



THE KEYSTONER

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

MESSAGE FROM THE PRESIDENT



With all the changes in Harrisburg, it's challenging to keep pace. Sandra Miller and the Public Policy Committee have been working hard and collaborating with many impactful organizations in the state on issues important to AAUW. The court's decision that equitable fair funding for public schools is a fundamental right was a huge win for Pennsylvania's public-school children. Be sure to read Sandra's update in this issue.

AAUW Erie tipped us off to an excellent speaker they lined up to discuss the "War on Ukraine." Dr. Lena Surzhko Harned from Penn State Behrend, presented to our membership in February. If you missed this excellent program, be sure to set up a listening event for your branch and your broader community. Lori Woods has the recording on our homepage at <https://aauw-pa.aauw.net/aauw-aauw-pa-webinars/>

We also were fortunate to offer AAUW West Chester's program "The Bias of AI in Hiring" with Professor Lori Andrews from Illinois Institute of Technology (IIT). This was an excellent program about the impact of employers using artificial intelligence and machine learning to screen job applicants. This program also can be found on our website and would be an excellent recording for all of us to share (link above)

Key to increasing AAUW's visibility across the state is understanding what we do well as an organization and the value we deliver. Our programs are an important membership benefit. They increase our understanding about what it means to support and promote women and girls and how we can turn our support into practice as evidenced by our advocacy efforts.

Cindy Hall (State College)
President, AAUW Pennsylvania

PUBLIC POLICY UPDATES

Happening in Washington

Here is a brief update of bills that have been introduced or that we expect will be introduced in the coming months.

ERA - The resolutions, S.J. Res 4 in the Senate and H.J. Res. 25 in the House, were reintroduced in Congress to remove the ratification deadline for the ERA.

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.

These measures would allow Nevada, Illinois, and Virginia to count toward ratification, and the ERA would finally become the 28th Amendment to the U.S. Constitution.

The Paycheck Fairness Act is expected to be reintroduced in March, most likely around March 14, the “Big Day” representing the overall pay gap for all women.

Job Protection Act – Expands the FMLA (Family and Medical Leave Act) which celebrated the 30th anniversary of its passage on February 2. The bill reduces the employment period required for employees to become eligible for family and medical leave from 12 months to 90 days and makes the family and medical leave requirements applicable to all employers. (Currently, it only applies to employers with 50 or more employees)

Family Act – Would create a national self-funding paid family and medical leave insurance program. Women disproportionately bear the economic burden of taking time off to care for children or elderly family members, or they’re forced to delay securing care for themselves or others because they cannot afford to use unpaid leave. Expected to be introduced late February.

Healthy Families Act – Allows workers in businesses with 15 or more employees to earn up to seven job-protected paid sick days. Expected to be introduced in March or April.

AAUW [joined](#) the United States of Women (USOW) and more than 100 gender equity partners to deliver an open letter to the 118th Congress detailing five key priorities for gender justice.

Given the multiple and intersecting forms of discrimination that women and all people of marginalized genders face, in particular Black women and other women and gender-expansive people of color, the 118th Congress has a responsibility and a duty to make gender equity and justice a top priority in its upcoming session. We deserve leaders who prioritize gender justice. Our 5 demands to Congress are clear:

- Protect health, reproductive freedom, and bodily autonomy
- Ensure economic security for women and families
- Advance policies to reduce gender-based violence
- Advance democracy, voting rights, and gender equality
- Advance justice for immigrants and their families

Barb Price
Public Policy Chair, AAUW National

Education Issues

William Penn School District et al. v. Pennsylvania Department of Education et al

February 7, 2023, was a great day for Pennsylvania public school students. Commonwealth Court Judge Renée Cohn Jubelirer ruled that Pennsylvania’s school funding system is unconstitutional and must be reformed.

In a 786-page decision, the court found that “All witnesses agree that every child can learn. It is now the obligation of the Legislature, Executive Branch, and educators, to make the constitutional promise a reality in this Commonwealth.” Read more about this victory and get the link to the entire decision [here](#).

Now, what do we do? We need to keep the pressure on Pennsylvania Representatives and Senators to accept the responsibility for funding the schools. Here is what branches and individuals can do.

