

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



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## From the President.....

Happy Spring! Just the other day I spotted some robins in the yard. Yeah! With spring on its way, it's time to start work in the garden (be sure to use your coupon at Schantz's) and it's also time for AAUW elections at all levels.

**Let's talk first about elections at the branch level.** The nominating committee is looking for a member(s) to serve as president (1-year term), program vice-president (1-year term), and membership vice-president (2-year term). Peggy Tyson, Bev Tisdale and Susan Nenstiel have agreed to serve as corresponding secretary, recording secretary and finance officer respectively. If you are interested in serving, please contact Karen Peiffer or Susan Nenstiel.

**Elections at the state level are underway as I write.** The deadline to vote is March 31. See directions in the latest issue of *The Keystone*. You will be able to vote at our March 29 meeting at Muhlenberg.

**Elections at the national level will open in April.** Stay tuned for details.

If you have not already done so, I hope you will register to take the Work Smart online course at <https://courses.aauw.org/learn/signin>. Please encourage your family – this course is for everyone – not just women.

Finally, at our March meeting, we want to "Talk Future" from 9 to 10. The board wants to open the continuing discussion of governance and programming to branch members. **Please join us for this and for our program to celebrate Women's History Month.**

*Susan*



### **Please Help the Editor!**

I would hate to miss a submission to *The Allentonian*. To reduce that possibility, please put "Allentonian" (without quotation marks) in the subject line of your email.

Thank you VERY much,

Kathy

**Reminder:**



# CELEBRATE WOMEN!

*Nikki Gutgold, local professor,  
author and world motivational speaker will lead a discussion for AAUW during  
Women's History Month.*

**Date/Time:** **March 29, 9-11am** which includes Q&A after presentation

**Speaker:** *Nichola D. Gutgold, Ph.D., Professor of Communication Arts and  
Sciences, Penn State University*

**Topic:** *Speak Your Truth: The Power of Public Speaking, Conversation  
and even Non-verbal Gestures to Change the World.*

**Location:** *Muhlenberg College, Seegers Union, the Career Center Lab  
(ground floor)*

*Parking passes will be issued by Linda Friscia-Oppe*

## PLAN TO ATTEND: VAST PROGRAM

**Wednesday, April 24, 2019 VAST (Valley Against Sex Trafficking)  
presentation and film at Cedar Crest College, Hamilton Boulevard  
Building – Room 8 from 7:00 to 8:30 pm**

In 2018, the Allentown AAUW presented the Gateway to Equity Award to VAST for their work in raising awareness of and taking action to stop human trafficking in the Lehigh Valley.

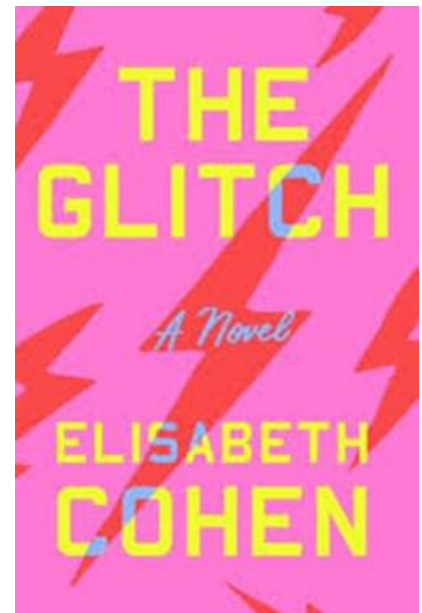
This is a free program, and it will be open to the public. There will be a collection basket if guests would like to make monetary donations.

For more information, call Jeanne Ring 484-239-8604.

# Allentown AAUW Annual Spring Luncheon



Saturday, May 4, 2019 at Melt – 2<sup>nd</sup> floor  
Promenade Shops, Center Valley, PA  
(Take elevator or stairs)



Elisabeth Cohen will speak about her life as a writer, and her book, *The Glitch: A Novel*, coming out in paperback this April.

Books will be available for purchase and signing.

Doors open at 11:00 am.

Food served family style

Cost \$25.00

Send your check payable to **AAUW Allentown** to:

Linda Robbins

414 Kenilworth Court

Bethlehem, PA 18018-6360

by April 30th



# 57th Annual Book Fair



April 25-29, 2019  
Bethlehem Ice Rink  
345 Illick's Mill Road, Bethlehem 18017

## Preview Day

April 25, **Thursday**, 2-6pm

**Admission:** \$20 first hour, \$15 from 3-6pm

## Free Entry Days

April 26, **Friday**, 10am-8pm

April 27, **Saturday**, 10am-6pm

April 28, **Sunday**, 12pm-6pm *Half-Price Day*

April 29, **Monday**, 9am-12pm *Bag Day, \$7 a Bag*

*Cash and Checks Only; No Credit Cards*

## Book Donations Accepted:

**April 1 - April 23, 2019, Mon-Sat, 9am-12pm**

For Information go to [bethlehem-pa.aauw.net/events/book-fair](http://bethlehem-pa.aauw.net/events/book-fair)

Or from April 1 - April 29 call the Ice Rink: 610-865-7104

Send us your email through our website for notifications of future sales.

