



The Keystoner

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

From Our President

I am writing this article before the November election, so have no idea the outcome or what will be happening when you receive this issue in December. However, something happened on October 14th that reinforces my belief in AAUW's non-partisan, issues based advocacy.

The Family Care Campaign—the statewide coalition of organizations [AAUW Pennsylvania is one] united behind the need to support hardworking families that are simply doing their best to take care of loved ones—held a press conference urging the Pennsylvania General Assembly to support and pass SB 580 / HB 1739—Pennsylvania Family Care Act. State Senate Majority Leader Jake Corman (R-District 34—Centre, Huntingdon (part), Juniata, and Mifflin Counties) spoke at the press conference. In his remarks, Senator Corman described the Family Care Act as “a good balance -- the balance between the needs of employees and the needs of business,” calling it “a conversation whose time has come.”

Senator Corman's support of The Family Care Act caught my eye because he is not a supporter of any other AAUW issue, especially public education or charter school reform. Yet, we can agree on the need for a family and medical leave program in Pennsylvania. The members of AAUW State College, AAUW Huntingdon, and AAUW Lock Haven who reside in District 34 were urged to acknowledge his support. Building strong relationships with our elected officials based on the issues affords AAUW members the opportunity to find common ground and accomplish the work of our gender equity agenda. So, no matter the outcome of the Pennsylvania state senate and representative elections, we have work to do for the women of Pennsylvania!

The AAUW Pennsylvania Board met in October. Big discussion topics were: developing the 2020-2022 Strategic Plan; July 2021 Summer Retreat; AAUW proposed dues increase and bylaw change to remove education requirement for education. We also bragged about branches that are adopting and succeeding in these unusual COVID times.

Wishing you all the joys of this holiday season! When traditions and rituals are interrupted because of COVID. . . start new ones!

Please stay healthy.

Ann Pehle (Carlisle)
President

Caring for Ourselves While Keeping Up the Fight

As the 2020 presidential race comes to a close, and the results come out, some of us may breathe a sigh of relief that we made it to the finish line of what has been a chaotic and overwhelming election. If you've been invested in a specific outcome, it might feel like months of non-stop anxiety and work is finally coming to a close.



Unfortunately, the work is yet to be completed. While writing this article almost a week after the election, some races have yet to be called, we clearly will have runoff elections, and the future of the majority in both the Senate and the House remains up in the air. Tensions in our country are still high. And so, for these reasons, we must be cognizant of our own mental health as much as possible. This looks different for everyone, and means taking some time to think about the things you experience that indicate anxiety or stress, and the things you can do to help yourself.

I went camping with my family for the weekend post-election day. The stress of sitting around and waiting seemed to feel like it would be too much for me, and my anxiety, to handle. So we opted to take the weekend away with no cell phone coverage and relax. As I returned home, I realized the great privilege associated with my mini vacation to our local state park. I saw videos from cities around the country of people so happy, celebrating in the streets. I was ecstatic over the news of the election, but what I felt was a sense of gratefulness. I was grateful that I was able to go the weekend without paying attention to the news, because either way the election went, I wasn't concerned for my safety, status in this country, or access to things I need. Others don't have that luxury.

I spent Sunday recovering from our camping excursion, and catching up on the large number of podcasts I'd missed Friday and Saturday. I watched both Kamala Harris and Joe Biden's speeches, and found myself crying, and just completely relieved. Weight that I didn't know I was carrying around was lifted off my shoulders. I am lucky to have had the ability to leave the politics behind for the weekend. The results of this election were not life or death for me, and I feel I have a new appreciation for the dread and upset that others felt going into this election.

So yes, while self-care is important and helping yourself out is important too, I encourage everyone to consider staying engaged in politics for the sake of the future of our country. Try not to unplug at crucial times, to stay engaged, and to recognize that being able to remain neutral on political issues and topics is an opportunity that not everyone has. Make every effort to put yourself in the shoes of those directly at the front lines of the current political discussion. I know I plan to do more in the space after the 2020 election, and I hope you'll join me. While I'm relieved post-election, I also know there is much more to do to create a better future.

Jordan Glover (State College)
Diversity and Inclusion Chair

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.

THE AAUW 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?

Learn more about the program [here](#). Hear from [two branches](#) that achieved Five Stars—AAUW Marin (CA) and AAUW Northeast Tarrant County (TX)—about their experiences with Five Star and how it has impacted their work in gender equity.



Ann Pehle (Carlisle)
President

Pennsylvania Stars

Congratulations to the 9 Pennsylvania branches that achieved the criteria to be awarded stars between July 1, 2019 and October 30, 2020.



