

Regrettably, thanks to the COVID pandemic, we are unable to gather in the Social Hall of the Holland Union Building on Dickinson College Campus for our traditional Holiday Brunch. So, the Program Committee is planning

Holiday Zoombration

December 5

10:00 am to 11:30 am

Registration Required

<https://us02web.zoom.us/joining/register/tZUtdO-rqDopHtwAX0ENhjScvulDklsm1hU->

After registering, you will receive a confirmation email containing information about joining the meeting.

We want to talk, share, laugh, and enjoy each other's company—albeit virtually. So, make your Zoom video view as festive as you can – through clothes and décor. And bring a snack and/or beverage to enjoy. Using the power of Zoom break out rooms, we will break into smaller groups for holiday fun before welcoming our speaker.

Continuing with our holiday brunch speaker theme of touring local colleges/universities (see page 7 for the proof), we will welcome Vanessa Whitfield from Wilson College to tell us about their most unique program, Single Parent Scholar. SPS program provides family-friendly, on-campus housing year-round to single parents and their children so the parent can pursue a bachelor's degree full time. The on-campus Child Care Center offers care for children between the ages of 20 months – 5 years old. Parents in the program are full participants in campus life, including such activities as student government, athletics, clubs and organizations, the Curran Scholars Program, and yearbook. The SPS Program gives parents access to higher education that can open doors to a more fulfilling, economically self-sufficient life. It's all part of Wilson's culture of individualized education. See page 7 for Vanessa's biographic information

We are looking forward to launching the holiday season with AAUW friends and to meet Vanessa.

See you then!

Judy Wheaton
Program Vice President

WATCH for EMAILS from aauwcarlisleinfo@gmail.com for updates on ALL events			
November 2	1:00 pm	Book Group	See page 8
November 3	Vote 2020		
November 12	7:00-8:00 pm	Discussion of "Radical Self-Acceptance: Impostor Syndrome Through an Intersectional Lens" webinar	Zoom meeting see page 3
November 17	7:00-8:30 pm	(virtual) Paid Leave Action Workshop	Zoom meeting Page 3
December 5	10:00 am	AAUW Carlisle Holiday Brunch	Zoom meeting Page 1

From the President

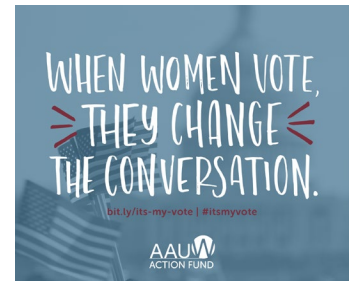
I am writing this article on the last Thursday before the November 3rd election, while Zeta is trying to erase our drought conditions in one rain event. With COVID cases on the rise and all the drama surrounding the general election, there is barely any remaining mental or emotional space to think about anything else.

Something happened this past month that reinforces my belief in AAUW's non-partisan, issues based advocacy. On October 14th, the Family Care Campaign – the statewide coalition of organizations [AAUW Pennsylvania is one] united behind the need to support hardworking families that are simply doing their best to take care of loved ones – held a press conference urging the Pennsylvania General Assembly to support and pass SB 580 / HB 1739 – Pennsylvania Family Care Act. State Senate Majority Leader Jake Corman (R-District 34 -- Centre, Huntingdon (part), Juniata, and Mifflin Counties) spoke at the press conference. In his remarks, Senator Corman described the Family Care Act as "a good balance -- the balance between the needs of employees and the needs of business, calling it "a conversation whose time has come." Senator Corman's support of The Family Care Act caught my eye because he is not a supporter of any other AAUW issue, especially public education or charter school reform. Yet, we can agree on the need for a family and medical leave program in Pennsylvania. The members of AAUW State College, AAUW Huntingdon, and AAUW Lock Haven who reside in District 34 were urged to acknowledge his support. Building strong relationships with our elected officials based on the issues, affords AAUW members the opportunity to find common ground and accomplish the work of our gender equity agenda. Learn more about the Family Care Campaign at www.familycareact.com. And, see page 3 for a way to learn more about paid leave.

