



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

### January 2019 Newsletter

### Upcoming Events

#### MARK YOUR CALENDARS

#### Momentum Club Meeting via Zoom

9 January 2019

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

#### NFBPWC Board Meeting

4 April 2019

Reports are due to Marsha Riibner-Cady by 28 March 2019 at:  
[secretary.bpw@nfbpwc.org](mailto:secretary.bpw@nfbpwc.org)

#### CSW63 (2019)

11 March 2019 to 22 March 2019

United Nations Headquarters in New York



#### Regional Presidents' Meeting

9 August 2019

Montreal, Canada

#### XXX BPW International Congress (2020)

21 August 2020 to 26 August 2020

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

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**Submission Deadline for the February eNewsletter is Friday, January 25th 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.*

### **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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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  
Mentoring Taskforce Chair, Titilola Adisa, Momentum  
International Liaison, Bessie Hironimus, California  
Leadership & Learning, Kathy Kelly, Colorado  
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### **Special Committees:**

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

michele@asecondoffice.com  
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### **Taskforce:**

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

jamelvin@pacbell.net  
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## PRESIDENT'S MESSAGE



By: Sandy Thompson  
President, NFBPWC

Greetings!

Happy New Year to all of you! I hope that 2019 brings you happiness, health and all you desire.

It is a monumental year in the life of BPW as we turn 100 years old. Thanks to the efforts of women like you, we have been around for 100 years fighting the good fight for women.

We are working on a possible celebration probably in the fall by taking a cruise. Please let us know if you would be interested. We are looking at a four-day cruise in the Caribbean. More information will follow. It will just be a time to have fun and celebrate our legacy.

*To continue our historical journey, we moved into the 1940's -*

At the advent of World War II, BPW developed a classification system for women with specialized skills critical to the effort and supported the formation of women's branches of the Armed Forces. While wage discrimination has existed in the U.S. since women and minorities first entered the paid workforce, its prevalence was not felt until the massive influx of women sought work during World War II. Immediately following the war, the Women's Pay Act of 1945 - the first ever legislation to require equal pay - was introduced in the U.S. Congress. It would take another 18 years before an equal pay bill would make it to the President's desk to be signed into law.

BPW served as a consultant at San Francisco when the United Nations Charter was drawn in 1945. We continue to have consultative status and support the work of the United Nations, particularly in those areas that impact women.

A toast to a wonderful 2019!

### Regional Presidents' Meeting

Recently the North American and Caribbean Regional Presidents met. Here are some highlights of the meeting.

**Events** - The Leader's Summit will be March 9 and 10 and CSW 63 will be March 11 to 22. All are invited to attend. At the Clare Fulcher Dinner on March 10 we will be celebrating our 100th Birthday.

**Conferences** - European March 24 to 26 in Ireland. Latin America in Ecuador in September. Africa in the Sudan in October.

**Seminars** - Women's Empowerment Seminar speaker Helen Elam Thomas former Ambassador to Senegal. Young BPW symposium in the Caribbean. Women's Symposium in Canada in 2020.

**New clubs** - being started in Antigua and Anguilla and in 2020 one in St. Vincent.

Canada is applying for funding from the Canadian Government to study why women's organizations are dwindling in membership. They have 426 members and 26 clubs.

Jamaica has 8 members and work with a nursing home providing toiletries for the residents. They also train young Mothers.

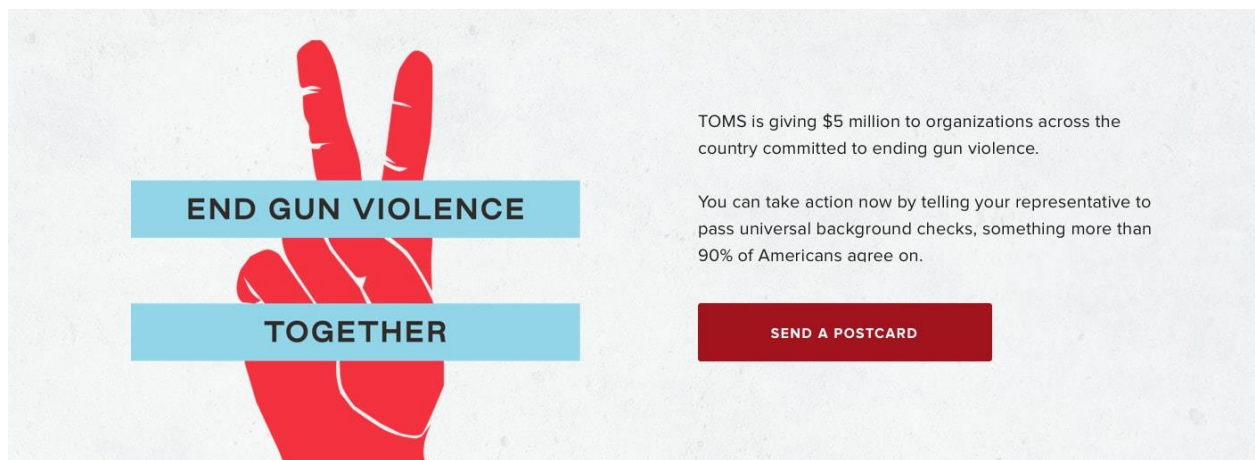
St. Kitts has 35 members. They assist the elderly and are working on banning plastic utensils and other food related items. They also work with three health clinics on the island.

Dominica has 16 members and ongoing to be putting on a program on women in politics.

The next President's Meeting will be in Montreal on August 9, 2019.

