



NFBPWC NEWSLETTER

December 2020 Issue



UNITING AND ADVOCATING FOR WOMEN

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**Submission Deadline for the January
eNewsletter is Wednesday, December 23rd at
5:00 pm Mountain Time**

Upcoming Events

Wednesday Web Wisdom Trainings

By our Digital Training Team

First Wednesdays beginning January 6, 2021

Check out the [Social Media Committee Report](#) for upcoming events.



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 at all levels.

Objectives

The objectives of the NFBPWC are to develop the professional, business and leadership potential for women at all levels, to advocate and to strive toward equal participation of women and men in power and decision-making roles.

Focus Issue for 2020-2022

Diversity and Inclusion

Contacting your NFBPWC Executive Committee (2020-2022):

Megan Shellman-Rickard, President
Larisa Miller, VP Membership
Daneene Monroe Rusnak, VP Advocacy
Barbara Bozeman, Secretary
Deborah Fischer, Treasurer
Ashley Maria, Young BPW
Sandy Thompson, Immediate Past President

president@nfbpwc.org
vpmembership@nfbpwc.org
vpadvocacy@nfbpwc.org
secretary@nfbpwc.org
treasurer@nfbpwc.org
youngbpw@nfbpwc.org
immpastpresident@nfbpwc.org

Standing Committees:

Advocacy, Daneene Monroe Rusnak, NFBPWC Virtual
Bylaw and Resolutions, Katherine Winans, California
Environment, Hyon Rah, New York City
Finance, Gloria Flores, El Paso West
Health, Keri Hess, California
International Liaison, Bessie Hironimus, California
Lifelong, Leadership & Learning, Kathy Kelly, Colorado
Membership, Larisa Miller, Florida
Mentoring, Dr. Trish Knight, NFBPWC Virtual
Military Affiliated Women, Barbara Bozeman, North Carolina

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environment@nfbpwc.org
finance@nfbpwc.org
health@nfbpwc.org
Bessie.hironimus@bpw-international.org
L3chair@nfbpwc.org
vpmembership@nfbpwc.org
mentoring@nfbpwc.org
militarywomen@nfbpwc.org
PRchair@nfbpwc.org
smallbusiness@nfbpwc.org
UNchair@nfbpwc.org

Public Relations, POSITION OPEN

Small Business, Manjul Batra, California
United Nations, Susan O'Malley, NYC

Special Committees/Taskforces:

Digital Training, Marsha Riibner-Cady, North Carolina
Diversity, Equity and Inclusion Chair, Sher Singh, California

Fundraising/Grants - POSITION OPEN

Membership Outreach, Jean MacDonald, Chatham County
Newsletter, Michele Guarino, NFBPWC Virtual
Nominations, Michelle Husby, California

Rapid Response - POSITION OPEN

Website, Lea-Ann W. Berst, North Carolina

digitaltraining@nfbpwc.org
dei@nfbpwc.org
fundraising@nfbpwc.org
outreach@nfbpwc.org
newsletter@nfbpwc.org
nominations@nfbpwc.org
rapidresponse@nfbpwc.org
website@nfbpwc.org

President's Message



By: Megan Shellman-Rickard

Unprecedented. It is the word that the media, friends, family members, and organizations keep using to describe 2020. So many of us began this year filled with hope and anticipation. We were looking forward to what the year was going to bring, the travels that we had planned, the friends and family we were going to see, and the events we were going to attend. Some of us expected to be knocking on doors to help complete this year's census. Others had plans to canvas for their preferred electoral candidate. Many members were planning on convening at the first BPW International Congress held in the United States in over 30 years.

As we look back on 2020 and everything that we have endured as a country, as an organization, and as individuals it seems more than unprecedented. This year has been overwhelming, extraordinary, unparalleled, and uncertain. And yet, the universe keeps reminding us that two seemingly opposed things can be true at the same time. Mourning 2020 and celebrating our dynamic perseverance is what makes us human.

Let us take a moment to celebrate our successes. Our membership grew by over 5% and we're on track to open 3 new clubs in January 2021! In March, our NFBPWC Executive Committee recognized the need to connect despite the obstacles presented by COVID and we started our Zoom Happy Hours. As we settled into our Friday Afternoon Club, we made new friends and shared moments of happiness, distress, and camaraderie. We successfully held our NFBPWC Biennial General Assembly online with the largest level of participation seen in years. NFBPWC has held 2 Board meetings and 3 Cultural Competency Workshops. The Executive Committee hit the ground running and has met 8 times since August. We have been fortunate enough to participate in international events like the BPW Candle Lighting Ceremony with sisters from all over the globe. As we recognized our obligations to stay safer at home, we reached out to one another. We have forged connections virtually across the nation and the globe. Yes, our world was turned upside-down in a matter of days. And, yes, our members have responded with love, light, and perseverance.

In the middle of a pandemic and "unprecedented times," we continue to live our mission to *develop the professional, business, and leadership potential of women at all levels*. It is an honor to serve as our President as we navigate this new world together. Let us close out 2020 with a nod of acknowledgement to the strength of our individual members and dedicated leaders. And let us look toward 2021 as we continue our efforts to accomplish the following goals:

- Encourage a diverse membership across generations
- Cultivate leaders from all walks of life and at every phase of their careers
- Create a more vibrant space for virtual interactions that span across the nation and globe
- Increase our relevancy by aligning with like-minded organizations so that we can achieve our mission more fully

As we progress, each member has an opportunity to provide input and to find their unique path in this organization. We are a brilliant community filled with passion and tenacity. This is an opportunity to develop our potential in a safe and welcoming space. My hope is that our members to continue to bring ideas, projects, and their own light forward. The enthusiasm and participation exhibited by our members over the last year is inspirational. I ask that each of you take a moment to reach out to me and connect: president@nfbpwc.org. Let me know how I can help you make a difference for NFBPWC and working women across the country.

Let us continue to light a path for our future that promotes solidarity, diversity, inclusion, innovation, and experience. Sending personal wishes of celebration, health, and progress around the globe.

Kind Regards,
Megan Shellman-Rickard
NBPWC President 2020-2022

1st Vice President Membership News



By: Larisa Miller
1st Vice President of Membership, NFBPWC (2020-2022)

Welcome to December! As we bid adieu to 2020, and look forward to 2021 with excitement, it is also time to look at how we can work together to grow BPW, allowing more business and professional women around the country to reap the benefits and camaraderie of our BPW sisterhood.

This month, our “Be One, Be One campaign continues”, where we urge each of you to bring one new member into the NFBPWC organization. As we have learned through this rather disruptive year, together we are stronger...together we are the solution.

It has been a very challenging few months for me on a personal level, and I thank you all for your support and sisterhood. I am eager to step into the New Year with commitment, enthusiasm and abundant successes for NFBPWC.

Happy Holidays, sisters!

Member Spotlight

Member Spotlight

AFFILIATION: NFBPWC-NC

BPW: Bylaws Chair for North Carolina

BIRTHPLACE: King of Prussia, PA

BIRTHDATE: November 23rd

HOBBIES: Crocheting, making earrings & reading

INTERESTING FACTS:

- I have a doctorate
- I love koalas
- I love singing

CAREER INFO: Speech-Language Pathologist
Owner of Therpize.net
Owner of Joniqua's Gifts
www.etsy.com/shop/joniquas

JO'S WORDS OF WISDOM:
"Never give up!"




JOANNE NAYLOR, Ph.D.

Momentum Club | Virtual Club | NFBPWC Benefits

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](#). Check out this link for more news (below) about the [NFBPWC Virtual Club](#)

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 Larisa Miller, 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.

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 Spotlight** : <https://www.nfbpwc.org/spotlight>.
- **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 vpmembership@nfbpwc.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!

2nd Vice President Advocacy Report



By: Daneene Monroe Rusnak
2nd Vice President of Advocacy,
NFBPWC 2020-2022

Last month I spoke of the increased voter turnout for the 2020 Presidential Election. To date, estimates are that nearly 160 million people will have

voted in the November 3rd election. This is being reported as the largest number of votes cast in a Presidential Election since 1900.

Every state has seen more than half of their eligible voters casting votes, with 79.9% in the state of Minnesota being the highest turnout percentage in the country. Also of particular interest is the voter turnout in Georgia.

In 2016, 22 percent of eligible Georgian voters were not registered. In 2020, that statistic dropped down to 2 percent. Equally impressive is that voter turnout broke the Georgia's 40-year record of 63 percent of eligible voters in 2018 and jumped to more than 67 percent of eligible voters.

Georgia is still very much in the spotlight, this year largely due to its "flip" and the current and unique situation where both of its Senate seats are heading to a run-off in January. Historically speaking, however, Georgia is no stranger to the election integrity microscope.

In 2013, The U.S. Supreme Court ruling in the *Shelby County v Holder* decision, gutted the federal Voting Rights Act of the "preclearance" requirement. This statute required states with a history of racist disenfranchisement to obtain authorization from the federal government before implementing changes to

voting laws or rules. The state of Georgia was quick to take advantage of this crack in the armor of voter protections.

