

NIKE NEW YORK STATE women, INC.

NIKE

The official publication of
New York State Women, Inc.

VOL. 67 ■ ISSUE 1 ■ SEPTEMBER 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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NYS Women, Inc.: The State of the State



Follow the Path to the Betterment of Women

from Debra Carlin
NYS Women, Inc. President, 2017/2018

As I am writing this, summer is in full steam and many of you are out enjoying the great weather and those sorely-needed vacations that will rejuvenate. Then begins the work of the coming year as we continue to promote the mission of NYS Women, Inc. to become powerful – personally, professionally and politically.

And save these dates for the October Board meeting!

CALL TO: October Board Meeting
DATE: October 13-15, 2017
LOCATION: Ramada Geneva Lakefront, Geneva, 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 2017 October Board Meeting of New York State Women, Inc. will be held

October 13-15, 2017 at the Ramada Geneva Lakefront in Geneva, NY. The schedule will include a RD/ARD meeting, a CDO meeting, a board of directors meeting (all board members in good standing will be eligible to vote at this session) and all New York State Women, Inc. members are welcome to attend this session but will not vote at this session. There will be a luncheon speaker, and workshops. Registration forms and hotel information can be found on page 10 or on our website at: nyswomeninc.org.

There will be sessions that will empower us as women, to see where we have been and where we are going and what we can do for others.

So join the journey and follow the path that will strengthen women in their work life and their professional life while helping those that are in need of our support. May this be a year of growth and new ideas that will forward our mission.

Thanks to everyone for all your support and I am honored to be your president for the 2017-2018 year.

NYS Women, Inc. Committees

Membership Committee

- submitted by Linda Przepasniak, chair

Congratulations to the winners of this year's *Chapter Membership Challenge!* Back in the fall we talked about how sustainable membership is significant to the success or failure of New York State Women, Inc. While the recruitment of new members is important, our need to retain members is even more critical. Keeping our members engaged, empowered and educated strengthens our organization and positions it to be a dynamic and influential resource for women in our communities and state-wide.

This year the membership committee put forth two challenges to our chapters: #1) to reduce and/or eliminate the number of lapsed members in our chapters. Challenge #2) was to engage, empower, and educate current members through a new member orientation, roundtable discussion or NYS Women, Inc. refresher program.

So, here are the winners of the Chapter Challenge #1 (reducing lapsed members). In the category of chapters with 26 members or more: Third Place: **Staten Island**, Second Place: **Professional Women of the Finger Lakes**,

and First Place: **Professional Women of Rome**. In the category of 25 members or less: Third Place: **Richmond County**, Second Place: **Susquehanna**, and First Place: **Adirondack**. Congratulations!

Awards were presented at the June Conference. All chapters who worked hard and diligently to retain their existing memberships this past year are to be commended. And a great big "thank you" goes out to all those chapters who recruited new members. Let's work hard to keep them interested and focused.

The *Chapter Membership Challenge* will continue for 2017-18. Stay tuned. Lapsed member tallies begin September 30, 2017 and run through April 30, 2018. The only activity a chapter needs to do to qualify is to retain their existing members (and, of course, recruit new ones). That's it. Remember... RENEW, RETAIN and RECRUIT for 2017-2018! Dues renewals are easy to do online. Please, don't let your membership lapse!

No submissions were received by the membership committee for Chapter Challenge #2; however, the President's award did recognize those chapters who

Continued on page 13

Calendar of Events

2017

20th of each month: *Communicator* deadline

September

15 *NIKE* deadline

October

13-15 Fall Board Meeting
Geneva NY

November

7 Election Day
PLEASE VOTE!

NEW YORK STATE
women, INC.

Our Mission

To build powerful women personally, professionally, and politically.

Our Vision

To make a difference in the lives of working women.

Cover image: © iStock / gradyreese

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.

The articles contained in *NIKE* express the views of the individual authors and do not necessarily represent the views of New York State Women, Inc. *NIKE* is distributed for information purposes only, with the understanding that neither New York State Women, Inc. nor the individual authors are offering legal, tax or financial advice.

NIKE is a quarterly informational magazine for New York State Women, Inc. members and other professional women. Published 4 times per year (September, January, March/April and May). Circulation: approximately 1200. Payment must accompany all advertisement requests. *NIKE* reserves the right to refuse to publish any advertisement.

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A mentor nourishes and guides.
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From the Editor

“A mentor is someone who allows you to see the hope inside yourself.”

- OPRAH WINFREY



CHANGING LEAVES, COOL NIGHTS, STILL-SUN-
NY days, school children waiting by the bus: it must be
September! For many of us, fall is when we shake the
sand out of our sandals, and wistfully pick up the
office or schoolroom workload again. For many of
our NYS Women, Inc. chapters which take a hiatus for
the summer, now is a reboot of connections, network-

ing, friendships, and chapter meetings.

NYS Women, Inc. offers its members many resources, one of which is
mentorship. Throughout my years as a member, I've offered mentorship,
and it is one of the most rewarding experiences in my life! I hope this issue
of *NIKE* inspires some of you to become a mentor yourself,

We're discussing the many facets of mentorship in this issue of *NIKE*.
Claire Knowles asks which you need, sponsor or mentor, in her article on
the next page. Cathy Moore talks about the difference we can make as men-
tors in "A Mentor Nourishes and Guides" on page 8, while Amy Remmele
reminds us we "Give It Away To Keep It" in the sidebar on page 9.

