



The Keystoner

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

From Our President

Happy FY20! Having completed my first year of the two-year term as AAUW Pennsylvania President, I am looking forward to another successful year. One innovation of the year is delivering the Keystoner directly to branch and national members via aauwpainfo@gmail.com.

AAUW Pennsylvania had a very productive FY19 thanks to the contributions of every Board member. Please take a minute to review our [annual report](#). Kim Hoeritz resigned as Public Policy Chair and I am pleased to announce the appointment of Jacqui Rogers, Doylestown, to join Barbara Price as Public Policy Chair. Linda Tozier accepted the position of 2020-2022 Nominations Chair. With great joy, I report there are no other Board changes. I really enjoy working with these very talented and dedicated individuals.

Seventy-seven members representing 22 branches and six AAUW National members attended the Summer Retreat on July 27. In our new schedule, this was the only 2019 statewide meeting. The day was filled with exploring the AAUW mission and how branches and individuals can participate. The presentation and meeting materials are at <https://aauw-pa.aauw.net/meetings/retreat/>.

Our next statewide meeting is the AAUW Pennsylvania State Convention, April 24-26, 2020 in Harrisburg. Celebrating 100 years of suffrage, Purple Sashes and Persistent Women opens Friday night with Elaine Weiss, author of *The Women's Hour*, as keynote speaker. More information about concurrent sessions and speakers will be shared throughout the coming months. Registration is open at <https://aauw-pa.aauw.net/2020-state-convention/>.

You can always reach me at aauwpa.president@gmail.com.
Have a great FY20!

Ann Pehle
AAUW Pennsylvania
President

3 Important AAUW Announcements

One. Entering this fiscal year, AAUW staff and Board of Directors made some very difficult decisions to right size the organization from \$20-\$22 million to \$15-\$16 million. This involved reducing staff headcount and cutting projects/programs that did not reflect or support Beyond Aspirations, the strategic plan. Only 15% of revenue is generated from member dues. That means to accomplish the gender equity advocacy work to change the lives of women and girls, AAUW relies on your donations and big funders—corporations, foundations, grants—for 85% of revenue. The majority of AAUW assets are highly restricted in fellowships and grants and can't be used for the advocacy work. For a full review of financials, please watch this presentation from Kim Churches. She doesn't hold back anything; she is very transparent about the past and present; and very hopeful for the future. <https://www.aauw.org/kim-churches-leader-webinar-presentation-for-5-21/>

Two. There will be no more national conventions. All four of the most recent AAUW National Conventions have operated at a financial loss, and the deficits from the 2015 and 2017 meetings were substantial—upwards to \$3 million. Considering fewer than 1% of members attended conventions, another convention wasn't a fiscally responsible undertaking. While national conventions are a rich part of our legacy and a unique opportunity for networking, we must find new ways to convene that could engage many more members and supporters in our mission to achieve gender equity. The answer is a series of virtual events beginning in January 2020. Please go [here](#) for more information.

(Continued on page 2)

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.

(continued from page 1)

Three. AAUW is launching a new [Five Star Recognition Program](#) to celebrate the efforts of AAUW states, branches and other affiliated AAUW organizations as they continue to advance gender equity on the community, state and national levels. Through engagement and activities that advance the AAUW strategic plan, affiliates can earn national recognition through five major focus areas:

- ★ **Advancement** by supporting the greatest needs fund or one of the strategic plan’s focus areas;
- ★ **Communications & External Relations** by using web and social media that feature Work Smart Online;
- ★ **Programs** that align with the strategic plan;
- ★ **Public Policy & Research** by moving AAUW’s Public Policy agenda forward; and
- ★ **Governance & Sustainability** by ensuring effective leadership succession and strategic plan alignment.

What star are you shooting for? I will keep you updated on AAUW Pennsylvania’s plan and progress.

Ann Pehle (Carlisle)
President

AAUW-PA CALL FOR NOMINATIONS

AAUW-PA is seeking nominations for President and Program Vice President for a two year term from 2020 – 2022.

