



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

December 2019
Newsletter

Upcoming Events

Lifelong Leadership Monthly Webinars

"History and Benefits of BPW - 100 Years in One Hour"

10 December 2019

6:00 PM Pacific | 7:00 PM Mountain | 8:00 PM Central | 9:00 PM Eastern

REGISTRATION INFO: Email Kathy Kelly at kathy@ppiadvantage.com

Board of Directors Meeting

10 December 2019

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

Email reports to Marsha at: romarsci@gmail.com

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Submission Deadline for the January eNewsletter is Tuesday, December 24th at 5:00 pm Mountain Time

Giving Tuesday December 3rd - First Celebrated in 2012 as a reminder of the importance of generosity over consumption

Green Monday December 9th - Aims to promote sustainability through green lifestyle choices

Human Rights Day December 24th - Commemorates the day on which the UN issued the Universal Declaration of Human Rights outlining the fundamental human rights to be universally protected

Christmas December 25th

International Volunteer Day December 5th - Mandated by the UN General Assembly

International Mountain Day December 11th - Declared by the UN in 2002, aims to raise awareness of the importance of mountains providing freshwater and shelter to ¼ of the world's land animals and plants (Goal 15 of SDGs)

Hanukkah (Start) December 22nd (Ends December 30th)

Kwanzaa December 26th

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.

Focus Issue

Elimination of Sexual Harassment and Sexual Abuse Against Working Women

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

Contacting your NFBPWC Executive Committee (2018-2020):

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

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

Standing Committees:

Membership, Megan Shellman, Colorado
Advocacy, Nancy Werner, Pennsylvania
United Nations, Elizabeth Vanardenne, Virtual
Environment, Laurie Dameron, Colorado
Finance, Lourdes Reyna, Paso del Norte
Health, Marion Waelchli, Pennsylvania
Mentoring Taskforce Chair, Titilola Adisa, Momentum
International Liaison, Bessie Hironimus, California
Leadership & Learning, Kathy Kelly, Colorado
Public Relations, Daneene Rusnak, Virtual
Young BPW Chair, Ashley Maria, California
Bylaw and Resolution Chair, Katherine Winans

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Special Committees:

Military Affiliated Women, Barbara Bozeman, North Carolina Barbara.bozeman@ymail.com
Newsletter, Michele Guarino, Colorado michele@asecondoffice.com
Nominations, Manjul Batra manjulum@aol.com

Taskforce:

Elimination of Sexual Harassment, Jackie Melvin jamelvin@pacbell.net
Rapid Response – Linda Wilson lindalwilson@juno.com

PRESIDENT'S MESSAGE



By: Sandy Thompson
President, NFBPWC

Season Greetings!

What a wonderful celebration we had celebrating our 100th Anniversary on our cruise. We missed those of you who could not join us. A huge thank you to Immediate Past President, Liz Benham for all of her hard work in putting this cruise together. In the Bahamas we got to go to the rum factory and taste amazing rum cakes then we were off to the Pirate Museum where we had a great tour and learned more about pirates. In Turk

Caicos and Princess Cay were able to shop, take tours of the island and do fun things like snorkeling and kayaking.

While on board we had two afternoon meetings where we learned about lady pirates. It was a great presentation by Liz and she is willing to share. We also had the opportunity to see *Pioneers in Skirts* a wonderful film by Ashely Maria and Lea-Ann Berst. We were entertained by Laurie Dameron. We also recognized our past officers. We presented our past presidents with a Rose Vile that will be on the Rose Parade Float. One evening we were dressed as pirates and on the formal night we donned our Great Gatsby outfits.

Our next get together will be next August in Orlando. We hope that you will be able to join us for this exciting meeting. We will have our Biennial meeting on August 20th followed by the International Congress August 21 to 25. Be sure to mark your calendars and join us. This is a rare opportunity to attend two conferences with one trip.

We have a Board of Directors meeting on December 10th. Hopefully you will join us to find out what has been happening around the country in BPW.

We want to wish Happy Hanukkah or Hanukkah Sameach to all of you who celebrate this amazing 8-day celebration of the retaking of the Temple in Jerusalem with the lighting of the first candle. And a very Merry Christmas to you all who celebrate the birth of Christ.

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

Below are some pictures to see what fun we had!

SAVE THE DATE - NFBPWC BIENNIAL MEETING

August 20, 2020 in Orlando, Florida

UPDATE ON ROSE PARADE FLOAT

Check out these pictures of the float! <https://photos.app.goo.gl/R2EFfNejYU8gaZT97>





Laurie Dameron



INTERNATIONAL OFFICERS EXEC SEC BESSIE
HIRONIMUS, 1ST VP SUSAN JONES, REG. COORD.
DAWNE WILLIAMS



Ashley Maria and Lea-Ann Berst



OUR SHIP CARNIVAL SUNRISE



HAPPY BIRTHDAY TO US!



PIRATE MUSEUM



NAT'L PRESIDENT SANDY AND CALIFORNIA PRESIDENT ROSEMARY WITH THEIR NEW FRIEND

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

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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

MEMBERSHIP NEWS

By: Megan Shellman
1st Vice President of Membership, NFBPWC

NFBPWC did not receive a submission for the 2019 December NFBPWC Member Spotlight. Please consider sharing your successes. Let's be our own best news!

*Please share your success stories with our members. To be in a future NFBPWC Member Spotlight, please email Megan Shellman at mshellman@bpwcolorado.org.

Momentum Club:

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

Learn more about the Momentum Club and help us grow and thrive by attending the next meeting. Topics for the Momentum Club meetings are designed to help the members start their own club and continue the growth of this vibrant organization. Find and register for the next meeting at: <https://www.nfbpwc.org/events>.

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, we are often asked what value there is to be a part of NFBPWC as a member. For less than \$4 per month of your annual membership fee that goes to NFBPWC, we provide you with many tangible and intangible benefits. From marketing opportunities and formal programs to friendships with women from all over the world, the advantages of being a member are immeasurable when you take advantage of what is offered.

