

MESSAGE FROM THE PRESIDENT



It's 2025 and AAUW is needed now more than ever.

We closed out the year with most of our branches aggressively advocating for the publishing of the ERA to the U.S. Constitution. Branch members really stepped up—signing postcards at holiday parties, calling and emailing the White House, and sending letters to local newspapers. In addition, a few members attended the December 10 march in DC. The next opportunity to make your voice heard is at the march on January 18. https://act.womensmarch.com/survey/TrumpWin_JanPledge

Of course, not everyone can travel to DC, but every member can send a letter or make a phone call. Thank you for underscoring the importance of action.

It is easy to be overwhelmed and anxious about the status of women's rights these days. But we must not lose the strength and drive that has kept AAUW critical and relevant for 143 years. Progress is best measured by the lives we change.

Did you know that AAUW has given more than \$146 million to over 14,000 women and nonprofit organizations around the world? In 2023 alone, \$6M was awarded in fellowships and grants to 320 women and community projects.

To feel inspired for the fight ahead, please take 30 minutes to review how your membership and donations make a difference: https://www.aauw.org

I am proud to be a member of this outstanding and highly respected organization. I hope you will celebrate our successes as we prepare for another year of doing what matters.

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



Planning underway for AAUW PA Summer Retreat

Thank you to Branch Presidents for sharing input on specific topics their members would like to see covered at the 2025 AAUW PA Summer Retreat. Based on the responses, the top topic is **public policy and advocacy**. Many raised concerns about the impact of the recent election on women's issues, how changes in the political climate will impact our advocacy efforts, and how to engage members in political advocacy.

Another key topic was **membership**, particularly focusing on strategies to attract young members. A third area of interest was **leadership**, with concerns raised about the workload for leaders, and strategies for attracting new leaders, and leadership succession.

Rest assured, we are designing programming that incorporates this valuable input, focusing on three key objectives for the retreat: increasing engagement with mission; lowering the average age of new members; and identifying the right leaders.

Please keep an eye on the *Keystoner* newsletter and your email for updates on retreat speakers, programs and activities. We hope to have good representation from all branches at the retreat!

For now, please mark your calendars:

- the retreat will take place at the Wyndham Garden State College (310 Elks Club Road, Boalsburg) on Saturday, June 28;
- it will feature a full program, luncheon, and guest speaker(s);
- a social reception is planned for Friday evening;
- a room block has been arranged at the Wyndham Garden for those arriving on Friday; and,
- there also will be options for post-retreat excursions on Saturday afternoon.

Stay tuned for program details coming soon!

With heartfelt thanks to everyone for your thoughtful suggestions, and warm wishes for a peaceful holiday and bold new year!

Lori Woods (Indiana Co) Program VP, AAUW Pennsylvania

2026 REGIONAL CONFERENCE

Dear AAUW PA Members,

As we enter into 2025, we carry with us all we have achieved to date and the prospect of what we are empowered to achieve and the breadth of impact that lies ahead. In the ongoing support of AAUW's mission, AAUW PA has agreed to host the 2026 Regional Conference, and we are gearing up for the historic event. The United States will be celebrating its 250th birthday in 2026 and AAUW PA will be working to bring together the Eastern region in the very area where the United States became a nation.

As an update, we want to share that Cindy Hall and Ajla Laussegger will be co-chairs and have been busy with building the foundations for a successful Regional Conference in 2026. Many of you have volunteered your time and expertise to support the event, for which we are incredibly grateful. At this stage, we have identified committees with leaders and volunteers and have a meeting scheduled on January 15, 2025, to keep planning moving forward. Further, we have identified several locations to host the Conference and have sent out Requests for Proposals ("RFPs") to gather availability, pricing, and amenity data to ensure we select a location that is suitable for the Conference programs, activities, meal options, entertainment, and ambiance planned.

We are energized by the support and momentum building around the Conference and looking forward to a sizable showing of Pennsylvania's membership. Stay tuned for information around Conference details, including location, date, website information, registration details, programming spotlights, and more!

