



# The National Federation of Business & Professional Women's Clubs, Inc.

## April 2018 Newsletter

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## Upcoming Events

### NFBPWC 2018 General Assembly

20 July 2018 | Orlando, Florida



### XXX BPW International Congress

21 August 2020 to 26 August 2020

[Hilton Buena Vista Hotel](#), Orlando, Florida

**Mark Your Calendars! April 10<sup>th</sup> is Equal Pay Day**

### United Nations' World Health Day - April 7th

**This year's theme is: "Universal health coverage: everyone, everywhere."**

**#HealthForAll**

World Health Day is a day observed annually on April 7<sup>th</sup> to draw the attention of the world to the health global human populations and the diseases that may impact these populations. It was created by the World Health Organization in 1948, shortly after the organization was formed. (Source: <http://www.who.int/campaigns/world-health-day/2018/en/>)



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**Submission Deadline for the May eNewsletter is Tuesday, April 24th at 5:00 pm Mountain Time**

## About NFBPWC

**Develops the business, professional and leadership potential of women.**

### Our Mission

*The National Federation of Business and Professional Women's clubs (NFBPWC) develops the business, professional and leadership potential of women on all levels through education, advocacy, networking, mentoring, skill building and economic empowerment programs and projects.*

The National Federation of Business and Professional Women's Clubs (NFBPWC) of the United States of America is an affiliate of the International Federation of Business and Professional Women, which spans across five regions and over 110 countries of the world. In 2017 we celebrated 98 years of empowering women through our mission which is to develop the business, professional and leadership potential of women on all levels through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.



President Elizabeth Benham

### Contacting your NFBPWC Executive Committee:

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## President's Letter - Liz Benham

Don't miss the Early bird deadline rates APRIL 15th for the NFBPWC General Assembly and IFBPW North America and Caribbean Conference.

Register and book your hotel and your airfares now to save money! Airfare prices range between \$200-\$350 from across the country.

- Calling for vendors interested in exhibiting your products and services at the July 20-22 Conference, Hilton Lake Buena Vista Hotel in Orlando. Check our website for details or contact [info@nfbpwc.org](mailto:info@nfbpwc.org)
- Nominations for our NFBPWC Biennial General Assembly July 20-21 are open. Elections will take place for President, Vice President Membership, Vice President Advocacy, Secretary and Treasurer. Nomination forms are available on the website. Contact Marjory Hopper nominations chair: [marjoryhopper@gmail.com](mailto:marjoryhopper@gmail.com)

## PRESIDENT'S UPCOMING TRAVELS

- April 3-5 Orlando Hotel Inspections
- May 3-7 BPW Arizona and BPW Michigan Conventions
- May 17-20 BPW California Conference
- June 7-10 BPW Pennsylvania Convention
- June 22-24 BPW North Carolina Convention

NFBPWC- Houston, our newest club was officially given their Charter from the National Federation. Congratulations and a very big welcome! They are a dynamic group of women!

## THE HEART OF A WOMAN



The Houston Club had a high-level symposium: "The Heart of a Woman" that they presented March 6th in collaboration with the Methodist Research Center and Hospital in Houston which was enormously successful in raising the awareness of the silent and major killer that heart disease is for women. The ratio of heart attack deaths is 30 to 1 of breast cancer!

The day was filled with presentations from renowned medical experts and was a real eye opener that the symptoms of heart attacks in women are completely different to men and very much overlooked. We must and will raise the awareness!



This section will have a permanent focus each month in our E-News with health tips and updates and it will address # 3 of the (17) United Nations Sustainable Development Goals: Good Health and Wellness



## Tuesday APRIL 10th, Equal Pay Day is around the corner!

This date symbolizes how far into the year women must work to earn what men earned in the previous year. There is still an unacceptable 23% pay gap for work of equal value!

Wear **RED** on Equal Pay Day to symbolize how far women and minorities are "in the red" with their pay!

### Mark the Date:

**The 2nd Quarter NFBPWC Board of Directors Meeting April 12th at 6pm PT, 7pm MT and 9pm ET.** All presidents of State Federations, Affiliates and chairs of committees are required to attend. All members are welcome as observers. Please register with Secretary Sandy Thompson at [secretary@nfbpwc.org](mailto:secretary@nfbpwc.org) if you wish to attend to receive all the documents and conference call information. We hope you will join us to get updated on all the activities in your Federation!

Do you have a business that you would like to highlight to our members nationwide?...Let us know ! We have some exciting news. Write to [ec@nfbpwc.org](mailto:ec@nfbpwc.org)



## Bylaws Committee Report

By: Sandy Thompson  
Executive Secretary NFBPW

As a reminder changes to our National Bylaws can only be made at our General Assembly which is this coming July.

Amendments may be proposed by any Federation or Affiliate Club, Executive Committee, Board of Directors, or an Affiliate Member.

Proposed amendments must be submitted to the Bylaws Committee 60 Days prior to the Biennial General Assembly. **This is May 21, 2018.** Thirty days prior to the General Assembly the proposed amendments will be distributed to the members for their consideration.

Please submit your proposed bylaw amendments to me at [info@nfbpwc.org](mailto:info@nfbpwc.org).

## Membership News

By: Megan Shellman  
Vice President of Membership, NFBPW

Congratulations NFBPWC -Houston!

On March 7th, 2018, NFBPWC - Houston officially graduated from the Momentum Club and was granted their charter as an affiliate organization of NFBPWC!

President Elizabeth Benham and 1st Vice President Megan Shellman of the National Federation were honored to present Paola Ferrari, the Houston Club President, the official charter. The founding members of the Houston club did an incredible job in creating an organization with 31 members at its inception, and 40 members by the end of their first official program. Their success is an inspiration to the country as we work to rebuild our incredible organization that will be celebrating 100 years in 2019!

Congratulations to NFBPWC - Houston, their Executive Committee, and Founding Members for a job well done!



## “BPW Making a Ruckus; Sexual Harassment/Sexual Abuse Against Working Women,” by Jackie Melvin

By: Jackie Melvin  
Chair Committee on Sexual Abuse Against Working Women Committee

Well, my friends, you’ve been communicating about SH/SA over the past couple months, and I’d like to share some of the stories - the ones I know about.