Proceeds benefit scholarships and other educational programs.

# Public Policy

*Lesley Lojko, Public Policy Chair*



The following data was sent to me from our state public policy chairs.  
They added that the national AAUW website will have these dates soon.

## Equal Pay Days in 2019

April 2 – all women’s Equal Pay Day

(Women overall v. Men overall - \$0.80)

March 5 – Asian American Women’s Equal Pay Day

(Asian Women v. White, non-Hispanic men \$0.85)

April 19 – white women’s Equal Pay Day

(White, non-Hispanic Women v. non-Hispanic Men - \$0.77)

April 22 – Black Women’s Equal Pay Day

(Black Women v. White, non-Hispanic Men - \$0.61)

September 23 – Native Women’s Equal Pay Day

(Native Women v. White, non-Hispanic Men - \$0.58)

November 20 – Latinas’ Equal Pay Day

(Latinas v. White, non-Hispanic Men - \$0.53)

Moms Equal Pay Day will be determined at a later date.



# Study/Interest Groups



## Literature of the Past and Present

Leader: Annette Bonstedt  
(610-395-5974)

Thursday, April 18, 12:30 pm

Muhlenberg College Trexler Library Rare Books Room (level B)

Hostess: Beverly Knoebel ph. 570-668-2160

Book: *The Baker's Daughter* by Sarah McCoy

Reviewer: Maria Welsh

New members are welcome. Please call hostess if attending.

## Women's Literature

Date/Time: April 15 @ 2:00 p.m.

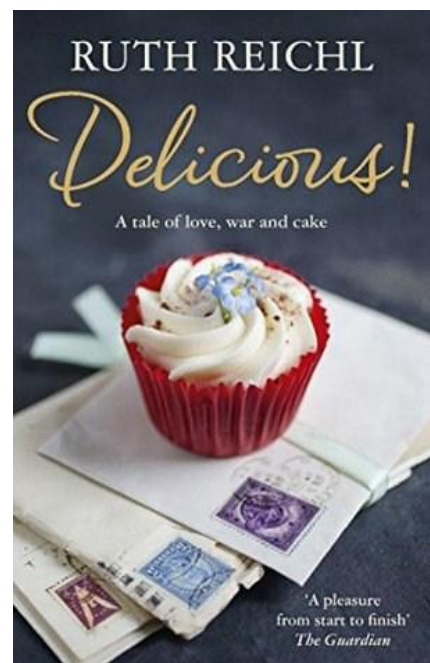
Hostess: Judy Trach  
610-395-3617

Book: *Delicious* by Ruth Reichel

Facilitator: Peggy Tyson

New members are welcome.

Please call hostess if attending.





## Legal Advocacy Fund

*Nancy Moffett, Legal Advocacy Chair*

### Legal Advocacy Fund Adopts a New Case: Jane Doe, et al v. Howard University

Jane Doe, et al v. Howard University is a case involving six current and former Howard University female students (Jane Does) who reported sexual assaults in 2014, 2015, and 2016. They allege that these assaults were committed by male employees and students at the university.

The six Jane Doe students filed their claim against Howard University in the U.S. District Court for the District of Columbia. The students asserted that they experienced discrimination in violation of Title IX of the Education Amendments of 1972, which prohibits sex discrimination in education, requiring that schools prevent and remedy known sexual harassment and violence to ensure that students can learn in a safe environment.

The Jane Does maintain that Howard University acted with deliberate indifference to their complaints of sexual assault when the school failed to respond to their requests for information about their cases, and their pleas for support, remedial measures and academic accommodations. They also claim that Howard violated Title IX by failing to promptly investigate their complaints of sexual assault, ignoring the university's own policy prohibiting sex discrimination, and instead took actions which made them vulnerable to further harassment or assault.

Title IX stipulates that schools must act when they learn about incidents of sexual harassment and that students should not have to endure repeated sexual assaults before the school intervenes. Yet, an increasing number of universities across the country have asserted that they do not need to respond to reports of sexual misconduct unless a student experiences a subsequent incident of harassment or violence.