Very truly yours, Ajla and Cindy

PUBLIC POLICY UPDATES



ERA Update

There is no longer a path for the ERA in the 118th Congress, but our work continues in coalition. AAUW joined the League of Women Voters and more than 140 partners in a recent <u>letter calling on President Biden to act for publication of the ERA</u>.

The U.S. Archivist and Deputy Archivist <u>issued a statement</u> on the ERA ratification process. We're sharing AAUW's response from Gloria L. Blackwell, CEO below, which can be found on the AAUW homepage and social media channels: <u>Facebook</u>, <u>X (Twitter)</u>, <u>Instagram</u>.

We will never give up on the ERA and encourage folks to continue taking action: https://aauw.quorum.us/campaign/94965/.

AAUW Official Statement

"We are extremely frustrated at the National Archivist's refusal to publish the ERA. Her decision to side with the Trump administration and against legal scholars and the American Bar Association is reprehensible. Dr. Shogan, publish the ERA. Women around the country have waited long enough."

Gloria L. Blackwell, Chief Executive Officer



Many of our members have sent in Letters to the Editor, and please continue! Here is a link to the letter that was sent in by Cindy Hall. <u>Centre Daily Times</u>

Thank you all for your continued dedication and advocacy!

Equal Pay Day: March 5, 2025

The General Assembly is not in session during the two weeks around Equal Pay Day in 2025 so we will be asking members to reach out to the members in their local offices. Talking points and resources will be shared in February to support your meetings. More to come soon.

Family Care Coalition Update

Our partners at the Family Care Coalition organized a letter submission effort to express our members' priorities to the House Labor and Industry Committee. This <u>letter</u> signed by our President Cindy Hall was submitted this week.

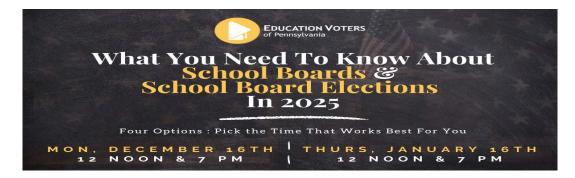
Education

Last year, we saw the historic implementation of the remedy for the School Funding Lawsuit. Adequacy gaps were determined, and the General Assembly initiated the process to fill these gaps. Over 300 school districts received resources to meet their adequacy gap, and we are looking forward to a bigger commitment this year. PA students need a timeline for fulfilling these gaps so that every child has the education they deserve to be "successful academically, socially and civically."

The Governor's Budget Address is on February 4th. We will share the link to the budget address once it is available.

Municipal elections are happening this year. School board elections are occurring across the state and trainings are being held by great organizations. More to come on the important judicial elections in the March *Keystoner*.

Education Voters of PA is holding two sessions on January 16 - 12 pm and 7 pm. Register here: https://t.co/08pAYGDBrH



Lead PA with great partners are holding trainings throughout the state. <u>Neighbors for Public Education</u>

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

How did Women Candidates Fare in the 2024 Pennsylvania Elections?

In our Congressional races, two seats changed hands, from Democratic to Republican. One of those losses was by a woman, Susan Wild, who was replaced by a man. Our Pennsylvania delegation now consists of ten Republicans to seven Democrats, including four women out of the 17, down from five. All four are Democrats.

In the US Senate race, Sen. Casey conceded, switching the seat from a male Democrat to a male Republican.

You already are aware that for President, the male candidate defeated the woman candidate for the second time.

The picture in our Pennsylvania Legislature is brighter for women, particularly when considered over time.

In the Pennsylvania Senate, 18 of the 50 members are women, evenly split at nine per party, for a total of 36%. Democrats added one woman to move up to nine members, which is 40.9% of the 22 Democratic Senators. Republicans' nine seats account for 32.1% of their 28 members.

