

Leader Log

Dot McLane, AAUW-PA State President

When we transition from officer to officer on our branch boards we often lose information about the basic responsibilities each branch has in order to function as a branch of the national AAUW organization. Additionally, there are some tools and resources available from AAUW that are helpful to branches in their work for which we may not all be aware.

Recognizing these circumstances, we at the state board decided to compile a Branch Handbook. The handbook is a concise manual containing some of the basic information branches may need in order to function within the AAUW organization. Included are topics such as Financial Matters for Nonprofit Organizations, AAUW Affiliate Agreements, Branch Bylaws, AAUW Member Services Database, Member Payment Program, Communications and Publicity Tools, Branch Archives, Meeting Minutes, AAUW National Resources, and AAUW Member Benefits/Discounts.

The handbook is not meant to be an all-inclusive manual about AAUW, but instead to provide the rudimentary information about the routine required and optional tasks an AAUW branch performs with links to explore further information if needed.

Printed copies of the handbook were passed out at the State Convention and it is posted on the state website <https://aauw-pa.aauw.net/aauw-pa-branch-handbook/> for your use. Our intent is to update and/or edit the handbook as information may change. We hope you find it useful.

Saturday, July 16 AAUW-PA Summer Retreat 10:00 am—3:00 pm Country Cupboard Inn, Lewisburg

Mark your calendar for our summer retreat, which will focus on Membership—recruitment, retention, diversity, and inclusion. Our presenters will include Claudia Richards, Senior Branch Relations Manager at the AAUW national office, and Randi Blauth, Bethlehem branch and member of the AAUW Diversity & Inclusion Task Force. Claudia brings many years of experience in AAUW membership with information and resources for building branch membership. Randi will provide information and activities to help us assess what draws members to an AAUW branch so we can examine our branches to determine if we offer what prospective members of diverse backgrounds want.



Linda Tozier played the part of Marion Talbot in the Reader's Theatre.

AAUW-PA Annual Meeting Educates and Entertains

Women's Leadership in Action

Sandy Homel, AAUW-PA Program VP

The AAUW-PA annual meeting, held in Tannersville from April 15–17, was attended by 85 members, speakers and student affiliates. Twenty-seven of the State's 40 Branches were represented. Friday night activities included a book discussion, a presentation of the award winning Cheyney University Campus Action Project and a Town Hall Meeting with Cordy Galligan, Vice President of Marketing and Business Development at National.

Saturday's schedule was very full. Board member, Linda Robbins, discussed how to maintain archives, followed by Cordy Galligan's advice

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AAUW-PA RALLYS FOR EQUAL PAY

Toni Hoffman and Susan McNamara
Outgoing Public Policy Co-Chairs

It was a sunny, cool spring day when AAUW-PA members, dressed in red, gathered in the Harrisburg Capitol Rotunda on Equal Pay Day, April 12, 2016 to demand legislative action on Equal Pay bills, HB 1160 and SB 303. Joined by members of partner organizations— PA Campaign for Women’s Health, Planned Parenthood, NOW, League of Women Voters, Mom’s Rising, Education Voters PA and Women’s Law Project, they proudly sported “Equal Work Deserves Equal Pay” buttons and held high matching signs.

Board President Dot McLane thanked members for coming and reviewed pay equity facts. Public Policy Co-Chairs Toni Hoffman and Susan McNamara led chants of “Equal Pay for Equal Work,” followed by Senator Rob Teplitz, sponsor of SB303, and Representative Brian Sims, HB1160 sponsor.



Rep. Brian Sims, HB1160 bill sponsor, speaks to the ralliers.

Noting unanimous support for House Resolution 802, designating April 12th as “Equal Pay Day,” Sims called on Assembly colleagues to make good on this verbal support by moving these bills to the floor for a vote. In her remarks Representative Tina Davis, a co-sponsor of HB1160, emphasized the degree to which all women, even the World Cup Champion Women’s Soccer team, face economic inequality. Valerie Erwin, former chef and food justice advocate, echoed these remarks when speaking for those in lower paying occupations including cooks aspiring to be chefs and servers who struggle with wage disparities.

Fired up by the Rally, members distributed AAUW-PA folders filled with fact sheets, talking points on Pay Equity and related economic sufficiency and women’s health issues to their legislators. Toni and Susan delivered petitions with over 600 signatures to Assembly leaders. More than eighty virtual lobbyists blitzed legislatures throughout the day.

AAUW-PA activism made television news, and a YouTube video surfaced of the event. The Harrisburg Rally was a centerpiece for an AAUW-PA Equal Pay advocacy day of impact in Pennsylvania. The participation of members from across the state— sending letters to the editor and op-ed pieces, distributing and signing the petition, holding in-district legislator office visits, rallying in Pittsburgh—made AAUW-PA a leader on Pay Equity. This is not the end of the Pay Equity story. For that, AAUW-PA must continue to take the lead—take the next steps with no delay.

