



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

## March 2019 Newsletter

### Upcoming Events

#### MARK YOUR CALENDARS

#### NFBPWC Lifelong Leadership & Learning Committee

BPW Orientation - 100 Years in One Hour

5 March 2019

11:30 AM Pacific | 12:30 PM Mountain | 1:30 PM Central | 2:30 PM Eastern

Register to attend:

#### NFBPWC Virtual Club Webinar

28 March 2019

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

Register to attend: <https://www.nfbpwc.org/event-3289288>

#### NFBPWC Board Meeting

4 April 2019

Reports are due to Marsha Riibner-Cady by 28 March 2019 at:

[mailto:secretary.bpw@nfbpwc.org?subject=NFBPWC Board Reports](mailto:secretary.bpw@nfbpwc.org?subject=NFBPWC%20Board%20Reports)

#### 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

### In This Issue

Upcoming Events	1
About NFBPWC	2
<a href="#">President's Letter</a> - Sandy Thompson	3
NFBPWC <a href="#">Advocacy Platform</a> (2018-2020)	4
<a href="#">Membership News</a> - Megan Shellman	5
NFBPWC <a href="#">Secretary Letter</a> - Marsha Riibner-Cady	6
<a href="#">BPW 100<sup>th</sup> Celebration Cruise</a>	6
<a href="#">Member Spotlight</a> - Ashley Maria	7
<a href="#">Leader Spotlight</a> - Francesca Burack	8
<a href="#">Advocacy News</a> - Nancy Werner	9
<a href="#">United Nations Corner</a> - Elizabeth Vanardenne	10
<a href="#">Leadership &amp; Learning</a> - Kathy Kelly	13
<a href="#">Green News</a> - Laurie Dameron	14
<a href="#">Health Report</a> - Marion Waelschli	16
<a href="#">Sexual Harassment</a> Committee Report - Jackie Melvin	16
State Federation & Club News	18
NFBPWC <a href="#">California</a> Federation	18
NFBPWC <a href="#">Colorado</a> Federation	18
NFBPWC <a href="#">Florida</a> Affiliate	19
NFBPWC <a href="#">La Grange Chicago</a>	20
NFBPWC <a href="#">New York</a> City	21
NFBPWC <a href="#">North Carolina</a>	21
<a href="#">Pennsylvania</a> Affiliate Chapter	22
NFBPWC <a href="#">El Paso Texas West</a>	23
NFBPWC <a href="#">Houston</a>	23
NFBPWC <a href="#">Paso Del Norte</a>	23
NFBPWC <a href="#">Virtual Club</a>	24
NFBPWC <a href="#">Young BPW</a>	24

**Submission Deadline for the April eNewsletter is Friday, March 22<sup>nd</sup> 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	president.bpw@nfbpwc.org
Megan Shellman, VP Membership	vpmembership@nfbpwc.org
Nancy Werner, VP Advocacy	vpadvocacy@nfbpwc.org
Marsha Riibner-Cady, Secretary	secretary.bpw@nfbpwc.org
Gloria Flores, Treasurer	treasurer.bpw@nfbpwc.org
Liz Benham, Immediate Past President	

### **Standing Committees:**

Membership, Megan Shellman, Colorado	vpmembership@nfbpwc.org
Advocacy, Nancy Werner, Pennsylvania	vpadvocacy@nfbpwc.org
United Nations, Elizabeth Vanardenne, Virtual	evanarden27@gmail.com
Environment, Laurie Dameron, Colorado	ldameron@bpwcolorado.org
Finance, Lourdes Reyna, Paso del Norte	lulureyna23@gmail.com
Health, Marion Waelchli, Pennsylvania	leomarion2@zoominternet.net
Mentoring Taskforce Chair, Titilola Adisa, Momentum	tytyadisa@yahoo.com
International Liaison, Bessie Hironimus, California	Bessie.hironimus@bpw-international.org
Leadership & Learning, Kathy Kelly, Colorado	kathy@ppiadvantage.com
Public Relations, Daneene Rusnak, Virtual	daneene1124@gmail.com

### **Special Committees:**

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

Greetings!

March is the month that we all become Irish. But do you know why we wear green? It's an American tradition that harkens back to old Irish folklore. Revelers of St. Paddy's Day believed that wearing green made you invisible to leprechauns and therefore, impervious to their mischievous pinching.

Of course, green wasn't always the iconic color of the holiday. Originally, it was blue! Green was thought to have flourished as a tribute to the Emerald Isles and inspired the color change from blue (back in the 17th century) in order to better match the Irish flag.

Today, the idea of wearing green has expanded from our wardrobes as cities such as Chicago dye their rivers a rich green and host parades both big and small around the globe. With any luck, you'll wear green on the day of March 17, otherwise, some serious pinching will come into play. (You can bet your shamrocks on it.)

