



# The Keystoner

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

## From Our President

This is the first Keystoner of the FY22—the new AAUW fiscal year. I know many spent the summer transitioning out of or into new branch leadership roles. Members renewed their AAUW membership and branch leaders were busy planning programs and events for this upcoming year. We made it through FY21 with persistence and resilience, learning and adapting as we went. This fiscal year, you can adopt the learnings and continue to modify what didn't work. As you plan in-person activities, keep an eye on Covid. Sadly, we can't ignore the public health realities and may need to alter course quickly.

AAUW Pennsylvania ended FY21 with an awesome Summer Retreat on July 24<sup>th</sup> that was a celebration of branch and individual achievements, opportunity to meet others from across the state, and reflect on the AAUW mission. Look to the right for a recap. →

Eleven Pennsylvania branches participated in the AAUW Five-Star Recognition program between July 1, 2019 and June 30, 2021. Congratulations to the SIX branches who achieved Five Stars. For more information and results, see page 6. Go [here](#) for information on the AAUW Five Star Recognition program for July 1, 2021 through June 30, 2022.

This year, we will continue to deliver programming via Zoom. The District Coordinators are planning monthly programs—see page 2 about the September 21<sup>st</sup> Racial Wealth Gap simulation. The Public Policy Chairs have launched a collaboration with the Pennsylvania Coalition Against Domestic Violence and will host a webinar on September 29<sup>th</sup> (see page 3) presenting their [new report](#) on the risk factors for Intimate Partner Violence (IPV) that found that pay inequity has a huge impact.

Please see page 3 for the launch of the AAUW Pennsylvania officer nomination process. This year, we are seeking persons for the President and Program VP leader positions.

Finally it isn't too early to urge you to mark your calendars for the AAUW Pennsylvania Convention on June 3-5 in Harrisburg.

I wish you a great year.

Ann Pehle (Carlisle)  
President

## Summer Retreat Recap

A definite highlight of this year was our Summer Retreat, held Saturday, July 24. Sixty-eight members representing 23 of our 34 branches and two AAUW National members followed the Retreat theme—Let's Come Together to Support the Mission—by logging onto Zoom and celebrating branch and member achievements, hearing success stories, and sharing ideas in small groups.

We kicked off the day by "Meeting the Stars," as we learned from five branches who earned recognition in the AAUW Five-Star Recognition Program and got energized to meet the challenge to earn stars in the coming year.

Collectively and in small groups, we heard Public Policy updates, were brought up to date on AAUW national issues, and met with Counterparts and others in our Districts to share ideas and provide support as we work toward achieving both local and national goals.

We learned about national STEM legislation from Congresswoman Chrissy Houlahan, and were energized by Leah P. Hollis (Associate Professor at Morgan State University) and her stories of persistence and resilience.

Overall, we were inspired and encouraged to think about "sheroes" and "shecession" in our journey to Come Together to Support the Mission!

Thanks to all who made this event the rousing success it was!

Lee Wolfe (Lansdale)  
Program Vice President

Be sure and access the 2021 AAUW PA  
Yearbook [here!](#)

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*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.*

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## AAUW PA monthly programs for all members

AAUW PA is pleased to announce monthly programs for all members on a wide variety of topics. In the past, each region held one or two programs a year, inevitably involving long trips for some members. With our new expertise with Zoom, we are now able to offer more programs, each from the convenience of home.

Our first program will be held Tuesday, September 21 from 12:00-1:00 pm, and focuses on the Racial Wealth Gap and how federal policies promote increasing financial disparities between races.

Brought to you by the YWCA of Bucks County, it is a simulation, which is a role-playing game in which each participant gets involved in the action. The link for registration will be sent out to all members in September.

Because the program is conducted in small group settings, there will be a limit of 50 participants. If there are additional registrants, they will be asked to join a subsequent session of the program with other community groups. There is no cost to AAUW PA members.

Here's more from the YWCA of Bucks County website.

