

Geeta Desai reveals some exciting plans as *2017 AAUW New York State Convention Takes Shape*.

What Works for Young Women? Jane Pendergast discusses AAUW programs for young women.

Celebrating the Centennial of Women's Suffrage in NYS by Nancy Mion.

WINTER 2016

FOCUS



American Association of University Women • New York State

Volume 66, Issue 2 • ISSN 1056 3199

SMALL SUCCESSES HAVE IMPACT

BY ROLI WENDORF
PRESIDENT, AAUW NYS

As we reflect on 2016, we have mixed emotions. AAUW New York State has many successes to celebrate: six of our seven districts held fall conferences on a variety of very relevant topics, our newsletter has a new look, we will be launching a new, modern State website this month, and convention planning for April is proceeding full steam. However, one hundred years after women's suffrage, the gains made by women over the last many years feel fragile, as if they could be taken away from us. As AAUW,

we need to work even harder to make progress in a less women-friendly environment.

What can we do? There are opportunities for all branches, large and small, to make a difference. There are many AAUW programs that our branches can push in their communities. Consider STEM (Science, Technology, Engineering and Math). Several branches already have STEM conferences and other activities. Some of these activities can be easily replicated even in small branches. For example, Westchester Branch gives out certificates for excellence in science to 8th grade students in local public schools. Jamestown Branch sent copies of the AAUW report "Solving the Equation" to local schools and colleges along with a letter about AAUW. These ideas could be replicated in any community, by any branch.

Another idea is to sponsor a local college student to attend the annual AAUW National Conference for College Women

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AAUW NYS Website has a new look! Check out our beautiful new website with easier to use drop-down menu items and quick links to find what you need.



AAUW NYS 2017 Emerging Leader Award by Janet Forbes, District Director.

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2017 AAUW NEW YORK STATE CONVENTION TAKES SHAPE

By Geeta Desai, Program Vice President

In the last *FOCUS*, I shared the exciting news that our upcoming AAUW NYS Convention would be about Women and Power.

I hope you're planning to attend because it's going to be a one-of-a-kind gathering where we will learn how to take charge of our personal, professional, and political lives.

The best part of the Convention is that 2017 is the centenary of women's rights in New York State, and how better to celebrate this important milestone than to learn how to extend our innate power to influence our legislators, our peer groups, our friends and families, our colleagues, and our communities to advance women's rights?

We will have author Louise Bernikow draw for us the connections between the suffragists and the women leaders of the future. She will help us understand our changing world in ways that inspire

us to act in our own best instincts.

And, we will also hear from Michelle Rivera-Clonch from the Omega Institute's Women's Leadership Center. The Omega Institute, tucked into the quiet countryside of Rhinebeck, NY, has been a safe



haven for introspection and self-awareness for thousands of people who have wanted to feel empowered in their daily lives. Michelle will share with us how we can better balance our inner and outer selves so that we become more confident in every aspect of our lives.

Convention attendees will be able to attend two workshops of their choice. We

will offer six workshops in all:

Getting the Inside Scoop - Learn about the implicit and explicit rules of patriarchal power structures and learn the strategies and tools that they can use to engage power structures for more successful outcomes.

Blueprint for Intention and Action - Learn how to turn personal and professional challenges into strengths and opportunities.

Women and Group Dynamics - Learn the building blocks of productive relationships and how to cultivate them.

Also included will be workshops on team building, understanding the value of women decision makers on community and country outcomes, and taking action on pay equity.

It's all happening on a beautiful weekend in April (April 21 - 23, 2017) at the DoubleTree Inn in Syracuse, NY. We're looking forward to seeing you there!