This month several of our members will be attending the Leader's Summit and CSW 63 in New York. So, stay tuned for a report next month as to what we learned. This will be my first time and I am looking forward to an exciting adventure. The United States will be recognized for our 100th birthday at the Claire Fulcher dinner.

So on to our history. BPW Foundation was incorporated in 1956, creating a branch to provide research, information, career development programs and scholarships to disadvantaged women, as well as workshops and other training opportunities. While the Foundation still exists, it does function as it was originally created to do. Providing scholarships and educational assistance is still an important part of our legacy. Both of our state federations California and Colorado have educational foundations. Many of our local clubs give out scholarships such as El Paso West who recently gave out 20 scholarships to young women.

Don't forget that if you are interested in joining us for a cruise to celebrate our 100th birthday, please let us know ASAP.



## 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  
1<sup>st</sup> Vice President of Membership, NFBPWC

### 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. 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 and share with us which membership opportunity holds the most value to you: [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. 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](#).

Next Virtual Chapter Webinar is an Update on CSW 63 on March 28, 2019 at 8pm EST. Register here: <https://www.nfbpwc.org/event-3289288>.

## FROM THE DESK OF THE SECRETARY

By: Marsha Riibner-Cady  
Secretary, NFBPWC

Our next board of director's meeting will be on April 4, 2019. Board reports are due to me on or before March 28, 2019. Please send them as an attachment with your e-mail.

I am running tutorials for our conference calls on demand. If you would like a quick tutorial, let me know so we can set something up before the next meeting. Keep in mind I live on the east coast and my core work hours are 1:30-6pm. Evening works best for me.

I am also delighted to help you update your profile on our website.

Please send me a list of your current officers so that I can update our records.

Looking forward to "seeing" you soon!

## BPW 100<sup>TH</sup> CELEBRATION CRUISE

By: Liz Benham, Celebration Coordinator and NFBPWC Past President

We are all set to receive bookings now for the NFBPWC 100-Year Celebration Cruise! You can now register at: <https://www.nfbpwc.org/event-3296730>

5-night cruise on the Carnival Sunrise departing November 2-7, 2019 from Ft. Lauderdale, Florida to Bahamas, Turks, and Caicos Islands.

The link below will take you to a web page designed exclusively for our group, as well as an on-line registration form where you can sign up to join the cruise. Please also RSVP for our records and information (Registering here does not confirm you for the cruise, it simply shows interest. Book ASAP online.)

[NFBPWC 100 Year Celebration Website](#)

If the above link does not work, copy and paste the following URL into your browser address bar and press Enter or click the Go button:



<https://secure.vacationstogo.com/vtg/group/home.cfm?uuid=DB1B548BE3B642DADC287524467EC563>

I look forward to seeing you onboard!

**More information:**

\$150.00 per person Deposits on group cabins are fully refundable up until final payment which will be August 1. (Airfare NOT included!)

- Interior Cabin: \$449.52 (\$324 plus taxes) per person based on double occupancy.
- Oceanview: \$517.52 (\$392 plus taxes) per person based on double occupancy.
- Balcony: \$672.52 (\$547 plus taxes) per person based on double occupancy.

Suites available upon request, go to the website and call the cruise line directly.

[Carnival Sunrise Booking details.pdf](#)

## MEMBER SPOTLIGHT – ASHLEY MARIA, MFA, DIRECTOR, PRODUCER, CO-WRITER AND SOUND, PIONEERS IN SKIRTS



NFBPWC would like to congratulate Ashley Maria, BPW Hollywood, California, for being chosen as one of the 5 Young BPW delegates for the Commission on the Status of Women (CSW63) at the United Nations to represent BPW International. Ashley participated in a challenging and competitive application process at the international level and was chosen as the Young BPW to represent our region, North America and the Caribbean. Ms. Maria will be one of the 20 delegates, often referred to as the D20, from BPW International in New York City this March as this year's annual CSW convenes. She will also attend the Leaders' Summit and Claire Fulcher Dinner with members from all over the globe. Here are her thoughts on this opportunity:

*"I'm honored to have the opportunity to represent BPW as a delegate at this year's United Nations Commission on the Status of Women. I am so grateful for this chance to be a part of inspiring and world-changing conversations - and to give back to BPW who has always given so much to me. I've been a member of BPW since high school, specifically the Raleigh, North Carolina club. I received a prestigious grant from the organization in college and went on to*

*make a historical film about BPW (congratulations on 100 years!). When my producer and I (both BPW members) began working on our next documentary film, *Pioneers in Skirts*, BPW members from across the country, including BPW Hollywood of which I am now a member, jumped in to help. The support over the years lifts us up - as it does for every member - and I am honored to go the UN to spread our message of 'women supporting women.' Thank you!" - Ashley Maria*

As NFBPWC continues to grow and thrive, it is important to remember how empowering it is to see fellow members succeed. We are very excited to put the member spotlight on Ashley Maria as we share this accomplishment and we look forward to hearing about her experiences with CSW, the United Nations, and BPW International.

