



THE KEYSTONER

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

MESSAGE FROM THE PRESIDENT



I would like to thank each of you for continuing to stay strong and support AAUW through your membership and volunteerism. We each support the AAUW mission in our own individual ways—voting in elections and helping others to do the same; joining a branch book club; serving as a branch board member; attending branch, state, and national programs; contacting local legislators on key issues; joining the Two-Minute Activist; taking a new member to coffee; and more. While some are very limited in their time due to other obligations, others can throw themselves into the task at hand. We appreciate your participation and support AAUW does and know that you value the work we do, so thank you!

There are so many pressing issues impacting women these days, it can be difficult to keep current. If your branch has a public policy officer, you can check in with her (or him) and see what you can do to help. If you do not have a public policy officer, Sandra Miller, AAUW PA Public Policy Officer can provide you with information and suggestions to support AAUW's efforts for women and girls. Sandra keeps us up to date on where other groups stand on key issues and we do sign on to support the work of other organizations that match our mission. Joining forces increases our impact in the Commonwealth.

The AAUW PA Board is meeting on November 12 in Mechanicsburg. We have a full agenda with many opportunities to discuss as well as issues that the branches have brought forward. A lead issue that we all need to address is how to best recruit new members, keep them involved and fill leadership positions. We are planning to put a focus on this in several upcoming programs as well as the July 29 Summer Retreat. If you have suggestions for speakers and initiatives that have been successful, please contact Lori Woods, AAUW PA Program VP, with your ideas. This is an event focused on our branches and we are hoping that each branch will send at least one member, if not a group, to the retreat.

Pat Byerly will continue to oversee the awards program. Look for her column in this newsletter. Recognizing key members is vital to our success.

Several branches include me in their newsletter email distribution. I read every branch newsletter I receive. The newsletters are full of great ideas that can be shared across the state. The work you do is impressive!

Cindy Hall (State College)
President, AAUW Pennsylvania

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.

PUBLIC POLICY UPDATES



Public Policy Committee

Election years are often fraught with discord and animosity in our state. We find ourselves debating important issues that matter to us as members, often daily. Discussing our issues and where a candidate stands on our issues is not being partisan. It is our job as advocates to support our priorities and to make sure that our government is working for us and our needs. Vote and remember to ask your family and friends to vote! November 8th until 8 pm.

Education Issues

Ann Pehle (Carlisle)

Past President and Education Issue Specialist, AAUW Pennsylvania

Below are the Education issues we are watching. Stay up to date about the state issues and specifically what is happening in your school districts. AAUW Pennsylvania primarily works with PA Schools Work, Education Voters PA, The Public Interest Law Center, and Education Law Center to gain awareness and understanding on these complex issues. Explore the websites for background and action ideas. Sign up for emails from these organizations to be informed directly from our resource partners. These Talking Points provide a quick overview <https://paschoolswork.org/resources/talking-points/> and are a great introduction to issues.

This being an election year, there is a lull in activity on Education issues. After the annual budget battle for public school funding which occurs in April to the final signing of a state budget on or around June 30th, we are not anticipating much happening in Harrisburg until the new General Assembly begins January 1. It is important to explore the November 8 candidates for federal and state and local positions through the lens of AAUW issues to understand which candidates align with the issues most important to women and girls.

What is happening in your local school district/s?

Spend time researching and understanding what is happening in your backyard regarding the following issues. Become knowledgeable about what is happening in your school boards by attending meetings, reading local news articles, talking with parents. Learn what legislation your Pennsylvania Representative and Senator are sponsoring and promoting. This being election season, understand the perspective of all the candidates on these issues. We won't be effective in the General Assembly without a thorough understanding of the issues and their impact on our local schools.

