



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

August 2020 Newsletter

Upcoming Events

Virtual Happy Hours

Friday Afternoons - 4:30 PM PDT | 5:30 PM MDT | 6:30 PM CDT | 7:30 PM EDT

Candidate Forum Zoom Meeting

8 August 2020

More information below: [Candidate Forum Zoom Meeting](#)

Biennial General Assembly (Virtual)

15 August 2020 Pre-Board Meeting

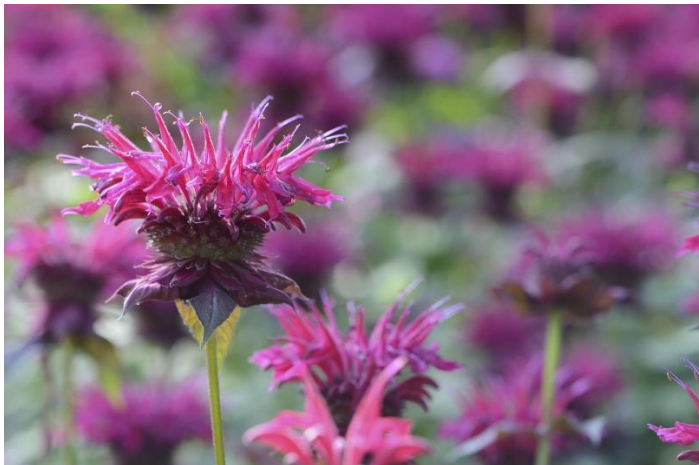
16 August 2020 General Assembly

To Register: <https://www.nfbpwc.org/event-3705915>

International Days Observed by the United Nations

9 August International Day of the World's Indigenous Peoples (A/RES/49/214)
12 August International Youth Day (A/RES/54/120)
19 August World Humanitarian Day (A/RES/63/139)
22 August International Day of Commemorating the Victims of Acts of Violence Based on Religion or Belief (A/RES/73/296)

(Source: <https://www.un.org/en/sections/observances/international-days/#August>)



In This Issue

| | |
|---|----|
| Upcoming Events | 1 |
| About NFBPWC | 2 |
| President's Message - Sandy Thompson | 3 |
| Candidate Forum | 4 |
| NFBPWC Advocacy Platform | 6 |
| Membership News - Megan Shellman | 7 |
| Member Spotlight - Catherine Johnson | 9 |
| Advocacy Report - Nancy Werner | 11 |
| NFBPWC Secretary Letter - Marsha Riibner-Cady | 12 |
| Leadership & Learning - Kathy Kelly | 13 |
| Green News - Laurie Dameron | 15 |
| Sexual Harassment Report - Jackie Melvin | 16 |
| State Federation & Club News | 17 |
| NFBPWC Arizona | 17 |
| NFBPWC California Federation | 17 |
| NFBPWC Colorado Federation | 18 |
| CO Denver Virtual BPW Day - Chanel Heermann | 18 |
| NFBPWC Florida Affiliate | 20 |
| NFBPWC La Grange Chicago | 20 |
| NFBPWC Michigan | 20 |
| NFBPWC New York City | 21 |
| NFBPWC North Carolina | 23 |
| NFBPWC NC Chatham County | 25 |
| Pennsylvania Affiliate Chapter | 26 |
| PA Advocacy Report - Lilly Gioia | 28 |
| NFBPWC El Paso Texas West | 32 |
| NFBPWC Houston | 32 |
| NFBPWC Paso Del Norte | 33 |
| NFBPWC Virtual Club | 33 |
| NFBPWC Young BPW | 33 |
| Flyer - Benefits of Connecting with NFBPWC | 35 |

Submission Deadline for the September eNewsletter is Tuesday, August 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 | president@nfbpwc.org |
| Megan Shellman, VP Membership | vpmembership@nfbpwc.org |
| Nancy Werner, VP Advocacy | vpadvocacy@nfbpwc.org |
| Marsha Riibner-Cady, Secretary | secretary@nfbpwc.org |
| Gloria Flores, Treasurer | treasurer@nfbpwc.org |
| Liz Benham, Immediate Past President | immpastpresident@nfbpwc.org |

Standing Committees:

| | |
|---|--|
| Membership, Megan Shellman, Colorado | vpmembership@nfbpwc.org |
| Advocacy, Nancy Werner, Pennsylvania | vpadvocacy@nfbpwc.org |
| Environment, Laurie Dameron, Colorado | ldameron@bpwcolorado.org |
| Finance, Lourdes Reyna, Paso del Norte | lulureyna23@gmail.com |
| Health, POSITION OPEN | |
| 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 |
| Young BPW Chair, Ashley Maria, California | ash@ashley-maria.com |
| Bylaw and Resolution Chair, Katherine Winans | jkw@gbis.com |

Special Committees:

| | |
|--|---------------------------|
| Military Affiliated Women, Barbara Bozeman, North Carolina | Barbara.bozeman@ymail.com |
| 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!

July brought our 101st Birthday! It is truly an incredible milestone for us. August brings our Biennial Conference and the time to change our leadership and set goals for the next two years. I hope that you will all join us as we have a Virtual Meeting on Zoom. You can register online or by mailing your registration to Treasurer, Gloria Flores. This is a rare opportunity for all our members to participate virtually. Please be sure to register so you can exercise your right to vote and help determine the direction of our organization.

As we celebrate the 100th anniversary of the passage of the 19th Amendment to the Constitution giving women the right to vote please be sure to exercise that right.

Why is it important to vote?

1. Elections have consequences. You have the power to decide on the quality of life you want. Voting is your chance to stand up for the issues you care about. This is your life: take the time to help decide what's best.
2. Not voting is giving up your voice. Elections are decided by people who go out and vote. Take some time and learn about the measures and the candidates. If you don't vote, someone else will make the decision for you. Your power is your vote.
3. It's your money. You pay your dues, but do you know how that money is being used? Most people don't. Voting is your chance to choose how your dues are spent.
4. Voting is an opportunity for change. Do you want to make a positive impact? Voting gives you that chance! Support the candidates and measures that help the organization. Make your voice heard in this election.
5. The organization depends on you! Make the decision to vote for yourself and those around you.

Make sure your voice is heard – Vote!

Below is a partial list of elections where a single popular vote decided the outcome:

- A Democratic candidate won New York's election to its 36th Congressional District in 1910 by garnering 20,685 votes, while his Republican opponent drew 20,684.
- Maine's 1982 state House election was won by a candidate who received 1,387 votes to the loser's 1,386 votes
- A 1980 state House race in Utah in was won by a victor who garnered 1,931 votes over the loser's 1,930 votes
- A 1970 Rhode Island state House race was won by the victor's 1,760 votes to the loser's 1,759 votes
- A Missouri state house race during the same year of Rhode Island's above-referenced political race was won by the victor's 4,819 votes over the loser's 4,818 votes.
- And don't forget it was by one vote that women won the right to vote!

So, as you can clearly see, your vote can make all the difference!

I want to take this opportunity to thank you for your confidence in me by electing me your President two years ago. It has been a rare and wonderful opportunity to serve and represent our federation and I appreciate your allowing me to serve you.

Please stay safe and healthy!

CANDIDATE FORUM

We will hold a Candidate Forum on August 8, 2020 at 1:00 p.m. Pacific, 2:00 p.m. Mountain, 3:00 p.m. Central and 4:00 p.m. Eastern time via Zoom. Call in information is below.

This forum will allow you the opportunity to meet the candidates, find out their plans and learn a little more about them.

Each candidate will be given 5 minutes to speak. After they have spoken there will be an opportunity for you to ask questions.

The Candidates are:

President

- Megan Shellman Rickard - 1st Vice President Membership, Past President Colorado Federation
- Franceca Burack - President New York Club, United Nations Representative

1st Vice President Membership

- Larissa Miller - President Miami Club (which is forming)

2nd Vice President Advocacy

- Daneene Monroe Rusnak - President Virtual Club, Public Relations Chair

Secretary

- Barbara Bozeman - Chair Military Affiliated Women, Past President North Carolina Federation

Treasurer

- None

Zoom call in information

Please click the link below to join the webinar:

<https://zoom.us/j/95690442483?pwd=bjN0RGlxV3FITko1K3pVcCtQQjQrdz09>

Passcode: 1919

Or iPhone one-tap :

US: +12532158782,,95690442483#,,,,,0#,,1919# or +13462487799,,95690442483#,,,,,0#,,1919#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 253 215 8782 or +1 346 248 7799 or +1 669 900 6833 or +1 301 715 8592 or +1 312 626 6799 or +1 929 205 6099

Webinar ID: 956 9044 2483

Passcode: 1919

TIME TO CELEBRATE

We have two reasons to celebrate in the month of August!



