



# Branch Banter

JANUARY 2019

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## All the Presidential Visits

**WHEN:** Tuesday, January 8 7:00 p.m.  
6:30 p.m. Social Time Business meeting follows program

**WHERE:** York Alliance Church, 501 Rathton Road, York

**PROGRAM:** York County, always in the middle of things in American history, has hosted about thirty United States presidents. Jim McClure, author, historian, and the editor of the *York Daily Record/Sunday News*, will tell the stories of these presidents and the impressions they left behind - often humorous - on the hearts and minds of York countians that would be remembered for decades. Feel free to bring a friend. The meeting is open to the public.

*Joan Beekey & Suzy Hershey, Program Co-Vice Presidents*

**Inclement Weather? Check your email for a program cancellation.  
(Those not on email will be contacted by phone.)**

## FROM THE PODIUM

I trust everybody had a great holiday season. In January, I always think of the Roman god from mythology, Janus. He was the guardian of portals and patron of beginnings and endings. He is shown as having two faces, one in front, the other at the back of his head symbolizing his powers. Looking back, York Branch AAUW had a successful fall with a wide variety of experiences and opportunities. Looking ahead, we have many opportunities for participation and involvement in Branch activities, especially the Spring Market Faire. See everybody at the January Branch meeting! Take care!

*Carol Heintzeman, President*

## BOARD MEETING

The Board will hold a virtual meeting in January.

## BANTER DEADLINE

**January 25** is the deadline for articles for the February *Banter*.

## SPRING MARKET FAIRE – MONDAY, APRIL 29

The York Branch raised over \$200,000 for scholarships since the first Spring Market Faire in 1982. Help us continue this proud tradition.

The next meeting of the Spring Market Faire Committee is on Monday, January 7, at 10:00 a.m. at the home of Betty Hooker. Please call or email Betty so she knows you will be there. (Snow date is Monday, January 14 at 10:00 a.m.)

Write a check to be a Friend, Patron, Angel or Benefactor and send your check to Jean Quickel (form elsewhere in the Banter).

Volunteer to be a hostess. It is only a three-hour shift and you can see the kitchens the other half of the day.

Please contact Carol Little if you have any ideas for corporate sponsors.

*Betty Hooker, Spring Market Faire Chair*

## AAUW-PA AWARDS

Please consider nominating a member of York Branch for one of the two AAUW-PA awards. The awards are:

**Member Making a Difference** (formerly Branch Spotlight Award/Teal Award) is awarded to a member who has made a big difference to something important to the branch within the last year. This person need not be an officer or a committee chair.

### **Outstanding Woman**

She has provided meritorious service to the branch and the community over multiple years. She may not be the current president. The state allows two nominees.

The honorees will be recognized in a special edition of the *Keystoner* in May.

You may contact Betty Hooker with your suggestions. A committee of past recipients will select the 2019 honorees. **Nominations are due to Betty by January 15.**

## DAYTIME BOOK GROUP

3<sup>rd</sup> Wednesdays, 1:00 p.m. We will be meeting at the Lyndon Diner.  
Contact: Linda Palmer

January 16: *Stay With Me* by Ayobami Adebayo Led by JoAnn Piotrowski  
Book for February: *Ordinary Grace* by William Kent Krueger

## EVENING BOOK GROUP

3rd Tuesdays 7:30 p.m. Books A Million Store Café Contact: Sue Zitnick

January 15: *The Signature of All Things* by Elizabeth Gilbert. Spanning much of the eighteenth and nineteenth centuries, Alma is a brilliant botanical explorer in a time when old ideas about science are exploding.

Book for February: *The Rules of Civility* by Amor Towles

## BRIDGE GROUP

Wednesday January 9, 11:30 a.m., at the Blue Heron Hostess: Carol Little

Wednesday February 6: *Hostess needed*

New Bridge players are always welcome. For information about the Bridge Group, call Lois Kulp.

## GAME NIGHT – FEBRUARY

Sunday, February 24, 5:00 p.m. at the home of Carol and Darrell Hartman.

Put the date on your new calendar now and contact Carol when the time gets closer.

## LUNCH A MONTH

The January lunch will be held on Wednesday, January 23, at 1:00 p.m. at the Knickers Pub and Grill located at Heritage Hills Golf Resort, 2700 Mt. Rose Avenue. A signup sheet will be available at the January meeting. You may also contact Donna Fulton directly. The deadline to signup will be **January 18**. Hope you will join us!

*Thanks for your courtesy - if you cannot attend a lunch as planned, please let the hostess know so she can inform the restaurant.*

## SUPPER CLUB – BRUNCH

The Supper Club will be going to Sunday Brunch at the Altland House in Abbottstown on January 27 at noon. We welcome any AAUW Branch member to join us. For reservations, please call Marion Bowman **by January 21**.

## SUNSHINE

If you know of an AAUW member who deserves a card due to illness, death in family, or thinking of you, please notify Linda Rupert.

## HARRISBURG BRANCH – TRIP TO SPAIN AND MOROCCO

The Harrisburg Branch is sponsoring a trip to Spain and Morocco from November 2 through November 14, 2019. The cost of the trip, if you sign up soon, is \$4,099 (double occupancy). A special travel presentation will be held on Thursday, January 31, at 619 Haldeman Blvd., New Cumberland. For more information, contact Barbara Warfel.