State funding for Public Education K-12

- The historic case challenging the constitutional validity of Pennsylvania's current funding process is now in the hands of the Commonwealth Court Judge and we await her ruling. Go [here](#) to learn about the case and see how state funding impacts your school district.
- Don't Say Gay bills, anti-LGBTQ legislation, Book Bans, and Curriculum interference

- These issues are front and center in legislation AND locally in your school boards. School boards often operate under the radar because of insufficient scrutiny or news coverage. The Central Bucks School District exploded into national news. AAUW Doylestown members are now attending school board meetings and advocating locally. Start exploring these issues [here](#) and [here](#).
- Charter Reform and Vouchers
 - Persistent important topics that can't be ignored. Learn the background and proposed improvements at https://edvoterspa.org/charter_schools/.

The intended outcome of the restructured AAUW Pennsylvania Public Policy structure is to provide a more thorough focus on AAUW issues in Pennsylvania and increase the number of members involved with public policy issues. I am the Education Issues Specialist because I continue to have an interest in the complicated terrain of K-12 Education issues in Pennsylvania. I am not an expert, but an enthusiastic observer. Therefore, I am looking for other enthusiasts and persons with education expertise to join the AAUW Pennsylvania Education Committee. If interested, please contact Ann Pehle (apehle@outlook.com or call/text 401-644-6488).

There are a lot of moving parts to Education issues. It is simultaneously exciting and infuriating. Join me as we learn and advocate in Pennsylvania.

Pay Equity

Barbara Price (Lower Bucks)
Issue Specialist, AAUW Pennsylvania

The latest data from the U.S. Census Bureau for 2021 shows that year-round, full time working women took home 83.7% of the pay than men did which is not statistically different from 2020. A more comprehensive calculation including part-time and seasonal workers found that women were paid 77% of men's wages last year.

AAUW, along with other equity organizations, has chosen to use the new calculation that assesses all workers. It provides a better picture of the wage gap as millions of women were forced out of the workforce due to layoffs and increased caregiving demands during Covid.

Of course, the pay gap continues to be worse for women of color. Using the analysis that includes all wage earners, AAUW found that Black women were compensated a mere 64% of what white, non-Hispanic men were paid in 2021. For Latinas, the gap was even worse at 54%.

However, there is some good news for Pennsylvania. Salaries have increased here. Because of Covid we did not get 2020 pay gap numbers for the state. Thus, we are comparing the pay gap numbers for 2021 to those from 2019. The median earnings for men in Pennsylvania increased from \$55,221 to \$62,096 an increase of \$6,875 or 12%. Women's median earnings increased from \$43,791 to \$50,272, an increase of \$6,481 or 15%. This means women made 81% of men's wages, ranking PA 24th among all states and the District of Columbia. This is an improvement from 2019 when Pennsylvania's ratio was 79%, ranking us 32nd out of all the states and DC.

We do not have new data comparing each of our congressional districts, but it may be available later in the year. The pay gap for all Black women workers in Pennsylvania is \$14,037 or 77% of men's

wages, better than the national numbers. Some of this can be explained by looking at the wage gap for Black women in Philadelphia. It is smaller than the state average but is due to suppressed wages overall.

Judith Levine of the Public Policy Lab at Temple University explained, “Philadelphia’s workforce is younger, less educated, more Black and Hispanic, and more concentrated in lower-paying jobs than the surrounding suburbs, meaning the city is at once poorer and more equal.”

We have two more Equal Pay Days coming up this year. Native Women’s Equal Pay Day is November 30. Native women are paid 50 cents for every dollar paid to white men. Latina’s Equal Pay Day is December 8. Latinas are paid 49 cents for every dollar paid to white men. Watch for an update of The Simple Truth based on the recently released data. Find more information about the pay gap at <https://www.aauw.org/issues/equity/pay-gap/>.

Fix Harrisburg: With the election season over, the Fix Harrisburg coalition is looking for a more productive year in our General Assembly with new rules that will allow more bi-partisan cooperation and more bills placed on the floor for voting. Many of these bills matter to AAUW from education bills regarding charter school reforms to living wage bills. It is time for Harrisburg to work for all of us. We will be attending their meetings and will report to you all the important steps that will be needed to work for change in Pennsylvania.

