



The Keystoner

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

From Our President

Happy 2019! Here we are in the second half of the AAUW fiscal year. May this half be as successful as the first!

I am happy to announce the appointment of Ajla Glavasevic Laussegger, an AAUW national member from Philadelphia, as Secretary to complete the term ending June 30th, created by a resignation. Ajla agreed to stand for election, so you will be able to read her full bio later in this issue.

Also, later in this issue is the announcement of the 2019 Annual Meeting. Our Annual Meeting is usually held during state conventions. However, we are not having a state convention in 2019 (now only in even years), so the Annual Meeting will be held during the AAUW Pennsylvania Board April meeting.

The AAUW Pennsylvania Board finalized our 2018-2020 Strategic Plan. Please read it at <https://aauw-pa.aauw.net/strategic-plan/> and offer your feedback.

The 2019 Officer Election is now open. You must vote before March 31, 2019. Look right for all the details about how to cast your ballot. Please take the time to vote. It is important that every member's voice is counted.

Looking forward to hearing about your successes!

Ann Pehle
AAUW Pennsylvania
President

AAUW-PA 2019 Election Voting Instructions

OPTION 1: ONLINE VOTING

Online voting is available now through midnight, March 31, 2019.

Click on the link <https://www.surveymonkey.com/r/2019AAUWElection> or paste into your browser. This will bring up the Candidate Introductions. The second page is Member Information for voting confirmation: 1) first name; 2) last name; and 3) Branch. This information will not be connected to your vote. Voter names and Branch affiliation are required only to verify that you are a current paid AAUW-PA member and you are not voting multiple times.

Clicking the "next" box on page 2 will bring up the actual ballot on page 3: candidate names for Membership Vice President, Finance Officer, Secretary, and an option for a write-in. Click DONE and your vote is cast.

OPTION 2: PAPER BALLOT VOTING

Clip out and complete the official ballot (on page 2), and return it to your Branch President or to the Nominations Chair by mail. To be valid and counted, **mailed ballots must be received no later than March 31, 2019**, by Linda Robbins at the address below. Voting instructions must be completed exactly as required in order for your ballot to be valid. If you have any questions please ask for clarification from your Branch officers or from AAUW-PA officers before voting.

1. MARK an "X" in the blank provided on the ballot for each candidate. You may write in a candidate (on line after "Other") and vote for that person (by marking an "X" in the blank before "Other".)
2. In the box on the end of the ballot, PRINT your name as it appears in AAUW membership records and Branch affiliation. If you are not a member of any particular Branch, PRINT "National Member" or other appropriate affiliation.
3. SIGN the ballot where indicated.
4. FOLD your ballot on the dotted line so that the box with your information is folded away from your cast votes. Once your membership has been validated, the information in the box will be cut off from your cast votes and your votes will then be counted.
5. FILE your ballot by returning it to your Branch President to bulk mail OR by mailing it yourself to: Linda Robbins, AAUW-PA Nominations, 414 Kenilworth Court, Bethlehem, PA 18018.
6. It must be received by March 31, 2019.

OPTION 3: VOTING THROUGH YOUR BRANCH

If your Branch chooses, a vote may be held at the Branch. Your Branch President/Administrator(s) have been sent the instructions for this option. Please check with your Branch leadership to see if they are planning to use this option. If your Branch is not, please vote using Option 1 or Option 2 above.

Candidate information on page 2

Linda Robbins, Nominations Chair

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.

Nominations and Elections Committee Report

2019 Candidates for Election at Annual Business Meeting

FINANCE OFFICER: MARY JO BUCKWALTER

Currently serving first term as AAUW Pennsylvania Finance Officer. Agreed to serve another term.

Mary Jo Buckwalter, of the Doylestown Branch, is the current Finance Officer. She is an active member and has attended regional, state and National meetings and conventions.

MEMBERSHIP VICE PRESIDENT: LINDA TOZIER

Appointed in June 2017 to fill the remainder of Linkey Green’s term. Agreed to serve another term.

