

# **AAUW-Mississippi Annual Meeting**

hosted by the

Delta State University and Cleveland Branch

The GRAMMY Museum Mississippi

800 W Sunflower Rd, Cleveland, MS 38732

## **Monday, May 13, 2019, Meeting Agenda**

**Early arrival & sign-in: 9am**

**Session I: 9:30-10:45am**

The MS-AAUW Statement to our State on Equal Pay

**Session II: 11am-12:15pm**

AAUW Friends and Members Position Ourselves for Power

**Lunch: 12:15-1pm**

**Dine with State Election Candidates:** Roll Call, Chew and Chat, while Perusing the Mississippi Legislative Report Card

**Session III: 1-3pm**

Museum Self Tour: Caring Enough to Hold Feet to the Fire

***Meet and Greet Candidates' Forum***

**Session IV: 3:15-5pm**

AAUW MS Board and Business Meeting

**Adjourn**

**5:30-8pm**

**Dutch Treat Beverages & Dinner Together:**

Airport Grocery; 3608 U.S. Highway 61; Cleveland, MS; 662-843-4817

(Please stay for dinner and visit, if you can!)

The AAUW **Mission** (To advance gender equity for women and girls through research, education, and advocacy), **Vision** (Equity for all) & **Values** (Nonpartisan. Fact-based. Integrity. Inclusion. Intersectionality) bind the strategic areas (Education & Training, Economic Security, & Leadership) together in clear goals and objectives which guide all programming at the local, state, and federal level.

## EDUCATION & TRAINING

### Addressing the barriers and implicit biases that hinder advancement of women

<b>GOAL A:</b> Champion equal access to all levels and fields of education.	1 Address barriers to success for girls and women through improvement of learning environments.
	2 Grow educational pathways for all women, especially those leading to high-earning careers.
<b>GOAL B:</b> Ensure education at every level is free from sex discrimination.	1 Protect and expand compliance with Title IX and other civil rights laws across all U.S. states and territories.
	2 Ensure Title IX coordinators are well trained and adequately resourced.

## ECONOMIC SECURITY

### Ensuring livelihoods for women.

<b>GOAL A:</b> Achieve pay equity by 2030.	1 Champion pay equity federally and in all U.S. states and territories.
	2 Lead the nation in providing salary negotiation programs for employees and employers.

### Train 10 million women in salary negotiations by 2022.

<b>GOAL B:</b> Create inclusive career pathways for women, free of systemic barriers and biases, to attain economic security.	1 Develop a blueprint for women to access careers, especially in high- paying fields.
	2 Support employers in advancing higher wage pathways for all women
	3 Protect and expand compliance with Title VII and other federal civil rights statutes.
<b>GOAL C:</b> Deepen women's retirement security and quality of life.	1 Address inequities regarding retirement for women at every socioeconomic level.
	2 Help women in achieving their desired quality of life in preparation for possible retirement.

## LEADERSHIP

### Closing the gender gap in leadership opportunities

<b>GOAL A:</b> Bolster the participation of girls and women in leadership roles throughout their lives	1 Empower early and midcareer women to seek and succeed in leadership opportunities
	2 Expand leadership opportunities for women over 55 years of age or retired.
<b>GOAL B:</b> Advance the number of women in leadership, particularly in education and nonprofit organizations.	1 Become a national resource on the impact of leadership development activities for the advancement of women into leadership roles.
	2 Increase the inclusion and numbers of women serving on government and advisory boards.

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**Handouts**

## **Session I:**

9:30-10:45am

The MS-AAUW Statement  
to our State on Equal Pay

Facilitator

**Dr. Corrine Anderson**

AAUW-MS Immediate Past President

# Essential Questions, Making, & Doing

## Session I:

9:30-10:45am

## The MS-AAUW Statement to our State on Equal Pay

### Essential Questions

1. What is the difference between the ideas of “equal” and “equity”?
2. What parts of the ideas in the terms “equal” and “equity” are the same, similar, or overlap?
3. Do we want “equal pay” or “equitable pay” or both?

### Making and Doing Steps

1. Give to Mississippi Legislators 3 issues to improve from the existing Mississippi pay equity legislation.
2. Give to Mississippi Legislators 3 important features of strong pay equity legislation.
3. Give to Mississippi Legislators the top 3 wishes you have for any legislation aiming to provide equitable care.



## What is Equal Pay?

Thirty-five years ago, Congress passed the Equal Pay Act of 1963, the first statute to address discrimination in the work place. The law prohibits employers from paying a female worker less than a male counterpart for "equal work."

The law defines "equal work" as jobs that require equal skill, effort and responsibility and are performed in similar working conditions. The tasks need not be identical, but substantially similar. When applying the equal work definition, the comparison is between the skills required by the two jobs, not by the talents of the two employees.

A job's skill level includes the experience, training, education, and ability necessary to accomplish that task. Effort is measured by the physical or mental exertion needed to perform the job, and responsibility refers to the level of accountability required. Similar working conditions include both an analysis of the job's surroundings and hazards. Surroundings address the frequency or intensity of certain elements, like toxic chemicals. Hazards relate to the physical dangers regularly faced on the job.

Exceptions to the act do exist. An established seniority or merit pay system, pay based on quantity or quality of production, or pay based on any other factor than sex exempt the business from the law. However, the employer must be able to present an acceptable business reason for the other factor exception to apply.

The Equal Pay Act covers any employer who engages in commerce or in the production of goods for commerce and has an annual gross volume of at least \$500,000. Federal, state, and local governments, medical and mental hospitals, schools, and public agencies also fall under the act. Labor unions cannot cause or attempt to cause a business to violate the act. And while originally designed to protect women's rights in the work place, the Equal Pay Act applies to both men and women.

A worker who believes the employer is violating the Act may file a complaint with the Equal Employment Opportunity Commission (EEOC) or may file suit in state or federal court. Filing a complaint with the EEOC is not required for Equal Pay Act violations. The worker has two years from the date of the equal pay violation to bring suit, three years if the violation was intentional.

Title VII of the Civil Rights Act of 1964 prohibits discrimination against any person on the basis of race, color, religion, sex, or national origin with respect to one's compensation, terms, conditions, or privileges of employment. A violation of the Equal Pay Act is always a Title VII violation, and any case should invoke both statutes.

If the claimant successfully proves discriminatory wage practices, he or she is entitled to back pay, including unpaid minimum wages or unpaid overtime compensation. If the court rules the violation was intentional, it may double the amount of unpaid wages as "liquidated damages."



## ADVOCACY

# Fact Sheet: The Paycheck Fairness Act of 2019

January 24, 2019

Passing the **Paycheck Fairness Act** is a critical step to closing the gender pay gap. The proposed law includes key provisions that would address loopholes in the Equal Pay Act of 1963, ensuring that employers pay women and men equally for equal work. The bill is sponsored by Rep. Rosa DeLauro (D-CT) and Sen. Patty Murray (D-WA).

“The Paycheck Fairness Act is essential to eradicating practices that have perpetuated the pay gap for far too long. In 2019, the idea that we still don’t have equal pay for equal work is nothing short of outrageous. **AAUW urges the 116th Congress** to take this important step towards pay equity with the swift passage of the bill.”

— Kim Churches, CEO, American Association of University Women

## What It Will Do

The Paycheck Fairness Act would:

- **Prohibit employers from using salary history** which ensures that salaries are not based on prior pay disparities that can follow workers from job to job.
- **Protect against retaliation for discussing pay with colleagues**, including stopping employers from being able to fire employees for sharing information. Greater transparency about salary is key to helping identify disparities.
- **Ensure equal pay for equal work**, requiring employers to prove that any pay disparities that exist between men and women are a business necessity and job-related.
- **Equalize discrimination claims based on gender, race, and ethnicity**, so plaintiffs who file claims under the Equal Pay Act have the same robust remedies as those who make claims under other laws.
- **Support employers and employees to achieve fair pay practices**, including providing technical assistance to employers, requiring wage data collection, and offering salary negotiation training programs to give women the tools to advocate for higher wages.

## Why It’s Needed

Women working full time are paid, on average, only 80 cents for every dollar paid to a man—a figure that has changed by less than a nickel during the 21st century, [according to AAUW’s Simple Truth about the Gender Pay Gap report](#).

- **The gender pay gap exists across all demographics**, in every part of the country, and in nearly every line of work — including female-dominated professions like teaching and nursing.
- **The pay gap tends to be larger for women of color**: Black women are paid just 61 cents for every dollar paid to white men. American Indian/Alaskan native women are paid 58 cents for every dollar paid to white men. Latinas are paid just 53 cents for every dollar paid to white men.
- **The gap exists across all age groups**: Women ages 20 to 24 are paid 90 percent as much as men in the same age range; and the gap grows from there with women ages 25 to 34 receiving 88 percent as much as men, 35 to 44 year old women taking home 81 percent as much as men, and women 45 to 65 being paid 78 percent as much as men.
- **The pay gap hurts women in retirement** because expands and compounds over a lifetime. Women are less able to pay off debt and receive less in Social Security and pensions. Men over 65 make \$1,016 per week, while women in the same age range make only \$782.
- **The poverty rate** for working single mothers would be cut in half if the pay gap were closed, and 2.5 million children would be lifted out of poverty, [according to the Institute for Women’s Policy Research](#).

