



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

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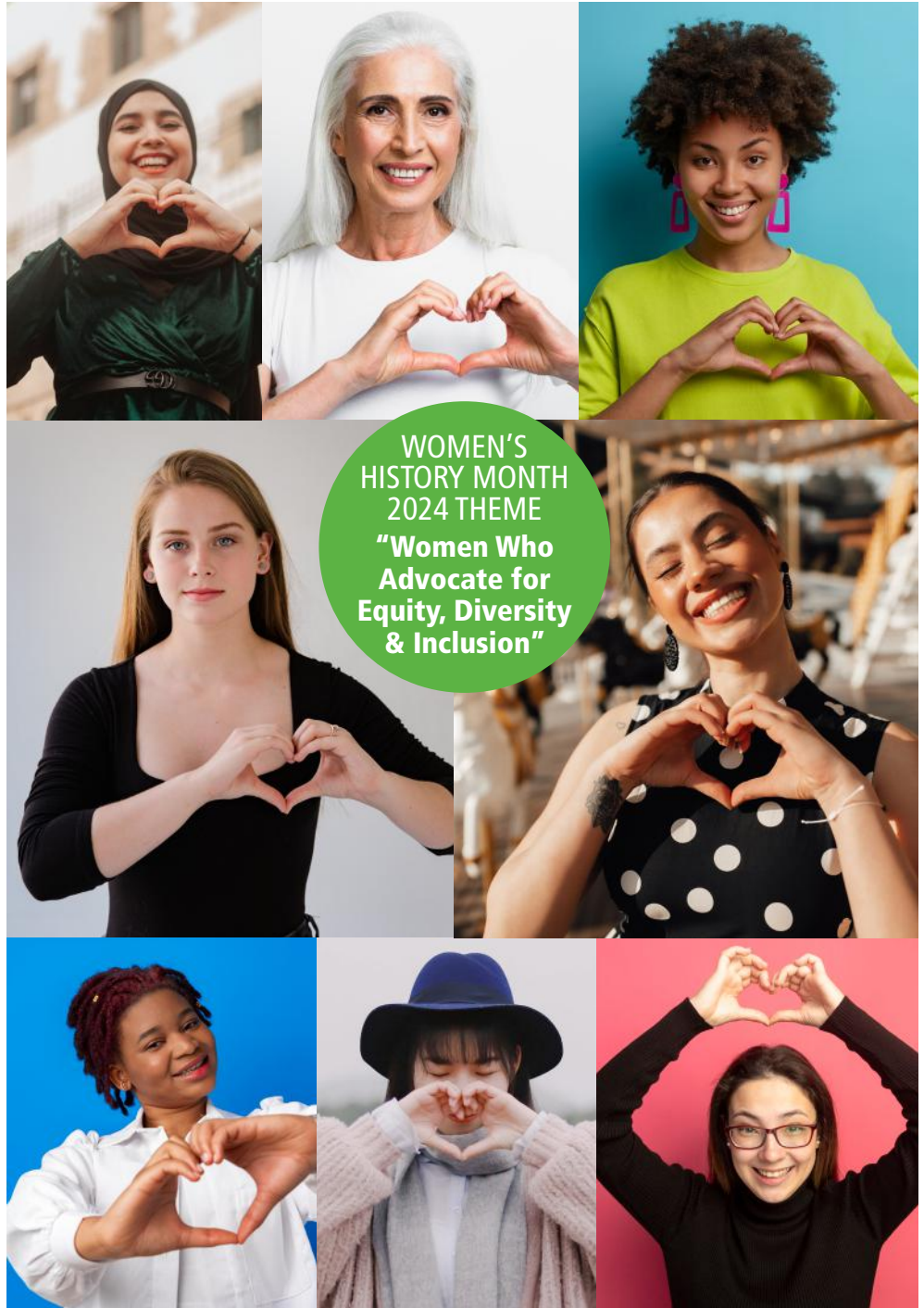
NEW YORK STATE  
**women, INC.**

**Our Mission**

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

**Our Vision**

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



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Are YOU a member of NYS Women, Inc. yet?  
Time to check us out at [nyswomeninc.org](http://nyswomeninc.org)

# NYS Women, Inc. – The State of the State



## Welcome to Spring!

-Janet Carey  
NYS Women, Inc. President, 2023/2024

Not only are we looking ahead toward longer days and warmer rays of sunshine, but we welcome the annual opportunity to celebrate both Women's History Month and International Women's Day on March 8th. It allows our creative juices to flow as we plan new and unique ways to honor the tireless effort and amazing strength of our foremothers who forged sacrificial paths in their lives to promote the freedoms and rights that we enjoy in our lives. Educating ourselves about the challenges they faced at their time and their perseverance in meeting them can provide lessons of inspiration for us today.

Our very own *NIKE*, now in its 73rd year of publication, has recorded the stories of so many of these valiant women in history. I urge everyone, especially if you are a newer member, to go to our website and read through previous issues of the *NIKE* – especially the March issues and our Centennial issue – to learn about the women who not only gave so much of themselves to work towards women's equality, but those who worked hard against the odds and earned the right to be the first in their field of endeavor, opening the doors for others to follow. The list is compelling – first doctor, lawyer, architect, governor, legislator, congresswomen, black congresswoman, astronaut, medical director, scientist, journalist, nurse educator – and the list goes on. Women have contributed to create a richly woven fabric in our history as they trailblazed the way for much desired change. And for this we honor them throughout the month of March, remembering key dates.

March 3, 1913 – The suffragists first major march on Washington

March 8, 1911 - International Women's Day

March 1917 – National Women's Party was formed

March 1, 1972 - Title IX was passed

March 1972 – the Equal Rights Amendment was passed in the Senate

March 1980 - Jimmy Carter declared March 8 the start of National Women's Week

March 1981 – first Joint Congressional Resolution declaring the week of March 8 to be National Women's History Week

1987, Congress declared the entire month of March Women's History Month

The theme of this year's Women's History Month is "Women who Advocate for Equity, Diversity and Inclusion." The National Women's History Alliance (NWhA) website provides a tool kit for developing your own community programs to honor local courageous women, past and present who have taken the lead to show

the importance of change.

