching the position and determining the problems faced by the employer. Think about and prepare for the ways you could fit in when filling the position and finding solutions to the dilemmas the employer must solve.

There is also quite a lot of online advice for senior citizens in finding appropriate jobs. AARP seems a good source for much of this type of advice. I did not research books for this article, but I am sure there are many on age discrimination and related topics and perhaps advice for job-hunting for ages other than seniors.

So, we have the law, research and study, common sense. Think on these things when solving your age-related work issues. Or any age-related issues other than work. And remember to enjoy whichever age you are.

UPDATING BRANCH BYLAWS

Lillian Boly completed the required updating of the branch bylaws and distributed them at the February board meeting. She reports that a correction should be made on the last page, in Section 3 of Article I. The words "be adopted" should be added between "shall" and "by." Board members should

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make corrections on the copies they received at the meeting.

Lillian will make copies of the bylaws (with the corrections) to hand out at the next general meeting to people who are not on the board of directors.

BOOK GROUP

Tuesday Afternoon Book Group will meet on March 8 at 11:30 at the home of Joyce Wolf. Joyce will lead the discussion of *Gray Mountain* by John Grisham. Bring a sandwich; salad, dessert and a drink will be provided. Please notify Joyce if you plan to attend.

The discussion of *Early Warning*, planned for February 9 and cancelled due to bad weather, will be rescheduled.

ADELANTE BOOK GROUP

The Adelante Book Group will meet March 24, 2016, at Barnes & Noble on Clarkson at 1:30. Karen Francis will review *The Invention of Wings* by Sue Monk Kidd.

MIDWEST TEN STATE AAUW BIENNIAL CONFERENCE

This conference will be held June 3-4 (Noon Friday to Saturday Late Afternoon) at Great Wolf Lodge in Kansas City, Kansas. The flyer included with the February newsletter provides details on registration and hotel accommodations.

LEGISLATIVE ACTION FORUM ON SEXUAL ASSAULT, RIGHT TO WORK, AND MINIMUM WAGE

This Forum will be presented by the St. Louis Branch on Saturday, February 27, 2016, at Grace Methodist Church in St. Louis. Details on this free event and registration information are found in the flyer included with the February newsletter.

INTERNATIONAL RELATIONS LECTURE SERIES

The International Relations Lecture Series will meet Tuesday, March 8, 2016 at the Ethical Society of St. Louis, 9001 Clayton Road, St. Louis, MO 63117. The meeting begins at 10:45 am in the upper auditorium. 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 to stay and discuss the day's topic. In case of inclement weather, you may call 314-991-0955, ext. 224.

The topic will be **Microeconomics: How Incentives Drive Our Behavior**, presented by John Horn, Senior Lecturer in Economics, Olin Business School, Washington University.

Microeconomics is the study of how individuals make decisions. Collectively, these millions of decisions lead to outcomes we observe in the economy. By understanding why individuals behave the way they do, economics can help us think about what would change if we changed the laws or policies or norms that govern how we interact.

AAUW POLICY ACCOMPLISHMENTS IN 2015

AAUW leaders Bets Brown (ME), Christine Siberneck (OH), Denny McGuire (NC), Mary Modder (WI), Deborah Karvey (GA), Katherine Burgess (CO), and Sharon Bigot (MN) were a key part of our coalition lobbying efforts when they came to Capitol Hill to advocate for critical civil rights protections in federal K-12 education laws. The bill that was signed into law included several of these important civil rights and gender equity provisions.

DOWNTOWN LUNCH

The Downtown Lunch Group will meet at Union Loafer's Café and Bakery, 1629 Tower Grove, 63110, on March 15 at 11:45 am. RSVP Kay Meyer, 314-962-7487 or kicmeyer51@gmail.com.

SPRING FLING

The annual Spring Fling is fast approaching. It is set for Saturday, March 12, and the

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registration deadline is March 5. Detailed information and the registration form are found on the flyer included with this newsletter.

CELEBRATE WRITERS

Ferguson Florissant AAUW and Ferguson Writers' Group, which includes several branch members, are sponsoring a celebrations of writers, Ferguson, and books on Saturday, March 19, 10:00 am - 2:00 pm at the Corner Coffee House. Several local authors will be present with autographed books for sale. Students are welcome. Details are included in the flyer.

Calendar

February 27--Legislative Action Forum

February 29--Rescheduled Branch Meeting

March 7--Branch board meeting

March 8--Tuesday Afternoon Book Group

March 8--International Relations Lecture

March 12--Spring Fling

March 15--Downtown Lunch Group

March 19--Celebrate Writers

March 21--Branch meeting

March 24--Adelante Book Group

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