

# AAUWNYSFOCUS

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN ♦ NEW YORK STATE ♦ SUMMER 2016 ♦ VOLUME 65, ISSUE 2 ♦ ISSN 1056 3199

## What's all the buzz about?

It's time for Cazenovia!  
Join AAUW members  
July 22-24 for the annual  
Summer Leadership  
Meeting, focusing on  
"Building Success  
With Smart Ideas."

**See Page 2 for details.**

A BEE SAVORS THE NECTAR OUTSIDE  
HUBBARD HALL ON THE GROUNDS  
OF CAZENOVIA COLLEGE

■ PHOTO BY CLAIRE REGAN

## COME TO CAZENOVIA JULY 22-24

# Beautiful setting, worthwhile weekend

By Roli Wendorf  
AAUW-NYS President-elect

The incoming state team is hard at work getting ready for the 2016-2017 year at AAUW-NYS. The year starts with our Summer Leadership Conference July 22-24 at Cazenovia College. It gives you a chance to meet the new State Board and leaders from branches across the state.



ROLI WENDORF

This year the theme is, "Building Success with Smart Ideas: Focus on Programming and Leadership."

On Friday evening, there is an interactive training workshop on Developing New Leaders by Deepthi Gudipathy, VP of Programming at National AAUW. Through group discussions and exercises, this training teaches how to cultivate volunteers and delegate effectively. You will leave with ideas you can implement immediately.

Another focus area is the new Work Smart program. Many branches are already interested in Start Smart workshops to teach salary negotiation to college students. Work Smart teaches how to negotiate pay and promotions to women in the work world.

AAUW has partnered with the mayor's office in Boston to train 85,000 women, half of the working women population there, in Work Smart over the next five years. A similar collaboration has been agreed to for Washington, D.C. Training in Work Smart will give us the tools to reach out to cities in New York State as well, and help address the gender wage gap.



■ PHOTO BY CLAIRE REGAN

Summer Leadership 2015 participants on the "Caz" campus.

A roundtable discussion on Programming for Success will explore specific ideas that have already paid off in some branches.

Other networking opportunities are planning for district conferences, convention planning, a variety of counterpart sessions, an ice cream social, a game night and much more.

**The full program and registration information are available on the state website, [aauw-nys.org](http://aauw-nys.org).** We look forward to seeing you at Cazenovia as we move the mission forward.

HELD APRIL 15-17 IN  
SARATOGA SPRINGS

## Snapshots from the state convention



Presidential reunion: From the left are Edwina Frances Martin, Nancy Mion, Evvie Curry, Suzanne Oliver, Elizabeth Harrel, Diane Haney and Eileen Hartmann.



FROM THE STATE PRESIDENT / EDWINA FRANCES MARTIN, ESQ.

# Plan strategically for the future

A strategic planning process can be a wonderful way to move your branch forward in a positive way while also engaging branch members and community stakeholders in the process.

While many organizations hire consultants to guide them through such a process, you do not have to! Here is a quick guide to running your own branch strategic planning process:

## Plan a board mini-retreat to define your strategic planning goals

The first step is to schedule a board “mini-retreat” in the summer focused solely on strategic planning; you could make this fun by making it a luncheon potluck or a take-out afternoon.

While eating, review AAUW’s mission, vision and goal and talk about what they represent to you; make sure you have a ‘note taker’ to summarize the discussion.

Next, have the board break out into groups of two or three to brainstorm a branch vision and set of goals around key components of the board’s work, such as program, membership, and fundraising. Be sure each small group has a volunteer note taker.

When the full board regroups, each small group will share its discussion, for further discussion and brainstorming. Following the meeting, the branch recording secretary will type up all of these notes and share with the board.

At the next regular board meeting, set aside time to review the retreat notes and select two to three top goals for the year.

## Gather input on your identified goals

After agreeing on your goals, circulate a short questionnaire to branch members and groups your branch collaborates with and ask for input on the goals, and their thoughts on how they link with needs

within the community. An internet-based polling tool, such as Doodle.com, could be used to send out your survey, or you could discuss as a branch program on planning for the future (or, you could do both!).