International Women's Day (IWD) recognizes the social, cultural, and political achievements of women throughout history, while also highlighting the ongoing fight for gender equality. The theme for year 2024 is, "Count Her In: Invest in Women Accelerate Progress". The priority theme of the 68th Commission on the Status of Women of the United Nations, "Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective," serves as the foundation for this theme. The supportive color of the day is purple – signifying justice, dignity, and being loyal to the cause.

I hope you and your chapter have already planned to create or join in the celebrations in March. There are so many ways to participate and share your event. Please remember if your chapter has a special event planned, to place it on the NYS Women, Inc. website calendar and consider entering it for the Chapter Special Event Award. The award criteria can be found on the members login under Awards.

ALL ENTRIES MUST BE RECEIVED BY MAY 1ST, 2024. SEND YOUR ENTRY TO SPECIAL EVENT AWARD CHAIR, JACQUIE SHELLMAN. [Jacquie.Shellman@gmail.com](mailto:Jacquie.Shellman@gmail.com) or PO Box 563, Lima, NY 14485.

We also recognize that there is much work in the challenges of equality to be done locally, statewide, in our country and around the world. It is how we embrace those challenges individually and collectively that will define how we are regarded in history. How we invest in women – ourselves, our members, and those we have yet to meet will be extremely important.

Investing in our members, brings us to our Spring Board Meeting. This year it will be virtual on March 9th at 10:00 AM. All board reports are submitted online. Past President Pat Hendrickson will be speaking before the meeting at 9:15 AM. Her keynote topic is, "Meeting Ongoing Challenges in 2024", certainly apropos to the March themes. There will be some Q&A time after.

Investing in our members, on Thursday, March 21st, we will be having our Chapter President's Meeting at 6:30. Our NYS Women, Inc. president, past president and president-elect will meet with our local presidents to share, brainstorm, problem solve and look ahead.

Investing in ourselves – Be sure to check out the upcoming CDO and NYS Women, Inc. Zoom presentation descriptions on the website Calendar of Events. Highlights are below.

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2024

**MONTHLY**  
**15** Communicator deadline

**SEPT**  
**15** NIKE submissions deadline

**MAR**  
**9** March Board Meeting  
**VIRTUAL via Zoom**  
**10:00 AM**

We connect  
 and build  
 women  
 personally,  
 professionally  
 and politically.

**NEW YORK STATE**  
**women, INC.**

**NIKE Submissions**

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

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## From the Editor

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

NYS WOMEN, INC. ADVOCATES FOR WOMEN. During this Women’s History Month we’d like to note, there may never be a more exciting time than today to make progress in elevating the status of women. We may not have a female president, but opportunities abound for women to be in leadership positions that reframe and shape policies affecting issues of importance to women and families. According to a West Coast-based coalition called Women Count “. . . the role that women play in our economic structure has never been clearer. Women are the backbone of the nation’s workforce.” In 2022, women accounted for 46.8% of the labor force – 76.6 million in all; 40.5% of women were the primary or co-breadwinner for their families; and nearly one in 10 women workers were in a union – about 6.5 million, accounting for 46.3% of all union workers. And, did you know women account for 85% of all consumer purchases? Or that one out of every 11 American women owns a business? [Source: U.S. Department of Labor.]



With that in mind, the NYS Women, Inc. mission of advocating for women is now more important than ever. Women enter and stay in the workplace in record numbers. Working women need skills, networking and support to maintain and advance their economic status. And, after a lifetime of work, women need the information and support to see them through a comfortable retirement, as well as the policy changes that can make that possible. Women need NYS Women, Inc. and our organization needs to be front and center in supplying the resources women need.

This month NIKE celebrates women’s history. Our articles in this issue tell the history, and announce the 2024 themes, for Women’s History Month (page 10) and International Women’s Day (page 5). And we celebrate just *some* of our own history-making New York State women on page 8.

We hope you and your chapter celebrate this Women’s History Month with NYS Women, Inc. in mind, since together, *we connect and build women personally, professionally and politically.* 🍷

*-Joyce DeLong*

**JUNE 2024 ISSUE DEADLINE: MARCH 15, 2024.** Add NIKE in your email subject line and send to the attention of Joyce DeLong, NIKE editor or Katharine Smith, associate 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.

# Cover Story: Celebrating Women



## “Let’s Inspire Inclusion”

Our image of a young woman forming a heart with her hands is the #InspireInclusion pose. Are you in? Will you inspire inclusion? Strike the #InspireInclusion pose to show your solidarity.

## March 8, 2024 is International Women’s Day

**The campaign theme for International Women’s Day 2024 is Inspire Inclusion. When we inspire others to understand and value women’s inclusion, we forge a better world.**

And when women themselves are inspired to be included, there’s a sense of belonging, relevance and empowerment.

**The aim of the International Women’s Day (IWD) 2024 #InspireInclusion campaign is to collectively forge a more inclusive world for women.**

Get involved for IWD 2024

With well over a century of history and change, the first International Women’s Day (IWD) was held in March 1911. IWD isn’t country, group or organization specific. It’s a day of collective global activism and celebration that belongs to all those committed to forging women’s equality. World-renowned feminist, journalist

and activist, Gloria Steinem, reportedly once explained: “The story of women’s struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights.”