Linda Tozier, of the North Hills Pittsburgh Branch, is a candidate for the office of Membership Vice President for AAUW-PA 2019-2021. She has held numerous positions at the National level continuously since 1999; currently as co-chair of Membership Committee. For AAUW Pennsylvania, Linda is currently serving to fill a vacancy as Membership Vice President. Previous positions include; AAUW-PA President, District Coordinator West, Younger Member Chair, Membership Vice President, District 3 Coordinator, District 4 Coordinator and member of Cultural Action Task Force. She brings 10 years of MVP experience to the board. Linda joined AAUW in 1978 and has attended every state convention since 1983 and twelve AAUW national conventions. She became a paid life member in 1985 and is currently the face of AAUW’s “In it for Life” campaign promoting life memberships. When asked the most significant AAUW work in which you participated, she replied: “As a member of the AAUW Membership Committee, I was one of five contributors who created the Shape the Future membership campaign in 2000.” Linda holds both a BS and MS in Education from Bucknell University, with an emphasis on Early Childhood Education.

SECRETARY: AJLA GLAVASEVIC LAUSSEGGER

Appointed in November 2018 to fill the remainder of Joanne Borgesi’s term. Agreed to serve another term.

Ajla Glavasevic Lausegger, a National Member, is a candidate for the office of Secretary. Ajla is a newcomer to AAUW and has made an effort to be immediately involved and impactful in her membership. She is currently serving as interim Secretary, fulfilling the role and duties of the office until the upcoming vote.

Ajla earned her BS in Business Administration with a concentration in Finance from the University at Buffalo and her Juris Doctor from the University of Cincinnati College of Law. Concurrent with her service in AAUW, Ajla is an in-house attorney in the Philadelphia area. While her current role is based in regulatory, environmental, compliance and ethics, and contract work, as well as litigation, Ajla has experience and a passion for gender equality and anti-discrimination efforts. As such, Ajla will be involved in Public Policy initiatives as a way to provide a meaningful contribution to AAUW and is excited for the opportunity to work with such an amazing group of women aligned in their mission and goals.

AAUW-PA ELECTION PAPER BALLOT-2019-2021 (Please mark choices with an "X".)

Membership Vice President Nominee:

_____ Linda Tozier

_____ Other

Finance Officer Nominee:

_____ Mary Jo Buckwalter

_____ Other

Secretary

_____ Ajla Glavasevic Lausegger

_____ Other

Mail entire ballot, using Election Voting Instructions provided, to Linda Robbins, Nominations Chair. Your mailed ballot must be received no later than March 31, 2019 in order for it to be valid and counted. Thank you.

Name of Member (printed):

Branch/Affiliation (printed):

Signature:

Pay Equity

AAUW-PA's goal is to pass pay equity legislation in Pennsylvania by December 31, 2020. How we will do it? It all starts with you.

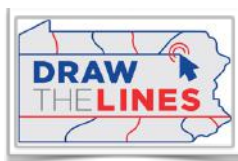
In an AAUW analysis of current state equal pay laws, Pennsylvania's law is considered weak, primarily because it does not cover all employees. We have our work cut out for us.

We will have two opportunities for you to talk to your legislators about equal pay. Because the Pennsylvania legislature will not be in Harrisburg on April 2 (Equal Pay Day) this year, we are asking you to visit them in their home offices to talk about pay equity and gain their support for pay equity legislation. Then on April 9, come to Harrisburg for our annual Equal Pay Rally in the rotunda of the Capitol and visit your legislator in his or her Capitol office. AAUW-PA will provide all the materials you need to have a successful visit. We will also offer training by teleconference on how to lobby in March. Details will be available from your Branch Public Policy Chair or your Branch President.

