



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

January 2018 Newsletter

In This Issue

Upcoming Events

The Women's March - 1 Year Anniversary

20 January 2018 | www.WomensMarch.com

NFBPWC Virtual Club Webinar: Topic: Sexual Harassment

25 January 2018 | 7:30 p.m. Eastern Standard Time

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

Upcoming Events	1
About NFBPWC	2
President's Letter - Liz Benham	3
BPW International President's Letter - Dr. Amany Asfour	5
Commission on the Status of Women 62	6
Green News - Cairo Part Two	7
Advocacy News	9
PR and Social Media	13
State Federation & Club News	14
NFBPWC California Federation	14
NFBPWC Colorado Federation	14
NFBPWC Florida Affiliate	15
NFBPWC La Grange Chicago Affiliate	16
NFBPWC New York City Affiliate	16
NFBPWC North Carolina	16
Pennsylvania Affiliate Chapter	17
NFBPWC El Paso Texas West	17
NFBPWC Houston	17
NFBPWC Paso Del Norte	17
NFBPWC Virtual Club	18

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:

Elizabeth Benham, President
Megan Shellman, VP Membership
Linda Wilson, VP Advocacy
Sandra Thompson, Secretary
Gloria Flores, Treasurer

president@nfbpwc.org
vpmembership@nfbpwc.org
advocacy@nfbpwc.org
secretary@nfbpwc.org
treasurer@nfbpwc.org

Advocacy - Linda Wilson
Business - Manjul Batra
Bylaws and Resolutions - Sandra Thompson
Environment - Laurie Dameron
Finance - Gloria Flores, El Paso
Health - Maria DeSousa
International Liaison - Bessie Hironimus
Membership - Megan Shellman
Mentoring Taskforce Chair - Titilola Adisa
PR and Social Media - Chanel Heerman
United Nations - Elizabeth Vanardenne
Young BPW - Sarah Matthews

advocacy@nfbpwc.org
manjulm@aol.com
info@nfbpwc.org
ldameron@bpwcolorado.org
treasurer@nfbpwc.org
mcdesousa1@gmail.com
bessie.hironimus@bpw-international.org
vpmembership@nfbpwc.org
tytyadisa@yahoo.com
chanelh@gmail.com
evanarden27@gmail.com
smatthews0580@gmail.com

President's Letter - Liz Benham

Happy New Year wishes is extended to all our members across the United States.



After a very busy holiday season filled with much joy and celebration with family and friends the new year comes upon us very quickly.

We at NFBPWC are so excited about our Federation and the upcoming events and initiatives planned for this year.

Let's all make this a great year to remember the rebirth of our beloved NFBPWC and the proud accomplishments of those foremothers before us who laid the foundation with hard work and commitment to all women.

The current huge impact of sexual harassment and abuse against women in the workplace has fully raised the awareness amongst us all and NFBPWC has decided to immediately lead this New Year with our focus on this issue. The timing could never be more appropriate for a national Business and Professional Women's organization with an historical background reaching to 1919 to raise our powerful voices and finally help to affect the change needed.

I am delighted to advise that Jackie Melvin (past state president California) has agreed to head our Ad Hoc committee on "Sexual harassment against women in the workplace".

We will be launching a letter writing campaign to send to legislators across the country. Stay tuned as the templates will be available by the week of January 14th in time for the next women's march January 20th. Members will be able to download the templates, sign and mail them in to your legislators. All info will be prepared for you.

If you haven't heard yet, the 2017 Person of the Year are **The Silence Breakers**. You can read about them here: <http://time.com/time-person-of-the-year-2017-silence-breakers/>

I hope that all our members will join our efforts in solidarity and make the commitment to participate. This will be a powerful first step to raise the visibility of NFBPWC.

