



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

December 2018
Newsletter

Upcoming Events

MARK YOUR CALENDARS

Momentum Club Meeting via Zoom

13 December 2018

8:15 AM Pacific | 9:15 AM Mountain | 10:15 AM Central | 11:15 AM Eastern

NFBPWC Board of Directors Meeting

6 December 2018

5:00 PM Pacific | 6:00 PM Mountain | 7:00 PM Central | 8:00 PM Eastern

Contact Marsha Riibner-Cady for More Details.

CSW63 (2019)

11 March 2019 to 22 March 2019

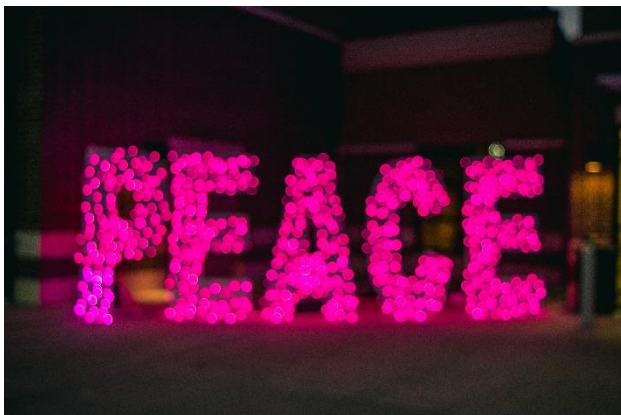
United Nations Headquarters in New York



XXX BPW International Congress (2020)

21 August 2020 to 26 August 2020

Hilton Buena Vista Hotel, Orlando, Florida



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**Submission Deadline for the
January eNewsletter is Friday,
December 21st 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.

Contacting your NFBPWC Executive Committee (2018-2020):

Sandy Thompson, President
Megan Shellman, VP Membership
Nancy Werner, VP Advocacy
Marsha Riibner-Cady, Secretary
Gloria Flores, Treasurer
Liz Benham, Immediate Past President

president.bpw@nfbpwc.org
vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
secretary.bpw@nfbpwc.org
treasurer.bpw@nfbpwc.org

Standing Committees:

Membership, Megan Shellman, Colorado
Advocacy, Nancy Werner, Pennsylvania
United Nations, Elizabeth Vanardenne, Virtual
Environment, Laurie Dameron, Colorado
Mentoring Taskforce Chair, Titilola Adisa, Momentum
International Liaison, Bessie Hironimus, California
Leadership & Learning, Kathy Kelly, Colorado
Public Relations, Daneene Rusnak, Virtual

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Special Committees:

Military Affiliated Women, Barbara Bozeman, North Carolina Barbara.bozeman@ymail.com
Host Planning, Liz Benham, Florida
Newsletter, Michele Guarino, Colorado
Nominations, Manjul Batra

michele@asecondoffice.com
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Taskforce:

Elimination of Sexual Harassment, Jackie Melvin
Rapid Response – Linda Wilson

jamelvin@pacbell.net
lindalwilson@juno.com

PRESIDENT'S MESSAGE



By: Sandy Thompson
President, NFBPWC

Greetings!

I hope you all had a wonderful Thanksgiving holiday filled with family, friends and lots of food.

Now, what I want to know is why so many of our BPW sisters are in Hawaii and none of them invited me. I know of at least 4 of them that are there enjoying the wonderful weather and hospitality of Hawaii. I hope that they have all had a great time. And any of the rest of you who have been traveling had wonderful and safe journeys.

Our second Board of Directors meeting is December 6th at 5:00 p.m. Pacific time and 8:00 p.m. Eastern. More information will be forthcoming. I encourage all of our Federations and Affiliates to be represented on the call. If the President cannot attend, please have someone represent your state or club. We want to know what is happening in your area.

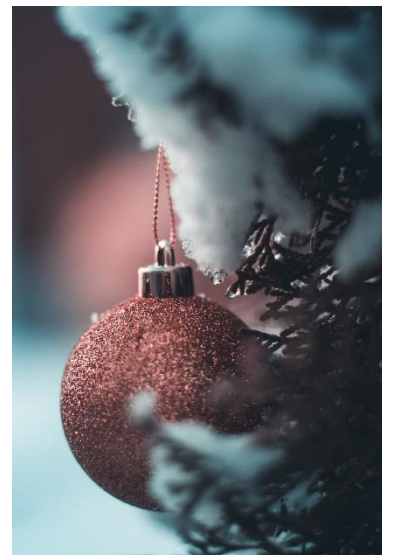
I recently participated in a Regional President's conference call and have much interesting info to share with you at our Board of Directors meeting. Remember these meetings are open to all members. All you have to do to participate is notify Secretary, Marsha Riibner-Cady and she will send you the necessary information.

If you recall in a recent e-Alert, we asked Young BPW members who were interested in attending CSW 63 in New York to please apply. There was going to be one YBPW selected from the Region to attend. I am delighted to say that Ashley Marie from Hollywood BPW in California has been selected as our Region's representative. We are excited to have Ashley selected and will be asking her to share her experiences with us. Ashley is a filmmaker. (Remember she is a member of Hollywood) She has written and directed a documentary on the history of BPW and is currently working on a project dealing with gender bias entitled *Pioneers in Skirts*. If you would like to see a trailer of her upcoming film just go to her website pioneersinsskirts.com. Ashley's mother is a BPW member in North Carolina. Congratulations Ashley we are proud to have you represent us!

We want to wish Happy Hanukkah or Hanukkah Sameach to all of you who celebrate this amazing 8 day celebration of the retaking of the Temple in Jerusalem with the lighting of the first candle on December 2nd.

As we begin this very busy time of the year please be safe and remember to stop and enjoy the excitement of the season around you.

Hope to hear many of you on December 6th.



NATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN'S CLUB'S (NFBPWC) ADVOCACY PLATFORM 2018-2020

NFBPWC will employ several education, advocacy, monitoring and tracking strategies to meet the following priorities:

The Alice Paul Equal Rights Amendment shall stand first and foremost above all other items of the advocacy platform until Equal Rights have been guaranteed in the United States Constitution – i.e. “Equality of Rights under the law shall not be denied or abridged by the United States or by any State on account of sex.”

Economic Equity and Justice

- Access to pay equity and retirement equity
- Access to education, training and promotional opportunities
- Access to equal opportunities in the workplace and corporate boards
- Access to women business enterprise procurement process
- Access to quality, affordable dependent care (child, elderly or disabled)
- Access to funding and capital for entrepreneurial activity
- Access to affordable and attainable housing

Health Equity and Justice

- Access to affordable care
- Reproductive choice
- Paid sick leave
- Family and medical leave
- Equal research funding for women's and girl's health issues
- Health education funding for women's and girl's health issues
- Health education funding for women and girls
- Prevention of pregnancy and infant care discrimination in the workplace (reasonable accommodations for breast feeding/breast pumping and pregnancy related conditions)
- Ensure workplace safety
- Expansion of mental health coverage and services

Human Rights – recognition that women's rights are human rights

- Ratification of the Equal Rights Amendment (ERA)
- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against minority women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women

MEMBERSHIP NEWS

By: Megan Shellman
Vice President of Membership, NFBPWC

Are You Using Your NFBPWC Membership Benefits?

NFBPWC members can support their business and professions by utilizing the following benefits:

- Grow through NFBPWC's formal **Leadership and Learning Program**.
- Share your successes on the **NFBPWC Showcase**: <https://www.nfbpwc.org/Our-Showcase>.
- **The Business Network**, <https://www.nfbpwc.org/Business-Network>, to market business and professional services in a public area of the website. Discover an international platform of intercultural understanding, languages and travel while establishing connections with women around the world.
- Partake in **business opportunities** for partnering and procurement, nationally and globally through BPW.
- **Member Spotlight** in the newsletter, e-alerts, website, and social media platforms (Email mshellman@bpwcolorado.org to apply for this opportunity.)
- Formal **Mentoring Program** for mentees and mentors.

Are you passionate about women's issues? You can participate and explore benefits only available to members:

- Private **discussion forums** on issues relating to women hosted on the website.
- **Members' only information** related to NFBPWC and women's issues.
- **Private Membership Directory** supporting members and their organizations.
- Participate in the **United Nations System** worldwide through CSW and other programs annually.
- Annual **Ms. Magazine** subscription.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!

What NEW membership BENEFITS were created in the 2016-2018 term?

- Our NFBPWC Showcase: <https://www.nfbpwc.org/Our-Showcase>
 - A place to share your successes in a public area of the website.
- Business Network: <https://www.nfbpwc.org/Business-Network>
 - A place to share your business and professional services in a public area of the website.
- Member Spotlight: A member is spotlighted on the newsletter and social media platforms.
- Formal Mentoring Program for mentees and mentors.
- Formal Leadership and Learning Program.

Momentum Club:

The National Federation Business and Professional Women's Momentum Club (NFBPW Momentum Club) is a closed group that operates as a platform from which new BPW clubs/chapters, affiliates, and federations will launch. Current members of NFBPWC who wish to help open a new club or want to connect and support membership growth are welcome to attend. Individuals who would like to start a club in their area are welcome to attend and are invited to join the NFBPWC Momentum Club.

Learn more about the Momentum Club and help us grow and thrive by attending the next meeting on December 13th via Zoom at 11:15 AM EST. Topics for the Momentum Club meetings are designed to help the members start their own club and continue the growth of this vibrant organization.

NFBPWC Virtual:

We welcome all members and individuals to participate in this club and to learn more about growing our organization. If you do not have access to a local affiliation or federation, please consider starting a new club in your area or joining our NFBPWC Virtual. The Virtual club meets monthly and provides a variety of incredible topics with dynamic speakers. (Membership dues to NFBPWC Virtual start at \$60 annually for members not associated with another NFBPWC organization.) Click here for more information: [NFBPWC Virtual](#).



FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady
Secretary, NFBPWC

Please get your board reports and club updates into me no later than November 30, 2018 for our meeting on December 6.

Remember you can always add a couple of items in your minute during the meeting. It really will be a great help to all if we have time at the end of the meeting to brainstorm about our next big event, say Congress 2020? As always thank you for everything you do for NFBPWC!

MEMBER SPOTLIGHT – MARSHA RIIBNER-CADY



Marsha Riibner-Cady was born in Washington, DC. Shortly after her parents divorced, she moved to Nixa, Mo with her mother. Marsha graduated from Drury College in Springfield, MO with a bachelor's degree in biology and minor in chemistry. She started her career in Baltimore, MD at The Johns Hopkins Hospital Blood Bank as a Medical Technologist. Soon after that she moved to Boston to work on her master's degree in Medical Laboratory Science. There she began selling laboratory equipment. She met and married Lyle Cady in 1989 on Grand Cayman, BWI. Mitchell was born 2 years later and Roland 2 years after. Marsha was a stay at home mom for 10 years, working various "mommy friendly jobs" and volunteering for the Boy Scouts. She was named Boy Scout volunteer of the year in 1999 for the Shenandoah Area Council and has several cub and boy scouter awards.

The family moved to Manteo, NC in 2004. In 2006 she became the membership specialist for the Girl Scouts. That year she was named volunteer of the year for Manteo Middle School. In 2012 she was honored with the NC Governors Medallion Award for managing volunteers. Later that year, she became the Director of the After-School Enrichment Program for Dare County Schools. In 2013 Marsha completed her certificate in Early Childhood Education. She currently manages 5 after-school sites which serve 400 youngsters grades k-5.

