



The Keystoner

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

From Our President

Spring is a busy time for AAUW branches--public events focusing on AAUW issues; annual fundraising events; officer elections; scholarship banquets; member award recognition; annual meetings. Enjoy these traditions because they reflect the essence of our work. Of course, be mindful of COVID protocols and consult the [AAUW Gathering Guidelines](#).

It is also a time for leaders whose term ends on June 30, 2022, to reflect. This is where I find myself. My fourth and final year as President is fast approaching—and some days approaching too fast. These are the events that I am very much looking forward to.

- AAUW Pennsylvania officer elections now through April 13th. Please exercise your right as a member and vote for President and Program Vice President. See page 3 for information.
- Lifting as We Climb: Our Journey with AAUW on March 29. There are two Pennsylvania members on the AAUW Board of Directors. Dr. Lisette Garcia and Dr. Kimberly Adams volunteered with AAUW long before becoming Directors and will share their career and AAUW journey with us. See page 6 for registration information.
- AAUW Pennsylvania's 93rd Annual Meeting on April 23 via Zoom. Two important agenda items require your vote during the meeting. See page 5 for information.
- Disruption as Opportunity...It's a Woman's World on June 3-5 in Harrisburg. Our state convention will acknowledge the disruption, celebrate the outcomes, and inspire us to continue to improve the lives of women. Look to the right for more information. I hope to see many of you at the State Convention.

Enjoy your AAUW Spring.

Ann Pehle (Carlisle)
President

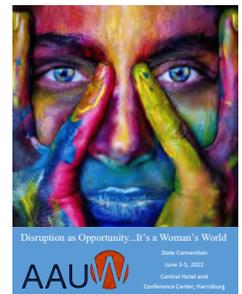
2022 AAUW PA Convention

June 3-5, 2022

Central Hotel & Conference Center, Harrisburg

Disruption as Opportunity It's a Woman's World

This broad theme gives us the opportunity to explore all the opportunities for women—business, health, economic, political, education—as we emerge from the pandemic. We don't want to "get back to normal" because normal wasn't the best for women and girls. Many have written that the pandemic needs to have an impact on society like the industrial age, world wars, or the digital age—all disruptors. We hope to explore what good will come from the COVID disruption and how can we leverage change to improve issues impacting women and girls.



Featuring (but there will be SO much more!)

Alicia Petross, Chief Diversity Officer—The Hershey Company

Gloria L. Blackwell, Chief Executive Officer—AAUW

Presentations from Community Action Grant Winners

Friday Night Meet and Greet with a Hershey Theme
(And we know what that means! Chocolate!)

Fund raising Silent Auction

ACTUAL real-life, face-to-face (with appropriate social distancing) interaction with friends, old and new!

Important Details (so you can start planning NOW)

Registration

Full Conference: \$145

Saturday & Sunday: \$120

Saturday only: \$110

Accommodations at the Central Hotel

\$133.14/night; double occupancy

Watch for Registration Information and more by email around March 15!

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.

Nominees for State Board Positions

The AAUW PA Nominating and Elections committee is pleased to announce a full slate of nominees for the upcoming elections. Astute readers will notice that Cynthia Hall has agreed to run for President rather than for, as previously announced, Program Vice President.

PRESIDENT:

Cynthia Hall, State College Branch

Cindy is currently the Co-Vice President for Marketing and Communication for her branch, having previously served on the Education subcommittee, as Co-Vice President for Membership (2016-17), as Co-President (2017-21), and as immediate past President the following year. In 2017, she was awarded the Member Making a Difference Award and, in 2021, the Outstanding Woman Award, both from State College Branch.



Cindy has attended a state summer retreat, Central District meetings, and two state conventions. She was an alternate for the National Nominating Committee in 2020-21 and is serving on that committee currently.

Cindy retired from her job as Associate Vice President for Strategic Communications and Chief Marketing Officer from Penn State University in 2015. She also taught Public Relations Media and Methods and Public Relations Campaigns as a part-time instructor in the College of Communications at Penn State. She has significant experience in branding, marketing research, communications, and management. In addition, she managed major political candidate visits for Penn State (Barack Obama, Hillary Clinton).

Cindy holds a Ph.D. from Penn State and graduated from the in-residence Management Development Program (MDP), Harvard University Graduate School of Education. She has received more than 20 awards from CASE (Council for Advancement and Support of Education), and was selected as one of 25 women nationally to participate in the CASE Forum for Women Institutional Advancement Officers. Cindy participated in a roundtable for Trustee Magazine on Branding, Chicago as well as for PR Week, New York. She has been conference chair for several CASE conferences and a frequent speaker. In addition, Pennsylvania Business Central named Cindy as one of the Top 20 Nonprofit Female Leaders in 2019.