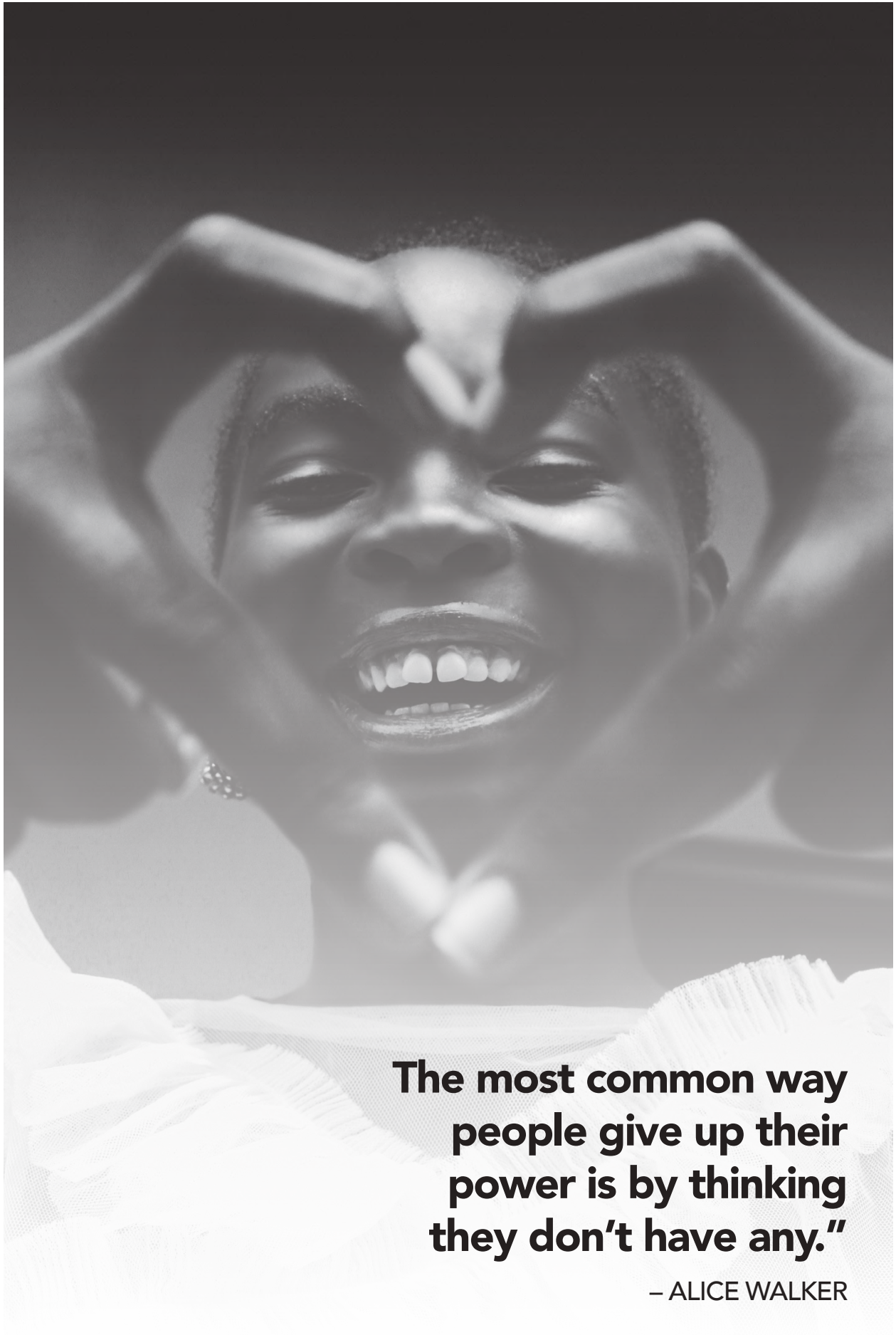
So together, let’s all help fight the good fight. All IWD activity is valid, that’s what makes IWD so inclusive. Join in and make IWD your day, doing what you can to support and advance women.

**When we truly value difference, inclusion comes from the heart.** Inspire others to help forge an inclusive world by sharing your #InspireInclusion image across social media using #IWD2024 #InspireInclusion.

Committing to inspire inclusion

• When women aren’t present, we must ask: “If not, why not?”

*Continued on page 7*



**The most common way  
people give up their  
power is by thinking  
they don't have any."**

**– ALICE WALKER**

# “Let’s Inspire Inclusion”

Continued from page 5

- When women are discriminated against, we must call out poor practice.
- When the treatment of women is not equitable, we must take action. And we must do this each time, every time.

Everyone everywhere can inspire inclusion

Organizations, groups, and individuals worldwide can all play a part – in the community, at work, at home, and beyond.

To truly include women means to openly embrace their diversity of race, age, ability, faith, body image, and how they identify. Worldwide, women must be included in all fields of endeavour.

How will you inspire inclusion?

On an individual basis, it’s important to understand, value and seek out the inclusion of women and girls. Additionally, sharing this knowledge, support and encouragement with others is key.

On an organizational or group basis, there are many ways to ensure the needs, interests and aspirations of women and girls are valued and included. Organizations and groups can **#InspireInclusion** through action in areas such as:

- forging women’s economic empowerment
- recruiting, retaining and developing female talent
- supporting women and girls into leadership, decision-making, business and STEM
- designing and building infrastructure meeting the needs of women and girls
- helping women and girls make informed decisions about their health
- involving women and girls in sustainable agriculture and food security
- providing women and girls with access to quality education and training
- elevating women and girl’s participation and achievement in sport
- promoting creative and artistic talent of women and girls
- addressing further areas supporting the advancement of women and girls

Looking to submit **#InspireInclusion** resources?

Interested in providing relevant professional resources that support the **#InspireInclusion** campaign in any of



the above areas?

Submissions are invited from suitable partners worldwide for white papers, articles, reports, tools, resources, projects, campaigns, activities, artistic creations, videos and more that support the **#InspireInclusion** campaign as useful references, to be co-published on the International Women’s Day website. Help others **#InspireInclusion** through your resources.


Submit online here: [www.internationalwomensday.com/login](http://www.internationalwomensday.com/login). (Further details and specifications are available upon request.)

Strike the **#InspireInclusion** pose. Are you in? Will you inspire inclusion? Strike the **#InspireInclusion** pose to show solidarity.

Remember, all International Women’s Day activity is valid. Collectively, we can all fight the good fight and that’s what makes IWD *so inclusive*, not exclusive.

Everyone everywhere can build on IWD’s century-plus history to help forge positive change for women and girls.

Step forward in solidarity

Collectively, let’s **#InspireInclusion** for women and girls everywhere. Elevate your commitment to inspiring inclusion. 