Marsha's BPW membership started in 2009 with the Virginia Dare Club in NC. She became their corresponding secretary then president for 2 years. In 2012 she was voted in as the Vice President for the BPW/NC. She served as president for 25 months, the longest in the club's history. Currently she holds the office of Nominations Chair. Marsha has a dual membership with the Virginia Dare and Rocky Mount Clubs in NC. She is the NFBPWC-NC president for the club that started in 2017.

Marsha serves on the boards of several "children associated" organizations in Dare County, NC: Friends of Youth, Juvenile Crime Prevention Council, and the Community Collaborative. In Marsha's spare time when she isn't driving her sons crazy, she enjoys traveling to her cabin in WV (her favorite place), seeing plays in NYC, walking her Rottweiler, Astoria, and going to movies with Lyle.

NFBPWC is fortunate to have this smart, passionate woman on our Executive Committee. Marsha's quick humor and positive attitude are a huge asset to our organization. Take a moment and send her a quick note of thanks for serving this term. The support we show our leaders will help us grow and become stronger as an organization.

**If you're interested in being featured in a future NFBPWC Member Spotlight, please email Megan Shellman at mshellman@bpwcolorado.org.*



ADVOCACY NEWS BY NANCY WERNER

By: Nancy Werner
NFBPWC, 2nd Vice President of Advocacy

UN General Assembly Adopts 1st Resolution on Sexual Harassment

Breaking news - On November 20, a most historic move happened. A committee of the UN General Assembly has adopted a resolution on sexual harassment that would urge governments to condemn violence against women and girls. This resolution was passed by the Assembly's Third Committee, which deals with social, cultural and humanitarian questions, calls on states not to invoke any custom, tradition, or religious consideration to avoid their obligations with regards of elimination of violence against women and girls.

The non-binding resolution urges states to take effective action to prevent and eliminate sexual harassment against women and girls. All forms of violence including sexual harassment need to be enforced.

The resolution also asks states to address discriminations that place women and girls at greater risk of exploitation, violence and abuse, and to take appropriate action to **empower and protect** them.

The resolution calls on states to take necessary measures to ensure that employers in all sectors be accountable when they fail to abide by laws and regulations addressing the sexual harassment.

The resolution also calls on states to encourage digital technology companies, including the internet service providers, to strengthen or adopt positive measures with a view of eliminating violence and sexual harassment within the digital context.

The resolution also urges states to ensure the promotion and protection of the human rights for all women and their sexual and reproductive health and reproductive rights.

UN Secretary General Antonio Guterres shared that the violence against women and girls was a "global pandemic." He continued that "not until the half of the population represented by women and girls can live free of fear, violence and everyday insecurity, can we truly say we live in a fair and equal world."

Addendum - On October 12, 2018, Amal Clooney spoke to 12,000 women at the Annual PA Conference for Women in the Philadelphia Convention Center. She delivered a most powerful presentation on her work as an activist for the rights of women who have experienced traumatic exploitation by their enemies. She shared the story of Nadia Murad who has risen to be a remarkable activist and received the Nobel Peace Prize of 2018. Nadia saw her parents killed and her younger brother taken into slave labor. She became a token in the spoils of the war. But she became survivor from the brutality that she experienced. With the help of Amal Clooney, Nadia's story has been shared. Nadia has raised the awareness that has been raised on the extend and magnitude of forms of violence inflicted on women and girls. We need to find solutions and measures to stop this preventable global detrimental impact on women's and girls' lives and their health. The UN General Assembly's Resolution is a much-needed document to all states around the world.

ADVOCACY NEWS BY SHARON SIMMONS

By: Sharon J. Simmons, BPW Colorado VP of Advocacy (2017-2018)
Cities for CEDAW Task Force Secretariat/Co-Founder
Human Relations Commission-City of Boulder, Colorado

What a great month for Advocacy in November! Here are some highlights of our work.

CEDAW-Colorado CEDAW Task Force:

- I attended two meetings with the City of Boulder regarding Cities for CEDAW for the Colorado for CEDAW Task Force. We had good feedback if Veronica Hrutkay wishes to move forward on this momentum we have created together in the last three years of endless service. I resigned in November from the Task Force. The website will probably merge with Women's Collaborative of Boulder after the first of the new year and BPW CO will not be responsible for the fees or hundreds of hours of time, but it will live on!
- We have a great new INTERN from CU; originally for CEDAW, named Rebecca Robidoux. She is working hard for BPW Boulder. She made a flyer for the election and passed it out all over the CU campus. She hand-wrote our holiday party invites for December 6. Would love ya'll to come! I meet with her once per week for our Chapter on advocacy issues for millennials.

Advocacy Meetup in Boulder for Election:

- BPW Boulder hosted an election MEETUP event at Sue Wallingford's business in Boulder and we learned a lot about the ballot measures and who was running. I voted and I am sure WE ALL DID!!! Evie will report on our wonderful outcome in Colorado.

Other meetings/events for Advocacy:

- On November 1, Nikhil Mankekar (Chair of Human Relations Committee) and I visited the Boulder Path to Home/Coordinated Entry for the Homeless to research how homelessness is affecting men AND women. I met many people and talked to some of the residents of the facility. Natasha was the facilitator that day and spend 1 ½ hours explaining what they do and how it fits in our community. I learned a lot. BPW Boulder is doing bags of goodies for the homeless facility at our Holiday Party if anyone wants to pitch in or donate. We need small toiletry items mostly. Lots of Chapstick they stated were the biggest needs—socks/undies etc. GREAT CAUSE for advocacy in helping others less fortunate during the holidays.
- Attended a meeting with Boulder County about food for the less fortunate and how the system works for women/children. I learned a lot and am headed to Whole Foods to see how it works on that end for women. It's called the Double UP Program and I used it also. It gives food stamp holders double the produce when using your SNAP card. Great for families and especially the high number of Latino women in Boulder.
- Human Relations Commission meeting for the City of Boulder is November 26 this month due to the holidays. I will report on that in the next newsletter. The issue we have a presentation on is homelessness in Boulder and statistics around women and families in our community fighting this issue.

