



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

VOL. 75 ■ ISSUE 3 ■ MARCH 2026



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



“Night after night, by an old-fashioned fireplace, we plotted and planned the coming agitation, how, when, and where each entering wedge could be driven, by which women might be recognized and their rights secured. - **Elizabeth Cady Stanton, 1898**

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NYS Women, Inc. – The State of the State



Empowerment Through the Lifespan: A Note on Financial Literacy

-Robin Bridson, NYS Women, Inc. President, 2025/2026

Hello everyone!

Financial literacy is often framed as a set of skills – budgeting, investing, and retirement planning. As we go throughout our lives, our relationship with money evolves, but its importance never fades. Let’s reflect on where we stand and where we are going.

A Checklist for Every Decade

While our goals change, the core principle remains the same: **knowledge is power**. I am not a financial expert by any means, so I used generative AI to get an idea of what we should be prioritizing across the lifespan:

- **In our 20s and 30s:** Focus on the “Power of Time.”

This is the era of establishing strong habits, understanding the magic of compound interest, and ensuring we are negotiating for the compensation we deserve.

- **In our 40s and 50s:** Focus on the “Power of Strategy.” These are often our peak earning years. It’s time to maximize retirement contributions, protect our assets, and perhaps pivot toward entrepreneurial ventures or executive leadership.

- **In our 60s and Beyond:** Focus on the “Power of Legacy.” This is about enjoying the fruits of our labor, mastering the complexities of estate planning, and – most importantly – mentoring the next generation of women to ensure they start on even steadier ground.

Reach out to the experts. We have many members in our organization who can help point us in the right direction!

Looking Ahead: Our Annual Conference

Speaking of investing in yourself, I am thrilled to announce that plans are officially in place for our **annual conference! Registration is now open**, and I encourage you to secure your spot early. This year is truly a milestone for our organization; we have a lineup of new and exciting sessions, speakers, and networking opportunities that we’ve never offered before. From innovative workshops to high-level keynote addresses, the energy behind this year’s planning has been incredible.

We have worked hard to ensure there is something for every member, whether you are just starting your career or looking to cement your professional legacy. We simply can’t wait for you to see what’s in store! 🍷

Best,
Robin Bridson
NYS Women, Inc. president 2005/2026

Call to Conference

CALL TO: 17th Annual Conference

DATE: June 12-14, 2026

LOCATION: Tioga Downs Resort, Nichols, NY

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

NOTICE is hereby given that the 17th Annual Conference of New York State Women, Inc. will be held Friday, June 12 – Sunday, June 14, 2026 at the Tioga Downs Resort, Nichols, NY. Members are encouraged to register online <https://www.nyswomeninc.org/> Conference by Sunday, May 31, 2026.

Advance registration due by Sunday, May 17, 2026.
Regular registration due by Sunday, May 31, 2026.

The business session will begin on Friday, June 12, 2025, at 6:00 PM. The weekend schedule will include workshops, youth leadership, PPD competition, election of state officers, installation banquet, Saturday vendors, and musical entertainment. All members who are in good standing and present are eligible to vote.

Board reports will NOT be verbal. All board reports should be sent to the website <https://www.nyswomeninc.org/Members/Program-Book-Report> by Saturday, June 5th. If you cannot handle the form, you must email your report to Robin Bridson RLB8963@gmail.com by Saturday, June 5th. Please let her know that you will be emailing your report. Executive committee, standing committee chairs and region directors are required to submit reports. Reports should be a brief list of goals and accomplishments for the year to date. Updates to the reports can be made during the business sessions.

A celebration of life memorial service will be held on Sunday. Please submit information by Friday, June 5th. You will find the paper form at the conference site.

The agenda and workshop information will appear on the NYS Women, Inc. website and in future editions of the Communicator.

Looking forward to seeing everyone again and meeting in Nichols!

Respectfully submitted,
Robin Bridson, President
New York State Women, Inc.

2026

MONTHLY
7 Communicator deadline

MAR
15 JUNE NIKE submissions deadline

JUN
12-14 ANNUAL CONFERENCE Tioga Downs Casino Resort, Nichols, NY

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NIKE Submissions

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

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Celebrate the Women Who Paved the Road for Us pg 10

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and footnote to "NIKE" Allstars, Ad, Gift*

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1 issue: \$37.50 • 4 issues: \$125

From the Editor

The future belongs to those who believe in their dreams.

-ELEANOR ROOSEVELT

Women's History Month is a celebration of women's contributions to history, culture and society and has been observed annually in the month of March in the U.S. since 1987.

In the U.S., Women's History Month traces its beginnings back to the first International Women's Day in 1911. A California woman organized a march in Berkeley, on International Women's Day in 1969; International Women's Day had been largely forgotten in the United States before then.

Several years later Women's History Month became a local celebration in Santa Rosa, California. The Education Task Force of the Sonoma County Commission on the Status of Women planned and executed a "Women's History Week" celebration in 1978. The organizers selected the week of March 8 to correspond with International Women's Day. The movement spread across the country as other communities initiated their own Women's History Week celebrations the following year.

In 1980, a consortium of women's groups and historians – led by the National Women's History Project (now the National Women's History Alliance) – successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8th 1980 as National Women's History Week.