## End Gun Violence

Tom's Shoes is asking people to help End Gun Violence. See below, and if you agree, go to <https://www.toms.com/takeaction> to send your postcard. It only takes a minute.



## Sustainable Development Goals

The United Nations has 17 Sustainable Development Goals. These goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate, environmental degradation, prosperity, and peace and justice. The UN goal is to achieve all of these goals by 2030. The Regional Presidents have decided to focus on three of the goals.

**Goal Three - Good Health and Well Being** - ensuring healthy lives and promoting the well-being at all ages is essential to sustainable development. Significant strides have been made in increasing life expectancy and reducing some of the common killers associated with child and maternal mortality but there is still much work to be done.

**Goal Four - Quality Education** - Obtaining a quality education is the foundation to creating sustainable development. In addition to improving quality of life, access to inclusive education can help equip locals with the tools required to develop innovative solutions to the world's greatest problems. Over 265 million children are out of school. Additionally, even the children who are attending schools are lacking basic skills in reading and math. The reasons for lack of quality education are due to lack of adequately trained teachers, poor conditions of schools and equality issues related to opportunities provided to rural children.

**Goal Eleven - Sustainable Cities and Communities** - Cities are hubs for ideas, commerce, culture, science, productivity, social development and. I have more. At their best cities have enable people to advance socially and economically. It's important that efficient urban planning and management practices are in place to deal with the challenges brought by urbanization.

To learn more about these and all the sustainable development goals go to <http://www.un.org/en/index.html>.



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

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

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

### Economic Equity and Justice

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

### Health Equity and Justice

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

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

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

## MEMBERSHIP NEWS

By: Megan Shellman  
Vice President of Membership, NFBPWC

### Membership to NFBPWC has many benefits, make sure you are using yours.

As our organization continues to grow, we are often asked what value there is to be a part of NFBPWC as a member. The \$45 from your annual membership fee that goes to NFBPWC provides 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, 1<sup>st</sup> VP of Membership, with any questions about the opportunities available to all members: [mshellman@bpwcolorado.org](mailto: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**.
- 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](mailto: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!

### Momentum Club:

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

Learn more about the Momentum Club and help us grow and thrive by attending the next meeting on January 9<sup>th</sup> via Zoom at 11:15 AM EST. Topics for the Momentum Club meetings are designed to help the members start their own club and continue the growth of this vibrant organization.

## NFBPWC Virtual:

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

### FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady  
Secretary, NFBPWC

#### A few ideas to enable virtual meetings to run more smoothly:

1. Upon joining a conference call, state your name then mute by pressing \*6  
Why? Background noise from your home is distracting to other attendees.
2. When it is your turn to report or to speak unmute by pressing \*6  
Why? everyone is encouraged to participate in discussions. If you don't unmute, we can't hear you!
3. Prepare and send your written board report to the secretary 7 days prior to the meeting.  
Why? It makes the meeting go smoother and allows for more interaction time. When the other attendees have your information prior to the meeting they can prepare better for the meeting.
4. Respect the time limit given to each board member for her report.  
Why? Our time together is limited, we all want to the opportunity to contribute. Time limits allow everyone the opportunity to share their successes.
5. When asking a question during the board meeting state your name first (Unless you are called upon by the President).

Why? The secretary has not memorized everyone's voice, it helps her to more accurately record the meeting.

Thank you for assisting me in taking accurate notes/minutes for the meetings. I'm looking forward to our next board meeting on April 4, 2019. Board reports are due to me on or before: March 28, 2019. Don't worry, I'll keep reminding you! Happy New Year to all!

## MEMBER SPOTLIGHT – MICHELE GUARINO, GODDESS TOURS ITALY – MAY 16-23, 2019



Michele Guarino is a spiritual teacher, coach and energy healer from Boulder, Colorado and has been a member of BPW Colorado since 2009. Michele invites all NFBPWC members to join her for a heart-led retreat to Tuscany and Florence, Italy from May 16-23, 2019. Here are the details of this incredible upcoming opportunity:

<https://goddessstoursitaly.com/index.html>

### *Reignite Your Passion & Rev Up Your Power in Picturesque Italy*

If you are a healer, coach or woman longing to re-connect to your passion and purpose, relish in the simple pleasures of life, and reignite your power, then join Michele Guarino – spiritual teacher, coach and energy healer – for a heart-led retreat to Tuscany and Florence, Italy from May 16-23, 2019.



Michele Guarino is thrilled to be your guide on this magical Italy adventure. She helps heart-centered women and healers who long for a deeper connection to their Spiritual Path and Purpose; to come into Balance and release barriers; to enjoy the simple Pleasures in life; so that they can focus on being a fun, loving, and passionate woman that they long to be.

Ms. Guarino and her husband, Peter (who is an Italian citizen), love to travel. They have spent quite a lot of time in Italy living with the locals. In Italy, their friends know them as Michaela and Peo – their Italian names. Italy and the Italians have a very special place in their hearts. That's why Michele is offering the Goddess tours in Italy. She would love to share her experiences with you.

Italy is a land of spectacular beauty, art, history, fashion, food, wine, espresso, gelato, and, of course, the Italian people.

As a child, Michele always felt called to a spiritual life. Of course, being brought up Catholic played a part. The rituals of singing, lighting of incense and candles. Guarino's parents explored their spirituality and brought the family along with them. In doing so, Michele has gained a sense of oneness of all the religions, regardless of who was worshiped.

As an adult, Michele experienced a tragedy when her best friend was suddenly killed in a car accident. Although she had experienced the passing of loved ones before, this was a new kind of grief and questioning. Michele began to question her own existence and her own spirituality. Thus, began a deeper level of her own personal Spiritual Quest.

