

NIKE

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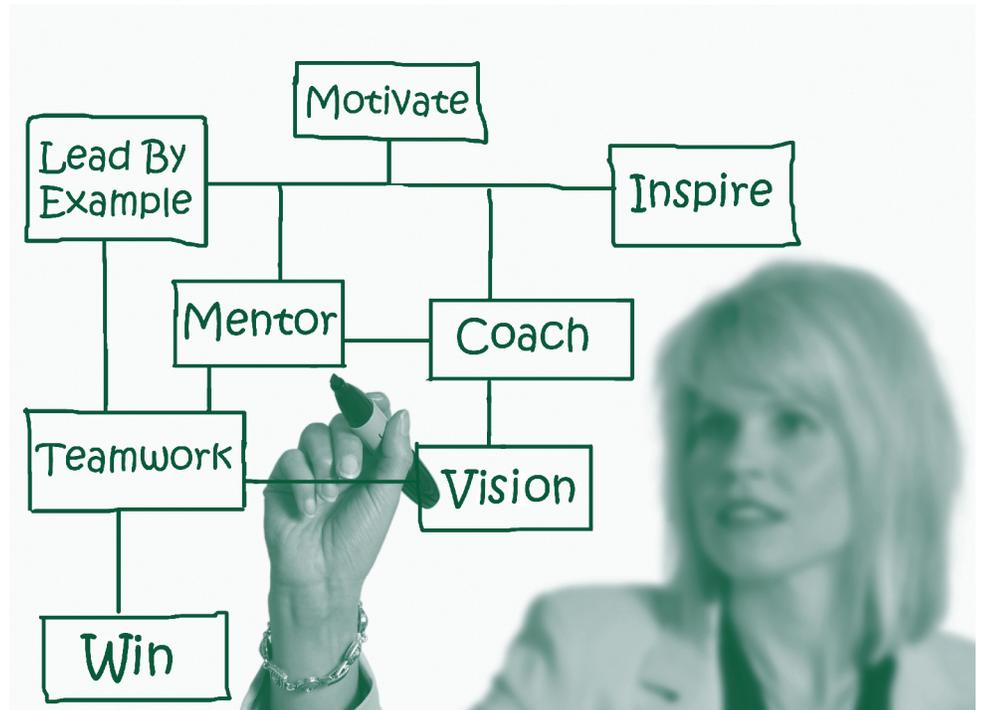
Our Mission

To build powerful women
personally, professionally,
and politically.

Our Vision

To make a difference
in the lives of
working women.

Join us for the Annual Conference!



Dated Material — Deliver Promptly

New York State Women, Inc.

June 3-5, 2016 • Saratoga Springs, NY

In this Issue:

- Column: Empire Builders.....5
- Annual Conference in Saratoga Springs.....6-7
- Slate of Candidates 2016/2017.....8
- Making Voices Heard Despite Interruptions..10

NYS Women, Inc. The State of the State



Conference is right around the corner!

by Renee Cerullo
NYS Women, Inc. President, 2015/2016

Well the year has certainly gone by *way* too fast. As many presidents before me have discovered, you can't possibly accomplish everything you want to in just one year! I wish I had had more time to finish and implement many ideas, but that's not the case. . . All any president can hope for is to leave New York State Women, Inc. a better organization than when she took office.

As I look back over the year I can see how our organization – and I – have changed and grown in many ways. We've made huge steps forward in three areas – incorporation of our chapters, establishing a marketing plan for the entire organization and the chapters, and increased communication with our chapters.

As I have attended chapter and region meetings, I have been truly amazed at what everyone is doing. Our chapters are accomplishing some really great things which have just blown me away at times. Their dedication to the community and to helping women is so inspiring. Now's the time to shout from the roof tops all the good we're doing: We won't be the "best kept secret" anymore. Each and everyone of you should be very proud of what you're doing and everything your chapter has accomplished.

As I end my year as president I'm looking forward to my new role in helping to market New York State Women, Inc. I'll be working with every chapter to help them put plans in place and grow their membership. I will be in contact with all chapters over the next few months.

Thanks!
Renee



Table of Contents

Calendar of Events

2016

20th of each month: *Communicator* deadline

June

3-5 Annual Conference
Embassy Suites
Saratoga Springs, NY

July

15 *NIKE* deadline



Our Mission

To build powerful women personally, professionally, and politically.

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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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Features

Column: Empire Builders Marietta Holley – JoAnne Krolak.....**5**

Feature: Professional Development Making Our Voices Heard Despite All The Maninterrupting – www.drnancyoreilly.com.....**10**

Feature: Professional Development Words Really Matter In The Workplace – www.drnancyoreilly.com.....**16**

Sidebar: Professional Development “Mansplaining” ‘Splained. – Katharine Smith.....**16**

Feature: Professional Development GLEF awardee studying crested macaque monkeys in Indonesia – Maura Tyrrell.....**18**

Annual Conference

Conference Highlights.....**6-7**
Slate of Candidates 2016/2017.....**8**
Legislative Platform.....**9**

In This Issue

President's Message – Renee Cerullo.....**2**

Chapter News

Lake to Lake Women.....**12**
Professional Business Women of Rome.....**12**
Richmond County.....**12**
Southern Finger Lakes Women.....**13**

Member News

JoAnne Sundell, BNC.....**13**

All Stars

NIKE All Stars.....**14**

NYS Women, Inc.

2016 Women's Day at the Fair.....**13**



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1 issue: \$37.50 • 4 issues: \$125

From the Editor

Great minds discuss ideas; average minds discuss events; small minds discuss people.

