



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

VOL. 70 ■ ISSUE 3 ■ MARCH 2021

NEW YORK STATE
women, INC.

Our Mission

To connect and build women personally, professionally, and politically.

Our Vision

To empower women to use their voices to create positive change.

Dated Material — Deliver Promptly

Are YOU a member of NYS Women, Inc. yet?
Time to check us out at nyswomeninc.org

The “New Reality” for women: How can we overcome female job losses due to COVID?



Also in this issue:

“New Reality” for Women... Can We Find the Silver Lining? **pg 5**

Diversity and the Women’s National Hall of Fame **pg 6**

CDO Awards Grants and Scholarships to Three **pg 13**

#NEWYORKTOUGH



Clear vision, clear leadership.

-Jacquie Shellman
NYS Women, Inc. President, 2020/2021

Warm greetings to all.

NIKE's theme for March is "The New Reality for Women." What an interesting time to address this, during Women's History month! Suyin Haynes article below reminds us of what women were going through 100 years ago.

Our September 2020 issue of NIKE focused on Rosie the Riveter, We Can Do It, and #NewYorkTough. In that issue Katharine Smith, associate editor, focused on the lasting impact of COVID-19 on women. Katharine reminded us that our members can do what we do best, and build powerful women personally, professionally and politically. At no time in history has this organization been so vitally important to reach out and help women. Step out of your comfort zone.

No need for me to reiterate what Katharine said, check out the September 2020 NIKE, page 23. She hit the nail on the head. Now we just need to do it! How will future generations of women see us. Will they wonder how the heck we did it?

'Persevere Through the Highs and Lows.' What We Can Still Learn From the Suffragists Who Fought for the Right to Vote During the 1918 Flu Pandemic

BY SUYIN HAYNES
JUNE 3, 2020 6:00 PM EDT

"At the annual women's rights convention in Illinois, several new rules were laid down for members. Attendance was limited to 100 people, the general public were barred from participating and chairs at the meeting were set four feet apart.

It could almost be a scene from 2020, the kind of thing societies around the world are implementing as they begin to cautiously emerge out of coronavirus lockdown measures and adjust to a new, socially distanced way of life.

But this meeting took place in late October 1918, against the backdrop of the so-called "Spanish flu" pandemic, one of the deadliest in history, thought to have killed 50 million people worldwide by the time it ended. And the women taking part were members of the Illinois Equal Suffrage convention, eager to follow public health guidelines as well as to continue the campaign for the American woman's right to vote...

...American women campaigning for the right to vote found themselves engaged in three different battles – against the practical problems and the tragedies that the flu wrought, against the crisis of the then-ongoing World War I, and against those opposed to women's suffrage.

In this issue, on page 7, you'll find the Call to Spring Virtual Board Meeting which will be held on Saturday, March 20th (www.nyswomeninc.org/SpringBoardMeeting). Registration will be via the website and is due by March 17th. All board reports will be written and submitted to www.nyswomeninc.org/Members/Program-Book-Report. Reports due March 14th. There will be voting for proposed 2021-2022 budget and the new strategic plan. If approved, they will be presented to membership at the annual conference in June. At this writing we are proactively planning an on-site conference.

Thank you for r-e-a-c-h-i-n-g out to create positive changes. 📌

Respectfully,

Jacquie Shellman
NYS Women, Inc. President, 2020/2021

"There is no limit to what we, as women, can accomplish. . ." Michelle Obama

2021

MONTHLY
15 Communicator deadline

JAN
15 NIKE submissions deadline

MAR
20 NYS Women, Inc. Spring Board Held virtually via Zoom.

JUN
11-13 NYS Women, Inc. Annual Conference Killian's Event Center Waterloo, NY

NIKE Submissions

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

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From the Editor

March is Women's History Month



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WHAT DO WE DESCRIBE AS "THE NEW REALITY" for women? That phrase "the new normal" is a pandemic-produced cliché that, to us at *NIKE* anyway, doesn't make sense. None of what's happened since COVID-19 overtook our lives a year ago in March is "normal," whether new OR old.

What we ARE facing is a new reality. The reality of masks. Of social distancing. Of missing the celebration of birthdays, weddings, funerals, holidays. The reality of lost jobs, closed schools, isolation. Unemployment. Loneliness. However the new reality does also include hope and opportunity. Those ever-more important vaccine rollouts, new hobbies and pets, novel uses of technology to connect, learn, and work.

Claire Knowles, a member of the Buffalo Niagara Chapter, talks about COVID's negative impact on women, but also brings us that hope in her article, "The Pandemic Produced a "New Reality" for Women... Can We Find the Silver Lining?" (next page).

And our followup article on page 9 gives insight from two national women's organizations with recommendations on childcare reforms to help women's jobs recovery (excerpts from the YWCA USA white paper, *America's Recovery from the 2020 "Shecession": Building a Female Future of Childcare and Work*, and a report by Institute for Women's Policy Research, *Build(ing) the Future: Bold Policies for a Gender-Equitable Recovery*).

