

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: TBD
Time: TBD



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:

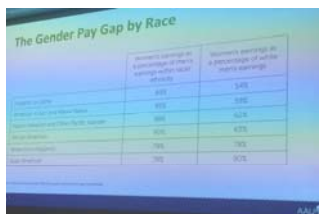
<http://www.nytimes.com/2012/12/16/business/to-solve-the-gender-wage-gap-learn-to-speak-up.html?ref=business&r=1>

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 International Grants and Fellowships?



Yes, one of our very successful grants was awarded to Yongji Organic Farmer Video Network Training Program in 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. Click on the link below to view the film.

<https://thebeekeeperandhisson-film.com/en/>

Happy Thanksgiving!

Thanksgiving is a national holiday in the United States, celebrated on the fourth Thursday of November. It originated as a harvest festival.

The event that Americans commonly call the **"First Thanksgiving"** was celebrated by the **Pilgrims** after their first harvest in the **New World** in **October 1621**.



Date: Fourth Thursday in November



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.

AAUW-Appraises Passage of The Paycheck Fairness Act

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. Its passage is long overdue.

"AAUW commends Representative Rosa DeLauro (D-Conn.) for her leadership on this bill for over 20 years. We urge the Senate to follow the House's lead and act now to pass the Paycheck Fairness Act. We can't wait any longer for equal pay."

Mary C. Hickey, AAUW

YOU CAN: GIVE WOMEN TOOLS TO NEGOTIATE THEIR SALARIES

Did you know that 57% of men try to negotiate their salary, but only 7% of women do?

HOW CAN YOU PROVIDE WOMEN WITH THE SKILLS THEY NEED TO NEGOTIATE TO HELP CLOSE THE GENDER PAY GAP?

THE ANSWER: You can spread the word about the **FREE** AAUW salary negotiation workshop course "**WORK SMART ONLINE**" at <https://salary.aauw.org/>. It is a complete computer course, comprehensive, amazing, informative, and worthwhile. It gives women the tools they need to negotiate for better salaries and benefits. They'll learn the market value of their skills and experience; be able to determine an equitable "target salary"; and have more confidence and better negotiating skills to ask for and get the pay they deserve.

Do contact family, friends, and acquaintances who would benefit from taking this **FREE WORK SMART ONLINE** class and encourage them to us it and to tell others about it.

AAUW LEADING THE WAY TO GENDER PAY EQUITY!

Nancy Mion, AAUW Empire State NYC Branch

Public Policy



2019 NYS Legislative Victories

Edwina Frances Martin, Esq.,
NYS Public Policy Liaison
ESVB Public Policy Co-VP

The 2019 State legislative session has been described as the busiest in state history. AAUW-NYS, as an active member of the PowHer New York and other coalitions, was deeply involved in advocacy to promote our legislative priorities:

1. Preserve and Enhance Affordable Health Care:

The NYS 2019-20 budget put ACA protections, including the state insurance marketplace and coverage of pre-existing conditions, into state law; The budget agreement also included \$550 million in increased Medicaid funding, which Cuomo had earlier proposed cutting back as the state faced a \$2.3 billion revenue shortfall.

2. Advance Reproductive Rights:

On January 23, the 46th anniversary of the Supreme Court's Roe v. Wade decision, which grants the federal right to abortion, the state Legislature passed; The Reproductive Health Act, which codified Roe abortion protections into state law, and The Comprehensive Contraception Care Act, which requires health care insurers to cover the cost of contraception; The Legislature also approved the "boss bill," which prohibits employers from discriminating against employees based on reproductive health decisions.

3. Promote Freedom from Violence and Fear of Violence:

In January, the state Legislature passed and the governor signed several gun control measures including; Banning bump stocks; Extending the background check waiting period for buying a gun from three days to ten days, and The Red Flag Law, which allows a judge to order the seizure of firearms from individuals (and their households) deemed a threat to public safety and prohibits those individuals from purchasing a weapon; The Child Victims Act was enacted, extending the statute of limitations on child sexual abuse and giving victims the ability to seek justice as adults, while also including a one-year "look back window" that briefly suspends the statute of limitations.

4. Enhance Access to Quality Education:

The 2019-20 state budget included \$27.9 billion in education funding, marking a \$1 billion increase in aid to school districts; The 2019-20 state budget also includes \$27 million to implement The DREAM Act, meant to provide tuition assistance to "Dreamers," undocumented immigrants who came to the United States as children; this has not yet been enacted.

5. Advance Election Reform and Fair Elections. A package of reforms were passed early in the session providing for – Early voting (ten days) was enacted, and \$10 million was put in the 2019-20 budget to implement it; \$14 million in the 2019-20 state budget for electronic pollbooks, essential to carrying out early voting; State and federal primary elections have been consolidated in June; Pre-registration of 16- and 17-year-olds; Three hours (up from two) of paid leave on election day; and Universal transfer of voting registration; More election reform is to come, including amending the state constitution to allow no-excuse absentee ballots by mail and same day voter registration.