-Eleanor Roosevelt



Are you looking forward to Conference in Saratoga Springs, NY? I sure am! Saratoga is a beautiful town: downtown is within walking distance of great restaurants, shops, bars, and parks. The famous mineral springs for which it's named abound throughout the city: you can even plan a tasting tour! The bubbling mineral spring water, steeped in legend and lore, is said to have strong healing and curative properties. Each spring has its own distinct flavor and chemical makeup – first-time tasters are often

surprised. You should check out the Saratoga Casino & Raceway or Saratoga Race Course – one of the oldest sports venues in the country – historical sites, or visit Saratoga Spa State Park, distinguished by its classical architecture and listed as a National Historic Landmark.

We've included highlights for Conference in this issue, which start on page 6; for the most up-to-date program details, registration, and hotel information, go to nyswomeninc.org/Conference.

If "maninterrupting," "bropropriating," or "mansplaining," are unfamiliar terms to you, turn to page 10 for our article on how these – yes, male – actions stymie women in the workplace. Check out page 18 for an article by one of our 2015 Grace LeGendre Endowment winners, Maura Tyrrell, who is studying in the field, working on the Macaca Nigra Project Sulawesi, Indonesia.

You know, it's always such a pleasure to reconnect with NYS Women, Inc. members at Conference. Renewing those connections is an important part of this annual ritual – and it helps make our organization stronger when our members exchange ideas, create or renew friendships, and learn how we can all empower women.

Let's all bring our "A" game to Conference: NYS Women, Inc. members have great minds and the best ideas!

-Katharine Smith

DEADLINE FOR THE SEPTEMBER 2016 ISSUE IS JULY 15, 2016.

When emailing your submission type *NIKE* in the subject line, and send to the attention of Katharine Smith, *NIKE* editor at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article.

Marietta Holley

Women Who Helped Build the Empire State

by JoAnne Krolak

Marietta Holley was born on July 16, 1836, to Mary Tabor and John Milton in Jefferson County, NY. At age 14, Marietta left school and started giving piano lessons to help support her family. At age 17, Marietta adopted the Baptist faith and joined the Adams Village Baptist Church. She took on responsibility for running the family farm at age 25 when her father passed away and someone had to care for Marietta's ailing mother and sister.

Later, Marietta turned to writing as a means of supporting her family. She wrote poetry and fiction and published them under a pseudonym (Josiah Allen's Wife). Marietta published her poems in the *Adams Journal*, the local paper. This led to publication of her works in such periodicals as *Peterson's Magazine*.

In 1872, Marietta published her first novel, *My Opinions and Betsey Bobbet's*, for which she received \$600. The novel introduced the characters of Betsey Bobbet, Samantha Allen and her husband, Josiah, to the reading public. This book was followed by other books featuring the farm wife Samantha Allen in the fictional town of Jonesville, as well as other locations such as Saratoga Springs and Coney Island.

Marietta used humor, proverbs, upcountry speech, and other devices to illustrate the limitations imposed on women of the time. Up until that time, humorists would make a woman the target of their mockery on such issues as suffrage and temperance. However, Marietta created both male and female characters to make her point. As she had Samantha say "Why, to hear Betsy Bobbet talk about wimmin's throwin' their modesty away, you would think if they ever went to the political pole, they would have to take their dignity and modesty and throw 'em against the pole, and go without any all the rest of their lives."

In her ten books featuring Samantha, Marietta questioned why society placed limits on women, particularly when they married. A married woman could not testify in court, sign contracts, own property in her own name, or have custody of her own children (even if her husband was known to be a drinker). If the married woman had a will, her husband had to sign it for the



document to be legal.

Marietta's novels were best sellers and she came to be regarded as the female Mark Twain. As a contemporary of figures such as Susan B. Anthony, she was often asked to speak at women's suffrage conventions, but would always refuse. Marietta would spend her whole life close to the family farm and depended upon maps, guidebooks, and other publications to supply the information about the places in her novels. Marietta died on March 1, 1926, in the home built from her earnings as a writer.

"I can tell you where all the property has gone. It has gone down Philemon Clapsaddle's throat. Look down that man's throat and you will see 150 acres of land, a good house and barns, 20 sheep and 40 head of cattle.... You will see four mules, and a span of horses, two buggies, a double sleigh, and three buffalo-robos. He has dranked 'em all up – and 2 horse rakes, a cultivator and a thrashin' machine."

-from "Sweet Cecily" by Marietta Holley

7th Annual Conference June 3-5, 2016 in Saratoga Springs, NY

“Empowering Women Personally, Professionally and Politically”

NETWORKING. You never know the doors that may open or the friendships that can be built at a NYS Women, Inc. meeting. You may help solve someone else’s problem or they might help you!

- **SEARCH FOR IDEAS.** NYS Women, Inc. is such a diverse group made up of women from all generations, all across New York State. What we could learn from each other is endless. Open your mind and heart.

- **SEMINARS.** We can never stop learning. Learning keeps life interesting. We will have seminars in personal and professional development.

- **MEET OTHER CHAPTERS.** NYS Women, Inc. is all about helping women succeed. This is your opportunity to share what has worked in your chapter to help other our chapters grow and expand.

- **INSTALLATION DINNER RECEPTION.** Region 2 will host the reception on June 4th during the Annual Conference, honoring Theresa Fazzolari, NYS Women, Inc. incoming president, and the 2016-2017 officers. Please help us welcome the new leadership team and celebrate with an ice cream shoppe social. The dress code for the evening is casual – in good taste – flip flops optional.

