



Empire Times

Fall 2018

Quarterly Volume 6 No. 4

Welcome to the New AAUW Empire State NYC Branch!

Members of the New AAUW Empire State NYC Branch meet the 1st Friday of each month at the Harvard Club in NYC from 6:30 pm to 8 pm to discuss current issues related to women's education and other issues. Please join us for drinks and conversation.

RSVP to jessicaryansimspd@gmail.com.

The Harvard Club, 35 W 44th Street, New York, NY 10036



AAUW Start Smart is designed for college women who are approaching the job market and focuses on helping you negotiate for a new job.

The Empire State NYC Branch, AAUW is empowering women with the skills and confidence they need to negotiate their salaries by bringing a salary negotiation workshop to your campus, community or city!

Our next workshop will be held on Wed, October 24, 3-5 pm at New York Institute of Technology, 16 W 61st Street, 11th Floor Auditorium. To register email mellis@fsa.com.

Speaker: Heejin Yoon

**NYC Alliance Against Sexual Assault
Senior Campus Sexual Assault Coordinator**



Empire State NYC Branch - Teleconference on Tues. October 30th at from 8-9 pm - Speaker: Heejin Yoon, NYC Alliance Against Sexual Assault as the Senior Campus Sexual Assault Coordinator. To participate in the teleconference, dial 525 739 1032, code 223128#

Heejin Yoon, LMSW goes by Jeenie (and uses she/her pronouns). She is originally from Colorado, which she still calls home, and goes back every chance she gets. She lived in Washington, DC for 6 years to pursue her BA in Criminal Justice at the George Washington University and work.

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**AAUW- Empire State
NYC Branch**

973 216 4181

<http://empire-ny.aauw.net>

Founded 2012

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



Dear Friends,

Many thanks to both our primary and dual members who were able to join us at the AAUW NYS Summer Leadership Conference in Cazenovia College on July 20-22, 2018. During this Conference, our branch had its annual meeting and after six successful years of promoting equity and education for women and girls, our Empire State Virtual Branch voted to change its name to Empire State NYC Branch in order to recruit and maintain more primary members living in the NYC area.

I would like to extend our special Thank You to all the AAUW Fellows and AAUW friends who have participated in the Empire State NYC Branch teleconferences held the last Tuesday of every month. Some of the Fellow speakers have included Yelda Balkir, Anca Agachi, Sau-Fong Au and Diana Gordon.

Yelda Balkir, Ph.D., an AAUW American Fellow and an Associate Professor of chemistry & environmental science at Manhattan College. She received her Ph.D. in chemistry from Carnegie Mellon University and she is a co-recipient of the US Presidential Green Chemistry Challenge Award. She established environmental science program and she is the director for the Center for Urban Resilience and Environmental Sustainability (CURES) at Manhattan College. Her research interests include the recovery and reuse of agricultural, municipal bio-waste products and production of biofuels.

Anca Agachi is an AAUW International Fellow and a graduate student at Columbia University, School of International and Public Affairs, where she is pursuing a master's degree in International Affairs with a focus on security policy and conflict resolution. Anca has worked for the European Defence Agency and as a 2015-2016 UN Youth Delegate of Romania, and she is currently pursuing an internship at the Atlantic Council in Washington, D.C.

Anca is interested in emerging security challenges and the global governance system. She is the recipient of Columbia's Global Policy Fellowship to research the application of conflict resolution principles in cyberspace during the summer.

Sau-fong Au was the recipient of the 2017-8 AAUW Community Action Grant to start a Muslim Women's Leadership Project at Brooklyn College to connect Muslim college women with professional women. Sau-fong has served as the Director of the Brooklyn College Women's Center for over 17 years where she has rebuilt the Center after years of hiatus. Under her leadership, the Women's Center became one of the most active women's centers within the CUNY system and was named as the flagship model by the Education Committee of City Council. Currently, the Women's Center has over 10,000 visits yearly, hosts over 40 campus events and is the hub of women-related activities. Served as Board President (1994-2002) for Chinese Staff and Workers' Association, Sau-Fong has worked with underserved populations and initiated progressive programming to support these groups for the last 25 years. She worked to establish the first LGBT center, Project Reach on the Lower East Side in New York in 1990's. She was one of the founding project coordinators at APICHA, the first Asian focused HIV/AIDS agency. A pioneer in progressive programming, she was a recipient of the Unity Award from the Borough President of Brooklyn for her work on intergenerational understanding on LGBT issues in 2001.