## State and Local Equal Pay Initiatives

In recent years, there has been strong momentum at the state and local level to close the gender pay gap: More than 40 pay equity bills were introduced in states last year alone and at least five states have passed a law in each of the last four years. Despite this progress, the federal Paycheck Fairness Act is still essential to ensure that all Americans benefit from the same strong policies and protections.

### AAUW Analysis: State Equal Pay Laws, by Strength

(Detailed breakdown of types of equal pay state policies can be found [here](#).)

**Strong:** California, Illinois, Maryland, Massachusetts, New Jersey, Oregon, Washington

**Moderate:** Alaska, Arkansas, Colorado, Connecticut, Delaware, DC, Hawaii, Idaho, Iowa, Maine, Michigan, Minnesota, Nebraska, Nevada, New Hampshire, New Mexico, New York, North Dakota, Ohio, Oklahoma, Rhode Island, South Dakota, Vermont, Wisconsin, Wyoming

**Weak:** Arizona, Florida, Georgia, Indiana, Kansas, Kentucky, Louisiana, Missouri, Montana, North Carolina, Pennsylvania, South Carolina, Tennessee, Texas, Utah, Virginia, West Virginia

**None:** Alabama, Mississippi



By: [Mary Hickey](#) | Issue: [Advocacy](#) | Tags: [Equal Pay](#), [Public Policy](#) | January 24, 2019

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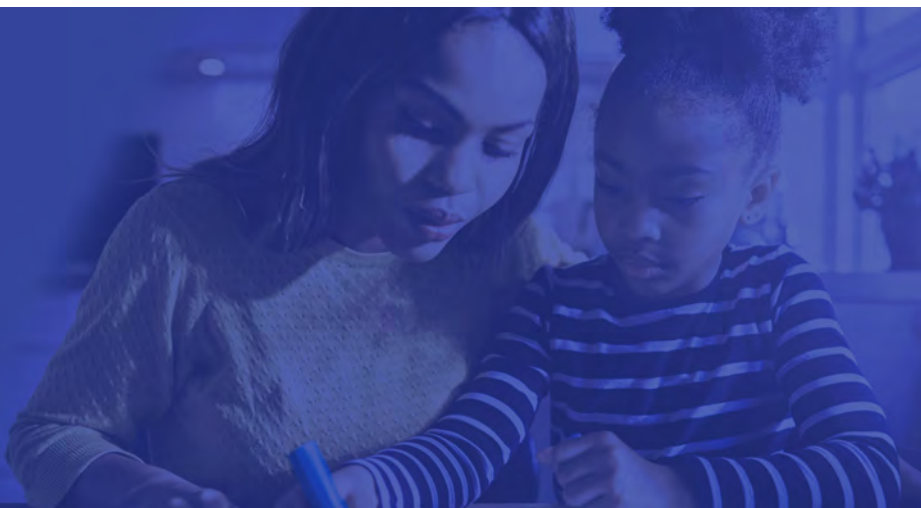
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## MISSISSIPPI IS SHORTCHANGING WOMEN

## Boost Women's and Families' Wages and Help Narrow the Gender Wage Gap: Create a Strong Equal Pay Law

### The Problem

#### Mississippi women and families are being shortchanged by substantial race and gender wage gaps

More than 55 years after the passage of the Equal Pay Act, Mississippi women are still paid less than men. When comparing all men and women who work full time, year round in Mississippi, women are paid just 75 cents for every dollar paid to their male counterparts.<sup>2</sup> But the wage gap experienced by women of color in Mississippi is even larger. Black women are paid just 56 cents for every dollar paid to white, non-Hispanic men.<sup>3</sup> Latinas and Native women are paid just 60 cents and 55 cents, respectively, for every dollar paid to white, Non-Hispanic men.<sup>4</sup> And Asian women are paid just 66 cents on the dollar.<sup>5</sup>

For Black women in Mississippi, this gap amounts to a loss of \$20,770 a year and a whopping \$830,800 over a 40-year career.<sup>6</sup> That means that the typical Black women in Mississippi would have to work until the age of 91—31 more years than her male counterparts who retire at age 60—to close this lifetime wage gap.<sup>7</sup> These lost wages severely reduce women's ability to save for retirement and contribute to Mississippi having one of the highest poverty rates in the country for Black women (30.4 percent).<sup>8</sup>

The wage gap is particularly devastating for Mississippi families. Seventy-eight percent of Mississippi mothers are breadwinners or co-breadwinners in their families, but Mississippi mothers working full time, year round are typically paid just 64 cents for every dollar paid to fathers.<sup>9</sup> The gap is even larger for Black mothers who are paid just 50 cents compared to white, non-Hispanic fathers.<sup>10</sup> And single mothers working full time, year round in Mississippi are paid just 54 cents for every dollar paid to married fathers,<sup>11</sup> contributing to Mississippi having the highest poverty rate in the country for female-headed families (50.1 percent).<sup>12</sup>

#### Race and gender wage gaps persist across occupations and education levels

Occupational segregation plays a role in Mississippi's large gender wage gaps, but it does not explain them away. Black women make up 37 percent of Mississippi's low-wage workforce despite accounting for only 19 percent of the state's total workforce, and only make up 9 percent of the state's high-wage workforce.<sup>13</sup> But whether they work in low- or high-wage occupations, Black women are typically paid less than white, non-Hispanic men in the same occupations. Black women in Mississippi are clustered in Mississippi's health care and social assistance industry and accommodations and food services industry.<sup>14</sup> Within the health care industry, Black women who work as personal care aides—a low-wage job—are paid only 67 cents for every dollar paid to white, non-Hispanic men in the same job.<sup>15</sup> Black women who work as registered nurses—a medium-wage job—make only 77 cents for every dollar paid to white, non-Hispanic men who do this work.<sup>16</sup> And among workers in high-wage occupations—such as lawyers, engineers, and physicians or surgeons—Black women are paid 56 cents for every dollar paid to white, non-Hispanic men



in the same occupations.<sup>17</sup>

While higher levels of education and training help to lift women's wages in Mississippi, they fail to close the gender wage gap, which persists across all education levels. In fact, Black women in Mississippi working full time, year round who have a Bachelor's degree are paid just 83 cents for every dollar paid to white, non-Hispanic men with only an Associate's degree.<sup>18</sup> Black women have to earn a Doctorate degree to make slightly more than white, non-Hispanic men with an Associate's degree.<sup>19</sup>

### **Discriminatory stereotypes about women, especially women of color and mothers, help fuel these wage gaps**

Mississippi's substantial wage gaps exist in part because of sex and race stereotypes that continue to infect workplace decision making. Too many employers still set pay based on inaccurate assumptions, such as the idea that families do not rely on women's income and that women do not need their paychecks as much as men do, or stereotypes about women's—and particularly, mothers'—competence and commitment to work.<sup>20</sup> Numerous research studies show that compared to men, equally qualified women are less likely to be hired, particularly for high-wage jobs, or are likely to be offered lower salaries.<sup>21</sup> For women of color, racial stereotypes combine with sex stereotypes to further decrease the work opportunities extended to women of color and increase the hyper-scrutiny of their work.<sup>22</sup>

The federal Equal Pay Act has prohibited pay discrimination for over 55 years, but courts have opened significant loopholes in the laws that can allow employers to pay women less than men doing the same work without any compelling business reason justifying that lower pay. Pay discrimination is also difficult to detect, in part because 61 percent of private sector employees report that discussing their wages is either prohibited or discouraged by employers.<sup>23</sup> Employers, therefore, lack the incentives to proactively take steps to ensure that pay disparities do not arise.

**On average, a Black woman in Mississippi loses \$20,770 annually to the wage gap. This could pay for 29 months of rent at \$728 per month, 55 months of child care for a four-year-old at \$379.66 per month, or 46 months of health insurance premiums at \$450.6 per month.<sup>1</sup>**

## The Solution

In the last few years, states across the country have been stepping up to strengthen their equal pay laws. But Mississippi is one of only two states in the nation without an equal pay law at all.

Mississippi urgently needs to pass an equal pay law that:

- Prohibits employers from retaliating against an employee who shares pay information with co-workers and makes clear that employees cannot contract away or waive their rights to discuss and disclose pay.
- Prohibits employers from requiring job applicants to provide their salary history and from relying on past salary to set pay so that pay discrimination in one job does not follow women throughout their careers.
- Requires equal pay for “substantially similar” or “comparable” work to ensure that jobs that are not identical but are similar in terms of skills, responsibility, and working conditions are compensated equally.
- Limits the reasons employers may offer to justify paying different wages to men and women in the same position and requires that employers that pay men and women different salaries for the same job provide a business justification.
- Specifies that the time period to pursue an equal pay claim starts over each time an employee receives a paycheck that is lower because of discrimination.
- Allows employees with successful pay discrimination claims to recover compensatory and punitive damages to fully compensate for the harm they experience as a result.
- Requires employers to provide job applicants and employees the salary range for their position to help level the negotiating playing field and incentivize employers to proactively review and evaluate their compensation practices and address any unjustified disparities between employees.
- Requires all companies that bid for and/or receive state contracts to analyze their pay practices for wage gaps, report race and

gender wage gaps, and certify ongoing compliance with equal pay laws and principles.

