



Founded 2012

# Empire Times Summer 2024

Quarterly Volume 12 No.3

Welcome to the AAUW Empire State NYC Branch!

2024 AAUW Girls for STEM Conference

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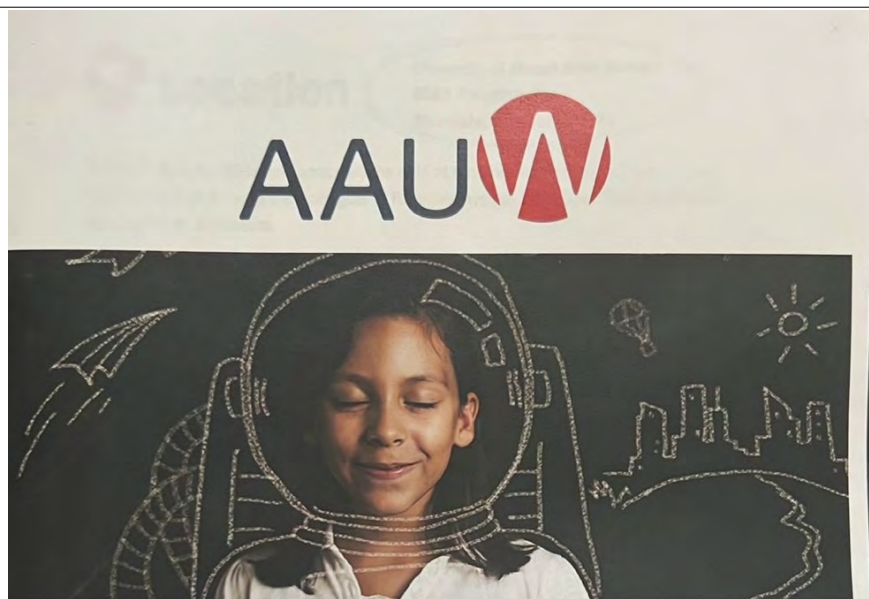
**AAUW– Empire State**

**NYC Branch**

**973 216 4181**

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

**Founded 2012**



## Girls for STEM 2024

**Saturday, April 13, 2024**

**8:30 am – 1:30 pm**

**University of Mount Saint Vincent**

**6301 Riverdale Ave, Riverdale, New York**



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



Dear Friends,

I would like to start this 2024 Summer issue of our Empire Times by thanking everyone who volunteered in the successful execution of both the College Women Presidents Celebration and the Girls for STEM Conference on April 11th and April 13th respectively. Special recognition goes to Lorrin Johnson, Karen Trovato, Raegan Sealy, Jenny Libien, Susan Ferris, Carol Griffith and Sandy Camillo.

We have much to celebrate indeed! I am thrilled to share that AAUW awarded \$6.25 million to 260 exceptional fellows and grantees to achieve their academic and professional goals or lead community-based projects that empower women and girls! We are so proud that AAUW is unique among nonprofits with the distinction as the oldest non-institutional funder of graduate-level women. And your support continues to be vital to increasing higher education access and opportunity. We also have key policy actions to celebrate including the following:

- We are pleased that the U.S. Equal Employment Opportunity Commission (EEOC) issued a [final rule](#) to implement the [Pregnant Workers Fairness Act](#) (PWFA), providing clarity that will allow pregnant workers the ability to work and maintain a healthy pregnancy and help employers understand their duties under the law. Last fall, AAUW organized more than 1,600 comments in favor of robust and inclusive regulations.
- The White House announced this month that it is eliminating another \$7.4 billion in student loan debt for hundreds of thousands of borrowers. This will impact women very significantly as they hold a disproportionate amount of student loans.
- The U.S. Department of Education released the updated Title IX's promise of strong protections for student survivors of sexual harassment and assault.

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 June 30, 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=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&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=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&pgrp=main:email&e=op&mchn=em&s=ci&mail=sys)

continued on Page 3

## 2024 Girls for STEM Mystery Women!



Mystery Women



Mystery Women with Mystery Hats!

