



Empire State NYC Branch

Founded 2012

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Welcome to the AAUW Empire State NYC Branch!

Empire State NYC Branch Celebrates 2023 Christmas & 2024 New Year

Inside this issue:

A Letter from the President; 2023 Girls for STEM Mystery Women!	2
A Letter from the President; ;Secure Your Finances by Creating Your Own Financial Plan; 2023 AAUW Fellowships	3
2023 AAUW Fellowships Continued	4
2024 Great Decisions	5
Start Smart/Salary Negotiation Workshop; AAUW StartSmart Salary Negotiation—NYIT	6
Ask the President: Recipients of AAUW Fellowships or Grants in 2020-2023	6
Fellowships or Grants Cont'd.	7
2023 Girls for STEM Conference Pictures	8
2023 Girls for STEM Conference Pictures Cont'd.; College of Mount Saint Vincent Mentorship Event;	9
Are You Interested in the STEM Fields and All the Potential They Hold—Especially for Girls Like You?	9
Diversity and Inclusion; AAUW Applauds Passage of the Paycheck Fairness Act; You Can: Give Women Tools to Negotiate Their Salaries; Public Policy	10
Public Policy Cont'd.; A Visit to Brooklyn Botanic Garden Lightscape Pictures	11
Diversity & Inclusion Co-Director Anita Nahal; Congrats to Anita Nahal for her first novel, Drenched Thoughts!	12
Diversity & Inclusion Co-Director Anita Nahal Cont'd.	13
Girls for STEM Pictures Cont'd.; Girls for STEM	14
Calendar for September - December 2023; Thank You for Your Donation to the AAUW Funds!; AAUW Student Organizations	15
AAUW Empire State NYC Branch Membership Form; Join Us!; Save the Dates	15
Officers & Directors-at-Large of Empire State NYC Branch	16



AAUW- Empire State NYC Branch Officers, Members, & American/International Fellows met at the Harvard Club For Sunday Holiday Brunch to celebrate 2023 Christmas & New Year 2024!



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,

As we approach 2024, I would like to take a moment to express my sincere appreciation for your dedication and tireless efforts in service of AAUW. Your leadership and commitment have been instrumental in navigating the challenges presented in 2023, and it is your commitment to our mission to promote education and pay equity for women and girls that continue to propel our mission forward.

AAUW's unwavering commitment to global gender equity has existed for over a century, including the launch of the International Fellowships Program in 1917, member-participation in the establishment of the UN, co-founding the Working Group on Girls, and active engagement in the annual UN Commission on the Status of Women.

Youth participation at the United Nations continues to expand with the growing recognition that the perspectives of young people, particularly young women and girls, are critical to achieving sustainable, inclusive and equitable global development outcomes. Therefore, we would like to congratulate our AAUW UN youth representatives Zahra Hassan and Kyra Szabo, and Elena Reiss, Assistant Director of Fellowship Advising and UN Programs at Lehigh University, for an engaging discussion on the importance of youth voices in the future of women's empowerment and global gender equity.

Thank you again to our primary and dual members who have renewed their membership with the Empire State NYC Branch, AAUW. If you have not yet renewed your membership, this is a friendly reminder! **If you become a new member or renew your membership with the Empire State NYC Branch, AAUW on before January 7, 2024, you will receive a complimentary copy of my 4th book, "Longevity, Reinvent Yourself at Any Age."**

Please see below the various memberships available. You can pay by PayPal or if you prefer to email a check, issue a check to Empire State NYC Branch, AAUW and mail it to our treasurer, Dr. C. S. Rani, 200 Cabrini Blvd, #77, New York, NY 10033.

The annual dues to become a primary member is \$80. (The \$80 fee is distributed as follows: \$62 for national dues, \$13 for NYS; \$5 for Empire State NYC Branch.

If you are a dual member the annual fee to become a member of the Empire State NYC Branch is only \$5.

If you are already an AAUW member at large, the annual fee is \$18 (\$13 for AAUW NYS; \$5 for Empire).

If you are a graduate student, the membership is \$18.81.

If you are a new graduate, the 1st year membership is free.

If you are a student, the membership is free

To pay via PayPal, click on the following link.

[https://www.paypal.com/paypalme/empirenyc?ppid=PPC000654&cnac=US&rsta=en_US\(en_US\)&cust=O2B65DHZ8LPPJ&unptid=0a35625c-dd58-11e8-ab19-441ea1479ce4&t=&cal=67c54f24a1b67&calc=67c54f24a1b67&calf=67c54f24a1b67&unp_tpcid=ppme-social-business-profile-creat-ed&page=main:email&pgrp=main:email&e=op&mchn=em&s=ci&mail=sys](https://www.paypal.com/paypalme/empirenyc?ppid=PPC000654&cnac=US&rsta=en_US(en_US)&cust=O2B65DHZ8LPPJ&unptid=0a35625c-dd58-11e8-ab19-441ea1479ce4&t=&cal=67c54f24a1b67&calc=67c54f24a1b67&calf=67c54f24a1b67&unp_tpcid=ppme-social-business-profile-creat-ed&page=main:email&pgrp=main:email&e=op&mchn=em&s=ci&mail=sys)

In closing, we invite you to join us at our upcoming zoom meetings. I hope you can join us! Please RSVP asap. To join us at these meetings, click on the link below. I hope you can join us!

<https://us02web.zoom.us/j/7457199346?pwd=aGZPTW0xSU0zL1JveHo5anlya1ArZz09>
Meeting ID: 745 719 9346. Passcode: KWBP.

Thurs. Dec 14th, 2023, @ 5:30 pm - 6:30 pm - Topic: Latin America Socio Economic conditions.

Thurs. Dec. 21st, 2023 @ 5:30 pm - 6:30 pm - College Women Presidents Celebration Planning Cttee meeting.

Thurs. Jan. 11th, 2024@ 5:30 pm - 6:30 pm - College Women Presidents Celebration Planning Cttee meeting.