Cindy presented her research titled Gendered Roles/Gendered Relations: A case study of the status and role of women in a research university at AERA (American Educational Research Association), San Francisco.

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

“Helping to achieve a clear and consistent vision for AAUW by coordinating and communicating effectively with both the state’s branches and national is a priority for AAUW PA. For the organization to remain strong in a highly turbulent environment, AAUW must be differentiated from the increasing numbers of organizations beginning to share the same space.

The AAUW PA President, working closely with state and branch leaders, must ensure AAUW’s mission is both understood as well as acknowledged and respected across the state. We must continue to advocate for increased understanding as to how our mission is vital to the success and advancement of the Commonwealth.

The past few years presented major membership and financial challenges for many branches. We need to rebuild any ground that has been lost due to diminished in-person interactions and activities. We should remind ourselves of the critical role we play in achieving our mission-specific goals. The President and all leaders must reinvigorate members to address these challenges and invite others to join us in our mission.”

PROGRAM VICE PRESIDENT:

Lori Woods, Indiana County Branch

Lori is currently Public Policy Chair and University Liaison for her branch, having previously served as Program Vice President (2017-19). In 2017, she was awarded the Member Making a Difference Award. As Program VP, she organized a panel discussion on women’s health needs in rural areas, chaired an economic forum that aimed to hear from women civic leaders and candidates running for office about how the County might improve the economic status of women and their families, and participated in Start Smart workshops. More recently, she assisted with her branch’s planning of the 100th Anniversary of Women’s Suffrage in Indiana County, and teamed up with the Alice Paul House for Sexual Assault Awareness Month.

A strong advocate of interdisciplinary education, Lori serves as the Associate Dean of the School of STEAM (Science, Technology, Arts and Mathematics) at Saint Francis University (Loretto PA). She has taught the history of medicine and science, and women and gender history for thirteen years. She has also served as National Secretary of the Association of General and Liberal Studies (AGLS) and as Branch Secretary of the NAACP in Indiana County, PA.



Lori has advocated for women in STEM fields, mentoring girls in her community through her volunteer work with the local NAACP. In her teaching, she emphasizes the unique lives and experiences of women in the past, seeking to instill life-long learning in her undergraduate students. Lori has published in the field of women and gender history, having worked with pioneers such as Natalie Zemon Davis, a recipient of the National Humanities Medal.

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

“The primary focus of AAUW PA is to be a strong advocate for effective public policy that supports women and families throughout the commonwealth. In my view, one of the challenges is to find ways to motivate the next generation to get involved. This requires reaching out to the community at large, meeting people where they are, including those whose voices are often not heard.

I will use my knowledge and experience as a teacher, as well as my involvement in the leadership of organizations that work to effect good, strong public policy, in order to develop a robust program that will motivate an audience who is moved to get involved in the mission of AAUW, ultimately to build coalitions to help address the gaps in public policy.”

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 State Board for ongoing support and the members of the Nominating and Elections Committee for their perseverance and support:

- Eastern District: Kathy Quinn, (Makefield Area);
- Central District: Cathy Wieland, (Lebanon Valley);
- Western District: Linda Tozier, (North Hills Pittsburgh);
- Alternates: Pat Markowski, (Carlisle/Central District), and Loretta Seigley, (Erie/Western District)

TWO Silent Auctions for Convention

Branches and state members stepped up BIG last summer, donating wonderful items and gift cards for a silent auction online. Because it was so successful, we are repeating it this year with an added in-person basket auction at Convention. Both share the same goal: to raise money for the AAUW Greatest Needs Fund.

Donate!

Contribute something for the virtual auction and/or a physical basket. (PARTICIPATION IS OPTIONAL)

- ☑ Decide what you will offer and complete the form on the website with the other convention information by May 15 so your donation can be listed. You will enter the details of the donation, its value, an image of the contents if possible, and a link to the website where the item can be found if you are donating a commercial item.
- ☑ Be creative! Themes such as chocolate, nuts, kitchen, outdoors, readers, relaxation, activism, women's art, fun in the sun, etc. are appealing. Perhaps you have a favorite woman-owned business whose work you want to share. Consider items unique to the branch's area. For online items, choose gift certificates or things that can be shipped by the seller if you do not want to ship them yourselves.
- ☑ The value of the donation should be in the \$50-\$100 range.
- ☑ Questions? Barb Zaborowski, AAUW PA Convention Registrar, aaupaconfcoord@gmail.com.

