



Disruption as Opportunity...It's a Woman's World

Convention Program Information

June 3-5, 2022

Friday, June 3

2:00 — 5:00 pm Hotel Lobby

Convention Registration (Hotel check-in after 4:00pm)

6:00 — 9:15 pm Heritage Room

Dinner

Keynote Speaker

Co-Creating Change

Alicia Petross

Hershey Company Chief Diversity Officer

Hershey Company

Hershey has been on an intentional journey of co-creating a refreshed DEI strategy and the future of work with employees from across the company. How pausing and listening, leader vulnerability and showing up in new ways is creating change—like pay equity, development opportunities, diverse talent pipelines, and deeper community connection and impact.

Don't forget to bid on silent auction baskets

Bidding closes during dinner.

Meet & Greet

Reconnect with friends

BID ON SILENT AUCTION BASKETS

Bring back a beverage from O'Reillys Taproom

Meet new friends

BID ON SILENT AUCTION BASKETS

Enjoy yourself!

Saturday, June 4

7:30 — 10:00 am Hotel Lobby

Convention Registration (Hotel check-in after 4:00pm)

7:45 — 8:45 am Heritage Room

Breakfast Buffet

Don't forget to bid on silent auction baskets

9:00 — 10:15 am Heritage Room

Making a Local Impact

Hear from two recipients of AAUW Community Grants on how their program made an impact in their community.

HOLA Gems — Supporting Girls in STEM

Ivonne Miranda, Ph.D.

Assistant Professor in Teacher Education

Cedar Crest College

HOLA Gems is a program that exposes young girls and girls of color in STEM through hands-on experiences, collaboration, creativity, critical thinking, and communication skills. The HOLA Gems program focuses on STEM activities where the girls attain confidence, a growth mindset, and STEM attributes in a learning space that encourages all girls to be leaders.

Kids and Coding, It's a Wonderful Thing!

Kate Geiger

Director

Indiana Free Library in Indiana, PA

Involves kids from third grade to teens in computer coding and the benefits of this program to build confidence and problem-solving skills. The "Code Brave" program story from 2021 and 2022 will explore how to give kids real excitement in their own abilities as they grow to understand the creative process of coding.

10:30 — 11:15 am Central C

State of the State

Ann Pehle

AAUW Pennsylvania President

Diversity, Equity, Inclusion Update

Melissa Ingram

Chair

AAUW Inclusion & Equity Committee

11:30 am – 1:45 pm Heritage Room

Luncheon

Don't forget to bid on silent auction baskets

Keynote Speaker

Exploring new research

Resilient But Not Recovered: After Two Years of the COVID-19 Crisis, Women Are Still Struggling

The research is in your attendee bag received during registration.

Julie Vogtman

Director of Job Quality and Senior Counsel

National Women's Law Center

It has been more than two years since the COVID-19 pandemic upended our workplaces and our lives, and ongoing uncertainty about the future has become a constant for many. Against this backdrop—with a recovering but tumultuous economy, persistent caregiving demands that continue to fall heavily on women, and ongoing attacks on women's reproductive rights—the National Women's Law Center (NWLC) undertook new research to gain a deeper understanding of the impact of the pandemic on women and their families. The findings are sobering: Many women—particularly Black women, Latinas, and other women of color

—are still struggling to make ends meet; nearly 40 percent of women say their family’s financial situation is worse today than before the pandemic, and 58 percent of women report that the pandemic has had a negative impact on their mental health. In keynote remarks, Julie Vogtman, Director of Job Quality & Senior Counsel for the National Women’s Law Center, will review this research—captured in NWLC’s report, *Resilient But Not Recovered: After Two Years of the COVID-19 Crisis, Women Are Still Struggling*—and discuss current threats and opportunities for women in the workplace and beyond.

2:00 pm – 2:45 pm **Central D, Central E, Keystone**

Concurrent Branch Presentations (attend one)

Description of each session are on pages 9 and 10.

Fluidly Navigating around COVID Obstacles (Central D)

Loretto Bellicini

President

AAUW Erie

Helping Students “Cross the Finish Line” (Keystone)

Pamela Schleif

Past President

AAUW Lansdale

Support Women Filmmakers Through Lunafest (Central E)

Carol Toomey

Past President

AAUW Reading

3:00 pm – 3:45 pm **Heritage Room**

System Shakers & Barrier Breakers: Women in STEM

A reading theater presentation by AAUW Reading.