In 2018, AAUW signed on to two amicus briefs that address Title IX liability based on universities' deliberate indifference: *Weckhorst v. Kansas State University* and *Kollaritsch v. MSU Board of Trustees*. Cases like these, as well as *Jane Doe, et al v. Howard University*, are significant to the protections of students' Title IX rights and to AAUW's mission to ensure students can access education free from sex discrimination.

### Legal Advocacy in Action

*Moussouris v. Microsoft* is an important case to clarify Ninth Circuit law with respect to the Rule 23 standards for approving or "certifying" a class action lawsuit. Over time courts have been weakening the ability of women to band together 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 disadvantaged by 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. In their complaint, the plaintiffs

## Legal Advocacy Fund, continued

also allege 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.

The U.S. District Court for the Western District of Washington denied class certification of their Title VII gender discrimination class action. The district court found that the plaintiffs’ 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.

The plaintiffs sought to appeal the decision. AAUW signed on to the initial amicus brief asking for the appeal, and on September 20, 2018, the Ninth Circuit granted permission to appeal the district court’s June 25, 2018 order denying class action certification.

Now that the appeal has been granted, the most recent amicus brief focuses in more depth on the rationale and proper standard for certifying the class, such that the Ninth Circuit will find it was improper for the lower court to deny class certification. 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.

AAUW joined amicus briefs 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 muddied 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.







AAUW Allentown members extend their condolences to Eileen Hirschhorn  
on the passing of her son.

May your memories bring you peace and comfort.

***From AAUW Membership Matters: March 2019***

Dear Leaders,

This Women's History Month, let's make salary inequity a thing of the past. You are our best advocates. In fact, your commitment to building women's economic security inspired the Coca-Cola Foundation to invest in AAUW last August, when AAUW received its largest corporate grant in recent history to build an online platform to train women in salary negotiation.

Now we need your help to reach our first benchmark goal of registering 20,000 women to take the free tool by Equal Pay Day, April 2. We can do this if every leader reading this message does three things:

1. Registers for AAUW's Work Smart online. We recently improved registration so it's fast and easy.
2. Ensures every member of your branch registers.
3. Shares AAUW's Work Smart online with other friends and family members via email or social media. Even enlisting five women you know can make a difference.

We must get these registrations to meet our mission and fulfill the terms of our generous grant from Coca-Cola. So, please, do your part to ensure this corporate partnership is just the beginning of a long and productive relationship devoted to achieving equity for *all*.

*Kendra L. Davis*, Senior Vice President of Advancement and Partnerships

*Claudia Richards*, Acting Director, Member Experience



# AAUW MINUTE

Spotlighting AAUW's mission, work, and success

AAUW has a long and distinguished history of advancing educational and professional opportunities for women in the United States and around the globe.



## EDUCATIONAL FUNDING

We provide educational and lifelong learning opportunities for women.

One of the world's largest sources of funding for graduate women, AAUW is providing \$3.9 million in funding for fellowships and grants to 250 outstanding women and nonprofit organizations in the 2018–19 academic year. Due to the longstanding, generous contributions of AAUW members, a broader community of women continues to gain access to educational and economic opportunities — breaking through barriers so that all women have a fair chance.

When a woman is educated and empowered, she starts a ripple effect in her community. This is true all over the world.



## GLOBAL CONNECTIONS

We respond to the global development needs of women, helping them contribute to the economic and social development of their countries.

AAUW has [awarded fellowships to more than 3,500 women in more than 140 countries and why we speak out on behalf of women and girls at the United Nations and in critical global coalitions.](#)

### United Nations

Through our special consultative status with the United Nations, AAUW has the honor of advocating for UN policies that include women and girls. Gloria L. Blackwell, AAUW Senior Vice President of Fellowships and Programs is the AAUW UN Main Representative.

### International Coalitions

AAUW's work extends globally through membership in coalitions to support human rights treaties, collaboration with international organizations such as the United Nations, and the promotion of major observances such as the International Day of Women and Girls in Science, Human Rights Day, International Women's Day, and the International Day of the Girl Child.



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

<p>DAN SCHANTZ GREENHOUSE &amp; CUT FLOWER OUTLET www.danschantzgreenhouse.com 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 \$30.00</p> <p>TICKETS MAY NOT BE DISTRIBUTED ON THE PROPERTY OF DAN SCHANTZ GREENHOUSE</p> <p>exp 12/25/19</p>	<p>DAN SCHANTZ GREENHOUSE &amp; CUT FLOWER OUTLET www.danschantzgreenhouse.com 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 \$30.00</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 April 15 for the April 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**  
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**1596 Silo Hill Lane**  
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