

NIKE NEW YORK STATE women, INC.

NIKE

The official publication of
New York State Women, Inc.

VOL. 66 ■ ISSUE 4 ■ MAY 2017

Our Mission

To build powerful women
personally, professionally,
and politically.

Our Vision

To make a difference
in the lives of
working women.



Dated Material — Deliver Promptly

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Strength in Diversity

from Theresa Fazzolari
NYS Women, Inc. President, 2016/2017

This issue of *NIKE* is focused on **diversity**. The concept of diversity *encompasses acceptance and respect*. We need to understand that each individual is unique and recognize our individual differences. We must also move beyond simple *tolerance* and embrace and celebrate the rich dimensions of diversity contained in each individual.

As members of New York State Women, Inc., one condition in which we are diverse is geographical location. In this respect we are exposed to varying cultures and elements throughout the state which enable us to plan unique events and programs and succeed in our endeavors in supporting and assisting women.

I want to especially thank members of the executive committee for their support, encouragement, ideas and assistance in fulfilling our goals for the year; the region directors and assistant region directors for being the conduit between the state and chapters keeping all informed on a timely basis and chapters for their efforts in planning

and carrying out successful programs.

Working together across differences builds alliances, increases our learning experiences and helps to eradicate all forms of discrimination.

I look forward to welcoming members to Binghamton, NY for our Annual Conference, June 2-4, 2017 (and spending time with everyone!). It will be an informative and fun-filled weekend with workshops; the awards ceremony honoring our chapters and members; the marching ceremonies to recognize incoming and outgoing chapter presidents, region directors, and assistant region directors; and the installation dinner in celebration of the new officers.

I want to wish good luck to Debra Carlin, president-elect, and her 2017-2018 team as they continue to carry out the mission of NYS Women, Inc. to build powerful women personally, professionally and politically. Please know that you have my full support.

Thank you everyone for “**Jumping Into The Pool**” with me this past year. Always remember to “**Keep On Swimming!**”

NEW YORK STATE
women, INC. 

A meaningful logo for our organization's future.

Since this issue of *NIKE* is all about diversity, it seemed like a good idea to revisit our New York State Women, Inc. logo. As with any logo and branding, there was a meaningful thought process that went into this design:

The squares in the logo are meant as an abstract representation of our organization's diversity – that we embrace new ideas, frontiers, and people, no matter the stage of their life or career, and regardless of ethnicity, religion and/or profession.

The colors used are symbolic of NYS Women, Inc. as an organization. The dark blue pays homage to our former status as BPW/NYS, denotes professionalism, and is a reflection of New York State's official seal. The bright green is a bright modern color and reinforces a theme of renewal and future growth.

-Katharine Smith, *NIKE* editor

Calendar of Events

2017

20th of each month: *Communicator* deadline

June

2-4 Annual Conference
Holiday Inn Binghamton
2-8 Hawley Street, Binghamton, NY

July

15 *NIKE* deadline

NEW YORK STATE
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NIKE Submissions

All contributed articles must be original work; all previously published works must be accompanied by the publisher's authorization to reprint. *NIKE* reserves the right to edit contributed articles for clarity and length, and reserves the right to refuse to publish any contributed article.

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Diversity.
It's ours to Embrace
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From the Editor



“What we need to do is learn to respect and embrace our *differences* until our *differences* don't make a *difference* in how we are treated.” - YOLANDA KING

DIVERSITY. There's a lot of talk these days about diversity. And inclusion. But what does that mean, and why can it be so hard to implement?

I pulled out my mother's *Webster's Collegiate Dictionary* (circa 1945) to get a definition untainted by current events; online sources sometimes have a tendency to reflect the politics of our times. Diversity is derived from the word *diverse* (meaning 1. *different; unlike; distinct; separate*. 2. *Capable of various forms: multiform.*).

Hmmmmmm..... Different. Distinct. Capable of various forms.

That actually covers a lot of ground. Think about it: the forum for diversity comes in a range of situations. At work. In our neighborhoods. In our churches. At school. In our communities. Or in our organizations.

For instance, when you first meet someone and *their ideas* are different *from yours*. Or *their experiences* are *unlike* your own. Or they live in *separate* ways from *your way*.

To promote diversity means to embrace change and to take into account and accept those differences. To listen – and accept as valid – new ideas. To accept people who are different from oneself; folks with new thoughts on how things are done. Folks who don't speak the same language you do, or for that matter, look like you.

This issue of *NIKE* is all about diversity: in her excellent piece, “Diversity. It's ours to embrace.” Claire Knowles describes the ways organizations can open themselves up to diverse ideas (page 6). “Diversity Means All of Us” by Nancy D. O'Reilly, PsyD discusses the impact diversity can have on a company's bottomline. And we're reprinting some of JoAnne Krolak's wonderful Empire Builder columns that showcase women who reflect the diversity of the Empire State.

After all, the mission of New York State Women, Inc. is to build powerful women personally, professionally and politically. Not just the woman who happens to look like ONESELF, but ALL New York State women.

It has been my great pleasure to serve as *NIKE* editor since September 2012. I'm handing the baton over to Joyce DeLong, a 30-plus year member of NYS Women, Inc. She joined BPW Buffalo in 1984 as a new business owner and has been an active chapter member ever since! As owner of Allegra Marketing Print Mail, Joyce has worked closely with me on *NIKE* and – many! – other NYS Women, Inc. projects, so this will be a smooth transition. And, I'll be staying on as associate editor and continue to design *NIKE*, as well. I'm looking forward with anticipation to Joyce's great ideas and enthusiasm!

-Katharine Smith

DEADLINE FOR THE SEPT 2017 ISSUE IS JULY 15, 2017. When emailing your submission type *NIKE* in the subject line, and send to the attention of Joyce DeLong, *NIKE* editor at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article.

Celebrating Our New Members!

This year we welcomed these 94 awesome women as new members of New York State Women, Inc.! Becoming involved in your chapter, region and state organizations will unlock unlimited personal and professional benefits. NYS Women Inc. is here to help you! Do you need a mentor? Do you need leadership or public speaking skills to advance your career? Are you passionate about advocacy? See yourself transform and grow while expanding your network and creating lasting relationships! Your voice can make a difference in your chapter, region and state helping us to accomplish our mission of building powerful women, personally, professionally and politically!

-Linda Przespasniak, Membership Chair 2016/2017

*As of: NYSW 4/27/17



REGION II
Richmond County
 Carol DiMarco
 Sandra Galante
 Erica Krysta
 Laurie Towers
 Elite Ziegelman

Staten Island
 Margaret Antonietto
 Irene Ruotolo
 Barbara Cassata
 Mary Cohen
 Barbara Dowd
 Teresa Gerrity
 Louise Morano
 Raffaella Palmieri
 Helen Sauter
 Rosemarie Sienicki

REGION III
Capital Region
Women's Network
 Gail Siesfeld

Professional Women of Sullivan County
 Evelyn Rosen
 Christine Burlingame
 Aileen Gunther

Donna Harness
 Zaitsha Kohloa
 Lisa Schmidt

Town and Country
 Ashley Chicorelli

Westchester
 Nuala Purcell

REGION V
Mohawk Valley
 Marianne Buttenschon
 Colleen Furmanski
 Theresa Rockwell

Professional Business Women of Rome
 Kerry Casler
 Victoria Celia
 Dorothy Hailston
 Donna Jackson
 Mary Mutillo

REGION VI
Greater Binghamton
 Agata Langer
 Lynette Hill

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 Mary Sarisky
 Sabine Skaggs
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REGION VII
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 Debra Anderson
 Jackie Bilancini
 Elizabeth Loycano
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 Patricia Morley
 Karen Baker
 Melissa Buchanan
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 Lauren Colf
 Dr. Bonnie Cronin
 Mary Freida
 Mandy Friend
 Melissa Gaspary
 Dr. Deborah Gregory

Jeannie Grimm
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 Karen Hebus
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 Jessica Nava
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 Danielle Owdienko
 Heather Rickett
 Hazel Robertshaw
 Deborah Rought,
 Kim Santamaria
 Jan Schraeder
 Kate Symonds
 Marcy Tiberio
 Christine Wyffels-Radar

Southern Finger Lakes Women
 Stephanie Rhoads

Steuben County Women
 Cindy Hayes

Walton
 Margaret Merrill

Kathy Shelton

Yates County Women
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 Anita Lakareber
 Karen Sharp-Price
 Jessica Sills
 Megan Wagner
 Mary Cheney
 Kerri Garrison
 Rachel Gebhart
 Patricia Grace
 Emily Kuch,
 Shelby Stresing

Chadwick Bay
 Debra Dillenburg
 Jennifer Pingitore
 Casey Seidel

Member At Large
 Sandra Riley

Diversity. It is ours to embrace...

by Claire Knowles

DIVERSITY IS DEFINED AS THE STATE OF BEING diverse – having variety. In today’s society and within NYS Women, Inc. (including within our individual chapters), we purport to be committed to the values of diversity – in our range of member’s ethnicity, varied cultural backgrounds, and in bringing knowledge and experience to our endeavors – gleaned wisdom from women in vocations that stretch across the spectrum.

