



NIKE The official publication of New York State Women, Inc.

VOL. 68 ■ ISSUE 2 ■ JAN/FEB 2019

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.

100th anniversary

NEW YORK STATE
women, INC.

1919-2019

BUSINESS AND PROFESSIONAL
WOMEN OF NEW YORK STATE

Dated Material — Deliver Promptly

Feature: NYS Women, Inc. Centennial.....	5
Resource: NY Grace LeGrand Endowment Fund.....	7
Personal Development: Athena Military Women's Initiative...	11
Personal Development: Compassionate Caring.....	12
Resource: How we help fight human trafficking.....	13
Sidebar: Make a difference in the lives of ALL women...	15



Follow the Path to the Betterment of Women

from Debra Carlin
NYS Women, Inc. President, 2018/2019

This year marks the 100th anniversary of the New York State Federation of Business and Professional Women's Clubs now known as NYS Women, Inc.

The purpose of the Federation was to:

Unite organizations of Business and Professional Women in order to have a better knowledge and understanding of their conditions and needs in different sections of the state.

Secure more equitable treatment and just recognition for women in business and the professions.

Gather and distribute information relative to vocational opportunities and to bring about a greater solidarity of feeling among women throughout the State.

NYS Women, Inc. strives to achieve its goals through state legislation and through the programs that are offered at the state, region and local levels throughout New York State. We continually make ourselves felt in our respective communities and offer programs of study and action directly related to the woman in business while also working on building better workplaces by focusing on equal and fair pay issues, flexible hours and parental leave, and policies for improved child and elder care.

Education and mentoring has always held an important place in the organization's work. Through regular meetings, NYS Women, Inc. has recognized the political, professional and personal achievements of young professional women and offered programs to provide education and guidance. Projects include bringing women's issues to the attention of important governmental figures, helping to provide proper business attire for those who would otherwise not be able to afford business clothes. The personal, professional and political programs provide young business women and high school aged girls with valuable chances to network, and are designed to make them aware of available career opportunities and assists in transitioning military women into civilian life.

So let us celebrate all that we do, continue to provide useful programming and support our women.

As always, please remember our mission is to build powerful women personally, professionally and politically while making a difference in the lives of all working women. As a group, working together, there is much we can accomplish.

Stay happy and safe,
Debra Carlin, President, NYS Women, Inc.

NEW YORK STATE
women, INC.



Calendar of Events

2019

MONTHLY
15 Communicator deadline

JAN
15 NIKE submissions deadline

MAR
30 2019 Spring Board Meeting
@American Legion Post #1376
New Hartford, NY
Register: nyswomeninc.org

APR
1919 to 2019 Anniversary of the 1919 formation of the New York State Federation of Business and Professional Women's Clubs

AUG
28 Women's Day at the NYS Fair
NYS Fairgrounds • Syracuse, NY 13209
Details/registration forms available July
Questions? PatFerguson@aol.com
Cheryl.Lavin@Agriculture.ny.gov

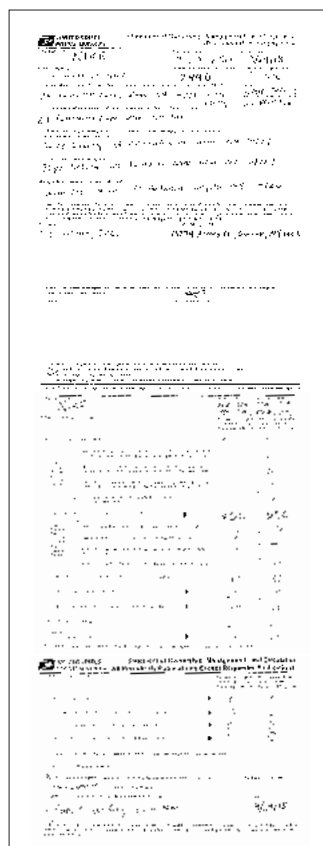


Table of Contents



Features

Feature: Professional Development
Celebrating 100 years of building powerful women – Katharine Smith...**5**

Announcement: Lecture Series
Women's Rights National Historical Park.....**10**

Feature: Personal Development
Compassionate Caring – Claire Knowles.....**12**

Sidebar: How can our NYS Women, Inc. members, chapters, and regions help fight human trafficking?.....13

Sidebar: WE can make a difference in the lives of ALL women.....15

All Stars

NIKE All Stars.....**16**

In This Issue

State of the State – Debra Carlin...**2**

NYS Women, Inc.

Spring 2019 Board Meeting.....**6**
Nominating Committee, 2019/2020...**7**
NY Grace LeGendre Endowment...**7**
Athena Military Women's Initiative..**11**

Chapter & Region News

Region 8.....**8**
Buffalo Niagara.....**8**
Chadwick Bay.....**8**
St. Lawrence County.....**9**
Lake to Lake.....**9**
Richmond County.....**9**
Rome Professional and Business Women.....**9**
Staten Island.....**10**
Tri-County.....**10**

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 indi-

vidual 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.

© New York State Women, Inc.

NIKE (ISSN 0271-8391, USPS 390-600) is published quarterly in September, January, March/April and May by New York State Women, Inc. (formerly Business and Professional Women of New York State, Inc), 295 Weimar Street, Buffalo, NY 14206-3209. Subscriptions are a benefit of membership in New York State Women, Inc. Periodical postage is paid in Buffalo, NY and additional mailing offices.
POSTMASTER: Please send address changes to NIKE Editor, 295 Weimar Street, Buffalo, NY 14206-3209. RETURN POSTAGE ACCOUNT at Buffalo, NY Main Post Office 14240.



NIKE Volume 68, Issue 2
January/February 2019

New York State Women, Inc.
President
Debra Carlin
president@nyswomeninc.org

NIKE Editor, Joyce DeLong
Allegra Marketing, Print, Mail
3959 Union Road, Buffalo, NY 14225
joyce@allegracheektowaga.com

Associate Editor, Katharine Smith
White Rabbit Design
173 Audubon Drive, Snyder, NY 14226
PR@nyswomeninc.org

Production, Joyce DeLong
Allegra Marketing, Print, Mail
3959 Union Road, Buffalo, NY 14225
joyce@allegracheektowaga.com

Business Manager, Sue Mager
3406 McKinley Parkway, Apt C-11
Blasdell, NY 14219
NIKEmgr@nyswomeninc.org

NIKE Advisory Board
Joyce DeLong, Editor
Katharine Smith, Associate Editor
Sue Mager, Business Manager
Neale Steiniger, Communications
Pauline Hoffmann, Public Relations Chair
Debra Carlin, President, ex officio
Mary Stelley, Treasurer, ex officio

Contribution Rates
Platinum Patrons: \$75.00 and over
Golden Givers: \$50.00 – \$74.00
Silver Supporters: \$25.00 – \$49.00
Bronze Boosters: \$5.00 – \$24.00

*Please write checks to NYS Women, Inc.
and footnote to "NIKE" Allstars, Ad, Gift*

Advertising Page Rates
Back Cover
1 issue: \$600 • 4 issues: \$2,000
Inside Front Cover
1 issue: \$400 • 4 issues: \$1,400
Full Page
1 issue: \$300 • 4 issues: \$1,000
Half Page
1 issue: \$150 • 4 issues: \$500
Quarter Page
1 issue: \$75 • 4 issues: \$250
Eighth Page
1 issue: \$37.50 • 4 issues: \$125

From the Editor

**“Let us build together
and see what we can
make.” - LENA MADESIN PHILLIPS, FOUNDER BPW**

THE “WAR TO END ALL WARS” RESULTED IN huge social changes across the U.S. Women had stepped into jobs and professions left vacant by men fighting in Europe. And having discovered just what they were capable of achieving; many were reluctant to give up that new independence when men returned home.