Please email Megan Shellman, 1st VP of Membership, with any questions about the opportunities available to all members and share with us which membership opportunity holds the most value to you: mshellman@bpwcolorado.org.

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

- Grow through NFBPWC's formal **Leadership and Learning Program**.
 - Join the next online event, BPW: 100 Years in One Hour, on December 10th, 2019 at 7PM Mountain.
- Share your successes on the **NFBPWC Showcase**: <https://www.nfbpwc.org/Our-Showcase>.

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

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

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

FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady
Secretary, NFBPWC 2018-2020

I want to thank everyone who "Cruised" with us for our 100th birthday! A special thank you to Liz, Sandy, Megan, Gloria, and Nancy for all their hard work in preparing for the cruise to make sure everyone had a great time.

On a personal note, I want to thank everyone for their lovely notes in the anniversary card. My husband and I had a great time.

Reminders:

When your club elects its new officers for the 2019-20 BPW year, please send me the list with emails so that I can update our records. Thank you to those of you who have sent the information already!

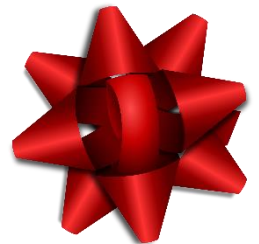
Our next Board of Director's meeting is December 10, 2019 at

5:00PM Pacific Time / 6:00 Mountain Time / 7:00 PM Central / 8:00 PM - (US/Eastern).

Call in information is available on the nfbpwc.org website. All board reports are due by December 1, 2019 to Marsha Riibner-Cady at romarsci@gmail.com.

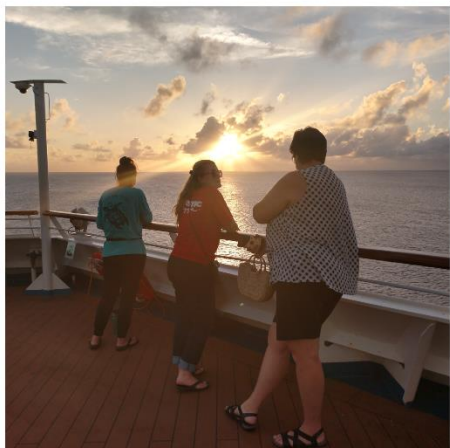
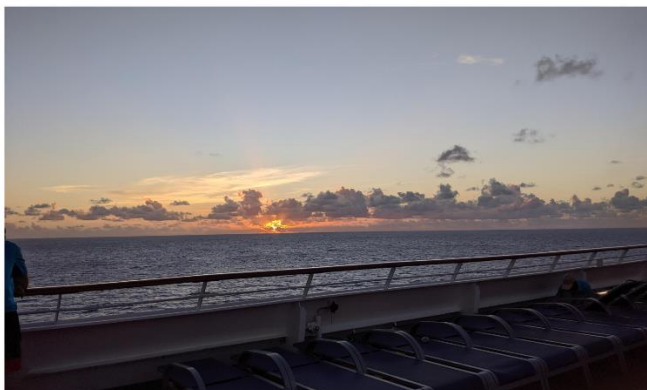
Do you need help with your profile on the website? I am delighted to help you update your look. Please contact me at the e-mail above.

Looking forward to "seeing" you soon!



NFBPWC 100th Year Anniversary Cruise Photos

Thank you Sandy Thompson, Marsha Riibner-Cady, Liz Benham and Lea-Ann Berst for the photos.





ADVOCACY NEWS BY NANCY WERNER

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

Advocacy –Equal Rights Amendment. “Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex” needs to be placed into our Constitution. While most states have laws prohibiting discrimination of any kind based on sex, proponents of the ERA say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights.

I have been using this lead in for the past few months and now....**Virginia.** On November 5, the election results were good news for women and girls across America. The VA General Assembly 2020 convenes on January 8, 2020. The election changed the House leadership and a majority of equality candidates elected (55 in the House and 26 in the Senate), Virginia is poised to ratify the Equal Rights Amendment during the 2020 legislative session. The ratification is supported by 83% of Virginians.

We all watched the election returns across the United States. The VAratifyERA wanted everyone to know it was not about party affiliation but both Democrat and Republican support of the Amendment. If the General Assembly approves the Amendment in the 2020 Session, Virginia will be the 38th and last state needed for ratification. But there is one item that I was not even aware, it authorizes Congress to pass legislation to enforce its mandate and will take effect two years after the date of ratification.

Now what is happening in the House Judiciary Committee to remove the time limit contained in the preamble of the 1972 Equal Rights Amendment (ERA). On November 13, 2019, the committee voted 21-11 to remove the time limit. Chairman Nadler shared that the bill will now move onto the full floor vote in the House of Representatives. He is hoping Speaker Nancy Pelosi will move forward swiftly. H.J.Res.79 has a decisive 223 co-sponsorship and is expected to pass easily. But it will be up to the Senate to pass their bipartisan bill S.J.Res.6 which is sponsored by Senators Cardin and Murkowski.

As of November 22, the ERA Coalition just shared the most current news. Senator Ben Cardin (D-MD) and Senator Lisa Murkowski (R-AK) announced the addition of 16 cosponsors to S.J. Res. 6. We need to add Susan Collins (R-Maine) and Angus King (I-Maine) as cosponsors of S. Res. 6. This bill will also remove the deadline for the Equal Rights Amendment. Here is the list of the Senators who have signed on as of this date.

Senator Mark Warner (D-VA), Senator Tim Kaine (D-VA), Senator Krysten Sinema (D-AR), Senator Charles Schumer (D-NY), Senator Dianne Feinstein (D-CA), Senator Richard Blumenthal (D-CT), Senator Richard Durbin (D-IL), Senator Ed Markey (D-MA), Senator Chris Van Hollen (D-MD), Senator Debbie Stabenow (D-MI), Senator Jeanne Shaheen (D-NH), Senator Tom Udall (D-NM), Senator Kirsten Gillibrand (D-NY), Senator Jeff Merkley (D-OR), Senator Ron Wyden (D-OR) and Senator Jack Reed (D-RI).

