

AAUW VIEWPOINTS

North Hills Pittsburgh, (PA) Branch



President's Message!

Welcome everyone to 2021! Take a deep breath and a sigh of relief that 2020 is behind us. It's safe to say 2020 has been a challenging year for all. But, in all the darkness, we've been able to achieve amazing things individually and as a branch. The start of each New Year is a time to reflect on the year just past, and make plans for the future. It holds a special magic, with a promise of new opportunities and the possibility to change our lives for the better.

The New Year brings us a clean slate to write our goals and thoughts for 2021. Hopefully your goals include one that has you becoming more involved with AAUW-NHPB. We have many areas within the branch where you can get involved. Throughout the year we will continue working on getting Equal Pay for Equal Work for Women. We will also be looking for people to serve on various committees in 2021 - this could be your chance to shine and share your experiences and skills.

Please let one of the members of the nominating committee know whether you would be willing to serve as an officer in 2021-2022. The branch will be selecting a President, Program VP and Secretary. Your nominating committee currently includes, Janis Kapadia, Katherine Keith and AnIta Wurthner. Any member of this committee would be happy to answer any questions you have about being an AAUW branch officer. In addition, Katherine Keith is chairing the outstanding women and member making a difference committee for this year. If you have a recommendation for either of these awards please contact Katherine by January 15th.

We have several virtual events slated for January:

- The virtual January branch meeting will be held on January 30th. Our guest speaker will be the recipient of the AAUW National Community Action Grant for Youth Services and STEM Education LaunchPad.
- The Martin Luther King Jr. breakfast on January 18th will be held virtually.
- We have added a virtual event on January 19th to celebrate women that have broken the glass ceiling. Join us in celebrating women advancing – starting with Vice President-elect Kamala Harris, the record numbers of women elected to Congress and state legislatures, and glass ceiling breakthroughs in sports and many other fields. Here's to a new era of shared leadership among women and men and accelerated progress toward gender equity.

Details for all these events can be found within the pages of this *Viewpoints*. The interest groups continue to meet virtually. This newsletter is a wealth of information for details on interest group activities. If you have an idea or an activity you would like the branch to pursue please share your ideas with a member of the board.

Debbie



Breaking the Glass Ceiling Event!

Come help us celebrate all the women that have paved the way. A Breaking the Glass Ceiling event will be held in January the day before Inauguration Day, Tuesday, **January 19, 2021 at 11:30 AM**. This is a virtual event.

We want to celebrate the first woman in the White House to serve as Vice-President. Let's toast together the breaking of that glass ceiling and enjoy some time-sharing other glass ceiling opportunities. Wear your favorite white top or outfit. Let's raise a glass and toast strong women.

Cracks in the Glass Ceiling

Women represent half of the world's population and half of its potential. Empowering women spurs economic growth, productivity, innovation, and trust. Despite countless research that shows empowering women positively impacts growth, productivity, innovation and trust, a glass ceiling continues to exist that holds women back from moving into leadership positions. However, there are signs that cracks in this barrier are starting to appear.

Glass ceiling means an invisible upper limit in corporations and other organizations, above which it is difficult or impossible for women to rise in the ranks. "Glass ceiling" is a metaphor for the hard-to-see informal barriers that keep women from getting promotions, pay raises, and further opportunities. The "glass ceiling" metaphor has also been used to describe the limits and barriers experienced by minority racial groups.

Glass ceilings exist even in organizations with explicit policies around equality of advancement when there is implicit bias at work or even behavior within the organization that ignores or undermines the explicit policy.

2020 was a big year for a lot of reasons. A fresh decade means advancements in science, tech, entertainment, and politics. Women had a significant role to play in all of that. Countries led by women had "systematically and significantly better" outcomes related to Covid-19, which were the result of "proactive and coordinated policy responses" such as earlier lockdowns.

More women ran for public office in 2020, but it hasn't been *that long* since women got the right to vote in the United States. A century later, our society has made strides toward equality. But there's still a gender gap. Women, especially minorities and LGBTQ women, continue to face massive obstacles in advancement and quality of life as they are outnumbered, underpaid, and overlooked in the workplace. The pandemic hit women and minorities the hardest. It will be exciting to see what impact women have in 2021!!

