



The Keystone

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

From Our President

Greetings of the Season! This issue was created, published, and read by you midst the Thanksgiving, Hanukkah, and Christmas season. Enjoy your traditions and being with family and friends. Thank you for taking time to read this *Keystoner* during a break from cooking and wrapping and attending AAUW holiday events.

Here is a quick update of what AAUW Pennsylvania has been doing since the [September Keystoner](#).

- The AAUW Work Smart collaboration with the Pennsylvania Commission for Women is well underway. See page 3 for an update.
- I was pleased to attend both Central District meetings—State College and Harrisburg area. Page 4 reports on both. Regrettably, the Eastern District and Western District Coordinator positions remain unfilled.
- At the October AAUW Pennsylvania Board meeting, we discussed our participation in AAUW's new [Five Star National Recognition Program](#) and how we can support participating Branches.
- We finalized plans for the next statewide meeting, the AAUW Pennsylvania State Convention, April 24-26, 2020 in Harrisburg. **Purple Sashes and Persistent Women: Celebrating 100 Years of Suffrage.**

See information and registration details throughout this issue.

New with this *Keystoner*, I will write a column highlighting news and information from AAUW national organization. Look for **News from National AAUW** on page 2.

You can always reach me at aauwpa.president@gmail.com. I wish for you all the joys of the season!

Ann Pehle (Carlisle)
AAUW Pennsylvania President

Purple Sashes and Persistent Women



We are preparing for the 2020 AAUW-PA Convention April 24-26, 2020 at the Central Hotel & Conference Center in Harrisburg, PA. The Convention theme is "Purple Sashes and Persistent Women" in honor of the 100th anniversary of the ratification of the 19th Amendment.

The convention will showcase the history of women's voting rights and the importance in maintaining those rights for all people. Our keynote speaker is **Rebecca Boggs Roberts**, daughter of the late Cokie Roberts and author of *"Suffragists in Washington DC,"* which provides an interesting historical snapshot into the lives of the women who fought for the ratification of the 19th Amendment. There will be book signing opportunities.

Some of the exciting session highlights:

Tracey Vitchers, Executive Director, It's On Us, will present a student-only session on campus sexual assault and a general concurrent session sharing the current status of Title IX.

Stephanie Jirard, Professor of Criminal Justice at Shippensburg University and Adjunct Professor of Law at Penn State Dickinson Law, will present a general concurrent session on women and criminal justice.

Suzanne Almeida Grubbs, Redistricting and Representation Counsel, Common Cause, will present a plenary session on the current state of redistricting and voting reform in Pennsylvania.

Mark Price, Assistant Director of Research at the Pennsylvania State Education Association, will present a general concurrent session on economic security for women in Pennsylvania.

Our First Lady, **Frances Wolf**, has been invited to come and speak about the state of women's lives in Pennsylvania.

We will be bestowing the state's **Gateway to Equity Award** to a very worthy recipient.

Registration is now open <https://aauw-pa.aauw.net/2020-state-convention/>. See you in Harrisburg for a weekend of "Purple Sashes and Persistent Women."

The Central Hotel and Conference Center is centrally located near Harrisburg and Hershey. All convention meeting rooms are located on the same level and conveniently near each other to minimize walking between sessions. Hotel room costs are \$119.00 plus tax for a single or double room. Hotel reservations can be made at any time, by mentioning AAUW to get the discounted rate. Accommodations for physical or meal sensitivities will be available to be identified during registration.

Barbara Zaborowski (National), Convention Coordinator
Lee Wolfe (Lansdale), Program Vice-President

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.

News from National AAUW Update

Change and Transparency

This past May, Kim Churches, AAUW CEO, presented a frank and transparent discussion about AAUW's financial situation. For the details, please [watch](#). Kim Churches continued with her pledge of transparency about the situation in an October 22nd presentation. Click [here](#) to view the unscripted update on the progress and the challenges that lie ahead as AAUW moves toward our strategic goals. And you'll get a sneak peek of AAUW's soon-to-be-unveiled web redesign.

New Book Club

More than 20 years ago, AAUW started the ¡Adelante! Book of the Month Club to give AAUW members a space to read and discuss books about gender equity, diversity, and inclusion. But conversation isn't enough. We have to move from talking about gender equity to doing something to advance it.

