

# The Allentonian

October 2018

Vol. 76 Issue 2



A publication of the American Association of University Women  
Allentown (PA) Branch  
Breaking through barriers!



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## VAST RECEIVES GATEWAY EQUITY AWARD

*Submitted by Linda Roose and Peggy Tyson*

At the May luncheon, our branch recognized Valley Against Sex Trafficking (VAST) with our Gateway Equity Award. This Lehigh Valley-based coalition works to end human sex trafficking through education, trauma healing, and justice reforms. This year we will partner with VAST and collect personal items to be used for survivors who come through their outreach program. Come spring, we will be collecting hygiene items (not travel size) and gift cards. More information will appear in *The Allentonian* in February.

To learn more about VAST, visit [www.vast.ngo](http://www.vast.ngo)

## Introducing a new feature in your Allentonian.....



### **AAUW RESEARCH: We analyze gender equity issues in education and the workplace.**

AAUW conducts groundbreaking research on issues related to gender equity in education and the workplace. Our work influences the national discussion on topics like the pay gap between women and men, sexual harassment in schools and on college campuses, and the underrepresentation of women in science and engineering. Through new and traditional media, targeted outreach to policymakers, and member efforts, AAUW research serves as a catalyst for action.

A few examples:

#### Pay Equity

The Simple Truth about the Gender Pay Gap (Fall 2017)

La Pura Verdad sobre la Brecha Salarial por Género (Primavera 2016)

Deeper in Debt: Women and Student Loans (2017)

#### Leadership

Broken Ladders: Barriers to Women's Representation in Nonprofit Leadership (2018)

Barriers and Bias: The Status of Women in Leadership (2016)

#### Women and Girls in STEM

Solving the Equation: The Variables for Women's Success in Engineering and Computing (2015)

Why So Few? Women in Science, Technology, Engineering, and Mathematics (2010)

#### Access to Education

Women in Community Colleges: Access to Success (2013)

Crossing the Line: Sexual Harassment at School (2011)

Where the Girls Are: The Facts About Gender Equity in Education (2008)

#### Women in the Workplace

Graduating to a Pay Gap: The Earnings of Women and Men One Year after College Graduation (2012)

Behind the Pay Gap (2007)



September 15 Brunch: l-r: *Susan Nenstiel welcomes AAUW members; Ann Pehle speaks about AAUW-PA programs; Linda Robertson announces upcoming events*



WOW! Our kickoff for a new year was

## President's Message

awesome! Ann Pehle, our state president, inspired us and challenged us to do "just one thing" to help achieve AAUW's mission.

What is your "just one thing"? Is it becoming a "two minute activist" or a donor to AAUW Funds or the AAUW Legal Advocacy Fund? You can help AAUW change the face of America – through pay equity, salary negotiations, preparing college seniors to get the most out of their interviews. This is a changing world. AAUW has been around since 1881 and we are not going away anytime soon!

Ann talked about how our non-partisan position is an asset to our advocacy. Governor Wolf's office looks to AAUW-PA as the "expert" on pay equity. That's in Pennsylvania—just think how we are viewed in Washington! We are issue-based, not partisan. We talk our mission and advocate so that others will join in our fight to break barriers.

In my 45 years as an AAUW member, I have learned so much. AAUW was my training ground – a safe environment to hone my skills as a leader, an advocate, and a "small" philanthropist. We learn that we may have differences of opinion on how things should be run or what issues we should support. We are a grassroots organization – we learn together and we accept one another despite our differences. We respect each other because we are sisters and brothers advocating and fighting to breakdown barriers for all women and girls.

I must say that we truly are family and support each other during good times and bad. Sometimes we might have issues going on that cause us not to be on top of things. During the last 5-6 months, I have been in a situation where my attention has been divided. What's really great about AAUW, and especially our Allentown Branch, is that our members understand and are supportive. I can't thank you enough for all of the support and prayers that David and I have received during this time. We never know when illness may hit. We all deal with adversity in our own way. Your cards and well wishes have helped us both.

**On October 3<sup>rd</sup>, Bethlehem AAUW is having a presentation by Kim Checkeye, Executive Director of Truth for Women.** It will be held at Wesley Methodist Church in Bethlehem starting at 6:45 PM.

