



THE KEYSTONER

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

MESSAGE FROM THE PRESIDENT



Today, there is an autumn-like chill to the air. College students jam the grocery stores, faculty have returned to campus, teachers are putting the finishing touches on their lesson plans. As I write this, everyone is getting ready. So are we.

The state board held our first New Branch Presidents' Orientation a day ago. It is a time to refresh and revitalize. It also is a time to remember why we joined AAUW. We know we have our challenges. National will be pushing our equity agenda forward at a difficult time but we do not quit in the face of obstacles. We must double-down in our efforts. Key to our success is remembering what our organization stands for and that we are joined by thousands of women and men across the U.S. who are our colleagues.

Our branches cannot do their work in isolation. We must reach out to each other and strengthen the bonds that unite us in our fight. Every day, we are accosted by attempts to roll back the work those before us accomplished. Let each of us stand in our own unique way but let's remember we do so as one large impactful membership organization.

Extend yourself beyond your branch. If you are unable to attend a retreat or conference, find another opportunity to connect with others beyond your branch. Invite new AAUW members to attend in your place. Put together a carpool so that those who are uncomfortable driving can share in AAUW's work. Sponsor a college student to attend. When you make that extra effort, you will be rewarded twice over.

Perhaps some have had the opportunity to attend or have tickets for the new Broadway show *Suffs*. <https://suffsmusical.com> I wish we could fill buses with our members to travel to NYC to get inspired. Since we can't, I urge you to take things into your own hands. You are a part of a movement. Movements spread and are not bounded by geography.

For those branches who successfully raise funds to support college students and orgs that share our mission, pat yourselves on the back because your funds are helping tomorrow's leaders to realize their dreams. For those who stand at school board meetings or on the steps of the Harrisburg Capitol advocating for public education, pat yourselves on the back for demanding attention to this and other critical issues. For those who take time out to lend a hand to a school-age student or mentor a young professional, pat yourselves on the back.

Above all, thank you for all you do to make AAUW a force for change.

Stay strong and steady!

Cindy

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.



Empowering for Equity



Join Us!

for the

AAUW Atlantic Regional Conference

Connecting Voices from the Everglades to the Northern Border



September 27th–29th, 2024

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



Conference Spotlight!

Presenter:

Ajla Glavasevic Lausegger

Topic:

Generative AI: The Evolution of Machine Learning and Why It Matters



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.

Ajla Glavasevic Lausegger serves as Deputy General Counsel & Global Data Privacy Officer of a global chemical manufacturing company in Conshohocken, PA, Quaker Houghton, where she leads the Data Privacy organization, advises on business matters, drafts and reviews contracts, and provides legal support and leadership in litigation, regulatory matters, corporate restructuring, labor and employment matters, corporate compliance, crisis management, corporate governance, artificial intelligence, investigations, mergers and acquisitions, environmental matters, and day-to-day business needs of the organization. Ajla serves on the board of AAUW PA as the Diversity Officer, and previously served as the Secretary.

Register with this QR code



MESSAGE FROM THE PROGRAM VICE PRESIDENT



“When life gives you lemons, make sorbet!”

I took a memorable trip to Italy this summer. While there, I had the good luck to be on the Amalfi coast for an afternoon and was struck by the scent of citrus. There were lemons everywhere! What makes this variety of lemons so abundant, aromatic and rich in flavor is the how they are grown. The coastal breeze cools the fertile ground and creates the ideal growing conditions.

Harvesting lemons is difficult work, however. The rocky and sloped terrain of the Amalfi coast make it a labor of love. Regardless of the difficulty they encounter, farmers do this work because it is the heart of their culture and tradition – not to mention all the wonderful culinary delights they produce, including my favorite lemon sorbet!

Programming is also difficult work. It is the life blood of the organization because it serves to educate members about issues most critical to the mission of AAUW. If you are the program chair for your branch, serve on this committee, or at this point ARE the ‘committee,’ take advantage of the following resources:



- AAUW’s monthly newsletter *Mission & Action*
- Recent national webinars: <https://www.aauw.org/resources/programs/webinars/>
- Recent AAUW PA webinars: <https://aauw-pa.aauw.net/aauw-aauw-pa-webinars/>
- AAUW PA’s new DEIB Book Series (see page 16.)

When life gives you lemons, make sorbet! Use these tools and your talents to exude light and warmth!

Lori Woods (Indiana Co)
Program VP, AAUW Pennsylvania

PUBLIC POLICY UPDATES



Election day will be upon us soon. I am encouraging all of you to support the efforts of the League of Women Voters.

