



Empire State NYC Branch

Founded 2012

# Empire Times Summer 2019

Quarterly Volume 7 No.3

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](mailto:jessicaryansimspd@gmail.com).

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

## 2019 AAUW NYS Convention Otesaga Resort Hotel, Cooperstown, NY April 26—28, 2019



Congratulations to the AAUW NYS Board Leadership and participating NYS Branches for a very successful 2019 Convention held at The Otesaga Resort Hotel on April 26-28, 2019. This year's theme is "Women Leaders: Facing the Future Together".



Members at the 2019 NYS Convention  
Otesaga Resort Hotel  
Cooperstown, NY

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



Dear Friends,

Congratulations to our Empire State Virtual NY Branch members who participated in our AAUW NYS Convention held on April 26-28, 2019 at the Otesaga Resort Hotel in Cooperstown. I am pleased to report that the Empire State Virtual NY Branch was given the following awards at the Convention: Silver 21st Century Program award, AAUW Funds award, Newsletter of Excellent award, Visibility of Excellence award, Website of Distinction award. Also, special congrats to Ayesha Shakya, our 2019 Emerging Leader.

I would like to extend our special **Thank You to all the AAUW Fellows and AAUW friends** who have participated in the Empire State Virtual NY Branch teleconferences held the last Tuesday of every month. Some of the Fellow speakers have included:

**Cecilia Gebruers, 2018-2019 International Fellow**, Yeshiva University, Human Rights. Cecilia was born in La Pampa, Argentina and is currently completing her doctorate in law (J.S.D.) at Cardozo Law School. Her dissertation focusses on the current debates around the concept of "intersectionality" in human rights law and legal theory, with special emphasis on indigenous women's land rights. Her research follows an interdisciplinary approach and compares the theoretical developments of intersectionality from different schools of thought with the current expressions of this concept in the human rights field using cases involving indigenous women's land rights in the context of her natal province of La Pampa. Prior to come to the United States in 2016, Cecilia managed the legal department for ELA-Latin American Team for Gender and Justice, an NGO based in Argentina with extensive work on women's rights and was a Teaching Assistant in political theory and women's rights at the University of Buenos Aires.

**Vikki Campus, 2018-2019 Career Development Grantee**, CUNY, Hunter College, Social Work. Vikki grew up in Brooklyn and received her B.A. in Economics from Barnard College of Columbia University. She went on to give back to the community in many ways from volunteering for President Obama's reelection campaign to translating Guatemala women stories for Latino USA. She then did two terms of Americorps at two non-profits Year Up New York and City Harvest where she discovered her passion for college access. Since 2014, she has been a college access advisor helping hundreds of marginalized young people achieve their college dreams through her work at John Jay College, UCLA, LA Promise Fund and The Door. Because of all her experiences in this field, she decided to obtain her Masters of Social Work from the Silberman School of Social Work at Hunter College. She is currently in her first year where she is part of the Social Justice Committee, has been elected to the Student Senate and is involved with Undoing Racism is Possible, which unites all NYC social work students to have an anti-racism, anti-oppressive lens in our curriculum. She is studying for the NY LMSW test and she will become a Licensed Clinical Social Worker. She is interested in Liberation Based Healing for her clients.

**Tanya Everett, AAUW Fellow & Actress**. Tanya is pursuing her career as an actor and writer. Her plays have been performed in many Off and Off-off Broadway venues: including Cherry Lane, HERE Arts Center, TheaterLab, Kraine, Cherry Pit and the Tank. This fall, her play, "And the Gods Among Us," was a named finalist for the Lark Play Development Week, Top 25 out of 1200 Plays. She will graduate from the prestigious Brooklyn College MFA Program in 2019, under Mac Wellman and Erin Courtney. She won the AAUW Career Development Grant, the Truman Capote Scholarship, and the 2018 MFA in Playwriting Awards to support her academic pursuits. She was chosen for the 2016-17 Wright Club, a playwright development wing of the critically acclaimed, Amoralists. Some of her teachers and mentors include: Stephen Adley Guirgis, Ellen McLaughlin, Maggie Flanigan, and Julia Jordan.

**Aldana Vales, an International Fellows** is an Argentinian journalist. Before she came to New York, she led the Audience team of *Economia Feminista*, one of the most influential non-profit media organizations about women's rights in Latin America. She has also worked as a multimedia reporter at EFE -the world's largest newswire service in Spanish language- and covered American politics for *Tiempo Argentino*. Her articles have also been published in many relevant Spanish-language newspapers, like *Argentina's La Nacion* and *Spain's El Pais*. She holds a bachelor's degree in Communication Sciences from the University of Buenos Aires and is now a graduate student at NYU Journalism.