AAUW-PA Announces NCCWSL Grant Winners

Deb Roney, Outgoing C/U Liaison Chair & Susan McNamara, Outgoing NCCWSL Chair



AAUW-PA is pleased to announce the winners of their grants to the National Conference for College Women Student Leaders (NCCWSL). The Conference focuses on leadership and career development. The state offered four scholarships but was unexpectedly able to offer a fifth grant thanks to an anonymous donor. This annual conference, which will take place June 2-4, 2016, at the

University of Maryland in College Park, focuses on leadership and career development for college women.

Members of the AAUW-PA Scholarship Selection Committee are pleased to announce the following 2016 winners who were selected from among an applicant pool of fourteen strong candidates:

Niematulai Jalloh, Lock Haven University, senior in Communication with a minor in Spanish

Chi-E Low, Ursinus College, senior in Applied Economics

Laura Palumbo, Penn State-Harrisburg, graduate student in Communications and also earning a certificate in Non-Profit Management

Charity Patterson, Edinboro University, graduate student in Counseling: Clinical Mental Health

Alison Smolinski, Penn State-Harrisburg, graduate student in Communications

For their generosity of spirit, many thanks go to the selection committee: Susan McNamara, Chair; Michele Buford; Deb Roney; and Cathy Wieland.

If your branch, college/university, or individual member is sponsoring students to attend NCCWSL this year or would like to know more about NCCWSL opportunities, please contact Deb Roney, College/University Liaison, at aauwpacu@gmail.com.

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BYLAWS CHAIR SOUGHT

There is an opening on the AAUW-PA state board for a Bylaws Chair. If you have an interest in serving, and can attend quarterly board meetings, please contact Dot McLane, aauwpapresident@gmail.com.

AAUW-PA Officers Elected

Rosemary Baker
AAUW-PA Nominations Chair

Election of officers for the AAUW-PA State Board took place during the business portion of our Annual meeting on April 16, 2016. Dot McLane (Lansdale) was elected for a second two-year term as State President. Sandy Homel (Doylestown) was elected for a two-year term as Program Vice-President. Congratulations, Sandy and Dot!

*No member of a crew is praised
for the rugged individuality
of his rowing.*
~Ralph Waldo Emerson

AAUW-PA State Bylaws Amendments Pass

Barbara Price, Outgoing AAUW-PA Bylaws Chair



The bylaws amendments to Article V Nominations and Elections, Section 1 Nominations were passed unanimously at the AAUW-PA 87th Annual Meeting. The amendments changed the make-up of the Nominating and Elections Committee to reflect current practice since there

no longer is a State Bylaws Committee, and the chair is appointed from the State Board by the President. It also clarified that the Nominating and Elections Committee consists of one member and two alternates from each district. The second portion of the amendment adds a paragraph to address how to proceed if a candidate for office is not identified by the time every member voting begins online, but is then identified prior to the annual meeting. The amended state bylaws will be available on the state web site.



Left, AAUW National Vice President of Research Dr. Catherine Hill provided some compelling statistics on the status of women's leadership from the 2016 AAUW report, *Barriers and Bias*.



Right, AAUW National Vice President of Marketing and Business Development Cordy Galligan engaged attendees with Marketing from A to Z.

AAUW-PA Annual Meeting Highlights

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on how to market your Branch. President, Dot McLane, conducted the Annual Business Meeting. Dr. Catherine Hill, Vice President for Research at AAUW, shared her findings from her 2016 report, *Barriers and Bias: The Status of Women in Leadership*. After lunch, several board members presented a "reader's theatre" version of *The Talbot Story*, a play on AAUW's founding.

Afternoon workshops included a panel of several Student Organization Advisors addressing core issues of What? How? Why? Peg Pennepacker, State College member, explained Title IX. Policy Chairs, Susan McNamara and Toni Hoffman, reviewed *Get Out the Vote: Toolkit to Turn-out*. A panel of student affiliates shared their campus agendas and how they carry out the AAUW Mission. The District meetings (East, Central, West) were followed by the Awards Presentation program that recognized outstanding efforts by various Branches. Dinner speaker Heather Mason, an AAUW Legal Advocacy plaintiff, shared her journey as she sought legal justice for discrimination in the workplace.

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Above left: A fundraiser for the Legal Advocacy Fund brought Fran Kennedy, Deb Roney, and Sandy Homel out for a morning walk along Camelback Mountain. **Above right:** Conference Coordinator Linda Robbins and Conference Registrar Susan Nenstiel took a well-deserved break from meeting duties.



With Deb Roney (right) moderating, AAUW Student Affiliates Sarah Best, Amiyra Brodie, and Alaya Rhymer shared how they embraced the mission of AAUW.