In California, at the February combined state WINTER BOARD/PUBLIC POLICY CONFERENCE in Sacramento, 94 BPW postcards were written and mailed to five prominent persons thanking them for their work or asking them to be involved, to wit:

- *U.S. Senator Dianne Feinstein upon passage of her S 534 “Protecting Young Victims from Sexual Abuse and Safe Sport Authorization Act of 2017”;*
- *CA Senator Toni Atkins on becoming the first woman to lead the CA Senate;*
- *Assemblywoman Melissa Melendez for passage into law AB 403 protecting “whistleblowers” in the CA Capitol;*
- *Assemblywoman Susan T Eggman on becoming the interim acting leader of the CA Legislative Women’s Caucus;*
- *John Bailey, cinematographer and new President of the Academy of Motion Picture Arts and Sciences, for the Academy’s establishment of a Code of Conduct for inclusion with Achievement as necessary for membership in the Academy, following the expulsion of Harvey Weinstein, producer.*

[Bailey was an “oops” - as subsequent to our “thank you” to him, he was accused by several women of sexual harassment, and the matter is pending at the Academy - let’s watch this!]

President Katherine Winans and the California BPW Board had previously caused to be created 1000 BPW postcards which on one side have data about state, national and international BPWs, our mission, and slogan as the Voice of Working Women. The other side is for identifying the addressee and a brief message. Nice idea, and we will try to use up all 1000 over the next year or two as the Public Policy Conference participants voted to submit a Resolution for action at the state’s annual conference in May that “Sexual Harassment and Sexual Abuse against Working Women” be the state’s focus issue for 2018-20.

Additionally, if approved at the May convention, California will offer a Resolution at the NFBPWC July biennial general assembly that this be National’s focus issue for these 2 years, as well.

Then, Burbank Club in Los Angeles County, Southern California, spent the evening of their next local meeting with their members writing BPW postcards to their district’s CA Assemblywoman Laura Friedman, who has been active with legislation and committee chairmanships in cleaning up the “culture of sexual harassment:” in the capitol environment toward a “culture of change”. Club representatives carried the cards to her office the next day and presented them to her directly.

At the other end of the country, President Liz informs me that her Club, NFBPWC South Florida, wrote letters to their own Congressional Representatives asking specifically for their support and involvement in the Sexual Harassment movements and that many of the Club members received individual responses.

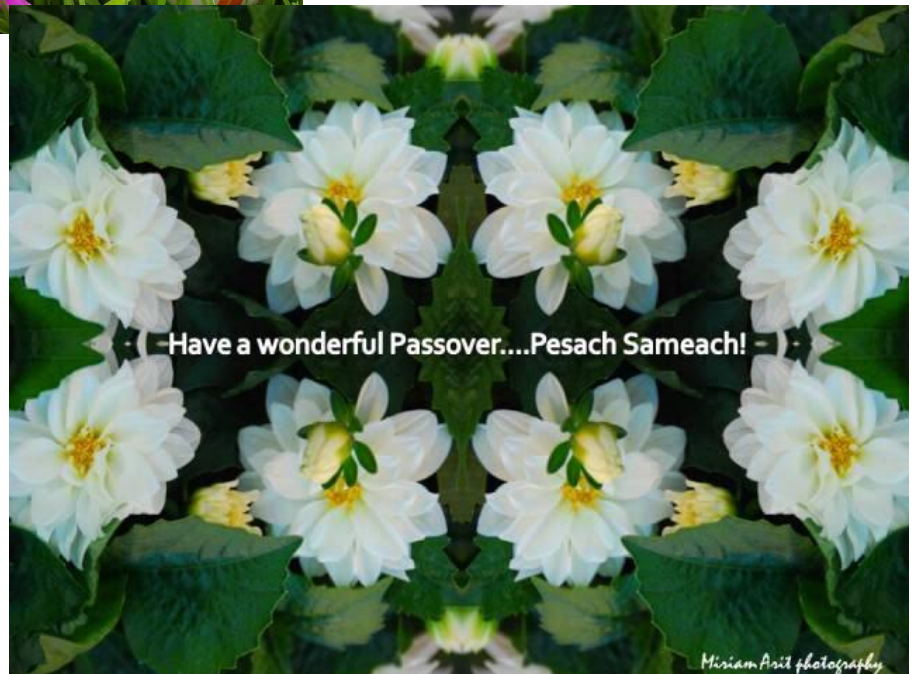
If your Club or state organization is doing something special for the SH/SA movement, please send the information for inclusion in the E-Alerts of NFBPWC or email me at: [jamelvin@pacbell.net](mailto:jamelvin@pacbell.net)

As March was Women's History Month, it should be noted that many of the celebrations involved speak outs against sexual harassment in our world environments today. If we can keep up the ruckus .... perhaps as Janelle Monae said during her presentation at the Grammy Awards in January.

"We come in peace, but we mean business. We say time's up for pay inequality, time's up for discrimination, time's up for harassment of any kind. And time's up for the abuse of power."

Or perhaps from Dr. Gerda Lerner, the Austrian-born American historian and author who established women's history as a respected academic discipline "'Women's History is Women's Right.' - It is an essential and indispensable heritage from which we can draw pride, comfort, courage, and long-range vision."

Let's make history



## Green News - Is Smoking Pot Green?

By: Laurie Dameron, BPW Boulder Member

Chair BPW Colorado Environment and Sustainable Development Committee

Chair NFBPW Environmental and Sustainable Development Committee

How sustainable is the marijuana industry? I have been hearing lots of misinformation and chatter about this. For example, someone told me that here in Colorado, the pot industry is using a third of our electricity. I did some research and found that the cannabis industry accounts for about 1% of our country's electricity in a year. That's about the same amount of energy that it takes to power 1.7 million homes.

It is also said that marijuana is the most energy-intensive crop. Currently, eight states and Washington D.C. have legalized recreational marijuana, a few others have legalized medical use, other states have decriminalized pot possession, and 15 states are predicted to legalize it in the near future. With more and more states legalizing recreational pot, the energy demand will go up. According to Xcel Energy, in Colorado energy use for growing marijuana has gone up from 1.5% in 2012 to 4% in 2016.

Growing cannabis indoors (indoors is preferable as that environment is easier to control) takes a lot of energy; it uses high-intensity lighting, 1000-watt lamps, ventilation systems, and lots of water. An indoor growing structure in a 10,000-square-foot warehouse might see a monthly electric bill of \$12,000, and some twice that much. One source said that producing one pound of pot equals 1.95 metric tons of CO<sub>2</sub> or 2,095 pounds of burned coal. I was surprised to see that each plant takes up to six gallons of water per day.

When pot is grown outside, it uses even more water – twice as much as grapes take. A friend of mine told me that in California, outdoor cannabis farms use pesticides and fertilizers; when it rains, those chemicals then wash into streams and rivers. I found that illegal growers often use pesticides that have been restricted or banned from the United States, ones that can cause algae blooms and bacteria problems in waterways.

