



It's All About the Mission

*Explore how members and branches
are supporting
AAUW's Strategic Plan
Beyond Aspirations*

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

Flip Chart Poll

- Most Memorable Moment of FY19 (last “year”)
- Challenge for FY20 (this “year”)

Available all day for you to add your thoughts

Agenda

Time	Topic
10:00 am	Welcome and Introduction
10:15 am	AAUW National Update
10:45 am	Exploring Beyond Aspirations
11:45 am	LUNCH Country Cupboard
1:00 pm	AAUW Pennsylvania Strategic Plan
1:30 pm	Economic Security and Equal Pay in Pennsylvania
2:00 pm	Counterparts
2:45 pm	Closing

Welcome

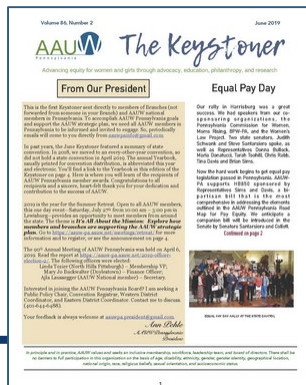
- Members from 20 Branches

**Beaver Valley
Carlisle
Doylestown
Easton
Erie
Harrisburg
Hazelton**

**Huntingdon
Johnstown
Lansdale
Lebanon Valley
Lower Bucks
Makefield
North Hills Pittsburgh**

**Pottstown
Reading
State College
Valley Forge
West Chester-Chester County**

- 4 AAUW National members



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



@ AAUWPennsylvania



AAUW Pennsylvania Board

Elected Officers

Ann Pehle

Lee Wolfe

Linda Tozier

Ajla G. Laussegger

Mary Jo Buckwalter

President *

Program VP *

Membership VP **

Secretary **

Finance Officer **

Carlisle

Lansdale

North Hills Pittsburgh

AAUW National

Doylestown

* 2018 – 2020

** 2019 – 2021

AAUW Pennsylvania Board

Appointed Positions

Deb Roney

Linda Robbins

Pat Byerly

Susan Nenstiel

Peggy Schmiedecke

Jordan Glover

Susan Johnston

Peggy Jennings

Barbara Price

Barbara Zaborowski

AAUW Funds Chair

Archives Chair

Administrative Director

Bylaws

Convention Registrar

College/University Liaison

Diversity & Inclusion Chair

District Coordinator, Central

Keystoner Editor

Public Policy Chair

Convention Coordinator

Huntingdon

Bethlehem

Pittsburgh

Allentown

North Hills Pittsburgh

State College

State College

Carlisle

Lower Bucks

AAUW National

AAUW Pennsylvania Board

Open Positions 2019 -- 2020

- District Coordinator, East
- District Coordinator, West
- Public Policy Chair
- 2020 – 2022 Nominating Committee Chair

Open Positions 2020 -- 2022

- All Appointed

July	In-person; Friday and Saturday
October	In-person; Saturday
January	Video conference; Two 2-hour evenings
April	In-person; Friday and Saturday

QUESTIONS

AAUW NATIONAL UPDATE

2019 State Convention Video



<https://youtu.be/ksjk5NEZI3Y>

Right Size AAUW for Today and Tomorrow

- Tough Decisions
 - Eighteen positions eliminated
 - Projects reviewed based on capacity; mission; Strategic Plan; ability to have an impact
- AAUW can be effective as a \$15-\$16 million organization
- FY20 Budget
 - First balanced budget in a decade
 - 15% of budget comes from member dues

Full review of financials

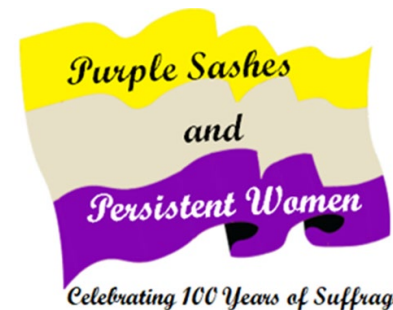
<https://www.aauw.org/kim-churches-leader-webinar-presentation-for-5-21/>