All my best wishes

Liz Benham - President

Save these dates for January 2018

January 20th - 1 year later we are doing it again! The Women's March www.womensmarch.com

January 25th - NFBPWC Virtual Club Webinar at 7:30 pm EST. Given the wake of sexual harassment and the movement to speak out, we will be discussing this topic and what strategies and tactics women can use and what they could say when various situations arise. Our intent is to come out of the webinar with a list of these strategies and tactics that can be shared in various formats. Invite friends, colleagues (especially younger women) to join in. Details will be forthcoming.

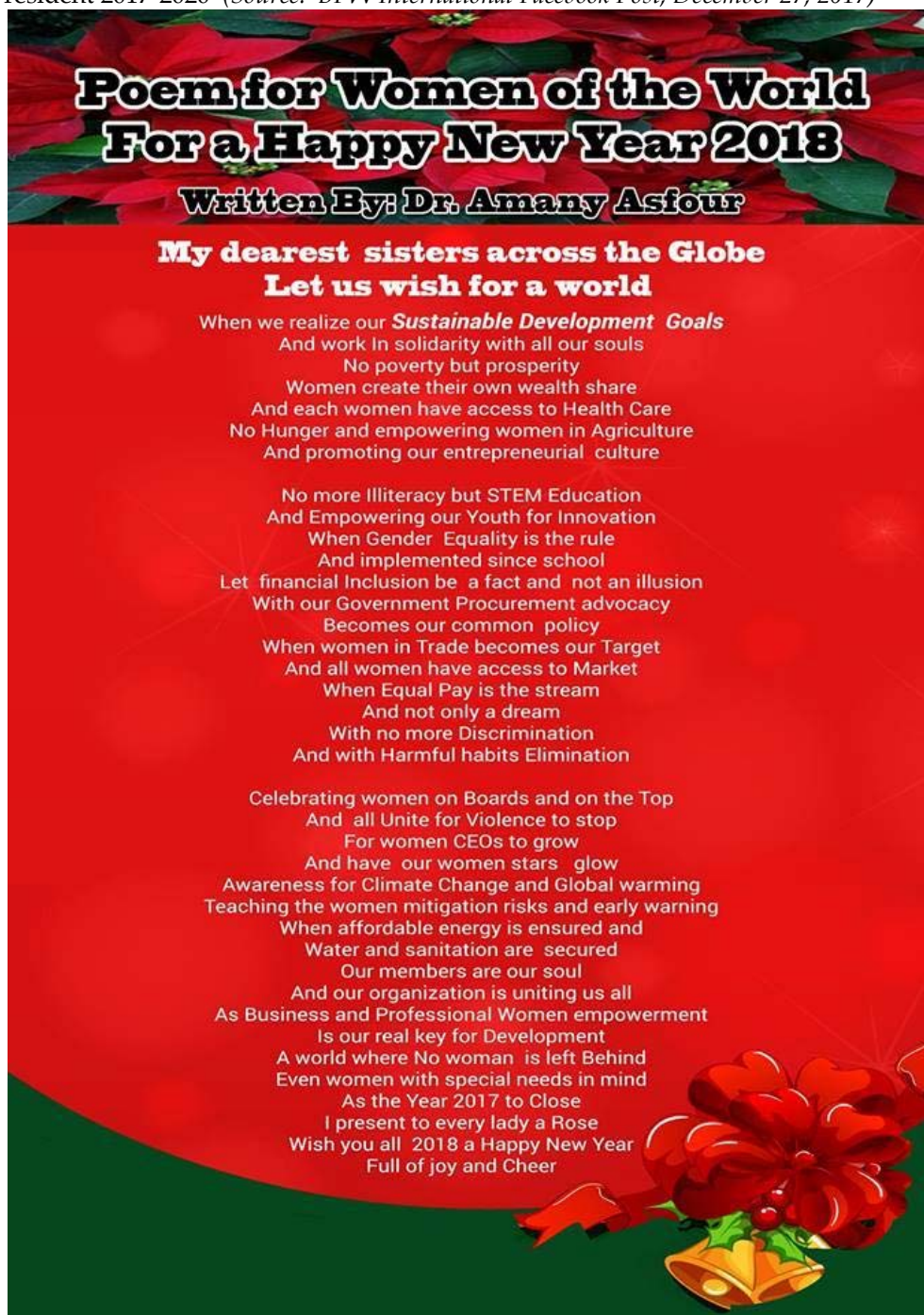


BPW International President's Letter - Dr. Amany Asfour

"My dear sisters across the globe. My wishes for you for a Happy New Year 2018 based on the Theme of My Triennium as World President of The International Federation for Business and Professional Women Empowering Women to realize the Sustainable Development Goals (SDGs)"

Dr. Amany Asfour,

BPW International President 2017-2020 (Source: BPW International Facebook Post, December 27, 2017)



Commission on the Status of Women 62

REGISTRATION is open until January 27, 2018

Commission on the Status of Women 62 (CSW62) will be March 12-23, 2018 at the United Nations Headquarters in New York.



Themes:

- **Priority Theme** is “Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls.”
- **Review Theme** is “Participation in and access of women to the media, and information and communications technologies and their impact on and use as an instrument for the advancement and empowerment of women.”

There is more information at: <http://www.unwomen.org/en/csw/csw62-2018>.

People are encouraged you to follow CSW on Twitter and Facebook for updates: https://twitter.com/UN_CSW and <https://facebook.com/UNCSW>.

The Leaders’ Summit is right before CSW62. There is no information on BPW International’s website on registration for the Leaders’ Summit or to be a delegate to CSW62.

Green News - Cairo, Part Two

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

I ended my "Green News" article on Cairo, Part One, sharing about how something healed in me while I was in Egypt. I still struggle to find the words to convey this. To be honest, part of it is that before experiencing a country like Egypt, whenever I would see someone from that part of the world here in the USA, my first reaction has always been suspicion: Are they a terrorist?