IF YOUR SENATOR IS MISSING, please give them a call or an email. Encourage them to sign onto this very important legislation. Also, send a huge thank you to Senator Ben Cardin and Senator Lisa Murkowski for their leadership. From Senator Cardin, “There should never be a deadline on equality. This bipartisan legislation should resolve any ambiguity about states’ ability to ratify the ERA.” He thanked his colleagues for joining the final push toward ratification and hoping more senators will join this bipartisan effort soon.

To my fellow NFBPWC members, we are so close but we still have more work to do for our ERA. For my Holiday Wish List for 2020, may VA become our 38th State to ratify the ERA, may the House pass the bill removing the time limit and may the Senate do the same. The New Year should be quite exciting for all of us. Let’s keep following the news and see what happens.

Happy Holidays to you and your families.

HEALTH COMMITTEE REPORT BY MARION WAELSCHLI

By: Marion Waelschli
NFBPWC Health Committee Chair

Happy Holidays. Now is the time to start thinking about eating big meals. Please don't forget sometimes your eyes are bigger than your stomachs. Maybe instead of stuffing yourself, volunteer at a soup kitchen serving meals to our less fortunate folks. Start a food drive. Give gloves, coats, blankets to your local charity. Remember, not everyone is as fortunate as we are. Have a healthy and joyous New Year. Until Next year! 🎅🎅

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

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

The L3P Committee was pleased to present at the Jubilee Cruise. We previewed our first module, **BPW: 100 years in 1 hour**, which will be given on the **SECOND Tuesday of every month** via ZOOM. Please register and join from the Upcoming Events on the NFBPWC website. We especially encourage Membership Chairs and all new members to join us on a webinar. **The next presentation is December 10 at 7 PM MST.**

For the ZOOM call in information, please email Kathy Kelly at: kathy@ppiadvantage.com



Savannah, our “every BPW member” was also introduced during the Jubilee Cruise. She will be our consistent graphic/member brand for the L3P Modules.

We are looking for a vector designer who can help Savannah come alive while planning a meeting, giving a presentation, networking, speaking at the UN and other daily actions that BPW members do. Can you help us?

Based on member feedback, the L3P committee is looking forward to expanding modules on sexual harassment and work/life balance. If you are interested in becoming a facilitator or joining the L3P committee, please contact Kathy Kelly.

The L3P Committee is halfway through 15 professional development modules. If you are interested in becoming a facilitator, please contact Kathy at 303-517-6399 to discuss, or kathy@ppiadvantage.com.



GREEN NEWS

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

Shop Mindfully

For several years now, I have included a link for “The Story of Stuff” video in my December newsletter. The holidays are a good time to think about a term you may have heard before: “conscious consumerism.” Annie Leonard created a short movie on consumerism in 2007, <https://youtu.be/9GorqroigqM>; after millions of views, it grew into a movement: <https://storyofstuff.org>.

In 2014, Ms. Leonard became the executive director of Greenpeace. I hope you will take the time to view this video, which is conveying, in easily accessible cartoon form, basically the same information that Eco-Cycle and the Environmental Protection Agency have been for several years now—namely, that over 40% of our greenhouse gases come from the way products are extracted from the earth, produced, transported, and disposed of, and that striving for zero waste is one of the quickest and easiest ways to fight climate change.

This past year, Eco-Cycle recycled 93 million pounds of materials, saving more than 49,000 metric tons of greenhouse gases. You can read their 2019 report [HERE](#).

The sad news is that Colorado is still one of the top 20 worst states for recycling. Colorado generates 9.3 million tons of waste per year, much of which can be diverted from the landfill by recycling and composting!

So, this holiday season, please be mindful of each gift you buy, as well as the packaging it comes with and the wrapping paper you add to it. Let’s try to reduce the amount of extra waste that we usually create during the holidays—more than 25%! Some suggestions can be found at <https://ecocycle.org/holidayguide>. Also consider shopping for upcycled artwork, which involves taking something old and making it into a different beautiful art piece. If you’re in Boulder, visit Art Parts, <http://www.artpartsboulder.org>, where you’ll find all kinds of upcycled art. Google “upcycled art” to find several places to buy in the Denver area. Shopping locally is always better for the planet and the local economy!

Finally, remember what I say when I share my program Spaceship Earth: What Can I Do? is “Every time you buy something, every time you throw something away, think about where it is coming from and where it is going.”

Let’s see where we left off with Pope Francis:

III. LOSS OF BIODIVERSITY

38. Let us mention, for example, those richly biodiverse lungs of our planet which are the Amazon and the Congo basins, or the great aquifers and glaciers. We know how important these are for the entire earth and for the future of humanity. The ecosystems of tropical forests possess an enormously complex biodiversity which is almost impossible to appreciate fully, yet when these forests are burned down or levelled for purposes of cultivation, within the space of a few years countless species are lost and the areas frequently become arid wastelands. A delicate balance has to...

Continue reading [HERE](#)

Read the entire encyclical: [POPE FRANCIS https://laudatosi.com/watch](https://laudatosi.com/watch)

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie’s monthly music and “Green News,”

write to WindchimeL@aol.com Or visit www.LaurieDameron.com

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

Join a chapter of Business and Professional Women <https://www.nfbpwc.org>

State Federation & Clubs News

NFBPWC CALIFORNIA FEDERATION

Executive Committee 2019-2020:

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

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



By: Rosemary Enzer, President, NFBPWC California

As the holidays approach, California clubs and districts are planning social events and participating in community celebrations. We are also planning the district conferences scheduled for the month of January, as well as the Public Policy Conference to be held on February 29. With the theme of Women Leap into Action, the conference will include elected officials as speakers, as well as workshops presented by members.

The California Federation is one of the organizations partnering with the United States Census to help ensure that everyone is counted in 2020. According to the Census Department, California is one of the most under-counted

states, so they are reaching out to the community for help. CFBPW will be encouraging everyone to make sure that our state receives its fair share of funding and legislative representation.

Our Federation sends its greetings to all the NFBPWC members, wishing you a holiday season filled with love, joy and peace.



