

NIKE NEW YORK STATE women, INC.

NIKE

The official publication of
New York State Women, Inc.

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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.



Dated Material — Deliver Promptly

CELEBRATING WOMEN'S HISTORY MONTH



Follow the Path to the Betterment of Women

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

Spring is on its way in this month of March. And, March is Women's History Month: a time when we remember and honor those women who have paved the path to our freedoms and rights. From the suffragettes, right on through to today, women have worked and struggled to bring equality and opportunities to women everywhere. Even so, there is still much work to be done on this front. So let us continue working to improve the lives of all women and not just follow the path of those women we are honoring, but further blaze the path to equality.

While women made up the majority of voters in recent elections they were shut out from the polls altogether just a century ago. It took more than half a century of tireless work for American women to secure the right to vote.

In celebration of Women's Equality Day and the ratification of the 19th Amendment, here are some inspiring quotes from American suffragettes:

"The world has never yet seen a truly great and virtuous nation because in the degradation of woman the very fountains of life are poisoned at their source."

-Lucretia Mott

"The older I get, the greater power I seem to have to help the world. I am like a snowball – the further I am rolled the more I gain."

-Susan B. Anthony

"I think, with never-ending gratitude, the young women of today do not and can never know at what price their right to free speech and to speak at all in public has been earned. Now all we need is to continue to speak the truth fearlessly, and we shall add to our number those who will turn the scale to the side of equal and full justice in all things."

-Lucy Stone

"I always feel the movement is a sort of mosaic. Each of us puts in one little stone, and then you get a great mosaic at the end."

-Alice Paul

"The best protection any woman can have... is courage."

-Elizabeth Cady Stanton

As always, please join the journey and follow the path that will strengthen women in their personal, professional and political life while helping those that are in need of our support. May we continue to be an organization of growth and new ideas that will forward our mission.

NEW YORK STATE
women, INC.

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To build powerful women personally, professionally, and politically.

Our Vision

To make a difference in the lives of working women.

Calendar of Events

2018

MONTHLY
15 Communicator deadline

APR
21 2018 Board Meeting
 @Griffiss Institute, 725 Daedalian Dr.
 Rome, NY 13441
 Register: nyswomeninc.org

APR
10 Equal Pay Day

APR
15 NIKE deadline

NEW YORK STATE
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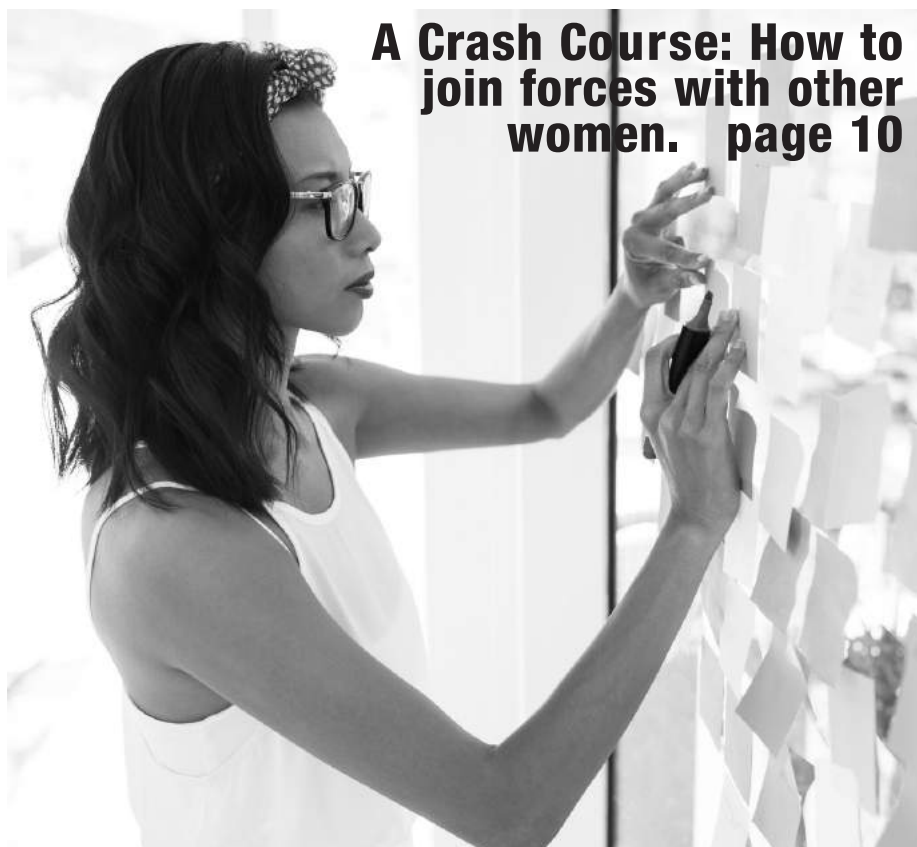
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From the Editor

“Those who don’t know their history are doomed to repeat it. You have to expose who you are so that you can determine what you need to become.”