I'm also pleased to introduce with this issue, two new columns, Chapter
Spotlight and The Last Word. NYS Women, Inc. is an organization with a
long history of advocacy for women. The Spotlight column will give every
chapter the opportunity to proudly celebrate their past and showcase their
future plans (celebrate Chadwick Bay's 75-year history on page 10).

Check out page 19 for Claire Knowles' Last Word, a followup to our June
issue of *NIKE*, which was all about diversity. You can "hear" her wise words
about R-E-S-P-E-C-T.

Mark it in your calendar! You don't want to miss the NYS Women, Inc.
Board Meeting, October 13-15, 2017, in Geneva (registration forms are on
page 11 or you can register online at nyswomeninc.org/Events/October-Meeting/Registration).

This is my first issue as editor of *NIKE* and I am excited to a part of the
NIKE team. Thank you to President Debra Carlin for asking me to take this
job. I'm looking forward to my role as editor, for what I feel, is an excep-
tional magazine, one that NYS Women can be very proud of!

-Joyce DeLong

DEADLINE FOR THE DECEMBER 2017 ISSUE IS SEPTEMBER 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 with permission to republish and credit line to be included with the article.



Are You Trying to Advance in the Work World... But You're Not There Yet?

Do you need a mentor? Do you need a sponsor? What's the difference?

It has been said that a great mentor will guide you to the right doors, and a great sponsor will help knock them down for you.

MENTORSHIP:

Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise or wisdom. Mentors act as a sounding board, offering advice as need-

ed and support and guidance as requested. Mentors coach. Mentors counsel. Their experience and perspectives are key for helping a mentee to learn how to navigate within the organization.

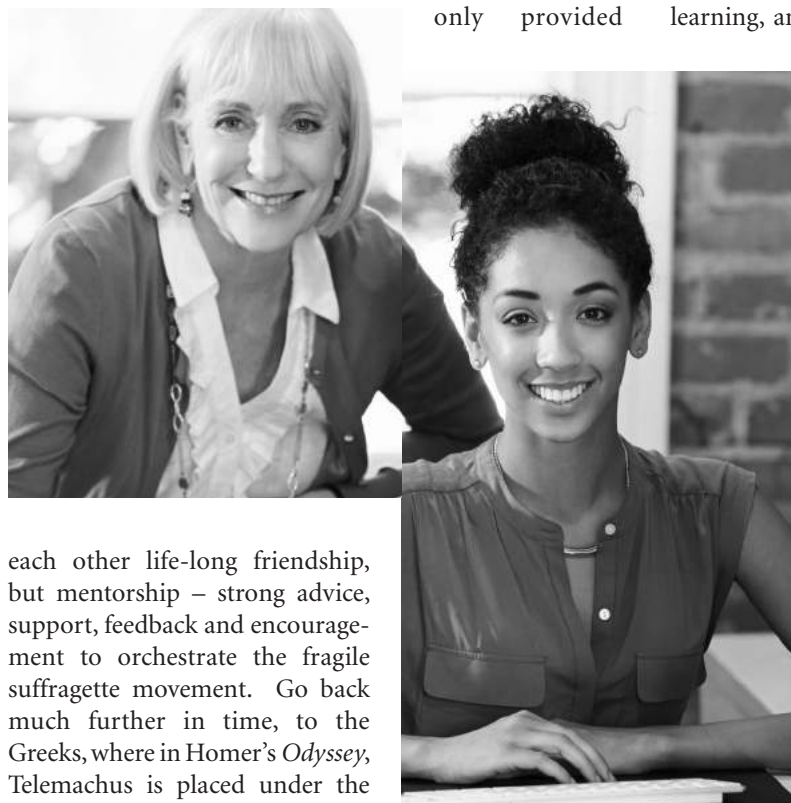
Mentoring has been around for a long, long, time. It is one of the oldest forms of influence. Eleanor Roosevelt, for example, noted (in a 1951 *Look* magazine article) that Louis Howe, the Roosevelt's political architect had the most influence on her personality and her character, as

Continued on page 7

Do you need a mentor? Do you need a sponsor?

Continued from page 5

she learned to navigate the political world of the time. Over 50 years earlier, Susan B. Anthony and Elizabeth Cady Stanton worked together in their quest for Women's Rights. They not only provided



each other life-long friendship, but mentorship – strong advice, support, feedback and encouragement to orchestrate the fragile suffragette movement. Go back much further in time, to the Greeks, where in Homer's *Odyssey*, Telemachus is placed under the trusting guidance and influence of Odysseus's friend, named **Mentor**, while Odysseus went off to war. Thus, the origin of **mentorship**.

In today's business world, mentoring processes can be formal (more structured) or informal (built on relationship), and generally include:

- Voluntary pairing of experienced with less experienced
- Mutually-agreed goals/expectations
- Significant relationship building
- The mentor offers knowledge, insights, perspective, wisdom
- The mentee realizes steps to potential, answers to questions
- Involves commitment to listening and learning

Recognize that mentoring is not a “buddy system” for on-boarding a new person in an organization or a business. It is much deeper than that. It is a one-to-one connection that provides new perspectives for on-going learning, and a safe place where questions and concerns can be shared and discussed within a trusting relationship. Often, a less-experienced person, recognizing she needs some good guidance, will seek out a person with knowledge, expertise, or perceived wisdom and respectfully ask for an on-going mentoring relationship.

