

FOR YOUR INFORMATION NEWSLETTER FOR BRANCH PRESIDENTS

August 2021



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Each Year is a New Beginning

FYI is published following each AAUW Pennsylvania Board meeting (July, October, January, April) to provide branch leadership with the updates and nuts and bolts details for actions and such. It is delivered to the branch President and posted on the [state website](#). Feel free to share with your board members.

This year, the AAUW Pennsylvania July Board meeting was held via Zoom over two evenings in July and early August. This document was delayed because situations in my life got in the way. I hope your July/August was less eventful and more enjoyable than mine.

A definite highlight was the Summer Retreat on Saturday, July 24th via Zoom. Sixty-eight members from 23 branches attended. The theme -- **Let's Come Together to Support the Mission** -- provided opportunities for us to celebrate branch and member achievements, hear success stories from five branches that

earned recognition in the AAUW Five Star Recognition program, share ideas in small groups, learn about national STEM legislation from Congresswoman Chrissy Houlahan, be energized by Leah P. Hollis's, Ed.D. stories of persistence and resilience, and get inspired with a change to our public policy conversation—focusing on *sheroes* and the *shecession*. Go here for the [full agenda](#). Learn more about the public policy focus and read the geese story 😊 in the [August Highlights](#).

As I write this, I know your branch has already enjoyed your first meeting of the new fiscal year or will be very soon. The tasks associated with the transition to a new fiscal year – leadership changes, membership renewal, program and event planning, budget preparation – are completed or well underway. Please know that your AAUW Pennsylvania counterpart is available to assist you. The AAUW Pennsylvania is on page 10.

This is my final year as AAUW Pennsylvania President. See page 9 for the launch of the nomination process for President and Program VP led by Deb Roney and her committee. One goal of mine was to visit branches. These past three years, I sincerely appreciate the invitations to speak and/or participate at meetings/events for Allentown/Bethlehem joint meeting, Harrisburg, State College, York, Lansdale, Indiana County, and Fox Chapel Area (this October). My calendar is available for in-person or Zoom meetings with your Board and/or membership.

Regrettably, Susan Nenstiel resigned as Bylaws Chair. As we are not anticipating any major bylaw changes or issues, I will assume the duties of the role. Let me take a moment to thank Susan for her consistent dedication and service to AAUW Pennsylvania while holding many positions—including President—over many decades. I will continue to rely on Susan's historic perspective and sound judgement.

I am looking forward to working with you to make this a fabulous AAUW year. Please don't hesitate to reach out with questions or concerns or ideas. (aauwppresident@gmail.com or call/text 401-644-6488).

Ann Pehle
President

AAUW National

Open Membership

AAUW's national election in March-July 2021 included a ballot initiative to eliminate the college-degree membership requirement. The ballot initiative got 63% yes votes, which was just below the two-thirds (66.6%) majority needed to enact a bylaw change. Full election results are [here](#).

THANK YOU for all you did to inform branch members and encourage every member to vote. Huge thanks to Jordan Glover, AAUW Pennsylvania Diversity Inclusion Chair, who accepted the special AAUW Pennsylvania project of providing the information and tools to you for your local efforts.

64.09% of Pennsylvania members voted to approve the bylaw change. At least one vote was cast from 32 of the 35 branches. However, overall state participation was just **34.74%**. Votes cast in 15 branches exceeded the state average. I will share branch data with the Branch President privately upon request.

I am curious to understand why the Pennsylvania voting percentage isn't higher. I am confident you voted in the November general election and many members celebrated the centennial of the 19th amendment. So, why not cast a ballot in the organization to which you are a member?

Please ask your members this question and share with me, in confidence, why members (no names) didn't cast a vote. Contact me by email (apehle@outlook.com) or phone/text (401-644-6488). My goal is to better understand for the purpose of improving future election turnout.

TAKE ACTION

— **Activist Toolkit: Putting Women at the Center of Crisis Recovery**

Many branches want their mission centered work to focus on the impact of Covid on the economic security of women. Start your quest by reviewing this toolkit -- [Rebuilding for a Stronger Tomorrow](#).



When AAUW updated the www.aauw.org website, the AAUW logo changed colors. The new logo and additional palette colors are available for you to use in your publications and website. Go to <https://www.aauw.org/resources/member/governance-tools/state-branch/> and scroll down to **Download AAUW logos and Branding Materials**.

