



FOCUS



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American Association of University Women • New York State

ROAD MAP TO SUCCESS



Janice Brown
AAUW-NYS President

The road to success can take us on many different forms, routes and directions. As we start the new year of AAUW-NYS, we will take on many different routes and directions to get to our goal. We started the Summer with a weekend packed with ways to help us navigate the road to success for this year. We explored the avenues to advocacy, the road to

economic security and traveling the electronic highway. One of the big takeaways was developing a vision and strategic goal for AAUW-NYS. The National office has developed a plan to focus on specific areas: education and training, economic security, leadership, and governance and sustainability. We as members of AAUW-NYS, mimicked that plan to develop our own plan and make goals for our state.

The road to success will examine many areas of our organization, from diversifying our membership to successful mission-based programs to impacting our local communities. This will take the work of every branch and every member. As we navigate our mission of supporting

gender equity for women and girls through education, advocacy and research, let's look at the many different roads we can take to do it. Yes, this will require us to do things differently and change the way we perceive things.

The roadmap to success will look different for each branch but overall, we should all be traveling many different roads with the intent to reach the same destination, success for all branches. What is your branch roadmap appearance as it pertains to developing leaders, membership diversity, mission-based programs? To ensure a roadmap to success is attainable, the Board of AAUW-NYS will:

- Support and guide branches and members across all demographics.
- Act as a liaison between national AAUW, New York State branches, and individual members.
- Focus on national and state goals for branches, providing ideas and resources to help branches of all sizes work toward those goals.
- Support and advocate for New York State legislation that empowers women.
- Provide leadership on important issues and help show their relevance at the state and local levels.

Remember, the time is now for our roadmap to success for our branches.

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What is happening in Public Policy from AAUW-NYS and AAUW National.

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Save the date to celebrate the "right to vote" and the centennial of AAUW-NYS

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Around the state. Take a look on what our State branches are doing this fall.

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District III will talk about Diversity during its Conference.

AAUW to expand collaborations with PowHerNY

by Janet Forbes
AAUW-NYS Public Policy VP

AAUW-NYS has developed a strong collaboration with PowHerNY, and now we would like to expand that involvement to include more of our Branches. At our Summer Leadership Conference we heard from Abigail Grimshaw, the "Social Media Guru" for PowHerNY who serves as their consultant for online content. Abigail gave us an overview of the organization and encouraged all Branches to become involved, join the network of collaborators, and take action.

PowHerNY is a statewide network committed to securing economic equality for all New York State women. They collaborate to improve women's lives through advocacy for policy changes around equal pay and better jobs, child care, gender-based violence, sexual harassment, and reproductive rights. Zonta, YWCA, League of Women Voters, A Better Balance, and the Erie

County Commission on the Status of Women are among the many network members.

While AAUW-NYS is an active member of the network, individual Branches can also join and become directly involved in the work. This Legislative session saw several historic equal pay bills passed, yet there is still much work to be done. We encourage you to become a part of the adventure!

To learn more, visit their website www.powherny.org.

To take action, sign up for emails and alerts at info@powherny.org. Working together for economic equality for NYS women.

Janet Forbes, Public Policy VP
policyvp@aauw-nys.org

Legislation for Women Passed in 2019 NYS Session

Jane Pendergast Program VP

This year's New York State Legislative session passed significant legislation affecting women. Here is a list of important laws that have been signed by the Governor. The dates of effectiveness vary. POWHER's role in passing a number of these laws was very important. Here are brief summaries of these new laws; some additional legislation that passed may not yet have been signed:

- Reproductive Health Act – Legalized abortion at any time to protect a woman's life or health or in the absence of fetal viability. It also removed abortion from the Criminal Code and moved it to the Health Code.
- Child Victims Act – Opened up a limited time of one year from August 14th when victims can file criminal charges against abusers and institutions that harbored them, with no limitations on elapsed limit. After this year's special period, the new law set a limit of age 28 to file

criminal charges, increased from 25, and allows victims to file civil suits up to age 55.

