



## BETHLEHEM BRANCH

# BETHLEHEM BYLINES

Volume 83, Issue 7

April 2013

Randi Blauth, President

Linda Robertson and Cathy  
Kotanchik, Editors

### AAUW Value Statement

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

### Mission & Diversity Statement

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

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

### Mark Your Calendar

April 2, 7 pm Board Meeting

April 9, 6 pm Branch Supper and  
Book Fair Pricing Meeting

April 11, 5-8 pm, Unhappy Hour,  
Steel Stacks

April 13, AAUW-PA, Annual Meeting

April 23, Book Fair Opening Day

AAUW-Bethlehem Website

Bethlehem-pa.aauw.net

FACEBOOK Home:

AAUW Bethlehem PA

## It's Book Fair Time!

**April 9, 2013**  
**Memorial Pool Building**  
**307 Illick's Mill Road**  
**6 pm**

Join in the fun of organizing the books while enjoying conversation and an early peek at the collection. Show your team spirit and come to help get books organized for our 51st Annual Book Fair. Meet at the Memorial Pool Building, Tuesday, April 9, at 6 pm. There will be a light dinner of salad and hoagies along with a short branch meeting, followed by members sorting books. Desserts and beverages will be provided by the Bacchae wine study group.

Book Fair is our major source of funding for our scholarships and the *Let's Read Math* program. We need **your** help!

Please contact Olga Conneen ([aconneen@me.com](mailto:aconneen@me.com) or 610-248-3109) if you plan to attend.

### Please Plan Ahead!

Mark your calendar for Tuesday, May 7 at 6:30 pm for our final program of the year. **Author Joyce Hinnefeld** will talk about her two novels, *In Hovering Flight* and



*Stranger Here Below*. These books which differ in subject and tone, share a common thread of mother-daughter relationships. What a perfect way to segue into Mother's Day. There's still time to read her books, which can be found at the Bethlehem Area Public Library, Moravian Book Shop, Barnes & Noble, and on the Nook.

Our program will be held in the Channel 39 Community Room at the facility next door to the Steel Stacks - Frank Banko Theater. Parking is in the Steel Stacks parking area.



### Bacchae

Phyllis Wargo (610-797-9158)  
We study "Wines Around the World". On April 11 at 7 pm, Sandy Utley will serve as hostess with Pat Michael as a co-hostess to lead us in a study and tasting of Spanish wines.

### The Out to Lunch Bunch

Jeanie Keller (610-865-3543) We will meet on April 16 at noon at The Hanoverville Roadhouse. Call your reservation to Marge Gotshall at 610-866-7746 or email her at: [geeg@mymailbox.com](mailto:geeg@mymailbox.com) by April 12. Plan to join us in May on the patio of the Brick Tavern Inn. All AAUW members are invited to our luncheons.

### Diversity, Deeds and Dialogue

This inter-branch study group meets the fourth Wednesday. Our next meeting will be April 24 and we will be evaluating future topics for study, discussion, and action. For more information: contact Ruth at [rskoglund@rcn.com](mailto:rskoglund@rcn.com) or phone 610-509-9263.

### Read the New *Outlook* Digitally Now!

Explore the Spring/Summer issue [online now](#) to learn about the [history of the 50-year-old Equal Pay Act](#), which desperately needs updating; what you can learn from Eleanor Roosevelt's leadership style; how Melissa Harris-Perry went from AAUW fellow to MSNBC star; and more. To go green and receive *Outlook* by e-mail, [opt in to a digital-only subscription](#).

## President's Pen



Here we are again. Unfortunately, another Equal Pay Day mandates our attention. Fifty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and other minorities still must deal with the repercussions of pay inequity. It is apparent now that the Equal Pay Act was not adequate protection against sex discrimination.

Some courts have interpreted the law in such a way that allows employers to pay discriminatorily as long as they don't state that they are. The Equal Pay Act

also has been used to prevent employees from discussing their wages, but at the same time requires that a woman find a man paid more for doing the same job at the same facility to prove her case.

