



BRANCHING *Out*

A Publication of the AAUW Carlisle (PA) Branch - Organized 1924

AAUW - Advancing equity for women and girls through advocacy, education, philanthropy, and research

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APRIL SCHOLARSHIP BANQUET

On Tuesday April 25, 2017 at Social Hall East of Holland Union Building is our annual banquet to celebrate this year's recipients of AAUW Higher Education Scholarship. The scholarship committee presented five students to the Board on March 22, for approval. All were approved and will provide the program for the evening.

This year, our fifth Scholarship is given in memory of Joann Ketterer. At the banquet, a description of this special scholarship will be given along with the special qualifications of the recipient.

We will meet at the HUB with social hour starting at 6 p.m. followed by dinner at 6:30 p.m. The program will begin at 7:30 p.m. , with President Linkey Green who will conduct a brief business meeting to elect officers. There will be a raffle to support our scholarship fund.

The menu for dinner is: Fettuccine with Smoked Turkey &Peppercorn Sauce , a side of broccoli Salad/Rolls, Gingerbread with Lemon Sauce and Coffee.

Reservations for the banquet are due to Carmen Eiserman by April 19th.

Make Check Payable To:
AAUW CARLISLE BRANCH.

See last page of this Newsletter for more specific information.

Lilliam Wong,
Chair, Scholarship Committee

DATES TO REMEMBER

Mon., April 3	7:00 p.m.	Book Group	Susan Royer
Sat., April 8	6:30 p.m.	Gourmet Dining	
Tues, April 25	6:00 p.m. 6:30 p.m. 7:00 p.m.	Social Dinner Branch Meeting	Holland Union Building
Tues., May 9	7:00 p.m.	Board Meeting	Bosler Library Meeting Room

Mark your calendar to join us for AAUW-PA Equal Pay Day Lobby Day on April 4th.



AAUW Carlisle Branch was very excited to hold our very first AAUW Work Smart seminar on Saturday, March 18, 2017 at the Carlisle YWCA. Ann Pehle was the facilitator and presented a very comprehensive and well received program regarding gender pay gap and salary negotiation.

Ann explained that this training is really “just in time training”. The program focuses on how to acquire the tools needed to negotiate your salary when seeking a new position, or when asking for a raise in your present one.

The presentation consisted of four main themes:

- Knowing Your Value - the foundation. Selling yourself - you are a Brand, create an “elevator speech” to illustrate how your skills and accomplishments match with the position you are seeking;
- Benchmarking - find information on salary range for your job in your area using salary.com and other websites;
- Strategy - how to advocate for yourself, create a positive conversation, how to deflect and avoid discussing salary until you receive a job offer; and
- Practice - do ahead of time, practice, practice and practice out loud until you are comfortable with what you are saying

Several practice and role playing sessions gave the attendees the opportunity to experiment with the new tools they learned, and many shared their newly acquired “aha” moments. Everyone seemed to enjoy the program, the role playing and were deeply engrossed in the presentation and the materials provided.

Ann is hoping to offer this seminar again, in the near future. It is definitely a worthwhile endeavor.

*Phyllis Orenyo
Committee Member*

Sincere Gratitude

Committee members (*) and volunteers made the idea reality. Thank you for contributing to the success of Work Smart.

Barb Attivo
Doreen Baringer
Mary Berwick *
Kathleen Gorak
Vicki Carl
Shirley Gehringer *
Linkey Green *
Mary Long
Phyllis Orenyo *
Pat Markowski
Don Mowery
Virginia Mueller
Sue Royer *
Darlis Simonton *
Molly Shane *
Patty Stibitz
Cindy Sutton *



Ann and Class Participants



PUBLIC POLICY TEAM ROLES OUT TOPIC TALK PROGRAM

Equal Pay and Wage Gap Discussed

On Monday, March 20, 2017, a new program called Topic Talks was introduced to the Carlisle AAUW membership as several members and their guests gathered at the home of Didem Cal. Twelve attendees enjoyed a fact filled overview by member and discussion topic leader, Donna Bickford. Donna is the Director of Women's and Gender Resource Center at Dickinson College and was able to share a wealth of knowledge with our group. Also, Ann Pehle, our Public Policy Chair, shared updates on legislative activity in Pennsylvania that relate to the gender pay gap issue in the state.