NFBPWC COLORADO FEDERATION

Executive Committee 2019-2020:

Kathryn Wallace	President
Evie Hudak	1 st Vice-President
Sharon Simmons	2 nd Vice-President
Cheryl Rotkovich	Treasurer
Teresa McEldowney	Secretary
Deborah Fischer	Immediate Past President



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

By: Kathryn Wallace, President, NFBPWC Colorado (2019-2020)
president@BPWCOLORADO.org

BPW Colorado Boulder Chapter Advocacy Report by Rita Smith

By: Rita Smith, NFBPWC Colorado-Boulder

The ERA-Equal Rights Amendment, Can We Finally Get the Protection We Need?

What is it? The ERA would add a provision to our Constitution saying that “[e]quality of rights under the law shall not be denied or abridged by the United States or any State on account of sex.”

Congress passed the ERA in 1972 with broad, bipartisan support, including from the Republican Party and President Nixon. The amendment then went to the states for ratification. By the late 1970s, the legislatures of 35 states had ratified it, including Colorado. Recently two additional states have ratified it, leaving just one more to reach the 38 necessary for it to become an Amendment to the Constitution. After the recent elections in Virginia, the leaders there are moving ahead to become the final state.

The joint resolution that introduced the ERA included a deadline of 1979 for ratification, an extension to 1982 was passed in another resolution. After being unable to get the final three states by the end of 1982, the push to ratify it began to lose energy. There has been an effort to pass a resolution to begin the process all over again, as well as pending bills that would eliminate the deadline.

Why is it critical to finally get this amendment ratified and added? Quite simply, because while women have some equal protections under the 14th Amendment, Title VII or Title IX, none of these options provide protection against discrimination based on sex.

What could Congress do if the ERA was ratified that it can't do now? It would give Congress power to enact laws protecting against sex discrimination at the state level, additionally it would give Congress the power to enact laws that ensure adequate prosecution of and protection against sexual assault and domestic violence.

What can we do in every state to ensure women are finally seen as equal in the Constitution? There is a three-state strategy, HJ Res. 79 and SJ Res. 6 or the Start Over ERA strategy HJ Res. 35 and SJ Res. 15. The three-state strategy is a resolution to remove the deadline and allows the ERA to be officially amended to the Constitution when the final and 38th state (Go Virginia) ratifies. The Start Over strategy is just that, starting from the beginning and getting 38 states to ratify again. I'm in favor of getting this thing finished, women have been waiting for decades to be valued as equal and with protections that allow us to achieve that standing. We are one state away from reaching that goal.

Go to <http://www.eracoalition.org/> for more details on this important piece of advocacy that can change women's lives. We can contact our Senators, and our U. S. Representative to ask them to sign on to the three-state strategy and help the women in the United States finally reach an equal footing under the law and in our communities.

BPW Colorado Boulder Chapter - Women's Collaborative Report by Laurie Dameron

By: Laurie Dameron, NFBPWC Colorado-Boulder

The ERA-Equal Rights Amendment, Can We Finally Get the Protection We Need?

BPW Boulder and the Women's Collaborative of Boulder County (WoCo BoCo), of which BPW Boulder Chapter is a member of, collaborated in yet another great legislative event at Elevations Credit Union in Boulder, Colorado. The panel of speakers consisted of: Speaker of the House (Colorado) KC Becker; Senator Majority Leader, Steve Fenberg; House Representative Matt Gray; and House Representative Edie Hooton.

Senator Fenberg says one of his favorite things to do is meet with regular citizens, instead of lobbyists! Ms. Becker said it's really great when folks can get a group meeting together. Mr Gray emphasized that citizens should not give up after a few emails go unanswered. He said legislators are swamped and said to keep sending them.



Edie Hooton addressed a lot of issues affecting women and children and especially senior aged women. So many women and children are affected by out of control high rents at "Manufactured" Home Parks and she is working hard on updating regulations for the state of Colorado.

NFBPWC FLORIDA

Executive Committee 2019-2021:

Susan Gingerich	President
Patty Harris	Vice President, Membership
Paola Levi	Vice President, Advocacy
Liz Benham	Treasurer
Lynne Hale	Secretary

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

Wishing all our BPW sisters a blessed Holiday Season with best wishes for a spectacular New Year!

NFBPWC LA GRANGE-CHICAGO

Executive Committee 2019-2020:

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 MICHIGAN

Executive Committee 2019-2020:

Shirley Zeller	President
Susan Oser	Vice President, Membership
Amy Courter	Vice President, Advocacy
Denise Garn	Secretary
Susan Murphy	Treasurer

Welcome Michigan

By: Susan Oser, Immediate Past President, NFBPWC Michigan

The NFBPWC Michigan Affiliate formed about a year ago, but it hasn't been very active. It just merely came together just to create and renew a connection to the national federation. A few of our members have already been to national and international events and intend to step-up their activity going forward.

The Affiliate group met the day before the BPW Michigan legacy Fall Board meeting at the beginning of November sharing updates from national and making plans going forward. Of course, there is a plan to travel to Florida for the big International BPW meeting in August. However, we are also thinking of doing some work on the local level.

Looking at the SDG's, we are thinking of focusing on SDG #6 - Clean Water and Sanitation and SDG #14 Life Under Water. We continue to have problems with clean water issues since the infamous Flint Water Crises and have had other issues with pipelines being built under our Great Lakes. Once we make the right corrections and see what we can do in these two areas, we will be sharing that information.

In the meantime, the Michigan Chapter is here, and we exist.

The officers for the NFBPWC Michigan affiliate are:

Shirley Zeller - President
Susan Oser - Vice President, Membership
Amy Courter - Vice President Advocacy
Denise Garn - Secretary
Susan Murphy - Treasurer





NFBPWC Michigan Affiliate members - (top l to r) Amy Courter, Susan Murphy, Jean Porter; (seated l to r) Amy Allen, Susan Oser, Shirley Zeller, and Barb Henton

NFBPWC NEW YORK CITY

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 2018-2020:

Marsha Riibner-Cady	President
Barbara Bozeman	NBPWC-NC Momentum Club Liaison
Lea-Ann Berst	NFBPWC-NC Webpage Master and Facebook page
Varnell Kinnin	SDG-NC Chair

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



By: Marsha Riibner-Cady, President, NFBPWC North Carolina

A great time was had by NC "Cruisers," Barbara, Lea-Ann and Marsha! A special thank you goes to my husband, the 2015-17 "First Dude, BPW/NC," for cruising with us. We had the pleasure of celebrating our 30th wedding anniversary with all our NFBPWC friends!

