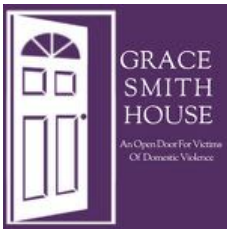


Participate in a branch December tradition:

MAKE SOMEONE FEEL SPECIAL

Sue Doyle



Since 2015, Poughkeepsie AAUW has provided holiday gifts to the mothers at Grace Smith House.

Let's share the spirit of the holidays with the residents of Grace Smith House at our December meeting.

The children who are residing at Grace Smith House, a home for victims of domestic violence, are remembered and well-provided for with lovely gifts from various community groups at the holidays. **The mothers there also need to feel that the community cares about them and remembers them at holiday time.**

We are asking members who attend the December 8th membership meeting at Freedom Plains United Presbyterian Church to bring along a donated gift for a mother at Grace Smith House again this year. Just bring your gift to the meeting and we will be sure it gets transported to the residents! Gifts will be distributed by the staff. Please send a gift if you cannot attend.

If you wish to donate, please follow the staff's guidelines:

- Gifts must be newly purchased, unused and unwrapped.
- Gifts must be something usable and personal, which is uplifting.
- Favorite gifts we have given in the past years: Pajamas, robes, slippers, fuzzy socks, lotions & bath items, perfume, pocketbooks, and cosmetic sets.

If you cannot attend and wish to send a check to Grace Smith House, their address is: 1 Brookside Avenue, Poughkeepsie, NY 12601. Donations can also be made through their web site.

Come celebrate your family and traditions with AAUW!

AN EVENING OF SHARING THROUGH STORY CIRCLES

December 8, 2022
7 pm

Freedom Plains United Presbyterian Church*

1168 Route 55,

Lagrangeville, NY 12540

*Directions: <https://bit.ly/3T3D4jc>



Join us for a special night of friendship, family and celebration where we will have the opportunity to share our own memories through stories of our heritage, traditions and celebrations.

The evening will begin with some fun games that encourage conversation and help us connect with old and new AAUW friends. Facilitators will help us form Story Circles in which you may share your own stories and remembrances. Although everyone is invited to engage, it is fine to just enjoy listening. After being separated by time, distance and pandemic, we hope this will provide a relaxing, thoughtful and enjoyable way to spend an AAUW evening together!

Gwen Higgins, one of our facilitators for the evening, describes storytelling this way: "Storytelling comes from the heart and tells a story of a special event, a character or a great decision moment. It begins with "I remember..."

Attendees are invited to bring an artifact, object of importance or prop with them to share.

There will also be some special snacks.

Contacts: Marcine Humphrey or Maria DeWald at program.aauw.poughkeepsie@gmail.com

DECEMBER CALENDAR

Online Calendar: <https://poughkeepsie-ny.aauw.net>
 Calendar listing: Philippa Goodman,
communications.aauw.poughkeepsie@gmail.com
 To contact interest groups: interest.aauw.poughkeepsie@gmail.com

- 1 Board Meeting:** 7 pm on Zoom
- 5 Word Games:** 1:30 pm
Coordinator: Sharon Fleury
- 6 World Travelers:** 7:00 pm - 9 pm on Zoom
Barbara VanItallie will present a genealogy trip her family took recently in Europe.
Presenter: Barbara VanItallie, co-hosted with her sister in Seattle
Coordinator: Bonnie Auchincloss
- 7 Pins & Needles:** 2:00 pm
Paper pine cone ornament
Hostess: Mary Ann Williams
Coordinators: Pat Luczai and Mary Ann Williams
- 8 Canasta:** 1-4 pm
Coordinator: Barbara Cohen
- 8 Monthly Program:** 7:00pm; see page 1 for details
- 9 Art on the Go:** Time TBD
Trip to Locust Grove to see the exhibition *Fertile Ground: The Hudson Valley Animal Paintings of Caroline Clowes (1838-1904)*. Linda Hubbard, a practicing artist, will discuss the work of Caroline Clowes, an internationally known artist who depicted scenes around her LaGrange home and her family home in Florida.
Coordinator: Mary Coiteux
- 10 Days for Girls Poughkeepsie NY Team**
Work session: 1:30-4:30 pm
Zion Church Parish Hall
12 Satterlee Place, Wappingers Falls, NY 12590
Coordinators: Judy Longacre and Sabashnee Govender
- 12 All those books...:** 2:30 pm
Fathers and Sons, by Ivan Turgenev
Hostess/Presenter: Peggy Kelland
Coordinator: Carol Loizides
- 13 Reely Together:** 2:00 pm on Zoom
Discussion of streamed films
Film selection: *A Street Cat Named Bob*
Coordinator: Jackie Vierno
- 14 Bridge I and II:** Noon - 4:00 pm
Red Lobster, Route 9, Poughkeepsie
RSVP to Sandy Goldberg
Coordinators: Sandy Goldberg and Susan Fink