(Side note: *Shelby County v Holder* is the case where **RBG** famously dissented by writing that: "[t]hrowing out preclearance when it has worked and is continuing to work to stop discriminatory changes is like throwing away your umbrella in a rainstorm because you are not getting wet."

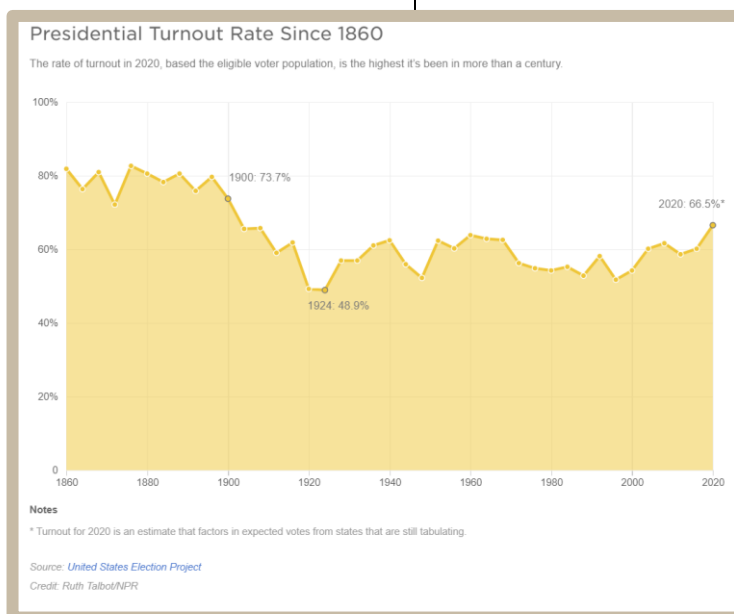
Keep in mind, Georgia was well versed at voter suppression, long before the 2013 decision. In fact, former Secretary of State, now Governor, Brian Kemp proved to be particularly well versed in bringing forth actions that contributed to what some are calling Jim Crow 2.0.

For some insight into that, view this excerpt from a 2018 article by **VANN R. NEWKIRK II**, Senior Editor

at *The Atlantic*. (Bolded text is my own for emphasis)

Since 2010, [Kemp's] office reports that it has purged upwards of 1.4 million voters from the rolls, including more than 660,000 Georgians in 2017 and almost 90,000 this year. Many of those voters found their registration canceled because they had not voted in the previous election. Additionally, under an "exact match" law passed by the state legislature that requires handwritten voter registrations to be identical to personal documents, 53,000 people had their registrations moved to "pending" status because of typos or other errors before a district court enjoined the policy. **More than 80 percent of those registrations belonged to black voters.**

Most of these maneuvers have rather small effects in a vacuum, and it's difficult to track the effects of any one policy on the outcomes



of elections. For example, Georgia's early-voting period featured a record-shattering 2 million votes cast, a number that dwarfs the thousands of people who could have faced disenfranchisement under the [exact-match law](#). But much of the research on election law and voter turnout shows that it's the combination of major policies and minor barriers—like polling-place changes, long lines at the polls, and small bureaucratic hurdles—that have real and measurable impacts on turnout.

It would be a gross understatement to say that former gubernatorial candidate Stacey Abrams is very aware of the questions surrounding voting integrity in Georgia. Abrams ran against Kemp in 2018 and was quick to identify and bring more intense scrutiny to the apparent threats to voting rights during that race.

In next month's newsletter, I plan to dig a little deeper on the voting empowerment efforts of Ms. Abrams and others. In the meantime, I've listed a few interesting resources below to share more information.

Slay the Dragon: Voter Suppression and American Democracy

Documentary available for viewing on YouTube (~1hr 45min)

<https://youtu.be/4StVELQKBWc>

Suppressed 2020: The Fight To Vote; (~40min)

Featuring Stacey Abrams

<https://youtu.be/9rynnRBQwrU>

Eyes on the Prize Study Guide and Stream:

Produced by Blackside, Inc. and nationally broadcast on PBS, this comprehensive 14-part television documentary series about the American Civil Rights Movement utilizes rare historical film and interviews with participants from pivotal moments in the struggle for civil rights.

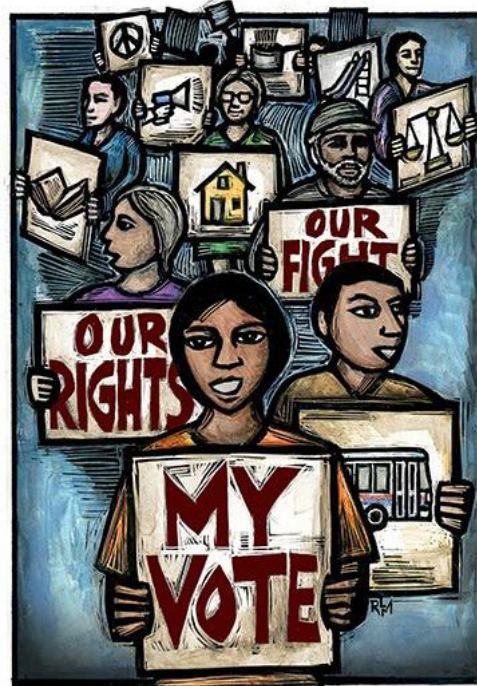
<https://www.facinghistory.org/books-borrowing/eyes-prize-study-guide>

Set up a free account on Facing History and Ourselves to view this resource was part of their [Election 2020 collection](#), designed to help educators teach about voting rights, media literacy, and civic participation, in remote and in-person settings.

What Our Students Should Know About the Struggle for the Ballot – but Won't Learn from Their Textbooks

Information from The Zinn Education Project: Teaching People's History

<https://www.zinnproject.org/if-we-knew-our-history/struggle-for-voting-rights/>



BY RICARDO LEVINS MORALES. AVAILABLE AS A POSTER, CLICK IMAGE TO LEARN MORE

OUR ADVOCACY TEAM

- **United Nations Chair:** Susan O'Malley
- **Bylaws and Resolutions Chair:** Katherine Winans
- **Elimination of Sexual Harassment Chair:** OPEN
- **ERA Director:** Nancy Werner
- **Cultural Competency Director:** Sher Singh
- **Book Club Director:** Dr. Kaea Beresford
- **LGBTQ+ Leads:** Dr. Chanel Heermann and Sue Oser
- **Education Director:** Evie Hudak
- **Voting Rights/Elections Leads:** Armen Yedalya, Esq. and Ashley Maria

Additional Support from: Sharon Simmons - HUD issues, Juelle-Ann Boyer - ERA/Human Rights, Rita Smith - Violence Against Women, Monica Monroe - Diversity & Inclusion, Social Justice, Linda Wilson - ERA, Employment Rights, Immigration, et. al

ALSO OPEN:

Will be working with UN Chair:

- Women's Empowerment Principles (WEPS)
- The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
- Equal Pay

Voting Rights/Elections Report by Armen Yedalya

By: Armen Yedalyan, Hollywood BPW Member
Advocacy Team - Voting Rights/Elections Co-Lead

WOMEN IN ARMENIA SPIRIT OF STRENGTH



In June 2013, the Republic of Armenia publicly opened its doors to women in the military. For historical context, outgoing US Defense Secretary Leon E. Panetta announced a lifting of the ban on female service members in combat roles in January 2013. In less than a decade since then, Armenian women progressed from initial acceptance within national military academies to an all-women elite combat-ready military unit named, Erato Detachment.

In September 2020, unprovoked Turkish-Azerbaijani genocidal aggression brought war to Armenia. In response, Armenian women proudly answered the call to defend their homeland. In October 2020, Ms. Anna Hakobyan, wife of Prime Minister Nikol Pashinyan, created an elite unit of 13 combat-ready women called the Erato Detachment. The unit is named for Armenian Queen Erato, who ruled during the turn of the Common Era. In other military roles, women have served as snipers in special army detachments.

Despite a lack of earlier formal acceptance, women have fought for peace in Armenia for decades. During the 1990's, a reported eighteen women died in action during the war with Azerbaijan and current military reporting recognizes the official status of 115 women as veterans of war.

In Armenia today, the "Mother Statute" in its capital city of Yerevan stands tall symbolizing peace through strength. It reminds the city, and Armenians abroad, of prominent women in Armenian history including those who took up arms against earlier invaders.

From the Desk of the Secretary



By: Barbara Bozeman
Secretary, NFBPWC 2020-2022



• SHOP SMALL * SHOP LOCAL *...

By the time this newsletter reaches you, the Thanksgiving holiday and Black Friday madness will have already passed and the season of stressful shopping will be in full swing.

As you search for those unique gifts to share with family and friends during this season of giving, I encourage you to take a few minutes to consider making purchases from NFBPWC/BPW International business owners.

You will find among our members, uniquely talented jewelry makers and artisans, authors, inventors and even a musician or two!

Through the enhanced member spotlights presented by both Ashley Maria and Larisa Miller and by adding more information to our individual profiles, the efforts have been made to allow members to know, learn, support and enjoy the businesses from other members both here in the United States and around the world.



