



# The Keystoner

Advancing equity for women and girls through advocacy, education, philanthropy, and research

## From Our President

Happy New Year! Fiscal AAUW year, that is. With the start of 2018-2019 on July 1<sup>st</sup>, I assumed full responsibilities for the AAUW Pennsylvania President position. Thank you very much for your confidence and faith in my abilities to lead the state organization. I am humbled and eager to serve.

First order of business was to make appointments to the Board. We have a very strong Board. New Board members bring a fresh perspective and incredible talents which compliment those of the elected officers. The primary responsibility of a Board member is to be a resource for you. Branch positions that mirror AAUW-PA positions are referred to as counterparts. For example, the counterparts to me are branch members elected to the top leadership position/s of the Branch. Rely on your counterpart and use her as a primary resource. And, please do not hesitate to contact any Board member. Two Board positions are yet to be filled—Diversity Chair and Conference Registrar. Contact me if interested.

Our first Board meeting was July 20-21. We devoted much of the time to strategic planning. While details still require more discussion, I can tell you that we are dedicated to fulfilling the AAUW mission in Pennsylvania and helping branches achieve their success. The final document will be shared when completed. Please share your thoughts with me at [aauwpresident@gmail.com](mailto:aauwpresident@gmail.com).

This is going to be an exciting year! I look forward to working with you!

*Ann Pehle*



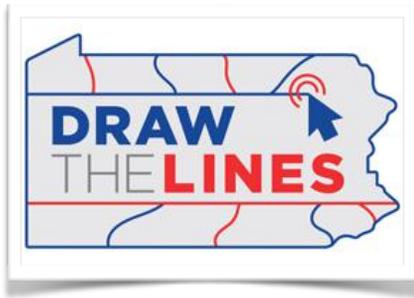
## Attracting Younger Members in their 40s and 50s

The average age of all AAUW members is 72. For our wonderful organization to continue to be vibrant and meaningful, we must attract younger members. Why focus on women in their 40s and 50s? It's a good target group if your branch members are primarily in their 60s and 70s. A gap of more than twenty-five years may not be conducive to attracting potential members who aren't interested in hanging out with people their mothers' age. Also, due to a change in circumstances, women in their 40s and 50s may have some more time to pursue their passion.

The first step for recruitment is to understand your target audience. Be passionate about what AAUW means to you. Make it obvious to everyone you meet that membership in AAUW is the best thing that ever happened to you. Identify whom you want to recruit and understand the characteristics of these potential members. What are their values and passions, their interests, and hobbies? What might they be looking for in AAUW and what might turn them away?

Women in their 40s and 50s fall into at least four categories and have both similar and different interests which recruiters must address:

**Professionals without children whose main focus is on their careers.** They have limited spare time outside of work and enjoy being role models. Their passion could lead them to participate in career days/mentoring for high school students or other similar AAUW programming activities. (continued on page 2)



## Holding a Community Meeting

Would you like to boost the reputation of (or introduce) your branch to your community? The AAUW-PA Board is offering a vehicle and funding grants for you to hold a Draw the Lines event in your community.

Draw the Lines refers to drawing Congressional and State House and Senate district lines. It is a multiyear, nonpartisan civic education and engagement project managed by The Committee of Seventy that offers a statewide public mapping competition to engage citizens in fixing the bug in the operating system of democracy—gerrymandering. As with Fair Districts PA (FDPA), AAUW-PA signed on as an endorsing organization with Draw the Lines.

Holding a Draw the Lines community event—NOT branch meeting—is a terrific vehicle for your branch to introduce AAUW to a broad audience in your community. Work alone or in coalition with FDPA or other organizations. Grants up to \$500 will be available from AAUW-PA to implement one of three turnkey programs designed by Draw the Lines. Look for more information over the next months. Direct questions to [aauwpa.president@gmail.com](mailto:aauwpa.president@gmail.com)

### Stay in Touch!

Don't forget to bookmark the AAUW-PA website:

<https://aauw-pa.aauw.net/>

AND

Follow us on Facebook @AAUWPennsylvania

**Working women with older children still at home who are juggling the demands of work and motherhood.** They have very limited time to attend meetings, but might enjoy assisting in specific one-shot STEM projects or activities that would help their own daughters such as *Start Smart* or *Elect Her*.