After several days being immersed in this other culture so far away, I started feeling at ease and seeing these beautiful people for who they are. I especially cherished their smiles. You may remember the Crosby, Stills, Nash, and Young song "Wooden Ships," which has these lyrics:

"If you smile at me, I will understand
'Cause that is something
Everybody everywhere does in the same language..."

Every time I took a photo or gazed at an Egyptian face that was smiling, it lit up my heart! And I realized Egyptians are just the same as people all over this world, raising their children and trying to live a good life. Now I celebrate the beautiful smiles from every person, everywhere!

Another part of the healing was that, after two days in Cairo, I suddenly realized that my chronic neck pain was gone! Pyramid power? I can't say how relieved I felt without that constant nagging pain! It lasted for a few weeks upon returning, but, unfortunately, gradually crept back.



PHOTO BY LAURIE DAMERON

The spiritual healing continued with our sailboat trip (a dahabiya) after our conference, the 29th International BPW Congress. (If you did not read about it in my previous article, let me know and I can send it to you.) We took a short flight from Cairo south to Luxor to meet Johanna Marius, a BPW member from Germany, who is also the owner of Luxor Sail the Nile. Her partner, Mohamed Morsy, is the wonderful captain. I will never forget his beautiful smile, nor that of Rabia (a sailor) and Mr. T (our waiter). By the way, the food was excellent, with fresh vegetables at every gourmet meal!



PHOTO BY LAURIE DAMERON

Something interesting I learned right away is that Upper Egypt is south and Lower Egypt is north. That is because the Nile is up river to the south. The prevailing winds on the Nile River blow to the south, so we were sailing against the current! When the winds died down, a tugboat was used to pull us along.

We had a fabulous Egyptologist on board, Mohamed A. Fahmy, who I think is going to be famous some day. He has it all: great knowledge, handsome, friendly, and an excellent teacher and guide! He is working on his PhD in archeology, and taught us about the many temples we toured. Perhaps another reason I was feeling so spiritual was that the ancient Egyptians were very spiritual and connected to nature, making gods and goddesses out of all of their animals!