If you want your branch logo updated in the new colors, contact [Barbara Zaborowski](#), Convention Coordinator and technical expert. She has volunteered her technical services to help you reflect the updated AAUW color palette.

STATE & BRANCH TOOLS

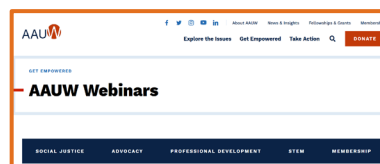
— **Membership Matters: A News Hub for Leaders**

Branch Presidents, Membership VPs, and Finance Officers receive the Membership Matters publication. Here is the link for [August](#).

GOVERNANCE & TOOLS

— **State & Branch Tools**

Searching for AAUW resources and answers to questions. Start with the [State & Branch Tools](#) page.



Having trouble finding that webinar you missed or want to watch it again? Peruse recent offerings or browse

by topic on the [new archive page](#).

AAUW PENNSYLVANIA

(virtual) PROGRAMS FOR ALL MEMBERS

Building on the success of our [2020 Webinar Series](#), public policy topic deep dives (minimum wage and school funding lawsuit), diversity and inclusion meetings, and the Summer Retreat, the AAUW Pennsylvania Board decided to create more virtual program opportunities for members during FY22.

The District Coordinators are planning monthly programs to replace the in-person District Meetings. 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. Programs will also be planned by Jordan Glover, Diversity & Inclusion Chair and Barbara Price/Jacqui Rogers, Public Policy Chairs.

Watch for information in FYI, Keystoner, emails to Presidents, and emails from aauwpainfo@gmail.com with specific topic, date, time, and registration information. **Please make sure the information gets to your members – copy and paste into your newsletters and member emails. You can start by promoting these first two programs.**

Racial Wealth Gap

Tuesday, September 21 12:00 Noon – 1:30pm

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. Go [here](#) for additional information

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 offered to join a subsequent session of the program with other community groups. There is no cost to AAUW PA members.

Contact Eva Kaufmann, East District Coordinator (aauwpaeast@gmail.com) with your questions..

Gender Pay Equity and Intimate Partner Violence

**Wednesday, September 29
7:00 pm – 8:00 pm.**

The Pennsylvania Coalition Against Domestic Violence received a grant from the CDC to look at risk factors for Intimate Partner Violence (IPV). They have just published a [report](#) that found pay inequity impacts these risk factors which increases the likelihood that violence can and will occur among individuals or within relationships, communities, and society. Addressing these shared risk factors becomes essential in reducing the gender wage gap and the risks of IPV.

Attend this Zoom webinar to hear more about their findings and learn how we can change the conversation about pay equity presented by Aishwarya Sinha Prevention Specialist with PCADV.

Watch for registration information in September.

Contact Barbara Price, Public Policy Chair, (aauwpapp1@gmail.com) with your questions.

AAUW PENNSYLVANIA – page 2

Resolution Supporting Fair Funding Lawsuit

School fair funding is a familiar and important concern for AAUW members and branches in Pennsylvania. Over the many, many years of this legislative fight, AAUW members and branches advocated for the fair funding of public schools.

As you are aware, a lawsuit was filed in 2014. Lawyers from the Public Interest Law Center of Philadelphia and Education Law Center-PA delivered a special webinar regarding the lawsuit -- The PA School Funding Lawsuit -- to AAUW Pennsylvania members on May 18th.

The lawsuit begins in Commonwealth Court on October 12th. There is an opportunity for individuals and branches to register their support by passing a resolution.

Education Voters PA (Susan Spicka) asked organizations and individuals to indicate their support for the petitioners by passing a resolution (or signing on as an individual to the Ed Voters). [AAUW Pennsylvania passed the resolution](#) on August 17th and delivered to state level respondents. For more information and the resolution template, go [here](#).

Passing such a resolution demonstrates support for a statewide solution to Pennsylvania's failure to meet its constitutional mandate to ensure quality public education.

Mark Your Calendar and Make Plans to Attend

AAUW Pennsylvania State Convention

June 3 – 5, 2022

The Central Hotel & Conference Center
Harrisburg

Our 2020 State Convention was cancelled due to Covid. Fingers crossed we will be able to meet in-person in June 2022.

Are you or someone in your branch interested in getting involved at the state level and enjoys/has expertise in programing and organizing a convention? We are looking for committee members from across the state. If interested, please contact Lee Wolfe, Program VP (aauwpapvp@gmail.com).