Submitted by Debbie Rosenfelder



January 2021 Branch Meetings

Wed, Jan 6. 06:00 PM – 08:00 PM

AAUW January Board Meeting

Mtg ID: 885 0621 5583; Passcode: aaauw

Tue, Jan 12. 09:30 AM – 11:00 AM

AAUW Morning Book Group – “The Secret Lives of Color” by Kassia St. Clair

Mtg ID: 873 8073 5620; Passcode: aaauw

Mon, Jan 18. 9:00 AM – 10:00 AM

Martin Luther King Jr. Breakfast

You will need to register ahead of time to get the Zoom link (See page 4 to do so.)

Mon, Jan 18. 07:00 PM - 08:00 PM

AAUW Evening Book Group – “Lost Roses” by Martha Hall Kelly

Mtg ID: 884 6463 7746; Passcode: aaauw

Tues, Jan 19. 11:30 AM

AAUW Glass Ceiling Celebration

Mtg ID: 872 4886 3101; Passcode: aaauw

Wed, Jan 27. 09:30 AM - 10:30 AM

COFFEE & COCOA COZY HOUR

We’ve done Happy Hour...now it’s time for Cozy Hour!! Join us on Wednesday, January 27th at 9:30am with your favorite hot cuppa. Jammies encouraged but not required!

Put it in your calendars NOW! Details on Zoom Mtg ID info: TBD

Sat, Jan 30. 09:30 AM - 11:30 AM

AAUW Branch Meeting

Mtg ID: 854 3095 9640; Passcode: aaauw

Wed, Feb 3. 05:00 PM – 07:00 PM

AAUW February Board Meeting

Mtg ID: TBD

The link for each event will be resent out the day before the event.



January Branch Meeting Program

Saturday, January 30, 2021

AAUW National Community Action Grant Winner for Youth Services & STEM Education Launch Pad

This month we are featuring the work of Ashley Zahorchak and her colleagues from the YWCA.

The YWCA Greater Pittsburgh was an AAUW National Community Action Grant Recipient for Youth Services and STEM Education Launch Pad.

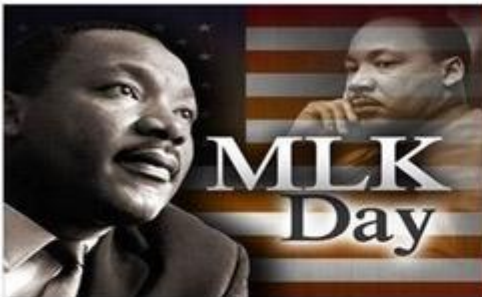
Ashley will be sharing with us the success of the Launch Pad program and how they’re adapting their program during covid. The work of the YWCA, supported by the National AAUW grant, is a valuable asset to the Pittsburgh community. As we celebrate a milestone for our branch, we’re proud to celebrate the women in our community who are affecting change.

**Kelley Clouser
VP of Programs**

9:30 A.M. Social Time

10:00 A.M. Speaker

10:45 A.M. Meeting



21st ANNUAL!
Martin Luther King Jr.
Unity "Breakfast"
Monday, January 18, 2021

This year's Martin Luther King, Jr. Unity "Breakfast"
will be hosted on Zoom from 9:00—10:00 a.m.
Take part in the comfort of your own home! No worry about weather!

Master of Ceremonies: *Lynn Hayes-Freeland, KDKA-TV and Radio*
Keynote Speaker: *Irvin Scott, Ed.D., Harvard University*
"Reflecting Back in order to Look Forward"
Panel discussion: *"Social Activism Past and Present"*
Music: *Pastor Kari Smail, St. John's Lutheran Church of Highland*
Heritage Gospel Choir of Pittsburgh

Online registration is being completed by AARP PA and required.
Use the link below to register: <https://aarp.cvent.com/21AnnualMLKBreakfast>
All are welcome!

National Election 2021

Submitted by Peggy Schmiedecke

This spring AAUW members will be asked to vote on amendments to the Public Policy Priorities and bylaws, in addition to electing members to the national Board of Directors. Every AAUW member has the right to comment on proposed changes to the bylaws or Public Policy Priorities before they are put the membership for a vote.

We will be given the information needed to prepare for voting. Also the opportunity to comment on proposed bylaws and Public Policy Priorities to discuss the changes or propose your own changes. The comment period will open on Monday, January 11th. We believe an email will come from National with a link to make comments and proposed amendments of which may be submitted until February 5, 2021 at 5:00pm ET.

It is very important that you vote. Each member gets one vote. Our National leadership has stated that 5-10% of our membership typically votes. They wonder why an organization that gives us each the ability to have a direct impact on women/girls won't show up to vote in their own election.

