



Founded 2012

# Empire Times

## Spring 2024

Quarterly Volume 12 No.2

Welcome to the AAUW Empire State NYC Branch!

2024 AAUW NYS Celebration of College Women Presidents!



Thursday, April 11<sup>th</sup> from 9:15 am to 12 noon (EST)

<https://us02web.zoom.us/j/7457199346?pwd=aGZPTW0xSUQzL1JveHo5anlya1ArZz09&omn=89268529667>

Meeting ID: 745 719 9346 Passcode: KWPB

### Program

09:15 am Welcoming Remarks  
by Carol Griffith, AAUW NYS President &  
Tiffany Sanchez, AAUW Vice President of Programs and Fellowships

09:45 am Presentation by Maria Ellis, AAUW NYS College & University Director &  
Elise Kohl Grant, AAUW American Fellow  
Member of the Empire State NYC Branch

10:15 am College & University Women Presidents - Panel I  
Q & A with Sandy Camillo, AAUW NYS Public Policy VP

11:00 am College & University Women Presidents - Panel II  
Q & A with Carol Griffith, AAUW NYS President

11:45 am Closing Remarks by Sandy Camillo  
AAUW NYS Public Policy VP

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**AAUW— Empire State  
NYC Branch**

**973 216 4181**

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

**Founded 2012**

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



Dear Friends,

The arrival of spring brings a sense of renewal and rejuvenation as plants start to bloom. Spring is the season that symbolizes new beginnings, growth, and a sense of hope and optimism. We at the Empire State NYC Branch, AAUW are celebrating Women's History Month, and we are excited about upcoming mission-based activities including our Second Annual AAUW NYS Celebration of College Women Presidents on Thursday, April 11th from 9:15 am to 12 noon, via

Zoom and the Girls for STEM Conference on April 13th from 8:30 am to 1 pm at the College of Mount Saint Vincent in Riverdale, Bronx.

We have been working with Sandy Camillo, our AAUW NYS Public Policy VP, promoting New Yorkers for Equal Rights legislation. We need the ERA in NY! Let's Spread the word and vote for the ratification of the ERA NY amendment to the NY Constitution this November. Our call to action is that you raise awareness about the importance of this ratification. Spread the word and vote for the ratification of the ERA NY amendment to the NY Constitution this November.

You might then think that you are protected against discrimination by the New York State Constitution, and you'd be correct if you were talking about discrimination because of race or religion. But what about protection of your other rights against discrimination, such as age or disability. That's why we need the ERA NY. This amendment will protect each one of us from discrimination because of race, color, ethnicity, national origin, age, disability, creed or religion, or sex, including sexual orientation, gender identity, gender expression, pregnancy, pregnancy outcomes and reproductive healthcare and autonomy.

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 April 15, 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 \$84. (The \$84 fee is distributed as follows: \$72 for national dues, \$7 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.
- Lifetime membership \$1,440/Onetime payment
- 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, 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=Q2B65DHZ8LPPJ&unptid=0a35625c-dd58-11e8-ab19-441ea1479ce4&t=&cal=67c54f24a1b67&calc=67c54f24a1b67&cal f=67c54f24a1b67&unp\\_tpcid=ppme-social-business-profile-creat-ed&page=main:email&pgpr=main:email&e=op&mchn=em&s=ci&m ail=sys](https://www.paypal.com/paypalme/empirenyc?ppid=PPC000654&cnac=US&rsta=en_US(en_US)&cust=Q2B65DHZ8LPPJ&unptid=0a35625c-dd58-11e8-ab19-441ea1479ce4&t=&cal=67c54f24a1b67&calc=67c54f24a1b67&cal f=67c54f24a1b67&unp_tpcid=ppme-social-business-profile-creat-ed&page=main:email&pgpr=main:email&e=op&mchn=em&s=ci&m ail=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=aGZPTW0xSUQzL1JveHo5anlya1ArZz09>  
Meeting ID: 745 719 9346. Passcode: KWPB.

**Saturday, April 6<sup>th</sup> @ 8 am.** - Topic: Great Decisions: Mideast Realignment. The United States and Middle East are at a crossroads.