The Paycheck Fairness Act would close loopholes in the Equal Pay Act, require stiffer consequences for sex-based pay discrimination, bar retaliation against employees who discuss their pay on the job, use more tracking tools to discover pay discrimination practices and permit women to get compensatory and punitive damages when the law has been violated. Given that the Lehigh Valley ranked 9th on a list of the ten worst paying cities for women in 2012, and given that over a working lifetime the difference in wages costs the average American woman \$443,360\* impacting Social Security benefits and pensions, we women of AAUW and all women everywhere must band together to knock down the gates that hold us back. We must also learn to assert ourselves and have confidence to demand the salary and benefits that we know we're worth.

In a letter I recently received from Senator Toomey, he states that although he "opposes gender pay discrimination in the workplace" he did not support the Paycheck Fairness Act as reintroduced in Congress on January 23, 2013 because it would "make it difficult for employers to dismiss frivolous lawsuits and remove any limits on compensatory damages even in cases of unintentional discrimination." He also stated that the bill would "threaten to discourage employers from hiring new workers by saddling them with more legal costs and needless red tape" in this uncertain economy. After fifty years you would think Mr. Toomey and other Senators who do not support the Paycheck Fairness Act would understand the need for more red tape! If red tape helps the law assert its authority, let's paint the town red with tape! How ironic that that phrase was used, since most women are always "in the red." Let's encourage all senators to work together to find a way to pass an effective Paycheck Fairness Act.

The Bethlehem and Easton branches, in conjunction with the Bethlehem YWCA, are developing many Equal Pay Day activities. **If you would like to help us please let me know.** Be sure to join us for the second annual Unhappy Hour at Steel Stacks on April 11 from 5-8 pm. Make your voices heard!

\*National Committee on Pay Equity, 2013

*Randi Blauth*

## Public Policy Compiled by Bernie Gardiner

### Honoring Women in STEM History Recipients with AAUW Connections

March was Women's History Month, and the theme for this year was Women Inspiring Innovation through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics (STEM).

Furthermore, AAUW is proud to say that two of the amazing women who were honored by the National Women's History Project were AAUW Achievement Award winners: Rear Admiral Grace Murray Hopper, who was a prolific computer scientist, and Katharine Burr Blodgett, who was a physicist and inventor.

Hopper received the AAUW Achievement Award in 1983 in recognition of her important contributions to computer science. Hopper was the co-inventor of the computer language COBOL (Common Business-Oriented Language) and popularized the term "debugging" for fixing computer glitches. Nicknamed the "grand old lady of software" and known as "amazing Grace" by her



Grace Murray Hopper

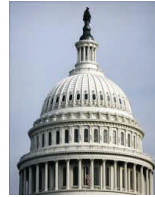
subordinates, Hopper had a distinguished career in higher education, private industry, and the U.S. Navy and made significant efforts in educating younger generations about advanced information systems technology.

Blodgett, 1945 AAUW Achievement Award recipient, is best known for her work in developing a non-reflective coating for glass that is used on virtually all lenses in cameras and other optical equipment. This "invisible glass," which reduced glare, grew out of Blodgett's work in the General Electric laboratories on the thickness of a single molecule. She was also the inventor of the

step gage, a device that could measure the thickness of "films of transparent material" to

within one-millionth of an inch.

In addition to Blodgett and Hopper, several National Women's History Project nominees also have AAUW connections: chemist Helen M. Berman was awarded a Community Action Grant, (1993-94), marine biologist and conservationist Rachel Carson (1956 Achievement Award), technology pioneer Erna Schneider Hoover (1950-51 American Fellow), geneticist and Nobel laureate Barbara McClintock (1947 American Fellow), biochemist Florence B. Seibert (1943 American Fellow), and geneticist Nettie Stevens (1908 American Fellow).



#### Paperback I

Polly Hinder (610-865-0358) We meet the third Thursday at 7:30 pm. For information about the April 18 meeting, please contact Polly. We welcome new members.