Here are key dates:

- April 7 Voting opens – online voting is encouraged
- April 16 Last day to request a paper ballot
- April 30 Postmark deadline for mailing paper ballots; ballots must be postmarked by 11:59 pm ET to be counted
- May 17 Online voting ends at 5:00 pm EST

Updates from AAUW National Public Policy & Legal Advocacy Team

Act — *Take action on the most pressing policies*

Congress finally passed a crisis relief bill. More provisional than comprehensive, the failures of this legislation cannot be overlooked. In particular, the exclusion of paid leave benefits will leave millions of American workers and their families vulnerable to sickness, unrelenting caregiving demands and financial hardship. Despite its shortcomings, the bill includes several important provisions:

- \$82 billion in funding for education: \$54.3 billion will go to K-12 schools, \$22.7 billion will go to higher education, and \$4 billion will go to a Governor's relief fund.
- There is also \$10 billion designated for childcare providers who have struggled through the pandemic.
- A \$300/week unemployment benefit extended to at least March 14 (including self-employed workers, gig workers and those who have exhausted state benefits).
- The eviction moratorium extended through January 31.

Direct payments for each taxpayer, based on 2019 tax filings (\$600 for individuals making up to \$75,000; \$1,200 for couples up to \$150,000; \$600 additional per child).

Learn — *Dig deeper into the issues that matter*

Over the last month, AAUW has [communicated](#) with the Biden-Harris transition team about the actions we and our coalition partners would like to see the incoming administration take to support the economic security and education of women of girls. COVID-19 has had an unprecedented impact on women and people of color, and we must take bold steps to address economic disparities and inequitable educational opportunities that have been exacerbated by the pandemic.

We [asked](#) the Biden-Harris Administration to focus on equity issues, including increasing the minimum wage, advancing pay equity, canceling student debt, suspending implementation of the new Title IX rule, and prioritizing gender and racial equity across departments and programs.

We also [urged](#) them to appoint candidates to key cabinet positions who have a deep understanding of systemic barriers to equal opportunity faced by historically marginalized communities and have a record of advocating for the civil rights of all working people and students they serve.

Engage — *Share the important work we're doing*

- Ensure you engage in every AAUW action in the new year and [become a Two-Minute Activist](#) today.
- Re-watch some of the [top policy webinars of the year](#): The Status of Latinas in the United States During COVID-19, Justice Ginsburg's Legacy and the Future of the Court, and Social Media Advocacy 101.
- Access the AAUW Diversity, Equity and Inclusion (DEI) [resources](#), which share best practices for AAUW members and others to incorporate inclusive practices into their branches and daily lives.

The AAUW North Hills Pittsburgh Branch 50th Anniversary Book has gone to the printer! Below is a look at the book’s Table of Contents. **CONGRATULATIONS** to all who contributed “why I joined” stories and other articles. All contributors to the book and current members of the branch will be receiving a copy of this book commemorating our 50 years.



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Directory Update

We are looking for someone to take over the Directory. Debbie Rosenfelder will be stepping down from this role and is looking for someone to take this over. The Directory is set up in a Word format program through which you just update new information each year. Debbie will be happy to go over the set up for this task with whoever will be taking this over. She will also provide you with the template she has been using.



AAUW FUNDS REPORT – Linda Tozier, AAUW Funds Chair

Thank you to our branch for voting at our November branch meeting to give \$200 to AAUW’s Greatest Needs Fund. As of December 1st, twenty-one members have given \$916 to AAUW Funds with \$871 donated to the Greatest Needs Fund, \$20 to the Education and Training Fund, and \$25 to the Leadership Fund. This brings the branch total through December 1st to \$1120. I expect our donation total for 2020 to increase once the December donations are recorded because members have responded to AAUW’s call for matching donations through the end of the year. Thank you to everyone for your generosity to support AAUW’s mission of equity for all.

GREAT DECISIONS

The Great Decision 2021 briefing book is now available to purchase (\$32.00) as well as the TV DVD series (\$40) You can order online or contact sales at 1 (800) 477-5836 or go to sales@fpa.org



Here is a list of the preliminary topics for the upcoming 2021 edition of Great Decisions. The eight topics will each have a corresponding episode of GDTV that will broadcast on PBS and be available on DVD or streaming with Vimeo. The topics for 2021 are:

- Global Supply Chains and National Security
- Persian Gulf Security Issues
- Brexit and the European Union
- Struggles Over the Melting Arctic
- China’s Role in Africa
- The Korean Peninsula
- Roles of International Organizations in a Global Pandemic
- The End of Globalization?