6. Provide for Freedom from Discrimination in the Workplace:

The Gender Expression Non-Discrimination Act (GENDA) was enacted, prohibiting discrimination based on gender identity.

Diversity Director Anita Nahal

Congratulations to our Diversity Director, Anita Nahal, Ph.D. on her two latest books:



- Hey...Spilt milk is spilt, nothing else (book of poems)
- Life On The Go- Flash fictions from New Delhi to America (book of very, very short stories)

Anita will be talking about her books at our next Empire State NYC Branch on Tues. Jan. 29th at 8 pm.

Join us, you will find her poetry and flash fictions refreshing, instructional, wise, and entertaining.

The Role of a Diversity Practitioner

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!™

2020 Conference

Date: Saturday, March 14, 2020

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 Splatt!** 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. **Rolling DroneBots.** 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



Monthly Events

Oddly, memories can be varied of, by, for, and about different Residents

Oddly, memories can be varied of, by, for, and about different residents

by
Anita Nahal
Diversity Director



It had been almost a year since the incident. As I walked up the steps into the lobby, the receptionist rushed to me. "We found them! We found them! They came up in the annual maintenance checks." She handed me a brown paper bag. "Look inside, you'll be flabbergasted!"

Almost a year ago, I'd seen and heard them fall. I'd heard them slip through. I'd screamed, lightly, so as not to terrify the residents on the third floor. The residents on the third floor of the assisted living home where I teach chair yoga, each week. Some of the residents keep walking around, restless, in search of something or someone. I feel very sad, most of the times, when I am teaching those with Dementia or Alzheimer's, the residents on the third floor. I convince my blues to go away. The residents of the third floor aren't allowed to come down the elevator on their own and that gets to me. Like they are prisoners of their receding memories, remembering some, forgetting some, needing attention, or to be left alone to recover, if possible, in some recesses of life's nooks. Kind of there but not. I hope that someone is remembering them. Their eyes smile and lit up when I play some dance music at the end of the class. Some get up to dance. Music makes them feel good. I feel happy when they are happy.

Each time I leave, I'm given the elevator code in a whisper by one of the caregivers, and I've to look back to make sure no one slips in with me. That week, a year ago, when I punched in the code and the elevator doors opened, I turned my head to check, when one of the residents appeared suddenly, the one that keeps walking all the time. She bumped into me. "Sorry, sorry," I told her, feeling embarrassed for not being more observant but my small shoulder bag flung open as it fell to the ground, spilling out some business cards, some loose change and my bunch of keys...to the car, home, mailbox and the very expensive fob to automatically open my car. I saw them as a blur, and then I had heard them fall through the space between the elevator door and the wall.

"Something terrible has happened!" I told the receptionist as I walked down.

"What? What?" she gasped, seemingly fearing that something had happened to one of the residents.

I quickly reassured her, "No, no, not to worry, everything is okay. You'll not believe it, but my bunch of keys fell down the elevator shaft!"

"OMG! What? How did that happen?" I went on to explain the set of circumstances. Just then the manager of the assisted living home walked in, and I went on to explain to her shocked expression as well.

"So, how will you get home?"

"Luckily I have an extra car key. I always keep it in the inner zipper of my purse. And someone will be home, so I'll be okay there. But now I'll have to get all the keys duplicated...unnecessary expenditure."



"Oh, you poor thing..." the manager went on.

"No, it's okay, much worse could have happened. Like my wallet going down, or my cell phone or the resident falling down and being hurt...or my foot getting stuck in the space..."

It was almost 5 pm and the service guys were preparing to leave. We begged them to stay and help us. They were generous and got into action quickly inspecting the floor under the elevator...the pit as it is called...as far as they could from the first-floor space through the shaft. Shinning their torches, they spotted many residents of the pit. A comb, some loose paper, some loose change, a lipstick, and even some rotting food. But not my bunch of keys.

The hard fall from the third floor might have boomeranged them under the elevator. The putrefying smell of rotting food mixed possibly with rat poop and urine, was horrendous, and we couldn't peer down for too long. Covering our noses, we gave up when the manager called the elevator company. They told her they'd charge at least \$500 to come and inspect. The elevator would be non-functional for some time inconveniencing everyone. They might still not find my keys as there were water drains in the pit and the keys could have gone down one of those. I decided to let it go...wasn't worth the effort. The incident receded somewhere in my memory.

I had felt very annoyed with myself for the irritants I went through in the days after. It took me almost \$300 to get a new fob, have it programmed to my car, and also to replace the other keys. I felt a prisoner of my carelessness. But I forced myself to be present, be there.