Thurs. Feb. 1st, 2024@ 5:30 pm - 6:30 pm - College Women Presidents Celebration Planning Cttee meeting

continued on Page 3

2023 Girls for STEM Mystery Women!



We would like to thank you:
the Mystery Women, the Planning Committee members and all the awesome volunteers who contributed to the success of the Girls for STEM Conference on March 4, 2023, at the College of Mount Saint Vincent, Riverdale, NY

continued from Page 2

Thurs. Feb. 1st, 2024, @ 6:30 pm to 7:30 pm - Topic: Great Decisions: Mideast Realignment. The United States and Middle East are at a crossroads.

Thurs. Feb. 29th, 2024@ 5:30 pm – 6:30 pm – College Women Presidents Celebration Planning Cttee meeting

Thurs. Feb. 29th, 2024, 6:30 pm to 7:30 pm - Topic: Great Decisions: Climate technology and competition. Will the United States and China, with other powerful countries following suit, approach current and future climate initiatives with an increased commitment to trade protectionism and nationalism, by various measures including trade restrictions?

Thurs. March 7th, 2024@ 5:30 pm – 6:30 pm – College Women Presidents Celebration Planning Cttee meeting.

Thurs. March 7th, 2024, 6:30 pm to 7:30 pm - Topic: Great Decisions: Science across borders.

Scientific advances benefit from collaboration between researchers, but what happens when material, such as Artificial Intelligence (AI) is controversial and important to a nation's national security?

Thurs. March 21st, 2024@ 5:30 pm – 6:30 pm – College Women Presidents Celebration Planning Cttee meeting

Thurs. March 21st, 2024, 6:30 pm to 7:30 pm – Topic: U.S. -China trade rivalry. China's economic rise and its current policies of increasing the role of the state in the economy have led some U.S. policymakers to seek to deny China access to U.S. technology and investment.

Wishing you all Hapy & Prosperous 2024!

Cheers,
 Maria Ellis, MBA
 Empire State NYC Branch President
 Email: mellis@fsacap.com
 Mobile: 973-216-4181
<https://empire-ny.aauw.net/>

2023 AAUW Fellowships

Upon request, see below a brief description of the American Association of University Women Fellowships. The Applications were opened on August 1st and the deadline for submission is November 15, 2023.

American Fellowships Funding: \$8,000–\$50,000



2019-20 American Fellow Kelsey Lewis

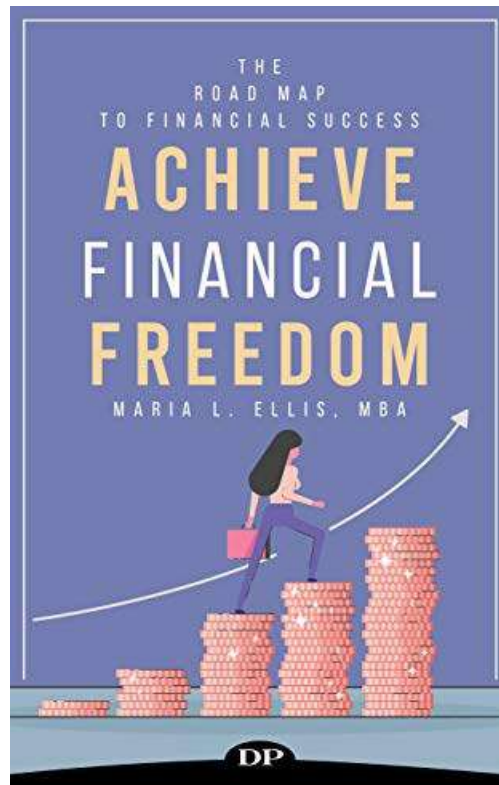
The American Fellowship program began in 1888, a time when women were discouraged from pursuing an education. It is AAUW's largest fellowship program and the oldest

non-institutional source of graduate funding for women in the United States.

AAUW American Fellowships support women scholars who are pursuing full-time study to complete dissertations, conducting postdoctoral research full time, or preparing research for publication for eight consecutive weeks. Applicants must be U.S. citizens or permanent residents. Candidates are evaluated on the basis of scholarly excellence; quality and originality of project design; and active commitment to helping women and girls through service in their communities, professions, or fields of research.

Secure Your Finances by Creating Your Own Financial Plan

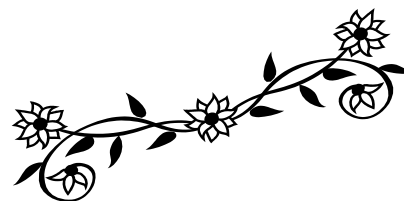
https://www.amazon.com/Achieve-Financial-Freedom-Road-Success-ebook/dp/B089NK7ROG/ref=sr_1_1?dchild=1&keywords=maria+ellis&qid=1600708391&sr=8-1



Do you work long hours in a stressful career and wonder if it will be enough to support your financial needs in both the near and distant future? Do you want to ensure that you have enough money to live your dream life and retire on your own time? Why not learn how to make your money work for you before it is too late? You can start building a strong financial future right now without working yourself to death. It is never too early to learn how to invest your money.

In *Achieve Financial Freedom*, author Maria L. Ellis, MBA, brings together more than twenty years of experience to teach just how easy it can be to:

- Create a financial plan that makes it easy to achieve financial success
- Select the investments that are best for your specific goals
- Know the risks and rewards of investing, and avoid the pitfalls common to new investors so your money works for you
- Monitor and adjust your investment portfolio so you can watch your investments grow
- Invest your money so you will have enough to live your dream life



Fellowships continued on Page 4

2023 Fellowships Cont'd.

Career Development Grants Funding: \$2,000–\$20,000



2019-20 Career Development Grantee Samentha Gunn

Career Development Grants provide funding to women who hold a bachelor's degree and are preparing to advance or change careers or re-enter the workforce in education; health and medical sciences; science, technology, engineering, and math (STEM); or social sciences. Primary consideration is given to women of color and women pursuing their first advanced degree or credentials in nontraditional fields.

Applicants must be U.S. citizens or permanent residents whose last degree was received before June 30, 2016. Funds are available for tuition, fees, books, supplies, local transportation and dependent care.

AAUW originally designed Career Development Grants in 1972 to offer "encouragement" funding to AAUW members seeking to renew or resume academic work for credit toward career or employment advancement.

Today, grants support course work beyond a bachelor's degree, including a master's degree, second bachelor's degree, certification program, or specialized training in technical or professional fields. Course work must be taken at an accredited two- or four-year college or university in the United States or at a technical school that is fully licensed or accredited by the U.S. Department of Education. Funds are not available for doctorate-level work.