If you are a business owner, and you haven't yet updated your profile information to include how we can reach your business - update your profile now, so we can support you. Create a post about your business as a reminder to us and share it on Facebook!

If you are a shopper, consider showing your support for members, by shopping NFBPWC during this season.

SHOP SMALL* SHOP LOCAL
SHOP NFBPWC.

When the next issue is put together, we will be face to face with 2021.

From me to each of you:

I wish for you a season of peace and joy. May that peace and joy find you during this last month of 2020 and follow you into the new year.

Barbara

NFBPWC Young BPW

By: Ashley Maria
Young BPW Chair, NFBPWC

We are excited to share another Young BPW Member Spotlight!



Meet Stephanie Samedí! Located in New York City, Stephanie is a member of the New York City NFBPWC chapter.

Stephanie Samedí is a Diversity and Inclusion professional whose work centers on creating equitable and inclusive

environments to support diverse workforces. She studied Social and Cultural Analysis at NYU with concentrations in Critical Race Theory and Gender Studies. At Harvard Graduate School of Education, she continued to study race and equity issues in the context of education and nonprofit spaces. At Harvard, Stephanie worked on the implementation of a Diversity Index which provided tools and guidelines to be used by business units to support students. Outside of work, Stephanie enjoys cooking and finding new ways to be creative.

Question: What are your career aspirations? What are you doing today to make them happen?

I hope to continue to work in the Diversity & Inclusion space. This career path is fairly new, so I am still finding my place within the field.

Question: Can you tell us about an important lesson you've learned in your career so far?

I have learned how powerful it can be to allow people to express their concerns and voice their opinions about how to make business more equitable. We can all learn a lot from each other.

Question: How did you find BPW? What is one memorable experience you've had with the club so far?

BPW was recommended to me by a friend. I served as the VP of Programming and helped to organize our virtual events. Those events were my most memorable experiences because I learned so much from the presenters and attendees.

Question: How can the BPW club and its members help you on your career path? What do you wish we knew?

I wish that I had more access to D&I professionals. The way we network has completely shifted and it would be great to meet more people on a similar career path or with similar interests.



You can read more from Stephanie's interview and learn more about Young BPW here: <https://www.nfbpwc.org/Young-BPW>

And, Learn more about Young BPW here: <https://www.nfbpwc.org/Young-BPW>

Keep in the loop of Young BPW activities and join in on them by either following us on:



@YoungBPWUSA



<https://www.facebook.com/groups/YoungBPWUSA>

Environment and Sustainable Development Committee



By: Hyon Rah, BPW New York Member
Chair, NFBPWC Environment and Sustainable Development Committee

Pollinators and Murder Hornets

Several readers inquired about the pollinator tip from last month's newsletter. I thought it might be a good opportunity to talk more about pollinators, the important roles they play, a new challenge they face, and another action we can take to help them this winter.

What are pollinators?

A pollinator is anything that helps transfer pollen from the male part of the flower to the female part of the same or a different flower, enabling the plant to fertilize and produce seeds, fruits, and young plants. While some plants can self-pollinate or rely on water or wind to carry the pollen, over 80% of seed/flower plants need help from external pollinators, such as bees, moths, birds, and small mammals such as bats.

Why should we care about pollination?

According to USDA, the survival of all terrestrial ecosystems, including the human race, depends on pollinators, such as honeybees (Figure 1). Virtually all seed plants on earth require pollination for survival

and propagation. This includes almost 80% of the 1,400 crop plants that we need for producing food and industrial products. Frequent visits by bees and other pollinating animals lead to higher crop yields.

Figure 1: How pollination works (Source: VectorStock)

How else do pollinators help us?

Pollination supports the fertilization and propagation of seed/flowering plants, which offset carbon dioxide from humans, animals and other sources by producing breathable oxygen. Seed/flowering plants also help purify water underground and prevent erosion through their root systems. Above ground, plants help balance the hydrologic cycle by returning moisture to the atmosphere through evapotranspiration.

Where do the murder hornets fit in?

You may have read about murder hornets in the news

recently, and one of the reasons they are newsworthy is the threat they pose to bees, the main pollinator of our crops. Murder hornets, also known as Asian giant hornets or *Vespa mandarinia*, are among the newest invasive pests to arrive in the U.S. and, at 1.5 to 2 inches, are indeed gigantic (see Figure 2). The hornets pose a grave threat to pollination because they like to attack honeybee colonies. Washington State

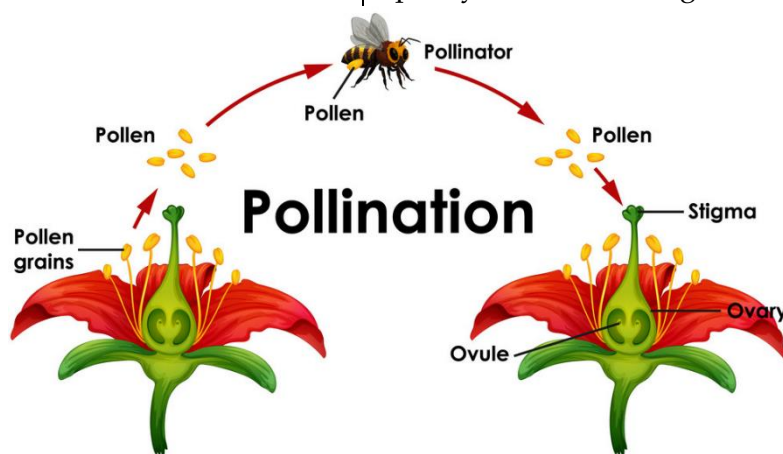


FIGURE 1: HOW POLLINATION WORKS (SOURCE: VECTORSTOCK)

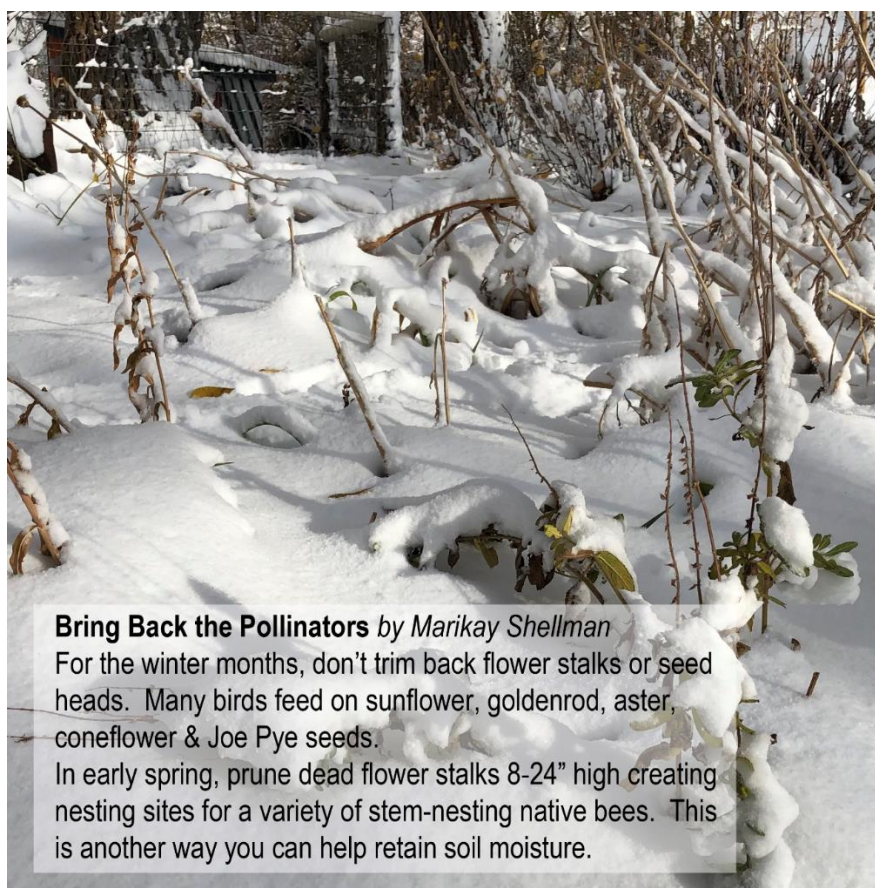
Department of Agriculture (WSDA) reports that it only takes two hours for 50 murder hornets to decimate a honeybee colony (including all the honeybees and the bee brood). Losing honeybees en masse would have a detrimental effect on our livelihoods, as their role as pollinators contributes to the survival of plants that supply our food and maintain hydrologic balance in our environment.

I leave you with another piece of pollinator advice from Marikay Shellman, a valued member of the Environment & Sustainable Development Committee.

Figure 2: Size comparison of a honeybee (left) and an Asian giant hornet (right), aka murder hornet (Source: USDA)



Murder hornets have so far been sighted only in Washington State, and WSDA has been actively trying to eradicate them before they become established. For those readers in the west coast of the U.S., if you see a murder hornet, please alert state authorities.



Bring Back the Pollinators by Marikay Shellman

For the winter months, don't trim back flower stalks or seed heads. Many birds feed on sunflower, goldenrod, aster, coneflower & Joe Pye seeds.