Poet and author Maya Angelou provides us with a wonderful *visual* for embracing diversity: “We all should know that diversity makes for a rich, strong tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”

Think about the unique threads making up the tapestry of NYS Women, Inc.

An interesting test about the woven-strength of our diversity threads, would be to ask all our members and our officers (during informal constructive dialog sessions, perhaps as a table exercise conversation) these type of questions:

- How do we best articulate and clearly demonstrate our values?
- What are the ways we see these being “lived out” in every meeting? (i.e., how diverse are we in our membership, in our activities focused on learning from each other, and in our diversity of thought? Do we have insiders and outsiders, or are we inclusive? Are there voices we’re not hearing?)
- How are we effectively utilizing our differences to further our agenda?
- How open are we to hear fresh, out-of-the-box ideas, that might cause us to change our current mindset?
- How are we utilizing our multicultural values to further the endeavors of NYS Women, Inc?

To perform the advocacy of NYS Women, Inc., we need not only to be representative of the women for whom we seek betterment, we **MUST HAVE DIVERSITY OF THOUGHT.**

What is diversity of thought? Deloitte Consulting, in a 2013 study noted that core to the concept of *diversity of thought* is the notion that our thinking is shaped by our experiences, our culture, background, and personalities.

When you bring together people who think differently from one another – for example, analytical and creative, thinkers and doers, urban or suburban or country people, those who see the big picture, and those who get lost in the detail, assertive and timid, young and old, seasoned, mature workers or fresh out of school, and from varied occupations – you encourage conversations that stimulate new ideas and drive effectiveness.

For NYS Women Inc. to fulfill our mission we have to accept that personal egos must give way to the collective. We are standing in the collective shoes of women from all walks of life, advocating for building up women, working to better women professionally, personally and politically. Standing in another’s shoes is essential; to do that we must remain open to listening to the accompanying life stories and to embrace the diverse learning that emerges from understanding where those shoes have tread.

Leaders and organizations must accept that there is not just one right way to get things done. To be truly innovative – and inclusive – organizations must focus on harnessing members’ different viewpoints and opinions. *Focusing on what differences each person is able to contribute to a common mission is better than focusing on mindsets-in-common.* There are many processes and frameworks – accessible to us through our member/coaches – for gleaned and melding multiple viewpoints. Are we tapping into them?

The book, *Pushback: How Smart Women Ask – and Stand Up – for What They Want* speaks to the need for diversity. Author Selena Rezvani shares, “Every friction or

“I know there is strength in the differences between us. I know there is comfort, where we overlap.”

- Ani DiFranco, Buffalo-native singer and owner of the Righteous Babe record company

rub, made up of the disagreement – and often lengthier processing time – of different team members, is what makes diverse teams higher performing, collectively, compared to homogeneous ones.”

Strength does lie in our differences, and in our willingness to stay in the process to find the higher way through to something better than where we started.

I’ve worked (in my consulting) with a large board of directors, represented mostly by mature, well-meaning women with large hearts for the outreach work of their respective organization.

Yet lack of receptivity for new ideas was beginning to show; staleness was setting in. They now recognize that holding an inflexible mindset undermines their effectiveness and fulfillment of their mission. So they are on the hunt for younger-thinking women with fresh new ideas to springboard their effectiveness going forward. They are holding focus groups to get more

clarity. And, they’ve committed to listening and being open to acting on the new ideas that come forth.

Diversity of thought is not just about sharing varied thinking – it is about listening and learning from the quality ideas presented, and then constructively building on them. As Maya Angelou notes, “We’re weaving a beautiful tapestry as we move forward together in service to others.”

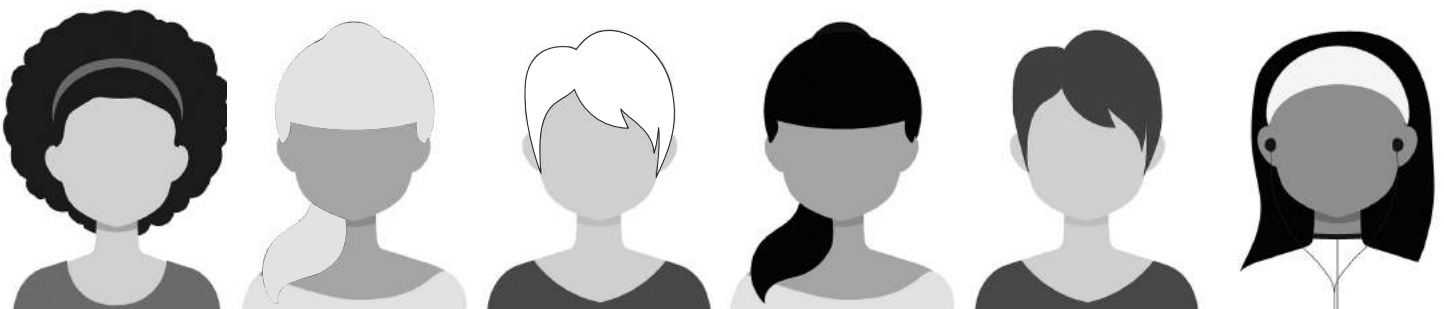
A workable approach for this – when setting up the ground rules for meetings and planning sessions – is to include these small-but-powerful tapestry-weaving guidelines:

- ALL IDEAS are welcomed and respected.
- Your input is valued and worth sharing with the group.
- We will build on each other’s wisdom.
- Seek first to understand...ask questions for clarity.
- Take a cue from the “improv world” and during discussions say: “Yes, and . . .”
- Please, tell us more . . .

Claire Knowles is a two-time Amazon best-selling author, in-demand speaker and business leadership consultant, helping leaders (especially women leaders) and their teams become the most effective they can be at accomplishing their goals (together). She is a member of the Buffalo Niagara Chapter of NYS Women, Inc. Contact her at www.ClaireEKnowles.com 716-622-7753

“We have to sit down, have a meal together, pray together and then actually talk together. Then we realize that, yes, although we have some differences they are not impassable differences.”

- Pauline Tangiora, Maori elder from the Rongomaiwahine Tribe of the North Island of Aotearoa / New Zealand



Diversity Means All of Us

by Nancy D. O'Reilly, PsyD

I RECENTLY ATTENDED MY SECOND DIVERSITY Woman Business Leadership Conference, this year in Baltimore. [Editor's note: this article was originally published in 2016] Once again I welcomed the feeling of inclusion; we are all women coming together to support one another.

If I were ever to feel set apart, I might expect this to be the place, where three quarters of the attendees were women of color, and where I was the only white woman on a panel of four. But that was not the case. I discovered again that when we share our stories we are more similar than different and we all want to make the world a better place.

This was the 11th year for the Diversity Woman Conference, although I just learned about it last year. My friend and co-author Kristin Andress, not only suggested I attend, but signed me up to speak on a panel. What an experience! I had never been among so many women (and men) working to help one another and it inspired me to

reach out, sponsor this year's conference and join a panel once again. This year's panel, which included a millennial, baby boomers, and women in charge of diversity in major organizations, answered probing questions aimed at getting all of us to work together to create more diverse executive leadership and cooperation in the workplace.

**"Pit race against race,
religion against religion,
prejudice against prejudice.
Divide and conquer!
We must not let that
happen here."
- Eleanor Roosevelt**

Millennials are the toughest women entering leadership today. If interviewed by a stereotypical white male businessman, they will walk out. They insist on working in companies that have management that looks like them and they have enough talent and persistence to persevere and follow their dreams. They are accustomed to obstacles of race and gender and have the determination to overcome them to reach their goals. The talent they bring to a company makes, not only a more collaborative place to work, but brings in new ideas, a fresh perspective and synergy that directly impacts the bottom line. Study after study supports this. If corporations want to make more money and succeed in today's economy they must welcome diversity of all kinds within their management ranks. Companies and governments around the world are waking up to that fact. We can no longer limit the dynamic input from diverse genders, races and cultures and expect to succeed in any enterprise.

However, achieving this transformation will take all of us. No one person can change the world. We must realize that when we share our stories, we make connections. Women want to solve the problems of the world. We all want better places for our families to live, better communities, and a more secure future. We know when women serve on boards, in public office and in upper management, the conversation changes to include what will benefit people. Women nurture by nature and that makes us

How Diversity Makes Us Smarter

Decades of research by organizational scientists, psychologists, sociologists, economists and demographers show that socially diverse groups (that is, those with a diversity of race, ethnicity, gender and sexual orientation) are more innovative than homogeneous groups.