I felt a profound sense of peace and serenity the moment I stepped on that boat. I had been wondering if I'd get seasick, as the Nile is very big, but the river was calm and steady flowing. My colleagues thanked me profusely for doing research before the trip and choosing this type of boat over a cruise ship. Besides having far fewer passengers than a cruise ship (10 vs. 200), our small dahabiya could pull over and moor at places where a big cruise ship couldn't. One of the highlights for me was pulling over in a rural area where we hiked through farmland and saw laughing boys riding by on their donkeys. We then walked down a road through a small town. We came upon a farmer with fresh dates. Even though my friend tried to pay him, he insisted on giving the dates to us! We passed a couple of

schools, where I made a video of the students yelling, "USA, USA, we love you!" In general, it seems Egyptians love the USA, but give thumbs down at the mention of our president! I have posted the rest of the photos/videos on my Facebook page at <https://www.facebook.com/lauriedameronmusic>

Just like in Cairo and most other Egyptian cities, there was much trash outside the rural homes. My colleagues and I had a great conversation one day while relaxing and floating up the river. The Egyptians don't have time to think about trash or environmental issues; they are focused on putting the next meal on the table. I realize that is the same problem here. I'm thinking that if we did not have laws against littering, we'd have trash all over the place, too. Johanna, the owner of the sailboat, has a couple of BPW projects (sorry I don't have links for them). One of them is in a small town where they did pass a law about littering, and it made a huge difference. Everything seems to come down to money, doesn't it?!



PHOTO BY LAURIE DAMERON

Johanna also has a BPW project called Women Empowerment. She is involving women in her new business of sailing the Nile. Her sister-in-law, Yamna, does the washing and the ironing for the ship. Captain Mohamed used to have a laundry business do the work, but now Yamna is doing it; she's getting the same pay as the laundry business did. Another two ladies from the family are taking over the baking—bread, cakes, cupcakes, etc. "We pay them and actually spend more money than if we bought the things in a store, but home-baked bread tastes better. The ladies have a chance to make money."

I must say, I long to feel such serenity again. I have found I need to not listen to the news so much. I have mellowed out a bit with my environmental activism. As if in a dream, I keep hearing the Muslim prayer times. It seems every time I ask God what I should be doing, I get the same answer: Enjoy life, help others, and learn.

Here is a video of Luxor Sail the Nile: <https://www.youtube.com/watch?v=5dcYiUHCu0g>

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>

Advocacy News from NFBPWC 2nd Vice President, Linda Wilson

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

There are not a lot of new things to report from advocacy.

- Congress passed and the President signed a tax bill.
- As of December 20th WIPP (Women Impacting Public Policy) is trying to figure out what the bill means for small businesses.
- The corporate tax rate has been reduced from 35 percent to 21 percent.
- Deductions for State and local taxes are capped at \$10,000.
- Standard deductions are increased to \$12,000 for singles and \$24,000 for couples.
- The mortgage interest deduction is repealed through 2025.
- The personal casualty and property loss deduction is repealed except in the case of federally declared disasters.
- The moving expenses deduction is repealed through 2025.
- The tax bill eliminates the requirement that people have health insurance after 2018 which could doom or raise the rates drastically for the Affordable Care Act. The bill is estimated to add \$1.5 trillion to the deficit over a 10-year period. There are quite a few other items in the bill.

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. Carol Comito, President of the Virtual Club, reported that Arizona has put together a task force to work on ratifying the ERA in Arizona. With Carol Comito leading the way Arizona should be next to ratify the ERA. With that ratification we need one more State – how about Illinois or North Carolina. We have Clubs in these States.