National Convention

- AAUW National Convening Task Force
 - Announced at June 2017 convention
 - No convention in 2019
 - Scaled down event in Washington D.C. in 2020
- No AAUW National in-person convention
- Series of virtual events beginning January

Message about Virtual Convening

<https://www.aauw.org/convention/>



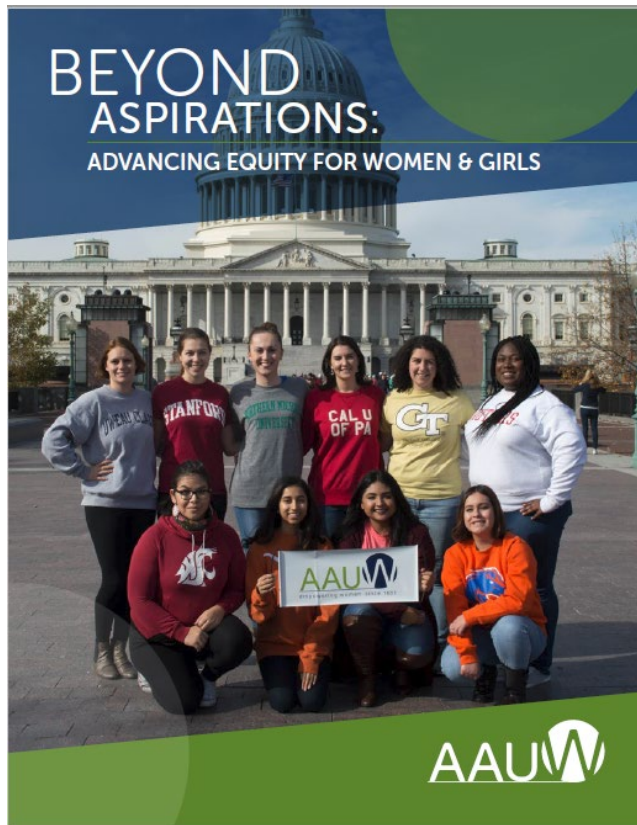
April 24 -26, 2020

QUESTIONS

BEYOND ASPIRATIONS: ADVANCING EQUITY FOR WOMEN AND GIRLS

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





Strategic Areas of Focus

Addressing the barriers and implicit biases that hinder advancement of women

Ensuring livelihoods for women



Closing the gender gap in leadership opportunities

Ensuring the strength, relevance, and viability of AAUW well into the future

Mission

To advance gender equity for women and girls through research, education, and advocacy.

Vision

Equity for all.

Values

Nonpartisan.
Fact-based.
Integrity.
Inclusion and Intersectionality.

Champion pay equity
federally and in all
U.S. states and
territories.

Lead the nation in
providing salary
negotiation
programs for
employees and
employers.

Train 10 million
women in salary
negotiations by
2022.

ECONOMIC SECURITY AND EQUAL PAY

Focus for ~~FY19~~ FY20

Member Engagement Resources

- <https://www.aauw.org/resource/strategic-plan-engagement-for-members/>
- 10 Steps to Make a Difference with AAUW
 - 5:51 minute video
 - Click  for Resources

AAUW Affiliate and Member Projects for Economic Security and Pay Equity

- + Members Mobilize a Million
- + Resources Road Map
- + 2019 State Conventions
- + Advocacy
- + 2019 Equal Pay Day
- + Local Work Smart Workshop Support
- + Invest in AAUW

Members Mobilize a Million



Ideas for to promote AAUW Work Smart Online as
State, Branch, Individual

Resources

- Bookmark
- Social Media shareables
- Email templates

**YOU can register for
AAUW Work Smart online TODAY**
salary.aauw.org



[https://aauw-
pa.aauw.net/
aauw-work-
smart/](https://aauw-pa.aauw.net/aauw-work-smart/)

Branches Taking Action

- Announced Mobilize a Million at branch meetings
- Included information in newsletters
- Asked Board members to enroll in AAUW Work Smart online
- Posted and reposted on Facebook
- Held an AAUW Work Smart online event – everyone logged in and started the course; great dialogue while going through.