Since March is Women's History Month, we're pleased to offer "Diversity and the National Women's Hall of Fame" by Lake to Lake Women Chapter member, Dr. Judith Pipher, who is not only an inductee but also serves on the board of directors of the Hall (page 6). We're also publishing the late JoAnne Krolak's column on Mary Burnett Talbert – a 2005 National Women's Hall of Fame Inductee – on page 7.

Check page 13 for Ramona L. Gallagher's informative article about recent CDO awards grants and scholarships to three deserving recipients. The Call to (a virtual) Spring Board is on page 12.

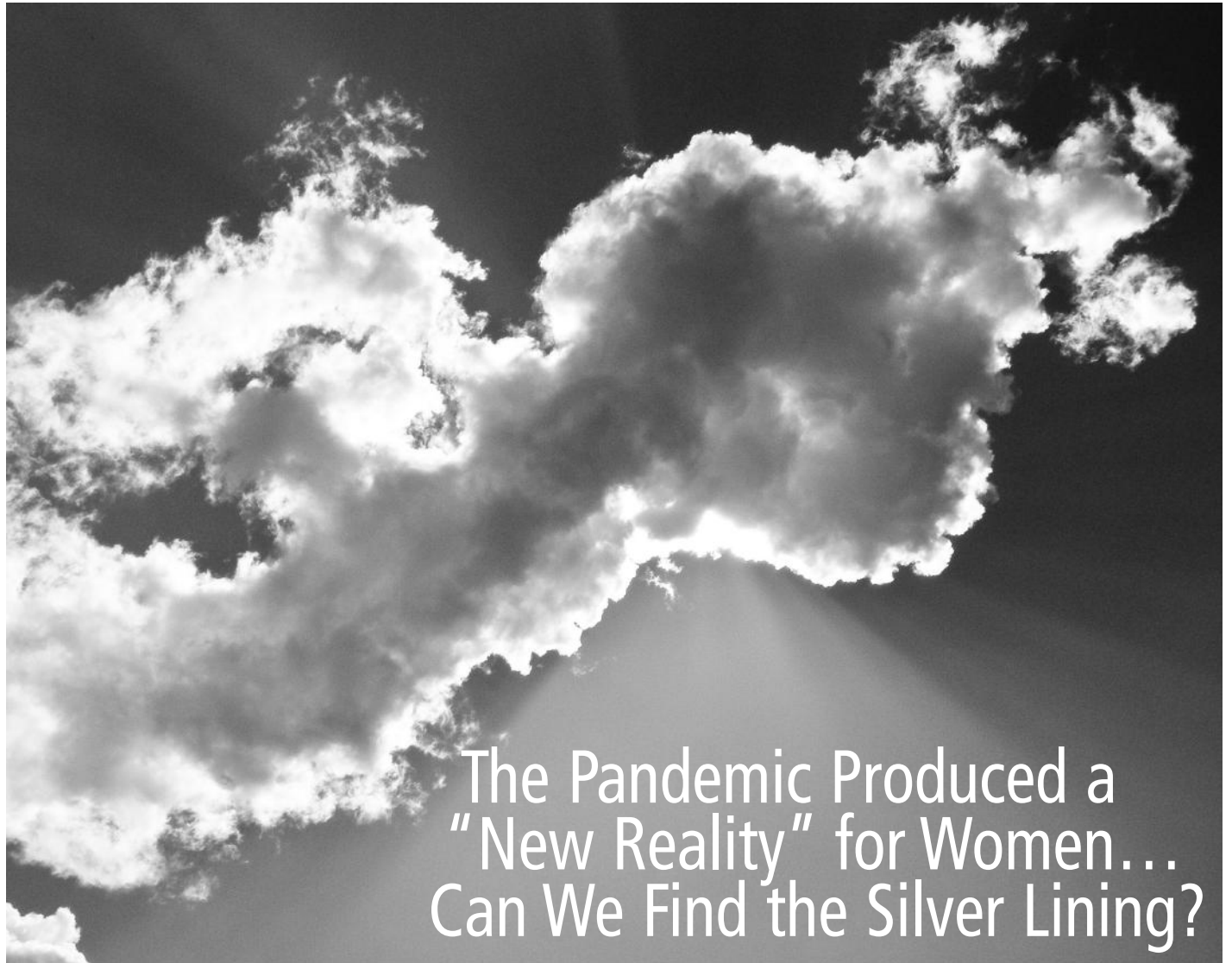
And, on a personal note, myself and Associate Editor Katharine Smith, want to thank David, husband of the late Cay Raycroft – who was a longtime NYS Women, Inc. member and past editor of *NIKE* – for his generous \$150 AllStars donation in memory of Audrey MacDougall, former business manager for our magazine. Both Cay and Audrey are dearly missed here at *NIKE*.

-Joyce DeLong

NIKE MAY 2021 ISSUE DEADLINE: MARCH 15, 2021.

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.

Feature: The New Reality for Women



The Pandemic Produced a “New Reality” for Women... Can We Find the Silver Lining?

by Claire Knowles

As women, and as the organization New York State Women Inc., we have been inordinately affected by this coronavirus. We have experienced angst, gloom, disappointment and despair which impacts our personal and professional lives. We recognize dark times.

