



The Empire State Virtual (NY) Branch

Empire State (NY)  
Virtual Branch

Founded



# Empire Virtual Times

## Winter 2018



Quarterly Volume 6 No. 1

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## OUR AAUW 2017 IMPACT!



### OUR AAUW 2017 IMPACT!

People learned to negotiate their salary through AAUW Workshops.

# 17,000

Was awarded to women and community projects.



# \$3.7 MILLION



Messages were sent to lawmakers by AAUW members and supporters.

# 270,000

HELP AAUW DO EVEN MORE!

[https://ww2.aauw.org/donate-gift-now/?utm\\_source=homepage&utm\\_campaign=dec17](https://ww2.aauw.org/donate-gift-now/?utm_source=homepage&utm_campaign=dec17)

AAUW– Empire State  
Virtual Branch  
973 216 4181  
<http://empire-ny.aauw.net>

*“Leadership is the capacity to translate vision into reality.”*

**A LETTER FROM THE EMPIRE STATE VIRTUAL BRANCH  
PRESIDENT, MARIA ELLIS**



Dear Friends,

On AAUW's 136th birthday, Kim Churches, AAUW CEO held a conference call with state presidents and past national presidents to give an update on AAUW. The title of the talk was about our **Mission, Vision and Impact: Where's AAUW Going?**

Imagine if we were to train 10 million through **Start Smart & Work Smart Workshops**; Championed pay equity state legislation in all states; Create a scorecard of the US and other nations as to pay equity practices and legislation; Become national "good housekeeping" seal of approval through certification of equity programs; Improve number of tenure - tracked STEM professors to 40 -50%; Ensure 40 -50% of Title IX Coordinators positions required focus on enforcement; Expand Title IX work to include Title VII and became the leading voice; Create workforce paths for K -12, Community College and Vo-tech for women nationwide; Develop original research on women of color and access to education and jobs; Develop partnerships with Corporations, Foundations and NGOs to improve girls' education internationally; Become the go -to resource for nonprofits and Higher Ed on leadership development for women, etc. Let's continue the conversation and share your ideas, vision or questions with Kim Churches at [churchesk@aauw.org](mailto:churchesk@aauw.org). If you were not able to participate in this conference, please click on the link below for Kim Churches' 35-minute slide presentation. <https://goo.gl/1NmNYo>.

Congrats to the New York City Council who over the last several years has passed several pieces of legislation to address barriers women face in the workplace. Some of them include: Pregnancy Rights Discrimination Act (requiring reasonable accommodation in the workplace for pregnancy and pregnancy-related conditions); Paid Sick Leave (requiring a minimum of 5 paid sick days for workers); The Credit Check Discrimination Bill (barring the use of credit checks for potential employees in jobs not directly related to financial matters); The Caregivers Discrimination Bill (protecting those who care for ill children/parents/spouses/partners from discrimination in the workplace based on their status as a caregiver). For a complete details of the NYC Council accomplishments, please read Edwina Martin's The NYC Council and Gender Pay Gap article on page 7.

Also congrats to the organizers of our AAUW NYS District V Conference held on Saturday, October 28, from 10:30 AM to 12:30 PM at the Greenburgh Library, 300 Tarrytown Road, Elmsford, NY. The program is a panel discussion on **"Who's Wearing the Hat: Women in Non-Traditional Roles"**. The Panelists include: Lourdes Rivas, Engineer on the New Tappan Zee Bridge project; Leah Rambo, Sheet Metal Worker, Director of Training; Jamoire Johnson, Fire Fighter, EMP, FEMA responder; Diona Koerner, Chemist, Educator.

Some of our Empire State Virtual Branch speakers during the 2017 Fall season included:

- a) **Stephanie Catani, Co-Founder of Unchained** and Sierra Clouse, an AAUW American Fellow. **Unchained's** mission is to eradicate slavery through leveraging artistic expressions of art to create empathy from the community for the voiceless, prevent youth from recruitment, and restore the lives of Overcomers.
- b) **Nancy Mion** shared with us her journey in discovering her **Suffrage family history** and challenge members and friends to embark on a journey of discovery.
- c) **Edwina Martin, our Public Policy Co-Chair** & past president of AAUW NYS and **Karolina Lukasiewicz, AAUW Postdoctoral Research Fellow at the New York University, The McSilver Institute for Poverty Policy and Research.**

We also enjoyed another very successful **Start Smart Workshop at the New York Institute of Technology** on Thursday, Nov. 16 from 4-6 pm. Some of the participants included staff members of the New School who invited us to teach the Start Smart and Work Smart workshops at the New School. See photos of some of the **New York Institute of Technology** participating students on page 5.

In closing, I would like to **thank all the ESVB members and mentees** who joined us at our **Holiday Party** on Saturday, December 16th (see photos on page 9) and **special thanks to you all** for your support throughout 2017. Let's continue the conversation to create AAUW mission based programs to advance equity for women and girls through advocacy, education and research. Please email to me at [mellis@fsacap.com](mailto:mellis@fsacap.com) your AAUW mission based programing ideas for the remaining of our fiscal year ending on June 30, 2018.

Happy & Prosperous 2018!

Maria Ellis, MBA  
Empire State Virtual NY Branch President  
[https://svc.aauw.org/RECore/wMemberships/NewJoinBranch\\_Enter.asp](https://svc.aauw.org/RECore/wMemberships/NewJoinBranch_Enter.asp)  
<http://empire-ny.aauw.net>; <https://www.facebook.com/EmpireStateVirtualNY>  
Twitter: AAUWVirtualNY

**2018 CTAUN Conference**

The 19th CTAUN Conference at the UN  
Friday, April 6th, 2018

*"Stepping Up to Protect the World's Children"*

**2018 AAUW-NYS Convention**



One Year After The Women's March  
Moving Onward: Empowering Women

AAUW & Non-AAUW Members Welcome  
More information on speakers & workshops  
will be published by December 2017

For more information go to AAUW NYS website  
at <http://aaunyswp.aauw-nys.org/wp/>

**2018 National Conference for College Women Student Leaders (NCCWSL)**



welcomes and encourages undergraduate, graduate, and international students to the conference!

