



THE KEYSTONER

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

MESSAGE FROM THE PRESIDENT



It's an exciting time for AAUW. You can feel change in the wind. While we are evolving as an organization, we also recognize that our ties to each other make our organization strong. Just as the suffragists supported each other, we do the same as we welcome new women and men into AAUW.

At our retreat in Gettysburg this summer, members from many branches pitched in, generously sharing their programs and their tips. Now we prepare for the upcoming April conference in Harrisburg, and I am hopeful that we will have members from every branch in attendance. The State Board represents and supports all members while also being active members and officers of branches themselves. This year, we will be revising the State Bylaws, voting on Public Policy Priorities (our road map for advocacy), and voting on a slate of State Board Officers for 2024-2026. Your input and vote are important to move us forward.

I am particularly excited to tell you that we continue to join new members to our branches across the state at a steady rate. In the last three weeks, 20 new members have joined our ranks. AAUW PA has over 1,650 members and friends.

We have decided to join forces with about thirteen states to present an Atlantic States Regional Conference in Fredericksburg, Virginia. The date is not firm yet, but we expect it to be late September/early October. The central states held a similar conference in St. Louis in October and attendees and planners were excited about the outcome. The venue for the Atlantic Conference will be right near the Amtrak line for those who might enjoy taking a relaxing train ride. I have not been to Fredericksburg, Virginia, but understand that there is a good bit to do there for those who want to extend their stay.

We are working at improved communications with colleges and universities and ultimately greater student participation. Please consider sponsoring a student to attend the April conference. Remember, we have mini-grants available to inspire students (deadline February 15) and NCCWSL (National Conference for College Women Student Leaders) coming up late May/June. Like those before us, we fight for equity and change. Let's reach out a hand to the next generation of leaders who will continue our work.

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.

MESSAGE FROM THE PROGRAM VICE PRESIDENT



I am excited to share plans for our 2024 State Conference! Our theme, “Evolution of the Fight: Looking Back to Move Forward,” will highlight AAUW’s achievements within the broader context of the women’s movement.

The conference will be held at the Best Western Premier: The Central Hotel and Conference Center in Harrisburg on April 5th -7th, 2024. Please mark those dates on your calendar! Registration opens on Monday January 8th at <https://aauw-pa.aauw.net/>.



Below is the full agenda for the conference:

Friday, April 5

| | |
|-------------------|---|
| 3:00 – 5:00 p.m. | Conference Registration |
| 4:00 p.m. | Hotel Check-In |
| 4:30 – 5:45 p.m. | Social Hour (Hotel Lobby – Cash Bar) |
| 6:00 – 8:30 p.m. | Dinner Keynote: <i>Remarks from the Secretary</i> , Valerie A. Arkoosh, MD, MPH, Pennsylvania Department of Human Services |
| 8:30 – 10:00 p.m. | Social Hour (Hotel Lobby – Cash Bar) |

Saturday, April 6

| | |
|--------------------|--|
| 7:30 – 10:00 a.m. | Conference Registration |
| 7:45 – 8:45 a.m. | Breakfast Buffet |
| 9:00 – 9:30 a.m. | <i>Welcome!</i> AAUW PA President Cindy Hall; Nominations Committee, AAUW National |
| 10:00 – 11:15 a.m. | <p>Learning Circles: <i>Attend one, two, three or more.</i></p> <ul style="list-style-type: none"> • <i>Hands-on Advocacy Activity</i>, Sandra Miller, AAUW PA Public Policy Chair • <i>What are the Greatest Needs Fund and the Legacy Circle – and why should we care?</i> – an update on the need for donations to the Greatest Needs Fund and Joining the Legacy Circle, Sally Kalin, AAUW PA Funds Chair • <i>Updating Your Branch Bylaws with the Latest Revisions</i>, Deb Roney, AAUW PA Bylaws Chair; Advancement Committee, AAUW National • <i>Open Membership: Discussion and Questions about Removing the Education Requirement for AAUW Membership</i>, Ajla Glavasevic Laussegger, Diversity Chair and Ann Pehle, Past President, AAUW PA • <i>How to Close the Sale: Strategies to Join and Keep Members</i>, Karen Wellin, AAUW Membership VP |
| 11:45 – 1:45 p.m. | <p>Lunch</p> <p>Keynote: <i>Women in American Politics: From Exclusion to Protest, to Participants, to Policymakers</i>, Kimberly S. Adams, PhD, Professor of Political Science at East Stroudsburg University; Board of Directors AAUW National and National Organization for Women (NOW)</p> |
| 2:00 – 3:00 | <i>Generative AI: The Evolution of Machine Learning and Why It Matters</i> , Ajla Glavasevic Laussegger, Deputy General Counsel & Global Data Privacy Officer, Quaker Houghton; AAUW PA Diversity & Inclusion Chair; Governance Committee, AAUW National |
| 3:15 – 4:15 p.m. | <i>AAUW's Advocacy in Action: Opportunities for Impact</i> , Meghan Kissell, Senior Director, Policy and Member Advocacy, AAUW National |
| 4:30 – 5:45 p.m. | <i>100 Years of Motivation</i> : Panel Discussion with Branch Presidents from Carlisle, Erie, Harrisburg, Reading, and State College |