On the federal level, the Paycheck Fairness Act of 2019 was introduced on January 28 in both the House and Senate. The Paycheck Fairness Act is sponsored by Rep. Rosa DeLauro (D-CT) and Sen. Patty Murray (D-WA). The bill is bipartisan in the House of Representatives and co-sponsored by every Democrat in both the House and Senate. It would:

- Prohibit employers from using salary history,
- Protect against retaliation for discussing pay with colleagues,
- Ensure equal pay for equal work,
- Equalize discrimination claims based on gender, race, and ethnicity, and
- Support employers and employees to achieve fair pay practices.

Barbara Price, Public Policy Co-Chair
aauwppp1@gmail.com



Draw the Lines

The event guide for Draw the Lines is published!
<https://aauw-pa.aauw.net/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 Fair Districts PA (FDPA) or other organizations.

Grants up to \$500 are available from AAUW-PA. Indiana County held an event last October. Erie has an event on April 27 and North Hills Pittsburgh on either May 13, 14, or 15.

STATEWIDE EDUCATION COMMITTEE LEARNS ABOUT PA SCHOOLS WORK

On December 11th, the PA AAUW Education Committee learned about PA Schools Work. This coalition has one mission – to secure equitable and adequate funding for Pennsylvania's public schools. Members come from a variety of groups involved in funding battles, including but not limited to, the teachers' unions, the principals' association and the Pennsylvania School Boards Association. The coalition seeks to involve all stakeholders in their mission including parents, communities, and businesses.

PA Schools Work held its first summit on November 17th at eight different locations throughout the state. Each venue was linked virtually, so all attendees could receive the same information. Ann Pehle attended the Mechanicsburg summit, and other AAUW Education Committee members attended in King-of-Prussia and Altoona.

Attendees learned that local PA taxpayers foot the bill for 55% of all public school costs, and 90% of the costs of career and technical education. Pennsylvania ranks 46th in the nation in terms of providing state funding for public education.

This funding situation has serious implications. As school costs rise and state funding remains stable or shrinks, one-third of Pennsylvania school districts see their financial condition worsening, and are finding it increasingly difficult to fund technical education for students interested in those high demand careers, and to serve special education students, who need an extra boost to be self-sufficient adults.

To rectify this situation, PA Schools Work is asking for \$3 billion more for public education funding in the 2019-2020 state budget. If Governor Wolfe agrees, PA Schools Work will then lobby the General Assembly to pass this budget.

A more equitable school funding plan will enable Pennsylvanians to reap many collective benefits. High quality schools, supported through equitable school funding, enable children to serve as the skilled workers and wise leaders our society needs. Good schools attract families and businesses and bring positive interaction to their communities through activities such as athletics, theater, and other community oriented events.

The Pennsylvania AAUW Board voted to join the PA Schools Work coalition at its January meeting. Here's what you can do to learn more about Schools Work:

- Register at [PA Schools Work](#) to receive their information directly.
- Look at the [Advocacy in a Box](#) on the State AAUW webpage and provide feedback.
- Look for future articles in this newsletter.

Susan Rimby, Harrisburg Branch & Education Liaison

Mark Your Calendars!

The 2019 Annual Business meeting will be held Saturday, April 6, 2019 from 1:30pm to 2:00pm at the Red Lion Hotel Harrisburg Hershey, 4751 Lindle Road, Harrisburg, PA 17111. The agenda includes a President's report and officer election results. No bylaw changes or resolutions will be addressed in odd years. All members are welcome to attend.

2019 is the first year when there isn't both a State Conference and Summer Retreat. We moved to an alternating schedule -- State Conventions in even and Summer Retreats in odd. Mark your calendar so you don't miss them.

2019 Summer Retreat

Saturday, July 27

10:00am to 3:00pm

\$25 per person

Best Western Plus Country Cupboard Inn
Lewisburg, PA

It's All About the Mission

Explore how members and branches are supporting the
AAUW strategic plan

All members welcome! Watch for registration information.

State Convention

April 24-26, 2020

The Central Hotel and Conference Center
Harrisburg

*Purple Sashes and Persistent Women
Celebrating 100 Years of Suffrage*

The Keynote speaker will be Elaine Weiss, author of
The Women's Hour.