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:

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



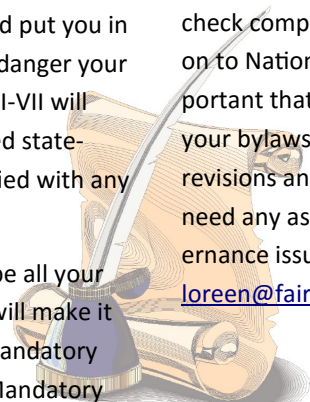
AAUW Mandatory Bylaws Revisions

Loren Ginnitti, Secretary/Bylaws Chair

The national AAUW has revised its branch bylaws model. All of these amendments are necessary because your branch is covered with the IRS under the national umbrella. Failure to include all requirements could put you in jeopardy with the IRS and endanger your not-for-profit status. Articles I-VII will contain all the AAUW required state amendments and may not be modified with any branch language.

Articles VIII and beyond will be all your current branch bylaws. This will make it easier for you to make any mandatory amendments in the future. Mandatory

changes do not need the approval of the board or your membership. The AAUW deadline for this round of mandatory changes is **January 31, 2017**. You must send me a set of revised bylaws so I can check compliance, and I will send them on to National. It is also extremely important that you update the last page of your bylaws with the date of the latest revisions and who made them. If you need any assistance with bylaws or governance issues, please contact me at loreen@fairpoint.net.



WHAT WORKS WITH YOUNG WOMEN?

Jane Pendergast, C/U Partner Director

Over the fall months, I have had the opportunity to talk with young women in high school and college, and this experience underlined for me how strongly our programs resonate with them. I would like to share several of these experiences with you with the goal of encouraging members to work with young women directly through such programs as the powerful Start Smart and Work Smart workshops, and other AAUW opportunities.

As one example, in September, NYS Board President Roli Wendorf and I worked with a Cornell University science graduate student to obtain an AAUW Campus Action Grant.

The grant supports a path-breaking project to help young women in science build leadership skills in order to gain confidence and advocate for themselves in the often male-dominated science professions. The project includes mentoring and networking skills. We met the group at our fall NYS Board meeting in November, and we were impressed by their commitment to this holistic project that addresses pay inequity in the sciences through practical, personal development, and work skills training – all drawing directly from AAUW's research on pay inequity and STEM careers.

Being a facilitator for AAUW's Start Smart and Work Smart salary equity workshops has engaged me for about five years, and I continue to be struck by how rich these concrete, practical workshops are in building effective work skills for young women. If you haven't looked

at Start Smart, I hope you will find out more about these workshops, which really do change women's lives. After workshops, I have frequently been asked by participants to talk with them later to answer their questions. This past week, I spent several hours with a young woman I met after a fall workshop who was try-



ing to figure out how to handle a job opportunity for an executive assistant job at an organization that fit her professional development plan but appeared to her to be below her skill level. She contacted me because she was so impressed by the workshop and said it changed her way of thinking about the job. Through our discussion it became clear that the Start Smart process, emphasizing taking the time to discuss in depth with the employer both the opportunity and her skills and goals, would give her a way to find out whether there was a way to make both work for her at this very attractive organization. I am looking forward to hearing the results after her upcoming interview.

This past week, I also met with a woman who contacted me last spring following a workshop, who has just earned a BA in

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CELEBRATING THE CENTENNIAL OF WOMEN'S SUFFRAGE IN NYS

Nancy Mion, Development Vice President

November 6, 2017, is the 100th Anniversary of Women's Right to Vote in New York State. It is a time to acknowledge those who fought so hard for women to have this basic right of citizenship. It is also a time to encourage more women to use this hard-won Right to Vote. You can do this by developing activities in your community and branch.

ENGAGE IN CELEBRATORY ACTIVITIES

Organize a suffrage committee, have a guest speaker, stage a reenactment of a suffragist parade, create a suffragist trail in your area, give a talk about a local suffragist, feature a local suffragist in your newsletter. Use your wonderful imagination to promote this tremendously significant right.

FIND LOCAL SUFFRAGISTS

There are bound to be suffragists in your area. Thousands of people across New York State formed grassroots organizations to bring male voters to the realization that women should have the right to vote. You can find them in your communities. Honor these brave people who worked tirelessly to obtain the vote for women.

You and your branch will find it exciting, interesting, rewarding, and meaningful to discover these courageous people who fought so hard to "Give Women the Vote."