The "Equal Means Equal" group is standing sentinel outside the White House in support of passage of the Equal Rights Amendment. They say they have at least 30 meaningful conversations a day, mostly with people who had no idea that the Equal Rights Amendment is not in the Constitution and who leave wanting to do something about it. They say that just the other day a group of middle school children from Virginia were so taken aback by the fact that women are not equally protected under the law that they all promised to write letters to their state legislators asking for them to vote "yes" on the ERA in the upcoming session. The "Equal Means Equal" group is asking for people to sign up to take a shift.

The number of co-sponsors of HJ Res. 53 Speier (CA-D) 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.

CEDAW

Cities for CEDAW Sharon Simmons and her Committee were able to get the Boulder City Council to sign a Resolution for Cities for CEDAW. Sharon Simmons reports, "The Cities for CEDAW task force attended the City of Boulder council meeting December 5th and presented t-shirts with our [Colorado's] logo and list of supporters on it to Mayor Jones, Human Relations Commission lead Nikhil Mankekar and Carmen Atilano (who was not there). We took a picture and I posted it on our BPW Boulder Facebook page as well as Cities for CEDAW Colorado. It was fun to thank them for all their hard work in signing the resolution in October and becoming the third city to join our growing list of supporters." This makes three cities in Colorado with resolutions and Greeley has a five year plan which leaves seven still being worked on. Their new Cities for CEDAW t-shirts sell for \$20. Any Mayor who signs their city on to a resolution gets a free shirt. Sharon Simmons goes on to report, "On December 18th, we attended a 38th birthday party for Cities for CEDAW in Denver, sponsored by the Denver for CEDAW ladies of UNA Denver. Our president attended, along with myself and several from UNA Boulder county and one city of Boulder official. Then to top December off, I had nominated Nikhil Mankekar for the International Human Rights Day award for all of his efforts over the years in helping people of all kinds, including Cities for CEDAW resolution signing. He was amazing and has taught us a lot about politics and how to work with various cities, including Lafayette, which is still working on their first Human Relations Commission with Boulder's help. **On January 27, 2018 Cities for CEDAW** task force is putting on an event in Boulder at the Reynolds Branch of the Boulder Public Library to bring together all of our non-profits/legislators/city officials and network and move forward in the new year. . . . I posted this event on our FB pages (BPW Boulder and Cities for CEDAW Colorado)."

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

CSW 62 registration is open with a deadline for registration of January 27, 2018. CSW 62 will be March 12th-23rd at the United Nations Headquarters in New York City. **Priority theme** is "Challenges and opportunities in achieving gender equality and the empowerment of rural women and girls" The **Review theme** is "Participation in and access of women to the media, and information and communications technologies and their impact on and use as an instrument for the advancement and empowerment of women." If you are interested in attending CSW 62 and the Leaders' Summit, please let the Executive Committee (ec@nfbpwc.org) know so we can keep you updated with information when we know it. With the change in the International President, there is a delay in posting the information on the website and getting the information out. There is more information at <http://www.unwomen.org/en/csw/csw62-2018>. People are encouraged to follow CSW on Twitter and Facebook for updates: https://twitter.com/UN_CS62 and <https://facebook.com/UNCSW>.

The BPW Leaders' Summit will be March 9th-10th with the Claire Fulcher Dinner being March 11th.

SEXUAL HARASSMENT

A big issue that has come forth is sexual harassment and assault. The "Person of the Year" for TIME MAGAZINE is "The Silent Breakers." The California Federation has established an ad hoc Committee on this chaired by Jackie Melvin, who is an attorney. Jackie is also recommending that NFBPWC make this a major issue. In my report below you can see about two bills that California Representative Jackie Speier has introduced to hold Congress accountable on this issue. She originally tried to do this more than ten years ago, but nothing happened at that time.

November 2nd Jackie Speier (D-CA) introduced H.Res. 604 (called CEASE Resolution), which would "require each member, officer and employee of the House to complete the program of sexual harassment prevention and response training in employment which is offered by the Office of Compliance, and for other purposes." The number of co-sponsors has increased to 34 (18 Republicans and 16 Democrats). 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.