Community Action Grants Funding: \$3,000-\$10,000



2018-19 Community Action Grantee Marisa Madison

Community Action Grants provide funding to individuals, AAUW branches and AAUW state organizations as well as community-based nonprofits for programs that promote education and equity for women and girls. Since 1972, AAUW has provided support to hundreds of communities across the United States.

International Fellowships Funding: \$20,000–\$50,000

International Fellowships are awarded for full-time study or research in the United States to women who are not U.S. citizens or permanent residents. Both graduate and postgraduate studies at accredited U.S. institutions are supported.

Applicants must have earned the equivalent of a U.S. bachelor's degree by the application deadline, and must have applied to their proposed institutions of study by the time of the application. Up to five International Master's/First Professional Degree Fellowships are renewable for a second year; fellows will receive application information for this competitive program.

Recipients are selected for academic achievement and demonstrated commitment to women and girls. Recipients return to their home countries to become leaders in business, government, academia, community activism, the arts or scientific fields.

International Project Grants Funding: \$3,000–\$10,000



AAUW 2010-11 International Fellow Sandhya Sanduja

When AAUW International Fellows pursue education in the United States,, their commitment to

empowering women and girls in their home countries doesn't end — and neither does their need for financial support.

To create lasting support around the globe, AAUW awards grants to International Fellowship alumnae who have returned home after successfully completing the course of study for which they received funding. These grants allow alumnae to build on their academic work and implement community-based projects that will improve the lives of women and girls.

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

Research Publication Grants in Engineering, Medicine and Science Funding: \$10,000–\$35,000



2019-20 Research Publication Grantee May Abdelaziz

Having a strong publication record is a key to receiving promotions and tenure in engineering, medicine and science. Yet persistent gender stereotypes and bias in these fields can make it difficult for women to find the time and institutional support needed to publish their research. These grants help women overcome these barriers by funding research projects that will culminate in scholarly publications.

They are open to women scholars conducting basic research in engineering, medicine or the physical or biological sciences and who have a doctorate degree in one of those fields. The grantee must publish their research in a scholarly publication and be listed as a primary author.

Selected Professions Fellowships Funding: \$20,000



2019-20 Selected Professions Fellow Jenny Trieu

Selected Professions Fellowships are awarded to women who intend to pursue a full-time course of study at accredited U.S. institutions during the fellowship year in one of the designated degree programs where women's participation traditionally has been low. Applicants must be U.S. citizens or permanent residents.

These fellowships were established in 1970 with a \$25,000 grant from the Max C. Fleischmann Foundation. Initially, they focused on opening doors for women in the male-dominated fields of law and medicine. However, the focus expanded over time to include science and technology, since the demand for a technologically skilled workforce has grown without proportional representation by women.

Selected Professions Fellowships are awarded for the following master's programs:

- Architecture.
- Computer/information sciences.
- Engineering.
- Mathematics/statistics.

Fellowships in the following degree programs are restricted to women of color, who have been underrepresented in these fields:

- Master's in business administration.
- Law.
- Doctorate in medicine.

2024 Great Decisions



Great Decisions Topics 2024:

Our Great Decisions conversations will start on Thursday, Feb. 1st from 5:30–6:30 pm. Please refer to the Event Calendar listed on this newsletter for upcoming Zoom meetings.

Topics for Great Decisions 2024	Date	Leader
<p>1. Mideast Realignment</p> <p>The United States and Middle East are at a crossroads. In spite of a reduced presence in the Middle East, the U.S. still has significant national interests there and the area is a key arena for global power politics. Can the U.S. continue to defend its interests in the Middle East and globally with a lower level of military and political involvement, or should it recommit to a leading role in the region? <i>By Marc Lynch</i></p> <p>Discussion Leader: Maria Ellis</p>	Thurs, Feb. 1	Maria Ellis
<p>2. Climate technology and competition</p> <p>Will the United States and China, with other powerful countries following suit, approach current and future climate initiatives with an increased commitment to trade protectionism and nationalism, by various measures including trade restrictions? Or could a growing spirit of international accord develop to confront the “common enemy” of climate change? <i>By Bud Ward</i></p> <p>Discussion Leader: TBD</p>	Thurs, Feb. 29	TBD
<p>3. Science across borders</p> <p>Scientific advances benefit from collaboration between researchers, but what happens when material, such as Artificial Intelligence (AI) is controversial and important to a nation’s national security? Is there a middle ground between sharing information and denying access? How can we regulate cooperation? <i>By Mila Rosenthal</i></p> <p>Discussion Leader: TBD</p>	Thurs, March 7	TBD
<p>4. U.S. China trade rivalry</p> <p>China’s economic rise and its current policies of increasing the role of the state in the economy have led some U.S. policymakers to seek to deny China access to U.S. technology and investment. This is seen as a necessary corrective to decades of predatory Chinese economic policies. Is this a wise strategy, and how effective can it be? <i>By Jonathan Chanis</i></p> <p>Discussion Leader: TBD</p>	Thurs, March 21	TBD
<p>5. NATO’s future</p> <p>Since the Russian invasion of Ukraine in February 2022, the North Atlantic Treaty Organization (NATO) has come under increased scrutiny, not because NATO troops are involved in the conflict, but because of its role in relations between Russia and its neighbors. Will expanding membership in NATO protect countries, or will it further provoke Russia? <i>By Sarwar Kashmeri</i></p> <p>Discussion Leader: TBD</p>	Thurs, April 4	TBD
<p>6. Understanding Indonesia</p> <p>Despite its large size, Indonesia remains virtually invisible to most Americans. But as one of the world’s largest democracies, the world’s largest Muslim-majority nation, and as an economic driver of ASEAN, why does it fly below the radar? What are current issues in U.S.-Indonesian relations, and what role can the country play in Asia? <i>By Charles Sullivan</i></p> <p>Discussion Leader: TBD</p>	Thurs, April 18	TBD
<p>7. High Seas Treaty</p> <p>Areas of the seas beyond national jurisdiction comprise the high seas, which are facing a degradation of ecosystems due to climate change and the increase in human activities, such as shipping, overfishing, pollution, and deep-sea mining. The recently negotiated High Seas Treaty, also known as the Biodiversity Beyond National Jurisdiction treaty, will attempt to address these issues. How difficult will it be to convince nations to participate? <i>By FPA editors</i></p> <p>Discussion Leader: TBD</p>	Thurs, April 25	TBD
<p>8. Pandemic preparedness</p> <p>Looking back at the covid-19 pandemic, there are many lessons to take away in terms of domestic and international policies. Although this pandemic seems to have waned, how can we apply these lessons to future pandemics? Will countries cooperate, and will a consensus emerge on how to manage global health challenges? <i>By Carolyn Reynolds</i></p> <p>Discussion Leader: TBD</p>	Thurs, May 9	TBD

