



Easton (PA) Branch

# The Easton Edition

Easton, PA Branch Newsletter

## CALENDAR

### Newsletter Deadline

Monday, April 15

### Branch Meeting

Saturday, April 13

### Board Meeting

Monday, April 1

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*2024*

You are never too old to set another goal or to dream a new dream.

C. S. Lewis



## Science On A Sphere

Nurture Nature Center  
Saturday, April 13  
10:30 am

The Program Committee is announcing a change in the date of our April program: It was to be at Nurture Nature on April 20th. The new date is one week earlier, **April 13th**, still at Nurture Nature, 518 Northampton St, Easton. 10:30 a.m. to 11:30 a.m.

Our member, John Cosgrove, is a docent at the Nurture Nature Center and has set up this experience with Science on a Sphere especially for us. Everyone is welcome, as usual, and it will be a great introduction to this unique resource in our community.

<https://www.nurturenaturecenter.org> is the website which has information and a link to sign up for a bulletin with an up-to-date listing of events.

Free parking is available behind the building on Pine Street, although there is no rear entrance, so that a trip around to the front on Northampton Street will be necessary. We suggest carpooling, as this is a busy time in downtown Easton. However this is also a good time to visit the Winter Market on Northampton St. or find a treat for lunch at the indoor Market.

## From the Presidents' Pen

I am sure you are excited to see the signs of Spring as we move into the month of April. I like to think of Spring as a time to “prune” away things that aren’t fulfilling to make room for new ideas and growth. I hope you take some time this month to celebrate that which brings you joy!

The past month has been a busy one for our organization. On March 8, 2024, we celebrated International Women’s Day - global day celebrating the social, economic, cultural and political achievements of women. The day also marks a call to action for accelerating gender parity.

In March we continued to recognize outstanding women in our community. On March 8<sup>th</sup> we presented the Easton Area Public Library and its Palmer Branch with The Gateway to Equity Award, recognizing the library's dedication to equity through advocacy, education, and research. This award is one given annually to honor an individual, group, or organization that has shown, by action and philosophy, the promotion of the AAUW mission of equity for women and girls through advocacy, education, and research.

Beyond recognizing achievements, we consistently organize informative sessions on topics central to our organization. On March 19<sup>th</sup>, we were fortunate to attend a presentation about International Aid Organizations. In April, our members will have the chance to participate in ‘Science on a Sphere’ at the Nurture Nature Center.

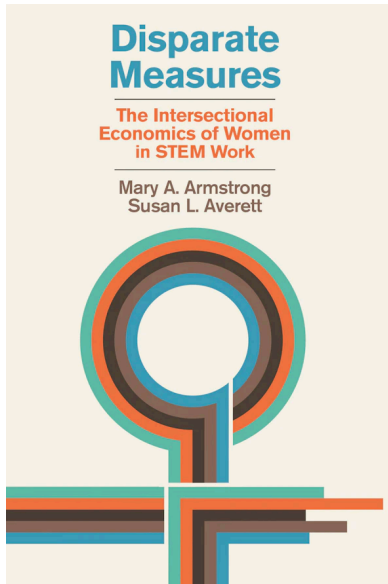
Additionally, we have several upcoming award ceremonies. On May 2<sup>nd</sup>, we’ll host the Girls Recognition Night at the Nurture Nature Center. This event celebrates young women who have been identified by their teachers as exceptional in STEAM fields. I encourage each of you to attend or volunteer if possible. And mark your calendars for May 21<sup>st</sup>, when we’ll hold our annual Scholarship and Award Ceremony at the First Presbyterian Church in Easton.

If I could make one request of each of you as we move into Spring, it would be that you help our organization grow so that we can continue to work toward achieving our goals. If you have any ideas to boost membership and raise awareness, please don’t hesitate to share them with me.

“The success of every woman should be the inspiration to another. We should raise each other up. Make sure you’re very courageous: be strong, be extremely kind, and above all be humble.”  
Serena Williams

-Lisa Spitale

Congratulations to Mary Armstrong on her soon to be published book. [Click here](#) to read a full description.



An exploration of workplace participation and earnings patterns for diverse women in US STEM professions that upends the myth that STEM work benefits women economically.

Seen as part economic driver, part social remedy, STEM work is commonly understood to benefit both the US economy and people—**particularly women**—from underrepresented groups. But what do diverse women find when they work in US STEM occupations?