Women seized the opportunity for great change in the post-World War I year of 1919. In addition to the groups who had been fighting for suffrage, it resulted in an explosion of organizations advocating for women, among them, the League of Women Voters: first proposed at a convention of the National American Woman Suffrage Association in 1917, the League was organized at a national convention March 1919; and the first Zonta Club, which was founded in Buffalo, NY, under the leadership of Marian de Forest, with a vision to help all women realize greater equality and offer service to their community. And, of course, we cannot overlook our own precursors. In July 1919 Lena Madesin Phillips, through her involvement in the Business Women’s Committee, and with national delegates from the YWCA, started the National Federation of Business and Professional Women’s Clubs of the United States at a national convention in St. Louis.

In April 1919, a group of business and professional women from across New York State met in New York City; exploring common issues their various organizations faced, the result was the formation of the New York State Federation of Business and Professional Women’s Clubs, now known as New York State Women, Inc.

Our intention for *NIKE*, in this centennial year, is to celebrate our organization’s advocacy for women. On the next page, Associate Editor Katharine Smith has given us a 100-year timeline of personal, professional, and political advocacy. And Claire Knowles, in *Compassionate Caring* on page 12, outlines the ways that NYS Women, Inc. members can fight the scourge of human trafficking today. The genesis of Claire’s article was inspired by the words of NYS Women, Inc. president, Deb Carlin, in *The Communicator*, October 2018. (See an abridged version on page 15.)

Sue Mager, chair of the Athena Military Women’s Initiative program, discusses how all NYS Women, Inc. chapters can make a difference for female veterans (page 11).

Now, in 2019, NYS Women, Inc. continues to build powerful women personally, professionally, and politically.

-Joyce DeLong



THE MARCH 2019 ISSUE DEADLINE: JANUARY 15, 2019.

Please type *NIKE* in your email 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.

[Editor's note: Each issue of NIKE in 2019 will feature some aspect of NYS Women, Inc.'s 100th anniversary. For this January/February issue we are highlighting our organization's personal, professional, and political advocacy efforts.]

Celebrating 100 years of building powerful Women 1919-2019

by Katharine Smith

Personal, Professional, and Political Advocacy.

From its inception in 1919, New York State Women, Inc. has been an advocate for women.

In April 1919, a group of business and professional women from across the state met in New York City; they represented the YWCA, church groups, and community organizations. It's interesting to note the wide range the various groups represented: Business and Professional Women's Club of Brooklyn; Filing Association of New York; Newburgh Women's City Club; New York Industrial Nurses' Club; League of Advertising Women of New York City; Business and Professional Women's Club of, Niagara Falls; Rochester Business Women's Club; Fellowship Club, Buffalo, New York; Wall Street Women's Club, New York; Association of Personnel Workers, New York; Home Economics Association, Greater New York; and Home Economics Elementary Schools, Brooklyn.

They explored common issues their various organizations faced; the result was the formation of the New York State Federation of Business and Professional Women's Clubs.

The Federation's **1919** goals were to gain "equitable treatment and just recognition for women in business and the professions" and "gather and distribute information [on] vocational opportunities and to bring about a greater solidarity of feeling among women throughout the state."

1921. The Federation sponsored "The Chautauqua Press Home Reading Course," whose slogan was "Don't read at random. Read twenty minutes per day." **1925.**

The first state scholarship fund was created which was "a rotating loan or fund or the giving outright of financial assistance to a young woman or girl to enable her to properly fit herself to take her place in the business world."

1928. According to the program chair, "considerable attention [should] be given to the problems of the older woman in business." And the education committee's plan was to "emphasize the importance of a high school education for every girl." **1929.** The annual conference presented a round table on "Equal Pay for Equal Work."

And the **1930** conference held occupational round tables that included "Vocational Opportunities for Older Women," and stated that "one of the gravest problems involving the economic progress of employed women is the difficulty of obtaining and retaining a position after the age of forty." **1931.** A NYS Federation representative was part of the national Business and Professional Women organization's Deputation to the Secretary of State in Washington, D.C. They advocated "that the Code of Law to be administered by the World Court shall not contain inequalities based on sex."

The annual conference in **1934** pledged to "... Study the social implications of the economic problems in our communities with special reference to women workers [and] ... give more than lip service to Equal Pay for Equal Work. ..." **1935** saw our organization plan to "Conduct an aggressive campaign against discrimination toward women in the Business and Professional World." **1936** Two members were appointed to represent the State Federation at the Democratic and Republican Conventions. In **1938** BPW NYS recommended to Albany that a plank be placed in the New York State Constitution that "there be no discrimination against women."

In **1940** the State organization resolved "women were

Continued on page 18

New York State Women, Inc.

Spring Board Meeting • New Hartford, NY

CALL TO Spring Board Meeting

CALL TO: Spring Board Meeting
DATE: March 30, 2019
LOCATION: American Legion Post #1376
8616 Clinton Street
New Hartford, NY 13413

TO: Executive Committee, Members of
Board of Directors and all members
of New York State Women, Inc.

NOTICE is hereby given that the next board meeting of New York State Women, Inc. will be held on Saturday, March 30, 2019 at the American Legion in New Hartford, NY. Registration will begin at 8:30 AM.

The schedule will include a region directors/assistant region directors meeting, workshop and a board of directors meeting. Lunch will be available.

All board members in good standing will be eligible to vote. All members are invited and encouraged to attend this meeting, but only board members will have a vote at this session.

Forms and further information will appear on the website and in future editions of the Communicator.

I look forward to seeing everyone there!

Respectfully submitted,

Debra Carlin, NYS Women, Inc. President

Current Schedule

9:00 AM – 10:30 AM Registration / light breakfast
9:30 AM – 10:30 AM RD/ARD meeting
10:45 AM – 11:30 AM Workshop: "Online meetings"
11:30 AM – 12:30 PM Buffet lunch
12:45 PM Board meeting

Nearby Hotels

Hampton Inn & Suites (New Hartford)
201 Park Ave, Clinton, NY 13323
(Less than a mile)

Town Place Suites by Marriott (New Hartford)
4760 Middle Settlement Rd, Whitesboro, NY 13492
(Less than a mile)

Holiday Inn (Utica)
1777 Burrstone Rd, New Hartford, NY 13413
(Less than three miles)

For updates and more info: nyswomeninc.org

MEETING Registration

Registration Deadline: March 10, 2019

To Register: Online registration preferred, nyswomeninc.org (go to Calendar)
When registering online either pay by credit card or mail a check

If not registering online, mail form, with check payable to
NYS Women, Inc. (note in Memo: Spring board meeting 2019)
Send to: Neale Steiniger, 124 Gateway Drive, Staten Island,
NY 10304; 718-816-0093; nsteiniger@si.rr.com

NAME _____

ADDRESS _____

CITY _____

STATE _____

ZIP _____

CHAPTER _____

PHONE: _____

E-MAIL _____

Dietary Requirements: (check all that apply) Allergic to _____

☐ Diabetic ☐ Gluten free ☐ Other _____

Registration Fees for All Attendees

(Includes continental breakfast)