***Don’t forget to bid on silent auction baskets
Bidding closes during dinner.***

5:00 pm – 5:45 pm Atrium

Reception (hors d'oeuvres, cash bar)

6:00 pm – 8:30 pm Heritage Room

Dinner

AAUW Pennsylvania Gateway to Equity Award

Pennsylvania Coalition Against Domestic Violence

Aishwarya Sinha

Prevention Specialist



AAUW PA is proud to honor the Pennsylvania Coalition Against Domestic Violence (PCADV) with our 2022 Gateway to Equity Award. In May 2021, PCADV issued a report on pay equity which indicated that the wage gap has several negative impacts on women, both economically and on their health. Many of these negative impacts are also known risk factors for intimate partner violence (IPV). The report stated that pay equity, in turn, can improve women's access to education and opportunities, which will increase the economic and social empowerment of women. Eliminating the wage gap will lead to women being viewed as more valuable in society, ultimately reducing the risk factors for IPV. Their efforts show how the lack of pay equity can have dire consequences for women beyond its economic impact.

Announce Silent Auction winners

8:30 pm – 9:00 pm Atrium

Dessert Reception

Sunday, June 5

8:00 — 9:00 am Heritage Room

Breakfast Buffet

9:00 — 9:30 am Heritage Room

District Meetings

9:45 — 10:30 am Heritage Room

Update on Title IX

Peg Pennepacker

High School Title IX Consulting Services, LLC

Exploring Title IX from a K-12 lens and higher education and trans people in sports. Will celebrate the 50th anniversary of Title IX which is June 23, 2022.

10:45 — 11:15 am Heritage Room

Counterpart Discussions

AAUW Pennsylvania Board members meet with their branch counterparts — President/Executive; Program; Membership; Finance Officer; Diversity, Equity, Inclusion, Belonging; Public Policy; AAUW Funds; Other Leadership; Member

11:15 am — 12:15 pm Heritage Room

AAUW National Update (via Zoom)

Gloria Blackwell

CEO, AAUW

12:15 am — 12:30 pm Heritage Room

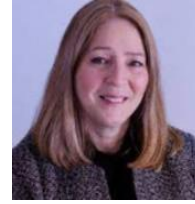
Officer Installation

Closing

SPEAKER INFORMATION

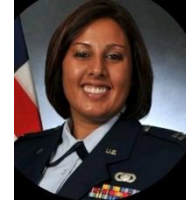
Kate Geiger

Director
Indiana Free Library in Indiana, PA



Melissa Ingram

Chair
AAUW Inclusion & Equity Committee



Melissa Ingram earned her Ph.D. in curriculum and instruction from Texas Tech University in Lubbock, Texas. Prior to that, Dr. Ingram completed her bachelor's degree in chemistry from Hawaii Pacific University, Honolulu, HI, USA, and her Master's degree in chemistry from the University of Dayton, Dayton, OH. She currently serves as the Department Director, Theories and Principles of Adult Learning, Squadron Officer School at Air University, Maxwell Air Force Base, AL. She has been in the U.S. Air Force since 2005 and held various positions educating faculty and students on inclusive practices. She has spoken at numerous national and international conferences on topics tied to teaching a variety of learners and individuality within education. Dr. Ingram chairs the Committee for Inclusion and Equity for AAUW. Prior to her appointment as Committee Chair, Dr. Ingram was integral in drafting the new AAUW Diversity, Equity, and Inclusion Toolkit and participating as a panel member in AAUW DEI webinar

Ivonne Miranda, Ph.D.

Assistant Professor in Teacher Education
Cedar Crest College



Peg Pennepacker

High School Title IX Consulting Services, LLC
Athletic Director, retired
State College High School



Alicia Petross

Hershey Company Chief Diversity Officer
Hershey Company



Alicia, a member of the Human Resources Leadership Team since 2015, leads development and execution of Hershey’s diversity and the inclusion strategy. She partners with key internal and external leaders to drive the iconic company to becoming an even more inclusive workplace. Externally, Alicia represents the company in key industry partnerships with DEI leaders including Paradigm for Parity, CEO Action for Diversity and Inclusion, and the National Organization on Disability Look Closer Campaign.

