

# The Allentonian

February 2019

Vol. 77 Issue 5



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



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## *From the President.....*

Happy New Year! I hope you had a wonderful holiday season. We started 2019 with a most successful program, "Civics for Grownups." Over 30 people attended. This program was a great refresher and quite timely with all that's happening or (may I say) not happening in our nation's capital.

Jeanne Ring is planning a celebration program for Women's History Month. Stay tuned as details unfold.

It's election time for our branch. As you know Jeanne and I agreed to stay in our positions for an extra year because of the possible consolidation of the Lehigh Valley branches. This year we will elect:

President – one-year term

Vice President, Program – one-year term

Corresponding Secretary – one-year term

Vice President, Membership – two-year term

Recording Secretary – two-year term

Treasurer – two-year term

If you are interested in running for any of the offices listed, please let me know and I will forward to the Nominating Committee (who will be appointed at our January board meeting).

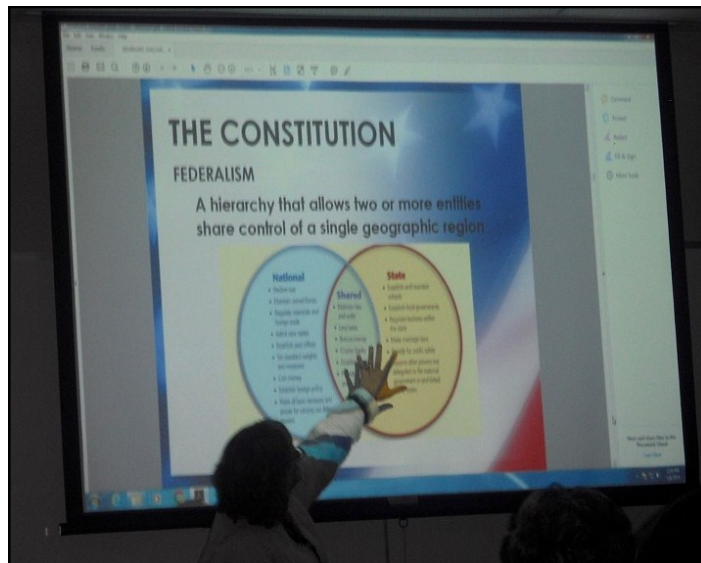
There is no AAUW PA convention in 2019. A leader's meeting will be held in July. Awards are due February 15. If you wish to nominate a member for any of these awards, please let me know before January 28. The awards are: Outstanding Woman and Member Making a Difference.

As you are aware, "Outlook" is no longer distributed in print, but you can find it online here: <https://www.aauw.org/who-we-are/outlookmag/>

The branch board is scheduled to meet Thursday, February 28, at 10am at Wegmans on Tilghman. Branch members are welcome.

All the best for women and girls,

*Susan*



# Civics for Growups

*Thank you to Paula and Lori for such a wonderful presentation!*

*Photos by Jeanne Ring*

# Public Policy

*Lesley Lojko, Public Policy Chair*

We have a new representative in Washington, D.C. Susan Wild was elected to finish out Charlie Dent's term from November through the December and is now serving her own two year term in D.C. for the *7<sup>th</sup> Congressional District*. Congratulations, Susan!

The following is her contact information I have found so far, or follow this link: <https://wild.house.gov/contact>

Local district office:

3900 Hamilton Blvd. suite 207

Allentown, PA 18103

610-770-3490

U.S. House of Representatives

Longworth House Building

Office room 6411

Washington, D.C. 20515

202-224-3121



## More About Civics for Grownups



The program we had on Sunday, January 6 was a terrific educational program called "Civics for Grownups." ***Thank you Jeanne Ring for organizing it.***

The speakers have put together a website that presents the program as a slideshow as well as provides other information that we all as citizens should know about.

The website is [CivicsForGrownups.org](http://CivicsForGrownups.org).

You can contact the speakers, Paula Taylor and Lori Angstadt at [all.of.us@CivicsForGrownups.org](mailto:all.of.us@CivicsForGrownups.org)

If you have any further questions please feel free to contact me.