In early spring, prune dead flower stalks 8-24" high creating nesting sites for a variety of stem-nesting native bees. This is another way you can help retain soil moisture.

Health Committee Report

By: Keri Hess, BPW California Member
Committee Chair, Health Committee, NFBPWC

Mark your calendars! Health Committee is moving forward with planning for the NFBPWC National Wellness Fair on February 6, 2021. Presently, we are looking for members who wish to contribute to the Wellness Fair. We would like to see a *healthy* blend of women's health topics along with fun and engaging activities that can contribute to the wellbeing of the mind and body of our attendees. As you may remember from last month's newsletter, health is interconnected into a wide range of issues that we face as women. You may have a hidden skill in the realm of health and wellness that you have not thought of before! If you have an idea, please feel free to run it by me: health@nfbpwc.org.

It is also not too late to join Health Committee, this invitation is always open, but if you would like to get more involved in the planning and execution of our Wellness Fair or want to engage in discussion on health issues. Please join us at our next meeting on December 7th at 4pm PST. See the nfbpwc.org events site for details.

Lastly, on a heavier note as the seasons are changing, and with COVID-19 still looming, I have been wondering, if I do get sick how do I distinguish between the common cold, flu, and COVID-19? UHealth Colorado has an easy to read question and answer guide:

<https://www.uchealth.org/today/knowning-the-difference-between-flu-and-covid-19/>

I have also had family members ask me if getting a flu shot is worth it this year. Fears surrounding going somewhere to get the shot where other people may be that have been in contact with COVID-19 were on the minds of my elderly family members. I would recommend checking with your health care provider how they are distributing flu shots. My healthcare provider set up a one-way tent outside with an efficient process for moving through the tent to get a flu shot. I set my watch to record the total time I was in the tent. 46 seconds. The only person I came within 6' of was the healthcare staff giving me the shot, we were both wearing masks. I also dressed in preparation by wearing a sleeveless shirt under a sweatshirt that I could easily slip my arm out of. I did not get a band-aid to show for my efforts, that might have taken an extra 5-10 seconds, I suppose! There has been some discrepancy on the length of exposure to the virus and risk of contracting. I like this article from NPR which looks at the factors that come into play when determining exposure and risk: <https://www.npr.org/sections/goatsandsoda/2020/10/09/922385856/coronavirus-faq-whats-the-deal-with-the-15-minute-rule>

In essence, the length of exposure depends on the conditions of exposure and what precautions you and the infected were taking at the time.

Lifelong Leadership & Learning (L3) Committee Report

By: Kathy Kelly

Committee Chair, Leadership & Learning Committee, NFBPWC



The Lifelong Leadership & Learning (L3) Program is available at no charge to NFBPWC members! This is a great option to consider in 2021 for your meeting programs.

Each module can be presented independently or grouped together to create a special-interest seminar. For example, consider inviting your new 2020 board of directors to a three-part presentation with History and Benefits of BPW, Parliamentary Procedure and Leadership Skills. You might consider Creating Presentations and Public Speaking for your members. Or how about Business Etiquette for your Young BPW members?

Contact Kathy Kelly, at L3Chair@nfbpwc.org for more information or to schedule a webinar for your organization.

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

Your L3 Certified Facilitators are standing by!

- General Amy Courter
- Barbara Bozeman
- Barbara Davis
- Beth Gibson-Lilja
- Kathy Kelly
- Dr. Trish Knight
- Cyndi McCabe
- Daneene Monroe-Rusnak
- Francesca Burack
- Jean MacDonald
- Kathy Telban
- Linda Wilson
- Marsha Riibner-Cady
- Nancy Werner
- Sandy Thompson
- Sue Oser

Expertise wanted!

We are looking for BPW members to help develop a series of modules dedicated to the unique challenges of running a small business – from start-up regulations to personal financial planning. The L3 Committee is also looking for a Vector Designer to bring our “Every BPW Member,” Savannah, to life. If you would like to join the L3 committee for just a few sessions on a specific topic, contact Kathy Kelly.

Digital Training Committee Report

By: Judy Bell and Marsha Riibner-Cady
Digital Trainers, NFBPWC 2020-2022

The Digital Training Team wants to help you with your questions about the NFBPWC.ORG website, navigating Zoom, and Google. We are calling it the Wednesday Web Wisdom Training!

The first Wednesday of the month starting January 6, 2021 at 5pm Eastern, 4 pm Central, 3 pm Mountain and 2 pm Pacific the Digital Training Team will be available on Zoom to assist you. Here is the Zoom information: **Meeting ID 973 5734 4293 and Passcode 241625.**

Additional meetings will be on:

- February 3, 2021
- March 3, 2021
- April 7, 2021
- May 5, 2021
- June 2, 2021

Other meetings will be posted as we approach those dates.

If you are unable to attend this W-3 Training feel free to contact the Digital Training Team to arrange an alternate time at digitaltraining@nfbpwc.org.

Judy and Marsha wish you and yours a safe and wonderful holiday season!

Please reach out at digitaltraining@nfbpwc.org.

Thank you.

Social Media Committee Report



This month the Social Media Committee has decided to change things up a bit. We are giving you 2 months of "This is the month of." Below please find information for December and January as well as 3 websites to use to find more information.

YOUR VOTE IS NEEDED!!!!

Which of these websites do you like best and would like us to use moving forward? You have until December 15 to let us know which one you like:

- **Brownielocks**
- **Wincalendar**
- **Nationaltoday**

Send your vote to socialmedia@nfbpwc.org to be entered for a prize! We look forward to

hearing from you!

December is the month of:

Universal Human Rights, Safe Toys and Gifts, and National Drunk and Drugged Driving Prevention

Here are links to December dates to remember: (And don't forget to vote on the website of your choice!)

<https://www.brownielocks.com/DECEMBER2020.html>

<https://www.wincalendar.com/Holiday-Calendar/December-2020>

<https://nationaltoday.com/december-holidays/>

January is the month of:

Mentoring, Glaucoma Awareness, Cervical Cancer Awareness, National Blood Donor Month, and Birth Defects Prevention Month

Here are links to January dates to remember (And don't forget to vote on the website of your choice!)

<https://www.brownielocks.com/january.html>

<https://www.wincalendar.com/Holiday-Calendar/January-2021>

<https://nationaltoday.com/january-holidays/>

Monthly Social Media Committee reminders:

The mission of the social media committee is to empower you! We encourage you to post your club events and personal successes on our Social Media Platforms. These include Facebook, Twitter, Instagram, LinkedIn, and NFBPWC on YouTube.

Here are some guidelines for posting to social media, the abbreviated version...

1. Any member in good standing can post to the NFBPWC social media accounts.
2. Please ensure that your post is positive, respectful, and follows the NFBPWC mission, objectives, and advocacy platform and nonpartisan.
3. Remember to include the 5 W's: Who, What, When, Where, and Why. Don't forget How!
4. If you are unsure of how to post or if the content of your post is appropriate, contact socialmedia@nfbpwc.org.

We look forward to seeing your posts and receiving your votes!

Sue Oser and Marsha Riibner-Cady

Social Media Co-Chairs

socialmedia@nfbpwc.org

Engage with NFBPWC on Social Media



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



https://www.youtube.com/channel/UC2l_ciXLyvbu1dbBOsV9Tg



<https://twitter.com/nfbpwc>



https://www.instagram.com/nfbpwc_usa/



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

State Federation & Clubs News

NFBPWC Arizona

Executive Committee 2020:

Theresa Dolan President

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

NFBPWC California Federation

Executive Committee 2020-2021:

Lynn Brandstater	President
Anne Marie Johnson	Treasurer
Maryann Wesson	Secretary
Rosemary Enzer	Immediate Past President

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

By: Lynn Brandstater, President, CFBPW California

The Downtown Sacramento club had its first taste of the Lifelong Leadership and Learning program. Facilitator and program planner Barbara J. Davis presented the Sexual Harassment in the Workplace module, which had its first iteration in California. Vigilance and advocacy are more important than ever as workers navigate an altered, but no less threatening, workplace often now via Zoom. The club will celebrate the holidays this month with a global holiday experience thanks to cultural competency trainer Sher Singh.



PRESIDENT LYNN BRANDSTATER (L) AND IMMEDIATE PAST PRESIDENT ROSEMARY ENZER (R) EXCHANGE PINS AND THE GAVEL TO COMPLETE THE LEADERSHIP TRANSITION

In the south, the Burbank club adopted a family in need through the Burbank Coordinating Council's annual holiday support program. The club connects to the community annually with their generous support.

The Hollywood club presents this year's Susan B. Anthony Award to Nan Johnson. She has served as a college professor, legislator, and is the co-founder of the Susan B. Anthony Institute for Gender, Sexuality and Women's Studies at the University of Rochester. And she served as

the inspiring driver to have the theme prize winning float in the 2020 Rose Parade dedicated to the 100th anniversary of women's suffrage.

All the members of the Federation wish all our BPW sisters a joyous and safe holiday season.