- CYNTHIA A. PATTERSON
Founder/CEO, Daughters of Virtue and
Excellence Ministries, Inc. (DOVE Ministries)



IN MARCH WE CELEBRATE WOMEN’S HISTORY Month. And, certainly, New York State women have been making history for a long time, especially in the fight for the right to vote! When you read about the lives of these suffragettes, you come to realize how many of these women actually started their searing activism as abolitionists.

The names of Susan B. Anthony and Elizabeth Cady Stanton are well known for their efforts to gain voting rights. But have you heard of Sojourner Truth – born a slave in Ulster County, NY – who advocated for women’s suffrage and the end of slavery? Or Brooklyn-born Sarah J. Smith Thompson Garnet who was the first African American woman to found a suffrage organization? Or Hester C. Jeffrey, the Rochester founder of the Susan B. Anthony Club for Colored Women? Or Buffalo-based suffragette Mary Burnett Talbert, a co-organizer of the Niagara Movement, precursor of the NAACP? Most likely not . . .

That’s why, in this issue of *NIKE*, starting on page 6, we’re highlighting some African American women from New York State who “stood up” and through their activism made a difference that still resonates in people’s lives.

Claire Knowles, with her article *In the Shadow of the Greats*, imagines a NYS Women, Inc. chapter hosting a panel of female “greats” who stood up for what they believed in, and what these women’s expectations might be from us today (next page). And we are testing *your* knowledge of women’s achievements with a pop quiz on page 19.

A Collaboration Crash Course: How to Join Forces With Other Women by Dr. Nancy D. O’Reilly, on page 10, offers insights into women working together. Who knows? The “women-helping-women movement” that’s taking shape today could have as much impact as those long-ago New York State suffragettes! Powerful women joining forces, have and will, continue to create change for the better. So, let’s go out make *our* mark in history!

-Joyce DeLong

DEADLINE FOR THE MAY 2018 ISSUE IS APRIL 15, 2018.

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

In the Shadow of the Greats

by Claire Knowles

Imagine these three New York women, Susan B. Anthony, Elizabeth Cady Stanton, and Eleanor Roosevelt, greeting you at your next NYS Women, Inc. meeting. Yes, there they are – ready to engage in a panel discussion with you and your chapter – everyone is to speak – about women today!

Knowing what they stood for, what do you think that they will ask you?

Susan B. Anthony (1820-1906) **stood** for women's rights, women's suffrage and abolitionism. She was visibly removed from the stage – for speaking her truth; she was jailed. When she first began campaigning for women's rights, Susan B. Anthony was harshly ridiculed and accused of trying to destroy the institution of marriage. She never wavered in her activist role for women's rights.

“I declare to you that woman must not depend upon the protection of man, but must be taught to protect herself, and there I take my stand.”
- Susan B. Anthony

Elizabeth Cady Stanton (1815-1902) **stood** firmly for women's rights and women's suffrage. She also was an outspoken supporter for the 19th century temperance movement. Her *Declaration of Sentiments*, presented at the Seneca Falls Convention held in 1848 in Seneca Falls, NY, is often credited with initiating the first organized women's rights and women's suffrage move-

ments in the United States.

Her power was in her pen – she was a prolific writer – and was publicly criticized in the newspapers of the time for the positions she espoused. Although she enjoyed motherhood and assumed primary responsibility for rearing her seven children, she was quick to share in her letters about the difficulties of balancing domestic and public life – especially in a prejudiced society.

“The best protection any woman can have... is courage.”
- Elizabeth Cady Stanton

Eleanor Roosevelt (1884-1906), American politician, diplomat, and activist, **stood** firmly for human rights. She was the First Chair of the Presidential Commission on the Status of Women, and the First Chair of the United Nations Commission on Human Rights. She was an outspoken advocate for women, as a speaker, writer, and columnist. Her list of “firsts” could fill this page, including being First
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Photos this page: Source: Library of Congress. Susan B. Anthony, full-length portrait, seated, facing left. Taylor, S. A., photographer. Circa: between 1880 and 1906. www.loc.gov/pictures/item/97500105/ Drawing of Elizabeth Cady Stanton, art located at the Frederick Douglass home in Washington, D.C. www.loc.gov/pictures/item/2011634954/ Eleanor Roosevelt, head-and-shoulders photo portrait. Circa: 1945. www.loc.gov/pictures/item/93503451/

Feature: Celebrating Women in History Month

New York State Women of Color Who Stood Tall.

Sojourner Truth (1797-1883)

An inspiring abolitionist orator, Sojourner Truth is most famous for her 1851 speech at a Woman's Rights Convention in Akron, Ohio. Although she probably never spoke the words, "Ain't I a Woman?" Truth did describe her life of hard labor and her belief in gender equality in powerful terms. Born into slavery as Isabella Baumfree in Ulster County, NY, Truth had walked away from her enslavement in 1826, a year before she would have been freed under New York State law. After working as a domestic servant in New York City, in 1843 she experienced a religious conversion, renamed herself Sojourner Truth, and started life as an itinerant preacher. Walking through Long Island, then travelling into New England, she met many prominent reformers. By the time of the Civil War, she had become a national figure, meeting President Lincoln and fighting segregation on Washington streetcars. She spent her later years in Battle Creek, MI, where she unsuccessfully attempted to vote in 1872.



followed by another meeting on the Canadian side of Niagara Falls (the organization took its name from Niagara, to mark the location of the meeting and to call attention to the "mighty current" of change. After World War I, as president of the National Association of Colored Women, Mary Talbert served as the first African American delegate to the International Council of Women congress.