- Prohibits pay discrimination on the basis of race, ethnicity, disability, or other protected classes, in addition to sex, including intersectional discrimination that employees may experience based, for example, on the combination of their race and gender, or their disability and gender.

## Talking Points for the Solution

- Having an economy that works for everyone starts by ensuring that women are paid the same as men when they work in similar jobs.
- Families suffer when women are paid less. Ending discrimination in pay will not just help close the wage gap, but will strengthen Mississippi families and households. For example, bringing Black women's earnings in line with men's would bring in an additional \$20,770 a year to support the many Mississippi families that rely on a Black woman's income.
- Equal pay and pay transparency helps businesses' bottom line by increasing employee loyalty, productivity, and performance.<sup>25</sup> Equal pay also helps boost the national economy.<sup>26</sup>
- Strong equal pay protections are particularly important for the many women who graduate from Mississippi community colleges and public universities and choose to stay and contribute to the Mississippi economy. A higher percentage of women graduates of Mississippi community colleges and public universities stay and work in Mississippi after graduation than their male counterparts, but their wage growth is significantly slower than the fewer male graduates who stay to work in the state.<sup>27</sup>
- Eliminating the wage gap helps state budgets and reduces public costs. Equal pay for women would help ensure that state programs designed to help low-income families serve as a safety net for those who have fallen on hard times—not as a taxpayer subsidy to employers that fail to pay their workers fairly.
- A recent national poll found that 79 percent of women and 70 percent of men felt equal pay should be a top priority.<sup>28</sup>

- <sup>1</sup> NWLC calculations based on U.S. Census Bureau, American Community Survey (ACS) 2012-2016 Five-year averages using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, Integrated Public Use Microdata Series (IPUMS): Version 8.0 [dataset]. Minneapolis: University of Minnesota, 2017, available at <http://usa.ipums.org/usa/>. Annual loses due to wage gap calculated by subtracting 2016 median income of full-time, year round Black female workers from white, non-Hispanic male workers.
- <sup>2</sup> NAT'L WOMEN'S LAW CTR., THE WAGE GAP, STATE BY STATE: 2016 (April 2018), <https://nwlc.org/resources/wage-gap-state-state/>.
- <sup>3</sup> NAT'L WOMEN'S LAW CTR., THE WAGE GAP BY STATE FOR BLACK WOMEN: 2016 (April 2018), <https://nwlc.org/resources/wage-gap-state-black-women/>.
- <sup>4</sup> NAT'L WOMEN'S LAW CTR., THE WAGE GAP BY STATE FOR LATINAS: 2016 (April 2018), <https://nwlc.org/resources/wage-gap-state-latinas/>; NAT'L WOMEN'S LAW CTR., THE WAGE GAP BY STATE FOR NATIVE WOMEN: 2016 (April 2018), <https://nwlc.org/resources/equal-pay-for-native-women/>.
- <sup>5</sup> NAT'L WOMEN'S LAW CTR., THE WAGE GAP BY STATE FOR ASIAN WOMEN: 2016 (April 2018), <https://nwlc.org/resources/wage-gap-state-asian-women/>.
- <sup>6</sup> NAT'L WOMEN'S LAW CTR., THE WAGE GAP BY STATE FOR BLACK WOMEN: 2016 (April 2018), <https://nwlc.org/resources/wage-gap-state-black-women/>; NAT'L WOMEN'S LAW CTR., THE LIFETIME WAGE GAP BY STATE FOR BLACK WOMEN: 2016 (April 2018), <https://nwlc.org/resources/the-lifetime-wage-gap-by-state-for-black-women/>.
- <sup>7</sup> NAT'L WOMEN'S LAW CTR., THE LIFETIME WAGE GAP BY STATE FOR BLACK WOMEN: 2016 (April 2018), <https://nwlc.org/resources/the-lifetime-wage-gap-by-state-for-black-women/>.
- <sup>8</sup> NAT'L WOMEN'S LAW CTR., WOMEN AND POVERTY, STATE BY STATE, 2016 (Sept. 2017), <https://nwlc.org/resources/women-and-poverty-state-state/>.
- <sup>9</sup> SARAH JANE GLYNN, CTR. FOR AMERICAN PROGRESS, BREADWINNING MOTHERS ARE INCREASINGLY THE U.S. NORM, Table 4 (Dec. 2016), <https://www.americanprogress.org/issues/women/reports/2016/12/19/295203/breadwinning-mothers-areincreasingly-the-u-s-norm/>; NAT'L WOMEN'S LAW CTR., THE WAGE GAP FOR MOTHERS BY RACE, STATE BY STATE (May 2018), <https://nwlc.org/resources/the-wage-gap-for-mothers-state-by-state-2017/>.
- <sup>10</sup> *Id.*
- <sup>11</sup> NWLC calculations based on 2016 ACS 1-year averages using IPUMS.
- <sup>12</sup> NAT'L WOMEN'S LAW CTR., WOMEN AND POVERTY, STATE BY STATE, 2016 (Sept. 2017), <https://nwlc.org/resources/women-and-poverty-state-state/>.
- <sup>13</sup> NWLC calculations based on U.S. Census Bureau, American Community Survey (ACS) 2016 1-year averages using Steven Ruggles, Katie Genadek, Ronald Goeken, Josiah Grover, and Matthew Sobek, Integrated Public Use Microdata Series (IPUMS): Version 8.0 [dataset]. Minneapolis: University of Minnesota, 2017, available at <http://usa.ipums.org/usa/>.
- <sup>14</sup> NWLC calculations based on ACS 2016 1-year averages using IPUMS. Wage gap calculated using the 2016 median income of full-time, year round workers in each industry. In 2016, Black women made up approximately one-third of Mississippi's health care and social assistance industry (34 percent) and accommodations and food services industry (29 percent).
- <sup>15</sup> *Id.*
- <sup>16</sup> *Id.*
- <sup>17</sup> NWLC calculations based on ACS 2016 1-year averages using IPUMS. High-wage jobs are those that pay \$48 per hour or more (about \$100,000 per year).
- <sup>18</sup> NWLC calculations based on U.S. Census Bureau, Current Population Survey (CPS) 2016 1-year averages using IPUMS.
- <sup>19</sup> NWLC calculations based on U.S. Census Bureau, Current Population Survey (CPS) 2016 1-year averages using IPUMS. In 2016, the median income for Black women in Mississippi who held a Doctorate degree was \$58,000 compared to \$54,000 for white, non-Hispanic men with an Associate's degree.
- <sup>20</sup> See, e.g., Shelley J. Correll, Stephen Benard, and In Paik, Getting a Job: Is There a Motherhood Penalty? *American Journal of Sociology*, Vol. 112, No. 5, 1297, 1307 (March 2007).
- <sup>21</sup> See, e.g., Corrine A. Moss-Racusin, et al., Science faculty's subtle gender biases favor male students, *Proceedings of the Nat'l Academy of Sciences of the United States of America* (Aug. 2012), available at <http://www.pnas.org/content/109/41/16474.abstract#aff-1>.
- <sup>22</sup> See generally Joan C. Williams, Katherine W. Phillips, Erika V. Hall, Double Jeopardy? Gender Bias Against Women of Color in Science (2014), <http://www.uchastings.edu/news/articles/2015/01/double-jeopardy-report.pdf>; Deepali Bagati, Catalyst, Women of Color in U.S. Law Firms (2009), [http://www.catalyst.org/system/files/Women\\_of\\_Color\\_in\\_U.S.\\_Law\\_Firms.pdf](http://www.catalyst.org/system/files/Women_of_Color_in_U.S._Law_Firms.pdf); Joan C. Williams and Marina Multhaup, For Women and Minorities to Get Ahead, Managers Must Assign Work Fairly, *HARVARD BUSINESS REVIEW* (March 5, 2018), <https://hbr.org/2018/03/for-women-and-minorities-to-get-ahead-managers-must-assign-work-fairly>.
- <sup>23</sup> INST. FOR WOMEN'S POLICY RESEARCH, PAY SECRECY AND WAGE DISCRIMINATION (2014), available at [http://www.iwpr.org/publications/pubs/pay-secrecy-and-wage-discrimination-1/at\\_download/file](http://www.iwpr.org/publications/pubs/pay-secrecy-and-wage-discrimination-1/at_download/file).
- <sup>24</sup> NAT'L WOMEN'S LAW CTR., THE WAGE GAP BY STATE FOR BLACK WOMEN: 2016 (April 2018), <https://nwlc.org/resources/wage-gap-state-black-women/>.
- <sup>25</sup> See ANDREW CHAMBERLAIN, IS SALARY TRANSPARENCY MORE THAN A TREND?, GLASSDOOR (Apr. 27, 2015), <https://www.glassdoor.com/research/stud-es/is-salarytransparency-more-than-a-trend/>; Deborah Thompson Eisenberg, Money, Sex and Sunshine: A Market-Based Approach to Pay Discrimination, 43 *Ariz. State L.J.* 951, 1001-15 (2011).
- <sup>26</sup> INST. FOR WOMEN'S POL'Y RESEARCH, THE ECONOMIC IMPACT OF EQUAL PAY BY STATE (May 2017), available at <https://iwpr.org/publications/economic-impactequal-pay-state/>.
- <sup>27</sup> Calculations based on Mississippi Lifetracks - Statewide Longitudinal Data System (SLDS) Reporting Service. National Strategic Planning and Analysis Research Center (nSPARC), Mississippi State University. available at <https://lifetracks.ms.gov>.
- <sup>28</sup> The Washington Post/Kaiser Family Foundation, Feminism Survey (Jan. 2016), available at <http://files.kff.org/attachment/topline-methodology-washington-post-kaiser-family-foundation-feminism-survey>.