**Jacqueline Cruz, American Fellow** is a doctoral candidate in sociology of education at NYU Steinhardt School of Culture, Education, and Human Development. She is primarily interested in gender inequality in higher education. Her research focuses on understanding how higher education administrators create and implement Title IX policies aimed at addressing and reducing campus sexual violence

She is the recipient of an **AAUW American Dissertation Fellowship**. Jackie holds a Bachelor of Arts in English from Wesleyan University and a Master of Education from the Harvard Graduate School of Education.

**Elise Antonia Kohl-Grant**, a focused leader recognized for driving strategic and innovative technology plans to increase quality of care and leveraging data to decrease costs for social service organizations. Currently working at Coordinated Behavioral Care, a non for profit, she manages the Business Intelligence department where her team oversees the deployment of their Data Analytic Business Intelligence platform across 50 social service agencies. She comes with a vast experience spreading across private, government and for profit sectors. She was the Director of the Behavioral Health IT at the NYC Department of Health and Mental Hygiene (DOHMH). Recognized for negotiating high level contracts, she designed infrastructure leveraging a \$20M grant that supported over 160 agencies statewide. Previously, she worked at a non-for-profit agency as the Manager of Statewide Services. In this role, she oversaw operations of the State Health Information Network of New York governance structure. In addition to her professional career, she placed second at the 2017 World Championship Natural Bodybuilding competition. She is currently taking a break from competing to pursue an executive MBA at NYU Stern.

**Carmen Sebro, AAUW Selected Professions Fellow**. Carmen pursued her MBA at the Kellogg School of Management at Northwestern University. During her fellowship she examined how management applications can be harnessed to resolve education inequalities and provide economic empowerment to underserved communities. She is currently a Senior Associate Brand Manager for M&M'S® at Mars, where she creates new kinds of M&M'S® and launches them in market. Carmen is also Co-Lead of Women of Mars, an associate resource group whose objective is to attract, develop, advance and retain women to create breakthrough results for all Mars associates. In addition, Carmen is a member of the Network of Executive Women College Outreach Committee and was a 2018 Mars Ambassador to India, consulting for the Pratham Education Foundation.

Also, I want to thank all who were help create fun memories and special moments during our AAUW NYC Fellows Recognition Dinner held at the Harvard Club on Wed. March 13. We were honored to host Kim Churches, our CEO, Gloria Blackwell, SVP of Fellowships & Programs, Janice Brown, NYS President, Edwina Martin & Mary Lou Davis, NYS Past Presidents. It was great to hear from the speakers and the fellows, see attached agenda. More information and photos will be in our Empire Times, Spring issue.

Also, happy to report that the AAUW NYS & District V Jump Start for College Women held at the Guttman Community College in NYC on March 9th was very successful and it offered a great opportunity to teach the Start Smart Workshop to women and girls moving us closer to achieving our AAUW vision to pay equity by 2030.

Congratulations to our Communications & Social Media Committee for planning, organizing and creating our AAUW NYC Fellows Library. It has been a labor of love to coordinate and complete this project and I personally want to thank the following Empire State NYC Branch members for their time and dedication to this project: Dr. C. S. Rani, Dr. Jessica Sims, Ayesha Shakya, Emmelina De Feo, Colleen Ward, Terehas Edwards. These videos demonstrate the different ways in which women are embracing their leadership roles in one of the most competitive cities worldwide. Please click on the link below for a sample of these videos:  
[https://drive.google.com/file/d/1Kv-vfIECnI7Pp4HmMO7hDqKlx\\_cqLs/view](https://drive.google.com/file/d/1Kv-vfIECnI7Pp4HmMO7hDqKlx_cqLs/view)

All the very best,  
Maria Ellis, MBA  
Empire State NYC Branch President  
Email: [mellis@fsacap.com](mailto: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](https://svc.aauw.org/RECore/wMembership/NewJoinBranch_Enter.asp?branchid=NY2091)



## Congrats to AAUW Empire State NYC Branch Emerging Leader!



**Congratulations to Ayesha Shakya (Membership VP) AAUW International Fellow** for receiving AAUW NYS's Emerging Leader award. Ayesha graduated from NYU's Studio 20: Digital First and is now the Digital Content Producer at Malala Fund. Way to go Ayesha!!!