Register today!  
<https://www.nccwsl.org/registration/>

Wed-Sat, May 30 - June 2, 2018  
University of Maryland, College Park

NCCWSL hosts dynamic, leadership-building workshops

Early-Bird & National Scholarships Application (save \$100!)

Available: November 1, 2017–January 31, 2018

Regular Registration Application:

Available: February 1–April 30, 2018

**2018 AAUW-NYS Summer Conference**

NYS Summer Leadership Conference  
July 20-22, 2018  
Cazenovia College, Cazenovia, NY

# Winter 2018 NEWS

## Meet AAJW NYC Fellow!



**Karolina Lukasiewicz** is a Postdoctoral Research Fellow at McSilver Institute for Poverty Policy and Research at New York University (NYU) and adjunct lecturer at Silver School of Social Work, NYU. Her research is focused on welfare programs addressed to refugees and asylees in the United States. She is also a principal investigator in two projects focused on immigrant communities in NYC. She has been studying the situation of immigrants and refugees for over twelve years. She received ten various international fellowships and awards for her work with immigrant communities. Her articles have appeared in journals such as International Migration and Journal of Family Issues.

Additionally to her academic engagement, Karolina is involved in several clinical initiatives as evaluator and employment trainer in organizations assisting refugees. She is a member of different professional organizations, including Influencing Social Policy and International Association for the Study of Forced Migration. Karolina received her doctoral degree in at the Jagiellonian University in Poland in the Center for Evaluation and Analysis of Public Policies.

## SOCIAL POLICIES AND REFUGEES

Karolina Lukasiewicz,  
The McSilver Institute for Poverty Policy and Research,  
New York University

### SOCIAL POLICIES FOR REFUGEES

- Federally funded programs provided by often faith-based organizations (so called VOLAGS)

OFFICE OF REFUGEE RESETTLEMENT  
An Office of the Administration for Children & Families

Find Resources and Contacts in Your State

### WHO IS A REFUGEE?

Refugee Act of 1980, Based on 1951 Convention on the Status of Refugees and the 1967 New York protocol

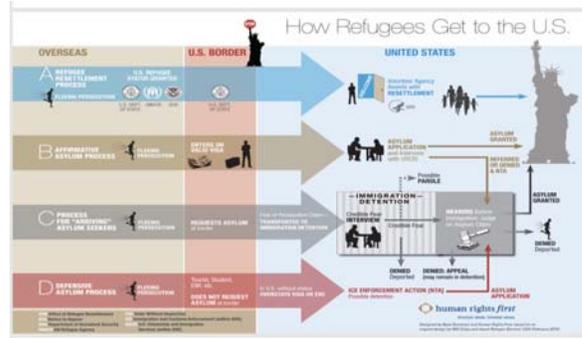
In 2016 FY: **84,995** refugees resettled to the U.S. and **25,154** were granted asylum

A person fearing of being persecuted for reasons of: **race, religion, nationality, membership of a particular social group or political opinion**

A person is an **"asylum seeker"** until granted "refugee status"  
**Asylum** – protection granted to foreign nationals **already in the United States or at the border** who meet the international definition of a "refugee."

A refugee has a right to be **protected against forcible return**

Eligibility for refugee status is **determined outside the U.S.** among applicants referred by UNHCR, successful applicants are **resettled to the US.**



### OTHER PROTECTED IMMIGRANT STATUSES IN THE U.S.

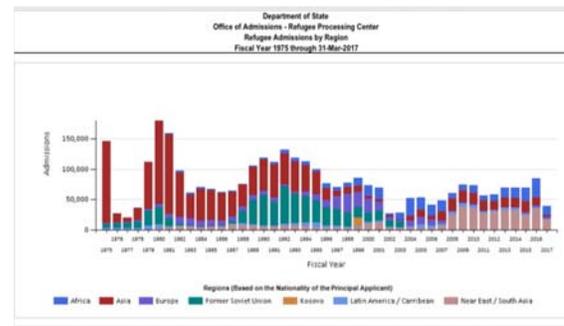
Temporary Protected Status (In 2016 FY, 300,000 individuals had TPS),

- 13 countries eligible: El Salvador, Guinea, Haiti, Honduras, Liberia, Nepal, Nicaragua, Sierra Leone, Somalia, South Sudan, Sudan, Syria, Yemen
- Granted for 6-12 months to those migrants who may not meet the legal definition of refugee but are fleeing—or reluctant to return to—potentially dangerous situations.

Holders of Special Immigrant Visas (In 2016 FY: 6,336 Afghans and 890 Iraqis)

### REFUGEE RESETTLEMENT (implemented through the U.S. REFUGEE RESETTLEMENT PROGRAM)

- U.S. has the largest resettlement program worldwide: accepts the largest number of resettled refugees in the world (in general numbers)
- Refugees constitute less than 10% of immigration to the U.S.
- More than 3 million have arrived in the U.S. since the Refugee Act of 1980
- Between 1983 and 2004, refugees were mostly resettled to large metropolitan areas: in California (Los Angeles, Orange County, San Jose, Sacramento), the MidAtlantic region (New York) and the Midwest (Chicago, Minneapolis-St. Paul)



U.S. ANNUAL REFUGEE ADMISSION CEILINGS, FY 1980-2016

### REFUGEES ADMITTED in 2016 FY

- Democratic Republic of Congo (16,370)
- Syria (12,587)
- Burma (12,347)
- Iraq (9,880)
- Somalia (9,020)

Top two sending countries between 2006-2016: 1. Burma (159,692) 2. Iraq (135,643).