- I attended 'Building Bridges' with the City of Boulder, which works on communications in our community with all the different types of people WITH our city officials and groups/commissions. We address all races, religions, sexual definitions, any and all groups in our city. I have been on this committee for over a year. The report goes to our City Council in February, so we can move forward with policies and procedures that are more human and helpful to ALL involved. Making communication easier in Boulder and with everyone we have contact with!

Let us look forward to his new year in Colorado with more women in our House and Senate! We have a voice now, no matter what party you are affiliated with. Reach out! Let your representatives know how you feel and what our issues are as women/girls. This is our time everyone!

HAPPY HOLIDAYS MY SISTERS!! If you want to help with Advocacy in Colorado, contact myself or Evie Hudak. We would love to have you and your love of change in the future of Colorado and the USA!

UNITED NATIONS CORNER BY ELIZABETH VANARDENNE

By: Elizabeth Vanardenne
NFBPWC United Nations Liaison

It was (and still is) a tumultuous year.

Not only because of the many global problems, but also because of the withdrawal of the U.S. from the Paris Agreement and the Human Rights Council. And still did not ratify CEDAW.



I am holding my breath for more decisions to come.

UN Happenings

September 24 - the Secretary-General gathered global leaders from government, business and philanthropy for the High Level Meeting on Financing the 2030 Agenda and find ways to increase financing for the global goals.

He was joined by Christine Lagarde (Managing Director of the IMF). Speaking on behalf of the IMF, Lagarde said: "that sustainable development is for all, making sure that all girls and boys have a fair chance to thrive, to flourish, to develop their capacities no matter who they are or where they were born".

Not only several heads of State were present, but also senior representatives of leading companies (Bill Gates) and philanthropic foundations.

October 19 - Michelle Bachelet, the new High Commissioner for Human Rights, had her first dialogue with the States at the General Assembly, placing the importance of civil society and their protection." When civil society sits at the table, policies are more interesting and more sustainable. Civil society can help you figure out how to do things better. Threats, attacks and reprisals are not just unacceptable but also self-defeating". She made clear that the early warning signs of conflict needed to be heeded and that different parts of the UN system needed to work together to prevent conflict.

October/November - CLIMATE ACTION! (SDG13)

A special report on global warming was issued by the UN-run Intergovernmental Panel on Climate Change. A wake-up call!

(<https://news.un.org/en/story/2018/10/1022492>)

If humanity is to avoid the worst impacts of climate change, we must all change our consumption and production patterns, live sustainably, and we must start now.

For more inspiration and to see ways you can make a difference, visit: <https://bit.ly/lazyguideUN>

November 20 - In a historic move, a committee of the General Assembly has adopted a resolution on sexual harassment, calling on states not to invoke any custom, tradition or religious consideration to avoid their obligations with regard to the elimination of violations against women and girls. The resolution passed.

The text calls on states to encourage digital technology companies, including internet service providers and digital platforms, to strengthen or adopt positive measures with a view to eliminating violence and sexual harassment in digital contexts.

It also urges states to ensure the promotion and protection of the human rights of all women and their sexual and reproductive health, and reproductive rights.

CSW 63 is in full action.

Registration has started; applications are available for parallel events.

The Bureau of the CSW plays a crucial role in facilitating the preparation for, and in ensuring the successful outcome of the session. Bureau members serve for 2 years.

Following are the members:

- H.E. Ms. Graldine Byrne Nason (Ireland), Chair (Western European and other States Group)
- Ms. Koki Muli Grignon *(Kenya), Vice-Chair (African States Group) Mr. Mauricio Carabali Baquero (Colombia), Vice-Chair (Latin American and Caribbean States Group)
- Ms. Rena Tasuja (Estonia), Vice-Chair (Eastern European States Group)
- Mr. Mohammed S. Marzooq (Iraq), Vice-Chair designate (Asia-Pacific States Group)

NEWS FROM OUR GLOBAL SISTERS

CANADA - has been described as one of the world's most progressive countries. Has legitimized gay rights, advocated gender empowerment, offered strong support for abortion rights and recently became the world's first major economy to legalize recreational marijuana. They are proud to lead the unveiling of a historic \$3.8 billion investment in girls' education; working with the other countries and organizations contributing to this investment (such as the E.U., Germany, Japan, the UK, the World Bank)

Leading the fight for Women's rights, gender empowerment and sexual and reproductive rights is Marie-Claude Bibeau, the Canadian Minister of International Development.

Our heartfelt hooray for our Neighbor!

ETHIOPIA - on 10/25/18 the Ethiopian parliament appointed Ambassador Sahle-Work Zewde unanimously as the country's first woman president. She has been serving as a Special UN Representative to the African Union. As President, Sahle-Work called on all competing parties to work with the government for a prosperous and peaceful nation. Our congratulations!

ICELAND - on 10/24/18 Prime Minister Katrin Jakobsdottir was among scores of Icelandic women who walked out of their workplaces to protest against wage inequality and sexual harassment. The demonstration, organized by various unions and right's groups, saw women leave office desks and factory floors at precisely 2:55 p.m. The time was chosen because it's equivalent to them working for 74 percent of a standard 9-5 day, reflecting the fact that women earn on average 26 percent less than men.

Iceland is a trailblazer when it comes to gender equality. It was the first country in the world to democratically elect a female head of state, and in January introduced a landmark law forcing companies to demonstrate that they do not pay women less than men for doing the same job. YEA!!



LEADERSHIP & LEARNING COMMITTEE REPORT (INDIVIDUAL DEVELOPMENT PROGRAM OR IDP)

By: Kathy Kelly
Committee Chair, Leadership & Learning Committee, NFBPWC

In support of our Mission Statement, the Leadership & Learning Committee is in the process of creating instructional modules (approximately 15 modules, 1-2 hours each) that will empower our members with knowledge, skill building and confidence. The project is under the working title: Lifetime Learning Program.

