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Convention Photos



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BUILDING VITALITY

BY ROLI WENDORF, PRESIDENT

The current AAUW year is coming to an end. It has been a successful year at AAUW-NYS, capped by our wonderful State Convention in April. There were about 120 attendees in total at the Convention and the evaluations were very positive. The Convention Team did a fabulous job in creating a very worthwhile event. Our members enjoyed the speakers, workshops, food, conversations, and atmosphere, and took back some new ideas to their branches. We also learned the latest news about the many changes at national AAUW in the past year from AAUW Interim CEO Mark Hopkins. You can view a video of his one-hour Town Hall at the NYS website. While there, check out annual reports of the State Board as well.

We are now getting ready for the new AAUW year, which starts July 1, when some leadership transitions take place. We invite branch leaders and members to come and attend the AAUW-NYS Summer Leadership Conference to be held July 21-23, 2017, in the beautiful, informal setting of Cazenovia College, Cazenovia,



NY. The theme this year is **Building Vitality**, and our focus is on our branches. While many of our branches are strong, several others are aging and losing members, and all branches can benefit from new ideas, tools, and interaction.

On Friday evening, July 21, we will focus our attention on **Harnessing Women's Energy** with Cordy Galligan, AAUW VP for Marketing and Communications. Women are energized as they haven't been in a long time. How do we harness this energy to build up membership and excitement in our branches? Cordy is an expert on the strategic use of marketing and social media, and will share these ideas with us.

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LAF: A FIERCE ADVOCATE ON CAMPUS, IN THE WORKPLACE

BY NANCY MION, DEVELOPMENT VICE PRESIDENT

The AAUW Fund provides financial support for all of AAUW's programs when the need arises. The Legal Advocacy Fund is a major AAUW program. It receives its funding from members who give directly to the Legal Advocacy Fund (LAF) and from those who give to the AAUW Fund.

LAF works to fight sex discrimination in higher education and the workplace. It addresses the problems of fair pay, pregnancy discrimination, sexual harassment, sexual assault, and violations of Title IX. LAF strives to accomplish this in several ways. It provides people with information about what their rights are at work and on campus with LAF website resources and, in NYS, our Evvie Currie Campus Outreach Grants. They offer assistance in finding legal help. However, they support cases of sex discrimination in its many forms by involvement in the legal system to seek justice. Change is its primary activity.

The Legal Advocacy Fund had its beginnings in New York State in 1981 with

the case of the Cornell 11. These brave faculty women sued the University claiming that anti-discriminatory laws were violated when they were denied tenure in favor of less-qualified candidates. They asked AAUW for help. A settlement was reached and LAF was started. LAF has supported over 100 cases with nearly \$2,000,000 in the past 36 years. Each of these cases was approved by the AAUW Board on the recommendation of the LAF Committee and the staff. They addressed gender discrimination in the workplace or academia and offered the potential for significance beyond the individual case, either in terms of legal precedent or public awareness. I think you will agree the



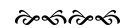
Nancy Mion and Susan Daris Landino

case of *Burhans v. Yale University* meets these criteria.

Susan Daris Landino (formerly Burhans) was the speaker at the LAF Luncheon at the 2017 NYS Convention. She was the plaintiff in a landmark case. It was the first involving sexual assault on campus, where the victims' advocate, who attempted to change the school's procedures, faced retaliation as a result. What was her lawsuit about? Susan was hired by Yale University for a new position designed to improve campus safety. During her tenure, Susan's aim was to help the school and its students develop better procedures for handling sexual assault complaints. As a result of her work, Susan suspected that Yale might be in violation of Title IX. After she brought those Title IX concerns to the

attention of Yale senior leadership, she was systematically retaliated against and eventually driven out of her job.

Those who were at the NYS Convention heard Susan Landino tell us the details of her LAF case and how it drastically affected her life. Your support and contributions really make a difference in the constant battle to stop gender discrimination on campus and in the workplace.