Some opponents of marijuana legalization are using this information about how unsustainable harvesting pot is as ammunition against its legalization. But as with other crops and produce, is there an organic choice for marijuana? And what does organic mean anyway? Here's one simple definition: "Organic food is the product of a farming system which avoids the use of man-made fertilizers, pesticides, growth regulators, and livestock feed additives. Irradiation and the use of genetically modified organisms (GMOs) or products produced from or by GMOs are generally prohibited by organic legislation." The official definition by the U.S. Department of Agriculture, a little more complicated, can be found on the web page, [Organic Production/Organic Food: Information Access Tools](#).

Of course, no one in the cannabis industry can have USDA Organic Certification because marijuana is illegal at the federal level. But there are third-party organizations, such as OMRI (Organic Materials Review Institute), OIM (Organic Input Materials), and CCOF (California Certified Organic Farmers). It is interesting that California dominates both the cannabis market and the agricultural organic market of our country, so it is not surprising, therefore, that it took it upon itself to establish its own organic certification programs – OIM and CCOF. If I were still smoking weed (yes, I did in the 1970's...lots of it!!!), I'd ask my dispensary to see its organic seal of approval! It's bad enough eating chemicals, but smoking them? Creepy!

I'm thinking that many pot farms are focused primarily on profit, but it appears that many in the cannabis industry want to do the "right thing." In October 2017, a two-day conference in Denver titled "[The Cannabis Sustainability Symposium](#)" was put on by the [Cannabis Certification Council](#) and sponsored by [Denver Relief Consulting](#) and the Denver Department of Health. It was all about increasing efficiency and sustainability. The Denver's Sustainability Working Group developed the [Cannabis Environmental Best Management Practices Guide](#) upon which the conference was focused. An honorable goal for indoor growers would be to source 42% of their energy from renewable energies.

And for those of you who are big proponents of hemp – well, that's a whole other story! The hemp plant is in the same family as marijuana, but it requires much less water and grows much more quickly than marijuana plants in different climates. Hemp is used for clothing, body oils and lotions, and food. So you might want to research if it makes a difference to use organic hemp as opposed to that produced by conventional farming methods. There are many folks that only wear organic cotton clothing because of their concern over chemical use.

Hemp has been used since 8000 B.C. There are a ton of articles out there on the subject of marijuana and hemp, providing some very interesting reading. These two I found fascinating: "[Can Marijuana Ever Be Environmentally Friendly?](#)" and "[Hemp Uses: Top Uses For Hemp.](#)"

In 2015, sales of marijuana in Colorado totaled one billion dollars; in 2017, sales jumped to 1.5 billion! The sales tax on it is 2.9%. So where is all that money going? Do some investigation and you tell me!

After doing all this research, I have to say...I feel a little stoned!

### YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News," write to [WindchimeL@aol.com](mailto:WindchimeL@aol.com)  
Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>

## Advocacy News from NFBPWC 2<sup>nd</sup> Vice President, Linda Wilson

By: Linda Wilson  
NFBPWC, 2nd Vice President of Advocacy

March 23rd President Trump signed the \$1.3 trillion spending bill to fund the government until September 30th. According to the March 23rd "Friday Alert," the bill "provides \$12.8 billion for the Social Security Administration's (SSA) administrative budget - a \$480 million increase over last year. That includes an increase for general operations, as well as designated amounts of \$284 million for Information Technology modernization and \$100 million for reducing the disability hearings backlog. Unlike the administration's FY 2018 budget, which decimated Community Development Block Grants, the Omnibus provides about \$3.4 billion for grants which help fund things like senior nutrition assistance, including Meals on Wheels." According to March 22nd "CDCAN" report, "the outline of the budget deal that was passed on February 8th [in the House] included a two-year increase in the federal budget caps, raised the federal debt ceiling until March 2019 and provided more than \$89 billion in relief for the recent hurricanes, wildfires and other natural disasters. Among other things, that February 8th budget deal extended authorization for the Children's Health Insurance Program (CHIP) from the current 6 years to 10 years." The House and Senate are on vacation for two weeks returning April 9th.

### ERA

NFBPWC supports the Alice Paul's Equal Rights Amendment, which states "Section 1: Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex. Section 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article. Section 3: This amendment shall take effect two years after the date of ratification." It is the number one item on the NFBPWC's Advocacy Platform. It seems the best shot that we have to make the ratification happen is to help two more States ratify ERA and to have Congress remove the deadline on passage of ERA.

There has been no progress in getting the two bills in Congress to extend the deadline for ratification of ERA. Check to see if your representative has signed on as a co-sponsor. If not call him or her. The number of co-sponsors of HJ Res. 53 Speier (CA-D) still remains at 163 - all Democrats. This bill removes the deadline for ratification of the Equal Rights Amendment. Check <https://www.congress.gov/bill/115th-congress/house-joint-resolution/53/cosponsors> to see if your Congress person is a co-sponsor of the bill. If he or she is not a cosponsor, contact him or her to urge him or her to support the bill. The Senate bill SJ Res.5 Cardin (MD-D) still has 34 co-sponsors - 33 Democrats and one Independent. To find out if your Senator is a co-sponsor, check <https://www.congress.gov/bill/115th-congress/senate-joint-resolution/5/cosponsors>. If not urge your Senator to be a co-sponsor. In addition, call Representative Steve King for the House Subcommittee on the Constitution and Civil Justice (202) 225-4426 and Senator Chuck Grassley for the Senate Judiciary Committee (202) 224-3744 or visit them in their offices to urge them to have hearings on the bills.

On March 22nd (the anniversary of when Congress passed the ERA and one year after Nevada ratified the ERA) from 3-4 P.M. Senator Cardin with the ERA Coalition organized a Tweetstorm to call attention to the ERA and the need to pass the two bills in Congress and to have two more States ratify ERA.

According to Kamala Lopez of "Equal Means Equal," "recently, I testified for Senator Jill Schupp's SCR 41, which 'Ratifies the Equal Rights Amendment to the United States Constitution,' before the Rules Committee, The Honorable Mike Kehoe, Chair, presiding. If Missouri ratifies, we would be 37th of 38 states needed to pass the ERA. A near-capacity crowd, about 18 women's organizations from across the state, prepared to testify for the resolution. Testimony for ratification was brilliant, stressing the history of the effort to pass the ERA and the impact it would have on our future interpretation of laws and legislation governing equal pay or sexual

harassment and discrimination in the workplace, for example. About five from the small portion of attendees against, testified. Fear of women being drafted and one woman able to earn more than a man was impotent testimony against the described amount of human suffering that would be rectified by the ERA. Each committee member received an abundance of research and written testimonials in support of passing SCR 41, and the 30-minute DVD, *Legalize Equality*, by Director Kamala Lopez, founder of the ERA Education Project and Executive Director of Equal Means Equal. They also need to hear from their constituents. Hearing from constituents that want Missouri to ratify the ERA may make all the difference in whether or not they move the resolution forward. Please tell them that Missouri is ready to ratify the Equal Rights Amendment to the U.S. Constitution." So if you know, someone who lives in Missouri urge them to contact their State Senator to move SCR 41 out of Committee and to a vote.