That's why AAUW started a new book club, [Operation Equity: Reading for Results](#). It merges AAUW members' love of reading with easy action projects. Every quarter will focus on a different aspect of AAUW's strategic plan. Use the books and articles suggested to start a conversation and then pick a related project that will make a difference in the lives of women and girls. Check back regularly because AAUW will continue to update the list when new, relevant resources become available.

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 less 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.

Office DEPOT
OfficeMax

Five Star National Recognition Program

AAUW launched a new [Five Star National 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.

AAUW Pennsylvania is participating. Is your Branch?

AAUW National Committees

AAUW has [11 committees and task forces](#) of volunteer leaders to advise the AAUW Board of Directors on issues like public policy, inclusion and equity, organizational governance, and more. Pennsylvania is well represented. Thank you for your dedication to AAUW!

Linda Tozier (North Hills Pittsburgh)—Advancement Committee

Ann Pehle (Carlisle)—Advancement Committee

Susan Nenstiel (Allentown)—Audit Committee

Karen Peiffer (Allentown)—LAF Committee

LaWanda Ward (National member)—LAF Committee

Barbara Price (Lower Bucks)—Public Policy Committee

Ann Pehle (Carlisle)
President

Do you know your AAUW membership gives you access to some great discounts and special services exclusively offered to members? Explore at

<https://www.aauw.org/membership/benefits/>.

Most used – by far – is the copying discount from OfficeDepot/OfficeMax. Use for AAUW and personal projects. Present your card for 2.5¢ black/white and 22¢ color copies.

Don't have a store near you? Order online and have the copies shipped to you.

Shape the Future

Is your Branch planning a **Shape the Future** event this year? Any meeting which is open to the public can be used for the Shape the Future Campaign. This includes both your own Branch events and those in which your Branch participates. Set up an AAUW table with membership brochures and offer half-price national and half-price state dues to anyone who joins as a new member at the event. Many Branches also offer half price Branch dues during Shape the Future events. Until the national MSD program is updated, Branch Finance Officers should continue to mail a check directly to AAUW for the half-price national dues collected, along with the signed guest/referral sheet AND a completed Additional Dues Record (ADR). Likewise Branches must send the half-price state dues collected, the signed guest referral sheet and another ADR to the AAUW-PA Finance Officer.

Who is considered a new member for Shape the Future Campaign? A new member is someone entirely new to AAUW or an individual who rejoins after a membership lapse of two or more years. A national member who joins a Branch is not a new member and is not eligible for the membership discounts through Shape the Future. However please continue to reach out to national members to affiliate with your Branch under traditional recruitment practices.

If you require any further clarification about the details for Shape the Future or need any additional assistance, please contact me at aaupamembership@gmail.com.

Linda Tozier (North Hills Pittsburgh)
Membership Vice President

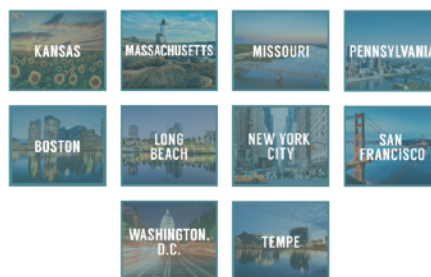


Time to Update AAUW-PA Public Policy Priorities

Every two years members have the opportunity to suggest revisions to the State public policy priorities. Priorities for 2018-2020 are available at <https://aaup-pa.aauw.net/policy/priorities/>. The update will be for 2020-2022 and will be voted on at the April convention. Please send suggestions to:

Barbara Price (Lower Bucks) aaupapp1@gmail.com or
Jacqui Rogers (Doylestown) aaupapp2@gmail.com
Public Policy Co-Chairs

AAUW Work Smart workshops in Pennsylvania!



Impressive to see Pennsylvania prominently displayed on <https://salary.aauw.org/attend/>! In collaboration with the Pennsylvania Commission for

Women, AAUW Pennsylvania is bringing AAUW Work Smart workshops, at no cost to participants, to the working women of Pennsylvania.

With the goal of reaching every corner of Pennsylvania, we are starting with a pilot of eight workshops. Beginning September 25 through January 13, two workshops will be presented in Harrisburg, York and Wilkes-Barre/Scranton, and one in Pittsburgh and Philadelphia. To date, ninety women have attend the first five workshops and just over one hundred are registered for the final three. We are changing lives by building confidence and teaching skills! Register at <https://salary.aauw.org/pa/>. Can't attend in person, take the FREE online version at <http://aauw.us/PA>.