The Foreign Policy Association (FPA) has announced that it decided to release the 2020 season of **Great Decisions on YouTube** to provide a single link to the series.

The FPA also has on their website recommended reading suggestions from the FPA board. See next page for some of their recommendations.

November 2020 FINANCIAL REPORT		
CHECKING:		
Beg Balance		10,921.40
Deposits		50.00
Expenses		(230.75)
Ending Balance		10,740.65
SAVINGS:		
Beg Balance		4,834.45
Interest Earned		0.04
Ending Balance		4,834.49

December 2020 FINANCIAL REPORT		
CHECKING:		
Beg Balance		10,740.65
Deposits		0.00
Expenses		(290.87)
Ending Balance		10,449.78
SAVINGS:		
Beg Balance		4,834.49
Interest Earned		0.04
Ending Balance		4,834.53



Submitted by Betty Kroniser

SOCIAL DISTANCE READS Books Recommended by Foreign Policy Association Board Members

David Coulter:

AMERICA'S FISCAL CONSTITUTION: ITS TRIUMPH AND COLLAPSE By Bill White

A remarkable story of fiscal heroes who imposed clear limits on the use of federal debt, limits that for two centuries were part of an unwritten constitution. Those national leaders borrowed only for extraordinary purposes and relied on well-defined budget practices to balance federal spending and revenues. With insights gained from original scholarship and an unusual breadth of experience in finance and government, Bill White distills practical lessons from the nation's five previous spikes in debt. An entertaining and objective guide for people trying to make sense of fiscal policy today.

Nina Henderson:

AMERICAN MOONSHOT John F Kennedy and the Great Space Race By Douglas Brinkley

In celebration of the 50th anniversary of the first lunar landing, the award-winning historian and bestselling author takes a fresh look at the space program, President John F. Kennedy's inspiring challenge, and America's race to the moon.

THE SPLENDID AND THE VILE by Erik Larson

Every time Churchill took to the airwaves it was as if he were injecting adrenaline-soaked courage directly into the British people ... Larson tells the story of how that feat was accomplished ... Fresh, fast and deeply moving." The New York Times

John Hofmeister:

THE SILK ROADS: A NEW HISTORY OF THE WORLD By Peter Frankpan

A major reassessment of world history, The Silk Roads is a dazzling exploration of the forces that have driven the rise and fall of empires, determined the flow of ideas and goods and are now heralding a new dawn in international affairs.

THE NEW SILK ROADS: THE PRESENT AND FUTURE OF THE WORLD By Peter Frankpan

For centuries, fame and fortune were to be found in the West – in the New World of the Americas. Today, it is the East which calls out to those in search of riches and adventure. Sweeping right across Central Asia and deep into China and India, a region that once took center stage is again rising to dominate global politics, commerce and culture.

BELT AND ROAD: A CHINESE WORLD ORDER By Bruno Maçães

In Belt and Road: A Chinese World Order, Bruno Maçães discusses the contours and possibilities of China's Belt and Road Initiative, an expansive project that explicitly seeks to reconfigure the contemporary global economy with socioeconomic and geopolitical implications for each of the countries involved.

DESTINED FOR WAR: CAN AMERICA AND CHINA ESCAPE THUCYDIDES'S TRAP? By Graham Allison

In Destined for War, Graham Allison masterfully blends history and current events to explain the timeless machinery of Thucydides's Trap—and to explore the painful steps that might prevent disaster today. Are China and the United States heading toward a war neither wants?

Elbrun Kimmelman:

THE ANARCHY By William Dalrymple

Dalrymple describes how the East India Co. became a ruthless colonizing power that built British power across South Asia.

BIG SISTER, RED SISTER, LITTLE SISTER By Jung Chang

The lives of the three Song sisters—the subjects of Jung Chang's spirited new book—are more than worthy of an operatic plot. Born between 1888 and 1898, the twilight of imperial China, all three went on to play dominant roles in 20th-century Chinese life, on the extremes of the political spectrum.

National Bylaws Degree Requirement

Submitted by Peggy Schmiedecke

AAUW National is again suggesting that we drop the degree requirement for membership. This issue will come to a vote again in spring 2021. The change is being referred to as “open membership.” In the meantime, be thinking about how you will vote. In many ways, the future viability of AAUW hinges on that vote. Let’s enable all those interested in working on the issues that AAUW supports to participate.

AAUW seeks to promote inclusion and awareness for all members to create an equitable, sustainable and inclusive membership reflective of today’s world. In 2020 National updated the Strategic Plan with improved goals called the 2.0 version (<https://www.aauw.org/strategic-plan-2-0/>). One of our key goals within the plan: Embody the goals and spirit of inclusion, diversity and intersectionality across all AAUW activities and participants.

