



The Keystoner

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

From Our President

When writing this column, I review the previous Keystoner newsletters. This time, it made me very sad. The March Keystoner was the State Convention issue. Subsequent to that publication, we postponed the April 24-26 convention to July 13-15, and then canceled the in-person AAUW Pennsylvania State Convention. The committee worked for two years developing an outstanding program and, as of mid-March, 113 members had registered to attend—which set a record. What we know today, cancelling the in-person version was the right decision. It is our hope to offer some of the great content virtually. Watch for announcements from aauwpainfo@gmail.com. And, as for seeing everyone, I very much am looking forward to Summer Retreat in 2021 and State Convention in 2022.

This is the season in the AAUW calendar of membership renewal and branch leadership transitions. I sincerely hope you renew your AAUW membership. There is still important work to do for women and girls in your community, Pennsylvania, and across the country. Want more from your membership? Become a leader in your branch by managing a project, becoming a Committee Chair, joining a committee.

On a personal note, thank you for reelecting me to AAUW Pennsylvania President 2020-2022. Even before COVID-19, I thought these next two years could be monumental. If the 2020 general election makes the Pennsylvania General Assembly more favorable to our gender equity issues, we will be very busy getting equal pay, paid family leave, minimum wage, and charter school reform legislation passed.

Thank you for your confidence in me. I will depend upon you to make these two years very good for AAUW Pennsylvania.

Ann Pehle (Carlisle)
AAUW Pennsylvania
President

Purple Sashes & Persistent Women We Won't See You July 13-15 in Harrisburg



The AAUW Pennsylvania Board has been monitoring events and advisories related to the COVID-19 pandemic. As you know, our first action was to delay our 2020 Convention from April until July in the hopes that we could bring to fruition our plans for an amazing celebration of 100 years of women's suffrage. After conversations among the Board, and with the Central Hotel and Conference Center in Harrisburg, we have come to the sad conclusion that we must cancel the face-to-face 2020 Convention in Harrisburg in order to ensure the health and safety of our members and attendees.

**BUT, AS THEY SAY ON LATE-NIGHT TELEVISION,
"BUT WAIT! THERE'S MORE!"**

We are pursuing a number of options that could allow you to access some of the planned content from the 2020 Convention in other formats: webinars, recorded presentations, and/or interactive video-conferenced sessions, for example. As we said in our last message, We Are Persistent Women! And we are putting our collective energies together in search of creative ways to connect with AAUW members across Pennsylvania. For now, here are some logistical details about the cancellation: If your hotel reservation was made through the reserved block of rooms, your reservation has been canceled by the Hotel. If you made a reservation elsewhere or made a reservation outside the designated block of rooms, you'll need to cancel those arrangements yourself. The Central Hotel has agreed to release us from our contractual obligations for the Convention, so you will be receiving a full refund of your 2020 Convention registration fee. You will be reimbursed using the same method with which you paid. If you sent a check, you will receive a check. If you paid through PayPal, you will receive a credit.

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.

AAUW-Pennsylvania Officers for 2020-2022 Elected

It's a wrap. Congratulations to Ann Pehle, President, and Lee Wolfe, Program Vice President, for their elections to another two-year term. Members voted from 27 branch affiliates.

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

Preparing for the Election

AAUW encourages voters to get involved in the political process, and to better understand the impact that legislative action—or lack thereof—can have on all the spheres of their lives, including women's economic security, education, and leadership opportunities. To that end, AAUW has materials available that you can use to educate yourself about the election issues. The 2020 Voter Issue Guide provides nonpartisan information about the policy concerns that are critical to women and their families.

Use it to prompt conversations with neighbors, family, friends, and fellow voters about what's at stake in this election. Take it to virtual town halls and candidate forums to follow along with the debate. Consult it to develop questions to ask your candidates and your elected officials to get them on the record on the issues that matter most. Get the guide at [Voter Guide](#).

Another resource that is available are two templates for comparing candidates based on AAUW issues. One can be used to compare those running for federal office, the other for state offices. Use them to make your own checklist of those running for office to compare the pluses and minuses for each candidate. Both can be found at [Head to Head Guide](#).