### SOCIAL POLICIES FOR REFUGEES & INSTITUTIONS MANAGING THE RESETTLEMENT PROCESS

# 2018 Great Decisions

Topics for Great Decisions* 2018	Dates	Reviewers
<p><b>1. The Waning of Pax Americana? By Carla Norrlof</b></p> <p>During the first months of Donald Trump's presidency, the U.S. began a historic shift away from Pax Americana, the liberal international order that was established in the wake of World War II. Since 1945, Pax Americana has promised peaceful international relations and an open economy, buttressed by U.S. military power. In championing "America First" isolationism and protectionism, President Trump has shifted the political mood toward selective U.S. engagement, where foreign commitments are limited to areas of vital U.S. interest and economic nationalism is the order of the day. Geopolitical allies and challengers alike are paying close attention.</p>	4 <sup>th</sup> Thurs, Jan.25	Julie Kleszczewski
<p><b>2. Russia's Foreign Policy By Allen C. Lynch</b></p> <p>Under President Vladimir Putin, Russia is projecting an autocratic model of governance abroad and working to undermine the influence of liberal democracies, namely along Russia's historical borderlands. Russia caused an international uproar in 2016, when it interfered in the U.S. presidential contest. But Putin's foreign policy toolkit includes other instruments, from alliances with autocrats to proxy wars with the U.S. in Georgia, Ukraine and Syria. How does Putin conceive of national interests, and why do Russian citizens support him? How should the United States respond to Putin's foreign policy ambitions?</p>	2 <sup>th</sup> Thurs, Feb 8	Dr. Elaine Fenton
<p><b>3. China and America: the New Geopolitical Equation By David M. Lampton</b></p> <p>In the last 15 years, China has implemented a wide-ranging strategy of economic outreach and expansion of all its national capacities, including military and diplomatic capacities. Where the United States has taken a step back from multilateral trade agreements and discarded the Trans-Pacific Partnership (TPP), China has made inroads through efforts like the Belt and Road Initiative and the Asian Infrastructure Investment Bank (AIIB). What are Beijing's geopolitical objectives? What leadership and political conditions in each society underlie growing Sino-American tensions? What policies might Washington adopt to address this circumstance?</p>	4 <sup>th</sup> Thurs, Feb.22	Jayne Herrick
<p><b>4. Media and Foreign Policy By Susan Moeller</b></p> <p>State and non-state actors today must maneuver a complex and rapidly evolving media landscape. Conventional journalism now competes with user-generated content. Official channels of communication can be circumvented through social media. Foreign policy is tweeted from the White House and "fake news" has entered the zeitgeist. Cyberwarfare, hacking and misinformation pose complex security threats. How are actors using media to pursue and defend their interests in the international arena? What are the implications for U.S. policy?</p>	2 <sup>nd</sup> Thurs, Mar 8	TBD
<p><b>5. Turkey: a Partner in Crisis By Ömer Taspinar</b></p> <p>Of all NATO allies, Turkey represents the most daunting challenge for the Trump administration. In the wake of a failed military coup in July 2016, the autocratic trend in Ankara took a turn for the worse. One year on, an overwhelming majority of the population considers the United States to be their country's greatest security threat. In this age of a worsening "clash of civilizations" between Islam and the West, even more important than its place on the map is what Turkey symbolically represents as the most institutionally Westernized Muslim country in the world.</p>	4 <sup>th</sup> Thurs, Mar.22	Maria Ellis
<p><b>6. U.S. Global Engagement and the Military By Gordon Adams</b></p> <p>The global power balance is rapidly evolving, leaving the United States at a turning point with respect to its level of engagement and the role of its military. Some argue for an "America First" paradigm, with a large military to ensure security, while others call for a more assertive posture overseas. Some advocate for a restoration of American multilateral leadership and a strengthened role for diplomacy. Still others envision a restrained U.S. role, involving a more limited military. How does the military function in today's international order, and how might it be balanced with diplomatic and foreign assistance capabilities?</p>	2 <sup>nd</sup> Thurs, April 12	TBD
<p><b>7. South Africa's Fragile Democracy By Sean Jacobs</b></p> <p>The African National Congress (ANC) party has governed South Africa since the end of apartheid in 1994. But the party today suffers from popular frustration over official corruption and economic stagnation. It faces growing threats from both left and right opposition parties, even as intraparty divisions surface. Given America's history of opportunistic engagement with Africa, there are few prospects for a closer relationship between the two countries. Meanwhile, a weaker ANC could lead to political fragmentation in this relatively new democracy.</p>	4 <sup>th</sup> Thurs, April.26	TBD
<p><b>8. Global Health: Progress and Challenges By Joshua Michaud</b></p> <p>The collective action of countries, communities and organizations over the last 30 years has literally saved millions of lives around the world. Yet terrible inequalities in health and wellbeing persist. The world now faces a mix of old and new health challenges, including the preventable deaths of mothers and children, continuing epidemics of infectious diseases, and rising rates of chronic disease. We also remain vulnerable to the emergence of new and deadly pandemics. For these reasons, the next several decades will be just as important—if not more so—than the last in determining wellbeing across nations.</p>	2 <sup>th</sup> Thurs, May 10	Dr. C.S. Rani

Charles Room, The Harvard Club, 27 W 44th St., 5:30—7:30 p.m. For more information, email Julie K: [juliek@msn.com](mailto:juliek@msn.com)

\*Check back with us for a finalized list of authors and titles for each topic.