November 15th Jackie Speier (D-CA) introduced HR4396 (called ME TOO Congress Act), which would "amend the Congressional Accountability Act of 1995 to reform the procedures provided under such Act for the investigation and resolution of allegations that employing offices of the legislative branch have violated the rights and protections provided to their employees under such Act, including protections against sexual harassment, to require the updating of programs of sexual harassment prevention and response training in employment, to institute biennial employment discrimination climate

surveys, and for other purposes.” The number of co-sponsors has increased to 142 (123 Democrats and 19 Republicans). It has been referred to the House Committee on Administration.

According to the November 9th “Politico Magazine: The Friday Cover,” The Senate unanimously approved legislation late Thursday that institutes mandatory sexual harassment training for senators and aides – a potentially meaningful shift amid calls for overhauling Capitol Hill's system for handling harassment complaints. Legislation approved Thursday, co-sponsored by both Senate Majority Leader Mitch McConnell (R-Ky.) and Minority Leader Chuck Schumer (D-N.Y.), would require harassment training that also covers discrimination based on race, disability, religion, disability and other criteria. More than 1,000 former congressional aides from the two parties have lent their voices to call for a bigger shakeup of the current protocol for handling congressional harassment cases, which requires victims to undergo mandatory counseling and mediation before filing a complaint.”

EQUAL PAY

Barbara L. Yong (LaGrange-Chicago) has developed a PowerPoint presentation on Equal Pay, which she presented to the Illinois Federation of Business Women's Clubs. Ask her if you would like to use this in your local Chapters or Clubs.

According to WIPP (Women Impacting Public Policy) “Companies with a female founder provide a 63 percent better return on investment than those with all-male founding teams. And large companies with women at the top produce a 47 percent higher return on equity. Yet, women lag men when it comes to accessing capital.”

According to the LeanIn website, “Women on average are paid 20 percent less than men. If you break the pay gap down by race and ethnicity, it is even worse: Black women are paid 37 percent less, and Latinas are paid 46 percent less. When you control for important factors such as education, experience, industry, occupation, role, and hours worked, the pay gap still exists. And the gap actually widens at higher education levels. As early as 16 years old, women are paid less than men – and the gap only grows from there. Lower earnings for women often lead to less money for families. This impacts families' ability to buy groceries, pay for childcare, invest in their children's education, and more. On average, women are paid 46 percent less than men worldwide.” The website goes on to say why it is smart for companies to close the pay gap, “Employees who are paid fairly are more committed. When employees believe they are rewarded fairly for their work, they are more likely to put in extra effort and pitch in to help their coworkers. This higher level of commitment can lead to better job performance. In contrast, when employees think they're underpaid, they are more likely to look for a new job, and attrition costs companies money and valuable institutional knowledge.”

HR 2418 Pay Equity for All Act which was introduced by Representatives Eleanor Holmes Norton (D-DC), Rosa DeLauro (D-CT), Jerrold Nadler (D-NY), and Jackie Speier (D-CA) would prohibit employers from asking job applicants for their salary history before making a job or salary offer. It 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) – still has 45 co-sponsors – 44 Democrats and one Independent. It has been referred to the Senate Committee on Health, Education, Labor and Pensions.

Paycheck Fairness Act HR1869 would make it mandatory for employers to show the reason behind any pay differences and how they are not based on gender. The bill would also keep employers from punishing employees for seeking equal pay. It 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) still has 45 co-sponsors – 44 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. Women and men still tend to work in different kinds of jobs; this segregation of occupations is a major factor behind the pay gap. Requiring employers to provide equal pay for work of equal value, whether or not the jobs are the same, addresses unequal pay in female-dominated jobs that are objectively rated equivalent to jobs traditionally dominated by men. HR 2095 Eleanor Norton (D-DC-At large) still has fifteen 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.