Job descriptions are available at <https://www.aauw.org/resources/by-type/position/>

OR <https://aauw-pa.aauw.net/about/nominations/>

or by contacting the Nominating Committee Chair. The State Board meets in person during July, October and April and by video/conference calls during 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 chair (tozierl@verizon.net; 412-369-5770) no later than October, 15, 2019.

Linda Tozier (North Hills Pittsburgh)
Nominating Committee Chair



AAUW members help pass education budget

AAUW-PA members were instrumental in helping achieve a more equitable budget for education in Pennsylvania schools.

As the Pennsylvania budget battle heated up in the fall of 2018, members of our Education Committee worked with several other organizations, especially *Education Voters PA* and *PA Schools Work* to mobilize our members and supporters for the immense lobbying effort needed to pass a state budget granting increases in public education on a scale not seen in a decade.

We accomplished more than any of us could have hoped to alone and by the end of June of this year, the state legislature had passed and Governor Wolf had signed a budget that, according to *PA Schools Work*, “...moderately boosts public school funding...”.

Ed Voters PA labeled this budget as “The Good, Bad, Ugly, and Unconscionable.” Even with the additional \$160 million, [Ed Voters](#) explained that students in the most needy districts will still be left behind the wealthier districts in terms of their basic education needs, while their taxpayers will probably see even higher increases.

For full article by Fran Pierce, AAUW Pennsylvania Education Committee member, go to [Review of Public School Budget – Battle and Results July 2019](#).

Fran Pierce (West Chester, Chester County)
AAUW Pennsylvania Education Committee



Mark Your Calendars!

2020 State Convention

April 24–26, 2020

The Central Hotel and Conference Center, Harrisburg

The Keynote speaker Friday night is Elaine Weiss, author of The Woman's Hour. She will be signing books. Many Branch Book Groups have included her book on their FY20 reading list.

We are asking branches to bring a display for the Branch Expo and a basket for the silent auction fundraiser for AAUW's Greatest Needs Fund. Indicate your intention to participate when you register.

Because there is no National AAUW Convention in 2020, there is no reason to miss the State Convention. It is not too early to start planning!

Convention Registration is open and the hotel is accepting reservations. Details can be found here:

<https://aauw-pa.aauw.net/2020-state-convention/>



Celebrating 100 Years of Suffrage

Future Meetings

October 26, 2019	Board Meeting Country Inn & Suites; Harrisburg West
January 13 & 20, 2020	Board Meeting (Virtual)
April 24, 2020	Board Meeting Central Hotel & Conference Center; Harrisburg
April 24-26, 2020	STATE CONVENTION Central Hotel & Conference Center Harrisburg
July 24-25, 2020	Board Meeting
October 24, 2020	Board Meeting

Intersectionality?

in(t)ərsekSHə'nalədē

Intersectionality: A big word with lots of connotations. How can we as AAUW members learn to understand this concept and why is it important to the work that we do? The truth is, it's important to the work of everyone, especially if the aim is to focus on diversity and inclusion.

So what does intersectionality mean? The textbook definition of intersectionality is as follows: the interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage. When you read that, it's easy to just think, "huh?". It's obvious that intersectionality comes from the world of academia, theory, and research. It's important to simplify the message so that it makes sense and can be applied to the work we are doing.

At its core, the concept of intersectionality is that people are made up of all different parts of their experiences and characteristics. When you look at a person, you can no longer see just one characteristic, but many different ones and their impacts on each other. We as an organization of women, can no longer just focus on the fact that someone is a woman, but must consider the other parts of her identity. For example: age, sexuality, education, career, age, family, ethnicity, culture, language, class, location, ability, etc.

At AAUW we are focused on empowering and uplifting women. We know that women face disadvantages in society each day. The key concept of intersectionality is that there is more to some people's struggle than just being a woman. By having one singular focus (e.g. women's issues) we are not putting ourselves in a position to support women of all types. We need to expand our viewpoint to include the other things that may be getting in someone's way of success.

This can best be explained using an example we are all familiar with: the pay gap. We know as AAUW members that the pay gap affects women, but even more so, affects women of color disproportionately more than white women. This is just one example though, and chances are women of color are experiencing things that they might only experience as a person of color. They can likely relate these experiences to other men of color, for example, but they may also be having experiences that are very specific to being a woman of color and are only relatable to other women of color. This is intersectionality—taking different systems of oppression and looking at their overlap, effects on each other, and how they are compounded over time.