Zoom Meetings, 5:30–6:30 p.m. For more information, email Marial Ellis at mellis@fsacap.com

Click on the link below for all our scheduled zoom meetings (same link for all):

<https://us02web.zoom.us/j/7457199346?pwd=VXI4YURMSmdsSXpxRHdia0Nwa01FUT09>

Meeting ID: 745 719 9346 Passcode: AAUW To join by

telephone: dial (646)931-3860

Start Smart/Salary Negotiation Workshop

Ask the President

Learning to Negotiate the Wage Start Smart Workshop

Sponsored by
 AAUW's Empire State Virtual Branch!
 Place: New York Institute of Technology
 Spring 2024
 Date/Time: TBD

https://www.nyit.edu/box/features/know_your_value_how_to_negotiate_salary

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



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>

What are some of the tips for receiving educational funding from AAUW?

Some of the tips for receiving educational funding from AAUW including the following:

- Follow all instructions: According to AAUW Fellowships & Grants, many proposals are disqualified each year because applicants omit a key step in the guidelines. Carefully read and follow the funder's instructions for preparing the proposal. This is particularly important when it comes to budget guidelines. Be clear and specific about each item needed to implement your project successfully.
- Lay the groundwork: Map out a plan in advance of preparing your proposal. If you are seeking funding for a set of workshops, for example, first develop your goals (general guidelines for what you want to achieve), objectives (measurable outcomes), themes, intended audience and timeline.
- Be clear and realistic: Grant writing isn't a time to be aspirational. Pick goals and objectives that are within your reach.
- Be transparent: Your proposal should effectively and accurately communicate how you would use the funds. Describe how the funds would provide for activities that would not otherwise occur. Distinguish the activities that would be financed by the grant from the broader work of the applicant's organization or program. Provide detailed budgetary information to describe these activities.
- Be concise: Reviewers must read dozens of proposals. Proposals that get right to the point are more compelling and show that applicants respect their reviewers' time.
- Proofread thoroughly: Proposals that are unclear or contain numerous mistakes distract the reviewer from focusing on the content of your project. Check to be sure that sentences are complete, clear, and grammatically correct, and that your ideas flow logically from one another.
- Finally, have someone else read the completed proposal and request feedback. Asking someone you know and trust for constructive criticism is a great way to ensure your proposal is understandable to an outsider. An objective reader can often identify areas that need more explanation and may find errors you have overlooked. For additional information, email Maria Ellis at mellis@fsacap.com.

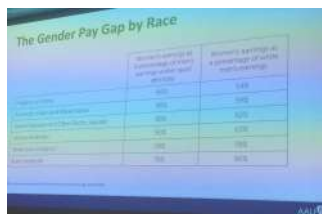
AAUW StartSmart Salary Negotiation - NYIT

Who are some of the recipients who have received AAUW Fellowships or Grants in 2022-2023?



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

AAUW provides the largest fellowship program and the oldest non-institutional source of graduate funding for women in the United States.

AAUW American Fellowships support women scholars who are pursuing full-time study to complete dissertations, conducting postdoctoral research full time, or preparing research for publication for eight consecutive weeks. Applicants must be U.S. citizens or permanent residents. Candidates are evaluated based on scholarly excellence; quality and originality of project design; and active commitment to helping women and girls through service in their communities, professions, or fields of research.

This is a special 10th-anniversary fall issue for us, and the NYC Metro fund has sponsored 13 out of 31 fellows in 2022-2023.

Here are some of the recipients in 2022-2023



Farzana Ali's work focuses on developing a machine-learning model to predict antidepressant response early in treatment using activity data. Such a model will allow remote health monitoring that can benefit women who are more likely to experience depression but lack access to mental-health care due to societal barriers. She is a senior leader in the Ph.D. career ladder program that provides mentoring for grad students and post-docs pursuing careers inside and outside academia.

Sponsors:
 1827 - Sandy Bernard and Alice Ann Leidel
 4345 - Lucy Fulton - American Fellowship

American Fellow Farzana Ali

Fellowships or Grants Cont'd.



**2022-23
American Fellow Grantee
Anna Hidalgo**

Anna Hidalgo's research is driven by a commitment to understanding the experiences of marginalized people and communities. Her current project is an ethnography of transnational intimate relationships in a Peruvian town. She examines masculine subcultures, the sociocultural dimensions of tourism and how people use fantasy to cope with structural and personal disappointments. Her earlier work examined the experiences of marginalized people in academia. She was born in the Dominican Republic and raised in South Florida.

**2022-23
American Fellow
Grantee
Azeta Kola**



Azeta Kola's research exposes the nature of early modern empires, offering a more nuanced understanding on the Venetian-Ottoman rivalry for dominion in the Early Modern Mediterranean. Her project shows how vital frontier regions like Albania were as negotiating grounds during the Renaissance. Her goal is to teach and do research as a tenured history professor to close the gender gap in academia.

Sponsors: 1020 - Margaret M. Bryant



**2022-23
American Fellow
Alexandria Ramos
New York University**

Alexandria Ramos is a Ph.D. candidate in New York University's department of English. Her research and teaching interests include women of color feminisms, decolonial thought, migration and diasporas. She is currently working on a dissertation that explores the print pedagogies of U.S. Latinx and Asian American writer-activists in the pre-Civil Rights era.

