

2019 Convention Scrapbook

(See "Scrapbook" page 4 & 5)

New AAUW-MS Leaders



During the 2019 May business meeting a group of new leaders stepped up to the plate to take a swing at serving AAUW-MS from

a state level capacity. New Vice President for Membership, Treasurer, committee chairs, and secretary have joined the sitting executive officers. Nora Miller (above) is Vice President for Membership. Next, Demetria White (right) was complimented for previous work as AAUW state level officer.

The committee nominated her as Treasurer for our 2019-2020 Mississippi AAUW branch. The final nomination for the state level committee was for



Jessica Hill (left) to serve as the replacement in the Secretary role. Jessica is a natural fit. (see

"New Lead" Page 3)

AAUW Mississippi Leaders

Cleveland/Delta State- Glendscene Williams;
glendscene@gmail.com

Columbus/MUW- Chanly Rainey;
Cerainey@muw.edu

Jackson/Tougaloo- Demetria White;
decled@aol.com

Mississippi Gulf Coast- Interested?
Contact brocatokay@gmail.com

Oxford/Ole Miss- Kate Kellum;
kkellum@olemiss.edu

Ripley/Blue Mountain- Nancy Kerns;
nkerns@bmc.edu

Starkville/MSU- Jessica Hill;
jah2582@gmail.com

Tupelo- Judy McNeece;
jmmcneece@gmail.com

AAUW-Tupelo: New Again

Huge kudos to Judy McNeece, veteran AAUW member pictured here with her biggest supporter and husband, Mike Stroup. Judy and her helpers brought new life to AAUW Tupelo with a kick-off meeting back on July 11, 2019 at the Lee County Library, Community Room. (See "Tupelo;" page 4)



ABOVE: Delta State University hosted State AAUW Convention on May 13, 2019. The Grammy Museum, Mississippi was a picturesque venue.

AAUW Dates to Remember

Mark the following dates on all civic group calendars to which you belong. Include all friends and like-minded others! Let's commit to togetherness for optimal building up of the most vulnerable citizens in our state.

● **!!!DUE NOW!!!** Nominations for annual AAUW awards are due to aauwmsawards@gmail.com. (See page 9 for the awards & criteria.)

● **January 21, 2020, 10am-2pm** Women in the Halls/Day at the Capitol with many groups including Sisters Taking Action Nurturing Decision Makers (STAND). Capitol Day dates will be revised as they arise.

● **February 11, 2020;** Come to AAUW Women's Legislative Luncheon, if you come to no other AAUW event. It's a delightful lunch to celebrate our female-centered legislation with the legislators who sponsor/author this policy.

● **March 28, 2020** Annual AAUW Mississippi meeting hosted by Blue Mountain College. Electronic, mail-in, and onsite registration will be available. Plan for Friday preconference fun. **Save the Date.** (See 2019 Convention Scrapbook on pages 6-8)

Enjoy State President's Note

(See "NOTE" on page 5, cont'd page 9)

Closing the Pay Gap with AAUW

At the current rate, the gender pay gap will not close until 2106.

AAUW has announced our bold pledge to train 10 million women in salary negotiation by 2022.

We will not wait for policies and employer culture alone to determine when we reach parity.

We are working to empower women nation-wide with skills to effectively negotiate their salary and benefits and become agents of change in their communities.

Attend AAUW online or in person workshops.

Bring an AAUW salary negotiation training to your community.

Share our programs and become and advocate for equal pay.

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

GOAL A: 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.

GOAL 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.

GOAL A: 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.

GOAL 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.

GOAL C: 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

GOAL A: 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.

GOAL 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 governing and advisory boards.