## Develop deliverables that fit your goals

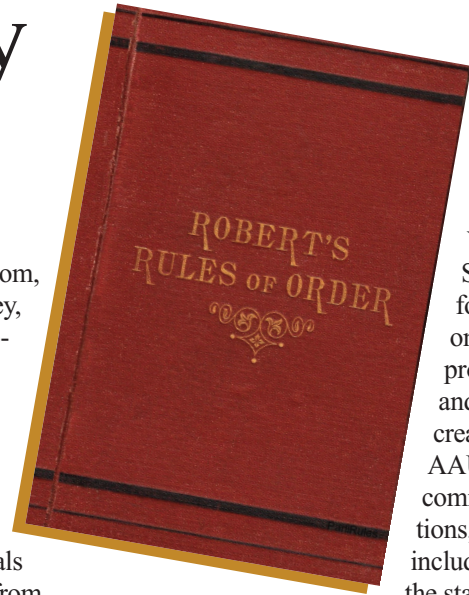
Finally, after identifying your goals and discussing and gathering input from branch members and community organizations, identify deliverables to help you achieve your goal. Be sure to set a timetable so that you can keep track of how far along you are to reaching your goals.

A strategic plan can be a wonderful planning tool for your branch – for example, if you have selected increasing membership as a goal and have identified increasing the number of mission-based programs for the year as a strategy for reaching this goal (and you have gathered topics from the community that match AAUW’s mission!), it will not only help you plan programs far in advance, but you can collaborate on the programs with the community groups that suggested the topics you selected!

## NYS Board 2014-16 Strategic Plan

The goals of the state board for 2014-16 were to increase visibility, increase mission-based programming, and increase board outreach to branches. Outcomes included:

- To better serve our NYS members, we undertook a review of our Working Rules to ensure that the work and the processes of the NYS Board are in alignment with our Bylaws and Roberts Rules of Order; among other things we began, once again, to draft articles for branch newsletters, in addition to the articles we wrote for the statewide Focus newsletter;
- To increase our visibility in New



York State, we focused on improving and increasing AAUW communications, which included on the state level

creating a YouTube Channel and enhancing our Face Book and Twitter outreach, and on the branch level included ensuring that all branches had a basic level of web presence;

■ To build bridges to future leadership, we (i) established a state board student advisory council, (ii) created a new leadership track for students at our state convention, and (iii) partnered with AAUW national to host a “Fellows” dinner in New York City to coincide with the AAUW Delegation to the United Nations Commission on the Status of Women Parallel Event, providing an opportunity for Fellows to interact with AAUW-NYS leaders and forging a connection that will hopefully lead to their remaining engaged with AAUW when their fellowships end;

■ To assist branches in the recruitment process, we developed a concise “elevator speech” members can use when they meet persons they think might be interested in AAUW, and we developed an easy-to-use template for orientation brochures, all posted to the NYS website; and

■ To encourage mission-based programming, we aggressively promoted the state grant opportunities for mission-based programs on the branch level and at district conferences, resulting in a doubling of the grant awards in 2015-16 to over \$6,700.

The AAUW-NYS board strategic plan, and the full list of strategic planning deliverables, is available on the state website, [www.aauw-nys.org](http://www.aauw-nys.org).

## Reminder: A call for nominations

Any member can nominate someone to serve on the AAUW-NYS board, and this is your chance.

The current Nominating Committee will contact nominees for the following board positions for the 2017-2019 term: VP for Membership, VP for Public Policy, Secretary/By-Laws and Treasurer. If you know members who would be great fits for these offices, please send their names and contact information to the committee chair, Peggy Tiffany.

The committee will take it from there. The deadline for nominations is July 15, so put your thinking caps on now and send nominations to: Peggy Tiffany, 12 Bernett Drive, Fredonia, N.Y. 14063.

You may email her at [peggytiffany44@gmail.com](mailto:peggytiffany44@gmail.com), or call her at 716-785-1948.

## Membership is everybody's business

That's our motto, and it's so true! It's time to work on current members' renewals.