What do STEM jobs really deliver—and for whom? In *Disparate Measures*, Mary Armstrong and Susan Averett challenge the conventional wisdom that a diverse US STEM workforce will bring about economic abundance for the women who participate in it.

Combining intersectionality theory and critical data theory with a feminist economic analysis, the authors explore how different groups of diverse women truly fare in US STEM professions.

## Important Dates to Remember

**April 1 - April Fools Day**

April 7 - World Health Day

April 8 - Solar Eclipse

**April 13 - Nurture Nature Center Program**

April 22 - Earth Day

April 26 - National Arbor Day

## Newsletter Information

Wouldn't you like to learn how to put a newsletter together or just use WORD for all the articles? It is a great learning opportunity and would help tremendously. If this is you, please let Toni Hoffman know.

If any member has information that she wishes to have published in the newsletter, please e-mail the information to **Toni Hoffman**. This would include births, deaths, marriages, happenings at cultural institutions. We also encourage submissions of photos of events and anything that you think may be of interest to other members.

Please note, however, that **submissions must be in by the 15th** of the current month to be included in the following month's newsletter. Otherwise it will be in the newsletter after that.

### Newsletter Ads

Do you have a business or service that you would like to promote? The charge for including an ad is only \$5 for each issue. Ads should be no larger than business card size and must come from members. Payment for ads should be made to the finance officer and she will notify the newsletter editor that the ad is ready to be placed.

## **AAUW PUBLIC POLICY CONVERSATIONS – APRIL 2024**

The annual recognition of Equal Pay Day is a frustrating reminder of persistent pay discrimination based on many causes, one of which has been asking female job applicants what their last salary was. Currently, 22 states now ban the use of salary history in the hiring process because it may continue the trend of undervaluing labor and experience. In 2024 now ten states require the posting of compensation ranges as part of job advertisements.

One way to address this practice would be for Congress to pass H.R. 1599, the Salary Transparency Act supported by A.A.U.W. H.R.1599 was introduced in the U.S. House with three primary objectives for private sector employers:

- 1/ Require employers to disclose salary ranges in all job postings.
- 2/ Provide protections against retaliation and remedies for applicants and employees.
- 3/ Establish penalties for employers who violate these requirements.

The states who are passing pay transparency laws include bans on the use of salary history to set wages, requirements to post pay ranges in job announcements, and mandatory pay data collections.

This February the Biden Administration proposed new regulations barring federal contractors and subcontractors from using job applicants' salary histories when determining who to hire and how much to pay them. New "contractor" rules were published in the Federal Register the same day as a new rule similarly barring the practice at federal agencies. The changes were announced on the 15<sup>th</sup> anniversary of the enactment of the Lilly Ledbetter Fair Pay Act in 2009.

President Biden said, "Women workers are still paid on average 84 cents for every dollar paid to men, and the disparities are even greater for many women of color. Today my administration is taking new actions to advance pay equity for the federal workforce and employees of federal contractors. These new actions adopt commonsense policies that will help pay millions of workers fairly, close gender and racial wage gaps, and yield tangible benefits for the federal government and federal contractors. These policies are good for workers, our economy and for families."




New requirements mandate contractors and subcontractors to disclose the salary range of an open position when advertising the job. A deadline was set for October for federal agencies to comply.

Lilly Gioia  
Public Policy






## From the League of Women Voters

**KEY ELECTION ISSUES**  
AT LOCAL, STATE, AND FEDERAL LEVELS

**LOCAL**

 Local education	 Book bans and education curricula	 Candidates' disengagement from voter concerns	 Anti-voter efforts
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**STATE AND FEDERAL**

 Reproductive rights	 Climate change	 Equal Rights Amendment (ERA) facing resistance	 War spending oversight and accountability
 Immigration policy reform	 LGBTIQA+ equality	 Gun control restricting assault weapons	 Affordable health care