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 April 13, 2024, at the University of Mount Saint Vincent, Riverdale, NY



continued from Page 2

You are welcome to join us at our upcoming Great Decisions zoom meetings. Our conversations will be via zoom every two weeks starting on Wednesday, April 24<sup>th</sup> from 5:30 pm to 6:30 pm and ending on September 18<sup>th</sup>.

During our April 24<sup>th</sup> meeting, the topic will be: The United States & the Middle East are at a crossroads! Despite a reduced presence in the Middle East, the United States still has significant national interests there and the area is a key arena for global power politics. Can the United States continue to defend its interests in the Middle East and globally with lower level of military and political involvement or should it recommit to a leading role in the region?

To join us, click on the following link:

<https://us02web.zoom.us/j/7457199346?pwd=aGZPTW0xSUQzL1JveHo5anlya1ArZz09&omn=87383111345>

Meeting ID: 745 719 9346

Passcode: KWPB

In closing, I would like to invite you all to join us at our AAUW NYS annual meeting (face to face) on Friday, June 28<sup>th</sup> from 4:30 pm to 8 pm and Saturday, June 29, 2024, from 9 am to 5 pm at the Double Tree by Hilton Poughkeepsie Grand Hotel. There is no registration fee and Saturday includes breakfast and lunch. Our AAUW president Carol Griffith will have a round table discussion on Saturday afternoon to discuss the status of our 23 branches. We will also have a "Learning Circle" where members share positive mission base programming which helped their branch to have exposure with the community and attract new members.

Join us and share your successful mission-based program ideas with our AAUW NYS branch members.

Cheers,

Maria Ellis, MBA

Empire State NYC Branch President

Email: [mellis@fsacap.com](mailto:mellis@fsacap.com)

Mobile: 973-216-4181

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

## 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 Fund-**  
**ing: \$8,000–\$50,000**

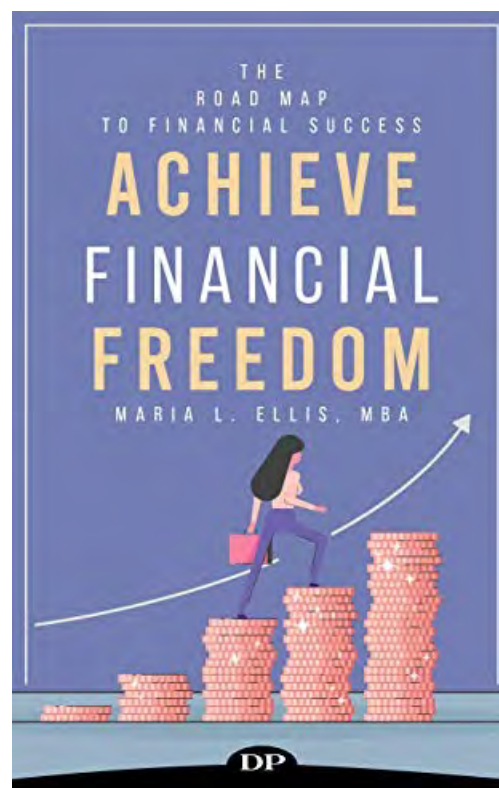
**2019-20 American Fellow Kelsey Lewis**

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

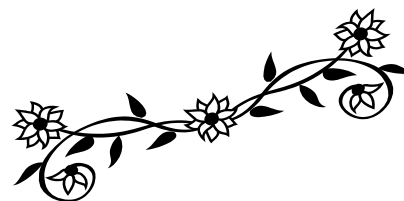
[https://www.amazon.com/Achieve-Financial-Freedom-Road-Success-ebook/dp/B089NK7ROG/ref=sr\\_1\\_17?dchild=1&keywords=maria+ellis&qid=1600708391&sr=8-1](https://www.amazon.com/Achieve-Financial-Freedom-Road-Success-ebook/dp/B089NK7ROG/ref=sr_1_17?dchild=1&keywords=maria+ellis&qid=1600708391&sr=8-1)



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

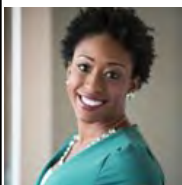


Fellowships continued on Page 4

## 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

Fall 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>

### What are some of the barriers to Women's Leadership?

Recruiting women into leadership roles will take a conscious effort on the part of employers to train and mentor promising employees and to set measurable goals to ensure their advancement. Diversity training can help reduce unconscious biases and family-friendly policies can make it easier for employees, regardless of gender, to blend their work and home responsibilities. Federal laws such as the Paycheck Fairness Act and the Family and Medical Insurance Leave Act will also help women advance.