**CLICK
HERE**



**AAUW Thanks Our
Work Smart
Partners and Supporters**



Additional support provided
by the
Mooneen Lecce Giving Circle

New Lead (continued from page 1)

She had stepped up on multiple occasions volunteering to record and type meeting minutes at many levels of AAUW branch work. Asterisks mark new officers slated since the May 2019 meeting. Donna Williams, Mary Crump, Corinne Anderson, and Bess Blackwell agreed to serve as officers at the executive state level. Jane Hulon and Debra Dawkins agreed, to lead our Coast/Southern Region branch. The Jackson branch and Tupelo are recruiting a member to serve in vacant officer slots as a local branch financial officer. An administrative leader often called the president and a financial officer are the minimum number of officers allowed for a branch to maintain identity, as required in bylaws. Also, noted was a vacancy of STEM Chair at the State Executive officer level.

All AAUW-MS leaders listed in the table to the right of page 3 have accepted the charge and are ready to serve and lead. Our Mississippi AAUW officer titles match as closely as possible the AAUW national officer titles from various web-resources provided at AAUW.org. Each branch is encouraged to match these officer roles and titles as closely as they wish. Local branches are independent organizations who may be creative as they work to meet the overall goals and objectives of AAUW. These goals are provided on page 2 of this newsletter. Of special note is the mission of AAUW which serves as a reminder to each branch. Open each meeting by reading this mission together. A mission reading branch is a together branch.












Ready for a Raise?



Let 2019 be your year to get paid what you deserve.

Take our free e-course to learn how to negotiate for more money and better benefits.

Register Now



State Leaders				3
	Kay Brocato, President		Jane Hulon, College & University Relations*	
	Nora Miller, Vice President Membership		Donna Williams, Inclusion and Equity Officer*	
	Laura Antonow, Vice President Programs	Your Photo Here	Contact any AAUW-MS Officer or President at brocatokay@gmail.com for information about serving as STEM Chair for AAUW-MS	
	Demetria Howard-White, Finance Officer		Nancy Kerns, International Affairs	
	Corinne Anderson, Public Policy*		Mary Crump, AAUW Funds*	
	Bess Blackwell, Bylaws*		Jessica Hill, Secretary	

Branch Leaders			
Branch	President	Finance Officer	
Blue Mountain	 Nancy Kerns nkerns@bmc.edu , 765-414-1075		Moise Jones moisejones@bellsouth.net
Cleveland	 Glendscene Williams glendscene@gmail.com 662-719-6679		Tomeka Harbin tharbin@deltastate.edu
Columbus	 Chanley Rainey cerainey@muw.edu 662-329-7173	Please, contact the Local Branch President, if you are interested in membership or a leadership role.	
Jackson	 Demetria Howard-White decled@aol.com , 601-209-6736	Please, contact the Local Branch President, if you are interested in membership or a leadership role.	
Gulf Coast	 Jane Hulon*/Debra Dawkins' jane.hulon@colin.edu , 601-643-2099		Debra Dawkins*/Jane Hulon* debeauxj@hotmail.com 228-547-9982
Oxford/ Ole Miss	 Laura Antonow antonow@olemiss.edu , 662-915-6511		Christina Torbert ctorbert@olemiss.edu
Starkville	 Jessica Hill jah2582@gmail.com , 662-769-0405		HelenSue Parrish & Kay Brocato whsp1972@gmail.com
Tupelo	 Judy McNeece jmmcneece@gmail.com	Please, contact the Local Branch President, if you are interested in membership or a leadership role.	



WOMEN IN THE U.S.
ARE TYPICALLY PAID
82 CENTS
FOR EVERY DOLLAR
PAID TO MEN.

AMERICAN INDIAN OR ALASKA
NATIVE WOMEN IN THE U.S.
ARE TYPICALLY PAID
58 CENTS
FOR EVERY DOLLAR
PAID TO WHITE MEN.





("Tupelo," from page 1)

Kay Griffin, Mary Howard King, Patricia Kennedy all of Tupelo and Ted Clem of Ripley contributed their membership dues and joined the AAUW ranks.