Diana R. Gordon is a retired CUNY Professor of Political Science and Criminal Justice and a former President of the National Council on Crime and Delinquency. She graduated from Harvard Law School in the Dark Ages (1964). She has written books about the get-tough criminal justice program in the U.S., drug prohibition, and criminal justice in post-apartheid South Africa. Recently she has been writing about immigration—articles and a recent book about her town, Village of Immigrants: Latinos in an

Emerging America. As a resident of Greenport, on the North Fork of Long Island, she has made the protection of undocumented immigrants and refugees the primary focus of her retirement years.

In closing, I would like to invite you all to join us every 1st Friday from 6:30 pm to 8 pm at the Harvard Club in NYC for drinks and conversation! We are currently planning to upgrade our social media outreach including creating a new YouTube page and partnering with local Colleges and Universities for film locations.

Having fun while moving our AAUW mission forward.

All the very best,

Maria Ellis, MBA
 Empire State NYC Branch President
 Email: mellis@fsacap.com
 Mobile: 973-216-4181
<https://empire-ny.aauw.net/>
<https://www.facebook.com/EmpireStateVirtualNY>
 To become a member or to renew your membership click on the link below.
https://svc.aauw.org/RECore/wMembership/NewJoinBranch_Enter.asp?branchid=NY2091

2019 CTAUN Conference

**The 20th CTAUN Conference at the UN
 Friday, April 5, 2019**

"OUR PLANET, OUR CRISIS, WHAT NEXT?"

2019 AAUW-NYS Convention



**SAVE the DATE: AAUW-NYS Convention
April 26-28TH, 2019, Cooperstown, NY**

In addition to AAUW Mission-Focused Programming, the weekend will include:

- Group Visits to the Fenimore Art Museum, Farmer's Museum, and Baseball Hall of Fame, including time to ride on the Empire State Carousel.
- Opportunities to play golf, go for guided walks, swim in the heated outdoor pool, participate in two different styles of yoga classes, and time to visit the Hawkeye Spa.
- Time to explore local wineries, breweries, unique shops, etc. before the tourist season starts.

Cooperstown has lots to offer you and your friends, along with attending a great convention!

Community Action Grant from AAUW



Sau-Fong Au

Sau-fong was the recipient of the 2017-8 Community Action Grant from AAUW to start a Muslim Women’s Leadership Project at Brooklyn College to connect Muslim college women with professional women. Sau-fong has served as the Director of the Brooklyn College Women’s Center for over 17 years where she has rebuilt the Center after years of hiatus. Under her leadership, the Women’s Center became one of the most active women’s centers within the CUNY system and was named as the flagship model by the Education Committee of City Council. Currently, the Women’s Center has over 10,000 visits yearly, hosts over 40 campus events and is the hub of women-related activities. Served as Board President (1994-2002) for Chinese Staff and Workers’ Association, Sau-Fong has worked with underserved populations and initiated progressive programming to support these groups for the last 25 years. She worked to establish the first LGBT center, Project Reach *on the Lower East Side in New York in 1990’s. She was one of the founding project coordinators at APICHA, the first Asian focused HIV/AIDS agency. A pioneer in progressive programming, she was a recipient of the Unity Award from the Borough President of Brooklyn for her work on intergenerational understanding on LGBT issues in 2001.*

2019 AAUW-NYS Summer Conference

NYS Summer Leadership Conference
 July 2019
 Cazenovia College, Cazenovia, NY



International Fellow



Anca Agachi is an AAUW International Fellow and a graduate student at Columbia University, School of International and Public Affairs, where she is pursuing a master degree in International Affairs with a focus on security policy and conflict resolution. Anca has worked for the European Defence Agency and as a 2015-2016 UN Youth Delegate of Romania, and she is currently pursuing an internship at the Atlantic Council in Washington, D.C.

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American Fellow



Yelda Balkir, Ph.D., is an AAUW American Fellow and an associate professor of chemistry & environmental science at Manhattan College. She received her Ph.D. in chemistry from Carnegie Mellon University and she is a co-recipient of the US Presidential Green Chemistry Challenge Award. She established environmental science program and she is the director for the Center for Urban Resilience and Environmental Sustainability (CURES) at Manhattan College. Her research interests include

the recovery and reuse of agricultural, municipal bio-waste products and production of biofuels.

