

THE NATIONAL EDUCATION FOR WOMEN (NEW)  
NEW LEADERSHIP™ NEW YORK

A PROGRAM OF THE WOMEN'S LEADERSHIP ACADEMY  
CENTER FOR WOMEN IN GOVERNMENT & CIVIL SOCIETY

AGENDA

2018

## **ACKNOWLEDGEMENTS**

The Center for Women in Government & Civil Society (CWGCS) wishes to acknowledge the invaluable efforts of the Committee members who developed this program. The program would not have been possible without each of these committee members who generously gave many hours of their time to diligently plan and meticulously shape each segment of the program. The care with which they approached every detail of the program is a reflection of their passion to advance women's leadership and representation in public life.

We wish to also thank Sue Faerman for establishing an endowment fund for the Women's Leadership Academy at the Center for Women in Government & Civil Society.

CWGCS truly appreciates the commitment and dedication of the Committee to the mission and vision of NEW Leadership™ New York and extends a heartfelt thanks to them.

### **Committee Members**

**Dr. Sue Faerman, Chair, Women's Leadership Academy  
Distinguished Teaching Professor Emerita  
University at Albany  
(Committee Chair)**

**Mary-Ellen Piche  
CWGCS Executive Board President**

**Dr. Shai Butler  
Vice President of Student Success & Chief Diversity Officer, College of St.  
Rose**

**Beth Conrad  
Associate Director, Center for Leadership & Service  
University at Albany**

**Lauren Dorvil  
2017 NEW Leader™**

**September Johnson  
2015 NEW Leader™**

**Dr. Debernee Privott,  
Assistant Dean for Public Engagement, CAS & Director, UHS  
University at Albany**

**Lauren Prosper  
2017 NEW Leader™**

**Dr. Dina Refki  
Executive Director, CWGCS**

**Bilge Avci  
Research Associate & Program Coordinator, CWGCS**

## DAY 1: TUESDAY, MAY 29, 2018

TIME & LOCATION	ACTIVITY
9:00AM - 10:00AM Liberty Terrace Apartments (LTA) Conference Room 116-A	ARRIVAL, CHECK-IN
10:00AM - 12:30AM LTA 116-A	<b>WELCOME, INTRODUCTIONS, PROGRAM OVERVIEW, ICE BREAKER</b> <ul style="list-style-type: none"> <li>• <b>Bilge Avci</b>, <i>Program Coordinator, CWGCS</i></li> <li>• <b>Dr. Sue Faerman</b>, <i>Chair, Women's Leadership Academy, CWGCS</i></li> <li>• <b>Dr. Dina Refki</b>, <i>Executive Director, CWGCS</i></li> </ul> <p>This session will welcome you to our NEW Leadership™ New York Program and lay the foundation for the week's activities by reviewing the agenda for the week and beginning to talk about what we mean when we talk about women's leadership and why women's leadership matters.</p>
12:30PM - 1:30PM LTA 116-A	LUNCH
1:30PM - 5:30PM LTA 116-A	<b>WELCOMING DIVERSITY, COALITION BUILDING WORKSHOP</b> <ul style="list-style-type: none"> <li>• <b>Karla Jaime-Benitez</b>, <i>Associate Director for Campus Center Management, UAlbany</i></li> <li>• <b>Sari H. Khatib</b>, <i>Assistant Director of Orientation and Transition Programs, UAlbany</i></li> </ul> <p>To be an effective as a leader, one needs to develop a strong team; and to develop a strong team, leaders need to bring together individuals with different backgrounds, ideas, and approaches, as well as welcome differences in perspectives. Through a series of incremental activities, the welcoming diversity workshop helps participants celebrate their similarities and differences, recognize the misinformation they have learned about various groups—including their own—that may keep them from working effectively with others, and understand the personal impact of discrimination through the sharing of stories. Participants learn effective communication tools for listening to others and for dealing effectively with offensive remarks and behaviors.</p>
6:00PM - 7:00PM LTA 116-A	DINNER
7:15PM - 9:00PM LTA 116-A	<b>SCREENING A DOCUMENTARY: The Women's March: How a Moment Became a Movement</b> <ul style="list-style-type: none"> <li>• <b>Kathryn Allen</b>, <i>Founder, CapitalWomenNY</i></li> </ul> <p>It started as a Facebook post and it sparked a movement. The Women's March on Washington has reinvigorated the women's movement and brought everyday women off the sidelines to join the fight. CNN follows the national organizers of the Women's March over the course of a year documenting how a moment became a movement. The themes covered are the movements, diversity within the movements; service leadership; unity across social justice issues and the notion that social justice cannot be selective; mobilization around black lives matter; gun violence, and the Me Too movement; civil disobedience and non-violent activism; the notion that coalitions and alliance building is not easy but is fraught with difficulties, but persistence comes from pursuing a higher purpose.</p>
9:00PM - 9:30PM LTA 116-A	JOURNALING YOUR NLNY EXPERIENCE AND EVALUATING TODAY'S ACTIVITIES