"Take it, take it," the receptionist pushed the brown paper bag in my direction. A rotten stench seeped from the slightly ajar bag. I knew without looking what was inside. The keys had escaped their prison. They no longer were a resident of the pit. Oddly, the memory came gushing forth, like my mind had never forgotten.



CALENDAR FOR SEPTEMBER - DECEMBER 2019

Happy Fall!

Day	Date	Time	Event
Fri	09/13/19	5:30 - 7:00 p.m.	Planning Committee meeting, Harvard Club
Mon	09/16/19	6:30 - 8:30 p.m.	Piano Concert and networking, Harvard Club
Thurs	09/19/19	6:00 - 8:00 p.m.	Mentoring –Open Dinner, College of Mt Saint Vincent
Fri	09/20/19	5:30 - 7:00 p.m.	Communication Committee meeting, Harvard Club
Tues	09/24/19	7:00 - 8:00 p.m.	Empire State NYC Branch Teleconference, Call 605 313 5105, code 223128#
Fri	09/27/19	5:30 - 7:00 p.m.	Pick up and install the video equipment
Sat	09/28/19	10:00 a.m. - 5:00 p.m.	AAUW Fellows Video Library, filming day
Tues	10/29/19	7:00-8:00 p.m.	Empire State NYC Branch Teleconference, Call 605 313 5105, code 223128#
Thurs	10/31/19	6:30 - 8:00 p.m.	Piano Concert and networking, Harvard Club
Tues	11/05/19		Election Day
Mon	11/18/19	6:30 - 8:00 p.m.	String Quartet and Networking, Harvard Club
Tues	11/26/19	6:30 - 8:00 p.m.	Musical Event and Networking, Harvard Club
Thurs	11/28/19		Thanksgiving
Tues	12/17/19	6:30 - 8:00 p.m.	Holiday Party
Wed	12/25/19		Christmas Day
Thurs	12/26/19		First Day of Kwanzaa
Tues	12/31/19		New Year's Eve

 * Members interested in scheduling an
 * event/meeting for the branch please
 * contact the Program VP to reserve
 * dates and confirm before publicizing
 * the event/meeting.

Maria Ellis, mellis@fsacap.com
 C.S. Rani, Ph.D., csrani.rani@gmail.com

Save the Dates:

Every Fri:

Sept 13, 20, 27, 5:30 - 7:00 p.m.
 Mentoring/Communications &
 Social Media, Communication Cttee
 meetings are held at the Harvard Club
 RSVP Maria at 973-216-4181

Sat, Sept 28, 10:00 a.m. - 5:00 p.m.
 AAUW Fellows Video Library, filming day

Oct 31, Nov 18, 22
 Concerts at the Harvard Club



December 17
 Holiday Party

21st CTAUN Conference
 at the United Nations:
 Friday, February 28, 2020

EYO Conference
 Saturday, March 14, 2020

AAUW-NYS Convention
 April 2020
 Rochester, NY

Thank You for Your Donation to the AAUW Funds!

	Evvie 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	
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AAUW Student Organizations



AAUW Student Organizations are composed of students enrolled in college who are interested in AAUW issues and programs. To start your own Student Organization at your college, email Maria at mellis@fsacap.com



Empire State NYC Branch Membership

Join or renew your membership with AAUW Empire State NYC Branch!

AAUW national dues are \$59, AAUW NYS dues are \$13.00, and the Empire State Virtual Branch dues are \$5.00. The branch dues year is July 1 to June 30, and if you join now, your membership is good through June 30, 2019. See the various memberships below and to join, please visit our website at <http://empire-ny.aauw.net/membership/>

- § Not currently a member of AAUW: \$77 (\$59 for national dues, \$13 for NYS; \$5 for Empire)
- § Current branch member: \$5 for a dual membership
- § Current member-at-large: \$18 (\$13 for NYS; \$5 for Empire)
- § Current student member: \$17 a year (if college is not an AAUW member)
- § Current student member on an AAUW NY member campus: Free
- § New Graduate: first year free
- § Graduate Student: member \$18.81 per year
- § Primary Member & Donor for \$100 a year including a generous contribution of \$23

Membership dues can be paid by a credit card or check. This feature is available on our website. Go to:

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

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

Webmaster: Chigurupati S. Rani, Ph.D.; csrani.rani@gmail.com
 Empire Times is published quarterly by AAUW Empire State NYC Branch
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 Design: Maria Ellis & Chigurupati S. Rani, Ph.D.

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.

AAUW EMPIRE STATE NYC BRANCH

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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.

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.



AAUW Empire State
 NYC Branch

973 216 4181

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

Because
 Equity Is Still
 an Issue



Moving the Mission Forward

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