National dues go to the National AAUW office. Local dues stay with the branch. State dues and membership forms should be sent to Phoebe Forbes at 1435 Riverside Rd., Frewsburg, N.Y. 14738.

The branch renewal deadline is June 30, although you should register new or returning members anytime you can.

-- Peggy Tiffany  
AAUW-NYS Membership VP



AAUW-NYS President Edwina Frances Martin, Esq., AAUW National Chair Patricia Fae Ho and AAUW Fellowships and Grants VP Gloria Blackwell are joined by recipients and supporters in March at the Harvard Club, Manhattan.

# Every gift makes an impact

By Janice Brown  
AAUW-NYS Development VP

I would like to thank the members of AAUW-NYS for the opportunity to serve as Development VP for the last two years.

AAUW-NYS has continued to lead the way in giving generously to the funds of AAUW. In the last two years, we have donated over \$200,000 to AAUW. I would like to thank each of you personally for your generous donations.

AAUW fundraising activities at the state convention were very successful again this year. We raised over \$7,000 for the entire weekend. We raised money for LAF with the basket room and luncheon; EOF fundraisers were swimming and karaoke night; and a tree with AAUW-NYS keychains was the fundraiser for the AAUW fund.

We must continue to have fundraisers that support the mission of AAUW and are in compliance with the AAUW fundraising policy. You can find more information on the policy on the state and national websites.

AAUW-NYS honored our fellowship and grant recipients with a dinner in March at the Harvard Club in Manhattan, in conjunction with the United Nations celebration of the Commission on the Status of Women (CSW).

AAUW-NYS collaborated with the national office to salute current and alumnae honorees.

It was a great night of fellowship and networking. The honorees were excited to share their experiences and express how grateful they are for AAUW and the work our organization does for women and girls.

As AAUW shifts the perspective of giving to unrestricted funds, we must continue to be steadfast in our giving to these funds. We must continue this effort to make women and girls stronger. We can accomplish this by giving to Unrestricted Funds AAUW Fund 9110.

With contributions to the unrestricted fund, we are continuing the fight without having the funds in restricted funds.

Many of our members and donors assume that membership dues and restricted gifts cover the cost of AAUW's mission-based programs. In actuality, except for fellowships and grants, all the programs our members know and love are fully or partially funded by unrestricted giving.

AAUW will continue this fight with your generous contributions to the unrestricted funds.

There will be new problems/issues arising with women and girls and we must be ready to take on that new fight; donations to AAUW Fund-9110 will help to overcome these battles.

Remember every gift has an impact and every gift changes someone's life. Consider giving generously to the AAUW Fund-9110.

# Courageous plaintiffs at the heart of LAF

By Nancy Mion  
AAUW-NYS LAF Director

*Editor's note: Kathleen Brenniman, LAF Committee Chair, was the speaker at the LAF Luncheon on April 15 during the 2016 AAUW-NYS Convention.*

*Her talk brought a greater understanding of what the Legal Advocacy Fund is and what it does.*

*Brenniman, an attorney, was the recipient of an AAUW Career Development Grant (CDG) in law school. She has served AAUW on the branch, state and national levels in many capacities. Recently she served on the Illinois State Board for six years. She has served nationally for 16 years; six on the CDG Panel, four on the Educational Foundation Board and the past four on the LAF Committee. Following are excerpts from her speech.*

The Legal Advocacy Fund (LAF) is one of AAUW's landmark programs. LAF supports plaintiffs who fight gender discrimination and harassment in the workplace and in education. Since its creation more than thirty years ago, LAF has given over \$1.4 million to support more than 100 cases and helped AAUW members across the country teach students, educators, and communities about their rights as workers and students.

Given AAUW's long history, LAF is actually a relatively new program. LAF was created in 1981 with a case we now refer to as the Cornell 11.

AAUW members in Ithaca helped support a group of Cornell University women faculty members' sex discrimination lawsuits. Their effort made such a big difference that AAUW decided to launch the Legal Advocacy Fund (LAF) case support program to help more people.

Prior to 2009, LAF only supported cases in academia, but now LAF supports select cases in any workplace as well as in education and academia.