- Maternal Morbidity Review Boards were established to study the causes and circumstances of the high morbidity rate in New York State.
- Sexual Harassment – New law ends the standard of "severe and pervasive" for sexual harassment cases. All non-disclosure agreements will include language that employees will still be able to file sexual harassment claims with state or local agencies and participate in investigations. Importantly, it expands coverage of the Human Rights Law to all employees in New York State and covers all forms of discrimination.
- Domestic Violence – The first of three new laws states that economic abuse, like identity theft and larceny, can now be classified as domestic violence. The second law states that victims can seek help at any law

enforcement agency in the state, regardless of where the violence took place. A third law gives absentee ballots to victims who don't vote if it means encountering their abuser at designated polling centers.

- Equal Pay Law – Requires that all employers must pay equally for "substantially similar work" and states that employers may not discriminate based on any protected class.
- Salary History Ban – Amends New York Labor Law stating that all employers may no longer rely on salary or wage history information to determine whether to hire or to set salaries. It also states that employers may not refuse to interview or hire applicants who do not provide salary history.

Cazenovia, NY: Summer Leadership Conference 2019



Photo of 2019-2020 AAUW-NYS Executive Board during the 2019 Summer Leadership Conference, at Cazenovia College.

Sitting L-R: Karen Martin, Carol Griffith, Barbara Van Itallie, and Janice Brown. Standing L-R: Janet Forbes, Lynne Rapin, and Jane Pendergast.

The Summer Leadership Conference was held in Cazenovia, NY, during the weekend of July 19-21st. It was a great weekend of networking, fellowship and developing a roadmap to move AAUW-NYS forward. The weekend began with planning the journey which included a board meeting, watching a video from AAUW National CEO, Kim Churches, and hearing from an amazing woman whose disability hasn't stopped her from moving up in leadership.

On Saturday, we went back to basics; developed a strategic plan for the state as well as one for branches to use and adapt as needed for their use. We had the opportunity to do a Work Smart online salary negotiation workshop facilitated by our State President, Convention 2020 planning, district conference meeting and counterparts session led by our state leaders.

On Sunday was a round-up; we heard from our diversity chair, Suzanne Mercer-Young and our Public Policy VP, Janet Forbes.

We gathered all the information we learned over the weekend to take back to our local branches to develop roads to success for them.

STATE CONVENTION

SAVE THE DATE

**I
Voted**

**AAUW-NYS
CENTENNIAL CELEBRATION**

April 24-26 2020

Woodcliff Hotel & Spa

Fairport, NY





around NY State



AAUW Rockland County

submitted by Karen Martin

I would like to share the story of our recent E.O.F. fundraiser held on August 3, 2019 in memory of Rosalind Maxwell. A quiet, unassuming person, she rose to the needs of the organization. Thoughtful, funny, and devoted were words used to describe Roz. She was past Co-President, Program V.P., Membership V.P., Corresponding Secretary, STEM Project Coordinator and secretary for the Rockland County Branch. She was a member for 12 years, until she relocated outside the U.S..

The luncheon was held at member Patricia Lopez's home with AAUW member Assemblywoman Ellen Jaffee, attending. A substantial amount of money was raised. A delightful time ensued as folks shared stories and memories.

AAUW Fairport Area Branch FAB Fundraising

Coming up, October 25th: Have you heard of Chet Fery, "The Bread Man"? Whether you have or have not, we want you to join us to hear the former Gates Chili educator who has baked and given away close to 100,000 loaves of bread in his crusade to share kindness. He will be our keynote speaker for our annual FAB fundraiser.

The goal of the event is to bring our members and guests together to contribute to national AAUW funds that are designated for education, scholarship, and advocacy for women and girls.

We have chosen this fascinating presentation for you at Fairport's Mulconry's Irish Pub, in the private room on the second floor. Chet will speak for about 45 minutes and answer questions from you. He may even have a surprise to give you!