Bid!

Bidding on online items will open one week before Convention.

- ☑ Review the items and bid through the silent-auction link located on the AAUW PA website with the other convention information.
- ☑ Starting bids for all items are set at \$40, with raises in increments of at least \$2; bids must be in whole dollars only.
- ☑ Bid early; bid often.
- ☑ Bidding on silent auction items at convention will be open from the opening of registration on Friday through Saturday dinner. Visit the basket display to place your bids.

Win!

- ☑ The person with the highest bid on each basket and online item wins! Winners will be announced at the awards session at convention on Saturday night, June 4.
- ☑ You do not need to be present to win.
- ☑ For physical baskets, payment must be made by check, through PayPal, or in cash at the convention, and the basket must leave with the winner or the winner's designee. AAUW PA will not ship baskets.
- ☑ Payment for online items must be made through PayPal (you don't need an account) within 48 hours of the close of convention, or the basket goes to the next highest bidder. After payment has been received, the branch will be notified of the winner so they can arrange for shipping.

Let's see how much fun we can have while raising money for the Greatest Needs Fund, which helps AAUW work toward our mission!



News from AAUW National

Beginning April 6th, the [AAUW National Election 2022](#) begins and runs through May 16. AAUW members will be asked to vote for Directors for the Board of Directors and on two proposed changes recommended by the AAUW Board of Directors and AAUW Governance Committee that would streamline two important organizational functions: nominations for the board and timing for those eligible to vote in AAUW elections.



2021 was a very good year for AAUW!

Read all the accomplishments [here](#).

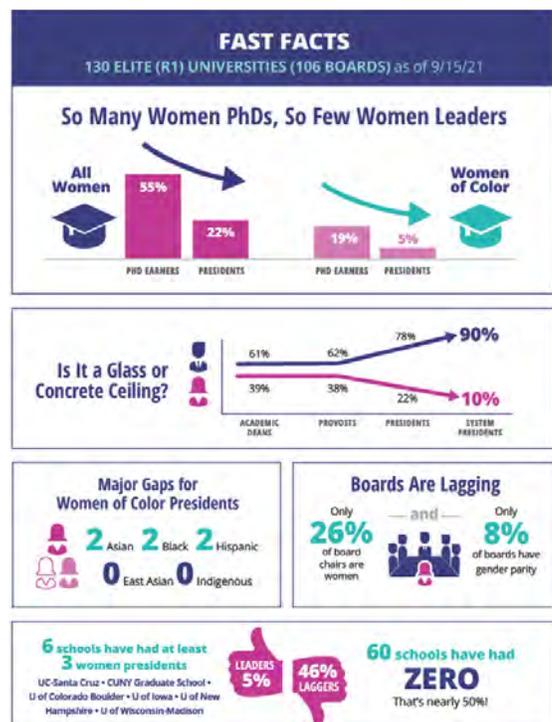
[Watch](#) the January 12th Member Gathering with AAUW CEO and Board Leaders for an overview of 2021 and looking forward to 2022.



The Women's Power Gap at Elite Universities: Scaling the Ivory Tower

AAUW's newest research

Go [here](#) for the full report and fact sheet.



AAUW PENNSYLVANIA ANNUAL MEETING

Saturday, April 23rd 10:00 am to Noon

Virtual on Zoom

All AAUW Pennsylvania members are encouraged to attend. Agenda items include consideration of:

- Proposed Bylaw change (see below)
- 2022-2024 Public Policy Priorities (on the right)

Registration in advance is required.

<https://us02web.zoom.us/meeting/register/tZArc-qppjssHteGndxYq5iQr1qKjCW1-B5m>

**Proposed Public Policy Priorities
2022-2024**

AAUW PA's public policy goals are to educate citizens about the impact of public policies on women and girls and to advocate for policies that will advance equity for women and girls. In Pennsylvania, AAUW actively endorses the national **AAUW Public Policy Program**. AAUW Pennsylvania supports good governance, an informed citizenry, and community dialogue on critical issues. Biennial priorities are intended to complement national priorities and to be a focus for active educational and advocacy efforts by members in the state.

Proposed Bylaws Changes

The Nominating and Elections Committee proposes the two bylaws amendments below for your consideration and vote by the membership at the annual meeting on April 23, 2022.

The original text can be found on page 6 of the current bylaws. You can access the full state bylaws here:

<https://aauw-pa.aauw.net/files/2021/08/AAUW-PA-Bylaws-6-27-2020.pdf>

CURRENT WORDING:

ARTICLE XI. AFFILIATE OFFICERS

Section 1. Affiliate Officers

e. No elected officer shall hold more than one office at a time, and no officer shall be eligible to serve more than two consecutive terms in the same office. No officer with the exception of the president shall be eligible to serve on the board for more than eight consecutive years.