In the Pennsylvania House, Republicans hold 101 seats. After this election, they have two less women, dropping from 27 to 25 seats, for a current 25.7% of their caucus. Democrats have 102 seats, maintaining their one seat majority. One woman moved from the House to the Senate, and another did not run again, but two new women won, keeping Democratic women's numbers at 36 seats, for 35.3% of their caucus. A woman, Joanna McClinton, is Speaker.

According to Represent, an organization dedicated to supporting women Democratic Legislative candidates, the percentage of Democratic women members of each body has doubled in the last 10 years that Represent has been active. In 2014, women held 16 of the Democrats' 92 seats, for 17.9%. In 2014, women held only four of the Democratic Senate seats, for 14.8%.

In these worrisome times, we should remember that persistence pays off.

Dianne Gregg and Mary Dupuis, Public Policy Co-Chairs AAUW State College

AAUW PA MEMBERSHIP — MAKE SOME NOISE!

And it's not just the noise from ringing in the New Year! It's the sounds that we hear from branches across Pennsylvania as we come to the close of 2024 by taking action on the ERA. So many of us used the opportunity at holiday social gatherings to write postcards, call the White House, and to just want to get involved in the mission of AAUW.

Keep that noise going and use it to attract and keep new members! We've heard of many wonderful recruiting efforts that have resulted in new members joining branches. Successful branch book sales, public policy programs open to the community, recruiting students on college campuses, and attracting college faculty have all been tremendous ways to grow our membership.

Don't be shy about "asking for the order." There's a reason that our inboxes are flooded with messages from companies, non-profits, and political parties – they all know to keep asking you for your business. We AAUW members don't need to be obnoxious in our recruiting, but educational research shows that an individual might need to have information given to her at least seven times (maybe in seven different ways) before it is learned and absorbed. Telling a potential member about AAUW once at a meeting may not be enough to really attract that person to join. Follow up with a phone call, personally invite her to a next event, keep her on the email list, and get her connected to your social media. Ask her to join!

Let our mission be known! We need AAUW now more than ever. We all anticipate political changes in 2025 that may impact our rights, and the mission of AAUW to work towards equity for women and girls should be told in every one of our communities. Be creative – many branches have brochures, publish in local print media, use digital formats, and find a way to be a face in their local areas. Finally, don't let current members fall through the AAUW national communication crack. It was mentioned in the latest Membership Matters that we are trying to update membership information. Help members stay informed by re-subscribing to AAUW emails. Share this link: aauw.us/emailoptions. (FYI: when I did this, I learned that my address was not in the system, so it's important that we check)

Thank you for all you do for AAUW!

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

AAUW FIVE-STAR PROGRAM-PENNSYLVANIA BRANCHES SHINE!

An impressive seventeen Pennsylvania branches were awarded stars in AAUW's FY24 Five-Star program. Those stars represent serious commitment to the AAUW mission and to the local communities in which they were earned. We want to thank these branches for their mission focus and their hard work. They are most appreciated.

Thank you also to all branches that completed the national branch survey. Doing so gives National a better understanding of our nationwide impact.

We know there are more stars out there in PA already and hope there will be more coming because you are contributing to the mission this year in ways that align with the FY25 Five-Star Program. The criteria are already available: https://www.aauw.org/resources/member/initiatives/5-star-program/

Hearty congratulations to the following star branches:

- Beaver Valley—5 Stars: Advancement, Communications & External Relations, Governance & Sustainability, Programs, and Public Policy & Research
- Bethlehem—2 Stars: Advancement, Communications & External Relations,
- Bradford—1 Star: Programs
- Erie—2 Stars: Communications & External Relations and Programs
- Fox Chapel Area—1 Star: Communications & External Relations
- Harrisburg—2 Stars: Communications & External Relations and Programs
- Huntingdon—3 Stars: Communications & External Relations, Programs, and Public Policy & Research
- Indiana County—1 Star: Programs
- Johnstown—2 Stars: Communications & External Relations,
- Lansdale—3 Stars: Communications & External Relations, Governance & Sustainability, and Programs
- Murrysville Area—1 Star: Communications & External Relations
- North Hills Pittsburgh—3 Stars: Communications & External Relations, Governance & Sustainability, and Programs
- Pittsburgh—1 Star: Communications & External Relations
- Reading—1 Star: Communications & External Relations
- State College—3 Stars: Advancement, Communications & External Relations, and Programs
- West Chester-Chester County—1 Star: Communications & External Relations
- York—2 Stars: Advancement, and Communications & External Relations