The "qualities" of a leader — as well as the path to achieve leadership roles — are still largely based on an outdated male model that shuts women out. A. Some of the barriers to Women's Leadership include: a) **Old Stereotypes:** Because men have been leaders for so long, the traits associated with leadership are often thought of as masculine and not viewed as favorably when exhibited by women; **Fewer Connections:** Men still surpass women in having the networks to learn about opportunities and find mentors and sponsors to champion their advancement; **Bias and Discrimination:** Sexual harassment, hostile work environments and subtle biases are still obstacles. Women of color face even further obstacles to their advancement and, as a result, are even less likely to move into leadership roles; and **Lack of Flexibility:** Balancing work and family can be a challenge that limits women from seeking leadership roles. Workplaces are still designed a decades-old notion of male and female domestic roles.

For more information about the Barriers & Bias: The Status of Women in Leadership, click on the link below:

<https://www.aauw.org/app/uploads/2020/03/Barriers-and-Bias-nsa.pdf>

Carpe Diem,

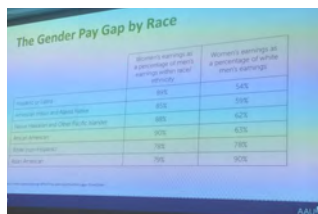
Maria Ellis,  
MBA AAUW NYS C/U Director  
Email: mellis@fsacap.onmicrosoft.com

## AAUW StartSmart Salary Negotiation - NYIT



My Start Smart AHA moment was when I realized that I could have gotten a much higher salary during the role playing exercise. I feel that instead of taking the employer's word, I should have negotiated more; now I know better! I really enjoyed the workshop and I learned quite a bit. I want to thank you and everyone involved for taking the time to share this very valuable information with us.

Maryam Khan, NYIT Student



**YOU ARE YOUR OWN BRAND**

### 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**

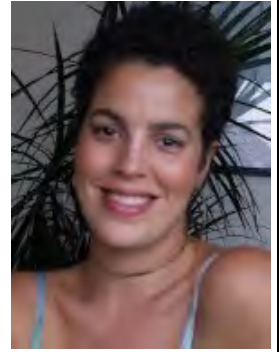
Alexandria Ramos is a Ph.D. candidate in New York University's department of English. Her research and teaching interests include women of color feminisms, decolonial thought, migration and diasporas. She is currently working on a dissertation that explores the print pedagogies of U.S. Latinx and Asian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

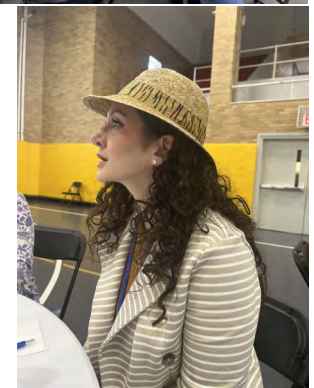


## 2024 Girls for STEM Conference Pictures

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 April 13, 2024** at the University of Mount Saint Vincent, Riverdale, NY



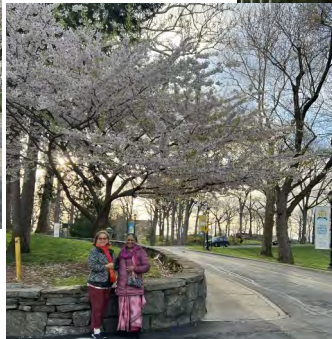
Mystery Women!





## 2024 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 April 13, 2024 at the University of Mount Saint Vincent. Special Thanks to Dr. Susan R. Burns, President of the University of Mount Saint Vincent for such a special welcoming ceremony.