Installation March: Region directors and assistant directors, chapter presidents, and members of the EC (current and those being installed) are requested to meet in the lobby, near the Congress Meeting Room at 6:45 PM. Please check in with Margherita Clemento or Marilyn Mannino so they can put together a list for introductions.

(There will be a reserved table for Theresa, her family and friends, past state presidents, and Region 2. If anyone else would like a reserved table, please contact Neale Steiniger at 718-816 0093 or nsteiniger@si.rr.com.)



Schedule



Friday, June 3, 2016

3:30 p.m. – 5:00 p.m.	Conference Registration
12:30 p.m. – 1:30 p.m.	Executive Committee Meeting
1:45 p.m. – 3:45 p.m.	RD/ARD Meeting for incoming and outgoing
4:00 p.m. – 5:00 p.m.	Board of Director’s Meeting
5:00 p.m. – 5:30 p.m.	Break
5:30 p.m. – 7:00 p.m.	Dinner
7:15 p.m. – 8:00 p.m.	Hearings Budget, Advocacy
8:15 p.m. – 9:30 p.m.	First Business Session Candidate Forum

Saturday, June 4, 2016

7:30 a.m. – 9:00 a.m.	Breakfast
8:00 a.m. – 10:00 a.m.	Conference Registration
8:30 a.m. – 10:00 a.m.	Second Business Session
10:00 a.m. – 10:15 a.m.	Break
10:15 a.m. – 11:30 a.m.	Marketing Plan Complete. Now What? -Pauline Hoffmann / Stephanie Kennedy
11:30 a.m. – 12:00 p.m.	Elections
12:00 p.m. – 1:45 p.m.	Lunch -Keynote: Francis Fernando
2:00 p.m. – 3:00 p.m.	Third Business Session
3:00 p.m. – 5:00 p.m.	“Open Door” Q&A with Renee and Robin
3:00 p.m. – 6:00 p.m.	“Women on the Move” shopping
6:30 p.m. – 7:00 p.m.	Cocktail Reception
7:00 p.m. – 9:00 p.m.	Installation Dinner
9:00 p.m. – 10:30 p.m.	Reception

Sunday, June 5, 2016

7:30 a.m. – 9:00 a.m.	Breakfast
8:30 a.m. – 9:15 a.m.	CDO Meeting
9:45 a.m. – 10:00 a.m.	Memorial Service
10:00 a.m. – 11:00 a.m.	Officer Training
11:15	Post Conference Board Meeting

** If a 4th Business Session is needed it will be conducted prior to the Post Conference Board Meeting.

Vendor Hours

Saturday, June 4, 2016 • 3:00 – 6:00 p.m.

Any changes to schedule will be announced at start of First Business Session.

Hotel photo ©Embassy Suites. All other images courtesy of Saratoga Convention & Tourism Bureau.

Conference Highlights

Saturday Speakers

"How to Deliver Yourself with Confidence"



Our luncheon keynote speaker **Francis Fernando**, owner of Francis Fernando Business Training, is a business expert who focuses on creating and sustaining confidence. He creates customized training solutions for driven-individuals, business executives and businesses that are looking to ignite their success. His mantra is that an extremely confident individual is an extremely successful individual and that a company that is extremely confident in their marketplace will be an extremely successful company. Francis will discuss how to maintain authority, not only when presenting in front of an audience, but also during a business or personal interaction; the seven most important body language "positions;" simplifying a message so you can connect with your audience, no matter how complicated the topic; and the secret to captivating your audience.

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Our Marketing Plan Is Complete....Now What?



We've developed the marketing plan, now let's talk about implementation. **Pauline W. Hoffmann, Ph.D.** and our lead intern, **Stephanie Kennedy**, will talk about ways to implement the NYS Women, Inc. marketing plan and how our interns are able to support your chapters, region and state. Information in this session may also be transferred into your own businesses as some tactics may be universal. Please come with ideas as we will include time to discuss specific strategies and tactics.

Dr. Hoffmann is dean of the Russell J. Jandoli School of Journalism and Mass Communication and an entrepreneur. She is the owner of Wild Mountain Organics, LLC. She received her doctorate and master's degrees in communication from the State University of New York at Buffalo and her Bachelor of Science degree from St. Bonaventure University. Her research and teaching focus on conflict management, conflict resolution, and corporate communication and strategy. Prior to going into academia, Dr. Hoffmann worked as corporate communications manager for The CRS Companies and in creative services for Catholic Health.

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"Open Door"

Come talk to Renee or Robin with any NYS Women, Inc. issues or if you have technology questions.

General Information

Register online at: nyswomeninc.org/Conference

Registration

If you are registering online, you can either pay by credit card or once registered, send a check made payable to NYS Women, Inc. to Registration Chair Kathy Cerullo, 10 Allie Lane, Hamburg NY 14075.

Registration Deadline May 23, 2016

Registration fee: \$40 postmarked before May 1, 2016
Late registration: \$55
On-site registration: \$75
Printed board book: \$10

Individual Meals

Friday night buffet dinner/\$30
Saturday lunch/\$28
Saturday night dinner/\$50
** Breakfast is included for attendees staying in hotel.*

Hotel Information

Embassy Suites Saratoga Springs
86 Congress Street • Saratoga Springs, NY 12866

Make your reservations online at:

<http://embassysuites3.hilton.com/en/hotels/new-york/embassy-suites-by-hilton-saratoga-springs-ALBESES/index.html>

Call 1-800-EMBASSY and use the group code WOM

Hotel rates:

Cost: \$189 for a suite

What to see and do in Saratoga Springs?

Explore the historic downtown Saratoga Springs shopping district, and discover quaint stores, boutiques and lots of charming cafes and eateries. Sample the famous water that bubbles out of the many natural springs that gave the city its name.