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### 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



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**Wednesday, April 24th @ 5:30 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?

**Wednesday, May 15th @ 5:30 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?

**Wednesday, June 19th @ 5:30 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.

**Wednesday, July 10th @ 5:30 pm.** - Topic: **NATO's future.** 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.

Looking forward to moving our AAUW mission forward while developing great friendships.

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

## 2023 AAUW Fellowships

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

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



**2019-20 American Fellow Kelsey Lewis**

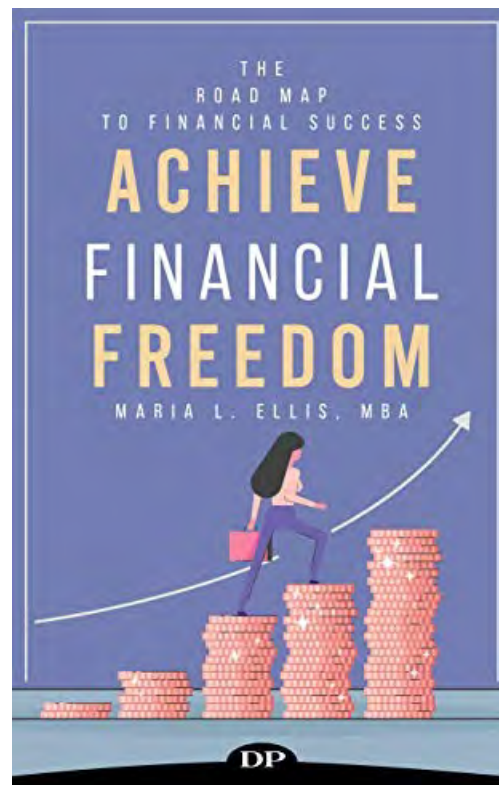
The American Fellowship program began in 1888, a time when women were discouraged from pursuing an education. It is AAUW's largest fellowship program and the oldest

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

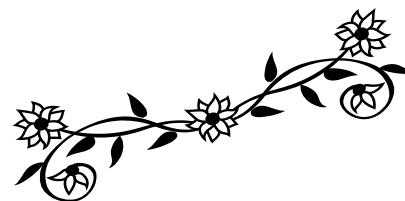
[https://www.amazon.com/Achieve-Financial-Freedom-Road-Success-ebook/dp/B089NK7ROG/ref=sr\\_1\\_17?dchild=1&keywords=maria+ellis&qid=1600708391&sr=8-1](https://www.amazon.com/Achieve-Financial-Freedom-Road-Success-ebook/dp/B089NK7ROG/ref=sr_1_17?dchild=1&keywords=maria+ellis&qid=1600708391&sr=8-1)



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

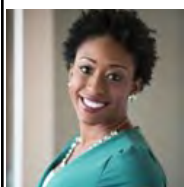


Fellowships continued on Page 4

## 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 Wednesday, April 24th from 5:30–6:30 p.m. Please refer to the Event Calendar listed on this newsletter for upcoming Zoom meetings.

Topics for Great Decisions 2024	Date	Leader
<b>1. Mideast Realignment</b> 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> <b>Discussion Leader: Maria Ellis</b>	Wed, April 24	Maria Ellis
<b>2. Climate technology and competition</b> 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> <b>Discussion Leader: TBD</b>	Wed, May 15	TBD
<b>3. Science across borders</b> 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> <b>Discussion Leader: TBD</b>	Wed, June 19	TBD
<b>4. U.S. China trade rivalry</b> 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> <b>Discussion Leader: TBD</b>	Wed, July 10	TBD
<b>5. NATO’s future</b> 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> <b>Discussion Leader: TBD</b>	Wed, July 24	TBD
<b>6. Understanding Indonesia</b> 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> <b>Discussion Leader: TBD</b>	Wed, August 7	TBD
<b>7. High Seas Treaty</b> 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> <b>Discussion Leader: TBD</b>	Wed, August 21	TBD
<b>8. Pandemic preparedness</b> 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> <b>Discussion Leader: TBD</b>	Wed, Sept. 18	TBD

**Zoom Meetings, Wed, 5:30–6:30 p.m. For more information, email Marial Ellis at [mellis@fsacap.com](mailto: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>

telephone: dial (646)931-3860

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



## International Women's Day



### Invest in women: ~~Accelerate~~ progress

International Women's Day (IWD) is a global day celebrating the social, economic, cultural, and political achievements of women.