## Why LAF's work is important

Courts matter. Nobody wants to live through a lawsuit — our plaintiffs talk

“LAF's support not only makes cases possible; sometimes our support makes cases bearable.”

-- Kathleen Brenniman

about the enormous personal and emotional toll of litigation, not to mention the costs to their careers and their families' financial stability. For better or worse, though, the court system is one of the most significant ways individual people can challenge inequality. Sometimes a lawsuit is the only way to seek justice. And it isn't just the rights of individual plaintiffs at stake.

Court cases can determine the scope of everyone's rights and the constitutionality of major laws. To achieve gender equity, people facing gender discrimination must be able to assert their rights in court.

Problem is, discrimination lawsuits are rarely fair fights. It's often one person or a few people with limited resources, both financial and legal, challenging an institution or company with vast resources. That's why LAF exists — to help balance the scales and ensure that plaintiffs can seek justice.

## How cases are chosen

There are some basic criteria a case must meet. The case must address sex or gender discrimination in the workplace or education. Also it must offer potential for significance beyond the individual case in terms of legal precedent, public awareness, or other important advocacy goal. Additionally, the litigants need to be willing to make appropriate public appearances with AAUW and allow AAUW to publicize support for the case.

LAF staff are in charge of making sure case support applicants meet those criteria. Staff then review the applications and prepare them to go to the LAF Committee. This committee, composed of AAUW members, is in charge of reviewing applications and making case support recom-

mendations to the AAUW Board.

We simply can't help everyone, so we focus on cases that can help make broader change.

## Beyond case support

Campus Outreach Grants offer up to \$750 for a branch and/or AAUW student group, to bring an educational program around LAF issues to a college campus in their community. These grants have two major goals: (1) Educate college students about gender discrimination in the workplace and in education; and (2) Help connect AAUW branches with college campuses. In NYS we have the Evvie Currie Giving Circle Campus Outreach Grants Applications are accepted on a rolling basis. To apply, complete the grant application online.

Case Support Travel Grants offer funding for an AAUW state organization or an inter-branch group to bring an LAF-supported plaintiff to speak at an AAUW event.

LAF also helps members stay informed about important Supreme Court cases that affect the rights of women and girls. Tune in each October for a Supreme Court Preview Call and each July for a Supreme Court Wrap-Up Call.

Registration for the free members-only calls appears a few weeks ahead of time in the LAF Express monthly e-newsletter.

## Courts matter and LAF's support matters

At the end of the day, the heart of LAF is the courageous plaintiffs and advocates we support. LAF's support not only makes cases possible; sometimes our support makes cases bearable.

“I am proud that I stood up and asked for equity in my department. Because of my advocacy I know that Ball State athletics are in a better place for my former colleagues and all the current and future female student-athletes,” said Kathy Bull.

“Victories in retaliation lawsuits should send a loud message to administrators across the country. Our recent win is a victory for all women who advocate for gender equity.”



## A CALL FOR LAWS THAT ENCOURAGE VOTING

# Ballot access an issue across the state

By Donna Seymour  
AAUW-NYS Public Policy VP

New York State recently held the first of four state-wide elections this year. The presidential primary in April drew an estimated 32 percent of registered voters on both sides of the aisle and ignored all the independent voters in the state. (Nationally, more than 40 percent of voters identify as independents.)

Although voting officials claimed this was a high turnout, it was anything but in a year when New York's primary decisions were very much in play (for the first time in 30 years) and when both party nominations have been hotly contested.

Just some of the issues are: New York's closed primary system, an absurdly early change-of-party deadline, the lack of uniform voting hours, problems with polling places, and lack of an automatic voting registration process or same-day registration. Some of New York's voting problems are now under official investigation by both Attorney General Eric Schneiderman and New York City Comptroller Scott Stringer.

"New York is really notorious in terms of having difficult obstacles for voters to

surmount in order to vote," said Blair Horner, with the New York Public Interest Research Group. New York is one of the most restrictive in the nation that "contribute to New York having one of the 'owest voter participation rates in the country."