The news is negative. Loved ones have been sickened, some have died, schools closed, the healthcare system has been overloaded, people have lost their livelihoods, the vaccine is scarce, and whether directly hurt or not, COVID-19 is a huge stressor shaking up our psyche, triggering our fears and causing uncertainties.

Working from home (if one is employed) has created new challenges and complications when home must double as an office, a school, or both. Being unemployed, or forced to cut back or choosing to exit the workforce completely, has both short and long-term financial and professional implications for women.

Women are bearing the brunt, both economically and

socially, participating on the frontlines, and serving as caregivers for children/parents, doing the home-schooling, keeping households intact, and finding ways to cope with the day to day marathon-like stress. Some are dealing with food shortages. Some are doing their best to shield themselves as the trend of domestic violence increases. All

Continued on page 8

Feature: Diverse Women in History



Diversity and the National Women's Hall of Fame

by Dr. Judith Pipher

The National Women's Hall of Fame, located in Seneca Falls, NY is the home of the first Women's Rights Convention in 1848. It had inducted some 287 women since its 1965 beginning, before the 2020 virtual induction. Clearly 287 is only a tiny percentage of the many women, deceased and living, who have made substantial contributions to our nation. Inductions had only been held every other year, with approximately 10 inductees each time; less than half of them were deceased. Since the Hall of Fame only considers women who have been nominated by the public, there is a substantial lack of diversity in the nominees.

The National Women's Hall of Fame held its first virtual induction on December 10, 2020. Going forward there will be a virtual series of inductions to posthumously honor women who had been nominated for induction, and who were either unable to attend before their death, or who were considered exceptional, but who were not selected during a given induction year.

The Hall began this series of virtual posthumous inductions by inducting six prominent Black women who have shaped our nation. The ceremony is available on YouTube at: youtube.com/watch?v=K4HK6VAYV9w&feature=youtu.be.

The women honored include **Mary Church Terrell**, a brilliant activist during her lifetime (1863-1954), who concentrated on the empowerment of Black women; **Henrietta Lacks** (1920-1951), whose unusual HeLa cells have been used in research leading to development of the polio vaccine and some chemotherapy treatments and contributed to Parkinson's research; Nobel prize-winning **Toni Morrison** (1931-2019), whose beautiful and insightful novels brought Black literature into the mainstream; **Barbara Hillary** (1931-2019), nurse, editor, and intrepid adventurer, who after the age of 75 traveled to both the north and south poles; **Barbara Rose Johns Powell** (1935-1991), a civil rights leader who changed conditions for Black students at her local R.R. Moton high school in Prince Edward County VA (she initiated the only student-led lawsuit); and finally **Aretha Franklin**, who during her lifetime (1942-2018), was one of our most influential and talented musicians and civil rights leaders. More complete descriptions of these fabulous women can be found on the Hall's website at womenofthehall.org.

The lovely inspirational ceremony was led by **Dr. Deborah Turner**, president of the League of Women Voters. Featured speaker and National Women's Hall of Fame ambassador, 2019 inductee, and civil and women's rights leader **Dr. Angela Davis**, introduced the acceptors for the 2020 inductees. These Black inductees were prominent in

our history for a variety of reasons. In the turbulent year 2020, when we celebrated the 100-year anniversary of the 19th Amendment, which gave some women the right to vote, we also recognize that women of color were forced to wait until the 1965 Voting Rights Act. In this tumultuous year when structural racism has been revealed in so many ways, honoring these women has even greater significance.



From National Women's Hall of Fame website:

Our goal is to continue hosting more virtual inductions of diverse groups of women who deserve recognition, such as Latinx, Asian, Native American, LGBTQ+ women, and as well as additional Black women. We have begun to reach out to organizations involved in these communities to identify and nominate candidates. We welcome advice, involvement, and of course nominations.

The Hall hopes to address the following issues in the National Women's Hall of Fame induction methodology.

Currently, the NWHF holds in-person inductions on alternate years and requires any living Inductee to attend the induction ceremony. Additionally, posthumous inductions are limited. We address this by producing more frequent inductions of deceased historic figures.

Our nominations come from the general public and have lacked diversity. This is an issue of marketing on our part, and to remedy this we are reaching out to organizations and educational institutions to help close this gap.

As an educational institution, the National Women's Hall of Fame is dedicated to creating an equitable curriculum for young generations. Our charter is education, so we will provide the online inductions free of cost, in downloadable format, for educators.

Lake to Lake Women Chapter member Dr. Judith Pipher serves on the board of directors of the National Women's Hall of Fame, Seneca Falls, NY. She is also an honored inductee, recognized in 2007 for her significant contributions to science as an astrophysicist and infrared astronomer. Judy continues to work for NASA and mentor students as Professor Emerita at the University of Rochester.

2005 National Women's Hall of Fame Inductee Mary Burnett Talbert

by JoAnne Krolak

[Editor's note: this column from the late JoAnne Krolak's series "Empire Builders" is a perfect complement to the Lake to Lake Women Chapter member Dr. Judith Pipher article about the National Women's Hall of Fame. Mary Burnett Talbert was inducted into the Hall in 2005. JoAnne's column was originally published in the February/March 2008 issue of NIKE.]