Did you know? The average age of our members is 72.

In a fall town hall meeting it was asked will our name change if we remove the education requirement. It was said that we will be called AAUW instead of this being an acronym. We have an international focus; we have men members who all work on equity for women and girls. Yet we do not refer to those entities. Much like AARP who rebranded years ago to only use acronym - they do not just have retired people as members.

In research it was indicated by 75% of responders that they thought we were an organization of college professors. It does not require one to have a degree to understand women get paid less with the same skills as men in the workplace. We are working to eliminate barriers but we are saying that if you do not have a degree than you cannot join us. This is neither fair nor equitable. We are inferring to the very individuals we are trying to advance that they are second class citizens.

Inclusion and Diversity

The act of including: the state of being included. The act or practice of including and accommodating people who have historically been excluded; (because of their race, gender, sexuality or ability).

Diversity is only the beginning, and it isn’t enough. To create truly diverse spaces, those spaces also need to be inclusive, where all parties feel welcomed, appreciated and respected — and have full access to all resources and can contribute to AAUW’s success.

As diversity advocate Verna Myers once said, “Diversity is being invited to the party, and inclusion is being asked to dance.” If you don’t have both, neither works.

AAUW Art Show & Contest Entries from AAUW members are being accepted from **January 6 through February 3, 2021**. The show will be open from February 10 through March 3. Members can vote once for their 10 favorite entries. The 6 winners will be featured on note cards National sends to members each year. More information, rules and registration form can be found via the following link: <https://www.aauw.org/resources/member/initiatives/art-contest/>

Allegheny County and Pittsburgh for CEDAW Coalition Report

Submitted by Peggy Schmiedecke



The Convention to End all forms of Discrimination Against Women (CEDAW) is the UN Women's Right Convention, and the US is one of just a handful of countries that has failed to ratify it. In 2016, Pittsburgh became the 6th city to pass legislation to "ratify" CEDAW at the local level by creating a Gender Equity Commission (GEC) and getting an ordinance passed. The GEC Workforce Equity Committee has partnered with AAUW to bring online Work Smart to the initiative (<https://pittsburghpa.gov/gec/workforce-equity>).

Allegheny County and Pittsburgh for CEDAW is a group of local activists who worked to create the city gender equity commission. Now, we are focused on passing an Allegheny County gender equity law to establish a gender equity commission. I have sadly been work on this issue for decades and have been actively representing our Branch since 2014 on this coalition.

The Allegheny County CEDAW Coalition has been invited to participate in this year's virtual Pittsburgh Racial Justice Summit which is a multicultural initiative of the Black and White Reunion. A current project under way is to produce a YouTube video that will be on their YouTube channel. This will replace the Community Resource Room so that attendees will still have the opportunity at their convenience to peruse organizations to see how they can get involved and give the organizations visibility.

The 23rd Racial Justice Summit on January 22-23, 2021, is formerly known as the Summit Against Racism. It is a flagship event for Pittsburgh organizers. The Summit creates opportunities for attendees to learn, connect, and act on behalf of racial justice. If you are interested in learning more or registering go to <https://www.pittsburghracialjusticesummit.org/>

2020 was a long, hard, seemingly endless year. The world is very different than it was a year ago.

Submitted by Cora Koller

Due to the worldwide COVID-19 pandemic, most individuals and families have (repeatedly) changed and rearranged all aspects of our lives. We're overcoming anxiety, fear and stress related to new physical, emotional, mental, financial and social health challenges. We're exploring new interests from our armchairs and ZOOMING our holiday visits. We spend far too much time with some loved ones... and far too little with others. We're working hard to be well, connected, creative, hopeful and resilient.

Arrest-related deaths of black citizens in several American cities sparked ongoing (and mostly peaceful) civil rights demonstrations across the United States. We're confronting longstanding and fundamental questions related about systemic racism; freedom of religious belief, thought, speech, assembly and press; the right to bear arms; due process; equal protection under the law; voter eligibility, and access to free and fair elections. We're having more and better conversations about core values, beliefs, aspirations and experiences.

President Donald J. Trump and many of his supporters angrily refuse to accept that he lost the hotly contested presidential election; refuse to peacefully transfer power to President Elect Joseph R. Biden, and vow to “fight on.” On January 5, 2020, the nation watched in horror and disbelief as an extremist mob stormed the US Capitol Building; while Congress was engaged in certifying the electoral college results. A woman was shot and killed. 3 others died from medical emergencies. The greatest democracy in the world was threatened. We’ve seen the power of words.