- Working with Ed Voters PA and Children First, hold an event in your community to highlight the need and speak to the urgency for fixing it without delay. AAUW Indiana County and AAUW Carlisle are holding events. If your branch is interested, contact Sandra Miller of Education Voters PA. (sandra@educationvoterspa.org)
- Referencing the talking points on the Education Voters PA: [From the Courts to the Classrooms: Let's Rally to Fund Our Schools! - Education Voters PA \(edvoterspa.org\)](#), contact your state representative and senator.
- Write letters to the editor or OpEds to local newspapers.

What is Happening at YOUR School Board Meetings?

“Don’t Say Gay” bills, anti-LGBTQ legislation, book bans, and curriculum interference could be on the agenda of your local school board. Begin exploring these issues [here](#) and [here](#).

School boards often operate under the radar because of insufficient scrutiny or news coverage. We are working with Education Voters PA to recruit volunteers to attend local school board meetings to monitor their activities on these topics. If you are interested in being a School Board Monitor, review these training materials and register [here](#).

The Central Bucks School District exploded into national news. AAUW Doylestown members are now attending school board meetings and advocating locally.

Important Elections in “Off” Years

Elections in odd years are often dismissed as not important. What a misperception! This is when the electorate votes for municipal (township or borough), county, and school board positions. Who is running for School Board Director positions in your school district and what is their position on “Don’t Say Gay” bills, anti-LGBTQ legislation, book bans, and curriculum interference? As individuals, hold the candidates accountable. As a branch, hold a candidate forum for the public to learn the candidate’s perspectives. AAUW Carlisle has been holding School Director Candidate Forums since 2017. Contact me (apehle@outlook.com or 401-644-6488) for information on how to start.

Ann Pehle (Carlisle)
Education Issue Specialist

Harrisburg Happenings

Fix Harrisburg and Listening Tour: The House Rules discussion took an interesting turn with new Speaker of the House Mark Rozzi setting up a committee of 6 Representatives to develop the rules for the Sexual Abuse Special Session as well as the rules the House will use to conduct business during the coming session.

The “Workgroup to Move Pennsylvania Forward” membership is:

- Rep. Paul Schemel, R-Franklin
- Rep. Morgan Cephas, D-Phila.
- Rep. Jason Ortity, R-Allegheny/Washington
- Rep. Peter Schweyer, D-Lehigh
- Rep. Valerie Gaydos, R-Allegheny
- Rep. Tim Briggs, D-Montgomery



The group conducted 4 meetings called the Listening Tour where constituents were able to provide testimony on what the rules that govern the action in our House of Representatives should look like in the future and how the past rules hurt many initiatives that were important to Pennsylvanians.

Pictured: Left, Cindy Hall and Sue Johnston, AAUW State College members, with three Fair Districts Fix Harrisburg advocates

New House rules were voted on March 1 and represented the information that Rep. Rozzi and his Workgroup learned during the Tour. [The People Have Spoken: House Speaker Mark Rozzi to Introduce New House Rules Based on Constituent Feedback - The Keystone \(keystoneneewsroom.com\)](https://www.keystoneneewsroom.com)

Here is a brief list of the rules proposed for vote on the floor:

- fixing the discharge process so that a committee chairperson cannot hold legislation hostage from a majority of the House.
- fixing the special order of business process so that a leader cannot hold legislation hostage from a majority of the House.
- making committee composition more proportional between the parties than ever before.
- providing those constitutional amendments cannot be placed on the primary ballot where only a fraction of Pennsylvanians participate.
- providing that House-originated bills proposing a constitutional amendment can only include one subject.
- providing for increased protection against sexual harassment and discrimination in the House.

Fix Harrisburg provided testimony during the Tour, and we hope that the new rules will improve the workings of our government in Harrisburg. It must be noted that the rules do not apply to the Senate which decided to keep its rules intact from the previous session even though several changes similar to the proposed House rules were proposed for this session. However, none of these revisions were endorsed by the Senate leadership and they were not included in this session.

Leadership and Committee Assignments: In an historic move, Speaker Rozzi resigned his speakership on February 28th and Representative Joanna McClinton became the first woman Speaker of the Pennsylvania House of Representatives. The new leadership team consists of Matt Bradford, Majority Leader, Mike Schlossberg, Majority Caucus Chair, Jordan Harris, Appropriations Chair, Dan Miller, Whip, Leanne Krueger, Administrator, and Ryan Bizzarro as Policy Chair. Representative Bryan Cutler is the Minority Leader for the Republicans.