**Late career women who are looking beyond their working days and starting to think about how they want to spend their free time.** They may want to test out AAUW to see if we fit into their future plans.

**Early retirees who suddenly have a lot of free time.** Many groups will start making overtures to involve them. It's important that AAUW gets to them FIRST.

Does your branch have programming activities that would appeal to this age group? Suggestions are:

**Mission related activities** such as Career nights for high school girls, Tech Trek and Tech Savvy.

**Giving back to your community.** These women have the desire to get involved. Network with other AAUWs and LWV with voter registration drives AND assist with swearing-in ceremonies for new citizens. Volunteer to tutor women and children in sheltered communities. Donate to and help at the local food banks and soup kitchens. You will encounter these members-to-be when your branch gets involved.

**Personal growth experiences** while you explore new things with like-minded women. During Black History Month or Women's History Month plan to attend lectures and visit museums having special exhibits. Members and guests could attend as a group a movie of special interest to women, followed by spirited discussion at a restaurant.

**Reading** is a large part of what most women enjoy, both for pleasure and for professional development. Move beyond your branch reading groups and partner with other women's organizations to sponsor book lectures and signings. Ask your co-sponsors to share the costs. By opening the event to the public you could make it a *Shape the Future* event.

In all your membership recruitment efforts, please remember the membership-programming link. Branches which plan exciting mission-based activities that engage both members and potential members WILL grow.

Linda Tozier, AAUW-PA Membership Vice President  
([aauwpamembership@gmail.com](mailto:aauwpamembership@gmail.com))

**Look for Part 2, Attracting Younger Members in Their 20's and 30's, in the Winter Issue of *Keystoner*.**

# Difficult Yet Necessary to Hear

As a regular practice, we invite feedback on the state conference. Seventy-seven responses were received after the April 2018 State Conference at Seven Springs. The AAUW-PA Board reviewed the evaluations at our recent July Board meeting, our first meeting since April. We were very troubled by the negative comments regarding some unpleasant interactions between branch member and student attendees. Several student attendees shared their perspective of being dismissed, laughed at, and generally made to not feel welcome.

We were puzzled how members would not accept women different from themselves when sharing a common commitment to AAUW. Everyone must be reminded of AAUW's Diversity Statement.

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status.

The Board is committed to making changes within the organization to address generation and cultural differences. The following measures are being considered and/or have been initiated.

- An email apology on behalf of the Board was sent to all student attendees.
- A member of the AAUW-PA Student Advisory Council will serve on the Board and attend Board meetings.
- AAUW-PA Board members, and specifically the District Coordinators and I, will take every opportunity to assist branch members with understanding generational and cultural differences and to reinforce AAUW's diversity and inclusion policy. This article is the first step.
- Fill the Diversity and Inclusion Chair position on the AAUW-PA Board and encourage branches that have not filled this position to do so.

The AAUW-PA Board values and respects all members. Please share your thoughts directly with me at [aauwpa.president@gmail.com](mailto:aauwpa.president@gmail.com).

Ann Pehle

President



## *AAUW Bylaw Amendment Vote*

Thank you for voting. 19.31% of Pennsylvania AAUW members voted on the three proposed amendments to the AAUW Bylaws in the 2018 National Bylaws Amendment Vote. For results click here (<https://www.aauw.org/resource/national-election/>).

## State Meetings

District Meetings will return for 2018-2019, after being suspended last fiscal year. Many branches, particularly in the West and East Districts looked forward to the time to meet members from other branches and the event was well attended. Unlike past years, the District Meetings don't have to be in the Fall or on the same day or cover the same topic. It is the responsibility of the District Coordinator to work with branches to assess need and determine a day and format that works for the District.

This is the first calendar year when we do not have a State Conference and Summer Retreat because we moved to an alternating annual schedule. State Conferences will be in even years (hence the April 2018 Conference) and Summer Retreats in odd. Dates have been set for both—so mark your calendar!