University of  
Mount Saint Vincent  
Beautiful Campus!

## 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.

### Poetry and a Woman's Consciousness

By Anita Nahal

This presentation attempts to respond to what poetic consciousness is. Does it emerge from what we dream about? Or when we are awake and fully conscious? Or from daydreaming? What is a stream of poetic consciousness in writing? Is it related to what Jermy Bentham said about utilitarianism and/or consequentialism? Stream of consciousness is a narrative style that tries to capture a character's thought process in a realistic way. Many writers such as Virginia Woolf, Sylvia Plath, Toni Morrison, Faulkner, James Joyce, and writers of non-fiction as well have employed it in their writings. It is possible to have a stream of consciousness in one's writings while writing realist or surrealist poetry or fiction.

This presentation provides examples of the poetic consciousness of a few authors from the US and abroad as envisaged by the author. The reader is urged to ponder over the questions mentioned in paragraph one and also to keep the below ones in mind:

- So, what do women talk about?
- What are women's thoughts concerned about?
- What are women's stories? Is there one? Multiple?
- Local, national, and global?
- Who is telling women's stories? For whom?
- How does poetry assist a woman's consciousness?
- Is poetry political?
- Is women's poetry feminist? Is feminist poetry anti-male?

In the last slide, the presentation asks readers to write their own poem, keeping the following points in mind:

- What is your poetry going to be about?
- What's the story you wish to tell of yourself or about a woman in your life—a mother, sister, wife or partner, daughter, grandmother, friend, etc.?
- What are the influences on your poetry?
- In what style will you write your poem? Free verse? Rhyme? Prose? Haiku?

### 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



**NY** **NEW YORKERS FOR EQUAL RIGHTS**

By Sandy Camillo  
AAUW NYS Public Policy VP

We're all looking forward to the gentle breezes of summer that will soon be here. However, it's also time to start planning for action on the ERA NY amendment that is on the ballot in the November elections. This amendment is not just about updating archaic language or filling legal loopholes; it's about reaffirming the fundamental principle that all individuals, regardless of their background or characteristics, deserve equal protection under the law.

The phrase "all men are created equal" in the United States Constitution has long been interpreted as a universal principle, yet its wording has left room for ambiguity and discrimination. Currently, the New York State Constitution provides protection against discrimination solely on the basis of race and religion. The ERA NY amendment aims to expand these protections comprehensively. By specifically 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, it seeks to ensure the safeguarding of civil rights for all individuals. Despite some misinterpretations that this amendment solely pertains to abortion rights, the amendment's wording clearly shows that its scope is much broader. It aims to protect individuals from discrimination by any entity, whether it be a person, firm, corporation, institution, or even by the state or any of its agencies or subdivisions.

Furthermore, the ERA NY amendment explicitly states that it does not invalidate laws or practices aimed at dismantling discrimination, nor does it limit the civil rights of any person based on other characteristics not explicitly mentioned. It is a comprehensive and inclusive measure designed to ensure equality and justice for all New Yorkers.

By voting YES on the ERA NY amendment, we send a powerful message that discrimination in any form will not be tolerated in our state. We reaffirm our commitment to equality, dignity, and respect for all individuals, regardless of who they are or how they identify.

Although it might be difficult to understand how anyone could be against equal rights, the group, *Protect Kids, NY* is ramping up a campaign to defeat ratification of the ERA NY amendment. Opponents of the amendment are using scare tactics as noted in a 04/21/2024 article in *POLITICO*. The opposition campaign claims that the anti-age discrimination protection provided in the amendment could upend society by protecting sexual predators and opening the door to minors buying alcohol. We can't take for granted that the ERA NY amendment will be ratified.

Let's stand on the right side of history and make New York a beacon of equality for generations to come.

**Take Action.** Write letters to the editor and post on social media platforms. Host ERA NY presentations at your local libraries and community centers.