AWARDS UPDATE

Branch Outstanding Woman, Member Making a Difference, and Gateway to Equity award recipients should be submitted no later than February 14, 2025. <u>Gateway to Equity award certificates</u> 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 https://www.surveymonkey.com/r/aauwpa2025awards this year. If you have any questions or problems with submission, please contact Debe Mack. 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. All award recipients will be listed in the yearbook to be published prior to the 2025 Retreat.

This year, we are accepting branch highlights from all the branches. (electronic Branch highlights should be sent directly to <u>AAUWPAKEYSTONER</u>. If you have any questions regarding submissions, please contact Rebecca Gardner.

AAUW PA DEIB BOOK SERIES



EXCITING NEWS! AAUW PA is pulling together books, with a focus on DEIB, to create discussion, facilitate change, and support our mission. On **December 30, 2024**, Branch Presidents and Branch DEIB

Chairs received a SurveyMonkey e-mail to vote on favored DEIB themes, as well as the desired book for such theme.



The SurveyMonkey voting window will remain open until January 20, 2025, so Presidents and DEIB Chairs should make sure to cast their votes by the closing date.

We will be targeting a kick-off orientation meeting for the beginning of February, where we will unveil the first book, provide a list of the books selected, outline the meeting cadence, and provide dates for DEIB Book Club virtual gatherings. For those who use GoodReads, a group named, "AAUW PA DEIB Book Series" has been created and you are encouraged to join. Looking forward to 2025 and connecting through the shared appreciation of books and AAUW's mission.

Ajla Laussegger (National Member) Diversity Chair, AAUW Pennsylvania

AAUW PA BOARD UPDATES

Thank You

Thank you to the AAUW State College Board and membership for their very generous gift of \$10,000 to support state programming and events in 2025. The gift enables us to continue to support and build relationships with college students who represent our future as well as develop mission-focused events and programs for our members. Your generosity helps to ensure our vision of equity for women and girls.

Congratulations

Congratulations to Lori Woods on completing the naturalization process begun in 2008. On December 9th, 2024 she participated in a Naturalization Ceremony at the U.S. Citizenship and Immigration Services (USCIS) Pittsburgh Field Office and became an American citizen.



BRANCH BYLAWS

Are you reviewing your bylaws to include the mandated Articles and/or to make any other changes? Remember that all proposed bylaws amendments need to be reviewed and approved by the AAUW PA bylaws chair before your branch votes on them.

If you have questions, need help, or want to submit your proposed amendments for review, please contact Deb Roney, <u>aauwpabylaws@gmail.com</u>, who is more than happy to assist. I'm on your side—seek me out.

Deb Roney (Huntingdon & Carlisle Branches) Bylaws Chair, AAUW Pennsylvania

CALL FOR NOMINATIONS

Candidates Still Needed

The Nominating and Elections Committee continues to seek candidates for the elected position of AAUW PA Finance Officer for the 2025-27 term and a volunteer to fill the appointed position of Administrative Director.

Details about the Finance Officer's role can be found on our website: https://aauw-pa.aauw.net/about/nominations/. Details about the Administrative Director position can be obtained from Deb Roney.

For further information or to nominate yourself or another member, please contact Deb Roney at at aauwpanominations@gmail.com (e-mail preferred) or by mail at 1211 Allison St. NE, Washington, DC 20017.

We would like to have this wrapped up by **January 15, 2025**. Please get involved at the state level; it's important work done with a great team.

Information about the election will be forthcoming.