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**Handouts**

## **Session II:**

11am-12:15pm

AAUW Friends and Members  
Position Ourselves for Power

Facilitator

**Laura Antonow**

**AAUW-MS Vice President for Programs**

# Essential Questions, Making, & Doing

Session II:

11am-12:15pm

AAUW Friends and Members

Position Ourselves for Power

## Essential Questions

1. Who are our members?
2. Who is right for internal AAUW committees, awards, and board leadership roles?
3. What external boards are there where we really, really want to have representation?

## Making and Doing Steps

4. Give to Mississippi First 1 leader for 1 board with a fully completed online, recommendation at <http://www.mississippifirst.org/board-book-questionnaire/> .
5. Give to AAUW 1 leader for the board, one committee, or one task force a fully completed online, recommendation by next spring at <https://www.aauw.org/resource/committee-task-force-volunteer-application/> .
6. Give a nomination for one worthy AAUW-MS award winner with a fully completed email, recommendation to the AAUW-MS awards committee by July 15<sup>th</sup>.

## **AAUW Committee 2019-2021 Composition, Vacancies, Time Commitment**

**Audit Committee:** at least 3 members, 2 vacancies. Quarterly time commitment includes 6- 8 hours of conference calls; 16-20 hours of conference calls may be required during an RFP year (every four-five years). The next RFP process is tentatively scheduled in 2021 or 2022.

**Finance Committee:** at least 5 members, 1 vacancy. Four to eight conference calls a year (usually on a weekday in the late afternoon) plus approximately four hours a month and additional assignments.

**Governance Committee:** 8-10 members, 3-5 vacancies. Monthly conference calls plus subcommittee work; an average of 2 hours per month; during April/May or the late spring timeframe for committee appointments hours may extend to 5-10 hours per month.

**Investment Committee:** at least 5 members, 2 vacancies. Four to six conference calls a year plus approximately four hours a month.

**Nominating Committee:** 10 members, 10 vacancies. Two very busy time periods with occasional conference calls during the other months. November- January is the busiest period for the Nominating Committee. Depending upon the number of applicants for elected positions, evaluation of applications/resumes and phone interviews/reports can require 8-10 hours per month, including conference calls. March- April is the second period when applicants for appointed positions are evaluated and interviewed. The time required is generally 6-8 hours per month, including conference calls

**Advancement Committee:** 12-15 members, 12-15 vacancies. Four conference calls per year to set goals and benchmarks as well as monitor progress. In addition, members must join at least one of the subcommittees which have conference calls approximately 6-10 times per year.

**Inclusion & Equity Committee:** at least 8 members, 8 vacancies. Committee holds 4-6 conference call meetings annually plus additional working group (subcommittee) committee calls as needed.

**Legal Advocacy Committee:** at least 11 members, 5 vacancies. Three to five conference calls a year with considerable amount of preparation before each call. Reviewing cases and requests for funding before each call takes approximately three-five hours, depending on the complexity of the cases.

**Public Policy Committee:** at least 10 members, 5 vacancies. Monthly committee calls as needed. Also required to spend time conducting state outreach, joining state public policy committee calls, and remaining up-to-date on AAUW public policy issues.

**APPLICATION FOR 2019-2021 COMMITTEES-** The following application information is submitted by email to [committees@aauw.org](mailto:committees@aauw.org) each spring: Name: Address: E-mail: Address: Phone Number:

What committee are you applying for? (select one) Why are you interested in serving on this committee? What personal and/or professional skills and experience qualify you to achieve the purposes of this committee? In your view, what is the most important purpose of this committee?

If you are applying for the Advancement Committee, please indicate which subcommittee you are interested in (Fundraising or Member and New Audience Engagement)

**Optional:** If you are applying for a second committee, please indicate the second committee and answer the same questions above in reference to your second committee choice.

1. AAUW Membership? Membership type: branch, state, national, YWTF, other (please explain); Name branch(es)
2. AAUW is committed to diversity and inclusion as a key organizational priority. Share your diversity of background and perspective.
3. Have you served on other committees or boards (AAUW or other)? If yes, describe what you accomplished that makes you most proud.
4. Are you able to spend the requisite time to fully participate in the activities of this committee, including conference calls and e-mail communication, subcommittee participation, and outreach to members, branches and states as needed?
5. Please provide as references, two names with emails and phone numbers of people who are familiar with your volunteer contributions or professional work.
6. Please attach your resume.

**Terms of Agreement:** Submission of this application authorizes AAUW to contact your references and others as deemed necessary to ascertain your qualifications for participation on an AAUW Committee. AAUW acknowledges and honors the fundamental value and dignity of all individuals and seeks a diverse membership, workforce, leadership team, and board of directors. AAUW affirms there shall be no barriers to full participation in this organization on the basis of gender, race and ethnicity, age, nationality, religion, disability, orientation, sexual identity, geographical location, and socioeconomic status.

The following table is how Brocato sees the national committee interfacing with the Mississippi committees of AAUW.

Aligning National and State Committees		
National AAUW Committees	Oversight Exec. Officer	Mississippi AAUW Committees
Executive Committee	President & Secretary	Executive Board
Audit Committee	President, Finance, Secretary	Administration/Past Presidents/President's Advisory/Other Name Committee
Finance Committee	Finance & Secretary	Finance Committee
Governance Committee	President & Secretary	Bylaws Committee
Investment Committee	Finance & Secretary	AAUW Funds
Nominating Committee	President & Secretary	Nominating Committee
Advancement Committee Advancement Fundraising Subcommittee Member & New Audience Engagement Subcommittee	Vice President Programs & Secretary	Membership & Program Committee Finance Committee College & University Relations
Inclusion & Equity Committee	All Executive Officers, Membership, & Secretary	Overlays All Committees
Legal Advocacy Fund Committee	President, Finance, & Secretary	Executive Board, Administration and Finance Committee
Public Policy Committee	Vice President Programs & Secretary	Public Policy & Program Committee
Strategic Planning Task Force	Vice President Programs & Secretary	Program Committee

**ARTICLE IX. NOMINATIONS AND ELECTIONS.**  
**AAUW STATE OF MISSISSIPPI AFFILIATE**

*AAUW Mississippi bylaws excerpts governing seating of leadership  
Document created April 17, 2019 from December 2016 bylaws version  
By Kay Brocato, President, AAUW MS President, elected April 2018  
(Text in color is Brocato's added notations)*

**Section 1. Nominations**

- a. There shall be a nominating committee of three (3) members, one (1) of whom shall be elected by the members at a regularly scheduled state meeting. Two (2) will be elected by the board of directors. The nominating committee chair shall be appointed by the president. b. The members may serve for two (2) terms of two (2) years for a maximum of four years consecutively. *See note in green in column 2.*
- c. Nominations from members for elected officers shall be submitted to the chair of nominating committee in writing or by electronic means at least thirty (30) days prior to the state convention/annual meeting. The chair shall report to the members all names received. *This was done in the cover note on the second quarter/April newsletter*
- d. The names of the nominees for elected office and nominating committee shall be sent to or otherwise made known to every member prior to the state convention, preferably with the call to convention. *This was done in the cover note on the second quarter/April newsletter.*

**Section 2. Elections** *(Elections will happen during Session II-11am-12:15pm since the theme of this session is "Position Ourselves for Power")*

- a. Elections shall be held at the annual state meeting.
- b. To provide rotation of officers, the vice president for membership and the financial officer/treasurer shall be elected in odd numbers years and the president, vice president for program and secretary shall be elected in even numbered years.
- c. Nominations may be made from the floor with the consent of the nominee.
- d. Elections shall be by ballot unless there is only one nominee for a given office, in which case the election may be by a voice vote. Election shall be by a majority vote of those voting. If there are more than two candidates for any one office, preferential voting procedures shall be followed.

**ARTICLE X. OFFICERS , AAUW STATE OF MISSISSIPPI AFFILIATE.**

**Section 1.** There shall be officers or co-officers to fulfill the functions of administration, program, membership, public policy, finance and communications. They shall be members of the AAUW and reside in the State of Mississippi. *Feedback of bylaws mentors suggests this item become Section 2 under Article X and some redundancy between this item and the item in Section 3 below be cleared up.*

**Section 2.** The elected officers shall be president or co-president, vice-presidents for program and membership, secretary and treasurer/finance officer. These officers shall be included in the executive committee. *Feedback of bylaws mentors suggests this item become Section 1 under Article X.*

**Section 3.** The appointed officers shall be public policy, AAUW funds, bylaws, and any others deemed necessary by the state. They shall be appointed by the president with the consent of the executive committee. *Maybe some language clean-up like "Standing committees are appointed and function to assist the executive board in carrying out the work for: 1) admin., 2) program, 3) membership, 4) public policy, 5) finance, 6) communication plus any other necessary. (We currently have #7 AAUW Funds and #8 bylaws committees.) See possible people for these roles on page 2 of this document.*

**Section 4.** Officers shall serve for a term of two (2) years or until their successors have been elected or appointed and assume office. Term of office shall begin on July 1.