| | |
|-------------------|--|
| 6:30 – 10:00 p.m. | AAUW PA Awards Presentation, Cindy Hall Dinner Buffet, Dessert Bar and Reception in Lobby (Cash Bar) |
|-------------------|--|

Sunday, April 7

| | |
|--------------------|--|
| 8:00 – 9:00 a.m. | Breakfast Buffet |
| 9:00 – 10:00 a.m. | Your Choice: Meet with Your Branch Board Counterparts or Join Ajla Glavasevic Laussegger and Grace Hampton, AAUW State College President-Elect, for a discussion titled <i>AAUW PA: NextGen—GenAI and the Future of Career Development</i> |
| 10:30 – 11:30 a.m. | Hotel Check-Out |
| 11:00 a.m. – Noon | <i>Call to Action for AAUW PA Members</i> , Sandra Miller |
| 12:15 p.m. | <i>Closing Thoughts, Cindy Hall</i> |
| 12:30 | <i>Adjourn</i> |

We hope to see you in Harrisburg!

Lori Woods (Indiana Co)
Program VP, AAUW Pennsylvania

PUBLIC POLICY UPDATES



There was an email at the beginning of the month about changes in the membership dues structure, and it should be very clear that this will not change how our advocacy work is conducted.

National Updates

Title IX – the much-delayed final Title IX rules are expected to be released in March. We are planning to do a lot of member education when the rules come out. The new rules will almost certainly be challenged in court, especially the aspects of the rules that are related to transgender students, so expect to hear a lot about that.

The Protecting Older Workers Against Discrimination Act (POWADA), an AAUW-supported bipartisan proposal to strengthen anti-discrimination protections for older workers, was reintroduced on Dec. 4.

Equal Rights Amendment - December 13 commemorated the 100th anniversary of the first introduction of the Equal Rights Amendment in Congress. AAUW co-sponsored a march and rally in Washington, DC. We also announced that we are one of the founding members of the ERA

Coalition's National Strategy Task Force. In PA, there is action on the discharge petition/resolution that we can take.

All the Democrats in the PA delegation have signed on to the discharge petition-H.J. Resolution 25- that would get the bill out of committee and force a floor vote that will remove the arbitrary deadline for ERA ratification and enshrine it in the Constitution as the 28th Amendment. None of the PA Republican delegation has signed on. Please reach out to your representatives to ask them to participate so that we can move this resolution to the House floor for a vote. The national team is very interested in Representative Brian Fitzpatrick's stance since he has spoken in support of the ERA in the past.

Pay Equity Pay Days will be available shortly. AAUW National is waiting for this information to be confirmed by their partners.

State Updates

The Public Policy Priorities review process will start soon, so look for updates on how you can participate in the process.

Pennsylvania Education – FOUR Issues to Watch

By Ann Pehle, AAUW Pennsylvania Public Policy Education Lead (apehle@outlook.com)

1. Paying Attention to Extremism

How is your AAUW branch staying updated on discussions/votes in your local K-12 school district/s? While it is always important to monitor school board activity, it is crucial at this time of extremist board policies such as book banning, limits on transgender students, curriculum reviews, censorship activity, and discriminatory policies and practices—to name a few. Perhaps assigning a member or two to each school district represented in your branch will help keep your advocacy efforts current and limit surprises.