# Start Smart Workshop

# Ask the President

**Learning to Negotiate the Wage Start Smart Workshop**  
 Sponsored by  
 AAUW's Westchester and Empire State Virtual Branch!  
**Place:** New York Institute of Technology  
**Date/Time:** Friday, March 16, 2018  
**Time:** 4 - 6 p.m.



Suzanne DeChillo/photographer, The New York Times Annie Houle of the WAGE Project uses \$1 bills and play money to show men's pay advantage over different groups of women. Her program teaches women how to negotiate for better salaries.

Did you see the article on the wage gap on the front page of the business section of the New York Times? If you haven't read the article, click on the link below for details:  
<http://www.nytimes.com/2012/12/16/business/to-solve-the-gender-wage-gap-learn-to-speak-up.html?ref=business&r=1>

## Does AAUW provide International Project Grants?

Yes, AAUW grants International Fellowships which are intended to provide fellows with the opportunity to develop knowledge and skills that will directly benefit their home countries.

To support the continuation of fellows' work after they return home, AAUW awards a limited number of International Project Grants to International Fellows who have successfully completed the course of study for which they received an AAUW International Fellowship.

The grants support community-based projects that benefit women and girls in the fellow's home country. The applications start from August 1 to January 15. See below our 2017-2018 Fellowships and Grants Award-ees.

Alumnae of our International Fellowships and International Project Grants have tackled women's equality issues in their communities head-on. From securing property rights for widows to building safe hearths for cassava production, these women are helping the most vulnerable — and the most resilient — members of their communities.

### Meet Our Alumnae: International Project Grants

#### Melita Vaz: Project: Enhancing Aspirations toward STEM Subjects in School Girls in M Ward, Mumbai, India



Melita Vaz (2016-17) used her grant to increase opportunities for school girls in underprivileged communities in Mumbai, India to learn about opportunities in STEM fields and, in turn, develop their resilience, mental health, and economic opportunities.

Dr. Vaz used her 2002-03 International Fellowship to earn a doctoral degree in social work. Passionate about helping underprivileged women and girls overcome challenges through developing systemic support systems, Dr. Vaz has applied her research skills and her vision to organizations such as the Tata Institute of Social Services, the Population Council, and the Government of India.

#### Mary Dzansi-McPalm: Project: Women Cooperatives in Cassava Business, Saviefe Agorkpo, Ghana

Mary Priscilla Dzansi-McPalm (2012-13) helped women and girls in Ghana improve their earning and safety by helping them develop the skills and technology needed to more safely and efficiently process and market cassava. Dr. Dzansi-McPalm is dean at the School of Creative Arts at the University of Education in Winneba, Ghana. She was a 2001-02 International Fellow.



#### Diedie Weng: Project: Yongji Organic Farmer Video Network Training Program, China



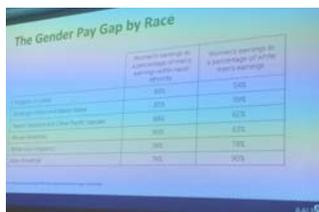
Diedie Weng (2011-12) trained women farmers in participatory video production to engage farmers in documenting and discussing local techniques and challenges in organic agriculture in northern China. Since completing her grant, Weng has gone on to producing films, including "The Beekeeper and his Son," her first feature documentary, which premiered at the 2016 DOC NYC film festival. Weng was a 2005-06 International Fellow.

# AAUW Start Smart Salary Negotiation - NYIT



My Start Smart AHA moment was when I realized that I could have gotten a much higher salary during the role playing exercise. I feel that instead of taking the employer's word, I should have negotiated more; now I know better! I really enjoyed the workshop and I learned quite a bit. I want to thank you and everyone involved for taking the time to share this very valuable information with us.

Maryam Khan, NYIT Student



**YOU ARE YOUR OWN BRAND**

## Poems on Diversity, Inclusion and Bias



### Poems on Diversity, Inclusion and Bias

By Anita Nahal

Anita Nahal, Ph.D., CDP, is a poet, flash fiction writer, children's books author, D&I consultant and professor. You can find her recent works in *Aberration Labyrinth*, *Confluence*, *Better Than Starbucks*, *aaduna*, *River Poets Journal*, and *Colere*. She has read her poems at *Busboys and Poets*, DC, at the 100,000 Poets For Change, Souderton, PA, and the 2017 annual conference of the Society for Diversity, Chicago, IL. She received an Honorable Mention in the *Concrete Wolf 2017* chapbook competition. Nahal is working on her first novel.

#### 1. *Unconscious Bias*

Bias is not what I desire, bias is not what I feel  
 You see me but my outer skin is what you need to peel  
 I may have a different color or a different form  
 And my diversity, may sometimes, in you cause a storm  
 Tis not my intention as I go about my day, much like you  
 Not sure what happens that your blood is red, and mine you see as blue.

See, gender is biology  
 Not something to divide human psychology  
 And my orientation is not in my hands  
 Then why do you hide it in coarse sands?  
 Tis but a game we all play  
 And each other minutely we play.

Civility they say is supposed to bind  
 Then why do you ignore abuse, and to love are unkind?  
 I may not be able to walk all the way  
 When glass, stones, daggers and guns you sway  
 I thought we were all just one species  
 Yet race biting, smells, all over like feces.

You mock my disability  
 That reflects your own lack of ability  
 And the separation of families in an immigrants' land  
 Is nothing but the markings of a nasty hand.  
 My weight, my height, hair and looks  
 Is beauty hiding in your unwise books?