Promote the FREE online AAUW Work Smart salary negotiation course

Everything you need is in one place on the AAUW Pennsylvania website at <https://aaup-pa.aauw.net/aaup-work-smart/>. 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.

The Pay Gap in PA

Pennsylvania saw a one cent increase over last year. The gap is now 81 cents. Pennsylvania also moved from 24th in the country to 21st. Narrowing the pay gap by one cent is not sufficient. We still need to pass **SB721** and **HB850**. The pay gap chart by Pennsylvania congressional district is available at [2019 Pay Gap numbers](#). See where women stand in your area.



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



State Board Nominations

The AAUW-PA Nominations Committee has received the following candidate applications for two year terms, beginning July 1, 2020:

President – Ann Pehle (Carlisle)

Program Vice President – Lee Wolfe (Lansdale)

Candidate bios and voting instructions will appear in the February *Keystoner*. Write-in nominations (with prior candidate approval) will be accepted.

Lynn Carroll (Lansdale) Eastern District
Cathy Wieland (Lebanon Valley) Central District
Susan Wheatley (Indiana County) Western District
Linda Tozier (North Hills Pittsburgh) Committee Chair

District Meetings

Members of three Branches participated in the AAUW-PA Central District Meeting on October 12, 2019. Our main speaker was Karen Showalter, Senior Campaign Director on the MomsRising Workplace Justice Team, where she leads efforts around paid family and medical leave, equal pay and more in Pennsylvania.

Karen's presentation opened our eyes to all the reasons we might need paid family leave and how few of us are eligible. Only 17 % of people in the United States and 5% of low wage workers are eligible. She talked about tools we can use and gave us some strategies.

There is legislation at the state and federal level that we can support. In Pennsylvania a bipartisan bill, The Family Care Act, has recently been introduced. It provides 20 weeks of leave and includes part time workers and consultants. It is in the Labor and Industry committee now waiting to be voted out. Contact your state representatives and senator to ask for their support: <https://www.familycareact.com/about>

At the federal level the legislation is the Family Act of the 115th Congress (2017-2018). It provides for 12 weeks of leave and is supported by Senator Casey. We need to contact Senator Toomey for his support.

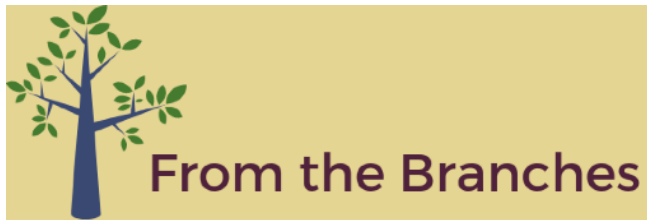
Toby Short from Fair Districts PA-Centre County updated us about progress in our quest to end gerrymandering and Ann Pehle, president of AAUW-PA updated us on state and national issues.

A second Central District Meeting was held on November 16 in Enola. Fifteen members from five branches attended. The main speaker, The Reverend Sandy Strauss, Director Advocacy and Ecumenical Outreach, PA Council of Churches to discussed the challenges of non-partisan advocacy in today's very partisan environment. Additional speakers were Debbie Trudeau of Fair Districts PA and Tremayne A. Parquet, Deputy Director of Advancement, AAUW. Tremayne shared AAUW successes and insights to the Five Star National Recognition program.

Sue Johnston (State College)
Central District Coordinator

FUTURE MEETINGS

JANUARY 2020	APRIL 2020	JULY 2020	OCTOBER 2020
January 15, 2020 Board Meeting by video conference	April 24, 2020 Board Meeting	July 24-25, 2020 Board Meeting	October 24, 2020 Board Meeting
January 20, 2020 Board Meeting by video conference	April 24-26, 2020 AAUW-PA State Convention	Best Western, Lewisburg, PA	Location TBD
	Central Hotel and Conference Center, Harrisburg, PA		



On October 15, Jessica Weiner spoke to the Penn State Forum. Jessica is the 2nd AAUW State College Centennial Speaker, funded by an endowment established by AAUW State College in recognition of its 100 anniversary. Several hundred attended the luncheon and speech, including over 30 members of AAUW State College. Here is Penn State's news release on the event:

<https://news.psu.edu/story/593220/2019/10/15/student-success/heard-campus-entrepreneur-jessica-weiner-making-impact-and>



Cindy Hall (Co-President), Jessica Weiner, Michele Crowl (co-Chair of STEM), Sally Kalin (co-President).

