

AAUW

Empire State NYC Branch

Founded 2012

Empire Times

Fall 2019

Quarterly Volume 7 No.4, Part 1

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 jessicaryansimpsphd@gmail.com.

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

AAUW Applauds

House Passage of the Paycheck Fairness Act



WASHINGTON, D.C.— American Association of University Women (AAUW) Chief Executive Officer Kim Churches issued the following statement following the bipartisan passage (242–187) of the [Paycheck Fairness Act \(H.R. 7\) in the House of Representatives](#).

"By passing this important bill, the House of Representatives has demonstrated its commitment to the economic security of American women and their families. We know there is a pay gap for all women, at every age, in every part of the country, and in nearly every industry. The gap has closed by less than a nickel in the 21st century, and it's obvious that something needs to be done to ensure families can thrive. "The Equal Pay Act of 1963 was a powerful first step, but the law has been weakened over time as the workforce demography has changed. We need new tools to fight discriminatory pay practices, and we need effective incentives and assistance to help employers comply with the law. The Paycheck Fairness Act provides these tools by closing loopholes in the Equal Pay Act and putting new protections in place for the benefit of all American workers.

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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,

I hope everyone had an enjoyable summer! I am happy to report that we had our Strategic Planning for our fiscal year ending on June 30, 2020. Upcoming meetings/events will include meetings with our Planning Committee to explore additional ideas to be implemented to promote Education and Pay Equity for women and girls. If you would like to be a member of the Planning Committee, please RSVP asap. If you are not able

to participate in these meetings but would like to share programming ideas, please email to us your mission-based ideas. Please click on the link below for more information about AAUW's **Strategic Plan focusing on Education & Training; Economic Security; Leadership; and Governance & Sustainability**.

<https://www.aauw.org/who-we-are/strategic-plan/>

We will continue with our monthly teleconference calls starting on the last Tuesday of every month from 7-8 pm. Our next scheduled teleconference will be on Tues. Sept 24 from 7-8 pm. AAUW Fellows will share with us their research and we will invite them to join us AAUW branch. As we start the new fiscal year ending on June 30, 2020, we are looking for volunteers to help us with recruiting new members and retaining our valued members through excellent mission-based programs and networking. Please help us welcome our **newest branch members: Luisa Farmendariz, Andrea Blake & Joanne Alicea**. If you have not yet renewed your membership or want to become a member, please join us by clicking on the link below:

https://svc.aauw.org/RECore/wMembership/NewJoinBranch_Enter.asp?branchid=NY2091

We are pleased to announce that AAUW has just finished signing a new contract with the **New School at 6 E. 16th Street** in NYC to teach the **Start Smart Salary Negotiation Workshops** starting this Fall. We are looking forward to work with Jennifer MacDonald, Director, Center for Graduate Career and Professional Development. We will be teaching our **first Start Smart workshop in October 2019**. If you would like to become a Start Smart facilitator, please email me at mellis@kwnyc.com.

During the Fall, our Communications Committee is working on creating more videos to add to our **AAUW Fellows video library** and plan to film five videos in the Fall. We also need a volunteer who loves social media to help us with content for our website, YouTube, Facebook, Instagram, etc. Please see the current videos available to share.

https://drive.google.com/file/d/1KV-vtFIECnI7Pp4HmMO7hDqKlX_cqLs/view

In closing, I would like to invite you to join us at our **Mentoring Program Opening Dinner at the College of Mount Saint Vincent on Sept. 19th** from 6-8 pm and/or join us for drinks and a **piano concert at the Harvard Club, 27 W 44 Street, on Monday, Sept. 16th at 6:30 pm**. Space is limited. Please RSVP asap.

All the very best,

Maria Ellis, MBA
Empire State NYC Branch President
Email: mellis@fsacap.com
Mobile: 973-216-4181

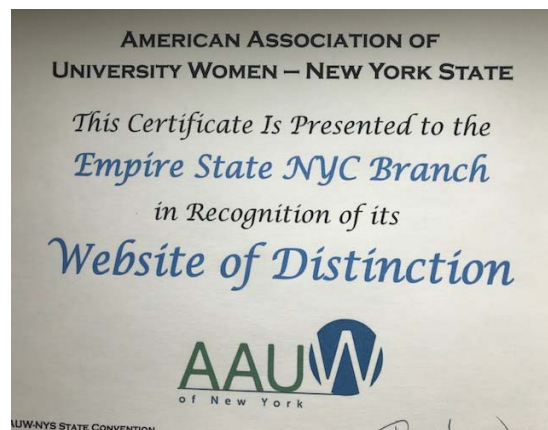
<https://empire-ny.aauw.net/>

To become a member or to renew your membership click on the link below:

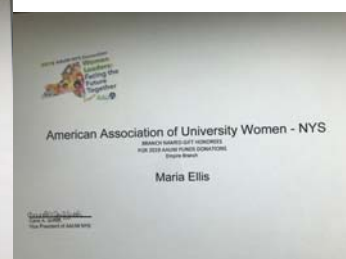
https://svc.aauw.org/RECore/wMembership/NewJoinBranch_Enter.asp?branchid=NY2091

Congrats to AAUW Empire State NYC Branch!