August 26, 2020

HAPPY BIRTHDAY TO BPW INTERNATIONAL as they celebrate 90 years. Past NFBPWC President Dr. Lena Madesin Phillips began BPW International after a trip to Europe. Please go the International website to see a message from President Dr. Amany Asfour.



And remember to wear Yellow on August 26th to help celebrate!



August 26th has another meaning for the women of the United States. On August 26, 1920 the Secretary of State, Bainbridge Colby, signed the proclamation adding the 19th Amendment to the U.S. Constitution.

This marked the end of a battle that began in July 1848 when several women met in Seneca Falls, NY. It was a 72-year battle for women across the United States to be able to vote. However, the battle still went on for many women of color. And be sure to thank Harry T. Burn, who listened to his mother.

So, on August 26 be sure to raise a glass and celebrate these two historic events.

National Federation of Business and Professional Women's Club's (NFBPWC) Advocacy Platform 2018-2020

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

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

Economic Equity and Justice

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

Health Equity and Justice

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

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

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

Membership News

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

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

End of Term Gratitude

In the middle of August, I will be ending my 2nd term as Vice President of Membership for NFBPWC. It has been a time of reconnection with 'Heritage' organizations (previously part of BPW-USA) and a time to help new members find their way to NFBPWC. It is incredibly fortunate that there was the opportunity to celebrate our centennial anniversary together on the cruise, although we missed those who were unable to join us. The bonds made when we travel to meet with one another as members and sisters remain intact in our hearts and memories.

As we moved from excitement at the prospect of meeting with one another in person throughout 2020, we were forced by COVID to move into a new digital world. Members were still able to connect utilizing, and in some cases learning, new platforms that could allow us to be here for each other. I am grateful for the strength that our organization showed in creating a way for all members to connect on international, national, and regional venues despite the growing pandemic. It has been incredible to watch clubs from all over the country be open to sharing their meetings and experiences nationally, and in some cases, globally. We truly are stronger together and this crisis has proven how important it is to remain connected.

The mentoring and support that I have received as Vice President of Membership has been inspiring and invigorating. There are so many individuals to thank and I would like to recognize that the Executive Committee (EC) has been a united beacon of strength and friendship for me during the past two years. Membership is about connecting and encouraging people to participate in our incredible organization. It takes a small village to charter a new organization and this EC has made it a goal to be an encouraging force from which these new clubs have launched. Inspirational leadership accompanied by encouragement, support, and compassion is what makes an organization like NFBPWC a place in which members can serve with passion and honor.

My enduring gratitude to the members who have made the last 2 years (and the 2.5 years prior to that) a time of growth, inspiration, and innovation for both NFBPWC and me. Thank you to each and every member for making this organization a place where we can develop the business, professional, and leadership potential of all women. I look forward to what the next century brings us!

Sending strength and heartfelt wishes for wellness to all our members – Megan Shellman-Rickard, VP Membership

Momentum Club:

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

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

NFBPWC Virtual:

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

Which NFBPWC Benefit is most valuable to you?

As our organization continues to grow, we are often asked what value there is to be a part of NFBPWC as a member. For less than \$5 per month of your annual membership fee that goes to NFBPWC, we provide you with many tangible and intangible benefits. From marketing opportunities and formal programs to friendships with women from all over the world, the advantages of being a member are immeasurable when you take advantage of what is offered.

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

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

- **Regular Zoom meetings to support members and ability to use our Zoom platform.**
- 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 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.
- **Advocate for women's issues** on a national and international level and **cultivate worldwide friendships** in one of the original women's networking organizations!
- Participate in the **first ever virtual NFBPWC General Assembly August 15-16, 2020** and connect with other members nationally. <https://www.nfbpwc.org/event-3705915>.

Member Spotlight and Success Story – Catherine Johnson, Owner/Auto Broker, Cars 4 U; President of BPW Cherry Creek, Colorado



As a former Fortune 500 senior executive, Catherine Johnson spent over 20 years committed to achieving sales and service excellence. Catherine credits her success in business to her focus on building strong relationships that extend far beyond “closing the deal.”

Being a business woman, her objective is to support other professional women by delivering the respect and level of care that they deserve when buying a car. Ms. Johnson’s aim to share an open and honest dialogue with her clients to learn what is important to them and to deliver a uniquely pleasant car buying experience that won’t be found at a traditional car dealership.

Catherine Johnson started Cars 4 U because a friend of hers wanted to get into the auto industry but did not fulfill the requirements needed to get a dealer’s license. Helping others is something Catherine enjoys, so in 2015 she went through the arduous process of getting her dealer’s license. At that time, she did not have any knowledge, passion, or interest in cars, but she had run businesses her entire adult life and figured it was just a different commodity and would be easy.

It was energizing and exciting starting something from nothing. The challenge, coming from the corporate world, meant she was executing someone else’s brand and vision not her own. As Catherine stepped into this mysterious new automotive world, she immediately saw and felt that women in the industry are not only uncommon but not really respected or taken seriously. Research told her that less than 4% of auto dealerships are owned by women, and 90% of the client facing associates are male. She realized that there was a big void in the marketplace, and that she had a unique opportunity to create a more inclusive environment where women shoppers could feel welcome and respected.

Catherine’s first test drive was with a woman named Traci. Here is her recount of that initial experience:

“I was terrified because my knowledge of the product I was selling was severely lacking, so as we both got into the Infiniti that she was interested in and ultimately purchased, I did what I always do when I’m nervous. I started a conversation with her. I asked Traci about her life, her kids, and her career and I listened and learned about her. As it turned out, like many women she had done her research and already knew a lot about the vehicle. She really appreciated my interest in her, and like many clients since Traci, she liked that I wasn’t like the other “sales guys” she had experienced in her past that left her feeling disrespected as a woman and talked down to.”

In the 5 years since that first test drive, Catherine has learned a lot about cars and the business of buying and selling them. She has also learned that having a different approach is ok, and that the most important part of the business is the client not the vehicle or sale. Catherine explains it this way:

“We have relationships with our clients and always remember that their best interest is our top priority. We are primarily a referral-based business, and I smile every time my phone rings and a relationship with a new client begins.”



You can find Catherine Johnson’s website at www.cars4ucolorado.com. Please email her a note of congratulations for this month’s spotlight or if you need assistance in buying a car. She is licensed in the state of Colorado and is also able to assist with buying a car in neighboring states. Catherine can be reached at: Catherine@cars4ucolorado.com.

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

Megan Shellman-Rickard, M.S. for NFBPWC President



Lighting a Path for Our Future

- . Sisters in Solidarity**
- . Inclusivity and Diversity**
- . Experience and Innovation**

Advocacy Report



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

Advocacy - Equal Rights Amendment - Part II.

"Equality of rights under the law shall not be denied or abridged by the United States or any State on account of sex" needs to be placed into our Constitution. While most states

have laws prohibiting discrimination of any kind based on sex, proponents of the ERA say laws can be reversed or eliminated. Having a Constitutional Amendment would cement those rights. This would be the 28th Amendment.

When I last left you, we knew that our name of the National Federation of Business and Professional Women's Clubs was added to the Amicus Brief that was going to be filed in the Federal Court in Washington D.C. The law firm of Winston and Strawn of Chicago, IL was doing the work. Linda Coberly, Esq., was the individual who was compiling all these materials to be presented for the filing. This document was accomplished just as she promised with 50 plus organizations providing their paragraphs on their mission/goals. But when the news started to find itself on the media and the social outlets, she received another group of 12. Ms. Coberly was able to add all of these to the ones already submitted.

Now I have learned that the U.S. Conference of Mayors, representing every city in the United States with over thirty thousand residents, will be filing their own amicus brief in support of the case. Well, they did this work during the past week with the help of Jodi Seigel, Esq., Executive Director of the Southern Legal Counsel, it is now in place. This information was confirmed by Kathryn Weyland, Foundation Executive of the U.S. Conference of Mayors. (Personal friend of Fred and myself.)