And then you ignore the brave soldiers who return home  
 Ignore their hurt, their pain, and let them alone roam  
 And sometimes, my language, accent and words, you question  
 As if in your frame my molding is your suggestion  
 And some of my clothes frighten you  
 But isn't that just your narrow view?

You say you don't carry a bias  
 Maybe it is not overt and not standing on the dais  
 When will humanity learn its lesson?  
 When will we all get together, and press-on?  
 Quietly, dangerously, in your subconscious  
 You carry a bias unconscious.

#### 2. *Darkie*

You pray to Kali (Black) Goddess for criticals, and then you ask your mama to place an advertisement for a "fair" girl...  
 Years ago, some said,  
 "She is quite sanvali (dark)...give her lots of milk it might lighten her."  
 And now they say,  
 "Oh, you have become so fair... living in cold America...  
 you are not in the harsh sun all the time...  
 you have become so saaf (clean)."

I did not know I was a dirty girl, and then a dirty woman...  
 I always bathed. I always bathed.



#### 3. *They say people need to unite*

Against what I ask in this modern world so ignited, so crass. Are we not one people, one species? It's kind of tiring following pundits and gurus, spiraling like dominoes faster than Tour de France. And what could have been my child lay motionless on a beach in Turkey. Who will hear her cries, his cries, your cries, my cries? Tears are cheap as they flow from eyes not banks. The stillness of the sand screams. The stillness... of the sand... screams. Please be quiet... Can you hear, now

Why tell the heart to be strong when the mind has no heart and the heart has a mind out of control? You push, prod, snatch, beat, kill... lift her dress and sneak in, leaving her shocked soul rambling like roots unsynced from their pod. Did you listen to her body as you walked away vulgarized? Your core, sick of you?

And then they were just chillin, arms stretched up but you saw only their feet, tired, dark and black. Your sense chokes and you don't even apply Heimlich on yourself. Just look at your arms flaying. No censure. And then the first amendment is called to the stand freely allowing it to plead the fifth. Irony feels ashamed and my color is aghast, day and night it crumbles like fine wood left out to rot. Isn't equality the only color? Rest struggling for credentials, fake degrees in tow?

#### 4. *Moving Diversity, Moving Spaces*

The diversity of my living spaces  
 spread across years, continents, countries, cities and people  
 brought smiles, and at times, tears...  
 a friend reminded, "There is no gain without pain."

Let me tiptoe from the spaces of diverse experiences  
 to diverse spaces and places  
 just savoring the diversity of movement  
 and the movement of diverse people and experiences.  
 Spaces don't move, people do,  
 and yet, people can make  
 the same space diverse  
 or make a new place the same

The experience of moving is diverse, and  
 the diversity of the new space is an experience  
 spaces can nurture a soul  
 or, souls can nurture any place.

Continued on Page 7



Poems on Diversity, Inclusion and Bias

Public Policy

Poems on Diversity, Inclusion and Bias By Anita Nahal  
Continued from Page 6

5. *Dyeing-undeying love of...*

pigmenting tresses compels  
my vanity to respond to you, hair  
color...  
But, wait, my cerebrum is saying  
something. Are you listening?  
I am trying to be polite for I agree  
with Maya Angelou  
"...that people will forget what you  
said,  
people will forget what you did,  
but people will never forget  
how you made them feel."  
Believe me when I say then, hair  
color, you make me feel, sick...  
sick with effort, with nuisance,  
with thoughts of brain cancer too.  
I can't wait to stop,  
get it over with,  
and as age grows, the need  
seems to be dwindling to  
keep you among my decreasing list of "true" friends,  
and instead I am being taken over by desire  
like some other braves,  
to stroke through new, soft pepper mane.  
Can't wait to get over  
you running down my cheeks, onto my dress,  
the floor, and if I don't wipe instantly,  
you leave telltale aphorisms like tea leaves  
in a china cup that some can read, some look askance.  
Sometimes, unable to understand your influences  
I harness my energy  
on the unsuitable follicles, under or over-streaking,  
where I could have left alone,  
instead discoloring, tarnishing, scorching, fading  
the pertinent strokes of wisdom, happy times and  
those that love me, for me.  
You make my locks feel disrespected, hair color.  
I am going to increase my self-reflection so as not to make you feel  
the same.



6. *Single immigrant mom*

"Why did you come here? In your forties?  
Leaving all behind for what?"  
"A dream."  
"What dream?"  
"To be not abused!"



The New York City Council  
and the Gender Pay Gap

By  
**Edwina Frances Martin, Esq.**  
**ESVB Public Policy Co-VP**

Over the last several years the New York City Council has passed several pieces of legislation to address barriers women face in the workplace:

- The Pregnancy Rights Discrimination Act (requiring reasonable accommodation in the workplace for pregnancy and pregnancy-related conditions);
- Paid Sick Leave (requiring a minimum of 5 paid sick days for workers);
- The Credit Check Discrimination Bill (barring the use of credit checks for potential employees in jobs not directly related to financial matters); and
- The Caregivers Discrimination Bill (protecting those who care for ill children/parents/spouses/partners from discrimination in the workplace based on their status as a caregiver).

Most of these bills were passed last term, but this term a number of important bills have also been passed. One important bill, introduced by Public Advocate Letitia James, is the NYC Salary History Bill.

Salary history has become an important issue in the fight to end the gender wage gap. Why? This practice perpetuates the wage gap that many women and people of color face. It assumes that prior salaries were fairly established at your previous employers. If you faced a pay gap and lost wages at your last job, due to bias or discrimination, your new employer is now continuing the cycle. Salary history questions can introduce bias and discrimination into the recruitment process of a company that may be sincerely attempting to avoid it.