Barbara Price (Lower Bucks)
Public Policy Chair



From the Branches

She Led the Way

On the death of longtime member and AAUW-PA officer Wilma Kennedy, her obituary asked that memorial contributions be made to AAUW. Many such donations were received.

Wilma served on the AAUW Pennsylvania Board in several positions: Finance Officer, Secretary, and District Coordinator.

The Harrisburg Branch, though, wanted to pay further tribute to Wilma in a special way to uphold her strong commitment to women. Therefore, members were asked to reflect on a woman who had influenced their lives and served as a role model. The women remembered were relatives, teachers, colleagues, and friends. These remembrances were then compiled into a Chapbook (a type of booklet) dedicated to Wilma Kennedy. Additionally, at the preceding Fall Luncheon, members had been asked for a word, phrase, or memory describing Wilma. These were compiled into the Chapbook's dedication.

The members who had written pieces about these memorable women made contributions, and the Chapbooks were then printed and distributed to all members at the Holiday Tea. Overall, nearly \$1000.00 was donated to AAUW Funds in Wilma's name.

Remembering women who led us on our path is an inspiration to all. This project ensures that Wilma Kennedy's legacy will live on in AAUW.

Marcia Hajduk (Harrisburg)

With the cancellation of the in-person convention, the AAUW Pennsylvania affiliate Annual Meeting is rescheduled for Saturday, June 27, at 10:00 am via Zoom.

**To attend the Annual Meeting, join by Zoom at:
<https://us02web.zoom.us/j/7173850826>**

The agenda items are to consider the Public Policy Priorities and proposed Bylaw change.

To learn about the Public Policy Priorities and Bylaw change:
<https://aauw-pa.aauw.net/files/2020/05/2020-Bylaw-change-and-PP-Priorities.pdf>

It's All About Membership

PENNSYLVANIA CONTINUES TO BE TENACIOUS ABOUT MEMBERSHIP DEVELOPMENT.

Congratulations to the nine branches that increased their membership totals and the six branches that maintained their numbers. Twenty-eight of our thirty-six branch affiliates recruited new members for a total of 176 new branch members in Pennsylvania. However state-wide branch membership decreased by 1.6% between February 1, 2019 and February 1, 2020.

How do branches continue to grow? Through the enthusiasm, diligence and hard work of all members who promote the greatness and the benefits of belonging to AAUW. Vibrant branch affiliates combine mission-based programming with outreach to recruit new members and engage and retain current members.

AAUW's Shape the Future Campaign provides the opportunity for new members to join AAUW for half price national and state dues at any AAUW program that is open to the public. As more branch affiliates reach out to C/U member colleges and universities to collaborate with programs and voter registration drives, the number of Pennsylvania's e-student members will continue to grow. Students who do not attend an AAUW C/U member school can join AAUW for \$18.81. Also graduate students may join AAUW as student members. All student members do not owe state dues for the entire time they are enrolled in college. Please consider using Give-a-Grad-a-Gift for your daughters and granddaughters. It costs you nothing but gives plenty to that special recent graduate. All GAGAG grads joining AAUW-PA owe no national or state dues for their first year of membership.

Since 1979, AAUW-PA has provided branch affiliates a platform with which to recognize branch members through the Outstanding Woman program. In 2012 AAUW-PA created the TEAL award to honor branch members who made a big difference during the past year. The TEAL award was renamed Member Making a Difference in 2016. Both member recognition programs continue to be well-received.

Congratulations to all 2020 nineteen Outstanding Women and sixteen Members Making a Difference. These programs will continue for 2021.

National AAUW's Five Star Recognition Program recognizes achievement in Advancement, Communications and External Relations, Programs, Public Policy and Research, and Governance and Sustainability. Congratulations to the six branch affiliates that have achieved one or more stars. The Five Star program runs through June 30, 2021.

Linda Tozier (North Hills Pittsburgh)
Membership Vice President

How can we diversify our Branch?

Many AAUW branches are struggling with the same questions when it comes to diversity and inclusion at the local level. The biggest question that seems to constantly be asked when discussing diversity and inclusion topics is: How can we diversify our Branch?

The first step to answer this big question is to spend some time thinking about what "diversify" means to your Branch. Where do you want to grow your membership? Is it with working moms? College graduates new to your area? Women of color? Women of a different socio economic status (SES)? These are good places to start and from what I've heard, these are most often the "types" of diversification that a branch is talking about. You might want to start with just one of these areas of growth. Casting too wide a net right away can come off as inauthentic.

