



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

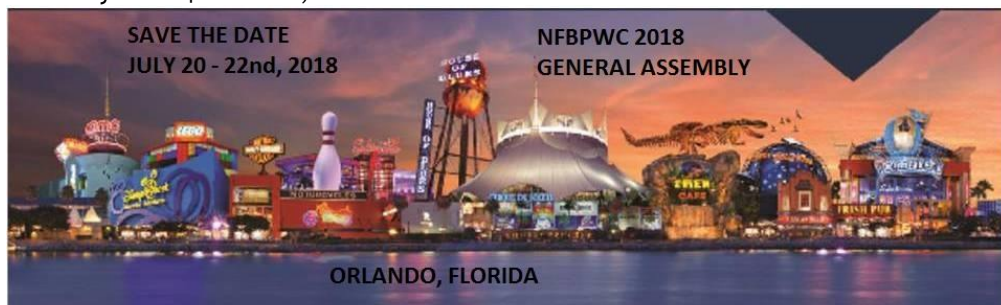
July 2018 Newsletter

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Upcoming Events

NFBPWC 2018 General Assembly

20 July 2018 | Orlando, Florida



CSW63 (2019)

11 March 2019 to 22 March 2019

United Nations Headquarters in New York

XXX BPW International Congress

21 August 2020 to 26 August 2020

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

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Submission Deadline for the August eNewsletter is Friday, July 27th 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:

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

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

vpadvocacy@nfbpwc.org
manjulm@aol.com
info.bpw@nfbpwc.org
ldameron@bpwcolorado.org
treasurer.bpw@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 4th of JULY HOLIDAY! Wishing all our members a great day!

With the significance of this holiday, I encourage us all to take time to reflect on how important our freedoms and independence are and not to take it for granted! We make up half the population of our country and with that comes the responsibility of standing up for women's issues and our values. We can no longer take this lightly and it requires each of us to make a dedicated commitment as to what we will do to protect all that has been fought for by our foremothers. I, for one will always be present in that parade!

We have only 2 weeks to go for our NFBPWC General Assembly and IFBPW North America and Caribbean Conference! If you decide last minute to attend, please call me to help you with information. Please also check the website for the updated program and conference details.

www.NFBPWC.org

Our next E Alert will have all the details about Orlando for everyone, so be sure to watch for it next week! We are looking forward to seeing you all there!

Sadly, this is my last E-News message to you, our NFBPWC members.

It certainly has been my honor to serve as your president. This officer has had the pleasure of working with the greatest Executive Committee! We have worked hard and accomplished a lot. The Federation has expanded and has excellent systems and processes for ongoing growth and continuity and you, our members, make up a huge part of that. Your commitment and passion for BPW is greatly appreciated and very much needed as we move forward to make our powerful voice heard in the next months of difficult national issues. I will always continue to work for our Federation and support our next incoming executive.

I am also honored to be the Host Planning Committee Chair for the 2020 International Congress on which we will be working diligently moving forward. If anyone would like to work on this committee with me, please kindly contact me.

With My Best Possible Wishes for All
and Warmest Regards,
Liz Benham – President





UN Women, the International Labour Organization and the European Union have joined forces to support sustainable, inclusive and equitable economic growth in G7 countries. Through the EU-funded programme WE EMPOWER: promoting economic empowerment of women at work through responsible business conduct in G7 countries, we are supporting the active engagement of the corporate sector in a way that aligns with public policies led by G7 governments, and that strengthens and activates multi-stakeholder dialogues.

This booklet provides information about the WE EMPOWER programme and its priority areas, and offers insights into the efforts of 15 G7-headquartered companies to promote gender equality and women's economic empowerment. UN Women invites you to join them in turning the promises of the 2030 Agenda into action and results.

<https://www.empowerwomen.org/en/resources/documents/2018/06/womens-economic-empowerment-through-responsible-business-conduct-in-g7-countries>

Press statement by the President of the Human Rights Council, Ambassador Vojislav Šuc (Slovenia)

19 June 2018

GENEVA, 19 June 2018 -- Today I learned of the decision by the United States to withdraw its membership from the Human Rights Council.

While I recognize it is the prerogative of any member State to take such a decision, I wish to acknowledge that the United States has been a very active participant at the Council having engaged constructively on numerous issues aimed at improving the lives of rights holders around the globe, including the many issues which we are addressing in our current session. The Human Rights Council always stands to benefit from constructive engagement of its member States.

In times when the value and strength of multilateralism and human rights are being challenged on a daily basis, it is essential that we uphold a strong and vibrant Council recognizing it as a central part of the United Nations for the 21st century.

Over the past 12 years, the Human Rights Council has tackled numerous human rights situations and issues keeping them in sharp focus. In many senses, the Council serves as an early warning system by sounding the alarm bells ahead of impending or worsening crises. Its actions lead to meaningful results for the countless human rights victims worldwide, those the Council serves.

The Human Rights Council is the only intergovernmental body responding to human rights issues and situations worldwide, with the active participation of civil society. It provides a unique setting to hear a wide range of views, including those which other organisations are unable or unwilling to discuss.