2017 CALL FOR BYLAWS AMENDMENTS

By Kim Blanchet
Secretary/Bylaws

Every member or NYS branch may propose amendments to the New York bylaws. NYS bylaws are posted on our website at www.aauw-nys.org under About Us > Governance.

Amendments must comply with AAUW bylaws and mission and NYS law and be approved by the NYS board of directors. All proposals must be received by the Secretary/Bylaws, Kim Blanchet at kablanchet@yahoo.com by October 15, 2017.

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 Laurie Eikemeyer,
230 Wilmington Ave.
Tonawanda, NY 14150
Phone: 716.440.7596.
Email: focus@aaup-nys.org.

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



**Attention Branch
Presidents:**

Please update entries for next year's Board on the Member Services Database (MSD) by June 30!
Please contact us if you need help.

CALL FOR NOMINATIONS FOR AAUW-NYS BOARD OF DIRECTORS 2018-2020

BY JANET FORBES, NOMINATING COMMITTEE CHAIR 2017-18

Attention all Branch officers and members!

Your help is needed to assist the AAUW-NYS Board of Directors to find qualified applicants to run for open Board positions for the 2018-2020 term.

We know that Branches have skilled, energetic, and experienced members that could serve AAUW-NYS, as well as gain rich experience from Board service. Please think seriously about expanding your AAUW knowledge base, impact, and networking abilities by volunteering to serve on the Board.

If you know someone you think would be a good officer, or if you are interested in serving in one of the open positions, please con-

tact the 2017-18 Nominating Committee Chair Janet Forbes by email or phone as soon as possible.

The offices that will need to be filled for the 2018-20 term are President, Program Vice President, and Development Vice President.

You will find job descriptions and qualifications for each position on the Governance page on the AAUW-NYS website at aauw-nys.org. Please fill out the nomination form below.

Deadline for Nominations: July 15, 2017.
Deadline for Applications: October 1, 2017.

AAUW-NYS NOMINATIONS FORM

This form is submitted to the Nominating Committee Chair as a source for potential Board members. We know there are capable, experienced women in the branches whom the AAUW-NYS Board may not have reached to encourage consideration of a state-wide leadership role.

Nominations from the Branches give the Board a pool of names to be used in finding qualified candidates for officer positions.

Name of Person Nominating _____

Branch _____

Contact info:

Email _____ Phone _____

Name of Person Being Nominated _____

Branch _____

Contact info:

Email _____ Phone _____

Position (s) you think this person would be qualified for:

____ President

____ Program Vice President

____ Development Vice President

____ I have spoken with the nominee about considering a position.

____ I have NOT spoken with the nominee about considering a position.

Please send this form to: Janet Forbes, Nominating Committee Chair 2017-18, email jforbes@hotmail.com or mail to 48 W. 5th St. W. E., Jamestown, NY 14701. If you have questions, please call Janet at 716.490.2616. Thank you for assisting the Nominating Committee in recruiting strong and innovative leaders.

AAUW-NYS ELECTED OFFICERS

President

Roli Wendorf (wendorfr@aol.com)

Program Vice President

Stephanie Lemnios (sblemnios@gmail.com)

Membership Vice President

Peggy Tiffany (tiffanyfamily@netsync.net)

Development Vice President

Nancy Mion (myown220@aol.com)

Public Policy Vice President

Cynthia Herriott Sullivan (cherri4849@aol.com)

Secretary / Bylaws Chair

Loreen Ginnitti (loreen@fairpoint.net)

Treasurer

Diane Jablonski (dianejablonski@gmail.com)

DIRECTORS

Administrative Director

Betty Harrel (bharrel28@gmail.com)

College / University Director

Jane Pendergast, (jpendergast2@msn.com)

Communications / Visibility Director

Jean Havens (jhavens@verizon.net)

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Mary Lou Davis (maryloudavis125@gmail.com)

Stephanie Lemnios (sblemnios@gmail.com)

Cultural / International Director

Gabriela Hoover (gabihoover@gmail.com)

Immediate Past President

Edwina Martin (edwinamartin@hotmail.com)

