



# 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

Volume 56, Number 5

December 2019 / January 2020

## REMEMBER! Holiday Brunch Saturday, December 7

10:00 am in Social Hall East, Holland Union Building at Dickinson College

RSVP deadline is passed.

### The Season for Giving

Again this year AAUW Carlisle will accept donations of toilet paper for Community CARES homeless shelter sites AND feminine care products for women at the YWCA Carlisle. Your donations will be gratefully accepted by both charities. Please bring your items IN SEPARATE BAGS to our holiday luncheon at Dickinson on December 7<sup>th</sup> so it easy to separate for the two different organizations.

**Linda Figueroa**

This year the proceeds from our Holiday brunch centerpiece opportunity will go to AAUW's Greatest Needs Fund. This fund allows AAUW to have the flexibility to respond to the emerging challenges facing women and girls and use this money where it is needed most. It may be for education and training issues like STEM and Title IX, or economic security issues including pay equity, Title VII, retirement security. Or it may go towards a leadership fund that supports the effort to close the gender gap in leadership opportunities—think workplace training, NCCWSL, or campus action projects. Thanks for your generous donations!

**Carol McAnulty**  
AAUW Funds Chair

### January 28 Branch Meeting

Join us for our regular fourth Tuesday Branch meeting on January 28 at 7 pm in the side rooms of the Holland Union Building at Dickinson College for **The Particular Challenges that Women Face in Recovery.**

Our speaker, Emily Geier, is a Bucks County, PA native who is in long-term recovery from all mood- and mind-altering substances since 2013. She is a proud mother of 3 beautiful young girls - Clare, Isla and Elsie – all 4 years old and under. Emily is active in her own program of recovery and helps support other women in their own recovery journeys. Residing in Lancaster County, PA, she is a Treatment Advocate for Recovery Centers of America, an inpatient drug and alcohol rehabilitation facility with locations throughout PA, MD, NJ and MA.

Emily works with The RASE Project (Recovery Advocacy Service Empowerment). RASE was founded in 2002 to "To assist all those individuals affected by substance use issues, problems and concerns by fostering progress, enriching lives, and ultimately enhancing the recovery process." The RASE Project was launched in Carlisle in 2005.

**Mary Brunski**  
Program Vice President

<b>December 7</b>	10:00 a.m.	<b>Holiday Brunch</b>	Holland Union Building, Dickinson College
<b>December 12</b>	9:30 am	<b>Community Activity</b>	<b>Eisenhower Farm</b> Reservations closed
<b>December 14</b>	9:00 a.m.	<b>Breakfast Club</b>	Momma Spriggs – see page 5
<b>January 6</b>	1:00 p.m.	<b>Book Group</b>	Host – Kathleen Brennan
<b>January 22</b>	6:00 p.m.	<b>Dining Out</b>	Inaugural event – see page 5
<b>January 28</b>	7:00 p.m.	<b>Branch Meeting</b>	Holland Union Building, Dickinson College
<b>February 13</b>	7:00 p.m.	<b>Topic Talk</b>	See page 6
<b>February 29</b>	10:00 a.m. – 3:00 p.m.	<b>Hope Station Black Cultural Festival</b>	Hamilton School, Carlisle

## From the President

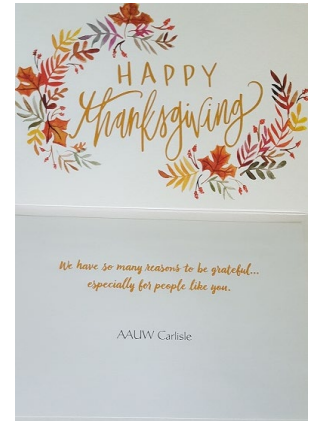
AAUW Carlisle is in the holiday mood. For November and December we suspend our regular fourth Tuesday branch meeting and replace it with a Holiday Brunch. And, the newsletter takes a break too. This issue covers December and January. Look for the next issue early February.

Holiday wishes to you and your family. May you enjoy the season, all the traditions that make the holidays special for you, and time with your family and friends. Remember to be good to yourself.