**Section 5.** No member shall hold more than one office at a time, and no member shall be eligible to serve more than two (2) consecutive terms in the same office.

**Section 6.** The incoming president may call a meeting of the newly elected officers prior to July 1.

**Section 7.** All vacancies in office, except that of president, shall be filled for the expired term by the board. A vacancy in the office of president shall be filled by the vice presidents in the order listed in Section 2. If neither of the vice presidents is available to assume the office of president, the board of directors shall appoint someone to the vacancy.

**Plans & accomplishments so far:**

*Our nominating committee for AAUW MS for annual meeting 2019 through the completion of annual meeting 2020 will be 1) Corinne Anderson (Elected Apr. 2018 at MUW annual meeting). 2) Clara Whitley and 3) Nancy Kerns. Clara and Nancy were elected by acclamation of the Board of Directors via email correspondence. Kay Brocato appointed Corinne Anderson as the Chair of the nominating committee for 2019.*

*This year at our 2019 meeting in Cleveland, we will elect a Finance Officer and a Vice President for Membership. Demetria White, current finance officer, is eligible for a second term and is interested in serving. Regina Hyatt, current Vice President for Membership, is not interested in serving a second term.*

*The Nominating committee will prepare and provide a report to AAUW Membership at the annual meeting in Cleveland. The report will include a slate recommended to fill the 2 open officer roles. Nominations may be made from the floor. An election take place for these offices during*



**President-** Kay Brocato (2018-2020)

**Vice President for Programs-** Laura Antonow (2018-2020)

**Vice President for Membership-** Regina Hyatt (2017-2019; not interested in second term)

**Finance Officer-** Demetria White (2017-2019); interested in a second term)

**Secretary-** Megan Holmes (2018-2020)

The 1) Nominating Committee (See column 2 in table on previous page; Corinne Anderson(Chair), Clara Whitley, & Nancy Kerns) made the following suggestions:

- 2) Administration Committee: (Assist the President; Consider change to “Governance Committee”) Past Presidents Judy McNeece, Bess Blackwell, Corinne Anderson were suggested
- 3) Bylaws: Mary Crump
- 4) Finance: VP- Dee White- Bess Blackwell, Judy McNeece, Glendscence Williams
- 5) Membership: VP- Nora Miller (Assist the VP for Membership) Depends on who takes the VP role; Beverly Joyce, Amber Handy, Erin Kempkur, Bridget Pieschel, Clara Whitley, Marleen Hanson, Bonnie Oppenheimer, and others would be excellent committee members to a VP from the MUW campus.
- 6) Program Committee: (Assist the VP for Programs); suggested that Laura Antonow populate this committee with those she can easily work with and who are in close proximity to her; any help she requests, we will provide
  - a. Public Policy: Corinne Anderson
  - b. College and University Relations: Jane Hulon
  - c. Communications: Jessica Hill
  - d. AAUW Funds: Bess Blackwell

According to Article X, Section 5—“No member shall hold more than one office at a time.” **So any duplication in the above list should be addressed and/or rectified. Also, efforts to align closely with the committee structure of AAUW national (which was set in place in the fall of 2018 and takes official effect in AY 2019) can be made. This structure is as follows:**

AAUW National Committees and Task Forces – Effective July 1, 2019

Executive Committee

Audit Committee

Finance Committee

Governance Committee

Investment Committee

Nominating Committee

Advancement Committee

Advancement Fundraising Subcommittee

Member and New Audience Engagement Subcommittee

Formerly Membership Committee

Inclusion & Equity Committee

Legal Advocacy Fund Committee

Public Policy Committee

Strategic Planning Task Force

Applications for these national committees are accepted each spring.

## **MISSISSIPPI STATE AAUW AWARDS**

### **MS STATE AAUW LIFETIME ACHIEVEMENT AWARD**

The AAUW Lifetime Achievement Award is given in recognition of an outstanding body of activities and actions by a woman 1) over her lifetime and 2) in support of AAUW priorities, including but not limited to equity for women in education, employment, pay, and society. Only AAUW members are eligible for this award.

### **AAUW MEMBER OF THE YEAR**

The AAUW Member of the Year Award is given in recognition of current (prior twelve months) activities in support of AAUW priorities and goals, especially those that further the status and visibility of MS AAUW and grow our membership. Only AAUW members are eligible for this award.

### **SPIRIT OF AAUW AWARD**

The Spirit of AAUW Award is given in recognition of current (prior twelve months) and courageous action by a woman in support of AAUW priorities and goals, including but not limited to equity for women in education, employment, pay, and society. Any woman residing in Mississippi is eligible to be nominated for this award; membership in AAUW is not required.

### **Nominations & Selection**

Only AAUW members may submit nominations; the nomination must be submitted on the form published by MS State AAUW and available from the Chairperson of the Awards Committee. Nominations should be sent to the Awards Committee Chairperson on the deadline for the current year.

The State Awards Committee shall review all nominations and select award recipients. The Committee is composed of the Awards Committee chairperson, appointed by the President, and two current AAUW members from various regions of the state, elected by the Board of Directors. In the event of an unexpected vacancy on the committee, the president shall appoint a replacement.

The call for nominations for the awards will go out each year, with the awards to be presented at the Annual State Convention. The Awards Committee, in consultation with the president, may decline to name a recipient for an award if it is determined that no suitable nominations were received or for any valid or unusual reason (i.e. Annual Meeting cancelled.)

## Board Book Questionnaire

If you are interested in serving on one of Mississippi's many educational boards, please complete this interest questionnaire and upload your resume. After you submit your questionnaire, Mississippi First will review your materials and determine if you should be accepted into our *Board Book*.

Name \*

First Last

Phone \*

Address \*

Street Address

Address Line 2

City State / Province / Region

ZIP / Postal Code

Email \*

Upload Resume \*

Choose File No file selected

Open-Ended Questions

How would you define high-quality public education? \*

Do you believe that all children can learn? Why or why not? \*

Do you support public charter schools in Mississippi? Why or why not? \*

Why are you interested in serving on a local- or state-level board? \*

Identify your Congressional District. \*

- 1st Congressional District
- 2nd Congressional District
- 3rd Congressional District
- 4th Congressional District

To identify your Congressional District, visit <https://www.govtrack.us/congress/members/map>

Identify your Supreme Court District. \*

- North
- Central
- South

To identify your Supreme Court District, visit <https://courts.ms.gov/appellatecourts/sc/scdistricts.php>

What type of board are you interested in? (Check all that apply.) \*

- State Board of Education
- Mississippi Charter School Authorizer Board
- Statewide nonprofit board
- Other statewide board or commission
- Local traditional public school board
- Local charter school board
- Other (please specify)

If you selected "Other," please specify.

Serving on a board can be quite the time commitment. On average, how many hours a month could you devote to serving as a board member? \*

- 1-3 hours a month
- 4-6 hours a month
- 7-10 hours a month
- 10+ hours a month

What professional experiences demonstrate the strengths you would bring as a board member? \*

Submit

Disclaimer

Mississippi First does not have the authority to appoint members to any education-related boards in Mississippi and can only make recommendations to the people responsible for nominating. Depending on the urgency of the board vacancy and staff time, there could be a delay in Mississippi First following up with interested candidates. Please know all questionnaires will be reviewed and vetted in an ongoing manner and Mississippi First staff will reach out if there are any additional questions. Mississippi First does not guarantee board positions nor is submission of an application to the *Board Book* considered an acceptance of the candidate. Some applicants may not be accepted to the *Board Book*.

# **AAUW-Mississippi Annual Meeting**

hosted by the

Delta State University and Cleveland Branch  
The GRAMMY Museum Mississippi  
800 W Sunflower Rd, Cleveland, MS 38732

**Monday, May 13, 2019, Meeting  
Handouts**

## **Lunch Session**

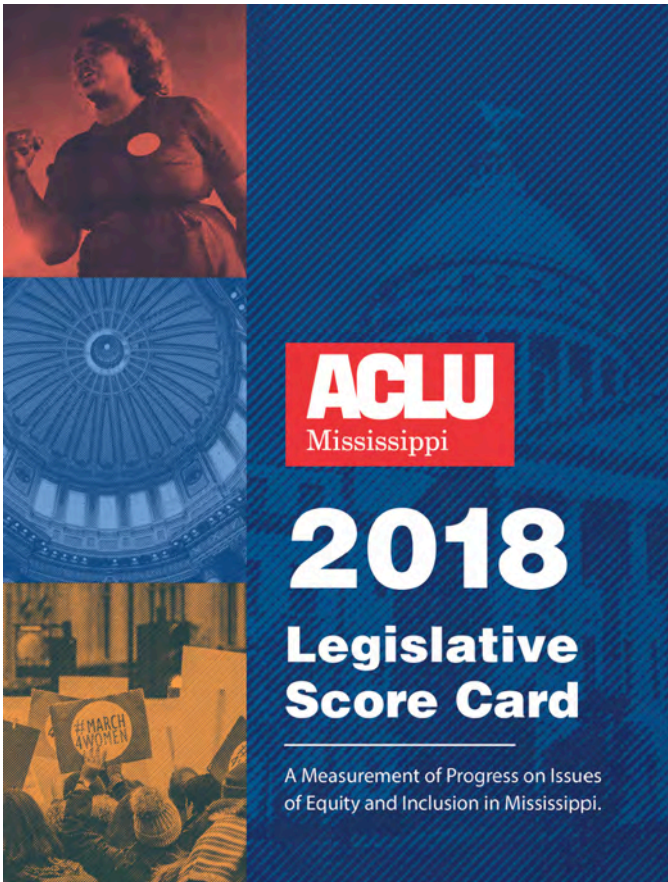
12:15-1pm

### **Dine with State Election Candidates:**

Roll Call, Chew and Chat,  
while Perusing the  
Mississippi Legislative  
Report Card

#### Menu:

Featuring Mississippi Delta Classic Dishes of pimento cheese, marinated shoe peg corn salad with okra, local garden grown tossed salad, from Mississippi Grounds Restaurant  
plus fresh made Mississippi Delta Tamale's from Delta Meat Market  
finished with Banana, Moon Pie, and Chocolate Fudge Pudding Cups  
also from Mississippi Grounds Restaurant



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## Introduction

### Gaining Momentum.

Resistance to injustice and inequality is on the rise. More and more Americans are making their voices heard at State Capitols throughout the nation. Mississippi is no different.