COLLEGE AND UNIVERSITY NEWS

Emails were sent from the address aauwcupa@gmail.com to AAUW Representatives at Colleges/Universities on December 30 to the AAUW C/U Representative email address provided to AAUW. Several "undeliverable" messages were returned. Please check your SPAM/JUNK; work with school tech to accept emails from this address; change your email address in AAUW Community HUB, etc. If you don't receive my emails, you won't know the exciting things AAUW Pennsylvania has planned for the College/University AAUW partners in Pennsylvania.

Impact Mini-Grants

The 2024-2025 AAUW Pennsylvania Student Impact Mini-Grants are open now until February 15, 2025. Go here for more information and links to the Overview and Application. These grants are available to any student organization on the campus of an AAUW College/University in Pennsylvania. The last day to apply is February 15, 2025. At the writing of this article, one Student Impact Mini-Grant has been awarded and a second is being evaluated.

Mini-Grants awarded in 2023-2024 were:

West Chester University – voter registration Saint Francis University—feminine hygiene products in student restrooms Lock Haven University—continue the period poverty campaign Juniata College—hold a Sister-to-Sister Summit

National Conference for College Women Student Leaders (NCCWSL)

AAUW was home to the National Conference for College Women Student Leaders (NCCWSL) for 39 years. Starting in 2025, NCCWSL will be managed by NASPA, the professional home for student affairs administrators in higher education. Go https://example.com/here-to-learn-more-about this announcement. AAUW Pennsylvania will continue to award fellowships to attend NCCWSL.

AAUW branches may contribute to AAUW Pennsylvania's application/award process or donate directly to AAUW. Watch for specific NCCWSL fellowship applications and NCCWSL registration information in the coming months.

In the meantime...there is plenty to do.

1. Promote NCCWSL. Women student leaders benefit from being with hundreds of student leaders nationwide for leadership training, inspiration, and networking. Don't you want your college/university to be represented? Don't wait for the dates to be announced. Share these links now and watch for announcements about the 2025 conference.

https://www.instagram.com/aauwnational/reel/C7mF4dLAztC/https://www.facebook.com/reel/419876704281616https://www.facebook.com/watch/?v=1653806828765008

2. Attend a webinar in February or March (date TBD) sponsored by AAUW Pennsylvania to hear AAUW Pennsylvania NCCWSL fellowship recipients share their memories.

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

NEWS FROM THE BRANCHES

AAUW Beaver Valley

AAUW Five-Star Program Recognition

On December 13, 2024, AAUW Beaver Valley Co-Presidents Roberta Good and Deb Newton received correspondence from AAUW Deputy Director of Advancement Tremayne A. Parquet indicating that the Beaver Valley Branch achieved all five stars in AAUW's FY2024 Five-Star Program. By earning all five stars, Deputy Director Parquet noted exceptional work across the program's key areas of Advancement, Public Policy and Advocacy, Governance and Sustainability, Programming, and Communications and External Relations. Beaver Valley Branch members were excited



and proud to receive this recognition. The commitment of <u>all branch members</u> in AAUW's mission to advance gender equity for women and girls was invaluable to achieving this award. Picture taken during the holiday gathering features members of the Five-Star Committee (l-r Vicki Scott, Linda Lobozzo, Nancy Mahosky, Roberta Good, Deb Newton, and Kim Litz).

AAUW Bethlehem

We were honored to have AAUW State President Cindy Hall, Finance Officer Ann Echols and Membership VP Karen Wellin join us on November 15th for a brunch and presentation on AAUW Today and Tomorrow.

A few notes from the presentation:

- We were reminded that AAUW is needed now more than ever. AAUW is the largest scholarship program in the world. Much of this is possible through donations.
- Members should be joining because they believe in AAUW's mission and not just because of a branch's interest groups.
- Regarding new members: "If you invite someone to a party, invite them to dance." Invite new members and potential members to take part in events and positions within our branch. Have a plan for succession of leadership.