Sponsors:
1046 - Marguerite E. Gauger; 4053 - Seneca Falls 150th Anniversary;
4113 - Illinois 75th Anniversary

**2022-23
Career Development Grant Grantee
Natalie Diaz**



Natalie Diaz is a therapist in training, a change-maker, a leader, a community builder and an activist. She is pursuing a Master of Social Work to practice both direct clinical social work, focusing on counseling for BIPOC individuals, and macro social work, focused on social policy and driving structural change via political social work. Her practice is rooted in social justice, and she is passionate about the principles and practices of racial and economic equity.

**2022-23
Career Action Grantee
Yamilée Toussaint Beach**



STEM From Dance gives girls the awareness and preparation for a STEM education through the creative and confidence-building aspects of dance. Girls will choreograph a dance enhanced with a technological component they learn to code, such as computer-programmed animation that serves as a digital backdrop, music created through coding or costumes with LED lights. Girls also can connect with women in STEM and attend field trips to STEM companies.

**2022-23
Career Action Grantee
Eden Oyewo**



C.O.R.E. is a movement to develop a strong and positive foundation for Black/brown young women and teens. Allowing females to understand and maintain a healthy level of self-worth through our digital media and programs addressing finance, relationships, health, beauty and careers. Since 2015, C.O.R.E. has implemented and cosponsored more than 15 programs that have reached more than 715 Black/brown teens in high school through young women in college in Brooklyn, New York, and locations across America.

**2022-23
AAUW Postdoctoral Research Leave Fellowship
Sabine Franklin**



Sabine Franklin completed her PhD in Economics at the University of Westminster in London, UK in 2020. Her dissertation examines the local governance of 2014 Ebola outbreak in Sierra Leone and Liberia. She is interested in local politics in West Africa, especially on issues of health and development. She is currently a recipient of the 2022-2023 AAUW postdoctoral research leave fellowship and is hosted at the Macmillan Center for International and Area

Studies at Yale University and a Visiting Researcher at the Westminster Development Policy Network at the University of Westminster. You can connect with her at

<https://www.linkedin.com/in/sabinefranklin/>.

2023 Girls for STEM Conference Pictures

We would like to thank you the Mystery Women, the Planning Committee members and all the awesome volunteers who contributed to the success of the **Girls for STEM Conference on March 4, 2023** at the College of Mount Saint Vincent, Riverdale, NY



Mystery Women!



2023 Girls for STEM Conference Pictures Cont'd.



Congratulations and thank you to the Planning Committee, the Mystery Women and all the volunteers for a very successful Girls for STEM Conference held on March 4th, 2023 at the College of Mount Saint Vincent. Special Thanks to Dr. Susan R. Burns, President of the College of Mount Saint Vincent for such a special welcoming ceremony.



College of Mount Saint Vincent Mentorship Event



CMSV Metnors : Dr. Rani, Maria Ellis & Lorrin Johnson
Mentees: Nakayah Estwick, Kathleen Stack & Brianna Perez

Are You Interested in the STEM Fields and All the Potential They Hold— Especially for Girls Like You?

AAUW has created a brand new program for girls in grades 9 through 12 — with a particular focus on girls of color — and for the parents, guardians, and caregivers who support their dreams and aspirations. For more information, email: mellis@fsacap.com.



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-Apprises 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



AAUW Public Policy Priorities!

All state and branch AAUW Public Policy Objectives must focus on the mission of AAUW to advance equity for women and girls through advocacy, education, and research. The Public Policy platform for AAUW New York State promotes and aligns with AAUW's nonpartisan mission with a specific emphasis on issues affecting women and girls in New York state.

There are many exciting opportunities for you to make your voice heard in the coming year on these issues. I've given you a brief summary of our NY state public policy platform focus for the 2023-2024 year.

Protection from censorship-book banning

Two NY districts have already totally banned books. Book banning in schools can happen in ANY state, including New York, depending on the composition of the school board. Here are just two of the districts banning books.

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<u>Banned Book</u>		<u>School District</u>				
Me and White Supremacy	Saad, Layla	New York	Somers Central School District	November 2022	Banned in Libraries and Classrooms	Informal Challenge
Gender Queer: A Memoir	Kobabe, Maia	New York	Washingtonville Central School District	September 2022	Banned Pending Investigation	Informal Challenge

Pen America a New York based advocacy group also noted the following books as banned because access is no longer freely available without a permission slip:

Marlboro Central School District

- "Dear Martin" by Nic Stone, in the Marlboro Central School District.
- "The Poet X" by Elizabeth Acevedo in the Marlboro Central School District.
- Yorktown Central School District:
- "All Boys Aren't Blue" by George M. Johnson
- "Beyond Magenta: Transgender Teens Speak Out" by Susan Kuklin
- "Jack of Hearts (and other parts)" by Rosen, L. C., "Lawn Boy" by Jonathan Evison
- "Looking for Alaska" by John Green
- "Out of Darkness" by Ashley Hope Pérez
- "The Bluest Eye" by Toni Morrison
- "The Hate U Give" by Angie Thomas

Moms for Liberty are also eyeing books to ban in these school districts: Hamburg, Orchard Park, West Seneca, Lancaster, Clarence, Cheektowaga, Williams-ville, Amherst and Kenmore.

Action: Contact school boards/ speak out at their meetings. Hold a public forum on the topic. Comment on social media/emails to state representatives.

ERA New York Initiative

On January 24, 2023, the New York legislature passed the ERA-NY (Equal Rights Amendment). New Yorkers will vote on the ratification of this amendment on the 2024 ballot. Until the ratification, the only form of discrimination prohibited in the New York state Constitution is based on a person's race and/or religion. Although there are laws protecting women, laws can be repealed. However, an amendment to the Constitution is considerably more difficult to change or abolish. The NY ERA amendment prohibits discrimination by the government

Public Policy Cont'd.

based on a person's ethnicity, national origin, age, disability and sex. Although this amendment's passage won't affect the federal ERA amendment, it will make a difference in the lives of New York Women.

Action: Promote Get out the vote activities that emphasize the importance of the ratification of this amendment. Collaborate with other organizations such as League of Women Voters and PowHer.

ERA/Federal

Kristin Gillibrand and Chuck Schumer have pointed out that the time deadline for the ERA was set in the preamble rather than the body of the proposed ERA amendment. Therefore, they maintain that legally, only what is contained in the body of the amendment is binding and therefore the time limit has no bearing on the passage of the amendment. We have to continue our efforts to promote the passage of the federal ERA.