We will have a selection of hors d'oeuvres for you, and a cash bar will be available. The room holds 50 people and we would love to fill it and make this FAB event a great success for our branch and AAUW national.

Where: MULCONRY'S IRISH PUB - 17 LIFTBRIDGE LANE, FAIRPORT - NY

When: FRIDAY OCTOBER 25TH, from 5:00-7:00 P.M.

HORS D'OEUVRES PROVIDED

CASH BAR

\$15 pp for event // \$25 pp minimum contribution to AAUW Funds

by
Maxine Nelson, Chair & Nancy Griffin Shadd, Co-chair
Program VPs for the Fairport Area Branch

This article was extracted from Fairport Area Branch Newsletter, "Canal Chronicle"

NYS District VI Conference happens on October 18.

Check their flyer below, and reach out to Nancy Mion - myown220@aol.com - for Registration File.



NYS DISTRICT 6 CONFERENCE FRIDAY, OCTOBER 18, 2019

10:00am-1:00pm

at

CLARK BOTANIC GARDEN

1931 I U Willets Road, Albertson 11507

Registration required-FREE Breakfast

Top Issues for L.I Environment and What We Can do About Them

Waste and Plastic Pollution

Defending our Waters

Trash Disposal

With:

NYS Senator Kevin Thomas

Citizens Campaign for the Environment Executive Programs Manager Maureen Murphy

Citizens Campaign for the Environment Programs Coordinator Jordan Christensen

Town of Oyster Bay Supervisor Joseph Saladino

Plan to stroll through the gardens

DIRECTIONS to Clark Botanic Garden 516.484.2208

Northern State Pkwy: Take exit 29 (Roslyn Road), turn South onto Roslyn Road, then right onto I.U. Willets Road, followed by a right into the Clark Botanic Garden parking field, just before the railroad crossing.

Long Island Expressway: Take exit 37, and turn South onto Willis Ave. Go about 1 mile, and then turn left onto I. U. Willets Road. Go approx. 4 blocks, crossing over railroad tracks. Clark Garden is on your left.

Program will be sponsored in part by an AAUW NYS District Grant

Send Registration Form to: Lori Doremus-6 Amby Avenue., Plainview, 11803 or email her at ldoremus@optonline.net. Phone number 516.938.6134.

X-----
Name _____ Branch _____
E-mail/Phone _____

District III

District IV

AAUW Ithaca Branch welcomes all to our New York State District III Conference

DIVERSITY
It's More Than You Think



How to make everyone welcome in the classroom & our organizations

- Intersectionality: Feminism & Diversity
• Gender & Identity 101
• Moving the Dial: An Overview of TC3 Initiatives
• AAUW in Action - Diversity & Inclusion

October 26th, 2019
8:30 a.m. - 3:00 p.m.

Robert R. Sprole Conference Room
Tompkins Cortland Community College
Dryden, New York

Name _____ Branch _____
Address _____ City, State, ZIP _____
Phone _____ Email _____

____ \$20 ____ \$10 (student) Registration fee includes lunch. Make check out to AAUW Ithaca Branch. Mail to Kim Edgar, 1233 Salt Springs Rd, Chittenango, NY 13037 (kimberlysedgar@gmail.com) by 17 October 2019.

2019 AAUW-NYS District IV Conference
Registration Form

Sunday, October 20, 2019, 10:30 AM to 1:45 PM
Stonehedge Restaurant, 1694 Route 9W, West Park, NY
https://www.stonehedgerestaurant.com/ -> ABOUT -> Directions

STEMming the Tide: How Women and Girls are Changing the World

Table with 2 columns: Time and Activity. Rows include: 10:30 to 11 AM Registration and networking; 11 to 11:15 AM Welcome Lynn Gore, President, AAUW Kingston; 11:15 AM Brunch buffet begins; 11:25 to 11:40 AM Laura Petit, Ulster County Legislator; 11:45 AM to noon Beth Roessler, NYS Department of Environmental Conservation; 12:05 to 12:20 PM Aliza Krevolin, FeedHV; 12:25 to 12:40 PM Taylor Voner and Karen Ranney, Everette Hodge Community Center; 12:45 to 1 PM Emily Vail, Hudson River Watershed Alliance; 1 to 1:30 PM Question & answer session with our presenters; 1:30 to 1:45 PM Announcements, wrap-up; 1:45 PM Conference ends.