Send in your **#InspireInclusion** images online here: [www.internationalwomensday.com/login](http://www.internationalwomensday.com/login)

# Feature: Celebrating NYS Women

Some of the history-making women from New York State that we've featured in NIKE throughout the years.

**Martha Matilda Harper** was born in Ontario, Canada, in the 1850s who as a very young girl, was sent to work as a servant in the home of relatives. At the age of 25, Martha left Canada for Rochester, carrying a handkerchief which held her savings and a formula for hair care products. She worked as a servant to wealthy Rochester families, and in the meanwhile, manufactured her hair tonic in a shed in the backyard.



In 1888, Martha took her savings and opened a business in downtown Rochester to operate a beauty parlor and also manufacture shampoo. She called it the Harper Method Shop. Martha used her own nearly floor-length hair as an advertisement for her method and products, and is credited with inventing the first reclining shampoo chair (which, unfortunately, she failed to patent).

Three years after opening her first salon, Martha Harper opened a second shop in Buffalo and a year later another salon in Chicago. Harper's business was the first-of-its-kind franchise system, complete with a trademark. She provided women with a real opportunity to own their own business through a system of flexible financing.

Harper set the standards for the shop owners; she inspected the franchise owners, provided training and group insurance, and supported the owners with advertising campaigns. Other benefits included childcare and evening hours, flextime, profit sharing, and paid personal time. In 1920, Martha Harper married Robert McBain and they ran the business together for 15 years, until she retired in 1935. Martha Harper died in 1950; the Harper Method business continued until 1972.

**Kate Stoneman**, the first woman lawyer in New York State, was born in Busti, NY in 1841. In the mid-1860s, Kate decided to make teaching her profession and enrolled in the Normal School in Albany. After teaching for one term in Glens Falls, she returned to the Normal School, teaching penmanship, geography, drawing and school law. Kate spent 40 years there. In 1882, Kate became a clerk for the attorney W. W. Frothingham. Kate's study of the law began in earnest when Frothingham opened his law library to her. Three years later, Kate became the first woman to pass the New York State Bar examination. Kate applied for admission to the Bar in 1886, but her application was denied because the state's "Code of Civil Procedure prescribed that only 'male citizens' were eligible to practice law."



A bill had been introduced which would remove the gender qualification from the Code but had had been stuck in the Judiciary Committee so she and her committee walked the bill through the Senate and the Assembly and saw the removal of sex and race as qualifications for admission to practice law. Armed with the signed copy of the legislation, she reapplied for admission to the New York Bar and was accepted. Stoneman was now New York's first woman lawyer. She became the only woman in the Albany Law School's graduating class of 1898.

Stoneman died in 1925. In 1994, Albany Law School started "Kate Stoneman Day," in her honor. The day is marked by the announcement of the "Kate Stoneman Award" winners. These awards are given to lawyers who demonstrate a commitment to change and expanding opportunities for women.

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



After arriving in Buffalo, Mary Talbert joined the Phyllis Wheatley Club, the oldest organization of Black women in Buffalo. The club with Mary Talbert at its head forced the Buffalo Police Department to focus on crime in Black neighborhoods and Talbert was invited to join a citywide committee that monitored police enforcement. It was also one of several women's clubs to take an interest in the welfare of the girls and young women of Buffalo.

Mary Talbert became a co-organizer of the Niagara Movement, a civil rights organization that called for opposition to disfranchisement and racial segregation. W.E.B. DuBois and several others met at the Talbert home to draw up resolutions. This was followed by another meeting on the Canadian side of Niagara Falls (the organization took its name from Niagara, to mark the location of the meeting and call attention to the "mighty current" of change the group wanted to effect). The Niagara Movement, however, lacked sufficient funds and it met with opposition by prominent individuals such as Booker T. Washington. Five years after its founding, the Movement disbanded. Several leaders from the Movement joined W.E.B. DuBois to found the National Association for the Advancement of Colored People (NAACP) in 1910. She invited the NAACP to organize a chapter in Buffalo, and served on its board of directors.

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



**Shirley Chisholm** was born in Brooklyn, NY, in 1924. She was the first African-American Congresswoman in U.S. history. This was the era when Congressional committee assignments were made on seniority, which often resulted in representatives' placements in areas far from their areas of experience. Shirley Chisholm objected to an assignment on the Forestry Committee

and was placed instead on the Veterans' Affairs Committee and later the Education and Labor Committee. In 1972, Chisholm became a candidate for President. Chisholm in her book "The Good Fight" had this to say about her run: "I ran for the Presidency, despite hopeless odds, to demonstrate the sheer will and refusal to accept the status quo. The next time a woman runs, or a black, or a Jew or anyone from a group that the country is 'not ready' to elect to its highest office, I believe that he or she will be taken seriously from the start."

Shirley Chisholm went on to serve another 10 years in Congress after her run for the Presidency. In 1993, she was inducted into the National Women's Hall of Fame. On January 1, 2005, Shirley Chisholm died at her home in Florida – unbought, unbossed, and still committed to the good fight.





**Clara McBride Hale** was born on April 1, 1905 in Elizabeth City, NC. Raised in Philadelphia, she married Thomas Hale after graduating from high school. They had two children and later moved to New York City; Thomas Hale died in 1938. Clara Hale suddenly found herself a widow with two small children to raise in the middle of the Depression. She cleaned houses during the day and worked at a theater in the evenings. After leaving her daytime job to care for her children, Hale started a daycare service for other working mothers, single mothers, and women who could not care for their children. By 1940, she officially became a foster parent.

For the next 28 years, Clara Hale took in more than 40 children of all ages, religious and ethnic backgrounds. In 1969, when Hale was 64 years old and looking toward retirement, her daughter, Lorraine Hale, met a drug-addicted woman with a baby on the street in New York City. Lorraine told the woman to go see her mother and "tell her I sent you." Hale opened her door to find the young woman there. The woman would leave her baby with Hale while she sought drug treatment. Word spread that Clara Hale would take in drug-addicted women and their children. Within six months, Clara Hale was caring for 22 drug-addicted babies. In 1972, Clara Hale secured a brownstone on 122nd Street in New York City. This brownstone became the new Hale House. In 1975, the brownstone was officially licensed as a childcare facility.