Tee off at the picturesque Saratoga National Golf Club. A must-see is the Saratoga Race Course – a thoroughbred horse racing track considered to be the oldest sporting venue in the U.S. Play the slot machines and enjoy the food and lively entertainment options at the popular Saratoga Casino and Raceway (saratogacasino.com).

Consider visiting Old Friends at Cabin Creek (oldfriendsatcabin creek.com), a home for retired thoroughbreds; open year-round, noon to 3:00 p.m. on Saturdays.

Nearby: Sagamore Resort in Bolton Landing; (thesagamore.com) or cruise on one of the Lake George Steamboat Co.'s (lakegeorgesteamboat.com) vessels.

Slate of Candidates 2016/2017



Theresa Lynne Fazzolari
Incoming President

An experienced leader, Theresa Fazzolari has served in numerous state, region, and local chapters positions, including first and second vice president at the state level, region director from 2006-08 and 2010-12, chair of the Nominating committee from 2012-13. She has been chapter president of the Richmond County and Bay Ridge chapters and involved with many committees. She is a certified senior physician assistant (RPAC) at the Lutheran Medical Center in Brooklyn. She is a member of the medical team in the pediatric department and her responsibilities include using her technical skills to provide patients (newborns to age 18) with a healthier lifestyle. She has been involved with the Staten Island Swimming and Diving Association for more than 30 years. As an involved church member, she serves on several committees, is the chair of the staff pastor parish relations committee and a certified lay servant. She enjoys travel, especially cruising (more than 46 cruises!), is an avid New York Yankees fan and loves listening to music, especially Bon Jovi. The ever-ebullient Theresa is devoted to her three goddaughters: Natalie, Ryann and Alexandra.



Debra Carlin
President Elect Candidate

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



Robin Bridson
Vice President Candidate

Robin Bridson grew up in the Rochester area and went to R.I.T. She moved to the Utica area in the early 1990s and now resides in the Syracuse area. Robin enjoys her career training and creating presentations. She has over two decades of experience in the training field developing and providing computer instruction, as well as project management and business skills training from the needs assessment phase, through design, delivery to follow-up.

She holds several certifications: PMP (Project Management Professional) and MCT (Microsoft Certified Trainer). She travels all over the state for her job and she loves to visit with her NYS Women, Inc. sisters whenever she can! When she isn't working, Robin likes to cook, read, make people laugh (Facebook!) and spend time with her family in Ontario, NY (Wayne County) and her wonderful boyfriend in New Hartford (near Utica).

Robin loves sitting on her deck when the weather permits it and believes daily naps should be mandatory. She is a member of the Zonta Club of Syracuse and a former member of Rotary and Junior League. Robin is the outgoing president of the Mohawk Valley Chapter.



Mary A. Stelley
Treasurer Candidate

Mary is CEO of the Gowanda Area Federal Credit Union, \$17,000,000.00 in assets, treasurer of the board of directors and a Notary Public. She currently serves as Town of Collins councilman. Mary started her career as a stenographer for the Federal Bureau of Investigation from 1961-1967, working in the Washington Field and Buffalo Offices. She is the current NYS Women, Inc. treasurer, elected in June 2012.

Mary is secretary of Lakeshore Chapter, NYS Women, Inc.; currently serving as treasurer for NY Grace LeGendre Endowment Fund Inc. board and Gowanda Area Chamber of Commerce.

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

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

Mary has held leadership roles over the years in *Continued on next page*

Legislative Platform

Preamble

• The New York State Women, Inc. pledge their support of specific legislation and policy that addresses civil rights, health and economic opportunity for all women.

• Establish a pro-active position by identifying and supporting issues selected by members of New York State Women, Inc. Notify candidates of these issues that we feel will advance our New York State Legislative Platform.

Civil Rights

• Work to enforce and ratify the Equal Rights Amendment at the State and Federal Level.

• Support domestic violence education and training programs that develop protocols for the protection of victims and their families and support strong penalties for abusers.

Health

• Actively support reproductive choice and full access to health care services; ensure funding for research and developments of programs which benefit the welfare of women of all ages.

Economic Equity

• Work for and support legislation that promotes economic equity and financial security, including pension reform, retirement benefits, pay equity and credit accessibility.

Conference Sponsorships

Platinum Sponsor \$250

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Listed on our LinkedIn page and in *NIKE* magazine
- Logo/Name on signs at the meeting
- Provide promotional material for goodie bags
- 1 Ticket to Saturday luncheon/keynote (\$60 value)
- One year membership to NYS Women Inc.

Gold Sponsor \$150

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Listed on our LinkedIn page and in *NIKE* magazine
- Logo/Name on signs at the meeting
- Provide promotional material for goodie bags
- 1 Ticket to Saturday luncheon/keynote (\$60 value)

Silver Sponsor \$100

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Logo/Name on signs at the meeting
- Provide promotional material for goodie bags

Bronze Sponsor \$50

- Logo/Name on our website, social media, and email blasts regarding our meeting
- Logo/Name on signs at the meeting

Info? Diane Dinsmore at sponsors@NYSWomeninc.org



Mary A. Stelley, Candidate for Treasurer

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

Giving back to the community is important to her, as is the importance of volunteerism. Mary feels NYS

Women, Inc. has enriched her life for many years through educational workshops and friendships, and instilled in her the importance of women running for political office.

She says, "Doing my part to make this world a better place for everyone has always been important to me, as is spending time with my husband, Bob, children, Lisa and Michael and our three grandchildren, Dylan, Kyle and Alayna."