Future Meetings

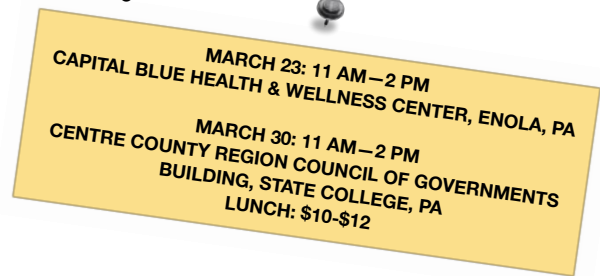
April 5-6, 2019	Board Meeting
July 26-27, 2019	Board Meeting
July 27, 2019 10:00 am to 4:00 pm	SUMMER RETREAT Lewisburg
October 26, 2019	Board Meeting
January 2020	Board Meeting
April 24, 2020	Board Meeting
April 24-26, 2020	STATE CONFERENCE Harrisburg Area

Seeking a Convention Registrar

The 2020 State Convention Registrar is the perfect position to show off your organizational skills. The Registrar is responsible for creating the Convention registration form, gathering all the registrations for the convention, confirming registrations, answering questions regarding the convention, making name tags and registration packets for attendees, organizing the registration desk check-in at the hotel, sending checks to the Treasurer, and working with the Conference Coordinator. You will need access to a computer, email, some knowledge of Microsoft WORD, Excel, and SurveyMonkey (or willing to learn). Contact Ann Pehle (aauwpa.president@gmail.com) to volunteer or ask for more information.

Central District Meetings

The Central District is holding two meetings this year: one in State College and one in Enola, in an effort to make it more convenient for members to attend. You are welcome to attend either meeting.



The topic for both meetings is "Building a movement to support and defend public education in PA." Our speaker is Susan Spicka, Executive Director of Education Voters of Pennsylvania. She is also Vice President of the Shippensburg school board and was an English teacher in the public school system. We will also have a slide presentation of Central District branch activities, lunch, and time to talk about branch activities and projects. Hope to see you there!

Sue Johnston, Central District Coordinator
aauwpacentral@gmail.com

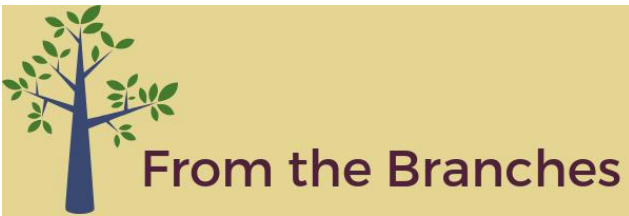
WINE GLASSES

Wine glasses are still available for use as gifts for outgoing officers and award winners.

Contact Linda Robbins for
delivery/shipping.

aauwpaarchives@gmail.com





AAUW Carlisle, along with the YWCA Carlisle, Cumberland Valley Rising, and the Carlisle Youth Council, organized and sponsored a Women's Rally on January 19, on the Carlisle Square. The Rally, a sister event to the rally in Washington, DC, highlighted the ongoing struggle for equality and justice in our local community. Attendance was between 300-400 despite the threat of a winter storm that afternoon. (Thanks to Nancy Sigrist)



AAUW Murraysville hosted French historian and geographer Julien Icher for a discussion of his work as Founder and Executive Director of The Lafayette Trail. Icher is retracing the 1824-25 route of the Marquis de Lafayette including 30 stops in Western Pennsylvania. Among those stops was Friendship Hill, the home of Albert Gallatin, which is now a National Historic Site. (Thanks to Susan Greenberg)



AAUW Johnstown celebrated its 95th birthday with a Christmas luncheon at Sunnehanna Country Club on December 8. The mayor of Johnstown designated October as Johnstown AAUW month in recognition of its many services to the community including its especially notable used Book Sale in June. (Thanks to Deanna Haddle)



