

AAUW Pennsylvania

Annual Report 2019--2020

At the start of a President's term, the AAUW Pennsylvania Board adopts a strategic plan. The strategic plan for 2018 – 2020 is [here](#). See progress made in FY19 [here](#).

This document summarizes the progress made in FY20 using information from officer annual reports.

Support and mentor branches and members across all demographics.

- Quarterly giving reports from national were distributed to all branches so they could check them against their branch records. (AAUW Funds Chair)
- Several state giving awards were calculated. (AAUW Funds Chair)
- Pennsylvania continues to be tenacious about membership development.
 - Nine branches increased their membership totals and six branches maintained their numbers. (Membership VP)
 - Twenty-eight of our thirty-six branches recruited new members for a total of 176 new branch members. (Membership VP)
 - State-wide, AAUW-PA branch membership decreased 1.6% to 1903. (Membership VP)
- Worked with branches to engage and retain members. (Membership VP)
 - How do some branches continue to grow– through enthusiasm, diligence and hard work of all members who promote the greatness and the benefits of belonging to AAUW. These branches combine mission-based programming with outreach to recruit new members.
- Presented nineteen Outstanding Women and sixteen Members Making a Difference member recognition awards. (Membership VP)
- Consulted with a branch on ideas for diversity and inclusion resources, as well as how diversity and inclusion collaborates and interfaces with other branch committees. (Diversity & Inclusion Chair)
- Managed the Student Advisory Council from selection through final project. Five students were selected to serve on SAC. (College/University Liaison)
- Visited AAUW York board meeting and branch meeting speaker (February 2020), speaker at West Chester/Chester County anniversary (March 2020) which was cancelled due to COVID-19. (President)

Serve as a liaison between national AAUW, Pennsylvania branches, and individual members.

- Encouraged donations from branches and individuals through FYI and Keystoner articles. (AAUW Funds Chair)
- Collected statistics on the amount of giving in PA to AAUW Funds. In total in 2019, PA members and branches contributed \$68,748.98. Overall, 33 PA branches contributed. (AAUW Funds Chair)

- Responded to requests from branches for help in several areas: unknown donations, national expectations for the amount of branch donations, the number of solicitations from national, and recognition of their Named Gift Honorees.. Two issues with the award certificates were quickly resolved. (AAUW Funds Chair)
- Developed fundraisers for the April convention: 1) Donations at lunch using newly designed donation envelopes to be printed as needed, and 2) Basket raffle for baskets donated by branches. (AAUW Funds Chair)
- Implemented a PayPal Here system at state events for taking credit cards for donations to AAUW Funds that has worked well. (AAUW Funds Chair)
- Updated the fund pages of the AAUW-PA website. (AAUW Funds Chair)
- Reviewed the Glossary for the annual yearbook. (AAUW Funds Chair)
- Assisted branches with implementation of AAUW's Shape the Future Campaign, during which new members can join AAUW for half price national and state dues. (Membership VP)
- Worked with forty college/university AAUW partners in Pennsylvania. This number declined from forty-six. (College/University Liaison)
- Assisted C/U Chairs in the eight branches that have one. This is a decrease from eleven branches in the previous year. (College/University Liaison)
- Worked with eight Student Organizations in Pennsylvania colleges/universities. The number of student organizations declined from fourteen. (College/University Liaison)
- Published four FYI newsletters for branch presidents. (President)
- Published four Keystoner newsletters for all AAUW members in Pennsylvania. (Keystoner Editor)
- Published the annual Yearbook online, instead of printing and distributing at convention. (Keystoner Editor)
- Added two AAUW national members to the AAUW Pennsylvania Board. (President)
- Held two Central District Meetings with AAUW-PA at both and AAUW national staff member at one. (Central District Coordinator)

Focus national and state goals for branches, providing ideas and resources to help branches of all sizes work toward those goals.

- Collected, collated, and then distributed statewide information about branch fundraising activities. (AAUW Funds Chair)
- Invited three branches to share detailed information about their creative fundraisers in the Keystoner. (AAUW Funds Chair)
- Seven branches have achieved one or more stars in AAUW's Five Star Program, recognizing achievement in Advancement, Communications and External Relations, Programs, Public Policy and Research, and Governance and Sustainability. (AAUW Pennsylvania Board)

Support and advocate for Pennsylvania legislation that empowers women.