AAUW Pennsylvania is working with a new coalition, Pennsylvanians for Welcoming and Inclusive Schools (**PAWInS**), to create effective strategies to challenge extremist use of school board power and legislative policies. If you become aware of an issue in your school district, reach out to this organization and report the issue. Then let AAUW Pennsylvania know so we can assist with your advocacy efforts.

We continue to watch Senate Bill 7 which passed in the Pennsylvania Senate (mostly along party lines) to see if it will be taken up by the Pennsylvania House. The bill's primary sponsor is Senator Aument (District 36). The official short title is "An Act amending the act of March 10, 1949 (P.L.30, No.14), known as the Public School Code of 1949, in terms and courses of study, ***providing for parental control relating to instructional materials and books containing sexually explicit content.***" Many are interpreting this legislation as a book ban bill. Read this article for more context. Emails to your Pennsylvania Representative stating opposition to Senate Bill 7 is a great way to advocate for women and girls.

2. Education issues and the 2023-2024 Budget

On December 13th, the 2023-2024 budget was finally passed, after 5 months of political theater. Lots of education issues are addressed, even vouchers. Too many to write—so I direct you to this wonderful summary. [The Good, Bad & Ugly in PA's budget resolution.](#)

3. School Funding and the 2024-2025 Pennsylvania Budget

When we last left this story (November 2023 *The Keystone*), we were waiting for the report from the [BEFC, a bipartisan](#) bicameral group of 12 lawmakers and three representatives from the governor's administration. Since September, the BEFC conducted hearings to gather testimony from educators, parents, advocates, and education policy experts. To highlight our concerns that the legislature and Governor Shapiro may continue to kick the can down the road and fail to develop and fund a constitutional school funding system beginning with the 2024-2025 state budget, [AAUW members joined the rally on November 14](#) to show giant report cards which will be used to grade the Basic Education Funding Commission's report on how it includes a plan with the total cost to meet the constitutional standard and a concrete timeline to implement this plan.

Mark January 11, 2024, on your calendar because the Basic Education Funding Commission, is scheduled to release its report that day. And this is when we will be grading them on how well their report meets these standards. The BEFC will put new pressure on Governor Shapiro and state lawmakers to come to an agreement on how to comply with the court order to adequately fund all public schools. We eagerly wait for Governor Shapiro's budget address on February 6th, where we will learn his priorities and his proposed funding plan for K-12 education.

THANK YOU to everyone who submitted public comments as individuals and/or branches to the Basic Education Funding Commission (BEFC), calling on commission members to issue a final report outlining a clear plan to ensure public education is adequately funded across Pennsylvania in accordance with the Commonwealth Court's decision.

4. Discriminatory Policies and Practices in OSTC school voucher schools

Education Voters of PA recently released a report, [PENNSYLVANIA VOUCHER SCHOOLS USE TAX DOLLARS TO ADVANCE DISCRIMINATION](#), which examines discriminatory policies and practices in private and religious schools that participate in Pennsylvania's Opportunity Scholarship Tax Credit (OSTC) school voucher program. A summary of the report can be found [here](#).

This is proof of something opponents to school vouchers have long suspected. AAUW supports a Pennsylvania budget that funds public schools, not vouchers for discriminatory private schools.

Paid Leave

By Barb Price, AAUW PA Public Policy Paid Leave Lead

Some good news. The Family Care Act passed the 2nd consideration on the House floor on December 12. It was expected that a final vote would be held on December 13. Unfortunately, that did not happen. However, the Family Care Act has never made it this far. Also, an amendment was added that will include safe leave for individuals trying to flee domestic violence or abuse.

These are huge steps in Pennsylvania. The Family Care Act Coalition offered thanks to everyone who has been supporting this bill. They believe that the Family Care Act would not have come this far without grassroots support.

What is the Family Care Act?

This proposed PA House and Senate bill aims to establish a statewide fund to support Pennsylvania workers who are recuperating from a serious illness or medical emergency. The fund will also enable new parents and caregivers to provide care to their children and loved ones without jeopardizing their employment and financial well-being.

Learn more by visiting the [Family Care Act website](#).

Campaign for Women's Health

Sandra Miller, PPC Chair

AAUW has signed on to the letter to support HB 994 (Issacson) which would amend the public school code to provide for pregnancy and lactation accommodations, including childbirth leave, for students. It also requires public notice of rights for students on district websites and provides for enforcement through the PHRC.