Throughout our state's 200-year history, the masses have arisen time and again to defend the core principles of fairness and equality. Since 1969, the ACLU of Mississippi has stood side-by-side with those individuals that sought a better Mississippi for all of us.

On our watch, we have been vigilant to demand racial justice. The ACLU of Mississippi has been steadfast in defending and accurately defining religious freedom. We have staunchly opposed discrimination in all its nefarious and invidious forms. We have tirelessly worked to reform our broken and imbalanced criminal justice system. With the continued support from our members and our allies inside and outside the Mississippi State Capitol, we will continue to achieve victories toward a more inclusive and just state for all of us.



The ACLU of Mississippi is proud to present the 2018 Legislative Score Card. We have selected a series of bills that illustrate the depth of our work and the response from policymakers charged with improving the quality of life for all Mississippians. We hope that you will find this information useful, and we encourage you to use this tool as you build relationships with your state representatives to further the cause of civil liberties.

**On behalf of the citizens of the Magnolia State, we commit to continue to work with the Mississippi State Legislature. In addition, we commit to holding those legislators accountable in delivering the leadership, fortitude and vision, respecting the resilience, and laying the foundation for a stronger, diverse and prosperous state for hundreds of years to come.**



## 2018 Legislative Score Card

The 2018 legislative session started out with only one thing on the mind of state leaders: the budget. Appropriations took up the vast majority of legislator's time this session, and hardly anything passed out of committee that wasn't related to infrastructure. Still, a (government-caused) budget crisis is no excuse not to protect and expand the civil liberties of Mississippians.

This session, we tracked 131 bills that were related to our areas of focus. We have broken these bills down into general categories related to criminal justice reform, equality, voting, freedom of speech, and educational opportunities. We hope that you find this legislative scorecard useful and insightful, and that it encourages you to reach out to your legislators to tell them how they can move Mississippi forward and promote true equity.

### 2018 Legislative Session

#### Grade: D-

Total Number of Bills Tracked by the ACLU of Mississippi = 131  
 Out of the 131 Total Tracked, 93 Bills Were Supportive of Equity (+) = 71%  
 Out of the 131 Total Tracked, 38 Bills Created Barriers or Rolled Back Rights (-) = 29%  
 Out of the 131 Total Tracked, 4 Became Law = 3%  
**Out of the 93 Bills That Were Supportive of Equity, Only 3 Became Law = 3%**  
 Out of the 38 Bills That Created Barriers or Rolled Back Rights, 1 Became Law = 2%



# Extend Equality to All Mississippians

Grade: F

33 Extend Equality to All Mississippians Bills Tracked

20 Were Supportive of Equity (+) = 61%

13 Created Barriers or Rolled Back Rights (-) = 39%

**1 Became Law that was Not Supportive of Equity = 3%**

We implored members of the Mississippi Legislature to remember that one of the basic tenets of government is to do no harm. Protecting every Mississippian's constitutional rights leads to public policies that uplifts us all. With understanding of our past and learning from those mistakes of intolerance, we are providing the groundwork for a better Mississippi, now and into the future.

The equitable treatment of all Mississippians is of paramount importance to the ACLU of Mississippi, and it was the most expansive charge and most challenging issue of the 2017 legislative session.

We asked legislators to:

- Support legislation that protects all citizens, regardless of race, color, sex, religion, national origin, immigrant status, disability, gender identity, familial status, and sexual orientation from discrimination.
- Strengthen non-discrimination laws in state employment and housing programs.
- Oppose any legislation that compromises human rights.

(+) **HB 864; HB 1257**- The Evelyn Gandy Fair Pay Act; create. This legislation would have made it illegal for employers to use gender as a means for deciding wage. This bill also prohibited wage discrimination in the workplace.

**Status:** Died in committee.

(+) **HB 717, HB 1303, SB 2511** - Equal pay for equal work; require for employees of opposite sex in the same work establishment. These bills would have required that all workers be paid the same amount for the same type of work, regardless of their gender. HB 1303 also would have raised the minimum wage to \$15 per hour. Economic equity is an important step towards gender equity practices.

**Status:** Died in committee.

(+) **HB 96** - Mississippi State Workforce Investment Board; expand membership to include a woman and require gender equity in certain workforce development systems. Gender should not define how one is paid. This bill would have required that at least one woman sit on the Mississippi State Workforce Investment Board, and would have required that workforce development plans contain plans to improve gender equity.

**Status:** Died in committee.

# The Scorecard

## Method

The legislative scorecard includes those bills which had floor action in both the House and Senate; six issues for the House and seven issues for the Senate. The issues chosen are issues core to the mission of the ACLU of Mississippi, which is to promote, extend, and defend civil liberties to all Mississippians. All ACLU of Mississippi positions on the specific issues in this scorecard were made clear to legislators and the general public, either through our website, in one-on-one meetings, through the media, or via our “Equity Agenda,” which specifically stated our intent to publish a Legislative Score Card.

## Scoring

The legislators are scored based upon a percentage of votes wherein their votes aligned with the ACLU of Mississippi’s position, which we believe is supportive of equity. In the scorecard the actual votes are indicated with a “Y” for “Yes” or an “N” for “No.” The ACLU of Mississippi’s position appears on the column header below the issue. If a legislator did not vote, an “A” or a “P” appears in the column. Absent and Present votes are not tallied into the score. The numerical score and grade appear in the far right columns. Legislators are graded using the following rubric:

Percent	Letter Grade
90-93	A-
87-89	B+
83-86	B
80-82	B-
77-79	C+
73-76	C
70-72	C-
67-69	D+
63-66	D
60-62	D-
Below 60	F

## Purpose

This legislative scorecard is intended to be used as a resource to better assist voters in working with their elected officials. It is not intended to be political or to advance any one legislator or candidate over another. The ACLU of Mississippi is non-partisan and does not endorse or financially support any candidate for elected office.

# HOUSE OF REPRESENTATIVES

Name	District	County	Party	HB 957*	HB 387	HB 1510	HB 803	HB 668	HB 1083	ACLU %	Grade
ACLU POSITION				NO	YES	YES	NO	NO	NO		
Lester "Bubba" Carpenter	1	Alcorn, Tishomingo	R	Y	Y	Y	Y	Y	Y	50	F
Nick Bain	2	Alcorn	D	N	Y	Y	Y	Y	Y	67	D+
William Tracey Arnold	3	Alcorn, Prentiss	R	Y	Y	Y	Y	Y	Y	50	F
Jody Steverson	4	Alcorn, Tippah	R	Y	Y	Y	Y	Y	Y	50	F
John G. Faulkner	5	Benton, Lafayette, Marshall, Tate	D	N	Y	N	Y	Y	N	100	A
Dana Criswell	6	DeSoto	R	Y	Y	Y	Y	Y	Y	50	F
Steve Hopkins	7	DeSoto	R	Y	Y	Y	Y	Y	Y	50	F
John Thomas "Trey" Lamar, III	8	Lafayette, Tate	R	Y	Y	Y	Y	Y	A	60	D-
Cedric Burnett	9	Coahoma, Quitman, Tate, Tunica	D	N	Y	N	Y	Y	Y	83	B
Nolan Mettetal	10	Lafayette, Panola, Tallahatchie	R	Y	Y	Y	Y	Y	Y	50	F
Lataisha Jackson	11	Panola, Tate	D	N	Y	A	Y	Y	N	100	A
Jay Hughes	12	Lafayette	D	N	A	A	Y	Y	Y	75	C
Steve Massengill	13	Benton, Lafayette, Marshall, Union	R	Y	Y	Y	Y	Y	Y	50	F
Margaret Ellis Rogers	14	Union	R	Y	Y	Y	Y	Y	Y	50	F
Mac Huddleston	15	Pontotoc	R	Y	Y	Y	A	Y	A	50	F
Steve Holland	16	Lee, Monroe	D	N	Y	N	Y	Y	N	100	A
Shane Aguirre	17	Lee	R	Y	Y	Y	Y	Y	Y	50	F
Jerry R. Turner	18	Lee, Prentiss, Union	R	Y	Y	Y	Y	Y	Y	50	F
Randy P. Boyd	19	Itawamba, Lee	R	Y	Y	Y	Y	Y	Y	50	F
Chris Brown	20	Itawamba, Lee, Monroe	R	Y	Y	Y	Y	Y	Y	50	F
Donnie Bell	21	Itawamba, Tishomingo	R	Y	Y	Y	Y	Y	Y	50	F
Preston E. Sullivan	22	Chickasaw, Pontotoc	D	N	Y	Y	Y	Y	Y	50	F
Jim Beckett	23	Calhoun, Grenada, Lafayette, Webster	R	Y	Y	Y	Y	Y	Y	50	F
Jeff Hale	24	DeSoto	R	Y	Y	Y	Y	Y	Y	50	F
Dan Eubanks	25	DeSoto	R	Y	Y	Y	Y	Y	Y	50	F
Orlando W. Paden	26	Bolivar, Coahoma	D	N	Y	N	Y	Y	N	50	A
Kenneth Walker	27	Attala, Leake, Madison, Yazoo	D	N	Y	N	Y	Y	A	100	A
Robert Foster	28	DeSoto	R	Y	Y	Y	Y	Y	Y	50	F
Abe Hudson	29	Bolivar, Sunflower	D	N	Y	N	N	Y	N	83	B
Robert E. Huddleston	30	Bolivar, Quitman, Sunflower, Tallahatchie	D	N	Y	N	A	Y	N	100	A
Sara Richardson Thomas	31	Bolivar, Humphries, Sunflower, Washington	D	N	Y	N	A	Y	A	100	A