Clara Hale passed away in 1992 at the age of 87. In 1985, President Ronald Reagan had recognized her as an American Hero. However, Clara Hale did not think of herself as a hero. She simply believed that all children needed and deserved love, and that with this love, they would not only survive, but flourish and overcome any hardship. Hale herself said, "... I'm a person who loves children ... My people need me."

**Julia Etta Crane** was born in Potsdam, NY, in 1855. She learned to play the piano as a small child and established her lifelong love of music. When Julia was 14, she entered the State Normal and Training School in Potsdam to prepare for a career as a teacher. After graduation, Julia Crane held teaching jobs in several locations, but returned to Potsdam in 1880, where she opened a vocal school. In 1884, she joined the faculty of the Potsdam Normal School and in 1886, she founded the Crane Normal Institute of Music.



In addition to her instructional duties, Crane wrote textbooks for teaching music at all levels from the primary grades through college. As the school grew, so did Julia Crane's financial problems. In the 1920s, she petitioned the Julliard Foundation to purchase the school, and in 1922, she tried to persuade the Board of the Potsdam Normal School to get the New York Legislature to purchase the Crane Institute (this bill to purchase the school was defeated in the State Legislature). One year later, Julia Crane sought a leave of absence, for health reasons, from the school. She died in June 1923, and was succeeded as the Director by Marie Schuette. Crane's will gave New York State first refusal for purchasing the school. The Legislature passed a bill in 1926 to purchase the Crane School for the Potsdam Normal School. Today, over half the music teachers in New York State earned their degree from the Crane School, and approximately one in six music teachers in the U.S. graduated from Crane.

**Rose Schneiderman** was born in Saven in Poland in 1882. When she was 8, her family left Poland for the U.S. and made their home in New York City. Two years later, Rose's father died. Rose dropped out of school at age 13 and eventually began working in the garment industry at the Hein & Fox factory.



The hours were long – from 8:00 in the morning to 6:00 at night. The pay was on the piece work basis – 3 1/2 to 10 cents a dozen for cap linings. Rose might have taken home more money, but like the other girls, she had to provide her own sewing machine. After three years, Rose and her friend Bessie Brout formed the first women's local of the United Cloth Hat and Cap Makers' Union. In 1905, there was a strike, which started over several shops in the industry attempting to institute an open shop policy. An open shop meant that an employer could hire and fire at will. Members of the Jewish Socialist United Cloth Hat and Cap Makers walked out and stayed out for 13 weeks. Three years after the strike, Rose became the League's vice president and left the cap-making factory to work for the League.

Within a year, Rose was elected vice-president of the WTUL. Conditions for women in the garment trade were appalling. Unsanitary conditions were widespread. Fire hazards were everywhere. Noise coming from the machines was at a deafening level. In 1909 the women, with the support of the Women's Trade Union League and the International Ladies Garment Workers Union, launched a series of strikes against the two companies best known for these conditions – Leiserson & Co. and the Triangle Waist Company. The action became known as the "Uprising of the 20,000" and for thirteen weeks in winter, the women walked a picket line daily. The strike fell apart as settlements were made shop by shop, but the women proved they were as capable at labor organizing as their male counterparts.

One year after the strike ended, Triangle still refused to settle with the women and in fact, fired many of the workers known to be union members. Working conditions remained as before, with flammable materials stored throughout the factory, lighting provided by open gas lamps, no fire extinguishers, and so on. Then on March 25, 1911, fire broke out at the Triangle factory. One stairwell was blocked by smoke and flames. Exit doors were kept locked to deter theft. The single fire escape bent double from the weight of young women trying to escape. The one elevator stopped working when other women jumped down the shaft onto the roof of the elevator. Fire department ladders could not reach beyond the sixth floor and so were unable to stop the flames. One hundred forty-six lives were lost – mostly immigrant women between the ages of 13 and 25.

During an April 2, 1911 memorial for the women dissension broke out between those who saw class solidarity and organization as the solution and others who looked to legal reforms to prevent another Triangle fire. Schneiderman walked up to the podium. "I would be a traitor to those poor burned bodies if I came here to talk good fellowship..." she said. "...Every year thousands of us are maimed. The life of men and women is so cheap and property is so sacred..."

In the end, under pressure from the WTUL, the ILGWU and others, the New York Legislature set up a Committee on Safety and also a Factory Investigating Committee. Their recommendations resulting in safety legislation which became the model for safety legislation across the nation.

*Continued on page 14*

# Cover Story: Celebrating Women



## March is Women's History Month

Every year, March is designated Women's History Month by presidential proclamation. The month is set aside to honor women's contributions in American history.

Did you know? Women's History Month started as Women's History Week.

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

Local celebration goes national

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

In 1980, a consortium of women's groups and historians – led by the National Women's History Project (now the National Women's History Alliance) –

successfully lobbied for national recognition. In February 1980, President Jimmy Carter issued the first Presidential Proclamation declaring the Week of March 8th 1980 as National Women's History Week.

In 1987 Congress officially designated March as "Women's History Month."

Subsequent Presidents continued to proclaim a National Women's History Week in March until 1987 when Congress passed Public Law 100-9, designating March as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, each president has issued an annual proclamations designating the month of March as "Women's History Month."

"Women Who Advocate for Equity, Diversity and Inclusion."

The National Women's History Alliance selects and publishes the yearly theme. The theme for Women's History Month in 2024 is "Women Who Advocate for Equity, Diversity and Inclusion."

The theme recognizes women throughout the country who understand that, for a positive future, we need to eliminate bias and discrimination entirely from our lives and institutions.

# "Women Who Advocate for Equity, Diversity and Inclusion."

-Women's History Month 2024 theme

Women from every background have long realized that an uneven playing field will never bring equality or justice. Many feel the critical need to speak up and work harder for fairness in our institutions and social interactions.

Recognizing women who are committed to embracing everyone and excluding no one

During 2024, we recognize the example of women who are committed to embracing everyone and excluding no one in our common quest for freedom and opportunity. They know that people change with the help of families, teachers and friends, and that young people in particular need to learn the value of hearing from different voices with different points of view as they grow up.