Continuing a custom started in 2017, the AAUW Carlisle Board sent Thanksgiving cards to persons/organizations in the community that make it possible for us to be successful.

I am thrilled to announce the AAUW Carlisle Facebook page has a new Administrator – Judy Wheaton! Thank you for volunteering your expertise to enhance our presence in the digital community.

Many of you know that I am involved with the AAUW Pennsylvania and Pennsylvania Commission for Women project to bring AAUW Work Smart salary negotiation workshops to the women of Pennsylvania. Here is the most recent publicity. WGAL created a piece on the gender pay gap for sweeps week. Yes, that is me being interviewed. <https://www.wgal.com/article/women-can-do-5-things-to-negotiate-higher-salary-help-close-gender-pay-gap/29846403>



**Ann Pehle**  
President

## AAUW CARLISLE STRATEGIC PLAN UPDATE

The FY20 plan is in three parts: Board discussions to occur throughout the fiscal year; Branch projects; Board member/role specific projects. Go [here](#) to read the entire plan. Share your feedback with Ann Pehle ([apehle@outlook.com](mailto:apehle@outlook.com))

### Board Conversations

The Board discussed diversity and inclusion at the November Board meeting.

One component is member diversity. Anecdotally, we know the average age of members is trending younger and more members are working and in professions other than educators. For the past several years, our philosophy has been—if we are visibly working on AAUW gender equity issues, we will be attractive to persons for whom that is important.

Other, just as important components of diversity and inclusion are the types of programs that we offer and who we build relationships with. We agreed to purposefully design programming that cover diversity themes and to encourage members to be present at events that support diverse collaborators. We must be open to unfamiliar concepts and visible in the entire Carlisle community.

You can help us to be a more diverse branch by sharing information and ideas for programming; attending events of our

collaborating organizations (For example, the Hope Station Black Cultural Festival, Saturday, February 29, 2020).

We will continue to look for a branch Diversity and Inclusion Chair. In the interim, the Board will try to be more intentional in our work and communication.

### Branch Projects

#### **Fundraising Strategy**

We are a growing branch with an insatiable appetite for supporting AAUW's gender equity mission locally. Our current fundraising focuses on funding our Higher Education Scholarship program by asking members to donate. You are wonderfully generous. However, we realize that we must look beyond our generosity to fund all that we wish to accomplish every year.

Carol McAnulty, AAUW Funds Chair, will present a recommendation to the Board at the January Board meeting to include an idea for a public fundraising event.

Also, in the past, we have neglected to specifically mention donation opportunities to AAUW—the national organization. Our work locally is not possible without a strong national organization. Therefore, we will begin to be more intentional about promoting donations to AAUW—starting with the December 7 centerpiece opportunity (page 1).

#### **Member Survey**

The member survey was conducted in June/July. Pat Markowski, Member Survey Chair, shared results with the Board. Each member of the Board received program/role specific results and is reviewing for action. Summary of the results will be shared with members.

#### **Member Engagement**

This is an agenda item for every Board meeting. It is our responsibility to ensure you are able to engage with branch activities at the level you wish. Watch for volunteer opportunities in varied sizes. Don't see anything of interest? Tell us what you need.

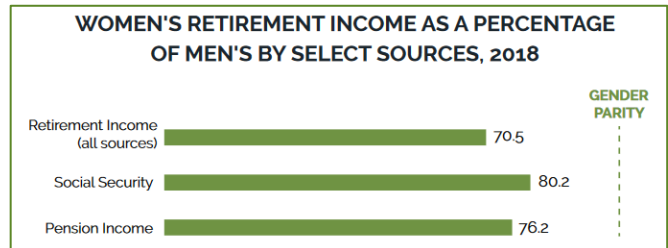
## News from National AAUW update

### Update from Kim Churches

There is still time to register for an exclusive member webinar titled “Together in 2019, Together in 2020” on Thursday, December 5, at 3 p.m. ET. AAUW CEO Kim Churches will share vital information about AAUW’s latest research report on sexual harassment, 2020 convenings and other strategic updates. Register [here](#). Can’t attend—don’t worry. The event will be recorded.