## DAY 2: WEDNESDAY MAY 30, 2018

TIME & LOCATION	ACTIVITY
7:45 AM - 8:45AM LTA 116-A	BREAKFAST
9:00 AM - 12:00PM LTA 116-A	<b>WHAT IS LEADERSHIP? DO WOMEN AND MEN LEAD DIFFERENTLY?</b> <ul style="list-style-type: none"> <li>• <b>Dr. Sue Faerman</b>, <i>Chair, Women's Leadership Academy, CWGCS</i></li> </ul> <p>What is leadership? Why are some people seen as effective leaders, while others are not? What behaviors and actions make someone an effective/ineffective leader? Is your definition of effective leadership the same others' definition of effective leadership? This session focuses on defining leadership and understanding the many different aspects of effective leadership; and what this means for how you can approach being an effective leader. The session also looks at questions related to whether women and men lead differently, and how similarities and differences in men's and women's approaches to leadership may have implications for your ongoing development as a leader.</p>
12:30PM - 2:00PM  LUNCH  LTA 116-A	<b>CONVERSATION WITH A TRAILBLAZER</b> <ul style="list-style-type: none"> <li>• <b>Dr. Shai Butler (Moderator)</b>, <i>Vice President of Student Success &amp; Chief Diversity Officer, College of St. Rose</i></li> <li>• <b>Dr. Alice Green</b>, <i>The Executive Director of the Center for Law and Justice, a civil rights organization.</i></li> </ul> <p>This session features an interview with a powerful leader who has been a central figure in the advancement of the reproductive rights movement in New York State. A stroll down memory lane will reveal the strategies women and allied men have used to move the agenda forward and overcome obstacles. You will hear her reflections on her personal journey in the world of advocacy and thoughts on lessons learned along the path to leadership. She will also comment on the strides women have made and the ingredients necessary to become a woman leader then – and now.</p>
2:00PM - 2:30PM	BREAK
2:30PM - 5:30PM LTA 116-A	<b>INTRODUCTION TO PUBLIC SPEAKING: THE ART OF CAPTURING YOUR AUDIENCE ATTENTION</b> <ul style="list-style-type: none"> <li>• <b>Dr. Linda Krzykowski</b>, <i>University at Albany Assistant Vice Provost, Student Engagement; School of Business, Clinical Professor of Business</i></li> </ul> <p>Public speaking is a critical leadership skill. This session provides the fundamentals of an effective public speech. The presenter shares best practices and effective strategies for delivering a persuasive speech. Examples of successful and ineffective speeches will be examined.</p>
6:00PM - 7:00PM LTA 116-A	DINNER
7:00 PM - 9:00PM LTA 116-A	<b>Developing Your Leadership Capacity: Increasing Your Self-Awareness and Emotional Intelligence</b> <ul style="list-style-type: none"> <li>• <b>Dr. Jami L. Cotler</b>, <i>Assistant Professor of Computer Science, Siena College</i></li> </ul> <p>Emotional and social intelligence is a combination of personal and social competences that are sometimes referred to as "soft skills." In the past decade, however, there has been growing evidence that emotional intelligence (EI) is directly related to workplace performance, leadership success, overall job satisfaction and increased earning potential. Most importantly, there is strong evidence that this type of intelligence can be developed and improved over time. This interactive and experiential workshop offers highlights of techniques and teachings from a variety of evidence based programs. The program will start by building a foundation of awareness of self and others through the lens of personality awareness, team-based learning and mental attention training or mindfulness. After building this foundation, activities to help you learn specific EI skills such as self-awareness and awareness of others and empathy will be presented.</p>
9:00 PM - 9:30PM LTA 116-A	<b>JOURNALING YOUR NLNY EXPERIENCE AND EVALUATING TODAY'S ACTIVITIES</b>

