

Coming in December:

Art Work: From Creation to Conservation

December 10, 2020

7 pm on Zoom

Presented by Ellen Rand

Rand Atelier, LLC &

Monumenta Art Conservation & Finishing, LLC

www.monumentaacf.com

Ellen Rand will share her non-traditional journey from art-school-dropout to art foundry employee to owner of Rand Atelier, LLC and co-owner of Monumenta Art Conservation & Finishing, LLC, currently one of the most well-respected firms specializing in the care, conservation and repainting of large outdoor sculptures.



The talk will be illustrated with fascinating treatments of artworks by familiar 20th century artists, work trips to interesting locales, and anecdotes and reflections on being a tool-and-machinery-using woman in a male-dominated field.

Winning in a Man's World

Presented by Renee Weisman

IBM Distinguished Engineer (ret.) and author

November 12, 2020

7:00 pm on Zoom

It's 2020. Women have been in the workforce for four generations. They have made significant contributions in all walks of life. The days of "Hidden Figures" are over, or are they?

Poughkeepsie AAUW members will receive an email with the link to register. Non-members are welcome to register at: www.aauwpoughkeepsie.org



Women still make up only 6.6 % of Fortune 500 CEO's and 13% of their CFO's. There are only 4 women governors in the US. Only 23% of the businesses in the US are owned by women. Women make \$0.81 for every dollar a man earns.

So what can a woman who wants to succeed do? For Renee Weisman, who entered an all male

environment in 1969 and rose to the position of Distinguished Engineer at IBM, a key factor in her success was realizing that men and women do not think alike. They solve problems differently. They hear the same words differently. They respond to praise and criticism differently. Understanding these differences enabled her to overcome many of the conscious and unconscious biases she encountered. In this Zoom presentation, Renee will share the challenges women face, then and now, and how to use our differences to win in a man's world. *Read more about Renee on p. 4*



This event is part of the 2020 "Big Read" that features the book Lab Girl by Hope Jahren

Questions: Sandy Lash 845-227-4650
sjlash@optonline.net or
Marcine Humphrey 845-485-7697
marcine.humphrey@gmail.com



NOVEMBER CALENDAR

Online Calendar at www.aauwpoughkeepsie.org
 Contact: Kathy Friedman kfriedman33@gmail.com

- 2 Word Games: 1:30 pm; on Zoom**
 Coordinator: Sue Doyle (914-474-1232)
suedoyle1@aol.com
- 3 World Travelers: 7:00 pm; on Zoom**
Medical trip to Columbia
 Presenter: Carol Menken
 Coordinator: Bonnie Auchincloss (635-5191) bauchincloss@gmail.com
- 5 Board Meeting: 7 pm Zoom Meeting**
- 6 Poetry & Play Readings: 1:00 pm; on Zoom**
 Discussion of the Dodge Poetry Festival
 Coordinators: Cathy Kinn cathy@kinn.org & Jackie Sweeney (518-947-6682)
- 13 Daytime Literature: 10 am; on Zoom**
Have you seen Luis Velez, by Catherine Ryan Hyde
 Coordinators: Kathy Friedman (485-8671) and Susan Fink (473-3168)
- 9 All those books...: 2:30 pm; on Zoom**
The Stranger, by Albert Camus
 Coordinator: Carol Loizides (452-3208)
e.loizides@verizon.net
- 10 Seeing White Podcast-Discussion: 4pm; on Zoom**
 Moderator: Diane Jablonski; 845-834-3378;
dljab@live.com
- 10 Reely Together: 2:00 pm; on Zoom**
 Discussion of streamed films.
 Film selection TBD
 Coordinator: Jackie Vierno (845-320-6967)
jmv129@optonline.net
- 12 Canasta: 1 pm; Online Canasta**
 Coordinator: Barbara Cohen barbco451@gmail.com
- 13 Daytime Literature: 10 am; on Zoom**
 Zoom Meeting
Have you seen Luis Velez, by Catherine Ryan Hyde
 Coordinators: Kathy Friedman (485-8671) and Susan Fink (473-3168)
- 16 Manderley Literary Society: 7:00 pm; on Zoom**
The Henna Artist, by Alka Josi
 Coordinator: Shelly Friedman (462-4996)
rfriedman5@gmail.com
- 17 Cuisine: 6:30 pm; on Zoom**
Meal for two. Cost not to exceed \$5.00
 Contact Coordinator: Jo Anne Abraskin
abraskinmomma@yahoo.com and Blanche Bergman
blanchebergman@gmail.com
- 18 Bridge I: 1:00 - 4:00 pm; on Bridgebase.com**
 Members must notify a coordinator each month of their intent to play. Coordinators must have each member's user name for bridgebase.com in order to invite them to play.
 Coordinator: Linda Ronayne (897-9745)
linronay@gmail.com
- 19 Zoom Cocktail Party: 5pm; All members invited!**
 Zoom invitations will be emailed