### Racial Wealth Gap Learning Simulation

Racial Wealth Gap Learning Simulation was co-created by Bread for the World Institute and NETWORK as an interactive tool that helps people understand racial inequality at the structural level and how it connects with social justice issues, like ending hunger and poverty. YWCA Bucks County, Bucks County Opportunity Council, and the United Way of Bucks County are collaborating to bring this learning simulation to our community. The purpose of this learning simulation is to help participants understand the role of racial inequity in policies and their implementation. Participants will learn how federal policies created structural inequalities in many areas, e.g., property ownership, and education, and how these policies increase hunger and poverty in communities of color. The simulation guides participants to an understanding of why racial equity is so important to ending hunger and poverty in the United States.

For additional information, check the website: <https://www.ywcabucks.org/what-were-doing/driving-economic-development/>

The next in our AAUW PA monthly programs for all members will be Thursday October 14 from 8:00pm—9:00pm.

### Increasing and Retaining Membership—it's an All Member Project

The program will explore how all members of a branch can contribute to increasing and retaining membership.

## MEMBERSHIP MUSINGS FOR A NEW YEAR

A new year can bring a fresh perspective. Like flowers blooming or leaves falling, some things are expected and others, like snowfall, are unpredictable and fresh with anticipation. As we gear up for 2021-22 we have hopes and dreams for our branches and need to use our creative forces to attract and retain our members. Here are some things to consider:

- Take your branch temperature—Is your branch ready and willing to welcome new members? What can you do if it's not? (See [D & I Toolkit 2017](#) for ideas to help you evaluate and work with this). Have that conversation, no matter how difficult.
- Membership is every member's responsibility—How will you relay this to your membership and in what ways can you get them involved?
- Form a membership committee to guide the branch—Invite a variety of members for a well-rounded recruitment strategy.
- Set SMART goals: Specific, measurable, achievable, relevant, and time-bound. At every BOD, Leadership Team or membership committee meeting check your progress and readjust if necessary.
- Learn new ways to communicate—Find that one member, or someone's child, who will hold a webinar or in-person tutorial on how to use Twitter, Instagram and other new platforms to reach younger populations. Learn how to send your newsletter and other communications via text messaging.
- Share your stories—Why are you a member of AAUW? A belief in the mission, professional development, to give back to the community, and social interaction are all reasons we are involved members. Maybe you have another?
- Invite the community—Plan stimulating programming and take advantage of Shape the Future (STF) free National memberships.
- Spread the word—Have tables at local festivals (have friendly people at these tables) use flyers, make announcements at other meetings and events you attend. Hang posters, use local media. Is there a new neighbor organization in your area?

Look for some upcoming webinars in the fall on membership recruitment. There's a lot to share with you, but please don't wait....get started now!

Randi Blauth (Easton)  
Membership Vice President

# Mark Your Calendars!

# Call for Nominations



Please mark your calendars! Our next statewide meeting is the AAUW Pennsylvania State Convention, June 3-5, 2022, at the Central Hotel & Conference Center, Harrisburg. More information about concurrent sessions and speakers will be shared throughout the coming months.



The AAUW PA State Board is seeking nominations for the following officers for a two-year term from 2022-2024:

**President:** The president is responsible for directing, coordinating, and overseeing the work of the state.

**Program Vice-President:** The program vice president is responsible for planning the biennial convention program and the program for the biennial summer retreat and for planning, coordinating, implementing, and reporting other mission-based programming.

The state board meets four times annually: in July, October, January, and April (at the State Convention or Annual Meeting). The January meeting is typically held on Zoom or by conference call. Other meetings will be in person or virtual, as conditions warrant. Board expenses related to the position and for attendance at meetings are reimbursed by AAUW PA.

