



THE KEYSTONER

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

MESSAGE FROM THE PRESIDENT



My gardens are springing to life. As usual, it is happening too quickly since the weeds now are joining the tulips. I find April and May to be some of the busiest months of the year. I am guessing we are all trying to play catchup with crowded To Do lists that have managed to grow impossibly long.

Gisele Fetterman's presentation at our April conference was a bit of an aha moment in that it reminded me that each of us can work to better the lives of others in unique ways that capture our own interests and passions. Some advocate for change on the steps of the Pennsylvania State Capitol, others work at used book sales; some write letters to the editor, others drive AAUW members to branch meetings; some donate to student scholarships, and others plan branch programs. Each of us is enthusiastic in our own special way.

My greatest joy during the conference came from watching our AAUW PA students' intensity as they listened and contributed throughout the weekend. All the students said they were ready to go back to their campuses and make a difference in their corner of the world.



We have emailed conference evaluations to all attendees. I do wonder if our members will continue to attend annual conferences and retreats. Those who attended left reinvigorated. Yet, many of our members could not make the event due to full calendars as well as personal reasons. Spring is such a busy time. Perhaps we can rely on those who did attend to carry back what they have learned from their attendance. They can serve as ambassadors of sorts, sharing locally and helping to spread the impact of these in-person gatherings to all our Pennsylvania members.

As we near the May 15 deadline to vote in the AAUW National election, I ask you once again to make sure you and others in your branch have voted. We do not want Pennsylvania to have an uncomfortably low participation rate as occurred the last time the bylaws revision was on the ballot. Help us make sure every member votes.

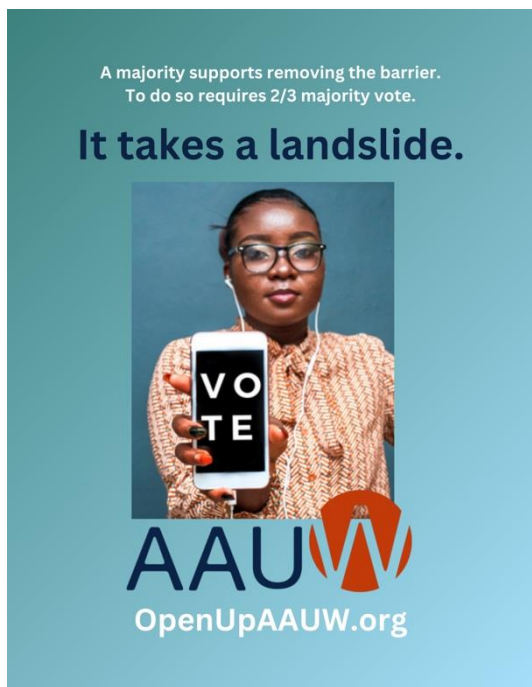
There will not be a July issue of the *Keystoner* so early wishes for a wonderful summer.

Thank you for all you do to make AAUW a force for change.

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.

AAUW BYLAWS CHANGE TO OPEN MEMBERSHIP



The time for change is now.

On April 3rd, AAUW members around the country will be voting on proposed National bylaws changes *to fully open AAUW membership to anybody who supports AAUW's mission and values.*

On **April 3rd**, each of you received an e-mail from vote@simplyvoting.com with your unique Elector ID and Password, required to vote. Be sure to check your SPAM or JUNK folder. Go [here](#) for more information on the Simply Voting process. Please note, voting will be open through **May 15th**.

All members without an e-mail address on file with AAUW National or who have unsubscribed from AAUW National e-mails, may request a paper ballot from National. No additional paper ballots will be sent during the voting period.

Members are asked to consider this change in 2024 for the following reasons:

- As AAUW has changed to adapt to the changing world, its membership requirements have changed many times to become more inclusive.
- This change would allow all who support our mission to stand with us.
- Those without degrees fight for gender equity just as we do. We can be stronger advocates as we learn more about their battles and their alternate paths to success.
- The AAUW Board of Directors and the Inclusion and Equity Committee both support the change and the associated campaign to pass the bylaws amendment to open membership.
- Our standing as a national organization that advances gender equity with a value of inclusion is at risk if we do not allow all who support our mission to join us.

Common questions asked by those opposing the change include the following:

- *Does this devalue our support for education?*

No. We can continue to change without forgetting our roots – our commitment to higher education as a path to success, our support for fellowships and grants, and more. We just will allow those who have taken parallel paths to join us as we work for gender equity.