### The Wage Gap Hurts Retired Women, Too

Because they have earned less and therefore paid less in the Social Security system, they receive less in Social Security benefits. They also lag behind men in pension benefits and all other sources of retirement income. Women collect 20% less in Social Security benefits than men do, 24% less in pensions, and 30% less in overall retirement income when you factor in interest and dividends, according to a recent [update](#) of AAUW’s the Simple Truth about the Gender Pay Gap research report.



### Year-End Giving

Thanks to our largest-ever matching gift in our history from AAUW’s board of directors, every donation AAUW receives until December 31 will have TWICE the impact. Gifts made to AAUW before December 31<sup>st</sup> will be matched dollar for dollar up to \$68,800 by monies donated by the AAUW Board of Directors. These are members like you—volunteers who are committed to changing the climate for women and girls. To donate: <https://aauw.us/givingtuesday>.

### Learn more about AAUW Funds

New funds were created to reflect the strategic plan, [Beyond Aspirations](#). Familiar funds from the past are so well funded that the grants and fellowships awarded from those will last for decades. The current work of AAUW on gender equity issues requires funding, so members are asked to make donations to new funds: Greatest Needs, Education and Training, Economic Security, Leadership. To see what is included in each, go to: <https://www.aauw.org/resource/the-aauw-fund-faq/>

### AAUW Work Smart –salary negotiation FREE online course.

Learn how to get the salary you deserve for a new job, promotion, and raise. Tell every woman you know and meet about this life changing program. <https://aauw.us/PA>

## What’s Up in Pennsylvania? News from AAUW Pennsylvania

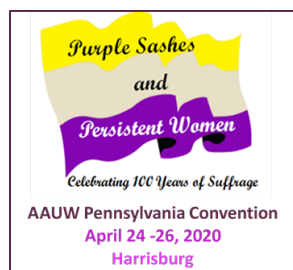
### The Keystoner

Recently, you received an email from [aauwpainfo@gmail.com](mailto:aauwpainfo@gmail.com) with a link to the December Keystoner. <https://aauw-pa.aauw.net/files/2019/11/December-2019-Keystoner-MedRes.pdf>. This is AAUW Pennsylvania’s quarterly newsletter. Read about statewide activities.

Did you know the Keystoner editor is AAUW Carlisle member, Peggy Jennings?

### 2020 Convention

Lead article in the December Keystoner (see above) offers a sneak peek of the speakers. Registration is open. <https://aauw-pa.aauw.net/2020-state-convention/>



## Five Star Recognition

AAUW’s [program](#) to recognize branches for alignment with the strategic plan and AAUW mission.

The AAUW Carlisle Board reviewed the criterion for recognition and is comfortable that the activities already underway this fiscal year (July 1 – June 30) qualify for recognition. Others require slight adjustments in our work. We feel confident the Branch’s work will yield at least three stars.

Results can be submitted as completed. We will keep you apprised of the Branch’s progress.

### Completed criteria

**Public Policy & Research Goal B, name a Branch Public Policy Chair.** One criteria of the three needed to obtain this star is completed.

Go [here](#) to see the entire criterion.

Your questions, input and feedback is important, so please share with me at [apehle@outlook.com](mailto:apehle@outlook.com) or 401-644-6488.

## Upcoming Branch Meeting Programs

Mary Brunski and Stacey Gatch, Program Vice Presidents

### February Luncheon Meeting

**Wednesday, February 19, 2020 at 11 a.m.**

*Note that the date and time are different than the information in your yearbook.*

We hope you can join us for our winter Luncheon Meeting on **Wednesday, February 19, 2020 at 11 a.m.** Erin Hughes, M.Ed., NCC, will be our guest speaker discussing “Challenges for High School Girls.” Erin will discuss the rollercoaster that is adolescence, social and emotional development, and community pathways to support girls in our community. Ms. Hughes is in her sixth year of school counseling at Lambertton Middle School in the Carlisle Area School District. She is enrolled in the Counselor Education and Supervision doctoral program at Shippensburg University. Ms. Hughes’ professional interests include social justice advocacy, systems work, wellness, and developmental trauma.