Join Fix Harrisburg: [FixHarrisburg](#) | [Reform the Rules](#) | [Pennsylvania](#) | [#Fix Harrisburg](#)

There will be more work to do starting next year on the constitutional amendment issues so we will keep you posted on actions we can take to address these attacks on our own priorities of economic security and fair voting rights for all.

Advocacy is our responsibility if we are to achieve the mission of AAUW- advancing gender equity for women and girls through education, research, and ADVOCACY!

Please reach out to us at aauwapp3@gmail.com with any questions or concerns! We are here to help with your Reproductive Rights

Sandra Miller (Easton/Bethlehem)
Public Policy Chair, AAUW Pennsylvania

READY TO HONOR BRANCH MEMBERS? HERE’S HOW TO SUBMIT ANNUAL AWARDS!

As your branch chooses members to honor with the Outstanding Woman, Member Making a Difference, or Gateway to Equity awards, you can again submit award information using an online form.

Use one online tool to report your awardees’ names, information about their accomplishments, and submit photographs. To submit information, just click this link: [AAUW PA Awards](#)

We ask that you wait until all your awardees are identified before submitting. The Deadline for reporting your honorees is February 18, 2023.

Pat Byerly is coordinating this effort and questions should go to her at AAUWPAAD@gmail.com

WHAT IS THE GREATEST NEEDS FUND AND WHY SHOULD I SUPPORT IT?



Like me, you likely are receiving solicitations for donations to AAUW's Greatest Needs Fund. Perhaps your branch donates to national every year, and now the donation is being directed to the Greatest Needs Fund. So what is the Greatest Needs Fund?

Several years ago, a series of financial setbacks underscored the need for more flexibility in how AAUW was able to expend its funds. Too many funds were restricted to specific programs or needs. To remain relevant, AAUW needed to pivot rapidly to address the critical issues affecting women and girls. The Greatest Needs Fund was born.

AAUW's reach is broad and deep. Some of the visible results of its Greatest Needs Fund are:

- 188,000 individuals have taken AAUW's salary negotiation programs at over 145 institutions
- The landmark research report *Deeper in Debt: Women & Student Loans* has been disseminated and cited widely
- 1,400 women leaders from 300 campuses attended its National Conference for College Women Student Leaders (NCCWSL) in 2021 and 2022
- Nearly 70,000 letters were sent to elected officials via its Two-Minute Activist Program
- Last year AAUW had over 3.1 million social media impressions and has been cited by ABC News, *New York Magazine*, *Fortune*, *Market Watch*, *Forbes*, MSNBC, and many more....

The Greatest Needs Fund also is adding to unrestricted reserves to sustain AAUW through any future economic instability. There are many current challenges to women's rights and too many women are still recovering from the economic impacts of the pandemic. The Greatest Needs Fund is needed now more than ever.

Sally Kalin (State College)
Funds Chair, AAUW Pennsylvania

Personal Donations to AAUW

<https://my.aauw.org/donation-product-detail>

Although there are several options, please consider the Greatest Needs Fund. This undesignated fund gives AAUW the flexibility to commit funding to wherever and whenever there is a need, including advocacy efforts

MEMBERSHIP BITS AND PIECES



Are you what you are looking for? If you were looking for an organization to join what would your criteria be? Thinking this through can be helpful to your recruitment strategy. How does your branch present itself? Are you fun and active? Are your programs largely mission-based? Do your programs and activities appeal to all ages? Are your facilities handicap- accessible? Are you welcoming to all or do you save seats for your friends? Is your social media presence informational and interesting? Do you text, tweet, email, and/or phone? What makes your branch shine?

If you're not receiving your national email you can go to this link and re-enter your email address: aauw.us/email.