District Director

Janet Forbes (jforbes@hotmail.com)

Diversity Director

Suzanne Young-Mercer (smym5225@aol.com)

Focus Director

Laurie Eikemeyer (laurie.eikemeyer@gmail.com)



TWO IMPORTANT NYS BILLS FOR AAUW ADVOCACY: NY HEALTH ACT AND NEW YORK SALARY HISTORY QUESTION

BY JANE PENDERGAST, COLLEGE/UNIVERSITY DIRECTOR

The New York Health Act (A.4738/S.4840) is a single-payer health care bill that would make New York State the first state in the country to give all residents single-payer health care. The bill, introduced in the Assembly by Assemblyman Richard Gottfried, passed in the Assembly on Tuesday, May 16th, on a final vote of 94 to 46, after passing in the Assembly in 1992, 2015, and 2016. Introduced in the Senate by Senator Gustavo Rivera, the Senate version has not come to a vote in the Senate this year or in past years, but this year it has the backing of 30 senators, with the likelihood of another soon, and was co-sponsored by every member of the Independent Democratic Conference. The NY Health Campaign is stating that it believes it is one vote short of passage. The bill has wide support from organizations, unions, and businesses. Assembly Democrats gained support for the legislation by criticizing the GOP-led Congress' American Health Act, the Affordable Care Act (ACA) replacement plan that recently passed the House of Representatives.

AAUW's advocacy efforts need now to be targeted to your New York State Senator through a careful educational effort. We are very close to passing this important legislation, and if not this year, very possibly next year. Please check out www.nyhcampaign.org; you may also want to contact AAUW Public Policy representatives for information.

The legislation would create a universal, comprehensive healthcare system like Canada's, government-administered like Medicare, and organized around councils formed to guide in areas of service. It

would be financed by automatic deductions from payroll and payments by the self-employed, all based on ability to pay. Care would be paid for at an 80% level, provided by private medical professionals or clinics. It would cover everything cov-



AAUW-NYS was there! Jane Pendergast, AAUW-NYS College/University Director, was standing directly behind Mayor Bill de Blasio in front of New York city hall on May 4th for his signing of the Salary History Law.

ered by ACA, plus dental, glasses, and other devices and services. Insurance companies will participate only through possible supplemental policies as with Medicare. It is designed to produce significant cost savings through administrative simplification. Economic savings are also predicted through the influence of the single payer structure on drug, device, and treatment costs. Provision is included for:

- Economic aid - for disruption of the current employer administration-related and insurance-related employment structure.
- Retraining assistance - to qualify those displaced for new but related healthcare employment.

The New York Salary History Legislation (A. 6707/S.5233) was introduced in the Assembly by Assemblywoman Sandy Galef and in the Senate by Senator David Carlucci. It would prohibit employers from

relying on or inquiring about a job applicant's salary history. Employers often ask prospective employees to provide prior salary histories in order to set salary pay rates. This practice perpetuates discrimination against women, who historically earn lower salaries than white men throughout their careers.

The Salary History legislation became law in New York City on May 4, 2017. AAUW NYS supports the state bill, and AAUW NYS is working to pass it within an Equal Pay Coalition spearheaded by PowHer New York. This New York Salary History legislation builds on New York's equal pay policies and national trends, and would close one piece of the many causes of the pay gap. Please check out www.powherny.org for more information; you may also want to contact AAUW Public Policy representatives.

The wage gap in New York persists in 2017, particularly for women of color. In New York State, white women working full time still make only 89 cents for every dollar a white man earns. The gap for women of color is even wider. Black women in New York earn just 66 cents for every dollar a white man earns, and Latina women earn an astonishing 56 percent of what white men in New York earn. Asking about salary history especially disadvantages those women who have left the job market, reduced their hours, made changes in their careers to take on family responsibilities, or are changing careers to advance themselves. Asking about salary history puts economic and family responsibilities at odds with one another. An applicant's salary should be based on her job qualifications and the value of the job she is being hired to do, not what she made in the past.

