

## Pay Equity

AAUW's goal is to have pay equity by 2030. 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 and the members of your branch. Here is our plan for the next few months.

1. Branch members visit with state representatives and senators in their home offices to introduce AAUW and our issues to them and learn of their concerns, especially if you have a new legislator.
2. Branch members participate in a conference call training on March 19 to learn how to lobby legislators on pay equity.
3. April 2, Equal Pay Day - visit your legislators at home to talk about pay equity and gain their support for pay equity legislation. House and Senate are not in session in Harrisburg.
4. On April 9, come to Harrisburg for a rally in the rotunda of the capital for equal pay and visit your legislator in their capital office. Both House and Senate will be in session.

We will provide all the materials you need. In February we will mail all branches our public policy priorities post cards. These are great to hand to legislators or their staff to introduce AAUW. They will be sent to branch public policy chairs (BPPC) or the branch president if the branch does not have a BPPC. Separate attachments are included with this issue of Highlights on How to Visit Your Legislator, the PA Road Map for Pay Equity, and the PA Pay Gap

Numbers by federal congressional district. These are great resources to leave behind in this first visit.

Another great way to move toward pay equity is to learn salary negotiation. Join AAUW in the [Members Mobilize a Million](#) challenge. Share the free online Work Smart course with 20 friends, family members and a wider network.



**GET PAID  
WHAT YOU'RE  
WORTH.**

Take AAUW's FREE online salary negotiation training to get the salary you deserve!

salary.aauw.org

AAUW WORK SMART ONLINE

## **YOU and your BRANCH can make a difference for Public Schools!**

To support a strong system of public education that promotes gender fairness, equity, and diversity, [AAUW advocates](#) adequate and equitable funding of quality public education for all students. But how can an AAUW branch hope to make any kind of meaningful contribution to this huge effort?

We know many AAUW members are passionate supporters of public education. And, some branches have Education Committees. The AAUW Pennsylvania Education Committee has worked over several months to determine how our efforts can be maximized. We have concluded that it is only by partnering with other strong, effective organizations and working together with them that we can make the sizable impact that is needed to change the downward spiral of funding that so heavily affects the outcomes of students and schools. After reviewing the goals and strengths of many pro-public education organizations we discovered that there is one that has been created as a coalition through which many are working together to maximize the impact they have.

**PA Schools Work** is a 501(c)(3) that has already made an impact on the landscape by producing highly-respected, verifiable data for the public as well as for legislators about the growing gap in funding our schools. Did you know that Pennsylvania is 50<sup>th</sup> in the U.S. on the funding gap between wealthy and poor districts? Wealthy districts spend 33% more per student than do poor districts. And PA is 46<sup>th</sup> out of 50 in the state's share of education funding!

**As a Public Policy Leader, you can help your Branch to be a Public-School Advocate by following these simple steps:**

1. Explore the resources and tools at <https://aauw-pa.aauw.net/education-funding-advocacy-in-a-box/>
2. Read the [Introduction to PA Schools Work](#) to understand the issue and answer members' questions.
3. Distribute the [PA Schools Work one-pager](#) to members at a branch meeting.
4. Consistently and constantly include information in your branch newsletter and at branch meetings through June 2019. You can use information from the "Introduction to..." or from the PA Schools Work website.

5. Write at least one Letter to the Editor to your local newspaper
6. Conduct at least one meeting with your Pennsylvania House Representative
  - a. Do this as a member of AAUW so you can discuss all AAUW issues. Include mention of PA Schools Work as one of the issues presented. You should develop an AAUW relationship with your Pennsylvania Representative early in the General Assembly so we can "trade" on it for our issues.
7. Reach out to local people working within the PA Schools Work network to get connected with local events and activities.
8. Watch for notices from the "Two-Minute Activist." You will be notified of quick, important work that you can do when an item of vital importance is at stake. Make sure your members are signed up as "Two-Minute Activists!" Together with your branch, AAUW-PA can make a real difference in the future of public education in PA!

Fran Pierce, State Education Committee  
West Chester Branch

## **Women's Law Project Launches #MeTooPA**

On January 17, the Women's Law Project launched [MeTooPA](#), a new, FREE confidential service for Pennsylvania students and low-wage workers who have experienced sexual harassment or assault.

"Students and low-wage workers experience shockingly high rates of sexual harassment and assault, and the consequences can be life-changing. Far too often, these victims feel isolated, unsure of their rights, or fear they won't be believed or helped," said Sue Frietsche, Senior Staff Attorney at the Women's Law Project. [MeTooPA](#) services include:

- Confidential, victim-centered evaluation of your experience by an attorney
- Information and education about your rights at school or on the job
- Free legal representation in appropriate cases
- “Warm” referrals to additional resources in the community for counseling and support  
Services are provided in both English and Spanish.

Although sexual harassment and assault can happen to anyone, young women, low-income women, women and girls of color, people with disabilities, and gender non-conforming people experience disproportionate rates of sexual harassment and assault.

The statistics regarding sexual harassment in schools are sobering. More than half of 7<sup>th</sup>-12<sup>th</sup> grade girls have experienced some form of sexual harassment.<sup>1</sup> And the rates are even higher for young black girls and girls with disabilities.<sup>2,3</sup>

Learn more at [MeTooPA](#)

References:

1. [Crossing the Line: Sexual Harassment at School](#), AAUW, 2011.
2. [Stopping School Pushout for Girls Who Have Suffered Harassment and Sexual Violence](#), National Women’s Law Center, 2017
3. [The 2015 National School Climate Survey](#), GLSEN, 2016

If you are a student or low-wage worker who has experienced sexual harassment and/or assault & need help, call 412.281.2892, or visit [MeTooPA.org](#).



Free, confidential help for people traditionally underserved by the legal system.

## Analysis of the Proposed Title IX Regulations

Confused about what the proposed changes to Title IX mean? Attorneys at the Women’s Law Project have analyzed the U.S. Department of Education (DOE) proposed amendments to Title IX regulations which offer a clearer explanation of the proposed rules. You can read the Women’s Law Project [summary](#) here.

AAUW and AAUW-PA submitted comments to the Department of Education opposing the new rules. Apparently, the Department has been inundated with approximately 100,000 public comments on its proposed new rules. It may take months to review the comments and respond. That means it could be close to the 2020 election before any new regulations take effect.

## Gateway to Equity Awards

The AAUW Gateway to Equity Award honors an individual, group or organization that has shown by action and philosophy the promotion of the AAUW mission to advance gender equity for women and girls through research, education, and advocacy.

A [Gateway-to-Equity-Toolkit](#) and [Gateway-to-Equity-Award-Certificate](#) are available [here](#). Send Award Nomination by

**FEBRUARY 15, 2019** to Kim Hoeritz and Barbara Price at the emails listed below.

### Be sure to let us know about your branch public policy activities and events

- Send event details (name and type of event, date held, outcomes) to

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Barbara [aauwpapp1@gmail.com](mailto:aauwpapp1@gmail.com)