At this annual luncheon, we will enjoy a delicious buffet meal prepared by Culinary Arts students under the direction of Chef Carey Ehly and Chef Bill Seras. The menu includes a hearty vegetarian soup, yeast rolls, a chicken entree, a seafood dish, a wild rice blend, a seasoned vegetable medley, two different desserts, coffee, tea, and water. Cost of the meal will be \$18 or less. A tip jar will be available to support special field trips for culinary students to Bedford Springs and the Hotel Hershey. Carpooling is recommended, as parking at the Fowler Building is limited. A flyer with more details will be sent via email (or U.S. Mail for those who do not use email) after the winter holidays. We hope to see you there!

*AAUW Carlisle takes great care to offer a wide variety of provocative, interesting and mission-based programming at our monthly Branch meetings. Branch meetings are held in the Side Rooms, Holland Union Building of Dickinson College at the corner of College and Louther (28 N College Street, Carlisle) unless otherwise noted. Parking is often available on West Louther Street and in the lot adjacent to the Anita Tuvlin Schlechter Auditorium. The guest speaker presentation is followed by a brief business meeting and social time with light refreshments. The public is always welcome.*

#### Saturday, December 7<sup>th</sup> 10:00 am

Social Hall East, Holland Union Building

#### Holiday Brunch

#### Work-Life Balance

Linda Fedrizzi-Williams  
President, Central Penn College

#### Tuesday, January 28<sup>th</sup> 7:00 pm

#### The RASE Project – Women and Addiction

Kristin Varner  
Chief Communications Officer

#### NOTE DATE CHANGE

**Wednesday, February 19<sup>th</sup> 12:00 pm**

#### Lunch and program

The Courtyard Café, Fowler Building,  
Carlisle High School

#### Challenges for High School Girls

Erin Hughes, Counselor

#### Tuesday, March 24<sup>th</sup> 7:00 pm

#### Challenges for College Women Single Parent Scholarship Program at Wilson College

Vanessa Whitfield, Admissions  
Counselor, Wilson College

#### Tuesday, April 28<sup>th</sup> 6:00 pm

Social Hall East, Holland Union Building

#### Scholarship Banquet

Presentation of AAUW Carlisle’s  
Higher Education Scholarships

#### Tuesday, May 26<sup>th</sup> 7:00 pm

Location TBD

#### Julia Jennings, Feminist: One Woman's Pursuit of the Vote

Peggy Jennings, AAUW Carlisle  
member

## HIGHER EDUCATION SCHOLARSHIP REMINDER

January 14, 2020 is the deadline for applications. Please share and encourage potential candidates to apply. <https://carlisle-pa.aauw.net/scholarship/>  
Thank you

*Lillian Wong  
Chair Scholarship*

## TRAILBLAZERS

Trailblazers, our new program to celebrate high school girls excelling in Career and Technical courses at Carlisle High School, debuted on April 15<sup>th</sup> and was so successful, we are repeating on April 6, 2020! Check out the fun [here](#).

Gail D’Urso, project lead, is seeking volunteers to assist with planning and day-of implementation.

## New Members

Pat Markowski, Communications Chair

### Joan Rockwell

Joan was born in Conneaut, Ohio, but left at age 17 to go to school in Pennsylvania. She met her husband, Charles, at a teen dance when the Conneaut and Lakeview school districts merged. He joined the Air Force and was in Viet Nam during that war.

The Rockwell family grew to four with the birth of a daughter and son. Three years ago, Joan and her husband moved from Florida to Mechanicsburg to be nearer to their daughter, Jennifer, who lives in Camp Hill. Their son, Jeffery, lives in Austin, Texas. Between them, Joan has four grandchildren. Joan has a B.A. in Sociology from Thiel College, which she attended as an Award Foundation scholarship recipient. She later received her Master's degree in Technology from the University of Pittsburgh.

She began her teaching career in Pittsburgh as a reading specialist, teaching at risk first grade students, and continued for seven years in this Reading Recovery program federally funded under Title I. She is passionate about the value of reading, and has taught young children in various reading programs for 24 years in school and as a private tutor before retiring. She continues to volunteer in a first grade reading program in Dillsburg.