We are a diverse, divided nation of individuals, families, communities and institutions living through a challenging, conflictual period of change. Arguably, today was a low point in America’s great experiment with democracy. Our willingness and ability to effectively resolve conflicts large and small will determine the impact of all these events on American culture and lives as we go forward.

According to **Webster’s Dictionary**, conflict is “a fight, battle or war; the competitive action of incompatible ideas, interests or persons; the mental struggle from incompatible or opposing needs, drives, wishes, or external or internal demands; or the opposition of persons or forces that gives rise to dramatic action.” Conflict is natural, normal and necessary in the course of human affairs.

How we feel about conflict often determines our behavior. Do we fear, avoid or turn away from conflict, accept that it is sometimes necessary, actively encourage it, or even seek it? Our emotions and behavior affect other people. Their emotions and behavior can be easy or hard for us to handle. Each participant chooses how they will behave and interact with the other. Thus, both parties play a role in deciding whether to delay or avoid the conflict, engage with each other, resolve the problem, or agree to disagree. These choices have both short term and long-term effects on the individuals and their ongoing relationship. Sometimes there is a “ripple effect” on their relationships with others.

According to **Getting to Yes: the Art of Negotiating Agreement without Giving In**, (Robert Fisher and William Ury, Penguin Books 1981) negotiation is defined as “back and forth communication that is designed to reach a wise or lasting agreement when the parties have some shared interests and some different interests.” Almost all situations that human beings, institutions and nations experience involve some form of bargaining or negotiation. The authors discourage “soft bargaining” where the goals are remaining friends, reaching an agreement (even with one-sided concessions or losses), and avoiding contests of will by yielding to pressure. The authors also discourage “hard bargaining” where the participants are distrustful adversaries, the goal is victory (even if it is achieved through use of threats or misleading information), and your position prevails. Soft bargainers are often perceived as “weak” while hard bargainers are perceived as “bullies.” Their agreements often do not “last” because it is not meaningful, fair or wise. Instead, the authors encourage “principled negotiation.” Here, the participants are respectful problem solvers who seek a wise outcome that is reached amicably. Principled negotiators clearly state the problem and separate the people from the problem. They are hard on problems but soft on people. They focus on interests, not positions. They explore interests to seek common ground. They seek options for mutual gain and brainstorm to identify multiple options. They use objective criteria and standards to evaluate options. They reach agreements based on objective standards and reason, not personal will or pressure.

In the midst of the pandemic, racial, ethnic and religious strife, and political upheaval, all of us face internal and external, personal and occupational conflicts. Principled negotiation is a philosophy and process to effectively resolve them. It also provides a framework for effectively resolving the economic, humanitarian and social problems that shape our nation and the world.

MISSION STATEMENT OF AAUW LEGAL ADVOCACY FUND

LAF provides funding and a support system for women seeking judicial redress for sex discrimination.

AAUW MEMBERSHIP

AAUW, founded in 1881, is open to all graduates who hold an associate's or higher degree from a regionally accredited college or university.

AAUW DIVERSITY STATEMENT

In principle and 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, age, sexual orientation, national origin, disability, or class.

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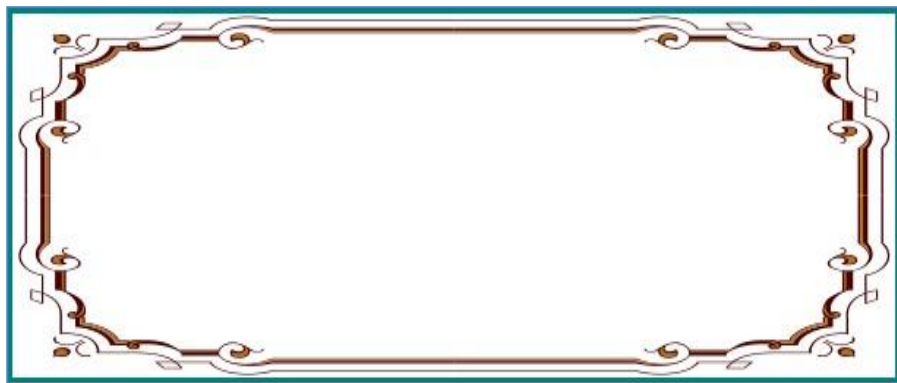
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Viewpoints

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Because **Equity** is still an issue