



THE KEYSTONER

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

MESSAGE FROM THE PRESIDENT



We can all be proud of AAUW's initiatives to support and advance women and girls this past year. We know how critical our work is. And yet, as a membership organization, we face challenges recruiting and retaining members and leaders.

We can keep our branches strong by reevaluating our work and how we think about leadership. Start by revising board position descriptions—focusing on duties and responsibilities that are most important. If you are looking to recruit new leaders, don't overwhelm them with "must do" activities; allow them to customize positions to their skill sets and available time. Flexibility is important. Consider looking outside your branch for new leaders. Is it necessary to have experience as a branch member to move into a leadership position? New members bring new ways of looking at our organizations and the work we do. The volunteer space is changing and all of us must adapt.

It may be over a half year away, but Pennsylvania board officers are working hard to put together an exceptional Summer Retreat for you on Saturday, July 29. We hope to see a team from every branch joining us in Gettysburg. Now is the time for branch boards to make plans to bring new members and long-time members together for the event.

Cindy Hall (State College)
President, AAUW Pennsylvania

PUBLIC POLICY UPDATES



We have been closely watching Harrisburg's activities that have impacted our priorities since the election. With so much uncertainty about the leadership in the House of Representatives ([The fight over control of the Pa. House is Harrisburg high-stakes lunacy at its worst - Pennsylvania Capital-Star \(penncapital-star.com\)](https://www.penncapital-star.com)) it is unknown what will happen in January. This uncertainty concerns us as the previous House Leadership intended to run the Constitutional Amendments that include reproductive rights, voter rights, and regulatory restrictions. These amendments must be passed a second time in the upcoming new session in order for these proposals to be placed on the ballot as referendums. With early passage, these amendments could be on the Primary ballot in May. Control of the house will dictate the agenda for January and we are monitoring the situation carefully. We are part of coalitions working on many fronts and we will keep you posted as things in Harrisburg become clearer.

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.

On **January 3rd**, a rally was organized by **Fix Harrisburg** on the Capitol steps. Several interested members of AAUW were there and we had signs with our AAUW logo ready! These efforts are to change the rules that govern the actions of our representatives—from how a bill is moved through committees and who controls the voting procedures. AAUW formally joined as a supporting organization in November 2022 and we endorse their efforts to **Fix Harrisburg!** [FixHarrisburg](#) | [Reform the Rules](#) | [Pennsylvania](#) | [#Fix Harrisburg](#). This



coalition was founded by Fair Districts PA and the League of Women Voters. It is important to note that new maps which resulted from Fair District PA's effort resulted in more opportunity districts throughout the state and more representatives reflective of their communities' constituents.

We are patiently waiting to hear from the Commonwealth Court judge about the **School Funding Lawsuit** ([FundOurSchoolsPA.org](#)). This decision could come any day and we hope to have members participate in actions around the state to support our schools' need for adequate and equitable funding! Education Voters is organizing advocates and if you are interested, please complete this form in order to be notified after the decision. [Yes! Please send me information about being part of a response when the decision in PA's school funding lawsuit is issued.](#) ([google.com](#))

In other education news, several of our members are assisting advocates in fighting against book bans and harmful policies that affect some of our most vulnerable students. We hope to support these efforts and more information will be included next month about a statewide coalition working with parents and organizations from around the Commonwealth. In the meantime, please reach out to me at smiller2043@gmail.com if you are interested in resources and information about these efforts.

On the federal side, we were thrilled to see the signing of the **Respect for Marriage Act** in December. In addition, AAUW staff have been advocating for the passage of the **Pregnant Workers Fairness Act** and we hope that when you are reading this update, it has been passed by the Senate and sent to the President's desk. December 2022 marked the end of this legislative session and all legislation not passed and sent to the President's desk will need to be re-introduced in the upcoming session starting January 2023.

We had a very interesting discussion regarding the **Equal Rights Amendment** and the work going on by the Equal Rights Amendment Coalition in Washington DC by one of our own, AJ Conroy. If you are interested in the material that was shared, please reach out to me. It was a closed meeting but I will try to link you or our members to the activists working on this important issue.

We had hoped to share the 2023 Equal Pay Days in this edition, but we have not received this information yet. Barb Price is monitoring the national scene as the chair of the AAUW Public Policy Committee and we will share all information as soon as we have it!

Just a reminder to join the Action Network for updates on the federal level Two-Minute Activist – AAUW: Empowering Women Since 1881

One final note on an administrative level, the national office is facing staffing shortages and their work is limited at this time. They will not be able to review legislation, etc. until staffing concerns have been addressed. In the meantime, we as a committee will continue to monitor all PA activities and work to support the branches as best as possible. Thanks for all your help.