## DAY 3, THURSDAY, MAY 31, 2018

TIME & LOCATION	ACTIVITY
6:30AM - 7:30AM	BREAKFAST
7:45AM	<p><b>DEPART (ON FOOT) FROM LIBERTY TERRACE TO BOARD THE PUBLIC BUS TO THE EMPIRE STATE PLAZA CONCOURSE, MEETING ROOM 1</b></p> <p><b>NOTE:</b> You will be going through security to enter the Capitol. Be sure you have ID and no sharp objects with you.</p>
9:15AM - 10:15AM EMPIRE STATE PLAZA CONCOURSE, MEETING ROOM 1	<p><b>HISTORY OF WOMEN'S LEADERSHIP</b></p> <ul style="list-style-type: none"> <li>• <b>Dr. Lauren Kozakiewicz</b>, <i>Department of History, University at Albany</i></li> </ul> <p>This session analyzes how women politicians have been portrayed in the media over the past century. It explores the implicit and explicit biases against female pioneers in politics then and now. In this session, we will talk about the culture of politics, and how it has historically affected women's ability to advance within it. This session will review the "Ladies Day in the Empire State" Project, which is a historical treatment of the women who have served in the New York State Legislature from 1919 into the 21st century. NEW Leaders™ will learn about the project layout and some preliminary findings that illustrate the intersection of women and the unique political culture of New York State.</p>
10:30AM - 12:00PM EMPIRE STATE PLAZA CONCOURSE, MEETING ROOM 1	<p><b>DECIDING TO RUN – HOW DID WE GET HERE; WHAT DIFFERENCE DO WE MAKE</b></p> <ul style="list-style-type: none"> <li>• <b>Dr. Lauren Kozakiewicz (Moderator)</b>, <i>Department of History, University at Albany</i></li> <li>• <b>Honorable Dr. Dorcey Applyrs</b>, <i>Albany City Council Member, Ward 1</i></li> <li>• <b>Honorable Claudia Braymer</b>, <i>Warren County Supervisor</i></li> <li>• <b>Honorable Pat Fahy</b>, <i>NYS Assembly Member, 109th District</i></li> <li>• <b>Honorable Velmanette Montgomery</b>, <i>NYS Senate, 25th District</i></li> </ul> <p>What draws women to public service and seeking elected office? What is it like to campaign, reach out, mobilize your community and fundraise to finance your campaign? Panelists share their experiences and perspectives on the role of gender in public office, lessons learned from being a woman leader, and panelists' approach to critiquing and developing proposed initiatives.</p>
12:00PM – 1:00PM	LUNCH
1:00PM – 2:30PM CAPITOL BUILDING ENTRANCE	TOUR OF THE CAPITOL
2:30PM - 4:30PM EMPIRE STATE PLAZA CONCOURSE, MEETING ROOM 1	<p><b>HOW TO RUN FOR OFFICE?</b></p> <ul style="list-style-type: none"> <li>• <b>Mary-Ellen Piche (Moderator)</b>, <i>President of the Board, CWGCS</i></li> <li>• <b>Judith Mazza</b>, <i>Political Organizer</i></li> <li>• <b>Christine Bouchard</b>, <i>Campaign Committee for Judge John Reilly for Albany City Court (Chair) &amp; Former Associate Vice President for Student Affairs and Vice President for Student Success, UAlbany</i></li> <li>• <b>Shondria Smith</b>, <i>Citizen Action of New York, Albany Chapter</i></li> </ul> <p>This session discusses the fundamentals essential to mounting and executing a successful political campaign. It will examine the basic strategies that are central to the campaign process, including building the campaign team, organizational strategy, planning and messaging, and the role of the candidate throughout the process. It will discuss how to best prepare NOW to run for political office in the future, including the advantages of working on a political campaign in various capacities. Presenters are experienced campaign managers who will share their insights.</p>
5:30PM - 6:30PM LTA 116-A	DINNER
6:30PM - 8:30 PM LTA 116-A	<p><b>VISIONARY: BRINGING VISION INTO EXISTENCE</b></p> <ul style="list-style-type: none"> <li>• <b>Dr. Debernee Privott</b>, <i>Assistant Dean for Public Engagement, and Director, UHS, University at Albany</i></li> </ul> <p>What dreams do you have? What goals have you set for yourself? Where do you see yourself in ten years? How will you get there? Join us as we engage in a process that will apply vision to our lives. During this session, you will develop a vision board that will help you clarify your vision, focus your goals, and live your life with intention and purpose.</p>
8:30PM - 9:00PM	JOURNALING YOUR NLNY EXPERIENCE AND EVALUATING TODAY'S ACTIVITIES