Our cover story, "Legacy in Motion: Empowering Women Through Leadership and Courage," by Claire Knowles describes how every choice we make is like adding another link to the ongoing story of women's progress (next page). Its accompanying sidebars "Impactful Leadership" (page 7) and "Leaders . . . Born? Or self-made?" (page 8) discuss women leaders. Staten Island Chapter member Rosemarie Dressler has a powerful piece from her own professional life that reflects on men, women, and workplace power plays ("Why Women Are Taught to Endure" on page 9).

We have inspiring quotes from women on page 17 and the chance to test your knowledge with our Women's History Month quiz on page 19.

Linda Przepasniak explains how you can participate in the CDO HERSTORY Project which will be featured at our annual conference. Honoring that special woman in your life or chapter celebrates and commemorates Women's History Month (page 10). We're excited for the NYS Women, Inc. annual conference that will be held at Tioga Downs in June! You'll find information on workshops, registration forms, hotel information, website links, and more starting on page 11. (Associate Editor Katharine Smith and I have already registered: we're looking forward to seeing you there!) 



Image ©Tara Bazilian Chang

-Joyce DeLong

JUNE 2026 ISSUE DEADLINE: MARCH 15, 2026. Add *NIKE* in your email subject line and send to the attention of Joyce DeLong, *NIKE* editor (joycedelong55@yahoo.com) or Katharine Smith, associate editor (ksmith@whiterabbitdesign.com) 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.



Legacy in Motion: Empowering Women Through Leadership and Courage

by Claire Knowles, Buffalo Niagara Chapter

March is Women's History Month. A year ago, I authored the cover story for *NIKE* with "Living Links in Our Continuous Chain – Making Women's History." The gist was recognizing it or not, each of us is living and breathing it – we, as individuals, and as an organization, are part of creating women's history.

To expand on that, our actions today shape the world we leave behind, and they contribute to the legacy that future generations will inherit. Every choice we make, every conversation, every initiative we take part in, every

leadership skill we teach, is like adding another link to the ongoing story of humanity and of women's progress.

The things we stand for, the movements we join, and the change we advocate for, will influence the circumstances, opportunities and challenges faced by tomorrow's leaders. What we do "today" impacts not just the present, but the future – a reminder that we're part of a much larger, unfolding narrative.

It's empowering to think of ourselves as contributors

Continued on page 6

Continued from page 5

to that history, knowing that the steps we take are building the foundation for the world that comes after us. This begs the introspective question: *What am I doing to strengthen the links in this chain for women's progress?*

How about through Mentorship? Or Leading Community Initiatives? Or through Activism and Advocacy? Or through lending support for Women Entrepreneurship or for Supporting another Woman's EMOTIONAL Well-being? How about through supporting Women in Leadership?

In the article, on page 8, contributed for this NIKE issue by Rosemarie Dressler on "Why Women Are Taught to Endure..." she exemplifies for us what it means to "step up." She shares her story, clearly mentoring, hoping to make it easier for the next woman, to learn from her experience and wisdom. Kudos! And thank you, Rosemarie.



“...each of us is living and breathing it – we, as individuals, and as an organization, are part of creating women’s history”

My role: I came through the corporate world in the 60s, 70s, 80s and 90s and transitioned to Leadership and Human Resources Consulting in 2000 (and I’m still actively consulting and authoring articles and books). As a result of my career, in addition to my writings, coaching and conversations, I have shared wisdom about my experiences regarding how to be effective and respected in the corporate arena – from the back room to the board room – while at the same time, lifting the women coming behind me.

When asked what women leaders should learn to truly be successful, I’ll ask them first to tell me about their level of conflict avoidance. It has been my experience that many women have challenges with basic *managerial courage* (command skills, conflict management, confronting diplomatically, being able to stand alone and strong, being able to take criticism and turn it into a learning opportunity.... betterment in these traits can be learned and practiced.)

(Please note that my statement is not meant to paint

Sidebar: Managerial Courage

“Managerial courage: Having managerial courage means being able to stand up and appropriately, maturely, and diplomatically say what needs to be said at the right time, to the right person, in the right manner, with the right impact, in the right way... This is not done aggressively; rather, it is an assertive, principled approach. This contains no meanness, no hostility; rather it is based on clear principles – intended to move the organization or group or team forward. It can be done in a meeting or in private with the person most connected to the issue at hand.”

(Excerpt from Can You See Them Now? Elephants in Our Midst)

only women with this same brush, as this is not exclusive to any gender. I've also met men in the workplace who lack managerial courage.) Some characteristics that demonstrate a gap in managerial courage include: conflict-avoidance; being wishy-washy – reluctance to take a stand; not clear on their guiding principles, fear of criticism/failure; unable to take the heat—uncomfortable being questioned; defensive – low risk-takers – not liking uncertainty; defensive – in the face of complaints; not being open to criticism; an unwillingness to learn from criticism; or having an internal need for “permission” to move forward. Some leaders do not understand what it means to be principle-centered in their leadership. I've found that within the business world that finding one's managerial courage, one's knowing, one's voice, one's command center is key. If you're a leader who wants to lead better, these skills can be learned, but first, the gaps must be acknowledged.

And so, I've mentored and coached many women. I wrote the books, *Can You See Them Now? Elephants in Our Midst!* which provides a roadmap for leadership, and a dozen different ways to diplomatically put your voice in the room and make it matter. I am also the author of *Lights On! A Reflective Journey*, a spirit-lifting book that compels you forward so you can make a difference in your life. Learning how to use “I Wonder”-language, for example, is hugely impactful (see sidebar).