- 24 Seeing White Podcast-Discussion: 4pm; on Zoom**
 Moderator: Diane Jablonski; 845-834-3378;
dljab@live.com
- 24 Reely Together: 2:00 pm; on Zoom**
 Discussion of streamed films.
 Film selection TBD
 Coordinator: Jackie Vierno (845-320-6967)
jmv129@optonline.net

Trekkers 10 am

TBD

Coordinator: Tori Smith (345-0043)

Contemporary Lit will not meet in at their usual dates in November and December because of the holidays, but will have one meeting on December 2

Movie Night, Gourmet Out & About, Soleil, Art on the Go, and Mah Jongg are not meeting at this time of social distancing.

Bridge II and Pins & Needles do not meet in November.

Pedal Pushers will resume in April.

Poughkeepsie Branch Officers 2020-2021

President	Monique Jones	849-1692
Program Co-VPs	Sandy Lash	227-4650
	Marcine Humphrey	485-7697
Membership Co-VPs	Mary Scalise-Annis	635-2109
	Sheila Zweifler	462-6478
Development VP	Lula Allen	284-2331
Communications VP	Barbara Durniak	325-8122
Secretary	Margaret Nijhuis	635-8612
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Membership Treasurer	Susan Doyle	914-474-1232

Association: www.aauw.org NY State: www.aauw-nys.org
 Poughkeepsie Branch: www.aauwpoughkeepsie.org

Mission: To advance gender equity for women and girls through research, education, and advocacy.

Vision: Equity for all.

Values: Nonpartisan. Fact-based. Integrity. Inclusion and Intersectionality.

AAUW Poughkeepsie values and seeks an inclusive membership, workforce, leadership team, and board of directors. There shall be no barriers to full participation in this organization on the basis of age, disability, ethnicity, gender, gender identity, geographical location, national origin, race, religious beliefs, sexual orientation, and socioeconomic status.

The Branch is published ten times a year, September through June, by the Poughkeepsie Branch of the AAUW, Inc. Send articles to the editor: Cyd Averill, 485-2866, averillc@optonline.net

PRESIDENT'S MESSAGE

Monique Jones 849-1692 myj712@aol.com

In September, AAUW National's Board of Directors hosted a virtual town hall, which several members and I attended. The two topics of discussion were the proposed increase in national dues and a proposal to remove the degree requirement for membership eligibility. By the time this edition of the *Branch* is published, the former may have been decided, as this change would not require a vote by membership and was expected to be made by the national board in late October. The second proposal, which would require a change to the by-laws and thus a vote, will likely come before the general membership in the spring.

While the need to cover operational costs was the primary justification for raising dues, the board laid out several reasons for bringing the degree requirement up again for consideration. At the core of its argument was the issue of equity. With AAUW looking to attract younger individuals (the average age of AAUW members is 72), national leadership sees the education pre-requisite as an impediment to appealing to those born after 1980. Specifically, the board reported that younger people want inclusion and cannot reconcile such a barrier to membership with an organization that is supposed to advocate for equity. Aside from appealing to a different age bracket, national's Inclusion and Equity Committee also believes expanding eligibility to individuals without a two- or four-year degree will bring varied perspectives that will help advance the organization's mission. Meaningful change, the Board argued, does not require a college degree.

There is a financial aspect behind this proposal as well, with board representatives acknowledging that the degree requirement is making it difficult to apply for and receive grants. This was a concern raised in previous years, as funders are reluctant to associate with an organization that uses education as a condition for joining.

While my position had already shifted since this issue came up for a vote a few years ago, the board made a compelling argument in favor of the change that further convinced me that a by-laws amendment is warranted. I would go a step further in my rationale, though, and contend that the continuing assault on women's reproductive rights will make it increasingly difficult for all women to have access to educational opportunity. I respect the origins of the AAUW and place significant value on higher education, but it is discomfiting to exclude individuals who may bump up against those obstacles we, as an organization, are ardently trying to defend against. So, I ask each member to carefully consider this issue before it comes up for a vote later this membership year. While doing so, I implore you to really give thought to the practical impact that allowing non-degreed individuals to join will have on your ability to engage in whatever aspect of membership interests you - public policy work, initiative work, interest group participation, program meeting attendance, etc. I also encourage you to listen to the recording of the town hall by clicking [here](#). Included in the board's presentation was how

national plans to handle the organization's name if the degree requirement is eliminated (for those who don't have time to listen, we would indeed remain "AAUW").

