

FOR YOUR INFORMATION

NEWSLETTER
FOR BRANCH PRESIDENTS

November 2020



LOOK INSIDE

- Branch President Zoom call on November 18
- AAUW dues and education requirement
- FIVE Star awardees
- Call for Nominations
- Student Impact Mini-Grant and NCCWSL

And much more!

Keep Moving through Uncertainty

I am finalizing this FYI, readying it for publication amidst the tremendous uncertainty of November 4th. And, I am trying to focus on that which I know and can control. What I know, is that we are members of a great organization united to improve gender equity. What I also know, is that the COVID pandemic is going to be something to deal with for some time to come.

When this pandemic started, my goal was to figure out a way to maintain the routine and pace of my branch and state affiliate. It seems to me that most, is not all branches have been successful doing the same. So, recognizing managing in a COVID world is a longer term reality, can this virtual existence provide opportunity?

On October 14th, the AAUW membership team held a meeting – ***Programming in a Pandemic***. Branch and State Board leaders discussed ways to fundraise and boost awareness around issues impacting women and girls while following best practices to curb the spread of COVID-19. Several Branch leaders, who have come up with creative ideas for virtual fundraising and advocacy programming, shared how they are innovating. I

strongly recommend you and your Board (at a minimum) watch the recording to get inspired from others. <https://youtu.be/0I9MaSjhrTM>

The AAUW Pennsylvania Board met virtually in October. Our scheduled two 2-hour Zoom meeting sessions extended into a third. We had a lot to discuss –which means every Board member is working diligently to continue the work of AAUW Pennsylvania. At the beginning of each AAUW Pennsylvania President’s term, a strategic plan is to be created. We started that process and are in the revision stage. The plan will not be wildly different than current; will reflect learnings from these past two years; and considers how to capitalize/innovate during this COVID reality.

Register now for the Wednesday, November 18 President Conference Call from 7:00pm to 8:00pm. See page X for details. <https://us02web.zoom.us/meeting/register/tZcpc-uprzspHtHIPxMNven9cDfouPgEAv1E>. After registering, you will receive a confirmation email containing information about joining the meeting.

Finally, please remember that I am available by email and phone for questions/feedback. Also, I am willing and eager to visit as a speaker (no fee), meet with your Board, attend a branch meeting or event, or whatever would be helpful.

As we enter the holiday season, please stay safe and well. Enjoy the new traditions you will create.

Ann Pehle
President

AAUW National

One responsibility of a branch President/Executive/Administrator, is to stay current with AAUW news and information. Reading the following newsletters will keep you updated. Resources and tools for branches can be found [here](#).



Emailed to Presidents, Membership VPs, Finance Officers. Content online at:

<https://www.aauw.org/resources/member/governance-tools/state-branch/membership-matters-a-hub-for-branch-leaders>

MISSION & ACTION

AAUW's newsletter

Emailed to all AAUW members

AAUW & COVID-19

The AAUW national staff continues to work from home. Check out the information and related programming on this subject [here](#).

After offering weekly webinars for many months, AAUW has an impressive library of content for members to explore at any time. You can peruse the archive of [2020 member webinars](#), which

2020 Convening Series

range from

interviews with notable Fellows to updates on your membership to tips on how to enhance your activism.

This is one to [watch](#).

Perspectives from the AAUW Legal Advocacy Fund:

Justice Ginsburg's Legacy and the Future of the Court



Haven't explored [The Equity Network](#)? This is a new way for persons interested in equity for all to engage with AAUW.

Subscribe to receive webinar notifications and receive a monthly newsletter. Webinar content is focused on careers and issues of diversity and inclusion, can be found [here](#).

Two changes must be on your radar during FY21

Dues Increase

Every AAUW member received an email, on October 30th, from Julia Brown, AAUW Board Chair, announcing an increase 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. This topic is covered more extensively in the December Keystoner.

Membership Education Requirement

Proposed change to AAUW bylaws to remove the education requirement for membership will be in the AAUW national election this in Spring 2021.

Since the Kim Churches' very candid discussion on [December 5, 2019](#), the need for this change has been shared with members. And, Kim even discussed with us in her April 2018 state convention keynote address. More information will be forthcoming as part of the AAUW national election process.

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

How will these changes impact your branch? What will you do to ensure your members are well informed and vote in the AAUW national election?

AAUW PENNSYLVANIA

At the October Board meeting it was decided that AAUW Pennsylvania dues will remain \$10 for upcoming FY22 (July 1, 2021 – June 30, 2022).