Randi L. Blauth (Easton)
Membership Vice President, AAUW Pennsylvania

CALL FOR NOMINATIONS

The AAUW PA State Board is seeking nominations for the following officers for a two-year term from 2023-2025:

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

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

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

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 by Zoom. 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 any of these capacities or would like to nominate someone, please complete the Candidate Application that will be posted online and return it with an optional photo to the Nominating Committee chair Susan Norris (aauwpanominations@gmail.com); 610-246-8496.

Susan Norris (Valley Forge)
Nominating Committee Chair, AAUW Pennsylvania

BRIEFS FROM NATIONAL

Membership Renewal

The September 30 grace period for renewing members to remain in good standing has been extended until November 30. You can renew branch members for FY2023 and work with AAUW staff to resolve any issues for the current fiscal year before that date.

State Officers on Branch Rosters

Several state officers are now listed on each branch roster. This was done so state leaders could provide additional support to leaders within the state. AAUW staff recently have worked to improve the roster export so you can now differentiate state leaders from branch officers. Under the “Export Branch Roster” option in the Community Hub, the final column “is State Manager” will now be set to “True” for state leaders so that branch officers can better sort and filter them out when performing branch functions.

New Streamlined Five-Star Application Process

National is making changes to the Five-Star Recognition Program. They will send a straight-forward multiple-choice survey that members will receive annually beginning soon. These annual Branch Impact Surveys will allow AAUW to share the collective impact of national, state, and branch work.

NCCWSL

The program for collegiate student women leaders will be back in-person in 2023 at the University of Maryland, College Park. Barbara Johnstone is the College/University Liaison for AAUW PA.

New Meetings for State Presidents/Leaders

National has launched a regular meeting scheduled for state presidents. AAUW Pennsylvania is in the mid-Atlantic meeting schedule. This will be an opportunity for state presidents to provide feedback to National as a group as well as receive updates on key topics. In September, we learned that we will vote on revised National Bylaws this Spring. The changes, for the most part, are procedural. The revisions also will impact state and branch bylaws. Paula Tomko, AAUW PA District Coordinator (West), sits on the Governance Committee. Stay tuned!

Excerpted from “Washington Update: Pregnant Workers Can’t Wait” (Time Sensitive)

Since 1978, the Pregnancy Discrimination Act has been the best defense for pregnant people who face discrimination on the job based on pregnancy, childbirth, or related medical conditions. But many people who are pregnant still risk being forced out of the workplace simply for following doctors’ orders. The Pregnant Workers Fairness Act would close the loopholes in the Pregnancy Discrimination Act and provide much-needed clarity to employers and workers to ensure workplace safety for pregnant workers. The act passed the House of Representatives in May 2021. However, despite bipartisan support in both chambers, the bill has stalled in the U.S. Senate ever since. Urge your senators to pass the Pregnant Workers Fairness Act now.

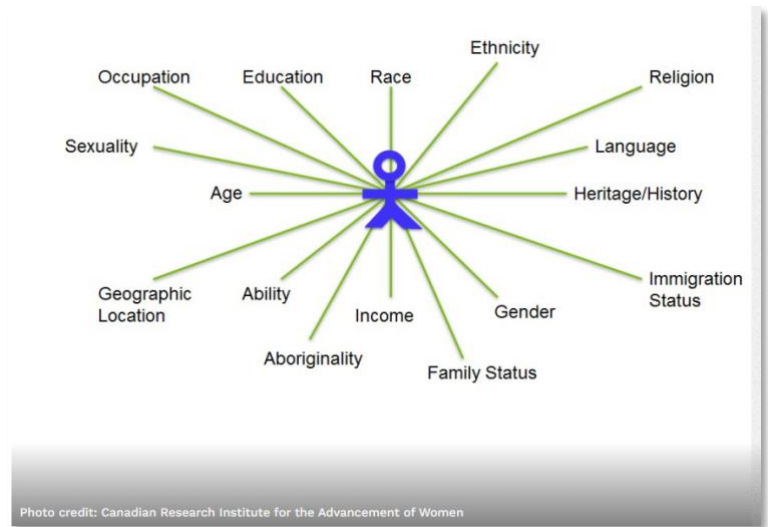
BUILDING INCLUSIVE SPACES



While we all strive to further expand diversity in our organization and individual branches, it is imperative that our branches model the diversity we wish to achieve on a larger scale. People want to be part of something that reflects their interests, passions, and values, as well as themselves, but in order to evolve, we have to consider diversity as a whole. It is

not solely about advocating for diversity, but rather, practicing inclusivity.