5 STARS

State College

Program: Advancement; Communications & External Relations; Public Policy & Research; Governance & Sustainability



4 STARS

Easton

Communications & External Relations; Public Policy & Research; Governance & Sustainability; Programs

Indiana County

Program: Advancement; Communications & External Relations; Public Policy & Research

North Hills Pittsburgh

Program: Advancement; Communications & External Relations; Public Policy & Research



3 STARS

Carlisle

Program: Advancement; Communications & External Relations

Lansdale

Program: Advancement; Communications & External Relations



1 STAR

Bethlehem

Advancement

Harrisburg

Communications & External Relations

Pittsburgh

Advancement

News from AAUW National

National Dues Increase

AAUW members received an email on October 30th from Julia Brown, AAUW Board Chair, announcing an increase in Individual Member dues for the next three years. The dues will rise by \$3 for Fiscal Year (FY) 2022, \$5 for FY 2023, and \$5 for FY 2024, making the total dues amount for those years \$62, \$67 and \$72, respectively.

“In order to preserve the viability of this organization we all love, the board needed to take action. Simply put, this measure is essential for AAUW to continue our mission to achieve gender equity.

Most nonprofits adjust their dues annually or every other year to keep pace with inflation and rising expenses. However, due to prudent budgetary management, AAUW has been able to keep its dues flat since July 2018. That means that, by the time the first scheduled increase takes effect, we will have maintained three years of dues stability.”

All but \$3 of your annual dues remains tax deductible. Current life members will not be affected by this change. New life memberships acquired after July 1, 2021, will reflect the higher dues’ amounts. College and university membership fees will remain unchanged. AAUW Pennsylvania dues will remain \$10.

For more information, watch this candid and transparent [town hall discussion](#) with Julia Brown, AAUW Board Chair and Melinda Gaul, AAUW Board Vice Chair.

Thriving in the time of COVID

COVID is the great disrupter and is impacting the work of all AAUW branches. AAUW membership staff hosted a Zoom meeting in October—“Programming During a Pandemic”—in which several branch leaders from across the country shared ways to advocate virtually for women and girls as they continue to navigate the COVID-19 pandemic, as well as ideas for keeping branch meetings and interest groups and fundraising active, albeit virtually.

Feel stymied because of the limits imposed by the pandemic? Watch the [recording](#) for some insights and great ideas.

Two Pennsylvania AAUW branches were highlighted in for their Five Star Recognition achievement -- AAUW North Hills Pittsburgh (Pennsylvania) and AAUW Indiana County (Pennsylvania):



[Read about it here!](#)

Ready to Honor Branch Members? Here's How to Submit Annual Awards!

As your branch chooses members to honor with the Outstanding Woman, Member Making a Difference, or Gateway to Equity awards, you can now submit award information using an online form.

Use one online tool to report your awardees' names, information about their accomplishments, and submit photographs.

To submit information, just click this link:

[AAUW PA Awards](#)

We ask that you wait until all your awardees are identified before submitting.

The Deadline for reporting your honorees is February 15, 2021.

Pat Byerly is coordinating this effort and questions should go to her at AAUWPAAD@gmail.com



SUMMER RETREAT

Mark your calendars for the AAUW PA Summer Retreat. The Retreat will be July 23-24, 2021 beginning at 6:00pm on Friday with informal social and ending on Saturday at 3:00pm.

The venue is the Central Hotel and Conference Center in Harrisburg. We hope that COVID-19 will be behind us and will be able to meet in person. However, just in case, we are simultaneously planning for possible virtual event.

More information will be forthcoming as we continue to monitor the pandemic crisis. The action you need to take now is to mark your calendar to hold the dates.



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.

Nominees for State Board Positions

Next spring, we will vote on candidates for state elected offices. Full voting details will be sent to Branch Presidents in the February FYI and will be included in the March Keystone so all members will have them.

The committee would like to thank the candidates for agreeing to run and to serve if elected. The chair would also like to thank the Nominating Committee members for their excellent work: Eastern District: Martha Czop, Lower Bucks Branch; Central District: Nancy Sigrist, Carlisle Branch; Western District: Susan Wheatley, Indiana Branch; and Alternate: Holle Canatella, Lock Haven Branch (Central District).

Deb Roney (Huntingdon)
Nominating Committee Chair

FINANCE OFFICER: Dr. Ann Echols, State College Branch, formerly of the Blacksburg, VA, Branch



Ann is currently serving her second term as finance officer for State College Branch, which she joined in 2018 after having been a member in the Blacksburg (VA) Branch (1993-98). She graduated with a BBA degree (accounting) from Texas A&M University, an MBA (accounting and finance cognate) from Florida Atlantic University, and an EdD (vocational and technical education policy) and PhD (strategic management) from

Virginia Tech.