Women leaders with both the *courage* and the *capacity* to lead can drive meaningful change and extend this learning legacy to more women. May this Women's History Month challenge you – may it be a call to action to strengthen your links in your own special way, adding to the legacy. 🐘

Sidebar: Impactful Leadership

“An impactful Leadership Strategy, which also promotes transparency – essential in teams and organizations – is the use of “I wonder” language:

- I wonder if there is something happening here that we're missing, or pretending not to notice?
- I wonder what it is that is most important that our Team really talk about today?
- I wonder if anyone else sees what I see, and perhaps senses that we need to explore this more? Does anyone else sense this as a concern?
- I wonder if anyone else recognizes that we haven't really lifted up what is really at stake here; I'm wondering if anyone else has this sense?
- I wonder if anyone sees a pattern happening here – I wonder if anyone else senses that we cover this each week, yet we're not dealing with what the real issue might be. I wonder...does anyone else want to delve deeper into this to resolve this for the longer term?
- I wonder what each person here really wants to see happen to resolve this...I wonder if there is a better way that we've not heard yet?

‘As Leaders, the most valuable thing any of us can do is find a way to say the things that can't be said.’ ~Susan Scott (*Fierce Conversations*).

(Excerpt from *Can You See Them Now? Elephants in our Midst*)



Sidebar: Empowering Women Through Leadership and Courage

[This article originally appeared in the January 2015 issue of *NIKE*.]

Leaders... Born? Or self-made?

by Helen Rico

Lately, I've been pondering this question: "Are all leaders born with a predisposition or can someone develop the traits that make them a leader?"

My answer to this is a two-part response. Leadership is a born trait but can easily be learned when someone devotes passion to a cause. Another noticeable leadership distinction is that some leaders are in the public eye while others work behind the scene. Nonetheless, all leaders achieve results.

So what is leadership?

To find a succinct definition of leadership, I consulted the web. According to Steve Zeitchik, CEO of Focal Point Strategies, "Leadership is inspiring others to pursue your vision within the parameters you set, to the extent that it becomes a shared effort, a shared vision, and a shared success."

CEO Jonas Falk, of Organic Life, defines leadership as "the ability to take an average team of individuals and transform them into superstars. The best leader is the one who inspires his workers to achieve greatness each and every day."

And finally, Sonny Newman, president of EE Technologies, defines leadership, as "influencing others by your character, humility, and example. It is recognizable when others follow in word and deed without obligation or coercion."

These individuals all have a few things in common – shared vision, inspiring workers and influencing others . . . all traits our members in NYS Women, Inc. possess.

Women leaders among us.

As I began my search of women leaders, I found several outstanding and inspirational women leaders who have, or continue, to achieve remarkable results. They include women such as Hillary Clinton, Deborah Lee James, Oprah Winfrey, Maya Angelou, Angelina Jolie, and Joyce Hart (past president of NYS/BPW as well as past BPW/USA national president). Some leaders work behind the scenes such as the late Maya Angelou, who spoke volumes through her written works. Compare Angelou's style of leadership to Angelina Jolie, who has been vocal advocate for refugees since 2001 and now is part of a United Nations Special Envoy.



Other women are pioneers, like former Secretary of the Air Force, Deborah Lee James. She is the second woman to be confirmed in that position. Joyce Hart, who is one of our own, resided in Latham, NY at the time of her presidency and now lives in Florida. She was the 1984-1985 BPW/NYS president and became the BPW/USA national president in 1997-1998.

During Joyce Hart's NYS presidency, two noteworthy events occurred. The first was the endorsement of the New Careerist Recognition Program (which has been renamed and is now part of our NYS Women, Inc. Professional Development Program). She also was involved in approving the seed money to create the not-for-profit corporation, Grace LeGendre Fellowship which offers fellowships and financial help for women registered in an advanced degree program at an accredited New York State college or university.

All these women are visionaries and have improved the lives of those they have touched. They each believed in a cause and devoted time, money and energy to make a difference for the betterment of others.

Leaders. Born or self-made?

Back to the original question: are leaders born or can the attribute be learned? I believe in the principle, that there is a leader within each of us – just waiting to be called upon. Are the members of NYS Women, Inc. leaders? The answer is resounding YES! As members, we are called to lead our chapters, our regions and when asked, become state chairs. And some of us, when gently encouraged, become a state officer. Why? Because each of us identifies with the NYS Women, Inc. mission and vision. We are willing to give our time, money and energy and we are passionate about making a difference in the lives of women. We, collectively, want to leave a lasting impression for the betterment of women and girls and since we still don't have equal pay, our mission is not done.

Finally, leadership is within each of us. When you are called to lead. . . what will you do? 🐦

Helen Rico is a longtime member of NYS Women, Inc. She is a past state president and current member of the Professional Business Women of Rome Chapter.

Images, top to bottom: Hillary Clinton (<http://hillaryclintonoffice.com/>), Deborah Lee James (<http://www.atlmi.com/AboutUs/Biographies/Display/tabid/225/Article/467806/deborah-lee-james.aspx>), Oprah Winfrey (Joe Seer / Shutterstock.com, copyright: Joe Seer), Maya Angelou (JStone, Angelina Jolie (Featureflash / Shutterstock.com, copyright: Featureflash)

Why Women Are Taught to Endure

Reflections on workplace power, silence, and the hidden cost of “professionalism”

by Rosemarie Dressler, Staten Island Chapter



Years ago, when my financial footing was uncertain and rumors of a hospital-system merger threatened job stability, I did what many women are taught to do: I endured uncertainty quietly and prepared responsibly. I decided to test my marketability, believing it prudent to explore options rather than wait for circumstances to decide my future.

