



Branch

Banter

JANUARY 2023

CONFRONTING RACISM COALITION

PROGRAM: Nicole Shaffer is currently the Co-Chair for the Confronting Racism Coalition. The CRC is a group of volunteer residents in York committed to creating a stronger York by promoting unity, inclusion, and opportunity. Their mission is to create sustainable change by breaking down systemic racial barriers and promoting healing, equity, and inclusion for all.

Nicole is an active community advocate, and currently serves on the Board for York City Dollars for Scholars, is the past Chair for YWCA York's Racial Justice Committee and is a founding Board Member for Braided River Collective, among numerous other community commitments. She is also a volunteer for Junior Achievement and the Girl Scouts, where she has gone into local schools to teach the importance of resume creation, interview skills, understanding credit cards, and building a strong credit history.

As the Director of Her Traditions at Traditions Bank, she utilizes 25 years of experience in communications and community building. She oversees all components of the initiative including their scholarship program, women's events, and their trademarked Financial Personality Indicator. As a lifelong champion for women's issues, Nicole is passionate about connecting women to opportunities to help them take charge of their financial future. During her time with the initiative, she has led the expansion of their scholarship program to include women in the trades through a partnership with the local chapter of the National Association of Women in Construction (NAWIC). She is currently managing a pilot program at the bank which will provide financial life coaching focused on specific life events, in partnership with Willow, a fintech innovator and women-led company.

Carol Heintzeman & Lois Conaway, Program Co-Vice Presidents

YORK BRANCH CONTRIBUTIONS TO NATIONAL AAUW

The national AAUW office recently sent us an end of the year report to summarize our total donations to them for the year as follows: Individual Member Donations - \$14,815.50; Memorial Contributions that our York Branch sent in honor of Shirlee Smolin and Sue Zitnick - \$75; and as a Branch, we sent \$1,000 to the AAUW Greatest Need Fund. For a branch our size, I think we can be very proud of sending donations totaling \$15,890.50. Thank you to all of you for your generosity and support for AAUW's mission!

Bonnie Bluett, Co-Finance Officer

FROM THE PODIUM

All best wishes for a happy and health-filled New Year!

Not the New Year but the old year end is traditionally the time for writing checks to favorite charities. But difficulties do not occur just over the holidays.

The above, deeply insightful statement, is a ploy to mention that I recently read of two charities new to me. Both are very appealing and both support the education of children in which concern our Branch is invested. Both have impressive outcomes data. **Vision To Learn** supplies glasses to low income children who, without them, cannot see the board, become fidgety, and thus are labeled slow learners or disruptive. **Success For All**, developed by Johns Hopkins, is focused on having children read by the third grade. By the fifth grade, students in the program are a full grade ahead of students in the control group. If you want to read more about either program and cannot find it online, I will forward information to you.

Carol Anderson, Co-President

BOARD MEETING

The January 3 Board meeting will be conducted virtually using Zoom. Carol will email the agenda a few days before and then lead the meeting, beginning at 10:00 a.m. Branch members are welcome to attend Board meetings.

EDUCATION ISSUES ACTION GROUP

When: Tuesday, January 17, at noon. I will provide lunch, so I need an RSVP.

Where: Carol Little's home

Who: Anyone is welcome, including non-AAUW guests/friends

We will join with AAUW PA in addressing current education issues, and will be looking to them for guidance on issues. Though we saw this past spring the largest ever investment in public education in Pennsylvania's history, with over \$1 billion in new funding in the 2022-23 budget, there will likely be pressure on legislators on issues such as vouchers in the coming year.

We also will begin development of a plan for a long-term project to recognize current local public-school teachers who are doing excellent work.

Carol Little, EIA Group Chair

FUNDRAISING COMMITTEE

Thank you to all who participated in our Flower Power and Lynch Creek fundraisers this Fall. The time has now come to plan a major fundraiser for the coming year. All who are interested in planning and implementing a luncheon or tea party, please come to Nancy Buckley's house on Thursday, January 12, at 10 a.m. For further information, contact Nancy.