There are two bills in the Illinois Legislature on ratification of the ERA, which could come to a vote in April. Wouldn't it be great to have Phyllis Schlafly's State be the next State to ratify the ERA after all the damage she did to the ratification of the ERA in the 1970s and 1980s? According to March 5th "Mother Jones," "Democratic Rep. Pamela Powers Hannley said she and other ERA supporters plan to bring the bill to committee this month in the majority-Republican Arizona legislature." According to a March 13th E-mail from Kamala Lopez of "Equal Means Equal," they are teaming up with the international law firm Winston & Strawn LLP in Chicago to persuade Illinois legislators to ratify the Equal Rights Amendment (ERA) to the U.S. Constitution in this 2018 legislative session.

According to Kamala Lopez, "The Arizona state legislature failed to put the ERA on the docket, which means legislators can't vote on it – but there is another way! It's called a 'striker bill' and would allow the ERA to take the place of another bill that is on the docket but already dead (a striker bill removes everything after the title and inserts a whole new bill). Representative Michele Ugenti-Rita is open to doing this, but only if we convince her that there is a lot of support for it! Please take 60 seconds today to send an E-mail and make a phone call to contact Representative Ugenti-Rita. Urge her to please introduce a striker bill in the Ways and Means committee to get the Equal Rights Amendment on the agenda! Ways and Means Chair Representative Michele Ugenti-Rita [mugenti-rita@az.leg.gov](mailto:mugenti-rita@az.leg.gov) 602-926-4480." Carol Comito, President of NFBPWC Virtual Club, reports that Ugenti-Rita is her Representative. She said they have, "distributed thousands of awesome postcards, and people have sent them to all the House and Senate people. You name it we've done it. [We] sat in the Gallery and screamed out Ratify the ERA, 3 times, you could hear a pin drop."

The ERA Coalition has selected Carol Robles-Román as its new CEO and Co-President. Robles-Román previously served for twelve years as Deputy Mayor for Legal Affairs of New York City and Counsel to Mayor Michael Bloomberg. "To be equal in the U.S. Constitution may be the oldest #MeToo Movement, and the ERA Coalition aims to get us there. Carol Robles-Román is a national leader with the vision and experience to explode the myth of equality, and make it a Constitutional reality at last," said ERA Coalition Board member Gloria Steinem. According to Jessica Neuwirth, Co-President of the ERA Coalition, "We are very pleased to report that the Congressional Caucus on Black Women and Girls (CCBWG) is planning to introduce the expanded amendment for constitutional equality, tentatively in late March. Congresswoman Bonnie Watson Coleman will be the lead sponsor of the bill, which will be the first major legislative initiative taken on by the CCBWG. We are currently conducting outreach to secure a Senate sponsor for the amendment."

## CEDAW

Sharon Simmons reports that the CEDAW Task Force met with Boulder Human Resources Commission regarding steps for a CEDAW ordinance in the City of Boulder.

Sharon Simmons had her excellent editorial on CEDAW published in the "Daily Camera." See [http://www.dailycamera.com/opinion/ci\\_31716028?source=AP](http://www.dailycamera.com/opinion/ci_31716028?source=AP)

Sharon Simmons reports Soon-Young Yoon, past chair of NGO Committee on the Status of Women/New York and First Vice-President of the Conference of NGOs, has done a report on “Cities for CEDAW” in the United States featuring prominently (and in this Officer’s opinion deservedly) the work that Sharon Simmons and Colorado BPW has done.

## COMMISSION ON THE STATUS OF WOMEN (CSW62) AND LEADERS’ SUMMIT

CSW 62 was held March 12th-23rd at the United Nations Headquarters in New York City. This officer was unable to attend. The reports will be on their website <http://www.unwomen.org/en/csw/csw62-2018>. According to a news release from UN Women, “(CSW) reached a robust agreement highlighting the urgency of empowering and supporting those who need it most and have, for too long, been left behind. Today, 1.6 billion people still live in poverty, and nearly 80 percent of the extreme poor live in rural areas. Many of them are rural women. They continue to be economically and socially disadvantaged – for instance, they have less access to economic resources and opportunities, quality education, health care, land, agricultural inputs and resources, infrastructure and technology, justice and social protection. The outcome of the two-week meeting, known as the Agreed Conclusions adopted by Member States, puts forth concrete measures to lift rural women and girls out of poverty and to ensure their rights, well-being and resilience. These include ensuring their adequate living standards with equal access to land and productive assets, ending poverty, enhancing their food security and nutrition, decent work, infrastructure and technology, education and health, including their sexual and reproductive health and reproductive rights, and ending all forms of violence and harmful practices. Member States recognize in the conclusions rural women’s important role in addressing hunger and food insecurity. This strong outcome provides a roadmap on next steps that governments, civil society and women’s groups can undertake to support the realization of rural women’s rights and address their needs. . . . More than 4,300 representatives from over 600 civil society organizations, and 170 Member States attended this year’s Commission.”

Liz reported that there were 100 people from all over the world and places not attending before at the Leaders’ Summit. This was the 10th anniversary of the Leaders’ Summit. She was honored as a founder. She and Regional Coordinator for North America and the Caribbean Dawne Williams made a presentation on the NFBPWC Assembly and the Regional Conference in July in Orlando. There was quite a bit of interest from those attending the Leaders’ Summit.

## SEXUAL HARASSMENT

Not much progress has been made on Jackie Speier’s (D-CA) bills on sexual harassment. H.Res. 604 still has 34 (18 Republicans and 16 Democrats) co-sponsors. It has been referred to the House Committee on Ethics and the House Committee on Administration for a period to be subsequently determined by the Speaker.

Jackie Speier’s (D-CA) HR4396 (called ME TOO Congress Act) still has 150 co-sponsors (131 Democrats and 19 Republicans). It has been referred to the House Committee on Administration.

The California Federation will be considering at its annual meeting in May having “Sexual Harassment and Sexual Abuse Against Working Women” as its focus issue for 2018-19. Other Federations and Affiliates may want to consider having the same focus issue.