VITALITY *(continued from page 1)*

On Saturday, we will focus on our theme of **Building Vitality** with specific skills for branch leaders and members. Attendees will first discuss their branch challenges in small groups to set the stage for finding solutions. A panel of NYS Board members will then cover important skills needed by all, such as project management, leadership transition, fiscal understanding, and running effective meetings. This will be followed by parallel in-depth sessions in key areas: president/administration, programs, membership, and fundraising. There will also be a hands-on session on website and social media.

On Sunday, we focus on **Small but Mighty** ideas. More than half of our 31 branches have fewer than 50 members, but they can still be “mighty.” Ideas that make small branches mightier can be

used to advantage by larger branches as well. Cordy Galligan will lead us in this discussion.

Other interesting sessions are a talk on **Labor Feminism** on Saturday evening by Dr. Karen Pastorello, Professor of History and Chair of Women and Gender Studies at Tompkins Cortland Community College. We will hear from Bailey Morse, student and president of the AAUW student organization at The College at Brockport (SUNY), on Sunday. Her team has received an AAUW Campus Action Project grant of nearly \$5,000 this year to empower women leaders through their project, **Be the Revolution**.

We will also brainstorm ideas for Convention 2018 and District Conferences for this fall. There will be conversations and fun times to share at the ice cream social on Friday night, morning walk for



AAUW Funds, and game night on Saturday.

We hope you will join us! Please register on the AAUW-NYS website (aauw-nys.org.) The cost for the full weekend is \$115, including two nights and six meals. The registration deadline is June 25, and is coming up very soon! You may contact: Betty Harrel at bharrel28@gmail.com or me at WendorfR@aol.com for more information.



ARCHIVING BRANCH NEWSLETTERS

BY LAURIE EIKEMEYER, FOCUS DIRECTOR

Your branch newsletters serve an important purpose:

- They **communicate** the important work being done by AAUW and your branch in furthering AAUW's mission.
- They **recruit and retain members** by **creating a sense of community** among your members and provide information about branch activities.
- They **educate** your readers about current-day issues relevant to AAUW's mission.

To make sure your branch newsletters are preserved, you should not only archive them with your branch archives but also with AAUW-NYS.

To archive your newsletters with AAUW-

NYS, send them to AAUW-NYSNewsletterExchange@yahoogroups.com each time they are published.

By sending them to this address, you will accomplish two things:

1. They will be archived with AAUW-NYS.
2. Other newsletter editors around the state will also receive them.

Before you can do this, you will have to first join/subscribe to the group to send or receive them by sending a message to:

aauw-nysnewsletterexchange-subscribe@yahoogroups.com. Once you are notified via email that you are subscribed, you will be able to send newsletters to the address above.

For more information, please contact Laurie Eikemeyer, FOCUS Director at laurie.eikemeyer@gmail.com.

To all newsletter editors, thank you for the important work you do for AAUW!



A FELLOWSHIP FUNDED

BY BETTY PREBLE,
PRESIDENT-ELECT, BUFFALO BRANCH

How wonderful is it to create an AAUW fellowship or grant? Just ask the Buffalo Branch! They just did it for the THIRD time!

In the late 1970's, the branch completed a "Research and Projects" grant totaling almost \$35,000. The minimum for such a fund was, and still is, \$25,000. That fund has recently been used for a Career Development Grant for Cheri E. Johnson at the Art Institute of New York City and several Community Action Grants, including one for the Cornell Cooperative Extension of Sullivan County and another for our very own Poughkeepsie NY Branch's "Let's Read Math," led by Betty Harrel and Irene Keyes.

In the early 90's the branch decided to celebrate its centennial by creating an American Fellowship named "Buffalo (NY) Branch Centennial." At that time, the amount necessary to complete a fellowship was \$100,000 – a challenge indeed, but we did it! In eight of the most recent years, this fellowship has been granted to women completing their studies in a wide variety of fields at New York State institutions. Those include Cornell University, Columbia University, SUNY at Buffalo, SUNY at Stony Brook, Syracuse University, and the University of Rochester.