#### Paperback II

Debbie Spinney (610-865-4843) April 16 we will meet at the home of Ann Brown and Gini Stanglein will lead our discussion of *The Queen of the Big Time* by Adriana Trigiani. On May 21 at Linda Schoeninger's, Debbie will lead a discussion of Wallace Stegner's *Crossing to Safety*. New members are always welcome.

#### Paperback III

Barbara Myers (610-867-5222) On April 3 at 1 pm at Yvonne Payne's Pat Michael leads a discussion of *The Language of Flowers* by Vanessa Diffenbaugh. On May 1 at Barbara's home Jane Snyder leads a discussion of *Brooklyn* by Colm Toibin.

#### Mystery Paperback

Linda Robbins (610-264-4416) On April 2 we meet at Connie White's (610-867-8398) to discuss *The Redbreast* by Jo Nesbo.

#### Can You Visit Area Legislators?

Contact President Randi ([read4joy@ptd.net](mailto:read4joy@ptd.net)) or Public Policy Chair Bernie ([bnkgardiner@rcn.com](mailto:bnkgardiner@rcn.com)) to go as a team member to the offices of our area legislators to discuss Pay Equity for Women.

All of the brief visits will be in the afternoon on April 8, 9, 15, and 23. Consider this opportunity to meet with our elected officials ; this is democracy in action!

### Study Groups

Lynn Bittner (610-838-1648) There has been interest shown for a new study group "Out to the Movies". It is always more fun to share a movie with friends and possibly have a meal prior to or after the film. Are you willing to co-chair? If that interests you, call Lynn or email her at [lynbit@mailbag.com](mailto:lynbit@mailbag.com).

### AAUW-PA Annual Meeting

The Annual Meeting will be held on Saturday, April 13 at Toftrees in State College. Members can book a room at the AAUW-PA rate for Friday night for \$99 plus tax and attend an informal pizza dinner, town hall, and a movie at no additional cost. If you'd like to share a room, we can match you with a roommate which will reduce your room cost to \$50 plus tax. If we can't find you a roommate, the board pick up the difference. Let Pat ([aauwpaad@gmail.com](mailto:aauwpaad@gmail.com)) know by March 18.

### Susan McNamara on the Radio

Listen to Susan and YWCA executive director Stephanie Hnatiw on April 8. From 11 am to noon they will discuss 'Pay Equity and Women' on radio channel 90.3 WXLV on The Morning After Show.

AAUW Help Line

800-326-2289

10 am to 5 pm

[Connect@aauw.org](mailto:Connect@aauw.org)

### Association Website

[www.aauw.org](http://www.aauw.org)

AAUW-PA Website

[www.aauwpa.org](http://www.aauwpa.org)

## World Book Night April 23 Bethlehem Branch Will Give Away 240 New Books!

This year the Bethlehem Branch was chosen to be a "Group Giver" by World Book Night. We will receive 12 boxes of books, 240 books in all, to be handed out on April 23. We have selected New Bethany Ministries, The Program for Women and Families, Manor Care Westgate and Judith's Reading Room to receive our books.

This event began in 2010, when a round table discussion among publishers, librarians, and booksellers at the London Book Industry Conference concluded that the best way to encourage a love of reading was to inspire enthusiastic readers to share copies of their favorite books with people who don't read regularly. They chose April 23, the UNESCO International Day of the Book, as the day when members of the public personally hand out 20 copies of a particular title to people without the ready means or access to books. In 2012, almost 80,000 people in the UK, Ireland, Germany and the USA gave away over 2.5 million books.

Here's how it works. Each year 30 books are chosen by an independent panel of librarians and booksellers. The authors of the books waive their royalties and the publishers agree to pay the costs of producing the specially -printed World Book Night books. Individuals complete an online application to become a book giver. The books are shipped to local book sellers and libraries. See [www.us.worldbooknight.org](http://www.us.worldbooknight.org) for complete details of the organization.