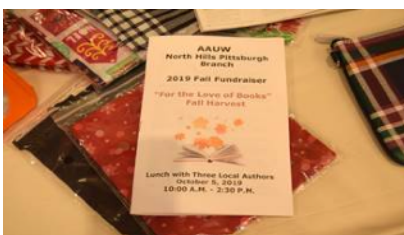
Sally Kalin (State College)
Co President

FUNDRAISER SHOWCASE

For the Love of Books

Finding an engaging fundraising idea for a nonprofit can be a challenge. Our Branch looked for a unique idea that would help promote women. We came up with our annual fundraiser **For The Love of Books**, and each year we look for women authors with different writing styles.

This event features a panel of three female authors who discuss their books and individual writing processes and answer questions. This year, we featured Sydelle Pearl, author of *Wordwings*; Paula Reed Ward and her mystery *Death by Cyanide: The Murder of Dr. Autumn Klein*; and Madhu Bazaz Wangu, author of a collection of stories: *Chance Meetings: Stories about Cross-Cultural Cosmic Collisions and Compassion* (2015) and two novels: *The Immigrant Wife: Her Spiritual Journey* (2016) and *The Last Suttie* (2017).



Each year, the event begins at 10:00 am and includes authors' presentations, a book signing, vendors, and lunch. With the money raised, our Branch awards an annual grant to a local LaRoche College student, supports other mission-based projects, and also makes a contribution to AAUW's Greatest Needs Fund.

Next year's event will be held on October 3, 2020. Information about this event is available online at northhills-pa.aauw.net/.



At the September meeting of AAUW-Bethlehem, Dr. Cara McClintock-Walsh, the Robert J Kopecek

Endowed Chair in the Humanities at Northampton Community College, spoke on the theme, "To the wrongs that need resistance, to the right that needs assistance": 100 Years of Women's Suffrage." She urged AAUW to never take for granted our hard-earned rights as citizens.

Linda Robertson (Bethlehem)

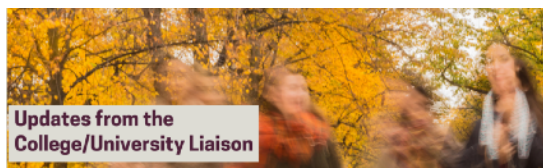
Gateway to Equity

The [Gateway to Equity Award](#) honors an individual, group or organization that has shown by action and philosophy the promotion of the AAUW mission of equity for women and girls through advocacy, education, philanthropy, and research. If your Branch plans to give this award, please send a short paragraph and picture if available by Feb 15 to Jacqui Rogers, aauwapp2@gmail.com.

For information on awarding this in your Branch go to <https://aauw-pa.aauw.net/awards/state/gateway-to-equity/>.

Barbara Price (Lower Bucks)
Public Policy Chair

Debbie Rosenfelder (North Hills Pittsburgh)



NCCWSL (National Conference for Collegiate Women Student Leaders) AAUW-PA will award 4 NCCWSL grants for 2020

As a way to add more grants, AAUW-PA is offering the option for Branches to support NCCWSL 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.

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

Branches may also individually provide a Branch NCCWSL grant. If your Branch does this please report it to state C/U Liaison Peggy Schmiedecke aauwpacu@gmail.com for record keeping purposes.

NCCWSL Conference May 27 – May 30, 2020

The AAUW-PA NCCWSL Grant Application is now available at <https://aauw-pa.aauw.net/nccws-l-pa-grant-application-2020/>. This information will be communicated to students, College/University Members and C/U Branch Chairs in a few weeks.

The application deadline is Friday, February 28, 2020. They may be sent *via e-mail by midnight EST 2/28/2020* E-mail: AAUWPACU@gmail.com E-Mail Subject: AAUW-PA NCCWSL Grant Committee. Or be sent by U.S. Mail: AAUW-PA NCCWSL Grants Committee, c/o Peggy Schmiedecke, Chair, 8231 Van Buren Drive, Pittsburgh, PA 15237.

Peggy Schmiedecke (North Hills Pittsburgh)
C/U Liaison

Implicit Bias

Implicit bias (sometimes referred to as implicit social cognition) is a form of stereotyping that flies under the radar because it is quite hard to detect. This makes it even more important to discuss, because it can impact the day to day way that we interact with others, without anyone realizing that it is taking place. You might ask - how is this possible? Who isn't aware that they are potentially stereotyping someone? Well, actually, almost everyone. Implicit bias is universal, and can be problematic when working with others, which is so much of what we do here at AAUW.

