

Recovery and Resilience: Three Branch Members Share Their Experiences

It takes no stretch of the imagination to recognize that 2020 was a year of unexpected challenges. Whether as an individual, organization or institution, coping strategies had to be hastily put in place, course corrections made, and a resulting alteration of person, organization or institution emerged moving forward into COVID recovery and into a resilient future.

The program committee, recognizing these unusual circumstances, chose “Recovery and Resilience” as the theme for programming for the 2020-2021 membership year. To date, we have seen incredibly creative and apropos Zoom programs that have highlighted addressing and overcoming social and political obstacles and planning forward for our personal, emotional, and financial recovery.

The March 23rd Branch meeting will feature three of our members sharing their own recovery and resilience experiences: **Kathleen Gorak** will recount her personal journey through the challenges of breast cancer treatment and how she faces the future as a cancer survivor. **Brenda Bretz** will share how Dickinson College has put in place operational plans to deal with COVID restrictions, and how the institution will approach change as it recovers and moves forward. **Janet Kascur** will share the unique challenges the clients of the Dress for Success organization faced during this difficult year, and how the organization is supporting them now and helping them to rebuild for their future.

You will not want to miss this intimate and inspiring program.

Tuesday, March 23rd 7:00 pm – 8:00 pm

Zoom Meeting --Registration Required

<https://us02web.zoom.us/join/ztZUlf-2trDovHNNH673SiYN0RwLznqHlwdx76>

Pat Markowski
Communications Chair

WATCH for EMAILS from aauwcarlisleinfo@gmail.com for updates on ALL events			
March 1	7:00 pm	Book Group	See page 10
NOW to March 31		Vote in AAUW Pennsylvania officer election	See page 3 for link
March 4	1:00 pm	Public Policy Committee	Contact Kate Elkins for Zoom link
March 10	7:00 pm	AAUW Huntingdon program “Thermal Radiation of Worlds Beyond our Solar System”	Zoom webinar see page 3
March 23	7:00	AAUW Carlisle Branch Meeting	See above.
March 29	1:00 pm	Trailblazers Recognition Event	See page 9
March 30	TBD	AAUW Pennsylvania Town Hall Discussing open membership bylaw change	See page 3
April 27	TBD	Scholarship Banquet -- Virtual	See page 2

From the President

February 2020 was the last time we held an in-person branch event. It has been too long!

Yet, during this past twelve months, we didn't retreat or shy away from the challenge COVID presented. Instead, we purchased a Zoom meeting and webinar license and figured out how to continue doing what we do virtually. Branch meetings continued every month. Book Group, Public Policy Committee and the Board moved to meeting online. Public Policy held a public webinar. Two member engagement events were held. We have been busy. My biggest regret is that we haven't seen many of you this year, which makes me very sad. I am sorry that this virtual existence hasn't worked for you. And I hope, when COVID is finally managed and in-person restrictions are eased we will be able to resume in-person branch activities. And see you!

When the state allows and we feel comfortable to meet in-person, we are going to need meeting space. While we cross our fingers that Dickinson College continues with their generosity, we have really outgrown the HUB side rooms. That is a good problem. Recognizing that locating meeting venue space is going to be difficult, I am standing up an ad hoc committee -- **Meeting Space Scouts**. Chaired by our Program VPs (Stacey Gatch and Judy Wheaton), this committee will identify in-person options and bring a recommendation to the Board. This project has a specific goal—so will disband when the work is done. Do you have a concern about meeting space? Time to volunteer for this very specific project? Please contact me (apehle@outlook.com).

Branch programming has really highlighted the expertise, talent, and good works of our own members. A big THANK YOU to the following for making our branch meetings special. Peggy Jennings, Mary "Cherry" France, Stacey Gatch, Mary Brunski, Beth McKinley, Joan Rockwell, Virginia Mauk. **And in March (don't miss this one)**, Kathleen Gorak, Brenda Bretz, Janet Kascur.