Then NC club is supporting the College and Career Readiness Students at Edgecombe Community College in NC. This meets Sustainable Developmental Goals 2, 3, and 4. We are encouraging our NC members to send donations of the items below, school supplies or gift cards to Sams or Walmart to Varnell Kinnin, 261 NC Hwy. 111 and 122 South, Tarboro, NC 27886. Varnell may be reached at varnellk@hotmail.com. We thank all our members in advance for supporting these students who struggle with food insecurity as they continue their education. Some suggestions of items needed by the students are:



- Pretzels
- Popcorn
- Chips
- Trail Mix
- Crackers
- Beefaroni
- Applesauce
- Fruit Cups
- Tuna Packets
- Granola bars
- Microwavable Soups
- Mac & Cheese Cups
- Microwavable Ravioli
- Oodles of Noodles
- Chicken & Rice Cups
- Microwavable Spaghetti & Meatballs

NFBPWC-NC would like to congratulate our members on their recent successes:

Barbara Bozeman for a "shooting" a national dog competition. Like her face book page: Sights & Hounds Photography. Barbara also does professional people head shots!

Dr. Jo Naylor will be presenting two papers in Florida at the Assistive Technology Industry Association meeting in February. Check out her unique handmade jewelry, hats, scarves, red purse gifts and more at etsy.com/shop/joniquas.

Lea-Ann Berst, Producer and Ashley Maria, Director (CA affiliate) on their "Pioneers in Skirts" movie premier. Their face book page is Pioneers in Skirts.

Vivian McPherson is not only a sport fishing boat captain with Simbad Sportfishing, she is also a realtor with Village Realty OBX. Congratulations to her on her latest home sale on the Outer Banks of NC!

And lastly, I'm going to congratulate myself and my husband Lyle on our 30th wedding anniversary. It's been an exciting adventure!

NC wishes everyone a happy holiday season! See you in 2020!



BARBARA, LEA-ANN, MARSHA AND HONORARY MEMBER
ASHLEY MARIA ON PIRATES NIGHT

PENNSYLVANIA AFFILIATE CHAPTER

Executive Committee:

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



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

By: Nancy Werner
President, NFBPWC Pennsylvania

Domestic Violence has been our topic project for the past three months. Marsy's Law was on our November 5 election ballot in the Commonwealth of Pennsylvania. Marsy's Law was passed BUT it is now being held in the Commonwealth judicial system. A petition was circulated prior to November 5 date and its status was placed in question. It is a law that would codify crime victim's rights into our State Constitution. We are waiting patiently to hear the outcome from the high court. Stay tuned.

But our drama continues with another important legislation called "Karen's Law." This is SB123 and its purpose is to ease the mind and burden to a victim of a heinous crime when having to confront their perpetrators on a more reasonable parole schedule. Presently, parole hearings occur from one to three years. This bill would enable the span of time to be increased and hence, lessen the time for the victims of sexually violent predators and their families to relive the events of the crime. We have been encouraged to write to Representative Rob Kauffman, Judiciary Chair, House of Representatives, Harrisburg, Pennsylvania.



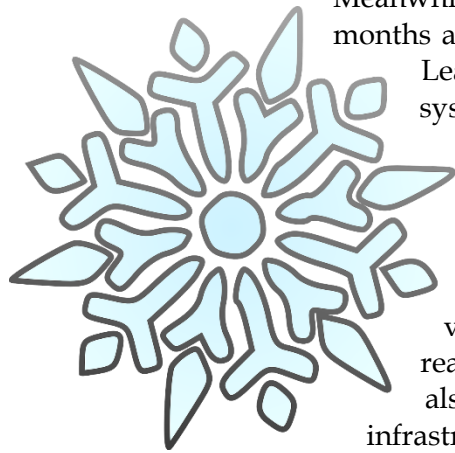
BPW/PA Local Legislative Report by Lilly Gioia

By: Lilly Gioia, NFBPWC Pennsylvania Legislation Committee

PENNSYLVANIA'S NEW VOTING REFORM LEGISLATION:

S.B.421, a voting reform bill supported by the PA League of Women Voters, the ACLU and the County Commissioner's Association of Pennsylvania, passed on 10/29/19. Governor Tom Wolf called the passage of S.B.421 a "major advancement for elections in Pennsylvania...improving our election security." S.B.421 allows voters to vote by mail at least 50 days before Election Day. It permits new voter registration up to 15 days BEFORE an election, rather than the 30 day prior requirement. S.B.421 importantly provides millions in state funding for the purchase of new voting machines using paper. Where absentee ballots had to arrive by 5 P.M. the Friday before Election Day to be counted in past elections, under S.B.421 absentee ballots may arrive by 8 P.M. on Election Day and be counted. One draw-back may be longer lines and longer waits to vote because S.B.421 eliminated the ability of voters to exercise "straight party-line" voting. Critics who tried to save "straight party-line" voting believe some voters may be confused, especially since the reforms will take effect as many

counties roll out new voting machines. The State funding of \$90 million for new machines will be available to counties who conduct regular voter purges. The Wolf administration claims that every county has already conducted voter removal programs in 2019. Tunkhannock/BPW's 2012 Resolution to IMPLEMENT EARLY VOTING IN PENNSYLVANIA was adopted at State Convention and includes many of the improvements in S.B.421.