It seems obvious that a group of people with diverse individual expertise would be better than a homogeneous group at solving complex, nonroutine problems. It is less obvious that social diversity should work in the same way – yet the science shows that it does.

This is not only because people with different backgrounds bring new information. Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints and to expect that reaching consensus will take effort.

*Katherine W. Phillips, Scientific American, 10-1-14
- <https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/>*

Ten Tips for Employees

Diversity training often results in increased awareness for participants. They appreciate subtle differences they didn't notice before.

They recognize things they do and say which might create communication barriers. And they get frustrated because they're not sure what they could be actively doing to support diversity initiatives in their organization.

- Initiate contact with someone whose cultural background is different from your own.
- Check out your own biases.
- Practice asking three questions for every statement.
- Share your own story.
- Identify at least one new source for information or business each month.
- Learn a new language.
- Visit a museum or historical monument of a culture different from your own.
- Volunteer to work with children whose cultural background is different from your own.
- Take risks.
- Listen for understanding, not agreement.

If you apply these tips you will make significant progress as you move from increased awareness to consistent action which supports your organization's commitment to diversity!

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www.DiversityTrends.com. Brown is the president of Diversity Trends. She works with organizations that want to use diversity as a strategic advantage and with people who want to be successful in multicultural settings.

"It's like everybody's sitting there and they have some kind of veil over their face, and they look at each other through this veil that makes them see each other through some stereotypical kind of viewpoint."

If we're ever gonna collectively begin to grapple with the problems that we have collectively, we're gonna have to move back the veil and deal with each other on a more human level."

- Wilma Mankiller, first woman to serve as chief of the Cherokee Nation.

bring others together. Excluding others is actually against our feminine inclinations.

When we authentically welcome the feminine leadership model, we become inclusive and understand fully how no one group can do it all. I'll say it again: it will take ALL of us working together and welcoming everyone's insight and effort to make the world a better place.

Kristin said it simply in my recent interview about her new book, *Why can't we all just get along?* No reason at all that I can see. Yes, I know, there are all those issues of money and power and control, competing interests and different ideas about the best ways to accomplish goals we may share. But when I'm surrounded by all the energy, vitality, skills and creativity of diverse women and men, I'm inspired to do more. I feel optimistic that we can do it. We

are so alike it's just crazy not to be inclusive! We must help one another to nourish our own lives and the lives of others. It's the only way we are going to create a world we can all live in and sustain for our sons and daughters, one in which all races and all cultures honor our diversity and the best of our humanity.

*Reprinted with permission. All Rights Reserved. Originally published October 20, 2016. <http://www.drncancyoreilly.com/momentum-increasing-for-women-leaders/>. Nancy D. O'Reilly, PsyD. is an author of *Leading Women: 20 Influential Women Share Their Secrets to Leadership, Business, and Life*. As a clinical psychologist and motivational speaker, O'Reilly helps women create satisfying, purposeful lives that benefit themselves, their families, and their communities. She is the founder of Women Connect4Good, Inc.*

Feature: Empire Builders

Women who reflect the diversity of the Empire State

Shirley Chisholm

by JoAnne Krolak

SHIRLEY CHISHOLM WAS BORN IN BROOKLYN, NY, in 1924. She spent her first years in Barbados with her maternal grandmother, where she attended British schools. She returned to New York in 1934, where she attended Girls High School in Brooklyn, and later Brooklyn College, where she graduated with a degree in sociology.

Shirley Chisholm worked first at the Mount Calvary Child Care Center, then the Friend in Need Nursery and later, the Hamilton-Madison Child Care Center. In 1959, she took a job as an educational consultant for the New York Department of Social Services in the Division of Day Care. It was during her employment at the Department of Social Services that Ms. Chisholm committed herself to helping poor and minority women and children improve their lot in life.

This commitment led Shirley Chisholm into local politics, in order for her to get a say on policies affecting these women and children. In 1964, she ran for a seat in the New York State Assembly, and won. During her term in the Assembly, she wrote legislation that provided college funding for disadvantaged youth and introduced a bill that provided unemployment insurance for domestic workers and day-care providers.

Four years later, Shirley Chisholm ran for Congress and became the first African-American Congresswoman in U.S. history. This was the era when Congressional committee assignments were made on seniority, a practice which frequently resulted in representatives' placements in areas far from their areas of experience. Shirley Chisholm objected to an assignment on the Forestry Committee and was placed instead on the Veterans' Affairs Committee and later the Education and Labor Committee. This was the era of the war in Viet Nam – Shirley Chisholm opposed participation in the war. This was the era of rising public awareness of civil rights and equal rights. During her first term, Shirley Chisholm hired an all-female staff, and maintained a public and very vocal commitment to civil rights, women's rights, the poor, and minorities. Throughout her Congressional career, Shirley Chisholm worked to oppose the draft, improve opportunities for inner-city residents, and support spending increases in the areas of health, education and social services.



“If they don't give you a seat at the table, bring a folding chair.”

While she was in Congress, Shirley Chisholm was also an outspoken advocate of the Equal Rights Amendment. In an address to Congress in 1969, Ms. Chisholm had this to say about the necessity of enacting the ERA: “Let me note and try to refute, commonest argument offered against this amendment. One is that women are already protected under

the law and do not need legislation. Existing laws are not adequate to secure equal rights for women. Sufficient proof of this is the concentration of women in lower paying, menial, unrewarding jobs and their incredible scarcity in the upper level jobs. The fact is that a woman who aspires to be chairman of the board, or a Member of the House, does so for exactly the same reasons as any man. Basically, these are that she thinks she can do the job and she wants to try.”

In 1972, Shirley Chisholm became a candidate for President. Some dismissed her candidacy as one of vanity. Others warmed to her message of compassion and commitment. Chisholm herself, in her book *The Good Fight* had this to say about her run: “I ran for the Presidency, despite hopeless odds, to demonstrate the sheer will and refusal to accept the status quo. The next time a woman runs, or a black, or a Jew or anyone from a group that the country is ‘not ready’ to elect to its highest office, I believe that he or she will be taken seriously from the start.”

Shirley Chisholm went on to serve another 10 years in Congress after her run for the Presidency. After leaving Congress, she taught at Mount Holyoke College in Massachusetts and Spelman College in Georgia, and spoke on the lecture circuit. In 1984, she co-founded the National Political Congress of Black Women. In 1993, she was inducted into the National Women's Hall of Fame. On January 1, 2005, Shirley Chisholm died at her home in Florida – unbought, unbossed, and still committed to the good fight.

For more women who reflect the diversity of New York State, turn to page 20.

Dr. May Edward Chinn

Women who reflect the diversity of the Empire State

by JoAnne Krolak

MAY EDWARD CHINN WAS born in Great Barrington, Massachusetts, in 1896. Her father, William, was the son of a plantation slave and the plantation's owner. Her mother, Lulu Ann, was the daughter of a slave and a Chickahominy Native American. Lulu Ann was a cook in the household of Charles Tiffany of jewelry store fame. Growing up as a part of the Tiffany household meant May learned to speak French and German and went on trips to concerts in New York City. May also learned to play the piano, and served as an accompanist to Paul Robeson in the early 1920s.

William thought women belonged at home and should not pursue higher education. However, Lulu Ann believed in the value of an education for her daughter and saved enough money to send May to school at the Bordentown Manual and Training Industrial School in New Jersey. Unfortunately, May had to withdraw from the school after contracting osteomyelitis of the jaw. Money was still a problem, and May did not have a high school diploma. However, with her mother's encouragement, May secured a high school equivalency diploma and passed the entrance examinations for Columbia University Teachers College. May entered the school intending to study music. One of her music professors mocked her ambitions because May was Negro (a term May preferred to either Black or African-



American). At nearly the same time, though, May received honors for a paper she had written on sewage treatment. This led to May's changing her major from music to science. In her final year at Columbia, May got a job as a lab technician in clinical pathology, finished her studies at night and graduated with a bachelor's degree in science in 1921. From there, May went on to study medicine at Bellevue Medical College. When she graduated in 1926, she was the first Negro woman to receive a degree from that institution.

After May graduated from Bellevue, she applied for a research fellowship at the Rockefeller Institute. When the Institute found out she was a Negro, the admissions officer suddenly discovered that "the appropriation for that position had not come through." May was then offered an internship at Harlem Hospital and took it. The job involved riding in ambulances with the paramedics, and

"Upon graduation Chinn found that no hospital would allow her practicing privileges. The Rockefeller Institute had seriously considered her for a research fellowship until they discovered that she was black. With her fair skin and last name, many assumed that she was white or Chinese. She later told Muriel Petioni, former president of the Society of Black Women Physicians, that black workers snubbed her because they assumed she was passing as white, and did not want to jeopardize her position. In 1940, Harlem Hospital granted Chinn admitting privileges, in part due to Mayor Fiorello La Guardia's push for integration in the wake of the Harlem Riot of 1935."