Evidence of the significant role the Council plays is on display at our current session where dozens of independent human rights experts and investigative bodies, the High Commissioner for Human Rights, and

other participants, will appraise the international community about human rights issues and situations throughout the world.

The matter of filling the vacancy left in the Council membership through the United States' decision will need to be addressed by the United Nations General Assembly.

AJWS Statement on U.S. Withdrawal from UN Human Rights Council

American Jewish World Service President and CEO Robert Bank released the following statement:

"We are dismayed by the Trump Administration's decision to withdraw the United States from the UN Human Rights Council—the global body tasked with promoting and protecting human rights across the world. Although the council is imperfect, it has successfully moved the needle towards justice on critical human rights issues, including gender equality, respecting the rights of LGBTI people, preventing destructive mining and resource exploitation, and creating accountability after conflicts and wars. By withdrawing from the council rather than participating as a constructive member, the Administration only undermines our efforts to advance human rights and protect the most vulnerable people around the world.

"This is the latest example of the Trump Administration abdicating American leadership in the fight for international human rights. As American Jews who are moved to action to support the most vulnerable people worldwide, we are disappointed that the Administration has relinquished a critical tool to support those on the frontlines of the fight for human rights in the developing world, including the 450 organizations that AJWS supports in 19 countries. In order to advance human rights and seek meaningful reforms, the Trump Administration must temper its impulse to retreat from the global community and instead engage in meaningful, multilateral diplomacy."

Massachusetts passes Strong Paid Family and Medical Leave Law

Breaking: Massachusetts Governor Charlie Baker signed into law today a groundbreaking paid family and medical leave law. Massachusetts joins [California, New Jersey, Rhode Island, New York, Washington, D.C., and Washington State](#), which have already passed similar laws.

COMMUNICATIONS UPDATE

Please remove @epw-usa.org email addresses from your address books.

That domain name and website has been closed down. We now work with @nfbpwc.org

Because of all the online phishing we have experienced we have had to change email addresses a few times to stop it.

The new addresses to use are:

info.bpw@nfbpwc.org
president.bpw@nfbpwc.org
secretary.bpw@nfbpwc.org
treasurer.bpw@nfbpwc.org
VPadvocacy@nfbpwc.org
VPmembership@nfbpwc.org

URGENT: Standing Committee applications for the 2018-2020 term

At the general assembly new elections will take place and, for the 2018 -2020 biennium, new chairs will be appointed to lead our standing committees.

If you have not already done so, please complete an application form available on the website (www.nfbpwc.org) if you wish to be a chair or serve on a committee. This is a great way to be included on the Board of Directors and be involved in the organization. We need you!

The standing committees are:

- Membership, Advocacy, Finance, Bylaws/Resolutions, Education/Training, Environment, Health, International Relations, Mentoring, Small Business, Public Relations, Young BPW, UN Liaison
-

Rapid Response Taskforce

Following our Emergency BOD meeting June 28th dealing with the urgency of the migrant children separated from their parents and the emerging change in the Supreme Court following the resignation of justice Kennedy, a **Rapid Response Taskforce** was formed and an action plan was drafted to proceed with a campaign raising our voices as the National Federation of Business and Professional Women. Anyone wishing to assist the taskforce please contact Linda Wilson at advocacy@nfbpwc.org. we need your help! More news on this is forthcoming.

- Chair - Linda Wilson - CA
- Carol Comito - AZ
- Sarah Matthews - CO
- Paola Ferrari - Houston TX
- Gloria Flores - El Paso TX



Member Spotlight - Laurie Dameron

By: Megan Shellman

Vice President of Membership, NFBPW



Member: Laurie Dameron
NFBPWC - Colorado

Billboard Magazine award recipient, Laurie Dameron, has been playing the guitar for nearly five decades and singing even longer. Between solo performances and performances with her band, Laurie D and the Blues Babes, she has performed for hundreds of venues in and out of Colorado over the past 20 years.

Dameron has produced and arranged three CDs. The first, *Utah Dream*, is all original folk, pop and blues. The second, *Looking Through the Blue*, is all original jazz compositions. The latest project is 12 of Laurie's favorite jazz standards and one original, the title cut, *I Can't Wait to See You Again*. She does 95% of all the guitar work plus

much of the percussion.

Listen to demo clips from each album to get a feel for her wide repertoire and styles here: <http://www.lauriedameron.com/cds/>

Membership News

By: Megan Shellman

Vice President of Membership, NFBPW

The Momentum Club

The Momentum Club is a benefit to all members who wish to grow their organizations, start new clubs, and help to reconnect "heritage" BPW organizations. If you know someone in an area that does not currently have an active NFBPWC organization, please encourage them to join us as a Momentum Club member to be immediately connected to the National and International organizations. The Momentum Club is meeting bi-weekly and all members are welcome to attend by request, please send an email to vpmembership@nfbpwc.org.

Membership

As members continue to recruit friends, family, and colleagues; we grow stronger together. We are at a pivotal point in history. Our organization is needed in the current culture and we need to share our experiences. As VP of Membership, I am requesting your participation, it is needed! Please contact vpmembership@nfbpwc.org to share a video vignette that tells your NFBPWC story to share with the public on the website and in social media. This will be used to help prospective members understand both the tangible and intangible benefits of membership to NFBPWC and where the path of membership can lead you.