One interview from that period has stayed with me.

To attend it, I had to make careful calculations. I drove a significant distance, paid tolls and parking fees, arranged time away from my current job, and secured a sitter for my son. None of this was incidental. It required money I could ill afford and emotional logistics familiar to working mothers, who learn early to make complexity look effortless.

When I arrived, I was shown into an office and instructed to sit in one of two straight-back wooden chairs placed in front of an executive desk. I chose the chair to the right. I waited – ten, maybe fifteen minutes – before the vice president entered.

I smiled, introduced myself, and thanked him for the opportunity. He sat opposite me and said nothing.

For what felt like an extraordinarily long time – five minutes, perhaps more – he simply looked at me. I asked a question. No response. I tried again. Still nothing. At one point, he smirked. I mentioned the effort it had taken for me to be there. Silence. Finally, I began to recite my résumé, grasping for some foothold in what I still assumed was a flawed

Continued on page 16

Chapter News

Buffalo Niagara Chapter – Region 8

- submitted by Katharine Smith



The Buffalo Niagara Chapter held a new member orientation in conjunction with its February 4th meeting. Pictured, left to right: Gabrielle Kostrzewski, membership committee co-chair; Dana Stoffman, new member; Tara Bazilian Chang, chapter president; Kate Kirsch, membership committee co-chair; and Justine Helminiak, new member.

Professional Business Women of Rome – Region 5

- submitted by Beth Jones, president

The Rome Chamber partnered with the Rome College Foundation to host the annual ceremony. This event took place at MVCC/ Rome's event room. Our chapter raised \$500 for this cause.

This year's recipient is **Samatha Simmons**. Samatha is the single mom of four children, ages 3, 6, 8, and 10.



Pictured in front of the Rome College Foundation banner, left to right: Samatha Simmons, scholarship recipient and Beth Jones, Rome/President

She is pursuing a nursing career at MVCC/Utica. Samatha's support and mentor, her mom, passed away last year. She is determined to provide a better life style for her family. She chose this field so she can help others in need.

Samatha was accompanied by her young daughter, sister and niece.

Staten Island – Region 2

- submitted by Rosemarie Dressler

The Staten Island Chapter gathered at Casa Belvedere to celebrate the holidays.



New York State Women, Inc.

Celebrate the Women Who Paved the Road for Us...

- submitted by Linda Przepasniak

There are women who consider themselves as ordinary, but to you – and us – they are EXTRAORDINARY! The CDO HERSTORY Project began in March of 2025 to recognize the special women who have made an impact on our lives AND we're doing it again in 2026!

Donations made in honor of these women are earmarked for NYS Career Development Opportunities, Inc. (CDO) leadership programs tailored to young women in our communities. Every day, women make a

difference by being role models, teachers, or mentors – not seeking personal accolades but helping others because it is the right thing to do. She could be the mom who drove everyone because other parents were working, chaperoned school activities, or was simply there to listen.

We use the term HERSTORY as it focuses on history from a female or feminist perspective. Honoring that special woman in your life or chapter celebrates and

Continued on page 17

New York State Women, Inc. 2026 Annual Conference

About Tioga Downs & What to Do in the Area

Located in Nichols, 16 miles from Apalachin Marsh Bird Sanctuary, Tioga Downs Casino and Resort has accommodations with a seasonal outdoor swimming pool, free private parking, a restaurant and a bar. Each room at the 3-star hotel has mountain views, and guests can enjoy access to an indoor pool and a hot tub. The property provides a 24-hour front desk, an ATM and luggage storage for guests. The hotel will provide guests with air-conditioned rooms offering a desk, a coffee machine, a fridge, a safety deposit box, a flat-screen TV and a private bathroom with a shower. All rooms feature a closet. Hiawatha Island Wildlife Refuge is 24 miles from Tioga Downs Casino and Resort, while Binghamton University is 29 miles from the property.

Tioga Downs Casino Resort. We Do Fun!

With over 890 slot machines featuring some of the hottest games around including “Clover Link,” “Green Machine Deluxe,” “Ultimate Fire Link,” and “Lock it Link” (just to name a couple), and of course Video Poker. Our games range from 1¢ to \$5.00 in denomination. Our gaming floor features 28 table games and 6 poker tables to choose from. Our Poker Room is now located on our casino floor next to our High Limit room. Our High Limit room features 34 slot machines and 4 blackjack tables.

With a variety of options, there is something for everyone at Tioga Downs Casino Resort! Visit Coaster’s Sports Bar, always showing the best professional and collegiate games. Don’t forget Dunkin’ for a hot coffee and all your favorite treats!

Other amenities include live entertainment; indoor heated saltwater pool (open daily: 8am-10pm, adult hours: 8am-9am and 9pm-10pm; family hours: 9am-9pm); Serenity Spa; fitness center (open 24 hours); arcade (9am-10pm); live harness racing (May – September); simulcast racing year round; and outdoor water slide with plunge pool.

Casino accessible through interior walkway currently featuring over 890 slots currently and 28 table games (Must be 21 years of age to enter casino floor).