Summer Retreat	July 27, 2019	Lewisburg
State Conference	April 24-26, 2020	Harrisburg Area

## SIGNIFICANT BRANCH ANNIVERSARIES



### July 1, 2018 to June 30, 2019

Carlisle (May 10, 1924)	95 years
Johnstown (1923)	95 years
Reading (December, 1923)	95 years
Bethlehem (April 4, 1929)	90 years
Scranton (November 22, 1938)	80 years
Lower Bucks (October 20, 1953)	65 years
Doylestown (1958)	60 years
Lock Haven (April 2, 1969)	50 years

## Pennsylvania is well represented in AAUW

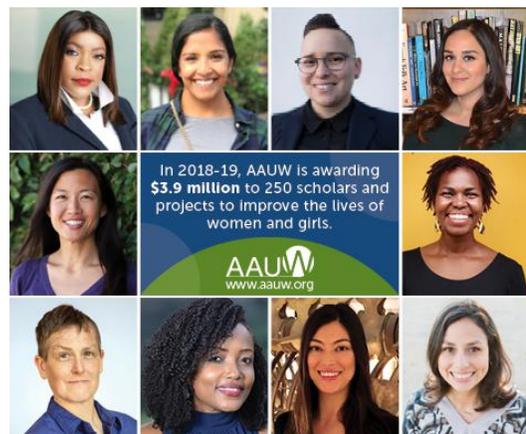
Barbara Price, Public Policy Co-Chair, was just elected to the AAUW Public Policy Committee for 2018-2020. She joins three other Pennsylvania members serving at the national level--Dot McLane elected as Director to the Board; Susan Nenstiel appointed as Director to the Board; and Linda Tozier Membership Committee C-Co Chair. Thank you for your dedication to AAUW.



## Fellowship Grants

AAUW's fellowships and grants is celebrating 130 years of helping scholars and activists overcome barriers to their education and advancement. Recipients have become leaders in business, government, academia, community activism, the arts, and the sciences.

Recipients from Pennsylvania include:  
 Kelsey Brain of Pennsylvania State University (PhD in Geography and Women's Studies).  
 Jasmine Mena from Bucknell University (Clinical Psychology Postdoctoral studies).  
 Liliame Cooper of Villanova University (JD; Health Law).  
 Mandy Santiago of Philadelphia College of Osteopathic Medicine (MS in Forensic Medicine).  
 Lindsey Tapfer of Temple University (MS in Cognitive Neuroscience).  
 Butler Area Public Library (Tiffany Harkleroad, Project Director).  
 Girls On the Run Philadelphia (Colleen Kelly Howard, Project Director).



## Student Advisory Council

We are looking for **college/university students** to apply to become a member of the state Student Advisory Council (SAC). The SAC, mentored by a group of branch members, advises the state board about student concerns and perspectives, and works locally to promote AAUW. SAC members will participate in AAUW PA State Board Meetings on a rotating basis. An SAC Member will attend the October 27, 2018 Board Meeting in Harrisburg, participate in the January teleconference meeting, and all SAC members will develop and present a session to the AAUW PA Board at the April 2019 AAUW PA Board Meeting.

Application deadline is October 8<sup>th</sup> (by 5:00 p.m.).

To learn more or to apply, visit: <https://aauw-pa.aauw.net/leadership-opportunities-nccwsl/>

## Branch Donation Option to Fund NCCWSL Students

AAUW-PA will award four NCCWSL grants for 2019. Additionally AAUW-PA is offering the option for branches to support NCCWSL (National Conference for Collegiate Women Student Leaders) grant recipients through donations to the state. You can send your funds to AAUW-PA in increments of \$500 and the state will use these funds to support a Pennsylvania student through our application process.



Donations can be from a single branch or combined branches but must be in increments of \$500. If you choose this option, your branch will not get credit as a branch from national for a donation to NCCWSL, as the funds will go from the state to the student directly and not through national AAUW. Any branch interested in this option please contact the state C/U Liaison Peggy Schmiedecke [aauwpacu@gmail.com](mailto:aauwpacu@gmail.com)

Funds need to be received by the state no later than February 28, 2019.

Peggy Schmiedecke, AAUW-PA College/University Liaison

# AAUW-PA CALL FOR NOMINATIONS

AAUW-PA is seeking nominations for **Membership Vice President, Finance Officer, and Secretary** for a two year term-2019-2021.