We are very fortunate that some of the top minds in NFBPWC have committed to supporting this valuable project. We are looking for a **Graphic Design Artist** to add some pizzazz to the Lifetime Learning Modules. Ideas include creating a cartoon character to represent “every” BPW member. This is a volunteer position, but we are in the process of trying to secure sponsorship money for hard costs. For more information on this committee work, please contact Kathy Kelly, kathy@ppiadvantage.com.

We expect to roll out **Module 1: History and Benefits of BPW** (Federation, National and International). Although it will take a few more months to have all the Lifetime Learning Modules ready, this first module can be used independently to recruit and/or brief new members on the many, many benefits of BPW.

Happy Holidays from the Leadership & Learning Committee!



MENTORING COMMITTEE NEWS

By: Susan E. Oser
Committee Chair, Mentoring Committee, NFBPWC

Have you ever wanted to be a Mentor? Have you ever wanted to be a Mentee? Well, we have the answer for you. Please see the documents below to find out how to become a Mentor or how to get a Mentor.

Our Mentoring committee has been working hard to come up with these guidelines. If you have any questions, please contact our Chair Titilola Adisa at: mentoring@nfbpwc.org

- [NFBPWC Mentoring Program flyer -11-01-2018.pdf](#)
- [NFBPWC Mentoring Program Infograph 11-01-2018.pdf](#)

GREEN NEWS

By: Laurie Dameron, BPW Boulder Member
Chair BPW Colorado Environment and Sustainable Development Committee
Chair NFBPW Environmental and Sustainable Development Committee

Tis' the Season

'Tis the season to be ... green? Green is a color I associate with the holidays, but how green are we at this time of year? Americans generate 25% more trash during the holiday season. Sadly, the Environmental Protection Agency (EPA) claims that 80% of that can be recycled or reused.

I do love this time of year, with the glimmering lights, the wonderful music (both for listening and singing), and the feeling of gratitude and love in the air. But more and more, it's like, 'tis the season to buy, buy, buy, consume, and consume. Perhaps I could write new lyrics to the tune of "Deck the Halls with tons of plastic, fa la la la la la la la la!"

Does all that needless packaging on toys and products drive you crazy? You can't even get packages open sometimes! Eco-Cycle has several great suggestions for greener holidays at www.ecocycle.org/holidayguide. How about giving gift certificates, or tickets to the movies, concerts, or museums, instead of all that stuff? Or how about the best gifts of all, like a reusable water bottle or a stainless steel coffee mug, which will inspire your friends and family to get on board. And how about putting gifts in those beautiful holiday bags that are reusable instead of using all that non-recyclable wrapping paper?

Each and every one of us has power, as conscious consumers, to make responsible purchases and to reduce our use of single-use plastics. I always like to share the link to *The Story of Stuff* this time of year at <https://www.youtube.com/watch?v=9GorqroigqM> Annie Leonard started this movement back in 2007, and in 2014 became the executive director of Greenpeace USA. I hope you'll take a few minutes to view it, as its important message, delivered in a really fun and artistic way, takes you through the entire process of our insatiable appetite for stuff, from extraction of resources, production, transportation, consumption, and even all the energy to get rid of it!

Striving for zero waste is one of the quickest and easiest ways to fight climate change. I read somewhere that in October of 2018, a Gallup Poll found that only 3% of Americans think climate change is the biggest issue we face, though I'm sure there are many more of us than that. But please consider this simple fact: None of the other

important issues out there will matter if we can't get a handle on climate change! We're all neighbors on this spaceship or in this web of life or however you like to think about our planet. What one person does will affect that web in some way. I always loved the Golden Rule when I was a kid: "Do unto others as you would have them do unto you" or simply love thy neighbor. My heart is aching hearing of our neighbors affected by the northern California fires and the countless other climate change-related events.

Please read about the campaign by Eco-Cycle and Environment Colorado to ban polystyrene to-go containers in our state ([www.ecocycle.org/take-action/reduce-plastic - polystyrene ban](http://www.ecocycle.org/take-action/reduce-plastic-polystyrene-ban)), an initiative that Business and Professional Women of Colorado (www.bpwcolorado.org) is supporting. Yes, your signature on this petition WILL make a difference! I strongly urge you to keep containers for leftovers from restaurants, along with your reusable shopping bags, in your car. You may say to yourself, "Ah, using one such container won't help anything." But multiply this action by thousands from other consumers out there, it adds up fast! You DO make a difference!

In addition, BPW Boulder Chapter is supporting the Vessel project, making reusable coffee cups available for borrowing at local coffee shops. You can learn more about that at www.facebook.com/vesselwrks.

And now where we left off with Pope Francis's Encyclical: *Praise Be to You Laudato Si': On Care for Our Common Home*:

Climate as a common good

23. The climate is a common good, belonging to all and meant for all. At the global level, it is a complex system linked to many of the essential conditions for human life. A very solid scientific consensus indicates that we are presently witnessing a disturbing warming of the climatic system. In recent decades this warming has been accompanied by a constant rise in the sea level and, it would appear, by an increase of extreme weather events, even if a scientifically determinable cause cannot be assigned to each particular phenomenon. Humanity is called to recognize the need for changes of lifestyle, production and consumption, in order to combat this warming or at least the human causes which produce or aggravate it. It is true that there are other factors (such as volcanic activity, variations in the earth's orbit and axis, the solar cycle), yet a number of scientific studies indicate that most global warming in recent decades is due to the great concentration of greenhouse gases (carbon dioxide, methane, nitrogen oxides and others) released mainly as a result of human activity. As these gases build up in the atmosphere, they hamper the escape of heat produced by sunlight at the earth's surface. The problem is aggravated by a model of development based on the intensive use of fossil fuels, which is at the heart of the worldwide energy system. Another determining factor has been an increase in changed uses of the soil, principally deforestation for agricultural purposes.