Mary Burnett Talbert was born in Oberlin, Ohio, in 1866. She attended Oberlin College and was the only Black woman to graduate with the class of 1886. After graduation, she became a teacher in Little Rock, Arkansas, and later went on to become the assistant principal of Union High School in Little Rock. In 1891, she married William H. Talbert and the couple moved to Buffalo, NY.

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

Mary Talbert also belonged to the Phyllis Wheatley Club, which was the oldest organization of Black women in Buffalo. She described it as a "working club which sought reforms and the promotion of the rights of mothers and children." The Phyllis Wheatley club with Mary Talbert at its head forced the Buffalo Police Department to focus on crime in Black neighborhoods and Talbert herself was invited



Mary Burnett Talbert, pictured standing fourth from left, in Buffalo with the Phyllis Wheatley Club, an affiliate of the National Association of Colored Women's Club.

opened the Talbert home to teenage girls for discussions

on African American political ideology and sessions on dress, manners, morals and social activities. As Mary said "a woman has the right to enter any sphere where she can do the most good."

Mary Talbert became a co-organizer of the Niagara Movement, which was a civil rights organization that called for opposition to disfranchisement and racial segregation. W.E.B. DuBois and several others met at the Talbert home to draw up resolutions. This meeting was followed by another meeting on the Canadian side of Niagara Falls (the organization took its name from Niagara, to mark the location of the meeting and to call attention to the "mighty current" of change the group wanted to effect.). A second meeting was held in Harpers Ferry, West Virginia, to discuss how to secure civil rights for Black Americans.

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

On the international scene, she served as a Red Cross nurse during World War I in France, sold thousands of dollars of Liberty Bonds during the war, offered classes to African American soldiers and was a member of the

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Feature: The New Reality for Women



this is disproportionately falling on women and particularly, working women; and they are all exhausted. Unsurprisingly, the pandemic has triggered a wave of mental health issues – whether it is managing addiction, depression, social isolation or general stress. We are all feeling it in some way. Many are also feeling overwhelmed by the constant, sometimes shifting and conflicting flow of information around the virus, plus the limited access to vaccines, further adding to anxiety levels.

The U.S. Bureau of Labor Statistics December 2020 job report illustrated that women have endured the brunt of job loss. Employment declined by 140,000 jobs in the month of December alone, and while women lost 156,000 jobs, men gained 16,000. Between January and December 2020, almost 2.1 million women left the labor force, including 564,000 Black women and 317,000 Latinas (according to The National Women’s Law Center.) It is not a pretty picture. These are disturbing statistics for all women to consider.

Is there a silver lining somewhere? Let’s look for it!

The pandemic has changed how we work, learn, shop, educate our children, receive and deliver services, and interact. Social distancing guidelines have led to a more virtual existence, both personally and professionally. There are some positives! Based on SWOT Analysis, there are not only threats, but also opportunities, that arise from a crisis:

- Pandemic-induced hesitation to seek medical attention has brought Telemedicine to the mainstream – no need to avoid or skip visits to healthcare providers going forward.

- Isolation (feeling cooped up) is an impetus to spending more time outdoors and experiencing nature for our physical and mental well-being. Two hours outdoors has now replaced the 10,000 steps method for fortifying health.

- The pandemic has starkly uncovered the archaic workplace template that (at a macro level) was unable to accommodate working mothers in the first place. Now that this realization is out in the open, it’s the collective responsibility of both public and private sectors to fix it. And women have a front-row voice for this advocacy now! We’ve learned that there are hybrid working

arrangements that are beneficial for work-life balance and are cost-effective. These hybrids are predicted to become mainstream going forward.

- Talent drain. Unfortunately, a high number of women left the workforce because of COVID-19 pressures. That has created a talent drain that’s happening as women burn out and ultimately choose their families over their careers. But we are in a knowledge-based economy and there isn’t a company out there that can afford to leave women’s brains on the sidelines, (per Henry Albrecht CEO of Limeaid, an employee experience company). The economic recovery that is being forecast as vaccines roll out and we get the pandemic under control, will be strongly beneficial to recruiting women.

- The term “inserting a bookmark into my career” is going to be a very common and acceptable explanation for the 2020/2021 career path detour. (No judgments allowed). The future for women returning to the workplace is positive. A plus factor is that the post-pandemic economy will spark opportunities for women to try something new, change jobs, etc. The signs are there for women to seize opportunities that better meet their needs.

- Better meetings. The current crisis has forced us to rethink how we deal with, lead, and spend time in meetings. Meetings that are a waste of time are deemed the most disliked parts of organizational life. The new technologies (Zoom, etc.) are here to stay. We know (now) how to make the systematic changes for more effectiveness going forward, whether around the table or around the computer screen.

- Hygiene. Reducing the spread of germs. We’ve relearned that washing our hands, sanitizing, cleaning door-knobs, remote controls and yes, wearing masks, helps with not spreading other viruses – like the common cold, the regular flu, conjunctivitis. The more we protect ourselves, the better it is. (Renewed healthy habits!)