Sarah J. Smith Thompson Garnet (1835-1911)

Sarah J. Smith Thompson Garnet was a Brooklyn-born suffragist and educator who was the first African American woman to found a suffrage organization (the Equal Suffrage League). She was also the first black woman to become a principal in the New York public school system.

Hester C. Jeffrey (1842-1934)

Hester C. Jeffrey was an organizer and activist based in Rochester, NY. She established several African American women's clubs in Rochester. In 1902 she organized the Susan B. Anthony Club for Colored Women, which advocated for women's suffrage.



May Edward Chinn (1896-1980)

May Edward Chinn was born in Great Barrington, MA. Her father, William, was the son of a plantation slave and the plantation's owner. Her mother, Lulu Ann, was the daughter of a slave and a Chickahominy Native American. Lulu Ann was a cook in the household of Charles Tiffany of jewelry store fame. Growing up as a part of the Tiffany household meant May learned to speak French and German and went on trips to concerts in New York City. May also learned to play the piano, and served as an accompanist to Paul Robeson in the early 1920s.



In her final year at Columbia, May got a job as a lab technician in clinical pathology, finished her studies at night and graduated with a bachelor's degree in science in 1921. From there, May went on to study medicine at Bellevue Medical College. When she graduated in 1926, she was the first Negro woman to receive a degree from that institution.

Clara McBride Hale (1905-1992)

After her husband, Thomas Hale, died in 1938, NYC resident Clara Hale took in more than 40 foster children of all ages, religious and ethnic backgrounds. In 1969, Clara Hale was 64 years old and a new door opened. She started to take in drug-addicted women and their children. During the 1970s, Clara Hale expanded her mission of caring for children to include programs for at-risk children and their families. In the 1980s, she responded to



the growing AIDS epidemic by taking in babies who had either lost their parents to the disease or were themselves infected with HIV. The 1990s saw Clara Hale reach out again to women and their children – this time

to women incarcerated for drug-related or other crimes and were thus unable to care for their children.

Marie Maynard Daly
(1921-2003)

NYC-born Marie Maynard Daly was particularly drawn to works on science and scientists as a child. Marie entered Queens College, where she majored in chemistry.



Marie then attended New York University, where she obtained a master's degree. When Marie completed her dissertation in 1947, she became the first black woman to earn a Ph.D. in chemistry from Columbia University.

In 1955, Marie returned to Columbia University, where she took a job teaching biochemistry at the College of Physicians and Surgeons. She also worked with Dr. Quentin Deming on the chemical mechanics of heart attacks, artery metabolism and the connection between high cholesterol and heart attacks. Their studies revealed that a high level of cholesterol contributed to blockages of arteries that supply oxygen to the heart.



Constance Baker Motley (1921- 2005)

Constance Baker Motley was an African-American civil rights activist, lawyer, judge, state senator, and Borough President of Manhattan, New York

City. She was the nation's first female African American federal judge. She was an assistant attorney to Thurgood Marshall arguing the case *Brown v. Board of Education*.

Photos these two pages. Source: Library of Congress. Illustrations these two pages: Katharine A. Smith

In the Shadow of the Greats

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Lady of the United States (married to Franklin D. Roosevelt). She held 348 press conferences over the span of her husband's 12-year presidency. Eleanor Roosevelt's gift to us was in the *strength of living her convictions* – facing down prejudice and societal bias – despite a continual and pointed barrage of public and private criticism about her physical looks and of her social and political activism.

“No one can make you feel inferior without your consent.”

- Eleanor Roosevelt

So here YOU are – seated in the midst of these great women. Three questions are posed:

1. For what do you stand?
2. What is the strength of your convictions?
3. What risks are you willing to take to propel the stance you believe in and stand for?

What is your response? ARE YOU READY TO STAND TALL?

The mission of NYS Women, Inc. is to “build powerful women personally, professionally and politically.” We do that through advocacy (making a difference in the lives of New York women of every age and demographic, now, and into the future), through legislative, educational, and service advocacy. We also reach out and support each other within our own chapters and communities – nurturing the seeds of friendship.

We continue to stand on the shoulders of the greats, and strive to make them proud. Collectively, we can do this through NYS Women, Inc. The haunting questions above, however, compel us to seek personal introspection first. Then, to muster our individual courage, individual strength, standing up – unwaveringly – for the personal convictions we each hold.

We know our work continues: Eliminating racism, advancing the status of women, standing for causes like social justice, political prowess, equality, fairness, safety and security, rights and responsibilities.

Onward! While we each may stand for different causes, with varying degrees of passion, still we are collectively orchestrated in forward progress. Time moves on. The beat goes on. So do we.