Feature: Professional Development

“I’m Dr. Janice Jones,
the particle physicist
from MIT who discovered

“In that case, since
planning, someday
write a sci-fi show
let me explain for
how gravity work

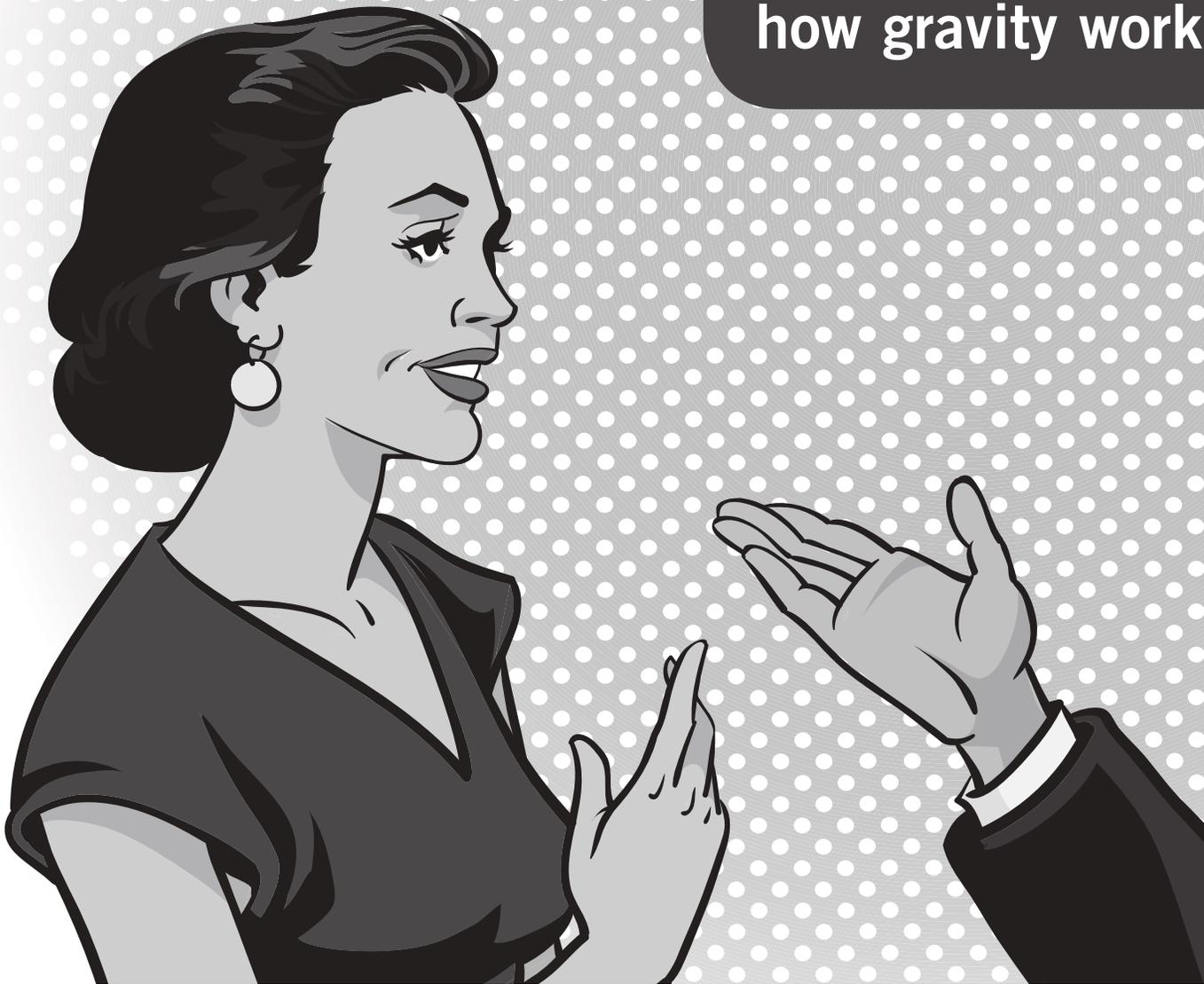


Image: ©istock/VasjakKoman

Making Our Voices Heard Despite All Of The Maninterrupting

-www.drncaryoreilly.com

Women must work together to make our voices heard. In fact, in business, and in everyday life, women's natural strengths are becoming more valuable and as a society we're embracing the sisterhood of women who are passionate, full of purpose, and driven to change the world.

Apparently though, not everyone got the memo and we're running headlong into an age-old problem that continues to plague us – maninterrupting and bropropriating. According to Time, maninterrupting is the unnecessary interruption of a woman by a man, and bropropriating is the act of taking a woman's idea and taking credit for it.

I'm sure we can all recall a moment, whether it was last week or last year, where we have fallen victim to these behaviors. These slights aren't all in our heads. In January 2015, Sheryl Sandberg and Adam Grant wrote in the *New York Times* about

Continued on page 16

“Maninterrupting”
Unnecessary
interruption of a
woman by a man.

“Bropropriating”
Taking a woman's
idea and taking
credit for it.

A guide for women,
men and bosses

-Time Magazine
www.time.com

nce I'm
ay, to
rt story,
or you
S...”



Chapter & Region News

Lake to Lake Women – Region 7

- submitted by Nancy Taylor, co-president

The chapter honored a local woman for her advocacy for literacy during its 5th annual celebration of Women's History Month on March 15th. Anne Schuhle, executive director of Geneva Reads, the community's literacy coalition, was recognized for her many years of service. She works part time as the Yates County program coordinator for Literacy Volunteers of Ontario-Yates and is currently tutoring a Mexican woman in English. Schuhle is also a freelance editor and writer.