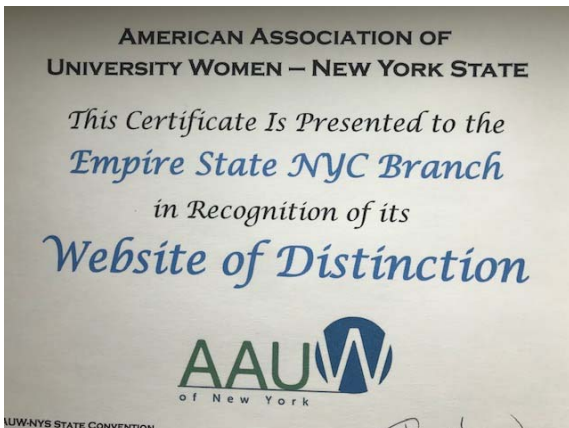
Ayesha Shakya is an Emmy-winning digital media native working in the intersection of technology and media. She is currently a Coordinator with PRO Unlimited at the News Partnerships team at Facebook. Her career began in Singapore, where she studied Information Engineering & Media at Nanyang Technological University. She moved back to her hometown in Kathmandu, Nepal and joined Nepali Times as the Online Producer. She combined her technical expertise and reporting skills to produce multimedia packages for their digital platforms. She has reported during the 2015 Nepal earthquake, documented the impact of water scarcity in the Tibetan plateau and reported on domestic violence against women in rural Nepal. She was also a International Center for Journalists (ICFJ) Digital Media Fellow at the Center for Investigative Reporting, during which time she investigated the illegal smuggling of migrants from Nepal to the United States through Central America. Her work has been published in Nepali Times, The New York Times and PBS News hour. She completed her Master's degree from New York University's Studio 20 program.

## Congrats to AAUW Empire State NYC Branch! (cont'd)



## 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!

## In Memoriam, Lenora Lapidus

### Lenora Lapidus AAUW Selected Professions Fellow ACLU Director, Women's Rights Project



It is with much sadness that we report that **Lenora Lapidus, Director of the ACLU Women's Rights Project**, lost her battle with breast cancer on Sunday, May 5th. Lenora had a huge impact on the ACLU and beyond. Lenora was an AAUW American Fellow. Lenora was generous, tenacious, optimistic and joyous woman who was passionate about protecting the rights of women and girls, while mentoring young female lawyers to do the same. We recognize Lenora as our friend and tireless advocate for justice. Our thoughts and prayers are with her husband, Matt, their daughter, Izzy, and the rest of her family.

## Congratulations to AAUW's 2019-20 Fellowships and Grants Awardees!



Congratulations to AAUW's 2019-20 Fellowships and Grants Awardees!

AAUW is excited to announce 259 awards and \$4 million in funding for fellows and grantees in the 2019-20 award year! This exceptional group of recipients will pursue academic work and lead innovative community projects to empower women and girls.

For 130 years, AAUW has been a leading source of funding for graduate women, providing more than \$115 million in fellowships and grants to more than 13,000 women and nonprofit organizations in the United States and around the world.

The 2019-20 award year kicks off on July 1, 2019, with the release of our updated online Fellowships and Grants directory, in which you can find out more about the remarkable women and organizations from your area! To learn more about AAUW's fellowships and grants programs and past awardees, visit AAUW fellowships and grants web page.

### Want to find out the status of your application?

Applicants received a notification of their status by email on April 15, 2019. For questions about your status, please email [aauw@applyists.com](mailto:aauw@applyists.com).

## AAUW International Fellow



**Aldana Vales, an International Fellow** is an Argentinean journalist. Before she came to New York, she led the Audience team of *Economia Femeni(s)ta*, one of the most influential non-profit media organizations about women's rights in Latin America. She has also worked as a multimedia reporter at EFE -the world's largest newswire service in Spanish language- and covered American politics for *Tiempo Argentino*. Her articles have also been published in many relevant Spanish-language newspapers, like Argentina's *La Nacion* and Spain's *El Pais*. She holds a bachelor's degree in Communication

Sciences from the University of Buenos Aires and is now a graduate student at NYU Journalism.

## American Fellow



**Elise Antonia Kohl-Grant**, a focused leader recognized for driving strategic and innovative technology plans to increase quality of care and leveraging data to decrease costs for social service organizations. Currently working at Coordinated Behavioral Care, a non for profit, she manages the Business Intelligence department where her team oversees the deployment of their Data Analytic Business Intelligence platform across 50 social service agencies.