New Membership Benefits

Our NFBPWC Showcase

Our website is unveiling a place to share your successes and an opportunity for you, as members, to share your own material: music, books, blogs, professional papers, and other information that supports our mission and

values. This will be listed in a public area of the website. Email: vpmembership@nfbpwc.org a jpeg image of what you want to share and 200 characters or less to describe what you're sharing with the link.

Business Network

In addition to the Showcase, we are creating a place to share your business and professional services in a public area of the website. Email: vpmembership@nfbpwc.org a jpeg copy of your logo, your website or email information, 200 character description of your business or professional service, and public contact information. In this way, we can help support NFBPWC members nationally.

Member Spotlight

Please email vpmembership@nfbpwc.org to request information about being the Member for the Member Spotlight for the Newsletter in August. This is an opportunity to be publicly recognized on the website, in social media, and in the newsletter.

Website

Please login and create your profile so that other members can connect with you and utilize your services and/or products. Please contact us if you have trouble logging in, if you haven't done so yet, you will need to create a new password. Your email is your username.

11 BENEFITS OF BELONGING TO NFBPWC USA

1. Discover an international platform of intercultural understanding, languages and travel while establishing connections with women around the world.
2. Our NFBPWC Member Showcase to share personal successes.
3. Partake in business opportunities for partnering and procurement, nationally and globally through BPW.
4. Member Spotlight in the newsletter, e-alerts, website, and social media platforms.
5. Private Membership Directory supporting members and their organizations.
6. Participate in the United Nations System worldwide through CSW and other programs annually.
7. Grow through NFBPWC's formal Personal & Professional Development Program.
8. The Business Network to market business and professional services in a public area of the website.
9. Annual Ms. Magazine subscription.
10. Formal Mentoring program for mentees and mentors.
11. Advocate for women's issues on a national and international level and cultivate worldwide friendships in one of the original women's networking organizations!

Green News - Pope Francis Says We Have a Moral Obligation

By: Laurie Dameron, BPW Boulder Member

Chair BPW Colorado Environment and Sustainable Development Committee

Chair NFBPW Environmental and Sustainable Development Committee

I write these "Green News" pieces in hopes of inspiring and educating others and myself. They require much research usually; sometimes hours. I realize that last month's green news was way too long. I'm doing myself and others a disservice by having them so long and most likely unread. Pope Francis' Encyclical is broken down into paragraphs. He writes so beautifully and each and every paragraph is powerful in itself.

So, to save myself some time and focus on other important things like marketing Spaceship Earth, keep spreading the zero waste message and trying to figure out how BPW Colorado can support Environment Colorado and Ecocycle in their campaign to band Styrofoam, I have decided to share just one or a few of the Popes paragraphs each month for the time being.

I hope that the power and wisdom from his writings will be read and make a difference in your lives!

Nothing in this world is indifferent to us

3. More than fifty years ago, with the world teetering on the brink of nuclear crisis, [Pope Saint John XXIII](#) wrote an [Encyclical](#) which not only rejected war but offered a proposal for peace. He addressed his message [Pacem in Terris](#) to the entire "Catholic world" and indeed "to all men and women of good will". Now, faced as we are with global environmental deterioration, I wish to address every person living on this planet. In my Apostolic Exhortation [Evangelii Gaudium](#), I wrote to all the members of the Church with the aim of encouraging ongoing missionary renewal. In this Encyclical, I would like to enter into dialogue with all people about our common home.

4. In 1971, eight years after [Pacem in Terris](#), [Blessed Pope Paul VI](#) referred to the ecological concern as "a tragic consequence" of unchecked human activity: "Due to an ill-considered exploitation of nature, humanity runs the risk of destroying it and becoming in turn a victim of this degradation".^[2] He spoke in similar terms to the Food and Agriculture Organization of the United Nations about the potential for an "ecological catastrophe under the effective explosion of industrial civilization", and stressed "the urgent need for a radical change in the conduct of humanity", inasmuch as "the most extraordinary scientific advances, the most amazing technical abilities, the most astonishing economic growth, unless they are accompanied by authentic social and moral progress, will definitively turn against man".^[3]

5. [Saint John Paul II](#) became increasingly concerned about this issue. In [his first Encyclical](#) he warned that human beings frequently seem "to see no other meaning in their natural environment than what serves for immediate use and consumption".^[4] Subsequently, he would call for a global ecological *conversion*.^[5] At the same time, he noted that little effort had been made to "safeguard the moral conditions for an authentic *human ecology*".^[6] The destruction of the human environment is extremely serious, not only because God has entrusted the world to us men and women, but because human life is itself a gift which must be defended from various forms of debasement. Every effort to protect and improve our world entails profound changes in "lifestyles, models of production and consumption, and the established structures of power which today govern societies".^[7] Authentic human development has a moral character. It presumes full respect for the human person, but it must also be concerned for the world around us and "take into account the nature of each being and of its mutual connection in an ordered system".^[8] Accordingly, our human ability to transform reality must proceed in line with God's original gift of all that is.^[9] READ THE ENTIRE ENCYCLICLE HERE: [POPE FRANCIS](#)

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

This is my last column before General Assembly and the Biennial Conference. Thank you to those who contributed to this column and a special thank you to Sharon Simmons for all her work on Cities for CEDAW in Colorado. We have finally made progress on the ratification of the ERA. We are not there yet, but I hope the 38th State will ratify the ERA in 2019. I hope to see many of you later this month in Orlando.