Our Empire State NYC Branch received many awards including 2019 Program Silver Award, Excellent Visibility, Website of Distinction, Newsletter of Excellence, Increased Membership and AAUW Funds. We were very pleased to share with other AAUW NYS members our mission based programs during our 2018-2019 fiscal year.



Congratulations and thank you for your wonderful commitment to promote education for women and girls! Your meaningful contribution led to our Empire State NYC Branch receiving these five fabulous recognition awards this weekend during our AAUW NYS Convention in Cooperstown!



Mount Mentors Opening Dinner
At the College of Mount Saint Vincent on Thursday, September 19, 2019!



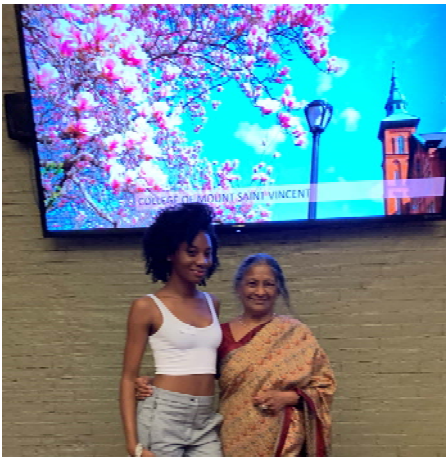
College of Mount Saint Vincent



Mount Mentors & Mentees



Nakayah , Dr. Rani, Maria, Kathaleen, Brianna, Lorrin



Nakayah Estwick & Dr. Rani



Maria Ellis & Kathaleen Stack

The Behavioral Health and Emerging Technologies Executive Summary

THE BEHAVIORAL HEALTH AND EMERGING TECHNOLOGIES EXECUTIVE SUMMARY -

A white paper coauthored by AAUW Fellow
Elise-Kohl-Grant
Director – IT Project Management,
Coordinated Behavioral Care

The Coordinated Behavioral Care (CBC) network of behavioral health community-based providers is at a challenging inflection point given recent federal and state policies regarding service redesign and the movement towards value-based care. There are many use cases for technology solutions in the mental health and substance use disorder treatment sector that can improve engagement, care delivery, and health outcomes.

Providers are inundated with options around “building” versus “buying” solutions that can transform care delivery and administration. Dedicating time to vet solutions and develop adequate frameworks to evaluate options is fundamental to strategy. Investors are funneling money towards solutions that solve payer, provider, and patient pain points across all silos of health care, including behavioral health. “Buying” solutions offers providers an opportunity to leverage products that are integrating shared learnings from multiple organizations and accessing diverse engineering resources.

Given the large number of emerging technology solutions in the health care market, CBC should serve as a central resource to explore, vet, pilot, navigate, and ultimately support and scale opportunities for providers and patients. CBC’s experience and overarching mission to positively impact the total cost of care, increase patient engagement, enhance operations, and improve provider and patient/family-caregiver experience and health outcomes will lead to the development of a comprehensive framework for partnering with payers and providers to implement these innovative technology solutions. With a focus on the unique needs and challenges of the behavioral health population and their providers, this centralized framework will incorporate a special emphasis on interoperability, patient and family choice, provider opinion and end-user feedback.

The CBC Innovations Hub will implement this framework in tandem with the development and dissemination of community-based best practices for technology solutions. Technology solutions will address outcomes that are replicable and sustainable across different settings. The CBC Innovations Hub’s primary focus will be on emerging technologies and their ability to improve practice and care for vulnerable populations in New York. For a complete report, click on the link below and/or contact the Elise-Kohl-Grant, Director – IT Project Management, Coordinated Behavioral Care at ekg1029@gmail.com.
<http://www.cbcare.org/2019/09/behavioral-health-emerging-technologies-white-paper-september-2019/>

2020 CTAUN Conference



21st CTAUN
Conference at the
United Nations:

Friday
February 28, 2020

"War No More"

2020 AAUW-NYS Convention

AAUW-NYS
convention
Rochester
April 2020



<https://www.youtube.com/watch?v=uYd5vzfpaqc&feature=youtu.be>

NYIT Women's Technology Council Conference

Tech Workforce of the Future: Women and Minorities

Thursday, September 26, 2019
9 a.m. – 5 p.m.