She comes with a vast experience spreading across private, government and for profit sectors. She was the Director of the Behavioral Health IT at the NYC Department of Health and Mental Hygiene

(DOHMH). Recognized for negotiating high level contracts, she designed infrastructure leveraging a \$20M grant that supported over 160 agencies statewide. Previously, she worked at a non-for-profit agency as the Manager of Statewide Services. In this role, she oversaw operations of the State Health Information Network of New York governance structure. In addition to her professional career, she placed second at the 2017 World Championship Natural Bodybuilding competition. She is currently taking a break from competing to pursue an executive MBA at NYU Stern. She looks forward to intertwining her business, love for fitness, IT, advocacy and negotiation tactics into her newly formed LLC, Gifted Builders. Gifted Builders implements health and wellness programs into organizations that cater to the developmental disabled and mental health populations

## AAUW Selected Professions Fellow



**Carmen Sebro, AAUW Selected Professions Fellow.** Carmen pursued her MBA at the Kellogg School of Management at Northwestern University. During her fellowship she examined how management applications can be harnessed to resolve education inequalities and provide economic empowerment to underserved communities.

She is currently a Senior Associate Brand Manager for M&M'S® at Mars, where she creates new kinds of M&M'S® and launches them in market. Carmen is also Co-Lead of Women of Mars, an

associate resource group whose objective is to attract, develop, advance and retain women to create breakthrough results for all Mars associates. In addition, Carmen is a member of the Network of Executive Women College Outreach Committee and was a 2018 Mars Ambassador to India, consulting for the Pratham Education Foundation.

## AAUW Career Development

Vikki Campos grew up in Brooklyn and received her B.A. in Economics from Barnard College of Columbia University. She went on to give back to the community in many ways from volunteering for President Obama's reelection campaign to translating Guatemala women stories for Latino USA. She then did two terms of Ameri-corps at two non-profits Year Up New York and City Harvest where she discovered her passion for college access.

Since 2014, she has been a college access advisor helping hundreds of marginalized young people achieve their college dreams through her work at John Jay College, UCLA, LA Promise Fund and The Door. Because of all her experiences in this field, she decided to obtain her Masters of Social Work from the Silberman School of Social Work at Hunter College. She is currently in her first year where she is part of the Social Justice Committee, has been elected to the Student Senate and is involved with Undoing Racism is Possible, which unites all NYC social work students to have an anti-racism, anti-oppressive lens in our curriculum. She is sit for the NY LMSW test and eventually hopefully become a Licensed Clinical Social Worker. She is interested in Liberation Based Healing for her clients.

Photo missing

## American Fellow



**Jacqueline Cruz, American Fellow** is a doctoral candidate in sociology of education at NYU Steinhardt School of Culture, Education, and Human Development. She is primarily interested in gender inequality in higher education. Her research focuses on understanding how higher education administrators create and implement Title IX policies aimed at addressing and reducing campus sexual violence. She is the recipient of an AAUW American Dissertation Fellowship. Jackie holds a Bachelor of Arts in English from Wesleyan University and a Master of Education from the Harvard Graduate School of Education.

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# 2019 Great Decisions

### Great Decisions Conversation Invite!

Empire State NYC Branch members and friends are invited to join us, on the 2nd and the 4th Thursdays starting Thurs. Feb. 14th from 5:30 pm to 7 pm at the Harvard Club for drinks and conversation. Please see below the 2019 Great Decisions topics and register to participate by emailing our International Director, Julie Kleszczewski at [juliek@msn.com](mailto:juliek@msn.com).