Linda

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 one more State ratify ERA (now that Illinois has ratified it) and to have Congress remove the deadline on passage of ERA. The "Equal Means Equal" and ERA NC Alliance are working on getting Legislators in North Carolina to sign the Pledge for Equality." Their legislative session is in session through mid-June so is the only State that could ratify ERA this year. They also want a commitment from the Legislators to vote for it in 2019 if it is not ratified this year, so people know how to vote in the November elections. The people who were on the June 11th ERA Coalition conference call from ERA North Carolina Alliance did not think it will happen in their short session which will end in a couple of weeks, so they are preparing for 2019.

There has been little progress in getting the two bills in Congress to extend the deadline for ratification of ERA out of Committee. 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) increased by one to 165 – all Democrats. They are looking for Republican co-sponsors for these bills. 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. Molly Fishman, Senior Legislation Assistant for Congresswoman Jackie Speier, lead sponsor of the bill in the House to lift the ratification deadline, says "that Congresswoman Speier is recruiting Republican bill sponsors, and she is specifically looking at members of Congress who represent districts in Illinois where Republican State Senators voted for the state ERA and members of Congress currently sponsoring Congresswoman Maloney's bill." She has provided a list of sponsorship targets and requests for feedback on these or other potential Republican bill sponsors. She is also requesting that Lead Organizations reach out to their networks to encourage constituent outreach to the members of Congress being targeted. If you are, or have, a state affiliate with networks who would be able to directly meet with the legislators, please contact Bettina (bhager@eracoalition.org), and she can help coordinate with Congresswoman Speier's office. The ask from the Congresswoman will be twofold 1) cosponsor now and/or 2) reintroduce to make it bipartisan in January. Members of Congress Rep. Speier is working on setting up meetings with:

Illinois:

- Peter Roskam (Illinois state activists suggested not spending too much time on outreach)
- Randy Hultgren (Illinois state activists suggested not spending too much time on outreach)
- Rodney Davis

- Adam Kinzinger
- Darn LaHood (Illinois state activists suggested there is good potential for outreach)
- John Shimkus
- Mike Bost (Illinois state activists suggested there is good potential for outreach)

Virginia:

- Dave Brat
- Robert Wittman

New Jersey:

- Rodney Frelinghuysen (on Maloney bill-retiring)
- Frank LoBiondo (on Maloney bill-retiring)
- Leonard Lance (on Maloney bill)

New York:

- Tom Reed (on Maloney bill)

The Senate bill SJ Res.5 Cardin (MD-D) increased by one to 36 co-sponsors – 35 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.

Congress has been unwilling to hold a hearing on the Equal Rights Amendment so on June 6th Congresswoman Carolyn B. Maloney had a “Shadow Hearing.” There were thirteen members of Congress, who attended. Actress and activist Alyssa Milano joined Maloney and fellow Democratic Rep. Jackie Speier of California. Milano served as a witness, as did Carol Robles-Román, ERA Coalition co-president. Maloney said that since she has been in Congress, she has introduced the ERA eleven times, and there has not been even one hearing on it. Speier noted that the ERA has been introduced in every Congress since former Rep. Alice Paul introduced it for the first time 92 years ago. Milano said “I am here because women are not guaranteed equal justice. We are still fighting for this belief that equal is equal.” Milano gave a voice to the #MeToo movement on social media – she was the first to use the hashtag and encouraged women to use it to share their own stories (Please note: the first person to use “Me Too” was Tirana Burke). Milano said that activists are targeting Virginia as the 38th State to ratify the ERA.

CEDAW

Sharon Simmons reports that the City of Boulder has signed a resolution for CEDAW. She credits their UNA Intern Hannah with helping to make this happen. She is in Colorado University’s law school and Sharon says that “she is a smart cookie!” Sharon goes on to say, “We have been working on this for a VERY LONG TIME! So exciting to see it come to fruition ... Colorado for CEDAW is sending our proposal for an ordinance to the city on June 19, 2018 with support letters from all of our non-profit members from the www.cedaw-colorado.org site. Hannah Cope and our UNA BC interns with Veronica Hrutkay have worked hard to get this in on time. We hope to be on the 2019 Workplan for the City of Boulder. Nikhil and I will attend the retreat in January to make sure the council adds it to the list/or follow up to make sure via the Human Relations Commission. We will get it!” Sharon also reports that, “BPW Colorado/United Nations Association BC have received word that the Boulder County Commissioners are signing our Resolution for CEDAW on June 12 at 10:30 in the Courthouse.” Keep checking their website www.cedaw-colorado.org for updates.

SEXUAL HARASSMENT

California Federation has sent a Resolution to NFBPWC urging NFBPWC to also make this topic a Focus Issue for 2018-20. This will be voted on at the General Assembly in July in Orlando.