Source: <http://harlemworldmag.com/2011/07/01/dr-may-edward-chinn-the-first-african-american-female-doctor-in-new-york/>

the drivers insisted that May be accompanied by a police officer when entering crowded apartments in the city's poor neighborhoods.

Continued on page 27

New York State Women, Inc.

Annual Conference • Binghamton, NY

Holiday Inn Binghamton • 2-8 Hawley St., Binghamton, NY 13901 • 607-722-1212

Call to Conference

CALL TO: Annual State Conference

DATE: JUNE 2-4, 2017

LOCATION: Holiday Inn, Binghamton, NY

TO: Executive committee, members of the board of directors, and all members of New York State Women, Inc.

NOTICE is hereby given that the Annual Meeting of New York State Women, Inc. will be held from Friday, June 2nd through Sunday, June 4th, 2017 at the Holiday Inn in Binghamton, NY. A group of NYS Women, Inc. members will be helping with registration.

The pre-Conference board of directors meeting will begin at 12:45 PM on Friday, June 2, 2017.

There will be a meeting on Friday, June 2, 2017 for all incoming and outgoing region and assistant region directors beginning at 11:30 AM.

The first business session will begin at 1:45 PM on Friday, June 2, 2017. All members in good standing will be eligible to vote at this session.

Conference is the time for all members to interact and ratify the actions of the board over the course of the year. Conference is also when members will elect their new state officers and celebrate their elections with the installation dinner on Saturday night.

All members will be asked to review and vote on the proposed 2017-2018 budget, the proposed 2017-2018 advocacy and legislative platform and any other business that arises. These items will be available on the website Events Tab>Annual State Meeting>Voting Items as well as in the Conference program book.

A post-Conference board of directors meeting will be held on Sunday, June 4, 2017, time TBA.

All members of New York State Women, Inc. are encouraged to attend as we honor you "The Member" during the weekend! You are also invited to participate in the awards ceremony on Friday, June 2, 2017, the workshops that will be presented during the weekend, the PPD competition and luncheon speaker on Saturday, June 3, 2017 and to stop by and shop with our vendors during the day on Saturday, June 3, 2017. So I hope to see you all in Binghamton, NY as we network, search for ideas, learn at our workshops, meet other chapters and celebrate you "The Member"!

A Conference schedule can be found on the website under the Events Tab>Annual State Meeting>Schedule of Events. All members of the executive committee, board of directors and special committee chairs are reminded to go online and submit their yearly reports by May 10th for the Annual Conference book. The program book report information can be found online by signing into the Member Section on the website, clicking on the State Tab>Program Book Report.

Respectfully submitted,
Theresa Fazzolari, President, NYS Women, Inc.

Welcome to Binghamton!

Our annual conference is an important milestone in our organization's journey. Learn about our accomplishments and goals. There is an energy that develops when NYS Women, Inc. members come together. You'll become re-vitalized; when you return to your chapter, plan on accomplishing great things!

The Holiday Inn Binghamton is located downtown, just one block from restaurants, shopping, breweries, and arts, minutes from I-81, I-88 and Hwy-17/8. Wireless internet is available in rooms, suites, the business center, public areas, and meeting spaces.

There's so much to see and do in Binghamton! In June the Roberson Museum and Science Center will feature "Nature's Best Photography," a project run exclusively in exhibition alliance with the Smithsonian National Museum of Natural History. These awards showcase the extraordinary talents of photographers of all ages and nationalities, each year it draws over 20,000 submissions. Up to 50 stunning prints will be on display. The only other place to find this exhibition in the country is at the Smithsonian Museum of Natural History.

*Roberson Museum and Science Center,
30 Front Street Binghamton, NY
13905, 607-772-0660*

<https://www.roberson.org/exhibits-events/the-exhibitions/natures-best-photography/>

Binghamton Rumble Ponies, AA Eastern League Affiliate of the New York Mets, play at the NYSEG Stadium, located at 211 Henry Street.

Continued on next page

Annual Conference Highlights

Holiday Inn Binghamton • 2-8 Hawley St., Binghamton, NY 13901 • 607-722-1212

Welcome, cont.

Check out their new and improved NYSEG Stadium with popular additions such as the first base Party Deck, third base Terrace Seating, plus renovations to the UHS Sports Medicine Jumper Zone and Moore's Tire Sales Luxury Suites. Tickets start at just \$9 with additional group, child, senior, military and college discounts available, call 607-722-3866 to be a part of the action! bingrp.com

Revitalized Greater Binghamton buzzes with nightlife! Let's start at the bar, where craft beer connoisseurs can cozy up to handcrafted pints exclusive to the brewpubs of Greater Binghamton, including: The Colonial, 56-58 Court Street; Galaxy Brewing Co., 41 Court Street; Lost Dog Cafe & Lounge, 222 Water Street; and Water Street Brewing Co., 168 Water Street.

Wine and dine at Number 5 Restaurant (3 So. Washington Street), hang out at the Lost Dog Cafe (222 Water Street) or hunker down for some hefty portions at Burger Monday's (23 Henry Street).

Come dusk, the patio at Zona and Co. (15 Hawley Street) is a favorite hangout for locals, who enjoy some food and drink with a side of live music all summer long. Revelers love to dance the night away with craft beverages and great bands at Cyber Cafe West (176 Main Street) all year round.

Check them all out at: <http://www.visitbinghamton.org/things-to-do/night-life/>

Take a walk down Main Street or around the mall. Follow the vintage streetlights and perhaps take a motor coach down Antique Row, an eclectic collection of as many as 30 dealers on Clinton Street near downtown, which also offers a variety of boutiques, restaurants and art galleries.

The proud "Home to Candyland: The Sweetest Place on Earth," Windy Hill is the place to get your fill of handcrafted treats. Specializing in hard-to-find "retro" candies, Windy Hill promises to help adults rediscover favorites from childhood and children to enjoy products made in the vein of yesteryear's sweets.

Shop around in Greater Binghamton and you're bound to find some great buys to take back from your trip.

For more info: <http://www.visitbinghamton.org/things-to-do/shopping/>

Schedule

TENTATIVE

Friday, June 2, 2017

TBA	Breakfast – Exec Committee
11:30 a.m. – 12:30 p.m.	Region Director / ARDs meeting
12:45 p.m. – 1:30 p.m.	Pre-Conference board meeting
1:45 p.m. – 3:45 p.m.	Hearings and First Business Session (nominations / RD ratification)
4:00 p.m. – 5:00 p.m.	CDO / GLEF
5:00 p.m. – 6:00 p.m.	CDO
6:30 p.m. – 10:00 p.m.	Awards ceremony, food stations, March of Outgoing President, RD, ARD, and EC
All day	Hospitality room

Saturday, June 3, 2017 (dress down business attire)

7:30 a.m. – 8:30 a.m.	Breakfast
8:00 a.m. – 4:00 p.m.	Vendors
8:30 a.m. – 9:00 a.m.	Memorial
9:00 a.m. – 10:15 a.m.	Workshop: spa day; resistance bands, chair massage, tai chi
10:15 a.m. – 10:30 a.m.	Break
10:30 a.m. – 11:30 a.m.	Business Session 2
11:30 a.m. – 12:00 p.m.	Elections
12:00 p.m. – 1:30 p.m.	Luncheon: PPD Competition and keynote speaker Linda Winston "Finding your Strength through a Storm"
1:45 p.m. – 3:15 p.m.	Business Session 3
3:00 p.m. – 3:30 p.m.	Break
3:30 p.m. – 4:30 p.m.	Workshop: Chapter Programs
6:30 p.m. – 10:00 p.m.	Installation dinner
All day	Hospitality room

Sunday, June 4, 2017

7:30 a.m. – 8:30 a.m.	Breakfast
8:30 a.m. – 9:30 a.m.	Workshop : Leadership Training
9:45 a.m. – 10:15 a.m.	Business (if necessary)
10:30 a.m. – 11:30 p.m.	7-18 NYSW President roll out to follow
	Post-Conference board meeting

Changes to the schedule will be announced at the start of the First Business Session.

Slate of Candidates 2017/2018



Debra Carlin
President

Debra joined the Norwich BPW in 1989 and has served in various capacities at the chapter, region and state levels. She credits the support from BPW members and now NYS Women, Inc. members for encouraging her participation. Debra believes the organization is a great sisterhood of sharing; with an understanding of the issues facing working women. Her membership has helped her achieve a new level of self confidence and provided her with special friends, mentors and supporters. She has worked at the Chenango County ARC since 1977 and is currently the vice president of administration and finance. The agency serves approximately 300 developmentally challenged individuals throughout Chenango County by providing services which include a sheltered workshop, residential services, day rehabilitation programs, dental services and social work and nutritional guidance. Debra is also a member of the Financial Managers of Eastern and Central New York and serves as secretary.