New York needs laws and procedures that encourage, rather than discourage, voting. The Attorney General has opined that allowing online voter registration is legal and could be done statewide under existing law. There are also proposed bills that could reform and modernize our voting system:

■ The Voter Empowerment Act (A5972/S2538) would allow for online updating of registration; allow people to register or change their party up to 10 days before an election; and permit pre-registration for 16- and 17-year-olds, among other reforms.

■ Same-day registration: In New York, allowing same day registration requires both a constitutional amendment (A5891/S2391) and enacting legislation (A5947/S2483).

■ Early voting: A8582/S3813 would establish a 12-day early voting period ending the Sunday before Election Day.

■ Voting by mail: S2739 would authorize a study of the feasibility of voting by mail and allow for a pilot program.

Other states are making changes that empower voters. In Oregon, Gov. Kate Brown signed a first-in-the-nation bill to automatically register all eligible Oregonians to vote when they obtain or renew a driver's license or state identification card. If they do not opt out, the secretary of state's office will mail them a ballot automatically 20 days before any election.

Three other states — California, West Virginia and Vermont — have voted to put this innovative system in place, while 28 other states and the District of Columbia have been considering the idea. Officials in Vermont estimate that their new system could add as many as 50,000 voters in the next four years. California officials estimate that there are 6.6 million eligible voters now unregistered, with many due for license renewals.

This year, New York holds three separate primaries: For president (April), for Congress (June) and for state offices (September) — at a cost to taxpayers of about \$25 million each. To be followed by the general election on Nov. 8. When will New York be a leader for voting reform?



**AAUW-NYS  
ELECTED OFFICERS**

**President**

Edwina Frances Martin, Esq.  
edwinamartin@hotmail.com

**Program Vice President**

Jane Russell  
homechick@empacc.net

**Public Policy Vice President**

Donna Seymour  
seymour6985@verizon.net

**Development Vice President /  
Acting Administrative Director**

Janice Brown  
j2brown1012@aol.com

**Membership Vice President**

Peggy Tiffany  
tiffanyfamily@netsync.net

**Financial Representative**

Mary Lou Davis  
maryloudavis125@gmail.com

**Secretary/Bylaws Chair**

Loreen Ginnitti  
loreen@fairport.net

**APPOINTED DIRECTORS**

**LAF Director**

Nancy Mion  
Myown220@aol.com

**EOF Director**

Lucienne Nicholson  
nicholsonlucienne@gmail.com

**Cultural / International Director**

Jennifer Mayfield  
jennifer.a.mayfield@gmail.com

**Communications Director**

Cynthia "Cyd" Averill  
averillc@optonline.net

**Immediate Past President /  
District Director**

Mary Lou Davis  
maryloudavis125@gmail.com

**Focus Director**

Claire Regan  
claire.regan@wagner.edu

**Diversity Director**

Valora Blackson  
vblackson@gmail.com

**College/University Director**

Maria Ellis  
mellis@fsacap.com



AAUW-NYS President Edwina Frances Martin, Esq., second from right, is joined by Know Your Rights workshop trainers Sandra Rivera, Esq., Kristine Roberts and Peter Rchette, Esq.

**KNOW YOUR RIGHTS**

# Workshop highlights legislation of interest

By Edwina Frances Martin, Esq.  
AAUW-NYS President

Convention 2016 saw our second workshop which offered Continuing Legal Education for our attorney members. The first part of the workshop provided an overview of legislation of interest to AAUW passed last term and this term, such as the Minimum Wage, Paid Family Leave and the Women's Equality Act. Lesser-known legislation currently pending meant to help families juggling childcare and work responsibilities that should be of interest to AAUW-NYS members discussed during the workshop included:

**Child Care Needs** – Requires the Department of Labor's work search regulations to take into account the need for unemployment insurance claimants to provide child care for their children. (A.4780, Solages / S.5661, Sanders);

**Work Exemption Option for Recipients Providing Child Care** – Requires local social services districts that do not have sufficient funds to provide child care subsidies to all eligible families under 200 percent of the federal poverty level to

have the option to offer a 12-month work exemption to certain parents or relatives who receive public assistance and are caring for a child under one year of age. (A.1805, Titus / S.5176, Avella);