Bethlehem



Challenged members to
distribute 500 AAUW
Work Smart bookmark to
every woman they meet—
no matter where. . . .
Even outdoor spin class!

Lansdale

Short presentation about AAUW Work Smart Online at branch meeting

- Members encouraged to make list of persons to contact
 - Provided email template to invite
- Created flyer
- Distributed bookmarks

AAUW WORKSMART
salary negotiation for women

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____
9. _____
10. _____
11. _____
12. _____
13. _____
14. _____
15. _____
16. _____
17. _____
18. _____
19. _____
20. _____
21. _____
22. _____
23. _____
24. _____
25. _____

Email Template:
Below is a starter message for promoting the Work Smart On-Line program. You can use all or part of it and add your personal note to encourage everyone you can think of to take this valuable free workshop.

Email Template for Promoting Work Smart On-Line Program:

Subject: Learn to negotiate your salary—and close the pay gap!

Body Text:

As you may know, I'm a proud member of AAUW—and I am excited to tell you about our new initiative:



AAUW is introducing **Work Smart Online**, a free salary negotiation course to help women better their financial future!

This easy, engaging e-tool will teach you to:

- Learn the market value of your skills and experience
- Determine an equitable "target salary"
- Ask for—and get—the pay you deserve

Take Work Smart Online today and improve your financial future!

Then Pass it ON.....

 [Share on Facebook](#)  [Share on Twitter](#)



Negotiating your salary or benefits? Preparing for a promotion? Don't leave money on the table!

TAKE AAUW'S **FREE** ONLINE SALARY NEGOTIATION COURSE TODAY!

salary.aauw.org



 THE Coca-Cola FOUNDATION

Coca-Cola has awarded AAUW a \$500,000 grant for the Work Smart on-line program so that we can offer it to you for **FREE!**

North Hills Pittsburgh

Published in the April newsletter

Make Time for Action on Equal Pay Day

Tuesday, April 2, is a great day to take action on the gender pay gap. It's the date that symbolizes how many days into the year women must work to earn what men made in the previous year.

If you have...

One minute: Register for Work Smart Online to learn salary negotiation skills. Then take the course at your leisure.

Two minutes: Become a two-minute activist.

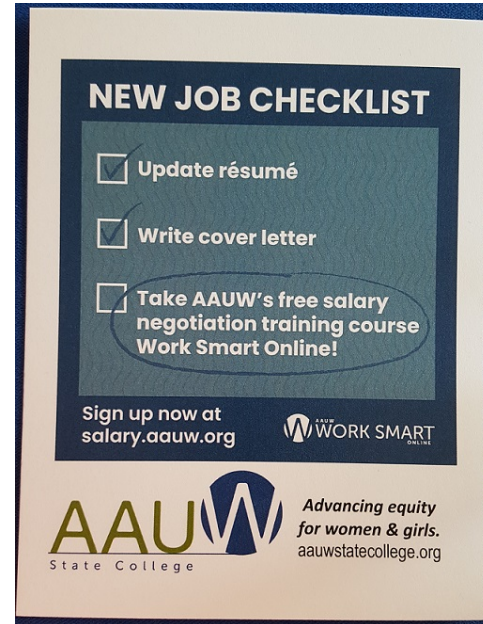
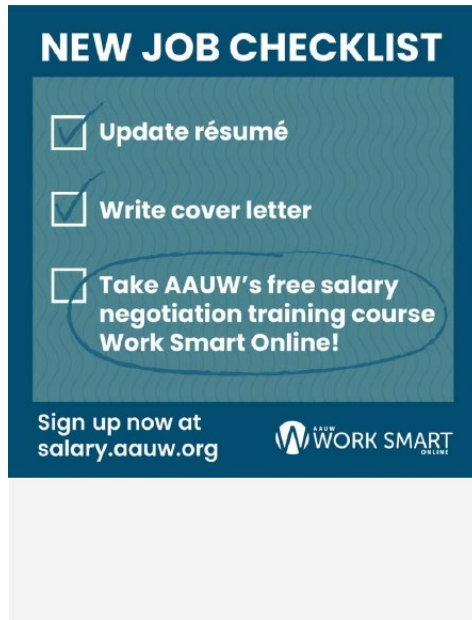
Five minutes: Send an email to five women you know who could use a raise, or tag them on social media, to tell them about Work Smart Online.