Action: Collaborate with other organizations to keep the ERA in the forefront of legislative action and to promote ratification of the ERA. Initiate email/social media communications to our elected representatives encouraging them to continue the fight for ratification of the federal ERA.

CEDAW (Convention on the Elimination of all forms of discrimination against women)

CEDAW is the international treaty against discrimination against women. Jimmy Carter signed it in 1979 but the U.S has not yet ratified it. Unfortunately, the U.S has chosen to join six other countries, Iran, Sudan, Somalia, Nauru, Palau and Tonga in not ratifying CEDAW. The infamous policies of these six countries on human rights speak for themselves. The ultimate goal is for the United States to ratify this treaty and stand up against discrimination. However, if this goal is unattainable for the moment, adopting CEDAW on the state, county and city level would be an admirable accomplishment, and we can accomplish this by participating in the Cities for CEDAW campaign.

Cities for CEDAW

The Cities for CEDAW campaign was launched at a meeting of the UN Commission on the Status of Women in 2013 by the NGO Committee on the Status of Women (NGO/CSW NY) that supports the work of the United Nations Commission on the Status of Women and UN Women. NGO/CSW NY created "Cities for CEDAW" and joined with two founding partners: The Women's Intercultural Network (WIN) and The San Francisco Department on the Status of Women (DOSW). In 2015, The Leadership Conference on Civil and Human Rights joined the campaign. The campaign is a grassroots effort that provides tools and leadership to empower local women's civil and human rights organizations and municipalities to effectively initiate CEDAW within their city, county, town, or state. This endeavor requires the support of legislators who reject discrimination against women. 15 cities and/or counties have passed ordinances (laws) supporting Cities for CEDAW. 58 cities and/or counties have adopted resolutions. California has a statewide resolution & Oregon has a statewide proclamation. Only Westchester County & Mount Vernon in New York State have adopted a resolution. No city or county in New York State has passed an ordinance.

Action: Contact your Legislative representatives asking them to sponsor a Cities for CEDAW ordinance or resolution

Human Trafficking

- New York ranks as the 4th highest state for reports of sexual exploitation. Corona, Queens has become a haven for prostitution & trafficking. AAUW New Jersey during a past Superbowl was part of a coalition that plastered the restrooms on the Jersey Turnpike with stickers with the sex trafficking helpline phone number. It's up to us to give women who have lost their human rights the tools to escape their situation.
- Action: Provide helpline stickers to businesses in targeted trafficking areas.

Women in Leadership

To effect change women must secure leadership positions. Young women need to be encouraged to pursue careers in public service and elected office. Some of our branches have initiated Elect Her programs with school districts to engage young girls in interactive activities with exposure to women legislators, career options & the inner workings of a political campaign.

Action: Reach out to school administrations to ascertain interest in developing similar programs.

Social Security

The U.S borrowed 2.9 trillion dollars from the Social Security Fund. The Fund received treasuries for the cash. The U.S. pays 65 billion yearly in interest to the trust but still hasn't paid back the principal. The Fund must redeem a Treasury whenever there is a shortfall in contributions and it needs to fulfill its obligations to retirees. The fund's reserves will run out by 2033. This money was taken from the labors of American men and women. Women earn less than men throughout their lifetimes because of the gender pay gap. Since social security is based on your lifetime earnings women are most affected by this threat to their social security benefits. The proposed solutions to fix this crisis and to provide the benefits as they were originally promised looks grim. These are the proposed solutions:

- Raise Social Security's combined employer and employee payroll tax from 12.40% to 15.76% of the employee's pay.
- Permanently cut promised benefits by 21-22% for all Social Security recipients in 2034. This action is what politicians have promised to Americans under current law.
- Permanently cut benefits by 25% for those who starting to collect Social Security in 2021 or after.
- Some combination of these approaches.

Action: Encourage AAUW members to write their representatives in Congress & engage in a newspaper blitz to highlight the injustice of borrowing from Peter to pay Paul.(see article)

Let's not forget-Pay Equity & Title IX.

- As of 2023 according to PayScale, women earn \$0.83 for every dollar earned by men doing the same job, while Latinas earn \$0.53. We've come a long way as in 1982 women earned \$0.65 and that's because of our advocacy.
- Sex discrimination in education by any institution receiving federal funds is prohibited, with certain exceptions, by Title IX. However, certain regulations threaten Title IX.
- Support for passage of the Gender Equality Act (GEEA) and Title IX Take Responsibility Act of 2021 is essential to guarantee Title IX's protections.
- Action: Contact your legislators to ensure they support laws promoting equal pay and Title IX.

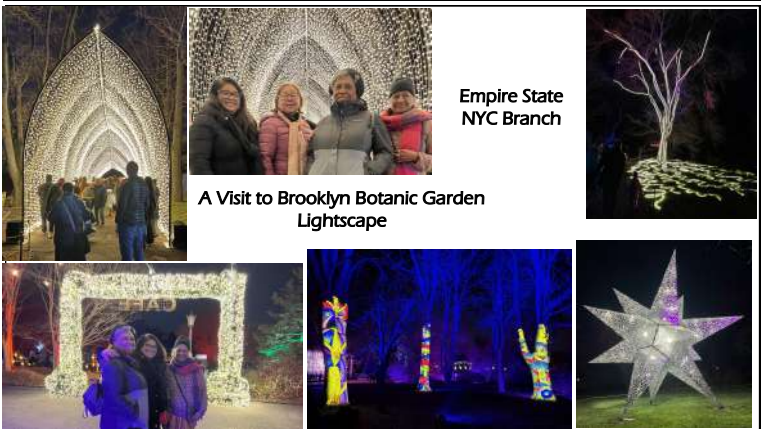
And remember! Partisan/Nonpartisan?

- AAUW is a 501c3 organization. The IRS prohibits partisan activities.
- Don't target voter registration efforts at members of a particular political party.
- Don't endorse candidates for any partisan election.
- Don't distribute voter guides unless your branch is a 501 c4.
- All major candidates must be invited to candidate forums.
- Emails, texts etc. should be reviewed for any language indicating partisanship .

You are free to express your partisan views as long as you do so as an individual and not a representative of AAUW.