Ashley Maria, MFA, holds the titles of Director, Producer, Co-Writer, and Sound at *Pioneers in Skirts*. It is supported by a Mother-Daughter team. Ashley is fortunate to work with her mother, Lea Ann Berst of BPW North Carolina, who holds the titles of Producer, Co-Writer, and Marketing.

DGA-awarded filmmaker, Ashley Maria, takes us on a nationwide journey in *Pioneers in Skirts* to reveal the biases and obstacles women face in their careers, what realistically can be done about it, and how to dramatically change the outcome for the next generation. In a world where girls grow up believing, "if you dream it, you can be it," as an adult, Ashley felt held back – her dreams slipping away. Determined to find a fix, she uncovers an empowering fact: she isn't broken. Bringing in the experiences of other millennials like her, Ashley asks experts and achieving women how we all can take control of our careers in a backwards system. Watching Ashley apply the lessons she's learned, we are brought back to how it all starts, and learn how women and men can instigate change for the next generation of pioneering women.

Learn more about Ashley's journey at <https://www.pioneersinskirts.com/>.

Congratulations Ashley Maria! Send your own congratulations to her at: [PioneersinSkirts@gmail.com](mailto:PioneersinSkirts@gmail.com).

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

## LEADER SPOTLIGHT – FRANCESCA BURACK, NFBPWC 1<sup>ST</sup> – NYC PRESIDENT



Francesca Burack, CEO/President of Fearless Talent Development, is herself a fearless and talented female leader. Ms. Burack has continually supported the national and international organizations with her time and leadership. Her presence as a both a speaker and attendee at NFBPWC and BPW International events has inspired members globally.

Every March she is a champion for members from all over the world as she welcomes them to New York City for the Commission on the Status of Women at the United Nations. As BPW members arrive in NYC, she helps connect them with the culture, food, and experiences distinctive to NYC. In addition, her efforts help support the annual BPW International Leaders' Summit and Claire Fulcher Dinner. Annually, Francesca gives BPW sisters her energy and expertise as she helps plan events and advise members as they navigate NYC. She steadfastly supports our organization as we make requests of her time and assistance during this time of year. We wholeheartedly thank you, Francesca, for being such a superstar member!

Francesca says it best about her membership in NFBPWC and BPW International:

*"Now, more than ever, we need every woman's voice to ensure equality, safety and opportunities for women here and around the world. We are a diverse group of women – women leaders, executives, corporate women, entrepreneurs, small business owners, health care professionals, lawyers and women across the professional spectrum including nonprofits and academia. This diversity allows us the benefit of exploring ideas and obtaining input from a variety of thought-provoking women." – Francesca Burack ([www.nfbpwc-nyc.org](http://www.nfbpwc-nyc.org))*

Ms. Burack is also an author. "Women Are Special 123 Reasons Why" is an inspirational book in celebration of women. Sometimes we women just don't give ourselves enough credit, or take time to celebrate, all that we are, all that we contribute and all that we influence. It's a reminder of how far we've come...and the opportunities for the road ahead. It's a must read for any woman looking to be inspired and to take charge of her life, and the perfect gift for the women in your life. (Book link: <https://fearlesstalentdev.com/whywomenarespecial/>)

In addition, Francesca Burack works with corporations and individual women who are looking to embrace fearless female talent. As a speaker, Francesca has inspired business audiences around the world. As a consultant, she



works with companies seeking systemic change in their management practices. And as a coach, she trains individual women to fearlessly stand in their own power.

Francesca Burack is an incredible example of what it means to be a leader in our organization. As always, please take a moment to thank all our leaders who volunteer their time, experience, and passion to help this organization thrive and grow. You can thank Francesca directly, [Francesca@FearlessTalentDev.com](mailto:Francesca@FearlessTalentDev.com), or thank her in person when you are lucky enough to visit NYC. Her website is: <https://fearlesstalentdev.com>.

## ADVOCACY NEWS BY NANCY WERNER

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

### United Nations Report - BPW Leader's Summit is Here

The BPW International Leaders' Summit gathering has been announced via a formal invitation. The Summit itself will be on March 8 and 9, 2019 in New York City. Then on Sunday the Claire Fulcher Dinner will be held to celebrate the 100<sup>th</sup> Anniversary of the NFBPWC USA as well as to thank the IFBPW representatives at the United Nations. The Dinner sounds like it will be great fun with the 1920 Fashions. From March 11-22, there will be BPW side and parallel events for those attending. President Sandy Thompson is looking forward to attending with a delegation from our NFBPWC.