- Prioritizing what really matters. We have been provided an opportunity to reflect and reconsider what we do, how we do it and why we do it. We’ve been forced (because of social restrictions) to clear our calendars – eliminating time spent at restaurants, the movies, bars,



sports-clubs, gyms, other social gatherings, entertainment and even some things we know we should just say no to that otherwise consume our time, perhaps in mindless or non-constructive, costly ways. We've been given a gift to discern and choose what matters most! We have an opportunity to change habits for the better going forward.

- Learnings. We've learned that the ways to explore and learn any subject (via the internet) are endless. We've learned that we know a lot more than we gave ourselves credit because we've been called to do things we didn't think we could do. We've learned the importance of the connections we make (like within New York State Women, Inc.). We've learned the importance of carving out genuine family time because it is essential. We've taken up new hobbies, or former hobbies, and allowed ourselves to cherish the time we've been gifted to enjoy them.

- We've learned to not take our freedoms for granted. We have learned that we are not in control – one simple virus has disrupted the world and we have learned what all being in this together means – the importance of connection. This pandemic has led to remarkable innovations. It has led to finding new ways to connect and to care. It has taught us that hoarding food, medicine or toilet paper (without thinking of others) is selfish. It has taught us to appreciate the authentic and loving connections (family and special friends) we have, and to appreciate how fragile they are.

In a recent PARADE magazine survey, women mentioned the need to stay positive. Despite the concerns and the difficulties faced throughout the pandemic, those who responded to the survey noted that they've managed to find positives in their experiences. Hopefully, we all have found them!

Perhaps Monty Python was right: "Always look on the bright side of life!" 🐍

BNC member Claire Knowles is a 2-time Amazon best-selling author, including the book, Can You See Them Now? Elephants in our Midst. A speaker and business leadership consultant, she helps leaders and their teams become the most effective they can be at accomplishing goals (together). Contact her at www.ClaireEKnowles.com at 716-622-7753.

THE "NEW REALITY" FOR WOMEN: CHILDCARE & JOBS

In September 2020 alone, 865,000 women left the workforce or were laid off nationwide, compared with 216,000 men, according to the U.S. Department of Labor. -*Pandemic recession becomes 'shecession' as more working moms are forced to quit jobs, by Katie Surma, Chicago Tribune November 3, 2020*

The burden of parenting and running a household while also working a job during the pandemic has created a pressure cooker environment in many households, and women are bearing the brunt of it ... with many children staying home instead of returning to their classrooms in person because of the pandemic. And it's forcing many women to make a difficult choice and drop out of the workforce altogether.

"It was a really startling difference," said University of Michigan economist Betsey Stevenson. "The child care crisis is wreaking havoc on women's employment." -*Multiple Demands Causing Women To Abandon Workforce, NPR Weekend Edition Saturday, October 2, 2020*

We are living through our nation's first female-driven recession. Fueled by disappearing service-sector jobs and a lack of childcare options, the COVID-19 and economic crisis has triggered a nationwide "shecession." - *America's Recovery from the 2020 "Shecession": Building a Female Future of Childcare and Work, YWCA USA*

YWCA USA recently published a white paper, *America's Recovery from the 2020 "Shecession": Building a Female Future of Childcare and Work*, in partnership with The LBJ School of Public Affairs at The University of Texas at Austin, which, it says "provides practical guidelines for tackling childcare and the female future of work."

We're publishing some excerpts from that white paper as well as from a report by the Institute for Women's Policy Research, *Build(ing) the Future: Bold Policies for a Gender-Equitable Recovery*.

AMERICA'S RECOVERY FROM THE 2020 "SHECESSION": Building a Female Future of Childcare and Work - YWCA USA

BUILDING A CHILDCARE SYSTEM THAT WORKS FOR WOMEN AND THE ECONOMY

Providing for a high-quality system of childcare that is affordable, accessible, and equitable requires an investment, but it is an investment that will allow for both short- and long-term returns. In the short-term,

Continued on page 14



NIKE All Stars

The 2020-2021 *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.

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Suffragist and Activist

In Buffalo, Talbert worked tirelessly alongside her white counterparts in the final decade of the suffrage fight. Talbert's years working for social justice through Black women's clubs had given her first-hand experience that many white suffragists didn't have.



Having seen the power of the media during the Pan-American Exposition, she became an eager and prolific writer and she soon gained a national reputation. This fame gave her a platform to speak at the 1915 "Votes for Women: A Symposium by Leading Thinkers of Colored Women" in Washington, DC:

"It should not be necessary to struggle forever against popular prejudice, and with us as colored women, this struggle becomes two-fold, first, because we are women and second, because we are colored women. Although some resistance is experienced in portions of our country against the ballot for women, because colored women will be included, I firmly believe that enlightened men, are now numerous enough everywhere to encourage this just privilege of the ballot for women, ignoring prejudice of all kinds. The great desire of our nation to produce the most perfect form of government, shows incontestable proofs of advance. Advanced methods in prison reforms are shown by our own state Commissioner, Miss Katherine B. Davis. Advanced methods in school reforms are shown by Mrs. Ella Flagg Young, Superintendent of Education of Chicago. Advanced methods in the treatment of childhood and adolescence, are shown by the bureau of child welfare under Mrs. Julia C. Lathrop. Each of these women have been most kindly toward the colored women. In our own race advanced methods of industrial training are shown by Miss Nannie H. Burroughs, Mrs. Charlotte Hawkins Brown, and Mrs. Mary McLeod Bethune, and numbers of other colored women in various lines have blazed the path of reform. By her peculiar position the colored woman has gained clear powers of observation and judgment – exactly the sort of powers which are today peculiarly necessary to the building of an ideal country." ↴

Source: NAACP magazine, *The Crisis*, August 1915, (Vol 10, No. 4)

Women's Committee of National Defense. After the war, she was appointed to the Women's Committee on International Relations, which selected women nominees for position in the League of Nations.