It is becoming apparent, we will be coping with COVID, the great disrupter, for some time to come. In the beginning, I was focused on sustaining our routine and cherished events – making sure what AAUW Carlisle did was still getting done. I attended an AAUW meeting for state and branch Presidents called *Programming in a Pandemic* that made me think that was too narrow-minded. AAUW Branch and State Board leaders discussed ways to fundraise and boost awareness around issues impacting women and girls, while following best practices to curb the spread of COVID-19. They shared their creative ideas for virtual fundraising and advocacy programming. Watch the recording at: <https://youtu.be/0l9MaSjhrTM>. What do you think AAUW Carlisle could/should be doing differently to exploit and thrive in these unusual times? Send your thoughts to me at apehle@outlook.com.

Our October program series – four events instead of one fourth Tuesday branch meeting – was innovative and took advantage of our virtual existence allowing for a more thorough exploration of the financial issues unique to women. See page 7 for a recap.

The Public Policy Committee met the challenges of continuing Get Out the Vote (GOTV) activities in COVID times. Thank you for the NINE [voter guides](#) looking at candidate positions on AAUW gender equity issues. See page 6 for summary of the voter registration events. We now wait for the results of Pennsylvania Representative and Senate races to develop the advocacy plans to advance our gender equity issues.



The AAUW Carlisle Higher Education Scholarship program for 2021 is ready to launch. Please share this link <https://carlisle-pa.aauw.net/scholarship/> with every eligible female college student you know. And, in January, watch your USPS mail for the donation appeal letter and consider a generous donation in support of "one of the best things we do."

Mark your calendar for Monday, March 29 to celebrate the third annual – Trailblazers. Gail D'Urso, Trailblazers Chair, and Dr. Parrillo, Director of Career and Technical at Carlisle Area High School, are planning for an in-person and virtual event so we make sure to host a proper celebration for the awardees. Don't know what Trailblazers is all about? Go to <https://carlisle-pa.aauw.net/trailblazers/> to learn about the 2019 and 2020 events.

Finally, have a wonderful Thanksgiving. Since COVID is disrupting the familiar, start a new tradition.

Above all, please stay healthy.

Ann Pehle
President

What's Up in Pennsylvania? News from AAUW Pennsylvania



Sue Johnston, AAUW Pennsylvania Central District Coordinator is coordinating the sharing of programs from other central district branches. You are welcome to attend this virtual Paid Leave Action Workshop. Watch for emails from aauwcarlisleinfo@gmail.com for registration details.

**November 17 from 7:00 to 8:30pm
(virtual) Paid Leave Action Workshop**

Presented by Karen Showalter of MomsRising

Attend to learn more about the concepts of paid leave and the legislation at the federal level and in Pennsylvania.

On **Thursday, November 12 from 7:00 – 8:00 pm**, Jordan Glover, AAUW Pennsylvania Diversity & Inclusion Chair, will moderate a discussion of the AAUW Equity Network webinar that was held on October 27th – ***Radical Self-Acceptance: Impostor Syndrome Through an Intersectional Lens.***

Impostor Syndrome is a form of self-doubt that manifests when objectively successful people believe their success is attributed to luck. It impacts millions of people of all backgrounds and career stages, but the compounding effects of racism and sexism creates a unique hurdle for women of color in the work place that is often left out of the conversation. If you were unable to attend live, go to <https://www.aauw.org/resources/events/equity-network/events/> and scroll down Past Events to watch the recording (takes about a week between airing and posting).



Register for the November 12th discussion [here](#).

News from National AAUW Update

A Wealth of Webinars

After offering weekly webinars for many months, AAUW has built up an impressive library of content for members to explore at any time. You can peruse the archive of [Equity Network webinars](#), which are focused on professional development and how to build equitable and inclusive workplaces. Or take a look at our [2020 member webinars](#), which range from interviews with notable Fellows, to updates on your membership, to tips on how to enhance your activism.

Applications for 2021–22 Fellowships and Grants Now Open

Do you know any women pursuing postgraduate studies, furthering their careers, or working on a program to benefit women and girls? Point them to AAUW's [fellowships and grants](#) applications. Deadlines run from November to December.