## EQUAL PAY

No progress has been made on any of these bills in Congress. HR 2418 Pay Equity for All still has 24 co-sponsors – all Democrats. For anything to happen with this bill, it needs to have more co-sponsors and a hearing. The

related Senate bill – S.819 Patty Murray (D-WA) remains at 48 co-sponsors (47 Democrats and one Independent). It has been referred to the Senate Committee on Health, Education, Labor and Pensions.

Paycheck Fairness Act HR1869 still has 198 co-sponsors (197 Democrats and 1 Republican). It has been referred to the House Committee on Education and the Workforce. The Senate version S.819 (this is the bill which is also related to HR 2418) has 48 co-sponsors (47 Democrats and 1 Independent). It has been referred to the Senate Committee on Health, Education, Labor and Pensions.

Fair Pay Act (HR 2095) would help curb occupational segregation still has 16 co-sponsors – all Democrats. It has been referred to the House Committee on Education and the Workforce. At this time there is no related bill in the Senate.

According to the March 2nd “AAUW Washington Update,” “A new study released by the Georgetown University Center on Education and the Workforce shows that women need to earn one more degree than men to achieve comparable wages in the same field of work. While women now make up the majority of those enrolled in postsecondary education and continue to pursue high-paying majors, the gender pay gap remains a threat to equity for women in the workplace.”

According to the Institute for Women’s Policy Research’s “IWPR Update,” “A new IWPR analysis finds that unionized women earn \$219 more per week, or 30 percent more, than non-unionized women. The analysis also finds gains for women of color in unions, with Hispanic women seeing the greatest union wage advantage. Non-union Hispanic women have the lowest earnings of any racial/ethnic group of women, \$565 weekly, but Hispanic women in unions earn \$264, or 47 percent more weekly, than those who are not. ‘As the Supreme Court hears oral arguments in the *Janus v. AFSCME* case, it is important to acknowledge the essential role unions play in boosting the quality of jobs around the country. This analysis quantifies the work that unions have done to improve wages and job protections for workers, especially women,’ said IWPR President Heidi Hartmann, Ph.D.”

According to the Institute for Women’s Policy Research, “The pace of progress toward pay equity has been slow, and if progress continues at the same pace, it will take until 2059 for women to finally reach pay equality. For women of color, equal pay is even further away. Hispanic women will have to wait until 2248 to reach pay equality with White men and Black women will have to wait until 2124 for equal pay. . . . Nearly 60 percent of women would earn more if working women were paid the same as men of the same age with similar education and hours of work. Nearly two-thirds (65.9 percent) of working single mothers would receive a pay increase. Providing equal pay to women would have a dramatic impact on their families. The poverty rate for all working women would be cut in half, falling from 8.0 percent to 3.8 percent. The very high poverty rate for working single mothers would fall by nearly half, from 28.9 percent to 14.5 percent. For the 15.3 million single women – divorced, widowed, separated, and never married women living on their own – equal pay would mean a significant drop in poverty rates from 10.8 percent to 4.4 percent. Approximately 25.8 million children would benefit from the increased earnings of their mothers if they received equal pay. The number of children with working mothers living in poverty would be nearly cut in half, dropping from 5.6 million to 3.1 million. The United States economy would have produced additional income of \$512.6 billion if women received equal pay; this represents 2.8 percent of 2016 gross domestic product (GDP).”

According to February 8th “Market Watch,” “Female managers are not only under-represented in technology companies; they’re also paid significantly less than men. In the Bay Area, they’re paid \$172,585 per year, 10% less than men. In Seattle, female managers are paid an average of \$158,858 per year, also 10% less than men. That pattern is similar across tech companies in Los Angeles, Boston and New York City, according to an analysis of 6.5 million employee profiles in 483 companies by salary-data firm Payscale. Women leaders were in the minority in all industries surveyed. Male leaders made up between 84% and 88% in aerospace, automobile, transportation, electronics and manufacturing companies. The pharmaceutical, food and beverage, insurance, education, health and real-estate industries accounted for the highest percentage of women leaders, but they were still in the minority, accounting for between 28% and 35% of management positions, it concluded.”

According to March 23rd "AAUW Washington Update," "A survey of more than 65,000 full-time physicians by Doximity found a 27.7 percent gap between men's and women's earnings in the field. This represents a growing pay gap for physicians, as the field's pay gap was 26.5 percent in 2016."

## EQUAL PAY DAY

Equal Pay Day is Tuesday, April 10th. LaGrange-Chicago Club is working with other organizations to call attention to this day. They plan a rally from noon-1:00 P.M. at the Richard J. Daley Center, 50 West Washington Street, Chicago. Registration for this free event is at <https://www.eventbrite.com/e/equal-pay-day-chicago-2018-tickets-42609681705>. They also created a two page toolkit which tells people what they can do to support equal pay. It is directed at Illinois women, but can be modified for other locations - see <http://www.ifbwc.org/equalpayday> and click on "Equal Pay Day Toolkit." The Facebook page for this event is <https://www.facebook.com/equalpaydaychicago/>

Registration for the 2018 Michigan Equal Pay Day Legislative Day, which will include a rally on the Michigan Capitol steps in Lansing, is available at <http://bit.ly/2HmLe1i>. They also have an Equal Pay Day Campaign Digital Toolkit at <https://drive.google.com/drive/folders/0B9E190iA4fcINIZCRk1tUTB4Zk0>.

What are other communities doing?

## DENIM DAY

Various cities across the U.S. and the world have designated the last Wednesday of April as Denim Day. This year Denim Day is Wednesday, April 25th. The purpose of Denim Day is to wear jeans as a protest against sexual violence. Denim Day was started 19 years ago to expose a culture that blames victims and makes excuses when rape happens. Last year, over 12,000,000 individuals, 400 organizations, 100 businesses, 130 schools and representatives from all 50 states and 118 countries, participated in Denim Day.

## SICK LEAVE

According to the Institute for Women's Policy Research's "IWPR Update," "In February, the Austin City Council passed an ordinance to require the city's employers to provide paid sick days. The ordinance's historic passage makes Austin, Texas, the first city in the South to guarantee paid sick days to workers. IWPR's research on access to paid sick days in Austin and the costs and benefits of implementing the proposed ordinance informed city policymakers and coalitions, led by Work Strong Austin. IWPR study director Jessica Milli testified before the council on IWPR's analysis, which found that implementing paid sick days in Austin would save the city's businesses \$4.5 million per year."