In 1920, as president of the National Association of Colored Women, Mary Talbert served as the first African American delegate to the International Council of Women at their congress in Christiania in Norway. She also embarked on a European lecture tour, giving talks on women's rights and race relations. From her National Women's Hall of Fame bio:

Mrs. Talbert was a pioneer in international organizing efforts, gaining a voice for African American women and developing black female leadership. With conscious intent, she bridged the generation of 19th century abolitionists and freedom seekers: Tubman, Douglass, Truth, and others, and the developing civil rights leadership of the 20th century. Addressing the Fifth Congress of the International Council of Women, Norway, 1920, Talbert said, "the greatness of nations is shown by their strict regard for human rights, rigid enforcement of the law without bias, and just administration of the affairs of life."

There were efforts to secure an invitation for Talbert to address the 1921 convention of the National Woman's Party, but these were unsuccessful. In a letter from Mary White Ovington to Alice Paul, the [self-serving – and blatantly racist –] rationale for the refusal came from the view that Mary Talbert, "...as an ex-President of the National Association of Colored Women, would not be able to speak at your session because she does not represent a feminist organization."

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



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Chapter and Region News

Professional Business Women of Rome – 5

- submitted by Beth Jones, president

The Rome Chapter, in conjunction with the Rome College Foundation, recently awarded a \$500 scholarship to **Phoebe Marvel**. She is pictured center with **Beth Jones**, PBW of Rome president, left; and **Franca Armstrong**, Rome College Foundation vice president, right.

Applicants must be students at Hamilton College, Mohawk Valley Community College, SUNY Polytechnic Institute, or Utica College.



The scholarship was established in 2017 by Rome Professional & Business Women. The award is intended to provide financial assistance to a single parent, with preference given to a single mother, who plans to continue their education and/or is already enrolled in an undergraduate or graduate program of study in business.

A \$1000 Rome College Foundation Scholarship was awarded to **Aliyah B. Marvel**, pictured, right, with **Franca Armstrong**.



The Rome College Foundation is a nonprofit organization founded in 1966 to increase higher educational opportunities in Rome. It's committed to serving the Rome community's needs by promoting and enhancing improved higher educational opportunities for local students and investing in the future workforce.

Professional Women of Sullivan County – 3

- submitted by Carena Collura, president

During this unprecedented time Professional Women of Sullivan County have been accessing Zoom to host our meetings and holiday cocktail parties such as "Cackles and Cocktails." We feature appetizers and any libation that attendees bring to the virtual party. These parties include jokes, stories and laughter – what could be better? We also keep in touch with each other through social media.

St. Lawrence County Chapter – 5

- submitted by Sue Bellor, president

St. Lawrence County hosted chapter member **Cosette Witty-Lewis** as speaker at its February meeting. Cosette is a physician assistant for Massena Hospital and is also director of the Louisville Clinic. She shared information on the "silver lining" of COVID-19. She explained that, in addition to people's renewed interest in family life and the emergence of family connectivity, the increased use of masks has resulted in many fewer cases of colds and flu. She also discussed the new technology of teleconferencing with doctors to avoid waiting rooms and discussed the

benefits that many are experiencing: exercising at home, a focus on weight loss, reduction of emissions with less car travel and fewer automobile accidents, plus the benefits for pets and how our pets benefit us.



Pictured, left to right: Pat McGrath, Courtnie Toms, Cosette, Deb Langevin, Denise Murphy.

CALL TO Spring Board Meeting

CALL TO: Spring Board Meeting

DATE: March 20, 2021 • 10:00 AM

LOCATION: VIRTUAL-

All registered attendees will receive a Zoom link

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

NOTICE is hereby given that the Spring 2021 Board Meeting of New York State Women, Inc. will be held Saturday, March 20, 2021 in online venue. Members must register online from NYS Women, Inc. website at: www.nyswomeninc.org/SpringBoardMeeting by Wednesday, March 17, 2021.

- The business session will begin on Saturday, March 20, 2021 at 10:00 AM. The Zoom window will be open at 9:30 AM. A day or two prior to the meeting, registered members will receive an online link for computer access or phone access. All board members who are in good standing are eligible to vote. Members are welcome to attend the business session but will not vote at this board meeting.

- Board reports will NOT be verbal. All board reports should be sent to the website www.nyswomeninc.org/Members/Program-Book-Report by Sunday, March 14th. If you really cannot handle the form, you must email your report to Robin Bridson RLB8963@gmail.com by Sunday, March 14th. Please let her know that you will be emailing your report. Executive committee, standing committee chairs and region directors are required to give board reports. Reports should be a brief list of goals, how you are reaching out and accomplishments for the year to date.