One hour or less: Write a letter to the editor or op-ed about the gender pay gap for your local paper.

One day or more: Host an online salary negotiation night at your library or community center.

State College

Created postcard to distribute during Booksale.



Wrote and sent press release

Get Paid What You're Worth

Carlisle

Collaborated with two organizations to hold an AAUW Work Smart workshop.

DON'T LEAVE MONEY ON THE TABLE!

Attend a free AAUW Work Smart salary negotiation workshop for working women.

AAUW
CUMBERLAND VALLEY RISING

WORK SMART

Saturday, June 29, 2019
10:30 am–12:30 pm
Boater Memorial Library
158 W. High Street, Carlisle

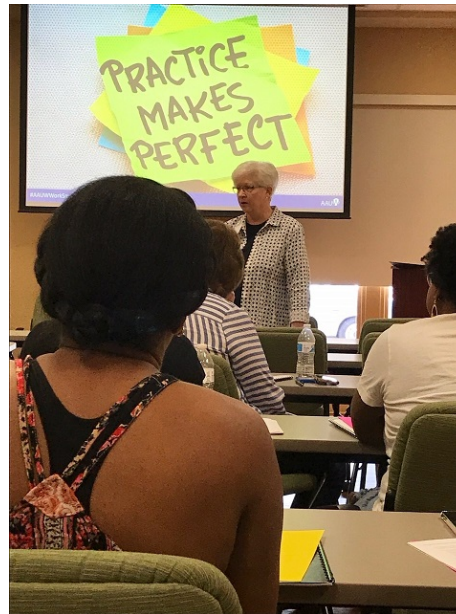
The events are free, but require registration at <https://tinyurl.com/yoooyudd> or by using the QR Code to the right.

Child Care Provided!

Sponsored in Partnership with
Cumberland Valley Rising, Hope Station and
the National Coalition of 100 Black Women

NCBW
100
The National Coalition of 100 Black Women
HOPE STATION
2019-2020





QUESTIONS



Invest in AAUW

- Donate Individually and as Branch

<https://ww2.aauw.org/donate-gift/>

<https://www.aauw.org/resource/the-aauw-fund-faq/>

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

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.

Pay Equity Title VII Retirement Security

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.

Career Workplace Training

Examples of programs include:
Campus Action Projects
Empower
NCCWSL

Greatest Needs Fund

- Is unrestricted
- Funds AAUW's Economic Security work

<https://www.aauw.org/economic-security/>

Donate TODAY

- All donations to Greatest Needs Fund
- Use the envelope in your packet to ensure you and your branch gets credit.
 - Check or cash
 - Put the envelope with donation into the mailboxes on the table
 - Credit Card
- Hold branch fundraising event