Meanwhile H.R.2722, Securing America's Federal Elections Act, passed the U.S. House months ago. It has been sidelined in the Senate, blocked for consideration by Majority Leader Mitch McConnell (R/KY). H.R.2722 closes dangerous gaps in U.S. election systems and brings election security nationally into the 21st century. Also blocked is S.1540, the Election Security Act of 2019 which would provide \$1 billion to states for election security efforts in advance of the 2020 elections, require paper ballot backups, bolster cyber security and audits. On 10/22/19 Senator Amy Klobuchar (D/MN) attempted to call her bill, S.1356 the Honest Ads Act, co-sponsored by Senator Lindsey Graham (R/SC), up for a unanimous consent vote. The Honest Ads Act would require online platforms to make "all reasonable efforts" to ensure foreign entities are not buying political ads. It would also require public disclosure of who paid for the ad. "Hardening our electoral infrastructure will require a comprehensive approach and it can't be done with a single

piece of legislation," Senator Graham said when introducing the Honest Ads Act. However, Republican Whip Senator John Thune (R/SD), promptly blocked any consideration of the Honest Ads Act, according to a report in THE HILL. Senator Klobuchar emphatically stated that "election security IS national security and it's well past time we take action." Thus far all election security measures remain unaddressed by the United States Senate.

HAPPY VOTING TO ALL THIS COMING NOVEMBER 5th.

U.S. HOUSE PASSES H.R.1423 F.A.I.R. ACT BANNING FORCED ARBITRATION:

Cosponsored by Rep. Hank Johnson (D/GA) and Rep. Carolyn Maloney (D/NY), H.R.1423 bans companies from requiring workers and consumers to resolve legal disputes in private arbitration. H.R.1423 passed 225-186 on 9/30/19. Private arbitration is a quasi-legal forum with no judge, no jury, and practically no government oversight. Mandatory Arbitration clauses, which are common now in employment and consumer contracts, have made it impossible for workers to sue their bosses in court for sexual harassment, racial discrimination, wage theft, overtime violations, and nearly anything else. For women victims of sexual harassment or assault on the job, Mandatory Arbitration has silenced their abuse and ability to get justice. When women came forward (#MeToo) to describe rampant sexual harassment at Fox News and the Weinstein Company, many realized they could not seek legal justice in courts because they had signed mandatory arbitration agreements, according to reporting on VOX.

Outlawing forced arbitration is no small thing. It would restore court access to more than **60 million U.S. workers who have signed away their right to sue**. In a House speech supporting the F.A.I.R. Act,

(FORCED ARBITRATION INJUSTICE REPEAL ACT), Rep. Rosa DeLauro (D/CT) said, "Arbitration is one of the central ways in which corporate America has rigged the system against middle class families, working people." America's best-known companies including Walmart, Starbucks, Macy's, Uber, Google and McDonald's, now require all their workers, or some of them, to sign mandatory arbitration agreements often buried in a stack of hiring documents that managers require new employees to sign. A study by the Economic Policy Institute found that between 1994 and 2017, mandatory arbitration agreements grew by more than 600 percent. "What's really happening is that our judicial system is getting privatized. It's being privatized in a way that only favors one side, the employer," David Gottlieb, a New York employment attorney, told VOX.

Though no arbitration proceeding is the same, there are essentially **no rules that arbitrators have to follow under the law and no legal oversight**. Arbitrators are usually lawyers or former judges, but they don't need to

have **any legal training**. In most arbitration agreements **the employer picks the arbitration firm that will hear the case and will pay the cost of hiring the arbitrator** or panel of arbitrators, **creating a potential conflict of interest**. Arbitration is NOT the same as a court proceeding. Arbitrators are NOT required to be neutral, their opinions do not need to be written and there are few options for appeal. H.R.1423 would be of incredible help to working people because currently private arbitration allows companies to hide misconduct that would otherwise be made public in court; arbitrators are much more likely than jurors to rule in favor of employers; and arbitrators are far less likely than jurors to give multimillion-dollar awards to workers when they find a company at fault for breaking the law. In March 2018 Connecticut Senator Richard Blumenthal proposed the ARBITRATION FAIRNESS ACT, allowing workers and consumers to DECIDE where to pursue their legal claims via court or arbitration. Not a single Republican would co-sponsor the Arbitration Fairness Act in the Senate or the House. In 2019 the F.A.I.R. Act has over 140 House co-sponsors, with one Republican voting for it. The Senate under Majority Leader McConnell, hasn't even put the bill up for a debate.

H.R.1585 VIOLENCE AGAINST WOMEN ACT REAUTHORIZATION MAROONED IN THE SENATE:

H.R.1585, passed months ago by the U.S. House, would greatly improve our nation's response to domestic violence, dating violence, sexual assault and stalking. It gets no consideration in the Senate along with the following House-passed bills that Republican Leader Mitch McConnell condemns to his "Legislative Graveyard," according to MomsRising.org:

H.R.7 PAYCHECK FAIRNESS ACT: Strengthens equal pay protections for women by expanding upon the Equal Pay Act of 1963 and the Fair Labor Standards Act.

H.R.582 RAISE THE WAGE ACT: Raises the minimum wage in six steps to \$15 an hour by 2024.

H.R.986 PROTECTING AMERICANS WITH PRE-EXISTING CONDITIONS ACT: Prohibits the Trump administration from implementing 2018 guidance that weakens protections for pre-existing conditions.

H.R.1 FOR THE PEOPLE ACT: Expands voting rights, limits partisan gerrymandering, strengthens ethics rules and limits the influence of private donor money in politics.

H.B.1977 SIX-WEEK PENNSYLVANIA ABORTION BAN INTRODUCED:

On 10/21/19 PA Rep. Stephanie Borowicz and Senator Doug Mastriano introduced H.B.1977 banning abortion at six weeks when many women do not know they are pregnant. Governor Wolf has promised to veto H.B.1977 and any abortion ban that comes to his desk. The PA Women's Law Project (WLP) stated if H.B.1977 survived the Governor's veto, they plan to challenge it in court.