I have linked the Presidents and Public Policy chairs with the LWVs and we hope to support their local efforts from voter registration to candidate forums. If you need assistance, please send a message to me at: smiller2043@gmail.com.

★ 2024 General Election ★
★ Important Dates ★

- ★ Oct. 21** Last day to register to vote in the general election. vote.pa.gov/Register
- ★ Oct. 29** Last day to apply for a mail ballot. vote.pa.gov/MailBallot
- Nov. 5** Election Day. Polls are open from 7 AM to 8 PM. vote.pa.gov/Polls
- ★ Nov. 5** Completed mail ballots must be received by 8 PM. vote.pa.gov/County

vote.pa.gov

AAUW National has excellent resources and webinars on election-day issues! See these resources here:

I have linked AAUW’s recent voter registration webinar [here](#). You can find all recordings in this webinar series via this link and also register for future sessions.

Voter Registration Resources

- [AAUW Voter Registration Portal](#)
- [It's My Vote sign](#) to use at tabling events
- [It's My Vote 2024 Voter Issue Guide](#) (available in English and Spanish)
- Please remember to stay nonpartisan in all your voter registration activities. Check out [AAUW's Guidelines for Election Activities](#)

Sample newsletter or email:

This November, voters will elect the next President and Vice President of the United States, all 435 seats in the House of Representatives, 34 of the 100 seats in the Senate, 11 governors, and thousands of local officials down the ballot.

Voters across the country will also make their voices heard on more than 100 ballot measures this year — voting on issues from the economy and abortion access to equal rights for all.

vote.pa.gov

Apply for a **Mail Ballot**

With all of these key races on the ballot, one of the most important steps everyone can take right now is getting registered to vote.

When women vote, we change the conversation. That's why AAUW is joining “When We All Vote” in getting ready to vote this year. Join us and register to vote now at weall.vote/aauw.

Template Voter Guides will be ready in early September. These guides will be found [here](#).

Title IX Update

The new Title IX regulations that will replace the 2020 rules for sexual harassment, pregnant and parenting student rights, and protections for LBGTQ+ students have been stalled in many states across the country as Attorney Generals have filed injunctions to stop the implementation of the new rules on August 1st. In over 25 states, injunctions are in place as the lawsuits move through the judicial system.

AAUW National signed on to letters opposing the stoppage the implementation of the new rules as they directly impact the due process rights of victims on our college campuses and directly affect our efforts to support all students in welcoming and inclusive schools.

In Pennsylvania, we are not part of any of these injunctions except for the Kansas ruling that permits any Moms for Liberty member to enroll their school as a participant in this ruling. The Education Law Center PA has provided this [guidance](#) to schools as well as the ACLU has issued [this fact sheet](#) to support our advocates.. Here in PA, we have the Human Relations Act that parallels the new rules and protects our LBGTQ+ students. Please read this statement by the Attorney General and the Executive Director of the PA Human Relations Commission.

Here are other Title IX resources for your review. If you need assistance on accessing the Google documents, please reach out to Sandra.

[Myth busting on the Title IX Rule.docx - Google Docs](#)

[Title-IX-Coalition-Letter-to-Schools-6-27-24.pdf \(aauw.org\)](#)

[AAUW Title IX Action -School Administrators - Google Docs](#)

ERA Update

AAUW National and many states are still working to have the discharge petition completed and we are 4 signatures away from this exciting result. Though three-fourths of states have ratified the ERA, it still hasn't been recognized in the Constitution. This delay leaves the progress we've made on gender equality vulnerable to reversal by courts or changing laws. Please check out this [resource](#) to see who has signed on. You will note that we have representatives who have not and if you are interested in reaching out to [Representative Fitzpatrick](#) that would be appreciated. Here is an excellent [article](#) from *MS* magazine.

Family Care Act Update

It's been more than 430 days since the Family Care Act (HB181) passed out of the House Labor & Industry Committee in June 2023. It has since been amended with bipartisan support in December 2023, while the Senate Labor & Industry Committee passed the Senate version of the Family Care Act (SB580) with strong bipartisan support (8-3) in June 2024.

Pennsylvania House of Representatives: Since June 6, 2023, HB181, the Family Care Act has been waiting for a full House vote. Members of the Family Care Coalition were in Harrisburg in July to urge legislators to pass paid leave legislation, which would help every worker in Pennsylvania.