For starters - what is implicit bias? Well, the term is made up of two parts. Implicit - as it relates to thoughts and/or feelings, means that you may be unaware or mistaken about your thoughts and/or feelings. And bias - means that we are not neutral. You may have a preference or aversion to something. In this case, when discussing implicit bias, we are referring to people, a person, or a group of people defined by something specific.

Because of implicit bias, we may unintentionally attribute certain qualities or characteristics to all members of a particular group and carry that with us. Research on this topic includes many examples of people assuming things about one person based on what they believe to be true about that person based on their defining characteristics. This could be age, weight, gender, race, status, etc.



This is challenging for a variety of reasons, but as mentioned, it happens without anyone realizing that it's occurring. There's a few reasons for this, but really it comes down to how our brains are wired. We seek patterns, shortcuts, and generalizations subconsciously, as our brain tries to make day to day life easier for us. So our brain may jump to a conclusion about someone, based on what we think to be true about people of that specific social group. To make things more challenging, our experiences in life play into this as well. Popular media portrayal of people can lead to specific biases, as well as the experiences in our own lives.

AAUW as an organization has done work to bring awareness to implicit bias. They have partnered with Project Implicit to create a test that specifically looks at the associations between gender and leadership and created overarching results based on the data to make it easier to see how these biases are affecting the lives of women.

Implicit bias is important to recognize. In order to combat this phenomenon, see people as individuals, don't judge a book by its cover, and be aware of your thoughts. As you think something about someone - ask yourself why? What makes me think that, and is it true?

Want to learn more? Here are a few great resources:
Scholarly Articles & Videos: www.equity.ucla.edu/know/implicit-bias/
Implicit Bias Test (do you have implicit bias?): www.implicit.harvard.edu/implicit/
Take the AAUW Implicit Bias Test and read more: <https://www.aauw.org/resource/iat/>

Jordan Glover (State College)
Diversity & Inclusion Chair

A Tale of Two Women

Women face economic barriers at different stages of their lives. This Tale of Two Women looks at the complex issues that can arise in women's lives.

Two young women graduate from high school. One goes to work at a minimum wage job of \$7.25 per hour in Pennsylvania, which means she continues to live at home with her parents. In order to afford a place of her own, she would need a living wage of \$11.45 an hour in Pennsylvania.

The other young woman goes off to college and takes on student loans to pay for it. When she

graduates, all things being equal to her male counterparts, she graduates to a pay gap of 7%. This means it will take her two years longer to pay off her student debt than men with student loans. This is especially a problem in Pennsylvania since we have the second highest student debt in the country, \$36,193 on average.

Now both young women continue to work and eventually marry. Two incomes help both with their standard of living. However, starting a family complicates things. Our minimum wage worker's employer does not offer paid leave, so when she has her baby and takes time off, she is losing money. As a result, she may even return to work in a shorter amount of time than she would like.

Our other mother's employer offers paid maternity leave of 12 weeks which gives her more time to recover and be with her baby. Of course, both women are then confronted with finding affordable, quality child care. For our low-income mother who has a work schedule that frequently changes, this can mean cobbling together a support system of family and friends, knowing that anytime plans fall through, she will again lose wages.

As time moves on, and their families grow, both women will have to balance the cost of child care against their income to see if it is worth working. This may mean leaving the work force until the children reach school age, again resulting in a loss of wages.

Reaching mid-life, the economic impact continues. Both women may be unaware that they do not make as much as their male counterparts because their employers do not allow them to discuss their wages with other employees. If they change jobs a new employer may ask for salary history, perpetuating the wage gap.

Hopefully neither of them will encounter any long-term illness or the need to care for an elderly parent, a partner, or an ill child. While they can take unpaid family leave, it again means losing wages. If the caregiving need arises at a time when they have changed jobs, they may not even qualify for unpaid leave meaning their jobs are not guaranteed.

Hopefully neither of them will face other problems such as domestic violence or divorce. This can often mean changing jobs with employers again asking salary history and perpetuating the wage gap.

Finally, the kids are grown, and it is time to retire. Our low-income worker has only Social Security for support while our other worker has a pension. Unfortunately, both pension and social security are based on income throughout the working years. Both women will retire with less money than they could have had if they had been paid equally.

Barbara Price (Lower Bucks)
Public Policy Chair

AAUW-PA BOARD MEMBERS

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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

aauwpaakeystoner@gmail.com

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

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