The Quest has brought Michele through many experiences, deep work, education, and a new purpose in life as a Healer. She is drawn to the power of the God(s), Goddess(es), and Spirit (whatever you want to call it). Through experiencing personal healing, Michele is led to bring this incredible power into the lives of others.

As a teacher and guide, Michele brings the depth of her personal experiences and utilize her Spiritual gifts and training to facilitate helping others to truly find the Goddess. In leading Spiritual workshops, Michele has found her soul calling.

Explore the possibilities of passion and purpose by joining Michele Guarino for this incredible retreat in Italy: <https://goddessstoursitaly.com/index.html>.



In addition to this incredible part of Michele Guarino's life, she has also been a catalyst for change, growth, and improvement at all levels of NFBPWC. Michele has used her skills, intuition, and time to help NFBPWC and BPW Colorado grow professionally as an organization during times of transformation. A woman of many talents, Michele has been the NFBPWC Newsletter Editor and has supported the development of the current website. Prior to that, Ms. Guarino was the BPW Colorado Newsletter Editor and IT Chair. She has served in many leadership positions at the local and state level, including president of BPW Boulder for 2 terms. Michele Guarino is a member who should be applauded for sharing her professional experience and passion with NFBPWC. This organization is fortunate and proud to showcase this phenomenal member.

*\*If you're interested in being featured in a future NFBPWC Member Spotlight, please email Megan Shellman at [mshellman@bpwcolorado.org](mailto:mshellman@bpwcolorado.org).*

## LEADER SPOTLIGHT – GLORIA FLORES, NFBPWC TREASURER



Gloria R. Flores was born in El Paso, Texas where she currently lives with her husband Daniel. They have two children, Ivan Miguel and Ana Luisa and have four beautiful grandchildren, Carlos, Celeste, Brianna and Julian.

Raised in Juarez Mexico where her mother was a professional photographer in her own studio called Studio Star, she had four brothers and two sisters. Gloria studied in Mexico and started school in El Paso after elementary school.

After a few years of marriage her husband joined the military and they lived in various locations: New Mexico, Georgia and Germany. Gloria spent her five years in Germany learning and volunteering for different clubs. After a military career of 10 years they moved back to El Paso where they started and operated their own business for 25 years, Flores Gas Co. Gloria was able to use her business administration skills while assisting the different communities in El Paso through work and volunteer efforts.

Gloria loves to read, travel, decorating, and volunteering in community functions.

She has found, through the years, that as long as you set a goal in life, nothing is impossible.

Take a moment to thank Gloria Flores for serving a second term as Treasurer for NFBPWC. Her leadership and diligent attention to detail have helped our organization grow and thrive. Ms. Flores is has an incredible way about her, as she focuses on the positive and is respectful and kind. Gloria served as a delegate to the BPW International Congress in Cairo, Egypt and represented NFBPWC as one of our best. Her excellent command of both Spanish and English has helped NFBPWC bridge the gap between the two main languages spoken in the United States affiliates. A huge thank you to Gloria Flores for all that she does and continues to do for NFBPWC. We couldn't do it without you!

## ADVOCACY NEWS BY NANCY WERNER

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

### Share Your View on the Title IX Changes

Our Education Secretary Betsy DeVos plans to roll back protections against campus assaults. There is a 60-day public comment period on these new rules governing campus sexual assault and it began on NOVEMBER 20, 2018. DeVos is trying to "silence abuse victims." The proposed rules appear to be focused mostly on throwing up obstacles to report abuse. Under the new rules, victims must "work up the nerve" to report an incident to a campus Title IX official rather than trusted professors or student leaders. According to the New York Times report, the new rules require that live hearings be conducted by a neutral decision maker and conducted with a presumption of innocence. New procedures would essentially turn "college boardrooms into courtrooms where adjudicating sex assault disciplinary proceedings would be conducted," state Erica Green from the Times. The liability of colleges and universities for investigating sexual misconduct claims would be reduced as rights of the accused are bolstered, including their right to cross-exam their accusers. Victim's rights advocates denounced the new DeVos rules as an overly aggressive rollback of the steps taken by the previous administration to combat a sexual assault on campus. "These protections made students safer and gave parents peace of mind," noted former Vice President, Joe Biden, Jr.

"Today's proposed rollback will return us to the days when schools swept rape and assault under the rug and survivors were shamed into silence."

Now an organization representing college presidents warned that colleges and universities are ill-equipped to essentially conduct trials. "Colleges and universities are not courts, and these proceedings would require us to legalizes student disciplinary proceedings," said Terry Hartle, senior vice-president of the American Council of Education. Victim advocates claimed the new regulations undermine the intent of sexual discrimination law which is to combat gender-specific discrimination and define sexual misconduct as a means of denying students access to an education. Critics believe the new rules are intended to decrease the number of Title IX investigations on campus and lessen the sexual assault and harassment reporting.

"Colleges shouldn't be in the business of adjudicating serious allegations of sexual assault and rape. These cases should be handled by the police, courts and trainer lawyers. In judging these allegations, universities have clear conflict of interest based on their reputation, donations, and pressure from activities," shared Erin Dunne from the Washington Examiner.

Please contact the U.S. Department of Education at <http://www.regulations.gov> to submit comments about this Title IX proposal. We have until January 28, 2019. Please respond.