Zoom is our new best friend. And we want every member to feel comfortable attending AAUW Carlisle events on Zoom.

ZOOM World is intended to share information, hints, tips, and tricks until we are all expert Zoom participants.

The December 5th Holiday Zoombration will use Break Out rooms. This is a nifty tool to allow members to meet in small groups. When ready, the host will invite you to join a Break Out room. All you need to do is JOIN. When the small group is over, you will rejoin the larger, original meeting.

Member Engagement

Want to make a difference on a personal level?

Consider Joining the Higher Education Scholarship Committee

We are looking to complete the committee with another member to serve from 2020-2023. If you are interested and want to learn more, please check out <https://carlisle-pa.aauw.net/scholarship/>.

Please submit your name, along with a short paragraph about yourself, to include why you want to join, what experiences and talents you are bringing to the committee, including your level of involvement at the Branch level. No specific experience required. This is a special committee as we help select eligible women to receive scholarship money earmarked just for them. Please note your need to be available for the interviews on February 13, 2021 and Scholarship Banquet on April 27, 2021.

Please send me an email at wongtooth@comcast.net

Lillian Wong
Scholarship Chair

Diversity & Inclusion Committee is stepping up recruitment of members!

Are you:

- ~Culturally Curious?
- ~Self-aware of your intrinsic biases?
- ~Naturally friendly and welcoming?

Committee Membership may be just what you are looking for!

If you have all that **AND** have:

- ~networking skills
- ~ organizational skills

Leadership in this committee is what you and AAUW Carlisle Branch are looking for!

JOIN NOW

Contact Ann Pehle @ apehle@outlook.com



- Non-Medical Mask for Source Control
- 3 Layers of knit fabric
- Layer 1 Made of Drytech 100% Polyester with Anti-UV, Water Repellent
- Layer 2 Made of 100% Polyester with Water-Repellent
- Layer 3 Made of 100% Cotton
- Individually Packaged
- Washable Material Makes it Great for Continuous Use
- Anti-Dust
- Comfortable for All Day Use

On behalf of the AAUW Fund committee I want to thank the 24 members who participated in the AAUW Mask fundraiser. The funds raised will help support the AAUW Carlisle and enhance our visibility in the

community. Raising funds during a pandemic is difficult but we managed to raise approximately \$300.

Thank you to the committee, Kate Elkins, Stacey Gatch, Pat Markowski, Patty Stibitz, and Lillian Wong. We also want to thank non committee members, Linda Brunski and Ann Pehle, for their assistance with setting up our PayPal and credit card system.

Becky Morgenthal
AAUW Funds Chair

Is social media your thing?

AAUW Carlisle Branch is looking for a dedicated person to help with the posting and managing the social media for our branch on:

Facebook
Twitter
Instagram

You are already a member of AAUW for a reason- you care about the mission for women and girls. The branch can use your skills to further this message. Thanks for considering volunteering.

For further information and to answer any questions please contact Ann Pehle @

apehle@outlook.com.

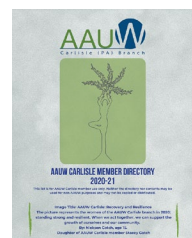
WELCOME
Chelsea Hranica

Member Directory Update Version 2

Is now available on the MEMBERS page of our website <https://carlisle-pa.aauw.net/>. You need to know this to access. aauwcarlisle17013

If you printed the previous version, and wish to now discard -- please shred.

Send corrections and updates to aauwcarlisleinfo@gmail.com.



PUBLIC POLICY UPDATE

Kate Elkins and Katie Perkowski, Public Policy Co-Chairs

COVID-19 and Gender Issues: Women in Economic Crisis

A recent report by UN Women, the United Nations entity dedicated to gender equality and the empowerment of women, illustrated the negative impact the COVID-19 crisis has had on women, economically, across the globe. Between job losses, small business collapse and an exploding unpaid care and domestic work burden, COVID-19 is actively rolling back women's economic gains of past decades.