PLACES TO LOOK

- ◆ Contact your county historical society
- ◆ Contact your town historical society
- ◆ Ask your town historian (They love to share.)
- ◆ Visit your local library; they house historical documents.
- ◆ Ask librarians if they know of any

local suffragists.

- ◆ Talk to people you think might know of suffragists.
- ◆ Follow up on any leads.
- ◆ Find a book on the history of your area and who wrote it. You may find this by using the web and/or inter-library loan.
- ◆ Read the book chapters that may be useful on the web.
- ◆ On the web, try different key words and various combinations of words. Use your imagination. For example, make up the possible name of a suffragist society or club.
- ◆ Try the Library of Congress database using key words.
- ◆ Research the Fulton History Project. It indexes hundreds of old newspapers around NYS.
- ◆ Explore old digitalized NYS newspapers at <http://nyshistoricnewspapers.org>. Articles contain information about suffragist events and provide names which can then be followed up.
- ◆ Search in the NYS Library Suffrage catalog and request files with suffrage connections.
- ◆ Access university archives online.
- ◆ Investigate museum archives, especially women's museums.
- ◆ Seek specialized local libraries -- a letter will reveal names.
- ◆ Search your own home attic for relatives' papers.
- ◆ Ask family members! it's amazing what you will find.

BECOME INVOLVED

You will enjoy learning about these remarkable people by utilizing the skills you've developed to explore this meaningful portion of the fight for women's rights. It has been a marvelous adven-

ture for me. Our Islip Area Branch formed the Long Island Suffragists Committee, which I chair, and I discovered my grandparents' extensive involvement in the suffrage movement. I'd like to share three of this year's events with you.

From old letters discovered in my attic, I found that my grandmother had stayed with Elizabeth Cady Stanton's cousin in Geneva, NY, several times, once for a month planning strategy and a major fundraiser. Walking on that lawn where it was held and where my grandfather received a life membership in the NYS Women's Suffrage Association was a mind-blowing experience!



Home of Elizabeth Cady Stanton's Cousin

Through our research we located many Long Island suffragists and visited several sites. Last summer we visited Shoreham, NY, which was the summer home of the Stantons and a gathering place for suffragists. Elizabeth Cady Stanton wrote her memoirs here. Her son and daughter, Harriet Stanton Blatch, a major leader in the early 20th century suffrage movement, had homes there too. We involved the community, and had a great tour of their homes last summer. Our PowerPoint presentation on "Amazing Women and How They Got the Vote, is raising funds to purchase markers for

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AAUW NYS 2017 Emerging Leader Award

Janet Forbes, District Director

Soon it will be time for each branch to select its 2017 Emerging Leader who will be honored at the AAUW-NYS Convention in April during a special reception. AAUW-NYS and National are working on many fronts to develop leadership skills and opportunities among our members. Honoring Emerging Leaders both enriches our branches by recognizing the hard work and commitment of new branch leaders and serves as a tool to highlight those who may step into a leadership role at the NYS level. The development of a leadership pipeline also serves as an effective tool for outreach to prospective members with a focus on younger women who are at the beginning or in the midst of their careers, or even still be in college. Emerging Leaders serve as powerful role models for new and prospective AAUW members.

Look around your branch and begin to

think about which newer members may be first-term Board members, officers, or committee chairs who demonstrate leadership potential through their enthusiasm, creative ideas, networking



skills, event or project planning and implementation, and commitment to AAUW's mission. These newer members may have recruited other prospective members, raised money for AAUW funds, planned programs, written articles for publication in newspapers, presented at a branch or community event, spearheaded a creative new fund-

raiser, assisted with social media, or reached out to young women at STEM events or on college campuses.

AAUW-NYS Board approved funds to award each 2017 Emerging Leader a \$25 voucher to use for expenses to attend either the 2017 Convention or 2017 Summer Leadership Conference. The hope is that more Emerging Leaders will participate in both Convention and Summer Leadership Conference, get to know AAUW leaders and members from across the state, and expand their leadership skills and roles both at the branch and state levels.