Sharon Simmons reports that, "Six BPW Boulder women attended the BPW CO annual convention in Westminster, sponsored by NW Metro-Theme was "Empowering Women in a Time of #Me Too/Sexual Harassment. . . . We had Lt Governor Donna Lynne DrPhd, spoke to our theme of 'Empowering Women in a Time of #MeToo/Sexual Harassment' as did Christina Samir Janes JD MSW, who did exercises with all of us on determining if harassment is real or not and what to do about it!"

No 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 151 co-sponsors (132 Democrats and 19 Republicans). It has been referred to the House Committee on Administration.

"Sunlight in Workplace Harassment Act (S.2454) would require companies that make annual filings with the Securities and Exchange Commission (SEC) to disclose information about settlements by the company regarding sexual abuse or harassment. It still has 6 co-sponsors (all Democrats). This bill is in the Senate Committee on Banking, Housing and Urban Affairs. The House Bill HR 5028 still has 2 co-sponsors (1 Democrat and 1 Republican) and has been referred to the House Committee on Financial Services.

Ending Secrecy About Workplace Sexual Harassment Act (HR 4729) has increased its co-sponsors by three to 20 co-sponsors (19 Democrats and one Republican). It has been referred to the House Committee on Education and the Workforce.

EQUAL PAY

According to the May 25th "AAUW Washington Update," "An updated version of AAUW's report *Deeper in Debt: Women and Student Loans* found that women now hold almost two-thirds (\$890 billion) of the country's \$1.4-trillion student debt. The ever-growing cost of college disproportionately burdens women, who take on more debt during their education and struggle to pay it back, in part due to the gender pay gap."

According to the June 22nd "AAUW Washington Update," "June 25 marks the 80th anniversary of the Fair Labor Standards Act (FLSA) of 1938, which provides much-needed protections to workers in the United States, including the right to a minimum wage, a forty-hour work week, and overtime pay. The statute was notably amended in 1963 when the Equal Pay Act made it illegal to pay employees lower wages on the basis of sex."

HR 2418 Pay Equity for All increased its co-sponsors by three to 31 co-sponsors - all Democrats. 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 has increased its co-sponsors by three to 28 co-sponsors - all Democrats. It has been referred to the House Committee on Education and the Workforce.

SALARY HISTORY

According to the May 25th “AAUW Washington Update,” “Earlier this month, Gov. Phil Scott (R-VT) signed a salary history ban into law, adding Vermont to a growing list of states that prohibit employers from inquiring about an applicant’s prior salary during the hiring process.”

According to the June 15th “AAUW Washington Update,” “Pennsylvania Governor Tom Wolf (D) recently took action on pay equity by signing an executive order that ends the practice of state agencies requiring a job applicant to provide their salary history during the hiring process. The governor also called on the General Assembly to pass similar protections for all working women in Pennsylvania.”

TITLE IX

June 23rd marks the 46th anniversary of Title IX passage. This legislation has opened doors for women and girls in schools that accept federal funds. It has expanded educational opportunities and opportunities in sports for women and girls. According to the June 22nd “AAUW Washington Update,” “we know barriers remain. That’s why Sen. Mazie Hirono (D-HI) and Rep. Doris Matsui (D-CA) recently reintroduced the Patsy T. Mink and Louise M. Slaughter Gender Equity in Education Act (GEEA) of 2018 to ensure schools and educational institutions comply with this landmark civil rights law. GEEA would help to reduce and prevent sex discrimination in all areas of education by supporting the vital, on-the-ground work of Title IX coordinators through additional resources, training and technical assistance.” S.1421 has 10 co-sponsors (all Democrats), and it has been referred to the Senate Committee on Health, Education, Labor, and Pensions. HR 3828 has 24 co-sponsors (all Democrats), and it has been referred to the House Committee on Education and the Workforce.

According to the June 15th “AAUW Washington Update,” “A report released by the Government Accountability Office (GAO) found that many high school athletics administrators weren’t aware of their Title IX coordinator or didn’t feel supported by them. GAO recommends that the Department of Education’s Office for Civil Rights ensure Title IX coordinators are aware of existing tools and guidance and encourage them to work with athletics administrators.”

GAG RULE

According to the May 25th “AAUW Washington Update,” “On Monday, the U.S. Department of Health and Human Services published its proposed domestic gag rule, which would prevent Title X-funded health care providers from informing patients how they can safely and legally access abortion. The rule will undergo a 60-day notice and comment period before it is finalized.” NFBPWC supports the rights of women to choose.

CSW63

The sixty-third session of the Commission on the Status of Women will take place at the United Nations Headquarters in New York from March 11 to 22, 2019.

- The Priority theme: Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls;
- The Review theme: Women’s empowerment and the link to sustainable development (agreed conclusions of the sixtieth session)

The History of Colorado for CEDAW

By: Sharon Simmons
President, NFBPWC Boulder Colorado (2016-2018)
Vice President of Advocacy, NFBPWC Colorado (2017-2018)
Colorado for CEDAW Task Force-Secretariat
Human Relations Commission of Boulder, Colorado
SSimmons@BPWColorado.org



Facts in the United States and the world:

Convention on the Elimination of All Forms of Discrimination Against Women, a United Nations treaty for all women's equality. The only international human rights treaty that focuses on women's rights and provides a universal definition of discrimination against women so those who would discriminate on the basis of sex can no longer claim that no clear definition exists. It also calls for action to eliminate discrimination in many areas including politics, law, employment, education and health care.