The name of Claire Fulcher was eye catching for this writer. Take a moment to "google" her name and many links are available to read about her life and legacy of serving the BPW. She was the Permanent Representative to the United Nations in New York for the BPW International for over 30 years until she retired in 2008. She was a role model and a mentor who empowered the many women whose lives she touched. She had a passion for the BPW-UN and all the work that she achieved in the field of Women Leading Businesses.

Sadly, she has passed on November 15, 2012 but her spirit and energy remain as the Commission on the Status of Women convenes. She dedicated her life to contributing. The annual Claire Fulcher Dinner is one of her living legacies. Thank you, Liz Benham, Past International President, with inaugurating this annual event.

**BIG NEWS** - On March 28, 2019, the NFBPWC Virtual LO will host their meeting about this year's CSW. Kathy Kelly, NFBPWC CO, will be the featured presenter. Contact Sue Oser, NFBPWC MI, if you are interested in joining in on the call.

### Equal Rights Update - THIS IS THE FINAL ANSWER - Virginia Votes Down ERA

Since the end of January, the Virginia ERA movement did not take kindly to being considered "dead." There were continued efforts to have the ERA reconsidered and brought to the floor of their House. There were efforts to change the House rules that would have brought the amendment to the floor. But it was quashed by the Republicans.

This happened Thursday, February 21, 2019. It effectively ends any chance of bringing up a vote in Virginia's House of Delegates before the end of the legislative session. There were 2 bills: HR 274 -50/50 and HR 280 49/51 that were defeated.

Now the Democrats have reacted with vowing to make a change in the upcoming November elections. State Delegate Jennifer Carroll Foy has stated, "Our Virginia citizens will not remember members of this General Assembly favorably." More to come on Virginia because they are determined to be the 38<sup>th</sup> State.

Across the country, we have North Carolina who will release their ERA bill on March 5. Arizonian's ERA bill still exists, and Georgia has two ERA bills created, one from each political party. If you know anyone in these

states, please give them a call. Share your view point on the ERA and ask your family or friends if they might give their State leaders a call or email. Every contact does help.

Remember the Equal Rights Amendment. It reads as follows:

Section 1. Equality of rights under the law shall not be denied or abridged by the United State or by any State on account of sex.

Section 2. The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3. This amendment shall take effect two years after the date of ratification.

## UNITED NATIONS CORNER BY ELIZABETH VANARDENNE

By: Elizabeth Vanardenne  
NFBPWC United Nations Liaison



### CLIMATE CHANGE: OCEANS



The oceans are the world's largest ecosystem, home to 80% of the planet's biodiversity, and account for more than 97% of the water. They produce nearly half of the planet's oxygen too. Living oceans absorb carbon dioxide from the atmosphere and reduce climate change impacts.

HOWEVER.....the health of our oceans is vast declining.

DUE TO.....Global Warming which is at a rate faster than previously estimated. Melting artic ice pours an est. 14,000 tons of water every second into the oceans, making it the biggest contribution to rising seas.

Pollution, the vast amount of plastic waste that cannot break down. It is estimated that 1.15 to 2.41 million tons of plastic enters the ocean each year from rivers. Garbage accumulates in five different patches in the world's oceans, the largest is in the Pacific.

WHAT IS BEING DONE.....In September, 12 heads of state from around the world and the UN Secretary-General's Special Envoy for the Ocean, Peter Thomson, had a High-level Panel for a Sustainable Ocean Economy (<https://oceanpanel.org/>).

And in November, the first-ever Sustainable BLUE ECONOMY Conference, brought together thousands of ocean experts and activists. There were about 18,000 participants from 184 countries.

The BLUE ECONOMY concept will be an important stepping stone towards the anticipated UN Ocean Conference in 2020.

### UN HAPPENINGS

February 20 - Launch of the "World Youth Report on Youth and the 2030 Agenda for Sustainable Development."

In a world where inequalities are rampant, what can keep us from losing faith that the world will be a better place for everyone? The World Youth Report offers one good reason for optimism: the next generation is different!

February 27 - High-level Debate on International Migration and Development.

The International Labor Organization (ILO) issued a landmark report: "the International Labor Organization's Global Commission on the Future of the World".

It outlines the challenges caused by new technology, climate change and demography and calls for a global response to the disruptions they are causing in the world of work. Artificial intelligence, automation and robotics will lead to job losses, as skills become obsolete. However, these same technological advances, along with the greening of economics will also create millions of jobs - if new opportunities are seized.

The report was done by a 27 - member commission, made up of leading figures from business, labor, think tanks, academia, government and NGO's.

