Leader Log
Dot McLane, AAUW-PA President

Some of the most impactful programs that AAUW offers are our salary negotiation workshops – Start Smart and Work Smart. When women negotiate they increase their potential to receive higher salaries and better benefit packages which can go a long way to close the gender wage gap.

These workshops are a tangible resource that can benefit women across the country. Students who have attended these workshops report that they have used the skills they learned to negotiate the salary for their first job, and women attending Work Smart say they had the confidence to go into their supervisor’s office and negotiate a raise.

The national AAUW draft Strategic plan goal is to train 10 million women through Work Smart by 2022 – wow! A new element of our salary negotiation workshops is the development of online workshops. You can experience a sample of the online course yourself by going to the national website https://salary.aauw.org/its-negotiable/ and check out the It’s Negotiable: Salary Skill Builder five-minute mini-lesson.

Economic security is one of the pillars of the core work of AAUW and the suite of salary negotiation workshops we are developing is a big part of that work. While you are on the national website, check out the information on Start Smart and Work Smart workshops – perhaps your branch can bring one to your campus or community, or maybe you want to become a certified AAUW facilitator.

AAUW-PA 89th Annual Meeting
When women get involved the conversation changes.
Sandy Homel, AAUW-PA Program Vice President

The AAUW-PA annual meeting, held at Seven Springs Resort in Champion, PA on April 13–15, was attended by 111 members, speakers and student affiliates. Twenty-three of Pennsylvania’s 36 branches were represented. On Friday, our keynote speaker, Kimberly Churches, AAUW CEO, focused on Changing the Conversation and Moving Forward and presented a draft of the new National strategic plan and requested member input.

Six branches presented sessions on current topics. President Dot McLane conducted a business meeting followed by the Honorable Marjorie J. Fox, Greene County District Attorney, who shared her experiences as she addressed Women in Local Politics. Our luncheon speakers included Dr. Marta McClintock and her student team from California University of Pennsylvania who shared their campus action project, Closing the Gender Wage Gap. The state Student Advisory Council (SAC) panel of four students discussed Diversity, Inclusion and Intersectional Feminism on Campus, an on-going discussion from the last annual meeting.

AAUW National CEO Kim Churches (left) couldn’t hide her surprise when accepting a “Map of Pennsylvania” cutting board from Sandy Homel, AAUW-PA Program Vice-President.

http://aauw-pa.aauw.net/
Election of officers for the AAUW-PA State Board took place during the business portion of our State meeting on April 14, 2018.

Ann Pehle (Carlisle) was elected as State President and Lee Wolfe (Lansdale) was elected as Program Vice President. Thank you Dot for your tenure and best wishes, Ann and Lee.

Pictured left to right:  Lee Wolfe, Ann Pehle and Dot McLane.

National Bylaw Amendment Proposals

The AAUW National Board of Directors has voted to put three proposals for bylaws amendments before the membership for a vote this spring. The board strongly supports the proposed amendments that we believe will help keep AAUW vital as an organization and enable us to increase our impact in advancing equity for women and girls.

The proposed amendments address creating three-year staggered board terms, opening board service to those outside of the AAUW membership, and eliminating the degree requirement for membership.  Please view the explanatory video message from AAUW CEO Kim Churches and Board Chair Julia Brown at https://youtu.be/PCjs97rlRVY and rationale document on the state website https://aauw-pa.aauw.net/ to become fully informed before voting.

The first two proposals would bring AAUW’s board governance structure more in line with nationally accepted nonprofit best practices and the needs of the organization. The third proposal — to eliminate the degree requirement for membership — has come before the membership for vote a number of times. The board feels strongly that while the degree requirement made perfect sense at AAUW’s inception, this requirement is now perceived by many as counter to our mission and limits our ability to build the capacity needed to increase our impact as an organization.

Online voting is now open and ends on June 9. Online ballots were sent via email on April 25 to all members with email access. If you missed the memo, vote online via https://www.aauw.org/resource/national-election/.