Start Smart Workshop

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: Wednesday, October 24, 2018
Time: 3 - 5 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.

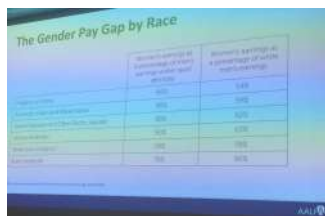
Did you see the article on the wage gap on the front page of the business section of the New York Times? If you haven't read the article, click on the link below for details:
<http://www.nytimes.com/2012/12/16/business/to-solve-the-gender-wage-gap-learn-to-speak-up.html?ref=business&r=1>

AAUW StartSmart 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

Ask the President

Does AAUW provide Career Development Grants?

Applications are now open through November 1 and December 1 this year dependent upon program. Be sure to check each individual fellowship or grant program for complete availability and deadline information. Fellowship and grant recipients perform research in a wide range of disciplines and work to improve their schools and communities. Their intellect, dedication, imagination, and effort promise to forge new paths in scholarship, improve the quality of life for all and tackle the educational and social barriers facing women worldwide.
 For questions or technical support, please email aauw@applyists.com

Happy Thanksgiving!



... continued from page 1.

Speaker: Heejin Yoon

During her time in DC, she worked or volunteered for the Rape, Abuse, and Incest National Network (RAINN), the National Center for Victims of Crime, the Naval Criminal Investigative Service (NCIS) in the Family and Sexual Violence Division, and the DC Rape Crisis Center. She moved to NYC to pursue her Master of Social Work from Columbia University. During her time in graduate school she interned at the World Health Organization in Geneva, Switzerland between academic years where she supported the Violence Against Women division of the Reproductive Health and Rights Department.

Jeenie currently works for the NYC Alliance Against Sexual Assault as the Senior Campus Sexual Assault Coordinator and travels around to colleges and universities in NYC to provide educational and skill-building workshops around sexual violence prevention, bystander skills, and consent.

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



Diversity and Inclusion



Diversity is critical to AAUW's mission. Issues of equity — from fair pay to sexual assault to access to health care — affect all women, and women in marginalized

groups often disproportionately experience the effects of these issues. To succeed in empowering women and girls, we must have diverse voices contributing different perspectives.

Interview Series



Interview Series by Jessica Sims, Ph.D.
Empire State NYC Branch
Communications and Social Media Director

Aileen Rizo, AAUW LAF Grant Recipient holds master's degrees in both Educational Technology and Mathematics Education. Currently, she is a PhD candidate in STEM Curriculum and Instruction. In 2012, her career took an unexpected turn when she discovered the Fresno Department of Education was paying her far less than a male counterpart who had an equivalent education and work history. Aileen was informed

that her salary was based solely on her incoming 2009 salary and that nothing could be done to change that fact. She sued her employer in protest. For more information about Rizo's case click on the following link: <https://www.aauw.org/resource/rizo-v-fresno/>

Around the same time, she accepted an invitation to speak at the California State Capitol. However, when she witnessed her "representative" vote against a pay equity bill she decided to run for the California State Assembly District 23. Rizo's efforts already have started to pay off. In the spring, the Ninth Circuit Court ruled in her favor, unanimously concluding that the Fresno County's policy of using an employee's salary history to determine her salary prospects was discriminatory and actively contributed to a gender wage gap. As a result, it is now illegal for any employer in California to ask a potential hire about his/her salary history when making a salary determination. Way to go, Aileen!

Aileen Rizo is running for office to give people a real choice in politics and to show that any dedicated woman can make a difference in her community. Her campaign has two platforms:

Access to STEM education. Rizo wants to ensure that STEM education is accessible to and inclusive of all races and genders. Women are severely underrepresented in STEM fields, with women of color comprising only eight percent of workers. She focuses on "promoting purposeful diversity through outreach to girls, especially those in minority communities."

Economic Security for Women. Rizo is dedicated to helping women in her district enjoy economic security so they can support their families and make autonomous decisions. She reports that 47 percent of families in her district rely on a woman's paycheck to get by each month. However, the incumbent candidate has only voted eight percent of the time to support worker's rights. Rizo is a strong supporter of worker's rights and is poised to secure fair pay and maternity leave for women.