SPONSORSHIP:

Often, talented women need more than just the advice and encouragement of a professional mentor. Sponsors are those people in an organization or business who can better position women to advance in the workplace—a powerful person to open doors for you. Unlike a mentor, a sponsor is someone who not only can advise you on your career, but can actively help advance it. They can use their credibility to advocate for you. Having an advocate in a key position in the organization – to go to bat for you, or to introduce stretch assignments that will advance your career – is important.

According to a 2011 *Harvard Business Review*, sponsors not only advise their charges, they promote, protect, prepare and push them. They provide a broad perspective when they give critical feedback. While mentoring is a gift, a sponsorship is more transactional. A senior person is not going to go out of their way unless you have proven your worth. Sponsors are vested in their protégés, offering guidance and critical feedback because they believe in you. Sponsors find ways to provide growth experiences, challenges to prepare for the next level, and give you an opportunity to shine and prove your value. (You don't want to let your sponsor, or yourself, down.)

Jane Porter, who wrote, *Hit the Ground Running for FAST Company*, advises several strategies to develop a relationship with a sponsor to fundamentally shift your

Think of your most influential mentor. If there's someone to whom you owe a debt of gratitude for guiding/influencing you at one of your important crossroads, don't wait to express your appreciation – in detail and, if possible, in person!

career. Here are a few:

- Join networks filled with influential people – look for networks you have access to that have more senior people involved. Make yourself visible. Go the extra mile.
- Build a rapport with a potential sponsor that makes them confident not just in your abilities, but also in your loyalty to them. Seek out several sponsors, male and female. When it comes to women's advancement, men matter – the reality is that men occupy 80% of senior business roles in the U.S., so cultivating relationships with male colleagues is also important. We need a push and pull for moving female leaders up the ladder.
- Turn a mentor into a sponsor. Identify someone who could be a great sponsor, and first ask that person to mentor you. Over time, once you've developed a solid rapport and have proven your talents and abilities, the relationship can move into more of a sponsorship dynamic.
- Understand that sponsors are gatekeepers. You have to keep your best foot forward, inspiring confidence in them that you can handle what's put in front of you. It is a relationship built via one proven step at a time, through one gate at a time.

Should you have both a mentor and a sponsor? Why not? Sylvia Ann Hewlett, female economist and author of *Forget a Mentor, Find a Sponsor* (2013) notes that while it is good to have an important, meaningful and successful mentor relationship, a sponsorship is harder to come by – yet the sponsorship can make a much more tangible difference in your career. With a little strategizing, together with strong work performance, and clearly making yourself valuable and visible, you can benefit



A mentor encourages you to climb a tree to new heights. A sponsor goes out on a limb for you and champions you to others.

from finding a powerful person to help open doors for you. So what is the next door that you need to have opened? And what can you do, right now, to start strategizing in that direction?

An obvious question remains: Shouldn't your current boss or supervisor be working to promote, prepare, protect and push you forward? Shouldn't that person (to whom you report) be expected to have your best career interest at heart? to provide stretch assignments and to open doors so that you can advance? That answer is yes. (It should happen that way.)

Professional advancement is what can happen when you have a savvy supervisor or manager who sees your value from the get-go, is willing to give you growth and development assignments, provides you with clear expectations and critical feedback for continuous improvement, while being open to and excited for your proving your success on the career ladder. Discussions with your supervisor or manager specific to this subject should be ongoing and frequent. Unfortunately, many supervisors and managers in businesses and organiza-

tions are behind the 8-ball in possessing the critical leadership skills and managerial courage needed to effectively be promoters for the people that report to them. For a variety of reasons, they fall short on demonstrating emphasis on growth and development, on providing honest and critical feedback or promoting performance – thus making the value of seeking mentors and sponsors tantamount to your career growth.

You seek out mentors and sponsors because you know your own value, because you want to continuously grow and develop and because you know that your contributions to the organization will be even greater as you work to climb the beckoning career ladder. You also know that it is hard to do it alone.

Claire Knowles is a 2-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. www.ClaireKKnowles.com 716-622-7753



Feature: Personal Development

A mentor nourishes and guides.

by Cathy Moore

HOW DO WE HELP OUR GARDENS GROW? WE provide the conditions that our plants need, of course. Sunshine, water, good seed, nutrients, and time are essential. Don't forget to add a little thinning and weeding to make the plants strong and fruitful. Finally, we wait for enough time to allow all these elements to meld together in beauty and production.

Nurturing a garden is a common analogy used to reflect on the role of mentorship. Mentors can offer many benefits to their protégé. I am particularly interested in this arrangement as I sit in my office and make arrange-

ments for an office of summer interns. These students are eager to translate book learning and academics into real live experiences. How can a workplace create an environment that positively impacts their decisions?

Watching my grandson step into his first work experience is another opportunity to wonder at the significance mentoring can have influencing someone's future. He is so jazzed about this new working world he is learning about. I wonder how much influence this new experience working side by side with a person who has an interest, passion and expertise about a

subject my grandson never before imagined existed. And he gets paid!

Is this just another summer job working on a farm? Or will this experience of hard work, learning new skills and working cooperatively with others shape a strong work ethic, suggest new career options or even pique an interest that opens new vistas? Can working on a farm do all that? Good mentoring suggests it can.