## ***PUBLIC POLICY***

***Since AAUW's founding our members and supporters have spoken out about policies important to women and girls.***

Without AAUW voices, invaluable legislation would have never been passed. In recent years, such legislation included the Family and Medical Leave Act, the Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act, and the Lilly Ledbetter Fair Pay Act.

With the member-endorsed Public Policy Priorities as our guide, AAUW uses lobbying and grassroots efforts to push forward policies that break through educational and economic barriers for women:

- ◆ Represent AAUW members on Capitol Hill
- ◆ Resources
- ◆ Advocacy guides Quick Facts
- ◆ Two minute Activist
- ◆ Amicus Briefs

*From the AAUW Action Network:*

### **Tell Your Member of Congress: Cosponsor and Pass the Paycheck Fairness Act**

The economic well-being of women and families was a central issue in the election of the historically diverse 116th Congress. Now, our legislators have come to Washington with a charge to stand up for women's economic security — and there is no more fitting way to begin than by making real progress toward ensuring all women receive fair pay.

The Paycheck Fairness Act will soon be introduced in Congress — and you can be a critical part of the work to pass it by urging your members of Congress to become original cosponsors and to call for its swift passage.

Urge your members of Congress to affirm their commitment to pay equity by cosponsoring the Paycheck Fairness Act today!

The Paycheck Fairness Act would take meaningful steps to help close the gender pay gap. AAUW advocates have made sure Congress knows pay equity is a priority for women and families. Now, the Paycheck Fairness Act must be a priority in the 116th Congress.

Our lawmakers must make good on their promises to make progress for gender equity. Urge your members of Congress to cosponsor the Paycheck Fairness Act to help close the gender pay gap.



## The Book Corner at the Lehigh County Public Assistance Office is Alive and Well



Each week one of our dedicated volunteers goes to the office to fill the book shelves with children's books. Some bring books that they acquired either from book sales, collections from their church or various other sources. Or we have a selection of books stored on site to help fill the shelves. If you have new or gently used children's books that you would like to donate, or if you are interested in joining our group of volunteers, please contact me at 610-428-1833 or [ckane3930@yahoo.com](mailto:ckane3930@yahoo.com).

*Submitted by Cathy Kane*



**PLEASE HELP OUR BRANCH SURVIVE!**

**We need an executive team, starting with members to be part of a three person presidential team.**

**Our branch also needs a Membership Vice President (don't be scared away by having to follow in Ginny's footsteps).**

**Other offices that may need to be filled are:**

**Vice President, Program – one-year term**

**Corresponding Secretary – one-year term**

**Recording Secretary – two-year term**

**Contact Karen Peiffer (610-967-4515) or Susan Nensteil (610-965-0663) to nominate or volunteer!**

# Study/Interest Groups

## Literature of the Past and Present

Leader: Annette Bonstedt (610-395-5974)

Thursday, February 21, 12:30 pm

Muhlenberg College Trexler Library Rare Books Room (level B)

Hostess: Cathy Kane 610-776-8270

Book: *The Storied Life of A.J. Fickry* by Gabrielle Zevin

Reviewer: Cathy Kane

New members are welcome. Please call hostess if attending.

## Women's Literature

Date/Time: 2-18, 2:00 pm

Hostess: Cathy Kane,  
610-428-1833

Book: *All She Left Behind*  
by Jean Kirkpatrick

Facilitator: Peggy Tyson

New members are welcome.

Please call hostess if  
attending.



## Legal Advocacy Fund

*Nancy Moffett, Legal Advocacy Chair*

### **Legal Advocacy in Action: AAUW Amicus Work Impacts Real People**

In *Tudor v. Southeastern Oklahoma State University*, the United States Court of Appeals for the Tenth Circuit will address whether the failure to reinstate Rachel Tudor, Ph.D., a former professor at Southeastern Oklahoma State University (Southeastern), disregards Title VII's preference for reinstatement as a remedy after an employee has experienced discrimination. Since reinstatement was not permitted by the lower court, the Tenth Circuit will also consider if the court failed to examine important evidence regarding her front pay compensation. Finally, the Tenth Circuit will examine if applying a statutory cap on the total damages she can collect was appropriate.