I hope you saw and publicized this event organized by Jordan Glover, Diversity & Inclusion Chair. Under the category of our promise and intention to continue the exploration of diversity and inclusion topics/issues, Jordan organized two-part unique opportunity. First, attend (or watch the [recording](#)) of **Radical Self-Acceptance: Impostor Syndrome Through an Intersectional Lens** presented by the AAUW Equity Network. Then attend the AAUW Pennsylvania sponsored open discussion, facilitated by Jordan, on Thursday, November 12th from 7 PM - 8 PM. Register [here](#).

President Conference Call

The President Conference Calls were launched in 2018 to promote two-way communication. This year, we are upgrading to Zoom!

Wednesday, November 18 at 7:00pm

Register in advance for this meeting: <https://us02web.zoom.us/meeting/register/tZcpc-uprzspHtHIPxMNven9cDfouPgEAv1E>. After registering, you will receive a confirmation email containing information about joining the meeting. The meeting will be recorded.

Topics for discussion will be the AAUW dues increase, proposed elimination of education requirement; coping with the COVID pandemic and Five Star Recognition.

aauwpainfo@gmail.com

Last year we began emailing directly to members of branches and AAUW national members in Pennsylvania launched via aauwpainfo@gmail.com.

The most frequent concern is that not all members were receiving the emails. This is because their email address in the MSD is not accurate. Our distribution list comes from the MSD. Sometimes members change email addresses directly with branch membership or finance and forget to change their record with AAUW. Please make sure the email addresses for your members are accurate in the MSD.

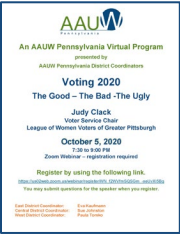
Another culprit might be the SPAM filter on .edu email addresses. Please advise members with .edu addresses to add aauwpainfo@gmail.com to the approved sender list.

2021 Summer Retreat


July 23 @ 6:00pm to July 24 @ 3:00 pm

Central Hotel and Conference Center
Harrisburg or virtual

District Coordinators



Eva Kaufmann (East), Sue Johnston (Central), and Paula Tomko (West) coordinated a statewide webinar. It was well attended and received high praise.

Sue Johnston is asking Central District branches to share virtual programming. Thank you, AAUW Harrisburg and AAUW State College (upcoming on November 17th) to learn about paid coordination with  MomsRising to discuss paid leave. Central District Presidents received the details from Sue.

THE AAUW PROGRAM

**CONGRATULATIONS to the EIGHT Pennsylvania branches
that achieved the criteria required to be awarded stars
between July 1, 2019 and October 30, 2020.**

Five Stars

State College

Program
Advancement
Communication & External Relations
Public Policy & Research
Governance & Sustainability

Four Stars

Easton

Communication & External Relations
Public Policy & Research
Governance and Sustainability
Programs

Indiana County

Program
Advancement
Communications & External Relations
Public Policy & Research

North Hills Pittsburgh

Program
Advancement
Communications & External Relations
Public Policy & Research

Three Stars

Carlisle

Program
Advancement
Communication & External Relations

Indiana County

Program
Advancement
Public Policy & Research

Lansdale

Program
Advancement
Communications & External Relations

One Star

Harrisburg

Communication & External Relations

The Five Star National Recognition Program rewards affiliates (states, branches, other organizations) for aligning their work with the AAUW strategic plan and other initiatives that foster the organization's mission of advancing gender equity for women and girls. Your dedication to the AAUW mission and the vision and persistence required to achieve national recognition is admirable. Learn more about the program [here](#).



Nominations and Election Committee

Call for Nominations

Are you a rising leader who wants a new way to contribute to PA's AAUW mission work? Do you know someone in your branch or who is a state and national member in your area who would be a good addition to the state board?

If you do, **nominate yourself or another person** for one of the three offices for the 2021-23 term described below by completing the brief **Candidate Nomination form**, linked [here](#) and sending it to Deb Roney, Nominating Committee Chair at aauwpanominations@gmail.com. Service on the state board can be rewarding, and there are many new AAUW friends to be made across the state.

Extended submission deadline: **November 15, 2020**

Membership Vice-President: The membership vice president is specifically responsible for planning, coordinating, implementing, and reporting membership activities.

Secretary: The secretary shall record and keep minutes of all business, board, and special meetings and is the member designated to record and make available upon request the minutes of each meeting and board meeting. The secretary shall perform such other duties as the president and board shall direct.

Finance Officer: The finance officer shall be responsible for collecting, distributing, and accounting for the funds of the Affiliate and for meeting specific deadlines. The finance officer shall serve as custodian of all funds and securities and as the designated contact for finance to AAUW.