## DAY 4, FRIDAY, JUNE 1, 2018

FIELD TRIP	
TIME & LOCATION	ACTIVITY
6:00AM	BOARDING BUS AND DEPARTURE FOR NEW YORK CITY
10:30AM - 12:30PM  ROOM 711 UJA FEDERATION OF NEW YORK 130 E 59TH ST NEW YORK, NY	<b>STILL FIGHTING AT THE FOREFRONT OF HUMAN RIGHTS</b> <ul style="list-style-type: none"> <li>• <b>Dr. Dina Refki (Moderator)</b>, <i>Executive Director, CWGCS, University at Albany</i></li> <li>• <b>Kylen Button</b>, <i>Program &amp; Administrative Manager, Center for the Integration &amp; Advancement of New Americans (CIANA)</i></li> <li>• <b>Donna Lieberman</b>, <i>Executive Director, New York Civil Liberties Union (NYCLU)</i></li> <li>• <b>Ane Mathieson</b>, <i>Lead Program Specialist at Sanctuary for Families</i></li> <li>• <b>Allison Sesso</b>, <i>Executive Director, Human Services Council</i></li> </ul> <p>Panelists discuss the involvement of their organizations in advancing the human rights agenda. These organizations are at the forefront of advocacy for social justice. Every day they fight for women's rights, immigrant rights, LGBTQ+ rights, racial justice, voting rights, rights of people with disabilities, and against gender violence and sex trafficking. They advocate to protect the rights and resources needed for the recipients of human services. The leaders of these organizations share their vision of equality, examine successful lessons learned from decades of activism, and analyze the different strategies they use to remove barriers and alleviate discrimination in all its forms. They also provide participants with actionable strategies to "build the collective power."</p>
12:30PM – 1:30PM  ROOM 711 UJA FEDERATION OF NEW YORK 130 E 59TH ST NEW YORK, NY	<b>LUNCH CONVERSATION: HOW TO RUN FOR OFFICE ON CAMPUS</b> <ul style="list-style-type: none"> <li>• <b>Langie Cadesca</b>, <i>President, Student Association, UAlbany</i></li> </ul> <p>This conversation will focus on how to prepare and run for office on campus, and what it takes to mount a campaign. The session will be led by the President of the UAlbany Student Association who will share her experiences with you and answer questions about running for office on a college campus.</p>
1:30PM-3:30PM  ROOM 711 UJA FEDERATION OF NEW YORK 130 E 59TH ST NEW YORK, NY	<b>HAVING THE VISION OF GLOBAL AND LOCAL SOCIAL JUSTICE</b> <ul style="list-style-type: none"> <li>• <b>Dr. Sue Faerman (Moderator)</b>, <i>Chair, Women's Leadership Academy, CWGCS, University at Albany</i></li> <li>• <b>Verna Eggleston</b>, <i>Research and Development at Bloomberg Philanthropies</i></li> <li>• <b>Atossa Movahedi, Esq.</b>, <i>Director of Legal Services &amp; Development, Domestic Violence Project, Urban Justice Center</i></li> <li>• <b>Christa Stewart</b>, <i>Equality Now, Program Manager, End Sexual Violence Justice for Girls</i></li> </ul> <p>A panel of strong advocates, activists, and service providers with a vision of equality for all will share how the strategies they use to advance human rights—both close to home and around the world—protect the most vulnerable populations, and provide support for survivors of violence against women. They will discuss programs they have developed to transfer and translate intellectual capital across the world and bring it back home. The achievements of these panelists truly underscore the fact that we are all interconnected and the importance of must strengthening and preserving the ties that bind us all as humans.</p>
3:30PM	BOARDING BUS AND DEPARTURE FOR ALBANY
9:00PM	ARRIVAL AT LTA
9:00PM - 9:30PM	JOURNALING YOUR NLNY EXPERIENCE AND EVALUATING TODAY'S ACTIVITIES