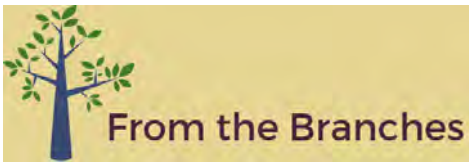
If you are interested in serving on the state board in either of these capacities or would like to nominate someone, please complete the [Candidate Application](#) that will be posted online and in the August FYI and return it, along with an optional, well-focused head shot, to the Nominating Committee chair Deb Roney ([aauwpaauwfunds@gmail.com](mailto:aauwpaauwfunds@gmail.com); 814-667-4479) no later than October 11, 2021.

Deb Roney (Huntingdon)  
Nominating Committee Chair

# Pay Equity, Changing the Conversation

The pay gap has several negative impacts on women, both economically and on their health. Many of these negative impacts are also risk factors for intimate partner violence (IPV). Research suggests that the economic disadvantages women face because of the pay gap increases their exposure to known risk factors for IPV. Addressing these shared risk factors becomes essential in reducing the gender wage gap and the risks of IPV. A recent report from the Pennsylvania Coalition Against Domestic Violence (PCADV) aims to explore the gender wage gap and how it impacts a person's likelihood of experiencing risk factors for IPV. The report also explores potential remedies aimed at eliminating the gender wage gap. Learn how we can change the conversation about pay equity at a webinar on September 29 at 7pm with Aishwarya Sinha, Prevention Specialist with PCADV. Watch for information to register for this event.

Barbara Price (Lower Bucks)  
Public Policy Co-Chair



The Carlisle Branch held its annual Scholarship Banquet via Zoom at the end of April. We awarded four \$1500 scholarships to young women from Cumberland County attending colleges across the State.

In May, prior to the primary election, our dynamic Public Policy Committee conducted a school board candidate forum for the Carlisle Area School District on Zoom. This event enabled voters to learn more about the candidates running for the open school board seats and was well attended by the general public.

Kathleen Gorak (Carlisle)

AAUW-PA BOARD MEMBERS	
President	Ann Pehle (Carlisle) <a href="mailto:aauwpa.president@gmail.com">aauwpa.president@gmail.com</a>
Program VP	Lee Wolfe (Lansdale) <a href="mailto:aauwpapvp@gmail.com">aauwpapvp@gmail.com</a>
Membership VP	Randi Blauth (Easton) <a href="mailto:aauwpamembership@gmail.com">aauwpamembership@gmail.com</a>
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District Coordinator (Central)	Sue Johnston (State College) <a href="mailto:aauwpacentral@gmail.com">aauwpacentral@gmail.com</a>
District Coordinator (West)	Paula Tomko (Johnstown) <a href="mailto:aauwpawest@gmail.com">aauwpawest@gmail.com</a>
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Public Policy Co-Chair	Jacqui Rogers (Doylestown) <a href="mailto:aauwpapp2@gmail.com">aauwpapp2@gmail.com</a>
Nomination Chair	Deb Roney (Huntingdon) <a href="mailto:aauwpanominations@gmail.com">aauwpanominations@gmail.com</a>
Conference Coordinator	Barb Zaborowski (National) <a href="mailto:aauwpaconfcoord@gmail.com">aauwpaconfcoord@gmail.com</a>
Conference Registrar	Open
Diversity & Inclusion Chair	Jordan Glover (State College) <a href="mailto:aauwpadiversity@gmail.com">aauwpadiversity@gmail.com</a>
Bylaws Chair	Open
Archives Chair (Off Board)	Linda Robbins (Allentown) <a href="mailto:aauwpaarchives@gmail.com">aauwpaarchives@gmail.com</a>

### Remembering Two Former AAUW PA Board Members: Pat Sand and Joan Shawgo

Pat Sand served on the state board as Convention Coordinator (2000-2002) and Administrator (2002-2004). As Administrator during my two years as AAUW PA President, Pat's dedication to detail and determination to communicate with the entire board made my job as President much easier. In the days before texting and email, Pat would show up at my office with a pizza at the end of my ten hour day. We worked together to compile the many communications needed for state board members and branch presidents. Pat was a member of my branch, then known as North Hills McKnight. She served the branch as President for two years and newsletter editor for several years.