PROPOSED NEW WORDING (additions underlined):

ARTICLE XI. AFFILIATE OFFICERS

Section 1. Affiliate Officers

e. No elected officer shall hold more than one office at a time, and no officer except the administrative director shall be eligible to serve more than two consecutive terms in the same office. No officer with the exception of the president and the administrative director shall be eligible to serve on the board for more than eight consecutive years.

RATIONALE:

These changes will:

- facilitate the effective running of the organization.
- recognize that the administrative director has a fundamentally different role in the organization than the elected and appointed officers have.
- not compromise the existing, valuable goal of having a board of directors with diverse backgrounds bringing new perspectives to the organization, as all other elected and appointed officers except the president will still have the existing term limits.
- not require that the administrative director continue for several terms but would allow for it. Any president could appoint a new person at any time.
- bring AAUW PA into compliance with current practice. [Through a series of presidential appointments, Pat Byerly has held this role since 2012.]

To enable members and all citizens to participate fully in a representative democracy and self-governance, AAUW PA advocates

- Awareness of issues so that members may be fully informed and empowered voters
- Opposition to measures likely to suppress voting rights
- Support for efforts to increase civil discourse and compromise between those with opposing views
- Efforts to Get Out the Vote, including voter registration and use of social media to promote voting

To support a quality system of public education, AAUW PA advocates

- Opposition to the diversion of public funds to non-public elementary and secondary education, charter and cyber charter schools
- Support for a fair and adequately funded system of public education
- Strengthening secondary and post-secondary programs that provide women with education, vocational training, and support for success in the workforce, including non-traditional occupations
- Policies promoting inclusion, diversity, equity and justice in our schools

To improve the economic self-sufficiency of all women, AAUW PA advocates

- Pay equity and fairness in compensation and benefits
- Raising the minimum wage and tipped minimum wage to an amount that would provide a meaningful boost to family incomes in Pennsylvania and help grow the state's economy
- Vigorous enforcement of employment anti-discrimination statutes
- Creating family-friendly workplace environments, including flexible workplace policies, paid leave for personal and family illness, and quality child-care facilities available to all parents regardless of their circumstances
- Improving retirement security
- Reducing the unprecedented level of student debt and the record high cost of college

To improve the operation and transparency of government, AAUW PA advocates

- Measures to improve the efficiency and effectiveness of government that can improve the well-being of women
- Efforts to end the practice of partisan redistricting, gerrymandering in Pennsylvania



School Funding Lawsuit

The lawsuit filed in 2014 to challenge the constitutionality of Pennsylvania's state budget funding process is finally being heard in Commonwealth Court in Harrisburg. This historic trial began on November 12th and is expected to run through February. Are you watching the live stream? While tedious, it is very interesting to watch the arguments take shape. Go [here](#) to learn more about the issue and read testimony summaries.



May 24-26, 2022, | NCCWSL Fully Virtual

Applications for AAUW PA NCCWSL grants to pay registration fees for attendees to the National Conference for College Women Student Leaders (NCCWSL) are due March 31, 2022. AAUW PA will be funding up to 12 NCCWSL registration grants to PA female-identifying undergrad or graduate students. For info and the AAUW PA grant application, go to

<https://aauw-pa.aauw.net/colleges-universities-students/>.

While our grant registration is almost closed, NCCWSL regular registration is still open. If we still have AAUW PA NCCWSL Grants available, we will extend the grant application deadline.

I will be handling NCCWSL registrations for our grant recipients. Students should not register themselves. For information on AAUW's premier leadership conference for young female-identifying women, go to www.NCCWSL.org. This year's conference will feature a special half-day session on "Design Thinking" that students will not want to miss!

Branches may send NCCWSL grant donations to the state. You can send your funds to AAUW PA in increments of \$225 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. These branch donations for NCCWSL 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 March 20, 2022. 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 purposes.

Student Impact Mini-Grant

The Student Impact Mini-Grant application deadline is February 28, 2022, and will be awarded on a first come, first served basis. Application review will be ongoing. The grant application selected will be eligible to receive a grant ranging from \$100 to \$300. Go to: <https://aauw-pa.aauw.net/colleges-universities-students/> for information, ideas, resources, and the application.

Peggy Schmiedecke (North Hills Pittsburgh)
College/University Liaison

**Lifting as We Climb:
Our Journey with AAUW**

Tuesday, March 29
7:30-8:30 PM
AAUW PA members and guests invited!