Today, equity, diversity and inclusion are powerful driving forces that are having a wide-ranging impact on our country. As members of families, civic and community groups, businesses and legislative bodies, women are in the forefront of reevaluating the status quo. They are looking anew at what harmful social policies and behaviors exist and, often subtly, determine

our future. In response, women in communities across the nation are helping to develop innovative programs and projects within corporations, the military, federal agencies and educational organizations to address these injustices.

It takes courage for women to advocate

It takes courage for women to advocate for practical goals like equity, diversity and inclusion when established forces aim to misinterpret, exploit or discredit them. Throughout 2024, we honor local women from the past and present who have taken the lead to show the importance of change and to establish firmer safeguards, practices and legislation reflecting these values. Following decades of discrimination, we are proud to celebrate women who work for basic inclusion, equality and fairness.

Who are the women in your community or NYS Women, Inc. that you will honor? 🇺🇸

[Source: <https://nationalwomenshistoryalliance.org/2024-whm-theme/>]



# NYS Women, Inc.

## Spring Board Meeting

The Winter/Spring 2024 Board Meeting of New York State Women, Inc. will be held Saturday, March 9, 2024 in an on-line venue. Members must register on-line from NYS Women, Inc. website: <https://www.nyswomeninc.org/Events/Winter-Spring-Board-Meeting/Registration> by March 7th. (All registered attendees will receive a Zoom link.)

- The business session will begin on Saturday, March 9, 2024 at 10:00 AM. The Zoom window will be open at 9:30 AM. A day or two prior to the meeting, registered members will receive an online link for computer access or phone access. All board members who are in good standing are eligible to vote. Members are welcome to attend the business session but will not vote at this board meeting.

- Board reports will be written and should be sent to the website <https://www.nyswomeninc.org/Members/Program-Book-Report> by March 3rd. If you really cannot handle the form, you must email your report to Robin Bridson [RLB8963@gmail.com](mailto:RLB8963@gmail.com) by March 3rd. Please let her know that you will be emailing your report.

- Executive committee, standing committee chairs, and region directors are required to give board reports. Written reports should be a brief list of goals, how you are reaching out and accomplishments for the year to date.

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

## Chapter News

### Professional and Business Women of Rome – Region 5

- submitted by Beth Jones, president

The Rome members met on November 15, 2023 at the Delta Lake Inn.

Guest speakers were Della Pray and Kim Smith who are both employed by KABARI Wellness Institute.

Owner of the Institute, Dr. Kingsley Kabari, offers chiropractic care, maximum fitness, massage, advanced muscle kinetics, a wellness kitchen, food nutrition, and much more. Kim and Della offered a tour through the facility.



Della was our 2023 *Yellow Rose of Challenge Award* recipient. Pictured: (front row) Jim Ayala, Ella Alsheimer; (back) Beth Jones, Della Pray, Sara Ayala, and Kim Smith.

## President's Message

Continued from page 2

Monday March 4th NYS Women, Inc. workshop is entitled "Trivia Women's History Month and NYS Women, Inc. – How much do you know?" A fun evening with prizes.

Wednesday March 13th the CDO sponsors "Radiate Positivity: Cultivating Gratitude in Turbulent Times"

Thursday April 11th the CDO sponsors a Canva Masterclass "Empower your Creativity in 60 Minutes"

Thursday May 9th NYS Women, Inc. sponsors "Collaborating in Your Community"

### Annual Conference!

And of course, save the weekend of June 7-9 for our Annual Conference in Binghamton NY. The local committee has been hard at work planning a spectacular weekend for everyone! Details will be forthcoming in the Communicator, on our website and in the next NIKE. You will not want to miss this conference, so mark your calendars now and save the date!

And lastly, remembering my theme for the year, **YOU ARE THE KEY – UNLOCK YOUR POTENTIAL!**

Please take advantage of the opportunities NYS Women, Inc. offers. Attend the workshops available, create your own, be inspired and inspire others! We all need each other to make the difference we want in the lives of all women. 🏡

Your president,  
*Janet Carey*

**NEW YORK STATE**  
**women, INC.**

### Our Mission

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

### Our Vision

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



## NIKE All Stars

The 2023-2023 *NIKE* All Star Campaign is in full swing and thank you to our loyal supporters who have already sent their listings in.

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

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

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

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

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

<p><b>Platinum Patrons</b> Buffalo Niagara Chapter (BNC) Pat Ferguson Sue Mager Region 8 NYS Women, Inc.</p> <p><b>Golden Givers</b> Chadwick Bay Chapter Ramona Gallagher Greater Binghamton Chapter</p> <p><b>Silver Supporters</b> 716 Chapter Susan Bellor Tara Bazilian Chang Debby Finegan Kathy Kondratuk</p>	<p>Mary Ellen Morgan Linda Przepasniak Helen Rico Dr. Sandra Corrie Stynn</p> <p><b>Past State Presidents</b> Bronze Boosters: Barbara Lynn Ziegler 1995-96 Elsie Dedrik 1997-98 Lucille Argenzia 1998-99 Mary Stelley 1999-2000 Viola McKaig 2000-01 Maria Hernandez 2001-02 Linda Przepasniak 2004-05 Helen Rico 2005-06 Linda Winston 2006-07 Neale Steiniger 2008-09</p>	<p>Mary Ellen Morgan 2009-11 Susan Mager 2012-13 Renee Cerullo 2015-16 Theresa Fazzolari 2016-17 Debra Carlin 2017-19 Robin Bridson 2019-20 Jacquie Shellman 2020-22 Elizabeth Drislane</p> <p><b>Bronze Boosters</b> 1st Choice Roofers Robin Allen Anon @ BNC Becky Brubaker Ella Alsheimer Jim Ayala Sara Ayala</p>	<p>Kathy Capra Malia Glover Kathy Haddad Beth Jones Danelle Kaplan Nate Kelsey MCM Realty Region VI Heather Sodon Jaimie Stasio Heather Sullivan Susquehanna Chapter Patricia Walsh JoAnne West</p>
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### NIKE Submissions

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

The articles contained in *NIKE* express the views of the individual authors and do not necessarily represent the views of New York State Women, Inc. *NIKE* is distributed for information purposes only, with the understanding that neither New York State Women, Inc. nor the individual authors are offering legal, tax, or financial advice.