The second step of this question is the big "how." What do you do once you've identified how you want to become more diverse? Get started by doing some research. What are women of different ages looking for from membership in an organization like AAUW? Maybe reach out to a working mom involved in your branch and pick her brain about what she feels is valuable about AAUW, and what would be valuable to her friends.

The third step is sometimes the hardest: Put your plan into action. This could mean changing what you are doing as a Branch in some ways. For example, if your regular membership meetings fall over the lunch hour on a Wednesday, you may not be able to heavily recruit working moms or new college graduates. You could, however, recruit women of color or women of a different SES who feel that is a convenient time.

There are many other questions to be answered when it comes to diversifying your Branch. I've also heard from branches that they often get potential members to attend events, but they don't get them to come back or join. How do you get people to stick around? How do you advertise your events to a different demographic of women (think those women graduating from college and moving to a new place)?

LET'S CHAT!

I would love to connect with any branches that are actively considering diversity and inclusion initiatives, whether they are recruitment based or not. This is a great opportunity for your branch to be creative when thinking about programming or events for the future. As always, feel free to reach out to me at jmg6097@gmail.com and we can meet virtually via a zoom meeting or google hangout!

Jordan Glover (State College)
Diversity & Inclusion Chair

AAUW in the time of COVID-19

Early in this pandemic, Kim Churches, AAUW CEO, wrote an essay well worth [reading](#).

“AAUW has been at the cutting edge of fighting for economic equity for nearly 140 years. And what we’re witnessing is how the pandemic is amplifying and exacerbating all of the nation’s inequities. The issues we’ve long been fighting for are now alarmingly urgent, and our efforts are needed now more than ever.”

The essay continues with seven examples. Additional examples are shared at [Considering COVID-19 through a Gender Lens](#). AAUW’s work is relevant. It is important that we do not fall silent as a national organization, branch in your community, or as individuals.

Every AAUW branch have shared experiences -- cancelling all our cherished and thoughtfully planned Spring/Summer events and activities and wondering about the entirety of the next fiscal year. In a recent conversation with Pennsylvania AAUW Branch Presidents, we shared examples of adjusting to the new world with COVID-19, that demonstrated creativity, persistence and resilience. Learn about how AAUW and branches are managing at [AAUW & COVID-19: Standing Strong through Crisis](#).

We are experiencing a major disruption of every system that our society depended upon and took for granted. The fault lines in every system--economic, medical, government, social--are being exposed. The glimpse into a brave new world after COVID-19 hints at the possibility of long-held practices/processes/routines might be unstuck and allow innovation to happen. For example, mail-in voting—long thought to be outrageous and impossible may now be the only way forward.

What is the disruption uncovering in your branch? While holding on to our branch routines and traditions is important, don’t squander this time to innovate and solve previously unsolvable problems. Consider ramping up your efforts around advocating for AAUW’s gender equity agenda. This is the time to speak up on the [AAUW Gender Agenda for the 2020 Election](#). Important in Pennsylvania are legislation for equal pay, paid family leave, minimum wage, redistricting reform, charter school reform, public school funding.

Please share with me (aauwpa.president@gmail.com) how the AAUW Pennsylvania Board can assist you to survive and thrive in this unprecedented time.

Ann Pehle (Carlisle)
President

AAUW Needs You More Than Ever

Why give to AAUW? In difficult times like these, as many have been furloughed or have lost their jobs or are suffering from concern over health or access to healthcare, the inequalities in the workplace are even more starkly visible than usual.

As AAUW CEO Kim Churches has pointed out, our work matters more than ever because:

- Women hold the majority of part-time work and make up the majority of the low-wage workforce.
- So many women lack basic benefits like paid sick leave or family leave.
- Retired women are twice as likely as men to live at or near poverty.
- Women are more likely than men to be poor or struggling, especially women of color.

These people are hurt worse by crises like this one, and AAUW’s mission is to try to end these extra burdens.

HOW CAN I CONTRIBUTE?

You can contribute any amount at any time. You can even set up a regular donation online through your credit card.

Choose the fund:

The state board encourages you to give to the Greatest Needs Fund since that is where your money can go the farthest the fastest.