- *Won't we have to change our name?*

No. We'll be "AAUW". When asked "What's AAUW?", say you are part of a national membership organization that works for gender equity and then describe your local projects and events. There's really no need to use each word from the acronym, just as YWCA, IBM, GEICO, LWV don't require an explanation.

- *Isn't this just a tactic to increase membership?*

No. Eliminating the degree requirement alone is not likely to substantially increase membership. Changing requirements in 1987/2005 did not have a major impact. However, the requirement is counterproductive to recruiting diverse and younger members.

If you are considering not voting in this election process, we urge you to reconsider your position as taking a position not to vote is detrimental to AAUW's cause and mission because it 1) stifles your powerful voice and 2) works against pushing this change through for the organization to evolve in an effort to reflect the people we advocate on behalf of so vigorously.

A complete FAQ document can be found [here](#). The best place to get information is <https://www.aauw.org/resources/member/open-membership-toolkit/> and <https://openupaauw.org/>.

Change is hard, but evolution is necessary. Without change and evolution, we run the risk of stagnancy in advocacy and an inability to connect with the very populations we fight so hard for.

Get out and vote. Make her-story.

Ajla Glavasevic Laussegger
Diversity & Inclusion Chair AAUW Pennsylvania
Ann Pehle
Nominating & Elections Chair AAUW Pennsylvania

MESSAGE FROM THE PROGRAM VICE PRESIDENT



I am just coming off the high of having concluded a very successful state conference in Harrisburg. I was proud to serve as Program Vice President and to work with a stellar team of board officers on the Conference Planning Committee. It was wonderful to see our Administrative Director Pat Byerly, who has served the State Board and branches throughout Pennsylvania for over a decade, receive the “President’s Award for Exemplary Service.” The whole team invested countless hours in the planning of this conference. I am sure that a new record was set!

The purpose of the State Conference is to keep AAUW branches connected to the wider efforts to advocate for women and girls across Pennsylvania and the nation. In Harrisburg, we heard compelling addresses from state and national leaders, including Dr. Valerie Arkoosh, who leads the Pennsylvania Department of Human Services, the state’s largest department, which is dedicated to providing care and support to vulnerable citizens; Dr. Kimberly Adams, an accomplished political scientist and activist, who serves on the Board of Directors for the National Organization of Women (NOW), AAUW, and the Feminist Majority Foundation; Meghan Kissell, Senior Policy Director, who leads AAUW’s non-partisan and mission-driven public policy at the federal level; and, Gisele Barreto Fetterman, the Second Lady of Pennsylvania, a trail blazer in her own right, who has devoted her life to helping others, founding the Free Store in Pittsburgh which distributes household items to those in need, and 412 Food Rescue, which ensures that surplus food is delivered to the hungry.



Dr. Valerie Arkoosh

Dr. Kimberly Adams

Meghan Kissell

Gisele Barreto Fetterman

With such a five-star line-up, it is not surprising that social media blew up after the conference! Branches shared speaker highlights and photos, students promoted AAUW on their social media accounts, summarizing conference sessions, themes and their own learning. One student, who had a chance to talk with Gisele Fetterman at the head table, was so inspired that she dashed off a column for her college newspaper. Fetterman’s advice for young women:



“Take up space and put your real voice into the world. The more that people tell their stories, the more that people will be compelled to tell theirs.”

In Harrisburg, we also recognized several AAUW branches celebrating their 100th year anniversary: Carlisle, Erie, Harrisburg, Johnstown, Reading and State College. Their shared histories emphasized the ability of AAUW branches to adapt and respond to changes within their communities. “The strength of AAUW,” as one branch leader explained, “has been our community roots.” And all would agree – especially Carlisle members– that “Feminist shenanigans” must always be in the mix!



The Learning Circles were a huge success! The conference room was a beehive of activity with members engaged in a deep dive into hands-on advocacy activities, how to attract new members, update branch bylaws with the latest revisions, learning what the Greatest Needs and Legacy Fund are all about, and discussions and questions about removing the educational requirement for AAUW membership.

We also learned about pressing new problems related to artificial intelligence, generative AI, GenAI bias and advocacy in this “new normal.” As Ajla Glavasovic Lausseger explained, “AI models are generating inaccurate information, exacerbating racist and gender stereotypes against women, but more specifically, women of color. AI models repeat or mirror real-world stereotypes and disparities, but also work to amplify and reinforce them.” Lausseger also teamed up with Dr. Grace Hampton to look at the intersection between Generative AI technology and career development in a session called NextGen.