Questions? Want to chat more? Please reach out to me at aauwpadiversity@gmail.com.

Jordan Glover (State College)
Diversity & Inclusion Chair

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.

Mary Purcell

Mary Hamilton Purcell, age 92, national and international leader for equity for women and girls in the 20th century, died July 28, 2019.

Mary's life was spent in service to both her local and global communities indefatigably leading the fight to improve the lives of women and girls. In the years 1979-1985, Mary served as vice president and then president for two terms of the American Association of University Women (AAUW). In the late 1960s and early 1970s, Mary was vice president and president of AAUW-PA, and was a prime mover in urging members into an activist role to work for the Equal Rights Amendment.

Mary herself went out on the road to campaign all over the U.S. for the ERA, saying over and over that "men of quality are not afraid of women of equality." Mary supported and strongly advocated for AAUW to be a leader in projects that focused on the needs of girls, and she considered this work to be her legacy. Mary was president of the International Federation of University Women (IFUW) from 1990 to 1992 and the representative for both AAUW and the IFUW at the United Nations.

The Working Group on Girls was formed at the behest of UNICEF in 1994 and Mary was the first to head the Group. Mary represented UNICEF's Working Group on Girls at the United Nations 1995 Beijing International Women's Conference where she succeeded in having the Commission on the Status of Women include a special section on girls in the official UN document. This was the first time that the interests of girls were singled out. Mary's involvement with the Working Group on Girls continued until 2006, and her advocacy for girls had a far-reaching effect. In May 2006, the NGO Committee on UNICEF's Working Group on Girls recognized Mary "for her inspiration, vision and perseverance, and for mobilizing us to put girls on the Global Agenda." The following year, the Commission on the Status of Women at its conference at the UN recognized Mary for her efforts in placing girls on the UN agenda.

Barbara Price (Lower Bucks)
Public Policy Chair

New Research Reports Charter School Data

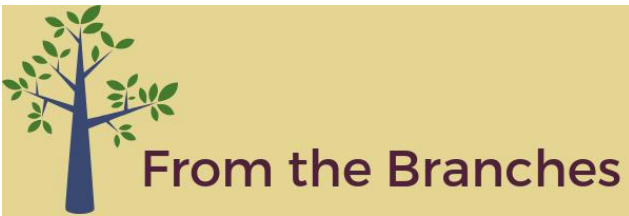
The last 15 years have seen dramatic charter school growth; online cyber charter enrollments alone increased 75% between 2006 and 2011. Stanford University's Center for Research on Education Outcomes (CREDO) released a June report sanctioned by the PA Department of Education comparing student performance in brick and mortar charter schools, online charters and traditional public schools in Pennsylvania. Additionally, a series of research briefs, *Virtual Schools in the US 2019*, by the nonprofit National Education Policy Center (NEPC) also addresses student achievement in cyber schools.

The original intent of Pennsylvania's 1997 charter school law was to "encourage the use of different and innovative teaching methods" and to "improve student learning that could be replicated by other public schools." However, the 1997 law lacks accountability standards and requires the same per pupil expenditure as brick and mortar schools for online charter schools, which operate at much lower cost. This lack of accountability has resulted in many low-performing charter schools.

Today there are 15 cyber charter schools operating in PA educating 15% of our public school students. The CREDO report finds that cyber charters lead to "substantially negative learning gains in both reading and math." NEPC research presents similar findings: that students in full-time online programs, as well as those in "blended" schools with an online component, lag behind their peers in brick-and-mortar schools. The NEPC research series has national data. Please review these data and present a list of your questions about cyber charter finances and accountability to your legislators.

Carol Hodes (State College)
AAUW Pennsylvania Education Committee





Carlisle Branch partnered with Hope Station, Cumberland Valley Rising and the National Coalition of 100 Black Women to host the first of up to six AAUW Work Smart workshops to help local working women negotiate salaries, raises, and promotions.

A diverse group of 12 working women joined us for this two-hour workshop and learned how to identify and articulate their personal value, how to develop an arsenal of persuasive responses to use when negotiating, how to conduct objective market research to benchmark a target salary and benefits, and about the long term consequences of the gender pay gap.