Read the entire encyclical: [POPE FRANCIS](https://www.vatican.va/holy_father/francis/encyclicals/laudato-si/20150618_encyclical_en.html)

<https://laudatosi.com/watch>

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News," write to WindchimeL@aoL.com

Or visit www.LaurieDameron.com

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



SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN COMMITTEE

By: Jackie Melvin, NFBPWC Task Force Chair
jamelvin@pacbell.net

GO, GOOGLE [WORKERS], GO

It's doubtful any reader of this column doesn't know that GOOGLE is one of the most powerful institutions the world has known. So it's a significant #MeToo moment when its employees, WORLDWIDE, from Japan to Germany to Ireland and across the United States, do a walkout, as they did on November 1, to protest how the company reportedly has handled sexual misconduct allegations. Employee frustration with a lack of equity and other structural issues has been bubbling up for the better part of a year. [*LA Times*, Bhuiyan and Dean, 11/2/18]

Thousands of Google's employees from more than 40 offices, in an unprecedented show of solidarity among the company's workers, called for changes to what the organizers called "a culture of complicity, dismissiveness and support for perpetrators in the face of sexual harassment, misconduct, and abuse of power."

Citing the walkout's purpose, one of the organizers noted "...we're at a time that many of us see this is an ethical duty. We have a responsibility to speak up when we see this culture of discrimination, racism, misogyny and problematic decision making... Tech is too powerful to have people at the helm who trade ethics for profit."

BRAVO LONG BEACH, CALIFORNIA

Voters in the community of Long Beach, CA, a southern CA beach town that houses the QUEEN MARY at its port, overwhelmingly supported a ballot measure requiring hotels with 50 or more rooms to provide workers with "panic buttons" that could help prevent sexual assaults. The state's legislature, on the other hand, shelved a bill [AB 1761] upon pressure from business groups that would have required hotels to provide employees who work alone in guest rooms with a panic button in case of emergency.

Perhaps the new state legislature will see fit to help hotel workers throughout the state in the new legislative year.

On the positive side for business, the world's largest hotel chains - specifically, Marriott, Hyatt, IHG, Wyndham and Hilton - and the nation's largest hospitality trade groups are taking it upon themselves to provide protection for their vulnerable employees, and give the buttons to workers at thousands of hotels throughout the U.S. by 2020. [Panic buttons are already required at hotels in Seattle, Washington, D.C., Chicago and New York.]

How about your community? Would a BPW project to determine status on this issue be appropriate for your club?

Happy Holidays to you and yours and may our 2019 see progress in Elimination of Sexual Harassment and Sexual Assault in the Workplace as well as all environments.

State Federation & Clubs News

NFBPWC CALIFORNIA FEDERATION

Executive Committee 2018-2019:

Katherine Winans	President
Rosemary Enzer	President-Elect
Lynn Brandstater	Vice-President
Maryann Wesson	Secretary
Elaine Wakeham	Treasurer
Trudy Waldroop	Parliamentarian

For more information about this club, go to: <https://www.nfbpwc.org/California>

By: Katherine Winans, President, NFBPWC California

CFBPW clubs have been very busy with activities to keep the BPW presence in their communities. The BPW Woman of Achievement Program provided these great opportunities.

Berkeley BPW recently organized a luncheon and visit to the Rosie the Riveter Musium in Richmond, CA



(Pictured Left) **Burbank BPW's 2018 Woman of Achievement, Emily Gabel-Luddy, Mayor of Burbank**



(Pictured Above) **Conejo Valley BPW** new members Raye Keene and Marty Reynolds, founders of Concerned Black Women of the Conejo Valley. They are both recipients of awards by the NAACP.



(Pictured Left) Theresa Amador was honored as **East Los Angeles-Montebello BPW** 2018 Women of Achievement. Amador is an active community volunteer having served as Chair of the City of Monterey Park's Planning Commission, President of the Alhambra District Council Parents and Teachers Association and President of the Friends of the Monterey Park Library and much more.

(Pictured Right) **Hollywood BPW** President Marjory Hopper presenting the "Woman of Achievement 2018" Award to Julie Allen, Principal Civil Engineer, City of Los Angeles. Initially the only woman on the project, she now has added several women to high positions on the team.



(Pictured Above) CFBPW's newest club **San Gabriel Valley BPW** with 20 members.

NFBPWC COLORADO FEDERATION

Executive Committee:

Deborah Fischer	President
Heidi Halus	Vice-President of Membership
Sharon Simmons	Vice-President of Advocacy
Cheryl Rotkovich	Treasurer
Teresa McEldowney	Secretary
Nancy Litvak	Immediate Past President



For more information about this club, go to: <https://www.BPWColorado.org>



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

THANK YOU ALL FOR YOUR COMMITMENT TO BPW.

Hugs to All.

A Report from Sharon Simmons, BPW Colorado

BPW Boulder co-hosted with Women's Collaborative of Boulder a FREE Legislative Panel on November 29th at the Elevations Credit Union. Approximately 100 people attended. There were four (4) legislators speaking to the audience about women and family issues. KC Becker, Edie Hooten, Jonathan Singer, and Tammy Story were panel members. A few subjects discussed were: education, gun control, environmental issues, and affordable housing. (Thanks, Sharon Simmons for reporting)



NFBPWC FLORIDA

Interim Executive Committee 2018-2019:

Liz Benham	Interim President
Colleen Kelly	Interim Treasurer
Lynne Hale	Secretary
Patty Harris	VP of Membership
Dawne Richards	Interim Vice President of Advocacy

For more information about this club, go to: <https://www.nfbpwc.org/Florida>

By: Liz Benham, Interim President, NFBPWC Florida

Our club has been very active with many events since September. We are very pleased also that we are having steady growth and have a good core group now attending all meetings.