Employers should pay what the position is worth to their organization and not base compensation on a worker's worth in a different job with a different company. If a woman starts her career with a pay gap, it's likely to follow her throughout her life and negatively affect her retirement. On November 4<sup>th</sup>, 2016, Mayor de Blasio got the ball rolling in New York City by issuing an executive order banning city agencies from asking for salary history of potential employees until after a job with salary has been offered. The Salary History bill builds on this by banning all employers from inquiring about a job applicant's prior salary and using it to set future wages.

The Women's Caucus of the NYC Council rolled out a legislative platform this term, the first time this body has done so.

One piece of legislation in the package would support the Salary History bill by asking the state legislature to enact similar legislation and the governor to sign it – Resolution 1273.

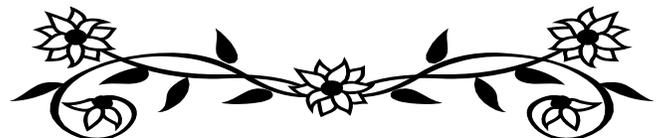
Another piece of the platform, Int. 825, would expand the definition of employer under the human rights law to provide protections for domestic workers, 95% of whom are women. Under our human rights law an employer is defined as having 4 or more employees; Int 825 would create an exception for domestic workers so that the definition is one employee, thus giving them the full force of the protections of NYC's strong human rights law.

Other bills in the platform include legislation which has now been adopted – regarding the Rikers nursery program, providing free feminine hygiene products to students in NYC schools, and requiring the city to create a comprehensive plan to address the needs of unpaid caregivers – those caring for ill children, parents, siblings, partners, who are overwhelmingly women.

The package also includes legislation that has been introduced to create a task force to address affordability at CUNY, and to support state legislation which would help victims of domestic violence with the difficult task of breaking a lease.

Thank You for Your Donation to the AAUW Funds!

	<p>Evwie Currie Giving Circle \$100.00, Margaret Currie</p> <p>Unrestricted LAF Support \$100.00, Maria Ellis</p> <p>LAF Fund \$100, Dr. C.S. Rani</p> <p>Tech Trek Fund \$20.00, Heidi Parreño</p> <p>AAUW Fund \$20.00, Elaine Fenton</p>	
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# Public Policy

Continued from page 7.



## The Women's Caucus Equality Legislative Package

The New York City Council Women's Caucus is a 14-member body led by Co-Chairs and Council Members Laurie A. Cumbo and Helen Rosenthal.\* The mission of the caucus is to focus the work of the city council on issues that impact women and families.

On November 29, 2016, the caucus announced a package of legislation it is supporting which will advance issues that affect all people, with a unique focus on women. The package includes legislation to expand women's rights in areas including: health, education, safety, labor and empowerment.

**The Equality Legislative Package includes:**

Council Member	Barron	Create a task force to review affordability, admissions, and graduation rates at CUNY (Int 1138)
Council Member	Chin	Produce a comprehensive plan to address the needs of unpaid caregivers <b>(Local Law 97)</b>
Council Member	Crowley	Report on the use of long-acting reversible contraceptives, IUDs (Int 1162)
Council Member	Cumbo	Implement sexual assault awareness/prevention training, TLC drivers (Int 1106)
Council Member	Dickens**	Review cosmetic toxicity (Resolution)***
Council Member	Ferreras-Copeland	Provide feminine hygiene products available at no cost to students while on DOE premises <b>(Local Law 84)</b>
Council Member	Gibson	Report procedures and policies for the Rikers Island nursery program <b>(Local Law 120)</b>
Council Member	Mendez	Street co-naming for Ms. Magazine original headquarters (Int )***
Council Member	Cabrera/Palma	Support a NY state bill which prohibits employers asking salary history (Resolution 1273-2016)
Council Member	Rose	Expand the definition of employer under the human rights law to provide protections for domestic workers (Int 825)
Council Member	Rosenthal	Support a NY state bill which provide DV survivors greater access to breaking leases (Resolution 1292-2016)

*\*Members of the NYC Council Women's Caucus include council members: Laurie Cumbo and Helen Rosenthal (Co-Chairs); Margaret Chin; Rosie Mendez; Melissa Mark-Viverito (Speaker); Vanessa L. Gibson; Anabel Palma; Julissa Ferreras-Copeland; Karen Koslowitz; Elizabeth S. Crowley; Darlene Mealy; Inez Barron; Debi Rose.*

*\*\*Elected to the NYS Assembly in 2016*

*\*\*\*Legislation has not been introduced*

###

### The Salary History Bill

Int. No. 1253

By the Public Advocate (Ms. James), Council Members Crowley, Cumbo, Rosenthal, Salamanca, Lander, Ferreras-Copeland, Williams, Richards, Palma, Dromm, Rose, Reynoso, Gibson, Espinal, Cornegy, Kallos, Koslowitz, Rodriguez, Levine, Menchaca, Constantinides, Treyger, Torres, Miller, Mendez, Maisel, Chin, Barron, Mealy, Cohen, King, Levin and Eugene

A Local Law to amend the administrative code of the city of New York, in relation to prohibiting employers from inquiring about or relying on a prospective employee's salary history

**Be it enacted by the Council as follows:**

Section 1. Section 8-107 of the administrative code of the city of New York is amended by adding a new subdivision 25 to read as follows:

25. Employment; prospective employee salary history. (a) It is an unlawful discriminatory practice for an employer, employment agency, employee or agent thereof:

1. To inquire, in writing or otherwise, about the salary history, including, but not limited to, compensation and benefits, of an applicant for employment. For purposes of this subdivision, "to inquire" means to ask an applicant in writing or otherwise or to conduct a search of publicly available records or reports.