I have also learned that the corporate world is responding. An article in the Fortune Magazine shared that a dozen of mega corporations are submitting a brief

in support of the ERA. They are: Apple, Google, PepsiCo., Airbnb, Uber and the NFL. Having these companies lend their names to the support of this cause bodes extremely well.

However, with my readings, I have found that we have Anti ERA Forces at work. Two groups have been identified. They are the Concerned Women of America and the Independent Women's Law Center. They have filed their own Amicus Briefs sharing that the ERA will jeopardize policies and programs that benefit women and girls. They also add the original deadline ended long ago and that this generation of women and girls should be able to weigh in with their current elected representatives. Basically, they stand behind the arguments that were shared by the Attorneys General of Alabama, Louisiana, South Dakota, Nebraska, and Tennessee. Few of these states rescinded their already vote for the ERA. But I just heard from Linda Coberly, Esq. and she shared the briefs that have been submitted to the court from these two groups.

But the bottom line is that the National Archivist is part of the Justice Department. He was told that he could not record the Virginia ERA vote due to the deadline not being met. So, let us go back to the U.S. Senate and again send emails, calls, and letters to the Senators who have NOT signed on to the ERA bill. It is sitting on Senator Mitch McConnell's desk along with many more important bills but somehow, we need to really press our concern for the ERA to be passed. We can send Sen. McConnell another barrage of "ERA for Women." Life could not be more in turmoil as it is now, but we must have hope and persistence that we can get the ERA accomplished.

One last thought, on August 26 is our National Equality Day. Please try to think of something that you can do to commemorate this incredibly special day. One hundred years have passed from women receiving the right to vote. Even being quarantined, we can all be creative with our social media outlets and even Zoom. Start planning today.

From the Desk of the Secretary

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

Since my last report we have had 4 more virtual happy hours. 46 members and guests attended these gatherings. This brings our total attendees to 183. Thank you for spending time with us! Stay tuned for more happy hours on Fridays through the month of July! Registration is not required but is available on the nfbpwc.org website. Stay for a few minutes or an hour! Looking forward to seeing you and bring a friend.

One of the benefits of your NFBPWC membership is the ability to use NFBPWC's Zoom meeting subscription at NO CHARGE. I am delighted to train you on using this platform. A special thank you to Linda Wilson who was my first "student!" In order to use the platform for your club meetings, please complete the zoom agreement that is part of this article. Forms and questions can be forwarded to Marsha at secretary@nfbpwc.org.

Our June 16, 2020 board meeting was attended by 18 members. Thank you to everyone who sent in their reports prior to the meeting! It makes things go so much smoother. The meeting minutes will be sent to board members by next week. Any member that would like a copy of the minutes, please contact Marsha at secretary@nfbpwc.org.

Marsha's Monthly reminders!

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

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

Meeting the Moment of the Movement

Advocate | Amplify | Act



Daneene Monroe Rusnak

Candidate for Vice President of Advocacy

Leadership & Learning Committee Report (Individual Development Program or IDP)

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC. kathy@ppiadvantage.com

The Lifelong Leadership & Learning (L3) Committee is pleased to announce we are officially open for business!



The following L3 Facilitators have graduated training as of July 2020. Thanks again to Dr. Trish Knight, past national president, for her leadership and expertise over three half-day facilitator training sessions. If you are interested in becoming an L3 Facilitator, please contact Kathy Kelly to be put on the interest list. Please contact facilitators directly with requests for module presentations.

| | |
|-----------------------|----------------|
| Trish Knight | Iowa |
| Sandy Thompson | California |
| Kathy Kelly | Colorado |
| Beth Gibson Lilja | Minnesota |
| Marsha Riibner-Cady | North Carolina |
| Linda Wilson | California |
| Nancy Werner | Pennsylvania |
| Daneene Monroe Rusnak | Ohio |

The modules are stand-alone except for the DISC assessment, which is a prerequisite as we reference and build on participants' personality traits throughout the rest of the series.

History and Benefits of BPW (extended: BPW:100 years in one hour)

- DISC Assessment
- Skills for the Workplace
- Creating Presentations
- Public Speaking
- Networking
- Business Etiquette
- Parliamentary Procedure
- Negotiations
- Leadership Skills
- Sexual Harassment in the Workplace
- Interviewing Skills
- Setting Goals



VISIONARY

TRANSFORMATIONAL LEADER

CHANGE-MAKER

FRANCESCA BURACK FOR NFBPWC PRESIDENT

BPW SERVICE & LEADERSHIP ROLES

Leadership Roles:

President, NFBPWC-NYC

2011 – 2020

First Vice President, NFBPWC USA

2012 - 2013

IFBPW North American & Caribbean Regional

Executive,

Events Coordinator

2017 - 2020

IFBPW Standing Committee, Chair:

Development, Training & Employment

2014 - 2017

IFBPW U.N. Representative –

2010 - Current

Accredited by Department of Public Information

(DPI)

2010 - 2020

U.N. Committees - Member of:

Education, Learning & Literacy 2020 – Current

Stop Trafficking of People 2010 - 2019

IFBPW Congresses-

**Workshop Presentations in Helsinki, Jeju,
Cairo**

NFBPWC General Assembly/Conferences–

**Workshop Presentations in Texas, New
Mexico**



“Dedicated to the Empowerment of Women”

Green News – Common Mistakes Recycling

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

One of the most common mistakes folks make when recycling is not breaking down boxes before adding to the recycle bin. If you look at the photo included here and ponder for a few seconds, you might realize boxes without being broken down take up a lot of space. When you break the boxes down, they become much easier for the employees that come pick up your trash/recycle. And it doesn't take up all the room in the recycle bin.



Of course, in this instance (photo above), the cardboard would not fit in the recycle bin, but the trash

haulers will for sure appreciate if boxes are broken down as it won't take up all the space in the truck.

I find what Pope Francis has to say in this section interesting and fitting with our current situation with COVID.

Here's where we left off with Pope Francis:

V. GLOBAL INEQUALITY

48. *The human environment and the natural environment deteriorate together; we cannot adequately combat environmental degradation unless we attend to causes related to human and social degradation. In fact, the deterioration of the environment and of society affects the most vulnerable people on the planet: "Both everyday experience and scientific research show that the gravest effects of all attacks on the environment are suffered by the poorest".*^[26] For example, the depletion of fishing reserves especially hurts small fishing communities without the means to replace those resources; water pollution particularly affects the poor who cannot buy bottled water; and rises in the sea level mainly affect impoverished coastal populations who have nowhere else to go. The impact of present imbalances is also seen in the premature death of many of the poor, in conflicts sparked by the shortage of resources, and in any number of other problems which are insufficiently represented on global agendas.

Continue reading [HERE](#)

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

YOU ARE A PART OF THE SOLUTION!!!

To sign up for Laurie's monthly music and "Green News,"
 write to WindchimeL@aoL.com Or visit www.LaurieDameron.com
 Please visit and LIKE <https://www.facebook.com/WhatCanIDoSpaceshipEarth>
 Join a chapter of Business and Professional Women <https://www.nfbpwc.org>

Sexual Harassment and Sexual Abuse Against Women in the Workplace

By: Jackie Melvin, NFBPWC Task Force Chair

SURJ, [Showing Up for Racial Justice], is 10 years old and was founded by activist Carla Wallace from Louisville, Kentucky. SURJ is a “national network of groups and individuals working to undermine white supremacy and to work for racial justice. Through community organizing, mobilizing, and education, SURJ moves white people to act as part of a multi-racial majority for justice with passion and accountability”. There are numerous chapters throughout the United States of this group made up of white people having conversations with white people about racism. It’s a 501c4 doing political, advocacy and lobbying work to eliminate white supremacy and offers a tool kit with Color of Change tools. We need to understand and acknowledge the world of white privilege.

BLM, [Black Lives Matter] is 7 years old and was founded by Patrisse Cullors from Van Nuys, CA, when she created a hash tag from a statement made by a friend of hers. She is mother of a four year old son, an artist, organizer and educator oriented to the world of art and considers BLM a cultural movement. Melina Abdullah, co-founder, is from East Oakland, CA, a California State University, Los Angeles, professor and former chairperson of Pan-African Studies at that state college. BLM is a movement led and envisioned and

directed by Black women who are laying the groundwork and foundation for a new world of equality.