Finally, I have an update on [Trailblazers](#), our program recognizing the achievement of girls enrolled in the Carlisle High School Career and Technical curriculum. This year, the third year of our program, is impacted by the realities of COVID, as in 2020. Gail D'Urso, Project Chair reports that staff is recommending recipients, yet the number is fewer than past years due to the difficulties of moving this curriculum away from in-person learning. We will honor and celebrate the recipients March 29 at 1:00 pm. See page 9 for your invitation to participate in this new AAUW Carlisle treasure.

Ann Pehle
President

Thank You
Thank You
Thank You

Your generous donations during the January appeal raised **\$6,215** for AAUW Carlisle's Higher Education Scholarship fund. Your contributions funded four \$1500 scholarships. We will meet the recipients on April 27th!

If you missed the donation deadline and still want to contribute, your donation will be graciously accepted. Make the check payable to AAUW Carlisle Branch, include a memo "Scholarship", and mail to the address below.

AAUW Carlisle Branch
P. O. Box 815
Carlisle, PA 17013-0816

Becky Morgenthal
AAUW Fund Chair

AAUW Carlisle Higher Education Scholarship -- UPDATE

The AAUW Higher Education Scholarship Committee met on Saturday, February 13, 2021 by Zoom to interview our applicants. The committee will submit for approval four scholarships to the Board on March 9th. After board approval, the applicants will be notified and invited to attend the **April 27th** virtual Scholarship 'Banquet'.

Remember this annual tradition before 2020 COVID interruption? Remember committee members introducing recipients; listening to recipient personal statements in awe of their accomplishment and goals; and seeing smiling parents at our tables? This year, we will do all that, except for the tables and enjoying a good meal in Dickinson College Social Hall. Don't miss the celebration.

Thank you members, Stefanie D'Amore, Gail D'Urso, Carolyn Freberg, Kathleen Gorak, Rose Smith and Cindy Sutton. We conquered technology! We were thrilled we had no glitches!

Lillian Wong
Scholarship Chair

What's Up in Pennsylvania? News from AAUW Pennsylvania

Officer Elections VOTE by March 31

AAUW Pennsylvania members will vote for the 2021-2023 slate of officers.

- Randi Blauth, AAUW Easton, Membership VP
- Ann Echols, AAUW State College, Finance Officer
- Ajla Laussegger, National and state member, Secretary.

Read their bios [here](#).

Vote online (about 1 minute) [here](#).

For a paper ballot -- follow the instructions [here](#) OR contact Ann Pehle (401-644-6488 or apehle@outlook.com) no later than March 20.

Annual meeting

The AAUW Pennsylvania Annual meeting will be held virtually on Saturday, April 10 at 10:00am. Watch for more information regarding the agenda and Zoom meeting registration.

AAUW Huntingdon Sharing Programming

March 10 at 7:00 pm

Thermal Radiation of Worlds Beyond our Solar System

Jennifer Carter, Assistant Professor of Physics at Susquehanna University received a 2020-21 AAUW Research Publication Grant in Engineering, Medicine, and Science.

Susquehanna University announcement of her grant:

<https://www.susqu.edu/about-susquehanna/newsroom/physics-professor-wins-research-grant>

Register in advance for this meeting:

<https://us02web.zoom.us/join/register/tZAod-muqz4uHtxD8Wyz-a44UCwif3evX4td>

TOWN HALL

Exploring the Open Enrollment bylaw change

Featuring:

Dot McLane, AAUW Pennsylvania Past President and past Director on AAUW board of directors.

March 30 (6:30 pm or 7:00 pm TBD)

[Watch for more information and registration link.](#)

2021 Summer Retreat

July 23 @ 6:00 pm to July 24 @ 3:00 pm
Central Hotel and Conference Center
Harrisburg or virtual

It's not too early to mark your calendar for the Summer Retreat—the AAUW Pennsylvania statewide meeting in odd years. We are planning for in-person and virtual simultaneously, and making the final decision at our April board meeting.

Friday night is an informal meet and greet for persons traveling from out of town. Saturday, beginning at 10:00 am, will be a mix of affiliate business, updates and the luncheon keynote speaker. More information to come as details are finalized.