H.B.1977 is an abortion restriction designed to force constituents and other Pennsylvanians with unwanted or unviable pregnancies to carry those pregnancies to term at increased medical risk and against their will, WLF staff attorneys maintain. Pennsylvania is one of the worst states for pregnancy discrimination, in part because the Legislature has repeatedly blocked the Pennsylvania Pregnant Workers Fairness Act. The Pennsylvania Legislature has also repeatedly blocked a bill to reduce infant mortality by clarifying workplace accommodations for nursing mothers. Pennsylvania's unplanned pregnancy rate is higher than the national average and nearly one in five Pennsylvania children live in poverty.

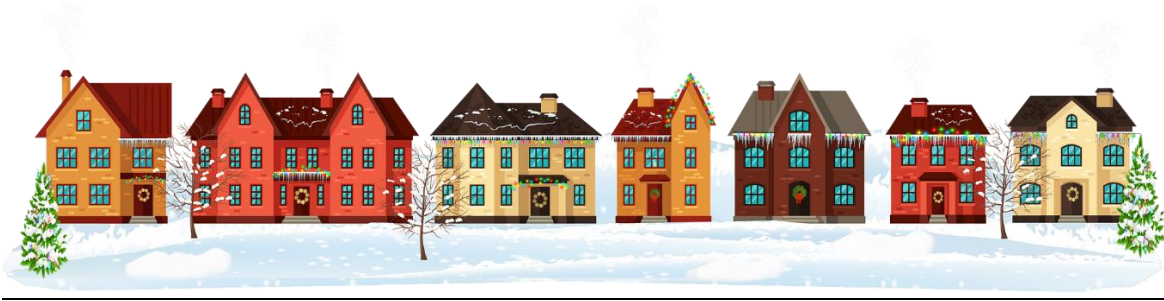
RENEWED TITLE X PROTECTION LANGUAGE IN UPCOMING CONGRESSIONAL SPENDING BILL:

Last August the Trump-Pence administration forced Title X providers of family planning services out of the national program for birth control and reproductive health care by implementing an unethical gag rule, forcing them to withhold abortion referrals from patients. This rule requires all providers in the Title X program to withhold from patients information about how and where to access abortions—even though Title X does not and has never provided funding for abortion services. The majority of patients in the Title X program identify as people of color, Hispanic or Latino. This program is meant to cover gaps in health care access and affordability — especially for people living in rural or underserved areas. The U.S. House of Representatives has already passed Title X Protection, blocking the administration from enforcing the gag rule as part of the annual government spending bill. The Senate now needs to pass the Title X Protection. Congress has until November 21st to pass

the spending bill with the Title X protection language. As spending negotiations continue over the next few weeks, this is a critical window to protect Title X and repeal the gag rule.

WHATEVER HAPPENED TO HAVING A FEMALE FACE ON THE \$20 BILL?

According to a N.Y. TIMES 6/20/19 report, New York Senator Chuck Schumer requested that the Treasury Department Inspector General investigate design delays for a new \$20 note featuring the image of Harriet Tubman set to be unveiled in 2020. Treasury Secretary Steve Mnuchin stated the new note will not be released in 2020 and not even include Tubman when it does come into circulation most likely in 2030. Senator Schumer stressed that the “it is simply not credible that with all the resources and expertise of the U.S. Treasury and Secret Service...(that) a decade or more could be required to produce a new \$20 bill.” After President Trump took office the Treasury Department removed from its website all mentions of Tubman or the planned changes to the \$20, \$10 and \$5 notes that the Obama administration set in motion. Senator Schumer said his requested review was to ensure that “political considerations have not been allowed to infect the process for designing American currency.”



BI-PARTISAN S.726 PERSONAL CARE PRODUCTS SAFETY ACT INTRODUCED IN SENATE:

“From shampoo and shaving cream to deodorant and make-up, every American comes into contact with personal care products every day. Families trust that these products are safe, but unfortunately many ingredients have never been independently evaluated,” said Senator Diane Feinstein (D/CA), joining Senator Susan Collins (R/ME) in introducing S.726. The bill updates federal safety rules for the \$60 billion personal care industry. “By updating FDA oversight of the ingredients in cosmetics and personal care products for the first time in nearly 80 years, our legislation will help increase safety for consumers, protect small businesses and provide regulatory certainty for manufacturers,” Senator Collins said. “Most consumers would be shocked to learn that cosmetics companies can put just about any chemical in cosmetics, no matter how dangerous,” said Environmental Working Group President Ken Cook.

Consumer and health advocates are concerned about the use and concentration of personal care product ingredients like formaldehyde, Diazolidinyl urea, Diethyl phthalate, Methylene glycol, Propyl paraben and Quaternium 15, the first five ingredients the F.D.A. will investigate under S.726. These ingredients have been associated with headaches, shortness of breath, increased risk of cancer and may be inappropriate for use in children’s products, according to Senator Feinstein’s press release. They have been used in smoothing hair treatments, bubble bath, deodorants, shampoos, conditioners, fragrances, cosmetics, shaving cream, skin creams and cleansers. Organizations supporting S.726 as of June 2019 include: Estee Lauder, Johnson & Johnson, L’Oreal, Procter & Gamble, Revlon, Unilever, American Academy of Pediatrics, National Women’s Health Network, Good Housekeeping Institute, National Psoriasis Foundation and March of Dimes, among many others. Over many years BPW has supported bills to clean up the cosmetics industry that have gone nowhere, but S.726 was supported by a BloombergBusinessweek editorial and has wide industry support. Perhaps this time may be different.

DONALD TRUMP’S INHUMANITY BEFORE A VICTIM OF RAPE:

A July 27, 2019 New York Times column described the White House meeting with Nadia Murad, a Yazidi woman who won the Nobel Peace Prize in 2018 for her campaign to end mass rape in war. The Islamic State, or ISIS, forced Murad into sexual slavery when it overran Yazidi villages in northern Iraq in 2014. Murad lost her mother

and six brothers, slaughtered by ISIS. Columnist Roger Cohen described the President as uncomprehending, looking straight ahead for much of the time, not at Murad and other survivors of religious persecution. When Murad said, "They killed my mom, my six brothers," President Trump responded: "Where are they now?" "They are in the mass graves in Sinjar," Murad said. Toward the end of the exchange, the president asked Murad about her Nobel Prize. "That's incredible," he said. "They gave it to you for what reason?" "For what reason?" Murad asked, "suppressing with difficulty her incredulity that nobody has briefed the president," Cohen writes. "I made to clear to everyone that ISIS raped thousands of Yazidi women," she said. "Oh really?" President Trump said. "Is that right?" Ironically, the Trump administration recently watered down a United Nations Security Council resolution intended to heighten protection for victims of sexual violence in conflict, citing concerns that rape victims might seek abortions. That resolution was supported unanimously by every member except the United States. This was previously noted in our last BPW Legislation Update.