In the United States specifically, women have been substantially more impacted by the crisis than men. William Scarborough, a sociologist at the University of North Texas in Denton, recently conducted a study analyzing employment data before and after the onset of the COVID-19 crisis in the United States. Though unemployment has risen among both men and women, women outpace men in job losses by several percentage points. Gender disparities in employment persisted even when comparing jobs held by men and women that could be completed at home. This is for several reasons, according to Scarborough. The U.S. workforce is heavily segregated by sex, with women being more concentrated in service and care industries requiring face-to-face contact. With school and day care closures, women also shoulder more burden in terms of childcare.*

Women's economic pain from the pandemic could last a lifetime through lost earnings and less potential for job advancement, Scarborough says.

UN Women suggests the following action steps for mitigating the negative economic impacts of COVID-19 on women.

1. Direct income support to women Introduce economic support packages, including direct cash-transfers, expanded unemployment benefits, tax breaks, and expanded family and child benefits for vulnerable women and their families.

2. Support for women-owned and led businesses owned and led by women should receive specific grants and stimulus funding, as well as subsidized and state-backed loans. Tax burdens should be eased and where possible, governments should source food, personal protection equipment, and other essential supplies from women-led businesses.

3. Support for women workers Implement gender-responsive social protection systems to support income security for women. For instance, expanded access to affordable and quality childcare services will enable more women to be in the labor force. Bridging the gender pay gap is urgent, and it begins by enacting laws and policies that guarantee equal pay for work of equal value and stop undervaluing the work done by women.

4. Support for informal workers Provide social protection and benefits to informal workers. For informal workers left unemployed, cash transfers or unemployment compensation can help ease the financial burden, as can deferring or exempting taxes and social security payments for workers in the informal sector.

5. Reconciliation of paid and unpaid work Provide all primary caregivers with paid leave and reduced or flexible working arrangements. Provide essential workers with childcare services. Unprecedented measures to address the economic fallout have already been taken, but comparatively few measures have been directed at supporting families grappling with paid and unpaid work, including care needs. (*Source: UN Women)

Looking for a more comprehensive snapshot of the impact of the pandemic on gender equity? The AAUW website has more information at <https://www.aauw.org/considering-covid-19-through-a-gender-lens/>.

You can find a summary and video of the Center of Global Development webcast featuring 19 different speakers who illustrate different gendered risks presented by this global crisis, [here](#).

*COVID-19 and its economic toll on women: The story behind the numbers. (n.d.). Retrieved October 20, 2020, from <https://www.unwomen.org/en/news/stories/2020/9/feature-covid-19-economic-impacts-on-women>

**Gupta, S. (2020, September 08). How COVID-19 worsened gender inequality in the U.S. workforce. Retrieved October 20, 2020, from <https://www.sciencenews.org/article/covid19-worsened-gender-inequality-us-workforce>

Katie Perkowski
Public Policy Co-Chair

"The COVID-19 crisis is giving us an up-close-and-personal view of how women are being disproportionately affected: Women hold the majority of part-time jobs and make up the majority of the low-wage workforce. Many lack basic benefits like paid sick leave, family leave and workplace health and retirement plans. Women are more likely than men to be poor and struggling, and retired women are twice as likely as men to live at or near poverty. As we move toward a recovery, we must seize the opportunity to address these issues and create a fairer, more equitable society."

Kim Church, AAUW CEO

PUBLIC POLICY UPDATE -- continued

Kate Elkins and Katie Perkowski, Public Policy Co-Chairs

Get Out the Vote activities for November 3rd general election

The Public Policy committee persisted during the election season to participate in four voter registration events. As is our practice, we collaborate with other organizations to leverage our impact.



September 15 at Project Share on distribution day with Hope Station and PEEC (Professional & Educational Empowerment Center)

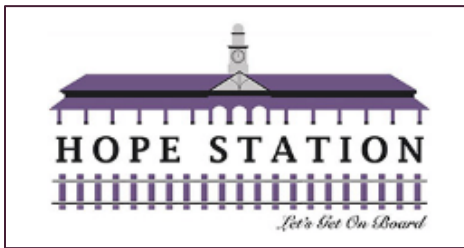


September 16 at Farmers' Market on the Square courtesy of St. John's Episcopal Church.

September 30 at Hope Station Italian Ice Social with Hope Station.