Advocate, Believe, Communicate, Lynn Brandstater, President



California Federation – Burbank Club

By: Sandy Thompson, Immediate Past President

The Burbank, CA Club is pleased to spotlight our member Janet Diel. Janet was honored by Business Life Magazine as one of their honorees for their 31st Women Achievers.

Janet was born in Chicago and raised and educated in California. She and her husband Hank raised 5 children and one grandson to share their passion of service to Burbank. They're now carving out niches in mental health, computers, family medical care, early childhood and disabled care-giving.

Life as a wheelchair-bound adult led to her participation on the Burbank Advisory Council on Disabilities, and Burbank Transportation Commission continuously promoting community-wide accessibility. She has Chaired Gifted and Special Needs parent programs supported students of all capabilities while PFLAG promotes universal gender acceptance. She believes in equality for everyone and speaks publicly everywhere people will listen. Optimist Club, Girl Scouts, and BPW, demonstrate her leadership, and encourage social conscience and create positive self-images for youth.



Janet was the first disabled person to become a member in Pasadena Tournament of Roses. Using wheelchair, walker or cane, she works as hard as any other white suitor, to show the world that physical disability isn't everything. She believes we define ourselves by what we give and how we live!

Serving as President of the Burbank Coordinating Council is her passion, giving low income youngsters a leg up, with camp and holiday baskets. The reward is seeing them return to help others!

Sher taught in the inner-city, where it was important to show youngsters they could push forward and upward in life. That is real success...seeing them grow into confident adults.

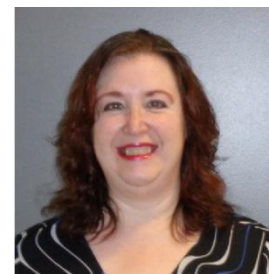
Janet tries to lead by example, positivity, and service....Why? "Because it feels good to give!"

The Burbank Club is very proud of our member and all of her achievements to make our community a better place to live.

NFBPWC Colorado Federation

Executive Committee 2020-2021:

Kathryn Wallace	President
Evie Hudak	1 st Vice President
Chanel Heermann	2 nd Vice President
Sara Bastani	Recording Secretary
Cynthia Wieme	Treasurer



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

Presented By: Evie Hudak, 1st Vice President, NFBPWC Colorado

BPW Colorado held its a special convention on Nov. 7, 2020, to update our bylaws. All the proposed changes mentioned in the last newsletter were adopted. These changes will give our organization more flexibility to operate, especially important during the pandemic.

BPW Colorado is in the process now of planning our Midyear Convention, which is largely a legislative conference held while the State Legislature is in session. It will be in February.

The voters of Colorado seem to have agreed with BPW Colorado on the 4 ballot measures we took a position on. Here are the results:

- **YES on Proposition 118, Paid Family and Medical Leave** – Colorado will now have the means to implement a state-run family and medical leave program, with up to 12 weeks of leave.
- **NO on Proposition 115, Prohibition on Late-Term Abortions** – Colorado will continue to have no limitations on reproductive choice.
- **YES on Proposition EE, Tobacco and E-Cigarette Tax Increase for Health and Education** – Colorado will now have the funding to discourage price-sensitive teens from ever starting to use tobacco products and thereby reduce the high teen vaping rate; to support some important state health and education programs for the next few years; and in a few years to provide universal half-day preschool for 4-year-olds.

YES on Amendment B, Repeal Property Tax Assessment Rates – The state will be able to avoid a huge budget cut to public education, with this repeal of the provision in the State Constitution that would have cut the local share of school funding and forced the state to pay at least \$350 million a year more, which it doesn't have.

BPW Colorado - Green News

By: Laurie Dameron, BPW Boulder Member

The Story of Stuff

It seems every December I've shared a link to "The Story of Stuff", a groundbreaking video created by Annie Leonard (now Executive Director of Greenpeace USA) in 2007 and still powerful today. It remains one

of the most informational and effective short films I've ever seen! short video is one of the most informational and effective short films I've seen.

"From its extraction through sale, use and disposal, all the stuff in our lives affects communities at home and

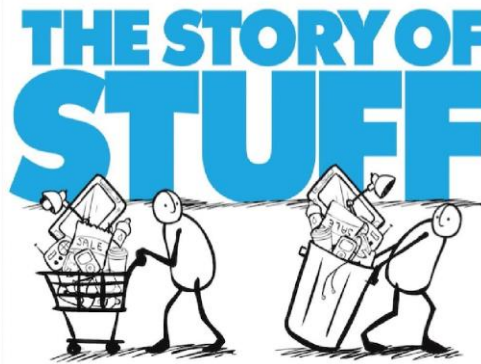
abroad, yet most of this is hidden from view. The Story of Stuff is a 20-minute, fast-paced, fact-filled look at the underside of our production and consumption patterns. The Story of Stuff exposes the connections between a huge number of environmental and social issues, and calls us together to create a more sustainable and just world. It'll teach you something, it'll make you laugh, and it just may change the way you look at all the stuff in your life forever."

Click the graphic to watch it or [HERE](#)

It also addresses our (Americans') insatiable appetite for "stuff." We are so used to being a "disposable society" we don't realize the harm we are doing. We have developed the negative, knee-jerk habit of just throwing something away when it breaks and buying a new one.

Most of you know the standard three R's for sustainability, which are, in order of importance, Reduce, Reuse, Recycle. Recently someone came up with two new R's: Refuse, which comes first, and Repair, which fits after Reuse.

Thinking about Repair made me think of Time Bank Boulder (TBB), an online exchange system that uses "time dollars" instead of actual money (though TBB does ask for a small annual donation to cover the cost of maintaining the website and other expenses). With TBB, you don't make direct exchanges. For example, I earned my first time dollars by giving people rides to their medical appointments and grocery stores, afterwards logging my time on the TBB website, one time dollar for each hour I spent. Later, when I needed help, I would simply search on the TBB website for the help I wanted—such as massage, help with garden, weeding, computer help, videography, organizing space in my home—and then pay for that help with my banked time dollars. You can get help from folks who are really good with just about anything you can think of! For example, I get help every month from TBB member Mary Headley, who edits my "Green News." Another TBB member, videographer Steven Morris, recently filmed and edited a version of my presentation



"Spaceship Earth: What Can I Do?" that is geared for kids—and it came out fabulous! Please watch it [here](#).

The fifth "R" of Repair reminded me how I was able to save a favorite pan (purchased at a thrift store) from the landfill. One day I burned something in this really great stainless steel pan, and it created a thick layer of

a black, hard plastic-like substance. I first tried scrubbing and scraping with all my home cleansers. Then I soaked it overnight with a chemical product sold to me by an employee at McGuckin's Hardware, who said it would eat through anything. Still no luck! I was about to throw the pan away, when I had another idea—what if someone could sand it out using a sander on a drill? Sure enough, I found a TBB member Harry Albert who tackled the job and my pan was like new! Read more about [Time Bank Boulder](#). If Boulder is not convenient for you, google to see if there is another Time Bank near you; there are many around the world.

And don't forget your friends with special repair skills as well. I have a really warm down coat that's probably only five years old, but in the last couple of years I've had more and more trouble with the zipper. I was ready to "throw it out" and buy a new coat, when I remembered my Boulder High School friend Bowman "Bo" Judd, who had replaced a zipper in my favorite camping fleece jacket several years ago. He has worked with an industrial sewing machine for years, creating the big balloons you see floating above businesses, like the Michelin Man. All he had to do was replace the slider and my down coat works fine now. That kept my coat out of the landfill plus avoided the environmental costs of producing a new coat—and saved me a lot of money, too! By the way, Bo is starting his own company to make really high-quality down sleeping bags, parkas and other products for mountaineering and camping. His website is forthcoming, but if you need something new or fixed, you can contact him at werkinlaite@gmail.com or 720-329-5999.

So for holiday presents this year, consider buying "stuff" that already exists—perhaps from a thrift store or, if you're in Boulder, the [Arts Parts Creative Reuse Center](#), where you can find such things as up-cycled

artwork, picture frames, art supplies, and more. Another “green” gift idea would be to pay for someone’s donation to join Boulder Time Bank!

And here’s where I left off from previous newsletters with Pope Francis’ Encyclical Letter, *Laudato Si’*: (please read the last two sentences!)

V. GLOBAL INEQUITY

52. *The foreign debt of poor countries has become a way of controlling them, yet this is not the case where ecological debt is concerned. In different ways, developing countries, where the most important reserves of the biosphere are found, continue to fuel the development of richer countries at the cost of their own present and future. The land of the southern poor is rich and mostly unpolluted, yet access to ownership of goods and resources for meeting vital needs is inhibited by a system of commercial relations and ownership which is structurally perverse. The developed countries ought to help pay this debt by significantly limiting their*

consumption of non-renewable energy and by assisting poorer countries to support policies and programmes of sustainable development. The poorest areas and countries are less capable of adopting new models for reducing environmental impact because they lack the wherewithal to develop the necessary processes and to cover their costs. We must continue to be aware that, regarding climate change, there are differentiated responsibilities. As the United States bishops have said, greater attention must be given to “the needs of the poor, the weak and the vulnerable, in a debate often dominated by more powerful interests”.^[31] We need to strengthen the conviction that we are one single human family. There are no frontiers or barriers, political or social, behind which we can hide, still less is there room for the globalization of indifference.