**Child Care for Parents Who Work the Late Shift** – Requires local social services districts to provide a child care subsidy to financially eligible parents that are in need of child care so they can sleep during the day because they work the overnight or late shifts (A.775-A, Jaffee / S.5184, Savino); and

**Child Care Services** – Establishes a statewide data base of summer, after-school and school age child care programs by directing the Council on Children and Families to post such information online in order to assist parents and caregivers who are seeking child care services. (A.1869, Mayer / S.1465, Kennedy).

The second half of the workshop provided an overview of Navigating Medicaid's Long-Term Care System, looking at both the requirements of and the process for obtaining Medicaid Managed Long Term Care and the process for appealing denials of the same or disputes regarding the number of care hours.



**MISSION STATEMENT**

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

**AAUW VALUE PROMISE**

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

**VISION STATEMENT**

AAUW empowers all women and girls to reach their highest potential.

**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, creed, age, sexual orientation, national origin, disability or class.

Focus, a quarterly newsletter, is published by the American Association of University Women-New York State. The distribution cost of \$4 is included in state dues.

Questions and articles should be addressed to: Focus Director Claire Regan, Assistant Professor, Wagner College, One Campus Road Staten Island, N.Y. 10301. Phone: 718-390-3256.

Email: [focus@aauw-nys.org](mailto:focus@aauw-nys.org).

Submissions are accepted at the discretion of the editor. Focus is a publication of the AAUW-NYS Board.

NEW YORK STATE FOCUS  
SUMMER 2016  
ISSN: 1056 3199  
[www.aauw.org](http://www.aauw.org)  
[www.aauw-nys.org](http://www.aauw-nys.org)

PRST-STD  
US POSTAGE PAID  
PERMIT NO. 530  
MAHWAH, N.J.  
07401

Attention postmaster: Dated material. Please do not delay.  
POSTMASTER: Send all address changes to AAUW Record Office,  
1111 16th Street NW, Washington, D.C. 20036

# Tech Savvy program draws raves

By Elizabeth Harrel  
AAUW Poughkeepsie Branch

With support from AAUW-NYS, AAUW-Ithaca and AAUW-Cortland joined forces to host “Tech Savvy: On a Path to a STEM Career” April 9 at Tompkins Cortland Community College (TC3) in Dryden, N.Y.

By 9:30 that morning, approximately 115 excited girls and the 50 adults who accompanied them had registered, picked up a t-shirt and sports pack and eaten a hearty breakfast. In a joint session, they were welcomed by Sheila Cohen, Tech Savvy Co-Chair, Muriel Everhart, AAUW-Ithaca President, and Carl Penziul, Dean of Instruction, TC3.

Morning sessions for adults included an overview of research on girls and STEM, first-hand accounts of careers in engineering, and advice about financial planning and the college application process. Concurrently, the girls had their choice of such workshops as Cycle for Science on the Sol Cycle, Math Modeling and Animation, Cracking a Cell’s Supercode: All about DNA, and Programming Lego Mindstorm Robots. All the girls attended an infor-

mation and activities fair at which they could participate in a mock college interview and learn more about STEM activities offered by such local organizations as the Museum of the Earth and SciGirls/WSKG.

During lunch, the girls engaged in a live chat with K. Lindsay Hunter, one of the underground astronauts who excavated the early hominid ancestor, homo nelidi.

Savvy skills workshops about topics like safety on social media, building critical thinking, and presentation skills were offered for the girls in the afternoon. Adults had the option of attending a panel discussion by mothers of daughters in STEM fields or a workshop on raising a math-confident daughter.

The final presentation of the day was a keynote speech by Kathryn Boor, Dean of the College of Agriculture and Life Sciences, Cornell University. In her talk, “Growing Opportunities for Young Women in STEM Fields,” she described the work of her female colleagues and her own path to a STEM career from an upstate farm to Cornell University.

Tech Savvy events raise awareness about the importance of early STEM experiences for girls and about local branch activities.