Finally, as we usher in the holiday season, I would like to wish everyone a happy and healthy Thanksgiving. If you have questions or would like to share your perspective on the above issue as I have shared mine, feel free to email me at myj712@aol.com.



MEMBERSHIP COUNTS

Mary Scalise-Annis 635-2109 nicevalley@aol.com
Sheila Zweifler 462-6478 sheilaz@optonline.net

We hope that all of our members are staying safe and healthy. We want to thank our Interest Group Leaders who are having their monthly meetings via Zoom. It is not easy setting things up, but they have made a tremendous effort to help keep our members involved during this time. If you have not received the Zoom calendar of meetings, you can access the information from our website. Go to Membership, click on Join/Renew and then scroll down to click on the [Membership Booklet](#).

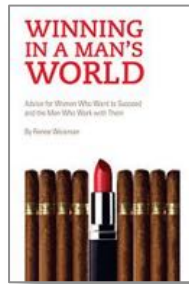
There are still some members who have not renewed. The deadline is October 31st. If you have not sent in your dues by that time, you will be archived. You will not be able to receive our newsletter, participate in interest groups, and be listed in our Membership Directory. We will be sad to see you go. If in the future, your circumstances change, we will enthusiastically welcome you back.

We hope you will join us on **Thursday, November 19th at 5:00 pm. For our monthly BYOL Zoom cocktail hour.** We want to extend a warm welcome to our newest AAUW members: **Emma Chun** and **Eleanor Levinson-Muth**. Thank you for joining AAUW during these challenging times.

PROGRAM NOTES: November

Continued from page 1

Renee Weisman charted new territory as one of the first women engineers, managers and working mothers in the male-dominated microelectronics division of IBM. Over her 40 years in education and industry, she learned to make gender differences work for her and her company – and now teaches others how to do the same. Renee is the author of 4 books: *Winning in a Man's World*, *7 Steps to Bragging the Right Way*, *5 Ways to Get a Man to Listen* and *Why Hillary Lost*.



Renee was a Distinguished Engineer at IBM Corporation prior to retiring. Her experience included executive and technical leadership

roles in research, process, product and manufacturing engineering. She holds over 20 patents and invention disclosures. Prior to joining IBM, Renee taught at both the high school and the university level. Renee holds a BA in Chemistry from Douglass College, Rutgers University and an MS in electrochemistry from Vassar College.

PUBLIC POLICY

Celia Serotsky 845-702-7381 celiaser@aol.com

COVID AND WOMEN IN THE WORKPLACE

Often we think of the impact of work/family responsibilities as affecting women in lower-paying jobs, gig workers, and single Moms. While that is all too true, recent studies have shown how women in corporate positions and academia are also being negatively affected by the pandemic.



From “Women in the Workplace,” the largest study of the experiences of women and gender inequality in corporate America, from McKinsey and Company, in partnership with Lean In (September 30, 2020):

“It’s been surprising to see how many women are having such a difficult experience that they are considering stepping out of the workforce or switching to less demanding jobs.” The blog continues: “In the worst case scenario, if women leave the workforce at the rates they say they are considering, corporate America could lose over two million women in the workforce – more than the number of women who graduate from college and graduate programs in the U.S. each year – and over 100,000 women in senior leadership roles in the short term.”

I certainly am not minimizing the impact of Covid on women who are in hourly paying jobs or are gig workers. Even during times when we are not facing a serious health threat issue, women in these jobs face many odds and obstacles to their work/life balance. For me, it was interesting to find this study while doing research for this article. I assume that a woman in a

corporate position is making a very decent salary and has benefits that augment that salary. It was surprising to read the information stated above, but I understand how the Coronavirus has impacted lives in ways we don’t always think of. The stress of working from home (I’m assuming that’s true for women in corporate positions) and supervising and managing their children’s online schooling, not to mention handling the normal household duties, can take a very heavy toll both physically, mentally and emotionally.