In December of 2009, the board decided to rise to the challenge again for another American Fellowship – but now the completion level was up to \$200,000. They took the next month to think about a name and in January 2010 decided to honor our former senator and then current Secretary of State Hillary Rodham Clinton, but also to retain the Buffalo Branch name. That makes for a VERY long name, which sort of goes along with

the length of time it took to complete – seven years! In December 2016 the "AAUW of Buffalo (NY) Branch American Fellowship in honor of Hillary Rodham Clinton" was completed! We look forward to seeing how it will be used.

We are delighted to see how much of the funding has come back to New York State! Hopefully many of these award-ees have been contacted by branches to talk to them and explain how our funds are helping them carry out the mission of AAUW. Although the need for AAUW funds is more than just for fellowships, there's something about being able to say proudly that "AAUW is one of the world's largest sources of funding for graduate women and we're part of it!"

There are currently two remaining NYS EOF Funds to be completed:

- ID# 1481 Greater Rochester (NY) Branch (03-04), needs \$22,376.40.
- ID#1881 Lois M. Waldorf (NY 03-04), needs \$17,837.59.



A CONVERSATION ON CIVILITY

BY GABI HOOVER, CULTURAL /
INTERNATIONAL DIRECTOR

January 26, 2017: AAUW St. Lawrence Branch got together with local community members for a "conversation on civility." The meeting was held at SUNY Canton, in Canton, NY. The goal was to get "like-minded people" to talk and think about future events that are relevant for the local community. Besides members from SUNY Canton, there were members from Clarkson and St. Lawrence University present.



AAUW 2017-2018 Fellowships and Grands Awardees. Read about them at <http://www.aauw.org/article/fellowships-and-grant-awardees/>

Please consider assisting with these research and projects funds. For more information contact Nancy Mion, AAUW-NYS Development VP at: Myown220@aol.com.

**Women Making
a Difference**

Convention Photos



GIRLS GO STEM DAY HOSTED BY ADIRONDACK BRANCH

By Nan Scinta
Co-President, Adirondack Branch

On Thursday, May 18, the Adirondack Branch had their 2nd annual Girls Go STEM Day for 93 middle school young ladies from seven smaller school districts neighboring SUNY Adirondack College, where the event was held. Our branch collaborated with the Continuing Education Department at the college. Each girl participated in three workshops from a total of nine workshops offered. Community sponsors provided funds for the day so each girl could have a T-shirt and string bag for hands-on projects.

The day began with Tenee Casaccio, owner of a local architectural firm, talking about her curiosity at their age in archaeology, getting her hands dirty, then proceeded to talk about using both right- and left-brain characteristics to experience challenging and fun activities as she matured. The girls had lunch in the school cafeteria with their friends and reviewed what they had enjoyed learning, and finally used photo booths and their phones to do "selfies" for Facebook and GirlsGoSTEM. Over 75% of the Adirondack Branch participated as



workshop helpers, traffic coordinators, and school district contact volunteers. Roli Wendorf, AAUW NYS President, was guest of honor at this year's event. We look forward to planning this action project again next year.





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.

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JOIN US AT CAZENOVIA!

AAUW-NYS Summer Leadership Conference

July 21-23, 2017

**Cazenovia College
Cazenovia, NY**

➤ **Speakers:**

Cordy Galligan, AAUW VP for Marketing and Communications: Harnessing our Energy!

Dr. Karen Pastorello, Professor: Labor Feminism.

➤ **Programming**

Small but Mighty: Simple projects for branch outreach.

Skillbuilding for Success: concrete skills for all leaders.

➤ **Participation:**

ALL AAUW members are invited!

Subsidized by AAUW-NYS.

\$115 for the entire weekend (2 nights, 6 meals), \$120 for paper registration.

➤ **Register NOW!**

Go to www.aauw-nys.org.



Calling all AAUW Members: The world needs more women leaders. The world needs YOU!