Joan Shawgo served on the state board as State Secretary (1987-1991), VOLT trainer, Convention Coordinator and on the Division Image Task Force. She was a great mentor to many state board members. Joan had a delightful sense of humor which kept many of us laughing late in the evenings after the board meetings finished for the day. Joan was responsible for recommending me for my first state board position. She was active in the Coraopolis-Sewickley Branch, serving in many capacities, including President, Membership Vice President, Secretary and Treasurer. After her retirement, Joan moved to Grove City to help her husband's family run a Christmas tree farm. She belonged to the Grove City-Slippery Rock Branch until its disbandment and then joined the Butler Branch.

Both Pat and Joan passed away in June. They represented the very best of AAUW-PA and enriched the lives of many AAUW members from across the state. They will be missed. It was a privilege to call each of them "friend."

Linda Tozier (North Hills Pittsburgh)

## AAUW PA Financial Statement - Month Ending May 31, 2021

	2020-2021 Actual YTD 7/1/20-5/31/21	2020-2021 Budget	2019-2020 Actual 7/1/19-6/30/20	
<b>INCOME</b>				
Dues	\$15,225.00	\$14,339.00	\$16,735.00	
Interest Income	\$21.00	\$40.00	\$48.00	
July Mtg Registration	\$0.00	\$0.00	\$1,640.00	
Convention Refund (books)	\$962.00	\$962.00	\$1,478.00	Donated
NCCWSL Refund	\$2,910.00	\$0.00	\$395.00	
NCCWSL Donations		\$1,755.00	\$2,200.00	
Transfer from Reserves		\$0.00	\$4,996.00	
<b>TOTAL INCOME</b>	<b>\$ 19,118.00</b>	<b>\$17,096.00</b>	<b>\$27,492.00</b>	
<b>EXPENSES</b>				
<i>Member Activities</i>				
Member Mailings	\$1,528.00	\$1,995.00	\$2,040.00	
Grants & Scholarships	\$5,050.00	\$3,650.00	\$2,910.00	
Public Policy - Lobby Day		\$500.00	\$577.00	
Public Policy		\$500.00	\$17.00	
SAC		\$800.00	\$0.00	
State Programs	\$0.00	\$361.00	\$767.00	
Convention & Member Mtgs	\$2,247.00	\$0.00	\$4,829.00	
District Meetings	\$0.00	\$300.00	\$56.00	
<i>Operations</i>				
Officer Expenses	\$131.00	\$675.00	\$146.00	
Board Meetings & Elections	\$121.00	\$3,793.00	\$3,526.00	
Liability Insurance	\$350.00	\$325.00	\$325.00	
SurveyMonkey, Website, Zoom	\$407.00	\$1,110.00	\$1,110.00	
Banner, Nametags	\$0.00	\$50.00	\$0.00	
<b>TOTAL EXPENSES</b>	<b>\$ 9,834.00</b>	<b>\$14,059.00</b>	<b>\$ 16,303.00</b>	
<b>CASH &amp; INVESTMENTS</b>				
Checking Account	\$22,487.50		\$18,373.23	
	Includes \$2060 in prepaid dues		Includes \$6940 in prepaid dues	
Money Market	\$11,582.92		\$11,580.78	
CD 6 month renewal	\$41,176.52		\$41,157.37	
PayPal	\$0.00		\$0.00	
USPS Bulk Permit Account	\$215.24		\$131.24	
<b>TOTAL</b>	<b>\$ 75,462.18</b>		<b>\$ 71,242.62</b>	



# AAUW Funds Need You



News from our  
Collegiate Affiliates

## Fund NCCWSL Grants for 2022

AAUW is currently planning NCCWSL 2022. This includes dates, location, and prices. AAUW PA will be awarding NCCWSL grants for 2022. Additionally, AAUW PA is offering the option for branches to support NCCWSL (National Conference for Collegiate Women Student Leaders) grant recipients through donations to the state. You can send your funds to AAUW PA in increments of \$400 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. Branches interested in this option should contact state C/U Liaison Peggy Schmiedecke at [aaupacu@gmail.com](mailto:aaupacu@gmail.com). Funds need to be received by the state no later than February 28, 2022.