**We need 2 or 3 volunteers to attend each of our four World Book Night events, a total of 8 to 12 members.** We already have definite plans for book celebrations to be held from 2 pm to 3 pm at Manor Care Westgate, and at 2:30 pm at the Mollard Hospitality Center at New Bethany Ministries. Email Susan McNamara at [smc8066@aol.com](mailto:smc8066@aol.com) or call her at 610-838-1166 to become a part of this exciting day.

## Take Back the Night Rally Moravian College - AAUW Student Affiliates

Support and join the Moravian Student Affiliate's March and Rally for Violence against Women Monday, April 15, 2013. For the March, meet outside the South campus H.I.L.L. dorms at 6 pm. For the Rally, meet at 7:15 pm at Johnston Hall (the athletic and recreation building) on North Campus.

At the rally last year 150-200 student speakers, musicians and organizations from the campus and community came together to share stories about domestic violence as well as ways to help the community to end violence. The rally provides a safe environment for victims of domestic violence to share their experiences and encourage other victims to break their silence.

At the end of the rally, there is a candlelight vigil to remember the victims of domestic violence.

## Book Fair News

"The time has come," the Walrus said, "To talk of many things: Of shoes-- and ships--and sealing-wax--Of cabbages-- and kings--"\* Well, not really. It's time to talk of the BOOK FAIR! Have you been a volunteer for this incredible endeavor? If so, are you ready to get back to work? If not, you definitely need to get involved. This is how we raise the money we award to deserving young women for scholarships each May. Both branch members and their family members as well as community members are welcome to help. We need sorters, carriers, organizers, greeters, transporters, salespeople, customer assistants, box crushers... you name it, we need it.

If you were unable to join us at the Kickoff Coffee on Tuesday, March 19th, or up until now, you STILL have plenty of time to participate. Collection/sorting hours are 9 am-noon through April 15th, and sorting and pricing will go on through April 22nd. If you are available to help only during evening hours, come Wednesdays from 4-7pm. You will not be scheduled for this- just come when you can and stay as long as you can. No experience? No problem. Training is included absolutely free. ☺ Our new, teal T-shirts in sizes M-XXL for volunteers to wear are only \$10 and will be available daily during working hours or by contacting Linda Zimmerman.

If you prefer sales you should contact Myra Jones to be scheduled for a shift during the sale from April 23rd-27th. Hope to see you there!

\* from "The Walrus and the Carpenter" by Lewis Carroll

*Linda Robbins*

(610-264-4416, [LRob164832@aol.com](mailto:LRob164832@aol.com))

*Linda Zimmerman*

(610-866-1319, [T2Lzimmerman@PTD.net](mailto:T2Lzimmerman@PTD.net))

## Where Do They Go?

You might be interested in where our books are going through our on-line Amazon sales. They go all over the United States, even to North Pole, Alaska! There are international sales too. I have sent books to countries that you would expect: Canada, Great Britain, Australia, and Italy. I never would have thought, though, that I would be shipping books to New Zealand, Portugal, the Netherlands, Russia. Who would have thought that a book titled *Blacklisted by History: the Untold Story of Senator Joe McCarthy and His Fight against America's Enemies* would go to South Korea? Total on-line sales this year are \$1,507.81

*Cynthia Weber*

*On-line Sales Coordinator*

## March Diversity Meeting Was Powerful

On Saturday March 16, over 50 people attended a filming of "Miss Representation" at Northampton Community College. The film illustrates the disparaging image of women that is presented through the media. If what we see, hear and read affects who we are, then it is no wonder that so many young girls are dissatisfied with who they are. If TV programs and computer games are portraying violence against women as acceptable, should we be shocked when two teen football players rape a young girl while friends cheer them on?

This powerful documentary elicited a wide ranging discussion. Thanks to the inter-branch diversity group of the Allentown, Bethlehem and Easton AAUW branches who sponsored this thought-provoking program and provided suggestions for follow-up activities. As one of the participants in the film stated, "if women don't speak on behalf of women, who will?" Let's speak out.