2. To rely on the salary history of an applicant for employment in determining the salary amount for such applicant at any stage in the employment process, including the contract, unless such applicant, unprompted, willingly disclosed such salary history to such employer, employment agency, employee or agent thereof.

(b) This subdivision does not apply to any actions taken by an employer, employment agency, employee or agent thereof pursuant to any federal, state or local law that authorizes the disclosure or verification of salary history for employment purposes.

§ 2. This local law takes effect 120 days after it becomes law.

### Fairy Tales Wisdom by Joan Monk



"Never get tired of doing little things for others. For sometimes, those little things occupy the biggest part of their heart." - Ida Azhari

#### Positive Affirmation

Today I am stronger than yesterday. I see the sunshine peering through the darkness.

#### An Act of Kindness

Go out of your way to make someone laugh today. Laughter feels so good and is a true gift!

VIDEO: <https://youtu.be/0MXiU2yoGeY>

Meir Kay spreads positivity and cheer by complimenting complete strangers through free style rap and beatboxing.



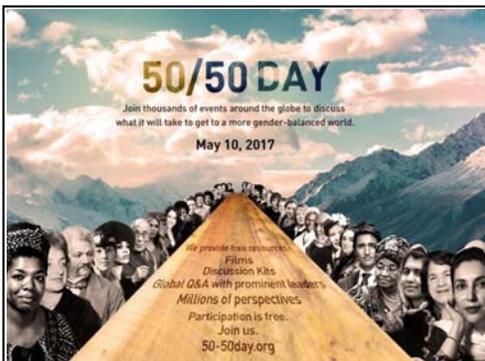
### Holiday Party! December 16, 2017

#### Holiday Decorations



#### Delicious Food!

### Join Us for 50/50 Day on April 26, 2018!



www.letitripple.org  
Joan S. Monk  
Leadership Board  
Coordinator

Character Day &  
50/50 Day  
April 26, 2018

[ftmaven@gmail.com](mailto:ftmaven@gmail.com)  
914-245-7704 (h)  
914-486-1182 (c)



*ESVB  
Members  
Toasting  
to Holiday  
Season!*

### Heartfelt Thanks to Friends!

Thank you for your generous and thoughtful donations to the Empire State Virtual Branch!

Maria Ellis

Dr. C.S. Rani

Dot McLane

Joan Monk

Marilyn Tedeschi



Rani at Holiday Party



Sonia at Holiday Party

## Social Policies and Refugees

Continued from Page 3.

### 9 VOLUNTARY AGENCIES (VOLAGS)

PROVIDING RECEPTION FOR REFUGEES BASED ON AGREEMENTS WITH THE STATE DEPARTMENT

1. Church World Service (CWS)
2. Ethiopian Community Development Council (ECDC)
3. Episcopal Migration Ministries (EMM)
4. Hebrew Immigrant Aid Society (HIAS)
5. International Rescue Committee (IRC)
6. US Committee for Refugees and Immigrants (USCRI)
7. Lutheran Immigration and Refugee Services (LIRS)
8. United States Conference of Catholic Bishops (USCCB)->Catholic Charities
9. World Relief Corporation (WR)

### Organizations providing services to Immigrant Communities that you can support

1. Northern Manhattan Coalition for Immigrant Rights
2. New York Immigration Coalition
3. Immigrant Defense Project
4. Black Alliance for Just Immigration
5. Counsel on American-Islamic Relations (CAIR)
6. Families for Freedom
7. Young Center for Immigrant Children's Rights
8. New Sanctuary Coalition of NYC
9. American Civil Liberties Union (ACLU)
10. Southern Poverty Law Center

### GOALS OF SOCIAL POLICES FOR REFUGEES

Economic self-sufficiency as quickly as possible. (The Refugee Act of 1980 INA §411.1.); "earning a total family income at a level that enables a family unit to support itself without receipt of a cash assistance grant." (DHHS, Code of Federal Regulations -Title 45: Public Welfare, December 2005).

### CHALLENGES DURING THE CURRENT ADMINISTRATION

**EXECUTIVE ORDER** Protecting the Nation from Foreign Terrorist Entry into the United States

01/27/2017 (1) suspended entry from 7 Muslim countries, (2) extreme vetting, (3) pausing refugee resettlement • Several court rulings enjoined various parts of this executive order 03/06/2017 (1) suspended entry from 6 Muslim countries (2) extreme vetting, (3) pausing refugee resettlement • on June 26th the Supreme Court decided in favour of some aspects of Trump's executive orders • On June 30th The U.S. Department of State published guidance regarding the admission of refugees: only those refugees who already have close relatives in the U.S. are allowed to enter the U.S. 10/24/2017 Resuming the United States Refugee Admissions Program with Enhanced Vetting Capabilities

**EXECUTIVE ORDERS** Enhancing public safety in the Interior of the United States

01/25/2017: Executive order 13768 (1) Removal priorities: broadens categories of non citizens prioritized for removal (2) State/local cooperation in immigration enforcement (3) Sanctuary jurisdictions: federal funds to be withheld from jurisdictions that prohibit exchanging information with DHS regarding immigration status of any individual (4) Hiring 10,000 additional Immigration and Customs Enforcement (ICE) officers (5) Reporting on immigration status from prisons Developments: 32.6% increase in arrests of removable citizens (between January and March 2017 compared to 2016 ); doubled arrests of individuals without criminal records; Attorney General sends letters to sanctuary cities asking to provide evidence for comply with these orders (Including NYC, LA, Chicago) ; NYC declares to limit cooperation with ICE (e.g. IDNYC)