AAUW Greatest Needs Fund (9110), formerly known as The AAUW Fund, should be your go-to fund. Donations to this Fund provide AAUW with money to support ALL AAUW initiatives, take advantage of unexpected opportunities, and respond to unanticipated needs. ALL AAUW programs can draw from this Fund.

However, if you prefer, alternatives do exist and include the following: Education and Training Fund (4450), Economic Security Fund (4449), and Leadership Fund (4452).

How to donate:

INDIVIDUALS ONLINE: Click on the big red DONATE button at the top of the AAUW home page: <https://ww2.aauw.org/donate-gift-new/>

INDIVIDUALS BY MAIL: Mail your donation to AAUW Development Department, P.O. Box 98045, Washington, D.C. 20090-8045. Indicate the Greatest Needs Fund or other preferred fund on the memo line of your check.

BRANCHES: Follow the directions on the page linked below to complete the Contribution Report Form (CRF) linked from that page: <https://www.aauw.org/resources/member/contribution-report-form/>.

ALL donations, large and small, are very much appreciated, especially in these challenging times. Please consider how you can support AAUW, and thank you in advance for your support of AAUW’s mission and work!

Deb Roney (Huntingdon)
AAUW Funds Chair

THE AAUW PROGRAM

Five Star Recognition Program

The [Five Star Recognition Program](#) celebrates 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. 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?



Ann Pehle (Carlisle)
President

Pennsylvania Stars

Congratulations for Achieving



- AAUW Carlisle: Communication & External Relations
- AAUW Easton: Communication & External Relations
- AAUW Harrisburg: Communication & External Relations
- AAUW Indiana County: Advancement
- AAUW State College: Communication & External Relations



AAUW Lansdale: Advancement; Programs



AAUW North Hills Pittsburgh: Advancement; Communications & External Relations; Public Policy & Research

Promote the FREE online AAUW Work Smart salary negotiation course

Everything you need is in one place on the AAUW Pennsylvania website at <https://aauw-pa.aauw.net/aauw-work-smart/>. There you will find ideas for individuals and branches.

Haven't taken the course? Go to [Work Smart Online](#) (<http://aauw.us/PA>) to see for yourself how life-changing it is.

News from AAUW National



New Website. The long awaited update to www.aauw.org happened on April 6th. Click [here](#) and scroll down for the April 10 New Website Launch webinar.

National Convening series. This is the new format for reaching all AAUW members, instead of a national convention. Click [here](#) and scroll down to the recording of the following one-hour conversations.

- State of the Association: Message from Kim Churches May 8, 2020)
- Mrs. America: Women's Rights, Family Values and Politics with Marjorie Spruill
- Getting Out the Vote During a Pandemic
- AAUW Updates & Diane Rehm
- New Website Launch
- The Gender Agenda
- Together in 2019, Together in 2020

How to Frame the "celebration" of the 100th anniversary of the 19th amendment. In our local celebration events, it is important we follow AAUW's lead on how to recognize this anniversary.

- AAUW recognizes the struggle to pass the 19th Amendment in 1920, and that it wasn't until 45 years later, when the Voting Rights Act of 1965 was passed that women of color were granted the right to vote.
- Today, there are still challenges with voter access and voting suppression which is why AAUW will focus on ensuring every vote is recognized in 2020.
- States and branches should acknowledge the importance of the 100th anniversary while also educating members and the public on why the anniversary does not encompass all women's right to vote.
- We have to keep up the fight, as the country still struggles with voter access and voter suppression.

Equity network. AAUW launched Equity Network as a way for individuals interested in gender equity to connect with persons committed to inclusion on campuses, in workplaces and in communities — and who want to do something about it. [Check](#) it out.



Maintaining our History

As you seek things to fill your time as you stay at home, cleaning closets and files, you may find AAUW material that is no longer needed. I am still collecting and sorting files for their eventual home in the State Archives, although I keep at least 10 years of files at hand.

Going forward, one of the most important tasks is to contact past and current board members as well as former members and officers to determine if they have any records. Many important records are lost through failure or neglecting to pass on; illness or death of a member with archive material could mean they are lost forever. Their families are unaware of their importance.