LAF Plaintiff Heather Mason (with Rosemary Baker) shared the moving story of her gender discrimination lawsuit, which was settled.

Beaver Valley Branch member Jean Macaluso was recognized as a Special Honoree.



Seventeen branches donated theme baskets and two signed books that were raffled off to raise \$1,500 for the AAUW Legal Advocacy Fund. In addition, \$600 was raised for AAUW Funds and \$50 for Charting the Course.



Women's Leadership in Action

Above left: At one of the concurrent sessions Peg Pennepacker, High school Title IX consultant, provided an insightful overview of Title IX history, enforcement, and future issues.

Above center: Tia Brown and Brittany Brown from Cheyney University of Pennsylvania, recipients of a 2015 AAUW Campus Action Project grant, presented #MyLifeMyLabel, which focused on stereotypes and biases.

Above right: AAUW-PA Co-Chairs Toni Hoffman and Susan McNamara presented Get Out the Vote: Toolkit to Turn-out.

Right: Cordy Galligan, AAUW Vice President of Marketing and Business Development (center) installed Dot McLane (President) and Sandy Homel (Program Vice President) for two-year terms of office.



2015 AAUW FUNDS AWARDEES

are listed at the end of the newsletter.



Branch Bits and Pieces

WESTERN DISTRICT

Fox Chapel Area

Fox Chapel Area Branch hosted a Legislative Forum this spring which gave both AAUW and community members an opportunity to hear state legislators respond to questions about issues important to AAUW. Those issues included gender equity, voting rights and public education.

The session was moderated by Dana Brown, PhD, Pennsylvania Center for Women in Politics Executive Director. Participating from the legislature were State Senators Jay Costa and Wayne Fontana, State Representative Hal English, and staff for State Representatives Dan Frankel, Dom Costa, and Frank Dermody.

Legislative forum

More than 80 people attended the forum including about 40 students from the Advanced Government classes at the Fox Chapel Area High School. There was a question and answer period revealing that the students had a deep understanding of current events.

Legislators and audience alike were enthused about the session and asked that it be repeated in the future, which the branch intends to do. This turned out to be a terrific program which was also a service to the community.

—Cheryl Towers

CENTRAL DISTRICT

Carlisle

This has been an exciting year for the Carlisle Branch. We have established a collegiate affiliate group at Dickinson College, and we worked with them on *Get Out the Vote* initiatives and at a community Black History event. The students held an Equal Pay bake sale on campus with the help of one of our members and members of Moms Rising who baked the cookies.

Our Branch has held four *Get Out the Vote* events which resulted in 101 new registered voters. We put a guest editorial in the local paper for *Equal*



Branch members Linkey Green, Cindy Sutton, and Ann Pehle promoted Get Out the Vote at the Carlisle Harvest of Crafts.

Pay Day and four members attended the AAUW-PA led rally held in Harrisburg. We are very pleased to have some new members who are into Public Policy.

We have delivered Title IX resources to three of six local school districts.

—Linkey Green



EASTERN DISTRICT

Makefield Area

As the Makefield Area AAUW Branch celebrates 48 years, the branch is adjusting to its 501(c)(3) status and a 10-member Board who share co-presidency and other leadership functions.



Makefield Area girls enjoy learning more about the STEM fields.

Four events celebrated and encouraged 6th and 7th grade girls to pursue studies in math and science - a STEMgirlz event with new C/U partner Bucks County Community College; the 20th Girls' Recognition Reception (GRR), and two sessions of PAGES™ (Philadelphia Area Girls Enjoying Science™).

Monthly branch programs covered subjects as diverse as Human Trafficking, escaping from Cuba told by author Patti Sheehy in her book, *The Boy Who Said No*, and a popular AAUW-supported program, Urban BoatWorks, that teaches students about making life decisions through building boats by hand.

—Carol Dubas, Carol Kurland, Kathy Quinn, Kathy Shaginaw, Kate Sweeney, Branch Co-Presidents

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The day closed with networking over dessert.

The Sunday morning program began with a power point presentation by Susan McNamara and Toni Hoffman that celebrated the Public Policy Impact Grant and the many accomplishments throughout this past year. Cordy Galligan provided an AAUW National Update and installed newly elected officers, Dot McLane, President, and Sandy M. Homel, Vice President for two-year terms.

Several activities were designed to benefit the AAUW Legal Advocacy Fund that included morning yoga and hiking as well as a silent auction. Attendees bid on baskets donated by individuals and branches along with two signed books.

Special thanks to the Program Committee including Sandy M. Homel (Program VP), Rosemary Baker, Patricia Byerly, Susan Donahue, Dot McLane, Linda Robbins (Conference Coordinator), Deb Roney, Connie Schroder, Linda Tozier, Cathy Wieland and Susan Nenstiel (Conference Coordinator).