☐ Advance Registration **\$25** due by March 10, 2019 \$ _____

☐ Late Registration **\$35** if received after March 10, 2019

☐ On Site Registration **\$50** upon arrival

☐ Buffet lunch \$25 \$ _____

Amount Enclosed \$ _____

Name Tag Information: (Check all that apply)

<input type="checkbox"/> State Officer	<input type="checkbox"/> Region Director # _____
<input type="checkbox"/> State Parliamentarian	<input type="checkbox"/> Assistant Region Director # _____
<input type="checkbox"/> Immediate Past State President	<input type="checkbox"/> Past State President
<input type="checkbox"/> Standing Committee Chair	<input type="checkbox"/> Chapter President
<input type="checkbox"/> Standing Committee Vice Chair	<input type="checkbox"/> Member
<input type="checkbox"/> Special/Sub Committee Chair	<input type="checkbox"/> First Timer
<input type="checkbox"/> Special/Sub Committee Vice Chair	<input type="checkbox"/> Guest

NYS Women, Inc. Nominating Committee, 2019-2020

submitted by Ramona Gallagher, Chair

TO: Executive committee members
Standing and special committee chairs
Region and assistant region directors
Chapter presidents
Interested members

FROM: Ramona Gallagher, chair
and Theresa Fazzolari, vice chair
Nominating committee members: Sheralyn Fox,
Shirley Felder, Bernadette Sunderlin
Alternate members: Robin Allen, Shirley Golden

This year's goal for the nominating committee will be to pursue nominations from the entire membership for the 2019-2020 election. Please take an active interest in mentoring and endorsing prospective candidates for office this year. As committee members, we will provide the needed information to all the members.

Offices for president-elect, vice president, secretary, and treasurer shall be elected. The following forms are available: deadlines and requirements, campaign guidelines, official data form for elective state office, consent to serve.

Completed forms must be postmarked no later than April 6, 2019.

Contact information:

- Ramona Gallagher, Chair
1217 Delaware Ave., Apt 807 • Buffalo, NY 14209-1432
MMistymo@aol.com; 716-882-7639; cell: 716-998-3407
- Theresa Fazzolari, Vice Chair
141 Dover Green • Staten Island, NY 10312
teetee114pa@yahoo.com; 718-356-2112; cell: 917-796-8477

Committee members

- Shirley Felder
scfrr@aol.com; 518-434-3611; cell: 835-642-8506
- Sheralyn Fox
foxsheralyn@yahoo.com; 315-536 3950; cell 646-241-6545
- Bernadette Sunderlin
bsunderlin2812@gmail.com; 315-732-0409

Alternates

- Robin Allen
rallenfull@gmail.com; 607-724-6941; 607-765-9999
- Shirley Golden
asgold@roadrunner.com; 607-334-5131

NY Grace LeGendre Endowment Fund, Inc.

submitted by Ramona Gallagher, Chair, GLEF Selection Committee



It's that time of year, again! The Board of the Directors of the NY Grace LeGendre Endowment Fund, Inc. (GLEF) approved three Fellowships for 2019 in the amount \$2,000 each for eligible New York women enrolled in graduate studies in NYS colleges and universities.

Members of the previous Business

and Professional Women's Clubs of NYS, Inc. established the Grace LeGendre Fellowship at its annual meeting in 1969. The Fellowship program was named for a former president of the Rochester/BPW and a past president of the BPW/NYS Federation. Later the New York Federation voted to become an independent organization and changed its name to NYS Women, Inc. The GLEF Fund is a separate 501c(3) corporation, but is an affiliate to NYS Women, Inc.

If you, or a woman you know – friend, relative, colleague – is currently

enrolled in graduate studies and has already completed at least one semester in her chosen academic field, you are encouraged to apply for consideration for one of the 2019 Fellowships.

For more detailed eligibility information and an application, access the GLEF website at gracelegendre.org. Applications and other requisite materials must be submitted postmarked no later than February 28, 2019 for consideration for this year. If you have questions, contact Ramona Gallagher at Ramona Gallagher at (716) 882-7639 or MMistymo@aol.com.

Chapter and Region News

Region 8

submitted by Katharine Smith, Women in Leadership Chair



WKBW-TV and the Buffalo Niagara Chapter were so pleased to honor NYS Women, Inc. treasurer, **Mary Stelley**, as our December 2018 Woman in Leadership!

Mary is one energetic lady – in addition to her job as CEO and treasurer of the board of Gowanda Area Federal Credit Union, current assets of \$21 million – she is also a Town of Collins councilman, treasurer for the Gowanda Area Chamber of Commerce, and North East Regional VP of the Society of FBI Alumni. Plus, she volunteers with numerous other community organizations. And we all know of her generous commitment to NYS Women, Inc.

When asked what she envisions for NYS Women, Inc. in five years, Mary said she'd like to see "membership increased to double what it is now and for women to continue to learn new skills. Also for our organization to continue to assist women veterans (currently one of the committees within NYS Women, Inc.).

And for a woman to be elected president of the United States. Women need to continue seeking political office!"

To catch her interview on WKBW-TV's *AM Buffalo*, go online to www.youtube.com/watch?v=8kSYW5U4VzA.

Buffalo Niagara – Region 8

submitted by Sue Mager, Athena Military Women's Initiative Chair

BNC adopted a military family this past holiday season.

Throughout November and December the Veterans One-Stop Center of WNY receives requests from local organizations which want to adopt, for the holiday season, a veteran's family in need. The Buffalo Niagara Chapter went over the top to help a female vet's family of five who had been selected for the chapter. Here is what the veteran wrote:



"My family is in a really tough spot this year. We have currently lost my son-in-law's father and my daughter's adoptive mother, both within a week of each other which has taken a toll financially. We are also in the process of trying to move into a new apartment and get out of the apartment we are currently in due to my current landlord who has had us living in horrible conditions for quite a while. He has left us without heat with two young children and has made it extremely difficult for us to try and get into a new place. Due to having to move and the two losses, I will not be able to give my family or my two young grandchildren a Christmas this year."

In the tradition of NYS Women, Inc.'s "women helping women," chapter members went into action. At BNC's annual holiday event on December 5, 2018 the family's wish list was more than filled. There were brand new boots, warm jackets, gloves, diapers and wipes, beautiful clothing for three adults and two toddlers. There was even a Leap Frog Leap Start for the three-and-a-half year old girl, and toys for the two toddlers too.

With the help of chapter members, plus family and friends of BNC member **Linda Przepasniak**, (who graciously requested donations in memory of her son, Brian, be directed to our vet family), \$300 in gift certificates and two carloads of gifts were delivered to Veteran's One-Stop for this "Adopt A Vet" family. Well done BNC!

Chadwick Bay – Region 8

submitted by Donnie Hover, president

In December 2018 the **Chadwick Bay Chapter** met at the **WCA Home** to play bingo with residents. The festivities were followed by homemade cookies and sparkling grape juice. The Northern Chautauqua County's Boys and Girls Club provided Christmas cards which brought smiles to the faces of the residents.



Save the date for the chapter's "**Getaway Weekend**" which will be held February 1st, 2nd, and 3rd, 2019 at the Clarion Hotel in Dunkirk. Registration pamphlets are available; please call **Donnie Hover at 716-673-1045**. Chadwick Bay is also looking for vendors for its Saturday craft show. To be a vendor contact Donnie.