Public Policy



How to "PowHer The Vote" in November!

The National office of AAUW has highlighted many reasons this November's mid-terms are crucial for women, including: (i) passing the Paycheck Fairness Act to strengthen existing employment discrimination laws aimed at closing the gender pay gap; (ii) passing the Family Act to create a national paid family and medical leave insurance program; (iii) preventing further erosion of Title IX protections; (iv) ensuring women's access to contraception without co-pay or cost-sharing, no matter where they work or go to school; and, (v) preventing the repealing or weakening of the Affordable Care Act. (See <https://www.aauwaction.org/wp-content/uploads/2018/10/2018-Federal-Election-Head-to-Head-Voter-Guide-Template-nsa.pdf>.)

To keep these issues that are so crucial to women's health and economic well-being at the forefront of political discourse as we enter the last month of the campaign season, it is critically important that members help organize and/or attend candidates forums. AAUW-NYS is a member of the PowHerNY Network, an inclusive statewide network committed to securing economic equality for all New York women, which has developed these questions to help identify a candidate's position on our priority issues:

BETTER JOBS/ FAIR PAY

1. With the majority of women working in low wage jobs and 6 in 10 mothers being primary or co-breadwinners, what policies will help New York women transition into higher paying jobs that match the requirements of a changing employment market?

REPRODUCTIVE RIGHTS

2. How would you as an elected official improve New York women's access to comprehensive reproductive health care including contraception and abortion, and address the racial disparities in maternal mortality rates?

VIOLENCE AGAINST WOMEN

3. If you could propose one piece of legislation that would greatly improve the quality of life for domestic violence survivors and their families, what would it be?

CHILD CARE

4. Child care is essential for women's participation in the workplace, and a catalyst for economic prosperity. But childcare costs in New York are prohibitive; only 20% of families who qualify for assistance receive it; and providers struggle to retain staff due to low wages. What actions would you promote to ensure equitable access to affordable, quality child care for all New York children and fair salaries for childcare educators?

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Thank You for Your Donation to the AAUW Funds!



Ewie Currie Giving Circle \$100.00, Margaret Currie
 Unrestricted LAF Support \$100.00, Maria Ellis
 LAF Fund \$100, Dr. C.S. Rani
 Tech Trek Fund \$20.00, Heidi Parreño
 AAUW Fund \$20.00, Elaine Fenton



Public Policy



How to "PowHer The Vote" in November!

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SEXUAL HARASSMENT

5. How would you as a legislator address sexual harassment and gender-based violence in New York's workplaces, schools, prisons and communities?

EQUAL PAY

6. With the smallest overall gender wage gap in the country of 89 cents, New York State has made progress on pay equity, but not for everyone. The gap for Black women is 66 cents, for Latinas it is 56 cents, and for rural counties about 78 cents. How can government address these very real economic disparities?

IMMIGRANT WOMEN

7. Immigrant women are a core and essential part of our society, yet they face discrimination including: exploitative hiring practices, unsafe working conditions, sexual harassment, religious intolerance, family separation and risk of deportation. What would you propose to safeguard immigrant women against these abuses and to advance their economic opportunity?

EDUCATION

8. Education can be a path out of poverty and a road to financial self-sufficiency for women. How can New York breakdown gender stereotypes; punitive policies, like pushing pregnant students out of school; lack of support, access and finances; and other barriers to educational success?

CRIMINAL JUSTICE

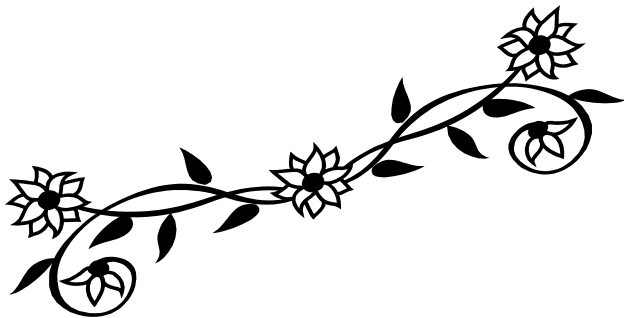
9. Since 1980 there has been an alarming increase in the number of females incarcerated – particularly Black and Latinx women and girls. A staggering 60% of women held in local jails have not been convicted of a crime. What can be done to reduce incarceration, create gender responsive policies, and protect women from sexual violence in the law enforcement system?