*NIKE* is a quarterly informational magazine for New York State Women, Inc. members and other professional women. Published 4 times per year (September, December, March, and May). Circulation: approximately 350. Payment must accompany all advertisement requests. *NIKE* reserves the right to refuse to publish any advertisement.

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### NIKE ADVERTISING PAGE RATES

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

#### How to submit your ad.

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

#### How to pay for your ad.

Make check payable to NYS Women, Inc. (memo: *NIKE* ad) and mail to:  
Sue Mager, *NIKE* Business Mgr,  
3406 McKinley Pkwy, Apt C-11,  
Blasdell NY 14219

#### NIKE ad sizes

<p><b>Half Page</b> 6.65" wide x 4.75" tall</p>	
<p><b>Quarter Page</b> 3.25" wide 4.75" tall</p>	<p><b>8th Page</b> 3.25" wide 2.25" tall</p>

# Feature: Celebrating NYS Women

Continued from page 8



**Constance Baker** intended to attend college, and ultimately, to study law. There had been no money for her to attend college; so after high school, she had taken a job with the National Youth Administration. Through the philanthropy of businessman Clarence Blakeslee she started at Fisk University, but later transferred to New York University, where she graduated with a

degree in economics in 1943. Three years later, Constance graduated from Columbia University with her law degree and married Joel Motley.

In 1945, a fellow student suggested she apply for the job he was leaving, which was law clerk to Thurgood Marshall at the NAACP's Legal Defense and Educational Fund. She worked with Marshall through her graduation and went on to take a job with his legal staff. Constance would spend almost 20 years at the NAACP, where she would become principal legal counsel for litigation of civil rights cases. In 1954, Constance wrote the briefs which presented the Brown position in *Brown v. Board of Education* case which was argued before the U.S. Supreme Court and resulted in the elimination of the "separate but equal" clause allowing segregation of public schools. Constance Baker Motley was successful in nine of the 10 cases she argued before the Supreme Court, with the 10th decision eventually being overturned in her favor.

In 1964, on the condition that the job not interfere with her work at the NAACP, Constance agreed to run for the New York State Senate in a special election. She left the NAACP when she won the election. During her first seven weeks in office, Constance started a campaign to extend civil rights legislation in employment, education and housing. In 1966, Constance was nominated to a federal district court judgeship, and confirmed in August of that year. She was now the nation's first female African American federal judge. In 1982, Constance Baker Motley was appointed chief judge of the Southern District of New York, and in 1986, became senior judge.

Constance Baker Motley was inducted into the National Women's Hall of Fame in Seneca Falls in 1993. She died in New York City in 2005, after a life devoted to seeking justice for all citizens.

**Louise Blanchard Bethune** was born in Waterloo, NY, in 1856. Her parents were teachers, and Louise was educated at home. When Louise was 10, the family moved to Buffalo where she first displayed an interest in architecture. In 1874, she graduated from high school in Buffalo and set her sights on attending the architectural school at Cornell University. For two years, she traveled, studied and taught school.



At the age of 20, Louise took a job as a draftsman at the Buffalo firm of Waite and Caulkings. Studying drafting was a traditional way at the time for a person to enter the profession of architecture. Besides days spent at the drafting board, Louise visited construction sites and studied in the firm's library. She was promoted to Richard Waite's assistant, where she learned technical drafting, construction detailing, and architectural design. Louise worked for Waite and Caulkings for five years, and then left to begin a partnership with Robert Bethune, a former colleague of Richard Waite's. In 1881, Louise and Robert Bethune opened an independent office in Buffalo. The event was announced during the meeting of the Association for the Advancement of Women in Buffalo and marked what is considered the entry of the first woman into the profession of architecture. Two months later, Louise and Robert were wed.

The Bethune practice thrived. While Louise herself is best remembered for her work on the Hotel Lafayette, the firm also designed industrial facilities, school buildings, the Erie County Penitentiary's women's prison, and grandstands for the Queen City Baseball and Amusement Co.

In 1885, Louise Bethune was unanimously elected a member of the Western Association of Architects. She was active in the organization, which advocated for the professional licensing of architects. Three years later, Louise was elected to membership of the American Institute of Architects (AIA).

Bethune retired from the active practice of architecture in the first decade of the 1900s. Her health was failing, so Louise moved in order to be nearer to the Bethune's son, who was a doctor. Her will left her share of the firm to her two partners, Robert Bethune and William Fuchs. In 1913, Louise Bethune died at the age 57.



**Marie Maynard Daly** was born in 1921 in Corona, Queens, in New York City to Ivan and Helen Page Daly. Marie's mother read to her children and her grandfather had an extensive collection of books. These combined to make an avid reader out of Marie. She was particularly drawn to works on science and scientists. Marie's parents supported her in her desire to study the sciences. The all-female

faculty at Hunter College High School encouraged Marie's interests and acted as role models of women in academic careers. Marie entered Queens College, where she majored in chemistry and then attended New York University, where she obtained a master's degree. At the same time, she worked as a laboratory and teaching assistant at Queens College. Knowing that her career options would be limited without further study, Marie entered the doctoral program in chemistry at Columbia University, where she studied

under Mary Caldwell. As part of her studies, Marie researched how compounds produced in the body affect and participate in digestion. When Marie completed her dissertation in 1947, she became the first black woman to earn a Ph.D. in chemistry.

In 1948, Marie received an opportunity for postdoctoral research when she was offered an apprenticeship with Dr. Alfred Ezra Mirsky at the Rockefeller Institute of Medicine (now Rockefeller University). During Marie's time at the Rockefeller Institute, she and Alfred Mirsky studied the cell nucleus and how proteins are constructed within the cells of the body.