The updated Emerging Leader application will be on the AAUW-NYS website by mid-December. Applications will be due by mid-February 2017. We are looking forward to honoring the outstanding 2017 Emerging Leaders at Convention in April.

AAUW Establishes First Brazilian College/University Partnership

Gabriela Hoover, Cultural/International Director

AAUW has just established its first Brazilian College/University partnership with Unifeob (www.unifeob.edu.br), a 50-year-old institution located in the town of São João da Boa Vista, in the countryside of São Paulo State. The partnership was established last November, after a meeting between Unifeob's Dean, João Otávio Bastos Junqueira, and AAUW staff members, led by the Senior Branch Relations Manager, Claudia Richards, at AAUW National Headquarters, in Washington, DC.

Unifeob has over 7000 students, most of whom are women, offering classes in the fields of Education, Law, Business,

Science, Engineering, Technology, and Health. Unifeob hopes to provide their students with more information and support through AAUW.

According to a recent study by the World Economic Forum (WEF) regarding the Gender Gap around the world, Brazil ranked 79th (although it ranks number 1 for women attending school, and also in the professional and technical work force.) The study also revealed that it will take the country over 90 years to reach gender equity if nothing is done to change the culture regarding women.



Luciana Junqueira, Claudia Richards, João Otávio Bastos Junqueira, Gloria Blackwell, and Gabriela Hoover

This partnership happened through AAUW National, but AAUW-NYS played an important role in it, since Unifeob learned about AAUW through our Director of Cultural and International Affairs, Gabriela Hoover.

To check out WEF's report on "The Global Gender Gap" the link is <https://www.weforum.org/reports/the-global-gender-gap-report-2016>. You may be surprised on how much is needed for us to reach equity.

THE AAUW FUND-EMPOWERING WOMEN IN STEM

By Nancy Mion, Development Vice President

AAUW is committed to achieving gender equity. The programs and projects that are funded by your generous donations to the AAUW Fund are moving us closer to that goal. Your contributions to the Eleanor Roosevelt Fund have made possible ground-breaking research on issues related to gender equity in education and the workplace. Several recent reports involved STEM (Science, Technology, Engineering and Math). *Why so Few? Women in Science, Technology, Engineering and Mathematics* presented research findings that pointed to stereotypes, gender bias, and the climate of science and engineering departments in colleges and universities to blocking women's progress in STEM. The report *Solving the Equation: The Variables for Women's Success in Engineering and Computing* took a closer look at the two STEM fields where the jobs are but women aren't, and what we can do to add women. The latest research, *Barriers and Bias: The Status of Women in Leadership*, examines the causes of women's



Members of GWIS with AAUW NYS Board members at the Fall Board Meeting held in Albany in November.

AAUW's Campus Action Project (CAP) grants, supported by your gifts to the AAUW Fund, will help close the gender leadership gap. This year students on 10-12 campuses will be given up to \$5,000 to implement creative activism projects that will empower women and/or train women leaders. CAP grant teams encourage and empower their communities to put an end to the stereotypes and biases that hold back women from their

skills were not acknowledged and the lack of women mentors. Communication was deemed an important factor in bringing together the various parties involved. The Intergroup Dialog Project (IDP) was selected as a method of empowering women to be effective and incisive leaders. IDP participants utilize learning, communicating, and sharing to move from their scientific absorption to focus on relating to real people. GWIS tries to have men and women,



underrepresentation in leadership roles and suggests what we can do to change the status quo. These well-researched, well-received publications have provided much-needed knowledge about issues that affect gender equity for women and girls.

ambitions. Cornell University's Graduate Women in Science (GWIS) received a CAP Grant. They decided to develop ways to overcome the feeling of isolation they felt as women being underrepresented in the scientific community, the fact that their

undergraduate and graduate students, and faculty be part of each IDP workshop. Their aim has been to bring the women in science together to form a cohesive, supportive, empowered group. Based on their work, they will lead a discussion of how women extend their powers at the AAUW NYS

Convention workshop "How to Understand Group Dynamics."

This is an inspiring example of how your contributions to the AAUW Fund are empowering women to close the gender leadership gap.