The "Getaway Weekend" has added new classes, including painting on a pallet, mixology, and cupcake bouquets besides the great standbys of basket weaving, and painting on glass.

Applications for the **Chadwick Bay Scholarship** with the **Northern Chautauqua Community Foundation** are available online at <https://www.nccfoundation.org/cb-scholarship>. This scholarship assists women going back into the workforce after raising their children or change of career. The deadline is February 17, 2019.

Chadwick Bay lost two former members in 2018, both from Dunkirk. **Gertrude A. Ortlieb** passed away at age 106 in September. Gertrude started her employment at the Warder Paper Box Factory in 1930, and then the Safe Store in Dunkirk as bookkeeper and secretary for over 30 years. She was a past president and remained a member of the Dunkirk Fredonia Business and Professional

Woman's Club until 2000. **Nancy C. Bleck**, 78, passed away in October. A 1959 graduate of Bryant & Stratton College, Nancy retired from Fredonia Central Schools in 2002, as administrative assistant to the superintendent of the school system. She was also past president of Dunkirk Fredonia Business and Professional Woman's Club.

St. Lawrence County – Region 5

- submitted by *Sue Bellor, vice president*

The chapter's 2018 Woman of the Year was **Erica Leonard**. Selected from among several nominations, Erica has strong community service and volunteerism in various organizations, professionalism at work, and positive interactions with people. She is manager of the St.



Lawrence Center mall in Massena. Erica is pictured below with chapter members (left to right): **Debra Langevin, Patricia McGrath, Erica, and Sue Bellor**. Erica was feted at a celebratory dinner on November 8, 2018.



And, to help spread the word about NYS Women, Inc., chapter members **Jenn Collins** (l.) and **Erica Leonard** (r.) rode in the 2018 Labor Day Parade in Massena.

Lake to Lake – Region 7

- submitted by *Nancy Taylor, History of Nursing chair*

Lake to Lake Women held a special "History of Nursing" event on October 23rd at Club 86 which featured actress



Eleanor Stearns as Clara Barton (pictured at left in period costume), founder of American Red Cross. Stearns' reenactment gave insight into Barton's life, her involvement in the Civil War, and her role in American Red Cross. Stearns recited

portions of a Memorial Day speech Barton delivered in Dansville, NY, the Livingston County community where American Red Cross was founded.

In addition to Lake to Lake Women, the dinner meeting was attended by members from Yates County Women and Southern Finger Lakes Women chapters. The chapter welcomed NYS Women, Inc. Vice President **Jacquie Shellman**, Region 7 Director **Mary Ellen Morgan**, and Region 7 Assistant Director **Sherry Fox**.

Richmond County Chapter 2

- submitted by *Carolyn Fazzolari*

The chapter held an informative program at its September 2018 meeting with speakers from the **Above Ground Railroad**. Co-founders **Jennifer Balis** and **Ruth**

Powers Silverberg with community liaison, **Mary Hernandez**, described how this grassroots volunteer group, based in Staten Island, is dedicated to serving the immigrant community. Above Ground Railroad believes that all rights are human rights and that all people should be treated equally and, together, we can create a better community for all of our neighbors.

Its goals are "to build an inclusive community; to facilitate bringing people together to share their strengths to help one another; and neighbors helping neighbors."

The speakers told stories about the living conditions of immigrant neighbors and how by using innovative resources Above Ground Railroad is able to improve clients' life needs and enhance life on Staten Island for everyone.



Left to right: Jennifer Balis; chapter president, Neale Steiniger; Ruth Powers Silverberg; Mary Hernandez; and chapter 1st vice president and program chair, Joann Olbrich.

Rome Professional and Business Women Chapter – Region 5

- submitted by *Beth Jones*

Rome Professional and Business Women in conjunction with the Rome Chamber of Commerce, held its 15th political forum on October 17, 2018. The **Congressional Candidates Forum Breakfast** attracted more than 255 attendees. The chapter receives \$1 for every paid attendee; proceeds are added to the chapter's 2019 scholarship fund.

The forum was held during the celebration of National Business Women's Week. Rome Professional and Business Women Chapter member, **Sara Ayala**, was honored as its "Yellow Rose of Challenge" awardee under the scientific, engineering and leadership category. She was presented with a yellow rose and a certificate, and her photo and biography were placed with handouts of the two candidates running for the Congressional seat.

Each candidate had two minutes to answer question from the audience. Students from five local schools were present and encouraged to ask questions as well.

The breakfast forum
Continued on page 10



Sara Ayala, left, receives 2018 "Yellow Rose of Challenge" award from chapter president, Beth Jones, right.



Chapter and Region News

provides a community service and is one of the chapter's largest fund raising event benefiting its scholarship. This event also provides Rome Professional and Business Women with free publicity and exposure in the community.



Kendra C. Aldolfi was presented with the chapter's 2018 scholarship award of \$500 on January 8, 2019 at the Rome Chamber of Commerce. She was selected by the Rome College Foundation. Another \$500 scholarship check will be presented this year through the Rome College Foundation. Kendra (left) is pictured with **Beth Jones**, chapter president.

Staten Island – Region 2

submitted by Rosemarie Dressler

Women representing organizations from all corners of the borough joined together for their ninth Sisterhood Annual Meeting hosted by the Staten Island Chapter of NYS Women, Inc.

Rosemarie Dressler, Staten Island Chapter member said in her welcoming remarks, by "pooling resources, talent and unifying group efforts on key women's issues demonstrates strength in numbers. We accomplished more effective results which impact the lives of local women and their families."

The Sisterhood leadership is rotated among the groups annually. This year, Beth Coleman Oliver, of Staten Island Alumnae Chapter of Delta Sigma Theta Sorority, Inc., is chair. "[In 2019] we will develop a program to address human trafficking," she said. (*See page 12 for more on this all often too-overlooked issue.*)



"The Sisterhood draws members from organizations that address the needs of women and their families," said

Rosemarie Dressler. "There are no fees and no governing body. We simply volunteer our time and use our talents to

improve lives of women."

For info: Rosemarie Dressler, RDCommunic@aol.com.

Tri-County – Region 6

submitted by Patti Pollock

In October the Tri-County Chapter, in collaboration with **Delaware Chenango Madison Otsego BOCES**, participated in a Career Exploration Day at the Foothills Performing Art Center in Oneonta. Tri-County member and DCMO BOCES community liaison advocate, **Martha Ryan**, had invited 400 eighth grade students to attend.

After a light breakfast a general session was held where students participated in an interest survey to determine the career field each was best suited for. Students went to an appropriate career table and chose a career out of four different jobs within that field.

Students then split into two groups; each group participated in two one-hour sessions. Session one was a speed career track scenario: each student visited career presentations for their top three fields of interest. The second session was a LIVE version of the Reality Store in which students were given options on balancing a budget using a monthly income based on their career choice. A "Life's Unexpected" wheel randomly prompted students to add or subtract an event from their budgets. Volunteers from Tri-County, Visions Credit Union, and DCMO BOCES served as financial counselors for students, advising and helping them with their budgets.

The program was very well received by all the students. At the end of each session most students agreed there were expenses they hadn't expected, and said if participating in the workshop again would make different choices.

It was a rewarding experience for Tri-County members involved with the collaborative planning. Members' interactions with students led to insights on young people's perspectives on adulthood.