The United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is the only international human rights treaty to focus exclusively on the rights of women/girls. Adopted by many countries in 1979, CEDAW has been ratified by 187 of 193 UN member states worldwide. Although President Jimmy Carter signed the treaty in 1980, the United States is one of the six-member states, and the only industrial nation, that has failed to ratify CEDAW, joined by such countries as Iran and Somalia. This must end!

As we all know there is no ERA signed into law **yet** at a national level. This work on the Cities for CEDAW campaign all over the USA is a grassroots effort that gets us boots on the ground results NOW. Not years from now, when laws are finally put into effect and the 2-year waiting period is done for the ERA after ratifying it. We can do this together NOW ladies and gentlemen.

Where are we in Colorado:

In May of 2016 I was at a Women's Collaborative of Boulder County meeting (many non-profits come together to get things done more efficiently). I met Veronica Hrutkay (retired colonel of the now Army Reserves) and we collaborated on Cities for CEDAW in Colorado. BPW Colorado obtained and continue to keep a new website www.cedaw-colorado.org with much help from Michele Guarino and original payment by Kathy Kelly of Boulder. We now have a Facebook page for Cities for CEDAW Colorado, which Sharon also created and keeps up for the Colorado Task Force. BPW Colorado pays for upkeep-Thank you sisters! In the year of June 1-May 31, 2018 Sharon spent \$1527 on advocacy in the state of Colorado, because it needs to happen. This left quite a bit out of pocket, but all for a great cause.

Those humble beginnings became:

Resolutions signed in the Cities of Lafayette, Louisville, Boulder. The Boulder County Commissioners signed in June 2018 as well. Greeley signed a proclamation in 2017 and is on a 5-year plan for obtaining an ordinance working through Zonta of Greeley with communication with us.

We are in process of working on an **ordinance** with the City of Boulder now, to be addressed in the 2019 work plan.

There are nine **legislators** supporting us on our website currently. We have 28 **non-profits** and many **businesses** that stand up for what we are doing in supporting women and girls in Colorado.

Cities in various stages working towards resolution/ordinances are Denver, Durango, Erie, Golden, Longmont, Lyons, Nederland and Westminster. This is a total of 13 communities in Colorado! This only works because several organizations are working together to obtain all this success. We have interns for UNA BC and Zonta. I work primarily alone in BPW nationally. I know a few here and there are working on certain cities, but collaboration all over the United States for BPW would be grand. We recently partnered with other states to learn more about how to achieve more ordinances. Some of these wonderful states have ordinances for cities and counties already in place. The state of Colorado also signed: HOUSE JOINT RESOLUTION 08-1009, Concerning support for the United Nations Convention on the Elimination of All Forms of Discrimination Against Women in 2008.

To see how we are doing nationally on Cities for CEDAW, please go to the campaign page of www.citiesforcedaw.org. So many cities are working diligently on this treaty! Let's all do this while we are also working on the ERA-getting that one last state, then off to D.C. for ratification. See me or send me an email at ssimmons@bpwcolorado.org for assistance. We are working on a toolkit/ambassador guide to assist in your city's work. This will be out soon! I hope to have it on the website when it is available.



BOULDER COUNTY COLORADO ACCEPTING CEDAW T-SHIRTS AFTER SIGNING THE RESOLUTION FOR CEDAW

United Nations Corner

By: Elizabeth Vanarden
NFBPWC United Nations Liaison

GETTING TO KNOW SOME OF THE UN FAMILY ORGANIZATIONS



The Economic and Social Council (ECOSOC) is one of the 6 principal organs of the UN System established by the UN Charter in 1945. It consists of 54 Members, elected by the General Assembly. ECOSOC membership is based on geographic representation: 14 seats are allocated to Africa, 11 to Asia, 6 to Eastern Europe, 10 to Latin America and the Caribbean, 13 to West Europe and other areas. Members are elected for three -year terms. The Presidency changes annually. Right now, it is Her Excellency Marie Chatardova, a career diplomat and currently Ambassador and Permanent Representative of the Czech Republic. ECOSOC is responsible for:

- a. promoting higher standards of living, full employment, economic and social progress.
- b. identifying solutions to international economics, social and health problems.
- c. facilitating international cultural and educational cooperation.
- d. encouraging universal respect for human rights and fundamental freedom.

In carrying out its mandates, ECOSOC consults with academics, business sector representatives, foundations and more than 4000 registered NGO's.

The Convention of the Elimination of All Forms of Discrimination against Women (CEDAW)
(A full text of the Convention is available in Arabic, Chinese, English, French, Russian, Spanish)

The Convention was adopted in December 18, 1979, by the General Assembly and it is often described as an international bill of rights for women. It consists of a preamble and 30 articles and it defines what constitutes discrimination against women. It sets up an agenda for national actions to end such discrimination.

By accepting the Convention, Member States commit themselves to undertake measures to end discrimination in all forms. Countries that have ratified or acceded to the Convention are legally bound to put its promises into practice and are committed to submit national reports, at least every 4 years, on measures they have taken to comply with their obligations.