As happens every year, the current UN General Assembly Gender Mapping Report was issued.

The objective of this report is to provide an analysis of the positions of a wide range of UN Member States from all of the regions of the globe. It is divided into sections based on select Sustainable Development Goals and their issues. The SDG's highlighted are: SDG 4, SDG 5, SDG 8, SDG 10, SDG 13, SDG 16, SDG 17. They will be reviewed during the 2019 High Level Political Forum (HLPF). The theme of the 2019 HLPF is: empowering people and ensuring inclusivity and equality.

This report highlights member states' promises, plans and goals in regard to the SDG's.

There is a direct link to the full 51-page 2018 Report.

## NEWS FROM OUR GLOBAL SISTERS

**AFGHANISTAN** - Those courageous women! They insist in being present at any peace negotiations. A peace that is also of/by/for women. Hopes are raised by a possible end to the fighting, but they are mixed with undeniable feelings of fear for a peace that empowers the Taliban.

The Afghan Women's Network released a statement, calling on all Afghan men involved in the peace talks to adhere to the following: Do not change the political order; do not compromise law and order; bring Afghan women to the table; do not choose peace without human rights; be direct about women's rights; do not cut off Afghanistan from the international community.

**ISRAEL** - Thousands of Israeli women have protested against domestic violence in a nationwide strike, calling for more action and state funding to deal with the problem. In December red shoes were on display in Tel Aviv as part of the protest. A moment of silence was held to mark killings of 24 women and girls in 2018.

**JAPAN** - Women still face gender inequality challenges.

According to the 2018 Gender Gap Index, Japan is still the lowest among the industrialized countries. This is due largely to society's continuing refusal to accept women's greater participation in politics and the economy at higher positions. The "HeforShe" movement, supported by UNWomen, is seeking to achieve gender equality.

**SAUDI ARABIA** - On January 5 a new regulation is set to stop Saudi women from being divorced without their knowledge. Courts will be required to notify women by text on rulings confirming their divorces. This will end what are known as secret divorce - cases where men end a marriage without telling their wives. Women are now fully aware of their marital status and can protect rights such as alimony.

But... there are still many things that Saudi women are unable to do without permission from a male guardian, usually a husband, father, brother or son!

**LAST BUT NOT LEAST** - The movie of Women, War & Peace II will return to PBS March 25 and 26 with four films about the women who risked their lives for peace, changing history in the process.

 **SUSTAINABLE DEVELOPMENT GOALS**



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

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

In support of our Mission Statement, the Lifelong Leadership & Learning Committee is in the process of creating instructional modules (approximately 15 modules, 1-2 hours each) that will empower our members with knowledge, communication skill building and confidence. The project is under the working title: Lifetime Leadership & Learning Program, or L3P.

We are excited to announce that **Module 1: History and Benefits of BPW - 100 Years in One Hour** (Local, National and International levels) is available for our member use. Although it will take a few more months to have all the L3P Modules ready, this first module can be used independently to recruit and/or brief new members on the many, many benefits of BPW. The L3P committee will be presenting this module for the first time via ZOOM and all are welcome:

**Topic: BPW Orientation - 100 Years in One Hour**

**Time: Mar 5, 2019 12:30 PM Mountain Time (US and Canada)**

Join Zoom Meeting: <https://zoom.us/j/9424658965>

Meeting ID: 942 465 8965

For more information or to receive the PPT and Facilitator's Script, please contact the L3P Chair, Kathy Kelly, at [kathy@ppiadvantage.com](mailto: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

### My Sincere Apology

I must suck it in and admit I owe an apology. After February's Green News, I had four people write me saying they were offended by my use of the word "Nazi." It certainly was not my intention to hurt anyone, but I should have known better than to use a stupid media tactic of using such a title in hopes that more folks would read the article. And for that I am truly sorry.

At first, I tried justifying my writing by telling myself that others were just taking things personally. Don Miguel Ruiz's second agreement from his book *The Four Agreements* is "Don't Take Anything Personally." While it is true we all have our own stories going on in our minds, I remembered that Don Miguel says the first agreement is the most important of all: "Be Impeccable With Your Word." He points out that we can use words in very disruptive and hurtful ways. In fact, he notes that one man in Germany used words to manipulate an entire nation. I like his statement, "But like a sword with two edges, your word can create the most beautiful dream, or your word can destroy everything around you."

I agree that words can have powerful effects. For several years, I have made a practice of trying not to use the "F" word. To me it's such a poisonous word. I know I'm in trouble and it's an indication for me that I must be *really* angry if that word starts to come out of my mouth! And whenever I hear it from anyone else, it just feels so harsh that I actually have a physical reaction.