Women’s Health Caucus: The caucus is preparing to move ahead with meetings this spring and proud to endorse the action of Governor Shapiro’s newest joint venture with 19 other Democratic Governors to protect the reproductive rights of women and girls. This alliance will work together to ensure access and coordinate services to best meet the needs of women throughout the country as many states have continued to restrict services and access to reproductive health care.

[Shapiro, other Democratic governors form alliance on abortion rights \(cumberlink.com\)](https://cumberlink.com)

Constitutional Amendments: The Senate passed a combined constitutional amendment package that included the Sexual Abuse Survivors statute of limitations along with two segments of SB 106 that were passed last session. The additional amendments cover the voter ID requirements and the changes to the authority of administrative regulations. The House passed the Sexual Abuse Survivors Statute of Limitations changes as both a constitutional amendment as well as a piece of regular legislation. These pieces will be sent to the Senate for their action. As of now, there has been no further action on the constitutional amendment regarding reproductive rights.

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

2023-2025 OFFICER ELECTION

The committee would like to thank the candidates for agreeing to run and to serve if elected. The chair also would like to thank the state board for ongoing support and the members of the Nominating and Elections Committee for their perseverance and support:

AAUW PA Nominating Committee:

Susan Norris (Valley Forge Branch), Nominations Committee Chair
Kathy Quinn (Makefield Area Branch), Eastern District
Cathy Wieland (Lebanon Valley Branch), Central District
Linda Tozier (North Hills Pittsburgh Branch), Western District
Alternate: Pat Markowski (Carlisle Branch) and Loretta Seigley (Erie Branch)

Nominees for State Board Positions

The AAUW Pennsylvania 2023-2025 Nominations and Elections Committee recommends the following slate to fill the open terms on the AAUW Pennsylvania Board:

Membership Vice President: Karen Wellin, Valley Forge Branch

Finance Officer: Ann Echols, State College Branch

Secretary: To be announced.

Membership Vice President is responsible for planning, coordinating, implementing, and reporting membership activities. The full position description is on page 14 of the [AAUW PA Board Handbook](#).

Finance Officer is responsible for planning, directing, and documenting the financial matters of the state. The full position description is on page 16 of the [AAUW PA Board Handbook](#) -.

Secretary is responsible for keeping the official record of the state.

This year there will be NO live voting during the annual meeting on Zoom. Please vote by Sunday, April 30, 2023!

The election will be certified at the 2023 Annual Meeting on May 9, 2023

VOTING INSTRUCTIONS

Options for voting are outlined below.

OPTION 1: ONLINE VOTING: INSTRUCTIONS:

Click on the link <https://www.surveymonkey.com/r/2023AAUWElection> or paste this link into your browser. Online voting is available now through 11:59 pm, Sunday, April 30, 2023.

Clicking this link will bring up an initial screen that will include instructions and three boxes asking for voting confirmation information: 1) first name; 2) last name; and 3) AAUW affiliation: branch name, C/U rep, or National membership. This information will NOT be connected to your vote. Voter names and AAUW affiliation are required only to verify that you are a current paid AAUW PA member and that you are not voting multiple times.

Clicking the “next” box on the first screen will bring up the actual ballot: candidate names for the nominees for Co-Presidents and Program Vice President along with an option for each office for a write-in candidate.

Be sure to hit “Done” at the end to record your votes.
Branches may facilitate online voting at a branch meeting.

OPTION 2: PAPER BALLOT VOTING: INSTRUCTIONS:

Clip out and return the official ballot below.

Return your completed ballot to your branch president or to the Nominating and Elections Committee chair by mail. To be valid and counted, mail-in ballots must be postmarked no later than Sunday, April 30, 2023, and sent to Susan Norris at the address below.

Voting instructions must be completed exactly as required for your ballot to be valid. If you have any questions or concerns about the appropriate way to file your ballot, please ask for clarification from your branch officers or from AAUW PA officers before voting.

1. Mark an “X” in the blank provided on the ballot for each candidate. You may write in a candidate (on the line after “Other”) and vote for that person (by marking an “X” in the blank before “Other”).
2. In the box on the side of the ballot, PRINT legibly your name as it appears in AAUW membership records and branch affiliation (if you are not a member of a particular branch, PRINT “National and State Member” or other appropriate affiliation).