Times might vary. Other possible speakers to be announced.

Brunch buffet: Assorted Muffins and Danish, Bagels with Butter & Herbed Cream Cheese, Fresh Fruit Salad, French Toast, Broccoli & Cheese Quiche, Bacon/Potato/Egg/Cheese Casserole, Garden Salad with Vinaigrette, Chicken Francaise, Italian Cookies, Fruit Punch Bowl, Coffee, Tea. Cash bar.

Logistics: There is plenty of parking available in the parking lot in front of the building. The lot and building are accessible. Enter the building through the farthest door to the left (under the green BANQUET ROOM awning).

Host branch: AAUW Kingston. This program is sponsored in part by an AAUW-NYS district grant.

RSVP: Mail this form to arrive by Saturday, Oct. 12, 2019 with a \$35 check made out to AAUW Kingston to: Lynn Gore, 400 Chestnut Hill Road, Stone Ridge, NY 12484 (lynnore54@gmail.com). Please print legibly.

Name _____
Address _____
Phone _____ Email _____
AAUW members:
Branch(es) _____
Position(s) _____

AAUW-NYS 2019-2020 Board

ELECTED OFFICERS

APPOINTED OFFICERS

President

Janice Brown, Jefferson County Branch,
president@aauw-nys.org

Program Vice President

Jane Pendergast, Westchester County Branch,
programvp@aauw-nys.org

Public Policy Vice President

Janet Forbes, Jamestown Branch,
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Development Vice President

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Membership Vice President

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Treasurer

Barbara Van Itallie, Poughkeepsie Branch,
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Secretary/Bylaws

Lynne Rapin, Buffalo Branch,
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Administrative Director

Sonja Williams, Jefferson County Branch,
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Suzanne Young-Mercer, Rockland County Branch,
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Communications/Visibility Director

Jean Havens, Westchester County Branch,
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District Director

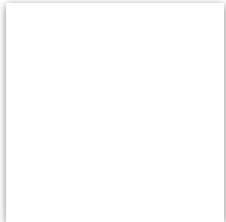
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cheryl.mckeiver@gmail.com

Student Advisor

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vaishalimarar@gmail.com



Mission

To advance gender equity for women and girls through research, education, and advocacy.

Vision

Equity for all.

Values

Nonpartisan.
Fact-based.
Integrity
Inclusion and
Intersectionality.

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

AAUW Diversity Statement

by Suzanne Young-Mercer, Diversity-Cultural Director

In principle and in practice, AAUW values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race religious belief, sexual orientation or socioeconomic status.

Do we in New York State, AAUW live up this statement? Look around at your membership and determine if you have done enough to be inclusive in the communities where you live. Have you done enough to encourage participation in your branch from members in your community who are not like you or who do not conform to the defined norms of our society. Is your branch the same as it always has been? Do you want or need

help to determine your next steps to improve outreach within your community?

At the NYS AAUW convention, I was asked to do a workshop on Intersectionality. As a result of that workshop, I have been asked by two branch leaders to come and do that presentation at their District conferences. I am willing to take this presentation on the road. I believe that Intersectionality is one of the ways to better understand many of the diverse perspectives that individuals deal with daily and how those perspectives are needed to enhance our mission of equity for women and girls through advocacy, education and research.

So let me know if you would like me to share this with you and your branch members.

WWW.AAUW-NYS.ORG

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Questions and articles should be addressed to:
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Email: gabihoover@gmail.com
Submissions are accepted at the discretion of the editor.