Requests for a paper ballot began on April 16. The deadline for paper ballot requests is May 7 and it needs to be postmarked by May 21. Please consider the bylaw amendment proposals carefully and don’t forget to vote.
Equal Pay Rally a Success
Barbara Price, AAUW-PA Public Policy Co-Chair

Thank you to all our AAUW-PA members who made the trip to Harrisburg on April 10—in the same week as our state convention to demand equal pay and meet with legislators. After a briefing in the morning to review talking points and the packet of materials for legislators, we fanned out to visit their offices. We were joined by the legislative chair for BPW-PA and representatives from Planned Parenthood and Moms Rising. We thanked the legislators who had signed on as co-sponsors of the Sims/Davis bill, HB1243, and asked others to support it. AAUW nationally has developed a road map to equal pay for each state. HB1243 contains the majority of items on the road map wish list for equal pay. We delivered 40 packets of information on pay equity to legislators along with a small token to remind them of the pay gap. It was a vile of shredded money (right) - courtesy of the Philadelphia Mint - marked with the pay gap for their federal congressional district. We told them that this is what women's money is worth until we have equal pay. It was a big hit.

At the rally in the capitol rotunda we heard from many state representatives: Maria Donatucci, Donna Bullock, Dan Frankel, Perry Warren, Carolyn Comitta and Brian Sims. All of these legislators are supporters of equal pay. Carolyn Comitta represented the Pennsylvania Commission for Women who sponsored the rally with AAUW-PA and BPW-Pennsylvania.

Terry Fromson, Managing Attorney at the Women's Law Project in Philadelphia, Suzanne Almeida, Executive Director of the League of Women Voters of Pennsylvania, Marilyn Tallant, President BPW-PA, and Melissa Robbins, Philadelphia NOW also spoke at the rally.

The speakers alternated between organizations and legislators. Melissa Robbins from Philadelphia NOW shared her own story of being paid less than the person who replaced her in a previous job. All of the speakers made it clear that we can no longer wait for pay equity.

State Representative Brian Sims speaks at Equal Pay Rally on April 10, joined by Melissa Robbins, Philadelphia NOW; Barbara Price, AAUW-PA Public Policy Co-Chair; and Terry Fromson, Managing Director, Women's Law Project. Rear: Dot McLane, outgoing AAUW-PA President.

2017-18 Branch Membership Achievements

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pottstown Area</td>
<td>50%</td>
</tr>
<tr>
<td>Huntingdon</td>
<td>26.3%</td>
</tr>
<tr>
<td>Lebanon Valley</td>
<td>14.3%</td>
</tr>
<tr>
<td>Lansdale</td>
<td>13.5%</td>
</tr>
<tr>
<td>Carlisle</td>
<td>12.3%</td>
</tr>
<tr>
<td>Indiana County</td>
<td>12.1%</td>
</tr>
<tr>
<td>Johnstown</td>
<td>9.9%</td>
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<tr>
<td>State College</td>
<td>8%</td>
</tr>
<tr>
<td>Clearfield Area</td>
<td>5.9%</td>
</tr>
<tr>
<td>Fox Chapel Area</td>
<td>4%</td>
</tr>
<tr>
<td>Bradford</td>
<td>2.7%</td>
</tr>
<tr>
<td>Allentown</td>
<td>2.6%</td>
</tr>
<tr>
<td>Erie</td>
<td>1.9%</td>
</tr>
<tr>
<td>Doylestown</td>
<td>1.8%</td>
</tr>
</tbody>
</table>

Maintained

Hazleton
Scranton

Attracting and keeping new members is up to every member.

(BOARD, p. 2)

**OFF-BORD POSITIONS**

Bylaws Chair
Susan Nenstiel
aauwbylaws@gmail.com

College/University Liaison
Holle Canatella
aauwpacu@gmail.com

Leader on Loan Program
Dot McLane
aauwpapresident@gmail.com
Pat Byerly
aauwpaad@gmail.com
AAUW-PA April Annual Meeting Highlights

Thank You

AAUW Johnstown Branch for hosting this year’s meeting. Your hospitality was outstanding! Special thanks to Barbara Zaborowski in her role as AAUW-PA Conference Coordinator.