Protégé outcomes are generally divided into categories of youth mentorship, academic mentorship and workplace mentorship. Research sug-

Give It Away To Keep It

by Amy Remmele

Mentoring is a great theme. It brings us back to the reason we are here, to help others. Giving and receiving help are the foundations of humanity. There are many benefits to both sides. A mentoring moment can be anywhere from a passing encounter to a lifelong relationship. The beauty of mentoring is that there are opportunities along all highways of life. The real theme here is reaching out, whether it is to give help or to receive help.

First let us talk about the asking for and receiving help. Interestingly the only terminal human weakness is the inability or unwillingness to ask for help when we need it. In our everyday lives it causes failures and losses of time and energy and money. For addicts or people who are in dangerous situations, it actually becomes fatal. Given the benefits of asking for help, it becomes obvious that what some people are considering a weakness others of us know is an amazing strength. No matter the circumstances or the people involved, asking for help is a life-giving opportunity that creates bonds, strengthens relationships and stirs synergy. In fact, research shows that people are more likely to bond when asked for help than when help is offered to them. It makes people feel needed and good about themselves to know that they can help someone.

Continued on page 18



gests that academic mentoring has stronger associations with good outcomes than does youth mentoring and that workplace mentoring is somewhere in between. What this reinforces is that positively influencing troubled youth (most research done on mentoring was with youth at risk for problems) is tough work.

Reviews linking youth, academic and workplace mentoring however, suggests psychological outcomes such as positive self-image, emotional adjustment and psychological well-being when all these factors are combined. In addition, previous research finds that being mentored is related to more positive social relationships, higher performance and less problem behavior – pretty good stuff for a teenager!

Is this just another summer job working on a farm? Or will this experience of hard work, learning new skills and working cooperatively with others shape a strong work ethic, suggest new career options or even pique an interest that opens new vistas? Can working on a farm do all that? Good mentoring suggests it can.

Not to put a lot of pressure on those who have the opportunity to work in a mentorship relationship, but you really can make a difference. Working in an office, on a farm, in a school, or on a basketball or swim team are all opportunities to mentor. These opportunities to broaden horizons and direct people to healthy decisions are

much like watering the garden.

Cathy Moore is a registered dietician with the Cornell Cooperative Extension of Jefferson County (NYS). Printed by permission of the author; this article was originally published in the Watertown Daily Times, June 3, 2017.



Chadwick Bay: Working for women since 1942

by Donaldly Hover

New York State Women, Inc. is an organization with a long history of advocacy for women. Our new column "Chapter Spotlight" is an opportunity for every chapter to proudly celebrate their past and showcase their future plans.

The Chadwick Bay Chapter is celebrating its 75th year as an organization, and, an integral component in the Dunkirk/Fredonia community. In 1942, twenty-two women banded together to form Business and Professional Women of Dunkirk Fredonia. These visionaries encouraged local women to join the organization for personal and professional growth. The mission was to achieve equity for all women in the workplace through advocacy, education, and information.

BPW/Dunkirk Fredonia was an active group during the early years (unfortunately, the records are missing from 1942 until after World War II). In 1944, BPW/Dunkirk Fredonia worked feverishly to provide equipment and furnishing for the Coast Guard home at Point Gratiot. With that completed, members contributed time to the United War Fund Drive, working jointly with Dunkirk's Lion Club. Their combined efforts let to \$40,000 collected.

The first scrap book of 1946, detailed their donation of a typewriter as well as various farm equipment, ambulance, medical supplies, and furnishings, which were sent to Dunkerque, France during the "Dunkirk to Dunkerque Days."

Later that same year a donation was made to the sisters and children of St. Mary's for Christmas gifts and party. In 1947, BPW/Dunkirk Fredonia worked with Brooks Hospital on the polio campaign followed by American Heart Association campaign of 1948.

In 1955, the club focused on social, economic and political issues and began to participate actively in affairs promoting the welfare of the community. A scholarship was established for a Dunkirk or Fredonia senior girl who was continuing her education to become a teacher or business professional. This same year BPW/Dunkirk Fredonia sent flowers to Silver Creek to celebrate their charter establishment. In 1956, the organization became involved with Civil Defense.

In 2009, the club changed its name to New York State Women Inc. Chadwick Bay Chapter. The group strives to

make a difference in the lives of working women personally, professionally and politically, following the mission of New York State Women, Inc. We offer networking for the empowerment and growth of women, insight into the balance of work and family, and build leadership skills to help further careers.

Chadwick Bay Chapter established a perpetual scholarship through the Northern Chautauqua Community Foundation. Currently two scholarships are offered each year to non-traditional female students returning or currently enrolled in college who are residents of northern Chautauqua County.

Chadwick Bay has made monetary donations to Meals on Wheels, Dunkirk Library, Food Pantry, Boys and Girls Club of Northern Chautauqua County, Hospice, and flowers for the City of Dunkirk and the Village of Fredonia for their beautification program. The Chadwick Bay women have walked and donated money to the American Cancer Society Relay for Life.

Our group also donated a chair to the dialysis unit at Brooks Hospital. We donate to the Teen Homeless shelter and Battered Women Shelter. We visit the WCA Home in Fredonia to play bingo with the residents at Christmas and again in the spring. This event provides the organization an opportunity to socialize with the residents resulting in lasting friendships. Working with the local Center for Peace and Justice, Chadwick Bay Chapter supports the yearly request for the Nicaraguan poor.

For excitement we offer our "Getaway Weekend" held annually in late February or early March. This event provides fun workshops, networking, and pampering for women. The club offers younger women an opportunity to make a difference in the community. The women of the club have experience in the business community and share that with the next generation.