## CENTENNIAL OF THE 19TH AMENDMENT

2020 marks the 100th anniversary of the passage of the 19th Amendment giving women the right to vote. Congress appropriated \$2 million for a National 2020 Suffrage Centennial Commission. The 2020 Women's Vote Centennial Initiative (WVCI) has a website at <https://www.2020centennial.org/>. WVCI says that this is the time to approach State Legislatures about establishing a State 2020 Commission. WVCI says, "One bill to use as a model is the bill establishing the New York State Suffrage Commission (check our website for this bill). Even without any appropriation of funds, a state commission can provide visibility for a state's 2020 efforts and leverage fundraising."

## TITLE IX

According to the March 2nd "AAUW Washington Update," "A new report from The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida examines the hiring practices of the National Collegiate Athletic Association (NCAA) and its member institutions with regard to race and gender. While there have been some modest improvements in hiring women as athletic administrators overall, progress has been underwhelming. More than 45 years after the passage of Title IX, over 60 percent of women's sports teams are coached by men. In the 2017 season, women held only 39.8 percent of the head-coaching jobs of women's teams at Division I institutions."

## ELECTED OFFICIALS

According to the March 2nd "AAUW Washington Update," "According to Rutgers' Center for American Women in Politics, more than twice as many women are running for Congress in 2018 compared with 2016. At latest count, 441 women are running for or are likely to run for seats in the U.S. House of Representatives and 54 women are running for or are likely to run for the U.S. Senate, putting this election year on track to break past records."

## LEGISLATIVE TRAINING

Sharon Simmons reports that the Colorado's Bill Committee voted on bills at their Committee meeting and decided to agree or disagree on the bill. They considered 26 bills ranging from protective orders, to trafficking, to education to health care, to tax credits. They give their votes to the Women's Lobby of which they are a member. This group is their lobbyist for them at the State Capitol. They keep reviewing bills during the 120 days the Legislature is in session.

California's Public Policy Conference was February 24th-25th in Sacramento. Jackie Melvin, Chair of the Ad Hoc Committee on Sexual Abuse Against Working Women, will do the report on this Conference as most of the time was spent on discussing action against sexual abuse. Sunday morning February 25th the Bill Screening Committee reviewed and took a support or watch stand on six bills.

Clubs and affiliates let me ([lindalwilson@juno.com](mailto:lindalwilson@juno.com)) know what you are doing so it can be shared in eNews.

## United Nations Corner

By: Elizabeth Vanarden  
NFBPWC United Nations Liaison

Although the snowstorms hit Manhattan too, the UN activities went on. The delegates for CSW 62 were arriving and could attend the many interesting events.

It struck me that there was much attention paid to the disabled rural women. How to move around on rural roads? And also to the indigenous women. How to overcome the increasing pressure on their territories and culture? Both of these groups have so much more to overcome. What are the solutions?



## INTERNATIONAL WOMEN'S DAY- March 8

It is the day that we call, again and again, on Member States to step up their efforts to achieve gender equality and the empowerment of women and girls. The 17 SDG's!

The Secretary-General said in his message: "Women's empowerment is at the heart of the 2030 Agenda for Sustainable Development".

An new multi-million dollar regional program was announced, called the Pacific Partnership, bringing together governments, civil society organisations, communities and other partners to promote gender equality, prevent violence against women and girls and increase access to quality response services for survivors. The program is funded primarily by the EU (EUR 12.7m) with targeted support from the Australian Government (EUR 4.9m) and UNWomen (EUR 0.6m)

## Some more happenings:

In Tunisia, a Tunisian Coalition for Equality in Inheritance, comprised of 70 women's right groups, mobilized hundreds of protesters for a demonstration in front of the parliament to call for a law guaranteeing equal inheritance rights. The current law is primarily based on the Quran and has been disputed since 2014.

In Spain, women across Spain staged a 24-hour strike at work and at home, highlighting the fact that they are paying less than their male counterparts in the workplace but that they also do the largest share of unpaid work. Sounds familiar.

In Iran, the world has been surprised recently by a new wave of women's activism. Bareheaded Iranian women climb on platforms, white scarves tied to the end of poles, waving their hijab flags to protest compulsory veiling. The movement has taken the regime by surprise, there has been no coherent response and the number of women making flags of their headscarves in public places is increasing. They are protesting and also celebrating on the 8th.

## FOLLOW-UP ON PREVIOUS REPORTS:

In January - The UN Youth Forum. The world's young activists met the representatives of governments. There were platforms like the MyWorld survey; meetings of open working groups and High Level Political Forums. There were thematic breakout sessions which covered SDG's 6, 7, 11, 12, 15, 17, followed by interactive

roundtables on Means of Implementation. History's largest youth generation (1.8 billion) is not afraid to speak up. They are our present and our future. We are listening.

In November - Remember ICAN? The International Campaign to Abolish Nuclear weapons who received the Nobel Peace Prize in 2017. Their Global Challenge/Campaign is to stop nuclear weapons. And since there is so much talk again from different countries about the build-up of nuclear weapons, ICAN is more than ever campaigning in more than a hundred countries to promote adherence and implementation of the Treaty on the Prohibition of Nuclear Weapons. This Treaty was opened for signature at the UN headquarters on September 20, 2017 and will remain open indefinitely. Once 50 nations have ratified or acceded to it, it will enter into force. The failure of the nuclear powers to disarm has heightened the risk that other countries will acquire nuclear weapons.

More very important information is on the following links:

<http://www.icanw.org/the-facts/nuclear-arsenals/>

<http://www.icanw.org/status-of-the-treaty-on-the-prohibition-of-nuclear-weapons/>

## LAST BUT NOT LEAST:

### TURKEY - THE FIRST WOMAN NAMED DEPUTY HEAD OF TURKEY'S TOP RELIGIOUS BODY.

Amidst all the political turmoil in Turkey, there is some good news on women's rights. For the first time in the Turkish Republic's history, a woman has been appointed deputy head of the country's top religious body, the Directorate of Religious Affairs, or Diyanet.

The appointment of Huriye Martı, a professor at Necmettin Erbakan University, became official March 13.

There might be backlash, but Muslim women will continue to demand more rights, which they see granted to them by God but taken from them by archaic patriarchal interpretations of Islam. Martı's appointment can perhaps help shift Turkey's religious culture toward a more egalitarian view of women. It currently has a diverse religious culture, where conservative and progressive views, with archaic and modern interpretations, exist and do battle.

We are sending our thoughts and many well wishes to Huriye Martı.



## PR and Social Media Committee



By: Chanel Heermann  
Chair, NFBPWC PR & Social Media Committee

Thank you to everyone who participated in our powerful new #MeToo Social Media campaign! We appreciate all the shares, comments, and likes on this critical issue for working women. If your chapter or federation missed out on the fun, not to worry! The #MeToo Toolkit can still be found at this Google Drive link:

<https://docs.google.com/document/d/1tI3Z8fb4j6QWsGu3bvSf0XzA-VtUs2oi6d4bRUNOPac/edit?usp=sharing>

We continue to post about important dates and events for women. Please let us know if there's one you would like commemorated.