WOMEN'S LEADERSHIP

10. Although women make up half the population, they continue to be woefully underrepresented in elected office, and senior leadership in business and other fields. What do you see as barriers and what would you propose to address these inequities?

Please be sure to share pictures of your candidates forum(s) participation and share via Social Media and remember to tag @AAUW, @AAUWNY and @AAUWVirtualNY!

Edwina Frances Martin, Esq.
AAUW-NYS Past President
Public Policy (Liaison, State Board; VP, ESNYCB)



2019 National Conference for College Women Student Leaders



Attend NCCWSL



May 29–June 1, 2019
University of Maryland, College Park, MD

Trick or Treat! Happy Halloween: The Scary Night!



Halloween is celebrated on **31 October**. It's an exciting event in the United States and in Great Britain. Every American calendar has Halloween marked on it. Halloween has ancient Celtic origins.

The **Celtic priests**, called druids, practiced religious rituals. They also predicted the future. On this day the Celts made big fires and dressed in scary costumes. They wanted to frighten the evil spirits. They dressed as ghosts, skeletons and witches. They believed that **ghosts came out of their tombs** on the night of 31 October.

Trick or Treat at the Harvard Club Halloween Party, October 31, 2018 at 7:00 pm! To reserve your seat email Rani at csrani.rani@gmail.com



Domestic Violence Awareness

October is Domestic Violence Awareness Month and AAUW Empire State NYC Branch isn't alone in recognizing everyone's right to healthy, happy, and safe relationships — on campus, in our homes, and at work. Over the past year, several celebrities have used their voice as a platform for awareness and advocacy on this critical issue.

Click on the link below to NYC Alliance Against Sexual Assault's "Sex Talk Happy Hour" podcast by Jeenie Yoon, Senior Campus Sexual Assault Coordinator. <http://www.svfreencyc.org/>. Our Jessica Sims, PhD is their featured speaker for this month's "When Love Hurts: Taking Control Back" episode.

<https://player.fm/series/sex-talk-happy-hour>

You might not be able to write your own song or create a podcast about it, but there are still ways that you can help end domestic violence and sexual assault. Click on the link below and become a Two-Minute Activist to make your voice heard on issues impacting women and girls!

https://salsa4.salsalabs.com/o/50796/p/salsa/web/common/public/signup?organization_KEY=50796&table=supporter&Email=



The Role of a Diversity Practitioner

by Anita Nahal, Ph.D., CDP

Change agent? The elephant in the room? The un-defined but pertinent pianist? What is the role of a diversity practitioner?

<https://societyfordiversity.wordpress.com/2014/02/27/change-agent-the-elephant-in-the-room-the-un-defined-but-pertinent-pianist-what-is-the-role-of-a-diversity-practitioner-by-anita-nahal-ph-d-cdp-2/>

EYO Pictures!Cont'd



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



Explore Your Opportunities:

The Sky's the Limit!™

156h Year Conference

April 2019, TBD

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

Educational Workshops for EYO

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 Splat!** 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)².** 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 Chief Executive Officer: Kimberly Churches
AAUW NYS President: Janice Brown
AAUW Empire State NYC Branch President: Maria Ellis

Websites:

National: www.aauw.org
State: www.aauw-nys.org
AAUW Empire State NYC Branch: <http://empire-ny.aauw.net/>
EYO: www.aauw-eyhconference.org

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AAUW EMPIRE STATE NYC BRANCH

Officers & Directors-at-Large

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AAUW Funds VP: Open

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AAUW Fellow, ESNYCB

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International Director: Open

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Joan Monk & Anita Nahal, ESNYCB

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Jessica Sims, Ph.D., Emmelina De Feo, Ayesha Shakya, Terehas Edwards

Ellis & Friends Fund

Any individual donations to the Empire State NYC Branch will be matched by the fund.

Members will kindly send in their articles for the Empire Times at the beginning of each quarter (January 7, April 7, July 7, October 7) to mellis@fsacap.com & csrani.rani@gmail.com. Send your ideas and letters to Maria Ellis and C.S. Rani, Ph.D.

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 NYC Branch

<http://empire-ny.aauw.net/>



Moving the Mission Forward

The Empire State NYC Branch is the first virtual branch in New York State.