- 3. SIGN the ballot where indicated in the box.
- 4. FOLD your ballot on the dotted line so that the box with your information is folded away from the votes you cast. Once your membership has been validated, the identification information in the box will be cut off from your cast votes, and your votes will then be included with the other mail-in ballots, mixed up, and counted.
- 5. FILE your ballot either by returning it to your branch president to mail with other members' votes or by mailing it yourself.

If mailing your ballot, yourself, please send it to:
 Susan Norris AAUW PA Nominations, 155 Winterberry Ln., Phoenixville, PA 19460-2752. The ballot must be postmarked by Sunday, April 30, 2023.

OPTION 3: VOTING THROUGH YOUR BRANCH

Branches may choose to hold a vote at the branch level. Your branch President/Administrator(s) has been sent the instructions to conduct this vote if they choose this option. Please check with your branch leadership to see whether they are planning to use this option. If not, please vote using Option 1 or Option 2 above. Click here to use this option.

Please do not vote both individually and through your branch!

The election will be certified at the 2023 Annual Meeting on May 9, 2023

PAPER BALLOT

AAUW PA ELECTION PAPER BALLOT 2023-2025 TERM OF OFFICE
 (Please mark choices with an "X")

Membership Vice President

Karen Wellin (nominee) _____ Other _____

Finance Officer

Ann Echols (nominee) _____ Other _____

Secretary

XXXXXXXXX (nominee) _____ Other _____

Mail this entire ballot using the instructions provided above to Susan Norris AAUW PA Nominations, 155 Winterberry Ln., Phoenixville, PA 19460-2752. The ballot must be postmarked by Sunday, April 30, 2023, for it to be valid and counted.

Member Name (printed) _____
 Branch/Affiliation (printed) _____
 Signature _____

2023-2025 OFFICER CANDIDATES

MEMBERSHIP VICE PRESIDENT

Karen Wellin, Valley Forge Branch



Karen has been a branch member for 20+ years and is currently the Program VP for her branch, previously having served as president (2011-2015) and Hospitality Chair. She led the Living Theater interest group and has participated in current events, film, and dance group.

Karen was a member of the AAUW National Leadership Corp in 2010 and attended the AAUW National Conventions in Saint Louis (2009) and in Washington DC (2017). She attended state meetings in Carlisle, PA, in Lewisburg, PA, and in Harrisburg in 2022. She attended regional meetings in the past when they were planned.

About 7 years ago, she participated in a Lobby Day in Harrisburg with Mary Carr for visits with state senators lobbying about school issues and high school graduation test requirements.

Most recently Karen was employed by The Franklin Institute, a science museum in Philadelphia, PA. For 30 years, she worked in the Museum Education department training and supervising volunteers and staff who worked “on the floor” with museum visitors demonstrating and implementing the educational programming. She was responsible for scheduling, managing, and evaluating work performance. She was also involved in working with the camp program developing activities and with the high school intern program mentoring inner-city youth.

When asked what she sees as the primary focus of AAUW PA and how she would use her position to work towards that goal, Karen replied:

“AAUW PA has a valuable role in being the primary support and communication group for all current and future state members and branches. Support can be in many areas – leadership training, program ideas, AAUW education and research knowledge, and in membership retention and growth. Communication is two-fold; AAUW PA can be our voice in the political arena, in lobbying, and in disseminating important information about AAUW and its mission. AAUW PA can also be our ears listening to the needs of its members and listening for trends in our communities and cultural arenas so that AAUW can best fulfill its mission for women and girls.

Membership retention and growth is a vital part of what AAUW PA can and should be focused on to support its branches and members. The needs of current members and the needs of future members may or may not be the same and these should be identified and managed. New members will join, and current members will stay only when AAUW meets some need for that individual. This is where communication and listening are so important – how can a state membership program fulfill the needs of current members and be open to the needs of the future? We believe we have an important mission; now we have to find those women and men who want and need to support that mission as well.”

FINANCE OFFICER**Dr. Ann Echols, State College Branch, Formerly of the Blacksburg, Va, Branch**

Ann is a retired business professor. She taught undergraduate and graduate courses at Virginia Tech, Penn State University Park, Bucknell University (as a visiting faculty) and at Juniata College.