## UNITED NATIONS CORNER BY ELIZABETH VANARDENNE

By: Elizabeth Vanardenne  
NFBPWC United Nations Liaison

### 2019 CLIMATE CHANGE HUMAN RIGHTS



These two words will cover many fields in the coming year, and we will see many challenges, discussions, policies, not only at national levels but also globally. And the Women's Empowerment movement will grow stronger and raising more and more voices.



Climate Change (drought, hunger, disease, violent weather) will affect Human Rights; and Human Rights (gender inequality, violence) will affect Climate Change.

What can we do?

What shall we do??

What should we do???

### Some happenings

**December 10** – was (and always is) Human Rights Day, because it was on December 10, 1948, that the Universal Declaration of Human Rights (UDHR) was proclaimed by the UN General Assembly. It is translated into over 500 languages.

From then on there is an annual Campaign on 16 Days of Activism Against Gender Based Violence: from November 25 - December 10, and globally women are wearing orange as a protest.

The UN theme this year was: "Orange the World: #HearMeToo"

**From December 2 - December 14** a very important meeting on Climate Change took place in Katowice, Poland.

Many heads of states; almost 100 Ministers of Environment and of Foreign Affairs; negotiators from 196 countries and the European Union worked for two weeks towards a sustainable global climate policy. There were dozens of intense meetings on different topics, some fundamental, others very detailed and technical. Some of its aspects were Finance, Transparency, implementing the Paris Agreement.

I will have more information coming, especially about the many voices of the women that were there.

NOTE: There was a delegation of U.S. scientists.

A report was issued, The National Climate Assessment (NCA) the work of more than 300 authors, breaking down the climate change's impacts across the country. Quite disturbing.

## Last, but not least

There is a new US Ambassador to the UN.

The President has nominated State Department spokeswoman Heather Nauert. In addition to her state department role, she was also appointed acting undersecretary for public diplomacy and public affairs in March this year. She worked for Fox News from 1998 to 2005 and, after two years away during which she worked for ABC, she returned to Fox in 2007, later becoming a presenter for Fox & Friends. Fox News has been a consistent supporter of the President and he often cites its programs.

Heather Nauert has to be approved by the US Senate.



## GREEN NEWS

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

### We Must Mobilize Like We Did in WWII

A few years ago, I wrote an email to several of the newspapers in the Boulder/Denver area stating that almost every day I read something scary in the news about the effects of climate change. I suggested that, instead, newspapers should offer a simple solution of the day on their front page. I followed up four times, but got no response.

I am going to try again, and I also encourage anyone reading this to join me in writing letters to the editors and publishers of your newspapers, demanding more discussion about solutions to the greatest threat to mankind we've ever seen. I am thinking that it's time to mobilize, as Bill McKibben's words echo in my mind almost every day: "We're under attack from climate change – and our only hope is to mobilize like we did in WWII." (McKibben is an author and founder of 350.org.)

With all the recent studies, including the latest Intergovernmental Panel on Climate Change (IPCC) report, it's become apparent we are now in a race against time. While I was hopeful to hear that London has declared a national emergency due to the activism of the group Extinction Rebellion (XR) – see <https://www.theguardian.com/environment/2018/dec/16/make-climate-crisis-top-editorial-priority-xr-campaign-urges-bbc> – it is way past time that we, here in the United States, take some drastic measures.

It seems to me that big social change events, like the People's Climate March of 2014 and the Women's March of 2017, were successful because "everyone" was talking about them at the same time. As a result, I plan to write to and propose that all of the "green organizations" mobilize, collaborate and work together in a massive action – 350.org, Al Gore and Climate Reality Project, Climate Citizens Lobby, Deep Green Resistance, Earth Day Network, Earth Guardians, Environment USA, Environmental Protection Agency, Greenpeace, Leonardo DiCaprio Foundation, Natural Resource Defense Council, Pachamama, Rainforest Alliance, Sierra Club, U.S. Green Building Council, World Wide Fund for Nature, and XR, just to name a few.

I don't know about you but my email inbox is inundated every day with messages from many different organizations, each asking me to do something different. It's so overwhelming that I end up deleting most of them. All of these groups have their own agenda and area of expertise, which is great. But my idea is that the leaders of all these organizations get together and have a virtual meeting every month, making a game plan so that they're all on the same page about the same issue. Then that month they would each message all their members and urge media outlets to focus on one simple solution that we can all learn about and take action on.

I'm sure they'd have no trouble coming up with ideas. Here are just a few: Striving for zero waste; taking your own reusable water bottle and your own coffee cup wherever you go; limiting the use of single-use plastics; turning off the lights (why do so many businesses leave so many lights on at night when there's no one working?); hanging clothes outside to dry; educating people about "phantom" or "vampire" power (I've read that in America we waste 10-20% of electricity a year, or 2-4 billion dollars on vampire energy – so let's teach folks about how to use power strips to counter this). Of course, transportation could be a big focus, what with all the millions of cars in the USA idling at drive-throughs (these should be only for senior citizens and folks with disabilities). I'd also love to see us demand lower prices on energy-efficient cars; bank and shop locally; divest of fossil fuels and invest in renewable energies. Finally, people need to continue writing their Congressional representatives, encouraging them to support legislation to mitigate climate change, such as the Energy Innovation and Carbon Fee Act, a bipartisan bill recently introduced in Congress offering a market-based solution for the country to transition to renewable energy.

There are dozens of actions that would get folks mobilized into action, and all can be part of the solution. But I think they must be done one at a time, en masse – otherwise it's all just too paralyzing for ordinary folks. Finally, we need to convince people why taking action is ultimately so important: our children's futures depend on it!