There are more details in the sign-on form:

https://docs.google.com/forms/d/1sExwau7jdXIhr5G3DegU3kUvJtunJCSIf-KVSRR7xnA/viewform?ts=65170307&edit_requested=true

Legislative Update

HB507- known as the Medical Care Availability and Reduction of Error (Mcare) Act, on medical professional liability, providing for informed consent in pelvic, rectal and prostate examinations.

- HB507 was passed unanimously in both houses.
- 1st proactive bill passed as opposed successfully defending against bad legislation- Tara Murth WLP

HB 1786 - by Representative Fiedler as part of the abortion protections package. Prohibits PA courts from cooperating with out of state civil and criminal cases involving reproductive care.

General Assembly Update

The PA House of Representatives is back to 101-101 with the resignation of Rep. Galloway. He resigned to prepare for his new role as a district magistrate. The special election for his seat will be on February 13, 2024. Details about his resignation and the special election can be found [here](#).

We will be starting the second year of the two-year session so many of the bills that we are watching will be in play next year. The Senate and House have released their session days for 2024, which can be found at the following links: [Senate](#) and [House](#).

Please watch for updates on possible advocacy opportunities as we monitor the Paid Leave action and Education Budget/Lawsuit remedy in the coming months.

Final note shared by one of another state's PPC: Without Public Policy, AAUW values will not get done. It is up to our members to work to support the mission and priorities of AAUW.

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

FREQUENTLY ASKED QUESTIONS ON THE NAMED GIFT HONOREE PROGRAM



I have started to receive queries from branch officers about the Named Gift Honorees program. So that we are all on the same page, I prepared the following FAQ. Don't hesitate to contact me (aauwpaauwfunds@gmail.com) if you have any questions about the Named Gift Honorees program.

What is a Named Gift Honoree?

This is an AAUW PA program that enables branches to recognize individuals or groups of individuals who have made special contributions to the branch, to AAUW PA, or to AAUW.

How many Named Gift Honorees may a branch name?

A branch can designate one Named Gift Honoree for each \$500 donated to AAUW during the calendar year, or January 1 through December 31, 2023. These donations are a combination of branch donations to AAUW individuals' donations and bequests. For example, if a branch has a total of \$712 in donations, it can choose one honoree; if it has donated a total of \$2,018, it can choose four.

How does a branch know how much money it has donated?

AAUW has been sending branch financial officers, presidents, and funds chairs a regular accounting of donations from their branch. However, in early February, I expect to receive an official list from AAUW that documents what every branch in Pennsylvania has donated during the 2023 calendar year. Because so many donations are made in December, it takes several weeks for a complete accounting of 2023 donations, so what I receive from AAUW could vary from the reports that branches received during the year. I will send the 2023 report to AAUW PA Branch presidents, funds chairs, and finance officers so that they can determine how many Named Gift Honorees their branches can name.

How will the Honorees be recognized?

In the past, AAUW PA printed certificates to be given to each Named Gift Honoree. Last fall, the AAUW PA Board voted to no longer offer print certificates but will continue to recognize the

Honorees in the annual *Summary of the Past Year* (formerly the *Yearbook*) to be published prior to the April 5-7, 2024, Conference.

Branches are encouraged to recognize their Named Gift Honorees in a meaningful way. If they wish to honor their Named Gift Honorees with a certificate, a template can be requested from Pat Byerly (aauwpaad@gmail.com).

What is the deadline for submitting my branch's Named Gift Honorees?

All submissions should be sent to me by February 28, 2024, unless I inform you otherwise.

Sally Kalin (State College)
AAUW Funds Chair, AAUW Pennsylvania

AAUW NATIONAL UPDATE

As you are aware, AAUW National is putting a bylaw change up for a vote in April 2024, on open membership, meaning that the education requirement would be removed from membership requirements for AAUW membership purposes. More information will be provided by National and AAUW PA on this topic, but AAUW National is presenting a **Inclusion and Equity webinar on January 31, 2024, at 7:00pm EST.**

We urge you to watch the webinar (or the recording) to ensure you are educated on the importance of this change, paving a way forward for all women for whom we advocate. Keep an eye out for an email invitation or go directly to the National website to sign up.