Job descriptions are available at AAUW.org, AAUW-PA or by contacting the Nominating Committee. The State board meets in-person July, October, and April; and by video/conference call in January. Board expenses for attendance and position expenses are reimbursed.



If you are interested in serving on the State Board, or would like to nominate someone, complete the Candidate Application on the AAUW-PA website and submit with a well-focused head shot to the nominating committee no later than October 1, 2018.

Contact information:

Linda Robbins, Chair	484-347-4416
<a href="mailto:rob164832@aol.com">rob164832@aol.com</a>	
Susan Donahue, Eastern	215-412-4095
<a href="mailto:msjerdonahue@gmail.com">msjerdonahue@gmail.com</a>	
Betty Hooker, Central	717-266-1025
<a href="mailto:bhooker@ptd.net">bhooker@ptd.net</a>	
Jean Macaluso, West	724-869-8507
<a href="mailto:jean.macaluso@yahoo.com">jean.macaluso@yahoo.com</a>	

### Future Meetings

October 27, 2018	Board Meeting
January 2019	Board Meeting
April 5-6, 2019	Board Meeting
July 26-27, 2019	Board Meeting
July 27, 2019 10:00 am to 4:00 pm	SUMMER RETREAT Lewisburg
October 26, 2019	Board Meeting
January 2020	Board Meeting
April 24, 2020	Board Meeting
April 24-26, 2020	STATE CONFERENCE Harrisburg Area

# Big Public Policy News

On June 6, Governor Tom Wolf took action on pay equity by signing an [executive order](#) ending the practice of state agencies requiring a job applicant to provide his or her salary history during the hiring process. The governor also called on the General Assembly to pass similar protections for all working women in Pennsylvania. When employers ask job candidates about their previous wages and use that information to set pay in a new job, this seemingly innocuous practice can have major repercussions. Salaries should be based on job responsibilities, position, pay range and the applicant's job knowledge and skills.

It was a great honor for AAUW-PA to be in attendance and have Barbara Price, our Public Policy Co-Chair speak. AAUW-PA was the only outside organization asked to speak. Other speakers were Representatives Maria Donatucci and Brian Sims and Senators Tina Tartaglione and Judy Schwank. Melissa Robbins shared her story of unequal pay as she did at our Equal Pay Rally in April. AAUW publicized the event with state public policy chairs across the country. As a result, a couple of states intend to ask their governors to do the same thing. In addition, Senators Tartaglione and Schwank have both introduced new equal pay bills in the senate which include prohibitions against asking for salary history.



Here is a link to the whole ceremony which was amazing. Fast forward to 19:53 to see Barbara's remarks. <https://www.facebook.com/governorwolf/videos/1047329222099687/>

## AAUW Towanda...

... recently held their 95th anniversary celebration and 3 members celebrated their 50th year of AAUW membership. Congratulations!



first row: Kathy DeWann, Linda Chernosky (Secretary), Mary Rose Shaylor, Joan Stevens (President)  
back Row: Carimar Patrician, Anita Duvall, Sue Roy (Treasurer)

Linda Chernosky, Kathy DeWann, and Carimar Patrician receiving their 50th year AAUW membership certificates.