**ASSISTANCE FOR REFUGES JEOPARDIZED 2016 FY:** • A rate of 270refugees a day • 85,994refugees planned to be resettled 2017: • A rate of 122refugees a day • 50,000refugees planned and less than that planned for 2016

Federal budget cuts, as a result resettlement agencies are reducing their staff in the US and worldwide, welfare programs suspended for some period of time

### ON THE GROUND

• What is the impact of suspending refugee resettlement for 24 hours? • Imagine three types of security screenings lasting up to 3 years, each valid for around 90 days, different for every family member • During this 24 hour period hundreds of families had to start the screening process from the beginning • What is the impact of the suspension of social programs, e.g. Matching Grant (MG)? • Eligibility to participate in MG only up to 30 days upon arrival • Most of NYC VOLAGs suspended enrolling to MG for a couple of months • Thousands of refugees and asylees irreversibly lost their chance to participate in the program and are left unassisted

### WHAT CAN WE DO?

• With your local community and local refugee resettling agency sponsor resettlement of a refugee family • Volunteer in a refugee resettlement agency: • Help with English language conversations (e.g. 1 on 1)—often provided by retired volunteers • Help with case work: welcome arriving refugees, prepare a house and welcome meal for them, assist at doctors appointments, sign up children to school • Organize a trip as part of cultural orientation • Organize celebrations (e.g. welcoming Thanksgiving for refugee community) • Join community gardening (IRC) • Help at Youth Academies Do you have questions about assistance for refugees? Do you want to assist refugees and don't know how to start?

Write to me! Karolina Lukasiewicz kjl409@nyu.edu

Also, watch a movie about Syrian refugees resettled to New Jersey: <https://www.youtube.com/watch?v=UY4ml12OMjE>

## Explore Your Opportunities: The Sky's the Limit!™



Explore Your Opportunities:

The Sky's the Limit!™

15th Year Conference

April 14, 2018

College of Mount Saint Vincent  
Riverdale (Bronx), New York

Cool Workshops for EYO 2017: are listed below:

1. **Blizzard in a Bottle:** Create a "snowflake crystal" scene in a jar using Chemistry!
2. **Brain Games.** Learn about some of the mind boggling things a brain can do from making memories to controlling emotions.
3. **Egg-cellent Parachutes Don't let it Splatl!** Learn about the basic of flight in order to ensure your egg's safe landing in a parachute.
4. **Hands-On Cosmetic Chemistry.** Step into the laboratory and design your own cosmetic portion.
5. **It's a Sugar...It's a Base...It's DNA!** Discover the structure of DNA and learn how to isolate DNA from your own cells painlessly.
6. **Kitchen Concoctions!** Ransack your kitchen and come learn the chemistry behind the products you see in your cabinets every day!
7. **Lifting the Chemical Fingerprint.** Learn to be a detective and start using your eyes, ears, nose and some weird tools to track down strange smells ... let's hunt down those clues!
8. **Paper Engineering + Origami = (Fun)!<sup>2</sup>.** You will learn how to use paper to build a icosahedron shaped container in which you can store jewelry and other small items. You will also make a spinning top.
9. **Play Doctor.** Learn the physical exam components and tools that the doctors and PAs use to evaluate sick patients.
10. **Playing Games in Alice World'.** Learn to create interactive games using "Alice" programming.
11. **RollingDroneBots.** Manually operate and program Unmanned Ground Vehicles.
12. **Using Leverage to get Super Powers..** Learn basics about how levers can multiply force and how leverage is used in everyday items. Build and take home a model of a common type of lever.
13. **Wading through the Web.** Smarter searching on the Internet—DeeperWeb, Clusty, Carrot, website reliability checks. Oh My!
14. **What is a Cell?** Ever wonder how big cells are? Play a computer game to help scientist's measure cell sizes.
15. **Whatever Floats Your Boat.** Keep your boat afloat with your knowledge of material science and forces.
16. **Women & Machine.** Learn about and create mechanical systems that mimic or interact with the human body in beautiful and useful ways.



Blizzard in a Bottle!



Lifting the Chemical Fingerprint



AAUW Interim Executive Director: Mark Hopkins  
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**Websites:** National: [www.aauw.org](http://www.aauw.org)  
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 Webmaster: Dr. Chigurupati Rani; [csrani.rani@gmail.com](mailto:csrani.rani@gmail.com)  
 Empire Virtual Times is published quarterly by AAUW Empire State Virtual Branch  
 Editor-In-Chief: Dr. Chigurupati Rani, [csrani.rani@gmail.com](mailto:csrani.rani@gmail.com);  
 Editorial and Writing Team: Maria Ellis; Dr. Chigurupati Rani;  
 Nancy Mion, [myown220@aol.com](mailto:myown220@aol.com); & Dr. Anita Nahal & Heide Parreño  
 Design: Maria Ellis & Dr. Chigurupati Rani

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Members will kindly send in their articles for the Empire Virtual Times at the **beginning of each quarter (January, April, July, October)** to [mellis@fsacap.com](mailto:mellis@fsacap.com) & [csrani.rani@gmail.com](mailto:csrani.rani@gmail.com).  
**Send your ideas and letters to Maria Ellis and Dr. C.S. Rani.**

American Association of University Women advances equity for women and girls through advocacy, education, and research.

AAUW will be a powerful advocate and visible leader in equity and education through research, philanthropy and measurable change in critical areas impacting the lives of women and girls.

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.



**American Association of University Women**

Empire State (NY) Virtual Branch  
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**Moving the Mission Forward**  
 The Empire State Virtual Branch is the first virtual branch in New York State.