Additional information can be found at <https://aauw-pa.aauw.net/about/nominations/>.

*Deb Roney
Nominations and Election Committee Chair*

Public Policy UPDATE

Barbara Price and Jacqui Rogers
Public Policy Chairs

Pay Equity

The new pay equity numbers by congressional district were included in the October Issue of Highlights which was sent to all branch public policy chairs and branch presidents. In general salaries increased. The median earnings for men in Pennsylvania increased 4%, while women's median earnings only increased 1%. 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 this year. View the charts for the [2019 Pay Gap](#) and the [2020 Pay Gap](#) to see where your congressional district stands. The numbers are based on all women and are from the U.S. Census Bureau, American Community Survey, 2019 which does not include data from this spring's Covid-19 impact on wages. The numbers are not broken down by race or ethnicity, but we know that the ratios for women of color are much worse.

Does your branch conduct a Girls' Recognition Program and/or award scholarships to high school seniors?

Please make sure you are following the guidelines in [Girls' Recognition and High School Scholarship Program](#).

AAUW Funds

Deb Roney, AAUW Funds Chair

Branch Fundraising during COVID

Many of our normal fundraisers have had to be modified or canceled because of the pandemic. We can, though, still raise money for AAUW by taking advantage of the virtual environment. As a fundraising webinar from AAUW-California noted, “New ideas bring new energy, new talent, and new resources.

Some branches are adding a “Donate” button to their websites. Others are coming up with creative activities.

The first five ideas below are from AAUW national; if you want more details, read about them here:

<https://www.aauw.org/resources/member/governance-tools/state-branch/5-ideas-for-virtual-fundraising/>).

Numbers six through twelve are from AAUW California. If you want more details, contact Deb Roney, AAUW-PA AAUW Funds Chair: aauwpaaauwfunds@gmail.com.

1. **Virtual Walk or “No Run Run”**
2. **Online Auctions**
3. **Virtual Cooking Lesson or Wine Tasting**
4. **Guided Tour**
5. **Product Sales**
6. **Untea Party**
7. **Build a Tech Trek Girl**
8. **Flocking Flamingos for Funds**
9. **Share Your Savings**
10. **Virtual Trip**
11. **Grown-up Spelling Bee (or Trivia Contest)**
12. **Non-event Event**

In all fundraising efforts, the branch must be absolutely transparent and spell out what the donations are going towards. The language should be as ironclad as possible so that a donor doesn’t stumble onto the branch website, make a gift, and expect that it went to the national office etc. As long as you are very clear that the donation will be used for a specific branch purpose of the branch and that the donation is or is not tax-deductible based on the tax status of the branch, then there should not be any overt conflicts.

If your branch has come up with a new idea, we want to know. Share it with aauwpaaauwfunds@gmail.com and also with branchrelations@aauw.org!

College/University

Peggy Schmiedecke
AAUWPACU@gmail.com
College/University Liaison

The Student Impact Mini-Grant application original deadline of October 30, 2020 is being 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 [IMPACT MINI-GRANT](#) for information, ideas, resources and the application.

2021 National Conference for College Women Student Leaders (NCCWSL) May 26 – May 29, 2021

Please remember that the May 2020 NCCWSL was postponed to 2021 due to COVID-19. This resulted in the funds for the 2020 award year being transferred to NCCWSL 2021. The 2020 eight awarded and funded grants are from Pittsburgh Branch 1, Carlisle Branch 1, Bethlehem 2, and AAUW-PA 4. In June 2020, all of the eight awarded students accepted the grant transfer to attend the May 2021 NCCWSL. The waitlisted students were also notified of this update. The next step is for me to confirm that these students are still enrolled and able to attend the May 2021 NCCWSL.

Additionally AAUW-PA will be awarding four new 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.

For additional information, deadlines, duties and PA-NCCWSL Grant Application go to [NCCWSL PA GRANT APPLICATION 2021](#).

A Word about Affiliate Bylaws

Have you reviewed your affiliate bylaws lately? Since bylaws provide the framework for how your branch operates, it might be a good time to review to be sure that they are still relevant. As you review, please remember that Article I. through Article VII cannot be amended.