## DAY 5, SATURDAY, JUNE 2, 2018

TIME & LOCATION	ACTIVITY
8:00AM - 9:00AM LTA 116-A	BREAKFAST
9:00AM - 12:00PM LTA 116-A	<p><b>THE ROLE OF NONPROFIT IN CREATING COMMUNITY CHANGE</b></p> <p>What is grassroots organizing? How is a need identified and transformed into an action from the bottom up; friend to friend, neighbor to neighbor? How are small actions organized and coordinated into a larger, stronger movement? In this session, we examine the process of grassroots organizing and the crucial leadership skills that make for successful outcomes, from political campaigns to neighbor watch groups. We also explore why an initiative can fall flat, despite the best intentions and evidence of need.</p> <ul style="list-style-type: none"> <li>• <b>Mary-Ellen Piche (Moderator)</b>, Board President, CWGCS</li> <li>• <b>Carmen Duncan</b>, Chief Coach &amp; Founder, Mission Accomplished Transition Services</li> <li>• <b>Daqueatta Jones</b>, Executive Director, YWCA of the Greater Capital Region, Inc.</li> <li>• <b>Peter M. Iwanowicz</b>, Executive Director, Environmental Advocates of New York</li> </ul>
12:30PM - 1:30PM LTA 116-A	<p><b>LUNCH &amp; CONVERSATION WITH ABOUT SEXUAL ASSAULT AND HARASSMENT &amp; ADVOCACY</b></p> <ul style="list-style-type: none"> <li>• <b>Lauren Prosper (Moderator)</b>, Sexual Violence Prevention Ambassador, UAlbany; Anti-Rape Activist; Student Assistant, CWGCS and 2017 NEW™ Leader</li> <li>• <b>Carol Stenger</b>, Director, Advocacy Center for Sexual Violence, UAlbany</li> </ul> <p>Although there has been much public attention paid to sexual harassment and sexual assault in the workplace in the past year, we know that these are not recent phenomena. Moreover, these phenomena do not only occur in the workplace; students can be sexually harassed or assaulted by professors, family members, casual acquaintances and even individuals who they consider to be friends. In this session, a 2017 NEW™ Leader will interview a nationally recognized leader in the field of sexuality, sexual health and sex education, who will share information regarding resources that are available and what you can do if you or one of your friends have been sexually harassed or sexually assaulted.</p>
2:00PM – 5:00PM	<p><b>ADVOCACY FOR SOCIAL CHANGE</b></p> <ul style="list-style-type: none"> <li>• <b>Dr. Dina Refki</b>, Executive Director, CWGCS, University at Albany</li> </ul> <p>The purpose of this workshop is to deepen your understanding of the theoretical and applied dimensions of nonprofit advocacy, and to strengthen your skills for influencing public policy, as nonprofit actors. We will discuss the critical role that nonprofit advocacy organizations play in democratic governance; examine frameworks and models, focusing on the Advocacy Coalition Framework; and analyze the application of theories of nonprofit advocacy to real life contexts. We will explore community mobilization and community organizing tools; and discuss how policy advocacy coalitions coalesce and how advocacy networks collaborate to influence legislative outcomes. A documentary “The Freedom to Marry” (2016) which chronicles the true story of a dramatic, decades-long campaign to achieve marriage equality in the United States, will serve as our case study.</p>
6:30PM – 8:30PM	<p><b>Reflections &amp; Preparation for Presentation</b></p> <p>Working with NLNY Staff to get ready for your presentations at the Graduation Party</p>
8:30PM 9:00PM	<b>JOURNALING YOUR NLNY EXPERIENCE AND EVALUATING TODAY’S ACTIVITIES</b>