From 1994 until 2000, Ann taught and designed business courses at the undergraduate and graduate level. She has held teaching/research positions at Virginia Tech, Penn State's Smeal College of Business, The Freeman College of Management at Bucknell University, and Juniata College. She considers herself retired now, and she does volunteer service full-time.

When asked what she sees as the primary focus of AAUW-PA and how she would work toward that goal if elected, Ann replied:

"AAUW-PA serves as a conduit between national and the State's branches, helping to ensure they are aligned and support the mission and values of the organization while meeting the needs of local communities.

As a unified organization, I would like to see AAUW reduce barriers to membership, streamline the ease of processing membership applications online which may include reducing the number of membership schemes, as well as increase the attention given to closing the pay gap and promoting equity.

I believe AAUW-PA could increase its effectiveness by developing a stronger online presence (<https://aauw-pa.aauw.net/>).

It is important to ensure that all Pennsylvania branches feel satisfied with the support they receive from both national and AAUW-PA, as well as have the resources needed to carry out the organization's agenda at the local level. Generating membership from Millennials/Gen Y, and also from Gen Z, who began coming of age in 2013, is critical to our sustainability. We need to increase our understanding of how to align our programming and other opportunities with their needs while continuing to hold AAUW's mission as our "north star."

If elected as AAUW-PA's finance officer, I will accurately account for our state finances and be transparent in doing so, while working to advocate for increased efficiencies as appropriate."

MEMBERSHIP VICE PRESIDENT: Randi Blauth, Easton Branch

Randi is currently the Membership VP for her branch, previously having served as Diversity and Inclusion officer for nine years, as president (2012-14), on the nominating committee and Facebook Communications. She co-founded the inter-branch study group Diversity: Deeds and Dialogue. In 2012, she was awarded the Teal Award and, in 2016, the Outstanding Woman Award, both from Bethlehem Branch, and the Member Making a Difference Award in 2020 from Easton Branch.



Randi is a frequent participant at state summer retreats and has attended four state conventions and three national conventions. She previously served on the state nominating committee and has presented on diversity and public policy issues at state conventions. From 2015-17, Randi served on the national Diversity and Inclusion task force.

Randi earned her BS Ed in library science from Kutztown University and holds secondary education and English as a Second Language (ESL) teaching certificates. Although she is now retired, she taught ESL at Northampton Community College for 16 years. She serves on the Bethlehem Area Public Library Board of Trustees and volunteers as an elementary school mentor and in the Orton-Gillingham reading program. She also volunteered with the Institute of Jewish/Christian Understanding at Muhlenberg College, doing workshops on Holocaust education for middle schoolers and high schoolers.

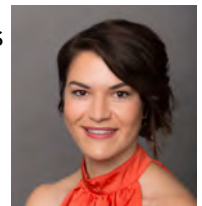
When asked what she sees as the primary focus of AAUW-PA and how she would work toward that goal if elected, Randi answered:

"The primary function of AAUW PA is to bring women together who are united in purpose in advancing equity for all women and girls across the state. Women can look to AAUW PA as a source for information and support for those shared values and advocate across the state with help from the state board officers. We learn together in our local, district, and state meetings and share our information and values with women in Pennsylvania who aren't yet members.

I would have quarterly meetings with branch membership vice presidents to discuss how we can advance knowledge and share ideas locally of AAUW to attract new members. I think it's important to reach out to women whom we may think we have nothing in common, but need to realize that all women have common issues and I would encourage and help branches do so. AAUW provides many tools and ideas to use to attract new members and perhaps we can make our own. In addition, I would work with the state board to collaborate on new ideas for the advancement of membership and build on the structures put in place by our outgoing membership chair, Linda Tozier, who was a gem at her job."

SECRETARY: Ajla Lausegger, National and state member


Ajla is currently serving as AAUW-PA board secretary after having been elected in April 2019. She holds a BS degree in Business Administration, Financial Analysis from the University at Buffalo and a JD degree from the University of Cincinnati College of Law. She now serves as Associate General Counsel at Quaker Houghton and previously worked as an associate at Jones, Gregg, Creehan & Gerace, LLP. Ajla joined AAUW in 2018.