Members, new and seasoned, of New York State Women, Inc. are encouraged to attend and participate.

Respectfully submitted,
Jacquie Shellman, NYS Women, Inc. President

CDO Awards Grants and Scholarships to Three

by Ramona L. Gallagher

For the first time since the NYS Career Development Opportunities (NYSCDO) began in 2005, three monetary awards have been made to New York women in the Albany, Utica and Rome areas. Pictured, from the top, the awardees are **Kelly J. Ross** from the Rome area who received a \$500 scholarship. She is a Teaching Assistant Level 1, working and attending Mohawk Valley Community College to upgrade her current status. **Katherine DeLuca** from Gansevoort, NY was awarded a \$500 grant donated to the CDO by the Central New York chapter of NYS Women, Inc. She is attending Herkimer County Community College online to make a career change to restore her life and be more employable as a medical coder. **Nicole Hickel** from New Hartford, NY received a \$250 scholarship and is enrolled in the Horticulture Business Management program at Morrisville College. She hopes to become state certified to organically grow food to serve in her own restaurant.



two members of the CDO Board of Directors, for their assistance in promoting the CDO program in the Rome area through their networking efforts. Additionally, a big thank-you to Kathy Kotary in the Intake & Process Support department at Mohawk Valley Community College at the Rome campus, for her gracious assistance in advising numerous students about the CDO program.”

The CDO Scholarships/Grants program recently revamped its application process and will start a second cycle of accepting applications between March 15 and May 15, 2021.

If you or a woman you know is interested in applying for a scholarship or grant, encourage them to access the NYS Women, Inc. website at www.nyswomeninc.org and click on the heading of Programs for details on eligibility requirements and application instructions.

Or, contact Ramona Gallagher at MMistymo@aol.com for information.

According to Linda Przepasniak, president of the CDO, “These are exactly the type of women the CDO was created to assist – women working diligently to gain or enhance their skills to improve their working and personal lives. We are thrilled to be able to assist them with their efforts. We owe a special thanks to Helen Rico and Sara Ayala,

If you are interested in supporting this effort, donations are welcome and checks may be made payable to NYSCDO and mailed to Sue Mager, Treasurer, at 3405 McKinley Parkway, Apt. C-11, Blasdell, NY 14219. Such donations are tax deductible as the CDO is a 501©3 organization. 🇺🇸



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Continued on from page 9

recovery from the COVID-19 recession will depend on the re-incorporation of women into the workforce. Women, especially women of color, were hardest hit. To support an inclusive economic recovery, women need ready access to childcare. At the same time the majority of women in the childcare sector need support in the form of livable wages.

During World War II over six million women went to work for the first time, including 1.5 million mothers of children under age four. And to support this large-scale mobilization of women on the home front, 635 communities established over 3,000 childcare centers; they were open to working mothers of any socioeconomic status and many stayed open 24 hours, 6 days a week. It cost 50 cents per day, about \$9 today.

Building an affordable childcare system facilitates a path out of poverty for American families, especially for women. At the same time, an affordable childcare system protects middle-income women and families from falling into poverty. A childcare system that works is one that serves both as a step stool and as a cushion to working American families.

- Increase funding for Child Care and Development Block Grant Act, Head Start, and Early Head Start to make childcare assistance available to all eligible low- and moderate-income families, with more financial support provided to families with the most need.

- Establish universal pre-K3 and pre-K4 by providing incentives and funding for states to create high-quality preschool programs for low- and moderate-income 3- and 4-year-olds during the school day, including providing a higher matching rate for programs for infants and toddlers, for whom it is often harder and more expensive to find care.

- Increase the utilization of the Child and Dependent Care Tax Credit by making it refundable, increasing the sliding scale, and raising the expense limits so that it covers a greater proportion of a family's childcare costs.

- Base the cost of childcare on a sliding scale and cap the cost of childcare to 7 percent of a household's income, the amount at which the US Department of Health and Human Services considers childcare to be affordable.

Building an equitable childcare system ensures that childcare workers are better able to provide for their families. Childcare is essential to the support of the American labor force, especially the female labor force. To be successful, a childcare system needs to work both for parents and for the women who care for their children.

- Increase funding levels and payment rates to ensure increases in benefits and compensation, so that childcare workers are paid at least a living wage. They should enjoy pay parity with K-12 educators, tied to standards and credentials and based on knowledge, skills, and competencies.

- Commit to retaining and attracting a diverse workforce, including race, gender, and gender identity (among

In September [2020], the unemployment rates for Black women and Latinas were more than one and a half times higher than the rate for white men ages 20 and over (6.5%). -National Women's Law Center, OCTOBER 2020



other criteria), and ensure that diversity is well distributed across staffing levels and all types of care.

- Ensure that early childhood professionals are able to access high-quality professional development and training, including higher education programs for associate's and bachelor's degrees in early childhood education and other relevant credentials. Provide for scholarship funding and other monetary and non-monetary supports.