Pennsylvania Senate: The Pennsylvania Senate Labor & Industry Committee voted 8-3 on June 11, to advance the Family Care Act (Senate Bill 580) – an important step in making paid family, medical, and safe leave a reality for Pennsylvanians. This marks the first time in the United States that a Republican-controlled chamber ran and voted on a paid leave bill, a sign of the bipartisan support for the Family Care Act and the vital role it plays in the lives of people of all parties across the Commonwealth.

Despite strong bipartisan and bicameral support, the Family Care Act (HB181/SB580) has yet to be brought to the floor for final votes in the Pennsylvania House and Senate. If the Family Care Act does not pass by the end of this year, we will have to start over again in 2025.

With nearly 4 million Pennsylvania workers lacking access to paid leave, Pennsylvania's economy, small businesses, and working families are falling behind. The Family Care Act would provide Pennsylvanians the freedom not to have to choose between their financial stability and taking care of their families during a critical time of need.

Pay Equity

Latina Equal Pay Day is October 3, the day when Latina women will finally catch up to what white men made in 2023.

Latinas working full-time, year-round are paid 57 cents and all earners (including part-time and seasonal) are paid 52 cents for every dollar paid to non-Hispanic white men.

Find more information on the Latina wage gap at <https://www.aauw.org/resources/article/latin-as-and-the-pay-gap/>

Education Budget

After months of advocacy and work of the Basic Education Funding Commission, Governor Shapiro's budget was debated and negotiated in the General Assembly. Not all parts of his budget were included in the final deal, but there is much to celebrate! For the first time, the General Assembly agreed that there is a large adequacy gap in funding PA schools. The gap of \$4.9 billion - \$4.5 billion state share- is codified into the school code. Just over 10% of this total was included in this year's distribution. Adequacy supplements for underfunded schools will be the largest component of the \$1.1 billion allocated to schools.

An impressive investment in public schools that will make a real difference for students.

The 2024-2025 state budget includes the following increases in funding:

- Adequacy funding: \$494 million
- Basic Education Funding: \$225 million and \$60 million in hold-harmless relief to districts furthest from adequacy

- Special Education Funding: \$93.5 million
- School Safety and Security Grants: \$80 million
- Cyber Charter Reimbursement: \$100 million (see below)
- School Facilities: \$100 million
- Tax equity relief: \$32 million to districts with 90% or above tax effort rate
- Career and Technical Education: \$30 million
- Feminine Hygiene Products for schools: \$3 million

In addition, there were changes to the cyber charter school special education reimbursements and additional accountability measures. There is much more to do regarding charter schools.

There is still work to do to make Pennsylvania's school funding system compliant with the Commonwealth Court order so you will be hearing more about that advocacy in the coming months.

Check out these resources for more information:

Education Voters: [The good, the bad, and the ugly in the 2024-2025 state budget - Education Voters PA \(edvoterspa.org\)](#)

PA Schools Work: [PASW TP MEMO FUNDINGBREAKDOWN 082024.pdf - Google Drive](#)

Pennsylvanians for Welcoming and Inclusive Schools Update

In July, the Board approved the submission of our request to join the PA WInS coalition as an endorsing member. At their August meeting, the coalition approved our request and AAUW PA is now part of the PA WInS coalition. What does this mean? Many members were supporting their schools by fighting against harmful policies like book bans and anti-LGBTQ restrictions. This coalition support will enhance this work and engage our members more fully in the work to promote schools that all students can thrive as their authentic self and to read the books that reflect their families and their lives. See PA WInS for more information.

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

NCCWSL: "EMPOWERING AND INSPIRATIONAL!"

AAUW PA funded two students, both graduate students at Indiana University of Pennsylvania, to attend the National Conference for College Women Student Leaders (NCCWSL) in May. Jasmine is studying English Literature and Criticism while Lamia is studying Administration and Leadership. Both plan to graduate in 2027.

One of the expectations of the funding is that attendees will share their experiences with AAUW PA members. Here, in their words, is what Jasmine and Lamia have to say.

Jasmine Bishnoi

In a nutshell, it was EMPOWERING and INSPIRATIONAL!!!

Here is my quick recap:

I recently attended the AAUW's National Conference for College Women Student Leaders (NCCWSL) at The University of Maryland, College Park. The conference aimed to unite college women nationwide for leadership training, inspiration, and networking. The goal was to create an inclusive space where attendees could gain the skills, confidence, and perspective needed to pursue their goals and drive meaningful change. There were over 35 sessions, and I had the honor of meeting Sheila Higgs Burkhalter, who delivered an inspiring speech encouraging me to find my voice and embrace my leadership journey. I also had the pleasure of reconnecting with AAUW CEO Gloria Blackwell, whose statement, "Be an author of your own life," deeply resonated with me. The idea that each person has the power to create their own beautiful story was incredibly moving.