Karen Wellin, Ann Echols, Cindy Hall

AAUW Fox Chapel Area

Living While Black: My Experience with Everyday Racism: February 11, 2025, at 10 am

In celebration of Black History Month, on Tuesday, February 11 at 10:00 am at the Fox Chapel Presbyterian Church (corner of Fox Chapel and Field Club Roads) AAUW Fox Chapel will welcome Dr. Beverly Harris-Schenz, author of *Living While Black: My Experience with Everyday Racism*. Her work is a profoundly personal exploration of racism, and the myriad forms it takes. Dr. Harris-Schenz will select some of the stories from her book to illustrate how systemic racial bias and unfounded assumptions pervade even the most ordinary situations.

More than just a personal recounting, *Living While Black* challenges readers to make a real difference by providing tools to empower them to actively act against it. The collection offers a vital step towards recognizing and dismantling everyday racism.

Dr. Harris-Schenz has broken barriers throughout her distinguished career: as the first Black faculty member in the German departments of University of Pittsburgh, University of Massachusetts, and Rice University, then as the first Black female appointed Vice Provost and Associate Dean for Undergraduate Studies at Pitt. In retirement, Beverly has authored an essay on her mother's early life as well as an anthology *Voices from the Attic*. In *Living While Black*, she shares her experiences to challenge stereotypes, foster understanding, and instigate change.

AAUW Indiana County



AAUW Indiana County branch held their Annual Holiday Luncheon and Silent Auction on Saturday, Dec. 7, 2024. The event is crucial for raising funds for scholarships. Luckily, our state president, Cindy Hall, made the trip from State College to attend the luncheon, bringing with her a stunning basket for the auction!

Cindy took the time to meet with and speak to those in attendance, while also providing a timely update on the ERA and ongoing advocacy efforts. Following lunch, branch members wrote postcards to President Biden, encouraging him to take action on the ERA before his term ends.



Sandy Whitson, a longtime League of Women Voters of Indiana County member, shows her 1972 ERA memorabilia at the Holiday luncheon. Whitson worked tirelessly for passage of the ERA.

AAUW State College

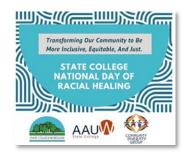
December 10 - Holiday Gathering

AAUW State College wrapped up 2024 with a festive holiday gathering at University Wine Company in State College, with 36 branch members in attendance. It was catered by Taproot Kitchen, whose main ingredients are people and produce: adults with autism and intellectual disabilities and fresh food gleaned from local farms. The event was a terrific opportunity to reconnect and reminisce. We waived the dinner cost for any members who joined the branch in 2024, and this was very well received.



January 29 - National Day of Racial Healing, State College

For the second year, our branch will co-sponsor an event that was new to our community but being done in dozens of communities across the country, the National Day of Racial Healing - https://dayofracialhealing.org/. It will take place on January 29, and is a collaboration with the Community Diversity Group, State College Borough, and a few other groups. The branch effort is led by our branch diversity chair, Naana Nti, diversity@aauwstatecollege.org. The January session will include lunch and conversation with dozens of community members, to explore their common humanity and build relationships necessary to create a more just and equitable world.



February 3 - All-member Town Hall

Following up on an October 2024 board retreat held by the branch's Strategic Plan Implementation Task Force, the group will hold an All-Member Town Hall. Attendees will bring their own lunch and it will be offered by Zoom as well as in-person. The task force will lead discussions on key branch priorities including financial support, succession planning, and communications for today and tomorrow.



Task force members leading the October retreat included Linda Higginson, Lee Carpenter, Grace Hampton, and Jackie Esposito. **Not pictured:** Ann Echols.

UPCOMING SIGNIFICANT BRANCH ANNIVERSARIES

December 1923 Reading (102 years)
December 1959 West Chester (66 years)
January 18, 1937 Lebanon Valley (88 years)
February 24, 1895 Pittsburgh (130 years)
Harrisburg (104 years)

ADDRESS CHANGES

E-News Subscribers: Send email address changes and additions to the <u>President</u> 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 March. Below are deadlines for the year.

Issue	Content Deadline	Anticipated Publishing Date
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/