When asked what she sees as the primary focus of AAUW-PA and how she would work toward that goal if elected, Ajla replied:

"I think the primary focus is a split between financial equality for women, as well as racial justice and equality. We are moving into a new era, where discrimination of any kind is intolerable and only works to hurt those disadvantaged by it, and it is important we level the playing field for all.

I will support the initiatives of AAUW PA, fully participating to engage branches, as well as members, to ensure the goals and core values of the organization are met."



From the Branches

Johnstown Branch matched funds with The CSB2 STEM Ecosystem, which serves Cambria, Somerset, Blair and Bedford Counties to purchase new STEM kits for the Cambria County Library.

Cambria County Library Youth Services Coordinator, Leah Johncola stated, "We are very excited to partner with AAUW Johnstown Branch and the CSB2 STEM Ecosystem to be able to receive these STEM kits and make them available to local non-profits to use for STEM programming."



LEAH JOHNCOLA

Kits include four iPads, Dash and Dot robots, Magna-tiles and Legos. The kits will be made available to local non-profit organizations that do programming for children and would like to include STEM education.

AAUW Johnstown Branch has a history of offering STEM programs for young women to encourage interest in Science, Technology, Engineering and Math.



CARLISLE BRANCH MEMBERS BETH MCKINLEY AND KATIE PERKOWSKI

AAUW Carlisle's Public Policy committee persisted during the general election season to coordinate four, masked and/or socially distanced voter registration events, three with Hope Station, our favorite collaborator.

- September 15 at Project Share (Carlisle food bank) on distribution day with Hope Station's Professional & Educational Empowerment Center staff.
- September 16 at Carlisle's Farmers' Market on the Square courtesy of St. John's Episcopal Church.
- September 30 at Hope Station's Italian Ice Social.
- October 17 at Hope Station with the ACES Group, Hope Station's Activism Change Empowerment Social Justice youth group.



NANCY SIGRIST, HOPE STATION PROGRAM DIRECTOR JASON DIGGS, AND KATE ELKINS



Toast to Tenacity

More than 2,500 people watched the webcast of Toast to Tenacity™ on August 26, 2020, the 100th anniversary of the day the 19th Amendment was adopted.

Supporters across the country joined in the toast given by Vision 2020 President Lynn Yeakel: "On this 100th anniversary of American women's right to vote, we salute the suffragists: With gratitude for what they did in their time—and with determination to do what we must in our time. We honor their tenacity and the work they started. We pledge to complete their unfinished work to achieve equality and justice for all."



JUNIA STUDENT ORGANIZATION

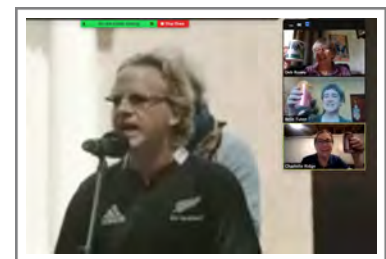
AAUW members across Pennsylvania virtually joined the Toast.



PEGGY AND LENA SCHMIEDECKE (NORTH HILLS PITTSBURGH)



JOHNSTOWN BRANCH MEMBERS BETTY DUGAN, CLAIRE MONTOYA, AND MADELINE GYURE KATHY HOWANEK, BRANCH PRESIDENT, HOSTED THE EVENT AND IS THE PHOTOGRAPHER.



HUNTINGDON BRANCH



Pay Equity

The new pay equity numbers by congressional district are out, and there is good news and bad news. The good news is that, in general, salaries

increased. The median earnings for men in Pennsylvania increased 4% from \$53,269 to \$55,221, an increase of \$1,952. Women’s median earnings went up 1% from \$43,243 to \$43,791, an increase of \$548. Unfortunately, income in Pennsylvania did not increase as much as in other states or for women compared to men, which means we fell from an earnings ratio of 81% or 21st out of all the states last year to 79% or 32nd out of all the states and the District of Columbia this year.

When comparing each of our congressional districts this year to last year, men’s earnings increased in sixteen of our eighteen districts with losses in the other two. Women’s earnings only increased in 13 districts. Compare the [2019 Pay Gap](#) to the [2020 Pay Gap](#) to see where your congressional district stands.

These numbers are based on all women and are from the U.S. Census Bureau, American Community Survey, 2019 which does not include any data from this spring’s impact on wages by Covid-19. The numbers are not broken down by race or ethnicity, but we know that the ratios for women of color are much worse.

Barbara Price (Lower Bucks)
Jacqui Rogers (Doylestown)
Public Policy Co-Chairs

Promote the FREE online AAUW Work Smart salary negotiation course



While the in-person 2-hour workshops are paused due to COVID, there is still an option for learning how to negotiate your salary for a new job or promotion.