Jasmine Bishnoi

These are the sessions I attended. However, there were so many amazing sessions, and selecting just one was a tough choice (I just realized I'm certainly not a big fan of choosing just one thing out of 6-7 equally mind-blowing sessions).

1) I attended the "How to Amp Your Political and Civic Engagement" event and met Lauren Thompson, Stark Bonnie Stable, and Meghan Kissell. Each shared different strategies for engaging in the political process at national, state, and local levels and for being an informed, engaged, and active member of society.

2) I also attended a workshop on "Reproductive Health, Rights, and Justice Activism on Campus and Beyond," where Nicola Brogan and Jakeya Johnson shared their insights on the importance of emergency contraception for every campus.

3) After that, I joined a workshop on "Claim Your Power: Skills for Stopping Harassment, Abuse, and Assault," given by Lauren Taylor. She taught us physical and verbal skills that could be used in times of danger.

4) Next, I attended a panel on "Eliminating the Leadership Gap," where I met Brittney Knotts, Mary Fox, and Monique Toussaint. The panelists discussed how opportunities disappear at various points when women try to take on top leadership roles and why men outnumber women in leadership. They shared insights on how we can eliminate and bridge the gap through their work.

5) I also attended "Let's Talk About Periods: Creating Institutional Change on Your Campus" by Meghan Harth. She talked about her project, "The Period Project," which focuses on menstrual equity, implementing institutional change, and leadership skills in work and living environments. Meghan has distributed thousands of menstrual products across her campus and has implemented them in all bathrooms, including men's and women's.

Lastly, I attended the Women of Distinction Award Ceremony. It was an honor to meet Brittany Packnett Cunningham, who emphasized the importance of one's name and its significance in terms of heritage, culture, and power. Dian Belanger shared her journey and her protests for demanding equal pay. Gitanjali Rao challenged stereotypical notions against young women. Tracy McMillan Cottom shared her belief that it's never too late to start something new and that age is just a number.

Over the past two days, I have been surrounded by university women leaders from more than 125 colleges and universities across the United States. It has been an inspirational and empowering experience. This conference has filled me with hope for the future, envisioning a world with more empowered and prominent women leaders in every field. I am grateful to the AAUW Pennsylvania, especially the AAUW Indiana, PA branch, for giving me this wonderful opportunity and providing a 100% scholarship for me to attend this conference.

Also, I took business cards and added the majority of the speakers and student leaders I networked with on LinkedIn.

Lamia Dawood

First, I would like to thank you again for providing a 100% scholarship for me to attend AAUW's National Conference for College Women Student Leaders (NCCWSL) at The University of Maryland, College Park.

I had the most educational, yet very interesting, experience of my life. Although the conference was only one day and a half (almost one day) but what I have learned in this short period of time is more than I have ever expected or anticipated.

Here is a recap:

Thursday night - Welcome session: I had the pleasure to listen to the opening speech of AAUW CEO Gloria Blackwell, who is a very well-spoken lady, who gave us lots of advice on how to be confident of ourselves and how to pursue our dreams. This was followed by a very interactive speech by Sheila Higgs Burkhalter, I have learned from her how to make a speech in a very interactive way that can engage everyone in the room and put a smile on everyone's face. I had the chance to have a quick chat with Gloria Blackwell and with Sheila Higgs Burkhalter (pictured in photo.)



Networking Event: I had a long talk with Allison Boone, who is an instructor in the department of Leadership & Counseling at Eastern Michigan University and an AAUW board member. As she graduated months ago and her dissertation was about leadership, I had a chance to discuss my dissertation topic with her. We discussed the journey to finish the dissertation and she gave me some great insights on how to keep on track and not to lose passion during the long journey of writing the dissertation. I also talked to her about a paper that I wrote but have not published yet about the new type of leadership that emerged during the Arab Spring revolution and she encouraged me to continue working on it and to publish it.

Friday – Conference day

I had the chance to attend 5 sessions, each of which provided me with new knowledge and information.