AAUW members networked in sessions and in the lobby, over libations aptly named “Come Hell or High Water”. It was a fabulous time for learning, building friendships and strengthening our mission!

Lori Woods (Indiana Co)
Program VP, AAUW Pennsylvania

To see all the images from the 2024 conference, please visit:
<https://jumpshare.com/b/Hguzp0sOSRVwjNkjOn9S>. Special thanks to Gini Woy, Woy Photography for documenting the conference.

AWARD PRESENTATIONS: 2024 AAUW PA SPECIAL HONOREE AND PRESIDENT'S AWARD FOR EXEMPLARY SERVICE



2024 AAUW PA Special Honoree Barbara Price with Public Policy Chair Sandra Miller, President Cindy Hall and Nominating & Elections Chair Ann Pehle.



President's Award for Exemplary Service honoree Pat Byerly with President Cindy Hall, Dot McLane (Lansdale), Bylaws Chair Deb Roney and Nominating & Elections Chair Ann Pehle.

PUBLIC POLICY UPDATES



It was wonderful to see many of you at the conference in Harrisburg! I appreciate your engagement at the learning circle advocacy activity and your questions and interest in the *Call to Action for AAUW PA Members* session at the end of the conference.

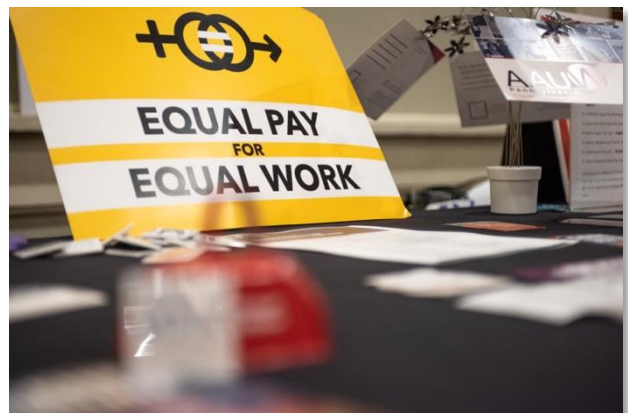
Public Policy Advocacy:

There is something that you care about as a citizen.

- Book Sales vs Book Bans: Join efforts to protect books
- Making a better future for your daughter and granddaughters: Fight for pay equity and paid leave

We all care about something that we can improve through our advocacy!

Federal Update:



Title IX Rules Released:

Effective August 1st. Just in time for the new school year. Here is the Title IX Coalition Statement:
[Title IX Coalition Statement - Google Docs](#)

Important Election Season Ahead:

AAUW National is conducting several trainings on voter engagement. Visit the website to learn more and watch for emails for upcoming webinars.

- AAUW Voter Engagement: [Voter Education : AAUW Action Fund](#)
- VOTE SMART [The Voter's Self-Defense System - Vote Smart](#)

Economic Security:

- Participate in coalitions supporting paid leave, living wage, and economic security issues such as:

Family Care Act: [HB 181](#) (waiting for final house vote)

Two-Minute Activist for Paid Leave (click [here](#) to take action)

Participate in Equal Pay Day activities. ([HB 98](#): is out of House Labor and Industry)

Now is the time to reach out to your representatives to show it is one of your priorities!

Education:

- Join Education Voters of PA [Stand Up for PA's Public School Students! - Action Network](#)
- Participate in Advocacy Days in Harrisburg May 8th
 Register here: [PA Schools Work Advocacy Day May 8th \(google.com\)](#)
- Join PA Schools Work to receive updates on budget
[HOME - PA Schools Work](#)
- Join Pennsylvanians for Welcoming and Inclusive Schools
[Home - Pennsylvanians for Welcoming and Inclusive Schools \(pawins.org\)](#)

Fair Districts PA:

Take Action for Redistricting: [Advocacy Action: Ask Your PA Representative to Co-sponsor HB 1776](#)

It's time to help build support for a Pennsylvania Independent Redistricting Commission through your support of HB 1776, which is a new bill that would be a constitutional amendment to establish a citizen's redistricting commission.

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

THANK YOU AAUW PA CONFERENCE ATTENDEES!