Thank you for all you do. Keep that passion alive!

Best regards,
Sandy Camillo, AAUW NY State, VP Public Policy



Monthly Events

Diversity & Inclusion Co-Director Anita Nahal



Congrats to Anita Nahal for her first novel, *Drenched Thoughts*!

Here's a bit about the novel

Drenched Thoughts is a philosophical diasporic novel meandering amidst thoughts, emotions, and feelings. It begins after its protagonist Priya's son gets married in Chicago, sixteen years after they leave India to create new, peaceful, conflict-free lives. Grounded in the reality of a broken past, the novel epitomizes determination, tenacity, and gratitude.

Join Priya after she returns to her hotel room upon the conclusion of her son's wedding celebrations.

Join her tears, smiles, recollections, and ruminations about one woman's resolution to leave India and the risks and rewards of that decision.

Join her as she watches the rain and the lights, and every time she decides to take a shower, something or someone comes rushing into her memories.

Join Priya in her *Drenched Thoughts*.

How to get your signed copy?

The novel is available on Amazon; however it is priced highly at 39\$ (<https://a.co/d/9yqiv5Z>) for those living outside of India. If you would like a signed copy from me for only \$20, postage included, kindly let me know. This is a special offer for those who live in the US or Canada and will not be able to attend any in-person release events in the Washington DC area.

If you are interested, my Paypal account is: anitanahal@yahoo.com

Kindly make sure your address is noted correctly on Paypal, though you can also email your address to me directly.

Early reviews:

"Drenched Thoughts isn't merely an engrossing novel, it is also an out and out page turner!"
~ Sucharita Sanyal

"The sensitive juxtaposition of prose and poetry left me in an intoxicated stupor, and I was drunk and drenched in her words."
~ Santoish Bakaya

The blurbs are very telling as well:

"Fascinating novel! Poignant and inspiring, its experimental style lends its unique nuances to a brave woman's momentous journey."
~ Deepa Agarwal, novelist and poet; author of *The Begum and Forgotten Kaleidoscopes*

"*Drenched Thoughts* is a novel of urgency that will leave no reader untouched. It's a moving story of migration of an Indian woman and her son to the USA, and their lives, lived and experienced, since the moment of arrival. Narrated in vivid flashbacks and flashforwards, the reader becomes a fellow traveler in a journey of loss, pain, betrayal, struggle, resilience, and resurrection. Showcasing her impressive mastery of complementary literary styles, Anita Nahal switches effortlessly from elevated poetry to earthly prose and back. This work recalls the powerful voice of W.E.B. Du Bois in *The Souls of Black Folk* – using a vast spectrum of images and styles which allows for a profound connection with subtle human dimensions at an inherently philosophical level."

~ Dr. Gerrit Dielissen, professor of Sociology, Utrecht University, The Netherlands

"Anita Nahal's *Drenched Thoughts* brings modernism to a new level with her *desi* feelings, instincts, images, and tropes. American lit has much to gain from this interplay of form and style. It's her aesthetic manner that attracts; her vital energy amazes the reader!

~ Cyril Dabydeen, novelist, and Ottawa poet laureate emeritus; author of *Dark Swirl* and *the Drums of my Flesh*

"In her novel, *Drenched Thoughts*, Anita Nahal creates, through poetry and prose, an intriguing, universally appealing story of one woman's struggle for safety and freedom. Written with exceptional sensitivity and tenderness, the novel shares the complexity of the protagonist, Priya's experiences highlighting immigrant transitions, cultural diversities and how Priya's inner dialogue guided understanding and direction."

~ Nancy J Alexander, author of *Relentless*, *Seeing Double* and *Twisted Realms*

"Courage and integrity are tough choices. Once chosen, however, they are always transformative – chiselling an ordinary life into an extraordinary record of human triumph. Anita Nahal's *Drenched Thoughts* unfolds a memorable diasporic journey. Spanning transcultural spaces, performances and worldviews, the novel is both a search and a discovery of the self, a planning and a fashioning, a project, and its contingent accomplishment. Delicate, taut, and finely balanced, this heady mix of prose and verse will delight you as much as it wins you with its clarity, honesty, and all-forgiving love.

~ Basudhara Roy, academic and poet; author of *Inhabiting*, *Stitching a Home*, and *Moon in My Teacup*

Hopefully, I'll hear from some of you with a request for a signed copy from me!

Kind regards, Anita:

Anita Nahal, Ph.D. CDP
Professor and author
Faculty, University of the District of Columbia, Washington DC

Monthly Events

Diversity & Inclusion Co-Director Anita Nahal Cont'd.

Congrats to Anita Nahal for her first novel, Drenched Thoughts!

drenched thoughts a novel
ANITA NAHAL

*"Drenched Thoughts is a novel of urgency that will leave no reader untouched. It's a moving story of migration of an Indian woman and her son to the USA, and their lives, lived and experienced, since the moment of arrival. Narrated in vivid flashbacks and flashforwards, the reader becomes a fellow traveler in a journey of loss, pain, betrayal, struggle, resilience, and resurrection. Showcasing her impressive mastery of complementary literary styles, Anita Nahal switches effortlessly from elevated poetry to earthy prose and back. This work recalls the powerful voice of W.E.B. Du Bois in *The Souls of Black Folk* – using a vast spectrum of images and styles which allows for a profound connection with subtle human dimensions at an inherently philosophical level."*

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*— Carol Robinson, novelist and Ottawa poet laureate laureate laureate, author of *Dark Veil* and *The Dream of my Flesh**

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*— Nancy J. Alexander, author of *Rebellious, Seven Daughters and Tangled Realms**

*"Courage and integrity are tough choices. Once chosen, however, they are always transformative — chiselling an ordinary life into an extraordinary record of human triumph. Anita Nahal's **Drenched Thoughts** unfolds a memorable, diasporic journey, spanning transcultural spaces, performances and worldviews, the novel is both a search and a discovery of the self, a planning and a fashioning, a project, and its contingent accomplishment. Delicate, raw, and finely balanced, this heady mix of prose and verse will delight you as much as it wins you with its clarity, honesty, and all-forgiving love."*

*— Reshmi Roy, musician and poet, author of *Indelible, Building a Home, and Musing My Thought**