We are proud to finally have a full board. Patty Harris will be VP Membership and Lynne Hale (new member) will be our secretary.

September:

Our speaker was Teddi Boyne from our local Gilda's Club speaking about breast Cancer. The members were so inspired that 3 of our officers signed up to fundraise by repelling from one of our local high rise building downtown Ft Lauderdale and raised over \$100,000.



October:

We hosted a "Meet the Candidates Night " prior to the elections as a community service event. It was a great success and we had 17 candidates present. Our own member Leila Moavero was a candidate. It was moderated by past pres. Liz Benham and timekeeper Patty Harris



This was followed up by our regular meeting where we had the League of Women Voters presenting.

Florida had 23 constitutional amendments and 10 local county amendments. The presenters were excellent and the members very much appreciated learning about all the pros and cons.



November:

The speaker was from an organization called "Pets for Vets" and we were amazed at the wonderful work that is being done for veterans by providing them with a loving pet that transforms them and provides much needed companionship.



December:

We will be having our Holiday Party on the 17th with gift exchanges and fun. We are also collecting personal toiletries to donate to Women in Distress



Wishing all our national members a very Joyous and healthy holiday season!

NFBPWC LA GRANGE-CHICAGO AFFILIATE

Executive Committee 2017-2018:

Kathleen Ray	President
Barbara Yong	Vice President
Barbara Miller	Secretary
Mary Lou Lowery	Treasurer

For more information about this club, go to: <https://www.nfbpwc.org/LaGrange-Chicago>

NFBPWC NEW YORK CITY AFFILIATE

Executive Committee:

Francesca Burack	President
Harriet Friedlander	Vice-President of Membership
Julia Forman	Secretary
Isabella Hutchinson	Young NFBPWC
Michelle Kawka	Webmistress

For more information about this club, go to: www.NFBPWC-NYC.org

NFBPWC NORTH CAROLINA

Executive Committee 2018-2019:

Barbara Bozeman	President
Jazmin Caldwell	Vice-President
Julie Ueleke	Recording Secretary
Marsha Riibner-Cady	Nominations Chair

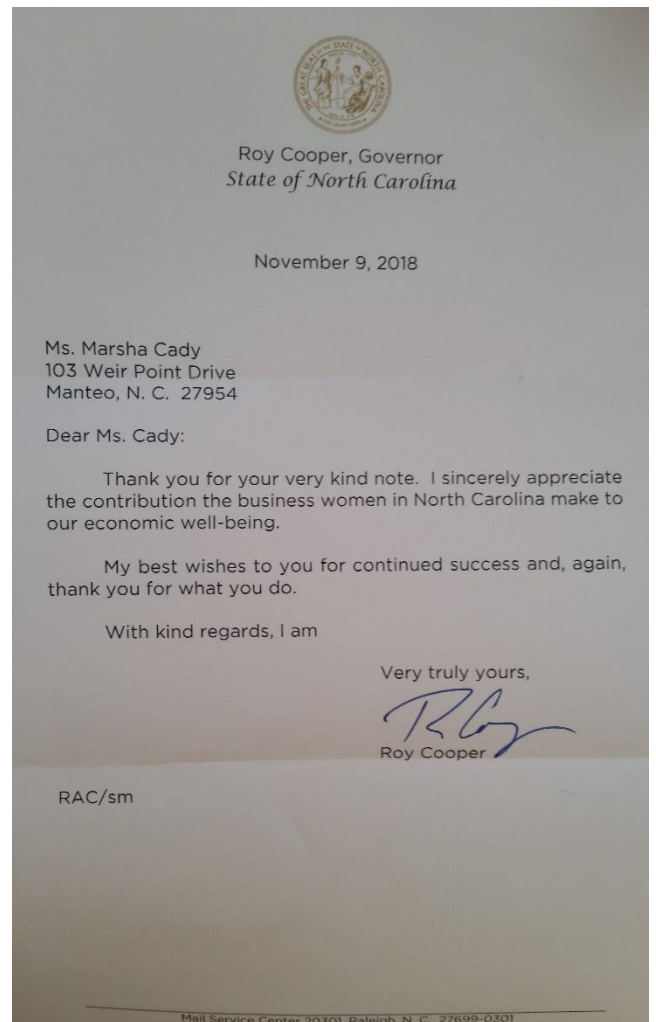
For more information about this club, go to:
<https://www.nfbpwc.org/NorthCarolina>



By: Marsha Riibner-Cady, NFBPWC North Carolina

The NC affiliate would like to thank everyone for their concerns for us during our recent weather events. Currently all reports are that there was minimal damage for our members and friends. We wish everyone a wonderful holiday season and look forward to 2019!

Picture (to the Right) is of the letter Marsha received from the Governor of NC.



**2018-2019 FIRST ANNUAL
FRANCES B. LONG SCHOLARSHIP
FOUNDATION RAFFLE**

Lifestyle Holidays Vacation Club *at Puerto Plata*



- 2 Bedroom Presidential Suite at Lifestyle Holiday Vacation Club at Puerto Plata.
- 1 Week All Inclusive
(not including airfare or daily meal plan \$85.00)
- Est. Value \$1,000
- To Be Used Anytime in 2019 (winner picks dates)



Great chance to not only take a shot at winning a great vacation package, but also your opportunity to help a young lady grow to become a strong woman.

fbl Frances B. Long Foundation

The Concord-Cabarrus Business and Professional Women's Club has established the Frances B. Long Scholarship Foundation, Inc. to award one or more scholarships for amounts to be determined, but for no less than \$ 200 each, per year. Upon satisfactory re-application by a recipient, a scholarship may be renewed annually. All recipients must be attending an accredited educational institution, public or private. Scholarships will be awarded to applicants with "full-time student" or "part-time student" status, who are working toward a GED, certification or a degree, and who are in the most need financially of all applicants.