Diversity is a lens through which age, color, education, ethnicity, gender, gender identity, immigration status, socioeconomic status, religion, sexual orientation, veteran status, political beliefs, marital and parental status, as well as occupation can be seen. As such, being conscientious of the breadth of diversity allows for us, as individuals and branches, to practice diversity and implement inclusion with regularity.



AAUW has amazing tools to assist branches in starting and developing dialogue to expand upon diversity and inclusion in a meaningful way that is comfortable and manageable for all, taking into consideration the identity of existing branch members.

If you have not done so already, please visit the [Plug & Play DEI Programming](#) material in AAUW's DEI Toolkit to assist in guiding your branch's discussion on concepts of inclusion and diversity, the status of your branch's current inclusion activities, and how to increase inclusion in your branch. There are videos and talking points available to foster the impactful nature of this topic, as well as questions to contemplate as you prepare to tackle this issue head on.

Many branches have been advocates of diversity and inclusion in a powerful way. If you have already had discussions based on AAUW's DEI Toolkit, I encourage you to be more visible in your communities about this subject matter by posting on social media (Facebook, Tik Tok, Instagram, LinkedIn, etc.) about your efforts and the work you are doing as a branch to open doors, foster discussion, and create change.

Diversity is multifaceted and complex. The discussions are not easy, but certainly worthwhile, and AAUW is here to support your efforts, celebrate your victories (no matter the size), and minimize your challenges.

Ajla Laussegger (National Member)
Secretary and Diversity Chair, AAUW Pennsylvania

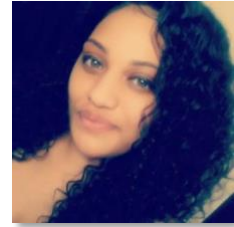
MEET OUR FIRST 2022-2023 MINI-GRANT AWARDEE!

AAUW-PA offers small grants to college and university undergraduates to start or continue local advocacy programs. Applications are reviewed by the AAUW-PA Board on a rolling basis.

This year, we are delighted to be able to award \$200 to Cheyenne Cooper, who is using the funds to purchase yarn to crochet blankets for mothers and children in domestic violence shelters in Coatesville and West Chester.



Cheyenne I was once a client of these agencies and says she “would like to help someone like someone helped me and my children in the past.”



Cheyenne, the mother of two, is a student at Montgomery County Community College, majoring in Criminal Justice. She is from Coatesville and has been crocheting blankets since she was twelve.

Barbara Johnstone (Fox Chapel Area)
AAUW Pennsylvania College/University Liaison

MISSION-BASED PROGRAMMING

AAUW Carlisle

Women's Economic Security White Paper

AAUW Carlisle, in partnership with eleven community organizations, presented its comprehensive and well-researched white paper, along with our Equity Quilt in the Capitol Rotunda on Sept. 21. The paper provides insights into the topics and issues that were discussed at our Women's Economic Security Forum which took place this spring in Carlisle. The paper has a special focus on **Child Care, Paid Family Leave, Pay Equity and a Living Wage.**

We are hopeful it will become a resource for those in a position to make a difference in the lives of Pennsylvania women, as well as for our citizens and advocates so that they can better understand the importance of economic opportunity and equity for women, current roadblocks to achieving these goals, and the steps that must be taken to move the financial security of women forward.

This valuable information applies to all Pennsylvania branches and can serve as the foundation for lobbying your legislators in support of these key AAUW priorities.