**Be sure to mark your calendars for "What Now?" Post-Election Panel Discussion** Saturday, November 10, 9:30 - 10:30 a.m., also at Wesley Methodist Church in Bethlehem. Our panelists will be Bill White, Mary Erdman, and Megan Monahan, who will be discussing the impact of the election results. This is a joint meeting with Bethlehem and is open to the public.

As we enjoy our fall-like weather, let us be mindful of our AAUW sisters and brothers in North Carolina. I can't imagine what it must be like.

Best,

*Susan*

# Study/Interest Groups

## Career Women's Study Group

DATE/TIME: Thursday, October 11, 2018  
6:30 p.m., Armetta's Restaurant, Emmaus, PA 18049  
8:00 PM Let's Play Books, 244 Main Street, Emmaus, PA 18049 601/928-8600

HOSTESS: Betsy Walton-Phillips

PROGRAM: **Let's Play Books – Kirsten and Jim will share the history of their book store and the evolution of their business promoting reading with community engagement.**

RSVP: Betsy Walton-Phillips at 610/434-5599 if you ARE attending (dinner and/or meeting)

New members welcome!!



## Literature of the Past and Present

Thursday, October 18, 12:30pm

Muhlenberg College Trexler Library Rare Books Room  
(level B )

Hostess: Nancy Moffett, ph. 484-221-9181

Book: ***I Was Anastasia* by Ariel Lawhon**

Reviewer: Nancy Moffett

New members are welcome.

Please call the hostess if attending.

## Recent Literature

Thursday, October 11, 2018

Hostess: Sandra Hartzell, 610-966-2109

Book: ***The Inquisitor's Tale* by Adam Gidwitz**

Reviewer/Leader: Mary Lou Green, 610-530-9124

Please phone hostess if attending

## Women's Lit: NOTE DATE CHANGE!

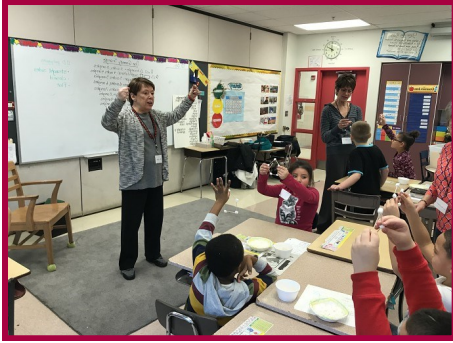
Pot luck supper: **Monday, October 24, 5:30 p.m.**

Hostess: Mary Jane Risch, 610-797-3140

Topic: 2019 book and hostess selections

New members are welcome. Please call hostess if attending.





## Let's Read Math ..... Would you like to join??

*Submitted by Fran Bentkowski, Bethlehem Branch*

Contact: [fbentkowski@verizon.net](mailto:fbentkowski@verizon.net)

It's hard to believe, but **Let's Read Math** is celebrating its 10 year anniversary as a community outreach program. It seems like only yesterday that a few hardy souls ventured out to hear Dr. Claire Passantino of the Makefield Area AAUW present this unique program. Returning home, it was decided we would collaborate with our sisters from the Allentown Branch to present the program to elementary students (grades 2-4) in both of our school districts. Tapping in to the

expertise of both math and elementary teachers in our branches, interactive lesson plans were developed that combined reading a children's book that fosters the joy of reading with a fun math lesson. These lessons reinforce the math standards taught at each grade level and build positive attitudes toward math. And then the fun started... lining up all the "props" to make the lessons fun and exciting for these young students. During the ten years I can't even begin to imagine how many thousands of marshmallows and toothpicks we have purchased.

Our "school year" usually runs from mid-October to February but not every week. Each lesson lasts approximately one hour and we usually do two or three lessons in one day. And one of the best perks... if the schedule allows we enjoy great comradery at a local restaurant for lunch.

There is no long term commitment to the program. If you want to join, your name is added to the email list and you come when you can. We work in teams of 5 to 8 in a classroom. And believe me; you don't have to know anything about math or teaching to be part of this group. You might hand out name tags, help children with their costumes for a play, or supervise a small group making geometric shapes out of all those marshmallows mentioned earlier. If you have raised your own children or are now enjoying your own grandchildren, you more than qualify for this group. Our motto is, "Many hands make light work."