I also remember my mom's words to "focus on the positive." Most of the time I am focused on solutions. I do care so deeply about what's happening to us on this beautiful planet, and that's what that last Green News was about – we must keep talking.

But I must also surrender and have compassion. When I was on the Nile River in October of 2017, one afternoon we were relaxing on the sailboat, taking in the beautiful day. Then my colleagues and I had a conversation that made me realize that most of the people in Egypt are worried about getting the next meal on the table for their children; they simply don't have the time to worry about trash or plastic bottled water. At that point, I felt this *huge* surrender. And it extended to realizing the same is true here at home. Even so, we must keep trying to get environmental messages out!

The media uses words every day that cause fear about climate change. I feel like it is subconsciously overwhelming us, because we read so much other terrible news: constant violence; the huge political division in our country; mental health challenges; rising opioid use; rising suicides. Fear and more fear. That is why in January's "Green News," I suggested we convince media to talk about solutions and positive stories every day.

One person wrote me about using the term "Zero Waste Nazi," asking if that's how I want to be remembered. I wrote back saying I want to be remembered as being honest and self-aware; admitting my mistakes and being willing to learn; trying to make a difference along with millions of others and being part of the solution to save humanity; trying to inspire others; being vulnerable; and doing what I think is right regardless of worrying what people think of me. What others think of me is none of my business!

So back to Pope Francis, as he definitely uses words so much more beautifully than I do ...

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*

26. Many of those who possess more resources and economic or political power seem mostly to be concerned with masking the problems or concealing their symptoms, simply making efforts to reduce some of the negative impacts of climate change. However, many of these symptoms indicate that such effects will continue to worsen if we continue with current models of production and consumption. There is an urgent need to develop policies so that, in the next few years, the emission of carbon dioxide and other highly polluting gases can be drastically reduced, for example, substituting for fossil fuels and developing sources of renewable energy. Worldwide there is minimal access to clean and renewable energy. There is still a need to develop adequate storage technologies. Some countries have made considerable progress, although it is far from constituting a significant proportion. Investments have also been made in means of production and transportation which consume less energy and require fewer raw materials, as well as in methods of construction and renovating buildings which improve their energy efficiency. But these good practices are still far from widespread.

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 TO BAN POLYSTYRENE TO-GO CONTAINERS**

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

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

## HEALTH COMMITTEE REPORT BY MARION WAELSCHLI

By: Marion Waelschli  
NFBPW Health Committee Chair

Let's all welcome Spring by getting fit. With the weather getting is better for us to get outside. A walk helps your heart, joints and gives you a feeling of calm. If you can't go outside walk around in your home, stand and march in place. You'll feel better.

March is also National Nutrition Month. Be sure to eat 3 meals a day. Protein for breakfast sets up your body for the day. It is best to eat fresh fruit and veggies, and chewing is better than in liquid form.

March is also Save your Vision month. Your eye Dr can find hidden vision problems. Monitoring your blood pressure, pressure in your eyes can spot hidden diseases. Get a yearly checkup.

Mammograms, blood tests, vision and dental check-up may save your life. Feel good, exercise and live. Enjoy March, enjoy the prospect of spring and warmer weather.

## SEXUAL HARASSMENT AND SEXUAL ABUSE AGAINST WORKING WOMEN COMMITTEE

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

### Politics in the #MeToo Era

"You can say you support #MeToo, and you can say you support women, but you have to be able to demonstrate that in your own organization and in your own behavior" said Kelly Dittmar , political scientist at Rutgers University's Center for American Women and Politics.

Oh, oh... therein lies the rub! Since the new movement emerged in 2017, a new wave of revelations from the past has sunk a lot of folks' careers. And as we move ahead into this political year and elections year 2020, candidates' history with Sexual Harassment in their workplaces is proving quite embarrassing to them, and a matter never before considered has become a significant issue in their campaigns. Never mind that the current President was elected in spite of, for that was one of the factors, if not the major factor, that initiated the new #MeToo Era, and its consequences have been mighty, both in and out of politics. Most commentators happily credit its focus on adding a multitude of women to Congress and into the country's state buildings.

Larry Gerston, a political scientist at California's San Jose State, notes "... the conundrum of many politicians ... is how do they justify actions they took [where Sexual Harassment/ Abuse was present in their organizations] ... or didn't take - prior to the #MeToo movement and its shifting public attitudes?... It's very hard for those folks to go back and undo what they did **at a time when it wasn't viewed as terrible as it is now.**"

[By whom, Mr. Gerston? Victim? No, I suspect he means the general public, and the reason #MeToo has become a cultural tsunami. Woe to the politicians who today fail to recognize it.]