A vital part of attending AAUW-PA meetings is the opportunity to network with members of other branches. Women from across generations working together to get the job done!

Join us for the AAUW-PA Summer Retreat!



Saturday, July 16, 10:00 am— 3:00 pm

Best Western Country Cupboard Inn,
Route 15N, Lewisburg, PA 17837 (570) 524-5500

AAUW-PA will pay all meeting costs (including lunch) for two branch members and all AAUW-PA (e)SAF members.

The cost for additional attendees is \$20/person.

Online Registration: <https://www.surveymonkey.com/r/2016julyregistration>

Paper Form Registration:

Please clip the form below, and mail to Susan Donahue, AAUW-PA Finance Officer, 600 Brighton Drive, Hatfield, PA 19440 Questions? Contact Susan: aaupafinance@gmail.com, (215) 412-4095

Registration Deadline: Friday, July 8

For those planning to arrive on **Friday, July 15**, we have reserved several non-smoking rooms that are guaranteed **until June 24**. Please contact the hotel directly to book your room, and mention the AAUW-PA meeting when you book it. Attendees are responsible for the cost of their room, which would be \$120 plus tax (9%).

JULY 16 AAUW-PA SUMMER RETREAT RESERVATION

Name: _____ **Branch** _____

Phone: _____ **Email:** _____

___ I am one of two branch members attending—meeting fees waived.

___ My \$20 check made out to "AAUW-PA" is enclosed.

___ I am an eSAF/SAF – meeting fees waived

Stay Connected™

Website Submissions

Please send news for the AAUW-PA website to Patricia Byerly:

aauwpaad@gmail.com

Address Changes

E-News Subscribers:

Send e-mail address changes and additions to the branch person who manages the e-mail list.

Paper Subscribers:

Once a year, we ask branches to send an updated address list for paper subscribers to the *Keystoner*. The rest of the year, members send their own updates to aauwpaad@gmail.com.



BRAVO, LADIES: The Reader's Theater production of *The Talbot Story* at the AAUW-PA April meeting was a hit. Cast members included, left to right: Susan McNamara, Cathy Wieland, Deb Roney, Linda Tozier, Barbara Price, Rosemary Baker, and Dot McLane.

*My advice to
the women's
clubs of America
is to raise
more hell and
fewer dahlias.*

~James McNeill Whistler

CONGRATULATIONS AAUW College Student Affiliate Groups

- The **Lock Haven University AAUW Student Affiliate Group** won *Outstanding New Student Organization* from Lock Haven University. AAUW Lock Haven Branch members Holle Canatella and Jennifer Taylor are group co-advisors.
- The **Moravian College AAUW Student Affiliate Group** won the *ODK Quiet Commitment Award*, presented annually to a student group that quietly, yet consistently achieves its goals and enriches the undergraduate experience for its members and/or benefits the Moravian College campus community. AAUW Bethlehem Branch member Stacey Zaremba serves as advisor to the Moravian College AAUW group.

AAUW-PA Vision

AAUW-PA will be a welcoming and inclusive organization that serves as a significant resource and powerful advocate for Pennsylvania branches and members in their work toward achieving AAUW's mission and vision.

Thank You, Outgoing AAUW-PA Board Officers

Barbara Price—Bylaws
Deb Roney—College/University Liaison
Linda Robbins—Conference Coordinator
Marcie Czap—District Coordinator East
Nancy Weinstein & Cheryl Towers
 District Co-Coordinators West
Susan McNamara and Toni Hoffman
 Public Policy Co-Chairs

Your time and talents were appreciated!

Keystoner Deadline

The article deadline for the next *Keystoner* is **August 1**, and the issue will be delivered by **September 1**.

Top Ten Branches—Total Giving

Lansdale—\$8,498
 York—\$8,011
 Makefield Area—\$6,849
 State College—\$6,634
 Bethlehem—\$5,055
 Allentown—\$4,893
 Easton—\$3,330
 Harrisburg—\$3,168
 Carlisle—\$3,045
 Doylestown—\$2,908

Top Ten Branches—Per Capita

Philadelphia—\$136.77
 Makefield Area—\$112.69
 Clearfield Area—\$88.23
 Lansdale—\$86.71
 Huntingdon—\$73.42
 York—\$68.47
 Allentown—\$60.40
 Pittsburgh—\$57.50
 Carlisle—\$49.90
 Bethlehem—\$48.14

Top Branch—Each Fund

AAUW Funds (#9110)
York—\$6,331

Educational Opportunities
Lock Haven—\$520

Leadership Programs
Huntingdon—\$100

Eleanor Roosevelt Fund
Philadelphia—\$1,000

Legal Advocacy Fund
State College—\$2,555

Public Policy
Easton—\$2,930

TOTAL Pennsylvania Contributions

\$\$\$ \$72,302