For more info on the Chadwick Bay Chapter, check out <http://nyswomeninc.org/Chapters/Chadwick-Bay>.



Board Meeting • October 13-15, 2017

Ramada Geneva Lakefront • 41 Lakefront Dr., Geneva, NY 14456 • 315-789-0400; fax: 315-789-4351

HOTEL Registration

Group Name: New York State Women, Inc.
Block Code: CGKHDS

Registration Deadline: September 15, 2017

Make reservations by calling hotel directly at 315-789-0400 or by faxing this form to 315-789-4351. If you fax and don't receive an email confirmation within 24 hours, call hotel to verify reservation.

NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE: _____

E-MAIL _____

ARRIVAL DATE _____ DEPARTURE DATE _____

SPECIAL REQUESTS _____

ROOMING WITH (guest name only; use one form only) _____

HOTEL RATES AND OPTIONS

Single/Double Rate: \$149.00 (+ 13.5% = \$169.12)
Triple/Quad Rate: \$159.00 (+ 13.5% = \$180.47)
Thursday room rate: \$99.00 (+ 13.5% = \$112.37)

Rates are for room only. All meals must be purchased separately using meeting registration form

Reservations received after the reservation deadline are subject to availability and will be charged at regular hotel rate. Room type is guaranteed but specific room number is not guaranteed. Requests are noted upon reservation. No refunds for early departure or missed meals. Cancellations may be made up to 7 days prior to arrival; Less than 7 days – a one-night room and tax fee will apply.

Check-in: 4:00 PM Check-out: 11:00 AM
Early check in requests are not guaranteed

DEPOSIT PAYMENT: All reservations must be guaranteed by advance deposit of one night's stay or credit card.

Credit Card: # _____

Exp. Date: _____

Name as it appears on card: _____

Signature: _____

Personal checks are not accepted.

MEETING Registration

Registration Deadline: September 15, 2017

To Register: <http://nyswomeninc.org/Events/October-Meeting/Registration>
When registering online either pay by credit card or mail a check

Or send below completed form, with check payable to NYS Women, Inc. and note in Memo: 10/17 board meeting. Mail to: Linda Provo, Registration Chair • 346 Park Street, Tupper Lake, NY 12986 Phone 518-359-2671 • nyspsp0708@yahoo.com

NAME _____

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CHAPTER _____

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E-MAIL _____

Dietary Requirements: (check all that apply) Allergic to _____
 Diabetic Gluten free Vegetarian Other _____

Registration Fees for All Attendees

- Advance Registration **\$25** due by Sept. 15, 2017 \$ _____
- Late Registration **\$35** if received after Sept. 15, 2017 \$ _____
- On Site Registration **\$50** upon arrival

Individual Meals

Meals are not included in hotel reservation and MUST be paid with registration

- Saturday Healthy Start Breakfast**..... \$12
- Saturday Lunch**.....\$25
Choose one: Grilled chicken sandwich (with honey mustard, bacon, provolone) OR Reuben (with swiss cheese, 1000 Island dressing, kraut on rye) OR Veggie wrap (hummus, seasonal vegetables) *All include mixed greens salad, rolls/butter, dessert, beverage.*
- Saturday Dinner**.....\$40
Choose one: Chicken Toscana OR Stuffed pork loin OR Roasted Atlantic salmon *All include mixed greens salad, rolls/butter, dessert, beverage.*
- Sunday Healthy Start Breakfast**.....\$12

TOTAL Amount Enclosed \$ _____

Name Tag Information: (Check all that apply)

- State Officer Region Director # _____
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- Standing Committee Chair Chapter President
- Standing Committee Vice Chair Member
- Special/Sub Committee Chair First Timer
- Special/Sub Committee Vice Chair Guest

New York State Women, Inc.

NYS Women, Inc. a Presence at National Women's Commissions Conference

by Katharine Smith

NEW YORK STATE WOMEN, INC. WAS ONE OF THE sponsors for the National Association of Commissions for Women annual conference which was held in Buffalo, NY in July.

NYS Women, Inc. played an important role in the history of women's commissions.

The establishment of "Status of Women" commissions in the U.S. in 1963 was due largely to the efforts of our former organization, Business and Professional Women/USA. President John F. Kennedy recognized the group's leading role in securing passage of the Equal Pay Act by giving BPW/USA's national president the first pen he used when signing the Act into law.

National Association of Commissions for Women (NACW) assists and supports commissions for women to ensure that they not only survive, but thrive and succeed. They provide valuable programs, meaningful activities, relevant resources, and expertise to members.

47th Annual National Association of Commissions for Women Conference and Empowerment Summit.

The NACW conference took place over five days, from July 12th to 16th, and included workshops, moderated panels on a range of issues impacting women, keynote speakers, and networking with women from across New York State and the U.S.

Reaching out to potential members.

The NYS Women, Inc. table was a bustling hub of animated conversation about women's issues, a possible new chapter, and potential members. We were on hand to answer questions who we are, where our chapters are located, and about the programs we offer for young

women and for women in the armed services. (And, thank YOU to the BNC members who "womaned" the table: Renee Cerullo, Ramona Gallagher, Stephanie Kennedy, and Susan Mager!)



The conference had an ambitious agenda.

Just some of the panels on offer were: Women in Leadership, Women's Healthcare, Economic Justice: Legislative Updates (moderated by NYS Women, Inc. partner, Beverly Neufeld, founder and president of POWHER NY), Women and Media: Changing Roles, and The Status of the Women Refugee Community.