Ann founded and is currently the Executive Director of Volunteer Centre County. She also is a Big Sister in the Big Brothers Big Sisters organization, on the Leadership Centre County Board, volunteer with Master Gardeners, participates in older adult outreach, and rescues old beagles with Nittany Beagle Rescue. Ann is the treasurer for Talleyrand Croquet (a 501c3 nonprofit), and I am the current AAUW PA Finance Officer.

Her professional experience has been in education: teaching, training, and development. She also has research-based publications and has done consulting work in non-profit management, business administration and statistics. Ann holds a BBA in Accounting from Texas A&M Mays Business School, and an MBA in Accounting/Finance from Florida Atlantic University, Boca Raton, FL. She worked in public and private accounting for 5 years before going back to teaching.

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

“I would seriously say the same thing that I said two years ago (as written in the December 2020 Keystoner), repeated below.

Today, these same issues persist. With the Community Hub, I believe that we are strengthening our online presence, but it is not there yet, as the HUB still has many issues that need attention, in my opinion.

We still need younger members. I have observed the dissolution of several branch affiliates. This is unfortunate. We need to empower women as leaders – leading not only our branches but initiatives that embrace the positive contributions of women in our society.

I believe that we also need to have a more uniform dissemination of AAUW’s programs, policies, and advocacy-work so that all State and Branch affiliates are more in-line with National. I observe that branches differ greatly and while it is nice to have the diversity, not all attend to National’s mission the same way. The cohesiveness of AAUW.org can be strengthened by aligning the State and Branch affiliates closer with National.

AAUW PA serves as a conduit between national and the State’s branches, helping to ensure they are aligned and support the mission and values of the organization while meeting the needs of local communities.

As a unified organization, I would like to see AAUW reduce barriers to membership, streamline the ease of processing membership applications online which may include reducing the number of membership schemes, as well as increase the attention given to closing the pay gap and promoting equity.

I believe AAUW PA could increase its effectiveness by developing a stronger online presence (<https://aauw-pa.aauw.net/>).

It is important to ensure that all Pennsylvania branches feel satisfied with the support they receive from both National and AAUW PA, as well as have the resources needed to carry out the organization’s agenda at the local level. Generating membership from Millennials/Gen Y, and from Gen Z, who began coming of age in 2013, is critical to our sustainability. We need to increase our understanding of how to align our programming and other opportunities with their needs while continuing to hold AAUW’s mission as our “north star.”

If elected as AAUW PA’s finance officer, I will accurately account for our state finances and be transparent in doing so, while working to advocate for increased efficiencies as appropriate.”

Secretary: To be announced.

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

AAUW PA BYLAW AMENDMENT PROPOSAL

The AAUW PA Board of Directors is proposing a bylaw amendment to be voted upon by the membership prior to the Annual Meeting May 9, 2023. This proposal is to create a new board of directors position, Marketing and Communications Vice President.

The bylaws current wording, proposed amendment, and rationale for the changes are listed below.

AAUW PA Proposed Bylaw Amendment for May Business Meeting 2023

Below is the proposed amendment to the AAUW PA Bylaws to be voted upon prior to the Annual Meeting May 9, 2023.

Deletions are ~~strike through~~ and additions are underlined.

Bylaw number	Current wording	New wording	Rationale
	Section 1. Affiliate Officers.	a. The elected officers or co-officers shall be president, program vice-president, membership vice-president, <u>marketing and communications vice-president</u> , secretary and finance officer	A Marketing and Communications officer is necessary for the increased use of electronic media i.e. Facebook, Twitter, Instagram, etc.
1. ARTICLE XI. AFFILIATE OFFICERS	a.The elected officers or co-officers shall be president, program vice president, membership vice president, secretary, and finance officer.		

h. The president and program vice-president shall be elected in even-numbered years.

h. The president and program vice president and marketing and communications

vice-president shall be elected in even-numbered years.

The current AAUW PA Bylaws in their entirety can be found [here](#).

Susan Norris (Valley Forge)
Bylaws Chair, AAUW Pennsylvania



YOU ARE INVITED!

Please join us IN PERSON for our AAUW PA 2023 Summer Retreat from July 28-29 on the campus of Gettysburg College. Lodging is provided by the Gettysburg Wyndham Hotel.

Our theme is “Women Together – Fighting on the Front Line.”