Reinstatement (i.e., returning to a job) is important because it keeps an employee on track for advancement. Some employers claim that reinstatement is not feasible, but that disregards the spirit of Title VII's broad remedial protections of making plaintiffs whole. Instead, employers may look to award front pay as a preferred remedy to discrimination, preventing the employee from returning to work and to her level of seniority.

In this case, Tudor underwent a gender transition from male to female while employed as a tenure-track professor at Southeastern. She endured sex discrimination and retaliation in connection with her application for tenure. After she failed to get tenure, the school eventually terminated her employment. She sued and, in November 2017, a unanimous jury found that Southeastern's reasons for denying Tudor's 2009–10 tenure application and refusing to allow her to reapply for tenure in the 2010–11 cycle, were pretext for sex discrimination and retaliation. The jury gave a total award of \$1,165,000.

After the trial, Tudor moved for reinstatement as an associate professor with tenure, and Southeastern opposed. The district court denied Tudor's reinstatement requests, finding that it was not feasible to reinstate Tudor to her tenure-track position primarily due to alleged hostility between the parties during the Title VII litigation. Tudor moved for front pay for the remainder of her expected professional life, since undisputed evidence showed she did not have prospects of obtaining a tenured professorship elsewhere.

The district court awarded Tudor a reduced award of \$360,040.77, representing the Title VII statutory cap of \$300,000 and \$60,040.77 in front pay.

Tudor appealed the case to the Tenth Circuit, arguing that reinstatement is Title VII's presumptive, preferred remedy and that the district court fundamentally erred in reducing the jury's award. AAUW signed on to an amicus brief in support of her claim because we strongly oppose all forms of discrimination and support protection for the civil rights of all individuals. AAUW also advocates for pay equity and fairness in compensation and benefits and equitable access and advancement in employment, including vigorous enforcement of employment discrimination statutes to help workers achieve economic self-sufficiency. In adherence with our member-adopted Public Policy Priorities, AAUW supports civil rights for LGBTQ Americans.



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| <p><b>DAN SCHANTZ GREENHOUSE<br/>&amp; CUT FLOWER OUTLET</b><br/>www.danschantzgreenhouse.com<br/>610.797.2774</p> <p><b>2019</b></p>  <p>AAUW Allentown Branch</p> <p>will receive a \$2.00 donation, when this coupon is presented via the APP or paper. Minimum purchase is \$10.00</p> <p>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</p> <p>exp 12/25/19</p>  | <p><b>DAN SCHANTZ GREENHOUSE<br/>&amp; CUT FLOWER OUTLET</b><br/>www.danschantzgreenhouse.com<br/>610.797.2774</p> <p><b>2019</b></p>  <p>AAUW Allentown Branch</p> <p>will receive a \$2.00 donation, when this coupon is presented via the APP or paper. Minimum purchase is \$10.00</p> <p>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</p> <p>exp 12/25/19</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 February 15 for the March 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.*



## From AAUW's 2018 Year in Review

Dear Friends,

This has been a consequential year for American women, and we are proud to be leading an organization committed to achieving gender equity at this pivotal moment in history.

AAUW is working diligently to ensure economic security for women and their families. Across the country, we're helping to advance laws and policies to narrow the pay gap. We're teaming up with employers to ensure workplaces are aligned with the modern workforce. And we've expanded our Work Smart program to train women in salary negotiation skills so they can receive the compensation they deserve.

We are gathering energy to drive us forward, and our outlook for 2019 is promising indeed. Our ambitious agenda focuses on three critical areas that form the foundation for gender equity: education and training, economic security, and leadership.

We've set bold goals—but with your support, we know we can meet them.

**Onward!**

Julia Brown, Board Chair

Kim Churches, Chief Executive Officer





**Kathy Osmond**  
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**1596 Silo Hill Lane**  
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