Additionally, if your local chapter is hosting an event or has a resource that would be of general interest to your national NFBPWC sisters, please send us a link, and we'll be happy to share!

We will be posting about Equal Pay Day at various times, and there are some great social media kits available online for your local Federation or chapter:

- April 10, 2018 for white women – courtesy of NOW: <https://now.org/leaderdoc/equal-pay-days-social-media-kit-2017/>
- July 31, 2018 - Black Women's Equal Pay Day: <http://www.equalpaytoday.org/bwepd-social-media-shareables/>
- September 25, 2018 – Native American Women's Equal Pay Day
- November 2, 2018 - Latina Equal Pay Day: <http://purposefully.wixsite.com/latinaequalpay>

We are continuing to work on making our message more inclusive of a diverse population of women. Please hold us accountable to this goal – feedback is welcome!

The PR and Social Media Committee needs volunteers. If you have expertise in public relations, advertising, or social media – we want you! Please consider volunteering for our committee.

Congratulations to Daneene Monroe Rusnak, who will be our new PR and SM Chair starting in July 2018! Thank you, Daneene, for being willing to step forward and lead our team!

And finally – if you haven't already, please like/follow/engage with our social media profiles:

NFBPWC on Facebook <https://www.facebook.com/NatlFedBPWC/>

NFBPWC Facebook Group (we would love your active participation here!)

<https://www.facebook.com/groups/138029257497/>

NFBPWC on Twitter <https://twitter.com/nfbpwc>

NFBPWC on LinkedIn <https://www.linkedin.com/company/national-federation-of-business-and-professional-women%27s-clubs>

NFBPWC on Instagram <https://www.instagram.com/nfbpwc/>

NFBPWC on Google+

<https://plus.google.com/u/0/b/104658286477356273688/104658286477356273688>

NFBPWC on Youtube

[https://www.youtube.com/channel/UC2l\\_ciXLyvbu1dbBOsV9Tg](https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg)

## California Federation of Business and Professional Women Recognize April 10<sup>th</sup> as Equal Pay Day for 2018

### News Release – For Immediate Release

**B Date:** March 28, 2018

**Contact:** Linda Wilson

**Phone:** (626) 307-5650

Sacramento, CA – The California Federation of Business and Professional Women (CFBPW) recognizes April 10, 2018 as Equal Pay Day. Equal Pay Day calls attention to the persistent and sizable gap between men's and women's wages. According to latest U.S. Census Bureau on average, full-time working women earned 79 cents (in California it is 84 cents) to every dollar earned by men. The gap is even worse for women of color (for African American women it is 62.5 cents, for Latinas it is 54.4 cents and for Asian women it is 86.8 cents). In addition, women of all racial/ethnic groups earn less than men in that same racial/ethnic group. According to California Fair Pay Law women working full-time in California lose approximately \$36,971,379,159 each year due to the gender wage gap. The wage gap contributes to the higher statewide poverty rate among women, which stands at 18 percent, compared to approximately 15 percent for men, and the poverty rate is even higher for women of color. According to the Economic Policy Institute, "Right out of college, young men are paid more than their women peers – which is surprising given that these recent graduates have the same amount of education and a limited amount of time to gain differential experience. While young men (age 21–24) with a college degree are paid an average hourly wage of \$20.87 early in their careers, their female counterparts are paid an average hourly wage of just \$17.88, or \$2.99 less than men. This gap of \$2.99 per hour is particularly striking as young women have higher rates of bachelor's degree attainment (20.4 percent) than young men (14.9 percent). This difference would translate to an annual wage gap of more than \$6,000 for full-time workers." April 10th symbolizes the day when women's wages catch up to men's wages from the previous year. Every year in April, Business and Professional Women's Clubs along with hundreds of other women's, civil rights, labor, and community organizations recognize Equal Pay Day. Red is worn on this day as a symbol of how far women and minorities are "in the red" with their pay.

"Women and their families can no longer afford to be shortchanged. The California Federation of Business and Professional Women (CFBPW) is committed to working to eliminate the wage gap," said Linda Wilson, Past President of CFBPW. "We encourage businesses to pay women fairly, push for laws that will enforce current equal pay legislation and educate women on how to negotiate for higher salaries."

# # #

# State Federation & Clubs News

## NFBPWC California Federation

### Executive Committee:

Katherine Winans	President
Lynn Brandstater	Vice-President
Elaine Wakeham	Treasurer
Rosemary Enzer	Secretary
Michelle Husby	Immediate Past President
Bessie Hironimus	Membership Chair

The California Federation is moving forward with its theme *Together we can do this!* Our membership has increased by 10% with one new club (Oroville BPW) chartering in April and two more clubs organizing in southern California.

We just concluded our 58<sup>th</sup> Annual Public Policy Conference which produced revisions to our Public Policy Statement and a proposal to make "Sexual Harassment and Sexual Abuse Against Working Women" our 2018-20 Focus Issue. These will be voted on by the members at the upcoming Annual Conference in May. Our successful postcard campaign is being used by Clubs, District and was an important part of the Public Policy Conference.

This is an open invitation to all NFBPWC members to join us in Minden, Nevada at the Carson Valley Inn for our 98<sup>th</sup> Annual Conference. Full details will be in the upcoming California Woman magazine. The Installation Banquet speaker will be Senator Pat Spearman who ushered the ERA Ratification through the Nevada Legislature. CFBPW has a full experienced and enthusiastic slate of officers to be elected at the conference.

It is with great sadness California must report the loss of two valuable and dedicated BPW members, Past State President and former BPW International Executive Finance Chair JoAnn Ritko Pozzi and EPW/USA's Founding Parliamentarian Betty Faye Chapman Kaupalolo.

Looking forward to the gathering in Orlando!

CFBPW is truly moving forward.

## NFBPWC Colorado Federation

### Executive Committee:

Deborah Fischer	President
Liz Muth	Vice-President of Membership
Sharon Simmons	Vice-President Advocacy
Cheryl Rotkovich	Treasurer
Teresa McEldowney	Secretary
Nancy Litvak	Immediate Past President
Evie Hudak	Legislative Chair



By: Deborah Fischer, President, NFBPWC Colorado (2017-2019)  
[president@BPWColorado.org](mailto:president@BPWColorado.org)

International Women's Day on March 8<sup>th</sup> consisted of: "BPW CO Day at the Capitol," the "BPW Denver Wine and Movie Night" and the "International Women's Day Celebration in Boulder." These were so informational and great ways to support women.