News from National AAUW Update

National dues increase

AAUW national member dues will increase in each of the next three fiscal years (July 1 – June 30)

FY22 -- \$62	(July 1, 2021 – June 30, 2022)
FY23 -- \$67	(July 1, 2022 – June 30, 2023)
FY24 -- \$72	(July 1, 2023 – June 30, 2024)

AAUW Pennsylvania member dues remain \$10 for FY22

Virginia Mauk and Gail D'Urso will provide more information to AAUW Carlisle members as membership renewal season approaches.

National Election

Starting April 7, AAUW members will be asked to vote on:

- Electing members to the national board of directors
- Public Policy Priorities amendments
- Bylaw change amendments, including the elimination of AAUW's longstanding membership degree requirement

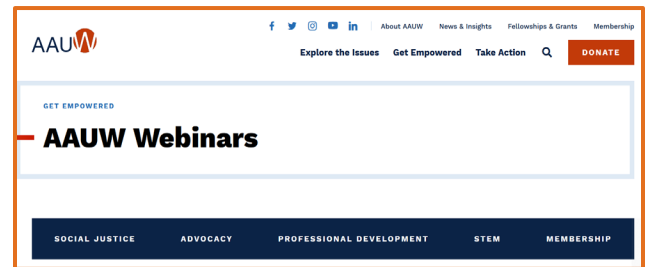
Prepare to vote by exploring the issues on the [AAUW election page](#).

Kate Elkins and Katie Perkowski will provide more information as the election approaches. Please read Katie's thoughtful summary of the topic on page 8.

Having trouble finding that webinar you missed or want to watch it again? Problem solved!

Peruse recent offerings or browse by topic on the [new archive page](#).

Webinars are sorted by Social Justice, Advocacy, Professional Development, STEM, and Membership.



NCCWSL

May 25-26, 2021 | Virtual NCCWSL

This year, AAUW invites hundreds of college women from around the country for two days of leadership training, inspiration and networking at our National Conference for College Women Student Leaders (NCCWSL).

The **National Conference for College Women Student Leaders (NCCWSL)** is one AAUW program that many members are not familiar with. NCCWSL is the nation's premier conference for college women to hone their leadership skills, make lifelong connections, and get ready to shape the world! Since 1983, AAUW has organized this transformative experience for the next generation of leaders. Past attendees have gone on to lead nonprofits, innovate the corporate world, create disruptive technologies, and more — all while paying it forward for women and girls!

Over 800 women attend during the last week of May, at the University of Maryland. Regrettably, the 2020 conference was cancelled due to COVID. Learn about the 2021 conference [here](#).

Exploring DIVERSITY and INCLUSION

Beth McKinley, Chair

Why Belonging Matters to Diversity, Equity, and Inclusion

These words: Diversity, Equity, and Inclusion, have long been a part of our organization and branch. But it was in the spring of 2018 when the most recent AAUW Strategic Plan was rolled out that these words were brought to the forefront. Then, in December of 2020, AAUW National premiered the new Diversity and Inclusion Toolkit to help branches “identify best practices for promoting diversity, equity and inclusion within AAUW,” because “AAUW is dedicated to helping members become more comfortable sharing their perspectives outside of diversity trainings and to address diversity, equity, and inclusion (DEI) in all aspects of their work and lives.”

So, what is Diversity, Equity, and Inclusion specifically to AAUW members?

Below are definitions from the [AAUW Diversity, Equity & Inclusion Toolkit](#).

Equity

“1: Justice according to natural law or right specifically: freedom from bias or favoritism

Every AAUW member should understand what we mean by equity. After all, we are the nation’s premier organization fighting for gender equity. We fight to narrow the pay gap for women, champion equal opportunity for women in education, and work together to support laws and policies that enable women’s success.”

It is weaved throughout our organization. It is stated in our mission statement and prevalent across our policies, committee work, and programs. It is embodied in the Gateway to Equity award we name every year to a deserving member of our community, that has shown by action and philosophy the promotion of equity for women and girls through advocacy, education, philanthropy, or research. In 2020, we named Hope Station’s Executive Director, Safronia Perry, for her unwavering efforts to make Carlisle a more equitable community for those who have been marginalized, underrepresented, and disenfranchised.