Alicia has more than 15 years of progressive human resources experience. She joined Hershey from the Target Corporation, where she played a key role in advancing and executing Target’s inclusion and engagement strategy and led the company’s ascension to the Top 20 in Diversity Inc.’s Top 50 Companies for Diversity rankings. Prior to joining Target, Alicia held various jobs including Store Team Leader at the Dayton Hudson Corporation – where she was the first Black woman to hold this position. Alicia was named to Diversity Woman Media’s inaugural Elite100 Black Women leaders list in 2021.

Julie Vogtman

Director of Job Quality and Senior Counsel
National Women’s Law Center



Julie Vogtman is Director of Job Quality & Senior Counsel for the National Women’s Law Center (NWLC). At NWLC, Julie engages in research, policy analysis and advocacy, and public education to advance federal and state policies that benefit both women in low-paid jobs in their families, including higher wages, fair work scheduling practices, and child care assistance. She has written extensively about women and the economy and the factors contributing to racial and gender pay disparities, including as a co-author of NWLC’s March 2022 report, *Resilient But Not Recovered: After Two Years of the COVID-19 Crisis, Women Are Still Struggling*. Prior to joining NWLC in 2010, Julie was an associate with Covington & Burling LLP in Washington, DC. She is a magna cum laude graduate of Georgetown University Law Center, where she served as an editor for the Georgetown Journal on Poverty Law & Policy, and holds a bachelor’s degree in sociology from Furman University.

CONCURRENT SESSIONS

Fluidly Navigating around COVID Obstacles (Central D)

Loretto Bellicini

President
AAUW Erie

Our Presentation looks at the new way of doing things at AAUW Erie. Initially to get by. Then as routine.

It began in March of 2020. Our speaker for our monthly program was informed by her employer, a medical school, that she was not permitted to speak before a live audience because of covid. We were forced to cancel our programs for the rest of the year. Over the summer of 2020 the incoming president and program chair explored ways and means to overcome the Covid obstacle. This would affect every aspect of the Branch's functions. With imagination and creativity...that we didn't know we had...we elevated the performance of our branch to new dimension.

Helping Students "Cross the Finish Line" (Keystone)

Pamela Schleif

Past President
AAUW Lansdale

For many years the Lansdale Branch has supported scholarships for high achieving high school students in our local area. Previously we had also offered a scholarship to women hoping to return to college, but we found that most nontraditional students (part-time, working, older, or parenting) were hard to recruit, yet they often desperately needed financial assistance. Finding the students, qualifying their financial need, and following all IRS guidelines was a challenge. We implemented a scholarship program to address these needs three years ago. The Branch partnered with Community College of Philadelphia and set up scholarships for students who were in their last semester of a two-year program, thus helping them to cross the finish line of an Associate's degree. Most of the applicants move on to a four-year degree. Our Higher Education Scholarship Committee has input on who is selected. We also provide mentorship opportunities with our members after the selection. The program has been highly successful and receives strong member support. This workshop will address finding applicants, determining qualifications, selecting the top candidate(s), and implementing the mentorship program.

Support Women Filmmakers Through Lunafest (Central E)

Carol Toomey

Past President
AAUW Reading

LUNAFEST is a traveling film festival of 8 short films (90 minutes) by women filmmakers and about women's issues. Reading Branch has successfully presented this event for 4 years for the purposes of fundraising, social networking, as an educational opportunity, and for visibility in the community, (we also present it to college students). Through the years, we have paired it with our used jewelry sale and a buffet. This year we were invited to be a part of the Reading Film Festival, offering live and virtual presentations. Lunafest.org has a complete description and offers in-depth and personal attention and help.



Dear AAUW Pennsylvania Member,

Welcome to the Pennsylvania State Convention! I hope this gathering finds you healthy, happy and ready to enjoy your time together after the difficult road we've all been traveling.

First, please accept my sincere gratitude for the great work you've done over the years to build a better future for women and girls. AAUW Pennsylvania has played such an important role and contributed so much throughout the organization's history, and I'm heartened to see you are as strong and vibrant as ever!

I also want to share my gratitude — and my excitement — about stepping up to lead AAUW at such a pivotal moment in American history. On a national level, this feels like a hopeful time for gender equity: The first Black woman has been nominated to the Supreme Court. Our federal government has created the first-ever national strategy on gender equity. And we're seeing wins for fair pay in states across country. The work that we've been doing collectively is having true impact!