Indiana County Branch members Patti Holmes and Susan Wheatley entertained us with some soulful jazz during the Saturday night social hour.

AAUW-PA STUDENT ADVISORY COUNCIL PANEL: We learned about inclusion, diversity, and intersectional feminism on campus. Pictured: Sierra Anderson, Alaya Rimer, Delany Graham, Natalia Hazelwood with Moderator Holle Canatella, C/U Liaison.

Marta McClintock (left) and students from California University of Pennsylvania discussed their AAUW Campus Action Project on closing the gender wage gap.

District Attorney Marjorie Fox described the challenges of joining a “white man’s club.” She has survived four terms with grit and humor.

Susan Frietsche of the Women’s Law Project described their work as a leading advocate for the Pennsylvania Campaign for Women’s Health.

Lock Haven University-AAUW student group members Sylviana Janna and Deray Jones enjoyed attending the sessions. It was wonderful to have a strong student presence—a total of 18 students attended.

The Branch Basket Fundraiser raised $715 for AAUW National Unrestricted Funds. Above, Carol Heintzelman (York) and Suzanne Kerlin and Nancy Weinreb (State College) previewed the baskets.
When Women Get Involved...the Conversation Changes

*OUTSTANDING WOMEN: Sitting: Debi Breit Adams (Beaver Valley), Kathleen Gorak (Carlisle), Susan Shenberger (Doylestown). Standing: Holle Canatella (Lock Haven), Katherine Keith (North Hills Pittsburgh), Carol Hodes (State College), Barbara Lathroum (West Chester–Chester County).

*MEMBERS MAKING A DIFFERENCE: Sitting: Patti Reali-Santoro (Makefield Area), Fran D’Angelo (Lansdale), Michele Crowl (State College). Standing: Sue Royer (Carlisle), Carolyn Freberg (Carlisle), Lynn Miller (Fox Chapel Area).

*SPECIAL HONOREE Billie Willits (State College) was thanked for her efforts by Dot McLane, AAUW-PA President.

Right: Outgoing AAUW-PA Program Vice President Sandy Homel (right) acquaints incoming Program VP Lee Wolfe with her new position. Thank you, Sandy, for your three years as Program VP.

AAUW FUNDS 2017

Top Ten Branches Total Giving

York—$11,852
State College—$10,951
Bethlehem—$9,991
Lansdale—$6,339
Allentown—$3,754
Lock Haven—$2,280
Harrisburg—$2,096
Beaver Valley—$1,850
Carlisle—$1,812
Fox Chapel Area—$1,780

Top Ten Branches Per Capita Giving

York—$119
Bethlehem—$99
Lock Haven—$76
State College—$68
Lansdale—$54
Allentown—$48
Eastern Delaware Cty.—$32
Fox Chapel Area—$23
Carlisle—$22
Huntingdon—$21

Top Branch-Each Fund

AAUW Funds #9110
Bethlehem—$9,881
Ed. Opportunities #4336
Lock Haven—$500
Leadership Programs #4339
Huntingdon—$50
Eleanor Roosevelt #9170
State College—$5,000
Legal Advocacy Fund #3999
State College—$5,000
Public Policy #4337
Lower Bucks—$50

Total Pennsylvania Contributions $73,416


Branch membership achievements are listed on page 3.
AAUW-PA is pleased to announce the winners of their grants to the National Conference for College Women Student Leaders (NCCWSL). This annual conference, which will take place May 30-June 2, 2018 at the University of Maryland in College Park, focuses on building leadership skills and career development. The state awarded eight scholarships this year. The following students were chosen:

- **Abby Blank**, an undergraduate studying Nursing at Bucks County Community College
- **Shay Boisvert**, an undergraduate studying English Literature and Philosophy at St. Francis University
- **Argentina Bonilla**, an undergraduate studying Sociology and Women's Studies at St. Francis University
- **Amy Chen**, an undergraduate studying Political Science at Juniata College
- **Alyssa Flannery**, an undergraduate studying Political Science at Moravian College
- **Emma Hutchman**, an undergraduate studying History and English at Moravian College
- **Isabela Madrigil**, an undergraduate studying Computer Science and Communications at Lehigh University
- **Gillian Williams**, an undergraduate studying Public Policy at the University of Delaware

Thank you to the selection committee for all of their work: Dot McLane, Chair; Pat Byerly, Ann Pehle, and Linda Robbins. If an individual member, your branch, or college/university is sponsoring students to attend NCCWSL this year or if you would like to know more about NCCWSL opportunities, please contact Holle Canatella, C/U Liaison, at aauwpacu@gmail.com.