[Read the entire Encyclical Letter.](#)

[Watch a video about the Encyclical Letter.](#)

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>

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>

Presented By: Susan Gingerich, President, NFBPWC Florida

NFBPWC La Grange-Chicago

Executive Committee 2020-2021:

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, NFBPWC La Grange- Chicago

Our member Barb Yong, as organizer of Equal Pay Day Chicago, was instrumental in organizing the Tenth annual Equal Pay Day Rally in Chicago, this year in a virtual setting on October 29. Anyone that missed the original panel discussion can see it being streamed online at:

<https://www.facebook.com/events/3504712752924243>

Featured speakers:

- Moderator Kelly Saulsberry, Director of Policy & Outreach for the City of Chicago, Commission on Human Relations
- Illinois State Rep. Anna Moeller
- Cherita Ellens, President and CEO of Women Employed
- Linda Xóchitl Tortolero, President and CEO of Mujeres Latinas en Acción
- Illinois Comptroller Susana Mendoza
- Illinois Lieutenant Governor Juliana Stratton

Previously, we gathered publicly on average Equal Pay Day that marks the "average" gap in the Spring. This year we held Chicago's annual equal pay event on Latina Equal Pay Day in recognition of the fact that we cannot close the wage gap until ALL women are paid equitably.



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:

Nermin K. Ahmad	President
Devika Gopal Agge	1 st VP Membership
Neslihan Cakiroglu	2 nd VP Advocacy
Philippa Kim	3 rd VP Programs
Voyka Soto	Secretary
Marlene Kwee	Treasurer
Francesca Burack	Immediate Past President
Open	Young Professional Representative

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

The NFBPWC-NYC Affiliate Chapter has completed its Board Transition and held its first Board Meeting, followed by a Get to Know the Board event for members. We held a lively discussion as to what was important to members going forward, and the message was loud and clear! There is a real need to mentor and educate women in NYC, and while Covid has increased the challenges women face, little is being done to recognize, reward, or acknowledge this. As a group celebrating diverse women, from diverse cultures, we agreed to look out for strategic partnerships, and slowly build a strong presence that could have a meaningful impact among a wide spectrum of women in the City.

We are pleased to announce our first book talk on December 8th, from 7:30 – 8:30 pm Eastern: ***A Blessing: Women of Color Teaming Up to Lead, Thrive and Empower*** with authors Bonita C. Stewart (Harvard MBA) and Jacqueline Adams (Harvard MBA). With the perspective of the racial and social justice issues pulsing through the U.S. and the world, the authors are offering fresh, bold advice for leaders who aren't afraid to become truly inclusive. They discuss how an inclusive leader must care about generational difference among women of color – and use their original, proprietary research to back up their statements. In just seven years, Gen Z workers of color, aged 18 to 29, will be in the majority across the U.S., requiring the need for visionary leaders to understand the imminent cross-generational convergence to win the war for talent and innovation. They will also provide a “playbook” to help Black “unicorns” like themselves, successful business leaders of color, “team up” and find innovative ways to support one another as they climb what are typically lonely, stressful, jagged ladders of opportunity.

Look out for the Invitation: In the early part of the year we plan to show ***Moving Stories- Lives Transformed by Dance***, an award-winning and inspiring 84-minute film directed by Sundance winner Rob Fruchtmann. It follows six dancers from the acclaimed Battery Dance company as they travel the world, teaching the tools of choreography to at-risk youth so that they can tell their stories through dance. In India they work with girls rescued from gender violence; in Romania, with Romany kids from one of Europe's worst slums; in South Korea, with North Koreans who risked their lives to escape; and in Iraq, with a gifted young Muslim dancer, fighting to survive. Incredibly, they have just one week to teach kids who may be enemies, who may have been abused, who may be suspicious and fearful, to create dances to perform for their communities. The discussion will include Jonathan Hollander, Founder and President of Battery Dance and filmmakers Cornelia Ravenal and Mikael Södersten.

Nermin K. Ahmad
President NFBPWC-NYC Affiliate Chapter 2020-2021

NFBPWC North Carolina

Executive Committee 2018-2020:

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

We thank guests Megan Shellman-Rickard (CO), Sandy Thompson (CA), and Sue Oser (MI) for attending or meeting on November 19, 2020. The theme for the meeting was "Thanksgiving." We took turns sharing recipes and Thanksgiving memories. Everyone had a great time.

Barbara Bozeman shared this recipe for swiss vegetable medley: <https://www.bhg.com/recipe/vegetables/swiss-vegetable-medley/>

Marsha shared her family Noodle Kugel recipe: A package of egg noodles cooked and drained, One 16oz container each of cottage cheese and sour cream. Stir into noodles. Add a beaten egg, salt and pepper to taste stir well. Add ½ stick of butter chunks pushed into the noodle mix. Bake at 350 degrees for 30 minutes. Serve with extra sour cream and butter. Caution: this is not a gluten free or dairy free recipe. You may need to visit your cardiologist after a scoop of this!

Looking for a stocking stuffer for that special someone on your list? Jo Naylor has an Esty shop selling handmade scarves and hats. She has a variety of jewelry, too! For each item purchased, a dollar is donated to the Currumbin Sanctuary Hospital in Australia to help the animals! <https://currumbinsanctuary.com.au/hospital>

Visit Joniquas at: <https://www.etsy.com/shop/Joniquas>

Our next meeting will be on December 17, 2020 at 8pm Eastern. Don't forget to wear your favorite/most ugly holiday sweater! Everyone is invited. Contact us at nfbpwcnc@gmail.com for Zoom details. Please visit us on the NFBPWC.ORG website at:

<https://www.nfbpwc.org/North-Carolina>

Reminder, NFBPWC-NC dues are due January 1, 2021.

North Carolina hopes everyone continues to be safe and healthy. Happy Thanksgiving to all!

NFBPWC North Carolina – Chatham County Chapter

Executive Committee 2020:

Jennifer Halloran	President
Jessica Bryan	VP Membership
Autumn Yamamora	VP Programs
Faith Nager	Treasurer
Wendy Tomblim	Secretary



Chatham County Business Professional Women Virtual Holiday Shopping Event

Wednesday, December 9, 2020, 7:00 pm to 8:00 pm

Zoom Shopping Event (zoom info to go out soon)

Participants Free / Vendors \$10

Come show off your goods. 2 minutes to tell about some of things you offer for the holidays. We are looking for 20 vendors.

An evening of friendship, supporting others, lots of laughs and surprises!

Contact either: Faith Nager / 919-564-9933, faithnager@gmail.com or Jennifer Halloran / 919-475-5354, jhalloran@everybodyneedsanurse.com, to be a

vendor and pay the \$10.



Drive in, Meet and do Lunch

It was our first time to gather together since February and we decided to meet in the parking lot at Real Living Carolina Lifestyle Realty. We had our chairs 6 ft apart and masked up. We had 3 guests (thanks to Breandrea one of our guests for taking the picture). The weather was perfect and the company was so much fun. We plan on doing this again in January weather permitting.

Judy Harrelson / Member Spotlight

Broadway Hemp Company





Everyone loves a great deal!

Christmas Bundles Available Now!

What's included in the stocking:

Four favorite products:

Mint Chocolate & Crème de Menthe Tinctures; Hemp Relief Cream; & Hemp with Muscadine Grape Capsules.

If you don't know Judy, you need to introduce yourself to her. She is the best connector in the area.

Judy has spent many years in the wellness industry helping people with their homes, health, and environment. Judy brings the education needed to understand holistic health and wellness. She is the Sales Manager for Broadway Hemp Company. Above is a wonderful holiday bundle you can purchase from one of their local retailers; or if you're out of the area online at <https://broadwayhemp.com/> Use code Judy10 for BPW discount! Highest quality, CBD oils available, locally grown in organic greenhouses.

To learn more contact, Judy, at: judy@broadwayhemp.com, Cell: 336 580 2460

Pennsylvania Affiliate Chapter

Executive Committee:

Nancy Werner	President
Cathy Collins	Vice-President
Nancy Thomas	Recording Secretary
Denice Robinson	Treasurer
Cathy Collins	Membership
Lilly Gioia	Legislation



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

By: Nancy Werner
President, NFBPWC Pennsylvania

We held our zoom meeting on Sunday, November 8, 2020 with our National President Megan Shellman in attendance. She presented an engaging list of goals for the NFBPWC. She shared about the Friday Connection on Zoom and that we all encourage to sign up and attend. She shared about the seminars being sponsored by the NFBPWC on diversity and encouraged us to sign up and attend them too. Lastly, she encouraged us to become involved with the many facets of the NFBPWC and learn and share. The upcoming two years will be challenging but her positive views were so welcomed. We were delighted that she was able to join us and have a discussion with our PA members. We are hoping to hear from her again soon.