Our speakers are distinguished in their careers and serve on AAUW's National Board of Directors.

Hear about their passion for AAUW's mission; history of AAUW involvement; their career journey; and why they think AAUW is relevant and needed today.

Dr. Lisette Garcia,
Assistant Vice President of
Diversity, Inclusion and
Belonging, Penn State
University

Dr. Kimberly S. Adams,
Professor of Political Science, East
Stroudsburg University

Register in Advance for this meeting

https://us02web.zoom.us/join/zoom/register/tZYsd06trjgrHtVfH980uqi_qjvavRy4vi61

After registering, you will receive a confirmation email containing information about joining the meeting.

In December, AAUW PA donated \$570 in honor of AAUW's 140th anniversary. With the offered matching funds, the total value is \$1140.



Maintaining our History

As you seek things to fill your time as you stay at home, cleaning closets and files, you may find AAUW material that is no longer needed. I am still collecting and sorting files for their eventual home in the State Archives, although I keep at least 10 years of files at hand.

Going forward, one of the most important tasks is to contact past and current board members as well as former members and officers to determine if they have any records. Many important records are lost through failure or neglecting to pass on; illness or death of a member with archive material could mean they are lost forever. Their families are unaware of their importance.

Yearbooks should contain current membership and branch board members, committee chairs, past presidents, all past award recipients (Outstanding Woman, TEAL award, Emerging Star and Spotlight, Gateway to Equity awardees, honorary life members and life members and a listing of programs. If your branch does not compile a yearbook, a single document will suffice.

Your branch newsletter should highlight awards received from the state, negating the need for retaining award certificates. You may however want to keep a folder of these certificates.

News articles are best kept if photocopied when they are new. Copying news articles prevents newsprint from aging.

Keep these guidelines in mind:

DO

- Put date and name on every document.
- Label photos with event, names and date.
- Minimum to retain at least 10 years of the following at Branch level, anything older may be archived:
- Newsletters, Yearbooks, Agendas, Minutes, Financial reports, Chair and committee reports, Bylaws, Special projects, and Anniversary material.
- I recommend keeping all anniversary documents and displays at Branch level.

DON'T

- Place material in scrapbooks, plastic sleeves or notebooks (use file folders or hanging files and store in plastic file boxes).
- Retain state or national material; it is already archived (I will be happy to accept these items as we may not have them at state level.)
- Do not use metal paperclips or non-rust resistant staples; discs or sticks.
- News articles that duplicate newsletter or yearbook.
- Articles or items not germane to AAUW; obits, etc.

As always, I am available to assist in any way to help your branch and I can visit your branch if requested. You can call or email anytime. I am still available to travel to your branch for pick-up and will practice safe distancing and pick up from your driveway.

Linda Robbins, (Allentown)
Archives Chair
aauwpaarchives@gmail.com

AAUW-PA BOARD MEMBERS

President	Ann Pehle (Carlisle) aauwpa.president@gmail.com
Program VP	Lee Wolfe (Lansdale) aauwpapvp@gmail.com
Membership VP	Randi Blauth (Easton) aauwpamembership@gmail.com
Secretary	Ajla Glavasevic Laussegger (National) aauwpasecretary@gmail.com
Finance Officer	Ann Echols (State College) aauwpafinance@gmail.com
AAUW Funds Chair	Deb Roney (Huntingdon) aauwpaauwfunds@gmail.com
Administrative Director	Pat Byerly (Pittsburgh) aauwpaad@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
Keystoner Editor	Peggy Jennings (Carlisle) aauwpakeystoner@gmail.com
Public Policy Co-Chair	Barbara Price (Lower Bucks) aauwpapp1@gmail.com
Public Policy Co-Chair	Jacqui Rogers (Doylestown) aauwpapp2@gmail.com
Nomination Chair	Deb Roney (Huntingdon) aauwpanominations@gmail.com
Conference Coordinator	Barb Zaborowski (National) aauwpaconfcoord@gmail.com
Conference Registrar	Open
Diversity & Inclusion Chair	Jordan Glover (State College) aauwpadiversity@gmail.com
Bylaws Chair	Open
Archives Chair (Off Board)	Linda Robbins (Allentown) aauwpaarchives@gmail.com

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

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!

AAUW Pennsylvania
% Patricia Byerly
AAUW PA Administrative Director
173 Truxall Road
Apollo, PA 15613
<http://aauw-pa.aauw.net/>

NON-PROFIT ORG
U.S. Postage
PAID
Langhorne, PA
Permit #112

RETURN SERVICE REQUESTED