Over the years, we have reached well over 2000 children. With the cutbacks to funding in public education, teachers are thrilled to have this program come to their schools. But the best part is seeing the children "light up" when they "get" a math concept. And boy do they remember us. I returned to one school months later to read to a class for Dr. Seuss's Birthday and as I walked down the hall I was greeted by a group of students out in the hall with, "Hi, Marshmallow Lady." I have been called many things in my career in education, but this one was definitely one I will always remember and cherish.

One of the things we always lamented in our teaching careers was that we never knew if we "reached" our students in a meaningful way. But I am certain this program is helping to "reach" these youngsters and instill in them a love a math and reading AND the importance of being lifelong learners.

This is a great group of gals who enjoy fun and fellowship while working with children. If you are interested in joining this merry band of volunteers, please contact me at [fbentkowski@verizon.net](mailto:fbentkowski@verizon.net). This program has a place for any and all volunteers. Come join us!!

### **BITS AND BOBS**

Please correct Barbara Ashley's address in the current Yearbook:

3150 Lindberg Avenue  
Allentown, PA 18103  
610-360-8412

The Allentown board will meet:

October 17  
7:00 p.m.  
Peggy Tyson's home  
3150 Bittersweet Road  
Center Valley, PA 18034

### **The Perfect Fit Annual Luncheon**

*Submitted by Linda Robbins*

As many of you remember, AAUW-Allentown was a driving force in the early days of "THE PERFECT FIT" and many were volunteers.

Almost 20 years later, the program is alive and well and still serving the needs of the community. It is now a program of the YMCA of Allentown, which is having the annual lunch on Tuesday, October 23.

Silent auction: 11am

Lunch: noon

Lehigh Country Club

\$65

Please contact me by Friday the 28 and I will add you to the list.

Hope many of you can attend and support this great program!

# DICTIONARY PROJECT 2018

*"It's never too late to try something for the first time"*

*Ann Pehle – President AAUW Pennsylvania 9/15/18*

In November, our branch will once again provide dictionaries to the third grade students at Central Elementary School in Allentown. Both English and English/Spanish dictionaries are purchased by the branch from the Dictionary Project ([www.dictionaryproject.org](http://www.dictionaryproject.org)) and delivered to each classroom. We have a script that we can follow to explain how a dictionary "works" and engage the students with fun activities. The exact date is still to be determined, but our small group of volunteers is looking for a few more helpers. So whether you have helped out before or if you want "to try something for the first time", please either call me (610-776-8270) or email me, Cathy Kane, ([ckane3930@yahoo.com](mailto:ckane3930@yahoo.com)) if you would like to lend a hand with this fun and rewarding project.

## Public Policy

***Lesley Lojko, Public Policy Chair***

At the August meeting of the Lehigh Valley Women's Advocacy Coalition we learned how the Women's Law Project is working on recommendations for a #MeToo policy agenda in Pennsylvania.

The mission of the Women's Law Project is to create a more just and equitable society by advancing the rights and status of all women throughout their lives. To this end, we engage in high-impact litigation, advocacy, and education.

They are urging our general assembly to promptly vote 7 House bills into law. They all apply to all types of harassment and discrimination including disability, handicap, national origin, ancestry, age religion, color or race. The bills are House Bill #1965, #2280, #2282, #2283, #2284, #2286, and #2475. You can search for these on the web.

An example of what these are trying to remedy by passing laws is HB #2283 which requires employers to post fair practices notices in the workplace that includes descriptions and examples of unlawful acts of discrimination, harassment, and retaliation.

If you have questions or want more information you can go to <https://www.womenslawproject.org> or call or email me, Lesley Lojko.