Please start communicating this event to your members. June is going to be here before we know it. While the registration fees are known yet, a rough guess, for planning purposes, of full conference fee would be between \$155 and \$200. The hotel room rate is \$119.00 plus tax.



AAUW Pennsylvania

earned



Program

Communication & External Relations

Public Policy & Research

Governance and Sustainability

THE AAUW PROGRAM

CONGRATULATIONS to the ELEVEN Pennsylvania branches
that achieved the criteria required to be awarded stars
between July 1, 2019 and February 1, 2021.

Five Stars

Criteria met in ALL Five Areas

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

Bethlehem

Carlisle

Easton

Lansdale

North Hills Pittsburgh

State College

Four Stars

Indiana County

Program
Advancement
Communications & External Relations
Public Policy & Research

Three Stars

West Chester/Chester County

Advancement
Communications & External Relations
Governance & Sustainability

Two Stars

Fox Chapel

Communication & External Relations
Public Policy & Research

One Star

Harrisburg

Communication & External Relations

Pittsburgh

Advancement

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..

The program is refreshed and new for FY22. Learn more about the program [here](#).



AAUW Funds

Deb Roney (Huntingdon), AAUW Funds Chair

The Advancement Star

As we start a new program year, now is a good time to encourage new or renewed efforts toward the advancement star of the Five-Star recognition program for 2021-22. We join AAUW for the mission and for the fellowship in working together toward that mission. Contributing to AAUW Funds is part of that work.

The Five-Star criteria for this year include four goals related to AAUW Funds. If you were to achieve three of the four, you would get the Advancement star, but there is another criterion related to membership retention under the Advancement star that you could use instead or in addition.

The four fundraising goals include the following:

- Raise \$30 per member in FY22* (July 1, 2021, through June 30, 2022) towards the Greatest Needs Fund
- Increase contributions to the Greatest Needs Fund by 25% from the last fiscal year.
- Increase Legacy Circle Membership in your branch by 10% over previous fiscal year.
- Make a branch affiliate contribution to the Greatest Needs Fund in honor of AAUW's 140th Anniversary

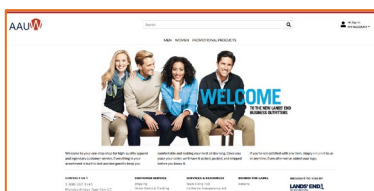
AAUW Fundraising Policies

Information about AAUW Funds and fundraising policies can be found [here](#).

- Pay special attention to the information in the AAUW "Fundraising Policy 501" document.
- If you give local scholarships, be sure to read "Fundraising Policy 502," found right below the "501" document on the webpage linked above.

AAUW and AAUW-PA Logo Merchandise Available

AAUW-PA has collaborated with Lands' End to offer a storefront linked to the AAUW-PA website. You can shop many of Lands' End regular products for men, women, home, office, and more and get the logo added for a small fee. Then they will ship it to you.



AAUW-PA will not make any money from your purchases, nor will any money go to AAUW Funds. This is purely a service to our members. In addition, Lands' End is giving each of us a discount on our first order—adding the logo for free and providing free shipping. To get this special deal, use this code: MTFLFS2. Here's the link:

<https://business.landsend.com/store/aauw/>

Enjoy, and please share this information with your branch members.

Donation Options

Each and every donation, no matter the size, is needed, welcome, and appreciated.

Donate by Credit Card or PayPal:

Individual members and branches can make credit-card or PayPal donations through the orange DONATE link at the top right on every page of the AAUW website (<https://www.aauw.org>) or through this link: <https://ww2.aauw.org/donate-gift-new/>. Be sure to click the big blue button: "Use my gift where it's needed most (Greatest Needs Fund)."

By Check:

Individuals: Make your check out to AAUW Funds with your preferred fund (Greatest Needs Fund #9110) noted on the memo line and mail it to: **AAUW Development Department, P.O. Box 98045, Washington, DC 20090-8045.**

Branch Funds Chairs or Finance Officers: To submit member and/or branch donations by check, use the **Contribution Report Form (CRF)**: <https://www.aauw.org/resources/member/contribution-report-form/>. The second page of the CRF lists the fund numbers you may need. Other fund numbers are not there because donations to those funds are not needed. If you need help completing this form, please contact me at aauwpafunds@gmail.com.

Thank you for your generosity!