To Enter Raffle go to:

<https://raffles.ticketprinting.com/raffle/8572-2018-2019-First-Annual-Frances-B-Long-Scholarship-Foundation-Raffle/>

Raffle ends on March 31, 2019 or when 500 tickets have been sold

**Tickets
Cost
\$25**

PENNSYLVANIA AFFILIATE CHAPTER

Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
Marion Waelchli	Recording Secretary
Nancy Thomas	Treasurer
Laura Whetstone	Parliamentarian
Cathy Collins	Membership
Lilly Gioia	Advocacy/Public Policy

For more information about this club, go to: <https://www.nfbpwc.org/Pennsylvania>



By: Nancy Werner
President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFBPWC has been a busy time for President Nancy Werner. She has been traveling to Districts 8, 5, and 11 with printed materials and information on the NFBPWC. She has been most appreciative of the District Directors for allowing her time speak at these meetings. October is always our busiest time of the year.

In late September, she traveled to St. Albans, VT to share information with the New England BPW Past State Presidents and the Vermont BPW. This past weekend, she attended the Ecumenical Services that were held near Steubenville, Ohio. For the past 39 years, Ohio and Pennsylvania have gathered to celebrate the NBWW. Next weekend she will be with our Maryland BPW sharing her Individual Development Program skills with their members. But she will also be bringing information on the NFBPWC. Trying to get the word out to everyone is no easy task but she will persevere.

President Nancy is also appreciative of the power point programs made by our leaders. Liz Benham, Past President, created a power point about the History of the NFBPWC and President Sandra Thompson created a power point about the 17 Sustainable Goals. Both power points provide substance as to the talking points of what NFBPWC has to offer.

The monthly E news in print is also valuable. Seeing a monthly review of what is happening in our Federations and Affiliates provides everyone a sense of a “national” and “international” presence. Thank you to Michele Guarino, our editor, for producing this excellent communication tool.

The PA Affiliate Chapter of the NFBPWC are enjoying wearing their new pins. Everyone is encouraged to wear them and share the news about our NFBPWC. We are now 20 members in number and hope that we continue to grow.

We are creating a new application for membership with our Treasurer Nancy Thomas. We wish to be current with the new name changes for the NFBPWC and the PA Affiliate Chapter of PA.

NFBPWC EL PASO TEXAS WEST

Executive Committee:

Rocío González	President
Minerva Villareal	Vice President
Virginia Chacón	Treasurer
Laura Jurado	Secretary
Gloria Flores	Past President

By: Laura Jurado
Secretary, NFBPWC El Paso Texas West

May all of you had a wonderful Thanksgiving and enjoyed the warmth of these past days. We are delighted to report that on November 30th we had our traditional Christmas Party or Posada. All the details will be published in next month's newsletter.

El Paso West meets the second Tuesday of every month at 11:00 a.m. at member's homes and sometimes at La Madeleine Restaurant.

Our next meeting will be held on December 11th at Lorena Garcia's home.

Whether you are in the area and would like to attend, just contact Laura Jurado (El Paso West secretary) for the address at laurajuradoa@yahoo.com (don't miss the 'a' after jurado). We'll be delighted to see you!

Even though this should probably be in the November issue, we would like to share some Thanksgiving thoughts written by our own Secretary a few years ago:

I have been living in the United States for many years, however, there are a few things I don't like about this country, like the way a woman often loses her last name upon marriage and her children are left without a trace of their mother's maiden name in their own. Nevertheless, there is something that I do love: THANKSGIVING. This is a very beautiful tradition that other countries should adopt.

What makes it special?

- a) FAMILIES gather to share a meal
- b) There's no ulterior motive, as there is during Christmas with the exchanging of gifts
- c) A whole nation GIVES THANKS. They are thankful for their lives, their families, their health, they are thankful for love, for having a job, for life's difficulties, for the challenges, for their friends, for their pets... for everything!
- d) It has nothing to do with religion

I firmly believe that one of the reasons for which the United States is a great nation has a lot to do with this day. Imagine the energy that is sent out in the form of PRAYERS and comes back multiplied!

I am thankful for this marvelous life that I have had the opportunity to live, for my country of origin, Mexico, and for the country that opened its arms for me: USA.

For my PARENTS that live in another dimension and often visit me in my dreams. For the rest of my FAMILY, both related by blood and by marriage.

For my lovely dogs and my dear cats; for my house, its yard and the trees, for the scent of FIREWOOD that delights us upon opening the door.

For each of the four SEASONS that help us to realize that we are ALIVE.

For the different shades of autumn and for the small amount of time that the different COLORED LEAVES stay on the trees, because it makes us reflect on the fact that life passes by very quickly and we should TREASURE every moment.

For the ANGELS and their messages, because GOD lives in everything and in every one of us, even though we may not be aware of HIS/HER presence.

For all those individuals who have been my damned tyrants, helping me be a BETTER person.

For all the material possessions that help us live comfortably, because I have everything that I LOVE, and I love everything I HAVE.

For all those things that are GIFTS FOR THE SPIRIT, like our children's laughter, the kiss from a loved one, the purring of a cat in our arms, the greeting of a dog wagging its tail, the song that the birds sing, the majestic image of a mountain.

THANK YOU, THANK YOU, THANK YOU.

NFBPWC HOUSTON

Executive Committee:

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

For more information about this club, go to:

<https://www.nfbpwc.org/Texas-Houston>



NFBPWC PASO DEL NORTE

For more information about this club, go to: <https://www.nfbpwc.org/Texas-Paso-del-Norte>

NFBPWC VIRTUAL CLUB

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>

Or email: ccbpw@aol.com

Executive Committee:

Carol Comito	President
Sue Oser	Secretary
Leona Phillips	Treasurer

NFBPWC YOUNG BPW

For more information, you can visit the website at: <https://www.nfbpwc.org/Young-BPW>

- 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: Michele@ASecondOffice.com

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 January eNewsletter is
Friday, December 21st at 5:00 pm Mountain Time**