There were 55 in attendance at Club 86 in Geneva, NY, including the honoree's husband, special invited guests, and past honorees from 2012, 2013, and 2015.

Region 7 chapters, Lake to Lake Women, assisted by Yates County Women, hosted a Youth Leadership Conference with a Reality Store® component on March 5th. Fifteen girls from several area schools came together in Waterloo for a day of learning and camaraderie. Speakers included Generations Bank President Menzo Case on banking; Seneca Falls Chief of Police Stuart Peenstra, who discussed identity theft; and Lake to Lake Women members Diana Smith and Emily Palumbos, with an interactive presentation "The message you are sending," a discussion of dressing for success and body language.

The girls appreciated the opportunity to interact with the speakers and the volunteers working the booths. The volunteers were into the spirit of the day by providing props for their booths. Balloons and flowers added a festive look to the room. Booth volunteers included professional women from the community as well as

members of Lake to Lake Women and Yates County Women. Mr. Case was so impressed with the program and the girls' enthusiasm that he

changed his plans for the day, staying much longer to observe and interact with the participants. A review of the evaluation forms judged the day a success both for the girls and the volunteers.

Lake to Lake Women thanked Seneca Meadows for providing the meeting facility, Finger Lakes CPR for providing flowers and balloons, and Generations Bank for their financial support of the conference.

-submitted by Sue Ellen Balluff



Professional Business Women of Rome – Region 5

- submitted by Ed and Beth Jones

The chapter, in partnership with the Rome Chamber of Commerce, co-hosted the 22nd Congressional District primary political forum. The event was held on May 11th at the Beeches Restaurant in Rome. Candidates spoke and then were asked questions by local high school students and area community leaders.

Professional Business Women of Rome members are pictured, left to right: Heather Sullivan, co-president and event co-chair; Janine Szczepanski; Sara Ayala; Carolyn Trela-Ferlo, event moderator; Sandra Rodriguez, treasurer; and Helen Rico.



The Rome Chamber of Commerce will present a check to our chapter some time this year for providing the assigned event duties.

This money will be added to our "Dollars for Scholars" scholarship fund. The chapter will present the scholarship in June.

Richmond County – Region 7

- submitted by Marilyn Mannino, publicity chair

The chapter honored Shaunte Colbert as the winner of its "Women in History Essay Contest," for her essay on Ella Baker at its meeting commemorating Women in History Month on March 9th. Colbert's essay began, "I'm going to tell you about this amazing woman named Ella Baker." She read her essay at the award ceremony.

Shaunte Colbert is a member of the 5th grade class of PS 16. With the help of its teacher, Kathleen Bayer and the support of Principal Michelle Ramos, the 5th grade class was invited to enter the essay contest and write about a woman in history, living or dead, whose life impacted our community or the world; and to include what lesson can

be learned from that woman.

Pictured left to right: Marilyn Ingo, president and Chris Cannella, president-elect of Richmond



Continued on next page

County Chapter; Michelle Ramos, PS 16 principal, Shaunte Colbert; background: Shaunte's sister, mother, and father.

Southern Finger Lakes Women – Region 7

- submitted by JoAnne Krolak

Southern Finger Lakes Women announces with sorrow the death of one of its most beloved members, Rosanna Smith. Rosanna came to the chapter when Elmira BPW disbanded. She held many offices in the BPW organization and in 1984, was named the Elmira club's "Woman of the Year." The chapter also lost Jan Brew, another longtime member. Jan had been a member of the Watkins Glen club since 1968, served as its president in 1976-78, and was named "Woman of the Year" in 1980.

The chapter is in the process of collecting nominations for "Woman of the Year." Persons wishing to submit a nomination are invited to contact Gloria Hutchings, Status of Women Chair, for further information and a nomination form.

SFLW is proud to announce that one of its members, Leslie Danks Burke, has declared her candidacy for the New York State Senate from the 58th State Senate District. The seat is currently occupied by Thomas O'Mara.

Applications for the chapter scholarship program have been distributed to the guidance offices at Schuyler County high schools. For more info contact Sally Rigden, education committee chair.

The chapter held its annual chicken barbecue at the Montour Falls Moose Lodge on April 10th. The barbecue raises funds for the chapter's scholarship program.

Member News

Buffalo Niagara Chapter member **JoAnne Sundell** received the 2015-2016 SUNY Chancellor Award for Excellence in Adjunct Teaching. She was one of 46 system-wide recipients of the award, which recognizes consistently superior teaching at the graduate, undergraduate, or professional level.

Professor JoAnne Sundell, who has been an adjunct faculty member in the Social Science Department at Erie Community College since 2003, teaches history and political science courses. Sundell, who also is the co-owner of Dark Forest Chocolate Makers, Inc. in Lancaster, stated that teaching continues to be a deeply rewarding experience and that she is honored to be recognized by SUNY and her peers.

Women's Day at the Fair

- submitted by Pat Fergerson

Women's Day at the NYS Fair is Wednesday, August 31st. There will be a morning program, luncheon, and a parade at 6:00 p.m. NYS Women, Inc. will have booth there to promote our organization.

If you plan to attend the full day, registration will be available starting in mid-July on the NYS Fair website at <http://nysfair.ny.gov/>.

If you're only planning on marching in the parade, please let Pat Fergerson know by June Conference so she can arrange for your complementary parking pass and fair entry ticket. You can walk in front of the television cameras carrying

our banner! Contact info: Pat Fergerson at patfergerson@aol.com or 315-458-1970.