**ALSO...**

**Title IX revamp.** Updates to Title IX unveiled by the Biden Administration on April 19, 2024 will remove Trump-era policies that allowed those accused of sexual assault on campus to cross-examine their accusers in person. The updates also prohibit discrimination in federally-funded education programs against students because of their gender identity or sexual orientation. [New York Times](#)

**Insurance for medically necessary abortions threatened.** On April 16, 2024, New York's highest court took up a case that seeks to throw out a regulation requiring health insurance policies to cover medically necessary abortions — a lawsuit that could jeopardize a similar state law.

The challenge was filed by the Roman Catholic Diocese of Albany and other church groups that argue the rule violates their religious beliefs.

The religious groups are only challenging the state's regulation, not the law, meaning the coverage will remain in place regardless of the outcome.

But if the Court of Appeals throws out the rule, attorneys in the case said the law could then be challenged using a similar argument, giving the case larger implications for abortion access in New York.

The rule does include a religious exemption, and short arguments in the case on Tuesday revolved around whether the exemptions give too much latitude to officials to determine which organizations wouldn't need to follow the requirement.

Let's continue to stand together to ignite the fire of change.



# 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:

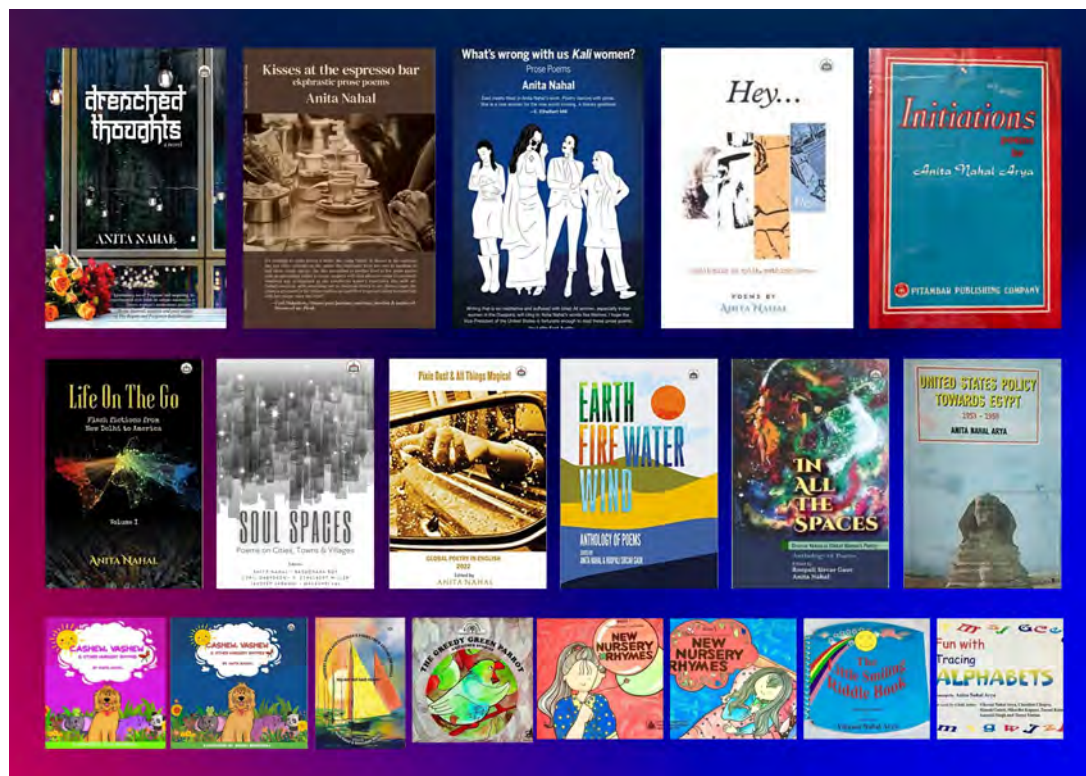
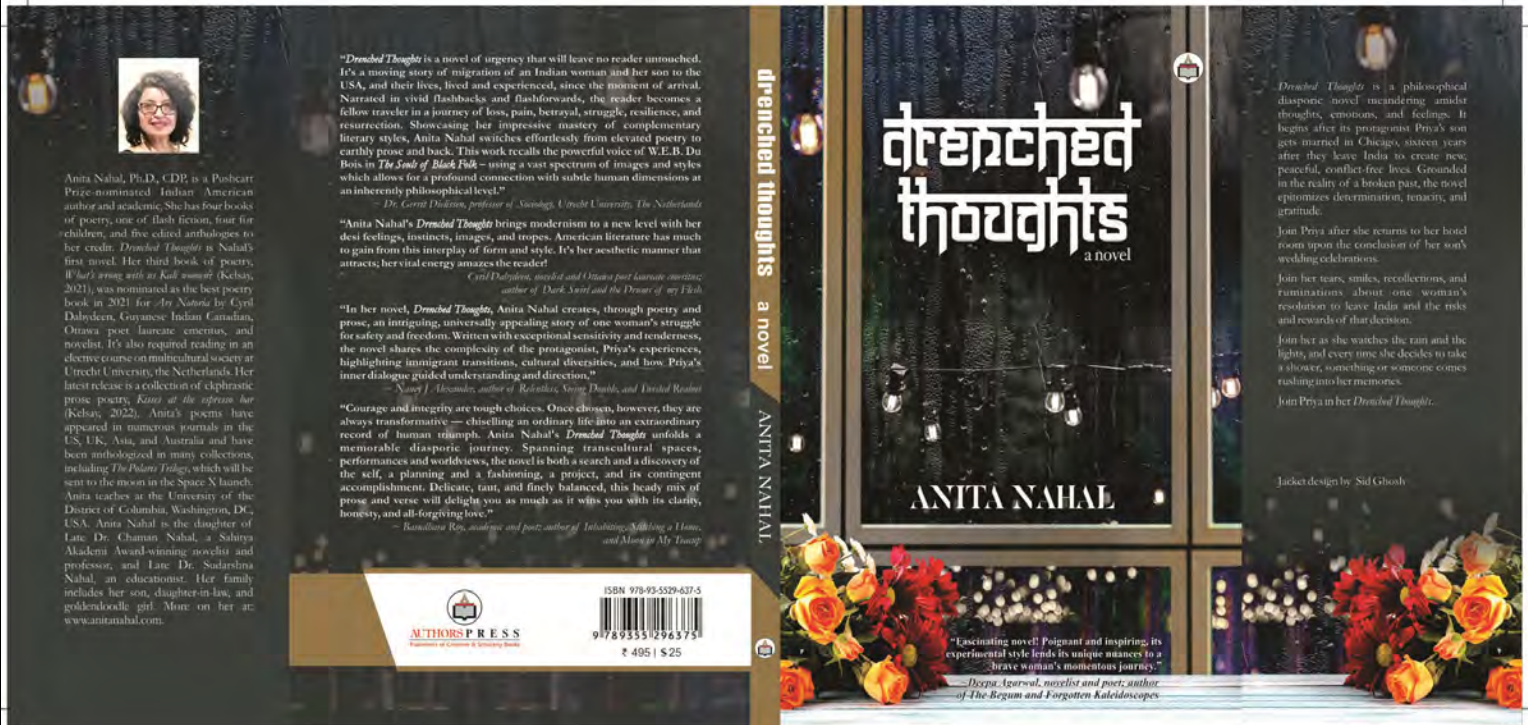
Anita Nahal, Ph.D. CDP  
Professor and author  
Faculty, University of the District of Columbia, Washington DC



# 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.**

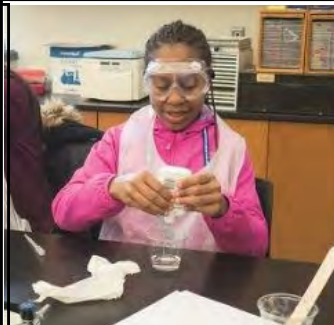
**3. Survive the Zombie Apocalypse.** Learn to stop zombie disease from spreading. **Whitney Bagge, PhD, MPH, Disease Ecologist, Ecohealth Alliance**