Name	District	County	Party	HB 957*	HB 387	HB 1510	HB 803	HB 668	HB 1083	ACLU %	Grade
ACLU POSITION				NO	YES	YES	NO	NO	NO		
Willie J. Perkins, Sr	32	Leflore	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Tommy Reynolds	33	Grenada, Tallahatchie, Yalobusha	D	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Kevin Horan	34	Carroll, Grenada, Holmes, Leflore, Tallahatchie	D	<b>N</b>	<b>Y</b>	<b>P</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>83</b>	<b>B</b>
Joey Hood	35	Attala, Choctaw, Webster, Winston	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Karl Gibbs	36	Clay, Monroe	D	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Gary A. Chism	37	Clay, Lowndes, Oktibbeha	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Cheikh A. Taylor	38	Clay, Lowndes, Oktibbeha	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Jeff Smith	39	Lowndes, Monroe	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Ashley Henley	40	DeSoto	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Kabir Karriem	41	Lowndes	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Carl L. Mickens	42	Lowndes, Noxubee, Winston	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>100</b>	<b>A</b>
Loyd B. (Rob) Roberson II	43	Oktibbeha, Winston	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>A</b>	<b>40</b>	<b>F</b>
C. Scott Bounds	44	Leake, Neshoba	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Michael T. Evans	45	Kemper, Lauderdale, Neshoba, Winston	D	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Karl Oliver	46	Carroll, Grenada, Leflore, Montgomery, Webster	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Bryant W. Clark	47	Attala, Holmes, Yazoo	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>83</b>	<b>B</b>
Jason White	48	Attala, Carroll, Holmes, Leake	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Willie L. Bailey	49	Washington	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
John W. Hines	50	Bolivar, Issaquena, Washington	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Rufus E. Straughter	51	Humphreys, Sharkey, Yazoo	D	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>	<b>100</b>	<b>A</b>
Bill Kinkade	52	DeSoto, Marshall	R	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Vince Mangold	53	Franklin, Jefferson Davis, Lawrence, Lincoln, Pike	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Kevin Ford	54	Issaquena, Warren, Yazoo	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Oscar Denton	55	Warren	D	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Edward Blackmon, Jr	56	Madison	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Philip Gunn	57	Hinds, Madison	R	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Joel Bomgar	58	Madison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Brent Powell	59	Rankin	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>

Name	District	County	Party	HB 957*	HB 387	HB 1510	HB 803	HB 668	HB 1083	ACLU %	Grade
ACLU POSITION				NO	YES	YES	NO	NO	NO		
John Moore/Fred Shanks****	60	Rankin	R							N/A	N/A
Ray Rogers	61	Rankin	R	Y	Y	Y	Y	Y	Y	50	F
Tom Weathersby	62	Copiah, Rankin, Simpson	R	Y	Y	Y	Y	Y	Y	50	F
Deborah Butler Dixon	63	Hinds, Warren, Yazoo	D	N	Y	N	Y	Y	N	100	A
William C. Denny, Jr	64	Hinds, Madison	R	Y	Y	Y	Y	Y	Y	50	F
Christopher Bell	65	Hinds	D	N	Y	N	Y	Y	N	100	A
Jarvis Dortch	66	Hinds	D	N	Y	N	A	Y	N	100	A
Earle S. Banks	67	Hinds	D	N	Y	N	Y	Y	N	100	A
Credell Calhoun	68	Hinds, Rankin	D	N	Y	Y	Y	Y	N	100	A
Alyce Griffin Clarke	69	Hinds	D	N	Y	N	Y	Y	N	100	A
Kathy Sykes	70	Hinds	D	N	Y	N	Y	Y	N	100	A
Adrienne Wooten	71	Hinds	D	N	Y	N	Y	P	N	100	A
Deborah Gibbs	72	Hinds, Madison	D	N	Y	N	P	Y	N	100	A
Cory T. Wilson	73	Madison	R	Y	Y	Y	Y	Y	Y	50	F
Mark Baker	74	Rankin	R	Y	Y	Y	Y	Y	Y	50	F
Tom Miles	75	Rankin, Scott	D	N	Y	Y	Y	Y	Y	67	D+
Gregory Holloway, Sr.	76	Claiborne, Copiah, Hinds	D	N	Y	A	Y	Y	P	100	A
Andy Gipson	77	Rankin, Simpson	R	Y	Y	Y	Y	Y	Y	50	F
Randy Rushing	78	Leake, Newton, Scott	R	Y	Y	Y	Y	Y	Y	50	F
Mark K. Tullos	79	Jasper, Smith	R	Y	Y	Y	Y	Y	Y	50	F
Omeria Scott	80	Clarke, Jasper, Jones	D	N	Y	A	A	A	A	100	A
Steve Horne	81	Clarke, Lauderdale	R	N	Y	Y	Y	Y	Y	67	D+
Charles Young, Jr	82	Lauderdale	D	N	Y	N	Y	Y	N	100	A
Greg Snowden	83	Lauderdale	R	Y	Y	Y	Y	Y	Y	50	F
William Shirley	84	Clarke, Jasper, Newton	R	N	Y	Y	Y	Y	Y	67	D+
America "Chuck" Middleton	85	Claiborne, Franklin, Jefferson, Warren	D	Y	Y	N	Y	Pres	N	80	B-
Shane Barnett	86	Greene, Perry, Wayne	R	Y	A	Y	Y	Y	Y	50	A
Chris Johnson	87	Forrest, Lamar	R	N	Y	Y	Y	Y	Y	67	D+
Gary V. Staples	88	Jasper, Jones	R	N	Y	Y	Y	Y	Y	67	D+
Donnie Scoggin	89	Jones	R	Y	Y	Y	Y	Y	Y	50	F
Noah Sanford	90	Covington, Jefferson Davis, Simpson	R	N	Y	Y	Y	Y	Y	67	D+
Bob Evans	91	Copiah, Covington, Jefferson Davis, Lawrence, Simpson	D	N	Y	Y	Pres	Y	Y	60	D-
Becky Currie	92	Copiah, Lawrence, Lincoln	R	Y	Y	Y	Y	Y	Y	50	F
Timmy Ladner	93	Hancock, Pearl River, Stone	R	Y	Y	Y	Y	Y	A	50	F

Name	District	County	Party	HB 957*	HB 387	HB 1510	HB 803	HB 668	HB 1083	ACLU %	Grade
ACLU POSITION				NO	YES	YES	NO	NO	NO		
Robert L. Johnson, III	94	Adams, Franklin, Jefferson	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>A</b>	<b>Y</b>	<b>A</b>	<b>100</b>	<b>A</b>
Patricia H. Willis	95	Hancock, Harrison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Angela Cockerham	96	Adams, Amite, Pike, Wilkinson	D	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>50</b>	<b>F</b>
Sam C. Mims, V	97	Adams, Amite, Franklin, Pike	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
David W. Myers	98	Pike, Walthall	D	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>N/A</b>	<b>N/A</b>
Bill Pigott	99	Lamar, Marion, Walthall	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Ken Morgan	100	Lamar, Marion	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Brad A. Touchstone	101	Lamar	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Missy W. McGee	102	Forrest, Lamar		<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>67</b>	<b>D+</b>
Percy W. Watson	103	Forrest	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Larry Byrd	104	Forrest	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Roun McNeal	105	George, Greene, Perry	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
John Glen Corley	106	Lamar, Pearl River	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Doug McLeod	107	George, Stone	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Stacey Hobgood Wilkes	108	Pearl River	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Manly Barton	109	George, Jackson	R	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>60</b>	<b>D-</b>
Jeramey D. Anderson	110	Jackson	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>
Charles Busby	111	Jackson	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
John O. Read	112	Jackson	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
H. B. "Hank" Zuber, III	113	Jackson	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Jeffrey S. Guice	114	Harrison, Jackson	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Randall H. Patterson	115	Harrison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Casey Eure	116	Harrison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Scott DeLano	117	Harrison	R	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>60</b>	<b>D-</b>
Greg Haney	118	Harrison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Sonya Williams-Barnes	119	Harrison	D	<b>N</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>P</b>	<b>N</b>	<b>100</b>	<b>A</b>
Richard Bennett	120	Harrison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Carolyn Crawford	121	Harrison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
David Baria	122	Hancock	D	<b>N</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>100</b>	<b>A</b>

\*The vote on HB 957 in the House was for the bill itself, which we opposed. In the Senate, the vote was on a motion to send the bill back to committee, which effectively killed the bill. Therefore, a "yes" vote on a motion to send the bill back was essentially a "no" vote against the bill. This is why the ACLU positions for HB 957 are different in the House and the Senate.