AAUW Lower Bucks featured AAUW Fellowship Grant awardee Lindsey Tepfir, who is studying cognitive neuroscience at Temple University. Branch members were fascinated with Lindsey's research and could see how AAUW monies are being used. (Thanks to Barbara Price)



AAUW Reading is partnering with the Albright College student chapter of N.O.W. to host LUNAFEST®, a unique inspirational film festival featuring short films by, for, and about women. The festival will be held Saturday, March 30 at Albright College with community festivities beginning with a reception at 6:00 pm and film screening at 7:00 pm. There will be discussion following the films. Tickets are \$25 and available until March 28 through local AAUW members. (Thanks to Carol Toomey)

News from our Collegiate Affiliates

Understanding the differences among College/University membership categories

College/University (C/U) Member—A college or university joins AAUW as an institutional member to promote equity at all levels of the organization. C/U members may take advantage of leadership and diversity programs for their students, faculty, and staff; collaborate with branches/affiliates on community programs; receive national visibility; and benefit from AAUW's powerful network. See [AAUW College University Partners](#).

College/University (C/U) Representative—An employee who is appointed by a College/University Member to receive AAUW correspondence and publicize AAUW on campus. Each campus may appoint two. These representatives receive a national membership each year they serve.

College/University (C/U) Liaison, State and Branch—A liaison appointed by AAUW-PA or a branch to work with a college or university to build programs and other ties of mutual interest and/or to encourage a non-participating college or university to become a C/U Member. The liaison can be particularly effective in communicating information about local activities and the National Conference for College Women Student Leaders (NCCWSL).

For more information please go to the AAUW-PA Website <https://aauw-pa.aauw.net/> and the College/University/Students tab.

Peggy Schmiedecke, College/University Liaison
aauwpacu@gmail.com



La Roche College AAUW SO Service Project. Repurposed Thrift - Proceeds benefit [Living in Liberty](#), a group that facilitates the restoration of dignity and freedom to women and children who are victims of human trafficking.

Have you read the year-end Outlook Magazine?

If you have, then you saw this photo:

<https://www.aauw.org/who-we-are/outlookmag/>

That is Barbara Price, AAUW Pennsylvania Public Policy Co-Chair shaking Governor Wolf's hand after her remarks at the Executive Order signing banning the asking of salary history for state executive jobs.



Tips for Sorting and Organizing Files for the Archives

I recently assisted a Branch in preparing their files for deposit at the State Archives in Harrisburg. I thought this would be a good time for a few reminders.

You are not required to send your records to Harrisburg if you already have a permanent home designated. I would still be available to assist in document preparation, no matter where they are going. I can travel to your location to help in any way necessary.

Agendas, minutes and reports should be printed (double sided if possible) with separate pages for different categories. They may be filed separately and it is difficult to achieve if membership and public policy are on the same page.

Be sure branch name is on the initial page and each page is numbered and dated, (and second side if double sided). If a new report is completed to supersede older version (e.g. Bylaws), date new version under older date.

As I am continuing this initiative, I have found only a few original charters, so I become very excited to find one in my recent branch visit. They are like gold.

Put me to work in 2019.

Linda Robbins, Archive Chair
aauwpaarchives@gmail.com

How to Support AAUW's Mission

Thank you for promoting equity for women and girls by supporting AAUW's critical work! When supporting the following funds, you give AAUW the ability to carry out its bold, strategic vision for the future.

AAUW Greatest Needs Fund (9110)

Allows AAUW the flexibility to respond rapidly to new and emerging challenges facing women and girls and to utilize your gift where it's needed most. This fund ensures the strength, relevance, and viability of AAUW into the future.

Education and Training Fund (4450)

Addresses the barriers and implicit biases that hinder the advancement of women by championing equal access to education and ensuring that education at every level is free from sex discrimination.

STEM
Title IX
Pathways to Jobs
Pay Equity
Title VII
Retirement Security
Career
Workplace
Training

Examples of programs include:
Fellowships Alumnae Initiatives
Fellowships and Grants
Public Policy
Research

Economic Security Fund (4449)

Ensures livelihoods for women through achieving pay equity for women, providing training in salary negotiation, and deepening women's retirement security and quality of life.