The blog also stated that Black women in corporate positions face additional unique challenges from both Covid-19 and racial injustice. They are three times more likely than non-Black women to report the death of a loved one and the challenges that presents personally. Also discouraging to read in this report was the following: “Our data show that while over 60 percent of employees consider themselves to be allies to women of color at work, relatively few take consistent action.”



An article in the Science section of the New York Times (October 6, 2020), stated that women in academia are also showing signs of the stressful impact of the Coronavirus. “Studies have already shown that women have written significantly fewer papers than their male counterparts during the pandemic.” Writing and publishing are the gateways to advancement and a tenure track position in academia. Therefore, this reduction in writing will affect the careers of women in academia. In addition, the article noted: “At the same time, the country was reckoning with its history of racial injustice, placing an added burden on women of color in academia. They were faced not only with the pandemic’s ‘fallout’ ...but also the emotional, physical and social ramifications of police violence and unrest.”

Where does all this lead us – the Poughkeepsie branch of AAUW? We cannot get out to volunteer in organizations that support women, our own included. We can, however, do our own research to watch for legislation that will bring about definitive change in pay equity for women, decrease racial injustice, and provide affordable health insurance coverage for all. We can also watch and advocate for legislative changes that enable women to work and maintain family responsibilities, no matter what their job, such as on-site childcare facilities, universal childcare and pre-k, increased pay for childcare employees, better benefit coverage for hourly employees, paid family leave for both women and men. If I have left out an area, please email me to let me know. We may not be able to get out to help at food banks, schools, and childcare facilities, but we can use our research skills to follow legislation that impacts women especially when we are in the midst of a pandemic. And, in finding out about this legislation, we can then use our keyboards to write to our legislators encouraging them to support such legislation. I have become more and more convinced that it is through legislation that real change can be made, and we are a group that can do that.

DEVELOPMENT

Lula Allen 845-284-2331 lula.h.allen@gmail.com

A GREAT BIG THANK YOU TO ALL OUR MEMBERS WHO DONATED TO THE ANNUAL FUND DRIVE IN LIEU OF OUR SPRING FUND RAISER!!

Your generosity has helped to make this event a success and to enable AAUW to fund many community projects and also to award scholarships to deserving women nationally and at Dutchess Community College!

A special thank you to Carol Menken who volunteered to chair the "Fall Fund Raiser" and donated \$500.00. Unfortunately, the event was canceled due to COVID-19.

The List of Donors:

Margaret & Rolf Nijhuis
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Carol Demicco



thank
you!

Volunteer From Home

Barbara Van Itallie 845-462-3924 bvanitallie@yahoo.com

Dutchess-Orange Tutoring, DOT, a new organization formed last spring in response to the Covid pandemic to offer online tutoring to students, is looking for volunteer tutors. Volunteer tutors work from home using their own Zoom account. Students may request tutors for any subject in grades K to 12. DOT handles the administrative tasks and makes the match between student and tutor. The service is free, although they ask for a contribution from those who are able.

Their website, www.dotutoring.org, additionally says the following, "DOT particularly seeks to help students who are at risk of being disproportionately affected by remote learning, including but not limited to students with parents who do not have the time to supplement their children's new form of online learning, do not speak English as a first language, or do not otherwise have the ability to help their kids with their coursework. DOT also seeks to help students who typically rely on getting extra help from teachers outside of normal classroom help."

Their tutors have apparently been college and high school students, but AAUW member Barbara Van Itallie volunteered with them and was gladly accepted. Barbara has begun her tutoring with one student in 8th grade math, and it has gone well over Zoom. Those of you who have served as Math Buddies or Book Buddies in the past might find this a worthwhile substitute. Feel free to contact Barbara for more information at bvanitallie@yahoo.com.



MEMBER TO MEMBER

Inspired by October's program about care-giving, Vivian Rose, Community Service Initiatives Liaison, shared this suggestion on aging:

“ Let's come at least half way as consumers to continue to **Move, Eat** nutritionally, learn to **De-stress** and **Sleep** better as active citizens who are growing *bolder* and *bolder*! Smile! These four items can be our new **MEDS!** ”

SUPPORTERS OF THE BRANCH

Annual contributions from members help defray the expense of publishing *The Branch* and other communication expenses. To add your name, make check payable to: "Poughkeepsie Branch AAUW, Inc." and mail to Cyd Averill, 14 Farm View Road, Wappingers Falls, NY 12590. Thank you!

Patrons (\$25 or more): Mary Ann Boylan, Ruth Aldrich Gau, Sandra Goldberg, Shaileen Kopec, Margaret Nijhuis

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