President	Ann Pehle (Carlisle) <a href="mailto:aauwpa.president@gmail.com">aauwpa.president@gmail.com</a>
Program VP	Lee Wolfe (Lansdale) <a href="mailto:aauwpapvp@gmail.com">aauwpapvp@gmail.com</a>
Membership VP	Linda Tozier (North Hills Pittsburgh) <a href="mailto:aauwpamembership@gmail.com">aauwpamembership@gmail.com</a>
Secretary	Joanne Borgesi (Pittsburgh) <a href="mailto:aauwpasecretary@gmail.com">aauwpasecretary@gmail.com</a>
Finance Officer	Mary Jo Buckwalter (Doylestown) <a href="mailto:aauwpafinance@gmail.com">aauwpafinance@gmail.com</a>
Past President	Dot McLane (Lansdale) <a href="mailto:dotmclane@comcast.net">dotmclane@comcast.net</a>
AAUW Funds Chair	Deb Roney (Huntington) <a href="mailto:aauwpaauwfunds@gmail.com">aauwpaauwfunds@gmail.com</a>
Administrative Director	Pat Byerly (Pittsburgh) <a href="mailto:aauwpaad@gmail.com">aauwpaad@gmail.com</a>
Archives Chair	Linda Robbins (Allentown) <a href="mailto:aauwpaarchives@gmail.com">aauwpaarchives@gmail.com</a>
College/University Liaison	Peggy Schmiedecke (North Hills Pittsburgh) <a href="mailto:aauwpacu@gmail.com">aauwpacu@gmail.com</a>
District Coordinator (East)	Peg Pennepacker (Lansdale) <a href="mailto:aauwpaeast@gmail.com">aauwpaeast@gmail.com</a>
District Coordinator (Central)	Sue Johnston (State College) <a href="mailto:aauwpacentral@gmail.com">aauwpacentral@gmail.com</a>
District Coordinator (West)	Barb Zaborowski (Johnstown) <a href="mailto:aauwpawest@gmail.com">aauwpawest@gmail.com</a>
KEYSTONER Editor	Peggy Jennings (Carlisle) <a href="mailto:aauwpakeystoner@gmail.com">aauwpakeystoner@gmail.com</a>
Public Policy Co-Chair	Barbara Price (Lower Bucks) <a href="mailto:aauwpapp1@gmail.com">aauwpapp1@gmail.com</a>
Public Policy Co-Chair	Kim Hoeritz (Pittsburgh) <a href="mailto:aauwpapp2@gmail.com">aauwpapp2@gmail.com</a>
Conference Coordinator	Barb Zaborowski (Johnstown) <a href="mailto:aauwpaconfcoord@gmail.com">aauwpaconfcoord@gmail.com</a>
Conference Registrar	Open <a href="mailto:aauwpaconfcoord@gmail.com">aauwpaconfcoord@gmail.com</a>
Diversity Chair	Open <a href="mailto:aauwpadiversity@gmail.com">aauwpadiversity@gmail.com</a>
Bylaws Chair (off Board)	Susan Nensiel (Allentown) <a href="mailto:aauwpabylaws@gmail.com">aauwpabylaws@gmail.com</a>



## *AAUW Carlisle joins in recognition of Black Women Equal Pay Day*

Black Women Equal Pay Day was August 7<sup>th</sup>. On average, black women were paid 63 percent of what non-Hispanic white men were paid in 2016. That means it takes the typical black woman 19 months to be paid what the average white man takes home in 12 months.

To bring attention to this pay gap, AAUW Carlisle partnered with Hope Station, Bethel AME Church, and the YWCA Carlisle and held a community meeting. Speakers explored the reasons for and the consequences of this inequity. In small groups, attendees discussed questions designed to reflect on their own experiences and ideas for positive change. Organizers are already planning how to bring Work Smart, AAUW’s salary negotiation workshop, to Carlisle.



**Have a question?  
Branch Handbook has the answer.**

<https://aauw-pa.aauw.net/aauw-pa-branch-handbook/>

## Website Submissions

Please send news for the AAUW-PA website to Patricia Byerly:  
[aauwpaad@gmail.com](mailto: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:*  
Branches, by January 1st, please send an updated address list for paper subscribers to:  
[aauwpaad@gmail.com](mailto:aauwpaad@gmail.com)

AAUW Pennsylvania  
% Patricia Byerly  
AAUW-PA Administrative Director  
173 Truxall Road  
Apollo, PA 15613  
<http://aauw-pa.aauw.net/>

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## Branch Updates?

We're always looking for news from AAUW branches! The best submissions will be between 100-250 words and include a photo (well-focused and at high resolution, please!)

Deadlines for submissions are:  
November 1 (for the December issue)  
February 1 (for the March issue)  
May 1 (for the June issue)  
August 1 (for the September issue)

Send to Peggy Jennings, Keystone editor at [aauwpaakeystoner@gmail.com](mailto:aauwpaakeystoner@gmail.com)!

### Things might look a little different here...

Starting with this issue, we have a new Keystone editor: Peggy Jennings (Carlisle). She has big shoes to fill, so if you have suggestions, concerns, ideas, or feedback, please contact Peggy directly: [aauwpaakeystoner@gmail.com](mailto:aauwpaakeystoner@gmail.com)