Lynn Hagen from AAUW Texas and Texas A & M was the lead speaker for the meeting. Lynn included Malinda Gaul, AAUW Vice President of the National Board of Directors who visited with the Tupelo group via Facebook video chat. AAUW VP, Gaul provided a thorough summary of AAUW's Legal Advocacy Fund. Then, Lynn Hagen gave ideas of how to include AAUW local, state, regional, and national branches and programming with University's programming for marginalized groups. A & M uses a "Women's Center" model like that being used nationwide to successfully include the various women's entities and programming all across campuses. The model is inclusive and seems to work well in many cases. Various AAUW groups in Mississippi may wish to use the "Women's Center" model to ramp up, calibrate, and share the work.

The event served as an AAUW Tupelo recruitment program though leaders from across Mississippi attended. Nancy Kerns of Blue Mountain, Nora Miller of Columbus, and Kay Brocato of Starkville attended. Sandwiches, cupcakes, and beverages were served making all feel warm and welcome to the nice library venue. The program was well done, and AAUW Tupelo can boast a male member due to Judy McNeece's drive to build AAUW.



State Policy Sex Trafficking Tool Kit

Sex Trafficking: What You Need to Know
@aauw.org

3
AAUW
Human
Resources
Trafficking

Social scientists estimate that, at any given time, 27 million women, men and children are victims of human trafficking.

Just click images or dots here

3
2
1

QUICK FACTS

AAUW believes that global interdependence requires national and international policies against human trafficking that promote peace, justice, human rights, sustainable development, and mutual security for all people.

State President's Note

Hello AAUW-MS & Pals,
Kay Brocato, AAUW-MS President
here with three quick points to make.
Point 1) vote, 2) join, and 3) go digital.

On November 5th, are you prepared to get to the polls to fulfill your most important civic task? If not, please go to your Circuits Clerk's Office between 8am and 7pm on any Monday through Friday, or between 8am and 12pm noon on Saturdays in October to use the Mississippi absentee voting option. Whether you vote absentee by November 2nd or you vote on November 5th . . . please, please, please GO **VOTE!**

Second, if you are not already a member of a faith-based, civics, community, neighborhood, hobby fitness or other special group that meets face-to-face, in person periodically, now is a great time to choose a small group to participate in with others. None of us has an extra minute to spare after our primary obligations are complete. We spend

any tiny bit of extra time connecting digitally. Still, nothing can replace human interaction for serving the world around us. Join a local AAUW branch in Mississippi. Show up for a couple of events in the fall and a couple in the spring each year to plug into serving women and marginalized others. You'll be glad you did. Page 9 of this newsletter has an image pointing out the purple "join" button in the upper right-hand corner of the AAUW.org website. If not AAUW, Pick a new group and join!

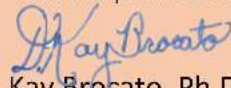
The easiest way to find a group to join is to go digital with your search for just the right group to visit in the face-to-face world. The digital world can be fun and professional just like the face-to-face world. Those who may not enjoy the typical social media platforms may enjoy others like those found in this [Career Addict](#) article. Click the link and play. Have fun with the options. Speaking of "play" and "fun" and "professional" as search words, Type them into an ultra-professional-- even scientific-- search tool called [Google Scholar](#). Don't be surprised if you end up spending hours in professional play finding scholarly articles on all your topics. When you go digital the

Judy McNeece visits veteran Cleveland Branch member Bet Wooten during annual convention.

playful possibilities are endlessly professional.

So, AAUW-friends, as we close the year 2019, be sure to vote, join a new face-to-face group or visit the one to which you belong more frequently, and go digital. Do these things with a more playful intent. We can be play while also being professional. Above all else, have fun—lots of FUN!

Yours in professional playfulness,



Kay Brocato, Ph.D.

President, AAUW Mississippi

P.S. I'm actually closing this letter on page 9 with a few suggestions to help you vote, join, and go digital.

Remember:

Make it
fun and
professional!!!