## Barnes Trip Sells Out!

Lynn Bittner reports she now has a waiting list for this May 11 trip to Philadelphia museums. It is IMPORTANT that ALL AAUW members who are registered call her at 610-838-1482 or email her at [lynbit@mailbug.com](mailto:lynbit@mailbug.com) to tell her your email address and CELLULAR phone number. One is to get your seat assignment and trip timetable and the other is for EMERGENCY contact purposes. Please contact Lynn as soon as possible.

### **Property Tax and Rent Rebate Applications Available**

The 2012 Property Tax and Rent Rebate program is now open for property taxes and rent paid in 2012. Eligible residents can receive a rebate of up to \$650. This important program is one way that qualifying residents can recoup some of their money.

#### **Eligible applicants are:**

- Homeowners or renters who paid property taxes or rent last year,
- Ages 65 or older,
- OR widow or a widower ages 50 to 64,
- OR are ages 18 or older with a permanent disability.
- Income limit is \$35,000 for homeowners and \$15,000 for renters. (All income is included with the exception of Social Security and Railroad Retirement benefits which are counted at 50 percent).

Applications and information can be obtained through any of Senator Pat Browne's District Offices: Allentown (702 Hamilton Street — 610-821-8468), Harrisburg (171 Main Capitol — 717-787-1349), Western Lehigh County (Upper Macungie Township Building, 8330 Schantz Road — 610-366-2327), East Allentown (1601 Union Boulevard — Tuesdays — 610-821-6813) and in Monroe County (Routes 115 & 209 — 570-402-1499).

Applications are also available by visiting the [Property Tax and Rent Rebate](#) section of state Department of Revenue's website. Claimants must provide all the necessary income, property tax or rental information for their claims to be processed accurately and quickly. The deadline to apply for a rebate is June 30, 2013.

## **Nominating Committee Offers Slate**

At the April 9 Branch Meeting and Book Sorting Dinner we will vote on the slate of nominations for new branch officers as proposed by this year's Nominating Committee:

- Co-Vice-President for Membership: Dorothy Viglione
- Co-Vice-President for Membership: Brenda Tomlinson
- Treasurer: Beth Corroda
- Secretary: Jo Ann Kelly
- First Term, Nominating Committee: Joan Jones, Shirley McBride, and Joanne Wagner

Continuing for their final term on the committee are Karen Donald, Judy Lappen, Phyllis Wargo, and Susan McNamara.

Please plan to come out and vote for these great people who are willing to serve as our branch leaders. Voting will take place during the brief business meeting that follows our pot luck dinner. [Editor's note: We also offer our deepest thanks to the members of the committee for their work.]

Respectfully Submitted,

Nominating Committee; Yvonne Payne, Chair, Shirley Daluisio, Karen Donald, Judy Lappen, Phyllis Wargo, Susan McNamara, and Louise Wisser

## **If women bring so much to the table, why don't more women run for office?**

It's no secret that women face much more media scrutiny than their male peers. Recently, a media profile of freshman Rep. Kyrsten Sinema (D-AZ) noted her love of designer clothing and accused her of—talking too much.

The adage “you can't be what you can't see” holds true as well. Many women think government is not for them because they don't see women in office. That is about to change, thanks to the most diverse Congress in history. We're continuing to see that government is no longer just for white men — anyone can run for office and win. The demographics and stereotypes are dissolving. Among many other firsts, Rep. Tulsi Gabbard (D-HI) is the first practicing Hindu to be elected to Congress. She was even sworn in using the Bhagavad-Gita.

When women run, they win at the same rates as men. Every female senator who was up for re-election won her race in November.

“With all deference to our male colleagues, women's styles tend to be more collaborative,” former senator Olympia Snowe (R-ME) remarked. Senator Barbara Boxer (D-CA) agrees: she said that women “know how to compromise and how to set our egos aside. It's more part of our DNA.”



## Officers

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Past President Susan McNamara  
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**AAUW-Student Affiliates at  
Moravian College**  
Visit them on Facebook. Go to:  
AAUW Student Affiliates at  
Moravian College

**AAUW-PA President  
Margaret McGrath**  
[mcgrathaauwpa@gmail.com](mailto:mcgrathaauwpa@gmail.com)



SAVE THE DATE

UNHAPPY HOUR

LADIES NIGHT OUT AT STEELSTACKS

JOIN THE AAUW AND THE BETHLEHEM YWCA AS WE BRING  
ATTENTION TO THE  
PAY INEQUITY OF WOMEN IN THE USA AND THE LEHIGH VALLEY

APRIL 11, 2013  
5:00-8:00 PM.