The local chapters presented speakers such as the League of Women Voters, Marketing Your Business, "Guts and Grace: Embodying Presence and Confidence in the Workplace," and a tour of Boulder County's Single Stream Recycle Plant. Many of the chapters are holding their Celebration of Women events to honor those who support the advancement of women in many different areas.

Aina Holland, past BPW CO Parliamentarian and Bylaws Chair, is being honored with a CO Women's Education Foundation (CWEF) named scholarship annually for the next five years. If you'd like to support this, go to [cwef.org](http://cwef.org) and click on the DONATE button. It will give the option to make a recurring donation (yearly) and state that the donation is for the "Aina Holland Freedom Scholarship."

Save the date for BPW Colorado's 99<sup>th</sup> Annual Convention! Starting with a Friday, June 8<sup>th</sup>, 2018 Cocktail Party and Saturday, June 9<sup>th</sup>, 2018 meeting, programs, and Celebration of Women awards at the Hilton Garden Inn, Arvada and special 99<sup>th</sup> Anniversary Celebration dinner with the awarding of the Lifetime Achievement Award and the "Spread the Love with the Light Ceremony" led by National Federation of BPW Clubs (NFBPWC) President, Liz Benham and NFBPWC Vice President, Megan Shellman. The theme is: #MeToo/Dealing with Sexual Harassment. Spouses and friends welcome. More information to come!

BPW has been supporting women since 1919! I believe in us!

Hugs to All.



## NFBPWC Florida

### Executive Committee 2017-2018:

Leila Moavera	Interim President
Colleen Kelly	Interim Treasurer
Patricia Harris	Interim Secretary

## NFBPWC La Grange-Chicago Affiliate

### Executive Committee 2017-2018:

Kathleen Ray	President
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## NFBPWC New York City Affiliate

### Executive Committee:

Francesca Burack	President
Christine Forgione	Vice-President of Membership
Michelle Kwaka	Secretary

## NFBPWC North Carolina

### Executive Committee:

Marsha Riibner-Cady	President
Barbara Bozeman	Vice President

By: Marsha Riibner-Cady  
President, NFBPWC North Carolina  
[NFBPWCNC@gmail.com](mailto:NFBPWCNC@gmail.com) for club information  
(252) 423-0819 or [romarsci@gmail.com](mailto:romarsci@gmail.com) to contact Marsha

On Saturday, March 23, 2018 several members of NFBPWC-NC had the pleasure of attending a full day of networking, learning and laughing with two fabulous speakers, Cindy Martin and Lindsey Germono in the beautiful and historic Wayne County Museum, in downtown Goldsboro, North Carolina.

“Women Mean Business” was a one-day enrichment event designed to share with women of North Carolina, strategies to enhance their professionalism and make 2018 their best year yet.

All proceeds from this event directly supported the Women Joining Forces Grant Program. The Women Joining Forces Grant Program annually offers grants to military-affiliated women in business in North Carolina. Pictured Left to Right are Cindy Martin, Marsha Riibner-Cady, Barbara Bozeman, and Julie Ueleke. Photo by: Tom Santini



The NFBPWC-NC would like to congratulate the following members for stepping up for consideration for leadership position with BPW-NC for 2018-19: Jazmin Caldwell candidate for Vice President, Julie Ueleke candidate for Secretary, Barbara Bozeman candidate for President, and Marsha Riibner-Cady candidate for Nomination’s Chair. Best of luck to all of you and thank you for your continued support of BPW!

## Pennsylvania Affiliate Chapter

### Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
Marion Waelchli	Recording Secretary
Nancy Thomas	Treasurer
Cathy Collins	Membership
Lilly Gioia	Advocacy

By: Nancy Werner, EPW-PA President

As promised, we held our March 9, 2018 meeting at the Penn Stater Hotel, State College, PA. We have 15 members and we welcomed a new member, Raneé Crush. We had an informative meeting and the following business and events were established:

1. We have changed our name to read-Pennsylvania Affiliate Chapter of the NFBPWC. We have a Pennsylvania BFBPWC in existence and we decided that we would continue to be an “Affiliate.”

2. More information was presented on the Equal Pay Day Rally that will be held in Pennsylvania. It will be Tuesday, April 10, 2018 on the rotunda steps of the Harrisburg capital. We will be hosting the event with the AAUW/PA and the BPW/PA. We have been invited to join Governor Tom Wolf afterwards. Making signs is our next task.
3. The CEDAW Coalition work in Pittsburgh, PA is shared with us by member, Mary Shaw of Pittsburgh. She presented an excellent overview of what the city is doing with the Gender Equity Commission.
4. We are looking ahead to the Annual Convention of the BPW/PA to be held on June 7 to 10, 2018 at the Crown Hotel, Reading, PA when we will meet again. We are hoping National President Liz Benham will join us.
5. We have a photo of our group enjoying our ERA efforts as the Suffragists during our last Convention. From two mini skits of our women's right to vote heritage, we were delighted to enlighten our audiences. See photo to the right.



## NFBPWC El Paso Texas West

### Executive Committee:

Gloria M. Flores	President
Lolita Del Pozo	1 <sup>st</sup> Vice President
Rocio Sate Gonzales	2 <sup>nd</sup> Vice President
Blanca Horcasitas	Treasurer
Josie Saenz	Secretary

## NFBPWC Houston

### Executive Committee:

Paola Ferrari	President
Simin Banister	1 <sup>st</sup> Vice President of Membership
Desyre Morgan	Vice President At Large
Sheryl Tuttle	Treasurer
Maya Ford	Recording Secretary
Soheila (Sue) Nawamooz	Events Chair

## NFBPWC Paso Del Norte

## NFBPWC Virtual Club

Follow the Virtual Chapter on their Facebook page at: [https://www.facebook.com/NatFedBPWCVirtual/?ref=br\\_rs](https://www.facebook.com/NatFedBPWCVirtual/?ref=br_rs)

- Photos, poems, collages, and creative writings are welcome for submissions for future newsletters.
- State and Local Chapters - Have you reached a milestone or an accomplishment that you would like to share? Toot your own Horn!

Send your submissions to Michele Guarino at: [MGuarino@BPWColorado.org](mailto:MGuarino@BPWColorado.org)

DISCLAIMER: We reserve the right to reject any submissions that are not in line with the mission statement of The National Federation of Business and Professional Women's Clubs.

**Submission Deadline for the May eNewsletter is  
Tuesday, April 24th at 5:00 pm Mountain Time**