STEM
Title IX
Pathways to Jobs
Pay Equity
Title VII
Retirement Security
Career
Workplace
Training

Examples of programs include:
Start Smart
Work Smart
Work Smart Online
Legal Advocacy Fund

Leadership Fund (4452)

Supports the effort to close the gender gap in leadership opportunities by bolstering the participation of and increasing the number of girls and women in leadership roles, particularly in education and nonprofit organizations.

STEM
Title IX
Pathways to Jobs
Pay Equity
Title VII
Retirement Security
Career
Workplace
Training

Examples of programs include:
Campus Action Projects
Empower
NCCWSL



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Bylaws Chair (off Board)	Susan Nenstiel (Allentown) aauwpabylaws@gmail.com

Updated AAUW Funds Reflect New Strategic Plan

What motivates you to belong to AAUW? Our valuable research reports? Support for fellowships for women for higher education? Our work on campuses and with students? Leadership development? Pay equity? Our public policy issue briefs and lobbying? Working to end employment discrimination? There are many great reasons to belong, and each of them needs our support. Fortunately, there are AAUW Funds to donate to that will make all of this work possible.

AAUW has recently altered its Funds structure to better align with the new AAUW Strategic Plan, reducing to four the Funds to which individuals and branches can make donations:

- [AAUW Greatest Needs Fund \(9110\)](#), formerly known as The AAUW Fund, the Fund to which I urged you all to donate in my Fall 2018 Keystoner article. This should be your go-to fund, and I repeat my exhortation to give to this Fund if you can. The new name should provide greater clarity for members as to how money donated to this Fund is used. Donations to this Fund provide AAUW with money to support ALL AAUW initiatives, and possibly take advantage of unexpected opportunities and respond to unanticipated needs. ALL AAUW programs can draw from this Fund.
- [Education and Training Fund \(4450\)](#)
- [Economic Security Fund \(4449\)](#)
- [Leadership Fund \(4452\)](#)

Look at AAUW Fund Diagram to the left to see how interwoven our Funds now are with our work and what initiatives fall under each one. Many issues of concern to AAUW, like Title IX, have multiple components: legal, advocacy, and research, so AAUW has greater flexibility when its Funds are correlated to issue areas than to specific types of programs as they were in the past.

Why make these changes? One big reason is that many previously targeted Funds are so well endowed that we cannot immediately use the generous donations made to them. For example, according to Tremayne Parquet, Deputy Director of Advancement, "we have over \$100 million in endowed funds in Fellowships and Grants that are so restricted only a portion can be used every year. ... We hope that members start to shift their giving to broader issues rather than specific programs."

How Can You Contribute?

You can contribute any amount at any time. There are several easy ways to make donations to AAUW, both as individuals and at the branch level:

- Online through the AAUW Donate button at the top of the home page: <https://www2.aauw.org/donate-gift/>
- Online through the AAUW Member Services Database (MSD): Log in to your account. Near the top is a button called "Individual Contributions." Click on that, and you will get at the top an option to donate to any AAUW fund. At the bottom of that page will be a list of all donations you have made to date this calendar year.
- By mail (paying by credit card or check): Use the new Contribution Report Form (CRF): <https://www.aauw.org/resource/contribution-report-form-crf/>. Note that you need member numbers on this form. Use the CRF to submit contributions to AAUW or the AAUW Action Fund.

ALL donations, large and small, are very much appreciated at any and every time of the year. Thank you in advance for your support of AAUW's mission and work!

Deb Roney, Funds Chair
aauwpaauwfunds@gmail.com

Website Submissions

Please send news for the AAUW-PA website to 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, please send an updated address list for paper subscribers when they occur to: aauwpaad@gmail.com

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 the Keystoner editor at

aauwpakeystoner@gmail.com

Please put "For the Keystoner" in the Subject line!

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