For example, Sen. Bernie Sanders' 2016 campaign had been criticized by multiple women who went public with accusations of sexism, sexual harassment and pay discrimination. His apology in a January of 2019 CNN interview in which he sought to explain why he'd been unaware of their complaints..." I was a little bit busy running around the country trying to make the case", fell a bit short and was widely seen as dismissive toward

the accusers. Days later he became more forceful in denouncing the discrimination against women who worked on his campaign, and then later met personally and privately with some to hear their accounts, “trying to identify some concrete strategies and action steps for any future Sanders campaign”.

Nan Whaley, a longtime Democratic Party activist who is mayor of Dayton, Ohio; “The #MeToo movement has changed the rules in politics ... I think what has been acceptable in the past is not going to be acceptable in this cycle...and you’re seeing that bear out.”

And what do we **BPW** sisters do about all this? It’s the squeaky wheel that gets the grease. **BE SQUEAKY. Get some NFBPWC postcards from President Sandy** and stay involved. Don’t let your legislators forget that sexual harassment and abuse are unacceptable and you expect them to keep workplace safety and gender equity at the forefront of their political, organizational, and personal agendas. Expect them to take action and speak out regularly against discrimination. **JUST SAY ENOUGH IS ENOUGH to SEXUAL HARASSMENT IN THE WORKPLACE.**

**23.4% women in Congress is progress, not gender equity.**

As cited last month... **“DIAMONDS ARE MADE OVER TIME, AND THEY TAKE PRESSURE FROM ALL SIDES TO FORM.”**

[Writer note: This article was inspired by the excellent article by Michael Finnegan in the *LA Times* of 02/10/19]



SOURCE: BISHOP PEGGY A. JOHNSON

[HTTP://BISHOPPEGGYJOHNSON.BLOGSPOT.COM/2018/03/CELEBRATING-WOMENS-HISTORY-MONTH.HTML](http://bishoppeggyjohnson.blogspot.com/2018/03/celebrating-womens-history-month.html)

# State Federation & Clubs News

## NFBPWC CALIFORNIA FEDERATION

### Executive Committee 2018-2019:

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

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



By: Katherine Winans, President, NFBPWC California

CFBPW's efforts to increase membership have paid off...we have Equalized and added 10 new members.

March 1-3 we will hold our Winter Board of Directors Meeting in conjunction with our Public Policy Conference (outlined in last month's article). The Executive Committee and Board will be addressing several critical issues, considering new ideas and providing the leadership necessary to *Keeps us going forward!* Look for the results in the April NFBPWC newsletter.

## 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.BPWCColorado.org>





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

Our Midyear Board meeting and Legislative Conference took place Saturday, February 2<sup>nd</sup> hosted by BPW Aurora. The theme was: ***SHE for SHE, Women Advocating for Women.*** Our keynote speaker was: Marsha Berzins, Aurora City Council, (<http://www.marshaberzins.com/>) who announced her candidacy for mayor, a workshop on How to Speak So Men Will Listen held by Katherine McGraw Patterson, Business Strategist (<https://katherinemcgrawpatterson.com/>) and Peg Perl from the Women's Lobby of Colorado presented an overview of the current Legislature in regard to women's issues. Our own BPW CO Legislative Chair, Evie Hudak, led a discussion of items to change in the BPW CO Legislative Platform.



### Upcoming events include:

BPW Denver Outing to See "The Vagina Monologues," BPW Cherry Creek's "Glow and Grow Breakfast Club," BPW CO Virtual "BPW Orientation: 100 Years in One Hour," BPW Boulder Celebrates "International Women's Day," BPW Denver's Movie Screening "Zero Weeks," and local Chapter speakers and meetings.

The BPW Colorado Centennial Jubilee details can be found at <http://centennialbpwco.org> ! The date is Saturday, June 15<sup>th</sup> from 2:00 – 7:00 pm. Tickets are only \$40 and there are also many sponsorships and ad space available starting at \$25.

Our current membership totals 70 members.

## 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

### 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>

By: Kathleen Ray, President, LaGrange-Chicago BPW

## HIGHLIGHTS Organization of American States

By: Kathleen Ray

IFBWC International Liaison/IFBPWC OAS Representative

Founded in 1948, the OAS is an international organization developed by and for the countries of the Americas to achieve peace and justice, promote their solidarity, strengthen their collaboration, and defend their sovereignty and independence. There are 35 member countries, 4 official languages (English, French, Portuguese, and Spanish), and one vote for every country. Accredited observers to assemblies and committee meetings represent over 63 countries and over 30 civil society groups.

The General Assembly meets annually, country location rotated.

The 48th annual General Assembly of the OAS was held June 4-5, 2018, in Washington, D.C.

The 49th Annual General Assembly of the OAS will be held June 26-28, 2019, in Medellin, Colombia.