This July marks the 160th anniversary of the Battle of Gettysburg where townswomen played key roles on the front line. Today, AAUW women are continuing to fight together on the front line for pay equity, women’s comprehensive healthcare, legislative representation, Title IX education equity, fair voting practices, and legislating against abuse, violence, and persistent gender, gender-identity, and racial bias.

The Summer Retreat program begins at 9:30 a.m. Saturday, July 29, and will include sessions throughout the day, keynote speaker Representative Donna Bullock, and a closing reception at 3:00 p.m. Options for pre-retreat excursions are planned for those arriving on Friday, as well as opportunities for post-retreat excursions. Watch for more details that are coming soon! Registration will open on March 15, 2023. The fee is \$50 dollars (students are free). Additional details will be posted at <https://aauw-pa.aauw.net/>. We hope to see you at the Retreat!

Keynote Speaker

State Rep. Donna Bullock is a member of the Pennsylvania House of Representatives representing the 195th Legislative District in north Philadelphia and the greater art museum area. She won the seat in a special election held Aug. 11, 2015.

A lawyer and Temple alumna, she previously served as special assistant to Philadelphia City Council President Darrell L. Clarke and as the City Council research fellowship director. She joined Clarke's office in January 2011 as his community and economic development coordinator. Before her work for the city, Bullock worked at a private law firm and for Philadelphia Community Legal Services, where she formed and advised nonprofit organizations, small businesses, and community groups.



Rep. Bullock's public service precedes her work in government. She has volunteered and served on several boards, task forces, and coalitions, including the Smith Memorial Playground, the Columbia North YMCA Advisory Board, West Philadelphia Child Care Network, and the Mayor's Office of Community Service Advisory Board.

Currently, she serves as chair of the Pennsylvania Legislative Black Caucus as well as serves on the House committees of appropriations, consumer affairs, professional licensure, and urban affairs. She and her husband, Otis Bullock, a lawyer, and Temple alum as well, live a life of service in Strawberry Mansion, a community they are proud to call home.

PLEASE CONSIDER SUBMITTING A SESSION PROPOSAL FOR THE AAUW PA 2023 SUMMER RETREAT!

The AAUW PA retreat planning team welcomes proposals for presentations from Branch members, student affiliates, scholars, community activists, women and gender researchers, legislative/business partners, and inter-generational practitioners. Proposals that support AAUW's Mission, public policy priorities, and reflect our theme, "Women Together – Fighting on the Front Line," are particularly welcome.

For guidelines and a link to submit your proposal please visit <https://indiana-pa.aauw.net/files/2023/01/RFP-Summer-Retreat.pdf>. The deadline for submissions is March 15, 2023.

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

MEMBERSHIP BITS AND PIECES



Branches should receive their branch counts by the middle of March.

Be sure to read the next **Membership Matters** from National. It should contain a lot of information due to Community Hub procedural changes. If it doesn't, look for an email from National with the changes.

This is the final year of National dues increases. National dues will increase to \$72.00 April first. Shape the Future National dues would then be \$36.00.

As a result of increased operating costs, state dues are expected to rise from \$10 to \$12 on July 1, 2023. Members who renew before that date and new members can take advantage of the \$10 rate.

New members will have a membership expiration date a year from when they join. This is new! Branches will have the option of having National send a renewal reminder to members or not.

There will no longer be an additional three months of membership if one joins AAUW in the spring since membership expiration will be a year from whenever one joins.

You may continue to renew online or send a check to your branch finance officer.

Tips to Feel at Home in AAUW

There is so much to know about AAUW! How do you acclimate your members? What do you do to make them feel at home and part of our organization? Here are some ideas for you to consider:

Listen to everyone! No judgements. Consider everyone's opinions with respect when making decisions. You can learn from young and old.

Be willing to change. Create new ways to do things to keep your branch fresh and interesting. Same old, same old is comfortable, but boring.

Recognize that you may have vast differences in age and attempt to do activities that appeal to all. Don't always meet during the day-this excludes any working person from enjoying your branch or maybe even joining your branch. Alternate meeting days and times. Offer a Zoom hybrid for programs.

Learn Zoom. It's about time. It's not that difficult. We're educated members, right?

Be careful not to overwhelm members with too much information at one time! Get them involved in areas that they're interested in from the beginning. That means you need to get to know your members!

Have small group meet and chats. It could be coffee, lunch, breakfast, whatever.