Nancy Buckley, Fundraising Committee Chair

BRANCH AWARDS

York Branch is given the opportunity to present three awards annually through the sponsorship of our state organization, AAUW-PA. The honorees are recognized by AAUW-PA, and members receive a certificate recognizing their accomplishments.

The **Gateway to Equity Award** is given to individuals or organizations that have shown by action and philosophy that they advance equity for women and girls through advocacy, education, philanthropy, or research. This award is selected by the Branch Board members.

The **Member Making a Difference Award** is given to a member who has made a big difference in something important to the branch within the last year. This person need not be an officer or a committee chair.

Outstanding Woman Award

- 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.

Other Optional Awards:

York Branch Special Honoree – may be given to someone who has been active for many years who deserves recognition but does not qualify for the other awards.

AAUW-PA Special Honoree – This award is given by the State Board to someone who has been active at both the State and Branch levels or has given extraordinary service to the local branch,

Check our Yearbook for past honorees. Please submit your nominations **in writing by January 15**, and please give examples of the person's accomplishments.

You may send an email or a note via mail to Lois Conaway. Thank you for your suggestions. A committee of past recipients will select the 2023 honorees.

Lois Conaway, Awards Chair

HIGHER EDUCATION SCHOLARSHIP COMMITTEE

The Higher Education Scholarship Committee has chosen the following high schools for participation in the 2023 Dual Enrollment Scholarship Program:

Dallastown Northeastern Central York West York

We have the names of the dual enrollment coordinators at each school and will be sending them the procedural information the first week of January

Nancy Spataro & Michelle Kern, HESC Co-Chairs

DIVERSITY, EQUITY, & INCLUSION COMMITTEE

As members of the AAUW organization, it is not expected that all our members will read a few definitions and become experts in diversity, equity, and inclusion. The goal of the DEI Committee is to provide resources that can be a guide to help answer some basic questions about the DEI issues. Below are definitions for your consideration.

Diversity – In essence, diversity means variety, especially the inclusion of different types of people (such as people of different races or cultures) in a group or organization. It also means that recognizing what makes us different is important. If we do not take diversity into consideration, we run the risk of excluding some individuals.

Equity – freedom from bias or favoritism. Equity is about everyone having equal access to what they need to be successful. As an AAUW member, we fight for gender equity, 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.

Inclusion – The act or practice of including and accommodating people who historically have been excluded (such as because of their race, gender, sexuality or ability). Diversity is being invited to the party and inclusion is being asked to dance. Inclusion entails behaviors and actions that make us feel welcomed or not. An example of how we can support inclusion is by properly using an individual's correct pronoun. It is an easy way to show respect.

If you have questions or suggestions please contact Co-Chairs Rita Meisenhelder or Barbara Woodmansee.

The next DEI Committee meeting is Friday, January 20, at 1 p.m. via Zoom. New members are welcome.

Rita Meisenhelder & Barbara Woodmansee, DE&I Co-Chairs

PUBLIC POLICY

There are obstacles in PA that hinder our priorities from reaching the General Assembly membership. #FixHarrisburg is working to address the rules that determine the movement of legislation through our House and Senate. More to come after the election when this issue will become essential for advocates to support, but for now, see the updated website: <https://fixharrisburg.com>

#FixHarrisburg is a campaign organized by Fair Districts PA and League of Women Voters of Pennsylvania.

Carol Heintzeman, Public Policy Chair

BANTER DEADLINE

January 24 is the deadline for articles for the January *Banter*.

BOOK GROUP

3rd Wednesdays 1:00 p.m. via Zoom Contact Linda Palmer

January 18: *The Personal Librarian* by Marie Benedict & Victoria Christopher Murray

If you are interested in joining a discussion, you can request a list of discussion questions.

BRIDGE GROUP

The Bridge Group will meet Wednesday, January 4, at the home of Jenny Sears, instead of at Gayle's home. Please bring a sandwich.

Hostess for February 1 is Gayle Brass.

New members and subs are always welcome to join us. Please contact Lois Kulp for information.

LUNCH A MONTH

Join us for lunch at the White Rose Bar & Grill on Thursday, January 26, at 1 p.m. Enjoy delectable food and an opportunity to sit and chat after so much separation. Please contact Nancy Buckley by January 24 if you will be coming.

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

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.