These groups, like others, propose “educating yourself(ves) in the ways that institutions-from elected officials to banks and labor unions- have been complicit in propping up pillars of structural racism.... That hierarchy has to be dismantled. And that will require more than scrubbing Aunt Jemima from a box of pancake mix.” [Sandy Banks, LA Times, July, 2020]

As noted by columnist Robin Abcarian in her Op-Ed of July 12 [LA Times], “we are in the midst of this decade’s great reckoning, which was unleashed by women who were sick and tired of being sexually harassed and violated by powerful men. The #MeToo movement, among other things, caused a great culling of abusive male bosses that continues to this day. The current iteration of the reckoning is more complicated. At its roots are a rage against racism and sexism and long-standing social inequities that have manifested themselves in every aspect of American life....This is a fraught moment for discussions about race and gender.” Indeed.

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Therasas Dolan President

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

NFBPWC California Federation

Executive Committee 2019-2020:

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

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

By: Rosemary Enzer, President, NFBPWC California



Bay Capital District BPW, one of the California Federation's four districts, just completed a very successful Annual Conference via Zoom. The Berkeley club had eleven of its 13 members attending. Downtown Sacramento had twelve of its 14 members participating.

Berkeley attorney Diane Rames spoke about employer responsibilities to remain in compliance with the current COVID-19 regulations.

The district recognized three long time members by donating \$100 each to the CFBPW Education Fund. Honorees were Doris Ditmars of the Downtown Sacramento Club, a member for 80 years, Medora Allen, also of Downtown Sacramento, a member for 76 years and Manjul Batra, a member of Berkeley BPW for 50 years.

The essential business was election of officers. The 2020-21 officers are:

President, Katherine Winans; Vice President, Barbara J Davis; Secretary,

Patricia Daniels; Treasurer, Sher Singh. BPW-International Secretary

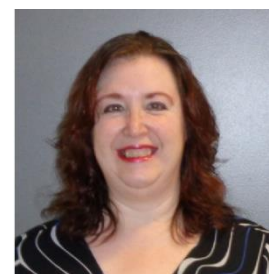
Bessie Hironimus was the installing officer. (Thank you to Katherine Winans for this report.)

The California Federation members are being surveyed to determine whether the October Conference will be held in-person or virtually. Results will determine the plans for our long-postponed Annual Conference and Fall Board meeting.

NFBPWC Colorado Federation

Executive Committee 2019-2020:

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



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

BPW Denver – Virtual BPW Day Feminist Film Fundraiser

By: Chanel Heermann, BPW Denver President

You're invited to BPW Denver's virtual BPW Day Feminist Film Fundraiser!

100% of the donations received through this event will benefit the Colorado Women's Education Foundation (CWEF).

Since this is a virtual event this year, you can enjoy the event from anywhere in the country! Please invite your friends and colleagues to join us!

We will be seeing "Pioneers in Skirts", "a feature length documentary discussing the gender bias and sexism women confront in their careers and, in relatable story telling, offers strategies for what we all can do right now to move the culture past it — at work, in our society, and at home. It's about the core responsibility we ALL must have to catch our biases and prejudices."

More info on the film and watch the trailer here: <https://www.pioneersinskirts.com/>

This isn't just another COVID-era night at home with Netflix! BPW Denver has worked hard to make this the fun, festive event people have come to expect of our annual Feminist Film Fundraiser.

We've put together a fantastic, fun event including a movie, panel and social time, as well as special movie treat and beverage deals, just for you!



Movie

- Watch the movie virtually at home anytime between 11am-6pm MDT on Saturday, August 22nd

Discussion Party

- After the film, join us from 6-8pm MDT for an engaging moderated discussion about the film and about the pioneer women who have made BPW what it is! Come connect with our sisters and brothers working for gender equality.

Treats

- If you're watching a movie, you need popcorn! We have partnered with Mile Hi Popcorn to provide us with fun and festive movie treats! Mile Hi Popcorn & Gifts is a local, woman-owned business that specializes in over 40 different flavors that are made from scratch gourmet popcorn. Just use BPW's special coupon code and you'll get \$5 off any order of \$20 or more. They will also be donating to CWEF based on our sales, so please give them our coupon code even if you don't spend \$20. They deliver locally in Denver, and can ship anywhere.

<https://milehipopcorn.com/>

Drinks

- A party just wouldn't be a party without fun beverages! We have also partnered with local, woman-owned liquor store Molly's Spirits to provide you with festive drinks (both alcoholic and non-alcoholic)! Molly's team has curated a collection of wonderful products, most woman-owned or created, or from socially responsible B-corps, for Exclusive BPW Film Screening discount of 15% off. Please see the event page for the full list of specially selected beverages.

They have a huge delivery area throughout the Denver area.

<https://mollysspirits.com/>

Many thanks to both of our wonderful sponsors!

Coupon codes for both are listed on the event page online.

Both sponsors will be donating to CWEF based on our sales, so feel free to use the codes and place an order even if you aren't able to join us at the event - every bit helps!

Please join us!

For just \$20 (\$15 ticket + \$5 CWEF donation), you will get a fun "Girls Night In" with your BPW friends, as well as the opportunity to benefit high-achieving Colorado women of non-traditional student age who are working for economic self-sufficiency through education.

Invite your friends, your partner, and your family to share the inspiration and fun!

NFBPWC South Florida

Executive Committee 2019-2021:

| | |
|-----------------|----------------------------|
| Susan Gingerich | President |
| Patty Harris | Vice President, Membership |
| Colleen Kelly | Vice President, Advocacy |
| Liz Benham | Treasurer |
| Lynne Hale | Secretary |

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

NFBPWC La Grange-Chicago

Executive Committee 2019-2020:

| | |
|-----------------|----------------|
| Kathleen Ray | President |
| Barbara Yong | Vice President |
| Barbara Miller | Secretary |
| Mary Lou Lowery | Treasurer |

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

NFBPWC Michigan

Executive Committee 2019-2020:

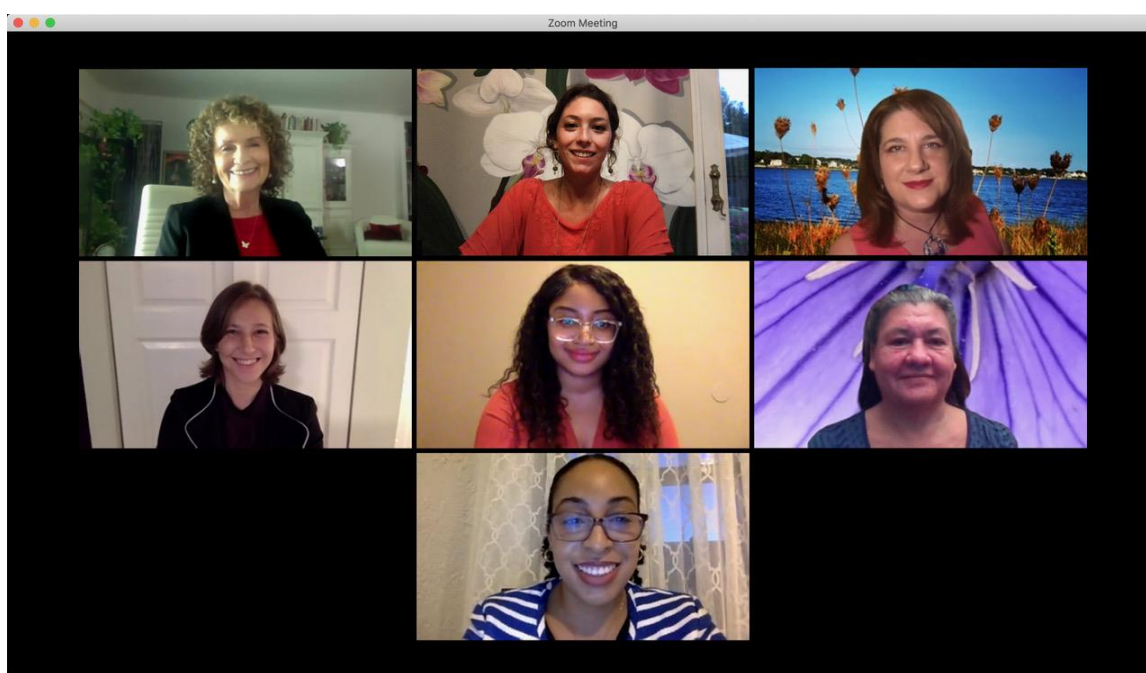
| | |
|----------------|----------------------------|
| Shirley Zeller | President |
| Susan Oser | Vice President, Membership |
| Amy Courter | Vice President, Advocacy |
| Denise Garn | Secretary |
| Susan Murphy | Treasurer |

NFBPWC New York City

Executive Committee:

| | |
|------------------------------|----------------------------|
| Francesca Burack | President |
| Stephanie Samedi | VP Programs and Membership |
| Nermin Ahmad | Secretary |
| Sherry Roberts | Treasurer |
| Tiara Bonet | Young Professional |
| Caroline Rakus-Wojciechowski | Chair PR/Communications |
| Alexandra Price | Webmistress |
| Michelle Kawka | Twinning |

For more information about this club, go to: www.NFBPWC-NYC.org



Executive – missing 1

Our Executive keeps on working to provide the best possible member experience.