Our organization is also thriving. We're reaching more people than ever with educational programs like STEMEd for Girls and our Empower and Money Smart webinar training series. AAUW Work Smart and Start Smart salary negotiation is still strong! Our fellowship's alumnae continue to impact the world! We're conducting powerful new research exposing inequities, and we're influencing the most important policy decisions for women and families at both national and state levels.

That's not to say we don't face ongoing challenges. Voting and reproductive rights are under assault all over the country, and bias and discrimination continue to keep women from excelling in lucrative STEM careers and ascending to top leadership roles. Systemic inequities to include crushing student loan debt and a stagnant gender pay gap are keeping millions of women from achieving financial security.

I am so inspired by all that we have accomplished — but our work is far from finished. So, I hope that this gathering will be a celebration of our victories, as well as a call to action for tackling the challenges we still face. By working together, with a unified voice, I am confident we will continue making progress.

Thank you again for being an active and dedicated AAUW member and a passionate advocate for women and girls. I'm happy you're here and I look forward to our journey together toward our common goal of equity for all.

Sincerely,
Gloria L. Blackwell, Chief Executive Officer
AAUW

PRESIDENT WELCOME

Welcome to the 2022 AAUW Pennsylvania Convention. Hooray! We are able to meet in person for the first time since 2018. I don't know about you, but I missed seeing everyone, catching up, and sharing stories of great work being done across Pennsylvania.

We gather for a convention in even years to share and learn, leading to a renewed and refreshed commitment to continuing AAUW's gender equity work. This broad theme, ***Disruption as Opportunity. . .It's a Woman's World***, gives us the opportunity to explore all opportunities for women 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. The pandemic was a disruptor. We hope to explore what good will emerge from the disruption and how can we leverage change to improve issues impacting women and girls.

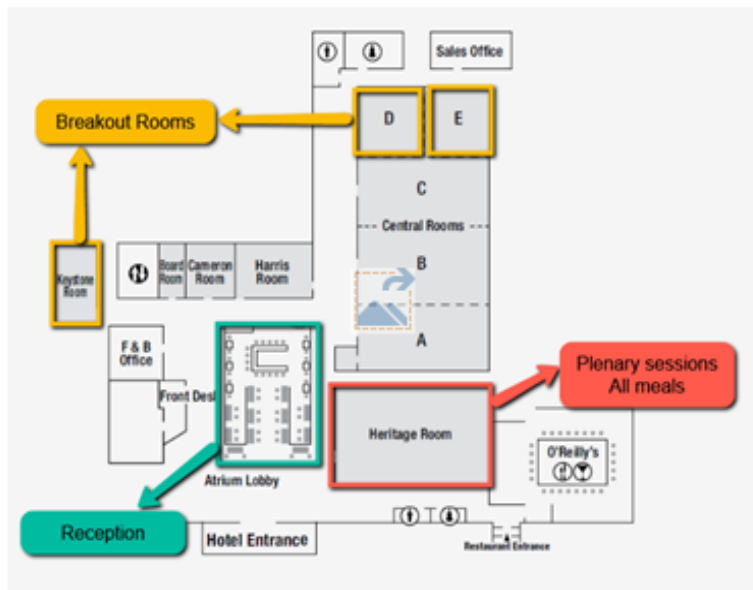
Our keynote speakers Friday and Saturday will explore specific topics that focus on diversity and economic security. We are excited to hear how to make an impact locally from two recipients of the AAUW Community Action Grant. In concurrent sessions, three branches will share how their work impacts women in their community. Be inspired by the work of our Gateway of Equity Award winner and celebrate the 50th anniversary of Title IX. Enjoy each other's company during informal social gatherings. Participate in AAUW work during district meetings and counterpart discussions.

Most of all – we hope this convention will strengthen your commitment to AAUW's mission of advocating for women and girls. This work is not possible without the dedication of the AAUW Pennsylvania Board and branches and members across Pennsylvania. Thank you for your continued efforts to advance equity for women and girls.




Enjoy this convention—speakers, old friends, and new acquaintances. Take the spirit and energy back home so you are renewed and refreshed to continue the work.

Ann Pehle
President
AAUW Pennsylvania

Meeting Location Information



COVID Nametag Message

-  Personal contact welcome—hugs and handshakes
-  Personal contact at a distance—smiles and waves
-  Personal contact not welcome—I'm still being cautious