One of our traditions is to ask for donations to AAUW at our retreats and conferences. As a reminder, our membership dues cover only about 60% of AAUW’s operational and administrative costs so donations to AAUW are critical. Last year, for the first time, we also asked for donations to AAUW PA. At April’s conference in Harrisburg, attendees generously supported both AAUW and AAUW PA. Below are totals:

AAUW: \$1,295 (85% was designated for the Greatest Needs Fund, AAUW’s top priority)
 AAUW PA: \$1,010 was raised through the silent auction of gift baskets
 TOTAL: \$2,305

Thanks to the following individuals and branches for contributing fun and enticing gift baskets for the silent auction: Cindy Hall (Cindy’s Salsa and Taco Makings); Erie (Lake Erie Highlights); Fox Chapel (Tastes of Pittsburgh); Harrisburg (Garden Jackpot); Huntingdon (Water color print: *The Watcher*); Johnstown (Feeling Artsy, Feeling Lucky, Feeling Pretty); Pittsburgh (PGH ’n At); Reading (Welcome to Reading); State College (We are...Happy Valley!); Valley Forge (Curl Up with A Good Book).



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

AAUW PA MEMBERSHIP – GETTING NEW MEMBERS INVOLVED



The tablecloth was white polyester, long and rectangular, just the right size to fit the six-foot tables at the library where our branch met for meetings. I was told that it HAD to be washed in hot water, and it HAD to be brought to every meeting. Interest groups supplied the refreshments, so I was just responsible for the table covering. With the tablecloth came a title – Hospitality Chair! Wow! I was a brand new AAUW member, and I already had a title, a place on the board, and I had to attend every meeting. After all, the branch can’t have a meeting

without a proper, recently washed, tablecloth.

It seems like such a silly thing now, and I certainly don’t recommend this as the best way to get a new member involved. But the symbol of the tablecloth is that it DID get me involved with a branch of AAUW, and I have been involved ever since. Your best practice is to find some means, however large or small, that results in new members getting involved. Maybe they can take on a leadership position immediately, and maybe they need a mentor to help and guide. Could there be a place on a committee? Could there be a role that matches the person’s skills and talents to a job that your AAUW branch desperately needs? Research shows that if one doesn’t get involved in the first

ninety days, then that new member may be gone. Be creative and welcome that new member in a super positive way!

A couple of “housekeeping” notes:

1. I have learned that any free memberships that were earned by your branch this year must be used by September 30, 2024. These free memberships can be used for a new member and to renew a membership as well.
2. Starting April 1, the new coupon code for students who are enrolled at C/U member institutions is CUStudentFY25. This gives the student free national membership. Who are these C/U members? Good news! On the aauw.org website, under membership > join or renew > c/u member, the C/U directory for Pennsylvania now only includes schools that are paid members. I counted 31 institutions in our commonwealth; it’s a good idea to check the list before signing on a new student.

Please let me know if you have any questions or concerns about membership. There’s always something that can seem confusing, and we’re here to help. There was so much enthusiasm for growing our membership that was shown at the April conference in Harrisburg. Let’s keep that momentum going this summer!

Thank you for all you do for AAUW!

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

AAUW PA OFFICER ELECTIONS 2024-2026

The voting results for the 2024-2026 AAUW Pennsylvania Officer Election (President, Program Vice President, and Marketing & Communication Vice President) will be announced and ratified at the affiliate’s annual meeting on May 4, 2024. Voting closed on April 30, 2024 and there will be no in-person (or synchronous on Zoom) voting during the annual meeting.

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

BYLAWS UPDATE

STATE BYLAWS

2024 Proposed AAUW PA Bylaws Amendments

The AAUW PA Board of Directors and the Bylaws Committee would like to thank the membership for making suggestions to improve the proposed amendments to our current bylaws and for reviewing the proposals and voting on them. Your participation is critical.

The results of the electronic vote on the bylaws will be announced at the annual meeting on Saturday, May 4.

BRANCH BYLAWS

June 30, 2024, is the date by which the mandated changes from the national election in 2023 need to have been made. By mid-April, 16 branches had made the mandated changes and had them approved; many branches have considered making additional amendments.

If your branch has not yet made the mandated changes, it is a simple process: Copy and paste the mandated seven articles into your current bylaws, delete any duplications, have your branch board approve the changes, and then send the copy to the [state bylaws chair](#), Deb Roney. Deb will review them, make sure everything is in good order, and let you know either that they are ready to be submitted or that they need some revisions. Once everything is finalized and returned, Deb will send that copy to National on your behalf.