North Hills Pittsburgh Branch collaborated with Draw the Lines and Fair Districts PA for a gerrymandering program to raise awareness of the importance of redistricting reform. Featured speakers were Susan Broughton of Fair Districts PA and Rachel Colker, Western PA Coordinator of Draw the Lines PA.

Led by six Branch volunteers, 46 community members attended including one local McCandless Township elected official, Kimberly Zachary.

**ANNOUNCING
AAUW Work
Smart
Workshops in
Pennsylvania!**



In collaboration with the Pennsylvania Commission for Women we are bringing AAUW Work Smart workshops to the working women of Pennsylvania. With the goal of reaching every corner of Pennsylvania, we are starting with a pilot of seven workshops. Beginning September 25 through December 3, two workshops will be presented in Harrisburg, York and Wilkes-Barre/Scranton, and one in Pittsburgh. Plans are underway to continue in January 2020 in Erie, State College, and Philadelphia.

Watch for an email from aauwpainfo@gmail.com for the official announcement and details on how you can help.

Membership Is Everyone's Business

While the AAUW fiscal year began on July 1st, September marks the beginning of a new programming year for all returning members and those potential members we want to engage.

Membership truly is everyone's job. I encourage each of you to make that special effort to invite like-minded women to an AAUW event. Two national AAUW membership initiatives provide opportunities to increase membership. If you know a recent college graduate, you can give her a one-year free national membership in AAUW by filling in the Give a Grad a Gift application found on our national website.

<https://www.aauw.org/resource/give-a-grad-a-gift/>

Shape the Future continues to be an effective way to encourage prospective members to join AAUW. Any meeting can serve as a STF event if it is open to the public. Any person joining at a STF event pays one-half national and one-half state dues. And remember the importance of engaging new members right away in all the mission-based activities in which your branch participates.

The AAUW-PA Board will continue to recognize both individual members and branches for this fiscal year. Plan to recognize branch leaders using the Outstanding Woman and Member Making a Difference Programs. Applications for OW and MMAD candidates are available on the state website. Also I will be emailing the application forms to each branch Membership Vice President. The deadline for applications for both awards remains February 15th.

Linda Tozier (North Hills Pittsburgh)
Membership Vice President

Significant Branch Anniversaries

Pittsburgh (1895)	125 years
Beaver Valley (April 16, 1930)	90 years
Allentown (1939)	80 years
Fox Chapel Area (1959)	60 years
West Chester/ Chester County (Dec 1959)	60 years





Updates from the College/University Liaison

Peggy Schmiedecke (North Hills Pittsburgh)
AAUW-PA College/University Liaison

NCCWSL

We sent seven college women to the 2019 National Conference for College Women Students Leaders (NCCWSL) and received more qualified applications who were waitlisted for our AAUW-PA grant. NCCWSL grant recipient Kendra Culp (Pennsylvania Highlands Community College) stated, "This year I was fortunate to be able to attend the 2019 National Conference for College Women Student Leaders through a scholarship graciously provided by the local American Association of University Women chapter. What is the NCCWSL? In short, it's the matured version of a women's summer camp aimed at making you your very best self. Aimed at college-aged women and future student leaders, this event was tailored to bring together young women from all walks of life and empower them to excel and thrive in an inclusive environment. I cannot think of a greater opportunity for professional and personal development that I've experienced."

For the rest of Kendra's comments please visit <https://aauw-pa.aauw.net/leadership-opportunities-nccwsl/>

Branch Donation Option to Fund 2020 NCCWSL Students

AAUW-PA is offering the option for branches to support NCCWSL (National Conference for College 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 that is interested in this option please contact the state C/U Liaison Peggy Schmiedecke aauwpacu@gmail.com.

Funds need to be received by the state no later than February 28, 2020.