In addition to her passion for teaching reading, Joan is an avid reader, enjoys walking, dancing, and Tai Chi. She has traveled extensively in Europe, Australia, New Zealand, and Hawaii. Joan learned about AAUW Carlisle through branch members in Mechanicsburg. She views AAUW as a non-partisan organization dedicated to helping women and girls. She is impressed with the positive energy she sees in members of the branch, and looks forward to participating in Public Policy planning and meeting women with interests in common with hers.

#### Member address correction

Becky Hammel's address correction:  
2 Farmhouse Lane, Carlisle, 17013

## INTEREST GROUP ACTIVITIES

Wendy Armour Dickinson, Interest Group Chair

### Book Group

*Meets the 1st Monday of the month, September - May in members' homes. For Host and location, please see, page 1 calendar or the Yearbook. If you are interested in joining a discussion, please advise the hostess the Friday before the Monday discussion.*

*The book descriptions are in Goodreads. See website for current and past reading lists. <https://carlisle-pa.aauw.net/book-group/>*

**January 6<sup>th</sup> @ 1 pm**

***The Life of Elizabeth I***

by Allison Weir

**March 2<sup>nd</sup> @ 1 pm**

***The Woman's Hour***

by Elaine Weiss

*(She is Keynote speaker at AAUW Pennsylvania Convention. See page 3)*

**April 6<sup>th</sup> @ 7 pm**

***Still Life***

by Louise Penny

**February 3<sup>rd</sup> @ 1 pm**

***Educated***

by Tara Westover

**May 4<sup>th</sup> @ 7 pm**

***Where the Crawdads Sing***

by Delia Owens

### Breakfast Club

Join us for good conversation and good food. What could be more fun?

**Saturday December 14 at 9 am**

**Momma Spriggs, Carlisle**

Text or call Kathleen Gorak (717) 386-7466 to let her know you are coming.

### Dine Out

Join us for our inaugural event. Enjoy good company without worrying about cooking or washing dishes. Guests are welcome.

**Wednesday January 22 at 6 pm**

**Boiling Springs Tavern**

To RSVP, contact Wendy Armour Dickinson at [warmourdickinson@hotmail.com](mailto:warmourdickinson@hotmail.com).

## PUBLIC POLICY UPDATE

Nancy Sigrist and Kate Elkins, Public Policy Co-Chairs

### A Big “THANK YOU” from PPC!

*Reflections on Member Survey Feedback*

A few months back, our membership had an opportunity to provide feedback to AAUW Carlisle on many different topics through our member survey. The Public Policy Committee would like to express our great appreciation for the time and thought members put into this feedback. We reviewed all of the information specific to Public Policy at our November PPC Meeting. What we found was well reasoned feedback with comments and specific ideas and suggestions for our work moving forward. We are excited! As we develop programs that fit AAUW’s strategic plan and priorities for 2020, we will leverage the survey feedback and integrate as many of our member suggestions as possible! We will keep you posted as we go along! Again, thank you to everyone who participated!

### Hold the Date: Topic Talk Alert!

Please mark your calendars as we are in for a real treat! Education is a topic important to all of us.

**Susan Spicka, Education Voters Pennsylvania Executive Director**, has agreed to be our discussion leader as we tackle the topic of **education funding and charter school reform**. Susan is well known to many AAUW members and is a frequent speaker at Pennsylvania branches.



We will meet on **February 13, 2020 at 7:00 p.m. at the home of Pat Markowski, Mechanicsburg**. Please watch for additional details that will include more information on the topic, sign-up instructions and some advance reading material....all coming soon!

### Paid Family Medical Leave Act

The movement to ensure **PAID** family leave in Pennsylvania is picking up steam! As our Legislature considers several bills that have recently been introduced, MomsRising PA has been organizing listening sessions around the State. Several AAUW Carlisle members were pleased to participate in the Nov. 18 session held at YWCA Carlisle where we brainstormed issues involved in providing paid leave, including: length of leave, levels of compensation, and definitions of ‘family’. MomsRising will prepare feedback from these listening sessions to give to legislators as they consider the proposed bills.