We are all working on so many fronts, but we hope that with the resolution of the leadership issues in the House--we will be able to focus our efforts toward our priority issues of economic security in a very vibrant manner in 2023!

Sandra Miller (Easton/Bethlehem)
Public Policy Chair, 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 is 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

AAUW SUMMER RETREAT

Mark your calendars for the AAUW PA Summer Retreat. The Retreat will be held at Gettysburg College, July 28-29, with a full program, luncheon and guest speaker on Saturday, July 29. Options for pre-retreat excursions are planned for Friday evening as well as choices for post-retreat excursions on Saturday afternoon. Lodging has been arranged at the Gettysburg Wyndham Hotel for those arriving on Friday. Watch for program details coming soon.

Next summer marks the 160th anniversary of the Battle of Gettysburg. In July of 1863, borough townswomen showed their mettle by risking their lives to nurse the wounded, turning churches and schools into makeshift hospitals, provisioning food and supplies, and administering medicines. Other women defied social norms by fighting as soldiers on the battlefield.

Today, we acknowledge the continued efforts of women on the front lines --- healthcare providers, nurses, personal care aides, first responders, teachers, social workers, and others in public service, who put themselves at risk to help those in need.

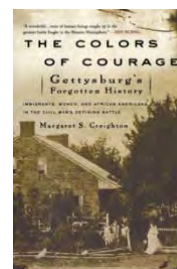


Please plan on joining us next July and circle these retreat dates on your calendar. Hotel information and more details about our program will be published in the next issue of *The Keystone*.

Lori Woods (Indiana County)
Program Vice President, AAUW Pennsylvania

BOOK RECCOMENDATION: “THE COLORS OF COURAGE: GETTYSBURG'S FORGOTTEN HISTORY: IMMIGRANTS, WOMEN, AND AFRICAN AMERICANS IN THE CIVIL WAR'S DEFINING BATTLE”

“The Colors of Courage: Gettysburg's Forgotten History: Immigrants, Women, and African Americans in the Civil War's Defining Battle” by Margaret Creighton who was, at the time of publication (2005), a professor of History at Bates College discusses the aftermath of the war. Drawing upon memoirs, letters, diaries and the like, the author tells the story of immigrants, women and African Americans who lived in and around the community during and after the battle. It is uniquely not a military history, but a history of human beings dealing with unimaginable circumstances.



Patty Stromberg
AAUW Bradford

MEMBERSHIP BITS AND PIECES



Let's walk the walk. We are an organization that advocates for equity and equality, but many of us only talk the talk. When we had the opportunity to vote to include all people as members regardless of their education level, we missed the mark. Enough of us wanted things to stay the way they always were without acknowledging the fact that the organization they love advocates for all women, people who identify as women, and girls.

When those voices are finally included in AAUW just think how much richer an organization we will be! The opportunity to hear more viewpoints will make our work even more valid and clear cut. There will not be a dilution of AAUW value, but a richer pool from which to do our work. We like our book groups because we discuss various perspectives of a story; that's what I hope for AAUW PA in 2023--moving our mission forward with all people and perspectives included.

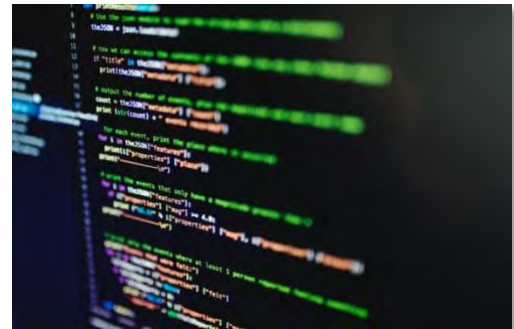
Randi L. Blauth (Easton)
Membership Vice President, AAUW Pennsylvania

TECHNOLOGY AND BIAS



We have been fighting conscious and unconscious biases we know exist, but as the technological world expands, we find ourselves facing a different kind of challenge – *biases embedded in technology*. This battle forces us to contemplate coding and algorithms, while recognizing that they are made by individuals who bring their own biases into their work.

A prime example of this issue was outlined in testing facial recognition technology, which was significantly less accurate in detecting darker skin females, specifically, while incredibly accurate in detecting and identifying white males. Coders are predominantly white men, so it is only natural that their data and work lean toward the familiar for them, created through a lens they understand and know, even if unconsciously biased.