## PA College/University Student Affiliate Impact Mini Grant for 2021-2022

AAUW PW will continue a new funding program that launched in 2020-2021 to assist AAUW Student Organizations and student affiliate AAUW members. Many student fundraisers were canceled this spring due to the challenges of COVID-19 and this fall semester could be equally challenging for many campuses. An Impact Mini-Grant to start or continue advocacy or equity service projects that support AAUW's mission. Applications will be available in mid-September at <https://aauw-pa.aauw.net/colleges-universities-students/>

Peggy Schmiedecke (North Hills Pittsburgh)  
AAUW-PA College/University Liaison

Are you mission-driven? Are you a loyal AAUW member? Do you want to help your branch work toward the Advancement Star of the Five-Star Program? Give to AAUW Funds!

First, our sincere thanks go out to the many generous donors (branches and individuals) who contributed to AAUW Funds in 2020. If you are new to AAUW or to AAUW Funds, please note that AAUW Funds are tracked on a calendar year (January 1-December 31), not an AAUW program year (July 1-June 30).

As you may have already learned, in 2020 PA raised \$68,469 for the Greatest Needs Fund, the bulk of our overall contribution of \$72,820 to all AAUW Funds. In spite of the pandemic and several curtailed or canceled branch fundraisers across the state, this is an increase of \$4,071 over last year's total contributions. Congratulations! THANK YOU! Keep up the good work!

When donating individually or as a branch, please make your donation to AAUW's Greatest Needs Fund (#9110). This fund provides opportunities for AAUW to act on our mission when and where it is needed. Through this fund, you are also contributing to initiatives so many of us care about: research, advocacy, and development of new leadership talent. Remember that the AAUW Fellowship funds are very well endowed and do not need more contributions.

If you prefer not to donate to the Greatest Needs Fund, there are other strategic priorities to which you can donate: Education and Training Fund (#4450), Leadership Fund (#4452), and Economic Security Fund (#4449). For more information about these funds, see <https://www.aauw.org/resources/member/governance-tools/state-branch/how-to-support-aauw-through-fundraising/>

You can make a donation of any amount online at <https://www2.aauw.org/donate-gift-new/>

If you wish to pay by check, mail your donation (with your preferred fund on the memo line) to: AAUW Development Department, P.O. Box 98045, Washington, DC 20090-8045.

Contributions to AAUW at the national level are fully tax-deductible.

Deb Roney (Huntingdon)  
AAUW Funds Chair

**Congratulations to the 11 Pennsylvania branches that achieved the criteria to be awarded stars! We CELEBRATE every star earned!**



5 Stars	Bethlehem Carlisle Easton Lansdale North Hills Pittsburgh State College	Advancement, Communications & External Relations, Programs, Public Policy & Research, Governance & Sustainability
4 Stars	Indiana County	Program; Advancement; Communications & External Relations; Public Policy & Research
3 Stars	West Chester-Chester County	Advancement; Communications & External Relations; Governance & Sustainability
2 Stars	Fox Chapel Area	Communications & External Relations, Public Policy & Research
1 Star	Harrisburg  Pittsburgh	Communications & External Relations  Advancement

## AAUW Pennsylvania is a FOUR STAR STATE!

AAUW Pennsylvania is one of only 5 states earning four or more stars as a state!

## Website Submissions

Please send news for the AAUW PA website to [aauwpaad@gmail.com](mailto: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](mailto: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](mailto:aauwpakeystoner@gmail.com)

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

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