Topics for Great Decisions* 2019	Date	Leader
<p><b>8. State of the State Department and Diplomacy. Leader:</b> During the Trump administration, the usual ways of conducting diplomacy have been upended. Many positions in the State Department have never been filled, and meetings with foreign leaders such as Kim Jong-un and Vladimir Putin have been undertaken with little advance planning. What effect are these changes having now, and how will they affect ongoing relationships between the United States and its allies and adversaries?</p>	4 <sup>th</sup> Thurs, May.23	Dr. C.S. Rani
<p><b>5. Decoding U.S.-China Trade.</b> Though arguably the most advanced economy in the world, the United States still uses centuries-old numbers to measure trade. These antique numbers mangle understanding of the U.S.-China trade relationship, shrinking America's true economic size and competitiveness, while swelling China's. Bad numbers give rise to bad policies that ultimately kill U.S. jobs and cede market share to China. What other tools can the United States employ to counter China's unfair trade practices? There are several available, yet they remain mostly unused.</p>	2 <sup>nd</sup> Thurs, June 13	Maria Ellis
<p><b>6. Cyber Conflict and Geopolitics.</b> Cyber conflict is a new and continually developing threat, which can include foreign interference in elections, industrial sabotage and attacks on infrastructure. Russia has been accused of interfering in the 2016 presidential elections in the United States and China is highly committed to using cyberspace as a tool of national policy. Dealing with cyber conflict will require new ways of looking at 21<sup>st</sup> century warfare. Is the United States prepared to respond to such threats?</p>	4 <sup>th</sup> Thurs, June.27	Ruth Wong
<p><b>7. The United States and Mexico: Partnership Tested.</b> The United States and Mexico have a long, intertwined history, with both countries prominently featured in each other's politics and agendas. The war on drugs, immigration and trade issues have taxed the relationship over the years. What impact will new leadership in both countries have on this crucial partnership?</p>	2 <sup>nd</sup> Thurs, July.25	TBD

**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.



## Mount Mentors Closing Celebration At the College of Mount Saint Vincent on Thursday, May 9, 2019!



College of Mount Saint Vincent



Mount Mentors & Mentees



## 2019 NYS Summer Leadership Conference

The Empire State NYC Branch, AAUW is offering scholarships to branch members interested in joining us at our AAUW NYS Summer Leadership Conference on July 19-21, 2019.

**SAVE THE DATE** **ROADMAP TO SUCCESS** **SAVE THE DATE**

**SUMMER LEADERSHIP CONFERENCE**

PROGRAMS  
MISSION  
FUNDS  
COMMUNICATIONS  
MEMBERSHIP  
PUBLIC POLICY

**ALL ELECTED LEADERS**  
Presidents  
Program VPs  
Membership VPs  
Public Policy VP  
Treasurers  
Secretaries

**CAZENOVIA COLLEGE**  
Cazenovia, NY  
July 19-21, 2019

To apply for a scholarship, email [mellis@fsacap.com](mailto:mellis@fsacap.com). Application are accepted May 1st to June 1st. Summer Leadership Conference, July 19-21, 2019  
Registration will open June 1

## 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](#) |



# 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**



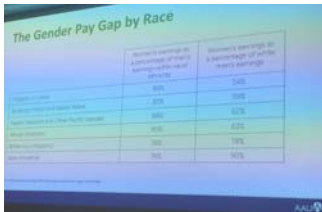
Suzanne DeChillo/photographer, The New York Times Annie Houle of the WAGE Project uses \$1 bills and play money to show men's pay advantage over different groups of women. Her program teaches women how to negotiate for better salaries.

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

## Online Salary Negotiation Workshop

How do I sign up for a free online salary negotiation workshop? Chances are, you deserve a raise! This free online course will give you the tools you need to successfully negotiate and close the pay gap for women everywhere. To Register, please click on the link below:  
<https://salary.aauw.org/salary-negotiation/>

## 2019 National Conference for College Women Student Leaders (NCCW\$L), May 29—June 1, 2019

### Are Scholarships available for the 2019 National Conference for College Women Student Leaders?



The National Conference for College Women Student Leaders will be from May 29 to June 1, 2019 at the University of Maryland in College Park, MD.

The AAUW National Scholarship Application is now open and will be closed at 11:59 p.m. on February 15, 2019. Students must apply online to be considered for a national scholarship.

**Important dates:**

- Monday, April 1, 2019: Signed contracts and endorsement forms due to AAUW
- Monday, April 15, 2019: Second round National Scholarship decisions are sent - partial scholarships awarded
- Monday, April 22, 2019: Second round signed contracts and endorsement forms due to AAUW

After decisions are sent out, scholarship awardees will be registered by AAUW staff. If an applicant is not awarded a scholarship but would still like to attend, they will be able to register at our early-bird rate. AAUW offers full and partial national scholarships, awarded upon availability. Scholarships do not include travel or other additional expenses. Full scholarships will be awarded first; once acceptances have been confirmed, a limited number of partial scholarships will be awarded. Scholarships are non-transferable.

Full scholarships cover: residential or commuter registration (award amount \$585 or \$405, respectively); scheduled meals

Partial scholarships cover: 50% of your base registration fee (award amount \$292.50 or \$202.50, respectively); scheduled meals

For more details regarding AAUW's national scholarships visit our website here. If you are having trouble viewing this form, or need a different format, please contact [nccwsl@aauw.org](mailto:nccwsl@aauw.org).