NACW also hosted a Girls Summit for middle and high school aged girls. It focused on the social, political, and economic empowerment of girls from across Erie County.

The July 14th luncheon featured – as "warm up speakers," mind you – New York State Lt. Governor Kathy Hochul and U.S. Senator Kirsten Gillibrand. They were followed by the keynote speaker Evelyn Murphy, former Lieutenant Governor, Massachusetts, spoke on a topic of great importance to NYS Women, Inc., "Status of Pay Equity: New Data, New Strategies" (luncheon speakers pictured top, l. to r., Lt. Governor Kathy Hochul, Senator

Kirsten Gillibrand, Evelyn Murphy).

Murphy is the president of The WAGE Project, Inc., a grassroots activist national organization to end wage discrimination against working women, and resident scholar in the Women's Studies Research Center at Brandeis University, where she has researched and authored a book on women's wages, *Getting Even: Why Women Don't Get Paid Like Men and What To Do About It*, published in 2005. In 1986, Murphy was elected Lt. Governor, becoming the first woman in the state's 200-year history to hold

Continued on page 17



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115 NYS Women, Inc. members recognized *continued from page 2*

submitted events. Again, this challenge is open for 2017-2018. Membership activities, programs and/or events must be held between July 1, 2017 and April 30, 2018 to qualify.

Chapter and Regional Membership Achievements were also recognized at the 2017 Conference. Awards were presented to **Lake to Lake Women**, the chapter with the greatest percentage of growth (45.45%), to **Region 8**, the Region with the greatest number of active members (110) and to **Staten Island**, the chapter with the greatest number of active members. Great job!

Last, but not least, membership certificates for continued service were distributed. We had 115 members receive certificates. Some 50-plus year notables include **Dorothy Mangano** (Lakeshore – 62 years), **Patricia McGrath** (St Lawrence – 60 years), **Margaret Bailey** (Walton – 58 years), **Lucille Argenzia** (Rome-57 years), **Margaret Barry** (Staten Island – 54 years), **Lois Bircher** (member-at-large – 54 years), **Martha McClean** (St Lawrence – 51 years), and **Helen Swank** (Southern Finger Lakes Region – 50 years). Eighteen members received awards for 40-plus years; 33 members surpassed 30-plus years; 11 members have been with us for 20-plus years; 20 great women have journeyed with us for 10-plus years, and we celebrated 20 members with five years of continuous membership.

Remember: the future of NYS Women, Inc. depends on sustainable membership! Let's make our membership count. RENEW TODAY!

Athena Society

- submitted by Sue Mager, 2017-18 chair

The first Athena Program project will kick off at the October board meeting in Geneva (October 13th to 15th). I will be asking President Carlin for a scheduled time slot to meet with interested parties to find out exactly what NYS Women, Inc. can do for our women veterans.

I have met with various veteran's groups (some not just for women) and after a meeting with the Buffalo VA Women's Center I saw a need for brand new, with the tags still on, bras. NYS Women, Inc. chapters can participate in the "Athena Bra Project" by bringing donated new bras to the October Board meeting in Geneva for donation to the Buffalo VA Women's Center. Future state meeting projects will benefit other centers in New York State once we establish their needs (for workshops – our current offering – and/or other services that our organization can provide: donations of toiletries, tote bags, lip balm, afghans/throws, etc.).

The face-to-face meeting in October will address some of the issues listed to the right and seek input on the

Continued on page 15

Chapter & Region News

Chadwick Bay Chapter – Region 8

- submitted by Donaldly Hover

The May installation of Chadwick Bay's officers took place at the First Ward Falcon Club on the evening of May 16. Ramona Gallagher, Region 8 director was the installing officer. Connie Wojcinski was re-elected as president; Tanya Burns, first VP; Brenda Lewis 2nd VP; Debbie Dillenburg, recording secretary; Nancy Steffan, corresponding secretary; and Casey Siedel, treasurer.



From left to right: BNC member Sue Mager; Region 8 Director Ramona Gallagher; Chadwick Bay officers Debbie Dillenburg, recording secretary; Tanya Burns, 1st VP; Brenda Lewis, 2nd VP; Casey Seidel, treasurer; Connie Wojcinski, president; Nancy Steffan, corresponding secretary.

Special thanks were given to Terri Pacos and Joan Houck for their years of service to the organization. The chapter is pleased to announce that two scholarships were awarded again this year at its June 75th Diamond Anniversary celebration. The scholarship recipients are Brenda Kerstetter of Forestville and Kelly Ossman of Silver Creek. Brenda is continuing her education at Jamestown Community College; she plans to become a math teacher. Kelly will be continuing her education at Daemen College and plans to pursue a career as a neonatal intensive care registered nurse.

For more information about the Chadwick Bay Chapter and what they're up to, please go to <http://nyswomeninc.org/Chapters/Chadwick-Bay>.

Professional Business Women of Rome Chapter – Region 5

- submitted by Helen Rico

At the June 2017 meeting, Beth Ann Jones, far left, president of Professional Business Women of Rome, presents membership certificates to Past State Presidents Helen Rico and Audrey MacDougall and to Ella Alsheimer, the Rome Chapter recording secretary. Also given membership certificates but not present at the June meeting were PSP Lucille Argenzia and Johann Ciotti.