Continued on page 13

Registration Form

PLEASE NOTE THAT IT IS PREFERRED THAT REGISTRATION SHOULD BE SUBMITTED ONLINE:

<https://www.nyswomeninc.org/Conference>

When you register online you either pay by credit card or opt to mail a check prior to the deadline.

When you register online you either pay by credit card or opt to mail a check prior to the deadline.

Early Bird Registration Deadline: May 17, 2026 - \$50

Registration Deadline: May 31, 2026 - \$75

On-site Registration: \$100

Note: Registration and payment must be received by May 31, 2026

*If not registering online, send completed form and payment to:
NYSW Inc 4498 Main St. Ste 4, #5181 Amherst, NY 14226
and note in Memo area on check “Annual Conference June 12-14, 2026”*

NAME _____ CHAPTER _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE _____

E-MAIL _____

Dietary Requirements: (check all that apply and specify your needs)

Diabetic Gluten free Allergic to _____
 Vegetarian Other _____

Registration Fees for ALL Attendees

Early Bird Registration **\$50** due by May 17, 2026 \$ _____

Late Registration **\$75** if received after May 17, 2026 \$ _____

On Site Registration **\$100** upon arrival

Meals are included in your registration fee. Includes Friday appetizers, Saturday lunch and dinner, Sunday breakfast
This year we will be doing a **Hawaiian Theme** for Saturday’s dinner so dress accordingly. **If you bring a guest to Saturday night’s dinner, cost for the guest is \$45.**

TOTAL AMOUNT ENCLOSED \$ _____

Name Tag Information: (Check all that apply)

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

New York State Women, Inc. 2026 Annual Conference

CONFERENCE DETAILS

JUNE 12-14, 2026 • Kickoff: Friday, June 12 at 6:00PM

Tioga Downs Casino ■ Nichols, NY

The meetings committee has been working to make this a fantastic event with new ideas and traditional favorites! This year's conference blends business, wellness, and celebration into one unforgettable weekend. Whether you're coming to sharpen your skills, grow your confidence, or reconnect with colleagues, we can't wait to welcome you.

Friday

6:00 – 7:00 PM Registration
6:45 – 7:15 PM Pre-conference board meeting
7:30 PM Friday night welcome mixer presented by Tri-County Chapter

Saturday

7:00 – 8:30 AM Registration
– 8:45 AM Breakfast on your own
7:00 – 7:30 AM Pool exercise class
7:00 – 7:30 AM Outgoing president's nature walk
8:15 – 8:45 AM Laughter yoga presented by Kelsey Donnelly
9:00 – 10:00 AM Workshop
10:15 – 11:30 AM Business session
11:15 – 11:30 AM Elections
11:30 – 11:45 AM PPD competition
12:00 – 1:30 PM Lunch and awards with keynote speaker Amanda Popovski presents "Confidence as a Business Strategy"
2:00 – 3:00 PM Workshop
3:15 – 4:30 PM Business session
4:30 – 6:00 PM Free time
6:00 – 8:00 PM Dinner and installation of new officers
8:00 PM - ?? Entertainment by TEZZA hosted by Greater Binghamton Chapter

Sunday

7:00 – 7:30 AM Incoming president's nature walk
8:00 – 9:00 AM Breakfast
9:00 – 9:30 AM Celebration of life
9:30 – 10:45 AM Post conference discussion
11:00 – 11:30 AM Post conference board meeting
11:30 AM Final remarks/adjournment

*Please note: some of these conference details may have changed after this *NIKE's* publication.

MEALS ARE ON US!

Thanks to state support, all meals are fully covered for attendees – so you can focus on learning, networking, and having fun.

This year will be a **Hawaiian Theme** for Saturday's dinner so dress accordingly. (If you bring a guest to Saturday night's dinner, cost for the guest is \$45.)

LODGING

A discounted room block is available at **\$139.99 per night** at Tioga Downs. (Book early – availability is limited.)

1-888-WIN-TIOGA

(1-888-946-8464)

Group code: 3064

Registration - <https://www.nyswomeninc.org/>

CONFERENCE REGISTRATION

- **Early Bird (by 5/17) – \$50**
- **Regular (after 5/17) – \$75**
- **On-Site (6/12 -6/14) – \$100**

New York State Women, Inc. 2026 Annual Conference

CALL FOR WORKSHOP PRESENTERS

New York State Women, Inc. is excited to announce our upcoming 2026 Annual Conference, and we are currently seeking dynamic, passionate volunteer speakers to lead empowering and interactive workshops that inspire, educate, and uplift women from all walks of life.

We invite professionals, thought leaders, entrepreneurs, educators, and advocates to share their expertise on topics that are vital to the advancement and well-being of women in today's ever-evolving world.

Workshop Topics

- *Mentorship: The Importance of Lifting as We Climb*

Explore the power of women supporting women through meaningful mentorship, and how it can transform lives and careers. The role of mentors in helping women succeed, especially in male-dominated industries. Share stories of successful mentorship relationships and how they helped shape careers. Discuss how to find mentors and be a mentor yourself.

- *The Power of Networking for Women*

Discuss how intentional networking builds lasting relationships, opens doors, and drives professional success. The importance of building a supportive professional network. Highlight successful women's networks and how they empower women. Offer advice on how to network effectively and authentically.

- *The Future of Work: How Women Are Shaping It*

Share insights on how women are redefining the workplace, embracing innovation, and leading the charge into the future. Discuss how the workplace is evolving and how women are influencing these changes. Explore future trends in remote work, flexible hours, and the rise of the gig economy. Focus on the importance of adaptability and continuous learning for women.