The day also marks a call to action for accelerating gender parity.

- celebrate women's achievements
- educate and awareness raise about women's equality
- call for positive change advancing women
- lobby for accelerated gender parity



### ~~AAUW~~ NCCWSL May 30 - June 1, 2024 University of Maryland, College Park

AAUW invites hundreds of college women from around the country for leadership training, inspiration and networking at our National Conference for College Women Student Leaders (NCCWSL).

## 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/box/features/know_your_value_how_to_negotiate_salary)

[https://www.nyit.edu/events/aauw\\_work\\_smart\\_salary\\_negotiation\\_workshop](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>

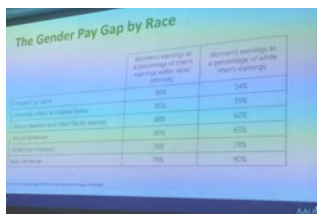
## AAUW StartSmart Salary Negotiation - NYIT

AAUW  
**STARTSMART**  
salary negotiation for students



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 National Conference for College Women Student Leaders (NCCWSL)

Does AAUW NYS provide a scholarship for college students to attend the AAUW National Conference for College Women Student Leaders (NCCWSL)?

Yes, AAUW NYS provides every year a scholarship for a college student to attend the NCCWSL.

In 2024, the conference will be on May 30th - June 1<sup>st</sup> at the University of Maryland. AAUW New York is excited to offer a scholarship to one outstanding girl student to cover the cost of attendance at NCCWSL. To qualify for this prestigious scholarship, all you need to do is participate in our contest!

**Contest Details:** To enter the contest, you must: Write a letter: Create a compelling letter to AAUW New York explaining the importance of the ratification of the ERA New York amendment.

And, create a Social Media Ad: Develop a campaign in social media advocating for the ratification of the amendment. The New York State Constitution presently protects individuals against discrimination because of race and religion. The ERA NY amendment seeks to rectify this limitation by explicitly prohibiting discrimination based on race, color, ethnicity, national origin, age, disability, creed, religion, or sex, including sexual orientation, gender identity, gender expression, pregnancy, pregnancy outcomes, and reproductive healthcare and autonomy.

**Winner Benefits:** Not only will the winner receive the scholarship to attend NCCWSL, but they will also have the opportunity to showcase their leadership and advocacy skills on a national platform!

Don't miss this chance to be part of a transformative experience and take your leadership journey to new heights. Seize this opportunity to make a lasting impact!

**How to Apply & Application Deadline: March 31, 2024.**

**Submit via email your contest entries by March 31, 2024, to Maria Ellis, AAUW NYS College & University Director. Email: [mellis@fsacap.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.com).**

Let's come together to empower, inspire, and lead the way towards a brighter future for women everywhere!

Carpe Diem, Maria Ellis,  
MBA AAUW NYS C/U Director  
Email: [mellis@fsacap.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.com)

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

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



American Fellow Farzana Ali

**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 postdocs pursuing careers inside and outside academia.

**Sponsors:**

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

Fellowships or Grants Cont'd. on Page 6



## 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



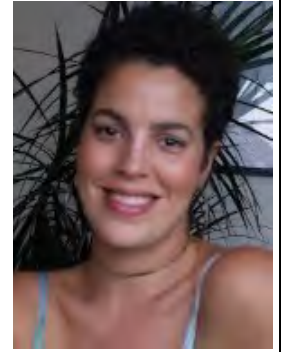
**2022-23**  
**American Fellow**  
**Alexandria Ramos**  
**New York University**

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 4<sup>th</sup>, 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](mailto: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-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



### "Unveiling the Untold: The Radical Roots of Women's History Month"

By Sandy Camillo  
AAUW NYS Public Policy VP

While Women's History Month may officially date back to 1987, the journey to recognition is far more rebellious and revolutionary than the history books let on.