Prior to attending the meeting, attendees were provided three short publications to review which are listed below along with links for anyone who was unable to attend.

1. Glamour magazine
article: <http://www.glamour.com/story/12-real-people-discover-what-the-pay-gap-looks-like>
2. Slate.com
article: http://www.slate.com/articles/double_x/doublex/2015/11/dont_teach_women_to_negotiate_their_salaries_just_ban_salary_negotiations.html
3. AAUW's research -
<http://www.aauw.org/resource/the-simple-truth-about-the-gender-pay-gap/>

A Few Discussion Highlights:

In the U.S., current studies indicate a pay gap of 20%, meaning that women overall earn 20% less than men in this country. In the state of Pennsylvania, the gap is slightly worse at 21%.

It is astonishing to understand the impact gender pay inequity can have on the lives of women. Pay inequity follows women throughout their careers causing significant loss of lifetime earnings and lower social security and retirement benefits. When women start the beginning of their careers with a gap, it usually follows them throughout their lives, impacting raises, opportunities and salaries in subsequent positions.

While progress has been made in our lifetimes, there is much left to be done. Right here in Pennsylvania, SB241, a flawed equal pay bill, is moving through the legislative process. It contains an amendment that would block local governments from enacting protection that is stronger than that asserted by the state, effectively repealing protections recently passed by the city of Philadelphia. This is a bad piece of legislation that would not push gender pay equity forward. AAUW at the state and local levels will be working to modify or defeat this bill.

Our Topic Talks group enjoyed a casual social hour with one another and a lively back and forth discussion as members shared stories and experiences, asked questions and offered opinions around various points. We were fortunate to have a wide range of occupations, backgrounds and geography represented which made the conversation rich and interesting. From our two international guests, we were informed that in Brazil, many of the same gender biases and problems exist while in Tunisia, equal pay is a point of law and therefore not seen as a current problem.

Many thanks to all of the ladies who participated as attendees and to those on the Public Policy Committee for helping to organize, host and provide refreshments for this first event.

Nancy Sigrist

BOOK GROUP

Catch 22

Joseph Heller

Monday, April 3, 2017, 7 p.m.

Susan Royer (717 766-4230 or sroyer007@hotmail.com)

Fifty years after its original publication, *Catch-22* remains a cornerstone of American literature and one of the funniest—and most celebrated—books of all time. In recent years it has been named to “best novels” lists by Time, Newsweek, the Modern Library, and the London Observer.

Set in Italy during World War II, this is the story of the incomparable, malingering bombardier, Yossarian, a hero who is furious because thousands of people he has never met are trying to kill him. But his real problem is not the enemy—it is his own army, which keeps increasing the number of missions the men must fly to complete their service. Yet if Yossarian makes any attempt to excuse himself from the perilous missions he’s assigned, he’ll be in violation of *Catch-22*, a hilariously sinister bureaucratic rule: a man is considered insane if he willingly continues to fly dangerous combat missions, but if he makes a formal request to be removed from duty, he is proven sane and therefore ineligible to be relieved.

Additional information about the book and the author are online. All branch members are always welcome to attend any book discussion meeting of interest to them. Please call or email the hostess by Friday, March 31, 2017.

*Book Group Chair
Wendy Dickinson*

GATEWAY TO EQUITY AWARDS

At the branch meeting on March 28th, we presented the Gateway of Equity award to the YWCA Carlisle and the AAUW Dickinson Student Organization.

The Gateway to Equity award was established by AAUW-PA to recognize an individual, group, organization, or business that has shown by action and philosophy the promotion of equity for women and girls through advocacy, education, philanthropy, or research. The award is given by Pennsylvania AAUW branches in recognition of International Women’s Day, which is celebrated annually on March 8.