- *Women as Changemakers: Driving Social and Environmental Impact*

Highlight stories, strategies, and initiatives led by women that are making a real difference in communities and the world. Highlight women who are leading social, environmental, or political change through business or advocacy. Discuss the growing trend of purpose-driven businesses and how women are at the forefront of this movement. Share how women in business can align their companies with a greater social mission.

- *Balancing Work and Life: Strategies for Success combined with Workplace Wellness and Mental Health: Creating Supportive Environments*

Facilitate a discussion on managing professional responsibilities while maintaining well-being, and how organizations can foster a healthy, inclusive work culture. Discuss time management and prioritization techniques. Address the unique struggles women face in balancing career, family, and personal time. Include tips on self-care and mental wellness. Discuss the importance of mental health awareness in the workplace. Share ideas on creating a supportive, understanding environments for all employees, particularly women. Offer tips on managing workplace stress, especially in high-pressure environments

Interested in becoming a Workshop Presenter?

Please submit your name, background, the topic you're interested in facilitating, and a brief overview of your proposed workshop.

- **Send your application to: Laurie.NYSWVP@gmail.com**

- **Deadline for submissions: Friday, April 17, 2026**

Join us in making this an unforgettable event that equips and empowers women across New York and beyond!

Tioga County *Continued from page 11*

Tioga County website: www.experiencetioga.com/

Experience Tioga County by visiting the Historic village of Owego or by taking a self-guided tour through the Arts and Agriculture Trail. With many antique shops situated in the walkable downtown areas, gift shops and galleries are enchanting enrichments to every visit.

Mark Twain Country (Chemung County)

www.discoverchemung.com/

The summer home to Mark Twain as well as Huck Finn and Tom Sawyer, Chemung County features a

variety of activities including the Center of Mark Twain Studies, Trolley tours into Twain Country, Arnot Art Museum and the Clemens Center. Festivals and farmers' markets are spread throughout the year and include Wine on Ice as well as the Elmira Street Painting Festival.

Corning Museum of Glass & Rockwell Museum

www.cmog.org/

Corning Museum of Glass offers a variety of exhibits and hands-on activities including blowing your own glass. With the Rockwell Museum less than a mile away, visit the Smithsonian Affiliate and purchase a combo ticket! 

New York State Women, Inc. 2026 Annual Conference

SUBMISSION FOR MEMORIAL SERVICE

Please mail or email information on NYS Women, Inc. members who have died since June of 2025, along with a brief remembrance about them, with photo if available, to Patricia Ferguson, 215 South Main Street, North Syracuse, NY 13212 • Email PatFerguson@aol.com

Deadline June 5, 2026

Name of Deceased Member

Local Chapter Region #

Date of Death

Number of Years as NYSW Member

Office(s) held Chapter, Region, State and National

Profession / Occupation

Hobbies / Pastimes

Eulogy (please, no more than 200 words)

Please use one sheet for each deceased member. Thank you.

Name of person submitting this information _____

Contact information in case of questions _____

CONFERENCE BOOK AD REQUEST FORM

Name

Chapter

Address

City

State

Zip

Email

Ad Selection

Page size is 8½ x 11 inches. Because the book will be digital*, ads may be submitted in black and white or in color.

- _____ \$25 Business Card
- _____ \$50 1/4-page ad (vertical)
- _____ \$75 1/2-page ad (horizontal)
- _____ \$100 Full Page
- _____ \$125 Full Page – Inside front or back cover

Ads may be submitted electronically as a graphic (jpeg, jpg, gif, or png), PDF, or Word document.

Email completed form and ad to Robin Bridson RLB8963@gmail.com.

If you need to mail your ad, please mail completed form, ad copy, and payment to:

Robin Bridson, 162 W Genesee St., #7, Chittenango, NY 13037.

Make checks payable to: NYS Women Inc. and note in memo area “2026 Program Ad” and mail to Robin (see address above).

Submission Deadline: June 5, 2026

*If you would like a physical copy of the program book, you may purchase one on-site for \$10.

New York State Women, Inc. 2026 Annual Conference



*Tri County Chapter is with
President-Elect Patti Layton.
You have made us very proud.*

NEW YORK STATE
women, INC.
tri-county chapter

REGISTRATION OPEN NOW!

Annual Conference & Vendor Event
Tioga Downs Casino ▪ Nichols, NY

JUNE 12-14, 2026

NEW YORK STATE
women, INC.

**2026 ANNUAL
CONFERENCE**

motivate ▪ support ▪ network

LOTS OF NEW ADDITIONS THIS YEAR PLUS A LOWER COST!

- Night Mixer
- Raffles
- Live Q&A
- Awards
- Fun
- Theme Party
- Welcome Ceremony
- Dynamic Speakers
- Closing Ceremony
- Tezza Dzuba – Nashville Star
- Morning Walk With the President
- Water Aerobics (tentative)
- Workshops
- Networking
- Vendor Event
- Leadership
- Connections
- Laughter Yoga
- Youth Leadership



\$60 VENDOR BOOTH
Trade Show Style
Vendor registration:
Tonya@RobinsonDesignCo.com

 **ow us for more info:**
@NYSWomenInc
@NYSWBinghamton

Contact email: Robin.Bridson@RLB8963@gmail.com

Have a seat at the table June 2026! www.nyswomeninc.org

Why Women Are Taught to Endure

Continued from page 9

“...professionalism should never require submission, that leadership should never rely on humiliation, and that respect is not a privilege conferred by title – it is a baseline obligation.”

interview rather than something else entirely.