This allows members to socialize and get to know one another better. Mix it up! Provide the website addresses for aauw.org, aauw-pa.aauw.net, and your branch. Encourage members to visit these sites to better know their organization. How do you familiarize your members to AAUW?

Be as inclusive and welcoming as you can! This is not just for your board. All members have a stake in keeping AAUW strong and stimulating for years to come.

WELCOME NEW MEMBERS AND CONGRATULATIONS TO NEW LIFETIME MEMBERS-- FROM THE FOLLOWING BRANCHES (December 2022 to February 14, 2023)

Bethlehem, Easton, E. Delaware County, Harrisburg, Huntingdon, Indiana County, Johnstown, Lansdale, Lower Bucks, Murrysville, Reading, Valley Forge, Washington

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

AAUW PA DONATES OVER \$86,000 TO AAUW IN 2022!



Individual members donated 75% (\$64,960.59) and branches donated 25% (\$21,331.15) of this amount. Over 99.7% was committed to the AAUW Greatest Needs Fund, enabling AAUW to pivot quickly to address pressing equity concerns through advocacy and research, and to ensure continued organizational sustainability.

Sally Kalin (State College)
Funds Chair, AAUW Pennsylvania

COLLEGE AND UNIVERSITY NEWS

AAUW's National Conference for College Women Student Leaders (NCCWSL) is scheduled for May 31-June 3, 2023, at the University of Maryland in College Park, just outside Washington DC. This will be the first in-person conference since 2019. Information about the conference can be found at <https://www.aauw.org/resources/events/nccwsl/>. The registration deadline for the early-bird rate is April 3. AAUW PA will provide up to five \$500 scholarships for Pennsylvania college students attending the conference. The due date for applications is April 1, 2023. The application form is at <https://aauw-pa.aauw.net/colleges-universities-students/>. Please encourage students you know to take advantage of this opportunity for leadership training, inspiration, and networking.

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

LINDA MARY (HAIGH) TOZIER

APRIL 23, 1943 - FEBRUARY 18, 2023

With a heavy heart, I share the news that Linda Tozier passed away in the early hours of February 18, 2023. Her son, Bob, informed me and shared that Linda didn't want a traditional funeral or viewing. She only wanted a memorial service which he will schedule closer to her birthday. The link to her obituary is here. <https://www.sperlingfuneral.com/obituaries/Linda-Mary-Haigh-Tozier?obId=27313311#/obituaryInfo>



On April 23, Linda would have celebrated her 80th birthday. I will share the memorial service details when known. In the meantime, you may share your condolences with Bob, his wife, and two daughters at the address below.

2500 Matterhorn Dr
Wexford, PA 15090

We know Linda had three passions—Bucknell University, AAUW, and her son and his family. In mid-2020, Linda was diagnosed with cancer. Her goal was to live to Thanksgiving 2021 and Bob's 50th birthday. Her persistence, resilience, and positive nature got her well past that goal.

I can't think of a better way to remember Linda's contribution to AAUW than to direct your attention to the Special Honoree award presented to Linda in April 2021. Go [here](#) to read about her work at the North Hills Pittsburgh branch, state, and national levels. I will not know how many members Linda touched and how many will miss her. I do fondly remember the first time I met Linda as a new AAUW member, and I treasure her tenacity, knowledge, and spirit. May she now be at peace.

Ann Pehle (Carlisle)
Past President, AAUW Pennsylvania

MISSION-BASED PROGRAMMING

AAUW West Chester-Chester County Sponsored Salary Negotiation Workshop for West Chester University Student Group

In anticipation of Equal Pay Day, the AAUW West Chester branch sponsored a workshop on salary negotiation for the student group Women in Business at West Chester University. A brief presentation given by Nancy Paist-Riches, AAUW co-president, and Diane Hoffman, branch member, set the framework of the inequities that women face, as well as where and how to find information about salaries in different industries and geographies to support negotiation.



The 75 young women in attendance then broke into small groups for more personal discussions with “seasoned” women. Eleven volunteers, some AAUW members and other women with a strong interest in supporting young women entering their careers, worked in small groups to discuss how to approach salary negotiation, with a special focus on entering their first career position. Some of the young women expressed strong interest in learning how to build and extend their networks, others were interested in more clearly understanding benefits and how they become part of their salary structure. The feedback we received was very positive; the organization looks forward to our participation next year.