Claire Knowles is a 2-time Amazon best-selling author, including the book, “Can You See Them Now? Elephants in our Midst.” She is a speaker and business leadership consultant, helping leaders and their teams become the most effective they can be at accomplishing their goals (together). She is a member of the Buffalo Niagara Chapter. www.ClaireEKnowles.com or 716-622-7753

Slate of Candidates 2018/2019



DEBRA CARLIN
Candidate for Re-election for
PRESIDENT

I have been a member of NYS Women, Inc. since 1989 joining the Tri-County Chapter (formerly the Norwich Chapter) and have served as local treasurer, local president, region secretary, assistant region director, director for Region VI (2006-2008), state secretary 2013-2016, state president-elect 2016-2017, and state president 2017 to now.

I have found that this organization proves to be a great sisterhood of sharing; with an understanding of the many issues facing women. Being a member helps women achieve new levels of self confidence and provides a valuable network of friends and mentors while working to build women personally, professionally and politically.

The Chenango County ARC was a source of employment for many years, most recently as the vice president of administration & finance from which I retired in 2015. This agency employs 160 and serves more than 300 intellectually and developmentally disabled individuals throughout the Chenango County area. These individuals are enrolled in one or more of the programs offered which include a sheltered workshop, residential services, day habilitation programs, dental services, social work, nutritional guidance. I now currently work part time for Cwynar & Company, CPAs, PLLC, an accounting firm.

I was also a member of the Financial Managers Association of Eastern and Central New York for
Continued on page 18



ROBIN BRIDSON
Candidate for Re-election for
PRESIDENT-ELECT

I currently hold the state position of president-elect. I am a member of the Mohawk Valley Chapter and an associate member of the CNY Chapter. In my local chapter, I was president-elect (2012-2013) and then president (2013-2016). As part of Region 5, I was assistant region director (2013-2014) and region director (2014-2016). Previous state positions included database manager (2014-2016), Nike business manager, a member of the membership committee and future planning committee.

I grew up in the Rochester area and went to R.I.T. I moved to the Utica area in the early 90s and now reside in the Syracuse area. Technology, training and presenting are my passion. I have presented a number of workshops at the local, region and state level. I bring to the table more than two decades of training experience, from computer applications to business skills.

The certifications I am most proud of are MCT (Microsoft Certified Trainer), PMP (Project Management Professional), and ITIL Foundation (Information Technology Infrastructure Library). I am a graduate of Leadership Mohawk Valley (a yearlong leadership development program)

I was an instructor with New Horizons Computer Learning Center for 15 years and recently left that company to join Colgate University as professional development and training coordinator.

Other current activities include the Zonta Club of Syracuse and
Continued on page 18



JACQUIE SHELLMAN
Candidate for Re-election for
VICE PRESIDENT

“Put forth . . . better impulses, straightforward . . . unafraid . . .” That’s what I did in 1977 when asked to join BPW/NYS. Within 12 years and with wonderful mentorship, I was elected local vice president and then president, finally culminating in assistant district director and on to district director.

As member of my local, I led a movement to award a \$50 savings bond to the first baby girl born at our local hospital during National Business Women’s Week. I also led the movement to award a scholarship to a high school senior girl in one of the surrounding high schools where our members lived.

As assistant district director and district director, I saw District VII grow to 14 clubs. With Elsie Dedrick (district director) I created the “sister club” concept enabling members to better know one another and build sense of team. I was awarded the Shamrock award for growth in membership.

About 10 years ago, our local was going to fold (no one wanted to lead) so I stepped in as president again. It was then I introduced a “shadowing concept,” where a new member teamed up with a seasoned member. This provided a sense of immediate belonging while learning the ropes, leaving the door open to changes and avoiding the mantra “we have always done it this way before”.

I was again elected assistant region director and region director: Region 7 has five locals, all very active in their communities. Two locals have
Continued on page 18

In accordance with New York State Women, Inc. bylaws (revised June 3, 2017) **Article X. Nominations Section 5.** Nominations may be made from the floor. Presentation of nominees and call for any further nominations from the floor will take place at the Annual Conference , first business session Friday, June 8, 2018. *-submitted by Margherita Clemento, nominations chair*



LINDA PROVO
Candidate for Re-election for
SECRETARY

Linda Provo has been an active member of the organization since 1985, at which time she joined Tupper Lake BPW, holding various positions: local president, District XI director, assistant district director, district secretary with the guidance of Ida M. Perry and Mary Hart. For the 1986-1987, she received the Tupper Lake BPW “Woman of the Year” award. On the state level she served as chair of the nominating committee, member of the New Careerist Program, and Grace LeGendre Endowment Foundation and state president 2007-2008.

Since the inception of NYS Women, Inc. she has served as treasurer of the now-dissolved Adirondack Chapter, state nominating committee chair, communications chair, 2016-2017 registration chair for Theresa Fazzolari, 2017-2018 registration chair for Debra Carlin, member of the meetings committee, MOI committee, bylaws committee, and continues as a director of the Grace LeGendre Endowment Foundation committee. She has regularly attended local, region and state meetings.

Retired from the State of New York in 2000 as a key-board specialist, she keeps busy (since 2008) with the local community as a member of the Rotary Club of Tupper Lake, working diligently to live by the Rotarian motto “Service above Self,” helping with food baskets during Christmas season, golf tournaments, special fund raising events, and in 2013 was recognized as a “Paul Harris Fellow” – the highest award given to Rotarians. She currently serves as the secretary of the club – a position she has held for 7 years.