Tri-County members volunteered as financial counselors for 400 students who participated. Pictured, l. to r.: Linda Winston, Doris Brooks, Sheila Beckert, Pat Frisch, Francine Bauer, and Patti Pollock.

Women's Rights National Historical Park submitted by Sue Mager

The Women's Rights National Historical Park is offering a lecture series, *Resolutions Revisited*. The Declaration of Sentiments, written for the 1848 Seneca Falls First Women's Rights Convention, declares a list of grievances similar to those of the Declaration of Independence. Dr. Melinda Grube will discuss what progress has been made through grass-roots reform and national legislation since 1848.

All presentations begin at 2:00 PM in the Guntzel Theater at the Visitor Center, Women's Rights National His-

torical Park, 136 Fall St., Seneca Falls.

Remaining 2019 lectures include January 26: *Politics and Voting*; February 23: *Marriage and Property*; March 30: *Education and Work*; and April 27: *Religion and Morality*.

Melinda Grube, PhD, a descendant of a Seneca Falls abolitionist family, is an adjunct lecturer of history at Cayuga Community College and has portrayed Elizabeth Cady Stanton for educational programs, lectures, and events in Seneca Falls and New York State for more than a decade.



ALLEGRA
MARKETING • PRINT • MAIL
CHEEKTOWAGA

Joyce DeLong

Owner

OFFICE 716.634.5966

FAX 716.634.0841

3959 Union Road ▪ Cheektowaga, NY 14225

joyce@allegracheektowaga.com ▪ **allegracheektowaga.com**



MARKETING

+



PRINT

+



MAIL

+



DESIGN

+



WEB

+



SIGNS

formerly INSTY-PRINTS SAME GREAT TEAM & OWNERS!

New York State Women, Inc.

Athena Military Women's Initiative

submitted by Sue Mager, Chair

A new description of the **Athena Military Women's Initiative program** has replaced the outdated information in the current Professional and Personal Development brochure. Chapters initiating contact with women veterans should present the updated handout information.

Here's a quick update from the most recent **Buffalo Niagara Chapter** Athena Military Women's Initiative activity. BNC partnered with a group of six-year-old Daisy Scouts (Girl Scouts of America) who made "smile notes" for veterans, which were delivered to the **Buffalo V.A. Medical Center**. The troop leader purchased boxes of blank notes at the Dollar Store on which the girls wrote cheerful greetings, applied stickers, and in the process, learned about caring for our community.

This was a very simple activity that brought smiles to the vets and a big "thank you" from the V.A. Center back to the Daisy troop. Chapters are encouraged to use the updated program to reach out to our women veterans.

"They wore the boots and deserve our help in adapting to the civilian realm."

The **Athena Military Women's Initiative** is designed to help former military Women transition into civilian life. In fulfillment of our mission to build powerful women personally, professionally, and politically, the program strives to first identify the needs of women who served.

Once those needs are established, the program offers mentoring workshops and/or provides basic material needs when needed.

Athena Military Women's Initiative workshops:

- **Introduction:** Getting to know military women and what programs they want.
- **Resume Building:** Creating a civilian resume based on military experiences.
- **Dress for Success:** What to wear to get a job.
- **Resources:** What government and community organizations have available to help in transition?
- **Budgeting/finance:** Spending; saving money wisely.

What can your chapter do? Athena Military Women's Initiative can help meet basic needs:

- Contact Women's Centers at Veterans Administration (V.A.) Centers.
- Contact women veterans organizations
- Hold clothing, coats, etc. drives
- Donate toiletries
- Adopt a military family

Interested in more ideas or info? Contact chair, Sue Mager, at LBer633655@aol.com or 716-826-5378.

Compassionate Caring...

At the holidays?
A resolution for
the New Year?
Superficial or
for real?

**“If you want others to be happy, practice compassion.
If you want to be happy, practice compassion.” -Dalai Lama**

by Claire Knowles

You know how generously you give. . . because you care. At the holidays you put money in the red kettle, you buy mittens for the mitten tree, you purchase a gift for a less-fortunate family, you buy a toy for the annual toy fund, you provide food for the food pantry and you volunteer an hour or more at the soup kitchen. Right? Yes – check off that box!

Perhaps you pay it forward by helping a stranger down on his luck; dropping off toiletries at the home for women being sheltered from domestic abuse; or paying for someone's groceries in the check-out line; take warm coats your family no longer wears to the homeless shelter; or do something special for the single woman and her children who live down the street and need a bit of a boost. Maybe you spend time comforting a new widow, maybe you take soup to a shut-in, and maybe you step in with a smile and helpful words and maybe some monetary help when a stressed out, overwhelmed young mother you meet in Big Lots with three kids in tow, is having a really bad day – maybe you sprout angel wings at the right moment.

That is Compassionate Caring!

Some people say it is an innate sense of nurturing that women (in general) possess – that cause us to be compassionate. Others say it is a combination of sympathy, empathy, and caring that come together to create compassion. *Empathy* means that you feel what a person is feeling, while *sympathy* means you can understand what the person is feeling. *Compassion* is the willingness to relieve the suffering of another. Compassion is an emotional response to combined sympathy, empathy, and caring – it creates a desire, a will and an action to help. NYS Women, Inc. members are like that! Compassionate caring produces a good feeling in us.

Social sciences have confirmed that in general, women, via a life-long socialization process, have a high sense to “tend and befriend” – an action that is steeped in nurturing, in helping, in caring – stemming from the day we received our first doll and a blanket to wrap the dolly and hold it close. When you are compassionate, you understand how someone feels, and try to imagine how that

How can our NYS Women, Inc. members, chapters, and regions help fight human trafficking?

- **Learn the indicators of human trafficking so you can help identify a potential trafficking victim.** Human trafficking awareness training is available for individuals, businesses, first responders, law enforcement, educators, and federal employees, among others.

- **And please note:** Trafficking victims – including undocumented individuals – are eligible for services and immigration assistance.

- **If you believe someone may be a victim of human trafficking,** report your suspicions to law enforcement by calling 911 or the 24-hour National Human Trafficking Hotline line at 1-888-373-7888.

- **Be a conscientious and informed consumer.** Discover your “slavery footprint” – ask who picked your tomatoes or made your clothes, or check out the Department of Labor’s List of Goods Produced by Child Labor or Forced Labor. Encourage companies to take steps to investigate and prevent human trafficking in their supply chains and publish the information, including supplier or factory lists, for consumer awareness.

- **Host an awareness-raising event** to watch and discuss films about human trafficking. For example, learn how modern slavery exists today; watch an investigative documentary about sex trafficking; or discover how human trafficking can affect global food supply chains. Also, check out CNN’s Freedom Project for more stories on the different forms of human trafficking around the world.

- **Organize a fundraiser** and donate the proceeds to an anti-trafficking organization.

- **Encourage your local schools** to partner with students and include modern slavery in their curricula. As a parent, educator, or school administrator, be aware of how traffickers target school-aged children.

- **Work with a local religious community or congregation** to help stop trafficking by supporting a victim service provider or spreading awareness of human trafficking.

- **Businesses:** Provide jobs, internships, skills training, and other opportunities to trafficking survivors.

- **Students:** Take action on your campus. Join or establish a university club to raise awareness about human trafficking and initiate action throughout your local community. Consider doing one of your research papers on a topic concerning human trafficking. Request that human trafficking be included in university curricula.