It's hard to believe that half the year is over and we will soon be heading into the fourth quarter of 2020. What a year it has been!

Advocacy

We have had many wins in advocacy during this legislative session, in spite of the pandemic. Our one disappointment was our inability to get the NYS Equal Rights Amendment passed. We will continue our fight on this front.

Membership

This month, we are focusing on the positives of COVID19. We have been highlighting our members' activities.

Susan O'Malley played with the **UN Symphony Orchestra**. You can view her in the cello section here. www.youtube.com/watch?v=FsPdiVWv3YQ

Helena Finn and Judi Kilachand are board members of Battery Dance. The **virtual Battery Dance Festival - Aug 14-22 at 7 - 8pm every night**. And here is the press release - <https://bit.ly/3fG6tvx> At the end of the press release there is a listing of the themes/country of focus for each day's performance.

Dr. Sylvie Heyman's book **Beyond the Holocaust: An Immigrant's Search for Identity** was published and can be found on amazon.com. As we go to print, Sylvie notified me she just published another book, Light, Peace, Good Health, and Good Habits!

Vanessa Greene was interviewed on "Voices of Art" about her photography as a documentarian.

Hyon Rah is a moderator for **Resilience: Critical Thinking about Future-Proofing Investments @ 11.30am-1pm EST, August 5, 2020**.

Caroline Rakus-Wojciechowski will deliver the opening address at the 2020 Youth Sustainability Development Conference on **August 6, 2020**.

Nermin Ahmad has developed a new partnership during the COVID pandemic. Triple Line Partners is being established as a responsible investment fund. The fund adopts a model that is well-known in international development circles in support of small businesses. More to come in the near future.

Programming

Our "She Talks" in July covered two personal development topics: Spring Cleaning: Hacks for Your Telephone, Emails and Closets; the second was How to Purge and Organize Your Paper Clutter.

Next "She Talks" August 11 @ 7:00 p.m.

As we move forward, it is important to remember we are in control of many things in our lives. It is also important to focus on positives. What is something new you have learned during the pandemic? Who have you helped?

I love Maya Angelou's quote below.

My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style.

—Maya Angelou

Looking forward to seeing everyone at our General Assembly in a few weeks. Until then...

Stay Safe

Stay Healthy

Stay Optimistic

NFBPWC North Carolina

Executive Committee 2018-2020:

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



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

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

Our bylaws have been approved!



Ashley Maria, Director of *Pioneers in Skirts* was our guest speaker at our July 16, 2020 meeting. She discussed the YouTube video she did on "How to look our best on Zoom!" Ashley, thank you for joining us and congratulations on your most recent film award in NV!

News from NFBPWC-NC member Lea-Ann W. Berst and NFBPWC-CA member Ashley Maria, the filmmakers of [the impact documentary *Pioneers in Skirts*](#), have created a special BPW discount of \$50 off of the licensing fee: **BPW50**. Simply add this special BPW discount code when filling out your [Host a Screening form](#) to activate the coupon!

Clubs from around the globe are already using the discount when screening the film as part of their Individual Development Plans or as part of a fundraiser event! We encourage YOU to do so too!!

Here's a chance to watch the movie AND help out our sisters in Colorado:

- **The event:** **BPW Denver's 4th Annual BPW Day Feminist Film Fundraiser.** 100% of the donations received will benefit the Colorado Women's Education Foundation (CWEF).
- **When:** Saturday, August 22, 2020, 11:00 AM until 8:00 PM MDT
 - 11am-6pm MDT **Movie:** Watch the movie virtually at home anytime between 11am-6pm MDT
 - 6pm-8pm MDT **speaker panel & social (via zoom):** After the film screening, join them from 6-8pm MDT for an engaging moderated discussion about the film and about the women who have made BPW what it is! Please note: Only the first 100 attendees will be able to join the Zoom event, so we recommend joining a few minutes early.
- **Where:** virtually
- **Registration is required:** [click here to register](#) open to the public
- **Price:** \$15.00 (There is an option to add \$\$ when you register so that you can donate even more to their fundraiser!)

Barbara Bozeman and Marsha Riibner-Cady completed the train the trainer course for the Lifelong Leadership and Learning Program. Congratulations!

Article submitted by Varnell Kinnin, NC-SDG Chair

Now we are doing virtual learning at Edgecombe Community College (ECC). But the donations that were given to the students for food are in a safe and secure place. Thanks to Mary Lou Babinski, Marsha Riibner-Cady, Barbara Bozeman for being so generous. If I omitted anyone, please let me know. We are in the Basic Skills department at ECC. A lot of our student do not have computers, laptops or the internet, so they are at a disadvantage. But in the meanwhile, for those students that can, they are encouraged to go to the library. We will get through this. Stay safe.

Article submitted by Jo Naylor, our member who currently lives in Provo, UT. Jo sells jewelry and handmade items from her Etsy store at the farmer's market:

COVID-19 rules at the Farmer's Market in Provo, Utah.

In order for me to have my jewelry business, Joniqua's at the local Farmer's Market, I need to follow specific rules. I am required to wear a mask, so is Diana (Jo's daughter). I am not allowed to have customers touch any products, so I have clear vinyl covering my earring displays and have green post its on them that say "Don't touch!" in English and Spanish. I have to wear gloves to select my products and put them in clear plastic bags. I am encouraged to not take cash, so I recommend Venmo first. IF I take cash, I wrap it in my rubber glove and put it in a ziplock bag. I put the bag in the sun for a couple of hours to try to "sanitize" them. I am waiting to take the cash to the bank. I am also online at www.etsy.com/shop/joniquas and encourage customers to shop online and I can prepackage their purchases for them to pick up at the next Farmer's Market Saturday. (For those of you who want to order from Jo's shop, if you are not local, go to her website listed above. Here is a picture of one of the Kola earrings she sells to raise money to support the Kola rescue in Australia!)



Article submitted by Alice Gallop West, on meeting the late Congressman Lewis:



There are a few photos on my Personal Facebook and my Author page the Camouflaged Sister had the esteemed honor of meeting Congressman Lewis, at the Congressional Black Caucus in 2018. I remembered him as being so gracious and quite impressed with all of the ladies, and emphasized how thankful he was that we each had served our country...and he asked each of us to sign our respective books... it was a most memorable moment!!! In the picture Alice is on the far right with Congressman Lewis in the middle of the ladies. Note that Alice's book "Camouflaged sisters, Silent No More" is also being showcased!

www.camouflagedsisters.com Alice is always available to do virtual book signings and speak to groups about military women, women in non -traditional roles, and PIVOT - how to move forward... algall@aol.com

We look forward to seeing you at the Biennial Conference. Please stay safe, well, and home.

NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

Jean MacDonald President
Faith Nager Treasurer

By: Jean MacDonald, President, Chatham County Business Professional Women

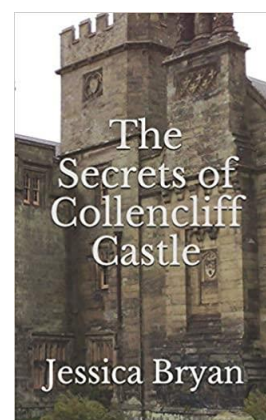
Our monthly meeting was presented by Jessica Bryan

Our online Business zoom meeting this month was fun and relaxing. We were taken away on a virtual vacation.