THANK YOU

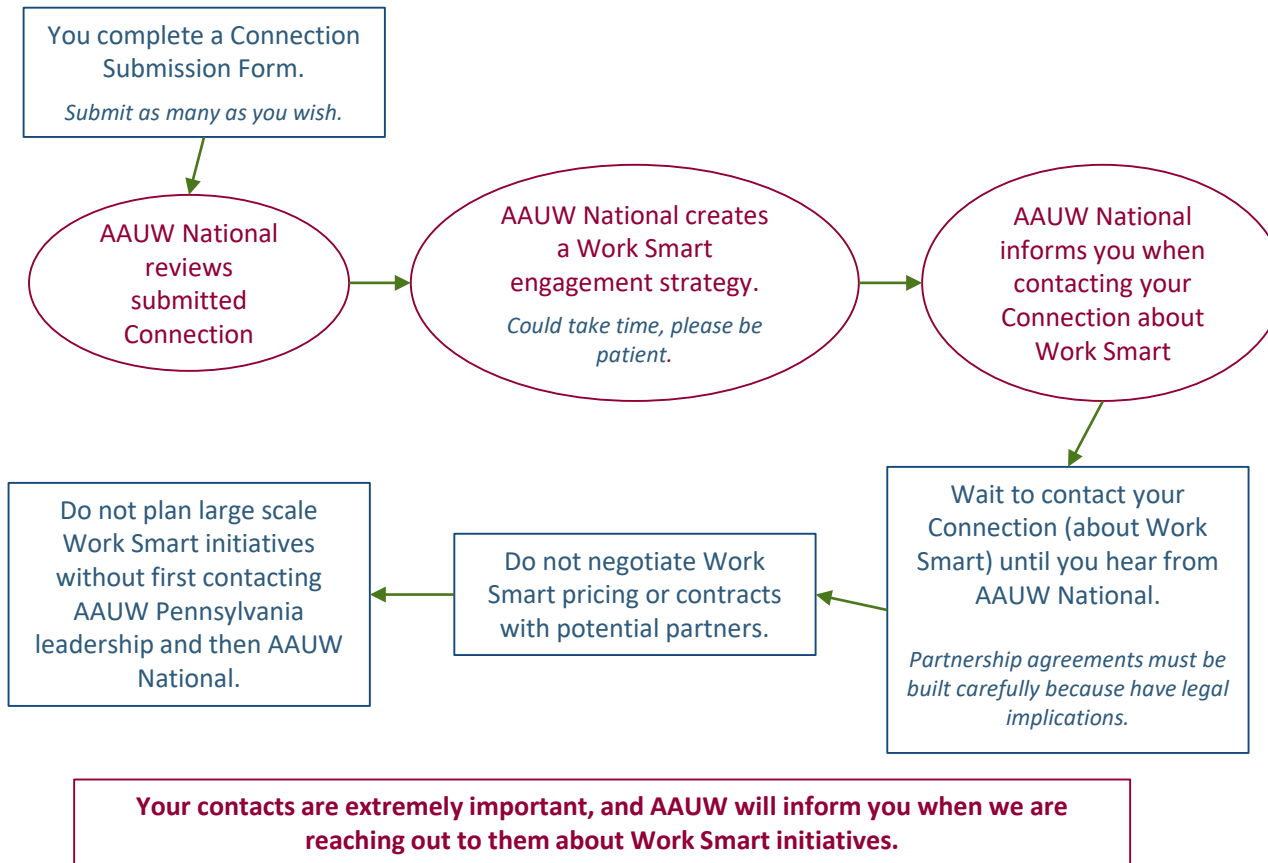
QUESTIONS

Community Resource Mapping



- Resources Road Map
 - Identify resources in your community, and your connections to them, that could help build and advance AAUW's work.
- Find partners, host sites, participants and facilitators
- Create Local/State advisory boards
- Determine the best way to market our initiatives; i.e. radio, newspaper, online
- Assess funding sources

Submitting a Resource



Submit Resources

Online form

<https://www.aauw.org/resource/community-resource-mapping-form/>

Paper form

<https://aauw-pa.aauw.net/files/2019/07/Community-Resource-Submission-form.pdf>

You don't know who your members know. . . .