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

*Climate as a common good*

24. Warming has effects on the carbon cycle. It creates a vicious circle which aggravates the situation even more, affecting the availability of essential resources like drinking water, energy and agricultural production in warmer regions, and leading to the extinction of part of the planet's biodiversity. The melting in the polar ice caps and in high altitude plains can lead to the dangerous release of methane gas, while the decomposition of frozen organic material can further increase the emission of carbon dioxide. Things are made worse by the loss of tropical forests which would otherwise help to mitigate climate change. Carbon dioxide pollution increases the acidification of the oceans and compromises the marine food chain. If present trends continue, this century may well witness extraordinary climate change and an unprecedented destruction of ecosystems, with serious consequences for all of us. A rise in the sea level, for example, can create extremely serious situations, if we consider that a quarter of the world's population lives on the coast or nearby, and that the majority of our megacities are situated in coastal areas.

Read the entire encyclical: [POPE FRANCIS](#)

<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](mailto:WindchimeL@aoL.com)

Or visit [www.LaurieDameron.com](http://www.LaurieDameron.com)

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

## SIGN THE PETITION

Hello to all my BPW colleagues!

BPW Colorado and NFBPWC are supporting these campaigns below. PLEASE take a minute to sign the petition for Colorado if you are in Colorado and also I have included the link to support it nationally in every state. Spread the word by sharing with your friends by email and social media.

Please read about the campaign by Eco-Cycle and Environment Colorado to ban polystyrene to-go containers in our state (<http://www.ecocycle.org/take-action/reduce-plastic#Sign%20Letter>), an initiative that Business and Professional Women of Colorado ([www.bpwcolorado.org](http://www.bpwcolorado.org)) is supporting. Yes, your signature on this petition WILL make a difference! I strongly urge you to keep containers for leftovers from restaurants, along with your reusable shopping bags, in your car. You may say to yourself, "Ah, using one such container won't help anything." But multiply this action by thousands from other consumers out there, it adds up fast! You DO make a difference!

And here is how to support the ban throughout the entire United States National Campaign at <https://environmentamerica.org/feature/ame/wildlife-over-waste>

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

Thanks again!

Laurie D

BPW Colorado Chair of Environmental and Sustainable Development

NFBPWC Chair of Environmental and Sustainable Development

## SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN COMMITTEE

By: Jackie Melvin, NFBPWC Task Force Chair  
[jamelvin@pacbell.net](mailto:jamelvin@pacbell.net)



### CALIFORNIA FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

The mission of CFBPW shall be to promote and support equity for working women in all phases of their lives and to promote personal empowerment and professional development.

#### **FOCUS ISSUE FOR 2018-2020: ELIMINATION OF SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN**

*... CFBPW supports the elimination of sexual harassment and sexual assault against working women within the work environment.*

*... CFBPW supports the elimination of all violence perpetrated against women and supports the protection of victim's rights.*  
from the CA Federation's PUBLIC POLICY STATEMENT for 2018-2020

#### **WHAT IS SEXUAL HARASSMENT IN THE WORKPLACE?**

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

... Equal Employment Opportunity Commission (EEOC)

Sexual assault is any type of sexual contact or behavior that occurs without the explicit consent of the recipient.

... U.S. Department of Justice from Office of Violence Against Women

CFBPW: [www.bpwcal.org](http://www.bpwcal.org)

NFBPWC: [www.nfbpwc.org](http://www.nfbpwc.org)

EQUAL RIGHTS ADVOCATES: [www.equalrights.org/legal-help/know-your-rights/sexual-harassment-](http://www.equalrights.org/legal-help/know-your-rights/sexual-harassment-)

# State Federation & Clubs News

## NFBPWC CALIFORNIA FEDERATION

### Executive Committee 2018-2019:

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

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

By: Katherine Winans, President, NFBPWC California

Thank you all for your concern for our sisters during the recent California fires. Your thoughts were very much appreciated. Luckily no one lost life or property although it was a close call for several.

We are honored to have Hollywood BPW member, Ashe Marie, selected as the BPW-I North America & Caribbean representative to the upcoming CSW gathering. We happily share that pride with North Carolina BPW where her mother is a member.

Two members of the Burbank Club were recently honored by State Senator Anthony Portantino for his Women in Business Awards. The Honorable Diane Reyes, was honored as a Woman in Law. Diane is an attorney whose practice focus on juvenile dependency, adoptions and probate legal guardianships. One of our newest members, Rita Boccuzzi, was honored as Most Inspirational. Rita is the co-author of "Redefine Finance\$ & Wealth - 7 Insights to Dominate Your Economics" and "50 Empowering Wealth & Financial Mind-Shifts".



*CFBPW is poised for a great 2019...we just keep moving forward.*

## NFBPWC COLORADO FEDERATION

### Executive Committee:

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



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



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

*It's not the destination, it's the journey. May you enjoy each day of your  
adventure. Happy New Year!*



BPW Colorado chapters held their holiday parties with food, drinks, laughter and sisterhood.

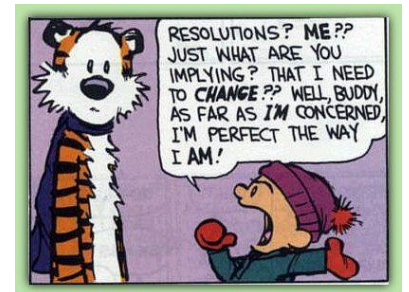


BPW Colorado will be holding our Midyear Planning Meeting and Legislative Conference on Saturday, February 2nd. Our hosting chapter, BPW Aurora and BPW Colorado's Legislative Chair, Evie Hudak, have been working hard to make this an educational event.