Promote AAUW’s FREE online Work Smart course.

Go [here](#) to for the course access. And, click Host a Workshop—scroll down to Promote AAUW Work Smart Online to download the promotion guide. Go to AAUW Pennsylvania website at <https://aauw-pa.aauw.net/aauw-work-smart/> for ideas for on how individuals and branches can be involved.

AAUW FUNDS



As COVID cases rise across the state and nation, we all face a winter of greater isolation than usual, but doing something good for others is an effective way to make yourself feel better. Sigal Samuel, novelist and staff writer for Vox, conveys three suggestions for “How to Make This Winter Not Totally Suck, According to Psychologists” (14 Oct. 2020): “social connectedness, a clear purpose, and inspiration.” Fortunately, AAUW membership can provide all three.

Samuel quotes Sonja Lyubomirsky, a psychology professor at the University of California Riverside, who notes, “studies show that anything we can do to direct our attention off of ourselves and onto other people or other things is usually productive and makes us happier.”

As we enter the period of giving thanks and giving to others, make AAUW Funds part of your own happiness-building plan. You can contribute any amount at any time, and every donation is needed, welcomed, and appreciated.

Easy ways to donate to AAUW:

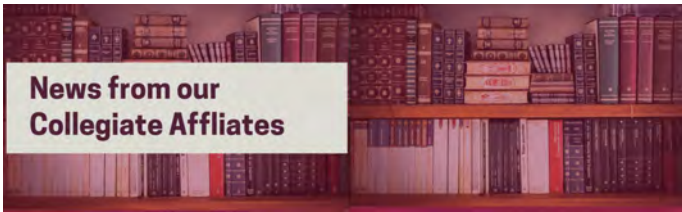
By Credit Card or PayPal: Click the DONATE link on the AAUW homepage or go to <https://ww2.aauw.org/donate-gift-new/>. Once there, click the big blue button “Use my gift where it’s needed most (Greatest Needs Fund).”

By Check: Make your check out to AAUW Funds with your preferred fund (Greatest Needs Fund) on the memo line. Send your check to your branch AAUW Funds Chair, if there is one, or to the Finance Officer if there is not. That officer can reference directions on how to submit donations to national here: <https://www.aauw.org/resources/member/contribution-report-form/>.

Thank you, and have a happy holiday season!

Deb Roney (Huntingdon)
AAUW Funds Chair





**News from our
Collegiate Affiliates**

NCCWSL (National Conference for Collegiate Women Student Leaders)

AAUW Pennsylvania has transferred the eight awarded grants from postponed NCCWCL 2020 (due to COVID 19) funded by Pittsburgh (1), Carlisle (1), Bethlehem (2), and AAUW-PA (4) to NCCWSL 2021.

AAUW Pennsylvania will be awarding four NCCWSL grants for 2021. 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 23, 2021.**

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 May 26 – May 29, 2021

The AAUW-PA NCCWSL-Grant Application is now available at <https://aauw-pa.aauw.net/files/2020/09/NCCWSL-PAGrantApplicationForm2021.pdf>

This information has been communicated to e-affiliate students, College/University Members, Branch Presidents and C/U Branch Chairs. The application deadline is February 13, 2021. They may be sent via e-mail by midnight EST 2/13/2021
E-mail:

AAUWPACU@gmail.com

E-Mail Subject: AAUW-PA NCCWSL Grant Committee.

U.S.Mail:

AAUW-PA NCCWSL Grants Committee
c/o Peggy Schmiedecke, Chair
8231 Van Buren Drive
Pittsburgh, PA 15237.

Student Impact Mini-Grant

The Student Impact Mini-Grant application original deadline of October 30, 2020 has been extended until February 19, 2021 and will be awarded on a first come, first serve basis. Applications will be reviewed on an ongoing basis. The grant application selected will be eligible to receive a grant of up to \$200.

Go to <https://aauw-pa.aauw.net/files/2020/09/AAUW-PA-Mini-Impact-Grant-Application-2020-2021.pdf>

for information, ideas, resources and the application.

La Roche University AAUW Student Organization members Emily Twichel and Rebecca Koulibali joined efforts with LRU Student Government to help run information tables and voter registration to support the GOTV- All in Democracy Voter Education 2020 Action Plan.

Peggy Schmiedecke (North Hills Pittsburgh College/University Liaison)



LA ROCHE SENIOR EMILY TWICHEL, A DOUBLE MAJOR IN MARKETING AND MANAGEMENT

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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

aauwpakeystoner@gmail.com

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

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