Not surrounded by lush Hawaiian landscapes? That doesn't mean you can't pretend! With the right recipe for appetizers for a Hawaiian luau party at home, you can get a little taste of the islands without the hefty price of an airplane ticket.

Jessica provided beautiful slides, had us relax as we visualized a walk on the Beach, enjoyed our cocktails at home and enjoyed friendship with several members and guests.

Jessica Bryan is a Top Realtor with Real Living Real Estate in Pittsboro, NC. She is also an author of 34 books and her latest is: "The Secrets of Collencliff Castle" which was just released in July 2020 and you can find it on Amazon. To reach Jessica : jlbyan01@gmail.com



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

Another lost personal meeting opportunity has again presented itself to the PA Affiliate. The annual BPW/PA Summer Board Meeting will be conducted via Zoom on Saturday, August 8. Seems our Covid-19 numbers started to rise in PA and our Governor Wolf has imposed restrictions on meeting numbers in groups. It will not help being disappointed so let us make "lemonade" out of the situation.

I have asked to be placed on the Zoom meeting's agenda to share what is happening with the NFBPWC and the PA Affiliate Chapter. I will make sure to announce that we are preparing to conduct our NFBPWC Biennial Meeting during the following weekend via Zoom. The latest news on the ERA will be shared. Finally, all the Affiliate updates will be mentioned.

Speaking of the update for ERA, our BPW/PA publishes a weekly newsletter called the "BUZZ" which is issued every Monday morning on the Internet. It provides the members with the latest news about the state level, district and even local levels. I was able to provide news on the ERA and what was happening as of July 6.

The BIG move will be on our membership. I was hoping to distribute the materials at the State Board Meeting, but the U.S. Mail will be the way to go. We do not have a member from every district in the state. Personal recruiting will have to be done. Much easier when you have someone from our group who can address their membership within the district level. Every district has a Fall Meeting and I have spoken to a few of our members and they think that they will Zoom for these gatherings, too.

Next week, we have already shared that we will be meeting via Zoom on Thursday, July 30. We have established a Zoom account and I have been learning all its added perks. We will be conducting our reorganization meeting with our Affiliate elections for the coming two years. Our "to do" list from the July report are being tackled. Building a FACE BOOK page under PA Affiliate Chapter of NFBPWC. Preparing an ad to the National Women's History Alliance Gazette. Again, a huge thank you to NFBPWC for allowing us to connect onto their link. We are also very appreciative for having a page on the NFBPWC wild apricot web site, too. Getting out the Votes in November will be another order of business. Lots to discuss and accomplish.

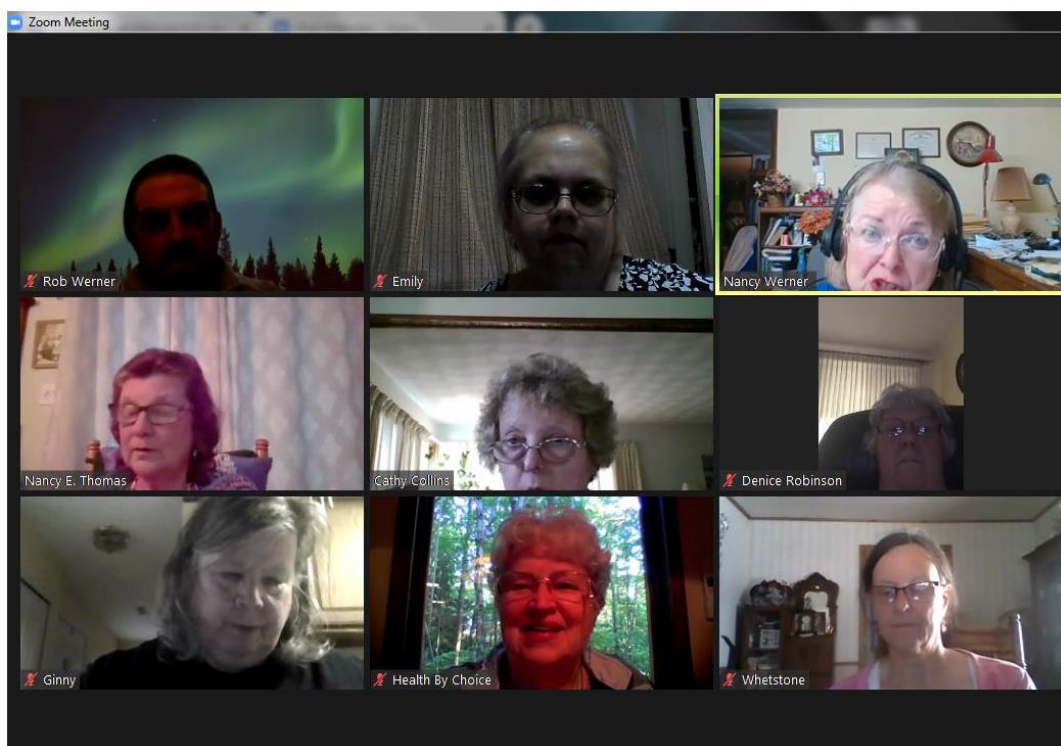
Our member, Mary "MJ" Shaw, who serves on the CEDAW Commission in Pittsburgh shared that the work in the surrounding Allegheny County is taking shape. Meetings are being held and a new position to coordinate this task is now open. Things are looking quite good for CEDAW to be implemented. Thank you, MJ.

Lilly Gioia, our Legislation Chair, has again produced another fabulous look at the legislation within PA and the USA. There is always something to investigate and Lilly sure knows where to find the information. Thank you, Lilly.

The mystery question continues to roll on as to the upcoming XXX International Conference that was scheduled for August 21-25, 2020 in Orlando, FL. We are still waiting to hear what may happen and what role might we play helping the NFBPWC with the task. We are not going anywhere, and we are learning that patience is a virtue. But like a good mystery, suspense can draw out a little long. We sure hope that it will be solved soon.

Oh, I asked Editor Michele to add our zoom photo from last month. It is one way to get a group photo in the E News. We will take another pic at our next meeting.

August should be a fantastic month. Enjoy your summer lemonades. Take care and be safe.



Using the power of Zoom to meet and greet has become our way of conducting meetings in Pennsylvania. We could use some better lighting, but we could hear each other quite well for the hour plus business. Seems so impossible to be in our homes and discussing our affiliate's work. Never imagined this even a year ago.

Looking forward to the Biennial Meeting on August 15 and 16.

Pictured Above: Left to right -Top Row: Our host, Rob Werner, Nancy Thomas and Nancy Werner

Middle Row - Emily Holgash, Cathy Collins, and Denice Robinson

Bottom Row -Ginny Bailey, Ella McElwee, and Laura Whetstone

Pennsylvania Advocacy Report

By: Lilly Gioia, BPW Pennsylvania Legislation (Advocacy) Chair

EQUAL RIGHTS AMENDMENT REBUTTAL CASE HEARD IN FEDERAL COURT:

The Equal Means Equal, the Yellow Roses and Katherine Weitbrecht Civil Action No.20-CV-10015, 62 page lawsuit filed in U.S. District Court of Massachusetts on June 1, 2020 against David S. Ferriero, in his official capacity as Archivist of the United States, was heard in Boston on June 26, 2020 over the phone due to coronavirus limitations. Judge Denise Casper presided. Under Attorney General William Barr, the Trump Justice Department filed a motion in January 2020 to dismiss the Equal Means Equal lawsuit after which Archivist Ferriero stated he will not take action without a Court Order. Our complaint calls on the courts to compel the Archivist of the United States to formally record the Equal Rights Amendment as the 28th Amendment to the Constitution and declare the E.R.A. as valid now that Virginia became the requisite 38th state to ratify the Amendment, the E.R.A. legal team maintained. A cross-section of labor, clergy, artistic, activist, philanthropic, anti-violence and consumer groups across the nation threw their vital support behind this lawsuit. More than four dozen organizations including two official organizations representing original Equal Rights pioneers Alice Paul and Elizabeth Cady Stanton, signed amicus briefs in opposition to Trump administration efforts to deny any possibility of the E.R.A.'s adoption. Other supporters included the International Brotherhood of Teamsters, the United Church of Christ, Code Pink, the Screen Actors Guild, National Women's Political Caucus, American Federation of Radio and Television Artists, Women's National History Alliance, Association of Women in Psychology, the Suffragist Memorial Organization, National Congress of Black Women, Trans-Latina Coalition, local organizations of N.O.W. and American Association of University Women, Domestic Violence Action, Equal Rights Defense & Education Fund, Senior Care Options, and more.