Paid leave is about much more than maternity leave. All of us, at some time in our lives, will need to care for a parent, a spouse, a child, or even ourselves in times of illness. Employees shouldn’t have to fear losing their jobs or their financial security when dealing with what is already a stressful family crisis. In states with paid family leave programs, businesses have seen increases, not only in productivity and morale, but also in employee retention, reducing training and replacement costs.

**1 in 5 retirees** leave the workplace earlier than planned to care for an ill spouse or other family member, losing, on average, nearly \$304,000 in wages and benefits over their lifetimes.

The Public Policy Committee will keep you informed as the legislation advances and encourage you to contact your representatives about the critical importance of paid family leave when a vote is pending.

### Voter Registration at Black Cultural Festival

In our continuing partnership with Hope Station, we will be holding a voter registration table at their Black Cultural Festival at Hamilton Elementary School on **Saturday, Feb. 29, 2020 from 10 a.m. – 3 p.m.** Please make a note of the date if you are interested in volunteering and stay tuned for a link to sign up at the beginning of the year.

**AAUW Carlisle  
2019-2020 Board Members**

**Elected Officers**

**President** – Ann Pehle

**Membership VPs** –Gail D’Urso, Virginia Mauk

**Program VPs** –Mary Brunski, Stacey Gatch

**Finance Officers** –Linda Brunski, Barb Attivo

**Secretary** – Angelica Mishra

**Past President** – Linkey Green

**Standing Committee Chairs**

**AAUW Funds** – Carol McAnulty

**Communications** – Pat Markowski

**College/University Liaison** - Jennifer Connell

**Community Activities** – **OPEN**

**Diversity and Inclusion** – **OPEN**

**Historian** – Rosemary Smith

**Interest Groups** – Wendy Armour Dickinson

**Newsletter** – Shirley Gehringer

**Public Policy** –Kate Elkins, Nancy Sigrist

**Scholarship** – Lillian Wong

**Social Media** – **OPEN**

**STEM** – Barb Attivo, Lillian Wong

**Yearbook** – Carmen Eiserman

**Branching Out** is published August to June by the AAUW Carlisle (PA) Branch.

Articles and photos should be submitted to Shirley Gehringer at [shirleygehringer@gmail.com](mailto:shirleygehringer@gmail.com) by the 20th of the month. Include the word newsletter and month in the email subject.

Branch website is: <http://carlisle-pa.aauw.net/>

Like us on Facebook: @AAUWCarlisle

The Board welcomes questions:

[aauwcarlisleinfo@gmail.com](mailto:aauwcarlisleinfo@gmail.com)

***Not receiving branch information?***

***Make sure emails from***

***[aauwcarlisleinfo@gmail.com](mailto:aauwcarlisleinfo@gmail.com)***

***aren't going into your junk or spam folder.***

## Volunteer Opportunities

If interested, please contact the appropriate Board member.  
(Time commitment)

### Projects (point of contact)

- Join the **ad hoc fundraising committee** to explore branch fundraising needs and new ways to raise money. (Carol McAnulty, AAUW Funds Chair)
- Serve on the Board as **Diversity and Inclusion Chair**. (Ann Pehle, President)

### Membership

- Greet members/guests as they arrive to branch meetings. (30 minutes prior to meeting)
- Call members to follow-up periodically. (2 hours per month)
- Write notes to welcome new members. (2 hours per month)
- Assist with gathering member interests. (Various)
- Sew scrap material into new member bags. (Various)

### Historian

- Take photos at meetings, events for archive and website. Use Office Depot discount card to print photo; submit reimbursement; send via email to Social Media lead. (Various)
- Organize items for archive. (Various)
- Harvest photos from Facebook and website and print. Use Office Depot discount card to print photo; submit reimbursement. (Various)

### Programs

- Be the Audio/Visual expert at branch meetings. Understand the Dickinson equipment; assist speaker before meeting begins. (30 minutes prior to branch meeting)

### Interest Groups

- Start a second dining group. (Various)

### Community Activities

- Research ideas and assist with organizing an event. (Various)

### General

- Branch photographer to take photos at meetings and events. (Various)



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