- Invest in employees' well-being and healthy workplaces by providing job-protected safe leave, paid sick leave, and paid family leave to ensure personnel can take time to tend to their own health conditions without risking their jobs or economic security.

BUILD(ING) THE FUTURE: BOLD POLICIES FOR A GENDER-EQUITABLE RECOVERY -Institute for Women's Policy Research

In January 2020, women held more than half of the jobs in the United States, reflecting job growth in the service, healthcare, and education sectors over the past decade.

COVID-19, a global pandemic, has triggered a colossal economic crisis not seen since the Great Depression (World Bank 2020). Rapid job loss, record jobless claims, and the shuttering of small businesses, temporarily or for good, across the country has destabilized workers, families, and communities. It has also exposed the fragility of many of our systems: health, economic, and care. Within a matter of months, they all buckled under the weight of COVID-19.

Women have experienced a disproportionate number of job losses since the start of the pandemic. From February to May, 11.5 million women lost their jobs compared with 9 million men, triggering a "shcession" – an economic downturn where job and income losses are affecting women more than men. Between August and September 2020, 865,000 women dropped out of the labor market, four times the number of men who are no longer employed or looking for work (U.S. Bureau of Labor Statistics 2020d).



Pandemic-related job losses continue to hit younger women particularly hard, with about 1 in 8 (12.2%) women between the ages of 20 and 24 unemployed in September. And rates for young Black women between ages 20 and 24 (18.1%) and young Latinas between ages 20 and 24 (16.5%) were even higher. -National Women's Law Center, OCTOBER 2020

TOWARD AN EQUITABLE RECOVERY

An equitable economic recovery includes a bundle of policies and programs at the federal and state levels that will create high-quality jobs, strengthen social and

public infrastructures, value care, raise wages and improve labor standards, and address historic and persistent racial and gender inequities.

In the short term, there is a need for direct economic supports for families that include ongoing economic impact payments and increased subsidies for child care, housing, and food. A comprehensive recovery package at the federal level will also be necessary and should include \$50 billion to \$100 billion to support and strengthen the existing care infrastructure, provide support for education and training for workers, provide funds to states to maintain employment for public sector workers, and expand unemployment insurance and paid sick leave for individuals and workers.

ESTABLISH A NATIONAL CHILD CARE SYSTEM

High-quality, affordable child care is out of reach for many working women and families. It is also one of the chief barriers for women attempting to reenter the workforce, sustain employment, or advance in their careers. For an equitable economic recovery and to recoup historic job losses by women since the start of the pandemic, the United States should establish a national care system that is able to meet the needs of all families, raise wages for workers, and provide high-quality child care regardless of race, ethnicity, or geographic location. In this system, child care should be treated as a public good, rather than as a private obligation for families.

REBUILD THE SOCIAL SAFETY NET

COVID-19 and the resulting economic downturn has revealed the inadequacy of existing social safety net programs to absorb rapid income and job loss by workers and mass unemployment. To support workers and families, there is a need to provide income supports and increase short- and long-term investments in social safety net programs such as Unemployment Insurance, the Supplemental Nutrition Assistance Program, Supplemental Security Income, and Temporary Assistance for Needy Families.

CASE FOR A GENDER-EQUITABLE RECOVERY PLAN

Women have been most affected by the COVID-fueled

economic downturn. Employed in the hardest-hit sectors – education, hospitality and leisure, healthcare, and service – more than 11 million women have lost their jobs and another 2.65 million have left the workforce since February due to care-taking demands or an inability to find work.

Black and Latina women have been disproportionately affected by job losses. In April 2020, at the height of the pandemic, the unemployment rate for Black and Latina women was 16.4 percent and 20.2 percent, respectively. Black and Latina women also earn less than their White counterparts and are more likely to be the primary wage earner in their families.

As the federal and state governments turn to recovery efforts, there is a need to center solutions on those most affected by the economic downturn and to address the barriers that keep women from reentering the workforce and sustaining employment. These barriers include a lack of child care, lack of available jobs, lack of paid sick leave, and lack of workplace flexibility. For women who cannot reenter the workforce due to care-taking responsibilities, ensuring they have the necessary economic support to provide for their families will be critically important.

For a full recovery, there will be a need to make significant public investments in the child care infrastructure, a social safety net, and support for education and training for women to enter growing sectors. We will also need stronger public policies that support women's workforce participation such as paid sick and family medical leave.

Women are roughly half of the U.S. workforce and key drivers of the economy as workers, consumers, and contributors to households and communities across the country. We cannot afford or sustain a prolonged exodus of women workers from the labor market. Employing a gender-equitable recovery strategy will ensure that women workers will not be left behind.

YWCA has been at the forefront of social movements for over 160 years – voting rights, civil rights, affordable housing, pay equity, violence prevention, health care reform. YWCA is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

Institute for Women's Policy Research, founded in 1987, is a nonpartisan, nonprofit organization engaged in research and dissemination to shape public policy and improve the lives and opportunities of diverse women. It produces the most widely-cited research on gender wage gap in the U.S.

To read these reports in full go to:

https://www.ywca.org/wp-content/uploads/COVID_WOMEN-CHILDCARE_R4.pdf

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