**WOMEN VOTERS WILL SHAPE OUR DEMOCRACY'S FUTURE**

**Your vote is your voice. Use it on April 8th.**



## Gateway to Equity

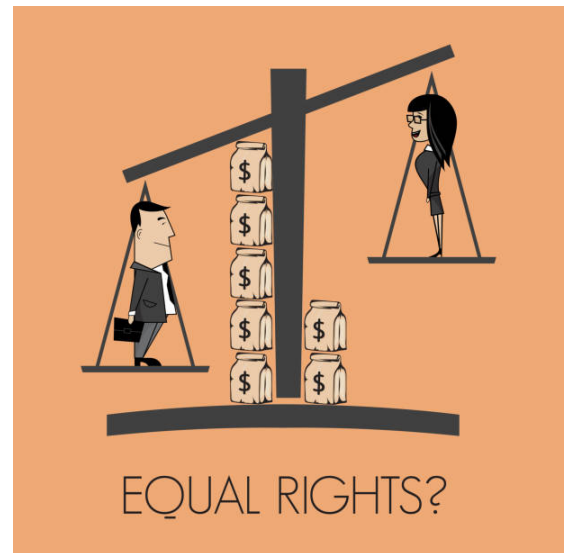


The Easton Area library system and its two librarians have been vigilant in ensuring that collections and programs equitably represent the diverse population of Easton. The librarians received the Gateway to Equity Award for their leadership in diversity and equity programming for the people of the Easton area.



## Equal Pay Day

**Asian American, Native Hawaiian, and Pacific Islander (AANHPI) Women’s Equal Pay Day** April 3 is the first of several Equal Pay Days which acknowledge the disparate impact of the wage gap for women of color. AANHPI women with professional degrees lose \$800,000 compared to non-Hispanic white men over the course of a lifetime.



**Contact Fran to order this delicious coffee.**



## Interest Groups

The Easton Branch has several interest groups created to stimulate discussions, encourage networking and support the community. If you have ideas for additional groups, let us know. Every group looks forward to new participants. Call if you are interested in joining a group.

### Book Discussion

**Chair:** Susan McNamara



April 15, 2:00 pm  
Hostess: Janice Lupackino  
**The Satapur Moonstone** by  
Sujata Massey

### International Relations

**Chair:** Fran Kennedy



April 23, 2:00 pm  
Hostess: Fran Kennedy  
Topic: Great Decisions article -  
**The United States and the Middle East** by Marc Lynch

### Hot Topics

**Chair:** Randi Blauth



May 16, 1:30 pm  
Location: Bethlehem Public  
Library  
Topic: **Book Ban Discussion  
Continued**

### Out To Lunch

**Chair:** Claire Degnan



All members welcome.  
Date: TBD  
Location: TBD

### Bridge

**Chair:** Rosemary Baker



Contact Rosemary for date and  
time. New members welcome.

### Tapas Dining

**Chair:** Phyllis Finger



Date: TBD  
Hostess TBD

### Mah Jongg

**Chair:** Becky Goldenberg



April 8, 1:30 p.m.  
April 22, 1:30 pm  
Hostesses: Rosemary, Lois

### Science

**Chair:** Susan McNamara



Date: May 16, 1:30 pm  
Hostess: Nancy Kinzli  
Topic: **An Immense World** by Ed  
Yong, Ch.11-13

### Stitch and Be

**Chair:** Toni Hoffman



April 4, 2:30 p.m.  
Hostess: Susan McNamara



### Walking Group

**Chair:** Fran Kennedy  
Every Friday 9 am  
On hiatus

# American Association of University Women

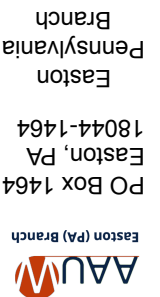
AAUW National	800.326.2289	<a href="http://www.aauw.org">www.aauw.org</a>
Easton Branch		<a href="http://easton-pa.aauw.net">easton-pa.aauw.net</a>
Co-Presidents	Lisa Spitale, Fran Kennedy	<a href="http://easton-pa.aauw.net/contact/">easton-pa.aauw.net/contact/</a>
Membership Team	Carolyn Connors	<a href="http://easton-pa.aauw.net/membership/">easton-pa.aauw.net/membership/</a>
Easton Edition	Toni Hoffman	<a href="http://easton-pa.aauw.net/contact/">easton-pa.aauw.net/contact/</a>

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

The AAUW Funds include the Educational Opportunities Funds (formerly a part of the AAUW Educational Foundation) which help us to advance equity for women and girls through programs such as American and International Fellowships and Community Action grants.

AAUW Funds also include the Legal Advocacy Fund which provides funding and a support system for women seeking judicial redress for sexual discrimination, the Leadership Programs Fund (formerly the AAUW Leadership and Training Institute), the Eleanor Roosevelt Fund, and the Public Policy Fund.



ADDRESS SERVICE REQUESTED