Membership is a goal for us. We are asking for new members to join our group. We may be small, but we are mighty. We feel we have much to share with so many women about what is happening around our nation.

We are delighted to have a page on face book with "NFBPWC - Pennsylvania." Ginny Bailey, our member, set it up and is making sure that we are being read. We would love all of you to "like" us and become one of our followers.

We also heard from the National Women's History Alliance and we are creating our ad for the upcoming gazette. Emily Holgash, another one of our members, has been instrumental in getting the communication lines flowing to the NWHIA. We are excited that we can be seen across the country in the NWHIA newspaper!

Lilly Gioia, our Legislative Chair, has prepared another detailed report that covers so much across the nation as well as all the happenings in our Commonwealth of Pennsylvania. Being one of the "swing" states in this past election sure was an experience. Just heard my husband yell, "PA certified our votes." So happy to hear. Now I can sleep again. Oh, and thank you for voting for whichever candidate.

The Alice Paul Institute has been keeping us informed about the happenings of the ERA. They are looking for a new director to take charge as Lucy Beard, the current director, is retiring as of December 31, 2020. She has done an amazing job in providing opportunities for many interns to learn about Alice Paul. Plus she established the many workshops to bring young women from area high schools to focus on the rights of women. Job opening has been posted on their web page in case you are interested.

Update on partnering with the Amanda Owen, Foundation Chair of the Justice Bell, and sharing her film, "Finding Justice." Amanda is the individual who discovered the famous bell of 1915 at the Valley Forge Memorial Chapel just a few years ago. A bell that looked just like the Liberty Bell but was not. This very bell was forged to bring men to listen at the "VOTES FOR WOMEN" rallies during the 1915 election year. You have heard this suffrage story many times over but our date for showing the film across the BPW/PA was delayed. It will be on Thursday, December 3, 2020 from 7:00 to 8:00 p.m.

We have a weekly newsletter called the BUZZ that is sent via email every Monday to the BPW/PA members. I made sure to share the Zoom showing so we get some viewers. Sending everyone who asks an invitation. Now, if we do a good job in PA, we will consider holding an evening for the NFBPWC a little later.

Here we are coming into the Holidays and I count my blessings. There is so much to be thankful for even in this year of 2020. We are listening to the "scientists" and not traveling to MA where both our children live with their spouses and our 5 grandchildren. Be the first Christmas to be missing them but we want to be here for all those Holidays to come. We will try zoom and that will be the best gift.

May you all have a wonderful Holiday Season. Be healthy and be safe.

Pennsylvania Advocacy Report

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

WOMEN MAKE HISTORY IN 2020 ELECTIONS:

According to the Center for Women & Politics at Rutgers, nearly 650 women ran for seats in the U.S. House and Senate in 2020 with more than 300 of these candidates making it through the primaries and into the general election. As of 11/16/20, 145 women have been elected to serve in the 117th Congress with several House races still too close to call. This is the largest number of women elected to Congress in our nation's history. Senator Kamala Harris was elected Vice President. At least 24 women will serve in the Senate in 2021. Senator-elect Cynthia Lummis (R/WY) will be the first woman elected to the Senate from Wyoming. She was a Member of the House and co-chair of the bi-partisan Congressional Caucus for Women's Issues. In January 2021 a record-breaking 121 women (including four Delegates) will serve in the U.S. House. 92 are Democrats and 29 Republicans. The number is expected to increase with races still too close to call.

The Pennsylvania League of Women Voters released an 11/12/20 statement that members of the federal Election Infrastructure Government Co-coordinating Council, the Cybersecurity & Infrastructure Security Agency, and the Election Infrastructure Sector Coordinating Council, had affirmed "the security of the 2020

election.” “The November 3rd Election was the most secure in American history...there is no evidence that any voting system deleted or lost votes, changed votes or was in any way compromised. While we know there are many unfounded claims and opportunities for misinformation about the process of the Election, we can assure you that we have the utmost confidence in the security and integrity of our elections, and you should too,” federal agencies stated. The PA League thanked all who have worked so hard to ensure a safe, secure election. “Pennsylvania’s election workers, ballot counters and local commissioners have been heroes in this pandemic election,” the PA League stated in an 11/9/20 press release. “Some have been threatened for their good work. All handling of ballots is done in view of certified observers from both major parties, with systems in place to ensure a fair and accurate count. It is irresponsible for any person or party to make accusations of fraud without compelling evidence.” Highly critical of the legislature’s failure to act to expedite ballot counting, the League stated that delays could have been easily avoided had a timely bill to address pre-cavassing of ballots been passed. “The entire nation experienced delay and distress due to attempts to leverage electoral rules for partisan advantage,” the League noted.

LAWSUITS & TRANSITION DELAYS:

Rejecting President Donald Trump’s persistent claims and complaints, a broad coalition of top government and industry officials declared that the 11/3/20 voting and following count unfolded smoothly with no more than the usual minor hiccups, according to an 11/14/20 Associated Press account. Election security and industry officials repudiated “Trump’s efforts to undermine the integrity of the contest.” Many of the Trump campaign challenges about signatures, late votes and postmarks have been tossed out by judges where Biden leads Trump by wide margins in key battleground states. Statement authors include the president of the National Association of State Election Directors and the National Association of Secretaries of State – who run elections at the state level – and the Executive Committee of the Government-Industry Coordinating Council that includes all the major voting equipment vendors.” President Trump’s civil rights lawsuit to delay certification of the Keystone state election results was rejected by U.S. District Court Judge Matthew Braun on 11/21/20. While Trump lost Pennsylvania by more than 80,000 votes, according to a PA Capital Star 11/22/20 report, other races on the November 3rd ballot largely favored Republicans.

PRESIDENT-ELECT BIDEN’S PROPOSALS FOR WOMEN:

As a candidate, former Vice President Joe Biden’s positions line up with BPW’s Legislative Platform:

EQUAL RIGHTS AMENDMENT– Biden promised as president to support ratification of “the Equal Rights Amendment so that gender equality is finally enshrined in our Constitution.”

EQUAL PAY-WORKPLACE EQUALITY– Biden has stated, “Equal pay for equal work. It’s common sense. It’s also overdue. Let’s close the gap and let’s do it now.” Biden pledged support for the Paycheck Fairness Act, long supported by BPW.

WOMEN ENTREPRENEURS-- Biden has promised “investing in women—small businesses, expanding access to education and training, strengthening pay and benefits in careers disproportionately filled by women.”

DOMESTIC ABUSE– Biden is a strong advocate for reauthorizing the Violence Against Women Act.

CHILD CARE & MATERNITY-- Biden made a commitment to allocate \$775 billion for child care and senior care; to expand child care for children up to five years old, including a free universal preschool education. He supports maternity and paternity leave and will ask Congress to include in new legislation paid sick leave, paid family and medical leave for every worker, making these benefits permanent.

REPRODUCTIVE HEALTH CARE-- Biden supports protecting women’s rights, access to safe, legal reproductive health care, including abortion.

WOMEN’S PARTICIPATION IN A NEW ADMINISTRATION:

An 11/11/20 Government Executive newsletter spelled out the diverse coalition of experts, at least half of whom are women, forming president-elect Biden's transition team. Of the 500 members of Biden's agency review teams more than half are women. 40% represent communities historically underrepresented in the federal government, including people of color, people who identify as LGBTQ+ and people with disabilities. "I said from the outset I wanted a campaign that represented America and I think we did that," Biden said in a recent speech. "Now that's what I want the administration to look like." At this writing former Federal Reserve Chair and economist Janet Yellen has been nominated to serve as Treasury Secretary, an historic appointment.

THE FEMALE RECESSION IS FAR FROM OVER:

According to Diane Lim, economist and author of the Economist Mom Blog, the female recession is far from over. Working mothers are still reducing their work hours four to five times more than working fathers to ensure their children are cared for and on track at school. Analysis by the Century Foundation and the Center for American Progress (CAP), found that as working mothers reduced their labor participation, it leads to billions in losses for the economy. If the levels from April 2020 persisted, lost wages would amount to about \$64.6 billion a year. The Center for American Progress statistics connected to the pandemic recession, were "likely an underestimate of the significant economic blow we are feeling because families do not have access to the child care they need." The problem is happening at all income levels and in all fields. Overall 55% of the jobs lost this year have returned. About 10 million are still lost. In an 11/8/20 overview by The 19th, CAP economist Michael Madowitz, who tracks the figures for women said, "There is absolutely no way to look at this stuff and say you can have a meaningful recovery for women without controlling the virus." The female unemployment rate fell to 6.5% in October. It fell below that of men for the first time since the pandemic recession began in March, but women are still out of work at higher rates than in June. There's been an uneven recovery for women, who have borne the brunt of job loss this year, according to a report in Route 50. In September 865,000 women left the labor force, four times the number of men. About 480,000 of those jobs returned in October.

Statistics show that women have regained 39% of jobs; men have recovered 58%. In April 3.6 million women left the workforce over the span of two months, triggering the first female recession.

FINALLY – CALIFORNIA BANS TOXIC CHEMICALS IN COSMETICS!!