Robin Bridson
President Elect Candidate

Robin Bridson currently holds the position of NYS Women, Inc. vice president.

Robin is a member of the Mohawk Valley Chapter. In her local chapter, she was president elect (2012-2013) and then president (2013-2016). As part of Region 5, she was assistant region director (2013-2014) and region director (2014-2016). Previous state positions include database manager (2014-2016), NIKE business manager, serving on the membership committee and future planning committee.

Robin grew up in the Rochester area and went to R.I.T. She moved to the Utica area in the early 90s and now resides in the Syracuse area.

Technology, training, and presenting are her passion. She has presented a number of workshops at the local, regional and state level. She brings to the table over two decades of training experience, from computer applications to business skills. The certifications she's most proud of are MCT (Microsoft Certified Trainer), PMP (Project Management Professional), and ITIL Foundations (Information Technology Infrastructure Library). She is a graduate of Leadership Mohawk Valley (a yearlong leadership development program). She is currently senior instructor with New Horizons Computer Learning Center.

Other current activities include the Zonta Club of Syracuse and Women TIES (Together Inspiring Entrepreneurial Success). Her previous organizations included Rotary, Junior League and Dale Carnegie.

"It is time for parents to teach young people early on that in diversity there is beauty and there is strength." - **MAYA ANGELOU, POET**

"I know there is strength in the differences between us. I know there is comfort, where we overlap." - **ANI DIFRANCO, SINGER**

"There's a pure and simple business case for diversity: Companies that are more diverse are more successful." - **MINDY GROSSMAN, CEO HSN**

"I feel my heart break to see a nation ripped apart by its own greatest strength – its diversity." - **MELISSA ETHERIDGE, SINGER**

Slate of Candidates 2017/2018



Jacquie Shellman
Vice President Candidate

“Put forth . . . better impulses, straightforward . . . unafraid . . .” That’s what Jacquie Shellman did in 1977 when asked to join Medina BPW. In 1978 she transferred to Canandaigua BPW. Within 12 years and through wonderful mentorship, Jacquie was elected local VP, then president, finally culminating in assistant district director and district director.

As member of Canandaigua BPW, Jacquie led the movement to award a \$50 savings bond to the first baby girl born at F.F. Thompson Hospital during National Business Women’s Week. She led the initiative to award a scholarship to a high school senior girl in one of surrounding high schools where their members lived.

As assistant district director and district director, Jacquie saw District 7 grow to 14 clubs. She and Elsie Dedrick (district director) created the “sister club” concept to enable members to better know one another and build a team. She was awarded the Shamrock award for growth in membership.

Her daughter Rachel was born in 1988. Jacquie continued to serve as chair and co-chair various state and district committees and meetings.

About five years ago, the Canandaigua chapter was in danger of folding with no one who wanted to lead, so Jacquie stepped in as president again. She introduced a “shadowing concept,” where a new member would be teamed up with a seasoned member. This provides a sense of immediate belonging while learning the ropes, leaving the door open to changes, and avoiding the mantra “we have always done it this way before.”

Jacquie was again elected assistant region director and then region director. Region 7 now has five chapters, all very active in their communities. Two chapters have held successful Youth Leadership programs each year. As region scholarship chair, Jacquie worked with two past state presidents to revise criteria and encourage more applications.

Jacquie was administrator, Department of Medicine at University of Rochester for 38 years. She was the point person for HR, financial, budget and grants administration issues. She has been a vestry member at St. John’s Episcopal Church for several years; making maple syrup with partner, Dan (now his brother David), in Prattsburgh.

Jacquie has never run for state office before, but says now it’s time to “put forth my better impulses, straightforward and unafraid”.



Mary A. Stelley
Treasurer Candidate

Mary is CEO and treasurer of the board of directors for the Gowanda Area Federal Credit Union, assets \$18,000,000.00, a Notary Public, and currently serves as Town of Collins councilman. She started her career as a stenographer for the Federal Bureau of Investigation from 1961-1967, working in the Washington Field and Buffalo Offices. She is the current NYS Women, Inc. treasurer.

Mary is secretary of Lakeshore Chapter, NYS Women, Inc.; currently serves as treasurer for the NY Grace LeGendre Endowment Fund Inc. and Gowanda Area Chamber of Commerce. She is current chairman for the Buffalo Chapter, Society of FBI Alumni.

Mary served as 1995-96 BPW/NYS treasurer and other officer positions until becoming 1999-2000 president. She has held various positions at all levels for BPW/NYS, now NYS Women, Inc., including finance chair and *NIKE* business manager.

She was selected the 1991 Gowanda BPW Woman of the Year and received the 1997 Spirit of Gowanda Service Award, Gowanda Chamber.

Mary has held leadership roles over the years in various organizations in her community: Women of the Moose, Friends of the Collins Public Library, St. Joseph’s Altar & Rosary Society, Gowanda PTA. She served as a member of the Buffalo Council, NYS Credit Union League, Society of FBI Alumni national treasurer and served five years on the Gowanda Central School District budget committee.

Giving back to her community is important to Mary, as is volunteerism. NYS Women, Inc. has enriched my life for years through educational workshops and friendships, and instilled in her the importance of women running for political office. Doing her part to make this world a better place for everyone has always been important to Mary, as is spending time with her husband, Bob, children, Lisa and Michael and their three grandchildren, Dylan, Kyle and Alayna.

NYS Women, Inc. Proposed Bylaws Changes

Notice is hereby given, as per NYS Women, Inc. Bylaws Article XIX: Amendments section 4 and the NYS Women, Inc. MOI (Manual of Instruction) Section 2.03 (9) notification to the membership at least 30 days before the annual conference, of the following proposed bylaws Article VIII (Regional Organization, Article XI (Elections), Article XII (Eligibility) to be presented to the membership at the Annual Conference, June 2-4, 2017 for their consideration.

CURRENT

Revisions as of Annual Conference May 29, 2015

ARTICLE VIII: REGIONAL ORGANIZATION (Effective July 1, 2012)

SECTION 1: The state shall be divided into regions. The regions shall be the conduit between chapters and the state organization. An appendix and map shall be attached to the bylaws identifying the boundaries and counties included in each region.

SECTION 2: The Board of Directors shall have the authority to change the number of regions and the boundaries of each region.:

SECTION 3: Each region shall elect from its own membership a region director and an assistant region director. They shall serve for a one-year term, with a maximum of two consecutive terms.

SECTION 4: The region director shall be a member of the Board of Directors of the state organization:

- a) Region director and assistant region director shall assume office at the close of the annual conference and shall serve until the close of the following annual conference and (or) until their successor assumes office.
- b) The incoming region director and assistant region director shall have the privilege of attending the pre-conference board meeting without a vote.
- c) In the case of vacancy in the office of region director the assistant region director shall succeed to the office of region director. A special region meeting shall then be called to elect an assistant region director. However, should the vacancy occur before the region director's election is ratified at state conference, a special region meeting shall be called to elect a region director.

SECTION 5: Region directors and assistant region directors shall be by ballot at a spring region meeting prior to the annual conference of the state organization. A plurality of all votes cast shall constitute an election.

SECTION 6: It shall be the duty of the region director to:
a) Act as liaison officer between the local chapter and the state organization.
b) Serve as a member of the board of directors.

SECTION 7: It shall be the duty of the assistant region director to:
a) Assume the position of region director with voting rights at the state board of directors meetings and the pre-conference board meeting when the region director is unable to attend.
b) Assist the region director in every way possible.
c) Serve as representative of the region director when requested to do so.

PROPOSED

Proposed Revisions April 22, 2017

ARTICLE VIII: REGIONAL ORGANIZATION

SECTION 1: Unchanged

SECTION 2: Unchanged

SECTION 3: Each region shall elect from its own membership a region director and an assistant region director at the spring region meeting prior to the annual conference of the state organization. They shall serve for a one-year term, with a maximum of two consecutive terms.

- a) A majority of all votes cast by simple voice vote (viva voce) or raised hand shall constitute an election
- b) In the event of a tie, voting continues until a candidate receives a majority of the votes cast
- c) If uncontested, by acclamation shall constitute an election.

SECTION 4: Unchanged

SECTION 5: delete (information in section 3)

SECTION 6 thru 8 – Renumber 5 thru 7

NYS Women, Inc. Proposed Bylaws Changes

CURRENT

SECTION 8: If the region director or assistant region director are unable to attend the state board meetings or the pre-conference board meeting, then the region director shall appoint a representative to assume the position of region director with voting rights. The region director will notify the state president the name of the person representing the region prior to the start of the board meeting. The state president shall approve the appointment at the roll call of the state meeting.