- 1) Authentic leadership: Meaning, impact, and challenges for emerging leaders. This session taught me a new meaning of authentic leadership. The presenter gave examples of her own life, which made the discussion more interactive and more insightful. As I am interested in leadership theories, this session on authentic leadership was very informative about one type of leadership. It made me think more about my paper on leadership and how I can make it better.
- 2) Scholarships as a side hustle: 3 steps to turning scholarships into assets. This session was very informative on how to find scholarships and also on how to best spend the scholarship money. The presenter taught us how to look to the future as investors, not only as money earners to pay bills.
- 3) AAUW Resume Writing Workshop. This workshop taught me how to write about my skills and experience in a simple way. Sometimes because we want to prove ourselves as people with experience and knowledge, we tend to write very overwhelming statements in our resumes, this might distract the reader, instead of showcasing our skills and experience.
- 4) Eliminating the leadership gap. This session was also very important for me to attend. We always read about leadership theories and fellowship theories and sometimes we forget that both are

related. This session eliminated the gap between those theories and demonstrated how leaders and followers should be working together to reach common goals.

- 5) Inclusive leadership: Navigating identities, cultivating empathy, and leading with reflexivity. This workshop demonstrated another type of leadership that has become very relevant and important to our nowadays life. With globalization, the issue of diversity emerged, which requires more focus on diversity principles and leadership practices that better facilitate inclusion. Having people with different cultures and backgrounds in universities, workplaces, and communities can create anxiety, which can be solved by establishing Diversity, Equity and Inclusion (DEI) principles.

Women of Distinction Awards Ceremony:

This ceremony was the most empowering experience I have ever had. All the women who were honored on this ceremony were inspiring, and their life achievements were very impressive. I have learned new things from each and every one of them.

- 1) Dian Belanger: She gave a great example of how women can fight for equal pay. She resumed her grad studies at an older age than others, which resonates with me. This made me feel that there is nothing called it is too late for you to enroll in a grad school.
- 2) Brittany Packnett Cunningham: I cried a lot listening to her speech. She talked about how we should be proud of our names and how we should teach others how to pronounce our names right and never be ashamed of ourselves and always feel proud of our ancestors and heritage. I was so touched by her speech because leaving my country and living here made me feel disconnected from my country and myself. I do not correct people when they pronounce my name wrong, I don't tell people how much I am proud to be an Egyptian and how proud I am of my ancestors. Sometimes, I try to hide in the crowd and be invisible. This lady taught me that I should value myself more and to be more confident in myself. I took pictures with her and she gave me a hug and told me "Egypt is the land of civilization" she was very appreciative of my country. I told her that I am not covering my hair because I did not want to stand out in the crowd and because it is all women conference. She told me to never hide, and that tomorrow is a new day.
- 3) Irma Becerra: She reminded me that America is the land of dreams. She came to the U.S. when she was in her 20s, she and her family had no money although they were well-off in their country. This reminded me of myself, I was a general manager in Egypt and I left all that and came here and became a college student. It is never too late to start all over again and never too late to achieve our dreams.
- 4) Gitanjali Rao: it was very impressive to see an 18-year-old girl who achieved all this in such an early stage in life. She is an inventor, a scientist and an author. Many of the conference attendees were her age or a bit older and they all stood in a long line after the ceremony to learn from her.

- 5) Tressie McMillan Cottom: Another lady who made me cry. She was the only honoree who talked about age discrimination and how that can affect our life negatively and put us down. I talked to her and took pictures with her after her speech. I had a chance to briefly discuss with her my dissertation topic and she encouraged me to continue working on it and not to change the dissertation topic. She told me that before she wrote her book, a man told her it won't be a good book, but after publishing it, this man told her that he was wrong. This inspired me to never listen to haters and always be positive and confident in myself.

I took pictures at the conference with some amazing inspiring women. I also have the contact information of some of them and I am planning to send an email to them to thank them and to have more opportunities to learn from them. Allison Boone asked me to send her an email to see if she can direct me to talk to someone who can help me co-author my paper on leadership during the Arab Revolution. We have a saying in Egypt "The trip is good as the persons you're travelling with", this trip gave me a chance to get to know Jasmine more, I am glad now I have a great friend and sister. Jasmine has been very supportive and cooperative.

Note: [S]ome experiences in life, like attending this conference, is worth more than any money. I met wonderful, amazing women who empowered me to look at myself differently and to value myself, my skills and my capabilities more. This kind of experience cannot be bought with money.