We call on the General Assembly to pass the following bills:

- **The bi-partisan Family Care Act, HB 1200**, sponsored by Representatives Wendi Thomas (R) and Dan Miller (D) with 42 co-sponsors and **SB 580** sponsored by Senators Dan Laughlin (R) and Maria Collett (D) with 17 co-sponsors which would establish a paid family leave insurance program.
- **The Equal Pay bills, HB 819**, sponsored by Representatives Brian Sims and Tina Davis, with 29 co-sponsors, or **HB 821**, sponsored by Representative Donna Bullock, with 33 co-sponsors and **SB 547**, sponsored by Senator Steve Santarsiero, with 13 co-sponsors.
- **The Fair Wage Act, HB 345**, sponsored by Representatives Patty Kim and Stephen Kinsey with 41 co-sponsors and **SB 12**, the companion bill sponsored by Senator Christine Tartaglione with 21 co-sponsors.



And we call on the General Assembly to take the necessary steps when considering future State Budgets to address the needs of families, child-care providers and local communities for low-cost, high-quality child care.

SCAN THIS QR CODE TO READ THE FULL REPORT:



CALL FOR MISSION-BASED PROGRAMMING ARTICLES

If your branch would like to be featured in an upcoming Keystoner, we welcome submissions on branch programming focused on our mission.

The programming could be a book discussion, speaker or other programming.

For book submissions, it must be non-partisan and reflect our mission. As a part of the information you submit, please include a photo of the cover and a link(s) to purchase the book.

For other programming, please include photos, quotes and a summary of the program and connections to our mission.

Please submit information to aauwpakeystoner@gmail.com by December 16th for the January 2023 issue.

NEWS FROM THE BRANCHES

AAUW Lansdale

Register for the 2022 AAUW Scholarship & Community Outreach Auction and then forward this e-mail to your family and friends so they can join in the fun!

Mark Your Calendars for the Upcoming ONLINE Auction Dates. Bid as often as you like from the comfort of home 24 hours a day beginning Wednesday, November 2nd at noon through Saturday, November 5th at noon.

Click Here to Register:

<https://CharityAuction.bid/AAUW2022>



AAUW Murrysville

THE LIFE AND CAREER OF ALBERT GALLATIN and FRIENDSHIP HILL

AAUW Murrysville, in partnership with the Murrysville Community Library, hosted guest speaker John Buechel, historian and National Park Service guide, whose presentation focused on Pennsylvania historical figure Albert Gallatin.

Albert Gallatin has been called the forgotten founding father of the United States. He served in the U.S. House of Representatives from 1795-1801, and as U.S. Secretary of the Treasury from 1802 to 1814 under Presidents Thomas Jefferson and James Madison. During his long tenure at the Treasury, the longest term of any Secretary in the Department's history, he worked to reduce the national debt, oversaw federal expenses related to the Louisiana Purchase, and planned funding for the Lewis and Clark expedition and financing for the War of 1812. Gallatin also represented U.S. interests in the peace negotiations that ended the War of 1812. Gallatin's home from 1786 to 1832, Friendship Hill, is now a National Park Service Historic Site located near Point Marion, PA, and is open to visitors.

John Buechel received a Bachelors degree in History in 2012 from the University of Wisconsin River Falls. After joining the National Park Service in 2014, and working at various sites across the United States as a seasonal employee, John became a Park Guide at Friendship Hill National Historic Site in 2019 where he gives talks and programs to visitors about Albert Gallatin and his historic home.

BRANCH ANNIVERSARIES

Carlisle: 98 years (May 10, 1924)

Eric: 120 years (Nov. 29, 1902)

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 aauwpa.president@gmail.com or the branch person who manages the e-mail list.

SUBMITTING INFORMATION TO THE KEYSTONER

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:

January 2023 Issue: December 16th

March 2023: February 17th

May 2023 Issue: April 17th

July 2023: Issue: June 16th

Send to the Keystoner editor at aauwpakeystoner@gmail.com

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

AAUW PA STATE BOARD

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