Past State President Helen Rico presented the NYS Women, Inc.'s First Place Membership Award for 26 or



greater members Category to Professional Business Women of Rome officers. Above picture, left to right: Ella Alsheimer, recording secretary; Co-Presidents Heather Sullivan and Beth Ann Jones; Helen Rico.

St. Lawrence Chapter – Region 5

- submitted by Susan Bellor

The St. Lawrence Chapter recently inducted its officers for 2017-2018 at The Club II Restaurant in Massena.

Pictured below, from left to right: Secretary Jenn Collins, Treasurer Debra Langevin, Vice President Sue Bellor, President Eowyn Hewey, Regional Director Helen Rico with NYS Watertown member Patricia Fanning.



The August meeting was held on the 10th at 12:00 PM noon at The Club II. Anyone interested in joining the St. Lawrence Chapter should contact Communications Chair Patricia McGrath at 315-769-5997.

Walton Chapter Member News – Region 6

submitted by T.W Coddington/"The Reporter"

Long-time NYS Women, Inc. member, Olga Zona Irwin, was presented with the inaugural Lifetime Achievement Award by the Delaware County Democratic Committee (DCDC) at its annual dinner at SUNY Delhi on May 4th.



Walton Chapter member, Olga Zona Irwin

She was introduced by Dr. Herbert William Birns, who
Continued on next page

Chapter & Region News

acknowledged her as “perhaps the most outstanding current member of the DCDC, with a record of tireless work and commitment to Democratic causes and campaigns for decades.”

Olga joined in 1968 – membership for nearly five decades! – and is a current member of the Walton Chapter and former member of Delhi/BPW (Business and Professional Women).

Notably, Olga is a longtime member of the board of directors of the Oneonta Concert Association, now in its 90th season and serves on the citizens’ board of Hartwick College. More recently, she served two elected terms on the board of directors of Cornell Cooperative Extension of Delaware County and also chaired its human ecology

program committee.

During her Delhi/BPW membership years, she not only chaired committees at the local level, but as she “grew” in the organization, she soon chaired the District 6 Young Careerist program, coaching and grooming the District’s candidate for the state convention; she was so proud of their candidate who finished as the runner-up. Shortly thereafter, she chaired the state Young Careerist program during the year that the state convention was held at the Waldorf Astoria in New York City. “It was a lot of work, but a good time was had by all,” she recalled.

Olga would love to hear from our NYS Women, Inc. members. You can reach her reach her at: Olga E. Irwin, 14 Delview Terrace, Delhi, NY, 13753.

Athena Society

continued from page 13

Athena Society Program. Please send me information prior to the meeting on the history behind the program name “Athena Society,” projects or events that your chapter, region, or members have presented, as well as any comments and suggestions you may have. Email your input to LBer633655@aol.com.

How NYS Women, Inc. can meet the needs of VA facilities.

- There are 10 Women’s Centers at VA facilities in New York State. It’s time for NYS Women Inc. to make the Athena workshops available to each one and also determine if our workshops still meet their needs. If they don’t, then we need to find out what else they may need.

- After making contact with each VA Women’s Center, I will bring their responses to the October meeting, and based on the responses, we can match chapters, regions, and individual members who are willing to address those needs.

- VA facilities are not allowed to ask for donations, so it is up to us find out their needs, whether the Athena Society program workshops or any other needs they may have.

- New York State women veterans come home with physical/mental conditions, financial, and life skills needs. Many know the pain of homelessness. Let’s stand up for our women veterans and continue our tradition of women helping women.



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Publication July 15th/Sept. issue Oct. 15th/Dec. issue
Deadlines: Feb. 1st/March issue March 15th/May issue

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DEADLINE FOR THE DECEMBER 2017 ISSUE IS SEPTEMBER 15, 2017. When emailing your submission type *NIKE* in the subject line, and send to the attention of Katharine Smith, *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.

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Stirring evening keynote from Amanda Nguyen, rape survivor, and founder of Rise.

Amanda Nguyen (pictured bottom on page 13) is the president and founder of Rise. She conceived the Survivors' Bill of Rights, and theory of model social change, after having to navigate the broken criminal justice system after her own rape. She penned her own civil rights into existence; the bill she drafted is now federal law, as well as Massachusetts, Oregon, Virginia, Maryland, Idaho, and Washington state law. These laws codify civil rights for at least 25 million rape survivors. Rise's effort was not only historic in substance, but also, it did the near impossible – it passed unanimously through the most partisan Congress in history, a feat done by only 21 bills – or 0.016% of passed bills – in modern history.

For her leadership of Rise, Amanda has been named by Marie Claire as a “Young Woman of the Year,” 92Y as

“Extraordinary Woman of the Year,” Forbes “30 Under 30,” and The Tempest as the “Number One Woman of Color Trailblazer” in 2016. She also won the 2016 TED fellowship. Previously Amanda was appointed by President Barack Obama to the United States Department of State as his Deputy White House Liaison. Before that she served at NASA, the White House, and Stanley Morgan. Amanda graduated from Harvard University.

New York State Women, Inc. branding an example for a national audience.

Katharine Smith, *NIKE* associate editor and immediate past president of the Buffalo Niagara Chapter, was a presenter on the “Brand Building and Social Media” panel. Before the 35-plus attendees, she gave a real-life case study, using as her example the rebranding of NYS Women, Inc. as it moved from its identity as Business and Professional Women/NYS.