14 Mah Jongg: Noon - 4:00 pm
Lunch from 12-1. Play from 1 to 3:30/4:00 pm
TGIFridays Restaurant in the Poughkeepsie Plaza
Contact: Blanche Bergman

15 Aventures en Soleil: details TBD
Planning session
Coordinator: Terry Jackrel

19 Manderley Literary Society: 7:00 pm
Honor, by Thrity Umrigar
Reviewer: Carol Gray
Coordinator: Shelly Friedman

Trekkers TBD
Coordinator: Tori Smith



Poughkeepsie Branch Officers 2021-2022

President	Celia Serotsky
Program Co-VPs	Marcine Humphrey Maria DeWald
Membership Co-VPs	Mary Scalise-Annis Bonnie Auchincloss
Development VP	Mary Lou Davis
Communications VP	Barbara Durniak
Secretary	Beth DeFiglio
Treasurer	Diane Jablonski
Membership Treasurer	Susan Doyle

President: president.aauw.poughkeepsie@gmail.com
 Board members: board.aauw.poughkeepsie@gmail.com
 Association: www.aauw.org NY State: www.aauw-nys.org
 Poughkeepsie Branch: <https://poughkeepsie-ny.aauw.net>

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. Submit articles to Cyd Averill, editor.

PRESIDENT'S MESSAGE

Celia Serotsky president.aauw.poughkeepsie@gmail.com

On October 13th, I attended PowHerNY's "Equity Summit" webinar. PowHerNY is an organization whose mission is to secure economic equality for all women. Like many of our past presidents, I subscribe to the organization to receive its information and attend its presentations. Here are some of the highlights from the webinar.



Issues regarding pay equity:

- The wage gap varies by race and motherhood status.
- The overall wage gap is 77%. (that is, women, on average, earn 77% of what men with same qualifications earn).
- Women of color are overly represented in low paying jobs.
- The COVID pandemic exacerbated the wage gap and women's opportunities to work.
- Women now make up approximately 50% of the work force.
- Women in unions make approximately \$.94/\$1.00 compared to men; women not in unions average approximately \$.78/\$1.00.
- Other important issues for women are paid leave and childcare.
- The childcare workforce is not at the level it was just two years ago.
- One of the panelists emphasized the use of data analytics to support equity in the workplace.
- The caregiving workforce is a necessary part of society; low wages and non-flexible hours have a negative effect on the families of caregivers; this group consists disproportionately of women, especially of women of color.
- The long-term effects of improvement in the caring economy are better living conditions, retirement benefits, Social Security benefits and, for the community, increased tax revenue.
- Enslavement solidified cooking, cleaning and caregiving as roles for women slaves. This is an example of systemic racism.
- In the past, the main occupation for women of color was as domestic workers.

There was also good news. Women are taking leadership roles to bring about the needed changes. Unions frame abortion rights as economic rights and support candidates who agree with that position. Women have many men who are supporters of closing the wage gap and improving working conditions for the caring economy. PowHerNY was instrumental in bringing about the impact description in New York State that requires employers to publish the salary range for a position. And, finally, New York State has one of the strongest pay equity laws in the country and boasts of universal pre-k and paid leave in New York City.