## AAUW-PA Eastern District Meeting

### SAVE THE DATE

November 3, 2018

On November 3, 2018, the AAUW Doylestown and Lansdale Branches will co-host the Eastern District meeting program featuring the Honorable Judge Andrea Hudak Duffy of Montgomery Township District Court. Judge Duffy will share with us her mission to save lives ravaged by the opioid addiction crisis in her township and throughout Pennsylvania. She will discuss her formation of the *Drug Addiction Resource Alliance* (DARA); a collective of local and Montgomery County agencies and facilities involved in different aspects of drug treatment. Quoted in *The Reporter* newspaper at the time she formed the alliance, Judge Duffy stated, "We have to save lives, and I truly believe we can start to conquer things one patient at a time, one issue at a time, and maybe we can make a difference in our little corner of the world." Come and hear Judge Duffy discuss her many challenges and successes!

DATE: Saturday, November 3, 2018

LOCATION: Delaware Valley University, Mandell Lecture Hall, 700 E. Butler Avenue, Doylestown, PA, 18901

TIME: The program will begin at 11:00 AM, followed by lunch (box lunches and drinks provided) and will conclude at approximately 2:00 PM.

COST: \$10.00 per person for the lunch

To order your box lunch (and register for the event), please complete the Registration Form and send \$10.00 to Sandy Homel, Financial Officer, Doylestown Branch, 175 Ash Way, Doylestown, PA. 18901. **Please make checks out to: "AAUW Doylestown".**

*Thank you and we hope to see you on November 3<sup>rd</sup>*

Peg Pennepacker  
Eastern District Coordinator

Lee Wolfe  
AAUW, Program VP, Lansdale

## **AAUW-PA Eastern District Meeting Event Registration Form**

Saturday, November 3, 2018 - Delaware Valley University

11:00 AM. – 2:00 PM.

Name \_\_\_\_\_

Your Branch \_\_\_\_\_

Please indicate your intentions: (please check appropriate box(es))

☐

**I plan to attend and would like a lunch. My \$10.00 is enclosed.**

**[Please make checks out to: "AAUW Doylestown"]**

Lunch selection: *Lunches include Lay's potato chips, whole fruit, cookies or brownies and assorted sodas or water.*

Choice of Hatfield ham, turkey, roast beef, chicken salad, tuna salad or grilled veggies on white or wheat bread with cheese, lettuce and tomatoes.

☐

Hatfield ham

☐

Turkey

☐

Roast Beef

☐

Chicken Salad

☐

Tuna Salad

☐

Grilled Veggies

Bread:

☐

White

☐

Wheat

☐

**I plan to attend however, I will not be having lunch.**

Please send this form with your choices and \$10.00 (if applicable) to:

Sandy Homel

Financial Officer, AAUW Doylestown Branch

175 Ash Way

Doylestown, PA. 18901



## **Legal Advocacy Fund**

*Nancy Moffett, Legal Advocacy Chair*

### ***AAUW Mourns the Loss of LAF Founder Katherine “Kappy” Eaton***

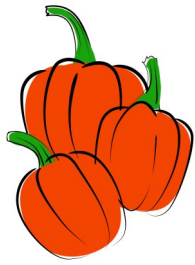
Katherine “Kappy” Eaton passed away in August at age 94. Eaton was well known throughout AAUW and valued greatly within her AAUW member state of Oregon. During her longstanding commitment to the organization, she served as the executive vice president of AAUW and started the Legal Advocacy Fund during the 1981 AAUW National Convention. Since then LAF has provided millions of dollars to balance the scales of justice for people working toward gender equity through the legal system. Eaton’s legacy will live on through the hundreds of landmark cases LAF has supported, such as *Wal-Mart v. Dukes* and *Cioca v. Rumsfeld*, as well as ongoing cases with the potential to change the future legal landscape, such as *Rizo v. Fresno County Office of Education*. Thank you, Kappy Eaton, for your visionary leadership.