When a new California law takes effect in 2025, it will mark the first major action to remove toxic substances from beauty products in almost a century. According to an 11/23/20 Kaiser Health News report, the California law banning toxic chemicals, signed into law by Governor Gavin Newsom, will change the composition of cosmetics, shampoos, hair straighteners and other personal care products used by consumers across the country. The ban covers 24 chemicals including mercury, formaldehyde and several types of per and polyfluoroalkyl substances known as PFAS. All the chemicals are carcinogenic or otherwise toxic, and advocates argue they have no place in beauty products. Federal regulation of cosmetics has not been updated meaningfully since 1938 and only 11 ingredients in personal care products are regulated by the Food & Drug Administration. By contrast, the European Union bans more than 1,600 cosmetic substances and ingredients from cosmetics. This is a milestone for cosmetic safety in the United States, said Emily Rusch, Executive Director of the California Public Interest Research Group, which was heavily involved in shaping the bill. Breast Cancer Prevention Partners advocated strongly for the measure because many of the banned chemicals have been linked to breast cancer, said Janet Nudelman, the group's Director of Program and Policy. BPW has long supported proposed federal bi-partisan legislation that would have given the Food & Drug Administration more power to control or recall products containing the 11 federally regulated ingredients, but year after year this legislation failed to gain traction in Congress despite the support of celebrities like Kourtney Kardashian. Current law does not require cosmetics to be reviewed and approved by the F.D.A. before being sold to consumers. Advocates argue that the California state law will force all companies to provide transparency and consistency about what exactly is in products consumers put on their hair and faces.

A 2019 study by government investigators found that using hair straightener was linked to a higher risk of breast cancer which rose with increased use. They also found that using permanent hair dye was linked to increased breast cancer risk. In recent years a “clean cosmetic industry” has grown in popularity with products making up about 13% of high-end sales.

FEDERAL CIVIL SERVICE UNDER THREAT:

President Trump’s controversial October 2020 Executive Order stripping thousands in the federal workforce of civil service protections, will undo 137 years of merit system staffing. The 1883 Pendleton Act established the non-partisan civil service. “It is a blatant return to patronage politics and a federal workforce based on cronyism and nepotism,” wrote 33 House Democrats, requesting a halt to “any activities related to implementation of the Order.” The House Oversight & Reform Committee intends to investigate how the directive was developed and its potential impact on the federal workforce, according to a 10/28/20 Government Executive Newsletter article. Trump’s Executive Order “would precipitate a mass exodus from the federal government at the end of every presidential administration, leaving federal agencies without deep institutional knowledge, expertise, experience and ability to develop and implement long-term policy strategies,” House Democrats stated. Condemnation by federal employee unions, associations representing federal managers, executives, and good government experts has been fierce throughout November.

In an immediate resignation letter, Ron Sanders, a key ally in the administration’s efforts to reform civil service pay structure, wrote he cannot be party to “an attempt to require the political loyalty of federal workers.”

Sanders excoriated the Executive Order accusing the administration of misleading the public about the purpose of the initiative. He called the Order “nothing but a smoke screen for what is clearly an attempt to require the political loyalty of those who advise the president, or failing that, to enable their removal with little if any due process.” No president should be able to remove career civil servants whose only sin is they speak truth to him, Sanders said.

The President’s 10/27/20 Order creates a new “Schedule F” within the government and instructs agencies to identify and transfer competitive service employees into the new job classification. Employees transferred into Schedule F would effectively become at-will employees, stripped of civil service protections. Critics called this action “stunning,” a return to the spoils system of the 19th century, and are seeking an injunction to block the creation of Schedule F. Opponents stress this “midnight attack on civil service protections” is a last ditch attempt of the Trump administration to make it easier to remove federal employees who they deem aren’t loyal enough to the President. The Executive Order sets a deadline of January 19, 2021 – one day before the next presidential inauguration – for agencies to submit a preliminary inventory of positions that should be converted to Schedule F. House Democrats already have introduced legislation that would rescind the Executive Order and grant back pay to any federal workers fired while the directive is in effect.

An 11/18/20 Government Executive Newsletter reported that 40 Senators, including Pennsylvania’s Bob Casey, introduced legislation that would rescind president Trump’s “Schedule F” Order. The bill would be retroactive to 10/21/20, the date president Trump signed the directive. Senator Gary Peters (D/MI) said the Schedule F directive “recklessly creates chaos and dysfunction during the on-going pandemic and presidential transition.” Our country is facing a number of serious challenges that must be quickly and effectively tackled from safeguarding our national security to addressing the coronavirus pandemic – and non-partisan federal employees carry out this critical work. The Senate bill already has the support of good government groups and federal employee groups. “Congress should move quickly to stop Schedule F in its tracks,” said Max Stier President & CEO of the Partnership for Public Service.

INVESTIGATING PENNSYLVANIA’S ELECTION PROCESS:

More than 6.9 million Pennsylvanians voted in 2020. On 11/10/20 the newly appointed interim Chair of the PA House State Government Committee, Rep. Seth Grove, announced plans to hold committee hearings on the 2020 election process. Rep. Grove justified hearings saying, “Over the course of the past several weeks

Pennsylvania's election exposed a process failure because of undue and ill-conceived interference in our elections by the Pennsylvania Department of State and five Democratic Justices on the Pennsylvania Supreme Court. We need to investigate what transpired so we can develop a comprehensive legislative fix to ensure that the people of Pennsylvania can have faith in their future elections." In a contradictory statement the PA League of Women Voters stated that they agree a comprehensive legislative fix is sorely needed, but "disagree strongly with Grove's statement. Rep. Grove suggests foregone conclusions and undermines any hope of a fair review," the League maintained. "Far more appropriate would be a review by the bi-partisan Pennsylvania Election Law Advocacy Board established by Act 12 in 2020," the League wrote. The League underscored that any "fix" must be done with full BI-PARTISAN support, "implementing electoral best practices without attempting to influence electoral outcomes, present or future, on behalf of a particular party or candidate." A PA Capital Star 11/22/20 report indicated that Pennsylvania will likely certify election results in early December verifying that former Vice President Joe Biden won its 20 electoral votes. An audit was approved by the PA House 112-90, but won't be due until next year and conducted by an outside firm.

The promised Grove investigation of unfounded election irregularities claims does not appear likely, partly due to timing. Sitting lawmakers terms' end 11/30/20 under the state constitution and the House and Senate cannot convene again till January 2021.

WOMEN IN PENNSYLVANIA LEGISLATIVE LEADERSHIP:

The 11/12/20 PA Capital Star headline read: WARD, McCLINTON SHATTER 244 YEAR OLD GLASS CEILING IN PENNSYLVANIA GENERAL ASSEMBLY. Philadelphia Democratic Representative Joanna McClinton and Westmoreland County Republican Senator Kim Ward became the first two women to be elected floor leaders in the Pennsylvania General Assembly's history. McClinton was elected House Minority Leader and Ward Senate Majority Leader. McClinton is the first Black woman to serve as a floor leader. Ward shattered precedent as the first woman in either chamber of the General Assembly to be elected Majority Leader. In leadership these women will be involved in the once-in-a-decade redistricting process when political lines are redrawn to match new Census data. Women comprise barely one quarter of the Harrisburg legislative body. Women are underrepresented in top leadership posts which have been typically held by white men. McClinton's victory, in particular, represents a shift in the balance of power away from the western half of the state and towards a younger, more diverse generation of lawmakers, said Chatham University Professor Jennie Sweet-Cushman, who studies women in Pennsylvania politics. A former public defender, McClinton, 38, has been a trailblazer since she was elected to the House in a 2015 special election. Senator Kim Ward was first elected to the Senate in 2008. "I'm very honored to have been elected to this position," she told the Capital Star. "Yes, I am a woman. But I am a senator first." ##

NFBPWC El Paso Texas West

Executive Committee:

Gloria Flores 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:

To be announced.

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

NFBPWC Paso Del Norte

Executive Committee:

Lourdes Reynes President

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

NFBPWC Virtual Club

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

Or email: ccbpw@aol.com

Executive Committee:

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.



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

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

Submission Deadline for the January eNewsletter is Wednesday, December 23rd 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.

Previous Issues of our Newsletters can be found on our website at: [E-News Archives](#)

National Federation of Business and Professional Women's Club's (NFBPWC) Advocacy Platform 2020-2022

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

- Passage of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- Ratification of the Equal Rights Amendment (ERA)
- Eradicate Domestic Violence and the Electronic and Physical stalking, sexual harassment, sexual abuse and discrimination
- Support universal background checks for all firearm purchases
- Reinstate the Violence Against Women Act
- Oppose human trafficking, sexual exploitation and slavery
- Equal education opportunity
- Support equal rights for LGBTQ+ persons
- Support equal treatment of and end discrimination against BIPOC (Black, Indigenous and People of Color), minority, and marginalized women
- Support policies and practices that promote environmental sustainability
- Support the endeavors of and improve conditions for military-affiliated women
- Support equitable treatment of any women who are arrested, detained or incarcerated.



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).