Ajla Laussegger (National Member)
Diversity Chair, AAUW Pennsylvania

ADMINISTRATIVE UPDATES

Happy New Year! I hope everyone's holiday was merry and safe.

Just a few things to put on your calendars.

Branch Outstanding Woman, Member Making a Difference, and Gateway to Equity award recipients should be submitted no later than February 15, 2024. [Gateway to Equity award certificates](#) can be found on the [AAUW PA website](#). Scroll to the bottom of the page to find the link to the toolkit and the certificate.

Awards will be submitted using [Survey Monkey](#) again this year. If you have any questions or problems with submission, please contact [Pat Byerly](#). Outstanding Woman and Member Making a Difference certificates will be mailed to branches at the end of March. This year, certificates will be generated by AAUW PA for Outstanding Woman and Member Making a Difference only. If branches wish to honor Named Gift Honorees with a certificate, a template can be requested from

me. All award recipients will be listed in the Summary of the Past Year to be published prior to the 2024 conference.

This year, we are accepting branch highlights from all the branches. Our annual yearbook will be divided into three separate booklets/documents. The first will contain content pertinent to the annual business meeting (electronic), the second will be what we all know as the yearbook but is actually a summary of the past year (electronic), and the third will be the program for the 2024 conference being held April 5-7 (paper). Branch highlights should be sent directly to Pat Byerly. If you have any questions regarding submissions, please contact Pat Byerly.

Watch your email and the AAUW PA website for updates on the 2024 conference and how to register for the conference and hotel rooms. Registration will be available on January 8, 2024. You can access registration via our website at aauw-pa.aauw.net.

The Conference Planning Committee has lined up some great speakers. We hope to see all of you there.

Pat Byerly
Administrative Director , AAUW PA

GET READY TO VOTE FOR STATE OFFICERS

The Nominating and Elections Committee will present a slate of candidates to the AAUW Pennsylvania board at their January meeting. The slate consists of a candidate for each of the three 2024-2026 openings – President, Program Vice President, Marketing and Communications Vice President (new position).

Voting for AAUW Pennsylvania officers will commence in early February and continue until the end of March. Specific voting instructions will be emailed to each member and branch Presidents. Your vote **IS** important, so please be sure to vote.

Additionally, there will be appointed Board positions open and many opportunities to assist on committees and/or state projects. If you are interested in exploring any of these opportunities, please contact Ann Pehle (apehle@outlook.com or text/message 401-644-6488) for a non-binding, exploratory conversation. Working at the state level is very different than at a branch. So, if you are interested in AAUW's work across Pennsylvania, this is the time to raise your hand.

Ann Pehle (Carlisle)
Barbara Price (Lower Bucks)
Nominating and Election Co-Chairs, AAUW Pennsylvania

BYLAWS UPDATE

BRANCHES:

Branches are in the process of making mandated changes to their bylaws to conform with the changes to the National bylaws. Those changes are due to AAUW PA Bylaws Chair Deb Roney at [aauwpa~~bylaws~~@gmail.com](mailto:aauwpabylaws@gmail.com) by **June 30, 2024**. Thank you to those branches that have completed this process already or are currently underway.

STATE:

The state board has approved the mandated bylaws changes and is taking this opportunity to review the rest of the bylaws. We will make available a document detailing the two categories of changes that we are proposing: substantive changes that alter the content of the bylaws and technical changes that are to clean up punctuation, typos, and other such small, mechanical problems.

Every bylaw motion must be approved by two-thirds of those voting on the business of the annual meeting, provided that a quorum is present and voting. The substantive changes will each be made via a separate motion and vote. Technical changes can be moved in one motion and voted on together as presented; alternatively, the main motion can be amended through motions to amend and then the main motion voted on as amended.

After the board-proposed changes are presented electronically to the membership for consideration, members will have the opportunity to ask questions, comment, or suggest changes. The state will be offering a Zoom session in March and an in-person session at the April 6 conference before the vote at the May 4 Annual Business Meeting on Zoom.

Deb Roney (Huntingdon)
Bylaws Chair, AAUW Pennsylvania

AAUW PA MEMBERSHIP – HIGHLIGHT SALES AND MARKETING TOOLS



Has this ever happened to you or to another member in your branch? You've met someone in your neighborhood, and you start talking about being involved with AAUW. AAU-what?