**WEAR RED**  
**(BECAUSE WOMEN ARE OFTEN IN THE RED)**  
AND RECEIVE A \$5.00 DISCOUNT IN THE  
STEELSTACKS' GIFT STORE

VENDORS, FUN, FOOD

COME SCHMOOZE OR SHOP!

SUPPORT YOUR CAUSE!



Plan to attend our Second Annual UnHappy Hour on April 11. The planning team has been hard at work to create a fun evening out. We will have vendors selling accessories and Pay Equity and Feminist 'Coming Out' table displays, staffed by Moravian College students. Bring your dollars to purchase raffle tickets for a 50-50, benefitting A Perfect Fit: Helping Women Dress for Success.

Area mayors have been invited to recognize Pay Equity for the women of their municipalities in a brief ceremony starting at 5:30 pm.

Bring your friends and family members and come prepared to have a great time.

Remember: WEAR RED!

# Proclamation for 2013 Pay Equity Day: A Conversation

Submitted to Mayors of Allentown, Bethlehem, and Easton

WHEREAS, fifty years after the passage of the Equal Pay Act and Title VII of the Civil Rights Act, women and people of color continue to suffer the consequences of inequitable pay differentials; and

WHEREAS, according to statistics released in 2012 by the U.S. Census Bureau, year-round, full-time working women in 2011 earned only 77% of the earnings of year-round, full-time working men, indicating little change or progress in pay equity; and

WHEREAS, although women contribute to nearly half of the work force, a recent study of Fortune 500 companies by the 2012 Catalyst Census found that women held only 4% of chief executive posts, 14.3% of executive offices and 16.6% of corporate Board seats; and

WHEREAS, according to new Bureau of Labor statistics quoted in Forbes, 2/14/2013, in 2012 women doing the same jobs as their male counterparts earned a full percentage point less than they had in 2011, thus making the wage gap as wide as it has been since 2005; and

WHEREAS, higher education is not free from wage discrimination according to a U.S. Department of Education analysis, reporting that, after controlling for rank, age, credentials, field of study and other factors, full-time female faculty members earn nearly 9% less than their male counterparts; and

WHEREAS, the Lehigh Valley ranked 9th in a list of the 10 worst paying U.S. cities for women, as cited in a 24/7 Wall Street article dated March 7, 2012, with some of the greatest income gaps between men and women attributable to the health service and social assistance industries; and

WHEREAS, according to the U.S. Census Bureau, in Lehigh County women's median earnings are just 65.47% of what men's are, and in Northampton County women's median earnings are just 65.86% of what men's are; and

WHEREAS, based on an intensive study done by the Center for American Progress in December 2008, over a forty year full-time working career, the average American woman loses \$434,000 as a direct result of the gender pay gap, impacting not only her present and future wages and savings but also her Social Security and retirement benefits; and

WHEREAS, fair pay equity policies can be implemented simply and without undue costs or hardship in both the public and private sectors; and

WHEREAS, fair pay strengthens the security of families today and eases future retirement costs, while enhancing the American economy; and

WHEREAS, Tuesday April 9 symbolizes the time in the new year in which the wages paid to American women catch up to the wages paid to men from the previous year,

NOW, THEREFORE, I, \_\_\_\_\_  
do hereby proclaim Tuesday, April 9, 2013:

## EQUAL PAY DAY

to recognize the full value of women's skills and their significant contributions to the labor force, and further encourage businesses to conduct an internal pay evaluation to ensure women are being paid fairly.