YWCA Carlisle was recognized for partnering with the branch on the AAUW Work Smart salary negotiation workshop project. Their generous donation of space made it possible to hold the workshop. We recognized the AAUW Dickinson Student Organization for the impact on campus in their first year covering all aspects of AAUW’s mission--voter registrations, equal pay, building coalitions, and engaging in public policy conversations.

It is not required to be awarded every year. Past AAUW Carlisle recipients are listed in the Yearbook.



Ann Pehle, Angelica Mishra, Maddie Jones, Margot Abrahams, President, AAUW Carlisle Student Organization, and Linkey Green



Robin Scaer, Executive Director, Carlisle YWCA accepting the Gateway to Equity Award from Ann Pehle

BE RESPONSIBLE.....V O T E

2017 Candidates for Election at Annual Business Meeting of the AAUW-PA include our very own Linkey Green who has been nominated for Membership Vice President::

LINKEY GREEN A member of the Carlisle Branch since 2011, Linkey has served as Program Co-Vice President and President. She works on the Public Policy Committee and helped create a Student Organization at Dickinson College. Linkey holds a B. S. in Chemistry from the University of Mary Washington and a Masters in Library and Information Science from the University of Texas at Austin. Most of her working life has been spent in elementary education either in the classroom or as a librarian. She feels strongly that every AAUW member is on the Membership Committee. In addition to AAUW, Linkey enjoys volunteering with her dog as a Pet Therapy team for Celtic Hospice

For Complete instructions:

<http://carlisle-pa.aauw.net/category/this-and-that/>

For voting options, use the following link:

<http://carlisle-pa.aauw.net/2017/03/26/aauw-pa-board-election-voting-options/>.

2016-2017 Board Members**Elected Officers**

President –Linkey Green

Membership VPs – Carolyn Freberg, Sue Royer

Program VPs – Carmen Eiserman, Susan Rohrs

Finance Officers – Kathleen Brennan, Mary Long

Secretary – Kathleen Gorak

Past President – Cindy Sutton

Committee Chairpersons

Communications/Interviews — Pat Markowski

AAUW Funds — Marjie Mowery

Historian — Rosemary Smith

Newsletter – Phyllis Orenyo

Webmaster – Ann Pehle

Public Policy — Ann Pehle

Scholarship – Lillian Wong

Yearbook – Carmen Eiserman

Interest Group Coordinators

Book Group – Wendy Armour Dickinson

Bridge Flight – Mary Berwick

Community Activities – Don Mowery

Gourmet Group – Wendy Armour Dickinson

Branching Out is published August to June by the AAUW Carlisle (PA) Branch. Articles and photos should be submitted to Phyllis Orenyo at cporenyo@yahoo.com or 249-8473 by the 20th of the month. The Board welcomes questions at aauwcarlisle@aol.com. The branch website is: <http://carlisle-pa.aauw.net/>.

. A BIG thank you to Ann Pehle, Sue Royer, Phyllis Orenyo, Shirley Gehringer, Molly Shane, Cindy Sutton, Mary Berwick, Pat Markowski, and Darlis Simonton for helping to make **Work Smart** happen. And a Special Thank You to Kathleen Gorak for the cookies she provided. While we had only 7 participants the workshop was a big success for those women who came.

Good job everyone!!

*Linkey Green,
President*

Like [AAUW Carlisle Branch](#) and [AAUW-PA](#) on Facebook.

Scholarship Banquet:

April 25, 2017

Gather at 6:00

Dinner served at 6:30

Program to start at 7:30

Dinner is \$25.00

Fettuccine with Smoked Turkey & Peppercorn
Sauce w/a side of broccoli Salad/Rolls/
Gingerbread w/ Lemon Sauce Coffee

If you need gluten free or vegetarian please let us
know when you make the reservation

Reservations & payment due by 19 April

Send check and reservation to:

Carmen Eiserman
228 Aldenwood Drive
Carlisle, PA 17015

717-249-0175