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NIKE All Stars

The 2015-2016 *NIKE* All Star Campaign is in full swing and thank you to our loyal supporters who have already sent their listings in.

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

Publication July 15th/Sept. issue Oct. 15th/Jan. issue
Deadlines: Feb. 15th/March issue March 15th/May issue

Rates: Platinum Patrons: \$75 and over
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DEADLINE FOR THE SEPTEMBER 2016 ISSUE IS JULY 15, 2016. When emailing your submission type *NIKE* in the subject line, and send to the attention of Katharine Smith, *NIKE* editor at PR@NYSWomeninc.org. Previously published material must be accompanied by a letter from the publisher giving permission to republish and the credit line required to be included with the article.

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SIGNS

Making Our Voices Heard

Continued from page 11

the perils of “speaking while female,” along with new research to prove that this happens to all women at some point.

Sandberg and Grant report that powerful male senators speak significantly more than their junior colleagues, while female senators do not, and male executives who speak more often than their peers are deemed more competent (10% more), while female executives who speak up are considered less (14% less). Following the research, the two found that in the workplace, many women speak less, are interrupted more, and have their ideas more harshly scrutinized.

For some women, maninterrupting and bropropriating take their inherent difficulties with insecurity, ambivalence, and confusion and run with them. That can make a woman move further back from claiming her seat at the table. Sandberg’s and Grant’s research proves that when confronted with maninterrupting and bropropriating, women are holding back, or relinquishing credit altogether.

This has to change. Women are fantastic at creating conditions of mutuality, equality, and trust. Women also know the significance of a helping hand, mutual support, and mentorship. Women value the satisfaction and meaning that come from aiding others. That means that women no longer have time to deal with maninterrupting and bropropriating, and it’s time that these behaviors are recognized and removed from the workplace.

That doesn’t mean all men who interrupt or talk over others need to be shown the door, only that this is a learning opportunity. Smart women recognize the importance of seeking out others who have skills and strengths they don’t already have. When situations previously subjected to maninterrupting or bropropriating

are recognized and treated with respect and civility, debates and disagreements can be productive. In fact, these situations can result in amazing, higher-level creativity. That is as long as both men and women have a place at the table.

Nothing squashes creativity and innovation faster than a perceived lack of respect for others’ opinions. Progress comes from mutual respect. In the past, some women have allowed low self-esteem and fear to drain their power and block the amazing connections they could have been making. But now the pendulum is swinging the other way, and a whole new movement has begun. Women have finally realized that connection and collaboration, not competition, is the answer. That means it’s time to clear the man-

interrupting and bropropriating from the conversation, and truly work together.

“Mansplaining” ‘Splained.

For those who may be unfamiliar with the term “mansplaining,” this anecdote provides a concrete example.

During a recent lunch meeting I handed my business card to a man who needed my email address. Someone in the group commented because my card is unusual: it’s three inches SQUARE.

The man holding the card said, “Yes, it’s not the usual size.” To which I replied, “I’m a graphic designer; it’s important for my business card to stand out.”

He then gave me HIS business card – which was also oversized and looked like more like a cardboard sheet from a note pad – and he said that his cards had originally been used for a function his company had held but he thought they made good business cards since they stood out...

And then he said, “This is my marketing tip of the day for you” – to use oversize business cards to help me get noticed – while he was holding my OVERSIZED business card in his hand!

Bam! I just got “mansplained!” I’ve been a graphic designer for 30-plus years and I’ve used that design trick to create business cards before. I just walked away shaking my head...

-Katharine Smith

Words Really Matter In The Workplace

When Janet Yellen was confirmed as the first woman Federal Reserve Board Chair, blog posts with titles like “Janet Yellen: the Bitch of the Fed” sprouted across the internet. Madeline Albright has struggled with similar labels and in her memoir said, “As I began to climb the ladder, I had to cope with the different vocabulary used to describe similar qualities in men (confident, take-charge, committed) and women (bossy, aggressive, emotional).” She also noticed how men behaved in ways that would be dismissed if they had been women.

Examples like this spotlighted the negative connotations used to describe women and helped launch Sheryl Sandberg’s “Ban Bossy” campaign. The campaign sought to change a culture in which men are “boss,” but women are “bossy.” Sandberg’s campaign drew amazing leading women as co-sponsors including former Secretary of State Condoleezza Rice and Girl Scouts



“bossy” “aggressive” “emotional” “abrasive”

CEO Ana Maria Chávez. Together, these women took to the airwaves asking people to stop referring to women as “bossy,” especially when talking to little girls.

These negative terms are pervasive in our culture, and alive and well in the workplace. In a 2014 report for Fortune.com, linguist Kieran Snyder took a look at employee evaluations to see if she could quantify the double standards in the ways that male and female employees are evaluated. She collected 248 performance reviews from 28 companies ranging in size from large technology corporations to small startups.

Her findings, coming from reviews conducted by men and women alike, were startling. For one thing, women managers behaved just like their male counterparts. Critical feedback was doled out in a much higher ratio to women: 58.9% of men’s reviews contained critical feedback, while an overwhelming 87.9% of the reviews received by women did. And it wasn’t performance that was drawing the feedback in many instances as much as it was personality. “Abrasive” appeared

17 times to describe 13 different women, but the word never appeared in men’s reviews. In fact, this type of character critique, which showed up in just two of the 84 critical reviews of men, showed up in 71 of the 94 critical reviews received by women.

What to do? As always, awareness is key. Some have suggested that simply educating managers and asking them to monitor this tendency in themselves can reduce such disparities. And because the loss of talented women to self-employment drains off valuable human resources, this education should also include recognition of the strengths that women bring to the table.