Diversity

“1: The condition of having or being composed of differing elements: variety especially: the inclusion of different types of people (such as people of different races or cultures) in a group or organization -- -programs intended to promote diversity in schools

2: An instance of being composed of differing elements or qualities: an instance of being diverse- a diversity of opinion

Variety. That’s what diversity means in essence. But it also means that recognizing what makes us different and unique is important and, without taking diversity into consideration, we run the risk of excluding some individuals. Failing to incorporate diversity into what we do at AAUW – not just our membership, but throughout the organization– and aligning it to our organizational mission and goals can cause a catastrophic error that we may not be able to recover from.

Inclusion

1: The act of including: the state of being included

2: The act or practice of including and accommodating people who have historically been excluded (as because of their race, gender, sexuality or ability)

Diversity is only the beginning, and it isn’t enough. To create truly diverse spaces, those spaces also need to be inclusive, where all parties feel welcomed, appreciated and respected — and have full access to all resources and can contribute to AAUW’s success.

Again, from our AAUW DEI Toolkit,

“... if diversity means the characteristics that make us unique, and inclusion refers to behaviors and actions, then what is belonging? And why is it important?

Belonging is feeling like you are a part of something, that you actually matter. It isn’t necessarily about being liked — but rather being needed.

As described in a 2019 Washington Post article on the emergence of Belonging into the DEI conversation, Christianne Garofalo, who leads diversity and inclusion recruiting at the executive search firm Heidrick & Struggles, “Diversity is a fact, inclusion is a behavior but belonging is the emotional outcome that people want in their organization.” Even though Belonging is more difficult to quantify and qualify, it is likely we all know what it feels like to belong, as much as we know what it feels like when we don’t. That is why, at the first meeting of the Diversity, Equity, and Inclusion Committee, the members unanimously decided to adjust the focus and our name to include “Belonging.”

Thank you to the members of the first Carlisle Branch of the Diversity, Equity, Inclusion, and Belonging (DEIB) Committee for helping to lead us on this journey: Kate Elkins, Nancy Siegrist, Lillian Wong.



Interested in being part of the DEIB committee? Contact Beth McKinley at bethmckinley4610@gmail.com for more information about meetings and initiatives.

Branch Programs

Stacey Gatch and Judy Wheaton, Program Vice Presidents

April 27, 2021

TBD

The Scholarship “Banquet” to celebrate the recipients of the Higher Education Scholarship.

May 25, 2021

7 pm

Garrison Commander; USAG Carlisle Barracks; Colonel Courtney A. Short. Colonel Short is expected to speak about her responsibilities, changes she sees for Carlisle Barracks in the future, and how those changes may affect the Carlisle community.

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. We will meet by Zoom until meeting inside is safe. If you are interested in joining a discussion, please contact Wendy Dickinson so that she can provide to you the zoom information to join. She can be contacted by phone 717-514-3322 or email mail to: warmourdickinson@hotmail.com

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

April 5

7 pm

Rebecca

Daphne du Maurer
Zoom Meeting

May 3

7 pm

American Dirt

Jeanine Cummins
Zoom Meeting

June 7

6 pm

Year-end dinner and select books for 2021 – 2022

Fiddler’s at Mayapple

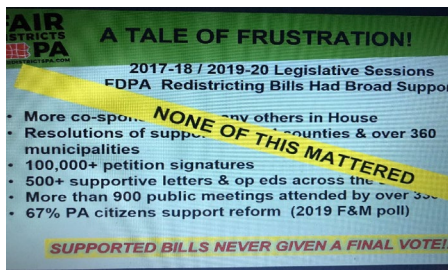
PUBLIC POLICY UPDATE

Kate Elkins and Katie Perkowski, Public Policy Co-Chairs

‘Dysfunction by Design’ Webinar Eye Opening!

Forty nine AAUW members from branches across Central Pennsylvania joined us Thursday, Feb. 4 for our webinar ‘Dysfunction by Design’, cosponsored by AAUW Carlisle and Harrisburg.

Judging by the feedback from attendees — “It was outstanding!” — Jean Handley from Fair Districts PA did an excellent job of walking us through what can be the wonky and complicated reasons for legislative dysfunction in Harrisburg.