- Incorporate a community resources activity in a branch meeting
- Include in newsletter; more than once
- Brainstorm at a Board meeting

QUESTIONS

Small Group Discussion

- Board member will take notes
 - Economic Security and Equal Pay Focus
 - One action you will take?
 - One action you want your Branch to take?
 - Community Resources
 - List connections and share (because that will be a spark)
- Count off 1, 2, 3, 4
- Gather
 - 1 and 3 – Baylor
 - 2 and 4 – Tomlinson Hastings
- Leave for lunch between 11:45 and Noon
- Back here at 1:00 pm

LUNCH
SEE YOU AT 1:00 PM

“Crowd-Research” Project

- Catalog the 124,000+ comments that were filed by members of the public in response to the Title IX Notice of Proposed Rulemaking (NPRM)
- Combine the work of many volunteers to create a database to catalog specific categories of information
- Goal is to complete catalog by August 31, 2019
- How you can help
 - Volunteer for The Big Comment Catalog
 - Share information with someone who will volunteer
 - Encourage students (Interns, RAs, and Summer Associates)

Sign up for more information via email

AAUW PENNSYLVANIA STRATEGIC PLAN

To that end, the Board of AAUW Pennsylvania will:

- Support and mentor branches and members across all demographics.
- Serve as a **liaison** between national AAUW, Pennsylvania branches, and individual members.
- Focus national and state goals for branches, **providing ideas and resources to help branches** of all sizes work toward those goals.
- Support and **advocate for Pennsylvania legislation** that empowers women.
- Provide **leadership on important issues** and help show their relevance at the state and local levels.
- Launched President Conference Calls.
- Board members updated and provided information to branch counterparts.
- **Email direct to branch and AAUW National members.**
- Board members invited to branch events.
- **Branch Conversations very successful.**
- Mentored student organizations.
- **Assisted two branches with starting student organization in local college.**
- Published Keystoner, Highlights, FYI.

Branch Conversations

Branch	Pre-Survey	Conversation	Branch	Pre-Survey	Conversation	Branch	Pre-Survey	Conversation
Allentown	yes	yes	Harrisburg		yes	North Hills Pittsburgh	yes	yes
Beaver Valley		yes	Hazleton	yes	yes	Pittsburgh	yes	yes
Bethlehem	yes	yes	Huntingdon	yes	yes	Pocono Area		
Bradford	yes	yes	Indiana Co	yes	yes	Pottstown Area		
California			Johnstown	yes		Reading	yes	yes
Carlisle	yes		Lansdale	yes	yes	Scranton		
Clearfield Area	yes	yes	Lebanon Valley	yes	yes	State College	yes	yes
Doylestown	yes	yes	Lock Haven	yes	yes	Towanda		
Eastern Delaware Co			Lower Bucks	yes	yes	Valley Forge	yes	yes
Easton	yes	yes	Makefield Area	yes	yes	Washington		
Erie		yes	Murrysville	yes	yes	West Chester-Chester Cnty	yes	yes
Fox Chapel Area	yes		NEMCO	yes	yes	York	yes	

Completed Pre-Survey

26 or 72%

Conversation with Board Member

25 or 69%

President Conference Call

Wednesday, September 25

7:00pm

Agenda = Branch Conversations

Pass Equal Pay legislation in the 2019-2020 General Assembly. (Economic Security)

- Decided not to actively support any Pennsylvania legislation that doesn't remove the FLSA exemption.
- First time ever – have a Senate bill that we can support.
- Governor Wolf Executive Order June 2018 prohibiting salary history question in executive branch interviews
 - Photo Beyond Aspirations, page 11
- First Lady Equal Pay Roundtables
- You can Support
 - Meet with your legislators
 - Respond to Two-minute Activist requests
 - Commemorate Black Women's Equal Pay Day on August 22

Implement AAUW Work Smart salary negotiation workshops across Pennsylvania. (Economic Security)

- Project underway with Pennsylvania Commission for Women to hold six workshops Sept -- Dec
 - Harrisburg Area
 - York
 - Wilkes-Barre/Scranton
- You can support
 - Complete Community Resource Mapping
 - Become a facilitator or recruit facilitators
 - Volunteer to be the workshop coordinator
 - Publicize
- Joining project underway by Pittsburgh Gender Equity Commission to replicate Boston initiative.