National AAUW topics were reviewed while college students engaged in a conversation about career development.

Indiana Branch members, Dr. Susan Wheatley and Patti Holmes, entertained members with wonderful music prior to the awards ceremony. The Pennsylvania Center for Women and Politics at Chatham University received the 2018 AAUW-PA Gateway to Equity Award. Senior staff attorney Susan Frietsche from the Women's Law Project updated attendees on Women's Issues and Outcomes.

On Sunday morning Ann Pehle, Public Policy Co-Chair and incoming State President, spoke on *Gerrymandering: Taking Away Our Voice.*
AAUW York launched a new fundraising opportunity this spring, in celebration of Mother’s Day. Branch members and others were asked if they would like to make a minimum of $25 donation in honor of or in memory of, their mother, sister, daughter, daughter-in-law or friend.

Funds will be applied to branch scholarship funds for graduate and undergraduate women, the Young Women’s Leadership Conference, Community Projects, and AAUW Funds.

Participants received an original specially designed card for this occasion to mail to their honoree, or if they preferred, their card(s) could be mailed by the branch.

As of mid-April, the project had already raised over $2,000. Project lead Betty Hooker commented that the project was incredibly easy to do and that people really gravitated toward the idea of doing something meaningful in honor or in memory of a loved one. “And we like that most of the monies raised helps the next generation of AAUW women,” she added. —Betty Hooker

Over 125 people attended this Saturday morning program to discuss what it takes for a citizen to become media literate. While panelists introduced themselves, index cards were distributed to the audience for their questions on the issue. Ms. Musselman started the discussion with her own questions and then expertly presented audience questions. Fears of possible disruption over this highly charged issue proved to be unfounded. The audience was respectful, the discussion was lively, and few left the two-hour event early!

—Cathy Kotanchik
April 10th Equal Pay Day at Harrisburg: United We Stand

The looks on the faces of AAUW-PA branch members told the story at the April 10th Equal Pay Day Rally in Harrisburg. Women are not happy with earning 80 cents to every dollar a man earns.

Dot McLane, outgoing AAUW-PA President and re-elected AAUW National Director, installed the newly elected State officers. Ann Pehle (Carlisle) assumes the office of the Presidency and Lee Wolfe (Lansdale) is the new Program Vice-President. District meetings were held and branch officers met with their counterparts.

Activities designed to benefit AAUW Funds included silent auction bidding on 11 baskets donated by individuals and branches along with mailboxes strategically placed for member donations. The basket fundraiser raised $715 for AAUW unrestricted funds and the mailboxes brought in $1,054.

Special thanks go to Program Committee members Sandy M. Homel (Program VP), Rosemary Baker, Patricia Byerly, Dot McLane, Linda Robbins, Connie Schroeder, Linda Tozier, and Barbara Zaborowski (Conference Coordinator).

Keystoner Updates

After six years as AAUW-PA Keystoner editor, my term is over. I’ve enjoyed meeting members from branches across the state and being a part of the state board. Peggy Jennings (Carlisle Branch) will take over as the new Keystoner editor. Best wishes, Peggy! —Connie Schroeder

We seek submissions for the Branch Bits and Pieces page. This is a terrific way to let your branch shine, and also to inspire other branches. Submissions should be about 150 words and photos are welcome. Deadlines: February 1 for March 1 issue; May 1 for June issue; August 1 for September issue; November 1 for December issue.

Tomorrow is a new day; begin it well and serenely and with too high a spirit to be encumbered with your old nonsense.—Ralph Waldo Emerson