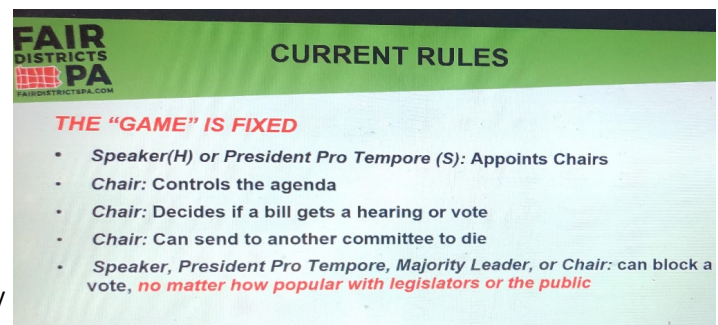


In her illustrative PowerPoint presentation, Jean discussed Partisan Gerrymandering, Legislative Procedural Rules, and Judicial Gerrymandering and how they are tied together contributing to this dysfunction and a lack of public confidence in our government.

While the bi-partisan push to amend the PA Constitution to create a non-partisan redistricting commission before 2021 was blocked in the Legislature (see graphic), bills will be introduced in both the House (HB 22) and Senate (SB 222) in the near future designed to increase transparency and public engagement and provide clear, measurable map-drawing criteria. (LACRA - Legislative and Congressional Redistricting Act).

Jean also educated us on the restrictive procedural rules in our General Assembly and how they negatively impact enactment of beneficial legislation and bipartisan collaboration. Power to block a bill is placed in the hands of a very few.

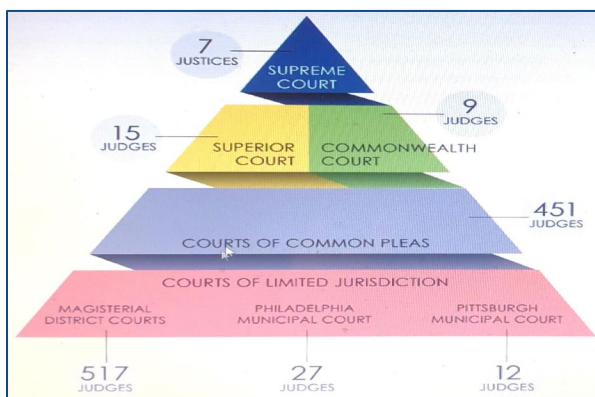
And now bills have been introduced to create Judicial Voting Districts for appellate court judges in PA. Instead of voting for 31 appellate judges, as we do now (see graphic), we would only be able to vote for 3 from a limited geographic district within PA. These bills have passed their committees. They are currently tabled, but could be brought for a vote later this year.



Your Public Policy Committee will continue to monitor all of these issues, with the expertise of Fair Districts PA, and keep you apprised of any developments.

For those of you who were not able to attend, you can view a recording of the webinar [here](#).

Kate Elkin
Public Policy Co-Chair



Your Voice Matters – Voting Begins April 7 to amend AAUW bylaws

On January 19th AAUW National held a virtual town hall to discuss the proposal that AAUW amend the bylaws to open membership and eliminate the degree requirement to join AAUW; a proposal that will be put to virtual vote by national membership April 7 – May 17. The national AAUW Board of Directors strongly supports the proposal, along with dozens of member leaders across the country. I would like to briefly share a few key points from the virtual town hall I attended and encourage all AAUW members to vote in favor of amending AAUW's bylaws.

Why change things? To put it bluntly, we are not walking the walk when it comes to diversity and inclusion, and funders take note of that. Because our current educational degree requirement can be deemed discriminatory and not in keeping with our mission, some foundations and corporations will not donate to our organization since it is counter to their criteria of equity. This disadvantage, along with the now 400-plus organizations competing with AAUW on women's equity issues for funding, affects National's ability to get much needed funding. Declining membership, now at 50,000, only provides 15-20% of the annual budget. This is not enough to support branch and member services.

What do we gain? Eleanor Roosevelt and Lily Ledbetter would not qualify for AAUW membership with our current educational requirement. Many of our members have (frankly, terrible) stories about having a speaker or community partner inquire about membership and having to reject them because of the educational requirement. The image that comes to my mind is women climbing the ladder but pausing to deliver a sharp kick to those still on the ground. We are closing ourselves to the potential talent of members that could further our mission and help our organization thrive. One of the best hires I ever made was a woman who had to drop out of college for financial reasons and never completed a degree.