Forget what you learned in school: Women's History Month didn't start with some grand federal decree. No, it ignited as a grassroots flame in the heart of Santa Rosa, California. Picture this: it was 1978, and a fierce band of activists from the Sonoma County Commission on the Status of Women were fed up with being relegated to the sidelines of history. So, they took matters into their own hands and birthed Women's History Week, syncing it with the fiery International Women's Day on March 8. That's right — they carved out a space to honor women's contributions, and it spread like wildfire.

But this wasn't just about lip service. These women were on a mission. In 1980, fueled by their unyielding determination, they teamed up with the National Women's History Project (now the National Women's History Alliance) to storm the gates of power and demand national recognition. And guess what? They got it. President Jimmy Carter himself had to bow to their relentless pressure, proclaiming the first National Women's History Week in 1980.

But did they stop there? Absolutely not! They knew one week wasn't enough to contain the force of women's history. So, they pushed harder, fought fiercer, until Congress had no choice but to bend to their will. In 1987, the powers that be finally bowed to the inevitable and declared March as Women's History Month.

And the fight didn't end there. Each year, as the baton passed from president to president, women continued to raise their voices, demanding visibility, demanding recognition. Past themes like "Women Taking the Lead to Save our planet" and "Valiant Women of the Vote: Refusing to be Silenced" were battle cries in the ongoing war for equality.

And now, in 2024, as the world teeters on the edge of change, the theme is more than just a slogan — it's a call to arms. "Women Who Advocate for Equity, Diversity and Inclusion" isn't just about celebrating the past; it's about shaping the future. It's about recognizing the warriors among us who refuse to accept anything less than a world free from bias and discrimination.

So, this Women's History Month, let's not just pat ourselves on the back for how far we've come. Let's remember the fearless women who lit the spark, who fought tooth and nail for the rights we hold today. And let's honor them the best way we know how: by continuing to fight, continuing to push boundaries, and continuing to make history.