## AAUW's New Strategic Plan Explained

Five York branch members met with AAUW's Erin Harkins-Medina and Claudia Richards on Wednesday, December 12<sup>th</sup>. We talked about the **new Strategic Plan that AAUW has developed consisting of 4 sections:**

**1) Education and Training, 2) Economic Security, 3) Leadership, and 4) Governance and Sustainability.**

**1) The Education and Training section** (with all the scholarships, fellowships and research) is working well and will always be a big part of AAUW.

**2) The Economic Security section is the top priority right now.** It focuses on a woman's next step in life after school – getting a job. **This includes Start Smart and Work Smart salary negotiation workshops and LAF.** Change is needed in our laws, in employers' hiring and promotion practices, and in society's view of women. Encouraging young college women to take the **Start Smart** workshop introduces them to AAUW while getting them an increase in their starting salary. Research shows that a higher starting salary leads to higher salaries throughout life and higher lifetime earnings.

**Work Smart** is for women already employed or re-entering the work force. **The goal is to train 10 million women in salary negotiation by 2022 so we can eliminate the pay gap by 2030! The workshop is even available online at <https://salary.aauw.org/>.** It is 1 hour long and can be stopped and re-started any time. Take it yourself! Spread the word to family and friends.

**AAUW is developing Work Smart workshops for different occupations** – lawyers need a different program from financial workers and physicians; the Honolulu, Hawaii Branch is promoting a program for hourly workers. The program will also be translated into Spanish.

**The Legal Advocacy Fund (LAF) is included under the Economic Security section of the Strategic Plan.** LAF works to challenge sex discrimination in higher education and the workplace. It is choosing its cases carefully to back those that will make the most difference in case law and precedent. AAUW resources range from community outreach programs to backing of major cases. Unfortunately, there is never a lack of cases.

**3) The third section of the strategic plan involves Leadership.** "AAUW Empower" events provide women with leadership skills and networking opportunities to increase their skills and ignite personal and professional growth.

*Barriers and Bias: The Status of Women in Leadership*, and *Broken Ladders: Barriers to Women's Representation in Non-Profit Leadership* are two reports from AAUW that explore gender leadership and the under-representation of women in leadership positions.

A product of a partnership between AAUW and Dell, the *Playbook on Best Practices: Gender Equity in Tech* equips advocates and employers with actionable steps and data-driven strategies to increase the representation of women in engineering and computing fields. It can teach research-proven strategies and actions to level the playing field for women in the workplace.

**In addition to Dell, AAUW is actively working with members and others to develop strategic partnerships with corporations.** For example, many of us have benefited from the Office Max/Office Depot discount card. AAUW has also worked with Starbucks and Coca Cola, among others, to develop equal pay for equal work plus other women friendly benefits. In the future, AAUW hopes to build relationships with more companies using the networking opportunities provided by AAUW members.

**Section 4) Governance and Sustainability** is being implemented to ensure the strength, relevance, and viability of AAUW well into the future. Goal A: Implement best practices in governance, inclusion, and organizational functioning and Goal B: Enhance financial sustainability by increasing and diversifying revenue. More about that in the future.

**AAUW is developing projects related to the Strategic Plan to be implemented by branches.** AAUW research guides the projects and gives them credibility on Capitol Hill. AAUW works where our efforts will make the most difference. Kim Churches says “We are non-partisan, but not values neutral.” AAUW cares about women and girls.

**More information will be coming online in the next few weeks.** Their Search Box was not working during this update and I could not find things that Erin and Claudia mentioned. I will check back later and put links in the February *Banter*. One video you can watch (5 minutes at most) is *10 Steps to Make a Difference with AAUW* at <https://www.aauw.org/resource/strategic-plan-engagement-for-members/> .

Sue Zitnick, Carol Heintzelman, Betty Hooker, Carol Anderson, Jane Long

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# How to Support AAUW's Mission

Thank you for promoting equity for women and girls by supporting AAUW's critical work! When supporting the following funds, you give AAUW the ability to carry out its bold, strategic vision for the future.



## AAUW Greatest Needs Fund (9110)

Allows AAUW the flexibility to respond rapidly to new and emerging challenges facing women and girls and to utilize your gift where it's needed most. This fund ensures the strength, relevance, and viability of AAUW into the future.



### Education and Training Fund (4450)

Addresses the barriers and implicit biases that hinder the advancement of women by championing equal access to education and ensuring that education at every level is free from sex discrimination.

#### STEM Title IX Pathways to Jobs

*Examples of programs include:*  
Fellowships Alumnae Initiatives  
Fellowships and Grants  
Public Policy  
Research



### Economic Security Fund (4449)

Ensures livelihoods for women through achieving pay equity for women, providing training in salary negotiation, and deepening women's retirement security and quality of life.

#### Pay Equity Title VII Retirement Security

*Examples of programs include:*  
Start Smart  
Work Smart  
Work Smart Online  
Legal Advocacy Fund



### Leadership Fund (4452)

Supports the effort to close the gender gap in leadership opportunities by bolstering the participation of and increasing the number of girls and women in leadership roles, particularly in education and nonprofit organizations.

#### Career Workplace Training

*Examples of programs include:*  
Campus Action Projects  
Empower  
NCCWSL

*Mission Statement*

AAUW advances equity for women and girls through advocacy, education, philanthropy, and research.

*Vision Promise*

By joining AAUW, you belong to a community that breaks through educational and economic barriers so that all women have a fair chance.

*Diversity Statement*

AAUW values and seeks a diverse membership. There shall be no barriers to full participation in this organization on the basis of gender, race, creed, age, sexual orientation, national origin, disability, or class.