In her “spare time,” she has crocheted over thousands of afghans, many of which our members possess. Baby afghans have been donated to needed shelters as well as the Neonatal Intensive Care Unit in Staten Island.



MARY A. STELLEY
Candidate for Re-election for
TREASURER

I am the CEO and board of directors treasurer for the Gowanda Area Federal Credit Union, assets \$18,000,000, a Notary Public and currently serve as a Town of Collins councilman. I started my career as a stenographer for the Federal Bureau of Investigation from 1961-1967, working in the Washington Field and Buffalo Offices. I am the current NYS Women, Inc. treasurer.

I am a member of Lakeshore Chapter, NYS Women, Inc.; currently serve as 2nd VP of the NY Grace LeGendre Endowment Fund Inc. and treasurer of Gowanda Area Chamber of Commerce. I am the current Northeast RVP for the Society of FBI Alumni.

I served as 1995-96 BPW/NYS treasurer and other officer positions until becoming the 1999-2000 president. I have held various positions at chapter, region and BPW/NYS, now NYS Women, Inc., including finance chair and *NIKE* business manager.

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

I have held leadership roles for more than 45 years with community organizations: Women of the Moose, Friends of the Collins Public Library, St. Joseph’s Altar & Rosary Society, Gowanda PTA. I 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 my community and volunteerism is important to me. NYS Women, Inc. has enriched my life for years through educational workshops and friendships, and instilled in me the importance of women running for political office. 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.

NEW YORK STATE WOMEN, INC.

OUR MISSION:

To build powerful women personally, professionally, and politically.

OUR VISION:

To make a difference in the lives of working women.



A COLLABORATION CRASH COURSE

How to join forces with other women (when you're used to going it alone)

by Nancy D. O'Reilly

Collaboration is an incredibly valuable skill in today's marketplace, and what's more, women are naturals at it. But if you've always been the "lone (she) wolf" type, you may not know how to get started. Dr. Nancy O'Reilly offers 10 tactics to kick-start your collaborating career.

"The whole is greater than the sum of its parts." -Aristotle

Fifteen years into the new millennium, we've all heard (and heard some more) that the ability to collaborate is a crucial skill in the global economy. And it's not hard to see why. The problems faced by today's organizations have gotten so incredibly complex that a diverse range of skill sets is needed to solve them. After all, no one can possibly be good at everything. No two

people will ever arrive at exactly the same solution. And of course, there's an amazing synergy that arises when we join forces with others.

And here's the coup de grâce, says clinical psychologist Dr. Nancy D. O'Reilly: Women are perfectly poised to catch and ride the collaboration wave to unprecedented heights.

"Women are hardwired to connect,

to share ideas, to combine resources, and yes, to change the world," says O'Reilly, who along with 19 other women, co-wrote the book *Leading Women: 20 Influential Women Share Their Secrets to Leadership, Business, and Life*.

"This ability is the cornerstone of the women-helping-women movement that's taking shape. Women

are at our most powerful when we join forces, so if we don't do it, we squander our greatest strength," she adds. "Plus, working together for the greater good feels good!"

So what is collaboration? Basically, it's what happens when two or more people work together to achieve shared goals and a common purpose. It's not just dividing work up like the parts of a pie: "You make the crust and I'll make the filling, and then we'll put them together." It's more like: "Let's each bring our best ingredients, go into the kitchen together, start chopping and mixing and seasoning, and see what takes shape."

"Magic happens when we collaborate," she explains. "We're influenced by each other's take on things, and ideas begin to evolve. We draw from each other's energy. Something entirely new is born, and it's often far greater than anything one person could have come up with alone."

One thing's for sure: Whether you're a budding entrepreneur seeking to start something new, an employer wanting to expand her company, or an employee hoping to "lean in" further, collaboration is an incredibly valuable skill for staying viable in today's marketplace.

So if collaboration is as natural as breathing for women, why can't YOU seem to do it? Maybe you're steeped in the "rugged individualism" mindset. Maybe you've had some bad experiences with "group projects" in the past. Maybe you've even bought into the outdated notion that other women are competitors. For whatever reason, you're just not used to seeking out other women to join forces with—and it's time for that to change.

Here, O'Reilly shares 10 tactics to help you unlock the "power of sisterhood" by tapping into the women-helping-women movement:

Understand up front that collaboration goes beyond mere "connecting." Technology may have made it easy to reach out to and network with a large number of people, but collaborating in a strategic way goes far beyond collecting LinkedIn connections, Facebook friends, or Twitter followers. (Not that there is anything wrong with doing these things; actually, social media can be a valuable collaboration tool.) How deep *and* how broad our reach is, and how well we can partner with other women, determines our success.

"Collaboration is about building a real relationship with someone, not just striking a business deal or adding another name to your digital Rolodex," O'Reilly comments. "So don't rush to the close. Take it slow, get to know each other, take an interest, and follow up. Don't miss out on the satisfaction of gaining a new friend."