**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!



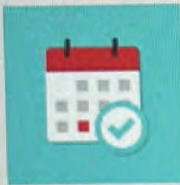
Lifting the Chemical Fingerprint



## 2024 AAUW Atlantic Regional Conference



**Empowering for Equity**



## SAVE the DATE



### AAUW Atlantic Regional Conference

**September 27th-29th, 2024**

Virginia Crossings Hotel & Conference Center  
1000 Virginia Center Pkwy, Glen Allen, VA 23059



### Hotel Amenities

The Tavern Bar & Grill  
The Glen Restaurant  
Fitness Center  
Free Wifi  
Room Service  
Free parking

### Nearby Attractions



Lewis Ginter Botanical Garden  
James River Cellars Winery  
Richmond National Battlefield Park  
Virginia Museum of Fine Arts  
Children's Museum of Richmond  
Crossings Golf Course



**"Each time a woman stands up for herself,  
without knowing it possibly, without claiming  
it, she stands up for all women."**

**– Maya Angelou**



# CALENDAR FOR APRIL – SEPTEMBER 2024

## Happy Summer!

Day	Date	Time	Event (Great Decision Topics)
Wed	04/24/24	5:30 pm - 6:30 pm	Great Decisions: The United States & the Middle East
Sun	05/12/24		Mother's Day
Wed	05/15/24	5:30 pm - 6:30 pm	Great Decisions: Climate Technology and Competition
Mon	05/27/24		Memorial Day Observed
Sun	06/16/24		Father's Day
Wed	06/19/24	5:30 pm - 6:30 pm	Great Decisions: Science Across Borders
Fri-Sat	06/28-29/24		AAUW NYS Annual Meeting. (See the president's letter for details)
Thurs	07/04/24		Independence Day
Wed	07/10/24	5:30 pm - 6:30 pm	Great Decisions: U.S.–China Trade Rivalry
Wed	07/24/24	5:30 pm - 6:30 pm	Great Decisions: NATO's Future
Wed	08/07/24	5:30 pm - 6:30 pm	Great Decisions: Understanding Indonesia
Wed	08/21/24	5:30 pm - 6:30 pm	Great Decisions: High Seas Treaty
Wed	09/18/24	5:30 pm - 6:30 pm	Great Decisions: Pandemic Preparedness
Fri-Sun	09/27-29/24		AAUW Atlantic Regional Conference at Virginia Crossings

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)



### Save the Dates:

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

AAUW Atlantic Regional Conference  
at Virginia Crossings Hotel & Conference  
in Glen Allen, VA  
Friday—Sunday, Sept 27—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

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

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.



Thank You for  
Your Donation to  
the AAUW Funds!

Evvie Currie Giving Circle \$100.00, Margaret Currie  
Unrestricted LAF Support \$100.00, Maria Ellis  
LAF Fund \$100, Dr. C.S. Rani  
Tech Trek Fund \$20.00, Heidi Parreño  
AAUW Fund \$20.00, Elaine Fenton



### AAUW Student Organizations

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

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 Chigurupati S. Rani, Ph.D.; & Anita Nahal, Ph.D.  
 Design: Maria Ellis & Chigurupati S. Rani, Ph.D.

## AAUW EMPIRE STATE NYC BRANCH

### Officers & Directors-at-Large

**President:** Maria Ellis, AAUW Empire State NYC Branch (ESNYCB)

**Program VP:** Whitney Oriana, ESNYCB

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

**AAUW Funds VP:** TBD

**Recording Secretary:** Gloria Abrams, ESNYCB

**Treasurer:** Chigurupati S. Rani, Ph.D., ESNYCB

### Directors-at-Large:

**Bylaws/Parliamentarian:** Sandy Camillo, North Shore Branch, ESNYCB

### College & University Director:

Co-Director, Lorin Johnson, Westchester Branch, ESNYCB

Co-Director, Sonia Ramos, ESNYCB

### Communications & Visibility Director:

Co-Director, Jessica Sims, Ph.D., AAUW Fellow, ESNYCB

Co-Director, Paola Bardetti, Ph.D., ESNYCB

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

Raegan Sealy, ESNYCB

### Diversity & Inclusion Director:

Co-Director, Anita Nahal, Ph.D., ESNYCB

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.