Opportunity for College/University Students

We are looking for C/U students to apply to become a member of the state Student Advisory Council (SAC). The SAC serves from October-May each year. The AAUW-PA Board looks forward to the opportunity to engage the SAC and create greater opportunity for the SAC to advise them on the needs and interests of college students. This could be accomplished by participating in conference calls, being mentored by the AAUW-PA C/U liaison on projects the students are doing on their campuses to promote AAUW, and other activities still to be explored. In the odd numbered years the SAC will attend the AAUW-PA Convention. In April 2020 the SAC has an opportunity to attend the convention and to present as a panel on programming specific to the SAC. Applications are due by October 3rd.

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

Pursue a Fellowship or Grant Now Open August 1–December 1

AAUW has a wide range of fellowships and grants for community projects and women pursuing research, certificates or advanced degrees. Could someone you know be in next year's class of AAUW fellows?

Encourage her to apply now: <https://www.aauw.org/what-we-do/educational-funding-and-awards/>



Promote the FREE online AAUW Work Smart salary negotiation course



Everything you need is in one place on the [AAUW Pennsylvania website](http://www.aauw.org/pennsylvania). There you will find ideas for individuals and branches.

Haven't taken the course? Go to <https://salary.aauw.org/> to see for yourself how life-changing it is.

AAUW-PA BOARD MEMBERS	
President	Ann Pehle (Carlisle) aauwpa.president@gmail.com
Program VP	Lee Wolfe (Lansdale) aauwpapvp@gmail.com
Membership VP	Linda Tozier (North Hills Pittsburgh) aauwpamembership@gmail.com
Secretary	Ajla Glavasevic Laussegger (National) aauwpasecretary@gmail.com
Finance Officer	Mary Jo Buckwalter (Doylestown) aauwpafinance@gmail.com
AAUW Funds Chair	Deb Roney (Huntingdon) aauwpaauwfunds@gmail.com
Administrative Director	Pat Byerly (Pittsburgh) aauwpaad@gmail.com
College/University Liaison	Peggy Schmiedecke (N. Hills Pittsburgh) aauwpacu@gmail.com
District Coordinator (East)	OPEN aauwpaeast@gmail.com
District Coordinator (Central)	Sue Johnston (State College) aauwpacentral@gmail.com
District Coordinator (West)	OPEN aauwpaewest@gmail.com
Keystoner Editor	Peggy Jennings (Carlisle) aauwpakeystoner@gmail.com
Public Policy Chair	Barbara Price (Lower Bucks) aauwpapp1@gmail.com
Public Policy Chair	Jacqui Rogers (Doylestown) aauwpapp2@gmail.com
Convention Coordinator	Barb Zaborowski (National) aauwpaconfcoord@gmail.com
Convention Registrar	Susan Nenstiel (Allentown) aauwpaconfregistrar@gmail.com
Diversity & Inclusion Chair	Jordan Glover (State College) aauwpadiversity@gmail.com
Bylaws Chair (Off Board)	Susan Nenstiel (Allentown) aauwpabylaws@gmail.com
Archives Chair (Off Board)	Linda Robbins (Allentown) aauwpaarchives@gmail.com

AAUW FUNDS UPDATE

A hearty thank you to the many generous donors who attended the July Retreat! Together we raised \$1446 for AAUW Funds to move our mission forward. THANK YOU!

For those of you who intend to donate individually or as a branch before the end of the fiscal year, please consider making your donation to AAUW's Greatest Needs Fund, #9110. You can make any donation online at <https://ww2.aauw.org/donate-gift-new/>.

Also, you and your branch members may want to know that Charity Navigator's most recent rating of AAUW Funds is 87.59 out of 100—we are a three-star (out of four) charity. Most years we are four out of four, and this rating missed by only a bit.

In the fall, a list of branch fundraisers conducted across the state will be posted on the AAUW-PA website; look for it there.

If your branch has a creative idea for fundraisers, let me know at aauwpafunds@gmail.com so we can showcase it in further detail.

Deb Roney (Huntingdon)
AAUW Funds Chair

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

Contributions to AAUW are fully tax-deductible and can be sent to the address below or made online at www.aauw.org/contribute.

P.O. Box 98045
Washington, DC 20090-8045
800.326.2289 | connect@aaup.org
www.aauw.org

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!

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

NON-PROFIT ORG
U.S. Postage
PAID
Langhorne, PA
Permit #112

RETURN SERVICE REQUESTED