### Recent highlights:

In 2018, elections in the following countries were held, to which the OAS sent electoral observation missions: Brazil, Colombia, Costa Rica, Ecuador, El Salvador, Grenada, Mexico, Paraguay, Peru.

CIM - Inter-American Commission of Women (Comisión Interamericana de Mujeres), now 90 years old, has trained over 300 OAS staff members regarding sexual harassment in the last two years. By evaluating and reporting on the Belem do Para Convention (Panama, Nov. 2017), CIM is working to prevent and punish violence against women.

An "Inter-American Week for Indigenous Peoples" has been declared to take place around August 9 each year. All country offices of the OAS are to work toward fulfilling the mandates assigned to the different areas of the OAS, as provided for in the Plan of Action of the American Declaration on the Rights of Indigenous Peoples (2017-2021).

December 18, 2018: Washington, D.C. - The Inter-American Commission on Human Rights (IACHR) and the Rapporteurship on the Rights of Migrants urged "the States of the region to adopt measures to guarantee the effective enjoyment of the human rights of migrants, as well as to promote durable solutions and a culture of inclusion, respect for differences, prevention of discrimination and combating xenophobia."

December 7, 2018: OAS hosted a human rights conference in Cuba.

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

## 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, President, NFBPWC North Carolina

### Introducing our newest member!

We are proud to introduce you to our newest member of the NFBPWC-NC family, Vivian McPherson. Vivian is a member of our Virginia Dare Club. She came to us from New York state but also spent 4 years in Brazil. She is very excited to be active in our national group and looks forward to being involved internationally.

Vivian was one of the first female boat captains in our county. She and her husband of 36 years operate a charter guide service for sport fishermen. While working full time and raising a son, she completed her degree in political science. She also holds a NC Real Estate Broker's License. Vivian says, "If you want it you will find the path or make one!"

Watch out for Vivian, she is a candidate for our state secretary position, I suspect she won't stop there! Welcome aboard, Vivian!

### CSW here I come!

I can't wait to see everyone in NYC at the Claire Fultcher dinner on March 10. The theme is the 1920's. I just want to warn everyone, I'm coming in costume! I'm really looking forward to seeing NFBPWC and international members I met in Orlando. Stay tuned until next month, I'll have pictures to share! Marsha



## 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 is proud to share that we have 19 members. We are planning to appeal to the BPW/PA State Board members on March 8 and 9, 2019 with the new and exciting membership brochure. We have also created a new membership form that will complement our new name for the NFBPWC and for our affiliate. I am pleased that I will be given time to address the body and share all that is happening with the NFBPWC.

We will be meeting as a group on Friday evening, March 8. We are planning to discuss our plans for the XXX International Conference to be held in Orlando, FL from August 20 to 26, 2020. Asked all our members to wear their new NFBPWC pins.

Our big project is the 2020 Women's Right to Vote Campaign for the upcoming year. We have secured the Alice Paul House, Mt. Laurel, NJ on Saturday, September 7, 2019. Lucy Beard, the Director of the Paul house, is opening the home for us. Her staff has agreed to come on an off weekend to provide tours. We have contacted a caterer to provide us our lunch under the tent and as well have the famous actress, Kate Campbell Stevenson, come and perform us. We should have one educational day at Alice Paul's home as we learn all about the Equal Rights Amendment and Alice Paul.

Another component to the 2020 Women's Right to Vote Campaign in Pennsylvania is visiting the "Justice Bell." It was 1915 and a suffragist named Katherine Wentworth Ruschenberger of Chester County, PA, asked the Meneely Bell Foundry in Troy, New York to cast a bell that looked like the Liberty Bell. It had no crack but the words, "establish JUSTICE" were added on the top line of the inscription. During the year of 1915, the bell traveled to the 67 counties of Pennsylvania for a 5,000 mile tour. It was placed on the bed of a modified pick-up truck. At each stop, the women dressed in white came and held a rally. They wanted everyone to know that they, the women, wanted the right to VOTE. The bell's clapper was chained to its side as a symbol of how women were being silenced by being unable to vote. The truck carried a sign with the slogan of the suffragist movement: "Votes for Women." It was never to be rung until the Women's Right to Vote was signed. Finally, on August 26, 1920, it was rung. But the next question was where to store the Justice Bell? It was placed in the Valley Forge Chapel in the Valley Forge National Park. There sits the famous "Justice Bell" with all its Pennsylvania history to be learned. We are planning to visit.

We are also searching for suffragists in Pennsylvania. The National Women's History Alliance is asking for groups to help locate them and their burial sites. It is our hope that come the election day of November 2020, we will be able to visit their Pennsylvania graves in tribute.

More to come on our adventures for the 2020 Women's Right to Vote.

## 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:

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

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.



## ENGAGE WITH NFBPWC ON SOCIAL MEDIA



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