Reminder – the BPW Colorado Centennial Jubilee is taking place on Saturday, June 15th, 2019. I hope you will all save the date and come celebrate with us! We are all very excited!

image source: [Calvin and Hobbes](#)

Hugs to Everyone.



## Colorado Advocacy News by Sharon Simmons

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

### Legislative Panel in Boulder

BPW Boulder partnered with Women's Collaborative of Boulder County (wocoboco) on November 28, 2018 for a fabulous Legislative Panel which was a huge success! We invited KC Becker, Edie Hooten, Jonathan Singer and Tammy Story to represent our area and talk about what they are focusing on for the 2019 Legislative session. I list their focus issues here:

- Tammy Story – Education is the cornerstone of democracy. We need a strong workforce. She is focusing on all day kindergarten, equality issues with education and expanding vocational/technical training and apprenticeships.
- Jonathan Singer – Social safety net and how it relates to women/children. Income equality and environment, both individual and public. Paid Family Leave bill is a proven program! Start there and work on HEALTH CARE/affordable living in Colorado. Investing in children and safety.
- Edie Hooten – Women's unique values addressed, world bank says the value of women is important to economic ability. Sovereignty of a women's body is URGENT as well as acting on reversible birth control offered to young and low-income women. Too many women born into poverty/low-income, mothers have dire circumstances. Colorado allows \$7700 per student for a year and the amount needed to do the job is \$12,000. Gun control issues and child marriage outlawed before 18 needs to be addressed. She has 12 bills she is hard at work on for January.
- KC Becker – Gun safety and discussion on how important that is to Colorado. People are now more active legislatively since 2013. Gun magazine laws are a top priority and a real impact to our community. A large issue in deaths in our state is suicide. That needs to be addressed.

We had approximately 85-90 wonderful participants who came to learn and ask questions. Elevations Credit Union gives space for free to the community and they were GREAT to work with. Please consider googling who your legislator is and start writing. Be persistent they said. They all agreed that this is the single most important thing you can do to garner change in our state.

### BPW Boulder Chapter Gives Back to the Homeless

December 8, I accompanied our President, Barb Flood to the Homeless shelter in Boulder to deliver 75 bags of toiletries and necessary items for these men and women in crisis. I am working with the Human Relations Commission to move forward in Boulder on Homelessness issues. We need to work legislatively to make things better for women/families in crisis living on our streets. The numbers have come out recently and nationally we are down a tiny bit, but Boulder is up a bit. We cannot forget our sisters on the streets. I have spoken to these women and each has a story!



Thank you everyone for a great year in Advocacy and here's to a great 2019 in our state legislature. Evie Hudak will be starting the new zoom calls on tracking the BILLS soon, so if you want to represent your chapter, talk to your president and email Evie soon! This is our third year of doing this great work, partnering with the Women's Lobby. Thanks Evie, we appreciate you.

Don't forget our Legislative Mid-Year coming up in February! Sign up soon and join us for some great speakers and a fun time together as always. Martin Luther King Day festivities in Colorado are plentiful. Schedules are posted everywhere. Boulder has quite a bit going on! Join us, won't you?

## Colorado Advocacy News by Evie Hudak

By: Evie Hudak, BPW Colorado Legislative Committee Chair (2017-2018)

### Legislative Action in 2019:

The 2019 session of the Colorado General Assembly (Legislature) begins early this year – Friday, January 4. BPW Colorado is a member of the Women's Lobby of Colorado, and we do our advocacy along with them. BPW forms a Legislative Bills Committee to meet throughout the session, January through April/May, to consider our position on bills that the Women's Lobby prioritizes. We need **one member from each chapter** to be a part of this committee. If you are interested, contact the BPW Legislative Chair, Evie Hudak, at [evie@hudak.org](mailto:evie@hudak.org). The meetings are once or twice a month, depending on the flow of legislation.

The Women's Lobby has numerous organizational members, including Planned Parenthood, NARAL, Colorado Women's Foundation, Violence-Free Colorado, League of Women Voters, American Association of University Women, Denver Women's Collaborative, Colorado Center for Law and Policy, ACLU, Interfaith Alliance, Working Families, Colorado Coalition Against Sexual Assault, New Era, Colorado Fiscal Institute, and Progress Now.

The members of the Women's Lobby met in December to discuss legislation they are hoping will be brought forward this year. Here are some of the bill ideas:

- Create FAMLI, Family and Medical Leave Insurance, in Colorado.
- Create a support fund for low-income families experiencing an economic emergency while in job training, doing a job search, or during the first 6 months of a job.
- Create a tax credit for early childhood educators.
- Make the Child Care Tax Credit for low-income families permanent.
- Allow victims of domestic violence the right to take leave from work to make arrangements for their lives to be safe, such as moving.
- Ban gay conversion therapy from being forced on children.
- Give local governments the right to have a higher minimum wage than the state's.
- Allow Medicaid reimbursements for licensed facilities that provide abortions.

### BPW Colorado Legislative Conference:

Join us at the Legislative Conference during the afternoon of Midyear Board. Someone from the Women's Lobby will be there to update everyone on what the Legislature is like this new session following an exciting election for women, as well as key legislation we are working on.

## NFBPWC FLORIDA

### Interim Executive Committee 2018-2019:

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

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

## 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](http://www.NFBPWC-NYC.org)

By: Francesca Burack, President, NFBPWC New York

NFBPWC-NYC has lots to be proud of. We are finishing 2018 with more good news. Advocacy and collaboration is a Big Win for the women of NYC and NYS, because we never give up fighting for women, girls and families. And.....neither does our Governor.