EQUAL PAY DAY

Equal Pay Day is Tuesday, April 10th. LaGrange-Chicago Club is working with other organizations to call attention to this day. What are other communities doing?

CHILDREN'S HEALTH INSURANCE PROGRAM (CHIP)

According to the December 21st CDCA (California Disability Community Action Network), "the temporary spending bill [which Congress passed on December 21st] also includes funding through March 2018 for the Children's Health Insurance Program (CHIP). The temporary spending measure essentially delays action on several major issues, including a longer term re-authorization of funding (beyond March 2018) for the Children's Health Insurance Program (CHIP) that expired October 1st." Contact your Congress person to find out what they are doing to restore health insurance for children.

SMALL BUSINESS

According to a 2016 report from the Federal Reserve, which focused on businesses with fewer than 500 employees, women face higher hurdles than men in securing loans, increasing profits, increasing revenues and increasing the number of employees. There were 15,991 small companies with 2,880 run by women in this study. One-fifth of businesses have female bosses in 2015. The study found "only 47 percent of women-owned companies that recently applied for loans received them, compared with 61 percent of those owned by men, even while both groups sought funding at a similar rate. Some 48 percent of low-credit-risk companies run by women received all the funds requested, compared with 57 percent for men. The results suggested discrimination might be at play both externally and internally. Among newer companies, 53 percent of those run by women said their credit risk was medium to high, versus 40 percent for men.... Still, the gender gaps in revenues and profits did not narrow even with older businesses."

SMALL BUSINESS WEEK AWARD NOMINATIONS

According to the Women Impacting Public Policy (WIPP) you can nominate yourself or someone else for the Small Business Administration (SBA) National Small Business Week Award. **The deadline is Tuesday, January 9th at 3:00 P.M. EST.** The winners will be announced during Small Business Week, which is April 29th-May 5th. The award will be shared nationwide. The application and information are available at <https://www.sba.gov/nsbw/awards>.

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

PR and Social Media Committee



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

Happy New Year, NFBPWC!

We need an updated image for our Facebook page and group! If you have a great photo or illustration of a diverse group of women (and you have the rights to it!) please email Chanel at doctorchanel@doctorchanel.com.

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

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

- March 7, 2018 – Asian women's equal pay day
- 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 will also be commemorating Women's History Month in March, and are planning to create a social media kit like the ones above for our chapters and Federations to use. If you have ideas, pictures, memes, quotes, or anything that might make the month more special, please share with us by emailing Chanel Heermann at doctorchanel@doctorchanel.com.

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 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!

We are also actively researching how best to connect with like-minded organizations and expand everyone's impact. Request for our members: If you know of a women's group we should partner with, please send a note to Chanel Heermann at doctorchanel@doctorchanel.com and we'll be in touch.

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

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_cilxLyvbu1dbBOsV9Tg

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

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

HAPPY NEW YEAR!!



BPW Colorado held a Holiday Party for all chapter members Tuesday, December 19th. It was hosted by our BPW Cherry Creek chapter and they did an amazing job. The food, drink, and attendance were great and we're considering making this party an annual event.

Our Midyear Legislative Conference and Midyear Board meeting is being planned for Saturday, February 10th at New York Life, 3200 Cherry Creek S Dr., Denver, CO 80209. The theme is: **Being Good Allies for Under-Represented Women.**

Our special panel guests will be: Senator Rhonda Fields (<http://rhondafields.com/>), Senator Lucia Guzman, Minority Leader (https://en.wikipedia.org/wiki/Lucia_Guzman) and a representative from the Denver American Indian Commission (<https://www.facebook.com/DenverAmericanIndianCommission/>). The panel will discuss how to be more involved in supporting under-represented women.

Other presentations will include the Women's Lobby of Colorado to present an overview of bills pertaining to the BPW CO Legislative Platform and the Colorado Education Network (<https://www.coloradoeducationnetwork.org>) concerning the state's funding crisis and a potential ballot issue.