Provide financial support for college students to attend NCCWSL.

(Education & Training; Leadership)

- Manage the application and selection process for AAUW Pennsylvania NCCWSL grants
 - Awarded 8
 - AAUW Pennsylvania budgets 4
 - Additional 4 funded with donations from Allentown, Bethlehem, Pittsburgh branches and an individual.
- Several Branches have own application and selection process
- You can support
 - Paying state dues
 - Donate to AAUW Pennsylvania for a scholarship—branch or individual
 - Branch grant

Develop fair district lines in Pennsylvania through participation with Fair Districts PA and Draw the Lines. (Education & Training; Economic Security, Leadership)

- AAUW Pennsylvania is endorsing organization of FDPA
- Awarded 3 Branches Draw the Lines grants
 - Indiana County
 - Erie
 - North Hills Pittsburgh
- State Convention focus
 - April 2018 at Seven Springs
 - April 2020 – Common Cause speaking about voting reforms
- You can support
 - Hold a Draw the Lines event
 - Become the Issue Specialist for redistricting reform
 - Get involved with Fair Districts PA

<https://aauw-pa.aauw.net/redistricting-reform-advocacy/>



Demonstrate support for public education in Pennsylvania. (Education & Training)

- AAUW Pennsylvania
 - Friend of Education Voters PA and Susan Spicka (educationvoterspa.org)
 - Endorsing organization of PA Schools Work (paschoolswork.org)
- AAUW Pennsylvania Education Committee
 - Develop policy and process for branch Girls' Recognition and High School Senior scholarship Programs
 - Published OpEds and LTEs and Keystoner articles
 - PA Schools Work
 - Gathered lack-of-funding stories
 - Created branch activity to support – postcard campaign
- You Can Support
 - Join AAUW Pennsylvania Education Committee
 - Public Policy committee become involved in education issues
 - Subscribe to EdVotersPA and PASchoolsWork



Does Your Branch have a Plan?

- Start simple
- Ideas at <https://aauw-pa.aauw.net/strategic-plan/>
- Contact me for assistance
aauwpa.president@gmail.com

QUESTIONS

ECONOMIC SECURITY AND EQUAL PAY IN PENNSYLVANIA

COUNTERPART DISCUSSIONS

	Leader/s	Location
President /Co-President/Executive	Ann Pehle Pat Byerly Susan Nenstiel	Baylor
Program	Lee Wolfe	Brosious
Membership	Linda Tozier Jordan Glover	Baylor
Finance	Mary Jo Buckwalter	Tomlinson Hastings
Public Policy AAUW National	Barbara Price Barbara Zaborowski	Brosious
AAUW Funds Other Leadership	Deb Roney Ajla Laussegger Peggy Schmiedecke	Tomlinson Hastings
Regular Member Undeclared	Peggy Jennings Sue Johnston	Brosious

Back Here at 2:45 pm



CLOSING

Before Saying Good-bye

- Evaluation sent via email
 - Please complete so we can get better on purpose
- State Meetings
 - State Convention April 24 – 26, 2020
The Central Hotel and Conference Center, Harrisburg
 - Summer Retreat July ??, 2021
- Stay Current
 - Keystoner
 - President Conference Calls and FYI
 - All member emails from aauwpainfo@gmail.com
 - Website <https://aauw-pa.aauw.net/>
 - Contact me at aauwpa.president@gmail.com



April 24 -26, 2020



P e n n s y l v a n i a