There is a tendency to associate artificial intelligence with the future, particularly in its peaks of evolution, but it is important to recognize that artificial intelligence is founded in data obtained through historical compilations, so the past continues to reside in the future. The regulatory landscape recognizes this unfairness and is working toward implementing protections to account for the impact such biases can have in the future. It is imperative this topic stays on the forefront of advocacy as society moves to a technologically driven world where data analytics form the foundations for decisions.

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

COLLEGE AND UNIVERSITY NEWS

AAUW PA's second Student Impact Mini-Grant for 2022-2023 has been awarded to Ryan Ivy Lugo and Emma Hernandez of Juniata College. They will use the \$200 towards the Sister to Sister Summit to be held on the Juniata College campus on April 7, 2023. As the awardees describe it, "the Sister to Sister Summit is an annual event hosted at Juniata College by AAUW @ Juniata and AAUW Huntingdon Branch. Middle school girls/feminine-aligned identities apply participate in this day-long event. They apply using questions developed by AAUW National and are chosen by their school's guidance counselors. AAUW@Juniata chooses themes based on the girls' answers. After a theme is decided, the summit is designed using fun activities and facilitated conversation guides.



The purpose of this event is to help girls/feminine-aligned participants with honing their academic, social, and personal skills. Facilitators have experience with similar problems or experiences that the participants will be going through. Participants will be holding conversations on topics such as identities, relationships, how social issues affect academics, future goals, family, and self-care.

The AAUW also encourages conversations about gender equity and women-based issues. Participants can gain a deeper understanding of the people around them and have new perspectives or advice on experiences/problems that they may be struggling with. Participants are also able to connect with different students across different schools and make new friends. Volunteers are also able to take on leadership/mentor roles.

The Sister to Sister Summit hopes to provide an authentic life-changing experience for everyone involved. We hope to create healthy connections with participants and the local community. Girls can experience the strength of having support systems and being able to communicate with others."

Congratulations to Ryan and Emma. We will look forward to hearing how the Summit went.

In other news:

- Students at Lehigh University are working to revive the AAUW Student Organization there. AAUW PA will support them in this.

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

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: <https://www.surveymonkey.com/r/aauwpa2023awards>.

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

BRIEFS FROM NATIONAL

AAUW's National Conference for College Women Student Leaders (NCCWSL) is scheduled for May 31-June 3, 2023, at the University of Maryland. This will be the first in-person conference since 2019. AAUW-PA provides scholarships for Pennsylvania students to attend NCCWSL. We will circulate information about these scholarships early in 2023. In the meantime, please direct potentially interested students to <https://www.aauw.org/resources/events/nccwsl/> for updates on the conference.

You also can contact Barbara Johnstone, AAUW PA College/University Liaison for more information. This conference is an excellent opportunity to push a future leader forward!

MISSION-BASED PROGRAMMING

AAUW State College sponsors speaker for Penn State Forum talk

In 2016, to celebrate its centennial, AAUW State College Branch established an endowment at Penn State. The endowment sponsors a speaker for the Penn State Forum Distinguished Speaker Series on an annual or biennial basis. The Penn State Forum brings renowned speakers to campus, several times a year, attracting about 200 Penn State faculty, staff, and community members to each event.

The forum series is modeled after the National Press Club Speaker Series, which includes a presentation by an invited speaker, followed by audience questions. The speakers address topics relevant to our times.

This year's AAUW State College-sponsored event was held on December 1 with speaker Dr. Na'ilah Nasir. In addition to being the author of several books, Dr. Nasir is President of the Spencer Foundation, a leading funder of education research.

Her scholarly work focuses on issues of race, culture, learning, and identity. The topic of her talk was

Education for a Multicultural Democracy. To learn more about Dr. Nasir visit

<https://www.psu.edu/news/campus-life/story/penn-state-forum-speaker-series-brings-nailah-nasir-speak-dec-1/> According to Cassie Caldwell, Penn State Forum committee representative, the

AAUW State College-sponsored event was the best-attended event of the season thus far.



Twenty-five AAUW-State College members attended the December 1 program with Dr. Nasir (center, with AAUW sign). They are pictured with six Penn State Humphrey Fellows, who have become regular volunteers at the AAUW State College Used Book Workshop.

AAUW West Chester

Women Beware: The Bias of AI in Hiring

January 11, 2023 7:30 PM

ZOOM Registration link:

<https://us02web.zoom.us/join/tZUlcuqhpjwqG9J7OS31tWUiqnoVUP81Hbhp>

(The session will be recorded for those unable to attend)

For a wide array of jobs, ranging from surgeon to investment banker to store clerk, employers use artificial intelligence and machine learning rather than humans to screen applicants. AI-based hiring technologies including resume-scans, one-way video interviews, and video games are relied upon by at least 407 companies within the Fortune 500 to rank and reject applicants. Because the AI is trained to find applicants similar to the highest-level existing employees (who are mostly male), they almost invariably discriminate against women. In fact, one machine-learning tool advised the employer to hire people named Jared who played lacrosse. A resume scanning tool developed by Amazon rejected any applicant who had the word "women" on her resume, even in instances when it was a positive like "National Women's Chess Champion" or "Captain, Women's Soccer Team." Employers claim that they can't be held accountable for this type of discrimination because a computer made the decision, not them.