RATIONALE: In response to requests, the proposed bylaw would change the method of voting from ballot to voice, hand (or standing) or acclamation. Members would still have the right to make nominations from the floor and these nominees would be included in the voting process, if they qualify

PROPOSED

ARTICLE XI: ELECTIONS

SECTION 1: The election shall be under the supervision of an elections committee consisting of five (5) or more members appointed by the president who will appoint one as the elections committee chair.

SECTION 2: The credentials chair shall be appointed by the president and with the data base manager verify the voting eligibility of members attending the board meetings and the annual conference.

SECTION 3: The chair of the credentials committee shall furnish to the elections committee chair, not less than two (2) hours before the opening of the polls, verification of the accredited voters.

SECTION 4: A president elect, a vice president, a recording secretary and a treasurer shall be elected by ballot at each annual conference. If a president-elect serves the unexpired term of a president, and chooses not to serve her own term, the slate of officers shall include candidates for the office of president.

SECTION 5: A plurality of all votes cast for a given office shall constitute an election.

SECTION 6: Polls shall be open during the time determined by the executive committee.

Current as of Annual Conference 5/29/15

ARTICLE XII: ELIGIBILITY

SECTION 1: To be eligible for office, a candidate for the office of president, president-elect, vice president, recording secretary, treasurer, region director, assistant region director or to serve as a standing committee chair, must:

- a) Be a member in good standing.
- b) Officially and publicly support the state legislative and advocacy platforms.

ARTICLE XI: ELECTIONS

SECTION 1: Unchanged

SECTION 2: Unchanged

SECTION 3: Unchanged

SECTION 4: A president-elect, a vice president, a recording secretary and a treasurer shall be elected at each annual conference. If a president-elect serves the unexpired term of a president, and chooses not to serve her own term, the slate of officers shall include candidates for the office of president.

Section 5: A majority of all votes cast by simple voice vote (viva voce) or raised hand shall constitute an election

- a) In the event of a tie, voting continues until a candidate receives a majority of the votes cast
- b) If uncontested, by acclamation shall constitute an election.

Section 6: Election shall take place during the time determined by the executive committee

Proposed Board Meeting 04/22/17

ARTICLE XII: ELIGIBILITY

SECTION 1: unchanged

Continued on page 26

Chapter & Region News

Join us in Celebrating our 75th Diamond Anniversary Jubilee!

**NEW YORK STATE
women, INC.** 
chadwick bay chapter

Please join the Chadwick Bay Chapter of NYS Women, Inc. as we celebrate our 75th Diamond Anniversary Jubilee on June 20, 2017 and “We Build Powerful Women Personally, Professionally, and Politically”.

It will be held at the Shorewood Country Club, 4958 W. Lake Road, Dunkirk, NY 14048. The evening commences with networking and cocktails at 6:00 PM; dinner will be served at 7:00 PM. Includes a cash bar. Cost: \$35 per person. Email us at: Donaldly.Hover11@gmail.com or contact Donnie Hover at (716) 673-1045 with any questions. We hope to see you there!

Registration

NAME _____

Organization _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

PHONE: _____

E-MAIL _____

Sirloin w/mushroom gravy _____ (quantity)

Chicken Picatta _____ (quantity)

Haddock Romano _____ (quantity)

(Dinner selections include salad, vegetable, desert, coffee and tea.)

CHECK ENCLOSED FOR: \$ _____

(PAYABLE TO NYS WOMEN, INC CHADWICK BAY CHAPTER)

Paypal is available at NYSWChadwickBay@gmail.com (for friends and family)

OR CHARGE MY VISA MASTER CARD FOR \$ _____

CARD NUMBER _____

3-DIGIT CODE _____ EXP DATE _____

PRINTED NAME (AS APPEARS ON CARD) _____

SIGNATURE _____

I'M UNABLE TO ATTEND, BUT I'D LIKE TO DONATE \$ _____

PLEASE MAIL TO: CHADWICK BAY NYS WOMEN, INC. P.O. BOX 649 DUNKIRK, NY 14048 • EMAIL US AT: DONALDLY.HOVER11@GMAIL.COM
CONTACT DONNIE HOVER AT (716) 673-1045 WITH ANY QUESTIONS

Corporate Sponsorships are available for our 75th Anniversary Diamond Jubilee. At our celebration dinner, we will look back at our accomplishments through the years, hear from our local officials, and acknowledge our sponsors. These partnership will give women the encouragement, support, and power they need to grow!

Sponsor Levels

Diamond: \$500 and up. Table of eight (8), recognition in program, and attendance to mixer at 6:30 (cash bar available)

Gold: \$350 – \$499. Four (4) tickets, recognition in program, and attendance to mixer at 6:30 (cash bar available)

Silver: \$200 – \$349. Three (3) tickets, recognition in program, and attendance to mixer at 6:30 (cash bar available)

Bronze: \$101 – \$199. Two (2) tickets, recognition in program, and attendance to mixer at 6:30 (cash bar available)

Friend: \$100. Two (2) tickets, recognition in program, and attendance to mixer at 6:30 (cash bar available)

Individual Ticket: \$35 each at _____ tickets and attendance to mixer at 6:30 (cash bar available)

Yes! I would like to support my community through the Chadwick Bay Chapter of NYS Women, Inc.

NAME _____

Organization _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

PHONE: _____

E-MAIL _____

CHECK ENCLOSED FOR: \$ _____

(PAYABLE TO NYS WOMEN, INC CHADWICK BAY CHAPTER)

Paypal is available at NYSWChadwickBay@gmail.com (for friends and family)

OR CHARGE MY VISA MASTER CARD FOR \$ _____

CARD NUMBER _____

3-DIGIT CODE _____ EXP DATE _____

PRINTED NAME (AS APPEARS ON CARD) _____

SIGNATURE _____

I'M UNABLE TO ATTEND, BUT I'D LIKE TO DONATE \$ _____

PLEASE MAIL TO: CHADWICK BAY NYS WOMEN, INC. P.O. BOX 649 DUNKIRK, NY 14048 • EMAIL US AT: DONALDLY.HOVER11@GMAIL.COM

CONTACT DONNIE HOVER AT (716) 673-1045 WITH ANY QUESTIONS

Chapter & Region News

Women's Day at the Fair

- submitted by Pat Ferguson

Women's Day at the NYS Fair in Syracuse will be Wednesday, August 30, 2017. This year is also the 100th anniversary of suffrage in New York State. There will be recognition of this centennial during the run of the Fair with special programs and luncheon speakers for Women's Day. Registration forms will be available in July at NYSFAIR.org.

NYS Women, Inc. is a sponsor for the day, so look for our banner and promotional materials! All are invited to attend Women's Day: mothers, daughters, sisters, aunts of all varieties (and men, too!). Bring the family and send the kids to the midway. This is Women's Day; make it a day to connect with folks you haven't seen in a while. Morning and afternoon programs and evening entertainers have not been announced as of this printing of *NIKE*.

Check the NYS Women, Inc. website calendar for updates (www.nyswomeninc.org).

If you need a registration form mailed to you or other questions, please call Pat at 315-458-1970 or Cheryl at 315-487-7711. You can email Pat at: patfergerson@aol.com.



Buffalo Niagara Chapter – Region 8

- submitted by Katharine Smith

The Buffalo Niagara Chapter (BNC) took part in a press conference at the Buffalo office of the Erie County Executive on Equal Pay Day (April 4, 2017).



Pictured, from left to right: Katharine Smith, president, Buffalo Niagara Chapter; Karen King, PhD., executive director, Erie County Commission on the Status of Women; Sheri L. Scavone, executive director, Western New York Women's Foundation; and Erie County Executive Mark C. Poloncarz.

BNC will be honoring its "Women in Leadership" at its dinner meeting on June 7, 2017 at the Park Country Club in Williamsville. Each month throughout the year this program, in conjunction with WKBW-TV, recognizes a Western New York woman who gives back through her volunteer efforts. Honorees are working women, professionals, and women business owners who inspire others to follow in their path.



Region 7 is proud to endorse Jacquie Shellman for Vice President NYS Women, Inc.

"Putting forth her better impulses straightforward and unafraid"

**NEW YORK STATE
women, INC.** 
region 7

NYS Women, Inc.

Our Mission

To build powerful women personally, professionally, and politically.

Our Vision

To make a difference in the lives of working women.

Feature: Empire Builders

Women who reflect the diversity of the Empire State

Marie Maynard Daly

by JoAnne Krolak

MARIE MAYNARD DALY WAS born in 1921 in Corona, Queens, in New York City to Ivan and Helen Page Daly. Mr. Daly was an immigrant from the British West Indies. In his youth, Ivan Daly dreamed of becoming a chemist and had won a scholarship to Cornell University to study chemistry. However, financial difficulties cut short his aspirations and Ivan dropped out of Cornell after one semester and later became a postal clerk.