Understand up front that collaboration goes beyond mere "connecting." Technology may have made it easy to reach out to and network with a large number of people, but collaborating in a strategic way goes far beyond collecting LinkedIn connections, Facebook friends, or Twitter followers.

Think creatively about who you might collaborate with and why. Sometimes potential collaborations are fairly obvious. For instance, if you have expertise as an interior designer but lack experience with bookkeeping and managing a staff, you might partner with another woman who *does* have those skills. But other times, fertile collaborations aren't so obvious. Think outside the box about who might have the same needs and goals as you.

"For example, let's say you sell home alarm systems," says O'Reilly. "You could seek out other

businesses that have a customer base you'd like to tap into – like contractors and home builders – and pay them a percentage for referrals. I've even heard of women who collaborate with competitors. If one person is approached by a client who would benefit more from a competitor's expertise, she refers that client – and vice versa. Ultimately, everyone wins – each woman is able to play to her strengths, and the client walks away happy."

Don't gravitate toward women who are like you.

It's a natural human tendency to seek out and spend time with people who share our viewpoints, opinions, attitudes, and methods. It feels good when others validate how and what we think. But on the flip side, that's not how we learn.

"Be careful that your efforts to collaborate don't turn into groupthink or an echo chamber," O'Reilly warns. "Instead, seek out women who have skills and strengths you *don't* already have. Remember that as long as respect and civility are present, debates and disagreements are a good thing. That's how amazing, higher-level creativity is fueled."

Set a collaboration goal. Put some numbers with it or get it on the calendar.

Good intentions don't mean much when it comes to successful collaborating. If you don't have a finite goal to work toward, it will be all too easy to "think about it tomorrow," Scarlett O'Hara-style.

"Decide that you'll connect with X women a month or meet X times a month with a collaboration partner," O'Reilly suggests. "Insert your own numbers depending on your circumstances, goals, and personality. Quantifying your intentions will force you to be accountable. Otherwise, your desire to collaborate will remain just a vague dream."

Assume nobody is off-limits. You may assume that "eligible collaborators" have to work in your industry or be within a few rungs of you on the corporate ladder. This

Continued on page 15

Emma Hart Willard

Women who helped build the Empire State.

by JoAnne Krolak

“It is the duty of a government, to do all in its power to promote the present and future prosperity of the nation, over which it is placed. This prosperity will depend on the character of its citizens,” Emma Hart Willard said to Governor Clinton. She wrote this in her “Plan of Female Education,” which was addressed to the New York Legislature in 1819.

Emma Hart was born in Berlin, CT, in 1787. Her father encouraged her intellectual curiosity, and in addition to the education available to young ladies of that time, Emma was able to study such subjects as geometry and philosophy. After teaching at several girls’ schools, she moved to Middlebury, VT, where she would direct the town girls’ school. In 1809, she married Dr. John Willard, who enjoyed his wife’s

interest in academic subjects and even encouraged it. Emma borrowed her stepson’s (a student at Middlebury College) textbooks to teach herself a variety of subjects. Then, in 1812, through a combination of family financial distress and a continuing interest in education, Emma Hart Willard opened the Middlebury Female Seminary in the Willard home.

The school was a success, but Emma was still keenly aware of the difference in educational opportunities available to women at that time. In 1819, she saw a chance to enlarge the seminary and the family moved to Waterford, NY. In an attempt to gain state financial support for the institution, Emma Willard wrote “A Plan for Improving Female Education,” which outlined her vision for improving women’s education. Her plan proposed a publicly-endowed seminary for young women, which would be governed by a “board of trust,” who would supervise the program of instruction, which was the same



At the time of her death in 1870, Willard was proclaimed the best known woman in America.

- National Women’s Hall of Fame, Seneca Falls, NY

method used as schools for young men. As part of her attempt to gain the support of the New York legislature, Emma Willard first sent a copy of her plan to Governor Clinton. Despite the support of the governor, the state legislature refused to appropriate the funds, and the Waterford Seminary faced closure.

The school, and Emma Willard’s dream did not die, however, because the Troy, NY, Common Council stepped in with an offer of financing if she would move the school to Troy. In 1821, the Troy Female Seminary began offering young women an education that included mathematics, the sciences, languages, history, geography, writing, art, music, and more. Emma Willard was well aware that most of her graduates would become wives and

mothers, so she made certain they also learned housewifery and home management skills. Emma Willard also continued her own personal program of study and wrote many of the textbooks used by the students at the Troy Female Seminary.

The school also gained a reputation for training teachers. Emma Willard believed women were in a unique position to influence young minds, shape their character and thereby benefit society as a whole. She believed that women had a gift for instruction, to vary the method used according to the need and disposition of their students, and the patience to persist until the lesson was learned. Troy Female Seminary graduates carried the lessons learned there to positions in classrooms across the country. In time, institutions for women’s education that were based on the Troy model were founded in other states.

Emma Hart Willard traveled abroad, where she met

Willard's Words

"Among families, so rich as to be above labour, the daughters are hurried through the routine of boarding school instruction, and at an early period introduced into the gay world; and, thenceforth, their only object is amusement.--Mark the different treatment, which the sons of these families receive. While their sisters are gliding through the mazes of the midnight dance, they employ the lamp, to treasure up for future use the riches of ancient wisdom; or to gather strength and expansion of the mind, in exploring the wonderful paths of philosophy."