AAUW Harrisburg Women’s History Month Program

“The Patriot Daughters of Lancaster Present...”
 March 9, 2023 (Thursday) 6:30 pm
 Fredericksen Library 100 North 19th Street, Camp Hill, PA 17011
 Chairs: Carol Nechemias and Lee Johnson

Civilian reenactors will share documented stories of the Patriot Daughters of Lancaster, which was a ladies' aid society formed ten days after the firing on Ft. Sumter on April 12, 1861.

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 April 17th for the May 2023 issue.

NEWS FROM THE BRANCHES

AAUW State College



The annual Penn State Humphrey Fellows luncheon was held on Monday, February 13th. The topic was International Perspectives on Women in Society featuring this year’s Humphrey Fellows Abby-Gail Sharonne Blanchard (Suriname), and Shehrena Gulamani (Pakistan).

Abby-Gail Sharonne Blanchard is director and trainer at Blanchard Institute for Educational Development and Research NV in Suriname. She will examine early childhood and elementary education in the U.S., emphasizing quality assurance, curriculum development, and technology.

Shehrena Gulamani is a senior manager of external linkages at the Institute of Business Administration in Karachi, Pakistan. Her interests include enhancing quality youth education access, policy formation, and career counseling.

This event featured a panel discussion, moderated by branch member Charlene Harrison. Event co-sponsors include Altrusa International Centre County, the Community Diversity Group, Global Connections, Soroptimist International of Centre County, and Ten Thousand Villages, State College.

AAUW State College 61st Used Book Sale May 13-16

Book lovers, unite! AAUW will hold their 61st Used Book Sale May 13-16 in the Penn State Snider Ag Arena. The sale features a total about 150,00 books, making it one of the largest sales in the country. Books will arrive in over 3200 boxes that were processed by branch members and some community volunteers assisting, over the past 10 months.

The first two days of the sale, May 13-14, run 9:00 am - 8:00 pm. Day 3, (May 15) is Half-Price Day. Day 4 (May 16) is Bag Day, where shoppers can fill a grocery bag for \$8.00. Sale hours on the final day are 9:00 am - 7:00 pm. Proceeds from the sale fund two major priorities of AAUW State College: local grants to other non-profits who in some way reflect our mission and scholarships for women to complete their undergraduate degrees.



Parking is free adjoining the Arena and there is no admission fee.

To learn more about the sale, visit <https://aauwstatecollege.org/used-book-sale-centre-county/>

BRANCH ANNIVERSARIES

Carlisle: 98 years (May 10, 1924)

Erie: 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:

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!

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 aauwpakeystoner@gmail.com
Please put "Social Media" in the Subject line!

AAUW PA STATE BOARD

President	Cindy Hall (State College)	aauwpa.president@gmail.com
Program VP	Lori Woods (Indiana Co)	aauwpapp3@gmail.com
Public Policy Chair	Sandra Miller (Easton/Bethlehem)	aauwpapp3@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
Administrative Director	Patricia Byerly (Pittsburgh)	aauwpaad@gmail.com
Diversity and Inclusion Chair	Ajla Glavasevic Laussegger (National)	aauwpadiversity@gmail.com
College/University Liaison	Barbara Johnstone (Fox Chapel Area)	aauwpacu@gmail.com
District Coordinator (Central)	Jordan Glover (State College)	aauwpacentral@gmail.com
District Coordinator (East)	Kathy Quinn (Doylestown)	aauwpaeast@gmail.com
District Coordinator (West)	Paula Tomko (Johnstown)	aauwpawest@gmail.com
Marketing & Communications Officer	Rebecca Gardner (Harrisburg)	aauwpakeystoner@gmail.com

Social Media Coordinator	Lillian Clemons (Indiana Co)	aauwpasocialmediacoor@gmail.com
AAUW Funds Chair	Sally Kalin (State College)	aauwpaaauwfunds@gmail.com
Bylaws Chair	Susan Norris (Valley Forge)	aauwpabylaws@gmail.com
Conference Coordinator	Susan Wheatley (Indiana Co)	aauwpaconfcoord@gmail.com
Archives Chair	Linda Robbins (Allentown)	aauwpaarchives@gmail.com
Past President	Ann Pehle (Carlisle)	apehle@outlook.com