AAUW 2017
New York State
Convention
WOMEN & POWER

Mark your calendars for the
American Association of
University Women
New York State 2017 Convention

At DoubleTree by Hilton Syracuse

6301 State Route 298
East Syracuse, New York 13057
Phone: (315) 432 - 0200

Plan to come early Friday for a tour and High Tea at the
Matilda Joslyn Gage Foundation
and a tour of the **J.G. Stickley Museum** in Fayetteville.

Finding Suffragists *(continued from page 4)*

these homes as we develop our suffragist trail.



This fall we attended U.S. Senator Gillibrand's press conference promoting her *Women's Suffrage Centennial Commission Act (S.3073)* and we were

featured in Newsday newspaper (below).



It is a thrilling adventure finding these people who gave so much of themselves so that we could have the vote. Their stories will capture your interest and your heart.

Young Women

(Continued from page 3)

mid-life, like many women and now is planning a long-range career direction including advanced study. In our meeting, we discussed jobs now that can make her long-range goal possible and also support her, and I helped her with a clear, simple resume summarizing her experience that will work for her now. We also discussed how to create a more complex resume or CV that will support her longer-range goal. I realized that the Start Smart process, which simplifies and de-mystifies the immediate job search and also points to a longer range process of career development, could help in getting her unstuck and clarifying the steps before her.

As another interesting example, I spent several hours in October tabling at a conference for young women leaders in the CUNY colleges. I talked with close to 30 young women leaders as they passed our AAUW table, and each one became excited about our mission and programs targeted to them. Our campus and graduate student grants made their eyes light up; the NCCWSL conference spoke directly to these potential new leaders, as did the opportunity of working as a National Office intern or being a member of the Younger Women's Task Force. Our research reports, our legislative work and support for women fighting for their rights in the courts all were happy news to them, and our pay equity workshops also struck a resounding chord. I gave them contact information and directions for finding and using our services directly and I have confidence they will follow up.





NEW YORK STATE FOCUS
 230 Wilmington Ave.
 Tonawanda, NY 14150
 FALL 2016
 ISSN: 1056 3199
 www.aauw.org
 www.aauw-nys.org

PRST-STD
 US POSTAGE PAID
 PERMIT NO. 862
 BUFFALO, NY

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.

Attention postmaster: Dated material. Please do not delay.
 POSTMASTER: Send all address changes to AAUW Record Office,
 1310 L Street NW, Suite 1000, Washington, DC 20005

You Can Make a Difference *(Continued from page 1)*

Student Leaders (NCCWSL) to be held May 31 to June 3, 2017 at the University of Maryland. The cost for the full weekend is \$475, not including travel to Maryland. It is steep for a student, but a branch could raise funds to support one student, and then have her give a talk or write an article on her experience. It is a really wonderful event. Many students find the experience life-changing.

Branch members can also recruit a local college to hold a Start Smart pay negotiation workshop. The very first workshop at a college costs \$650, and \$350 for each subsequent workshop. Many colleges express interest but do not have the funding to support this program. Branches may choose to train a member to present the workshop, or ask National/State AAUW to provide a facilitator. However, recruiting a college is best done by a local branch.

Each workshop empowers a number of women to ask for fair pay.

Another opportunity is to contact Title IX Coordinators in your local school districts. Each school is required to have



one Title IX Coordinator, who is responsible for the school’s compliance with Title IX requirements. The U.S. Department of Education has released new resources to help coordinators become more familiar with Title IX requirements, but many coordinators do not know about these resources. AAUW branches can help deliver these resources to the coordinators at their local schools. The AAUW national website has a “Title IX

map” page (search for this!) which will bring up information about the coordinators in your local school districts. Links to the resources are also provided.

Our branches can make a significant impact in our communities with many small successes in moving the AAUW mission forward. These successes will also create more energy and help build up branch membership. We know our branches are very creative and will come up with many other ideas as well.

Wishing you all a very happy Holiday Season!



Crochet project by Edwina Martin, Immediate Past President