On October 29th, I attended a Diversity webinar coordinated by Melissa LaDuke, the Chair of the Inclusion and Equity Committee of AAUW national. The presentation began with a definition and discussion of Emotional Intelligence (Social skills, Self-Awareness, Decision making, Self-Regulation and Empathy). These are skills that aid an organization in becoming more diverse and inclusive. An organization must provide a welcoming environment and should strive to meet prospective new members where they are, not where we are. It was also mentioned that having a presence in local community events encourages and attracts new members from diverse communities. This struck a personal note for me, as one of my goals for our branch is to make our name more recognized and linked to all that we do through our community service initiatives. And, we hope to encourage participation and membership in our branch by women whom we don't see represented currently at our events. We are working on participating more actively in community events through our Public Relations Committee, chaired by Betty Harrel. Any ideas, suggestions, comments can be addressed to Betty.

MEMBERSHIP COUNTS

Mary Scalise-Annis and Bonnie Auchincloss:
membership.aauw.poughkeepsie@gmail.com

Happy Holidays for December 2022!

A WARM WELCOME TO OUR NEWEST MEMBERS

Roberta Brady
Lori Croushore
Cindy Emmer
Corazon Flores
Nancy Shannon
Sue Tierney
Sharon Trocher

PLAN TO ATTEND!

Monthly Membership Meeting: Thursday, December 8th at 7:00 at Freedom Plains United Presbyterian Church (see page 1 for details)



DECEMBER BIRTHDAYS:

Patricia Aglietti, Catherine Bala, Jocelynn Banfield, Linda Beyer, Kay Bishop, Linda Davis, Geeta Desai, Barbara Durniak, Eileen Hayden, Jeanne Henderson, Pauleine Herr, Kathleen Martin, Anita Morrison, Millie Neuman, Cynthia Nguyen, Saranne Ratner, Mary Scalise-Annis, Iris Turkenkopf, Norma Vazquez, Jacqueline Vierno, Mary Ann Williams

PUBLIC POLICY

Patricia DeLeo board.aauw.poughkeepsie@gmail.com



50 Shades of Transparency

Chances are you knew more about a co-worker's social life than you did about their salary and benefit package. That's because salary was one of those topics you didn't discuss around the water cooler - until now.

The NYC Transparency Act took effect November 1 and is a welcome step towards addressing the gender pay gap. It will require New York City employers to disclose the minimum and maximum annual base salary or hourly wage for a job, promotion or transfer opportunity in any internal or external advertisement. As part of the end-of-session rush of legislative activity, New York State lawmakers passed a similar bill, the Salary Disclosure Law, which was sent to Governor Kathy Hochul for her signature or veto. If enacted – which is expected – New York will be the latest state to jump on the bandwagon to bring some remedy to the gender pay gap. As states continue to recognize the need to provide equal pay, pay equity and to eliminate the pay gap, small steps will strip away years of prejudice and discrimination.

Studies indicate that disclosing pay bands helps narrow the gender gap by producing better offers for women and minority job candidates, and transparency bills make it more difficult to hide discriminatory practices. While this bill is a warmly received advance, it does not address many of the other economic barriers that continue to burden the pay gap and pay equity.

In most states (7) with transparency, transparency does not include mandatory posting of benefit packages that may or may not include health/life insurance, vacation time, sick/personal time, 401k retirement plans or employer funded pension plans, severance pay, overtime, stock options, child rearing leave, work from home opportunities, and other forms of compensations such as bonuses, tips, on-site childcare, as well as work-related food and lodging expenditures. Full job transparency is not required and benefits, as well as the salary range listed in the advisement or posting, remain negotiable.

As states continue to recognize the responsibility to provide equal pay and eliminate the pay gap, small consistent steps will attempt to counterbalance years of mistreatment. The conversation is changing and because of the Transparency Act and previous Paycheck Fairness Act, it is safe to drink the water and talk money. To read the NYC law, visit <https://www1.nyc.gov>.

Are **Equal Pay** and **Pay Equity** the same thing? **Pay Equity** is equal pay for work of equal value. The value of a job is based on the levels of skill, effort, responsibility and working conditions involved in doing the work. **Equal Pay for Equal Work** addresses situations in which men and women do substantially the same job and substantially share the same skills, effort, responsibility and working conditions.