So, after you explain a little about our organization and its mission, she says something like "I could be interested in something like that." And then the conversation ends, without any follow-up. Maybe you're a little nervous that she does not have an college degree, or maybe you've already pre-judged that she wouldn't join. Either way, we've lost a potential new member.

Or maybe there is a new person who has come to a branch meeting. A few people talk to him/her, and there seems to be some interest. Someone in the branch may say things like “you should come to our book group” or “we’re having a luncheon next month,” but no one ever actually asks this new member to join. Maybe you’ll see this person again, but a lot of times it’s the last time you’ll ever see this person.

What are our best sales and marketing strategies and tools? How does your branch successfully ask for new members? These questions, and more, will be highlighted at one of our sessions at the state meeting in April 2024. Between now and then, I will be reaching out to all branches to gather all your successful tips and tricks (and even some that didn’t work). The goal is to share our best ideas and to come away feeling more confident in how we “sell” AAUW.

We already have some tools that we use to recruit new members, and I’d like to highlight one of them: Shape the Future. This campaign has been used by many branches to recruit new members. A new member is someone entirely new to AAUW or someone who rejoins after 2 or more years of lapsed membership. Any new member who joins AAUW at a branch meeting or event can be offered 50% off the cost of national membership. That would be \$36.00 for national membership and any additional state (\$12) and local dues. Offer this rate to prospective members and have them complete a membership form on the spot, or, even better, have someone ready at the computer tuned into the Community Hub. An added bonus is that for every 2 new members that join a branch annually, the branch earns one free national membership (maximum of 3 free memberships a year).

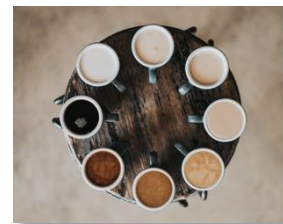
For those who are processing the discounted memberships, the code is ShapeTheFutureFY24. This is just one “sales tool” that we have, and there are so many more. Let’s not keep our marketing techniques a secret. We’ll continue to share and continue to grow!

Karen Wellin (Valley Forge)
Membership Vice President, AAUW Pennsylvania

EXERCISING MINDFULNESS: HOW TO BE AN ALLY



In our ever-evolving world, full of self-expression, social media, instant gratification, and self-exploration and reinvention, it has become more important to be mindful of individual needs and perceptions. We are in a position of instant connections or immediate isolations and often times, it becomes difficult to navigate the environments in which we find ourselves.



While we are saddled with innovating a compass of empathy and understanding in these new waters, we need to consider the difficulty with which individuals who are a “first” or “only,” or more narrowly a “first and only” meet everyday tasks and the obstacles which they must overcome on a regular basis. One of my favorite career women and authors, Elaine Welteroth, once said, *as a*

culture, we love a celebration. We love a first. We hold them high. We all marvel at headlines and highlight reels. But we rarely discuss the marks and scars and bruises that come with breaking through glass ceilings.

As we aim to increase membership, it is important we evaluate the idea of belonging – the sense or feeling that we are welcome, with commonalities and differences that only make us better and stronger in our advocacy.

Here are a couple things you can do to be a better ally:

1. **Make sure you educate yourself.** This sounds like a simple concept, but many of the current social discussions and topics are complex. Don't rely too heavily on your own experiences, as personal experiences, particularly of those that do not share the same traits or classifications as you. As an ally, it is on you to do the work – listen, read, watch, and work to understand an inequality, trigger, or injustice without those suffering inequalities being burdened with the task of educating you. Do the work.
2. **Understand your privilege and foster diversity.** It is not a personal attack on you to recognize that your socioeconomic status, gender, sexual orientation, sexual identity, age, race, ethnicity, marriage status, and other such factors may have provided you with certain benefits and privileges in your lifetime, which allowed you to achieve certain milestones you would not have otherwise been able to achieve. Recognizing your privilege does not mean being embarrassed of your background and achievements, but it does entail having an awareness that people are treated differently based on such factors/characteristics and that some may have been *disadvantaged* by the very same things that provided you an advantage. Once recognized, it is on you to work against those disadvantages and create openings and opportunities for those not granted the same.
3. **Welcome discomfort and intervene.** Not all conversations in the diversity and allyship space are going to be rosy and comfortable. In fact, many of the excluded and disadvantaged populations have had lasting and traumatic experiences they will not so easily be able to shake, nor should that be the expectation. When met with stories and experiences, be engaged and ask the questions others may be afraid to ask. Get comfortable with the difficult discussions and when you see something that breaches the type of behavior and commentary necessary to invoke change in these spaces, be clear and concise about shutting it down. There is no room for the continued harassment of marginalized populations. There is no room for undermining or invalidating personal experiences. No individual wants to feel attacked while discussing their vulnerabilities, and it is important to provide safe and understanding space for such connections.
4. **Learn from your mistakes and show up.** Not a single soul on this planet is perfect, and that is what makes us incredibly unique. No one is expecting you to understand everything about allyship or diversity and inclusion. These topics are complex; their impact complicated; and everyone's version is a little bit different, sprinkled with the dust of personal experience. It is okay to make a mistake. What is key is to learn from that mistake and to take accountability for a resolution or impact. Apologize. Discuss. Engage. Show up. And continue to show up regardless of the lessons you are having to learn. It is incredibly important to be dependable to marginalized populations.