And, on October 17 at Hope Station PEEC with the ACES Group. This is the Hope Station youth group stands for -- Activism Change Empowerment Social Justice.



Hope Station Professional & Educational Empowerment Center



Hope Station's [Professional and Educational Empowerment Center](#) (PEEC) is now open at 291 N. Pitt in Carlisle. PEEC's mission is to expand technological access by creating an inclusive space that connects community members to job readiness training, educational programming, and technical skill-building workshops. Read about this wonderful collaboration with several community organizations and meet Michaela Crow, PEEC's programming director, and her staff in this [The Sentinel article](#).



Branch Programs

Stacey Gatch and Judy Wheaton, Program Vice Presidents

The Program Committee has great programs to offer in 2020 over Zoom! Due to the unknowns with COVID-19, scheduling is very fluid. Watch for details as the date approaches.

December 5, 2020 10am – 11:30am
Challenges for College Women - Single Parent Scholarship Program at Wilson College. Meeting in person isn't possible, so we will share holiday cheer from home in a Zoombration. See page 1.

January 26, 2021 7pm
Financial Workshop #2: This month, the workshop started in October will continue. The content this month will depend on member input from the October workshops!

February 23, 2021 11am
Close to home: Business recovery in Carlisle. More details to come.

March 23, 2021 7pm
Women supporting Women: Our own members speak. A panel of AAUW Carlisle members will speak of their experiences with AAUW and beyond. This is a great chance to get to know each other better and share our stories.

April 27, 2021 6pm
The Scholarship Banquet to celebrate the recipients of the Higher Education Scholarship.

May 25, 2021 7pm
We have a few things up our collective sleeves for our May meeting, but aren't quite ready to share the details yet!

Take the fear out of your financial journey

The October series discussing financial concerns unique to women was a huge success. Conducting four one hour meetings over Zoom provided an opportunity to cover a wide range of topics. Four AAUW Carlisle members led the discussion. Primary content was the responsibility of Beth McKinley, Financial Associate, Thrivent and Mary Brunski, Retirement Income Certified Profession®, Demeter Financial Services. They were joined by AAUW Carlisle Program VP, Stacey Gatch and, in week three by Joan Rockwell. Ann Pehle served as Zoom host.

Go to <https://carlisle-pa.aauw.net/monthlymeetings/> for program summary and links to all the handouts.



Meet Vanessa Whitfield

Our December 5th meeting will feature Vanessa Whitfield from Wilson College. Vanessa is originally from Fayetteville, NC, but grew up in Virginia and Pennsylvania. She graduated from Chambersburg Area Senior High School in 2010 and then from Wilson College in 2014.

Vanessa is the Assistant Director of Admissions and has been working at Wilson since 2015. Her mother discovered Wilson College in about 2006 and decided to move to the campus in 2007. Ms. Whitfield was lucky enough to be with her mother in the Single Parent Scholar program and says, "it was nothing short of great for many different reasons. I got to live on a college campus as a teenager, make new friends, talk to professors, and just be in a completely different world from what I was accustomed to. If it weren't for my mom taking that leap of faith to attend Wilson, then I wouldn't be the woman I am today".

Holiday brunch	2017	Dr. Margee Ensign, Dickinson College President
speaker theme of	2018	Dr. Jennifer H. Taylor, Psychology professor Lock Haven University and members of Lock Haven AAUW student organization.
touring local colleges/universities	2019	Dr. Linda Fedrizzi-Williams, President Central Penn College

INTEREST GROUP ACTIVITIES

Wendy Armour Dickinson, Interest Group Chair

Breakfast Club and Dine Out are on a COVID break.

BOOK GROUP

Meets the 1st Monday of the month, September – May via Zoom, until it is safe to resume meeting in member's homes. For the Zoom link, email Wendy Armour Dickinson (warmourdickinson@hotmail.com) for the link. The book descriptions are in Goodreads. See website for current and past reading lists. <https://carlisle-pa.aauw.net/book-group/>.