There is also a Committee on the Elimination of Discrimination against Women. It is a body of independent experts, that monitors implementation of CEDAW. The Committee consists of 23 experts on women's rights from around the world. They formulate general recommendations and suggestions and they meet 3 times a year in Geneva.

From the beginning our government had many objections and as of to-day it still refuses to ratify or accede. One of the most serious objections is **Article 12**, which affirms the reproductive rights of women. Year after year there were not enough votes to pass ratification. There is little hope that there ever will be.

The Convention has been ratified by 189 States. The ones that still do not want to sign are: USA ; Tonga; Palua; Iran; Somalia; South Sudan; Sudan.

Announcement:

Great News!

In accordance of the Rules of Procedure, the General Assembly has to elect a President at least 3 months before the opening of the new session in September. On June 5 an election took place. And.....Maria Fernanda Espinosa Garcas will be the new President. Only the fourth women to hold that position in the history of the world body, and the first since 2006. Ms. Espinosa is a politician, a writer and a poet from Ecuador. In her address to Member States she said:" As you know, I am also a poet as well as a politician. As such, I am fully aware that no view is useful if we do not see, and no word has value, if we do not listen. I will be ready to listen to you all and work for and with you".

We congratulate her!

Sexual Harassment / Sexual Abuse Against Working Women Committee

By: Jackie Melvin, NF Committee Chair
jamelvin@pacbell.net

Did you know April was "Sexual Abuse Awareness Month" [SAAM]? I found out in late April. Perhaps you or your club knew and did something special in celebration. Please let me know.

GETTING TO BE AN OLD STORY:

Back in 2014, and before then, Lauren Greene worked as a communications director for U. S. Representative Blake Farenthold of Texas. When she complained about inappropriate comments made to her by Farthenthold or relayed through an aide, she was fired.

Greene sued Farenthold alleging sexual harassment and gender discrimination. The parties settled for an amount revealed in 2017 by Politico of \$84,000. Query: guess who paid the \$84,000 to the victim/plaintiff? Taxpayers, of course.

Late in 2017, the Corpus Christi representative said he would not seek a fifth term and reportedly promised to repay the settlement amount.

In April, 2018, however, he announced he would resign as of April 8 He also has backed away from his pledge to repay the \$84,000.

Farenthold's statements about all this include that he would "be able to look back at the entirety of [his] career in public office and say that it was well worthwhile" that he "planned on serving out the remainder of my term in Congress [but] I know in my heart it's time for me to move along and look for new ways to serve," but no mention of the accusations. I guess the \$84,000. speaks volumes.

[From story reported by Cathleen Decker of the *Los Angeles Times* on 4/8/18]

ISSUE: WHETHER TAXPAYERS SHOULD BEAR THE BRUNT OF A PERPETRATOR'S PERSONAL MALFEASANCE. Let's watch the SH/SA laws and amendments of laws for inclusion of this issue.

CONGRATULATION TO U.S. HOUSE OF REPRESENTATIVE:

H.R. 4924, the Congressional Accountability Act of 1995 [CAA] Reform Act passed the House on February 6, 2018, following introduction on January 18, 2018. It's a step forward.

Most notably, it eliminates mandatory counseling and mediation before an employee may file a claim for sexual harassment/assault with the Office of Compliance (OCC); it requires current and former Member of Congress to reimburse the Treasury if an employee receives an award or settlement for the Member's alleged act of discrimination or retaliation; an employee must file a claim in writing and under oath with the OCC within 180 days of an alleged violation; an investigation is initiated by the OCC General Counsel. See policy.house.gov/legislative/bills/hr-4924 for additional content and information.

SHAME ON THE U.S. SENATE:

On December 17, 2017, a number of Senators introduced bipartisan legislation to combat sexual harassment and discrimination in Congress, bring transparency and accountability to sexual harassment reporting under their Congressional Accountability Act of 1995 [CAA] Reform Act [See press release from ernst.senate.gov/public/index.cfm/press-releases or just google the legislation title.]

New York's U.S. Senator Kirsten Gillibrand in her 2/7/18 press release noted the important passage of HR 4924 to ask the Senate to "quickly consider...the bipartisan bill... that has 25 sponsors ...so that taxpayers will no longer be on the hook for Congressional sexual harassment and a system is in place that takes this behavior out of the shadows"

And the Senate Majority and Minority Leaders rushed to do **NOTHING**.

On March 28, 2018, all 22 female senators (GOP and Democrat) sent an Open Letter to the Senate's male leaders to bring this legislation -Congressional Accountability Act of 1995 [CAA] Reform Act - to Senate to enact meaningful reforms. And the Senate Majority and Minority Leaders rushed to do NOTHING.

THIS IS TO REQUEST ALL NFBPWC MEMBERS TO WRITE A LETTER AS FOLLOWS [OR SIMILAR] AND SEND OUT AS SOON AS POSSIBLE.