### ***Legal Advocacy in Action — AAUW Signs on to Amicus Brief***

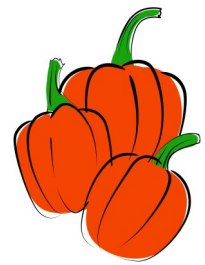
#### **Moussouris v. Microsoft**

*Moussouris v. Microsoft* is an important case currently before the United States Court of Appeals for the Ninth Circuit. This case is seeking to clarify Federal Civil Procedure Rule 23 for class certification standards, which courts have been weakening over time, limiting women’s ability to pursue joint action challenging systemic discrimination. This case has been brought on behalf of a class of current and former female Microsoft employees who have been discriminated against under Microsoft’s pay and promotion systems. The plaintiffs in the case asserted that Microsoft systematically undervalued female technical employees in their “calibration” or evaluation process because female employees received, on average, lower rankings despite equal or better performance. They argued that Microsoft has a “continuing policy, pattern, and practice of sex discrimination against female employees in technical and engineering roles ... with respect to performance evaluations, pay promotions, and other terms and conditions of employment.” The plaintiffs Katherine Moussouris and Holly Muenchow moved to certify a class of employees, representing approximately 8,000 current and former female Microsoft employees. Judge James Robart of the United States District Court for the Western District of Washington found that the plaintiffs could not establish a class pursuant to the requirements of Rule 23 because the plaintiffs’ claims did not demonstrate a common question to be resolved on behalf of the putative class, the claims were not typical of the class members, and the plaintiffs were not adequate representatives of absent class members. He issued an order denying certification on June 25, 2018. The plaintiffs now seek review before the Ninth Circuit Court of Appeals. AAUW joined an amicus brief in this case because we advocate for equitable access and advancement in employment, including vigorous enforcement of employment discrimination statutes and the right to challenge discriminatory employment practices through class actions. This case misconstrued Title VII, muddled the evidentiary standards for establishing systemic disparate treatment and disparate impact discrimination, and made numerous errors in its interpretation of the class action rules. This case would make it much more difficult to get employment discrimination classes certified. The amicus brief we joined clarified the legal standards for bringing class actions set out in *Wal-Mart v. Dukes*, a previous LAF-supported case. The case is not yet scheduled for oral argument.





# Don't forget to support AAUW when you shop at Dan Schantz!



<p><b>DAN SCHANTZ GREENHOUSE &amp; CUT FLOWER OUTLET</b> www.danschantzgreenhouse.com 610.797.2774</p> <p><b>2018</b></p>  <p>1 80922 00079 8 exp 12/25/18</p> <p><b>AAUW ALLENTOWN BRANCH</b> will receive a \$2.00 donation, when this coupon is presented via the APP or paper. Minimum purchase is \$10.00</p> <p><small>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</small></p>	<p><b>DAN SCHANTZ GREENHOUSE &amp; CUT FLOWER OUTLET</b> www.danschantzgreenhouse.com 610.797.2774</p> <p><b>2018</b></p>  <p>1 80922 00079 8 exp 12/25/18</p> <p><b>AAUW ALLENTOWN BRANCH</b> will receive a \$2.00 donation, when this coupon is presented via the APP or paper. Minimum purchase is \$10.00</p> <p><small>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</small></p>
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**NO PAPER NECESSARY!!! PLEASE DOWNLOAD OUR APP ON THE GOOGLE PLAY STORE OR THE APPLE APP STORE. IT IS FREE AND WILL MAKE IT HASSLE FREE WHEN SHOPPING AT DAN SCHANTZ GREENHOUSE AND DONATING TO YOUR FAVORITE ORGANIZATION!**

## The Allentonian

Please submit news and announcements to the editor, Kathy Osmond, at [kosmond@fastmail.com](mailto:kosmond@fastmail.com)  
**Deadline is October 15 for November issue** Check the website for updated information and to read *The Allentonian* online.  
**Allentown Branch Website:** <http://allentown-pa.aauw.net>

Allentown Branch email address is: [aauwallentown@yahoo.com](mailto:aauwallentown@yahoo.com)  
**National Website:** [www.aauw.org](http://www.aauw.org) **State Website:** [aauw-pa.aauw.net/](http://aauw-pa.aauw.net/)

**AAUW Member helpline: 800-326-AAUW**

### AAUW MISSION STATEMENT

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

### AAUW DIVERSITY STATEMENT

*In principle and in practice, 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.*

### AAUW LAF/EF

**AAUW LEGAL ADVOCACY FUND** [aauw.org/what-we-do/legal-resources/](http://aauw.org/what-we-do/legal-resources/)  
*provides funding and a support system for women seeking judicial redress for sexual discrimination.*



**Kathy Osmond**  
**AAUW - Allentown Branch**  
**1596 Silo Hill Lane**  
**Breinigsville, PA 18031**