Looking Ahead: January Program

Your Health and Wealth: Safeguarding Your Financial Future



Minny Hunt

Ann Li

January 12, 2023
7:00 PM on Zoom

Register in advance
for this meeting:
<https://bit.ly/3WYQJdr>

Why do women need to learn more about financial planning?

- Women on average live 5 years longer than men
- Because of longevity, it comes with higher healthcare and long term care costs
- 9 out of 10 women will be solely responsible for their finances at some point in their lives
- 75% of caregivers are women who take care of children, spouse and aging parents

In this program you will learn:

- The financial importance and impact of your health
- Strategies to transfer and preserve your wealth
- Ensuring that your last wishes are prepared and carried out
- Understand the inevitability and impact of medical expenses

World System Builder (WSB) is a community of financial professionals on a mission to deliver the best financial education to people of all ages and backgrounds. This is a national nonprofit organization. Our speakers come from the Norwood Financial Center.

DAY ONE EARLY LEARNING COMMUNITIES

Celia Serotsky

In early November, Geraldine Laybourne, Co-Founder of DAY ONE Early Learning



Communities, contacted AAUW to express her appreciation for our efforts so far, and describe a new volunteer opportunity:

“The AAUW has been an active supporter of DAY ONE from the very beginning. At first, we held parent workshops and were able to distribute AAUW’s carefully curated age-appropriate bags of books and ideas of how to make reading important in a young child’s home. AAUW has made us yarn ‘fidgets.’ You have knitted us hats and created handmade dolls. Recently, we got the most gorgeous doll blankets quilted by AAUW folks. We call these quilts ‘nap inducers.’ Kids tuck their babies in and hum to them and soon they are both asleep. Since we opened a preschool for 3 and 4 year olds in September, our pressing need right now is getting 3 people to come in at 8:00-8:45 to serve the children breakfast and another group at 11:15-12:15 for lunch. The Public Schools provide a family style lunch, which needs to be served to the kids on plates. It would also be great if anyone serving food also wanted to read a book at lunch.”

Our cooperative effort with DAY ONE was established through the Diversity, Equity, and Inclusion Committee. During the COVID pandemic it became apparent that women, especially women of color, were most negatively affected by the lack of childcare options that would allow them to work outside the home. If you are interested in volunteering to help at breakfast or lunch at the DAY ONE facility on Hooker Avenue in the City of Poughkeepsie, please contact either Betty Harrel or me and we’ll get further details to you.

THANK YOU for Day One Gifts

Betty Harrel

Through the Diversity, Equity, and Inclusion Committee our branch has been involved with the DAY ONE early childhood education program. This community project is striving to make Dutchess County a model for quality early childhood education. They provide training for teachers, support scholarships, help residents apply for new jobs, and run pre-school programs. Members previously donated handmade “fidgets” and knitted hats for their young charges, as well as books from the Leading to Reading project.

When the request came in September, our members got busy knitting, crocheting, and quilting. Thanks to the efforts of Sue Davis, Diane Jablonski, Pat Luczai, Mari Pangia and Pat Reilly, we delivered a bag of fidgets, doll blankets and hats to their newly-opened center on Hooker Avenue. As many of their children arrive without hats or mittens, the staff is also looking for more of those as the weather gets colder. In addition, Mary

Ann Williams created “Foot Books” with creative activities for young children and donated those to the program.

Many thanks for using your skills to benefit some of our youngest community members!

LEADING TO READING

Betty Harrel



Grateful for Community Support

The success of the Leading to Reading program depends on both the volunteer hours of our dedicated members and funding from the community. Grants allow us to purchase new books, especially those with diverse characters, as well as the supplies we use for the family reading kits.

The Nora Roberts Foundation recently provided a grant to the Leading to Reading project! The Foundation, implemented by the popular author, supports literacy programs run by non-profit agencies. Some pre-school books have already been ordered, and other purchases will be made throughout the coming year. We truly appreciate their support of our literacy project!

Holiday Gift Wrapping

One of the ways we serve our community is to wrap gifts at Hudson River Lodging, a shelter on Route 55 run by Hudson River Housing. Families stay there for two years or more while a parent completes a high school education, receives job training, or takes part in counseling. Children are transported to their home school. Gifts are purchased with funds from Holiday Helping Hand. In addition, Leading to Reading donates two new books for every child living in the residence.