## Committee Chairs

Historian Joan Jones  
610-867-0151

Nominating Yvonne Payne  
610-867-6575  
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Linda Zimmerman 610-866-7319  
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Yearbook  
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[budshirl@hotmail.com](mailto:budshirl@hotmail.com)

### Gender Pay Gap in First Jobs

A *Bloomberg Businessweek* study shows the gender pay gap among graduates from top business schools is growing. Some of the pay gap can be attributed to factors such as career choice, as women are less likely than men to go into finance or investment. However, a recent AAUW report that controlled for all factors that affect earnings found that in 2009, women one year out of college who were working full time earned, on average, an unexplained 7% less than their male peers.

### The Simple Truth about *The Simple Truth*

For a century, AAUW has advocated for legislation and policies that encourage and enforce fair pay in the workplace, such as the Equal Pay Act of 1963, the Lilly Ledbetter Fair Pay Act of 2009, and the yet-to-be-passed Paycheck Fairness Act. These advocacy efforts are supported by AAUW research. *The Simple Truth about the Gender Pay Gap* is a commonsense guide that provides key facts about the gender pay gap in the United States. Topics include the history and definition of the pay gap; state-by-state rankings of the pay gap; how the pay gap is influenced by age, race/ethnicity, and education; guidance for women facing workplace discrimination; and resources for fair pay advocates. Want to share the latest information on the gender pay gap at meetings, conferences, and other events? Just download our *Simple Truth* PowerPoint presentation from AAUW National's website at [aauw.org](http://aauw.org).

## Start Smart: A Workshop on Salary Negotiation AAUW-Bethlehem Offers Practical Workshop to Women Entering the Workforce

Negotiating salaries is a challenge for women at all stages of their careers because—to date—women are less likely than men to ask for the pay they deserve.

**Pay Gap Myth:** “Unequal pay is mostly a thing of the past.”

**Pay Gap Myth:** “The recession reversed the pay gap, women are now out-earning men.”

**Pay Gap Myth:** “The pay gap exists only because of women’s career choices or because they take time off to care for their kids.”

How do you attack the pay gap? SPEAK UP.

AAUW’s research report *Graduating to a Pay Gap* (2012) debunks these myths and more. Even after we control for factors that do affect wages, the pay gap is alive and well for young women starting with their first post-college paycheck.

On April 19 from 11:30 am to 1 pm Linda Robertson will lead a workshop in Room 117 of the Priscilla Payne Hurd Academic Building of Moravian College (North Campus).

If a woman starting out fails to secure an initial fair salary, she stands to lose between \$500,000 to \$1 million in accumulated, lifetime earnings. Once a woman starts below a fair wage level, it is almost impossible to “catch up”.

This workshop (advance registration required) empowers college women to overcome the gender wage gap and helps them understand how to negotiate for fair and equitable salaries when they enter the job market. Using role play, UTube clips, and small groups, participants will learn how to explain what they bring to the table, investigate salary scales and statistics before they meet with a supervisor, and combat workplace sexism.

If you (Branch members) can help with our opening exercise, please email Linda at [linda.c.robertson@gmail.com](mailto:linda.c.robertson@gmail.com) or call 610-865-2087. To register as a participant (student), email Linda by April 16 or contact SAG president Melissa at [stmvw01@moravian.edu](mailto:stmvw01@moravian.edu).

Plan to learn how you can use the power of negotiation to get what you really want.



**FLASH: You Have Only until APRIL 5th to submit your ballot. Act Now!**

## AAUW-PA Election of 2013 Voting Instructions for Members

Susan McNamara, AAUW-PA Nominations Chair  
[aauwpaeast@gmail.com](mailto:aauwpaeast@gmail.com)

**Submission deadline:** Bring the ballot to the annual meeting or return it to your branch president to bulk mail or hand carry to the Annual Meeting on April 13. Alternatively, you can mail it yourself. If mailed, your ballot must be **received** no later than **Friday, April 5, 2013**, by Dr. McNamara at the address below, in order for it to be valid and counted.

All instructions for voting must be completed exactly as required in order for your ballot to be valid. Please ask for clarification from your branch officers or from AAUW-PA officers before voting if you have any questions or concerns about the appropriate way to file your ballot.