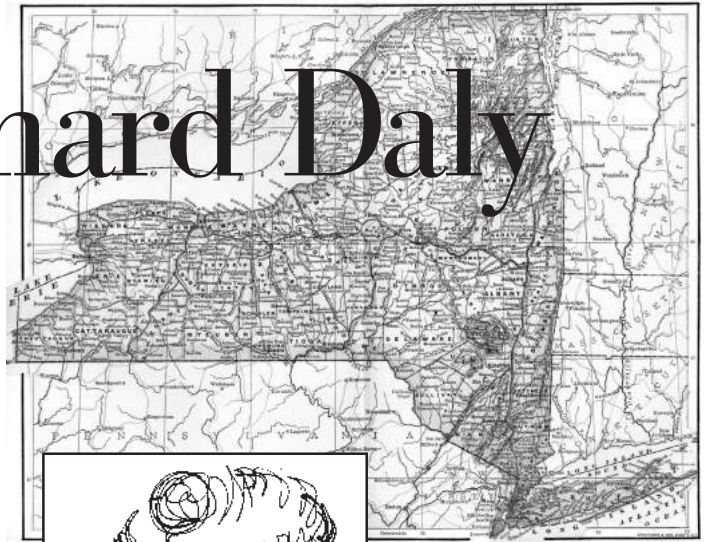
Marie's mother read to her children and her grandfather had an extensive collection of books. These combined to make an avid reader out of Marie. She was particularly drawn to works on science and scientists. Marie's parents supported her in her desire to study the sciences. The all-female faculty at Hunter College High School encouraged Marie's interests and acted as role models of women in academic careers. After graduation from high school, Marie entered Queens College, where she majored in chemistry. Marie then attended New York University, where she obtained a master's degree. At the same time, she worked as a laboratory and teaching assistant at Queens College. Knowing that her career options would be limited without further study, Marie entered the doctoral program in chemistry at Columbia University, where she studied under Mary Caldwell. As part of her studies, Marie researched how compounds produced in the body affect and participate in digestion. When Marie completed

her dissertation in 1947, she became the first black woman to earn a Ph.D. in chemistry.

After obtaining her doctorate, Marie worked as an instructor in physical science at Howard University. In 1948, Marie received an opportunity for postdoctoral research when she was offered an apprenticeship with Dr. Alfred Ezra

Mirsky at the Rockefeller Institute of Medicine (now Rockefeller University). Marie would have to find her own funding to support this research. The American Cancer Society awarded Marie a grant, which permitted her to pursue the research. During Marie's time at the Rockefeller Institute, she and Alfred Mirsky studied the cell nucleus and how proteins are constructed within the cells of the body.

In 1955, Marie returned to Columbia University, where she took a job teaching biochemistry at the College of Physicians and Surgeons. She also worked with Dr. Quentin Deming on the chemical mechanics of heart attacks, artery metabolism and the connection between high cholesterol and heart attacks. Their studies revealed that a high level of cholesterol contributed to blockages of arteries that supply oxygen to the



heart. Marie also studied the effects of sugar on the coronary arteries and what impact smoking had on the lungs.

Five years later, the two moved to the Albert Einstein College of Medicine

at Yeshiva University and continued their work together. Marie studied the effects of aging on the circulatory system and became first, an assistant and later, an associate professor of biochemistry at that institution. In addition to her teaching duties, Marie also worked to increase the number of minority students in medical school and the sciences, and served as an investigator for the American Heart Association, a cancer scientist with the Health Research Council of New York and was a member of the board of governors of the New York Academy of Science.

Marie Daly stayed at Yeshiva University until her retirement from that institution in 1986. In 1988, Marie started a scholarship fund in her father's memory at her alma mater, Queens College, to support minority students in the fields of chemistry and physics.

Women who reflect the diversity of the Empire State

Clara McBride Hale

by JoAnne Krolak

CLARA MCBRIDE HALE WAS BORN ON APRIL 1, 1905 in Elizabeth City, North Carolina. She was raised in Philadelphia and married Thomas Hale after graduating from high school. They had two children – a son and a daughter – and later moved to New York City. Thomas Hale died in 1938.

Clara Hale suddenly found herself a widow with two small children to raise in the middle of the Depression. She cleaned houses during the day and worked at a theater in the evenings, and tried to make sure her children received the best education possible. Soon, however, she decided to leave her daytime job to care for her children herself. Clara Hale also started a daycare service for other working mothers, single mothers, and women who could not or would not care for their children. By 1940, she officially became a foster parent. Often this meant taking in seven or eight children at a time in the Hale household, raising them alongside her own children. Sometimes, the home became crowded, but Clara Hale could never turn away a child in need, a child with problems, or one that no one else wanted. Reading and good behavior were rules of the house, along with an emphasis on staying out of trouble and away from the temptations of life on the streets.

For the next 28 years, Clara Hale took in more than 40 children of all ages, religious and ethnic backgrounds. Clara Hale helped find permanent homes for homeless children and helped parents get guidance and counseling when they needed it most. All of her foster children completed high school, and many were able to attend college.

In 1969, Clara Hale was 64 years old and looking toward retirement. Then one day, Lorraine Hale, Clara's daughter, met a drug-addicted woman on the street in New York. The woman was holding a small baby in her arms. Lorraine told the woman to go see her mother and "tell her I sent



you." The next day, Clara Hale opened her door to find the young woman there. The woman would leave her baby with Clara Hale while she sought drug treatment.

Word spread that Clara Hale would take in drug-addicted women and their children. Within six months, Clara Hale was caring for 22 drug-addicted babies. In 1972, Clara Hale secured a brownstone on 122nd Street in New York City. This brownstone became the

new Hale House. In 1975, the brownstone was officially licensed as a childcare facility.

During the 1970s, Clara Hale expanded her mission of caring for children to include programs for at-risk children and their families. In the 1980s, she responded to the growing AIDS epidemic by taking in babies who had either lost their parents to the disease or were themselves infected with HIV. The 1990s saw Clara Hale reach out again to women and their children – this time to the increasing number of women incarcerated for drug-related or other crimes and were thus unable to care for their children.

Clara Hale passed away in 1992 at the age of 87. In 1985, President Ronald Reagan had recognized her as an American Hero, saying that Clara Hale's life "... tells us that the oldest American saying is new again: Anything is possible in America if we have the faith, the will and the heart." However, Clara Hale did not think of herself as a hero. She simply believed that all children needed and

deserved love, and that with this love, they would not only survive, but flourish and overcome any hardship. Or as Clara Hale herself said, "... I'm a person who loves children ... My people need me."

"Until I die, I'm going to keep doing. My people need me. They need somebody that's not taking from them and is giving them something."

Feature: Empire Builders

Women who reflect the diversity of the Empire State

Constance Baker Motley

by JoAnne Krolak

“THAT’S THE DUMBEST THING I EVER HEARD,” SAID Constance Baker’s supervisor, “a complete waste of time. Women don’t get anywhere in the law.” Constance had just announced her intention to attend college, and ultimately, to study law. There had been no money for her to attend college; so after high school, she had taken a job with the National Youth Administration. Constance also spoke at community forums and it was at one of these that she met businessman Clarence Blakeslee, who offered to pay her way through college. She started at Fisk University, but later transferred to New York University, where she graduated with a degree in economics in 1943. Three years later, Constance graduated from Columbia University with her law degree and married Joel Motley.

In 1945, a fellow student suggested she apply for the job he was leaving, which was law clerk to Thurgood Marshall at the NAACP’s Legal Defense and Educational Fund. Constance got the job, and, as she put it, “I was on the ground floor of the Civil Rights movement without even knowing it.” She worked with Marshall through her graduation and went on to take a job with his legal staff. Constance would spend almost twenty years at the NAACP, where she would become principal legal counsel for litigation of civil rights cases. In 1954, Constance wrote the briefs which presented the Brown position in *Brown v. Board of Education* case which was argued before the U.S. Supreme Court and resulted in the elimination of the “separate but equal” clause allowing segregation of public schools. In 1956, she helped Autherine Lucy gain admission to the graduate school at the University of Alabama at Tuscaloosa. In 1962, Constance was counsel on the case which gained James Meredith admission to the University of Mississippi. In May of 1963, she successfully fought for the reinstatement of over 1,000 black schoolchildren who had been either suspended or expelled for taking part in civil rights demonstrations in Birmingham, Alabama. Constance Baker Motley was successful in nine of the ten cases she argued before the Supreme Court, with the tenth decision



eventually being overturned in her favor.