- **Health care providers:** Learn how to identify the indicators of human trafficking and assist victims. With assistance from anti-trafficking organizations, extend low-cost or free services to human trafficking victims.

- **Journalists:** The media plays an enormous role in shaping perceptions and guiding the public conversation about human trafficking. Here are some media best practices on how to effectively and responsibly report stories on human trafficking.

- **Attorneys:** Offer human trafficking victims legal services, including support for those seeking benefits or special immigration status. Resources are available for attorneys representing victims of human trafficking.

Source: U.S. Dept of State; www.state.gov/j/tip/id/help/

might feel for you – it’s a mode of relating.

While we are quick to show our compassion for close-to-home, heart-tugging endeavors – especially at holiday time, how about showing our compassion for the women of the night? Women of the night? Yes. The young women, even children, who are being exploited into sex trafficking – the American slavery of today. A recent CNN documentary showed that sex trafficking is an extreme exploitation of young women for sexual purposes. In the City of Atlanta alone, it is a \$290 million a year industry. Now multiply that by the number of large cities across America to understand the breadth of this problem, or should we say challenge? How many large cities are in the State of New York? It likely is showing its ugliness in our neighborhoods too.

“The compassion we feel for others is not solely a function of what befalls them: if our minds draw an association between a victim and ourselves – trivial or intense – the compassion we feel for his or her suffering is amplified greatly.”

-David DeSteno, Ph.D.
New York Times

Now, where is our compassion for that which we normally would not see. We know (at some level) that it is there – the exploitation of young women, even children, for the purpose of sex trafficking. With disgust, we expect that men are paying for these abhorrent sexual abuses – men who’s desire is solely to satisfy their sexual cravings; and primarily men who organize the rings of slavery and transport for carrying out these secretive crimes – with big money as

Continued on page 14

Compassionate Caring...

Continued from page 13

their motivation. Clearly, the very thought of this exploitation ignites a deep sense of compassion in us – we can, as women, relate to what these young women must be suffering through and we have an angered, even visceral reaction to the heinous element this exploitation represents. We sense the wrongness and despicableness of every situation (individual micro level) and the (macro) societal decay in the making. And this ignites compassionate caring in a woefully different and hugely intense way.

Sex trafficking crimes are defined in three ways: acquisition, movement, and exploitation, and includes child sex tourism (CST), domestic minor sex trafficking (DMST) or commercial sexual exploitation of children, and prostitution.

So, in what ways can we share our compassionate caring for sex trafficking victims? In what ways can we help to disrupt this terrible cycle of sexual abuse? Experts in law enforcement tell us that we can best help through education, awareness, recognizing the signs, reporting any suspicions, and taking action. We can make a difference,

“Compassionate people are very outward-focused because they think and feel about other people. They have that ability to feel others’ feelings, so they’re very socially connected.”

-Lisa Firestone, Huffington Post

even if it is one person at a time, and one donation at a time to the right type of helper-agencies.

- By listening to the victims who have escaped their captivity and deeply hear their stories. Help them to heal from what they have suffered in the sex trade. Support the organizations which directly help them.

- By supporting (monetarily) the not-for-profit organizations that are providing the doorsteps and sanctuaries that assist a young woman’s escape from the grips of this despair.

- By becoming educated on the breadth of this challenge:

Just how large a problem is this in the United States? Each year 300,000 children in the United States are prostituted; are victims of child sex trafficking. Child pornography has found a welcome home on the internet, as well, and is in



truth a multi-billion dollar online industry, with over 100,000 sites dedicated to the crime, and is one of the fastest growing online businesses.

- By knowing what to be looking for and knowing the hotline call number: The 24-hour National Human Trafficking Resource Center line at 1-888-373-7888.

- By becoming “aware” of the 15 things that the U.S. Department of State recommends that we do.

This year, when you find yourself in a holiday exchange of niceties, saying, “Happy Holidays” or “Happy New Year,” why not say it one more time as a whisper on the wind, because you are aware of another’s unfortunate circumstances in human trafficking – and your thoughts can hold a whisper of hope! Hold the thought that in this moment, one more young woman may find her way out of this slavery and into refuge, sanctuary and a new life – because you and many women like you, possess compassionate caring and are helping them to find a way to escape this madness. Indeed, NYS Women, Inc. members are compassionate caring women – and making a difference.

Claire Knowles is a 2-time Amazon best-selling author, including the book, “Can You See Them Now? Elephants in our Midst.” She is an in-demand speaker and business leadership consultant, helping 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 or 716-622-7753.

Technology can be scary....
 We make it **EASY!**



WWW.RLCOMPUTING.COM



Sidebar: Political Development

[Editors note: This article is excerpted from the President's Message, "The Communicator" October 2018]

WE can make a difference in the lives of ALL women.

from Debra Carlin, President (2018/2019) NYS Women, Inc.

The clocks may have been turned back, and the days may have become shorter, but the mission of NYS Women, Inc. remains the same, "To build powerful women personally, professionally and politically." And as powerful women, NYS Women, Inc. members can support *all* women; whether it's advocating for pay equity, voting and encouraging others to vote, and helping women get out of situations of domestic abuse or human trafficking. We can make a difference in the lives of *all* women.

The horror of human trafficking is of huge concern and has impact on people of all backgrounds. Women and girls are typically trafficked into the commercial sex industry. The International Labour Organization estimates that globally there are more than 20 million victims of human trafficking. Of these,

26 percent are children, and 55 percent are women and girls. Some sex trafficking, such as street prostitution, is highly visible, but much of it is unseen. Trafficking victims are often trapped in unmarked brothels in unsuspecting neighborhoods. According to the U.S. State Department, every year between 600,000 and 800,000 people are trafficked across international borders. Half of these are children and 80 percent are female.

There is no official estimate of the total number of human trafficking victims in the U.S., although Polaris (a nonprofit, non-governmental organization that works to combat and prevent modern-day slavery and human trafficking) estimates that when the numbers for both adults and minors in sex trafficking and labor trafficking are aggregated, the numbers most likely

reach into the hundreds of thousands.

The average age for a teen entering the sex trade in the U.S. is between 12 and 14, many of whom endured sexual abuse as children. Human trafficking is the third largest international crime industry, after illegal drugs and arms trafficking, and it is believed to generate a profit of \$32 billion every year.

Sadly, many people are not even aware of this horrific situation, so let us bring this problem to the forefront of awareness so we, as an organization and as individuals, are able to have an impact. (See page 13 for how NYS Women, Inc. members can help fight human trafficking.)

We *can* make a difference in the lives of women. As a group, working together, there is so much New York State Women, Inc. members can accomplish.



NIKE All Stars

The 2018-2019 *NIKE* All Star Campaign is in full swing and thank you to our loyal supporters who have already sent their listings in.

Members will have an opportunity to contribute at our annual conference, and chapters, regions and friends of NYS Women, Inc. can send contributions anytime to the *NIKE* Business Manager. Information on contributing can be found on our website.

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

NEW YORK STATE
women, INC.

Rates: Platinum Patrons: \$75 and over
 Golden Givers: \$50 – \$74
 Silver Supporters: \$25 – \$49
 Bronze Boosters: \$5 – \$24

Make check payable to:
 NYS Women, Inc. (memo: *NIKE* contribution)

Mail form and check(s) to: Sue Mager, *NIKE* Business Manager, 3406 McKinley Parkway, Apt C-11, Blasdell, NY 14219
 E-mail: NIKEmgr@NYSWomeninc.org.