Optionally, your branch may elect to make additional revisions to your bylaws to bring them up to date with current policies, practices, and needs. Consider such changes AFTER your mandated changes have been made and approved. These sorts of changes need approval in advance by the state bylaws committee and then a vote of your branch membership. There is NO deadline on making these optional changes, and Deb is happy to consult with you about possible proposed changes.

Thanks to the branch bylaws chairs and presidents for seeing to this task. It requires patience and persistence, and we are grateful that our branches are showing both.

Deb Roney (Huntingdon)
Bylaws Chair, AAUW Pennsylvania

CONNECT, COLLABORATE, AND AMPLIFY OUR VOICES ON SOCIAL MEDIA!



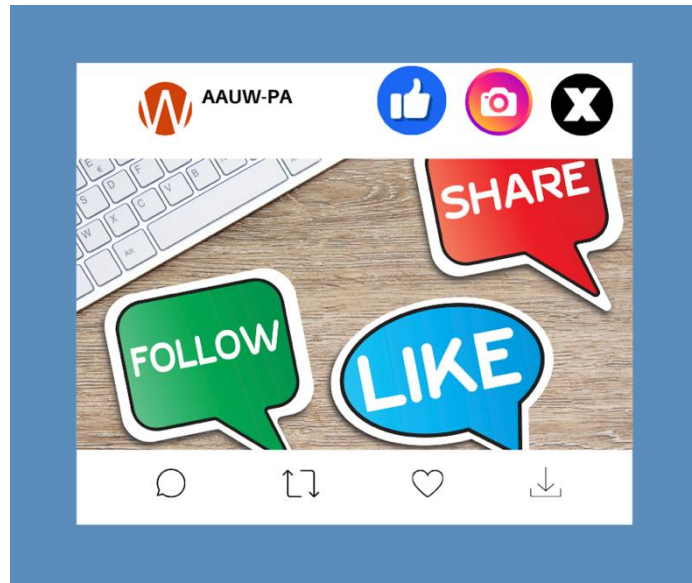
This is a special request for all affiliates and members to help us strengthen our community and extend our reach across social media platforms. Your engagement is crucial in amplifying our mission and sharing the impactful work we do.

Here's how you can make a difference:

1. **Like & Follow:** Visit our social media pages and hit the 'like' and 'follow' buttons. This small action can have a big impact on how our content is viewed and shared.
2. **Engage & Share:** Whether it's a thoughtful comment, a share, or a like, your active participation helps our posts reach a wider audience and fosters greater dialogue around important issues.

3. **Send Us Your Links:** We are better together! Please email your affiliate's social media links to our Social Media Coordinator. This will allow us to collaborate more effectively and support each other's efforts online.

By connecting our voices, we create a more unified and powerful presence that can inspire change and promote equity. Let's make our digital footprint as impactful as our real-world initiatives!



Debe Mack (Johnstown)
Social Media Coordinator, AAUW Pennsylvania



AAUW
Atlantic Regional
Conference





Empowering for Equity



SAVE the DATE



AAUW Atlantic Regional Conference

September 27th–29th, 2024

Virginia Crossings Hotel & Conference Center
1000 Virginia Center Pkwy, Glen Allen, VA 23059



Hotel Amenities

- The Tavern Bar & Grill
- The Glen Restaurant
- Fitness Center
- Free Wifi
- Room Service
- Free parking

Nearby Attractions



- Lewis Ginter Botanical Garden
- James River Cellars Winery
- Richmond National Battlefield Park
- Virginia Museum of Fine Arts
- Children's Museum of Richmond
- Crossings Golf Course



**“Each time a woman stands up for herself,
without knowing it possibly, without claiming
it, she stands up for all women.”**

– Maya Angelou

NEWS FROM THE BRANCHES

Get Your Carlisle 100th T-Shirts!

By popular demand, the Carlisle Branch is reopening the sale of their “Feministic Shenanigans” shirts that you may have seen at the State Conference.



Back in 1924, our branch was founded with the considerable support of Dickinson College President J.H. Morgan. Although very much a proponent of coeducation, Dr. Morgan felt compelled to warn the charter members, “You must constantly remember that the good of the college always comes before any feministic shenanigans.”