November 2 **1 pm**
In the Woods
Tana French
 Zoom Meeting

January 4 **1 pm**
Chances Are
Richard Russo
 Host: TBD

February 1 **1 pm**
The Moment of Lift
Melinda Gates
 Host: TBD

March 1 **1 pm**
Born a Crime
Trevor Noah
 Host: TBD

April 5 **7 pm**
Rebecca
Daphne du Maurer
 Host: Wendy Armour Dickinson

May 3 **7 pm**
American Dirt
Jeanine Cummins
 Host: TBD

June 7 **6 pm**
Year-end dinner and select books for 2021 – 2022
 Fiddler's at Mayapple

Exploring DIVERSITY and INCLUSION

While we are searching for a member to accept the Diversity & Inclusion Chair position on the AAUW Carlisle board, this section is open to anyone who wishes to share their thoughts, recommendations, etc. Send them to apehle@outlook.com by the 20th of the month for the next month's newsletter.

UNITED SHADES OF AMERICA

A review

I have watched, and enjoyed, many episodes of the CNN TV series titled "United Shades of America" which was airing on CNN on Sunday nights at 10 pm. It is hosted by W. Kamau Bell, a noted social/political Black comedian. To my mind Kamau has a talented way of approaching racially sensitive topics in a somewhat easy-going manner, which enables him, and his guests, to speak their minds and discuss issues very sensitive to them without inflaming the topic unduly.

If you want to learn more about racial issues from Black peoples' points of view I think you will appreciate this series. I find it thoughtful and entertaining at the same time. You can get more information about Kamau, and listen to past episodes, by Googling the program. Enjoy!!

Linda Figueroa

I am listening to a lot of podcasts, focusing on themes of racial injustice and produced and narrated by persons who don't look like me. One of my favorite podcast programs is Throughline. While all are informative and thought provoking, I offer this one for your listening.



America's Caste System

"Race" is often used as a fundamental way to understand American history. But what if "caste" is the more appropriate lens? In conversation with Pulitzer Prize winner Isabel Wilkerson, we examine the hidden system that has shaped our country.

Listen [here](#):

Caste: The Origins of Our Discontents by Isabel Wilkerson

Ann Pehle

AAUW Carlisle**2020-2021 Board Members****Elected Officers****President** – Ann Pehle**Membership VPs** –Virginia Mauk, Gail D’Urso**Program VPs** –Stacey Gatch, Judy Wheaton**Finance Officers** – Barb Attivo, Linda Brunski**Secretary** – Angelica Mishra**Past President** – Linkey Green**Appointed Committee Chairs****AAUW Funds** – Becky Morgenthal**Communications** – Pat Markowski**College/University Liaison** - **OPEN****Community Activities** – **OPEN****Diversity and Inclusion** – **OPEN****Historian** – Rosemary Smith**Interest Groups** – Wendy Armour Dickinson**Newsletter** – Shirley Gehringer**Public Policy** –Kate Elkins, Katie Perkowski**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 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

Not receiving branch information?

Make sure emails from

aauwcarlisleinfo@gmail.com

aren't going into your junk or spam folder.

Get Active

Open Board positions

Board members are responsible for a function and are the go-to person for all matters pertaining to that area of responsibility. The officer or appointed Chair (ideally) will form a branch member committee to implement.

The Board meets on the second Tuesday of September, November, January, March, May and June.

College/University Liaison

Branch liaison with Dickinson College and AAUW Dickinson. Promotes AAUW to surrounding colleges and universities.

Community Activities

Coordinates the social activities for branch members to enjoy each other's company and share new experiences.

Diversity & Inclusion

Guide our efforts to purposefully design programming to cover diversity themes and encourage members to be present at community events that support diverse collaborators.

Social Media

Manage branch's Facebook page. Twitter and Instagram too, if interested.

Contact me (apehle@outlook.com or 401-644-6488) for more information and to discuss your interest. It would be great to have you join the leadership team of AAUW Carlisle.

Committees seeking members

Fundraising

Contact Becky Morgenthal (bhmorgenthal@gmail.com) to learn more.

Membership

Contact Virginia Maul (virginia.mauk@gmail.com) or Gail D’Urso (gailcdurso@gmail.com) for more information and to discuss your interest.

Scholarship

Contact Lillian Wong (wongtooth@comcast.net) to learn more.



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