# 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 Applauds 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. 29<sup>th</sup> at 8 pm.

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

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



Explore Your Opportunities:  
**The Sky's the Limit!™**  
 2020 Conference  
 Date: 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 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. **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.

## 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



Blizzard in a Bottle!



Lifting the Chemical Fingerprint



# CALENDAR FOR MAY - JULY 2019

Happy Summer!

Day	Date	Time	Event
Fri	05/03/19	5:30 - 7:00 p.m.	Mentoring & Social Media Cttee meetings, H Club
Fri	05/10/19	5:30 - 7:00 p.m.	Comm. & Social Media Cttee meetings, Harvard Club
Thurs	05/12/19	5:30 - 7:00 p.m.	Great Decisions, The Harvard Club
Fri	05/17/19	5:30 - 7:00 p.m.	Comm. & Social Media Cttee meetings, Harvard Club
Thurs	05/23/19	5:30 - 7:00 p.m.	Great Decisions, The Harvard Club
Fri	05/24/19	5:30 - 7:00 p.m.	Comm. & Social Media Cttee meetings, Harvard Club
Tues	05/28/19	8:00-9:00 p.m.	Empire State NYC Branch Teleconference, Call 605 313 5105, code 223128#
Mon	5/27/19		Memorial Day
Wed-Sat	05/29-06/01/19		National Conference for College Student Leaders (NCCWSL)
Sat	06/08/19		Incoming elected and appointed AAUW Board members will attend and observe the Board of Directors meeting in Washington, DC
Sun	06/09/19		Sun. 06/09/19 Incoming elected and appointed AAUW Board members will attend Board orientation in Washington, DC
Tues	06/24/19	8:00-9:00 p.m.	Empire State NYC Branch Teleconference, Call 605 313 5105, code 223128#
Thurs	7/4/19		Independence Day

\*\*\*\*\*  
 \* 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:  
 May 3, 10, 17, 24;  
 Mentoring/Communications & Social Media Cttee meetings are held at the Harvard Club  
 RSVP Maria at 973-216-4181

Thurs, May 23; June 13, 27; July 25  
 Great Decisions, the Harvard Club

May 29 - June 1, 2019  
 2019 AAUW NCCWSL Conference  
 Univ. of Maryland, College Park, MD

July 2019  
 2019 AAUW-NYS Summer Conference  
 Cazenovia College, Cazenovia, 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



**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](mailto: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](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](http://www.aauw.org)  
 State: [www.aauw-nys.org](http://www.aauw-nys.org)  
 AAUW Empire State NYC Branch: <http://empire-ny.aauw.net/>  
 EYO: [www.aauw-eyhconference.org](http://www.aauw-eyhconference.org)

Webmaster: Chigurupati S. Rani, Ph.D.; [csrani.rani@gmail.com](mailto:csrani.rani@gmail.com)  
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 Chigurupati S. Rani, Ph.D.; & Anita Nahal, Ph.D.  
 Design: Maria Ellis & Chigurupati S. Rani, Ph.D.

**AAUW EMPIRE STATE NYC BRANCH**

**Officers & Directors-at-Large**

**President:** Maria Ellis, AAUW Empire State NYC Branch (ESNYCB)  
**Program VP:** Colleen Ward, AAUW Fellow, ESNYCB  
**Membership VP:** Ayesha Shakya, AAUW Fellow, ESNYCB  
**AAUW Funds VP:** Emmelina De Feo, ESNYCB  
**Recording Secretary:** Gloria Abrams, ESNYCB  
**Treasurer:** Chigurupati S. Rani, Ph.D., ESNYCB

**Directors-at-Large:**

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**College & University Relations:** Lorrin Johnson, Westchester Branch, ESNYCB  
**Communications & Visibility Director:** Jessica Sims, Ph.D., AAUW Fellow, ESNYCB  
**Cultural Director & Young Women Task Force Liaison:** Terehas Edwards,  
 AAUW Fellow, ESNYCB  
**Diversity Director:** Anita Nahal, Ph.D., ESNYCB  
**International Director:** Julie Kleszczewski, ESNYCB  
**Parliamentarian:** Laurie Ginnitti, Jamestown Branch  
**Public Policy:** Edwina Martin, Rockland Branch, ESNYCB

**Special Projects**

Joan Monk & Anita Nahal, ESNYCB

**Social Media Team**

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](mailto:mellis@fsacap.com) & [csrani.rani@gmail.com](mailto: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.



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



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