Public Policy UPDATE

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

Support Equal Pay Legislation in Pennsylvania

At AAUW, we represent the battle against the gender wage gap through “Equal Pay Days” that mark how far into the new year women must work to be paid what men were paid the previous year. Individual days denote how mothers and most women of color face a wider-than-average gap and need to work even longer to catch up to men's earnings. On August 3, we marked the date that Black women must work into the new year to finally reach equal pay from the previous year. Black women working full-time had to work seven additional months to earn what non-Hispanic white men earned in twelve months last year. In Pennsylvania, median annual wages of Black women were \$38,353 compared to white men's annual wages of \$57,361, an annual gap of \$19,008 or an earnings ratio of 66.9%.

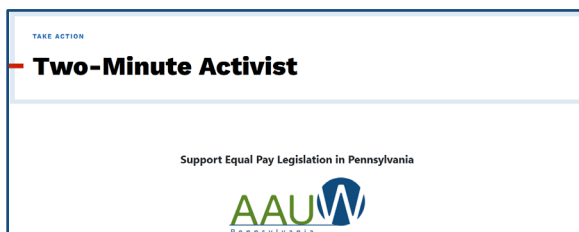
The pay gap not only hurts women but impacts their families as well. Eighty percent of Black mothers are the sole or primary breadwinner for their households.

Many complex factors contribute to the wage gap such as occupation segregation, time out of the workforce for caregiving and parental leave and using salary history as the basis to set compensation. The U.S. Bureau of Labor Statistics shows that the percentage of Black women who are full-time minimum-wage workers is higher than that of any other racial group. Many of these jobs were considered essential during the pandemic.

Pennsylvania cannot wait for equal pay!

State legislators are currently considering bills to end the gender wage gap in Pennsylvania today. Modernizing Pennsylvania's Equal Pay Law (HB819/SB547) will ensure policies that provide an economy that works for everyone, including:

- Covering all employees by removing the exception for those covered by the federal Fair Labor Standards Act.
- Offering protections by not retaliating against employees who discuss their wages and not relying on, requesting, or screening for salary history.
- Clarifying that employer's defenses must be job-related, a business necessity, and not based on a sex-based differential, and that a defense does not apply if there is an alternative employment practice available.
- Establishing strong legal procedure and remedies such as making the employer liable for compensatory and punitive damages, authorizing reinstatement, promotion of other equitable relief, and expanding the statute of limitations for violations.
- Offering equal compensation for jobs that are comparable (substantially similar skill, effort, and responsibility and are performed under similar working conditions).



In a pandemic and beyond, equal pay means stronger economic security to sustain women and families. Click [here](#) to ask your state legislators to support Modernizing Pennsylvania's Equal Pay Law (HB819/SB547) today.

College/University

Peggy Schmiedecke (North Hills Pittsburgh)

AAUWPACU@gmail.com

College/University Liaison

National Conference for College Women Student Leaders (NCCWSL)

AAUW Pennsylvania will be awarding NCCWSL grants for 2022. 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 \$400 and the state will use these funds to support a Pennsylvania student through our application process. This amount could fund one grant or a partial grant. At this point we do not know if NCCWSL 2022 will be a virtual or in person conference which makes it challenging to know what the fee will be. Once more information is available, we will be in a better position to know the number of grant awards that will be available from the state. 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 from the branch to support a NCCWSL Grant are due to the state treasurer no later than February 28, 2022.

Branches may also individually provide a Branch NCCWSL Grant. If you need tips on how to create a rubric for reviewing applications, please contact Peggy Schmiedecke. If your branch does award individual grants, please report it to PA state C/U Liaison Peggy Schmiedecke (aauwpacu@gmail.com) for record keeping purposes.

Student Impact Mini-Grant

AAUW PA will be offering a leadership program for 2021-2022 to award impact mini grants to further advocacy efforts across Pennsylvania. The grants will be awarded to undergraduate student(s) to start or continue advocacy project at the local level. The impact mini grant could be seed money for a planned activity. Or used for an ongoing advocacy activity that needs funding? The grant application selected will be eligible to receive a grant of up to \$200.

Applications will be available in mid-September at <https://aauw-pa.aauw.net/colleges-universities-students/> they will be reviewed on an ongoing basis. While there is no guarantee that proposals submitted early will benefit by being early in line, the sooner an application submitted by students committing to a worthwhile project, the greater the chance for financial assistance. The deadline to apply is January 30, 2022.