# 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](mailto: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:

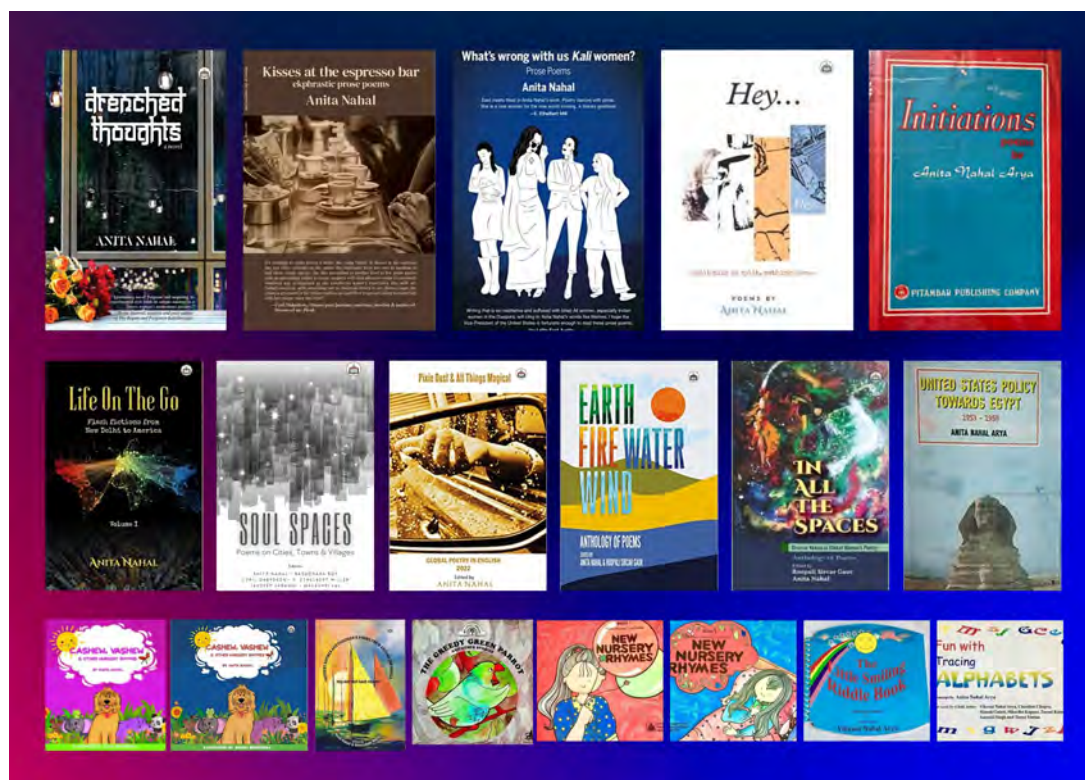
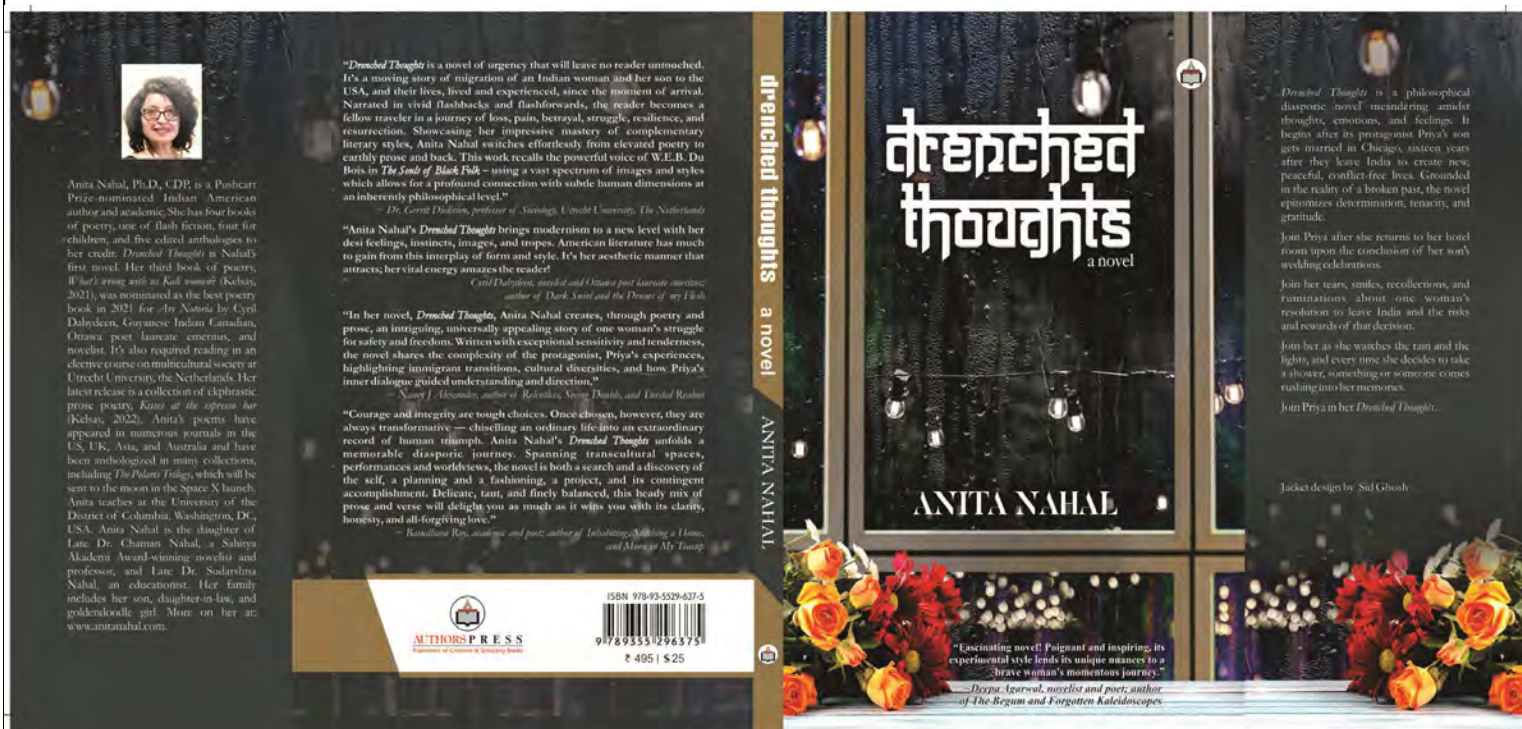
Anita Nahal, Ph.D. CDP  
Professor and author  
Faculty, University of the District of Columbia, Washington DC