## DAY 6: SUNDAY, JUNE 3, 2018

TIME & LOCATION	ACTIVITY
8:00AM - 9:00AM LTA 116-A	BREAKFAST
9:00AM - 11:00AM LTA 116-A	<b>DEVELOPING YOUR LEADERSHIP CAPACITY: LEARNING TO MANAGE CONFLICT</b> <ul style="list-style-type: none"> <li>• <b>Dr. Sue Faerman</b>, <i>Chair, Women's Leadership Academy, CWGCS</i></li> </ul> <p>Some people try to avoid conflicts at all costs, while others enjoy the give and take of a "good argument." Regardless of where you stand on this issue, it might be interesting to learn that managers and team leaders often report that one of the most difficult aspects of leading a team is managing conflict. This session focuses on learning about and recognizing the usefulness of several different approaches for managing conflict. It will also help you develop both your ability to manage conflicts that occur between yourself and others and your ability to help others who are dealing with interpersonal conflicts.</p>
11:30AM - 12:30PM LTA 116-A	<b>CONVERSATION WITH TWO TRANSFORMATIONAL LEADERS</b> <ul style="list-style-type: none"> <li>• <b>Dr. Shai Butler</b>, <i>Chief Diversity Officer, College of St. Rose</i></li> <li>• <b>Dr. Sue Faerman</b>, <i>Chair, Women's Leadership Academy, CWGCS</i></li> </ul> <p><i>James MacGregor Burns</i> defined transformational leaders as leaders who engage their followers in such a way that both the leader and the follower are raised to higher levels of morality and motivation. Transformational leaders are role models who empower their followers and encourage them to develop their potential. This session features an interview with two leader who have been identified by their supervisors, colleagues, supervisees and students as transformational leaders.</p>
1:30PM - 3:30PM LTA 116-A	<b>MENTORING WORKSHOP</b> <ul style="list-style-type: none"> <li>• <b>Mary-Ellen Piche</b>, <i>President, Board of Directors, CWGCS</i></li> </ul> <p>Mentoring is a cooperative and nurturing relationship between a more experienced professional and a less experienced person who wants to gain valuable insight into some of the unspoken subtleties of the professional world. Women especially need supportive and nurturing relationships with other women. Lack of such linkages can affect women negatively and can hinder their professional and personal growth. Research indicates that mentoring is one of the crucial and important factors in success. A mentor dramatically increases one's chances for success and allows a broad base of experience and contacts so important to success. The goal of this session is to learn how to identify and work with a mentor who will create positive, nurturing relationship with you, a relationship that might yield benefits that could last a lifetime.</p>
4:00PM - 5:00PM LTA 116-A	DINNER
6:45PM	LEAVE FOR LECTURE CENTER ROOM 3-A
7:00PM - 9:00PM LECTURE CENTER ROOM 3-A	<b>ICE CREAM SOCIAL &amp; GRADUATION PARTY</b> <ul style="list-style-type: none"> <li>• Welcoming Remarks</li> <li>• Graduation Presentations</li> <li>• Ice Cream Social</li> <li>• Open Mic/Talent Show</li> </ul>
9:15PM-9:30PM LTA 116-A	JOURNALING YOUR NLNY EXPERIENCE AND EVALUATING TODAY'S ACTIVITIES



## DAY 7: MONDAY, JUNE 4, 2018

TIME & LOCATION	ACTIVITY
7:30AM - 8:30AM	BREAKFAST
8:30AM - 10:30AM	PROGRAM EVALUATION <ul style="list-style-type: none"><li>• Sue Faerman</li><li>• Dina Refki</li><li>• Bilge Avci</li></ul>
10:30AM - 11:30AM	GRADUATION AND AWARDING OF NLNY CERTIFICATES <ul style="list-style-type: none"><li>• Sue Faerman</li><li>• Dina Refki</li><li>• Bilge Avci</li></ul>
12:00PM	DEPARTURE

## SPONSORS

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