- Governor Cuomo laid out an ambitious [Justice Agenda](#) for his first 100 Days in office - 20 items detailed below

- Assembly woman Crystal Peoples-Stokes is named Assembly Majority Leader - that makes 4 women in NYS's top positions! <https://buffalonews.com/2018/12/17/peoples-stokes-named-assembly-majority-leader/>
  - Wage Data Transparency Law to pass in NYC Council - Rally on Thursday
- 

## **PAY EQUITY RALLY**

December 20, 2018

11:00AM

Steps of City Hall

**WEAR RED**

**Celebrate the upcoming historic passage of Int 633, a bill that will report on pay and employment equity data.**

*Join our friends at CWA Local 1180 who have been leading the charge to create pay transparency in NYC government!*

Int. 633 would require all city agencies to provide pay and employment equity data annually to the Department of Citywide Administrative Services (DCAS). Such data would include, for each employee within such agencies: the date of hire, the current job title, the current job category, the current job title category provided by the U.S. Department of Labor and the U.S. Equal Employment Opportunity Commission, the initial compensation upon date of hire, the total current compensation, the start date of such employee's currently held position, the total number of hours worked, and the gender and racial group of such employee, if available. DCAS would be required to provide the Mayor and the Speaker of the Council with an annual report including the above data provided by city agencies, both disaggregated and aggregated, as well as recommendations to address problems associated with pay and employment equity.

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## **GOVERNOR CUOMO UNVEILS AGENDA FOR FIRST 100 DAYS - 2019 JUSTICE AGENDA (Press release 12/17/2018)**

In the face of the federal government's assault on New York, Governor Andrew M. Cuomo today unveiled his "2019 Justice Agenda," urging the legislature to act in the first 100 days of the next legislative session. The Governor's agenda represents a suite of ambitious proposals to ensure the promise of full, true justice for all, including economic justice, social justice, racial justice.

Governor Cuomo announced the agenda in a speech hosted by the Roosevelt Institute. This year, in the face of the nation's biggest social crisis, and with the federal government seeking to undo generations of progress, Governor Cuomo broke with tradition, laying out his legislative agenda in December 2018 instead of waiting until the State of the State address to enable the Legislature to commence action on these top priorities immediately upon convening.

"Let this agenda be New York's Declaration of Independence. We declare independence from this federal government's policies. We disconnect from the nationalism, and the racism, and the chaos, and the xenophobia, and the misogyny, and the discrimination, and the dissembling of this Washington administration," **Governor Cuomo said.** "We proclaim our Federal Government's policy not only regressive, not only repugnant to New York values, we declare it un-American. Let us pass this ambitious progressive agenda as New York's restoration of true democracy, restoring fairness, progress and pride."

The 20-point agenda includes:

**Ensure a Progressive Tax System:** While the federal government prioritizes tax cuts for corporations and the wealthy, Governor Cuomo believes in a just, progressive tax system that taxes its citizens based on their ability to pay. The Governor will maintain the state's progressive income tax with a millionaire's tax, while permanently capping regressive local property taxes at 2%.

**Cut Middle Class Taxes while Fighting to repeal SALT:** The federal government's cap on state and local tax (SALT) deductions was a devastating and targeted assault on New York that has increased taxes on New Yorkers and reduced home values. Governor Cuomo will continue to lead the fight to repeal the cap on SALT while in New York continuing tax cuts for middle class families.

**Protect Quality, Affordable Health Care:** While the federal government and radical judges continue to roll back the Affordable Care Act and tear away health care from millions of Americans, Governor Cuomo will take action to make sure New Yorkers are protected. The Governor will work to codify the health exchange into law and pass a law to ensure pre-existing conditions continue to be covered by insurance companies regardless of what happens at the federal level.

**Codify Reproductive Rights:** In the face of the federal assault on women's reproductive rights, including a Supreme Court that threatens to roll back *Roe v. Wade*, Governor Cuomo will fight to pass the Reproductive Health Act and the Comprehensive Contraceptive Coverage Act within the first 30 days of the new session.

**Enshrine Gender Equality into Law:** Nearly a century after it was first proposed, New York State has still not passed the Equal Rights Amendment to protect against discrimination on the basis of sex in our State constitution. To right this decades-old wrong, Governor Cuomo will push to pass the Equal Rights Amendment to add sex as a protected class.

**Combat Gun Violence:** 2018 was by far the worst year for school shootings in American history. To once again lead the nation on gun safety, Governor Cuomo will push to pass the Red Flag Law, ban bump stocks and extend the waiting period for purchasing a gun from three days to 10 days.

**Launch a \$150 Billion Infrastructure Plan:** While the federal government fails to make progress on an infrastructure plan, Governor Cuomo will expand on New York's nation-leading \$100 billion infrastructure plan – building new airports, bridges and train stations all across the state – by investing an additional \$150 billion in our infrastructure that will create hundreds of thousands of jobs.

**Fund and Restructure the MTA While Easing Traffic in New York City's Business District:** After decades of neglect and diffused responsibility, the MTA is in dire need of funding and reorganization. Governor Cuomo will fix the MTA by passing congestion pricing and overhauling the outdated structure of the authority in order to build a reliable, state of the art mass transit system with a steady funding stream and a structure that supports operational excellence.

**Ensure Education Equity:** After requiring data on how local schools distribute funds in last year's budget, it's clear that poorer schools too often do not receive an equitable share of funding from their school districts. Governor Cuomo will fight for an education system where districts distribute funding based on need and fairness to ensure that every child receives a quality education.