Are women protected against AI-related gender discrimination by existing employment laws or are new ones needed? How do you even know if AI-based screening was used against you?

Speaker Biography

Lori Andrews is a University Distinguished Professor of Law at IIT Chicago-Kent College of Law and Director of IIT's Institute for Science, Law and Technology. She taught at Princeton, the University of Chicago, and the University of Houston Law School. She was an adviser on technologies to Congress, the World Health Organization, the National Institutes of Health, the Centers for Disease Control and Prevention, the federal Department of Health and Human Services, the Institute of Medicine of the National Academy of Sciences, and several foreign nations, including the Emirate of Dubai, the French National Assembly, and the G8 Science Ministers. She chaired the federal ethics advisory committee to the Human Genome Project.



Andrews received funding for her research from the National Science Foundation, the National Institutes of Health, the U.S. Department of Energy, the U.S. Department of Health and Human Services, the U.S. Congress, the M.D. Anderson Foundation, the Greenwall Foundation, and the Robert Wood Johnson Foundation. She is the author of eleven nonfiction books and three mysteries involving a fictional geneticist. She has been interviewed extensively by newspapers and frequently appears on television shows including *CBS Morning News*, *The Today Show*, *Nightline*, *60 Minutes*, *PBS NewsHour*, and *Oprah*.

Professor Andrews' path-breaking litigation about technologies caused the National Law Journal to list her as one of the "100 Most Influential Lawyers in America." In 2005, she was made an Honorary Fellow of the American College of Legal Medicine for her "distinguished achievement in the field of legal medicine." Professor Andrews has won humanitarian awards for her pro bono legal work, including a successful 10-year odyssey to the Supreme Court to invalidate the patent on the breast cancer gene. The American Bar Association Journal describes Andrews as "a lawyer with a literary bent who has the scientific chops to rival any CSI investigator." She received her B.A. summa cum laude from Yale College and her J.D. from Yale Law School.

CALL FOR MISSION-BASED PROGRAMMING ARTICLES

If your branch would like to be featured in an upcoming Keystoner, we welcome submissions on 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 February 17th for the March 2023 issue.

NEWS FROM THE BRANCHES

AAUW Johnstown

Members of AAUW Johnstown recently showered member Sarah Ashman with cards on the event of her 110th birthday! Now living in Idaho with her daughter, Sarah joined the branch in 1950, having graduated cum laude from Bryn Mawr College in 1934. She was active in literature groups and hosted several meetings at her home.

In an interview with the *Johnstown Tribune Democrat*, Mrs. Ashman volunteered that while her hearing and sight are failing, “I have my brain, thank God.” She uses her iPad daily to read the *New York Times Digest* and still does math puzzles.

An inspiration to us all, congratulations, Sarah!

AAUW Doylestown

AAUW Doylestown hosted a Title IX presentation at Delaware Valley University. Peg Pennepacker, a well-known Title IX consultant, gave her presentation on the history of law and the impacts on schools today to a large group of students and AAUW members.

Peg’s presentation covered many topics. She began with what Title IX is -- both the “letter of the law” and the “spirit of the law.” She included information about the history of the law and what is happening in today’s political environment. She ended with recommendations for further learning and how the young men who attended the program can act as advocates.

The event was well attended by students and required larger venue. The university’s athletic director strongly encouraged his athletes to attend the event, resulting in a diverse audience of women and men, students, staff, and AAUW members.

BRANCH ANNIVERSARIES

Carlisle: 98 years (May 10, 1924)

Eric: 120 years (Nov. 29, 1902)

Lansdale: 60 years (January 18, 1963)

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:

March 2023: February 17th

May 2023 Issue: April 17th

July 2023: Issue: June 16th

Send to the Keystoner editor at aauwpa.keystoner@gmail.com

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

SOCIAL MEDIA DIRECTORY

If your branch has social media accounts such as Facebook and/or Instagram we would like to collect and publish this information so branches can follow each other. Please send information to the Keystoner editor at aauwpa.keystoner@gmail.com

Please put "Social Media" in the Subject line!

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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 benefitting women and girls.