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*Join Priya in her **Drenched Thoughts**.*

Jacket design by: Sed Ghosh

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*— Deepa Agarwal, novelist and poet; author of *The Begum and Forgotten Kaleidoscopes**

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Girls for STEM



**Girls for STEM
2024 Conference**
(formerly Explore Your Opportunities)

Saturday, April 13
8:30 am—12:00 pm
College of Mount Saint Vincent

Girls for STEM Workshops 10:30 am—12 noon

- 1. Brain Games.** Put on your thinking cap and learn to make a model brain cell while learning about all the mind-boggling things a brain can do from recognizing words and colors, to making memories, to controlling your movements. **Jenny Libien, MD, PhD, Chair, Department of Pathology, State University of New York Downstate Medical Center, Brooklyn, NY**
- 2. Introduction to Creative Coding with PSIS.** Students will get first-hand experience of just how much fun coding is! They will create a film poster using code. **Bolor Amgalan, MFA, MA, Adjunct Faculty at Parson School of Design.**
- 3. Survive the Zombie Apocalypse.** Learn to stop zombie disease from spreading. **Whitney Bagge, PhD, MPH, Disease Ecologist, Ecohealth Alliance**
- 4. Let's take a Cell-fie** Students will never look at the vegetable on their plate the same after this workshop. Vegetables and the plants they come from are composed of cells. These cells determine how the plant looks, feels, and tastes. In this workshop, we'll ask what do the cells look like? **Adrienne Roeder, PhD Biology, University of California, San Diego. Kate Harline, PhD Candidate, School of Integrative Plant Science, Cornell University**
- 5. The Ethics of AI through the Colors in Art.** Artificial Intelligence through music and art with the goal of cultivating Racial Equity in the Field of AI. We will explore the field of AI from its basics and create neural art and music. **Anika Puri, Student Researcher, Horace Greeley High School, Founder of MoArt**
- 6. Slide-ing into Cells.** If you sign up for this workshop, we will send you a lab kit with one foldable microscope and several slides of model organisms to observe. During the workshop, students will learn how to draw scientifically. There will also be an optional pre-session for reviewing how to assemble microscopes. **Aliya Fisher, Nicolas Kim, Stephen Ogunbiyi: Student Coordinators for Sparking Teen Research Interest for Diversity and Equity in Science (STRIDES), Bronx High School of Science**
- 7. Navigating COVID 19 in NYC.** Students will use tableau to monitor and make their own predictions on Covid 19 data trends. Students will learn how to use data to better understand the impact of the pandemic across different socio-economic groups, age, and race. **Elise Kohl, MBA, New York University, Stern School of Business-Grant. Kushi Shah, MA, in Development Psychology, Director of Data Solutions, Innovative Management Solutions, NY**



Blizzard in a Bottle!



Lifting the Chemical Fingerprint

CALENDAR FOR JANUARY – MARCH 2024

Happy Winter!

Day	Date	Time	Event (Great Decision Topics)
Thurs	01/11/24	5:30 pm—6:30 pm	College Women Presidents Celebration Planning Cttee meeting
Mon	01/15/24		Martin Luther King Jr. Day
Thurs	02/01/24	5:30 pm—6:30 pm	College Women Presidents Celebration Planning Cttee meeting
Thurs	02/01/24	6:30 pm—7:30 pm	Great Decisions: Mideast Realignment
Wed	02/14/24		Valentine's Day
Mon	02/19/24		Presidents' Day
Thurs	02/29/24	5:30 pm—6:30 pm	College Women Presidents Celebration Planning Cttee meeting
Thurs	02/29/24	6:30 pm—7:30 pm	Great Decisions: Climate Technology & Competition
Thurs	03/07/24	5:30 pm—6:30 pm	College Women Presidents Celebration Planning Cttee meeting
Thurs	03/07/24	6:30 pm—7:30 pm	Great Decisions: Science Across Borders
Thurs	03/21/24	5:30 pm—6:30 pm	College Women Presidents Celebration Planning Cttee meeting
Thurs	03/21/24	6:30 pm—7:30 pm	Great Decisions: China Trade Rivalry

 * 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:

College Women Presidents Celebration Planning Committee meetings
 Thursdays: 5:30—6:30pm
 January 11; February 1, 29; March 7, 21

Great Decisions Meetings
 Thursdays: 6:30—7:30pm
 February 1, 29; March 7, 21

Please RSVP asap by emailing mellis@fsacap.com
 To join us at these meetings, click on the link below:
<https://us02web.zoom.us/j/7457199346?pwd=aGZPTW0xSUOzL1JveHo5anlya1ArZz09d=aGZPTW0xSUOzL1JveHo5anlya1ArZz09>
 Meeting ID: 745 719 9346
 Passcode: KWPB

To join us at these meetings, click on the link below.
<https://us02web.zoom.us/j/7457199346?pwd=aGZPTW0xSUOzL1JveHo5anlya1ArZz09>
 Meeting ID: 745 719 9346. Passcode: KWPB.

Note: To participate in the events, email mellis@fsacap.com for access. Thank you!



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

Thank You for Your Donation to the AAUW Funds!



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 \$62, 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, 2024. 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:** \$80 (\$62 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
- § **Graduate Student:** member \$18.81 per year
- § **Primary Member & Donor** for \$100 a year including a generous contribution of \$20

Membership:

To join or renew your membership, please contact Maria Ellis at mellis@fsacap.com

AAUW Chief Executive Officer: Gloria L. Blackwell
AAUW NYS President: Carol Griffith
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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Editorial and Writing Team: Maria Ellis; mellis@fsacap.com,
Chigurupati S. Rani, Ph.D.; & Anita Nahal, Ph.D.
Design: Maria Ellis & Chigurupati S. Rani, Ph.D.

AAUW EMPIRE STATE NYC BRANCH

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Membership VP: Elise Kohl-Grant, ESNYCB
AAUW Funds VP: TBD
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Co-Director, Sonia Ramos, ESNYCB

International Director: Julie Kleszczewski, ESNYCB

Public Policy: Sandy Camillo, Northshore Branch, ESNYCB

Special Projects

Joan Monk & Anita Nahal, ESNYCB

Social Media Team

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

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 1, April 1, July 1, October 1) 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.



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.