NFBPWC EL PASO TEXAS WEST

Executive Committee:

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

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

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

NFBPWC HOUSTON

Executive Committee:



Paola Ferrari	President
Simin Banister	1st 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: ccbpu@aol.com

Executive Committee:

Daneene Monroe Rusnak	President
Sue Oser	Secretary
Leona Phillips	Treasurer

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

Be sure to stop by the [Virtual Chapter page](#) on the NFBPWC website. We've added a few "bells and whistles," including a calendar and some of our "open to the public" webinars.

Stay tuned for more updates soon!

NFBPWC YOUNG BPW

By: Ashley Maria
Young BPW Chair, NFBPWC
Contact: YoungBPW@NFBPWC.org

Join Young BPW!

Let's work together to build up Young BPW in the USA! Members of Young BPW (18 - 35 years old) have the opportunity today to create a new community of support.

Ashley Maria, Young BPW Chair pictured to the right, had the honor of representing North America at the United Nations this year as a Young BPW Delegate. Let's create more opportunities like this for our Young BPW members!

If you qualify for Young BPW, please fill out our survey (<https://www.surveymonkey.com/r/CSYGSCCL>) and tell us what you'd like to get out of this new community of support. Thank you for jumping in to support Young BPW!

Link to Young BPW Website: <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

Submission Deadline for the January eNewsletter is Tuesday, December 24th at 5:00 pm Mountain Time

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.

ENGAGE WITH NFBPWC ON SOCIAL MEDIA



<https://www.facebook.com/NatlFedBPWC/>



<https://plus.google.com/104658286477356273688>



<https://twitter.com/nfbpwc>



https://www.youtube.com/channel/UC2l_ciLyvbu1dbBOsV9Tg



<https://www.instagram.com/nfbpwc/>



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



DEVELOPING THE BUSINESS, PROFESSIONAL, AND
LEADERSHIP POTENTIAL OF WOMEN SINCE 1919

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

Since 1919, the National Federation of Business and Professional Women Clubs, Inc. have been working to empower women through our mission to develop the business, professional and leadership potential of all women through education, advocacy, mentoring, networking, skill building and economic empowerment programs and projects.

The National Federation of Business and Professional Women's Clubs (NFBPWC) is a 501(c)(3), member-driven and member-led organization dedicated to empowering women to reach their full potential in the workplace, with equal participation in power and decision making roles.

We are an affiliate of the International Federation of Business and Professional Women, which spans across 5 regions and over 110 countries throughout the world. BPW International has consultative status at the United Nations with members serving on various United Nations committees globally.

NFBPWC takes action to achieve women's equality in social, economic, community and political terms. By developing policy, collaborating on projects and advocacy. NFBPWC strives to obtain equal rights, equal pay, equal representation, equal opportunities and safety for women.

Our NFBPWC Heritage



Dr. Lena Madesin Phillips,
A Founder of NFBPWC
Founder of BPW International

"Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined actions. Each woman must dedicate herself to protect and promote the interests of all other women in business and the professions."

Our ambition

*Equal participation of women and men in power
and decision-making roles.*

- Take professional responsibility on all levels in the economy, politics and society.
- Think and act locally, nationally and internationally.
- Engage in networking and mentoring programs.
- Enjoy lifelong learning.
- Develop the professional, business and leadership potential of all women.
- Work cooperatively with the United Nations and other national and international organizations.

Incredible benefits available to leaders, members, and affiliate organizations for less than \$4* per month per member!

Benefits of Affiliation

- Dedicated Board of Directors working to achieve the mission and goals of the organization while supporting a member-based organization.
- Connection to a network of hundreds of women nationally and over 30,000 women internationally in 110 countries.
- Opportunity to be part of an organization that has 100 years of legacy and strength supporting it.
- Leadership opportunities regionally, nationally, and globally.
- National support through a coordinated digital communication platform: social media, email, website, video conferencing, and monthly e-newsletter.
- Opportunity to help envision and create our mutual goals for the next century.
- Connection with other leaders nationally and globally.
- Dedicated Executive Committee with the goal of seeing the organization and its members succeed.
- Platforms and leaders that support membership growth and brainstorm for recruitment.
- Programming for members available digitally every month.
- Access to a national 501c3 parent organization and guidance in creating localized nonprofit status.
- Planned events for members that empower and inspire advocacy for women worldwide through education and information.
- Support and guidance for documents and procedures needed to run an effective, efficient, and thriving organization.

Individual Benefits

- Formal Lifetime Leadership and Learning Program.
- Formal Mentoring Program.
- Business Network to market business and professional services.
- Business opportunities for partnering and procurement, nationally and globally.
- Member Spotlight in the newsletter, e-alerts, website, and social media platforms.
- Private Membership Directory supporting members and their organizations.
- Participate in the United Nations System worldwide through the Commission on the Status of Women and other programs annually.
- Advocate for women's issues on a national and international level.
- Cultivate worldwide friendships in one of the original women's networking organizations.
- Access to programming through digital platforms on a monthly basis.
- Invitation to attend the Biennial General Assembly for NFBPWC, the Triennial Congress for BPW International, Regional BPW International Conferences and the BPW International Leaders Summit.
- Access to a Young BPW Program that is supported both globally and nationally.
- Informative monthly newsletter that compiles our efforts across the globe and empowers members through education.

*Membership dues are less than \$4 per month, per member for a total of \$45.75 each year (\$25 to BPW International). This amount does not include dues to local organizations (club/chapter and affiliate/state), which are determined by each organization. Please see specific organization for more information on their dues structure.