We are involved in impactful work and, to continue to develop and evolve, it is important we do the difficult work.

Ajla Laussegger (National Member)
Diversity Chair, AAUW Pennsylvania

JUANITA P. STROHECKER APRIL 21, 1933 - NOVEMBER 18, 2023

With heavy heart, the AAUW Lansdale reported the passing of Juanita Strohecker, (April 21, 1933 - November 18, 2023) a founding member of AAUW Lansdale Branch. To branch members who knew Juanita well, we grieve with you for the loss of your dear friend. Juanita's obituary can be found at <https://www.huffandlakjer.com/obituary/juanita-strohecker>.

NEWS FROM THE BRANCHES

AAUW Reading Celebrates 100 Years

The video of Reading's 100th Anniversary luncheon is now available for streaming at: <https://www.youtube.com/watch?v=zqNe476LZD4&t=110s>.

WEBSITE SUBMISSIONS

Please send news for the AAUW PA website to aauwpaad@gmail.com

ADDRESS CHANGES

E-News Subscribers:

Send email address changes and additions to aauwpa.president@gmail.com or the branch officer who manages your branch email 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!)

Deadline for submissions is: **March 2024 Issue: Friday, February 23rd**

Send to the Keystoner editor at aauwpakeystoner@gmail.com
Please put "For the Keystoner" in the Subject line!

AAUW PA STATE BOARD

| | | |
|---|---|---|
| President | Cindy Hall (State College) | aauwpa.president@gmail.com |
| Program VP | Lori Woods (Indiana Co) | aauwpapvp@gmail.com |
| Membership VP | Karen Wellin (Valley Forge) | aauwpamembership@gmail.com |
| Finance Officer | Ann Echols (State College) | aauwpafinance@gmail.com |
| Secretary | Paula Tomko (Johnstown) | aauwpasecretary@gmail.com |
| Public Policy Chair | Sandra Miller (Easton/Bethlehem) | aauwpapp3@gmail.com |
| Administrative Director | Patricia Byerly (Pittsburgh) | aauwpaad@gmail.com |
| Diversity and Inclusion Chair | Ajla Glavasevic Laussegger (National) | aauwpadiversity@gmail.com |
| College/University Liaison | OPEN | aauwpacu@gmail.com |
| District Coordinator (Central) | OPEN | aauwpacentral@gmail.com |
| District Coordinator (East) | Kathy Quinn (Doylestown) | aauwpacast@gmail.com |
| District Coordinator (West) | OPEN | aauwpawest@gmail.com |
| Marketing & Communications Officer | Rebecca Gardner (Harrisburg) | aauwpakeystoner@gmail.com |
| Social Media Coordinator | OPEN | aauwpasocialmediacoor@gmail.com |
| AAUW Funds Chair | Sally Kalin (State College) | aauwpaaaauwfunds@gmail.com |
| Nominating and Elections Committee Co-Chair | Ann Pehle (Carlisle) Barbara Price (Lower Bucks) | apehle@outlook.com bpricedvs@gmail.com |
| Conference Coordinator | OPEN | aauwpaconfcoord@gmail.com |
| Archives Chair | Linda Robbins (Bethlehem) | aauwparchives@gmail.com |
| Bylaws Chair | Deb Roney (Huntingdon) | debroneyaauw@gmail.com |