During her time with the NAACP, Constance began her involvement in New York politics. She served on the New York State Advisory Council on

Employment and Unemployment Insurance from 1958 to 1964. In February of 1964, on the condition that the job not interfere with her work at the NAACP, Constance agreed to run for the New York State Senate in a special election. She left the NAACP when she won the election. During her first seven weeks in office, Constance started a campaign to extend civil rights legislation in employment, education and housing. She won election to a full term in the November general election and served in the State Senate until February of 1965, when she was elected Manhattan Borough President – the first woman to be elected Borough President. During her term as Borough President, Constance helped to draw up a plan to revital-

ize Harlem. She also worked to improve New York City schools, rehabilitate housing in Harlem and increase community involvement in city planning. In the spring of 1965, Constance represented the City of New York on the Selma to Montgomery, Alabama, civil rights march. In the 1965 November election, she was elected to a full four-year term as Borough President.

In 1966, Constance was nominated to a federal district court judgeship, and confirmed in August of that year. She was now the nation’s first female African American federal judge. In her years on the bench, Constance ruled on cases involving welfare recipients, Medicaid patients, war protesters and prisoners. In 1978, in *Ludtke v. Kuhn*, she ruled that a woman reporter must be admitted to the New York Yankees locker room. Four years later, in 1982, Constance Baker Motley was appointed chief judge of the Southern District of New York, and in 1986, became senior judge.

Constance Baker Motley was inducted into the National Women’s Hall of Fame in Seneca Falls in 1993. The NAACP awarded her their highest honor, the Spingarn Medal, in 2003. She died in New York City in 2005, after a life devoted to seeking justice for all citizens.

“In my view,
I did not get to
the federal bench
because I was a
woman.”

Women who reflect the diversity of the Empire State

Mary Burnett Talbert

by JoAnne Krolak

MARY BURNETT TALBERT WAS BORN IN OBERLIN, Ohio, in 1866. She attended Oberlin College and was the only Black woman to graduate with the class of 1886. After graduation, she became a teacher in Little Rock, Arkansas, and later went on to become the assistant principal of Union High School in Little Rock. In 1891, she married William H. Talbert and the couple moved to Buffalo, New York.

Upon arriving in Buffalo, Mary Talbert joined her husband's church, the Michigan Avenue Baptist Church. While at the Michigan Avenue church, she organized the Christian Culture Congress, which was a literary society and forum formed to address social issues affecting Black Americans. She also led a group which protested the exclusion of African Americans from the Planning Committee of the Pan-American Exposition. There was to be an "Old Plantation Exhibit" at the Exposition and Mrs. Talbert and other members of the Buffalo Black community met at the Michigan Avenue church to promote a Negro Education exhibit.

Mary Talbert also belonged to the Phyllis Wheatley Club, which was the oldest organization of Black women in Buffalo. She described it as a "working club which sought reforms and the promotion of the rights of mothers and children." The Phyllis Wheatley club with Mary Talbert at its head forced the Buffalo Police Department to focus on crime in Black neighborhoods and Talbert herself was invited to join a citywide committee that monitored police enforcement. The Wheatley club was also one of several women's clubs to take an interest in the welfare of the girls and young women of Buffalo. Mary Talbert opened the Talbert home to teenage girls for discussions on African American political ideology and sessions on dress, manners, morals and social activities. As Mary said "a woman has the right to enter any sphere where she can do the most good."

Mary Talbert became a co-organizer of the Niagara Movement, which was a civil rights organization that called for opposition to disfranchisement and racial segregation. W.E.B. DuBois and several others met at the



Talbert home to draw up resolutions. This meeting was followed by another meeting on the Canadian side of Niagara Falls (the organization took its name from Niagara, to mark the location of the meeting and to call attention to the "mighty current" of change the group wanted to effect.). A second meeting was held in Harpers Ferry, West Virginia, to discuss how to secure civil rights for Black Americans.

The Niagara Movement, however, lacked sufficient funds, a permanent headquarters and staff, and it met with opposition by prominent individuals such as Booker T. Washington. Five years after its founding, the Movement disbanded. Several leaders remaining from the Movement joined W.E.B. DuBois to found the NAACP in 1910. Mary Talbert invited the NAACP to organize a chapter in Buffalo, and served on its board of directors once the chapter was established. During this time, she served on the Anti-Lynching Committee and traveled nationwide to speak on behalf of the Dyer Anti-Lynching Bill. Ultimately however, Congress did not ratify the bill. Mary Talbert urged club women to withhold their support from candidates who had voted against the anti-lynching legislation. In 1922, she received the NAACP's Springarn Medal in recognition of her efforts. She was the first woman to be so honored.

After World War I, as president of the National Association of Colored Women, Mary Talbert served as the first African American delegate to the International Council of Women at their congress in Christiania in Norway. She also embarked on a European lecture tour, giving talks on women's rights and race relations. There were efforts to secure an invitation for Mary Talbert to address the 1921 convention of the National Woman's Party, but these were unsuccessful. According to a letter from Mary White Ovington to Alice Paul, the rationale for

Continued on page 27

Buffalo, NY activist Mary B. Talbert was committed to addressing inequalities based both on gender and race. Talbert served as the sixth president of The National Association of Colored Women (NACW) from 1919-1920. The NACW was formed in 1896, with the goal of promoting equality for African American women. One of Talbert's more famous speeches, "Women and Colored Women," focused on the "clear powers of observation and judgment" African American women had gained. These powers allowed a woman to observe an issue and use her judgment to help find a solution. Talbert felt that these powers were "necessary to the building of an ideal country." - Oct 7, 1915



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NYS Women, Inc. Proposed Bylaws Changes

Continued from page 17

SECTION 2: An interval of one year shall elapse before a member is again eligible for re-election to the office of president, president-elect or vice president.

SECTION 3: Term of office:

a) The president, president-elect and vice president shall be eligible to serve for not more than one consecutive term in the same office, unless the president-elect is serving an unexpired term as president and is then eligible to serve her own year as president.

b) The recording secretary and treasurer shall be eligible to and may serve more than one consecutive term in the same office.

c) The region director and assistant region director may serve two consecutive terms in the same office

Standing committee chairs shall be appointed for a term of one (1) year and may be reappointed. No person may serve more than three (3) consecutive years on the same committee

RATIONALE: To create the option of an officer to run for a second term if they choose

SECTION 2: delete

SECTION 3: Term of office: (renumber to Section 2:

a) The president, president-elect, vice-president, region director and assistant region director may serve two consecutive terms in the same office.

Renumbered b) If the president-elect is serving an unexpired term as president, she may serve her own term as president.

b) Renumber c) The recording secretary and treasurer shall be eligible to and may serve more than one consecutive term in the same office.

d) Standing committee chairs shall be appointed for a term of one (1) year and may be reappointed. No person may serve more than three (3) consecutive years on the same committee

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NYS Women, Inc.

OUR MISSION:

To build powerful women personally, professionally, and politically.

OUR VISION:

To make a difference in the lives of working women.

Dr. May Edward Chinn

Continued from page 11

After completing her internship, May found that no hospital in New York would grant her admitting privileges, so in 1928, she opened her own practice. Her office was next door to the Edgecombe Sanitarium, which was a private institution. May agreed to take night calls at the Sanitarium, in return for housing for herself and Mr. and Mrs. Chinn. As time went on, May found herself caring for the families of the other doctors at the Sanitarium, plus patients she had seen at the Harlem Hospital, Mohawk Indian construction workers, and the Handmaids of Mary (an order of nuns). She also continued her education and received a master's degree in public health from Columbia University in 1933.

In addition, May saw a large number of cancer cases among her patients. As a Negro, she was still not allowed to officially admit patients to a hospital or treat them once they were admitted. However, May would study how the residents at Memorial Hospital treated the cancer patients and was able to learn the procedure for biopsies from an old professor of hers.

In 1940, May was finally granted admitting privileges by Harlem Hospital and in 1944, she began working at the Strang Cancer Clinic to do cancer research. May stayed at the Strang Clinic for 29 years, conducting cancer research, performing pap smears and other cancer screenings plus taking down family histories of cancer patients. This was in addition to treating the patients in her existing practice.

In 1975, May joined the Society of Surgical Oncology. In 1978, she gave up her private practice in order to work with the Phelps Stokes Fund on education for African and Native American students. May Edward Chinn died in New York at Columbia University in 1980 after collapsing at a reception honoring a friend.

Mary Burnett Talbert

Continued from page 23

the refusal stemmed from the view that Mary Talbert, "... as an ex-President of the National Association of Colored Women, would not be able to speak at your session because she does not represent a feminist organization."

Mary Talbert died in 1923 at the early age of 57 and is buried in Buffalo's Forest Lawn Cemetery and Garden Mausoleum. The University of Buffalo named a building the Mary Burnett Talbert Hall in her honor.

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