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. Marie also

*Continued on next page*



**Estee Mentzer Lauder** was born in 1908 in Queens, NY. Her father ran a hardware store and the family's children worked in it to help make ends meet. It was working in this store that exposed Estee to the business world and what it takes to succeed.

After the end of World War I, her uncle, John Schotz, came to live with the family. John was a chemist and he built a laboratory in the stable behind the house, where he worked on skin care products and acted as mentor to young Estee. Estee worked on her uncle's products and also the sales program for his company. Estee was still marketing his products when she married Joseph Lauter (later changing the spelling of their name to Lauder).

Estee started her own business in the Lauder family kitchen, and perfected her creams and secret formulas. She created a sophisticated image for herself and her products to distinguish them from the competition. In 1947, Estee Lauder, Inc. was founded and one year later, Estee got Saks Fifth Avenue to agree to sell the Lauder cream. She stood at the door of the Saks entrance for one week prior to the opening of her counter and noticed that women's eyes tended to wander to the right when they entered the store. So Estee demanded a space to the right of the store entrance, in order that her product line would be the first one customers would see. Estee's products sold out in two days.

Estee next embarked on a cross-country tour, to upscale stores such as I. Magnin, Marshall Field's, Neiman-Marcus and Bonwit Teller, to convince them to sell her products. In 1953, Lauder, Inc. enlarged its product line with its first fragrance – Youth Dew. Later, the company included a men's fragrance (Aramis) and hypo-allergenic cosmetics (Clinique). In 1995 Estee Lauder, Inc. became a publicly traded company. By 1999, half of all retail beauty products sold in the U.S. was sold by Lauder, Inc.

Their son, Leonard, who had been with the company since 1958, eventually became its chairman and CEO. Estee withdrew from day-to-day operations in 1984 when her husband died, and devoted herself to philanthropy, supporting such diverse causes as Memorial Sloan Kettering Hospital, Carnegie Hall, the Guggenheim Museum, and the Centre for the Advancement of Women. Estee Lauder died of cardiopulmonary arrest at her Manhattan home in 2004.

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studied the effects of sugar on the coronary arteries and what impact smoking had on the lungs.

Five years later, the two moved to the Albert Einstein College of Medicine at Yeshiva University and continued their work together. Marie studied the effects of aging on the circulatory system and became first, an assistant and later, an associate professor of biochemistry at that institution. In addition to her teaching duties, Marie also worked to increase the number of minority students in medical school and the sciences, and served as an investigator for the American Heart Association, a cancer scientist with the Health Research Council of New York and was a member of the board of governors of the New York Academy of Science.

Marie Daly stayed at Yeshiva University until her retirement from that institution in 1986. In 1988, Marie started a scholarship fund in her father's memory at her alma mater, Queens College, to support minority students in the fields of chemistry and physics.



**Liz Claiborne** was born in Brussels, Belgium in 1929. Her parents were expatriate Americans, and Liz spent the first ten years of her life in Europe. In 1939, with war on the horizon, the family returned to their home in New Orleans. Her parents hoped Liz would become an artist. Liz herself hoped to study fashion and become a clothing designer. Her father did not approve of this idea – to him, women should not have careers. Still, Liz moved to New York City and started her career.

In 1950, she entered a design contest sponsored by Harper's Bazaar magazine. Her entry, a design for a woman's coat, won the competition, and this award, combined with her sketching talent, landed her a series of jobs on Seventh Avenue as a design assistant and clothing model. From 1960 to 1975, she was the main designer for the junior dress division of Jonathan Logan.

Liz felt that clothing choices then available for working women were practically mirror images of a businessman's suit – clothing that could be worn only one way and in one combination. She thought that what women wanted and needed were clothing pieces that they could combine into several outfits that would be made of easy care fabrics. When she couldn't get her employers to take an interest in this idea, Liz, her husband Leonard Boxer took money from their savings plus a sum raised from friends and launched Liz Claiborne, Inc., to design, manufacture and market clothing for working women.

Liz designed in bright colors of yellow, red and royal blue, with outfits that would be attractive on a woman's pear-shaped figure and for every climate from Dallas to the East Coast. She went into store dressing rooms and listened to what customers had to say about what they liked and didn't like. She made samples of her designs and then asked "...if I was going to wear this to my job, how much would I pay for it? Then we try to keep the cost to that." Instead of selling pants in one area of a store, shirts in another, skirts in yet another, and so forth, Liz' items were sold next to each other, in colors and dye lots that were coordinated.

In its first year, sales for Liz Claiborne, Inc. were over \$2 million, and in 1981, the company went public. Five years later, Liz Claiborne, Inc. made it onto the list of the Fortune 500. Liz Claiborne herself became chairman and CEO of the company that same year. In 1988, the company opened its first retail stores.

Liz Claiborne and her husband retired from the day-to-day management of the company in 1989 in order to give more time to their charity work and to visit their properties in New York, Montana and St. Bart's. In 1997, Liz learned that she had contracted a rare form of cancer. She fought the cancer for ten years, and died in New York City in 2007.

## NEW YORK STATE women, INC.

*These are just some of the history-making women from New York State that we've featured in NIKE throughout the years. Our heartfelt thanks to the late JoAnne Krolak who researched and wrote about the amazing women throughout history who broke barriers.*



We connect and build women personally, professionally and politically.

NEW YORK STATE  
**women, INC.**



[www.NYSWomenInc.org](http://www.NYSWomenInc.org)

#BuildPowerfulWomen

JOIN A CHAPTER IN  
NEW YORK STATE:  
WE'D LOVE TO SEE  
YOU!

**NYC area /Long Island**

Richmond County Chapter  
Staten Island Chapter

**Hudson Valley/Catskills**

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

**Central New York**

Central NY Chapter  
Professional Business  
Women of Rome  
Mohawk Valley Chapter

**Central Southern Tier**

Susquehanna Chapter  
Greater Binghamton Chapter  
Walton Chapter  
Tri-County Chapter

**Finger Lakes**

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

**Western New York**

Buffalo Niagara Chapter  
716 Chapter (Clarence area)  
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NETWORKING.  
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Empowering women to use their voices to create positive change.