Platinum Patrons

Anonymous
 Chadwick Bay Chapter
 Theresa Fazzolari
 Patricia Fergerson
 Audrey MacDougall
 Susan Mager
 Cay Raycroft RIP
 David Raycroft IMO Cay

Golden Giver

Ramona Gallagher

Silver Supporters

Patricia Fanning
 Carolyn Fazzolari
 Frida Hooyberg
 Marilyn Mannino
 Kathleen/Edith Pernice
 Linda Przepasniak
 Mary Stelley

Bronze Boosters

Robin Allen
 Sara Ayala

Ella Alsheimer
 Robin Bridson
 Debra Carlin
 Johann Ciotti
 Blanche Davis
 Shirley Felder
 Lois Force
 Sheralyn Fox
 Arlene Herzog
 Beth Ann Jones
 Lake to Lake Women Chapter
 Mary Ellen Morgan

Joann Obrich
 Patti Pollock
 Region 6, NYS Women Inc.
 Region 7, NYS Women Inc.
 Helen Rico
 Sandra Rodriguez
 Don Rumsey
 Vanessa Rumsey
 Jackie Shellman
 Heather Sullivan
 Susquehana Chapter
 Carolyn Trela-Ferlo
 Linda Winston

NIKE ADVERTISING PAGE RATES

Outside Back Cover	1 issue: \$600	4 issues: \$2000
Inside Front Cover	1 issue: \$400	4 issues: \$1400
Full Page	1 issue: \$300	4 issues: \$1000
Half Page	1 issue: \$150	4 issues: \$500
Quarter Page	1 issue: \$75	4 issues: \$250
Eighth Page	1 issue: \$37.50	4 issues: \$125

Email your ad (in PDF format) to: joyce@allegracheektowaga.com and ksmith@whiterabbitdesign.com. Make check payable to NYS Women, Inc. (memo: *NIKE* ad) and mail to: Sue Mager, *NIKE* Business Mgr, 3406 McKinley Pkwy, Apt C-11, Blasdell NY 14219

Select the size
 of your *NIKE* ad.

Half Page 6.65" wide x 4.75" tall	
Quarter Page 3.25" wide 4.75" tall	8th Page 3.25" wide 2.25" tall

STAY IN TOUCH! FOLLOW US ON SOCIAL MEDIA!



NYSWomenInc.org



facebook.com/NYSWomenInc



twitter.com/NYSWomenInc



info@NYSWomenInc.org

Who says the sky's the limit?



branding & creative | copywriting | graphic design

**White Rabbit
DESIGN**

hello@whiterabbitdesign.com

EDUCATE. AGITATE. CREATE.

**In the last 30 years ...
over \$385,000
147 women
53 New York State colleges and universities
over 95 masters degrees
over 52 doctoral degrees**



The numbers don't lie . . . YOU CAN make a difference!

YOUR tax deductible gift can make a difference! The NY Grace LeGendre Endowment Fund awards fellowships to women enrolled for graduate degrees at colleges and universities across New York State. Let's continue this very special program. These young women will be grateful for your compassion as well as your financial support.

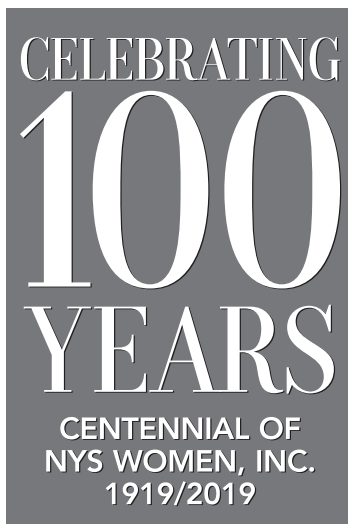
Send YOUR tax deductible gift today to: Neale Steiniger, NY GLEF Fundraising Chair, 124 Gateway Dr., Staten Island, NY 10304-4441. Please make your check payable to NY GLEF and let us know if this donation is in honor of, or in memory of, someone special to you.

taxpayers, stockholders and philanthropic contributors, and well deserved to be on the Boards of Savings Banks.” **1942** saw a memo sent to the Governor of New York State suggesting ways Business and Professional Women could help in lines of defense. State programs were geared to defense, war work, and training for emergencies, as well as selling War Bonds and Defense Stamps.

The war years saw many plans: a **1943** State resolution was that “BPW actively assist in developing nursery and after school programs . . . for the children of war workers.” In **1946** the recommendations of Grace LeGendre, scholarship committee chair, were passed at the State conference: \$500 would be given annually for graduate study to a student of Cornell University’s Industrial Relations School; and \$100 to the woman “who publishes the best . . . research or material designed to improve the understanding of women’s status in the social order.” In **1947** a new committee, The Status of Women, presented names of qualified women for recommendations to positions of public service. It was established in **1948** that “giving the policy of BPW in our responsibilities in social, economic, and political life.”

It was in **1951** that the statewide magazine was entitled *NIKE* and went on to be published eight times a year. State clubs were encouraged to hold business clinics and retraining of women war workers. A BPW member from Brooklyn was appointed a delegate to UNESCO (United Nations Educational, Scientific and Cultural Organization). In **1953** our organization was honored with an American Heritage Foundation Award for its efforts to get out the vote (competing with 15,000 nationwide, BPW New York State tied with West Virginia Federation of Women’s Clubs for first place.) **1954.** National Federation statistics revealed that while 51% of BPW members supported dependents, only 8% had an annual income of \$5,000 (\$46,000 in today’s dollars). BPW New York State’s president said, “these facts should give us renewed incentive to concentrate . . . [on] the advancement of the status of women.” **1955** saw State BPW members appointed to public policy positions on the board of directors of the Committee for Modern Courts; College Council of the College of Home Economics of Cornell University; NYS Council for the White House Conference on Education; and Regional Conference of the President’s Committee for Traffic Safety.

Governor Nelson Rockefeller addressed BPW NYS’s annual legislative conferences in Albany in **1960, 1961, and 1962.** In 1962 alone, numerous BPW members from New York State were appointed or elected to policy



making posts: Judge Beatrice Burstein, Nassau County District Court; Judge Madge Taggart, Family Court, Erie County; Judge Margaret Mary J. Mangan, Supreme Court of the State of New York; Judge Dorothea E. Donaldson, Court of Claims in the State of New York; Assistant County Clerk Clare Wales, Onondaga County; Doris Weir, member, Board of Managers, Oneida County Hospital; Ruth M. Ginther, Niagara Falls, Chairman of the City’s Advisory Board, Convention and Industrial Activities; Postmaster Dorothy White, Adirondack; Pauline Malter, Justice of the Criminal Court of NYC; Beatrice Judge, Vice

Chairman of the Kings County Executive Committee, Democrat Party.

Two leadership conferences were held in the fall of **1963.** More than 250 attended the conference at Hunter College; 90 were at the joint venture with Cornell University’s School of Industrial and Labor Relations. Throughout the 1960s, BPW’s New York State members were appointed to represent BPW/USA as observers at the United Nations.