# Monthly Events

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

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





# Monthly Events

## 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.**

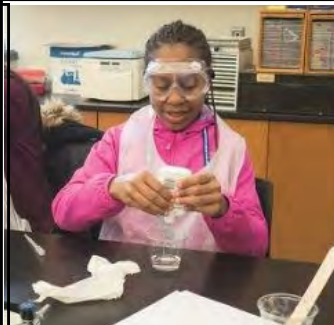
**3. Survive the Zombie Apocalypse.** Learn to stop zombie disease from spreading. **Whitney Bagge, PhD, MPH, Disease Ecologist, Ecohealth Alliance**

**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 MARCH- JUNE 2024

# Happy Spring

Day	Date	Time	Event (Great Decision Topics)
Thurs	03/21/24	5:30 pm—6:30 pm	College Women Presidents Celebration Planning Cttee meeting
Sun	03/17/24		St. Patrick's Day
Tues	03/19/24		Spring Equinox
Fri	03/29/24		Good Friday
Sun	03/31/24		Easter Sunday
Sat	04/06/24	8:00 am	Great Decisions: Mideast Realignment
Thurs	04/11/24	9:15 am-12:00 pm	2024 AAUW NYS Celebration of College Women Presidents!
Mon	04/22/24		Earth Day; Passover begins
Wed	04/24/24	5:30 pm - 6:30 pm	Great Decisions: Climate Technology and Competition
Wed	05/15/24	5:30 pm - 6:30 pm	Great Decisions: Science Across Borders
Mon	05/27/24		Memorial Day Observed
Wed	06/19/24	5:30 pm - 6:30 pm	Great Decisions: NATO's Future
Fri-Sat	06/28-29/24		AAUW NYS Annual Meeting

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.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.com)  
C.S. Rani, Ph.D., [csrani.rani@gmail.com](mailto:csrani.rani@gmail.com)

To join us at these meetings, click on the link below.

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

**Note:** To participate in the events, email [mellis@fsacap.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.com) for access.



**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

**Save the Dates:**

College Women Presidents Celebration  
Planning Committee meetings  
Thursdays: 5:30—6:30pm  
March 21

2024 AAUW NYS Celebration of College  
Women Presidents!  
Thursday, April 11, 9:15am—12:00pm

Great Decisions Meetings  
Wednesday: 5:30—6:30pm  
4/24, 5/15, 6/19, 7/10, 7/24,  
8/7, 8/21 & 9/18

AAUW NYS Annual Meeting  
Friday-Saturday, June 28-29, 2024

Please RSVP asap by emailing  
[mellis@fsacap.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.com)  
To join us at these meetings, click on the  
link below:  
<https://us02web.zoom.us/j/7457199346?pwd=aGZPTW0xSU0zL1JveHo5anlya1ArZz09>  
Meeting ID: 745 719 9346  
Passcode: KWPB



## 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.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.com)



## Empire State NYC Branch Membership

### To join or renew your membership with AAUW Empire State NYC Branch!

- ⇒ The annual dues to become a primary member is \$84. (The \$84 fee is distributed as follows: \$72 for national dues, \$7 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.
- ⇒ Lifetime membership \$1,440/Onetime payment
- ⇒ 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, membership is free.

## Membership:

To join or renew your membership, please contact Maria Ellis at [mellis@fsacap.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.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](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)  
 Empire Times is published quarterly by AAUW Empire State NYC Branch  
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 Editorial and Writing Team: Maria Ellis; [mellis@fsacap.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.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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**President:** Maria Ellis, AAUW Empire State NYC Branch (ESNYCB)

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**Membership VP:** Elise Kohl-Grant, ESNYCB

**AAUW Funds VP:** TBD

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#### Cultural Director & Young Women Task Force Liaison:

Raegan Sealy, ESNYCB

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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.onmicrosoft.com](mailto:mellis@fsacap.onmicrosoft.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.