Yearbooks should contain current membership and Branch board members, committee chairs, past presidents, all past award recipients (Outstanding Women, TEAL award, Emerging Star and Spotlight, Gateway to Equity awardees, honorary life members and life members and a listing of programs. If your Branch does not compile a yearbook, a single document will suffice.

Your Branch newsletter should highlight awards received from the state, negating the need for retaining award certificates. You may however want to keep a folder of these certificates.

News articles are best kept if photocopied when they are new.

Keep these guidelines in mind:

DO

Put date and name on every document.
 Label photos with event, names and date.
 Minimum to retain; at least 10 years of the following at Branch level, anything older may be archived: Newsletters, Yearbooks, Agendas, Minutes, Financial reports, Chair and committee reports, Bylaws, Special projects, and Anniversary material.
 Copying news articles prevents newsprint from aging. I recommend keeping all anniversary documents and displays at Branch level.

DON'T

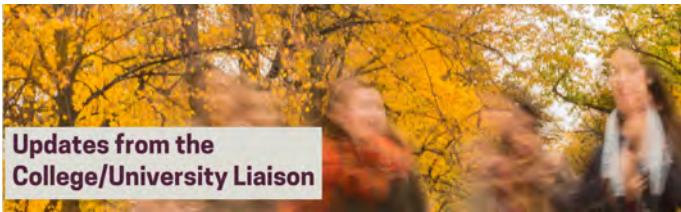
Place material in scrapbooks, plastic sleeves or notebooks (use file folders or hanging files and store in plastic file boxes).
 Retain state or national material; it is already archived (I will be happy to accept these items as we may not have them at state level.)
 Do not use metal paperclips or non-rust resistant staples; discs or sticks.
 News articles that duplicate newsletter or yearbook.
 Articles or items not germane to AAUW; obits, etc.

As always, I am available to assist in any way to help your branch and I can visit your branch if requested. You can call or email anytime. I am still available to travel to your Branch for pick-up and will practice safe distancing and pick up from your driveway.

Linda Robbins, (Allentown)
 Archives Chair
aauwpaarchives@gmail.com



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Updates from the College/ University Liaison

Student Advisory Council call to action Sexual Assault Awareness Month April 2020

With social distancing and stay at home orders in PA and many other states due to COVID-19 it was recognized that there is still work to be done using social media on the Student Advisory Council's (SAC) focus issue this fiscal year- sexual assault & sexual harassment. Along with the SAC, a call to action was given to the Pennsylvania student affiliate members to focus energy on and to support the National Sexual Violence Resource Center (NSVRC) - 19th Annual Sexual Assault Awareness Month (SAAM) April 2020 to shine a light on Consent and Share Support for Survivors. Online supporters participated on social media and shared a photo wearing teal on the Day of Action on April 7th.

SAAM April 2020 is about more than awareness and the ultimate goal is prevention. Since consent is a clear, concrete example of what it takes to end sexual harassment, abuse, and assault, this year's campaign shares the message that asking for consent is a normal and a necessary part of sex. If you want to learn more about NSVRC go to www.NSVRC.org.

National Conference for College Women Student Leaders (NCCWSL)

As a result of the ongoing concerns regarding COVID-19 and the impact from travel restrictions and need for physical distancing, NCCWSL 2020 that was scheduled to take place May 27-30, 2020, at the University of Maryland, College Park has been postponed.

This heartbreaking decision is responsive to the advice of health authorities and the World Health Organization (WHO) who have declared a global pandemic. AAUW's first priority is the health and welfare of our dedicated staff, NCCWSL participants and the campus community.

We had 8 funded grants provided by: Pittsburgh Branch 1, Carlisle Branch 1, Bethlehem Branch 2, and AAUW-PA 4. Each funding branch along with the PA Board agreed to take the option to transfer the grant funds to NCCWSL 2021. Additionally the student recipients have been notified that their grant will be transferred and available to them provided that they are enrolled as an undergraduate or graduate student in 2021. The students, while disappointed, understood and are grateful that they can have their grants transferred to NCCWSL 2021. I will be sending them a registration form to update and confirm their availability in the January/February 2021 timeframe.

Peggy Schmiedecke (North Hills Pittsburgh)
C/U Liaison



*Congratulations to all AAUW
student members who are
graduating with the class of 2020
this spring!*

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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