It is only fitting that we immortalize his words on our anniversary shirt! The shirts are in women’s sizes. [Click here to order](#). **Deadline to order is May 11.**

AAUW State College to Hold 62nd Used Book Sale May 11-14

The annual AAUW State College Used Book Sale will be held **May 11-14** at the Penn State Snider Ag Arena (800 East Park Avenue in State College), located diagonally across from Beaver Stadium at the corner of East Park Avenue and Fox Hollow Road.

This year’s sale is held in memory of former branch member Louise Tukey, a 73-year member of AAUW State College, who passed away this January. She was a founding member of the first sale, which took place in 1962.

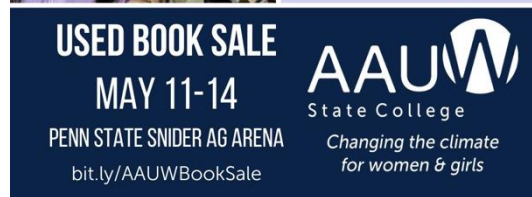
The books offered at the event are generously donated by local community members in the ten months prior to the sale. AAUW members sort and price the books at their Used Book Workshop. **The sale runs 9:00 am – 8:00 pm Saturday, May 11 through Monday, May 13th. On May 14th, the final day, the sale closes at 7 pm.**

With an estimated 200,000 books for sale, the sale is one of the largest such events in the country. Books are individually priced and sorted into 30+ categories.

Monday, May 13 is Half Price Day and Tuesday, May 14 is Bag Day, when a bag of books may be purchased for \$10. Shoppers are asked to bring their own recyclable shopping bags. We are all about reuse and recycling!



*The journey
of a lifetime
begins with
the turning
of a page.*



The 2023 May sale netted nearly \$135,000 after expenses. It is a community-wide effort that engages many volunteers from throughout the community, working hand in hand with AAUW branch members. Sale proceeds are awarded to local groups running projects that advance equity for women and girls. In addition, the sale supports 3-4 major undergraduate scholarships each year to returning adult women students. We accept cash, checks, and major credit cards. Parking is free.

Learn more [here](#).

For additional information: info@aauwstatecollege.org

AAUW State College Sponsored Lisa Salters, ESPN-ABC sports journalist, at March 29 Penn State Forum Lunch

Over twenty AAUW State College members attended the March 29 Penn State Forum lunch program featuring sports journalist Lisa Salters (in front row, dressed in blue), who spoke on *My Journey: From PSU to ESPN & ABC*. More than 400 campus and community members were in attendance. AAUW State College's annual sponsorship of a Forum speaker is based on an endowment that was set up with the University in 2016, in recognition of their 100th year as a branch. The annual sponsorship of an inspirational woman speaker exposes the community to women whose vision and leadership make a positive difference, and who are role models for a new generation of leaders.



AAUW State College Sponsors March 26 Freedom to Read Event

The March 26 *Freedom to Read* program, organized by the AAUW State College Education Committee, was held at Schlow Centre Region Library. Over forty attendees filled the room with expectations of an inspiring discussion, and they were not disappointed. There was strong support for the work of public and school libraries.

The panelists included **Sara Willoughby-Herb**, a family literacy expert, **Ellysa Cahoy**, Director, Pennsylvania Center for the Book, and Schlow librarian **Maria Burchill**. They explained how books about painful or difficult subjects can help children to develop empathy, remind them that they are not alone, and help them overcome challenges as they mature.

WEBSITE SUBMISSIONS

Please send news for the AAUW PA website to the Administrative Director.

ADDRESS CHANGES

E-News Subscribers:

Send email address changes and additions to the President 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!)

The next issue of the *Keystoner* will be published in September. Please send information to the Keystoner Editor and put “For the Keystoner” in the Subject line!

September 2024 Issue: Friday, August 23,2024. Have a great summer!

AAUW PA STATE BOARD

President	Cindy Hall (State College)
Program VP	Lori Woods (Indiana Co)
Membership VP	Karen Wellin (Valley Forge)
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Social Media Coordinator	Debe Mack (Johnstown)
AAUW Funds Chair	Sally Kalin (State College)
Nominating and Elections Committee Co-Chair	Ann Pehle (Carlisle) Barbara Price (Lower Bucks)
Archives Chair	Barbara Zaborowski
Bylaws Chair	Deb Roney (Huntingdon)

For contact information please visit: <https://aauw-pa.aauw.net/about/board/>