Our own BPW CO Legislative Chair, Evie Hudak, will enlighten us on many issues such as:

- 1) the legislative process of Colorado and BPW CO,
- 2) "advanced" advocacy training which includes details about how BPW members can help advocate on bills, and
- 3) lead a discussion of items we might want to add to the BPW CO Legislative Platform.

The BPW Colorado Midyear Board Meeting will be held in the afternoon. All conference registered members are welcome and eligible to vote on proposed changes to the BPW Colorado Legislative Platform.

A Friday night BYOB Happy Hour will also be held at the Marriott Residence Inn Denver Cherry Creek.



PICTURED (LEFT TO RIGHT): KAYLA BERRY (UNA INTERN), MAYOR SUZANNE JONES, NIKHIL MANKEKAR (HUMAN RELATIONS COMMISSION), SHARON SIMMONS (BPW BOULDER), AND VERONICA HRUTKAY (UNA).

PICTURE TAKEN AFTER BOULDER CITY COUNCIL SIGNED THE RESOLUTION ON CITIES FOR CEDAW ON DECEMBER 7, 2017.

NFBPWC Florida

Executive Committee 2017-2018:

Leila Moavera
Colleen Kelly
Patricia Harris

Interim President
Interim Treasurer
Interim Secretary

NFBPWC La Grange-Chicago Affiliate

NFBPWC New York City Affiliate

Executive Committee:

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

NFBPWC North Carolina

Executive Committee:

By: Marsha Riibner-Cady
President, NFBPWC North Carolina (2015-2017)
NFBPWCNC@gmail.com for club information
(252) 423-0819 or romarsci@gmail.com to contact Marsha

I'm proud to announce that Barbara High-Tyre was elected as a Commissioner for the Town of Red Oak, NC. Mary Alice Wells also holds an office and was recently at the NC Governor's Mansion with her husband.

Other events around the state of NC can be viewed on our website at bpw-nc.org by clicking on local clubs and going to their webpages. We encourage you "snow birds" who travel through our state on your way to or from your winter/summer destinations to see what is happening and to join us for upcoming events.



PICTURED: BARBARA HIGH-TYRE (ON RIGHT)



Upcoming events include our Women's Empowerment Event on January 20, 2018 in Goldsboro, NC. Proceeds will support our Women Joining Forces Program/Grants. Our state convention will be held in Concord, NC June 22-23, 2018. Registration and sponsorship information for both is available at bpw-nc.org.

Our goal is to become a "full-fledged club" by July, 2018. So we are looking for 30 more members!

We hope that all our NFBPWC sisters/brothers had a wonderful holiday season and look forward to seeing and hearing from you in the future.

PICTURED: MARY ALICE WELLS (RIGHT)
WITH GOVERNOR OF N. CAROLINA (MIDDLE)

Pennsylvania Affiliate Chapter

Executive Committee:

Nancy Werner	President
Catherine Collins	Secretary
Ginny Bailey	Treasurer
Laura J. Whetstone	Parliamentarian
Catherine Collins	Membership
Lilly Gioia	Advocacy

NFBPWC El Paso Texas West

Executive Committee:

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

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

NFBPWC Paso Del Norte

NFBPWC Virtual Club

January 25th, 2018 - NFBPWC Virtual Club Webinar at 7:30 pm EST. Given the wake of sexual harassment and the movement to speak out, we will be discussing this topic and what strategies and tactics women can use and what they could say when various situations arise. Our intent is to come out of the webinar with a list of these strategies and tactics that can be shared in various formats. Invite friends, colleagues (especially younger women) to join in. Details will be forthcoming. *(Excerpt from President's Letter - Liz Benham - above noted)*

Please send any Chapter or Committee News to Michele Guarino at: MGuarino@BPWColorado.org to be added to next month's newsletter.