SUPREME COURT RULES LOUISIANA ABORTION RESTRICTIONS UNCONSTITUTIONAL:

In a 5-4 opinion written by Justice Stephen Breyer, the Supreme Court knocked down a Louisiana "Admitting Privileges" abortion restriction. In Breyer's words the Louisiana case (June Medical Services v. Gee) was "almost word-for-word identical to the Texas law," Whole Women's Health v. Hellerstedt, ruled unconstitutional in 2016. Two Louisiana doctors and a medical clinic sued to get the Louisiana law overturned. They asserted it would leave only one doctor at a single clinic to provide services for nearly 10,000 women who seek abortions each year. The state of Louisiana has adopted more abortion restrictions than any other state. The Pennsylvania Women's Law Project amicus brief in support of abortion providers maintained that Admitting Privileges is a means for local hospitals to secure business. Ironically, because abortion is a safe procedure with a very low medical complication rate, Admitting Privileges have been denied to abortion providers. They don't generate enough patients to deal with unnecessary paperwork. Also, the hostility faced by abortion providers deters hospitals from granting Admitting Privileges. The fear of harassment influences the decision-making regarding hospital admitting privilege requests. Anti-abortion extremists in Louisiana have a long history of harassing doctors at work and at home and have distributed propaganda to physicians' neighbors. Nationally, between 1977 and 2018 there were 11 murders, 26 attempted murders, 42 bombings committed against abortion providers and 100 attempted bombings. Also 188 arsons were committed according to the National Abortion Federation. Following president Trump's election, in 2017 threats of violence or death almost doubled at clinics from the year before. "As Republicans nationally continue their assault on Roe v. Wade, they are also fighting on a state by state basis," said House Speaker Nancy Pelosi in a statement. "Louisiana's draconian abortion ban was a clear and intentional violation of the Constitution, explicitly designed to permanently destroy women's reproductive freedoms and dismantle their right to make their own decisions about their health, bodies and timing and size of their families."

“We celebrate today’s victory because reproductive freedom is the foundation of equality and we know these ideologically-driven and medically unnecessary abortion restrictions target low-income people and cause serious harm and injury,” said Women’s Law Project attorney Christine Castro.

This case was the first major abortion case since President Trump appointed two conservative justices, shifting the Court to the right. Enforcing the Admitting Privileges requirement would drastically reduce the number and geographic distribution of abortion providers, Justice Breyer wrote. He was joined by Justices Ruth Bader Ginsberg, Sonia Sotomayor and Elena Kagan. However, assuming that abortion rights are significantly safer today than they were yesterday is a mistake, according to Professor Mary Ziegler, historian of abortion law at Florida State University. The Court’s four dissenters said the Louisiana doctors and clinic, who challenged the Admitting Privileges lawsuit, were not legally entitled to sue because the abortion right belongs **only to women, not doctors and clinics**. “Our abortion precedents are grievously wrong and should be overruled,” Justice Clarence Thomas said. Justice Samuel Alito agreed, saying abortion clinics should not have standing to protest the regulations. Chief Justice Roberts, joining the majority, noted that the Court had allowed such standing for years. But, in his opinion Justice Roberts appears open to upholding other restrictions if they are presented with the right kind of case. A 2018 study by the National Academies of Sciences, Engineering and Medicine found that 95% of women who have abortions in the U.S. receive them in clinics or offices, and that such facilities were perfectly equipped to handle such a procedure. “This is a victory for the people of Louisiana and the rule of law, but this case never should have gotten this far,” said Nancy Northrup, president of the Center for Reproductive Rights, which led the fight against the law. “The Court’s ruling today will not stop those hell-bent on banning abortion,” Northrup said. “We will be back in court tomorrow and will continue to fight state by state, law by law to protect our constitutional right to abortion. But we shouldn’t have to keep playing whack-a-mole.”

TRUMP CAMPAIGN SUES PENNSYLVANIA OVER HOW TO RUN THE 2020 ELECTION:

A Philadelphia Inquirer 6/29/20 report described the Trump re-election campaign’s suit against state and county election officials. The suit charges that mail ballot drop boxes were unconstitutional in the way they were used in the June 2, 2020 primary election. The suit asks federal court to bar them in November. The suit, filed in U.S. District Court for the Western District of Pennsylvania, claims: Defendants have sacrificed the sanctity of in-person voting at the altar of unmonitored mail-in voting and have exponentially enhanced the threat that fraudulent otherwise ineligible ballots will be cast and counted in the forthcoming general election. However, instances of voter fraud are rare and there is virtually no evidence of successfully widespread conspiracy to commit fraud via mail ballots, according to the Inquirer report. The suit argues that state and county elections officials set up different rules and policies across the state, creating a patchwork system that violates constitutional guarantees of equal protection. This Republican lawsuit comes as president Trump has escalated his attacks on voting by mail, raising unfounded claims of voter fraud and invoking conspiracy theories about foreign interference in mail voting. While voting by mail generally has not been shown to benefit one party over the other, the issue has become partisan. Joining the Trump campaign in the lawsuit are the Republican National Committee, Republican U.S. Representatives Glenn Thompson, Mike Kelly, John Joyce and Guy Reschenthaler, all from Pennsylvania, and two Republican voters who want to serve as poll watchers in November. The defendants are Kathy Boockvar, Pennsylvania secretary of state and all 67 counties’ boards of elections. Democrats immediately accused Republicans of attempting to suppress votes. While all elections are messy, complicated affairs, administering them this year has proven to be a monumental task as Pennsylvania officials contend with new voting machines, high-interest presidential election turnout, the coronavirus and the most significant election law changes in decades. The ongoing litigation means some details of how the November election is run may yet change in the four months before Election Day. That could have a significant impact on how votes are cast and counted. Even small differences matter. In 2016 Trump won the state by 44,000 votes, less than 1% of the votes cast.

PENNSYLVANIA SUPREME COURT DECIDES WOLF V. SCARNATI:

The Pennsylvania Budget & Policy Center saluted the PA Supreme Court's early July ruling dismissing the recent General Assembly attempt to remove a governor's power to issue Emergency Orders during a crisis. "All Pennsylvanians should be gratified by the Pennsylvania Supreme Court's ruling that the General Assembly's attempt to unilaterally end Governor Wolf's Emergency Order is unconstitutional. The Court made its decision on the basis of the plain words of the Constitution which states that a concurrent resolution by the two houses of the General Assembly must be presented to the Governor for his approval or veto. The Budget & Policy Center's amicus brief in this case critical to dealing with the coronavirus, pointed out to the Court that the consequences of ending the Governor's orders prematurely would have been devastating to the health and economic well-being of us all."

TITLE VII EQUAL RIGHTS LAWSUITS MAKE JUNE HEADLINES IN SPORTS & GENDER EQUITY:

Sports Illustrated reported on a court ruling against the United States Women's National Soccer Team (USWNT) in their lawsuit seeking equal pay. Their request for final judgment was denied by Judge R. Gary Klausner in Los Angeles, who ruled their case didn't warrant a trial last May. Megan Rapinoe and other team members vowed to move forward after the loss, saying, "We will never stop fighting." Seeking \$67 million in back pay and damages, their spokesperson Molly Levinson vowed to "immediately appeal" the 5/2/20 ruling. The USWNT won soccer's Women's World Cup last year with Rapinoe winning the Golden Ball and Golden Boot awards. "We are confident in our case and steadfast in our commitment to ensuring that girls and women who play this sport will not be valued as lesser just because of their gender," Levinson said. On 6/24/20 the same judge rejected the USWNT equal pay appeal, scheduling another trial for September 15, 2020 on the players' remaining claim of discriminatory work conditions. The judge's action prevents the women's team for now from taking their case to the 9th Circuit Court of Appeals in San Francisco. The remaining complaints charge discrimination because the women's team played more games on artificial turf, were not flown on charter aircraft like the men's team, nor receive similar hotel accommodations, medical and training support services. Molly Levinson stated, "We intend to appeal the court's decision which does not account for the central fact that women players have been paid at lesser rates than men doing the same job." The women's team originally filed their suit in March 2018 under the Equal Pay Act under Title VII of the Civil Rights Act of 1964. Their current collective bargaining agreement expires on 12/31/21.