Would we have to change our name? The bylaw change would not affect AAUW's name, just as the name did not change when we changed bylaws to allow college and associate degrees or changed the bylaws to allow men into the organization. Plenty of organizations (YMCA, NAACP) identified by acronyms have evolved away from their original wordings.

AAUW Member Voices -- Across the Country

"I would like to share my mother's story: In 1942, she graduated first in her high school class and traditionally would have received a college scholarship from a local women's group. When the group learned she was the daughter of immigrants, they changed the selection criteria and denied her the scholarship. As the youngest child of a widowed immigrant mother, she could not continue her education. She raised two daughters who achieved five degrees between them. Are today's women who were denied an education through poverty or prejudice unworthy?"

Janine Greenwood

What, specifically, will change? We will no longer limit membership by penalizing women who cannot attain a degree due to today's skyrocketing educational costs, childcare, elder care, transportation, working multiple jobs and language barriers. Today, there are more alternatives to college degrees, which have burdened women with two-thirds of the national college debt. With more careers open to women, i.e., firefighters, pilots, entrepreneurs, artists, politicians, manufacturers, retail managers, our bylaws are particularly outdated. The bylaw change means our branch will not be demeaned by having to reject women interested in membership who are enthusiastic about our mission but do not meet our criteria.

What if we do not change the bylaws? I am going to go back to something mentioned before, which is declining membership. To frame it with my own perspective (someone under 50), I had trouble initially understanding that this was even a conversation. I could not believe that an organization dedicated to women's equity would shut out women who wanted to join. There were not a lot of dissenting voices in the town hall I attended, but there were enough to shock me. The prize for achieving our own educational goals is not to shut out others who did not achieve theirs. I will offer that I do not believe anyone of my generation could understand an organization dedicated to equity having entrenched inequity built into their membership laws. Organizations that do not evolve do not last.

Our membership should be unified by our mission, not by our privilege.

You will receive an e-mail when voting opens April 7 – online voting is encouraged but paper ballots can be requested (please reach out to Kate Elkins or Katie Perkowski if you need a paper ballot.) Further information about the proposed bylaw changes can be found at <https://www.aauw.org/resources/member/governance-tools/national-election/2021-comment-bylaws/>.

Katie Perkowski
Public Policy Co-Chair



As we move forward, we often look back and pay tribute to those who have had much influence on who we are today. As we celebrated AAUW Carlisle Branch's 95th Anniversary some tributes were gathered and will be shared in this section.

We are thankful!

Nancy Jones Krieger, my mother, who taught me integrity and caring...Jenifer K. Johnson

To Patricia Stevens who encouraged me to go into administration and advance in my college...Linda Myers

People who impacted my life: I have to mention my two band directors – Michael Carden & James Fojano who instilled practice, inspiration, attention to detail and hard work. Mrs. Swift, my high school math teacher who knew girls could do math and various members of AAUW who taught me leadership skills. ...Wendy Armour Dickinson

My Mom, Lucille received her B.S. in nursing in 1951 after a 5-year program @ the Pittsburgh University. While I was growing up and having five kids she worked off and on. (She had to get out of the house!) She was also involved in church and professional organizations. She was my role model and encouraged me when I wanted to go back to work after my son was born. Love you mom...Susan Royer

Trailblazers Girls' Recognition

You are invited to attend the third annual Trailblazers Girls' Recognition

Monday, March 26 at 1:00 pm -- via Zoom

Register https://us02web.zoom.us/meeting/register/tZwtc-mhqzgrEtOYw6eWYU5lOUr_nzezlt2

We will honor two girls who excelled in the Automotive Technology!
And, we will hear from Dr. Parrillo about the challenges of COVID to the hands on/experiential Career and Technology curriculum and the adjustments that were made.

Don't know what Trailblazers is all about? Read about the project and previous two events at <https://carlisle-pa.aauw.net/trailblazers/>

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** – Beth McKinley**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

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.

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.



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