Want to learn more? Here is a link to the Bylaws Toolkit:

<https://www.aauw.org/resources/member/governance-tools/bylaws-toolkit/>

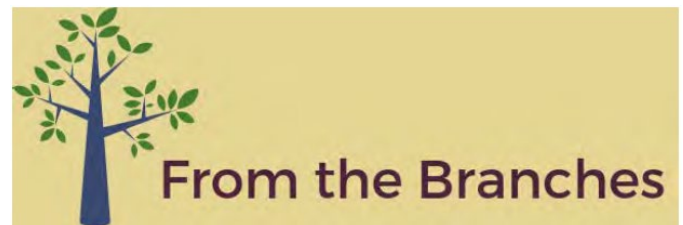
If you need a current copy of your bylaws, please check the Member Services Database at www.aauw.org or contact me at aauwpabylaws@gmail.com. Don't hesitate to email me with questions. Please note that any proposed amendments to your bylaws need to be reviewed and approved by the State Bylaws Chair.

Susan Nenstiel
AAUW PA Bylaws Chair

Office DEPOT
OfficeMax

With many retail stores vanishing, you may think this AAUW perk isn't

valuable to you. On the contrary, you can shop online and receive the discounts. Have those print jobs sent directly to your house. Go to <https://officediscounts.org/aauw/> and click on Shop Online to get started.



Want to share a special event, accomplishment, milestone with all AAUW members in Pennsylvania? Submit an article for the Keystoner. Contact Peggy Jennings, aauwpakeystoner@gmail.com, for format specs and submission deadlines.

Have a question?

Branch Handbook has the answer.

<https://aauw-pa.aauw.net/aauw-pa-branch-handbook/>

Governance Resources

There are four documents that AAUW Pennsylvania and its branches are bound and guided by. Make sure you are familiar with them.

(<https://aauw-pa.aauw.net/governance/>)

AAUW Board of Directors Policy Book

AAUW Pennsylvania Bylaws

AAUW-PA Board Handbook

AAUW-PA Policy Manual

SIGNIFICANT BRANCH ANNIVERSARIES

July 1, 2020 to June 30, 2021

Congratulations!

AAUW Pennsylvania Board members are available to attend your celebration event.

Harrisburg	1921	100 years
NEMCO	November 13, 1945	75 years
North Hills Pittsburgh	November 19, 1970	50 years
Washington	December 14, 1925	95 years
Pocono Area	April 2, 1926	95 years
Bradford	April 16, 1921	100 years
State College	April 22, 1916	105 years
Indiana County	May 5, 1936	85 years
Easton	June 22, 1926	95 years

AAUW Pennsylvania Board

President	Ann Pehle (Carlisle) aauwpa.president@gmail.com
Program VP	Lee Wolfe (Lansdale) aauwpapvp@gmail.com
Membership VP	Linda Tozier (North Hills Pittsburgh) aauwpamembership@gmail.com
Secretary	Ajla Glavasevic Laussegger aauwpasecretary@gmail.com
Finance Officer	Mary Jo Buckwalter (Doylestown) aauwpafinance@gmail.com
AAUW Funds Chair	Deb Roney (Huntington) aauwpaaauwfunds@gmail.com
Administrative Director	Pat Byerly (Pittsburgh) aauwpaad@gmail.com
Bylaws Chair	Susan Nenstiel (Allentown) aauwpabylaws@gmail.com
College/University Liaison	Peggy Schmiedecke (North Hills Pittsburgh) aauwpacu@gmail.com
District Coordinator (East)	Eva Kaufmann (West Chester/Chester County) aauwpaeast@gmail.com
District Coordinator (Central)	Sue Johnston (State College) aauwpacentral@gmail.com
District Coordinator (West)	Paula Tomko (Johnstown) aauwpawest@gmail.com
Diversity and Inclusion Chair	Jordan Glover (State College) aauwpadiversity@gmail.com
KEYSTONER Editor	Peggy Jennings (Carlisle) aauwpakeystoner@gmail.com
Public Policy Chair	Barbara Price (Lower Bucks) aauwpapp1@gmail.com
Public Policy Chair	Jacqui Rogers (Doylestown) aauwpapp2@gmail.com
Convention Coordinator	Barb Zaborowski (Johnstown) aauwpaconfcoord@gmail.com
Convention Registrar	To be filled in 2021
Archives Chair (off Board)	Linda Robbins (Allentown) aauwpaarchives@gmail.com

AAUW Pennsylvania Board Meetings

July 19 & July 25, 2020	Zoom
October 17, 2020	Harrisburg or Zoom
January 18 & January 25, 2021	Zoom
April TBD, 2021	TBD
July 23-24, 2021	TBD



FYI is written (unless otherwise noted) and edited by Ann Pehle, President. Published after every AAUW Pennsylvania Board meeting.
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