"Genuine learning has ever been said to give polish to man; why then should it not bestow added charm on women?"

"Any woman has a right to open a school in any place; and no one, either from law or custom, can prevent her."

A Plan for Improving Female Education | 1819

"Who knows how great and good a race of men may yet arise from the forming hands of mothers, enlightened by the bounty of their beloved country?"

A Plan for Improving Female Education | 1819

with female educators in France and Great Britain. In 1838, she turned the operation of the Seminary over to her son and his wife. A second marriage (Dr. Willard had passed away in 1825) ended in divorce in 1843. Emma Hart Willard returned to Troy, where she occupied herself with revising the textbooks she had written and also continuing her efforts on behalf of women's education. Emma Hart Willard died in 1870 without securing permanent, public funding for her institution. However, in 1895, the school took her name for its own. In 1910, through a gift from alumna Margaret Olivia Slocum Sage, the Emma Willard School moved to its present location and from where its graduates continue the commitment begun by Emma Hart Willard to this very day.

[Editor's note: we are reprinting some of JoAnne Krolak's past columns. This article was originally published in the Spring 2006 issue of NIKE.]

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Chapter News

Chadwick Bay Chapter – Region 8

- submitted by Donaldly Hover

Chadwick Bay Chapter opened its March 20th meeting to the public; encouraging attendance of working mothers, wives, and single parents, both women and men. It was held at the Kosciuszko Club in Dunkirk. The guest speaker was JoAnn Krieger MEd., LMHC, CASAC-T, graduate of St. Bonaventure University. She is a licensed mental health therapist and owner of WNY Counseling and Stress Management located in Williamsville. Attendees learned how to de-stress their lives by focusing on work and life balance.

The chapter's next speaker will be in May, also open to the public. It will be led by Jessica McKeever, Chautauqua County Safe Harbour coordinator and community educator from the YWCA of Jamestown. The workshop will educate attendees on what is exactly meant by human trafficking and dispel some of the misconceptions about who participates in this growing problem. For more information, contact Chairperson Casey Seidel at 484-459-9722, or nyswchadwickbay@gmail.com.

Staten Island – Region 2

submitted by Rosemarie Dressler

The Staten Island Chapter recently led the Sisterhood of Women's Organizations to provide more than 1,000 local students with information and tools to assist them make decisions that will impact their future. The Staten Island Chapter-led Sisterhood recently joined with the three Staten Island-based colleges to help guide local high school students navigate their academic careers at a Career Conference on the grounds of St. John's University.

"The women of the Sisterhood are volunteers from local organizations concerned with issues important to women and their families," said Christine Olivieri Donahue, chapter president.

Sisterhood organizations participated in a fair and presented as a panel-



(Left to right) Christine Olivieri Donahue, president, Staten Island Chapter, with Elaine Croteau and Rosemarie Dressler at Career Conference Fair.



Staten Island member Rosemarie Mangano, nutritionist, addresses groups of local high school students at the conference at St. John's University.

ist or guest speaker at workshops. The women of the Sisterhood presented on positions in business, health, environmental science and government and other topics such as You are the Architect of Your Life, Brave Enough to Succeed, Dressing for Success, Non-Traditional Jobs in STEM, Financial Information for High School Students, and Social Media Marketing.

"The Staten Island Chapter led the Sisterhood this year to educate high school students on career pathways and opportunities," said Rosemarie Dressler, Staten Island Chapter member and conference chair. "These forward thinking women shared their expertise and experience in an effort to provide students with insights into careers they may not have considered and give them practical suggestions to help them reach their goals."

Women's organizations on Staten Island have a long history of providing the financial and emotional backing to support issues important to them. They volunteer countless hours of resources, time and energy to address needs and improve opportunities for women and their families. Many of these organizations have been working for nearly 100 years advocating for change and supporting initiatives that promote the status of Staten Island women. In 2010, for the first time in the borough's history, women's organization responded to a call from the Staten Island Chapter to unite and join together as a "Sisterhood," requesting that volunteers approach issues with a united voice. The response was overwhelming.

Walton Chapter – Region 6

- submitted by Carol Michalski

The Walton Chapter is pleased to honor its two new members, Karhleen Hayek and Rene Stratton.



Rosemarie Dressler (r), past president, Staten Island Chapter and conference chair Jocelyn Coalter, LMSW, director, University Career Services, Division of Student Affairs, St. John's University.



More than 1,000 Staten Island high school students arrive on the campus for workshops sponsored by the Staten Island Chapter and other Sisterhood organizations.



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A COLLABORATION CRASH COURSE

Continued from page 11

is not true. The world is full of all kinds of women, in all different industries, and at all levels of authority with whom you might mesh perfectly. In an ever-flattening world where hierarchies and titles are less important than ever, it doesn't make sense to categorize potential collaborators this way.