After fifteen or twenty minutes, I stood up and left.

At the time, I understood the encounter only as deeply uncomfortable. Looking back, I recognize it for what it was: a deliberate power display. It was not an interview designed to evaluate skills or fit, but a test of how much disrespect a candidate would absorb in the name of professionalism.

I behaved as I had been taught to behave. I was polite. I was composed. I tried to adapt. And when it became clear there would be no conversation, I removed myself. What I did not do – what I did not feel able to do – was challenge the behavior directly, report it, or demand accountability.

That hesitation matters.

Women, and especially working mothers, are often conditioned not to require respect but to earn it. We are taught to prove our worth through patience, accommodation, and restraint – to keep the peace, to be grateful for access, to absorb indignities quietly so as not to appear difficult or ungrateful. Professionalism, for us, is frequently defined as endurance.

At that moment in my life, I was not in a position – financially or emotionally – to fight back. I needed work. I needed stability. I did not feel strong enough to risk being labeled troublesome, nor did I yet have the language to name what had happened. Silence, in that context, felt safer than confrontation.

Today, with distance and clarity, I see the imbalance more sharply. I see how easily the cost of that interview could have been reversed – how I might have reported the conduct to senior leadership, or even sent a bill to cover the tangible expenses I incurred to be subjected to a performance of intimidation masquerading as leadership.

I did none of that then. But I also did not stay.

Leaving was the one boundary I could assert, and it mattered.

What troubles me most, looking back, is not that this happened – but that it was ever considered acceptable. Even now, many organizations continue to confuse

dominance with leadership and stress-testing with cruelty. While today's language around workplace equity has evolved, the underlying power dynamics often have not.

Women remain disproportionately evaluated not only on competence, but on tolerance: How much can she endure? How agreeable will she remain under pressure? How much of herself will she shrink to fit the room? For working mothers, these questions are compounded by economic vulnerability and the constant calculus of caregiving, which can quietly limit the ability to push back without fear of consequence.

We talk more openly now about toxic workplaces, psychological safety, and gender bias. Yet too often, the burden of recognizing and naming misconduct still falls on those with the least institutional power to do so. Silence is misread as resilience. Compliance is mistaken for professionalism.

This is why these stories matter.

They remind us that professionalism should never require submission, that leadership should never rely on humiliation, and that respect is not a privilege conferred by title – it is a baseline obligation. They also remind women that the discomfort we feel in moments like these is not weakness; it is information.

If I were to encounter that situation today, I would respond differently. Not because I am braver by nature, but because I now understand that dignity is not something to be negotiated. It is something to be claimed – and, when necessary, defended.

I share this not to rewrite the past, but to illuminate it. And in doing so, I hope to make it easier for the next woman – especially one balancing ambition with motherhood – to recognize when “being professional” is being used as a tool of control rather than a standard of mutual respect. 🐾

Rosemarie Dressler is past president and a member of the Staten Island Chapter. She is a writer and longtime civic leader. Her work explores women's leadership, workplace power dynamics, caregiving, and the intersection of professionalism and lived experience. She is actively involved in organizations across New York State and frequently writes for local and regional publications.

Celebrate the Women Who Paved the Road for Us...

Continued from page 10

commemorates Women's History Month. Honorees will be highlighted in *NIKE* and celebrated at the annual NYS Women, Inc. conference.

Now is your opportunity to recognize these individuals. It can be your mother, grandmother, sister, teacher or friend. The CDO's HERSTORY project is a fundraiser for the organization's youth leadership program.

To participate, print and fill out the application found on the CDO website at www.nyscdo.org. Provide the information regarding the honoree and

submit it with a donation of \$25. Applications are due no later than May 1, 2026. A photo may also be submitted.

NYS Career Development Opportunities, Inc. (NYS CDO) is dedicated to honoring the achievements and contributions of women from all backgrounds and appreciates any and all support for its mission. 



For additional information, email Linda Przepasniak, project chair, at: Linda295@aol.com.

Inspiring Quotes from Women for Women's History Month

"Women should be celebrated every day, but a month dedicated to female empowerment is extremely special. It doesn't just honor the iconic women we have changed history, but encourages new generations to dream big and know that anything is possible."

-Molly McCook

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

-Michelle Obama

"I do not wish women to have power over men; but over themselves." -Mary Shelley

"I don't like to gamble, but if there's one thing I'm willing to bet on, it's myself." -Beyoncé

"Every woman's success should be an inspiration to another. We're strongest when we cheer each other on." -Serena Williams

"Alone we can do so little; together we can do so much."

-Helen Keller

"I can promise you that women working together – linked, informed, and educated – can bring peace and prosperity to this forsaken planet." -Isabel Allende

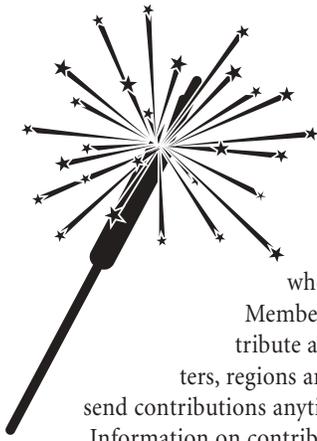
"I am grateful to be a woman. I must have done something great in another life." -Maya Angelou

"Women belong in all places where decisions are being made. It shouldn't be that women are the exception." -Ruth Bader Ginsberg

"If one man can destroy everything, why can't one girl change it?" -Malala Yousafzai

"I encourage women to step up. Don't wait for somebody to ask you." -Reese Witherspoon





NIKE All Stars

The 2024-2026 *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.