Leading Women co-author Dr. Marcia Reynolds points out that companies that change to accommodate women’s strengths can have valuable employees who will stay and grow within the culture. “Women like communication that does not just flow downward but travels up-down-side-ways like the internet,” Dr. Marcia says. “We want flexible work arrangements and freedom to complete goals in our unique work styles. We don’t like op-

erating within hierarchical silos.”

As she pointed out, smart employers have already learned to provide what keeps women happy on the job. Simply providing frequent new challenges and opportunities, flexible schedules, collaboration with other high achievers, recognition, and most importantly, the freedom to be themselves helps keep women in the workplace for the long haul. And who knows? Those talented high-performing women who stay just might propel the company’s success to the next level.

Making Our Voices Heard Despite All Of The Maninterrupting and Words Really Matter In The Workplace were originally published in 2015 at drnancyoreilly.com. Reprinted with permission. All Rights Reserved. Nancy D. O’Reilly, PsyD. is an author of *Leading Women: 20 Influential Women Share Their Secrets to Leadership, Business, and Life*. As a clinical psychologist and motivational speaker, O’Reilly helps women create satisfying, purposeful lives that benefit themselves, their families, and their communities. She is the founder of Women Connect4Good, Inc.

GLEF awardee studying crested macaque monkeys in Indonesia

by Maura Tyrrell



Maura Tyrrell was a 2015 recipient of a GLEF Fellowship; was studying at the University of Buffalo in the graduate program in Evolution, Ecology, & Behavior. Tyrrell recently received a coveted research grant from the Leakey Foundation to support her 15-month study of social relationships between 20 wild adult male crested macaques

(Macaca nigra) in different troops at the Tangkoko Nature Reserve. The Leakey Foundation's mission is to increase scientific knowledge, education, and public understanding of human origin, evolution, behavior and survival. The Leakey Foundation is named for Louis and Mary Leakey, the great paleoanthropologists and archaeologists who fostered field research of primates in their natural habitats, which they considered key to unraveling the mysteries of human evolution. To that end, it has supported the work of such primatologists as Dian Fossey and Jane Goodall, the latter of whom has long been a role model for Tyrrell. She is working on the Macaca Nigra Project under the direction of Dr. Antje Engelhardt in Sulawesi, Indonesia.



Crested macaque monkeys pictures used by permission, courtesy of the Macaca Nigra Project, Dr. Antje Engelhardt.

I would like to update you and the Grace LeGendre Fellowship committee on my experiences in the field. Once again, I am so grateful for fellowship award. It has been a tremendous help for me. I arrived in Indonesia this November. My start date was a bit delayed due to room availability at the research site, but I finally made it! The research site is quite beautiful. It is located inside the Tangkoko Nature Reserve in Sulawesi, Indonesia, just a few meters away from the beach. One some mornings, the monkeys will walk right through camp to forage in the trees nearby.

The crested macaque monkeys are one of the most charismatic monkey species, in my somewhat biased opinion.

The females' social circles consist of their relatives (mothers, sisters, cousins), while the adult males are unrelated because they migrate from their natal group when they reach adulthood. The females are generally very friendly to one another and spend a lot of time grooming, hugging, playing with one another's babies, but they occasionally get cranky and will scream at one another and chase each other. But immediately after they start lipsmacking (a facial expression that indicates friendly intentions) and hugging. It's such a special thing to see monkeys reconcile. Of course, the babies and juveniles never cease to amuse me. They are constantly playing and wrestling, and being goofy in general. My main focus of study are male relationships, which are in stark contrast to the females.

Their relationships tend to be more tense and competitive since they compete over mating with females in their fertile phase. It's been so fascinating observing them. Even though they are very serious and typically avoid one another, I have seen males engage in apparently friendly interactions that require a considerable amount of trust.

Males will grasp each others genitals, mount one another, or mock bite each other in a friendly manner. These behaviors may function to promote close relationships that may translate into tighter cooperative alliances when attacking other males inside the group, or new males that try to migrate into the group. Or they may function to reduce tension when females or high quality food resources are nearby. My data will help me find out! What is also fascinating is when the groups come in contact with each other. We have to be ready to run after them because one group often ends up chasing the other out of the territory. The young males are the most fearless and are always ready to fight.

My days are long, but rewarding. We start at 5 AM and follow the monkeys until they go up into the trees to sleep around 5:30-6:00 PM. My first few weeks I was so exhausted

“It may be that some aspects of human coalitionary behavior had their origins in the common ancestors of Old World monkeys, apes and humans.”

Maura Tyrrell, PhD candidate, Graduate Program in Evolution, Ecology and Behavior, University at Buffalo

News Center, Official UB news and information for the media. <http://www.buffalo.edu/news/releases/2015/03/056.html>

that I went to sleep right after dinner, but now I am getting used to the hard work and can function a bit more normally. I have learned the names of all the adult males and females. It was a big challenge since many females look so similar in appearance. However, their butts are unique in the size and shape of their pink swelling skin, so that is the best way to tell them apart. I am really enjoying my time here. It

is so amazing to spend everyday with these monkeys.

Addendum: The most exciting thing that has happened recently is that a young male from one of our groups [who] migrated into another group replaced the alpha male! It was very surprising since the new male, Echo, is so much smaller than the huge, muscular alpha male, Aslan. Apparently there was a big fight that we

unfortunately did not see, but Aslan had some bite wounds that left deep gashes on his head, arm and thigh. After this migration happened, others seemed to want in too. We had an old male named Raja and a young friend of Echo named Mr. E try to migrate but it didn't work out for them because the resident males and sub-adults would chase them away.

-Maura Tyrrell

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