In **1965** Governor Nelson Rockefeller appointed BPW/NYS member Ersu Poston as president of the Civil Service Commission. (In the Jimmy Carter Administration she went on to become, in 1977, the first black woman appointed to the federal Civil Service Commission). **1965** also saw the Youthpower, USA Conference held at Syracuse University with 160 young women participants. It was also during this decade that the organization began holding its youth leadership conferences for girls in high school, a community resource which continues to this day. BPW/NYS endorsed the national resolution in **1966** concerning “help wanted” advertisements in relation to Section 704(b) of the 1964 Civil Rights Act (urging newspapers to stop occupational segregation in classified ads – grouping women in a few restricted occupations of low-paying, dead-end jobs). BPW/NYS was in the forefront of the movement for equality for women, in **1969**, urging “no nominations for appointments in the judicial branch... without regard to political affiliation, religion, race, sex or any criteria other than being qualified for the particular post.”

Our organization resolved in **1970** to petition the President to establish an Office of Women’s Rights and Responsibilities and in **1971** wrote to President Nixon that BPW/NYS recommended he appoint a qualified woman to the Supreme Court. That same year saw the resolve to become a source of information for “women seeking help in (1) removing discrimination barriers, and (2) in improving working conditions.” **1974.** BPW/NYS endorsed – and celebrated the election of – BPW member and lawyer, Mary Anne Krupsak, who was NYS Lieutenant

Governor from 1975 to 1978. And, at conference, we voted to assure the admission of women to the U.S. naval, air force, and military academies.

Three hundred candidates applied to the Grace LeGendre Fellowship Fund, with five awarded in **1975**. Throughout the 70s, BPW/NYS fought for passage of the ERA both nationally and as an amendment to the NYS Constitution. State President Helen Carmody's response to the state defeat was, "We lost the fight for ratification of the Equal Rights Amendment to our State Constitution, but we definitely haven't given up the fight for equal rights for women, and . . . continue to emphasize the principle of 'women helping women.'"

The **1984** conference saw creation of the "New Careerist" program, recognizing the achievements of women new to the workforce or who have returned to work after an absence. And Geraldine Ferraro (a BPW member) was endorsed as a candidate for Vice President. In **1986** the Grace LeGendre Endowment Fund, Inc. was chartered for scientific, educational and charitable purposes with interim tax exempt status as a 501(c)3 corporation. Highlighting BPW/NYS's emphasis on working women, employers who dealt fairly with women employees were honored through the State's "Employer Recognition" program.

1990. As war in the Persian Gulf escalated, BPW/NYS created programs supporting military personnel, supplying needed personal items, and more. In **1991** BPW/NYS partnered with the U.S. Small Business Administration (SBA) to sponsor workshops for women entrepreneurs. It created a grassroots coalition with Federally Employed Women, Inc. and addressed issues for "women in the workplace in 2001." It was in **1992** that a three-year program to "Build

Woman Power: Politically, Professionally, Personally" was introduced. **1993** saw the Youth Leadership Conference held with the theme of "Leading Young Women into the 21st Century." In celebration of its 75th anniversary (**1994**), BPW/NYS's mission was "To achieve equity for all women in the workplace through advocacy, education and information." Its vision: "BPW is the leading advocate for working women."

In **2005**, BPW/NYS incorporated CDO (NYS Career Development Opportunities, Inc.) as a tax exempt 501(c)3. It provides outreach programs to women who would otherwise remain unemployable; sponsors seminars and online training for business women; and supports educational assistance for women where benefits do not exist. It presents a financial simulation project – The Reality Store™ – allowing high school students to make decisions about future careers and life choices based on their financial savvy. Numerous chapters put on this workshop today, helping educate young women.

BPW/USA merged with its national foundation in July **2009**. State organizations had the option to continue an affiliation with the BPW Foundation, dissolve, or break out on their own. New York State Women, Inc. emerged to "build powerful women personally, professionally and politically" and "make a difference in the lives of working women." Its diversity provides a wealth of information across businesses and professions. Programs provide an avenue for women to network and mentor. Its initiatives include leadership development for young women.

A majority of chapters honor a woman in their community for her career achievements, excellence in her field, and social advocacy. A new logo was voted in at conference

2010. The squares in the logo are an abstract representation of our organization's diversity – that we are open to women of all ages and in various stages of their lives regardless of ethnicity, religion and/or profession. The colors are symbolic: A strong blue provides continuity with the former BPW/NYS logo, denotes professionalism, and is a reflection of New York State's official seal. The bright green is a modern, appealing color and reinforces a theme of renewal and future growth.

In **2013** NYS Women, Inc. endorsed Governor Andrew Cuomo's 10-point Women's Equality Act prioritizing women's economic issues such as pay equity and stopping sexual harassment in all workplaces. In **2017** the group sponsored the National Association of Commissions for Women annual conference held in Buffalo, NY. **2018** brought changes to the Athena Military Women's Initiative, helping former military women transition to civilian life. The program connects with VA facilities across the state. It strives to first identify the needs of women who served. Then the program will offer mentoring workshops and/or provides basic material needs when needed. Chapters can provide items for distribution to female veterans.

Today in **2019**, NYS Women, Inc.'s enduring advocacy for *all* women continues.

Katharine Smith is a past president of the Buffalo Niagara Chapter and a past editor of NIKE. Owner of White Rabbit Design, a branding and creative agency, she's incurably curious! Contact her at: hello@whiterabbitdesign.com.



Sources: M.E. Grenander Department of Special Collections and Archives, University Libraries, University at Albany, State University of New York; 25 Years of BPW, 60 Years of BPW, 75 Years of BPW, box 4, folders 14, 16, 17, Business And Professional Women's Clubs of New York State Inc. (BPWNYS) Records, 1921-ongoing; Wikipedia: https://en.wikipedia.org/wiki/Lena_Madesin-Phillips; Encyclopedia Britannica: <https://www.britannica.com/biography/Lena-Madesin-Phillips>; BPW International: <http://bpw-international.org/history/7-our-founder-dr-lena-madesin-phillips>; Business and Professional Women's Club of Morristown Records, North Jersey History Center, The Morristown and Morris Township Library: <http://morristownlibrary.org/HCFindingAids/businessandprofessionalwomensclub.xml>; Mae Jeffrey, archivist, BPW Canada/British Columbia/Yukon



YOU CAN JOIN
A CHAPTER
ALMOST ANYWHERE
IN NEW YORK STATE!

NYC area /Long Island

Bay Ridge Brooklyn Chapter
Richmond County Chapter
Staten Island Chapter

Hudson Valley/Catskills

Capital Region
Women's Network
Professional Women of
Sullivan County
Town and Country
Westchester Chapter

Central New York

Central NY Chapter
Professional Business
Women of Rome
Mohawk Valley Chapter
St. Lawrence Chapter

Central Southern Tier

Susquehanna Chapter
Greater Binghamton Chapter
Walton Chapter
Tri-County

Finger Lakes

Lake to Lake Women
Professional Women of
the Finger Lakes
Southern Finger Lakes
Women
Steuben County Women
Yates County Women

Western New York

Buffalo Niagara Chapter
Grand Island Professional
716 Chapter (Clarence area)
Chadwick Bay
Lakeshore Chapter
Niagara Frontier Chapter

NETWORKING.
RESOURCES.
CONNECTIONS.
FRIENDSHIP.
ADVOCACY.
INSPIRATION.

We build powerful women
personally, professionally
and politically.

NEW YORK STATE
women, INC.

www.NYSWomenInc.org

#BuildPowerfulWomen

Making a difference in the lives of working women.