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

Publication July 30th/Sept. issue Oct. 15th/Dec. issue
Deadlines: Jan. 15th/March issue March 15th/June issue

Platinum Patrons 716 Chapter Theresa Fazzolari Patricia Fergerson Susan Mager	Silver Supporters Susan Bellor Beth Jones Kathy Kondratuk Mary Ellen Morgan Helen Rico	Bronze Boosters Laurie Albertson Ella Alsheimer Sara Ayala Kathy Capra Tara Bazilian Chang Lorie Guerrieri	Kathleen Haddad Frida Hooyberg Lauren Pringle Pam Pringle Linda Przepasniak Jacquie Shellman Neale Steiniger
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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

How to submit your ad.

Email (in PDF format) to: ksmith@whiterabbitdesign.com.

How to pay for your ad.

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

NIKE ad sizes

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

HERSTORY:
 A term that highlights history from a female or feminist perspective.

What do YOU know? A Women's History Month Quiz

1. ___ The first woman to hold a position in a president's cabinet, FDR's. Supported better working conditions for workers; campaigned for suffrage.
2. ___ Founded research bureau in Manhattan in 1923. Established American Birth Control League which eventually became Planned Parenthood.
3. ___ Attorney, lecturer, author, founder of the National and International Federation of Business and Professional Women.
4. ___ First woman to own land in the New World.
5. ___ The first woman to earn a medical degree in the modern world. Studied in Geneva, (forerunner of Hobart) NY.
6. ___ During the Revolutionary War, at age 16, rode twice as far as Paul Revere, to alert militia in Danbury CT, giving troops the opportunity to drive back the British.
7. ___ Founded the Free Speech League at her home in Manhattan, which was the forerunner of the American Civil Liberties Union.
8. ___ First professional American woman architect. The Hotel Lafayette in Buffalo, NY, completed in 1904, is the only remaining building designed by her.
9. ___ First black mayor in Mississippi, 1973. Civil Rights activist.
10. ___ First woman to file a claim for the right to work under the 1964 Civil Rights Act, Title VII. Won and was hired by Martin Marietta.
11. ___ First self-made female millionaire in the United States. Turned four Harlem townhouses into successful hairdressing business.
12. ___ Co-organized the Women's Rights Convention in Seneca Falls and was an anti-slavery activist.
13. ___ First woman to be awarded the Congressional Medal of Honor for her bravery during the Civil War as a surgeon for the Union army.
14. ___ This woman won a lawsuit against the man who had illegally sold her son into slavery.
15. ___ A fugitive slave herself she helped more than 300 slaves escape through the Underground Railroad.
16. ___ Leader of the first American Shaker Colony in Albany, New York.
17. ___ Social reformer, literary critic for Horace Greeley. Wrote the book *Women in the Nineteenth Century*.
18. ___ First woman scientist with General Electric, invented non-reflecting glass used in camera lenses, eyeglasses, etc. First woman to receive doctorate in physics at Cambridge, England.
19. ___ First woman to reach rank of Major General in the U.S. Army. Assumed command U.S. Military Police School, Fort McClellan.

(Match numbers with letters answers are below)

- A. Louise B. Bethune (1856-1913)
- B. Elizabeth Blackwell (1821-1910)
- C. Margaret Sanger (1879-1966)
- D. Francis Perkins
- E. Sojourner Truth (1797-1883)
- F. Deborah Moody (1586-1659)
- G. Harriet Tubman (1820-1913)
- H. Sybil Ludington (1761-1839)
- I. Ida May Phillips
- J. Mother Ann Lee (1736-17884)
- K. Margaret Fuller (1810-1860)
- L. Lucretia Mott (1793-1880)
- M. Mdme. C. J. Walker (1867-1919)
- N. Lena M. Phillips
- O. Katherine Blodgett (1898-1979)
- P. Mary Clark Mary E. Walker
- Q. Unita Blackwell
- R. Emma Goldman

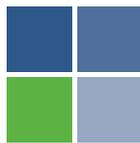
Women's History Month Sore If your score was over 15, take a bow! Under 15, time to read a book or two!

1-D-2-C-3-N-4-F-5-B-6-H-7-S-8-A-9-R-10-I-11-M-12-L-13-Q-14-E-15-G-16-J-17-K-18-O-19-P



We connect and build women personally, professionally and politically.

NEW YORK STATE
women, INC.



www.NYSWomenInc.org

#BuildPowerfulWomen

JOIN A CHAPTER IN
NEW YORK STATE:
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YOU!

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Richmond County Chapter
Staten Island Chapter

Hudson Valley/Catskills

Professional Women of
Sullivan County

Central New York

Central NY Chapter
Professional Business
Women of Rome
Mohawk Valley Chapter

Central Southern Tier

Susquehanna Chapter
Greater Binghamton Chapter
Walton Chapter
Tri-County Chapter

Finger Lakes

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

Western New York

Buffalo Niagara Chapter
716 Chapter (Clarence area)
Chadwick Bay Chapter

NETWORKING.
RESOURCES.
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INSPIRATION.

Empowering women to use their voices to create positive change.