We need lots of help! There are approximately 90 children of all ages in the shelter, and we wrap mountains of gifts. We bring our own wrapping paper and supplies and attach a label so staff members can select appropriate gifts. This year we have 3 dates in order to socially distance more easily. Once you are confirmed for a specific date, you’ll get information on the location and supplies needed.

To sign up for one of the dates, please contact the coordinator listed below:

Friday, December 9: (9:30 – 11:30); Kathy MacCarthy
Wednesday, December 14: (9:30 – 11:30); Flo Mondanaro
Friday, December 16: (9:30 – 11:30); Judy Linville

Your help is truly appreciated!

EXTENDING GIRLS' HORIZONS

Peggy Kelland

Extending Girls' Horizons began the school year by arranging map and compass workshops for Girl Scouts at Bowdoin Park with Dave Beck. The September 27 event was enthusiastically received. The original October 4 slot was postponed due to rain to October 18, when another troop was able to take part. Our November 18 event was International Games, featuring cooperative games such as board games and card games.



Upcoming Events: (both at Zion from 6:30-8:00 P.M.)
"Woodworking" - Friday, December 9 (We'll make string art plaques.)
"Special Agent" - Friday, January 6 (forensic science experiments and crafts)

Let me know if you would like to join us.

INTEREST GROUP NEWS

Linnea Masson, Coordinator

New Movie Group to Launch in January

Our AAUW Movie Group is going to be starting again although with a new name. We will now be known as the **Movie Mavens**. This is a kind of "heads up" as the group will not be starting until January.

The group will be meeting the fourth Tuesday of the month. Look for more information in the January Branch.

ART IN THE COMMUNITY

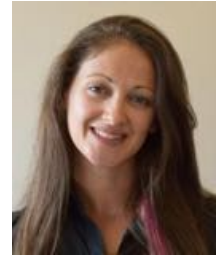
Organized by the Dutchess County Historical Society, an exhibition, **Fertile Ground: The Hudson Valley Animal Paintings of Caroline Clowes**, will be on view at the Locust Grove Estate, Poughkeepsie. Though virtually unknown today, LaGrange artist Caroline Clowes earned an international reputation during the nineteenth century with her poignant and charming paintings of sheep, cows, horses, and other farm animals. The installation will be open and free to the public Wednesdays to Sundays 1:00 to 5:00pm from Nov. 4 to Dec. 30.



"Two Cows at Wappinger Creek"
by Caroline M. Clowes

HATS OFF!

Congratulations to **Leah Feldman** on being named the new CEO of Family Services. Leah is the daughter of branch member Joanne Sclaro.



In his announcement, Board Chair Freddimir Garcia acknowledged the extensive and rigorous search process that led to her selection. "There was no one quite so passionate and intimately connected to our mission, vision, and community here in Poughkeepsie and the greater Hudson Valley, than Leah. In her 13th years with the agency, she has served in progressively responsible positions, starting with her work as Victim Advocate in what is now our Center for Victim Safety and Support to her most recent role as Chief Program Officer."

Leah's connection to Poughkeepsie AAUW reaches back twelve years, when she worked in coordination with Mary Lou Heissenbittel and Judy Lombardi of Grace Smith House to create our successful Court Watch Project.

Ann Pinna, Court Watch coordinator, says of Leah, "She is very deserving of this new position. She trained some of us way back in 2010 when we were just getting started as a Court Watch team. She has spoken at some of our meetings and has been very supportive of all we do."



SUPPORTERS OF ^{THE}BRANCH

Many thanks to our newsletter Patrons (\$25 or more) and Sponsors (\$10 or more). Their annual contributions help defray the expense of publishing ^{THE}BRANCH and other communication expenses. To add your name, send a check, payable to: "**Poughkeepsie Branch AAUW, Inc.**" to Cyd Averill, editor.

Patrons: Ruth Aldrich Gau, Sandy Goldberg, Shaileen Kopec, Margaret Nijhuis, Sheila Zweifler

Sponsors: Mary Ann Ryan