NYIT Auditorium on Broadway
1871 Broadway (between 61st and 62nd streets)
New York City

Network with industry professionals, share ideas on how to enhance your career journey, connect with a mentor, find your voice, and be heard. Topics include:

- New Careers and Technology
- Leadership in Business and Entrepreneurship
- Millennials and Gen Z Career Needs
- Research on Gender and Minorities
- Networking and Mentoring Sessions

Transportation is available from the Long Island campus for registered attendees.

To register and for more details click on the link below:

https://www.nyit.edu/events/womens_technology_council



8 Surprising Facts about the Gender Pay Gap



Most people grasp the fundamentals of the gender pay gap: Women working full-time earn roughly 80 percent of men's salaries. But beyond the basics are some fascinating facts you may not have heard before. Check out [these findings from the American Association of University Women \(AAUW\)](#).

1. Mothers, including those who never left the workforce, get paid less than other women.

This so-called "motherhood penalty" has remained steady for decades, even though the proportion of women who work outside the home has skyrocketed. (What's more, moms are less likely to get hired than women without kids.) Men, by contrast, don't experience *any* loss in earnings when they become dads. In fact, many receive a "fatherhood bonus," an actual bump in wages after having a child.

2. When women enter a traditionally male-dominated occupation, wages go down in that field, even for men.

That's the conclusion of a study of 50 years of U.S. workforce data. Women are not drawn to low-paying fields because they want less money; rather, the work that women do is simply valued less than work done by men.

3. Transitioning genders affects how people are paid.

People who transition from male to female gender expression experience a drop in pay, while those who transition from female to male gender expression see no difference in pay or even a small increase. This underscores the role that gender stereotypes and bias play in perpetuating the pay gap.

4. The pay gap widens as women get older.

Women aged 55–64 are paid 78 percent as much as men the same age, a gap more than double that of women aged 20–24. Earnings for both female and male full-time workers tend to increase with age, although they rise more slowly after age 45 and even decrease after age 55. But as workers progress in their careers, women's median earnings grow more slowly than men's.

6. Latinas have the widest pay gap.

Latinas earn just 53 percent of what white men make in a year—followed by black women, whose annual salaries are 61 percent of those of white men.

This means it takes Latinas almost an entire extra year of full-time, year-round work to be paid what the average white man took home by December 31.

Latinas are both overrepresented in low-paying occupations and underrepresented at the top. Moreover, Latinas are paid less than white and Asian women, even when they have the same educational credentials.

7. Women carry more student debt than men.

About a third of female college graduates experience difficulty repaying educational debt, compared with a quarter of men. Because of the gender pay gap, women have less disposable income with which to pay back their loans after graduation. Repayment is even harder for women of color due to their larger pay disparities compared to men. That's why [women hold nearly two-thirds of the outstanding student debt in the United States—almost \\$900 billion as of mid-2018](#).

8. Women are less likely to negotiate than men, and less confident when doing so.

According to a [recent poll](#), 51 percent of Americans have negotiated for higher pay, with men negotiating slightly more than women (54 percent compared to 47 percent). Men are more confident in negotiating for salaries (61 percent) compared to women (53 percent).

Negotiating can be tricky for women, but it's an important way to help close the pay gap. Research suggests that some of the behaviors that help men, like self-promotion and assertiveness, can backfire for women. Still, there are effective tactics women can use to ask for higher salaries and better benefits, including knowing what their skills are worth, making clear what they bring to the table, emphasizing common goals, and maintaining a positive attitude. [AAUW's free online Work Smart course](#) trains women in these strategies.

There is only one job where women typically earn more than men.

In the wholesale or retail buying occupation, women actually make around \$4,000 more than men. Among the professions with the smallest pay gaps are food workers, writers, counselors, pharmacists and social workers, where women earn within 97 to 99 percent of what their male colleagues do. Conversely, the largest gaps occur among financial services sales agents, financial managers and financial advisers. In those fields, the pay ratio between women and men is between 61 and 66 percent.

There is also considerable variation in the pay gap among [cities and states](#)—which could be a function of differing regional industries, local laws or other demographic trends. Clearly, it's a complicated issue with many causes. That means we'll need many solutions as well.



By: [Christina Folz](#) | Issue: [Economic Security](#) | Tags: [Economic Security](#), [Equal Pay](#) |