- At the July 2019 Summer Retreat, presented the legislation, we would advocate for during the year: pay equity, paid leave and raising the minimum wage. (Public Policy Co-Chairs)
- Continue to collaborate with a number of groups where we can offer an AAUW voice to move issues we support, including: Fair Districts, PA Schools Work, Education Voters PA, the Family Care Act Coalition, and the Campaign for Women's Health. (Public Policy Co-Chairs)
- Augmented the AAUW 2020 Gender Agenda document to include Pennsylvania specific legislation. [Gender Equity in PA](#) (Public Policy Co-Chairs)
- GOTV activities for 2020 general election included publishing a [template](#) for head-to-head candidate position comparison on AAUW issues. (Public Policy Co-Chairs)

Provide leadership on important issues and help show their relevance at the state and local levels.

- At the July 2019 Summer Retreat, presented A Tale of Two Women. This outlines the economic challenges women face throughout their lives to illustrate the importance of AAUW's Strategic Plan for economic security. An infographic with specific information and statistics to support these issues was provided. (Public Policy Co-Chairs)
- Published Highlights, a Public Policy newsletter, and held conference calls for Branch Public Policy Chairs. (Public Policy Co-Chairs)
- The Student Advisory Council (SAC) selected Counterstrike: Fighting Back against Violence towards Women as the topic for their presentation at the 2020 Pennsylvania State Convention. The students were active on their campuses bringing awareness to the topic. They learned about knowing your rights: sexual harassment and sexual assault under Title IX and who their institutions Title IX Coordinators are. Additionally they reviewed AAUW Research titled Limiting Our Livelihoods reviewing workplace sexual harassment and the toll it takes on women's physical and mental health. Also that it limits job choices, reduces prospects for career development and even can force some out of the workforce. The cancellation of the convention due to COVID-19 meant they didn't make a presentation. (College/University Liaison)
- Using social media, SAC worked with Pennsylvania e-student affiliate members, issuing a call to action to focus energy on and support the National Sexual Violence Resource Center's Sexual Assault Awareness Month 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. (College/University Liaison)
- Topics of Central District Meetings included content/discussion on relevant issues. The meeting in State College on October 11 featured a workshop on Winning Paid Leave for All. The meeting in Enola on November 19, featured Rev. Sandy Strauss speaking on bi-partisan advocacy in a partisan world. A representative of Fair Districts PA updated us at both meetings. (Central District Coordinator)

- 2020 was the year for the Pennsylvania State Convention—and was cancelled due to COVID-19. Purple Sashes and Persistent Women was planned as a celebration of the 100th anniversary of the 19th amendment. The program speakers were a blend of learning and celebrating the right to vote and exploring current issues.

In 2018-20, AAUW Pennsylvania's mission-based activities and projects include work to:

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

- Decided not to hold a rally in Harrisburg for Equal Pay Day, since our legislature was not in session on the designated day. Instead, asked branches to rally locally, by conducting a meeting with their state legislators in their home offices. provided scripts and handouts on the pay gap, pay equity legislation, minimum wage, and the Family Care Act (paid leave insurance). (Public Policy Co-Chairs)
- Unfortunately, the Covid-19 shut down affected those meetings as well. Some branches wrote emails or letters to their legislators instead. We encouraged branches to plan their visits for other equal pay days yet to come, such as Moms, June 4, Black Women, August 13, and Latinas, October 29 or when visits again become possible. (Public Policy Co-Chairs)

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

- Collaborated with the Pennsylvania Commission for Women to conduct ten Work Smart salary negotiation workshops across the Commonwealth. We trained 204 women and introduced an additional 159 to Work Smart Online. (President)

Provide financial support for college students to attend NCCWSL. (Education & Training; Leadership)

- Served on the selection committee for the NCCWSL grants from AAUW-PA. (AAUW Funds Chair)
- Eight students were selected to receive NCCSWL grants. Seven accepted. With the cancellation of NCCWSL due to COVID-19, all grants are rolling over to May 2021.

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

- Offered grants to branches for holding a Draw the Lines event to AAUW Erie, AAUW Indiana County, AAUW Johnstown, AAUW North Hills Pittsburgh.

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

- Articles written by members of the Education Committee exploring issues are published in *Keystoner*.
- Education Committee members write letters to the editor.
- PA Schools Work and Education Voters PA materials shared on social media.
- AAUW Pennsylvania Gateway to Equity award presented to Susan Spicka, Executive Director, Education Voters PA