AAUW PA MEMBERSHIP – LOOKING FORWARD TO STARTING A NEW PROGRAM YEAR



Many of us have taken a little break from AAUW during the summer, and we're anxious to get back to work with our branches. Membership drives, mission-based programs, interest groups, and attending the Atlantic Regional Conference are all activities that call us to renew our AAUW spirit. Let's plan to invite new people to our programs and ask them to be members. Don't forget to use Shape the Future as an added perk. And it's always a good strategy to have programs that highlight our mission and involve the community. When people get to know AAUW they frequently say that we are just what they're looking for, but they need to know who we are!

Did your branch welcome new members last year? Those new members can breathe life into a branch, so remember to get them involved. There's nothing worse than having a new member who doesn't renew after only a year. It's not unusual that a branch officer has only been a member for a short time, so find a way to match a new member to a role that is suitable. New members – speak up and let us know how your talents can contribute to our AAUW growth.

And don't forget to reach out to colleges and college students and get them involved. Are there programs that can be shared? Is there a specific job that would be perfect for a college student? Young students are the future of AAUW, and we all benefit from including them in our activities.

A couple of “housekeeping” notes:

1. Any free memberships that were earned by your branch this past 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. Check the national website for a new, revised redemption form and a roster that shows how many free memberships you earned.
2. This is a good time to update and refresh membership flyers, branch website membership information, and any other publicity that your branch might use.
3. Have you thought about how you can use social media to aid in your membership efforts? There’s so much potential if social media is used wisely. We’re here to help you get started and continue down the cyber world.

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. We’re here also to learn from each other, and I hope to pick up lots of new ideas at the Atlantic Regional Conference – I’ll let you know!

Thank you for all you do for AAUW!

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

WHY WE SHOULD SUPPORT NATIONAL!



As the AAUW Pennsylvania Funds chair, I receive queries about why AAUW branches and members should donate to national, especially to the Greatest Needs Fund. I’ve been studying AAUW’s finances and earlier this year had a conversation with the financial expert on the national Board of Directors.*

Here’s what I’ve learned:

- AAUW supports many initiatives in pursuit of its mission to advance women’s equity: a renewed focus on advocacy for women’s rights; the National Conference for College Women Student leaders (NCCWSL); programs such as Smart Start; a huge portfolio of educational packages including webinars; its landmark research; and more.
- Our membership dues (\$2 million) do not cover AAUW’s operating costs (\$6 million). Also, over 10% of AAUW members are honorary (50 year) members, which means that they do not pay any national dues. Contributions (\$4 million) help to make up the difference.
- AAUW has over \$90 million in endowments, but they are designated--most for educational fellowships and grants—and cannot be used for other purposes. The Greatest Needs Fund is undesignated and allows AAUW to pivot to where the needs are, e.g., public policy advocacy.

- The recent defeat of the Bylaws change that would have eliminated the educational requirement for membership has negative financial implications: AAUW cannot apply for some grants and corporate donations because it is not considered to be inclusive. Coca-Cola is no longer a sponsor.
- Few members make personal donations to national or are members of the AAUW's Legacy Circle (members who plan to leave a bequest to AAUW in their estates), so branch and member donations are critical.
- The national Board has worked hard to streamline its operations and to have a balanced budget, despite receiving fewer membership dues and facing escalating costs. I commend them for this.
- Pennsylvania branches are affiliates of AAUW: we are not stand-alone organizations. Many raise money in the name of AAUW. It is important that branches demonstrate leadership in supporting the national organization and its critical mission to advance and empower women and girls.

*This financial information, compiled for my "table talk" discussion at April's AAUW PA convention, is based on AAUW's financial projections for 2024. The numbers have been rounded for readability.

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

BYLAWS UPDATE

VOTE COUNT ON MAY 2024 PROPOSED BYLAWS CHANGES

At the annual meeting in May, the election results for the proposed bylaws changes were ratified.

A total of 168 votes were submitted. One of two identical duplicate votes from each of two voters were discarded along with responses from two other voters who had started voting twice, once with no votes on proposals and once with votes; the blank entries were discarded. Of the remaining 164 votes, 157 voted on proposals.

To pass, a bylaws change needs 2/3 of the vote, which is, in this case, 110 votes. All proposals passed above the 2/3 required.