**Pass the Dream Act:** While the federal government has declared war on new immigrants, New York is standing up for our immigrant communities. This year, New York will pass the Dream Act once and for all to ensure a higher education system that opens the door of opportunity to all of our children.

**Launch the Green New Deal:** The federal government still denies climate change, remarkably turning a blind eye to their own government's scientific report. New York will be the most progressive state in the nation in moving to renewables and growing the new sustainable green economy. The Green New Deal will make New York's electricity 100% carbon neutral by 2040 and put the state on the path to eliminating its carbon footprint.

**Ensure Clean, Safe Drinking Water for All:** Industrial toxins have infiltrated many of our communities' drinking water systems, but the federal Environmental Protection Agency has been slow to test and regulate chemicals and to regulate pollution. Governor Cuomo will invest in our water infrastructure and clean our water for our children and our children's children.

**Improve Our Democracy:** To continue New York's progressive path of justice for all, Governor Cuomo will protect our democracy to make sure our government truly represents the people. While the federal government works to disenfranchise voters, Governor Cuomo will encourage citizens to engage in the democratic process by allowing voting by mail, enacting early voting, instituting same day and automatic voter registration, synchronizing federal and state elections and make Election Day a State Holiday to ensure as many people as possible participate in the democratic process.

**Increase Trust in the Democratic System:** To ensure our government is for the people, by the people, Governor Cuomo will close the LLC loophole, ban corporate campaign contributions, overhaul our campaign finance system and end outside income for lawmakers.

**Protect Public Sector Unions:** While the federal government is waging an all-out attack on the labor movement in both the public and private sector and seeks to undermine the right to organize and collective bargaining, Governor Cuomo believes that the labor movement is a force for social justice and the middle class. The Governor will expand the Janus protections to cover public sector labor unions at the local level and ensure workers have labor rights in the gig economy.

**Keep Housing Affordable for New Yorkers:** The lack of affordable housing is a crisis across the state and nation. While the federal government has abandoned its constitutional and moral responsibility dictated by the 1949 Housing Act, under Governor Cuomo's leadership New York will invest more in affordable housing than ever before. Governor Cuomo will reform rent regulations, including ending vacancy decontrol, repealing preferential rent and limiting capital improvement charges to protect affordable housing and respect tenants' rights.

**Pass the Child Victims Act:** Governor Cuomo will fight to ensure our society holds those who abuse our children accountable criminally and civilly by passing the Child Victims Act once and for all.

**Protect LGBTQ Rights:** New York was the first large state to pass marriage equality, but as the federal government still seeks to discriminate against the LGBTQ community, Governor Cuomo will codify the Gender Expression Non-Discrimination Act into New York State law and end conversion therapy.

**Legalize Adult Use of Recreational Marijuana:** Governor Cuomo will end the disproportionate criminalization of one race over another by regulating, legalizing and taxing adult use of recreational marijuana.

**Ensure Fairness in the Criminal Justice System:** Governor Cuomo will work to address injustice in the criminal justice system by ending cash bail and enacting speedy trial and discovery reforms.

To discuss any of the above, contact NYC President at [coach.francesca@gmail.com](mailto:coach.francesca@gmail.com)

## NFBPWC NORTH CAROLINA

### Executive Committee 2018-2019:

Marsha Riibner-Cady	President
Barbara Bozeman	NBPWC-NC President and Momentum Club Liaison
Tracy Minchin	Concord Cabarrus Club President and NFBPWC-NC Webpage Master
Lea-Ann Berst	Co-Creator of NFBPWC-NC Facebook page
Dr. Jo Naylor	Co-Creator of NFBPWC-NC Facebook page

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



By: Marsha Riibner-Cady, NFBPWC North Carolina

A couple of months ago, we shared a picture of our Concord-Cabarrus club taking part in building an all-woman habitat for humanity home. Without even knowing it, “The Boss Ladies,” were fulfilling the following Sustainable Developmental Goals while helping a family in their community:

**Goal 3.** Ensure healthy lives and promote well-being for all at all ages. Isn’t building a home for someone promoting their entire family’s well-being?

**Goal 4.** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all. I really think that the ladies that helped build this home learned something. I know some of them, I would have never thought they could hold a hammer, let alone participate in building a home!

**Goal 11.** Make cities and human settlements inclusive, safe, resilient and sustainable. The family who received the home will strive to make their neighborhood a good place to live. Way to go Boss Ladies!

Happy New Year to you and yours. May 2019 be the best year yet!



## PENNSYLVANIA AFFILIATE CHAPTER

### Executive Committee:

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

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



By: Nancy Werner  
President, NFBPWC Pennsylvania

The PA Affiliate Chapter of the NFBPWC has been extremely busy across the state with many Holiday gatherings and oodles of projects within their communities. We all love to share in the giving to women and their families who are in need. Everyone is enjoying the season as it is the most wonderful time of the year!

We did hear from Mary Shaw, a member of the CEDAW of Pittsburgh. Things are in motion for the group and we look forward to hearing from her real soon.

We are busy collecting our yearly dues and hoping everyone will rejoin with us.

We are planning for our upcoming meeting on March 8, 2019 at the Penn Stater in College Park, PA. Hoping for great weather. That should do it for our "to do" list for the year.

Be back in January with our "resolutions" for 2019. Know we will have many to do for NFBPWC.

*May we wish every member of NFBPWC a wonderful Happy New Year for 2019.*

## 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](mailto: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: [ccbpw@aol.com](mailto: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](mailto: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  
February eNewsletter is

Friday, January 25th at 5:00 pm  
Mountain Time