Date:

THE HONORABLE SENATOR MITCH MCCONNELL
U.S. SENATE
317 RUSSELL SENATE OFFICE BLDG
WASHINGTON, D.C. 20510

DEAR SENATOR MCCONNELL:

As a member of the National Federation of Business and Professional Women's Clubs, I ask you to seriously address the major crisis of Sexual Harassment and Assault against Working Women within the nation's Capital by allowing onto the Senate floor the bi-partisan House passed Congressional Accountability Act of 1995 [CAA] Reform Act.

I am ashamed that no real reform has occurred following the resignations of those Senators and Congressmen for their improper sexual activity within the Capitol work environment: nor even following the Press Release Open Letter by all 22 of the women of the Senate on March 28, 2018.

Your action is essential NOW.

Very truly yours,

ADDRESS:



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
Trudy Waldroop	Parliamentarian

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

NFBPWC Colorado Federation

Executive Committee:

Deborah Fischer	President
Liz Muth	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

I'm very excited that we have 7 members attending the 2018 NFBPWC General Assembly & BPW International N. American & Caribbean Regional Conference. We are looking forward to seeing our friends and meeting new sisters!

A BIG THANK YOU to the outgoing NFBPWC Executive Team. You have made a huge difference in our organization and your support has been tremendous. We also look forward to working with the incoming board. I'm excited to meet you all!

Many of our local chapters take the summer off and have socials such as potlucks and BBQs. Taking time for fun stuff! BPW Denver is working on a special movie event showing RBG (U.S. Supreme Court Justice Ruth Bader Ginsburg) documentary for BPW Day, August 26th complete with BPW Colorado wine glasses filled with Sisterhood Sangria.



BPW Colorado's 99th Annual Convention was a success! Starting with a Friday, June 8th, 2018 "bring your own beverage" happy hour at my house and the Saturday, June 9th, 2018 member meeting, #MeToo/Dealing with Sexual Harassment program, and Celebration of Women awards at the Hilton Garden Inn, Arvada. The day also included the Officer Installation ceremony performed by NFBPWC's Vice President Megan Shellman along with a special 99th Anniversary Celebration dinner featuring keynote Lt. Governor Donna Lynne as speaker and presented the BPW Colorado Lifetime Achievement Award to former Senator Evie Hudak. A "Spread the Love with the Light Ceremony" was led by NFBPWC and BPW Colorado's long-time member Kathy Kelly.

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

NFBPWC Florida

Interim Executive Committee 2018-2019:

Liz Benham	Interim President
Colleen Kelly	Interim Treasurer
Patricia Harris	Interim Secretary
Dawne Richards	Interim Vice President of Advocacy

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

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>

We now have 20 members registered. We had an informal meeting with President Liz at our state convention. Three of our members will attend Congress later this month in Florida.



Pictured to the LEFT are the board of directors for 2018-2019 for BPW/NC.

Barbara Bozeman our 2018-19 BPW/NC president is pictured (RIGHT) holding a sign she carried during Advocacy Day on June 27, 2018 at our state capitol in Raleigh.



BPW/North Carolina would like to express its thanks to President Liz for attending and speaking at our state conference in Concord. See everyone in Florida!

Respectfully Submitted by Marsha Riibner-Cady

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, EPW-PA President

The Pennsylvania Affiliate Chapter of the NFBPWC is proud to report the following for the month of June.

We were thrilled to have National President Liz Benham attend our 98th Annual BPW/PA Convention from June 7-10 in Reading, PA. She delivered her presentation on the NFBPWC and the value that it would bring to the Pennsylvania members. The 130 members in attendance listened closely to all the information that she shared. We



NATIONAL PRESIDENT LIZ BENHAM
WITH PA AFFILIATE CHAPTER
PRESIDENT NANCY WERNER

are receiving questions and are answering them so that we are all informed. We will be continuing our discussion on this topic at the Summer State Board Meeting in early August. More to come.



PICTURED: First Row: Nancy Werner, President; Liz Benham, NFBPWC President; Cathy Collins, VP
Second Row: Ranee Grush, Ella McElwee, Susan Vladika, Denice Robinson, Laura Whetstone,
Diane Lewis, Nancy Thomas, Emily Holgash

The PA Affiliate members were most willing to serve as her hostesses to our many events. We held a Chocolate/Wine BINGO gala and Pres. Liz had a great time learning how to play and win at Bingo. She even spoke Dutch to the sister-in-law of our incoming BPW/PA President. She too is from South Africa.

I have arranged our very own free conference call number to reach our PA Affiliate Chapter members. We will try it out we return from the Orlando Conference in July. Denice Robinson, Cathy Collins and myself will be attending. Can't wait to meet everyone across the nation.



Our PA Affiliate Chapter of NFBPWC Meeting
Lilly Gioia, Nancy Thomas, Denice Robinson, Marion Waelchli,
Liz Benham and Nancy Werner
We had a lot to discuss and Nancy used her walker as her desk.



Another photo from our Pa Affiliate Chapter of
NFBPWC Meeting
Maggie Hildebrand, Cathy Collins, Laura Whetstone
and Emily Holgash

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

El Paso West meets the second Tuesday of every month at 11:00 a.m. at the Paco Wong Restaurant.

For more information, please email: Gloria_m.flores@elp.rr.com

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

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 August eNewsletter is

Friday, July 27th at 5:00 pm Mountain Time