# SENATE

Name	District	County	Party	HB 957*	HB 387	HB 1510	HB 803	HB 668	HB 1083	SB 2868	ACLU %	Grade
ACLU POSITION				YES	YES	NO	NO	YES	NO	NO		
Chris Massey	1	DeSoto	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>57</b>	<b>F</b>
David Parker	2	DeSoto	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Nickey Browning	3	Benton, Pontotoc, Union	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>67</b>	<b>D+</b>
Rita Parks	4	Alcorn, Tippah	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
JP Wilemon, Jr.	5	Itawamba, Prentiss, Tishomingo	D	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57</b>	<b>F</b>
Chad McMahan	6	Itawamba, Lee	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57</b>	<b>F</b>
Hob Bryan	7	Itawamba, Lee, Monroe	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>71</b>	<b>C-</b>
Russell Jolly	8	Calhoun, Chickasaw, Lee, Pontotoc, Yalobusha	D	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>67</b>	<b>D+</b>
Gray Tollison	9	Lafayette, Panola	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Bill Stone	10	Marshall, Tate	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Robert L. Jackson	11	Coahoma, Panola, Quitman, Tunica	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Derrick T. Simmons	12	Bolivar, Coahoma, Washington	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Willie Simmons	13	Bolivar, Sunflower, Tallahatchie	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N/A**</b>	<b>N</b>	<b>100</b>	<b>A</b>
Lydia Chassaniol	14	Attala, Carroll, Grenada, Leflore, Montgomery, Panola, Tallahatchie, Yalobusha	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Gary Jackson	15	Choctaw, Montgomery, Oktibbeha, Webster	R	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>57</b>	<b>F</b>
Angela Turner-Ford	16	Clay, Lowndes, Noxubee, Oktibbeha	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Charles Younger	17	Lowndes, Monroe	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Jenifer Branning	18	Leake, Neshoba, Winston	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>P</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Kevin Blackwell	19	DeSoto, Marshall	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Josh Harkins	20	Rankin	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Barbara Blackmon	21	Attala, Holmes, Leake, Madison, Yazoo	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Eugene Clarke	22	Bolivar, Humphreys, Madison, Sharkey, Washington, Yazoo	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
W. Briggs Hopson, III	23	Issaquena, Warren, Yazoo	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57</b>	<b>F</b>
David Jordan	24	Grenada, Holmes, Humphreys, Leflore, Tallahatchie	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>N</b>	<b>100</b>	<b>A</b>

Name	District	County	Party	HB 957*	HB 387	HB 1510	HB 803	HB 668	HB 1083	SB 2868	ACLU %	Grade
ACLU POSITION				YES	YES	NO	NO	YES	NO	NO		
J. Walter Michel, III	25	Hinds, Madison	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57</b>	<b>F</b>
John Horhn	26	Hinds, Madison	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Hillman Frazier	27	Hinds	D	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Sollie B. Norwood	28	Hinds	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
David Blount	29	Hinds	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Dean Kirby	30	Rankin	R	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>	<b>Y</b>	<b>0</b>	<b>F</b>
Terry Burton	31	Lauderdale, Newton, Scott	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Sampson Jackson, II	32	Kemper, Lauderdale, Noxubee, Winston	D	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>83</b>	<b>B-</b>
Videt Carmichael	33	Clarke, Lauderdale	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57</b>	<b>F</b>
Juan Barnett	34	Forrest, Jasper, Jones	D	<b>A</b>	<b>A</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N/A**</b>	<b>A</b>	<b>100</b>	<b>A</b>
Chris Caughman	35	Copiah, Rankin, Simpson	R	<b>N</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>40</b>	<b>F</b>
Albert Butler	36	Claiborne, Copiah, Hinds, Jefferson	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Bob M. Dearing	37	Adams, Amite, Franklin, Pike	D	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>71</b>	<b>C-</b>
Tammy Witherspoon	38	Adams, Amite, Pike, Walthall, Wilkinson	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>100</b>	<b>A</b>
Sally Doty	39	Copiah, Lawrence, Lincoln, Walthall	R	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Angela Hill	40	Marion, Pearl River	R	<b>N</b>	<b>P</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Joey Fillingane	41	Covington, Forrest, Jefferson Davis, Lamar, Smith	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Chris McDaniel	42	Forrest, Jones	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>57</b>	<b>F</b>
Dennis DeBar	43	George, Greene, Wayne	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>57</b>	<b>F</b>
John Polk	44	Lamar, Pearl River	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Billy Hudson	45	Forrest, Perry	R	<b>N</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>40</b>	<b>F</b>
Philip Moran	46	Hancock, Harrison	R	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Joseph M. Seymour	47	Jackson, Pearl River, Stone	R	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>71</b>	<b>C-</b>
Deborah Dawkins	48	Harrison	D	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>Y</b>	<b>N</b>	<b>N</b>	<b>86</b>	<b>B</b>
Sean Tindell	49	Harrison	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>
Tommy Gollott	50	Harrison	R	<b>Y</b>	<b>A</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>50</b>	<b>F</b>
Michael Watson	51	Jackson	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>N</b>	<b>Y</b>	<b>67</b>	<b>F</b>
Brice Wiggins	52	Jackson	R	<b>N</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>Y</b>	<b>43</b>	<b>F</b>

\*\*Senator Willie Simmons, who would have voted Yes on HB 1083, pair-voted with Senator Barnett, who would have voted no.

EQUAL PAY LAWS BY STATE (March 2019)

State	49	35	19	42	19	8	1	2	25	22	2	9	4	25	41	6	36	29	8	47	15	2	25	3	
	Protections									Occupational Segregation		Defenses/Rebuttals			Remedies			Procedures			Preventative Measures				
AK		D																							
AL																									
AR		D																							
CA																									
CO																									
CT																									
DC		Pu																							
FL		F																							
GA		Pr, D,S																							
HI																									
ID																									
IL																									
IN		D,F																							
IA																									
KS		D,F																							
KY		F																							
LA		Pr																							
MA																									
MD																									
ME																									
MI		D																							
MN																									
MO																									
MT																									
ND																									
NE																									
NH		D																							
NJ																									
NM		D																							
NV																									
NY																									
NC		Pu																							
ND		Pr,S																							
OH																									
OK																									
OR																									

# EQUAL PAY LAWS BY STATE (March 2019)

State	Includes equal pay or employment discrimination provision	Covers all or most employees	Includes protected classes in addition to sex	Prohibits retaliation/discrimination for taking legal action to secure equal pay	Prohibits retaliation/discrimination for discussing/disclosing wages	Prohibits using salary history in hiring	Makes salary range available	Prohibits job tracking based on sex	Prohibits reducing another employee's pay to comply with law	Includes comparable work/substantially similar standard	Includes mechanism to guide and enforce pay adjustments	Narrows reasons employers can use to justify pay differences	Requires consideration of less discriminatory practices	Prohibits agreement to a lesser wage as a defense	Requires liable employer to pay employee's damages	Requires liable employer to pay additional penalties for multiple violations	Requires liable employer to pay employee's costs and attorney's fees	Permits class action lawsuits or joined claims	Explicitly resets statute of limitations if continuing violation	Includes private right of action	Requires employers to keep records of wages	Requires employers to collect data on pay gap	Creates state advisory committee on pay equity	Sponsors state education and training programs, such as salary negotiation
PA		F																						
RI		D																						
SC		S																						
SD																								
TN		F																						
TX		P, S																						
UT		S																						
VT																								
VA		F																						
WA																								
WV		F																						
WI																								
WY																								

Coverage excludes: domestic or agricultural workers (D), private employers (P), public employers (PU), employers with < 4 workers (S), employers covered by federal FLSA law (F)

Law enacted

State with strong equal pay protections

State with weak equal pay protections

No law enacted

State with moderate equal pay protections

State with no equal pay protections

# **AAUW-Mississippi Annual Meeting**

hosted by the

Delta State University and Cleveland Branch

The GRAMMY Museum Mississippi

800 W Sunflower Rd, Cleveland, MS 38732

**Monday, May 13, 2019**

**Meeting Handouts**

## **Session III**

1-3pm

Museum Self Tour:

Caring Enough to Hold

Feet to the Fire

***Meet and Greet***

***Candidates' Forum***



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**Monday, May 13, 2019**

**Handouts**

## **Session IV:**

**3:15-5pm**

**AAUW MS Board**

**and**

**Business Meeting**