An impact mini grant recipient will complete the AAUW PA Impact Mini Grant Activity Report-Back Form. Peggy Schmiedecke will email the awardees the form to return within 30 days of event/program) and ideally submit sample materials or photos of program. If you have any questions, please let me hear you Peggy Schmiedecke, AAUW-PA College/University Liaison (aauwpacu@gailw.com).

Membership Bits and Pieces

Randi L. Blauth (Easton), Membership VP

The new fiscal year began on July 1st. Thank you to those branch affiliates which already have paid dues to national (\$62.) and AAUW-PA (\$10). Please continue to send in dues as members renew. Also, continue to check the MSD to make sure the listing for each branch member is correct.

While honorary life members do not pay state dues, paid life members and C/U liaisons do owe state dues. All student members (both undergraduate and graduate) do not owe state dues for the entire time they are in college. New members joining at a branch Shape the Future event pay half price national (\$31.) and half price state (\$5) dues. All Shape the Future events must be open to the public.

State dues should be sent to Ann Echols, Finance Officer aauwpafinance@gmail.com. For assistance with any questions and with membership issues in the MSD, please contact me at aauwpamembership@gmail.com.



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.

Nominations and Election Committee

Deb Roney (Huntingdon), Chair

Service on the state board is rewarding, and there are many new AAUW friends to be made across the state. 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 state leader?

If you do, nominate yourself or another person for one of the two offices described below for the 2022-24 term by having the candidate complete the Candidate Nomination form and/or by contacting Deb Roney, Nominating Committee Chair, at aauwpanominations@gmail.com.

The Candidate Nomination form and additional information can be found at <https://aauw-pa.aauw.net/about/nominations/>.

Submission deadline: October 11, 2021

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.

Nominating Committee members are:

Kathy Quinn (Makefield Area), East District
Cathy Wieland (Lebanon Valley), Central District
Linda Tozier (North Hills Pittsburgh), West District

Alternates:

Pat Markowski (Carlisle), Central District
Loretta Seigley (Erie), West District

Have a question?

Branch Handbook has the answer.

<https://aaup-pa.aauw.net/aaup-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://aaup-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, 2021 to June 30, 2022

Congratulations!

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

Murrysville Area	July 15, 1971	50 years
Huntingdon	October 12, 1926	95 years
Lebanon Valley	January 18, 1937	85 years
York	April 1, 1972	50 years

AAUW Pennsylvania Board Meetings

July 18 & August 2, 2021	Zoom
October 16, 2021	Harrisburg
January TBD, 2022	TBD
April TBD, 2022	TBD
July TBD, 2022	TBD

AAUW Pennsylvania Board

President	Ann Pehle (Carlisle) aauppa.president@gmail.com
Program VP	Lee Wolfe (Lansdale) aauppapvp@gmail.com
Membership VP	Linda Tozier (North Hills Pittsburgh) aauppamembership@gmail.com
Secretary	Ajla Glavasevic Laussegger aauppasecretary@gmail.com
Finance Officer	Mary Jo Buckwalter (Doylestown) aauppafinance@gmail.com
AAUW Funds Chair	Deb Roney (Huntington) aauppaauwfunds@gmail.com
Administrative Director	Pat Byerly (Pittsburgh) aauppaad@gmail.com
Bylaws Chair	OPEN
College/University Liaison	Peggy Schmiedeck (North Hills Pittsburgh) aauppacu@gmail.com
District Coordinator (East)	Eva Kaufmann (West Chester/Chester County) aauppaeast@gmail.com
District Coordinator (Central)	Sue Johnston (State College) aauppacentral@gmail.com
District Coordinator (West)	Paula Tomko (Johnstown) aauppawest@gmail.com
Diversity and Inclusion Chair	Jordan Glover (State College) aauppadiversity@gmail.com
KEYSTONER Editor	Peggy Jennings (Carlisle) aauppakeystoner@gmail.com
Public Policy Chair	Barbara Price (Lower Bucks) aauppapp1@gmail.com
Public Policy Chair	Jacqui Rogers (Doylestown) aauppapp2@gmail.com
Convention Coordinator	Barb Zaborowski (Johnstown) aauppaconfcoord@gmail.com
Convention Registrar	To be filled in 2021
Archives Chair (off Board)	Linda Robbins (Allentown) aauppaarchives@gmail.com



FYI is written (unless otherwise noted) and edited by Ann Pehle, President. Published after every AAUW Pennsylvania Board meeting.
aauppapresident@gmail.com
401-644-6488