"Don't let how busy or important another person is hold you back from reaching out," O'Reilly urges. "If you want to collaborate with a thought leader or C-suite resident, ask. I am usually pleasantly surprised by how willing women are to share ideas, best practices, advice, and support – even with so-called competitors.

"One of the things I love most about working with other women is that there really is a sisterhood that supercedes making money and getting ahead. Women who have achieved success know how much it means to help their 'sisters' get a leg up."

When you approach someone, don't just wing it. Whether your proposed project involves a business venture, a community cause, personal development, or something else, have a few ideas going in. Put together a convincing pitch and be prepared to sell your idea. If your idea is too vague and unformed, what should be a dynamic meeting of the minds can quickly fizzle out or turn into a rambling gab session (which is fun but doesn't count as collaboration).

"You don't need to (and in fact, shouldn't) have every little detail mapped out, but you should be able to explain your overall goals for the project and what you envision each person bringing to the table," O'Reilly notes. "While

there *is* incredible synergy when talented minds meet up, they still need a plan to follow. Don't expect something great to coalesce from idle chit-chat."

On the other hand, don't be too rigid or dominating. Even if you initiated a particular collaboration, stay open to the other woman's thoughts and input. Let the interaction unfold organically, even if it veers from the path you'd envisioned. Nothing squashes creativity and innovation faster than a perceived lack of respect for others' opinions.

"Believe me, I understand how difficult it can be to unclench, take a risk, and let other people have partial control of your 'baby's' destiny," O'Reilly acknowledges. "It isn't always comfortable, but setting aside your original vision and staying open to 360-degree feedback is the best way to spot problems, work out kinks, and discover the most innovative ideas."

Keep ideas doable (and fun). Keep in mind that most potential collaborators are likely to have plenty of preexisting commitments and responsibilities of their own. If you make your idea seem like just another box the other woman will have to check off her to-do list, you'll be less likely to get her buy-in.

"All I'm saying is, don't overwhelm the other woman by making your project seem like a ton of work or a huge drain on her time," O'Reilly comments. "Your ideas need to be realistic and energizing so that she will want to be part of them."

Continued on page 18



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“Often, it can help to pair your collaboration time with other activities,” she adds. “It doesn’t have to happen at a conference table during business hours. Get creative about when you collaborate. For example, you might ask the other woman to join you on your daily walk to discuss ideas. Or have a tête-à-tête while your kids play together at the park. And so on!”

Make sure you’re not just a “taker.” Sure, collaboration is a group effort – but it’s one in which you need to pull your own weight. Even if you’re approaching women with more experience and/or resources, you must bring value to the table. Show that you are prepared for and invested in the project and make it clear that you are willing and ready to work hard.

“The women-helping-women movement isn’t about free lunches; it’s about combining forces,” O’Reilly comments. “Both parties need to benefit. Think long and hard about your knowledge and skills and how they can help your fellow collaborator. Spell this out up front so she won’t think you’re just looking for a free lunch.”

Think long term. If you can’t make a project happen with someone right away, don’t write her off forever. A “no” today might be a “yes” six months or a year down the road. Remember that successful women often have a lot on their plates, so whenever possible, stay flexible with your timeline. The wait will probably be worth it.

“If you get a ‘maybe later’ answer from a potential collaborator, check in every once in a while,” O’Reilly advises. “Be persistent without being annoying, and keep the other woman updated on any new ideas or progress that might affect how you work together.”

“Over the course of human history, many wise people have observed that we become like the people we spend the most time with,” O’Reilly concludes. “So why not seek out and work with as many smart, talented, passionate women as possible? Together, we have the power to change our lives, our industries, our communities, and our world!”

© Nancy D. O’Reilly Reprinted permission. 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 the satisfying and purposeful lives they want to benefit themselves, their families, and communities. She founded *Women Connect4Good, Inc.*, a foundation which benefits from her writing and speaking services. O’Reilly interviews inspiring women for online podcasts available on her website. www.drncancyoreilly.com

Slate of Candidates 2018/2019

DEBRA CARLIN, continued

which I served as secretary. This is an organization working to bring information and support to non-for profit agencies that serve the intellectually and developmentally disabled population of New York State.

I was born, raised, and currently live, in rural Oxford, NY and enjoy spending time with family and friends, the great outdoors and providing care (and sometimes a home) for homeless cats and dogs.

ROBIN BRIDSON, continued

Women TIES (Together Inspiring Entrepreneurial Success). Previous organizations include Rotary, Junior League, and Carnegie.

JACQUIE SHELLMAN, continued

held successful Youth Leadership programs. As Region scholarship chair I worked with two PSPs to revise criteria to encourage more applications.

Running for office of NYS Women, Inc. vice president, I again “Put forth . . . better impulses, straightforward . . . unafraid . . .” As vice president serving with President Carlin, I appointed liaison to advocacy and membership committees. As a member of meeting committees, I helped choose sites, plan events to ensure meetings not only empower our members professionally, personally, and politically, but are also fun, making the trip and expenses worthwhile.

Retired from University of Rochester, I am a Young Living Essential Oil distributor with seven people on my team. Several years ago on Vestry of local Episcopal Church. I help produce maple syrup. Our daughter, Rachel, teaches third grade in Mt. Morris, NY.

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



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