Katharine described the arc of BPW/USA's history, origins in 1919,

and advocacy for women, as well as its resultant life as part of the Business and Professional Women Foundation. She detailed NYS Women, Inc.'s emergence as its own entity and referenced its mission of “building powerful women personally, professionally and politically” and vision to “make a difference in the lives of working women.”

Katharine also discussed the derivation of NYS Women, Inc.'s logo and the meaning behind its colors (blue for strength and continuity; green for growth) and symbol of four squares (diversity and openness to all).

She showed visual examples that included NYS Women, Inc. banners, signage, and rack cards and talked about how important it is to use the same language when describing the organization, everything from its programs to the feature articles in *NIKE*.

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“In order to be a mentor, and an effective one, one must care. You must care. You don’t have to know how many square miles are in Idaho, you don’t need to know what is the chemical makeup of chemistry, or of blood or water. Know what you know and care about the person, care about what you know and care about the person you’re sharing with.” - *Maya Angelou*

Sidebar: Give It Away To Keep It continued from page 9

Reaching out and asking for help also builds humility, which is one of the most important strengths a human being can cultivate. Think about the most renowned people in history and in our lives. Not the most famous or the richest, but rather the greatest. They are not consumed with their own egos. They do not brag on themselves or take all the credit for accomplishments or distort the truth to make themselves look good. They do not need to pretend that crowds are cheering them or to have people support them out of fear. No, these people are humble and know that their apparent greatness is a gift from something larger than them and that the gift is only given in order to be shared with others. Great people are willing to give and

to receive just because it is for the greater good.

As for the process of becoming a mentor, we must first run the gamut of becoming an expert. Once you reach the level of expert by doing the work and completing the steps you can either keep it all to yourself and dry up or you can do the only thing that insures keeping it, give it away. Anyone familiar with 12-step programs or any self-improvement plan knows that the first step is about admitting the need for help and that the last step is always about reaching out and giving away what you have. I liken it to a university where people study hard and complete each level only to discover that if they want to keep their knowledge and grow they must stay

and teach the new students.

Of course people who keep knowledge to themselves dry up. The only way to really learn is to share the knowledge with others. This creates synergy and spurs more knowledge and more questions to investigate. It’s like the Hotel California the Eagles sing about, “You can check out any time you like, but you can never leave.” Good thing!

Amy Remmele is a consultant, trainer and speaker and is the author of Chief Life Officer: Your Life is the Most Important Business You Will Ever Own. Amy works with business owners who want to transform their workplaces into world class cultures. Contact Amy at 716-864-4475 or Amy@PeakOfSuccess.com.

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Remember Aretha Franklin's hit song, R-E-S-P-E-C-T?

With those lyrics: "...give me my propers... All I want you to do for me..."

by Claire Knowles

HAVING JUST RETURNED FROM A TRIP HALF WAY around the world, I've been reflecting on the beautiful women I met along the way. I flew to Kuala Lumpur, Malaysia, by way of Tokyo, to present on "Leadership" at the AKEPT Academy for Higher Education. There I mixed with women from various cultures and religions: Malaysian, Chinese, Japanese, Hindu, Muslim, Christian, Buddhist, and Confucist. We look different from each other, we dress differently, but underlying it all are individual people who happen to be female, who care deeply about their future, their children, their families, their personal and professional paths, regardless of their originating status in life, nationality or religion.

Interestingly, these women were anxious to hear me speak and to give them models they can use to be better leaders within their own spheres of influence.

There is a word/phrase that keeps repeating for me. That is "respect and respectfulness of each other's differences!" One of the gestures that I often encountered during



slightly forward, in a gentle but quick motion. This gesture means: "Respectfully, I greet you from my heart."

It is my view that right now, in this country, we are failing to respect each other – our views, values, and whatever else might be differently held by people (other than us).

Yet if we were to pull back the curtain, we are often more similar than different. It is a sad reflection on us when the political discourse, or lack of authentic debate, seems to divide us, and label and demean those who hold different views. Even Face-book has become a tool some people use to malign other's viewpoints. It doesn't have to be that way. Being respectful is a quality which from one's heart and conscience, asks us to examine the choices we make in judging others. Your sense of rightness may differ from another's. Yet, that doesn't make the other wrong or a bad person.

Everyone has the right to express their thoughts as their belief and value system – as long as that expression does not infringe upon the right of another to live their life, as they believe, in freedom and peace. Would that we all could hold *respect for others* unconditionally.

"We are all equal in the fact that we are all different. We are all the same in the fact that we will never be the same. We are united by the reality that all colors and all cultures are distinct and individual. We are harmonious in the reality that we are all held to this earth by the same gravity. We don't share blood, but we share the air that keeps us alive. We all have thoughts and viewpoints. I will not blind myself and say that my black brother is not different from me. I will not blind myself and say that my brown sister is not different from me. But my black brother is he as much as I am me. And my brown sister is she as much as I am me." (quote from C. Joybell C.)

Here's to respect and respectfulness...may we all get a little bit better at showing it!

Claire Knowles is a two-time Amazon best-selling author, in-demand speaker and business leadership consultant, helping leaders and their teams become the most effective they can be at accomplishing their goals (together). Contact her at www.ClaireEKnowles.com or 716-622-7753.

One of the gestures that I often encountered during this visit was to see Malaysians greet visitors by placing their right hand over the left breast, and bowing very slightly forward, in a gentle but quick motion. This gesture means "Respectfully, I greet you from my heart."

this visit was to see Malaysians greet visitors by placing their right hand over the left breast, and bowing very



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