Your official ballot is on this page, to be clipped out and returned to the Nominations Chair, listed below.

**Read** the information about each nominee on page 2 and make your choice for each office. Mark an "X" in the blank provided on the ballot. Fold and insert the completed ballot into a small (4" x 6" or similar) envelope. **Do not place any marks on this envelope.**

☐ **Insert the blank envelope**, containing the ballot, into a larger (#10 or similar) envelope. Seal the envelope and, on the reverse or flap side of this envelope, do the following:

☐ **PRINT legibly** your name as it appears in AAUW membership records so that the Nominations and Elections Committee can locate it in our membership files.

☐ **SIGN your name** as you normally would, below your printed name.

☐ **PRINT the name of your branch —or—** if you are not a member of any particular branch, PRINT the letters "MAL" below your signature.

☐ **FILE** your ballot either by returning it to your branch president or by mailing it.

If mailing your ballot, please send it to: **Susan McNamara, Ph.D., AAUW-PA Nominations, 2060 15th Street, Bethlehem, PA 18020**. Your mailed ballot must reach Susan no later than **April 5, 2013**, in order to be counted. (Editor's Note: Many Study Group leaders will have ballots to distribute at your next meeting. Please study the slate in the latest *Keystoner* on the AAUW-PA website.)

### **AAUW, Clinton Global Initiative - Strategic Partnership**

Established in 2005 by President Bill Clinton, the Clinton Global Initiative (CGI) convenes global leaders to create and implement innovative solutions to the world's most pressing challenges. CGI Annual Meetings have brought together more than 150 heads of state, 20 Nobel Prize winners, and hundreds of leading CEOs, heads of foundations and NGOs, major philanthropists, and members of the media. To date, CGI members have made more than 2,100 commitments, which are already improving the lives of nearly 400 million people in more than 180 countries. When fully funded and implemented, these commitments will be valued at \$69.2 billion.

April 5 to 7, 2013, President Clinton will host the annual meeting of CGI at Washington University in St. Louis where student leaders, including those from the AAUW community, as well as NGO representatives, topic experts, and celebrities will gather to address global challenges with practical solutions. Each CGI U student must make a *Commitment to Action*: a specific plan of action that addresses a pressing challenge on campus, in the community, or in a different part of the world. More than \$400,000 in funding will be provided to CGI U 2013 student attendees to turn their ideas into action to help confront some of the world's most urgent challenges. To date, CGI U meetings have convened more than 4,500 students from nearly 750 schools, more than 130 countries, and all 50 states.

## **AAUW**

Linda Robertson

1842 Kenmore Avenue  
Bethlehem PA 18018-3339

Time Sensitive Material

## **Lou Henry Hoover: First Lady, Girl Scout Leader, AAUW Member**

Lou Henry Hoover, a member of the AAUW Washington (DC) Branch, was no ordinary first lady. Born in 1874, she grew up in Iowa and California and was very close to her father, who took her on camping and fishing excursions. She became an excellent horsewoman and as first lady, she would often escape the White House with a secret horseback ride through Rock Creek Park.

Lou Henry Hoover was the first woman to major in geology at Stanford University. There she met fellow geology student Herbert Hoover. They married in 1899 after she graduated and immediately left for China to follow his work with a mining company. She became fluent in Chinese, and later, in the White House, the Hoovers would sometimes speak in Chinese to trick eavesdroppers. They collaborated in the translation of an academic text from Latin to English, the 16th century encyclopedia of mining *De re Metallica*. Jointly, they won an award for this work, and the translated version is still in use today. As first lady, Lou Henry Hoover was blasted by some critics for inviting the wife of an African American congressman, Oscar DePriest (R-IL), to the White House for tea. The first lady courageously stood her ground, did not rescind the invitation, and her husband supported her.

Lou Henry Hoover also had a substantial role in the founding of Girl Scouts, which celebrated its 101th anniversary in March. She organized Troop VII in Washington, D.C. She served twice as the national president of the Girl Scouts and it was Hoover who started the sale of Girl Scout Cookies in 1935.