Substantive Changes:

ARTICLE NUMBER	IN FAVOR	OPPOSED
VIII.	147	10
IX.1.	143	14
IX.2.	146	11
IX.3.	147	10
X.	146	11
XI.	147	10
XII.	147	10
XIII.	147	10
XVI.1. and XVI.3.	147	10
XVI.4.	147	10
XVI.4.	147	10
XVI.6. and XVI.8.	147	10
XVIII.	147	10
DATES	147	10

Technical Changes:

Each of the TEN Questions: IN FAVOR: 148; OPPOSED: 9

ARTICLE NUMBER	IN FAVOR	OPPOSED
IX.	148	9
X.	148	9
XI.	148	9
XII.	148	9
XIII.	148	9
XV.	148	9
XVI.	148	9
XVII.	148	9
XVIII.	148	9
DATES	148	9

BRANCH BYLAWS

Thanks go to the seventeen PA branches who spent time last year bringing their bylaws into compliance with AAUW, many of whom also undertook a more in-depth review of their bylaws. All of those have been submitted to AAUW National.

Some branches are still in the process of reviewing their bylaws. If you have questions or need help, please contact Deb Roney, aauwpabylaws@gmail.com, who is more than happy to assist.

Deb Roney (Huntingdon)
Bylaws Chair, AAUW Pennsylvania

WANTED: AAUW PA AWARDS COORDINATOR

This is a newly created position to help Pat Byerly, the current Administrative Director, with the awards process in February.

The position of Awards Coordinator is an off-board position and does not require meeting attendance. (If the coordinator attends a board meeting, then expenses for the meeting will be covered by the state.)

This position requires some computer (and typing) skills and familiarity with MS Word and Excel. There are approximately 25-50 certificates. Time period involved is February 15-March 1. The certificates can be completed in a few hours. Expenses for supplies, such as, paper stock, ink, labels, and envelopes, as well as postage, will be reimbursed.

If you are interested in some state board experience, please contact Pat at aauwpaad@gmail.com or call her at 412-327-2039.

Pat Byerly
Administrative Director , AAUW PA

AAUW PA DEIB BOOK SERIES



AAUW PA is thrilled to bring you a DEIB Book Series that will be kicked off year end and will run through 2025.

The goal of the DEIB Book Series is to challenge AAUW PA members in creating dialogue and discourse around topic areas that impact AAUW mission and goals while placing emphasis on diversity, equity, inclusion, and belonging.



We hope to have membership participate in not only reading the selections, but also in the “book club style” meetings which will be regularly scheduled following each book selection. We will be providing more information in the coming weeks, including launch date, book selections and themes, as well as cadence and schedule for meeting dates. We look forward to seeing each of you at the meetings and engaged in mission-forward conversation! Stay tuned for more information.

Ajla Laussegger (National Member)
Diversity Chair, AAUW Pennsylvania

COLLEGE AND UNIVERSITY NEWS

Happy New Year! Fiscal, program, and academic year that is. First on the agenda is to introduce myself. I am Ann Pehle, the AAUW Pennsylvania College/University Liaison for the 2022-2026 term. Having served on the AAUW Pennsylvania board since 2018 in various roles (Public Policy Co-Chair, President, Past President), I've come to appreciate the importance and distinctiveness of this position. Despite not having a professional background in higher education (except as a student ☐), my passion for AAUW and my experience at the state level equip me to understand and promote the benefits that AAUW offers to college students and their partners. I am truly excited about the opportunities and challenges that this role presents.

I am thrilled that Colette Costlow, a senior at St. Francis University, is continuing to serve the AAUW Pennsylvania board as a student intern and will continue her previous year's work, strengthening the relationship between AAUW Pennsylvania and the Pennsylvania College/University AAUW members.

Our two-year focus will be to:

- Increase the number of College/University AAUW members in Pennsylvania
- Strengthen the relationship with AAUW to ensure the College/University AAUW members benefit from membership
- Strengthen the relationship with AAUW branches and the College/University AAUW members in their community
- Increase the number of AAUW student organizations and strengthen the relationship with AAUW branches
- Continue our successful AAUW Pennsylvania-sponsored programs of:
 - mini-grants to AAUW student organizations for campus advocacy
 - scholarships to attend AAUW's premier conference— the National Conference for College Women Student Leaders (NCCWSL)
 - invite and support AAUW student members to attend state conferences

I am eagerly anticipating the steep learning curve and the success that lies ahead. I hope you share my excitement for the journey we are about to embark on.