On 6/15/20 the New York Times headline was "Civil Rights Law Protects Gay & Transgender Workers, Supreme Court Rules." The Court said the language of the 1964 Civil Rights Act that prohibited sex discrimination applies to discrimination based on sexual orientation. That landmark law provides LGBT people their long-sought equality, Times legal analyst Adam Liptak wrote. In the 6-3 majority ruling Justice Neil M. Gorsuch wrote: "An employer who fires an individual merely for being gay or transgender defies the law." Until June 15th it was legal in more than half of the states to fire workers for being gay, bi-sexual or transgender. The vastly consequential decision thus extended workplace protections to millions of people across the nation. The Trump administration had urged the court to rule against gay and transgender workers, and it has barred most transgender people from serving in the military.

More than 200 major corporations filed a brief supporting the gay and transgender employees in the cases before the court. The question for the Justices was the **meaning of the statute Title VII of the Civil Rights Act of 1964 which bars employment discrimination based on race, religion, national origin and sex.** They had to decide whether that last prohibition – discrimination "based on sex" – applies to many millions of gay and transgender workers. The decision will allow people who say they were discriminated against in the workplace "based on sex" to file lawsuits, just as people claiming racial discrimination may. **Perhaps this will apply to pay discrimination as is being charged by the USWNT as their case is appealed.** The plaintiff will have to offer evidence and employers may respond that they had reasons unrelated to discrimination for their decision. In dissent Justice Samuel Alito wrote: "Discrimination because 'of sex' was not understood as having anything to do with discrimination because of sexual orientation or transgender status." The common

understanding of sex discrimination in 1964, Justice Alito said, was bias against women and men. Nor did the majority address how its ruling would affect sports, college housing, religious employers, health care or free speech. (OR EQUAL PAY) “Whether other policies and practices might or might not qualify as unlawful discrimination or find justifications under other provisions of Title VII are questions for future cases, not these,” Justice Neil Gorsuch wrote.

WORKER SAFETY SERIOUSLY ENDANGERED AS STATES RE-OPEN DURING PANDEMIC:

According to a late May Government Executive newsletter, since President Trump declared a National Emergency for the pandemic on 3/13/20, the number of Occupational Safety & Health Administration (OSHA) citations dropped by 70%. The Agency’s inspection rate “dropped dramatically” and an “OSHA spokesperson reported the Agency has not issued a single citation related to the COVID19 pandemic.” Six Democratic U.S. Senators including Bob Casey of PA, called on the Labor Department Inspector General to review OSHA’s actions during the novel coronavirus pandemic following criticism of the Agency for not doing enough to protect workers. The National Employment Law Project (NELP) published a 4/28/20 report that during the pandemic OSHA has maintained the LOWEST number of inspections since 1975. Deborah Berkowitz, NELP Worker Health & Safety Program Director said, “It’s no surprise, then, that during the COVID19 pandemic, OSHA has completely abdicated its responsibility to ensure employers keep workers safe on the job.” Accusing Labor Secretary Eugene Scalia of doing “next to nothing,” watchdog group Accountable.US spokesman Derek Martin said, “Federal workers and the American people deserve better.” Thousands of workers have filed complaints during recent months, according to an investigation by Pro-Publica, noting complaints by Postal Office employees, the Federal Bureau of Prisons and Defense Department. The Office of Inspector General has since announced reviews involving OSHA’s guidance to workplaces for prevention of exposure to COVID19, as well as review of OSHA’s action taken to address COVID19-related whistle-blower complaints. OSHA revised its enforcement policies on May 19 saying it would increase in-person inspections at all workplaces and enforce record-keeping requirements for employers to track coronavirus cases among employees.

PENNSYLVANIA TAXPAYERS FOOT BILL TO SUPPLY ARMY OF LEGISLATOR’S AIDES:

The Associated Press reported on 5/12/20 on wasteful spending by Pennsylvania General Assembly staff, one of the country’s largest. It’s “a small army that needs food, shelter, transportation, office supplies and modern electronics.” Reviewing more than 6,000 pages of invoices by the state’s Legislative branch last year, it was obvious that lawmakers often use their own rules when deciding what to buy and from whom. From flavored water to fancy furniture to reserving choice parking spots, expenses included the purchase of a teach-yourself-Spanish program (\$374), renting a zoo for a community event (\$1,500), fastnachts and a Mardi Gras doughnut (\$23), a personalized tablecloth (\$260), and individually wrapped muffins to pass out to commuters at a train station (\$80).

One state representative dinged taxpayers for a \$1.08 container of hairspray so she could kill flies. For office decorations lawmakers can order up government-paid custom framing, sometimes to display pictures of themselves. The AP review found about half the 203 member House ordered framing last year. The legislature spent more than \$50,000 on signs in 2018-19 with costs varying widely. Early in 2020 the AP requested details of spending, zeroing in on accounting categories contained in the General Assembly’s report about its own annual budget which has grown to \$363 MILLION up from \$318 million a decade ago. According to the Associated Press investigation, the “lion’s share of the Legislature’s costs is easily its \$299 MILLION in payroll and benefits.” There are about 300 district offices in the House, 97 leased district offices and 122 satellite district offices in the Senate. Legislative records document in detail the cost of maintaining its roughly 2,200 employees and the statewide network of offices from mundane needs such as bathroom supplies and coffee to flags, brochure racks and security services. Members’ marble and gold leaf state Capitol offices are filled with high-end furniture. Spending records show how making their workspace even nicer remains a work in progress. The Senate’s numerous furniture purchases through the clerk’s office last year

included a solid brass table lamp \$440; a pair of 7-foot-wide desks, \$7,800, and a set of six executive swivel chairs, \$6,600. One Senator billed taxpayers \$82 for a side table, noting it was to display his Senate photos and awards. The Senate clerk also dropped \$35,000 on four museum-quality display cases for its ornate library. Since put to work to highlight the chamber's history, they are currently featured in a new exhibit: "Treasures of the Senate." Therefore, let us keep in mind that these are the very same legislators who for **more than 10 YEARS HAVE REFUSED TO RAISE THE ABYSMALLY LOW PENNSYLVANIA MINIMUM WAGE, when a majority of minimum wage workers are women!**

NFBPWC El Paso Texas West

Executive Committee:

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

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

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

NFBPWC Houston

Executive Committee:

| | |
|------------------------|--|
| Paola Ferrari | President |
| Simin Banister | 1 st Vice President of Membership |
| Desyre Morgan | Vice President At Large |
| Sheryl Tuttle | Treasurer |
| Maya Ford | Recording Secretary |
| Soheila (Sue) Nawamooz | Events Chair |

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

NFBPWC Paso Del Norte

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

NFBPWC Virtual Club

For more information, you can visit the website at: <https://www.nfbpwc.org/Virtual>

Or email: ccbpu@aol.com

Executive Committee:

| | |
|-----------------------|-----------|
| Daneene Monroe Rusnak | President |
| Sue Oser | Secretary |
| Leona Phillips | Treasurer |

By: Daneene Monroe Rusnak
President, NFBPWC Virtual Chapter

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

Stay tuned for more updates soon!

NFBPWC Young BPW

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



Join Young BPW!

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

Ashley Maria, Young BPW Chair pictured to the right,

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

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

Link to Young BPW Website:

<https://www.nfbpwc.org/Young-BPW>

- Photos, poems, collages, and creative writings are welcome for submissions for future newsletters.
- State and Local Chapters - Have you reached a milestone or an accomplishment that you would like to share? Toot your own Horn!

Send your submissions to Michele Guarino at: Michele@ASecondOffice.com

Submission Deadline for the September eNewsletter is Tuesday, August 25th at 5:00 pm Mountain Time

DISCLAIMER: We reserve the right to reject any submissions that are not in line with the mission statement of The National Federation of Business and Professional Women's Clubs.

Engage with NFBPWC on Social Media



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



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



<https://twitter.com/nfbpwc>



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



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



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



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

Benefits of Connecting with NFBPWC: 100 Years of Empowering Women

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

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

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

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

Our NFBPWC Heritage



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

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

Our ambition

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

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

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

Affiliate Benefits

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

Individual Benefits

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

Membership dues are less than \$4 per month, per member for a total of \$45.75 each year (\$25 to BPW International).