Ann Pehle (she, her, hers)
AAUW Pennsylvania College/University Liaison

NEWS FROM THE BRANCHES

AAUW Fox Chapel Area

Forging New Partnerships Program: Tuesday, September 10th

The Fox Chapel Area Affiliate of AAUW is thrilled to announce their new partnership with the Community College of Allegheny County (CCAC) as the two organizations work together to help launch young women on new or expanding careers. On Tuesday, September 10th at 10 am in the Pavilion, Allegheny River Trail Park in Aspinwall, Kristina Zuccarelli, Manager of Scholarships and Alumni Affairs for CCAC will talk about the benefits of the partnership at the September meeting and how she believes the Career Launching Awards from AAUW will be received by older or returning female students at the school.

The audience will learn how CCAC is changing, helping students manage the extremely high costs of higher education. The college's current demographics will offer a glimpse into what the student body looks like today as well as their projected outcomes. Finally, Kristina, in cooperation with the enrollment department, will share with us the number of students who may be eligible for our awards next spring.

Artificial Intelligence and the Information Environment Program: Tuesday, October 8th

On Tuesday, October 8th at 10:00 am at the Fox Chapel Presbyterian Church (corner of Fox Chapel and Field Club Roads) Dr. Kathleen Carley, Professor of Computer Science, Carnegie Mellon University will present on ways that AI is being used in the information environment, how it's detected, and its potential impact on important events such as elections.

Dr. Carley hold degrees in Economics and Political Science from M.I.T. and a PhD in Sociology from Harvard University. In addition to her post as Professor of Computation, Organization and Society at CMU, she directs the school's Center for Informed Democracy and Social Cybersecurity. Her extensive research deals with a host of intersecting disciplines as they pertain to complex social issues and AI. She is also the CEO of her own cyber-security firm, Netanomics.

62st AAUW State College Book Sale Breaks Records to Empower Women and Girls

AAUW State College's Used Book Sale, held May 11-14 at the Penn State Snider Ag Arena, brought in over 7,300 shoppers, and had gross sales totaling \$214,296, a 13.5% increase over last May's event. After expenses, the branch will net about \$164,000 for local community grants that reflect the AAUW mission to advance equity for women and girls, scholarships to returning adult women students, AAUW mission-based programs, and other branch priorities.



This year's high sales will help offset the increased expenses of conducting the sale. The cost of running the Used Book Workshop throughout the year, where book donations are accepted and processed, has increased significantly. We are also now paying for Penn State parking, which was covered this year by two generous donations. We will welcome corporate and community sponsorship for parking costs at future sales.

Donna Trapp, Used Book Sale Co-Chair, commented, "The increase in sales comes from the continued generosity of people donating books, coupled with shoppers who love traditional paper book reading, which is clearly not on the decline." She added, "The sale runs as smoothly as it does due to all of the volunteers and community partners who generously provide in-kind donations."

Used Book Sale Co-Chair Mary Ann Blair added, "The Used Book Sale is a tremendous team effort - from book donors to the hundreds of volunteers working behind the scenes and at the sale, and to Penn State, several service organizations, media groups, and businesses for their support – thank you."



Sally Kalin, Nancy Weinreb and Carmen Vanderhoof

Next year's sale will be held May 17-20, 2025 at the Penn State Snider Ag Arena. Books for the 2025 sale may be donated starting June 18, 2024 at the AAUW State College Used Book Workshop. It is located at 2197 High Tech Road near State College Regional Airport. Visit auwstatecollege.org for details.


AAUW State College Presents the Impact of Vouchers on Public Schools

Impact of Vouchers on Public Schools

**Thursday
September 26
6:30-8:00 pm**

In-Person
College Township Bldg.
1481 E. College Ave. State College
& via Zoom


*Ready to learn more about where school voucher dollars go, and the impact they have, on all of us? **Meet the Speakers:***

Susan Spicka (above left) is the Executive Director of Education Voters PA.
Sandra Miller (above right) is an Advocacy Coordinator for Education Voters PA and Public Policy Chair for AAUW-PA.

AAUW
State College
Advancing equity for women & girls
www.statecollege.org

In-person & Zoom attendees:
REGISTER TODAY
[Bit.ly/SchoolVouchersRegistration](https://bit.ly/SchoolVouchersRegistration)
Registration Deadline - Sept. 24



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 November. Below are deadlines for the year.

Issue	Content Deadline	Anticipated Publishing Date
November 2024	Friday, October 18, 2024	Friday, November 1, 2024
January 2025	Friday, December 20, 2024	Friday, January 3, 2025
March 2025	Friday, February 14, 2025	Monday, March 4, 2025
May 2025	Friday, April 12, 2025	Monday, May 1, 2025

Please send information to *the Keystoner* Editor and put “For the Keystoner” in the Subject line!

AAUW PA STATE BOARD

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